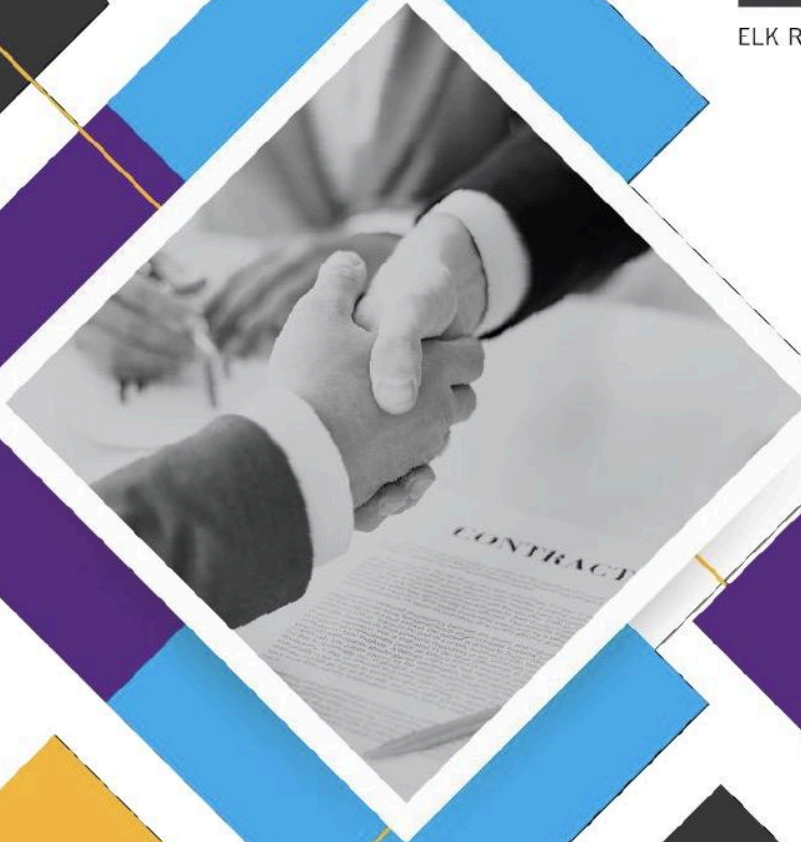




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Our mission is to **educate**, **inspire**
and **empower** our diverse learners,
to shape their futures, to accomplish
their dreams and to contribute positively
to our local and global communities.



Effective July 1, 2023

Community Education Employee Compensation & Benefits Handbook



1.0 POSITIONS

The purpose of this document is to provide ISD 728 Community Education employees in the positions listed below with information about the general terms and conditions of their at-will employment with the District. This document does not create an express or implied contract between the District and any employee. The District may change this document, and the terms and conditions of employment outlined in this document, at any time and for any reason.

1.1 POSITIONS

Building Supervisors
Year Round Child Care Workers
Site Leaders
Program Liaison
Enrichment Generalists
Program Coordinators

1.2 DEFINITIONS

Employees

Unless otherwise noted in this handbook, employees shall mean only persons appointed or employed by the School Board in any of the job titles listed above who are School Board approved for more than fourteen (14) hours per week and work in excess of sixty-seven (67) working days in any calendar year in one (1) or more regularly scheduled position(s), and excluding supervisory employees, student employees, part-time employees and all other employees.

1.1.2 Other Terms

Terms not defined in this Agreement shall have those meanings as defined by the PELRA.

2.0 INSURANCE COVERAGES

2.1 HEALTH INSURANCE

This benefit applies to employees in the following positions:

Site Leaders
Program Liaisons
Enrichment Generalists
Program Coordinators

The eligibility requirements and School District maximum contribution amounts per month are shown in the grid below and are to be applied toward the premium cost of either single or dependent health insurance coverage, for the positions named in the grid. Benefits will be prorated for employees eligible for benefits in positions that are Board approved for less than forty (40) hours of work per week and twelve (12) months per fiscal year.

