# Community Education Benefit Guidelines Non-Bargaining Unit Employees

#### **DUTY YEAR: 2022-23**

<u>Duty year and hours of work</u>: The year will be defined as beginning on July 1 and ending on June 30 for the fiscal year. Community Education employees' specific duty days and hours will be established by the Community Education Manager or Supervisor responsible for the program.

A. <u>Paid Time Off</u>: Employees employed by the Community Education Department are eligible for paid holidays coinciding with the School Board designated days. Eligible employees will earn the following paid holidays:

Duty Year 260 Any hours – pro-rated	Holidays 12	<u>Dates</u> Fourth of July, Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day, Spring (2 days), Memorial Day
240 – 190 Days 6 hours per day or more	11	Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day Spring (2 days), Memorial Day

Due to the demands of the program, alternate days may be designated by CE management in exchange for scheduled holidays.

B. <u>Vacation</u>: Employees who are assigned to positions by the Community Education Department for 260 days and at least six hours per day are eligible for paid vacation days as of July 1 of each year. Vacation accrual will be prorated based upon the employee's assigned hours per day compared to an eight-hour duty day. For example, an employee assigned 260 days at 8 hours per day will accrue 8 hours of vacation for each vacation day earned; an employee assigned 260 days at 6 hours per day will accrue 6 hours of vacation for each vacation day earned.

CE Employment Years	Vacation Days
Less than 5 years	10
5 years up to 10 years	15
10 years up to 15 years	20
15 years up to 20 years	22
20 years or more	23

In order to determine the amount of vacation days eligible, the following guidelines will be used:

- 1 All related work experience in the Community Education Department will be credited.
- 2 Comparable employment experience outside Community Education will be considered for credit.

Employees must use earned vacation days during the following fiscal year. Vacation carryover will not be allowed into the next fiscal year except in unusual circumstances with prior approval of the CE Manager.

Employees who have been employed more than one year by the Community Education Department and give two weeks notice will be able to receive up to a maximum of a year's accrual of vacation upon termination.

C. Non-Exempt employees are eligible for overtime pay if they work over forty (40) hours in a workweek (Sunday thru Saturday). Overtime will be calculated at time-and-a-half. For the purposes of overtime calculation, paid holidays shall be considered as work days; all other absences are not counted towards work time. There is no compensatory time off.

# LEAVES:

- A. <u>Sick Leave</u>: Community Education employees in regular defined positions of 500 hours or more per year will accrue sick leave at the rate of 112 hours earned per one year of full time (2080 hours) worked pro rata.
- B. <u>Personal Leave</u>: Three days of personal leave may be used during each duty year without salary deduction. The days used will be deducted from the employee's accrued sick leave. Requests for personal leave must be submitted in writing and pre-approved in advance by CE management and the Labor Relations & Benefits department.
- C. <u>Family Medical Leave</u>: Employees may apply for family medical leave in accordance with state statute, federal law and school district policy.

- D. <u>Maternity Leave</u>: A Community Education employee may choose to use earned sick leave for the program duty days (defined by the CE Manager) missed during the normal workweek for the disability period up to thirty (30) workdays. A letter requesting to use these days must be submitted to Labor Relations/Benefits. This disability period shall begin no later than the first day of confinement and will not exceed 30 days, unless certification of medical disability.
- E. <u>Adoption/Paternity Leaves</u>: An employee will be eligible for these leaves in accordance with District policy and state and federal laws. Up to seven (7) days of accrued sick leave may be applied during this leave. Requests must be submitted to Labor Relations/Benefits.

## **INSURANCE:**

Eligibility: Community Education employees, who are employed in a position that is defined as at least **170** days per year and six hours per day, are eligible for Insurance Benefits as outlined in the Wage and Benefit Schedule. Eligible employees must enroll within 30 days of employment; changes to enrollment may only be made within 30 days of a qualifying life event change.

## **RETIREMENT:**

Retirement severance pay shall be available to Community Education employees who meet the following criteria (hired before July 1, 2004): For the purpose of this Section, the school year shall begin with July 1 of one year and end on June 30 of the following year.

