

**NORWIN SCHOOL DISTRICT  
BOARD ESTABLISHED RATES**

Attachment #13C  
June 29, 2018

	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
<b><u>Substitutes</u></b>					
Custodial	\$9.30	\$9.50	\$9.60	\$9.60	\$9.70
Secretarial	\$8.80	\$9.00	\$9.10	\$9.10	\$9.20
Cafeteria Worker	\$7.25*	\$7.25*	\$7.25*	\$7.25*	\$7.25*
Cafeteria Monitor	\$7.25*	\$7.25*	\$7.25*	\$7.25*	\$7.25*
Paraprofessional - Certified	\$12.27	\$12.27	\$12.40	\$12.40	\$12.50
Paraprofessional - Non-Certified	\$8.50	\$8.50	\$8.60	\$8.60	\$8.70
Health Room/Office Asst.	\$11.25	\$11.25	\$13.50	\$13.50	\$13.60
Teachers	\$98.00 1-30 days \$103- 31+ days	\$100.00 1-30 days \$105 31+ days	\$105.00	\$105.00	\$105.00

<b><u>High School Students</u></b>					
Lunch Room Training Aides	\$7.25*	\$7.25*	\$7.25*	\$7.25*	\$7.25*
Summer Maintenance	\$7.25*	\$7.25*	\$7.25*	\$7.25*	\$7.25*
Summer Recreation	\$7.25*	\$7.25*	\$7.25*	\$7.25*	\$7.25*
Security	\$11.25	\$11.25	\$11.35	\$11.35	\$11.45

*Positions below this line will receive three (3) sick days per year (not accrued yearly), plus bereavement leave, as per the language below.  
The Part Time Nurse/Transportation Aide will receive one (1) sick day per year (not accrued yearly), plus bereavement leave.*

<b><u>Part-Time Custodians</u></b>					
0-2.9 years of service	\$9.35	\$9.55	\$9.65	\$9.65	\$9.75
3.0-4.9 years of service	\$9.40	\$9.60	\$9.70	\$9.70	\$9.80
5 or more years of service	\$9.45	\$9.65	\$9.75	\$9.75	\$9.85

<b><u>Café Monitors</u></b>					
0-2.9 years of service	\$9.05	\$9.25	\$9.35	\$9.35	\$9.45
3.0-4.9 years of service	\$9.55	\$9.75	\$9.85	\$9.85	\$9.95
5 or more years of service	\$10.05	\$10.25	\$10.35	\$10.35	\$10.45

<b><u>Paraprofessional - Non-Certified</u></b>					
0-2.9 years of service	\$10.00	\$10.20	\$10.30	\$10.30	\$10.40
3.0-4.9 years of service	\$10.50	\$10.70	\$10.80	\$10.80	\$10.90
5 or more years of service	\$11.00	\$11.20	\$11.30	\$11.30	\$11.40

<b><u>Non-Certified School Nurse (LPN):</u></b>	\$12.50	\$12.70	\$14.25	\$14.25	\$14.35
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<b><u>Non-Certified School Nurse (RN):</u></b>					
0-2.9 years of service	\$13.95	\$14.15	\$16.50	\$16.50	\$16.60
3.0-4.9 years of service	\$14.20	\$14.40	\$16.75	\$16.75	\$16.85
5 or more years of service	\$14.50	\$14.70	\$17.00	\$17.00	\$17.10

<b>Part Time Nurse/Transportation Aide</b>				RN Rate: \$16.50 LPN Rate: \$14.25	RN Rate: \$16.60 LPN Rate: \$14.35
Paraprofessional (VIP & Saturday Det)	\$12.95	\$12.95	\$13.05	\$13.05	\$13.15
Paraprofessional - Certified	\$13.73	\$14.15	\$14.25	\$14.25	\$14.35
Paraprofessional-Non Certified/Job Coach				\$14.25	\$14.35

**Leave for Family Bereavement**  
In case of death in the immediate family, an Employee may be allowed up to three (3) days leave with full pay. These days must be consecutive, and a non-work day shall count against the three (3) days herein mentioned. In such case, no pay shall be allowed for such non-working day(s). Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, grandchild, husband, wife, parent-in-law, near relatives who reside in the same household, or any person with whom the Employee has made his/her home.

In case of death of a near relative, the Employee may be allowed up to one (1) day leave with full pay for the day of the funeral/memorial. A non-work day shall count against the one (1) day herein mentioned. In such case, no pay shall be allowed for the non-working day.

*(Revised - June, 2018 Board Meeting)*

<p><b>*Minimum Wage Rate \$7.25/hr effective 7/24/09</b></p>
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