

Crowley County School District Re-1J

CLASSIFIED PERSONNEL

New classified employees will be allowed up to ten years credit, and then one year for every two years of experience on the classified salary schedule. Prior /previous experience must relate to the job description in which the individual is applying for, and be in a like or similar job in another school district or similar or like institution.
(Effective 2/17/03)

Classified staff hired after January 1st will not move on the salary schedule when new letters of employment are granted for the following school year. They will move in September of the second year. (Effective April, 2005)

All staff are required to be members of the school district insurance group. All staffs payroll will be direct deposited. The school district is exempt from the statues requiring immediate payment if dismissed. Title 8 Article 4 of the Colorado Revised Statues. (Effective April, 2005)

Duty stipends will be provided based on qualifying assignments from your principal. The district will reimburse twice yearly. (January and June) (Effective April, 2005)

The district will pay \$330.00 toward the cost of membership in the district's health and dental benefits. This premium includes a required \$20,000 life insurance policy.

Incentive Pay

All incentive salaries are for the fiscal year July 1-June 30

after you have completed that year of service:

5-9 years in the district \$300.00

10-14 years in the district \$400.00

15-20 years in the district \$500.00

+20 years in the district \$600.00

Sick and Personal Leave

Twelve-month employees shall earn leave at a rate of fourteen discretionary days per year. Maximum of 80 days. Nine and ten month employees shall earn leave at the rate of twelve discretionary days per year. Maximum of 80 days. (effective August 2009)

Classified Substitutes

All classified substitutes will be paid at the rate of \$7.245 per hour. Hourly part-time employees will move half step on schedule.

Sick Leave Bonus

Effective January 1, 1983 - up to total of 80 days (effective August, 2002):

- a. 2-6 years of service \$10.00 per day
- b. 7-9 years of service 50% of a certified substitutes pay
- c. 10-14 years of service 60% of a certified substitutes pay
- d. 15+ years of service 75% of a certified substitutes pay

BUS DRIVERS ONLY

All increments for past experience will be at a rate of one year for every two years. No half steps. Example: 13 years of past experience would put that driver on step seven. Step advancement will be one step for each year of continuous employment. Sick leave will be earned at the rate of twelve days per year accumulative to 40 days. Upon leaving the district, rate shall be paid as classified terms, but at a substitute bus driver's rate, for unused sick leave. Bus drivers are allowed to join the classified sick leave bank.

Substitute drivers will be paid at a rate of \$40.00 per day or \$20.00 per trip. Activity trips are paid at \$7.80 per hour plus time and one-half over eight hours. (See policy GDBC-E) District employees' time will begin at the end of a regular day.

Longevity Incentives: 5th-9th Step \$200.00
 10th-14th Step \$300.00
 15th - 19th Step \$400.00

20th Step \$500.00