- 1. To qualify for retirement severance pay an employee must have at least ten (10) years of District 11 experience in a sick leave benefit eligible position and notify the District of the intended early retirement by March 1 and are immediately eligible and receiving a state retirement annuity benefit.
- 2. The retirement severance pay base will be determined by taking the unused sick leave hours times the hourly rate.
- 3. Employee shall be eligible upon early retirement, subject to all subdivisions of the Section, for retirement severance pay, up to 100 days of unused sick leave pro rata.
- 4. The retirement severance payment shall be made as a lump sum payment upon retirement. Deductions such as State and Federal income tax, social security or PERA/TRA shall be made only as required by law. If eligible, the sick leave severance payment will be deposited into the Anoka-Hennepin Special Pay Plan subject to the plan provisions. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased.
- 5. This section shall not apply to employee who is discharged for cause by the school district.
- 6. Current CE benefit eligible employees enrolled in the School District health and/or dental insurance may continue to be enrolled in those plans following retirement with the retiree paying the entire premium on a prepaid quarterly basis.
- 7. Current CE benefit eligible and enrolled employees who have accrued more than 80 days of sick leave are eligible for the Anoka-Hennepin Health Care Savings Plan. The value of sick leave days over the 80 days shall be deposited in the retirees' name into the Health Care Savings Plan according to the Plan provisions.
- 8. Retirement severance pay and benefits are available only once for an employee.
- 9. Effective July 1, 2004, Community Education employees in positions specified in the Wage and Benefit Guidelines who have been employed in an insurance benefit eligible position for one year or more as of July 1 are eligible for a School District Match to a 403(b) tax sheltered annuity in accordance with the School District program. This School District Match shall offset on a dollar for dollar basis any sick leave severance payment that employees hired prior to July 1, 2004 may be eligible for at the time of retirement. Effective July 1, 2020, the match amount shall increase to \$2000 per fiscal year.
- 10. Effective July 1, 2004, insurance benefit eligible employees in positions specified in the Wage and Benefit Guidelines as eligible for the 403(b) match program will no longer be eligible for Sick Leave Severance pay. The positions continue to be eligible for the sick leave insurance credits if the accrued sick leave is greater than 80 days with the value of the days over 80 applied towards the Health Care Savings Plan as defined in 7. above.

**POSITION PERFORMANCE REVIEW PERIOD:** Length and term of employment for employees is based on the number of duty days for the position assignment during the applicable fiscal year beginning July 1<sup>st</sup> and ending June 30<sup>th</sup>. New employees or employees in new positions will be subject to a position performance review period of up to 120 days for determination of continuation through the remaining position assignment.

If as a result of funding or enrollment, there is a loss of revenue to support a position or program, the School District will notify the affected employees within 30 days of impending termination.

There shall be no prepayment of wages. The school district will make every effort to recoup any overpayment of wages from subsequent paychecks. The payment of wages for hourly community education employees will be in accordance with the delayed payroll cycle.

