

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

	PARAPRO-FSSIONAL	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
	\$ 4.96	180	1260	\$6,250	\$ 7.73
	\$ 4.96	190	1520	\$7,539	\$ 6.41
	\$ 4.96	215	1720	\$8,531	\$ 5.66
	\$ 4.96	260	2080	\$10,317	\$ 4.68

**Health Insurance**

Annual Cost = \$9,737

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>