

**LAPWAI SCHOOL DISTRICT #341
CLASSIFIED SALARY SCHEDULE
2022-2023**

| | PARA-PROFESSIONAL, STANDARD OR BEHAVIOR INTERVENTION | INTERVENTIONAL AIDE | BEHAVIOR INTERVENTION SPECIALIST | CBRS PROFESSIONAL/ SPECIALIST | CUSTODIANS | MAINT LEVEL III | MAINT/TRANS DIRECTOR | BUS DRIVERS |
|-----------|--|------------------------|--|-------------------------------------|------------|-----------------|-------------------------|-------------|
| YEAR 1 | \$17.14 | \$18.32 | \$20.94 | \$22.64 | \$15.00 | \$17.97 | \$20.42 | \$20.36 |
| YEARS 2-3 | \$19.20 | \$20.15 | \$23.03 | \$24.91 | \$16.50 | \$20.30 | \$22.93 | \$22.35 |
| YEARS 4-5 | \$21.24 | \$22.17 | \$25.33 | \$27.40 | \$18.15 | \$22.62 | \$25.44 | \$24.33 |
| YEARS 6+ | \$23.35 | \$24.39 | \$27.86 | \$30.14 | \$19.97 | \$24.96 | \$27.95 | \$26.32 |
| YEARS 15+ | \$24.00 | \$26.83 | \$30.65 | \$33.15 | \$21.96 | \$25.71 | \$30.47 | \$28.31 |

| | FS-COOKS | FS-DIRECTOR | INDIAN ED | BUILDING SECRETARY | DIST OFFICE |
|-----------|----------|-------------|-----------|-----------------------|-------------|
| YEAR 1 | \$15.00 | \$20.46 | \$20.42 | \$17.97 | \$23.09 |
| YEARS 2-3 | \$16.50 | \$22.51 | \$23.09 | \$19.71 | \$26.15 |
| YEARS 4-5 | \$18.15 | \$24.76 | \$25.75 | \$22.62 | \$28.21 |
| YEARS 6+ | \$19.97 | \$27.23 | \$28.43 | \$23.52 | \$30.88 |
| YEARS 15+ | \$21.96 | \$29.96 | \$29.22 | \$24.94 | \$33.59 |

Health and Dental Insurance

Annual Cost = \$10,485

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 | \$ 8.37 |
| | \$ 4.96 | 190 | 1520 | \$7,539 | \$ 6.94 |
| | \$ 4.96 | 215 | 1720 | \$8,531 | \$ 6.14 |
| | \$ 4.96 | 260 | 2080 | \$10,317 | \$ 5.07 |

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.

| <u>Employer Paid Benefits</u> | <u>Most Staff</u> | <u>Bus Drivers</u> | <u>Cooks, Custodial, Maintenance</u> |
|-------------------------------|-------------------|--------------------|---|
| FICA | 7.65% | 7.65% | 7.65% |
| PERSI | 11.94% | 11.94% | 11.94% |
| Unused Sick Leave | 0.00% | 0.00% | 0.00% Premium Holiday through 6/30/2022 |
| Workers Compensation | 0.42% | 2.77% | 3.83% |
| Total | 20.01% | 22.36% | 23.42% |