#### Effective July 1, 2022 – June 30, 2023

Approved by School Board: May 9, 2022

wage page

Asign Type Code      Job Title      Day(N' Filt      FEEs      Hrly Min      Hily Max      Salary Max </th <th>0-6 HOUR</th> <th>OURS</th> <th></th> <th>2 - Aug. 31, IY</th> <th>2023</th>	0-6 HOUR	OURS		2 - Aug. 31, IY	2023
7351      ECFE/School Readiness Supervisor      261      8      5      S74,215      S88,735      S738      51,310      52,045        7326      AE Program Supervisor      261      8      1      569,240      577,430      5735      51,310      52,045        7340      Ar Program Coordinator      261      8      8      564,275      588,873      5735      51,310      52,045        7340      Ar Program Coordinator      261      8      1      560,200      5735      51,310      52,045        7341      Find Experisor      261      8      1      560,000      5735      51,310      52,045        7351      Volumer Service Supervisor      261      8      1      550,020      5735      51,310      52,045        7315      Volumer Service Supervisor      261      8      1      550,020      5735      51,330      52,045        7315      Volumer Service Supervisor      261      8      1      52,040      5735      51,330      52,045        7314      Astite Coordinator (ASUAL)					
T232.5      AEP Program Supervisor      261      8      3      S745      S747.55      S735      S1,100      S2,045        7364      AF Program Coordinator      261      8      8      S69,240      S77.35      S1,310      S2,045        7340      AF Program Coordinator      261      8      8      S69,240      S77.35      S1,310      S2,045        7362      CFC/St Outreach Facilitator      261      8      1      S00,057      S735      S1,310      S2,045        7364      AF Program Supervisor      261      8      1      S00,00      S735      S1,310      S2,045        7315      Volunteer Service Supervisor (DW)      261      8      1      S00,00      S735      S1,310      S2,045        7341      A- Ste Coordinator (12 mo)      100      8      5      S135,00      S2,000      S1,310      S2,045        7344      A Ste Coordinator (12 mo)      100      8      5      S135,00      S2,000      S1,310      S2,045        7341      A- Ste Coordinator (12 mo)      261      8 <td>Life Ins</td> <td></td> <td>LTD</td> <td>Dental</td> <td>403(b)</td>	Life Ins		LTD	Dental	403(b)
7364      EFE/School Readiness Prg Coord      261      8      1      569,240      \$77,430      \$735      \$1,310      \$2,045        7360      A+ Program Coordinator      261      8      8      \$64,760      \$50,040      \$735      \$1,310      \$2,045        7362      ECK/SN Outgram Coordinator      261      8      1      \$53,040      \$53,040      \$735      \$1,310      \$2,045        7344      A+ Program Coordinator      261      8      1      \$50,720      \$53,330      \$33,310      \$2,045        7315      Volumer Service Supervisor      261      8      1      \$50,720      \$53,330      \$33,310      \$2,045        7315      Volumer Service Supervisor      261      8      23      \$48,150      \$55,050      \$735      \$1,310      \$2,045        7315      Volumer Service Supervisor      261      8      1      \$2,040      \$3,000      \$735      \$1,310      \$2,045        7330      Community School Specialist      230      8      1      \$22,10      \$24,60      \$733      \$1,310      \$2	\$50,000 \$50,000		Yes Yes	\$80 \$80	\$2,000 \$2,000
7340      A+ Program Coordinator      261      8      8      54,200      52,200      5735      51,310      52,045        748      A+ Program Coord Longevity      261      8      1      563,545      569,575      5735      51,310      52,045        7340      Print Stop Supervisor      261      8      1      550,545      565,000      568,120      5735      51,310      52,045        7340      Print Stop Supervisor      261      8      1      550,700      553,830      5735      51,310      52,045        7341      Print Stop Supervisor      261      8      1      550,700      550,810      5735      51,310      52,045        7341      Print Stop Supervisor      261      8      1      520,000      53,000      52,000      53,000      5735      51,310      52,045        7341      Fri Ke coordinator (10 mo)      190      8      1      522,060      520,48      5735      51,310      52,045        7206      Recreation Supervisor      261      8      1      522,100 <td>\$50,000</td> <td></td> <td>Yes</td> <td>\$80</td> <td>\$2,000</td>	\$50,000		Yes	\$80	\$2,000