Position	Maximum District Monthly Contribution Amount	Eligibility requirement
Site Leader	\$805.00	20 hours per week
Program Liaison	\$805.00	20 hours per week
Enrichment Generalist	\$805.00	20 hours per week
Program Coordinators	\$977.00	20 hours per week

HSA Availability:

If an employee chooses to participate in a health and hospitalization plan that qualifies for a Health Savings Account, the School District will contribute the amount according to the table above. That amount would first be applied toward the insurance premium. The School District would contribute any additional amount toward a Health Savings Account each month not to exceed the annual plan deductible, subject to the requirements of the IRS.

Hardship:

For single and dependent coverage, if the employee submits evidence of a hardship the School District, in accordance with IRS regulations will contribute the remainder of the calendar year contribution (an

amount up to, but not to exceed, the full HSA contribution amount to which the employee would otherwise be entitled to receive during the calendar year) and stop all monthly contributions for the remainder of the calendar year. If the employee leaves the District prior to the end of the calendar year, any unearned contribution will be paid back to the District.

2.2 HEALTH INSURANCE

This benefit applies to employees in the following positions:

Building Supervisors

Year Round Child Care Workers

The District will offer to employees the option to enroll in the District's single High Deductible plan per ACA provisions. The eligibility requirements and District contribution are indicated in the table below.

Position	Maximum District Contribution Amount	Eligibility requirement
Building Supervisor	\$442.00	30 hours per week
Year Round Child Care Worker	\$442.00	30 hours per week

2.3 DENTAL INSURANCE

This benefit applies to employees that work a minimum of 20 hours per week in the following positions:

Site Leaders

Program Liaison

Enrichment Generalists

Program Coordinators

Employees assigned to positions not listed will not receive this benefit.

The District shall contribute up to thirty-six and 00/100 dollars (\$36.00) per month, toward the premium of single or family dental coverage for a full-time employee and, if coverage is available to the School District by the carrier, a pro rata portion for employees who are regularly scheduled to work twenty (20) hours or more per week employed by the School District who qualify for and are enrolled in the School District group dental insurance plan and who elect coverage.

In no event shall the contribution exceed the cost of the premium.

2.4 TERM LIFE INSURANCE

This benefit applies to employees in the following positions:

Site Leaders

Program Liaison

Enrichment Generalists

Program Coordinators

Employees assigned to positions not listed will not receive this benefit.

The School Board shall contribute an amount equal to the full premium per month toward the premium for each full-time employee and, if coverage is available to the School District by the carrier, a pro rata portion for employees who are regularly scheduled to work twenty (20) hours or more per week employed by the School District who qualify for and are enrolled in the School District group term life insurance plan and who elect coverage.

The amount of the group term life insurance coverage shall be fifty thousand and 00/100 dollars (\$50,000.00).

2.5 LONG TERM DISABILITY INSURANCE

This benefit applies to employees in the following positions:

Site Leaders
Program Liaison
Enrichment Generalists
Program Coordinators

Employees assigned to positions not listed will not receive this benefit. This benefit will be effective upon approval by School Board and approval by the insurance carrier.

Long Term Disability holds a sixty (60) calendar day waiting period, then pays two thirds (2/3) of the employee's gross salary up to a monthly benefit payable of three thousand and 00/100 dollars (\$3,000.00), with premium paid by the School District. The School District will provide this insurance at no cost to the employee (no proration) for employees that work a minimum of 20 hours per week.

3.0 VACATION and PAID TIME OFF

3.1 VACATION

This benefit applies to employees in the following positions:

Site Leaders
Program Liaison
Enrichment Generalists
Program Coordinators

	Year (days per year)									
Position	Start	1	2	3	4	5				
Site Leader	8	9	10	11	12	13				
Program Liaison	8	9	10	11	12	13				
Enrichment Generalist	8	9	10	11	12	13				
	Start - 3	4-6	7-9	10-13	14	15	16	17	18	19
Program Coordinator	10	12	15	17	20	21	22	23	24	25

Vacation will be credited on July 1st of each fiscal year. This vacation must be used by June 30th of the fiscal year. The use of vacation must be consistent with the operation of the building, program, or department to which the employee is assigned. Vacation not used by June 30th of the applicable fiscal year will be paid to the employee.

