

Grandview R-II School District



2026-27

Salary Schedules

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SCHOOL CALENDAR

Grandview R-II Schools

Board Approved ?

2026-2027 School Calendar 7:40am to 3:05pm

August 2026					January 2027				
Monday	Tuesday	Wednesday	Thursday	Friday	Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7					H
++NTT/*TWD	NTT/*TWD	*TWD	*TWD	*TWD	PD	5	6	7	8
TIS	TIS	TIS*	20	21	X	12	13	14	15
X	Open	26	27	28	H	19	20	21	22
					X	26	27	28	29
September 2026					February 2027				
Monday	Tuesday	Wednesday	Thursday	Friday	Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4	X	2	3	4	5
H	8	9	10	11	X	9	10	11	12
PD	15	16	17	18	H	16	17	18	19
X	22	23	24	25	PD	23	24	25	26
X	29	30							
October 2026					March 2027				
Monday	Tuesday	Wednesday	Thursday	Friday	Monday	Tuesday	Wednesday	Thursday	Friday
			1	2	X	2	3	4	5
X	6	7	8	9	X	9	10	11	QRT
X	13	14	15	QRT	PTC	16	17	18	19
PTC	20	21	22	23	22	23	24	25	H
X	27	28	29	30	H	30	31		
November 2026					April 2027				
Monday	Tuesday	Wednesday	Thursday	Friday	Monday	Tuesday	Wednesday	Thursday	Friday
PD	3	4	5	6				1	2
X	10	11	12	13	X	6	7	8	9
16	17	18	19	20	X	13	14	15	16
23	24	X	H	H	X	20	21	22	23
					X	27	28	29	30
December 2026					May 2027				
Monday	Tuesday	Wednesday	Thursday	Friday	Monday	Tuesday	Wednesday	Thursday	Friday
X	1	2	3	4	X	4	5	6	7
PD	8	9	10	11	X	11	12	13	14
X	15	16	17	SEM	X	18	19	20	21
X	X	X	H	H	24	25🏠**	26🏠*	SEM	
X	X	X			H				
Legend									
TIS= Teacher In-Service									
TIS*=Teacher In Service/Open House					151	Calendar Provides For			
QRT= End of Quarter for Students									
SEM**= End of SEM for Students/TWD till 7pm						151 Days of Student Attendance			
SEM= End of Semester						10 Days of Legal Holidays			
H= Legal Holiday						5 Days of Professional Development			
PD= Professional Development- No School 8am-3pm						2 Days of Parent Teacher Conferences			
X= School Not In Session						3 Days of Teacher In-Service			
PTC= Parent Teacher Conf. 12pm till 6pm						3 *TWD=Teacher Work Days (One day will be a building level event			
NTT= New Teacher Training (Required for all Teachers new to the District)						and one day will be a day for teachers to prepare their classroom			
MS= Middle School HS= High School EL= Elementary School						and working to 7:00pm on (SEM**)			
1st Qtr.	32					All snow days will be made up on Mondays			
2nd Qtr.	33								
3rd Qtr.	40					1062 Hours of Student Attendance			
4th Qtr.	44					164 Total Teacher Days			
						7.033 hrs a day			
*TWD = Teachers can choose what day they come in plus one Team Building day									
36 hour or 5 AMI days will be used before traditional snow days						🏠*= Elementary and Middle School Promotion Ceremonies			
						🏠**= High School Graduation Ceremony			

Certified and Classified Position Descriptions

12 MONTH POSITIONS (5 DAY WORK WEEK)

Superintendent:

225 days (does not include paid leave) Leave allotments for a full time employee will be 8 PTO + accrued vacation days multiplied by the scheduled hours per day.
Will work 8 Hours per day.

12 MONTH POSITIONS (4 DAY WORK WEEK)

Director of Finance:

200 days (does not include paid leave) Leave allotments for a full time employee will be 8 PTO + accrued vacation days multiplied by the scheduled hours per day. Receive a .05 MOVA factor for salary.
Will work 9 Hours per day.

Human Resources Specialist/Accounts Payable:

200 days (does not include paid leave) Leave allotments for a full time employee will be 8 PTO + accrued vacation days multiplied by the scheduled hours per day. Will work 9 hours per day.
Will be paid on the teacher salary schedule MA+30 level multiplied by a 1.1 factor on corresponding step.

Payroll Secretary/MOVA:

200 (does not include paid leave) Leave allotments for a full time employee will be 8 PTO + accrued vacation days multiplied by the scheduled hours per day. Will work 9 Hours per day.
Will be paid on the teacher salary schedule MA+00 level on corresponding step

Maintenance and Custodial:

200 days (does not include paid leave) Leave allotments for a full time employee will be 8 PTO + accrued vacation days multiplied by the scheduled hours per day.
Will work 9 Hours per day with a 30 minute unpaid lunch and (2) 15 minute breaks.

Non- Exempt Positions in this category

Board Secretary – Varies based on length of board meeting and other duties required by law.

Human Resources Specialist– 9-hours per day with an unpaid lunch.

Exempt Positions:

Director of Finance

Maintenance Director

Transportation Director

Custodial Director

LESS THAN 12 MONTH POSITIONS

Building Administrator: 189 DAYS Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 9 hours per day.

Bus Driver: 153 DAYS (151 student attendance days + 2 non-student attendance days (1 day before the start of school and 1 to be scheduled by the transportation director) + (2) weeks of summer school) Non-student attendance day schedule will be determined by the Director of Facilities & Transportation. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Counselors: work 184 days (164 teacher contract days +20)
Extra days are scheduled as needed in each situation. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Curriculum/Instruction Coaches: 185 DAYS Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 9 hours per day., to be assigned by the Director of Curriculum/Instruction) Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.(Will be paid on Administrator Schedule at 1.0 for position factor at MA+30)

Library Aide/Paraprofessional: 163 (151 student attendance days +10 non-student attendance days + (2) training day during the school year, to be scheduled by administration.) 4 days before students report and 4 days after students end date with 2 days during the school year for the book fair. Leave allotments for a fulltime employee will be 8 PTO days multiplied by the scheduled hours per day. Works 8 hours per day. (On Para Schedule plus 10 days)

Library Media Specialist: 174 DAYS (164 teacher contract days + 10) – Extra days are scheduled as needed in each situation. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Nurse / Nurse Aide / Nurse Assistant: 156 DAYS (151 student attendance days + 5) Nurse's start day and use of extra days will be determined by the number of screening days required prior to the start of school in their assigned building. School nurses are considered certified professional employees exempt from FLSA and will be paid on a salary basis over twelve equal installments. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 8 hours per day with a 30 minute unpaid lunch break.