A+ Program Coord Langevity      C      Stage	\$50,000	-	Yes	\$80	\$2,000
7740      AP FRegistred Nurse      921      8      1      963,535      599,575      5735      51,310      52,245        7740      AP FR Registred Nurse      PT HOURY      250,00      537,00      5735      51,310      52,245        7315      Volunter' Service Supervisor (DW)      261      8      1      555,00      5735      51,310      52,045        7314-FV A+ Site Coordinator (12 mo)      190      8      5      935,02      540,250      5735      51,310      52,045        741 - A+ Site Coordinator (12 mo)      190      8      5      932,000      52,000      52,000      5735      51,310      52,045        7306      Recreation Supervisor      261      8      1      550,183      5735      51,310      52,045        7306      Recreation Supervisor      261      8      1      544,633      550,879      5735      51,310      52,045        7306      Recreation Supervisor      230      8      1      522,56      5735      5735      51,310      52,045        7201      CDA d	\$50,000	000	Tes	300	\$2,000
7304      Print Shop Supervisor      261      8      1      555,000      \$68,120      \$735      \$1,310      \$2,045        7315      Volunteer Service Supervisor (DW)      261      8      1      556,000      \$56,800      \$735      \$1,310      \$2,045        73141-FY AF Site Coordinator (12 mo)      190      8      5      \$35,000      \$3000      \$735      \$1,310      \$2,045        7341-FY AF Site Coordinator (12 mo)      190      8      5      \$35,000      \$3,000      \$735      \$1,310      \$2,045        741 -74 Site Coordinator (12 mo)      190      8      5      \$35,000      \$2,000      \$735      \$1,310      \$2,045        7206      Recreation Supervisor      261      8      1      \$56,183      \$58,378      \$1,310      \$2,045        7206      Recreation Supervisor      261      8      1      \$22,15      \$24,66      \$7335      \$1,310      \$2,045        7200      Recreation Supervisor      230      8      1      \$22,15      \$24,66      \$7335      \$1,310      \$2,045	\$50,000	000	Yes	\$80	\$2,000
7315      Volunteer Service Supervisor (OW)      261      8      1      S50,720      S53,830      S735      S1,310      S2,045        7341-FY AFS (te Coordinator (10 mo)      190      8      5      S30,052      S40,200      S735      S1,310      S2,045        AF Site Coord Large School Stipend      -      S2000      S2,000      S2,000      S2,000      S2,000      S2,000      S2,000      S2,045      S2,310      S2,045					
7341-PY    A+ Site Coordinator (12 mo)    261    8    23    \$48,150    \$55,305    \$738    \$1,310    \$2,045      7341-190    A+ Site Coord Longe Vip    190    8    5    \$55,305    \$5735    \$1,310    \$2,045      741    A+ Site Coord Longe School Stipend    1    \$2210    \$24,60    \$50,000    \$735    \$1,310    \$2,045      7206    Recreation Supervisor    261    8    1    \$50,018    \$58,375    \$735    \$1,310    \$2,045      7300    Recreation Supervisor    261    8    1    \$50,018    \$58,376    \$735    \$1,310    \$2,045      7300    Recreation Supervisor    261    8    1    \$55,584    \$733    \$1,310    \$2,045      7300    Recreation Supervisor    261    8    1    \$52,100    \$24,453    \$57,353    \$1,310    \$2,045      7201    REd Volumeer Coordinator    230    8    1    \$22,150    \$24,65    \$735    \$1,310    \$2,045      7220    ABE Volumeer Coordinator    230    8    1    \$22,55	\$50,000	000	Yes	\$80	\$2,000
