

**MILLARD PUBLIC SCHOOLS
EMPLOYMENT PROVISIONS
Professional Technical Salaried (Exempt)
2016-17**

SALARY SCALES:

| Level | Position | Days | Minimum | Maximum |
|--------------|--|-------------|----------------|----------------|
| A | Food Service Supervisor | 261 | \$47,500 | \$67,068 |
| | Warehouse Manager | 261 | \$47,500 | \$67,068 |
| B | Human Resource Recruiter | 261 | \$50,144 | \$75,840 |
| | JR ROTC Instructor | 261 | \$50,144 | \$75,840 |
| | Purchasing Agent | 261 | \$50,144 | \$75,840 |
| C | Network Support Specialist | 261 | \$55,116 | \$81,145 |
| | Telecommunications Specialist | 261 | \$55,116 | \$81,145 |
| | Transportation Manager | 261 | \$55,116 | \$81,145 |
| D | School Technology Facilitator I | 220 | \$50,431 | \$73,895 |
| E | Community Counselor | 209 | \$52,421 | \$76,799 |
| | School Social Worker | 209 | \$52,421 | \$76,799 |
| | School Technology Facilitator II | 220 | \$55,472 | \$81,547 |
| | Internal Auditor/Special Projects | 261 | \$58,303 | \$84,878 |
| | District Accountant | 261 | \$58,303 | \$84,878 |
| | CADD/GIS Analyst | 261 | \$58,303 | \$84,878 |
| F | Research Associate | 261 | \$70,516 | \$103,797 |
| | Data Warehouse Specialist | 261 | \$70,516 | \$103,797 |
| G | Occupational/Physical Therapist (OTD/PT) | 192 | \$52,908 | \$77,518 |
| | Project Manager | 261 | \$73,423 | \$108,088 |
| H | District Systems Analyst | 261 | \$82,490 | \$120,937 |
| | General Manager for Support Services | 261 | \$82,490 | \$120,937 |
| | Accounting Manager | 261 | \$82,490 | \$120,937 |

WAGE INCREASE:

For the 2016-17 year: each employee who was employed during the 2015-16 year will receive a 2.2% wage increase above the wage received during the 2015-16 year.

PAID LEAVE:

Each employee shall earn paid leave at a rate of 1 day per month. Employees who exceed 75 days are eligible for an annual leave buy back to 75 days at the rate of \$80 per day. Paid leave shall only be used for personal illness, illness or death of a member of the employee's immediate family, and business and emergency leave, or qualifying Family Medical Leave. The rules for use of paid and unpaid leave are established in Board Policy and Rule.

Each employee who resigns or retires with at least 20 years of consecutive service and who is at least age 55 is eligible for buyback of unused paid leave at the rate of \$80 per day.

PAID VACATION:

Each 12 month employee shall receive vacation based on her or his vacation eligibility anniversary date as follows:

- (a) First four years, earned at of 0.83 days per month (accrued to a maximum of 10 days);
- (b) Fifth through ninth years, earned at 1.25 days per month (accrued to a maximum of 15 days);
- (c) Tenth and subsequent years, earned at 1.67 days per month (accrued to a maximum of 20 days).

Upon leaving employment with the District, employees shall be paid for the accrued vacation balance at the employee's daily rate of pay.

HOLIDAYS:

Each Twelve month employee shall receive 10 paid holidays. All other employees have holidays included in the non-contract days and do not receive holiday pay. In order to be eligible for holiday pay, an employee must:

- (1) be employed by the District twenty (20) working days immediately prior to the holiday; and
- (2) work the normally scheduled hours on both the regularly scheduled work days immediately preceding the holiday and on the regularly scheduled work day immediately following the holiday, unless excused by the District for reason of illness or some other good cause.

HOURS OF WORK:

Each employee is to work those days and hours as requested by his or her supervisor as approved by the Human Resources Office.

INSURANCE:

Each employee who is employed at least 40 hours a week (full time) shall be eligible for the same amount of the annual District provided health and dental insurance premium amounts for full-time teachers; provided, the eligible employee elects participation and agrees to pay, and does pay, the remainder of the elected health premium.

Other employees shall be eligible to participate in the health and dental plans provided by the District if the employee is regularly scheduled to work at least 20 hours per week or more. For said employees, the District shall pay fifty percent (50%) of the annual District provided health insurance premium amounts for full-time teachers; provided, the eligible employee elects participation and agrees to pay, and does pay, the remainder of the elected health premium.

For each employee who voluntarily participates in the wellness plan and meets the criteria in the wellness plan in the prior year, the District shall pay an additional premium incentive designed by the District. Any newly hired employee may not be eligible to receive the additional premium incentive until the following year based on participation in the wellness plan.

The District will pay the full premium for basic \$50,000 term life coverage for benefits eligible employees. Long Term Disability Insurance shall be deducted from pay for benefit eligible employees.

Specific insurance rates and other applicable benefit details can be found on the District's web site under Human Resources / Documents / Benefits Documentation.