Paraprofessionals/Instructional Aides: 155 DAYS (151 student attendance days + 4 training days- (2) before the start of the school year and (2) during the school year to be scheduled by administration.) Non-student attendance day schedule will be determined by the building principal. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 8 hours per day.

Process Coordinator(s): 174 Days (164 teacher contract days + 10) - Final schedule approved by the Director of Special Education. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

RootEd Advisor: 162 DAYS (151 student days + 9 days + 2 parent teacher conferences) – Non-student attendance day schedule will be determined by direct supervisor. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 8.5 hours per day with a 30 minute unpaid lunch break

Secretary (Building, Sped, Counselor): 173 DAYS (151 student days + 20 days + 2 parent teacher conferences) – Usually begins 10 days before students report and 10 days after students end date. Non-student attendance day schedule will be determined by direct supervisor. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day. Works 8.5hours per day with a 30 minute unpaid lunch break.

Speech Language Pathologist: 184 DAYS (164 teacher contract days + 20) - Extra days are scheduled by the Special Services Administrator. Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Teacher – Incumbent: 164 DAYS (164 teacher contract days). Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Teacher – New Hire: 166 DAYS (164 teacher contract days + 2 additional days for new teacher orientation). Leave allotments for a full time employee will be 8 PTO days multiplied by the scheduled hours per day.

Technology Assistant: 171 DAYS (151 student attendance days + 20) - Extra days- 10 days before and 10 days during the summer. Non-student attendance day schedule will be determined by the Technology Director. Leave allotments for a full time employee will be 8 PTO days. Works 8 hours per day.

CLASSIFIED WAGE DETERMINATION

I. Initial Placement

- A. An entry level column will be established for each group/position
 - 1. Credit will be given for prior experience.
 - a) One year of credit will be granted for each year of work experience in a similar job in a school setting.
 - b) One year of credit will be granted for every two years of experience in a similar job in a non-school setting

II. Intra-district Transfers

- A. Transfer to a Higher Paying Position. If an employee is transferred to a new position which is paid at a higher rate, the employee wage will be the wage that corresponds to the same relative step and column as was held by the employee in the previous position.
- B. Transfer to a Lower Paying Position If an employee is transferred to a new position which is paid at a lower rate, the employee's wage will be the wage that corresponds to the same relative step and column as was held by the employee in the previous position.

VACATION

VACATION ACCRUAL

12 Month Positions

Vacation shall be awarded to all 12 month employees and 12 month support staff.

Vacation shall be earned as follows:

1-5 Years completed service 2 weeks

6-7 Years completed service 3 weeks

8+ Years completed service 4 weeks

- Vacation shall not be accumulative from year to year. Carry over is not allowed unless approved by the Superintendent. The Superintendent of Schools may authorize payment of unused vacation days in lieu of granting carry over at the per diem rate of pay per day.
- An employee must submit a written request for vacation when extended vacation is four or more consecutive days to the Superintendent or designee and receive written authorization before taking vacation days. If the employee's absence may disrupt District operations, the Superintendent or designee has the discretion to deny a request for vacation or to limit the time of year the employee may take his or her vacation.

Vacation is as follows:

5 Day a Week Employee's

1-5 years (2 weeks or 10 days)

6-7 years (3 weeks or 15 days)

8+ years (4 weeks or 20 days)

4 Day a Week Employee's

1-5 years (2 weeks or 8 days)

6-7 years (3 weeks or 12days)

8+ years (4 weeks or 16 days)

PERSONAL TIME OFF (PTO)

Policy 4310

Certified and Classified Staff Personal Time Off

Consistent contact with students and staff is important to the learning environment and District operation and, therefore, is an essential duty of staff member's. However, the Board recognizes that there are circumstances that require an employee to miss work, and the purpose of this policy is to identify situations where paid and unpaid leave from work are appropriate.

The following leaves with pay will be provided to full-time staff employees. This policy does not apply to temporary or substitute staff members unless otherwise noted.

Unless the leave is taken due to serious illness or authorized in advance by the Superintendent or designee, an employee may not use PTO days one school day before a non-student attendance day, one day following the non-student attendance day, or the last attendance day of the school year.

Personal Time Off (PTO) shall be counted in **Full Day**, **½ day AM**, or **½ day PM** increments.

Personal Time Off Days

Full time staff will be allotted 8 PTO days per year

- Any unused PTO days may be banked up to a maximum of twenty (20) days
- Banked days are not eligible for the Unused PTO Day Stipend and have no monetary value.
- Only the Original eight (8) PTO Days are eligible for the yearly Unused PTO Days Stipend
- Current year PTO days must be used before banked days can be used.

Staff members who are absent more than three consecutive contract days or 8 days in a semester must have pre-approval of the superintendent to utilize PTO days. If this does not occur, the absence is for a reason not granted as paid or protected leave under Board policy or law.

- Classified Employees may use PTO days on AMI, Christmas Break or any other non Holiday Break.
- Classified employees do not receive compensation for snow days during Christmas Break or other non Holiday breaks. In an effort to assist employees financially and ensure full checks, the district allows the applicable employees to use previously accrued PTO days on these days.

Unused PTO Day Stipend - Full Time Employees

The Board will pay a stipend of \$100 a day for any unused PTO days or fraction of days from the allotted days given. All eligible full-time employees will be eligible to receive a \$100 a day stipend for days that were not used during the school year. The stipend will be paid in June of each year. Will not be paid for more than 8 PTO days per year.