7341-190      -A+ Site Coordinator (10 mo)      190      8      5      \$32,052      \$40,260      \$735      \$1,310      \$2,045        A+ Site Coord Largevity A+ Site Coord Large School Stipend      CASUAL      HOURLY      \$23.06      \$26.49      \$735      \$1,310      \$2,045        7221      AHE Services Coordinator (CASUAL)      CASUAL      HOURLY      \$23.06      \$26.49      \$735      \$1,310      \$2,045        7306      Recreation Supervisor      261      8      1      \$44,853      \$50,697      \$735      \$1,310      \$2,045        7300      Community School's Specialist      230      8      1      \$24,60      \$735      \$1,310      \$2,045        7230      Aguatics Supervisor      230      8      1      \$24,60      \$735      \$1,310      \$2,045        7231      Aguatics Supervisor      230      8      1      \$22,15      \$24,65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      8      28      \$18,75      \$22,65      \$735      \$1,310      \$2,045	\$50,000		Yes	\$80	\$2,000
A+ Site Coord Langevity      Casual      Hours      S2,000      S3,000        7641      -A+ Site Coordinator (CASUAL)      CASUAL      HOURLY      \$23.06      \$26.00      \$735      \$1,310      \$2,045        7202      ABE Services Coordinator      1      \$22.10      \$24.00      \$735      \$1,310      \$2,045        7300      Recreation Supervisor      261      8      1      \$44,853      \$50,697      \$735      \$1,310      \$2,045        7300      Recreation Supervisor      2261      8      1      \$44,853      \$5735      \$1,310      \$2,045        7220      ABE Volumeter Coordinator      220      6      \$21.50      \$23.60      \$735      \$1,310      \$2,045        7220      ABE Volumeter Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2,045        7220      ABE Volumeter Coordinator      230      8      1      \$12.55      \$24.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      \$176      1      \$18.75      \$22.65<	\$50,000		Yes Yes	\$80	\$2,000
A+ Site Coordinator      CASULAL      HOURLY      \$22.00      \$1,500      \$2,000      V      P223      ABE Services Coordinator      1      \$22.10      \$26.40      \$735      \$1,310      \$2,045        7300      Recreation Supervisor      261      8      1      \$50,133      \$58,378      \$735      \$1,310      \$2,045        7300      Recreation Supervisor      261      8      1      \$56,584      \$735      \$1,310      \$2,045        7300      Community Schools Specialist      230      8      1      \$45,500      \$735      \$1,310      \$2,045        7203      Aquatics Supervisor      230      8      1      \$22.10      \$24.60      \$735      \$1,310      \$2,045        7201      CED Aduits W/Disab Spec      200      6      \$21.50      \$22.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      8      158.75      \$22.65      \$735      \$1,310      \$2,045        7424      A+ Site Leaders (12 mo)      176      6      1      \$18.75      \$22.65	\$50,000	000	res	\$80	\$2,000
7223      ABE Services Coordinator      1      \$22.0      \$24.60      \$735      \$1,310      \$20.45        7306      Recreation Supervisor      261      8      1      \$50,183      \$558,378      \$735      \$1,310      \$20.45        7300      Technology Coordinator      261      8      1      \$65,584      \$7333      \$735      \$1,310      \$20.45        7303      Technology Coordinator      261      8      1      \$65,584      \$733.41      \$735      \$1,310      \$20.45        7230      Aguits Supervisor      230      8      1      \$22.15      \$24.60      \$735      \$1,310      \$2.045        7220      AEE Volunter Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2.045        7242      A+ Site Leaders (12 mo)      261      6      11      \$18.75      \$22.65      \$735      \$1,310      \$2.045        7442      -A Site Leaders (12 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2.045					
7306      Recreation Supervisor      261      8      1      \$50,183      \$58,378      \$735      \$1,310      \$2,045        7308      Technology Coordinator      261      8      1      \$44,853      \$50,607      \$735      \$1,310      \$2,045        7308      Technology Coordinator      261      8      1      \$25,584      \$735      \$1,310      \$2,045        7308      Technology Coordinator      230      8      1      \$22,150      \$24,60      \$735      \$1,310      \$2,045        7220      ABE Volunteer Coordinator      230      8      1      \$22,55      \$24,65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      8      28      \$18,175      \$22,65      \$735      \$1,310      \$2,045        7242      A+ Site Leader (10 mo)      176      6      1      \$18,75      \$22,65      \$735      \$1,310      \$2,045        7442      PT      HOURIY      \$18,75      \$22,65      \$735      \$1,310      \$2,045        7442      Casul					