3.2 PAID TIME OFF (PTO)

Year Round Child Care

Year Round Child Care Workers will receive one (1) day per month worked to be used as paid time off. For the purposes of PTO accrual, "day" will mean the regularly appointed hours per day approved by the School Board. Service must be in a Year Round Child Care Worker position that is School Board approved and the employee must have been appointed, by the School Board, to the position. Paid time off may be used as sick leave, emergency leave, bereavement leave, or vacation days with prior approval. Paid time off will be credited on or about the first day of the month following the month in which it was earned. Paid time off may be carried over for one fiscal year, with a maximum accrual of two fiscal years. Any accrual in excess of two fiscal years will be forfeited. Upon resignation of employment, any unused, non-forfeited PTO will be paid provided the employee gives a minimum of two (2) calendar weeks' notice of their resignation from employment.

After exhausting all paid time off accruals, Year Round Child Care Workers will not be permitted to take

time off without pay unless they receive pre-approval from Human Resources or in an emergency situation approved by their Manager.

4.0 HOLIDAYS

Employees who are assigned to the following School Board approved positions will receive the following paid holidays. Employees assigned to positions not listed will not receive this benefit.

Holiday	Program Liaison	Enrichment Generalist	Program Coordinator	Site Leader
New Year's Day	X	X	X	X
President's Day*				
Good Friday	X	X	X	X
Memorial Day	X	X	X	X
Juneteenth (6/19)	X	X	X	X
Independence Day	X	X	X	X
Labor Day	X	X	X	X
Thanksgiving Day	X	X	X	X
Day After Thanksgiving	X	X	X	X
Day Before Christmas Day	X	X	X	X
Christmas Day	X	X	X	X
Floating Holiday(s)	2	2	2	2

Effective July 1, 2022 President's Day shall be replaced by one (1) floating holiday due to the operation of the program on that day.

5.0 LEAVES OF ABSENCE

This section applies to employees in the following positions:

Site Leaders

Program Liaison

Enrichment Generalists

Program Coordinators

*** Year Round Child Care Workers, refer to section 3.2 regarding use of PTO.**

5.1. SICK LEAVE:

All full-time employees and on a pro rata basis part-time employees shall earn twelve (12) sick leave days per year.

In the event employment ends prior to the end of the school year, any payment made for sick leave used beyond that earned will be deducted from the final pay check.

Unused sick leave may accumulate to a maximum credit of one hundred ninety (190) days of sick leave per employee.

Sick leave with pay shall be allowed by the School Board whenever an employee's absence is found to have been due to illness which prevented the employee's attendance at the employee's job and performance of duties on that last day or days.

The Administration may require an employee to furnish a medical certificate from a qualified physician as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave pay. However, the final determination as to the eligibility of an employee for sick leave is reserved to the School Board or their designee. In the event that a medical certificate will be required, the employee shall be so advised.

Sick leave shall be granted for absences due to an illness of or injury to the employee's child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee's attendance may be necessary as required by Minnesota law. A maximum of five (5) days of sick leave may be used for parents-in-law, sister-in-law, and brother-in-law. The School District may require the ill or injured person to contact a physician in order for the employee to be eligible for the employee's use of sick leave. Contact with a physician may be in the form of a telephone call. The School District may also require a written physician's statement as verification of a required contact with a physician. Examples of when the School district may require a written statement include but **ARE NOT** limited to the following reasons:

- A. Absences from work for more than three (3) days by the employee.
- B. The employee has a pattern of repeated absences.
- C. Abuse by the employee of their use of sick leave.

Sick leave pay shall be approved only upon submission using Employee Access.

Sick leave pay shall be deducted from the accrued sick leave days earned by the employee.

5.2 BEREAVEMENT LEAVE

Bereavement Leave may be granted to all listed employees and on a pro rata basis to part-time employees.

Bereavement Leave may be granted in the event of the death of a spouse, child, parent, brother, sister, or grandchild.

Bereavement Leave may be granted for a period up to three (3) consecutive work days, depending upon the distance to travel for the death of the employee's or the employee's spouse's grandparent, parent-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, aunt, uncle, niece, nephew, and first cousin.