CERTIFIED SALARY SCHEDULES

2026-27 CERTIFIED TEACHER SALARY SCHEDULE

	BS+00	BS+08	BS+16	BS+24	MA+00	MA+15	MA+30	Doctorate
1	\$45,500	\$46,100	\$46,750	\$47,700	\$50,000	\$50,600	\$51,300	\$52,100
2	\$45,800	\$46,450	\$47,150	\$48,150	\$50,750	\$51,350	\$52,004	\$52,950
3	\$46,100	\$46,800	\$47,550	\$48,600	\$51,500	\$52,100	\$52,707	\$53,800
4	\$46,400	\$47,150	\$47,950	\$49,050	\$52,250	\$52,850	\$53,411	\$54,650
5	\$46,700	\$47,500	\$48,350	\$49,500	\$53,000	\$53,600	\$54,114	\$55,500
6	\$47,000	\$47,850	\$48,750	\$49,950	\$53,750	\$54,350	\$54,818	\$56,350
7	\$47,300	\$48,200	\$49,150	\$50,400	\$54,500	\$55,100	\$55,521	\$57,200
8	\$47,600	\$48,550	\$49,550	\$50,850	\$55,250	\$55,850	\$56,225	\$58,050
9	\$47,900	\$48,900	\$49,950	\$51,300	\$56,000	\$56,600	\$56,928	\$58,900
10	\$48,200	\$49,250	\$50,350	\$51,750	\$56,750	\$57,350	\$57,632	\$59,750
11	\$48,500	\$49,600	\$50,750	\$52,200	\$57,500	\$58,100	\$58,336	\$60,600
12	\$48,800	\$49,950	\$51,150	\$52,650	\$58,250	\$58,850	\$59,039	\$61,450
13	\$49,100	\$50,300	\$51,550	\$53,100	\$59,000	\$59,600	\$59,743	\$62,300
14	\$49,400	\$50,650	\$51,950	\$53,550	\$59,750	\$60,350	\$60,446	\$63,150
15	\$49,700	\$51,000	\$52,350	\$54,000	\$60,500	\$61,100	\$61,150	\$64,000
16		\$51,350	\$52,750	\$54,450	\$61,250	\$61,850	\$61,853	\$64,850
17		\$51,700	\$53,150	\$54,900	\$62,000	\$62,600	\$62,557	\$65,700
18			\$53,550	\$55,350	\$62,750	\$63,350	\$63,260	\$66,550
19			\$53,950	\$55,800	\$63,500	\$64,100	\$63,964	\$67,400
20			\$54,350	\$56,250	\$64,250	\$64,850	\$64,667	\$68,250
21				\$56,700	\$65,000	\$65,600	\$65,371	\$69,100
22				\$57,150	\$65,750	\$66,350	\$66,075	\$69,950
23				\$57,600	\$66,500	\$67,100	\$66,778	\$70,800
24					\$67,250	\$67,850	\$67,482	\$71,650
25					\$68,000	\$68,600	\$68,185	\$72,500
26					\$68,750	\$69,350	\$68,889	\$73,350
27						\$70,100	\$69,592	\$74,200
28							\$70,296	\$75,050
29							\$71,000	\$75,900
30								\$76,750

*Teachers having taught at least one semester but less than two semesters will be credited with a year's experience in placing that teacher on the salary schedule.

Exempt Administrator Salary Schedule

*Formula: (MA+30 max Salary x (Position Factor + Year Factor + Degree Factor)

Position	Position Factor	Length of Contract
Superintendent	-	12 Month
High School Principal	1.45	11 Month
Special Services Administrator	1.30	11 Month
Elementary School Principal	1.33	11 Month
High School Assistant Principal/AD	1.27	11 Month
High School and Middle School Principal	1.56	11 Month
Middle School Principal	1.30	11 Month
Director Curriculum and Instruction	1.30	11 Month
Director of Schools	1.20	11 Month
Middle and High School Assistant Principal	1.20	11 Month
High School Assistant Principal	1.18	11 Month
Elementary School Assistant Principal	1.13	11 Month
Middle School Assistant Principal	1.13	11 Month
Director of Finance and Operations	1.28	12 Month
Director of Buildings & Grounds, Transportation Director	1.00	12 Month
Custodial Director	.73	12 Month
Administrator Position that do not use the Administrator Formula		
Interim Principals and Part Time Assistant Principals	-	+ \$5,000 Stipend
Part-Time Teacher-Para Athletic Director	-	+\$10,000 Stipend

Year Factor							
1	0.000		11	0.190		21	0.285
2	0.020		12	0.200		22	0.290
3	0.040		13	0.210		23	0.295
4	0.060		14	0.220		24	0.300
5	0.080		15	0.230		25	0.305
6	0.100		16	0.240		26	0.310
7	0.120		17	0.250		27	0.315
8	0.140		18	0.260		28	0.320
9	0.160		19	0.270		29	0.325
10	0.180		20	0.280			

Degree Factor		
Certified Administrators	Classified Directors	Factor
Masters Degree	No Trade Certifications	0.00
Masters Degree + 15 Graduate hrs	1 Trade Certification	0.05
Specialist/Advanced Admin Cert	2 Trade Certifications	0.10
Specialist/Advanced Admin Cert + 15	3 Trade Certifications	0.15
PhD/EdD	More than 3 Trade Certifications	0.20

CLASSIFIED SALARY SCHEDULES

Bus Driver Salary Schedule

Step	Base	Step	Base	Step	Base	Step	Base	Step	Base	Step	Base
1	\$28.63	6	\$30.20	11	\$32.17	16	\$34.16	21	\$36.13	26	\$38.11
2	\$29.02	7	\$30.60	12	\$32.57	17	\$34.54	22	\$36.52	27	\$38.50
3	\$29.42	8	\$30.99	13	\$32.96	18	\$34.95	23	\$36.91	28	\$38.90
4	\$29.81	9	\$31.38	14	\$33.37	19	\$35.34	24	\$37.32	29	\$39.28
5	\$29.97	10	\$31.78	15	\$33.75	20	\$35.73	25	\$37.71	30	\$40.07

***The College Run will be paid at the driver's hourly rate for drive time only. *Sub Drivers will be paid at the hourly rate based upon their position on the schedule. * Drivers will get a \$15 bonus for accepting an extra trip. *Extra Trips will be paid at the drivers' rate of pay for driving plus \$15.00 for wait time. *Drivers will receive a minimum of 1 hour drive time for extra trips *Overnight trips will be paid a maximum of 8 hours per day.**

***Teachers that drive trips during the school hours will receive a \$35.00 Flat Rate.**

Communications Director Salary Schedule

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$25,668	\$27,451	\$29,358	\$31,398	\$33,580	\$35,913	\$38,408	\$41,077
Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
\$43,931	\$46,983	\$50,248	\$53,739	\$57,473	\$61,466	\$65,737	\$70,304

Custodian Salary Schedule								
Step	Day Custodian	Night Custodian	Step	Day Custodian	Night Custodian	Step	Day Custodian	Night Custodian
1	\$33,025.88	\$35,190.13	8	\$33,783.37	\$35,947.62	15	\$34,973.71	\$37,137.94
2	\$33,134.10	\$35,298.35	9	\$33,891.58	\$36,055.82	16	\$35,190.13	\$37,354.37
3	\$33,242.31	\$35,406.55	10	\$33,999.79	\$36,164.04	17	\$35,406.55	\$37,570.79
4	\$33,350.52	\$35,514.77	11	\$34,108.00	\$36,272.25	18	\$35,622.98	\$37,787.22
5	\$33,458.73	\$35,622.98	12	\$34,324.42	\$36,488.67	19	\$35,839.40	\$38,003.64
6	\$33,566.95	\$35,731.19	13	\$34,540.85	\$36,705.10	20	\$36,055.82	\$38,220.06
7	\$33,675.15	\$35,839.40	14	\$34,757.27	\$36,921.52			