7330      Community Schools Specialist      230      8      1      \$44,853      \$50,697      \$735      \$1,310      \$2,045        7308      Technology Coordinator      261      8      1      \$65,584      \$73334      \$735      \$1,310      \$2,045        7230      Aquatics Supervisor      230      8      1      \$22.10      \$24.60      \$735      \$1,310      \$2,045        7220      ABE Volunteer Coordinator      230      8      1      \$22.55      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      6      11      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7424      A+ Site Leaders (10 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7442      A+ Site Leaders (10 mo)      176      6      \$18.75      \$22.65      \$735      \$1,310      \$2,045	\$50,000	000	Yes	\$80	\$2,000
7308      Technology Coordinator      261      8      1      \$65,584      \$73,334      \$735      \$1,310      \$2,045        7230      Aquatics Supervisor      230      8      1      \$22.10      \$24.60      \$735      \$1,310      \$2,045        7220      AEB Volunteer Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2,045        7220      AEB Volunteer Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      8      28      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (10 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7442      -A+ Site Leader Longevity      -      \$1.00      \$1.75      \$22.65      \$735      \$1,310      \$2,045        7442      CASUAL      HOURLY      \$18.75      \$22.265      \$735      \$1,310      \$2,045        7410	\$50,000		Yes	\$80	\$2,000
7230      Aquatics Supervisor      230      8      1      \$22.10      \$24.60      \$735      \$1,310      \$2,045        7210      CED Adults W/Disab Spec      200      6      \$21.50      \$23.60      \$735      \$1,310      \$2,045        7220      ABE Volunteer Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      8      28      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (10 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7442      -A+ Site Leader Longevity       \$1.00      \$1.75      \$1.75      \$2.65      \$735      \$1,310      \$2,045        7442      PPT      HOURLY      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7442      PPT      HOURLY      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7410      Volunteer Service Coord.      PT	\$50,000		Yes Yes	\$80 \$80	\$2,000
7201      CED Adults W/Disab Spec      200      6      \$21.50      \$23.60      \$735      \$1,310      \$2,045        7220      ABE Volunteer Coordinator      230      8      1      \$22.55      \$24.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (12 mo)      261      6      11      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7242      A+ Site Leaders (10 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7424      A+ Site Leaders (10 mo)      176      6      1      \$18.75      \$22.65      \$735      \$1,310      \$2,045        7442      -A+ Site Leader Longevity      18.75      \$22.65      \$13.00      \$2,045        7442      OPT      HOURLY      \$18.75      \$22.65      \$22.65      \$13.10      \$2,045        7442      OPT      HOURLY      \$18.75      \$22.65      \$13.10      \$2,045        7442      Parent Involvement Specialist      HOURLY      \$16.50      \$22.20      \$735      \$1,310	\$50,000 \$50,000		Yes	\$80	\$2,000 \$2,000
7242    A+ Site Leaders (12 mo)    261    8    28    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7242    A+ Site Leaders (12 mo 6 hrs/day)    261    6    11    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7242    A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    -A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    PT    HOURLY    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    CASUAL    HOURLY    \$18.75    \$22.65         7442    CASUAL    HOURLY    \$18.75    \$22.65          7442    CASUAL    HOURLY    \$18.75    \$22.65          7442    SuB    HOURLY    \$18.75    \$22.65            7410    Volunteer Service Coord.    PT    HOUR	\$50,000		Yes	\$80	\$2,000
