

**LAPWAI SCHOOL DISTRICT #341  
CLASSIFIED SALARY SCHEDULE  
2019-2020**

|           | PARAPRO-FESSIONAL | INTERVENTION AIDE | HI PARA-PROFESSIONAL | CBRS    | HI PRO/CBRS | CUSTODIANS | MAINT LEVEL III | MAINT/TRANS DIRECTOR | BUS DRIVERS |
|-----------|-------------------|-------------------|----------------------|---------|-------------|------------|-----------------|----------------------|-------------|
| YEAR 1    | \$11.99           | \$15.25           | \$16.30              | \$18.63 | \$20.15     | \$11.47    | \$15.98         | \$18.17              | \$18.12     |
| YEARS 2-3 | \$14.50           | \$17.08           | \$17.93              | \$20.49 | \$22.17     | \$13.03    | \$18.06         | \$20.41              | \$19.89     |
| YEARS 4-5 | \$14.83           | \$18.90           | \$19.72              | \$22.54 | \$24.39     | \$14.56    | \$20.13         | \$22.64              | \$21.65     |
| YEARS 6+  | \$16.25           | \$20.77           | \$21.69              | \$24.79 | \$26.83     | \$16.11    | \$22.21         | \$24.87              | \$23.42     |
| YEARS 15+ | \$16.73           | \$21.36           | \$23.86              | \$27.27 | \$29.51     | \$17.66    | \$22.88         | \$27.11              | \$25.19     |

|           | FS-COOKS | FS-DIRECTOR | INDIAN ED | BUILDING SECRETARY | DIST OFFICE |
|-----------|----------|-------------|-----------|--------------------|-------------|
| YEAR 1    | \$10.21  | \$15.40     | \$18.17   | \$15.98            | \$20.54     |
| YEARS 2-3 | \$11.62  | \$16.19     | \$20.54   | \$17.53            | \$23.50     |
| YEARS 4-5 | \$13.04  | \$18.06     | \$22.91   | \$20.13            | \$25.35     |
| YEARS 6+  | \$14.46  | \$19.91     | \$25.30   | \$20.92            | \$27.75     |
| YEARS 15+ | \$15.85  | \$21.76     | \$26.00   | \$22.19            | \$30.18     |

**VACATION-12 MO EMPLOYEES**

|           | VAC DAYS |
|-----------|----------|
| YEAR 1    | 10       |
| YEARS 2-3 | 12       |
| YEARS 4-5 | 14       |
| YEARS 6+  | 15       |
| YEARS 15+ | 20       |

**FRINGE - Cash in Lieu**

|           | \$ / Hour | Days/Year | Hours/Year | Amount   | Cost per hour |
|-----------|-----------|-----------|------------|----------|---------------|
| YEAR 1    | \$ 4.96   | 180       | 1260       | \$6,250  | \$ 7.07       |
| YEARS 2-3 | \$ 4.96   | 190       | 1520       | \$7,539  | 5.86          |
| YEARS 4-5 | \$ 4.96   | 215       | 1720       | \$8,531  | 5.18          |
| YEARS 6+  | \$ 4.96   | 260       | 2080       | \$10,317 | 4.29          |

**Health Insurance**

Annual Cost = \$9,172

Note: If Fringe is elected for those employed before July 1, 2016, it is added to the gross pay in lieu of health benefits and is taxable.

| Employer Paid Benefits | Most Staff    | Bus Drivers   | Cooks, Custodial, Maintenance |
|------------------------|---------------|---------------|-------------------------------|
| FICA                   | 7.65%         | 7.65%         | 7.65%                         |
| PERSI                  | 11.94%        | 11.94%        | 11.94%                        |
| Unused Sick Leave      | 1.26%         | 1.26%         | 1.26%                         |
| Workers Compensation   | 0.68%         | 4.55%         | 6.18%                         |
| <b>Total</b>           | <b>21.53%</b> | <b>25.40%</b> | <b>27.03%</b>                 |