Grow Your Own Teachers Schedule				
Step 1	Step 2	Step 3	Step 4	Step 5
Salary \$25,000	Salary \$29,000	Salary \$33,000	Salary \$37,000	Certified Salary Schedule \$45,500
Must be able to show they are working toward a degree in education. All participants start in Step 1 as a probationary period and can then move to the step they qualify for.	Must have completed at least 30 college credit hours or will remain on (Step1)	Must have completed at least 60 college credit hours or will remain on (Step 2)	Must have completed at least 90 college credit hours or will remain on (Step 3)	Must have completed certification and received a Missouri teaching certificate.
*This program is for anyone who is actively taking college courses and working toward a teaching certificate, who is asked to teach a certified class.				

Maintenance Salary Schedule

Step	Base Salary	(1) Professional Trade Certification	(2 or more) Professional Trade Certifications	Step	Base Salary	(1) Professional Trade Certification	(2 or more) Professional Trade Certifications
1	\$34,285.55	\$45,530.33	\$47,936.71	16	\$42,719.14	\$57,337.35	\$59,766.23
2	\$34,847.80	\$46,317.47	\$48,723.85	17	\$43,281.38	\$58,034.53	\$60,440.91
3	\$35,410.03	\$47,082.11	\$49,510.99	18	\$43,843.62	\$58,799.16	\$61,228.04
4	\$35,972.27	\$47,869.24	\$50,275.63	19	\$44,405.86	\$59,721.25	\$62,127.63
5	\$36,534.51	\$48,656.38	\$51,085.26	20	\$44,968.09	\$60,373.45	\$62,802.31
6	\$37,096.75	\$49,443.52	\$51,849.90	21	\$45,530.33	\$61,160.57	\$63,566.97
7	\$37,658.98	\$50,208.16	\$52,637.04	22	\$46,092.57	\$61,947.71	\$64,354.09
8	\$38,221.22	\$51,017.78	\$53,401.68	23	\$46,654.81	\$62,734.84	\$65,141.23
9	\$38,783.47	\$51,782.43	\$54,188.81	24	\$47,217.05	\$63,499.49	\$65,928.35
10	\$39,345.71	\$52,569.57	\$54,975.95	25	\$47,779.29	\$64,286.62	\$66,693.01
11	\$39,907.95	\$53,334.21	\$55,740.59	26	\$48,341.53	\$65,073.75	\$67,502.64
12	\$40,470.18	\$54,121.35	\$56,550.21	27	\$48,903.77	\$65,860.90	\$68,267.27
13	\$41,032.42	\$54,908.48	\$57,314.86	28	\$49,466.16	\$66,625.54	\$69,054.42
14	\$41,594.66	\$55,673.12	\$58,102.00	29	\$50,035.02	\$67,435.16	\$69,819.06
15	\$42,156.89	\$56,482.75	\$58,866.64	30	\$50,610.42	\$68,424.71	\$70,831.09

* Documentation Required to Move Beyond Base Column

Nurses Salary Schedule									
Nurse Aide		Nurse Assistant (CNA/EMT)		Building Nurse		Head Nurse (LPN)		Head Nurse (RN/BSN)	
Step	Base Salary	Step	Base Salary	Step	Base Salary	Step	Base Salary	Step	Base Salary
1	\$22,610.76	1	\$30,717.85	1	\$40,948.35	1	\$42,380.95	1	\$55,283.82
2	\$22,981.74	2	\$31,086.46	2	\$41,306.45	2	\$42,739.11	2	\$55,842.25
3	\$23,352.73	3	\$31,459.50	3	\$41,664.63	3	\$43,097.28	3	\$56,406.31
4	\$23,723.70	4	\$31,837.01	4	\$42,022.79	4	\$43,455.44	4	\$56,976.07
5	\$24,094.68	5	\$32,219.06	5	\$42,380.95	5	\$43,813.59	5	\$57,551.59
6	\$24,465.67	6	\$32,605.68	6	\$42,739.11	6	\$44,171.76	6	\$58,132.92
7	\$24,836.66	7	\$32,996.96	7	\$43,097.28	7	\$44,529.92	7	\$58,720.12
8	\$25,207.63	8	\$33,392.92	8	\$43,455.44	8	\$44,888.08	8	\$59,313.25
9	\$25,578.62	9	\$33,793.63	9	\$43,813.59	9	\$45,246.24	9	\$59,912.37
10	\$25,949.59	10	\$34,199.16	10	\$44,171.76	10	\$45,604.41	10	\$60,517.55
11	\$26,320.59	11	\$34,609.55	11	\$44,529.92	11	\$45,962.57	11	\$61,128.84
12	\$26,696.97	12	\$35,024.86	12	\$44,888.08	12	\$46,320.73	12	\$61,746.30
13	\$27,062.54	13	\$35,445.15	13	\$45,246.24	13	\$46,683.85	13	\$62,370.00
14	\$27,433.53	14	\$35,870.50	14	\$45,604.41	14	\$47,049.83	14	\$63,000.00
15	\$27,804.51	15	\$36,300.94	15	\$45,962.57	15	\$47,418.71	15	\$63,630.00
16	\$28,175.49	16	\$36,736.56	16	\$46,320.73	16	\$47,790.50	16	\$64,266.30

Paraprofessional Salary Schedule							
All Paraprofessionals must have a minimum of 60 college credit hours or Pass the 20 Substitute Course							
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	\$22,610.76	9	\$25,578.62	17	\$28,546.47	25	\$31,514.32
2	\$22,981.74	10	\$25,949.59	18	\$28,917.45	26	\$31,885.31
3	\$23,352.73	11	\$26,320.59	19	\$29,288.45	27	\$32,256.30
4	\$23,723.70	12	\$26,691.55	20	\$29,659.41	28	\$32,627.27
5	\$24,094.68	13	\$27,062.54	21	\$30,030.40	29	\$32,998.24
6	\$24,465.67	14	\$27,433.53	22	\$30,401.38	30	\$35,417.01
7	\$24,836.66	15	\$27,804.51	23	\$30,772.37		
8	\$25,207.63	16	\$28,175.49	24	\$31,143.35		