7242    A+ Site Leaders (12 mo)    261    8    28    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7242    A+ Site Leaders (12 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7242    A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    -A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    Pri    HOURLY    \$18.75    \$22.65       \$1,775      7442    OPI    HOURLY    \$18.75    \$22.65         7410    Volunteer Service Coord.    PT    HOURLY    \$18.75    \$22.65         7224    ABE Assistants    HOURLY    \$18.75    \$22.65          7424    Parent Involvement Specialist    HOURLY    \$16.50    \$22.20	\$50,000	000	Yes	\$80	\$2,000
7242    A+ Site Leaders (12 mo 6 hrs/day)    261    6    11    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7242    -A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      A+ Site Leader Longevity     1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    PT    HOURLY    \$18.75    \$22.65         7642    CASUAL    HOURLY    \$18.75    \$22.65         7442    SUB    HOURLY    \$18.75    \$22.65          7442    SUB    HOURLY    \$18.75    \$22.65            7410    Volunteer Service Coord.    PT    HOURLY    \$16.50    \$22.50    \$735    \$1,310    \$2,045      7424    Parent Involvement Specialist    HOURLY    \$16.25    \$22.50    \$735    \$1,310    \$2,045      7624    CASUAL    HOURLY    \$16.25    \$22.50	\$50,000		Yes	\$80	\$2,000
7242    -A+ Site Leaders (10 mo)    176    6    1    \$18.75    \$22.65    \$735    \$1,310    \$2,045      7442    PT    HOURLY    \$18.75    \$22.65           7642    CASUAL    HOURLY    \$18.75    \$22.65           7842    CASUAL    HOURLY    \$18.75    \$22.65	\$50,000		Yes	\$80	\$2,000
7442      PT      HOURLY      \$18.75      \$22.65      Image: Constraint of the state of the	\$50,000	000	Yes	\$80	\$2,000
7642      CASUAL      HOURLY      \$18.75      \$22.65      Image: Constraint of the constrai					
7842      SUB      HOURLY      \$18.75      \$22.65      Image: Constraint of the constraint					
7410      Volunteer Service Coord.      PT      HOURLY      \$16.50      \$22.20      Image: Constraint of the constr					
7412      Parent Involvement Specialist      HOURLY      \$17.75      \$20.45        7224      ABE Assistants      6      \$16.25      \$22.50      \$735      \$1,310      \$2,045        7424      PT      HOURLY      \$16.25      \$22.50      \$735      \$1,310      \$2,045        7624      CASUAL      HOURLY      \$16.25      \$22.50      \$22.64      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50      \$22.50		-			<u> </u>
7224      ABE Assistants      6      \$16.25      \$22.50      \$735      \$1,310      \$2,045        7424      PT      HOURLY      \$16.25      \$22.50      Image: Constraint of the constrant of the constraint of the constraint of the constraint of the c					+
7424      PT      HOURLY      \$16.25      \$22.50      Image: Constraint of the system o	\$30,000	000	Yes	\$80	\$2,000
7824      SUB      HOURLY      \$16.25      \$22.50      Image: Constraint of the constraint					
7627      ABE Test Proctor-Casual      CASUAL      HOURLY      \$15.25      \$17.35      Image: Constraint of the system of the syste					
7265/66      Ass't Instr. (ECFE, School Read. (LR))      175      6      10      \$16.25      \$19.00      \$735      \$1,310      \$2,045        7465/66      PT      HOURLY      \$16.25      \$19.00            7665/66      CASUAL      HOURLY      \$16.25      \$19.00            7865/66      CASUAL      HOURLY      \$16.25      \$19.00            7865/66      SUB      HOURLY      \$16.25      \$19.00            7748      A+ Child Care Cook      SUMMEN      HOURLY      \$15.85      \$15.85             7247      A+ Child Care Asst. LN 2 (FT)      176      7.5      10      \$16.30      \$18.30       \$735      \$1,310      \$2,045        7446-47      A+ Child Care Asst. LN 1 & 2 (PT)      176      7.5      10      \$16.30      \$18.30          \$2,045        7446-47      A+ Child Care Asst. LN 1 & 2					<u> </u>
