

Fleming School
 Frenchman School District RE-3
 2021-2022 Salary Schedules

Classified Position	Base Entry level
Secretarial Services	
Registrar	\$12.32/hour
Secretary	\$12.32/hour
Business Office	
Business Manager	\$35,000- \$50,000/year
Transportation/Maintenance	
Director	\$32,542- \$33,518/year
Custodian	\$12.32/hour
Bus driver	\$35.00 per route
Substitute Driver	\$30.00 per route
Activity Driver	\$12.32/hour
Para Professional	
Library	\$12.32/hour
Special Education and Teacher	\$16.50-\$17.00/hour
Substitute Teacher	
	\$100/day
Substitute Para	\$87/day
Preschool	
Director	\$15.06-\$16.95/hour
Aide	\$12.32/hour

Annual increments shall be dependent upon the employee's satisfactory performance in this position. Advancement shall require the superintendent's and the supervisor's recommendation.

Employees paid from this schedule will receive their pay on the 22nd of each month.

COLORADO RETIREMENT: The school district will pay the employer's share of Colorado Retirement.

WORKERS' COMPENSATION: All district employees are covered under the Workers' Compensation Insurance Plan and shall be entitled to all the prescribed benefits.

*Note Refer to School Board Policy GCBD

"AT WILL" POSITION: This position is considered "at will" and the employee serves at the pleasure of the Board.

FRINGE BENEFITS:

Bereavement: Immediate Family = 3 days from Bereavement Leave
Other Relatives = 1 day from Bereavement Leave
Non- Family = 1 day from Sick Leave

Medical Insurance. Is provided for employees who are scheduled to work full time. The school district will pay the cost of an amount set annually by the board toward the monthly premium on single major medical insurance. Family coverage can also be obtained at a cost to the employee. These employees are entitled to single health insurance coverage for 12 months.

Separation Allowance: After ten (10) or more years of service, upon leaving or retiring from the district, will receive payment at the rate of \$20.00 per day for each day of unused accumulated sick leave up to 30 days.

Leave: All new employees will serve a 30-day probationary period without benefit of the leave days. After the 30-day probationary period, leave will accumulate at the rate of one day per month for full time employees up to 12 days a year, and at .5 per month for part time for up to 5 days a year for 10 month employees. Personal time may be carried over as Sick leave and accumulated up to 45 days.

Vacation Time: Classified personnel who are employed and working a 12-month position are eligible for paid vacation.

- No vacation time will be granted until an employee has completed one full year of continuous employment. Employees working full time will accumulate one day per month up to 12 days.
- July 1 is the anniversary date for all employees. Vacation days are not carried more than one year.
- Permission must be obtained from the employees designated supervisor before vacation time can be used. The supervisor must take into account that the use of vacation days cannot interfere with the operations of the school.

Holidays: Employees who work 10 months of the year are entitled to 4 paid holidays Labor Day, Thanksgiving, Christmas, and New Year's. Employees who work 12 months of the year will also receive Memorial Day and Fourth of July.