Secretary Salary Schedule							
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	\$26,768.36	9	\$28,876.32	17	\$31,862.61	25	\$35,375.88
2	\$27,031.87	10	\$29,139.83	18	\$32,301.76	26	\$35,815.03
3	\$27,295.37	11	\$29,578.98	19	\$32,740.92	27	\$36,254.20
4	\$27,558.86	12	\$29,930.31	20	\$33,180.08	28	\$36,693.36
5	\$27,822.35	13	\$30,281.62	21	\$33,619.24	29	\$37,132.52
6	\$28,085.84	14	\$30,632.96	22	\$34,058.40	30	\$39,854.33
7	\$28,349.34	15	\$30,984.28	23	\$34,497.55		
8	\$28,612.84	16	\$31,423.44	24	\$34,936.72		

Speech Language Pathologist Salary Schedule							
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	\$58,880.00	9	\$62,880.00	17	\$66,880.00	25	\$70,880.00
2	\$59,380.00	10	\$63,380.00	18	\$67,380.00	26	\$71,380.00
3	\$59,880.00	11	\$63,880.00	19	\$67,880.00	27	\$71,880.00
4	\$60,380.00	12	\$64,380.00	20	\$68,380.00	28	\$72,380.00
5	\$60,880.00	13	\$64,880.00	21	\$68,880.00	29	\$72,880.00
6	\$61,380.00	14	\$65,380.00	22	\$69,380.00	30	\$73,380.00
7	\$61,880.00	15	\$65,880.00	23	\$69,880.00		
8	\$62,380.00	16	\$66,380.00	24	\$70,380.00		

Technology Assistant Salary Schedule

Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	\$20,600.00	9	\$23,800.00	17	\$27,000.00	25	\$30,200.00
2	\$21,000.00	10	\$24,200.00	18	\$27,400.00	26	\$30,600.00
3	\$21,400.00	11	\$24,600.00	19	\$27,800.00	27	\$31,000.00
4	\$21,800.00	12	\$25,000.00	20	\$28,200.00	28	\$31,400.00
5	\$22,200.00	13	\$25,400.00	21	\$28,600.00	29	\$31,800.00
6	\$22,600.00	14	\$25,800.00	22	\$29,000.00	30	\$32,200.00
7	\$23,000.00	15	\$26,200.00	23	\$29,400.00		
8	\$23,400.00	16	\$26,600.00	24	\$29,800.00		

Tech Assistants work 151 days of student attendance +10 days before and 10 days during the summer.

STIPENDS AND MISCELLANEOUS COMPENSATION

Summer School Stipends and Salaries

*Unless otherwise noted, all rates listed compensate for work performed through the duration of Summer School.
Shared positions will be prorated accordingly.*

Position	
Summer School Coordinator	\$1500
Principal or K-12 Administrator	\$5,000
K-12 Summer School Teacher	\$35 hr
K-12 Summer School Nurse (1/2) day	\$30 hr
Virtual School Coordinator	\$7,500
Virtual School Assistant	\$5,500
Virtual School Teacher with 401+ semester courses	\$3,870
Virtual School Teacher with 351-400 semester courses	\$3,860
Virtual School Teacher with 301-350 semester courses	\$3,440
Virtual School Teacher with 251-300 semester courses	\$3,020
Virtual School Teacher with 201-250 semester courses	\$2,600
Virtual School Teacher with 151-200 semester courses	\$2,180
Virtual School Teacher with 101-150 semester courses	\$1,760
Virtual School Teacher with 51-100 semester courses	\$1,340
Virtual School Teacher with 1-50 semester courses	\$1,000
Substitute Nurse, Teacher, or Paraprofessional	Substitute Schedule
Clerical, Paraprofessional, and Transportation Summer Staff that are employed by the district during the regular school year in a similar capacity will be compensated on an hourly basis according to the district's regular year salary schedule. Those not employed in that position by the district during the regular school year will be compensated at step one of the lowest applicable grade of the district's regular year salary schedule.	

Extra-Duty Stipend Schedule – Athletics and Activities

Base= \$45,500		13%	12%	10%	7.5%	5.5%	3%	2.5	.75%	.5%
LEVEL		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
STEP 1		\$5,915	\$5,460	\$4,550	\$3,413	\$2,503	\$1,365	\$1,138	\$341	\$228
STEP 2	2.5%	\$6,063	\$5,597	\$4,664	\$3,498	\$2,565	\$1,399	\$1,166	\$350	\$233
STEP 3	2.5%	\$6,214	\$5,736	\$4,780	\$3,585	\$2,629	\$1,434	\$1,195	\$359	\$239
STEP 4	2.5%	\$6,370	\$5,880	\$4,900	\$3,675	\$2,695	\$1,470	\$1,225	\$367	\$245
STEP 5	2.5%	\$6,529	\$6,027	\$5,022	\$3,767	\$2,762	\$1,507	\$1,256	\$377	\$251
STEP 6	2.5%	\$6,692	\$6,177	\$5,148	\$3,861	\$2,831	\$1,544	\$1,287	\$386	\$257
STEP 7	2.5%	\$6,860	\$6,332	\$5,277	\$3,957	\$2,902	\$1,583	\$1,319	\$396	\$264
STEP 8	2.5%	\$7,031	\$6,490	\$5,409	\$4,056	\$2,975	\$1,623	\$1,352	\$406	\$270
STEP 9	2.5%	\$7,207	\$6,652	\$5,544	\$4,158	\$3,049	\$1,663	\$1,386	\$416	\$277
EXTRA DUTY POSITION BY LEVEL										
LEVEL 1	Head Football Head Boys & Girls Basketball Head Volleyball Head Boys and Girls Track					FFA Sponsor SIS Coordinator Welding Coach/ Shop Keeper District Testing Coordinator SIS Coordinator				
LEVEL 2	Head Baseball Head Softball Head Cross Country Head Golf M.S. Cheerleading M.S. Coach both 7th & 8th					Assistant to the Athletic Director x2				
LEVEL 3	Assistant Varsity Football Assistant H.S. Basketball Assistant H.S. Volleyball Assistant H.S. Baseball Assistant H.S. Softball Assistant Track M.S. Head Football M.S. Head Boys & Girls Basketball M.S. Head Volleyball H.S. Cheerleading (Fall) H.S. Cheerleading (Winter) H.S. Dance Team (Fall) H.S. Dance Team (Winter)					Vocal Music Director Band Director x2 Archery Sponsor Trap Shooting Sponsor MOVA SIS				
LEVEL 4	M.S. Assistant Football M.S. Assistant Boys & Girls Basketball M.S. Assistant Volleyball M.S. Track M.S. Cross Country					A+ Manger MOVA Assistant Archery Sponsor Assistant Trap Shooting Sponsor Concession Stand Manager x2 Board Secretary Dir. of MOVA Finance				
LEVEL 5						H.S. Yearbook H.S. Student Council M.S. Yearbook Educational Software Administrator H.S. NHS E.S. Yearbook				
LEVEL 6	Strength & Conditioning per season Strength & Conditioning Summer (Morning) Strength & Conditioning Summer (Evening) Color Guard					Robotics PBiS Leader Tier 2 PBiS Leaders Tier 1 Band Assistant				
LEVEL 7	Head Varsity Coach (20 Contact Days)					Debate & Speech Drama M.S. Student Council Girls on the Run (2) E.S. & M.S. NHS FCCLA FBLA Sub Scheduler				
LEVEL 8	Assistant Coaches (20 Contact Days)					Senior Class Sponsors (up to 4)				
LEVEL 9						9-11 Class Sponsors (up to 9) ++Class Clubs (Art, Science, Soc. Stud. Etc.)				

