

**LAWSON R-XIV SCHOOL DISTRICT
2022 - 2023 NON-CERTIFIED HOURLY WAGE SCHEDULE**

4/19/2022

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
STEP	Bldg Secretary	Bldg Lead Secretary	Bldg Custodian	Bldg Lead Custodian	District Maintenance	Dist Lead Maintenance	Nurse Aide	Para Professional Lunch Aide	Library Aide	Latchkey Director	Latchkey Helpers	Cards Nest Director	Cards Nest Aides	Seasonal* Mowing
1)	\$16.52	\$16.71	\$16.52	\$17.81	\$17.56	\$18.90	\$12.52	\$12.52	\$11.47	\$11.46	\$10.87	\$12.52	\$10.87	\$11.61
2)	\$16.69	\$16.89	\$16.69	\$18.00	\$17.74	\$19.10	\$12.65	\$12.65	\$11.59	\$12.00	\$10.98	\$12.65	\$10.98	\$11.72
3)	\$16.88	\$17.07	\$16.88	\$18.19	\$17.94	\$19.31	\$12.79	\$12.79	\$11.72	\$12.13	\$11.10	\$12.79	\$11.10	\$11.82
4)	\$17.07	\$17.27	\$17.07	\$18.40	\$18.15	\$19.53	\$12.94	\$12.94	\$11.85	\$12.27	\$11.23	\$12.94	\$11.23	\$11.92
5)	\$17.28	\$17.47	\$17.28	\$18.63	\$18.36	\$19.76	\$13.09	\$13.09	\$11.99	\$12.42	\$11.37	\$13.09	\$11.37	\$12.02
6)	\$17.49	\$17.69	\$17.49	\$18.86	\$18.59	\$20.01	\$13.26	\$13.26	\$12.14	\$12.57	\$11.51	\$13.26	\$11.51	\$12.12
7)	\$17.71	\$17.91	\$17.71	\$19.09	\$18.83	\$20.26	\$13.42	\$13.42	\$12.30	\$12.73	\$11.65	\$13.42	\$11.65	\$12.22
8)	\$17.93	\$18.14	\$17.93	\$19.33	\$19.06	\$20.52	\$13.59	\$13.59	\$12.45	\$12.89	\$11.80	\$13.59	\$11.80	\$12.32
9)	\$18.16	\$18.36	\$18.16	\$19.57	\$19.30	\$20.77	\$13.76	\$13.76	\$12.61	\$13.05	\$11.95	\$13.76	\$11.95	\$12.42
10)	\$18.38	\$18.59	\$18.38	\$19.82	\$19.54	\$21.03	\$13.93	\$13.93	\$12.76	\$13.21	\$12.10	\$13.93	\$12.10	\$12.52
11)	\$18.61	\$18.83	\$18.61	\$20.07	\$19.78	\$21.29	\$14.11	\$14.11	\$12.92	\$13.38	\$12.25	\$14.11	\$12.25	\$12.62
12)	\$18.85	\$19.06	\$18.85	\$20.32	\$20.03	\$21.56	\$14.28	\$14.28	\$13.08	\$13.55	\$12.40	\$14.28	\$12.40	\$12.72
13)	\$19.08	\$19.30	\$19.08	\$20.57	\$20.28	\$21.83	\$14.46	\$14.46	\$13.25	\$13.72	\$12.56	\$14.46	\$12.56	\$12.82
14)	\$19.32	\$19.54	\$19.32	\$20.83	\$20.54	\$22.10	\$14.64	\$14.64	\$13.41	\$13.89	\$12.71	\$14.64	\$12.71	\$12.92
15)	\$19.56	\$19.79	\$19.56	\$21.09	\$20.79	\$22.38	\$14.82	\$14.82	\$13.58	\$14.06	\$12.87	\$14.82	\$12.87	\$13.02
16)	\$19.81	\$20.03	\$19.81	\$21.35	\$21.05	\$22.66	\$15.01	\$15.01	\$13.75	\$14.24		\$15.01		
17)	\$20.05	\$20.28	\$20.05	\$21.62	\$21.32	\$22.94	\$15.20	\$15.20	\$13.92	\$14.42		\$15.20		
18)	\$20.30	\$20.54	\$20.30	\$21.89	\$21.58	\$23.23	\$15.39	\$15.39	\$14.10	\$14.60		\$15.39		
19)	\$20.56	\$20.79	\$20.56	\$22.16	\$21.85	\$23.52	\$15.58	\$15.58	\$14.27	\$14.78		\$15.58		
20)	\$20.81	\$21.05	\$20.81	\$22.44	\$22.13	\$23.81	\$15.77	\$15.77	\$14.45	\$14.96		\$15.77		
21)	\$21.07	\$21.32	\$21.07	\$22.72	\$22.40	\$24.11	\$15.97	\$15.97	\$14.63	\$15.15		\$15.97		
22)	\$21.34	\$21.58	\$21.34	\$23.00	\$22.68	\$24.41	\$16.17	\$16.17	\$14.82	\$15.34		\$16.17		
23)	\$21.61	\$21.85	\$21.61	\$23.29	\$22.97	\$24.72	\$16.37	\$16.37	\$15.00	\$15.53		\$16.37		
24)	\$21.88	\$22.13	\$21.88	\$23.58	\$23.25	\$25.03	\$16.58	\$16.58	\$15.19	\$15.72		\$16.58		
25)	\$22.15	\$22.40	\$22.15	\$23.88	\$23.54	\$25.34	\$16.79	\$16.79	\$15.38	\$15.92		\$16.79		

Schedule may be adjusted beginning at base rate (step 1) for corresponding increases to federal minimum wage increases.

NOTES: * Does not included Summer student positions - Summer student positions will be paid \$10.30 per hour, unless students are returning Lawson grads with College/Tech/Trade School experience, with this experience pay will be \$10.75 per hour.
Column A Bldg Secretary includes Special Services Secretary

Placement of new employees on the wage schedule upon hire will be at the discretion of the District.

For promotions to a lead position(i.e. Column A to Column B) placement into new column shall include all current experience steps.

Longevity Clause:

- 1) Employees who complete 10-14 years of service with the Lawson R-XIV School District will be paid an additional .05 per hour.
- 2) Employees who complete 15-19 years of service with the Lawson R-XIV School District will be paid an additional .10 per hour.
- 3) Employees who complete 20-25 years of service with the Lawson R-XIV School District will be paid an additional .15 per hour.
- 4) Employees who complete 26 or more years of service with the Lawson R-XIV School District will be paid an additional .20 per hour.

Initial placement of current 2015-2016 employees on the 2016-2017 wage schedule was based upon current 2015-2016 hourly wage and/or years of service to the District.

Grandfather Clause: For current District employees placed on the wage schedule during the 2016-17 school year, if the applicable step provides less than the employee's 2015-2016 hourly wage, the difference between 2015-2016 pay and the step placement amount shall be the Grandfathered amount. Affected employees shall be paid their hourly Grandfathered amount in addition to their hourly wage per the schedule, until the employee's full-time employment with the District is terminated. Grandfathered wage amounts will terminate if an employee moves from full-time to part-time employment.