One (1) day of Bereavement Leave per year shall be granted for the death of a close friend.

Approved Bereavement Leave shall be deducted from the accrued sick leave days earned by the employee.

Bereavement Leave that meets the criteria set forth in the Bereavement Leave section will be approved for payment upon submission using Employee Access.

5.3 MATERNITY LEAVE

An employee shall be afforded a Maternity Leave of absence provided she follows the procedures outlined in this section.

Physician's Statement

A pregnant employee shall notify the Superintendent of Schools or his/her designee in writing no later than the end of the fourth month of pregnancy, and also at that time, provide a physician's statement indicating the estimated date of delivery of the child.

Leave Request

The employee may submit a written request to the Superintendent of Schools or his/her designee for a

Maternity Leave including commencement date and return date, or if the employee so elects, a written resignation pursuant to the dates recommended by the Superintendent of Schools under Section 5 thereof.

Effective Dates

The beginning date of such leave and its duration shall be submitted by the Superintendent of Schools or his/her designee to the School Board for its action. In recommending the date of commencement and duration of the leave, the Superintendent of Schools or his/her designee shall review each case on its individual merits.

Commencement and Duration

In making a determination concerning the commencement and duration of a Maternity Leave of absence, the School Board shall not, in any event, be required to:

- A. grant any leave more than twelve (12) months in duration, or
- B. permit the employee to return to her employment prior to the date designated in the request for Maternity Leave.

Notification of Approval

If the Maternity Leave is granted by the School Board, the School Board shall notify the employee in writing of its action.

Re-employment

An employee returning from Maternity Leave shall be re-employed in the same position or one for which she is qualified, the first case the primary consideration provided:

- A. that the position has not been abolished
- B. that she is not physically or mentally disabled from performing the duties of such position,
- C. that she returns on the date designated on the request for leave approved by the School Board.

Failure to Return

Failure of the employee to return pursuant to the date determined in this Article, without validated medical reason, shall constitute grounds for termination of employment in the School District.

Probation

The periods of time for which the employee is on Maternity Leave shall not be counted in determining the completion of the probationary period.

Experience Credit

An employee who returns from Maternity Leave shall retain all previous experience credit and unused time accumulated at the commencement of the beginning of the leave and shall suffer no reduction in experience credit earned during the time spent on leave.

Group Insurance

An employee on Maternity Leave is eligible to participate in group insurance programs, if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as she wishes to retain, commencing with the exhaustion of paid time off and the expiration of the applicable FMLA period. The right to continue participation in such group insurance programs, if the employee does not return to the School District, is subject to federal and state laws.

Any Maternity Leave of absence shall be in accordance with the Districts policy related to the use of sick or vacation pay.

5.4 PERSONAL LEAVE

All full-time employees and on a pro rata basis, part-time employees, shall be granted one (1) day of Personal Leave per year.

Unused Personal Leave days may be carried forward one (1) year to accumulate to a maximum credit of two (2) days. A maximum of two (2) Personal Leave days may be used in one (1) year.

The request must be made to the employee's supervisor using "Employee Access" and Frontline Absence Management at least three (3) work days prior to the day the leave is to be taken, except in extreme emergencies. In the event of an extreme emergency, an oral request through the employee's supervisor will be considered.

Personal Leave shall be deducted from the accrued sick leave days earned by the employee and must be used in full or half day increments.

5.5 OTHER LEAVES

Other leaves may be granted in accordance with School Board Policy and State and Federal Regulations and Law.

6.0 **403B MATCHING RETIREMENT PLAN**

This benefit applies to employees that work a minimum of 20 hours per week in the following positions:

Site Leaders
Program Liaison
Enrichment Generalists
Program Coordinators

Employees assigned to positions not listed will not receive this benefit.

This benefit will be prorated for employees in positions that are Board approved for less than forty (40) hours of work per week and twelve (12) months per fiscal year.