*Coaches can receive up to 5 steps for prior matching coaching experience, must be specific to sport and level.

*Grandview Assistant H.S. can use years toward Head coach step in same sport. *Extra Duty Stipends will based on the first column, first step of the salary schedule (\$45,500)

*MOVA Manager Stipend set by school board

Recommendation by Recommender

Recommended by Athletic Director

Head Football
 Head Boys and Girls Basketball
 Head Volleyball
 Head Boys and Girls Track
 Vocal Music Director
 Band Director
 Color Guard
 Head Baseball
 Head Cross Country
 Head Golf
 M.S. Cheerleading
 Assistant Varsity Football
 Assistant H.S. Basketball
 Assistant H.S. Volleyball
 Assistant H.S. Softball
 Assistant Track
 M.S. Head Football
 M.S. Head Boy and Girls Basketball
 M.S. Head Volleyball
 H.S. Cheerleading (Fall)
 H.S. Cheerleading (Winter)
 H.S. Dance Team (Fall)
 H.S. Dance Team (Winter)
 M.S. Assistant Football
 M.S. Assistant Boys and Girls Basketball
 M.S. Assistant Volleyball
 Assistant H.S. Baseball
 Archery Sponsor
 Strength & Conditioning per season
 Strength & Conditioning Summer (Morning)
 Strength & Conditioning Summer (Night)
 Head Varsity Coach (20 Contact Days)
 Assistant Coaches (20 Contact Days)

Recommended by High School Principal

H.S. Student Council
 H.S. Yearbook
 Debate & Speech
 Drama
 FCCLA
 FBLA
 Senior Class Sponsors (up to 4)
 9-11 Class Sponsors (up to 9)
 Class Clubs (Art, Science, Soc. Stud. Etc.)
 FFA Sponsor
 Robotics
 A+ Manager (Works Under Curriculum Director)
 H.S. NHS
 Welding Coach/ Shop Keeper
 Sub Scheduler

Recommended by Middle School Principal

M.S. NHS
 M.S. Yearbook
 M.S. Student Council
 Class Clubs (Art, Science, Soc. Stud. Etc.)
 Sub Scheduler

Recommended by Elementary Principal

E.S. NHS
 E.S. Yearbook
 PBIS Leaders Tier 1
 PBIS Leader Tier 2
 Class Clubs (Art, Science, Soc.Stud. Etc.)
 Sub Scheduler

Recommended by Superintendent

District Testing Director
 Assistant to the Athletic Director
 SIS Coordinator
 Educational Software Administrator
 Communications Director
 MOVA SIS
 SPED Scheduler/Assistant

Extended Assignments and Stipends	
School Counselor	20 days
Technology Assistant	20 days
Psychological Examiner	10 days
Library Media Specialist	10 days
Agriculture Instructor	25 days
Speech Language Pathologist	20 days
SIS Coordinator	8 days
District Testing Coordinator	8 days

Substitute and Temporary Staff Compensation Schedule		
Position	Full Day Rate	Half Day Rate
Substitute Teacher Daily Rate	\$125	\$62.50
Substitute Teacher Daily Rate-Retiree	\$135	\$60.00
Substitute Nurse Daily Rate	125.00	62.50
Teacher Hourly Rate to Substitute During Conference/Prep Time	30/hr	30/hr
Substitute Teacher 11+ Days in Same Assignment (Consecutive)	\$140.00	\$70.00
Substitute Teacher 11+ Days in Same Assignment (Consecutive)- Retiree	\$150.00	\$75.00
<i>Full day rate is paid for all days worked that exceed four (4) hours.</i>		

Miscellaneous Compensation			
Department	Description	Rate	Frequency
Athletics	Scorebook	\$30	Per Night
	Gate Worker	\$30	Per Night
	Scoreboard Operator	\$30	Per Night
	Announcer	\$30	Per Night
	Assigned Administrator	\$45	Per Night
Special Services	Homebound Teacher	\$30	Per Hour
Student Instruction and Supervision	Before or After School Tutor	\$30	Per Hour
	Detention Supervisor	\$30	Per Hour
All Schools	Student Workers	\$15.00	Per Hour
Mileage Reimbursement	All	.725	Mile
All duties must be approved by a building level Administrator or Athletic Director			
Salaried employees must turn in a time signed by a building administrator to be compensated for hourly work.			

Work Expectations & Protocol for Snow/Inclement Weather or AMI Day

Staff Information ~ Responsibility of Classified Employees

These rules apply when school has been canceled due to adverse weather conditions or other emergency situations.

Twelve-month Employees are expected to report to work when schools are closed unless otherwise notified by your supervisor. If unable to report to work, notify your supervisor immediately. (If a twelve-month employee has contacted their supervisor, and the supervisor approves, then vacation/pto leave may be used.)

The expectation for all Twelve-month classified employees is that the employee will report to his/her job site at his/her regularly scheduled time unless notified otherwise by the supervisor. In case of severe weather conditions or other emergency situations that prohibit you from meeting this expectation you are required to notify your supervisor immediately. If an employee is delayed due to safety or weather-related cause they should contact their administrator, supervisor or central office to advise them that you may arrive late due to road conditions. Employees who are unable to report to work must contact their immediate supervisor to report the absence.

