

Messalonskee School District  
Hourly Support Staff PayScale - NonUnion

<u>Position</u>	<u>Step I</u> <u>Probationary</u>	<u>Step II</u> <u>0-1 Yrs. Exp.</u>	<u>Step III</u> <u>All Others</u>	<u>Health</u> <u>Insurance**</u>	<u>Dental</u> <u>Benefit**</u>	<u>Sick</u> <u>Leave**</u>	<u>Work</u> <u>Year</u>	<u>Vacation**</u>
After-school Supervisor/Detention Supervisor	\$10.75	\$12.67	\$13.03	NONE	NONE	NONE	36 weeks	NONE
Bus Driver	N/A	N/A	\$15.99	\$11,222	\$1,000	10 days	42 weeks	NONE*
Bus Driver/Mechanic	N/A	N/A	\$15.99	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Bus Mechanic Lead	\$14.87	\$17.22	\$18.60	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Bus Mechanic Assistant	\$12.36	\$14.34	\$15.43	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Bus Monitor	\$9.70	\$10.91	\$11.74	NONE	NONE	NONE	37 weeks	NONE
Driver (Van)	\$9.00	\$10.14	\$10.87	\$11,222	\$1,000	10 days	37 weeks	NONE
Grounds/Building Maintenance	\$12.31	\$14.27	\$15.35	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Grounds Worker	\$11.64	\$13.03	\$14.63	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Interpreter - Hearing Impaired	\$13.14	\$15.35	\$16.53	\$11,222	\$1,000	10 days	37 weeks	NONE
Monitor (Study Hall/Cafeteria)	N/A	N/A	\$11.90	NONE	NONE	NONE	37 weeks	NONE
Nurse (LPN)	\$14.27	\$16.18	\$16.72	\$11,222	\$1,000	10 days	37 weeks	NONE
Nurse Assistant	N/A	N/A	\$11.70	None	None	None	37 weeks	NONE
Occupational Therapy Assistant (COTA)	\$15.88	\$18.45	\$19.88	\$11,222	\$1,000	10 days	37 weeks	NONE
PAC Tech	N/A	N/A	\$12.60	NONE	NONE	NONE	VARIABLE	NONE
Playground Monitor	\$9.26	\$10.87	\$11.70	NONE	NONE	NONE	37 weeks	NONE
<b>Receptionist/Assistant Bookkeeper(.12/.18/.25)</b>	\$11.75	\$13.78	\$14.89	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks
Secretary	\$11.39	\$13.38	\$14.46	\$11,222	\$1,000	14 days	52 weeks	2/3/4 weeks

**\*This benefit may be different depending on the date of hire.**

**\*\*All benefits are pro-rated for less than full-time. Vacation benefits (2/3/4) = 2 weeks during first contract year, 3 weeks after 5 full consecutive contract years, 4 weeks after 10 full consecutive contract years.**

NOTE: 1. Travel Allowance \$.44 per mile for approved travel.

2. Employees working 6 or more hours/day and who are eligible for sick leave will be charged the following:  
1/2 day for using up to 3.5 hrs; 1 day for using over 3.5 hrs.

3. All newly hired hourly employees will be on probation for a period not to exceed 24 months.

4. Changes in hourly salary rates will be July 1 for full-time employees and in September for school year employees.

Effective Date: July 1, 2009

rho/payscale/hrlysupportstaff/0910

Approved: \_\_\_\_\_