After completion of five (5) years of service to the School District, the School District will match employee contributions according to the table below

Position	Maximum Annual District Match	Maximum Lifetime District Match
Site Leader	\$500.00	\$6,250.00
Program Liaison	\$500.00	\$6,250.00
Enrichment Generalist	\$500.00	\$6,250.00
Program Coordinator	\$1,000.00	\$12,500.00

7.0 **PAID STAFF TRAINING**

7.1 Employees are required to participate in annual training as prescribed by program leadership. Such training time will be paid time.

8.0 **CERTIFICATION**

8.1 All employees except Program Coordinators are required to maintain current certification First Aid and Adult/Child CPR. (Program Coordinators are encouraged to obtain certification.) New employees are responsible for having this certification or obtaining it upon hire and are required to submit documentation of such certification within thirty (30) days of employment. Renewal: The School District

will pay for the registration fees for approved class(es) as well as the employee's hourly rate of pay for attendance.

9.0 STAFF MEETINGS

9.1 Employees are expected to attend staff or site meetings regularly. Non-attendance must be preapproved by the employee's supervisor. These meetings are held for the purpose of program planning, site/program updates, or dealing with specific concerns. Occasionally, there will be guest speakers or topics within the meeting that qualify for in-service hours. Staff will be compensated for their time at staff meetings.

10.0 SPLIT SHIFT COMPENSATION

Employees in the following positions will be eligible for split shift compensation as indicated in the table below.

Position	Eligibility	Compensation
Site Leaders	Employee worked 120 or more days of split shifts between July 1 and June 30; and is in active employment status on June 30	Up to \$500.00
Year Round Child Care Workers	Employee worked 120 or more days of split shifts between July 1 and June 30; and is in active employment status on June 30	Up to \$200.00

Split Shift Compensation will be based on confirmation of hours worked as submitted and approved by the supervisor. Compensation will be delivered as a one (1) time payment on the July 5 or July 20 pay deposit to allow for processing time.

11.0 PROBATION

11.1 NEW EMPLOYEES

All new employees assigned to positions covered by this Benefits Handbook shall be on probation for a period of one hundred eighty (180) calendar days during the employee's regular work year schedule. Continued employment during this period shall be vested solely in the School Board.

11.2 CURRENT EMPLOYEES APPOINTED TO NEW POSITIONS

Current regular employees appointed to a **new** position covered by this Benefits Handbook shall serve a one hundred eighty (180) calendar day probationary period in the new position during the employee's regular work year schedule. Continued employment in the **new** position during this probationary period shall be vested solely in the School Board.

12.0 STEP MOVEMENT

12.1 INITIAL LANE, GRADE AND STEP PLACEMENT

All new employees assigned to positions covered by this Benefits Handbook will be placed in the appropriate lane, grade and normally on STEP ONE. The Superintendent of Schools or his/her designee will initially place employees above STEP ONE when deemed appropriate.

12.2 STEP MOVEMENT

Step increases will be granted to employees contingent upon satisfactory job performance and fulfillment of one full year of service. Summer-only employees will be granted a step increase upon fulfillment of two full summer sessions of service.

Step increases will occur annually on July 1. Full-year employees hired between July 1 and December 31 will receive their first step increase on the following July 1. Employees hired between January 1 and June 30 will receive their first step increase on July 1 of the next year.

The School Board reserves the right to withhold a step increase in individual cases for good and sufficient reasons. The School Board shall give written notice of the reason for such action.

13.0 SEPARATION OF EMPLOYMENT

Employment may be terminated at any time upon ten (10) calendar day notice by the School Board for any reason deemed to be in the best interest of the School District as determined in its sole discretion by the School Board.

