

THREE LAKES ACADEMY

Cash-In-Lieu of Benefits

Unused Personal Time

September 2019-August 2020

2% on Base

Between Steps 3%

Between Lanes 3%

20th Step at 5%

2019-2020 Competitive Wage Factor

Teaching and Support Staff
SALARY SCHEDULE
2019-2020

Salary Increased Approved 6/18/2019
beginning at Step 7

Index	Years	BA	MA
1	1	\$ 30,655.84	\$ 31,575.52
1.03	2	\$ 31,575.52	\$ 32,522.79
1.06	3	\$ 32,495.19	\$ 33,470.05
1.09	4	\$ 33,414.87	\$ 34,417.32
1.12	5	\$ 34,334.54	\$ 35,364.58
1.15	6	\$ 35,254.22	\$ 36,311.85
1.33	7	\$ 40,772.27	\$ 41,995.44
1.36	8	\$ 41,691.94	\$ 42,942.71
1.39	9	\$ 42,611.62	\$ 43,889.97
1.42	10	\$ 43,531.29	\$ 44,837.24
1.45	11	\$ 44,450.97	\$ 45,784.50
1.48	12	\$ 45,370.64	\$ 46,731.77
1.51	13	\$ 46,290.32	\$ 47,679.04
1.54	14	\$ 47,209.99	\$ 48,626.30
1.57	15	\$ 48,129.67	\$ 49,573.57
1.62	20	\$ 49,662.46	\$ 51,152.34

-With adequate experience, administration can recommend new hires be placed on a salary step not to exceed Step 5.

TEACHERS-PROFESSIONAL DEVELOPMENT

Teacher-Additional Professional
Development Days - 1 day value
(Salary / 180 days). As aligned with
EUPISD calendar, up to number of days
Based on 7 hr Day

SUBSTITUTE TEACHERS	2019-2020	
Substitute Teacher	\$15.00 per hour	
Substitute Teacher in classroom for more than ten consecutive days - hourly rate adjustment begins on 11th day.	\$15.00 per hour (\$105/7+\$1.00 hour)	
Substitute Teacher with on-going instructional assignment.	\$15.00 per hour (\$105/7+\$1.00 hour)	

PARAPROFESSIONALS/BUS AIDE/COOKS	2018-2019	2018-2019
	Hourly Base	Hourly Base
Year 1 - Hourly Rate	\$11.15	\$11.48
Year 2 - Hourly Rate	\$11.63	\$11.98
Year 3 - Hourly Rate	\$11.60	\$11.95
Year 4 - Hourly Rate	\$11.82	\$12.17
Year 5 - Hourly Rate	\$12.07	\$12.43
Year 6 - Hourly Rate	\$12.30	\$12.67
Substitute ParaProfessional	\$9.25	\$9.25

* (in classroom with certified teacher) / Hot Lunch Cashier

SECRETARY / HEAD COOK / CUSTODIAN/*TITLE I PARAPROFESSIONAL/GSRP (Federal Funds)	2018-2019	2019-2020
	Hourly Base	Hourly Base
Year 1 - Hourly Rate	\$13.37	\$13.77
Year 2 - Hourly Rate	\$13.64	\$14.05
Year 3 - Hourly Rate	\$14.15	\$14.57
Year 4 - Hourly Rate	\$14.33	\$14.76
Year 5 - Hourly Rate	\$14.62	\$15.06
Year 6 - Hourly Rate	\$14.91	\$15.36
Substitute Secretary/Head Cook/Custodian	\$9.00	\$9.25

BUS DRIVERS	2018-2019	2019-2020
	Hourly Base	Hourly Base

Year 1 - Hourly Rate	\$15.92	\$16.40
Year 2 - Hourly Rate	\$16.24	\$16.73
Year 3 - Hourly Rate	\$16.56	\$17.06
Year 4 - Hourly Rate	\$17.06	\$17.57
Year 5 - Hourly Rate	\$17.40	\$17.92
Year 6 - Hourly Rate	\$17.76	\$18.29
Regular Drivers; Extra Runs	\$11.60	\$11.95
Substitute Bus Driver; A.M. / P.M. Run	\$14.33	\$14.76
Substitute Bus Driver; Extra Runs	\$10.20	\$10.51

TRANSPORTATION SUPERVISOR	2018-2019	2019-2020
	STIPEND	STIPEND
Annual Stipend	\$928.73	\$2,500.00

BOARD PAID HEALTH INSURANCE Single Subscriber - Capped at \$400
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NEW- Board Paid Benefit for all staff - \$20,000 Life and \$20,000 Accidental Death

CASH-IN-LIEU OF BENEFITS	2019-2020	
Teachers-Full and Part Time, Certified Prorated based on 7 hours	\$3,500.00	Annually
Paraprofessional, Secretary, Head Cook, and Custodian/Bus Drivers	\$3,500.00	Annually

Secretary, Paraprofessionals and Bus Drivers prorated based on a 7 hour day.

Head Cook, Custodian prorated based on 6 hours, (extended days).

Paraprofessionals and Bus Drivers prorated based on a 7 hour day.

Criteria / Structure for all Cash-In-Lieu of Benefits Payments:
◆ Regular employees working less than 20 hours weekly will not be considered.
◆ Annual benefit will be paid in 2 equal payments, end of first semester and end of school year.
◆ Annual benefit not to exceed \$3,500.00

UNUSED PERSONAL DAYS	2019-2020	
Teachers - Ten (10) Days	\$100.00	per day

Paraprofessional, Secretary, Head Cook, Custodian, Bus Drivers - Nine (9) Days	\$60.00 per day
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NEW OPTION: Beginning in **2014-2015** in lieu of taking the value of unused sick time at the end of the year, employees may elect to accumulate up to a maximum of 30 days. Once an employee rolls over their unused personal days, payout for unused personal days is no longer a valid option. Sick days accrue to 30 days max.

LONGEVITY	2019-2020
Teachers and Support Staff	\$500 annually after completion of 3 years.

COMP HOURS*	2019-2020
Teachers (full-time)	\$20.00 per hour
Support Staff	\$10.00 per hour

*Comp Time may be used in place of personal time. Unused comp hours will be paid on the 20th pay of each school year. Staff may elect to roll over comp hours and must notify business office by May 1st of each year of their intent to roll over time. Comp accumulation may not exceed thirty-five (35) hours. Any hours in excess of 35 hours will be paid out if they are not used by the end of the school year in which the 35 hour limit has been met.

ALL COMP MUST HAVE PRIOR ADMINISTRATIVE APPROVAL AND COMP FORMS MUST BE COMPLETED AND TURNED IN TO THE BUSINESS OFFICE.

**PERSONAL DAYS MAY BE USED TO SUPPLEMENT A TIMESHEET DURING A SCHEDULED SCHOOL BREAK.
PERSONAL DAYS REQUESTED IN EXCESS OF THREE DAYS MUST HAVE ADMINISTRATIVE APPROVAL.**