Maintenance & Grounds ~ Employees in this classification need to call the Maintenance Director on his cell phone rather than his office phone if they are unable to report to work on time.

Custodial ~ Custodians will report as scheduled and should call the Lead Custodian at their cell number if they are unable to report to work on time.

Bus Driver ~ Drivers will work as directed by the Transportation Director. Employees in this classification need to call the Transportation Director if they are unable to report on time. On AMI days Bus Drivers may come in and work under the Transportation Director.

Paraprofessionals ~ Employees in these classifications need to call their assigned building office if they are unable to report on time. On AMI Days Paraprofessionals are expected come into work, or PTO time, not to exceed 40 hours for the week. Paraprofessionals need to notify Central Office of their plans. On AMI days paraprofessionals will work under the Lead Custodian. Snow days will be made up on snow make up days.

Secretarial ~ Employees in these classifications need to call their assigned building office if they are unable to report on time. On AMI Days Secretaries need to contact their building administrator and are expected to come into work, or use PTO time, not to exceed 40 hours for the week. Snow days will be made up on snow make up days.

Classified Instructors ~ Employees in this classification will be treated as a teacher on AMI days and Inclement weather and Emergency Situation Days.

Policy 4330

Holidays

The Board will annually adopt a calendar that will provide the following holidays:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Good Friday
5. Easter Monday
6. Memorial Day
7. Juneteenth
8. July 4th
9. Labor Day
10. Thanksgiving Day
11. Thanksgiving Friday After
12. Christmas Eve
13. Christmas Day

Staff members do not receive additional compensation for holidays unless they are required to work on such holidays.

Administrators employed on a twelve (12) month contract shall have vacation as provided in their individual contracts. Vacation shall be scheduled in compliance with the Superintendent's guidelines and is subject to Superintendent Approval.

Regulation 4320

Paid Time Off Days (PTO)

Employees requesting to use personal days must schedule a request to the principal or immediate supervisor at least one week in advance if possible in non-emergency.

Bereavement Leave

Bereavement Leave is available only upon the death of a member of the employee's immediate family, as that term is defined in the sick leave regulation.

- Five (5) Bereavement days granted as follows: Spouse, parent, child, sibling, daughter-in-law, or son-in-law, or non-family residing in the employee's home.
- Three (3) Bereavement days granted as follows: Grandparent and grandchild, brother-in-law, sister-in-law.
- One (1) Bereavement day granted as follows: aunt, uncle, niece, nephew, cousin.

* Bereavement leave is not accumulative and must be taken at the time set aside to attended funeral/memorial services of deceased family member.

Blackout Dates

In order to maintain continuity of instruction and ensure the safe and effective operation of the District, the Board of Education authorizes the Superintendent to designate certain **blackout dates** each school year.

Blackout dates are days during which the use of **Personal Time Off (PTO)** is generally **restricted** due to critical district operations.

During designated blackout dates, personal leave will normally **not be approved**.

Exceptions may be granted for illness, bereavement, family emergencies, legal obligations, or other extraordinary circumstances, as determined by the Superintendent or designee. Documentation may be required.

These days may include, but are not limited to:

- The school day before or proceeding a Holiday
- Teacher workdays tied to the start/end of semesters
- The first week of the school year
- Two weeks after the last day of school for students
- The last week of student attendance
- Christmas Break
- Days that Parent-Teacher Conferences are scheduled
- Major district events (graduation, open house, etc.)

Blackout Days 2026-27	
Month	Day
August	10, 11, 12, 13, 14, 18, 19, 20, 21
September	4, 8
October	19
November	24
December	1, 18
January	15, 19
February	12, 16
March	15, 25, 30
May	17, 18, 19, 20

Educational Step Change Form



GRANDVIEW R-II SCHOOL DISTRICT

11470 Highway C
HILLSBORO, MISSOURI 63050

Dr. Leslie Lause
Superintendent
(636)944-3941
(636)944-5239 FAX

Sean Breeze
High School
(636)944-3941
(636)944-5239 FAX

Lori Howerton
Elementary Principal
(636)944-3291
(636)944-3870 FAX

Kim Copeland
Middle School Principal
(636)944-3930
(636)944-3515/5239 FAX

Crystal Eoff
Special Services
(636)944-3941
(636)944-3870 FAX

Don Jeffries
Curriculum & Instruction
(636)944-3941
(636)944-3870 FAX

EDUCATIONAL STEP CHANGE FORM

NAME: _____

SOCIAL: _____

I WISH TO REQUEST A CHANGE ON THE SALARY SCHEDULE FROM

_____ STEP TO THE _____ STEP.

I UNDERSTAND PROOF OF ADDITIONAL HOURS SUCCESSFULLY COMPLETED MUST BE FORWARDED BY THE EMPLOYEE TO THE SUPERINTENDENTS OFFICE BEFORE THE STEP CHANGE WILL BE APPROVED.

ALL STEP CHANGES ARE DUE BY September 1ST OF THE YEAR REQUEST IS TO BE APPLIED.

SIGNED: _____
EMPLOYEE

APPROVED: _____
SUPERINTENDENT

(11) Month Administrator Calendar

July 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
13	14	15	16	
20	21	22	23	
27	28	29	30	

August 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
10 NTT/*TWD	11NTT/*TWD	12 *TWD	13 *TWD	14*TWD
10 TIS	11 TIS	12 TIS*	20	21
	25	26	27	28

September 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
	8	9	10	11
PD	15	16	17	18
	22	23	24	25
	29	30		

October 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16(QRT)
PTC	20	21	22	23
	27	18	29	30

November 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
PD	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
PD	8	9	10	11
	15	16	17	18 (SEM)
			H	H

January 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
				H
PD	5	6	7	8
	12	13	14	15
H	19	20	21	22
	26	27	28	29

February 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
PD	23	24	25	26

March 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12 (QRT)
PTC	16	17	18	19
22	23	24	25	
	30	31		

April 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	30

May 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	4	5	6	7
	11	12	13	14
X	18	19	20	21
18	25	26	26 (SEM)	

June 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	

95 (189)

94

No Work (Unless and event is
scheduled)

12 Month Calendar Superintendent

July 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
5	6	7	8	
13	14	15	16	
20	21	22	23	
27	28	29	30	

August 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18	19		
	25	26	27	28

September 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	8	9	10	11
	15	16	17	18
			H	H
28	29	30	H	

January 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
				H
4	5	6	7	8
11	12	13	14	15
H	19	20	21	22
25	26	27	28	29

February 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
H	16	17	18	19
22	23	24	25	26