14.0 SALARY SCHEDULE

SALARY SCHEDULE FOR PERIOD July 1, 2023, THROUGH JUNE 30, 2024

23-24 Step	Building Supervisors	Childcare Workers	Site Leaders	Enrichment Generalists	Program Coordinators
1	\$15.38	\$16.67	\$17.83	\$18.74	\$28.09
2	\$15.46	\$17.11	\$18.84	\$19.71	\$28.96
3	\$16.04	\$17.50	\$20.15	\$20.72	\$29.84
4	\$16.40	\$18.40	\$21.65	\$21.90	\$30.70
5		\$19.26	\$22.35	\$22.89	\$31.58

SALARY SCHEDULE FOR PERIOD July 1, 2024, THROUGH JUNE 30, 2025

24-25 Step	Building Supervisors	Childcare Workers	Site Leaders	Enrichment Generalists	Program Coordinators
1	\$15.92	\$17.25	\$18.45	\$19.40	\$29.07
2	\$16.00	\$17.71	\$19.50	\$20.40	\$29.97
3	\$16.60	\$18.11	\$20.86	\$21.45	\$30.88
4	\$16.98	\$19.04	\$22.41	\$22.67	\$31.77
5		\$19.93	\$23.13	\$23.69	\$32.68

Appendix A

July 1, 2024 Community Education Non-Handbook Positions

Job Titles:

Community Education Program Staff

Staff assigned to this category will fit the following criteria:

- Assigned an hourly pay rate
- Use True Time to log working hours
- Scheduled based on programming needs
- Attend Staff Meetings, and Staff PD
- Position does not require a degree, or formal training; staff would be assigned to a specific program area and trained by Community Education on the topic area.
- Works a year-round schedule.

Community Education Program Instructor (Hourly)

Staff assigned to this category will fit the following criteria:

- Assigned an hourly pay rate
- Use True Time to log working hours
- Scheduled based on course offerings; programs are usually offered year-round.
- Position requires either degree in field, or specialty training in subject area (not provided by CE).

Community Education Course Instructor (Stipend)

Staff assigned to this category will fit the following criteria:

- Hired for a specific time period (determined by CE); courses are usually seasonal, one-time offerings.
- Paid via stipend agreements
- Position requires a degree in the field, or specialty training in subject area (training not provided by CE).

Community Education Aquatics Staff (Community Education Program Staff)

Staff assigned to this category will fit the following criteria:

- Assigned an hourly pay rate
- Use True Time to log working hours
- Scheduled based on program needs.
- WSI and Lifeguard positions require Certification, or ability to become certified within two weeks of hire prior to starting lesson instruction through an aquatics program approved by ISD728 Community Education..
- Lifeguard position requires current certification in Lifeguard Training by a nationally recognized training organization.

Community Education Summer Positions

Staff assigned to this category will fit the following criteria:

- Assigned an hourly pay rate
- Use True Time to log working hours
- Positions require specialty training in the program area; training provided by Community Education or ISD728.
- Works a temporary schedule up to 40 hours/week with a definitive start and end date based on program needs.

STEP MOVEMENT

INITIAL STEP PLACEMENT

All new employees assigned to positions will be placed on the appropriate step based on qualifications and normally on STEP ONE. The Superintendent of Schools or his/her designee will initially place employees above STEP ONE when deemed appropriate.

STEP MOVEMENT

Step increases will be granted to employees contingent upon all of the following:

- 1) Satisfactory job performance as determined by the supervisor.
- 2) Step increases will occur annually on July 1. Employees will receive their first step increase on July 1 following their one-year employment anniversary.
- 3) Employees have worked at least 33% of all sessions offered during the previous fiscal year (July 1-June 30) in their specific program area (i.e. aquatics, recreation, HOPE, etc.)

The School Board reserves the right to withhold a step increase in individual cases for good and sufficient reasons. The School Board shall give written notice of the reason for such action.

LEAD STAFF PAY:

In addition to the base hourly wage, when staff (WSI and Program Staff) work as the designated Lead Staff for a specific class, they will receive an additional percentage of pay per hour as compensation for additional duties as Lead Staff.

GRADE MOVEMENT

INITIAL GRADE PLACEMENT

All new employees assigned to positions will be placed in the appropriate Grade based on qualifications and experience.

GRADE MOVEMENT

Grade increases will be granted to employees contingent upon:

- 1) Satisfactory job performance.
- 2) Completion of Associate's Degree or Bachelor's Degree in a related field
-and/or
- 3) Has the capability to instruct classes at all program levels and has accumulated 300 hours of relevant experience.