7465/66      PT      HOURLY      \$16.25      \$19.00      Image: Constraint of the state of				4	
7665/66      CASUAL      HOURLY      \$16.25      \$19.00      Image: Constraint of the const	\$30,000	000	Yes	\$80	\$2,000
7865/66      SUB      HOURLY      \$16.25      \$19.00      Image: Constraint of the system of the syst					
7247      A+ Child Care Asst. LN 2 (FT)      176      7.5      10      \$16.50      \$18.30      \$735      \$1,310      \$2,045        7446-47      A+ Child Care Asst. LN 1 & 2 (PT)      176      HOURLY      \$14.00      \$18.30            \$2,045         \$2,045        \$2,045       \$2,045       \$2,045       \$2,045					
7446-47      A+ Child Care Asst. LN 1 & 2 (PT)      176      HOURLY      \$14.00      \$18.30        A+ Child Care Asst. Longevity      \$0.50      \$1.00      \$18.30      \$16.30      \$16.30        7646-47      A+ Child Care Asst. LN 1 & 2 (CASUAL)      CASUAL      HOURLY      \$14.00      \$18.30      \$16.30        7846-47      SUB      HOURLY      \$14.00      \$16.50      \$16.50      \$16.50					
7446-47      A+ Child Care Asst. LN 1 & 2 (PT)      176      HOURLY      \$14.00      \$18.30        A+ Child Care Asst. Longevity      \$0.50      \$1.00      \$18.30      \$16.30        7646-47      A+ Child Care Asst. LN 1 & 2 (CASUAL)      CASUAL      HOURLY      \$14.00      \$18.30        7846-47      A+ Child Care Asst. LN 1 & 2 (CASUAL)      CASUAL      HOURLY      \$14.00      \$18.30        7846-47      SUB      HOURLY      \$14.00      \$16.50      \$16.50	\$30,000	000	Yes	\$80	\$2,000
7646-47      A+ Child Care Asst. LN 1 & 2 (CASUAL)      CASUAL      HOURLY      \$14.00      \$18.30        7846-47      SUB      HOURLY      \$14.00      \$16.50      Image: Constraint of the second secon					
7846-47      SUB      HOURLY      \$14.00      \$16.50					
		_			
7872      SchR Instructor-SUB      SUB*      HOURLY      \$21.75      \$21.75        3701      Sub Teacher ABE      SUB*      HOURLY      \$21.75      \$21.75					
3702 Sub Teacher ECFE SUB* HOURLY \$21.75 \$21.75					
Aquatics Part Time Staff CASUAL HOURLY					
7631      - AQ Lifeguard      \$14.00      \$15.25					
7632      - AQ Head Lifeguard      \$15.00      \$16.25					
7633 - AQ WaterSafetyAide \$12.00 \$12.75					
7634      - AQ WaterSafetyInstructor      \$16.00      \$17.25        7635      - AQ Pool Shift Supervisor      \$17.00      \$18.25					
7636 - AQ CPR LG Tinglinst \$17.00 \$10.2					
7637      - AQ Lead LG TrngInst      \$19.00      \$20.25					
7638      - AQ Instr Trainer      \$20.00      \$21.25					
7639      - AQ Aerobics Specialist      \$16.50      \$23.00					
Community Education Part Time Staff CASUAL HOURLY					
7651      - Facility Monitor      \$15.00      \$15.00					<u> </u>
7655      - Facility Monitor - Weekend      \$16.00      \$16.00					
7652      - Project Power Instr 1      \$12.00      \$17.00					
7653      - Project Power Instr 2      \$17.35      \$22.55					
7654      - Project Power Specialist      \$22.00      \$32.80  <					
7681 - Adult Learning Inst 1 \$12.00 \$17.25					1
7682 - Adult Learning Inst 2 \$17.35 \$22.55					1
7683      - Adult Learning Spec 1      \$22.00      \$32.80 <td></td> <td></td> <td></td> <td></td> <td>1</td>					1
7684 - Adult Learning Spec 2 \$33.00 \$57.00					
7686 - CommSchl Activity Assistant \$11.25 \$11.75		-			1
7660      CommSchl Activity Assistant      311.23      311.73        7687      - CommSchl Instructor 1      \$12.00      \$17.25	_				1
7667      CommSchl Instructor 1      312.00      317.25        7688      - CommSchl Instructor 2      \$17.35      \$22.55					
7688      - CommSchl Specialist      \$17.53      \$22.55        7689      - CommSchl Specialist      \$20.00      \$31.80					1
		-			+
7691      - CED Assistant Coach      \$14.00      \$18.00        7603      CED Head Coach      \$12.00      \$13.00					-
7692      - CED Head Coach      \$17.00      \$23.95        7693      - CED Equipment Manager      \$15.00      \$17.50					
		_			<u> </u>
FULL-TIME BENEFIT ELIGIBLE POSITIONS  121					
cost to school heard for approval.					-
sent to school board for approval:					
			1	1	<u> </u>