March 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	H
H	30	31		

April 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	26	
H				

June 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
21	22	23	24	
28	29	30		

108 (225)

117

	No Work
	Summer Schedule (will work 7.5 hours a day)
	School Year (will work 9 hours a day to be scheduled by supervisor)

12 Month Employee Calendar Maintenance and Custodial

July 2026

Monday	Tuesday	Wednesday	Thursday	Friday
5	6	7	8	
13	14	15	16	
20	21	22	23	
27	28	29	30	

August 2026

Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18	19		
	25	26	27	28

September 2026

Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
9	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November 2026

Monday	Tuesday	Wednesday	Thursday	Friday
3	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
7	8	9	10	11
15	15	16	17	18
21	22	23	H	H
28	29	30	H	

January 2027

Monday	Tuesday	Wednesday	Thursday	Friday
				H
4	5	6	7	8
11	12	13	14	15
H	19	20	21	22
25	26	27	28	29

February 2027

Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
H	16	17	18	19
22	23	24	25	26

March 2027

Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	H
H	30	31		

April 2027

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May 2027

Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	26	
H				

June 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
21	22	23	24	
28	29	30		

98 (200)

102

No Work (Unless and event is scheduled)

Work Schedule will be assigned by Supervisor

Day Shift (will work 9-5 hours a day to be scheduled by supervisor)

Night Shift (will work 9-5 hours a day to be scheduled by supervisor)

12 Month Employee Calendar

Director of Finance/Human Resource Specialist/Accounts Payable-Payroll Secretary/MOVA

July 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
5	6	7	8	
13	14	15	16	
20	21	22	23	
27	28	29	30	

August 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10	11	12	13	
17	18	19		
	25	26	27	28

September 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	8	9	10	11
	15	16	17	18
	22	23	24	25
	29	30		

October 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	30

November 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	8	9	10	11
	15	16	17	18
			H	H
28	29	30	H	

January 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
				H
4	5	6	7	8
11	12	13	14	15
H	19	20	21	22
25	26	27	28	29

February 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
H	16	17	18	19
22	23	24	25	26

March 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	H
H	30	31		

April 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
10	11	12	13	14
17	18	19	20	15
24	25	26	26	
H				

June 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9	10	
14	15	16	17	
21	22	23	24	
28	29	30		

98 (200)

102

	No Work
	Summer Schedule (will work 7.5 hours a day)
	School Year (will work 9 hours a day to be scheduled by supervisor)
	4 day work week, but will ensure Monday and Friday are covered

(11) Month Secretary Calendar

July 2026

Monday	Tuesday	Wednesday	Thursday	Friday
		29	30	31

August 2026

Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	
10 NTT/*TWD	11NTT/*TWD	12 *TWD	13 *TWD	
17 TIS	18 TIS	19 TIS*	20	21
	25	26	27	28

September 2026

Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
	8	9	10	11
PD	15	16	17	18
	22	23	24	25
	29	30		

October 2026

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16(QRT)
PTC	20	21	22	23
	27	18	29	30

November 2026

Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
PD	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
PD	8	9	10	11
	15	16	17	18 (SEM)
			H	H

95 (190)

January 2027

Monday	Tuesday	Wednesday	Thursday	Friday
				H
PD	5	6	7	8
	12	13	14	15
H	19	20	21	22
	26	27	28	29

February 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
PD	23	24	25	26

March 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12 (QRT)
PTC	16	17	18	19
22	23	24	25	
	30	31		

April 2027

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	30

May 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	4	5	6	7
	11	12	13	14
17	18	19	20 (SEM)	
18	25	26	26	

June 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	
7	8	9		

95

No Work (Unless and event is scheduled)

Normal work day will be 8.5 hours with a 30 minute unpaid lunch

(10) Month Paraprofessional Calendar

July 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
20	21			
		29	30	31

August 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
3 NTT/*TWD	4 NTT/*TWD	5 *TWD	6 *TWD	
10 TIS	11 TIS	12 TIS*		
	18	19	20	21
	25	26	27	28

September 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
	8	9	10	11
PD	15	16	17	18
	22	23	24	25
	29	30		

October 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16(QRT)
PTC	20	21	22	23
	27	18	29	30

November 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
PD	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026				
Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
PD	8	9	10	11
	15	16	17	18 (SEM)
			H	H

January 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
				H
PD	5	6	7	8
	12	13	14	15
H	19	20	21	22
	26	27	28	29

February 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
PD	23	24	25	26

March 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12 (QRT)
PTC	16	17	18	19
22	23	24	25	
	30	31		

April 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	30

May 2027				
Monday	Tuesday	Wednesday	Thursday	Friday
	4	5	6	7
	11	12	13	14
17	18	19	20 (SEM)	

June 2027				
Monday	Tuesday	Wednesday	Thursday	Friday

77 (157)

80

No Work

School Year School Year (will work 8 hours a day to be scheduled by supervisor)

*Para's will work (2) PD days to be scheduled by administration

Bus Driver Calendar

July 2026

Monday	Tuesday	Wednesday	Thursday	Friday

August 2026

Monday	Tuesday	Wednesday	Thursday	Friday
10	11			
	18	19	20	21
	25	26	27	28

September 2026

Monday	Tuesday	Wednesday	Thursday	Friday
H	1	2	3	4
	8	9	10	11
	15	16	17	18
	22	23	24	25
	29	30		

October 2026

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16(QRT)
	20	21	22	23
	27	18	29	30

November 2026

Monday	Tuesday	Wednesday	Thursday	Friday
	3	4	5	6
	10	11	12	13
16	17	18	19	20
23	24	X	H	H

December 2026

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	8	9	10	11
	15	16	17	18 (SEM)
			H	H

73 (153)

January 2027

Monday	Tuesday	Wednesday	Thursday	Friday
				H
	5	6	7	8
	12	13	14	15
H	19	20	21	22
	26	27	28	29

February 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12
	16	17	18	19
	23	24	25	26

March 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	2	3	4	5
	9	10	11	12 (QRT)
	16	17	18	19
22	23	24	25	
	30	31		

April 2027

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
	6	7	8	9
	13	14	15	16
	20	21	22	23
	27	28	29	30

May 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	4	5	6	7
	11	12	13	14
17	18	19	20 (SEM)	

June 2027

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	6
	8	9	10	13
	16	17	18	H
	23	24	25	25
	30			

80

No Work

Regular School Year

Summer School each Driver is required to Drive Maybe required to drive two weeks of summer school

*Drivers currently in PEERS, who are wanting to stay in PEERS are required to work 4 hours on Mondays