Grade increases will take effect July 1 upon submission of documents verifying qualifications and receipt of supervisor approval. Employees are responsible for submitting requests and documentation for grade movement to be considered to their immediate supervisor. Submission must be delivered by May 15 for a July 1st implementation.

The School Board reserves the right to withhold a grade increase in individual cases for good and sufficient reasons. The School Board shall give written notice of the reason for such action.

**Hourly Wages and Stipends
Effective July 1, 2024**

PROGRAM STAFF SALARY SCHEDULE				
Program Staff -Instructs group of participants in course where curriculum is set by CE Aquatics Lifeguard -Grade II Water Safety Instructor -Grade III		Grade II	Grade III Have one of the following: ♦ formal training/education in subject topic, OR ♦ 1-5 yrs coaching/instruction exp in any area	Grade IV Have both of the following: ♦ formal training/education in subject topic, AND ♦ 1-5 yrs coaching/instruction exp in specific subject area
	Step 1	\$13.72	\$14.78	\$15.84
	Step 2	\$14.00	\$15.08	\$16.16
	Step 3	\$14.28	\$15.38	\$16.48
	Step 4	\$14.57	\$15.69	\$16.81
Program Staff Lead -Lead onsite overseeing a specific course, answering parent questions, giving direction to program staff, assist with setup/takedown WSI Lead -Grade III WSI Sub Lead -Grade III Step 1				
	Step 1	\$15.78	\$16.99	\$18.22
	Step 2	\$16.10	\$17.33	\$18.58
	Step 3	\$16.43	\$17.70	\$18.95
	Step 4	\$16.76	\$18.04	\$19.33

PROGRAM INSTRUCTORS SALARY SCHEDULE					
Program Instructors -Instructs group of participants in course where curriculum is developed by instructor and instructor has specialty training/education		Grade I 4 Year Degree in Field or Specialty Training in Subject Area	Grade II One of the following qualifications: ♦ 4 Yr Degree in Field <u>AND</u> 1-2 yrs exp in instruction of specialty area, OR ♦ Specialty Training in Subject Area <u>AND</u> 1-5 yrs exp in instruction of specialty area	Grade III One of the following qualifications: ♦ 4 Year Degree in Field AND 2-5 years experience in instruction of specialty area, OR ♦ 5-10 years direct experience in instruction of specialty area	Grade IV One of the following qualifications: ♦ 4 Year Degree in Field AND 5+ years experience in instruction of specialty area, OR ♦ 10+ years direct experience in instruction of specialty area
	Step 1	\$15.84	\$16.89	\$17.95	\$19.00
	Step 2	\$16.16	\$17.23	\$18.31	\$19.39
	Step 3	\$16.48	\$17.57	\$18.67	\$19.77
	Step 4	\$16.81	\$17.93	\$19.04	\$20.16

Additional CE POSITIONS	
Positions that may be hired during specific time periods to help with an increase in programs offered or seasonal programs that require an increase need for help in assisting and supporting those programs.	
CE INTERN Responsible for assisting & supporting summer programs in a specific area. Works under the direction of Program Coordinator or Manager for assigned program area.	\$12.67
EDVENTURE CLUB NURSE	\$26.39
SCREENING INTERVIEWER	\$25.53 \$31.67 if in an RN licensed position
DRIVER'S ED BEHIND THE WHEEL	\$50.00
STUDENT WORKER	minimum wage

COURSE INSTRUCTORS STIPENDS			
Course Instructors Paid per stipend agreement		Stipend	Required to earn 100% of stipend
Crescendo Music Lessons age 6+		\$1250	100 lessons (½ hour lessons)
RHS Crescendo		\$2500	100 lessons (½ hour lessons)
MS Jazz Band		\$414 \$1035 \$2587.50	12-17 students 18-37 students 38+ students
Team Leader (course instructor/coach)		\$2000	130 hours
RH Strength & Speed		\$4500	110 hours
Driver's Ed Classroom		\$2000	40 students
Drama Director		\$1035	1 full week
Drama Asst Director		\$414	1 full week

FOR INDEPENDENT SCHOOL DISTRICT #728:

Chair, School Board

Clerk, School Board