

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
CERTIFIED SALARY SCHEDULE (BASED ON 185 DAYS)
EFFECTIVE JULY 1, 2016**

EXPERIENCE **	STEP	INCREMENT	B	B+15	B+30	B+45/M	M+15	M+30	M+45/DR	STEP
0	1	835	43,625	44,625	45,625	46,625	47,625	48,625	49,625	1
1	2	835	44,460	45,460	46,460	47,460	48,460	49,460	50,460	2
2	3	835	45,295	46,295	47,295	48,295	49,295	50,295	51,295	3
3	4	835	46,130	47,130	48,130	49,130	50,130	51,130	52,130	4
4	5	835	46,965	47,965	48,965	49,965	50,965	51,965	52,965	5
5	6	835	47,800	48,800	49,800	50,800	51,800	52,800	53,800	6
6	7	835	48,635	49,635	50,635	51,635	52,635	53,635	54,635	7
7	8	835	49,470	50,470	51,470	52,470	53,470	54,470	55,470	8
8	9	835	50,305	51,305	52,305	53,305	54,305	55,305	56,305	9
9	10	835		52,140	53,140	54,140	55,140	56,140	57,140	10
10	11	835			53,975	54,975	55,975	56,975	57,975	11
11	12	835				55,810	56,810	57,810	58,810	12
12	13	835				56,645	57,645	58,645	59,645	13
13	14	835				57,480	58,480	59,480	60,480	14
14/15	15	835				58,315	59,315	60,315	61,315	15
16	16	835				59,150	60,150	61,150	62,150	16
17	17	835				59,985	60,985	61,985	62,985	17
18	18	835				60,820	61,820	62,820	63,820	18
19	19	835				61,655	62,655	63,655	64,655	19
20	20	835				62,490	63,490	64,490	65,490	20
21	21	835				63,325	64,325	65,325	66,325	21
22/23	22	835				64,160	65,160	66,160	67,160	22
24	23	835				64,995	65,995	66,995	67,995	23
25	24	835				65,830	66,830	67,830	68,830	24
26	25	835				66,665	67,665	68,665	69,665	25
27	26	835				67,500	68,500	69,500	70,500	26

* Teachers elected to modify the salary schedule in lieu of having a step increase for the 1995-96, and 2003-04 school years; thus, the years of experience do not equate to the step placement.

** This column shows the number of years a person has corresponding with the given step if the person began his/her employment in ACSD1 as a full-time teacher with no break in service after the initial employment. The number of years represents the years' experience the person had accumulated by the end of the 2015-2016 school year.

Substitute Teacher: \$107.00/day during the first year; \$112.00/day after one year; or daily rate of pay on teacher salary schedule after 45 consecutive days for the same teacher (substitute must have a teaching certificate for long-term positions). Paraprofessionals who substitute for the teacher with whom they work will be paid an additional \$35.00/day, \$17.50/half-day.

Elementary Curriculum Chair: \$1,800/yr

Secondary Team Lead: \$1,800/yr

Homebound Teaching: \$32.00/hr, requires appropriate certification

Extended Day Teaching: \$32.00/hr, requires appropriate certification

Overage Class (Secondary): 1/7 of salary

Tutoring: \$32.00/hr, requires appropriate certification

Summer School Teachers: \$35.00/hr, paid a minimum of two hours per day, requires appropriate certification

Summer School Planning: \$28.00/hr

Summer Curriculum Work and In-Service Training: \$32.00/hr for participants or \$40.00/hr for instructors/trainers

Part-time Instructors (not under a salary schedule): \$32.00/hr, requires appropriate certification

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
PLACEMENT ON CERTIFIED SALARY SCHEDULE**

- 1.** For placement on the salary schedule, for teachers, only experience in the following schools shall count for years of service: public schools; private schools in Wyoming accredited by the State Department of Education (e.g., Cathedral Home); United States Department of Defense schools; university laboratory schools accredited by NCATE or one of the six regional accrediting agencies (e.g. AdvancEd) or lab schools in a university accredited by NCATE or one of the six regional accrediting agencies; private schools accredited by one of the six regional accrediting agencies; and for years attained as a teacher in a regional development preschool system as defined by W.S. 21-2-701 (a)(iii). It is the responsibility of the new hire to provide documentation that the school in which s/he taught meets one of these criteria.
- 2.** For placement on the salary schedule for other certified professionals, experience will be granted for years of service in the school settings listed in #1 above and/or experience will also be counted for years of professional service in areas which are directly tied to their degree/certification status consistent with the position they are being offered with ACSD 1 (ie: a person who has worked as a licensed OT/PT for 3 years at a hospital would be granted those years experience once hired to work with ACSD 1).
- 3.** For incoming teachers whose sole teaching experience is in public schools in the State of Wyoming, they will be placed on the step corresponding to their number of years experience in the "Experience" column. For incoming teachers with public school experience outside the State of Wyoming, they will be placed on the step corresponding to their number of years experience in the "Experience" column; maximum number of years that will be accepted is five years (6th step on salary schedule). For incoming teachers with a combination of in-state and out-of-state experience, the following will be used for determining the appropriate step:

+A4

 - a.** Total years experience is five or fewer: Placement is made per "experience" column.
 - b.** Total years experience is more than five: The number of years which will be accepted is a maximum of five years out-of-state experience plus the number of years of Wyoming experience. Placement for the total will be made per the "experience" column.
- 4.** Experience for other certified professionals will be granted in the same manner as outlined above for teachers. That is to say all Wyoming experience for professional years of service will be counted and up to a maximum of 5 years out of state experience for professional years of service will be counted.
- 5.** Experience, to count, must be for a full school year if outside Albany County School District One and for a full semester if inside Albany County School District One. The former employer will verify the length of such experience.
- 6.** In order for credit hours to count toward horizontal salary advancement, the credit must be earned after the degree was conferred, as indicated by the official transcript of credit.
- 7.** The District advances part-time personnel each year on the salary schedule. A teacher who moves from part-time employment to full-time employment without a break in service will receive partial credit for the part-time years of service.
- 8.** In order for credit hours to count toward horizontal increments, they must be in accordance with the District's guidelines on credit hours for horizontal increments (copy attached).
- 9.** District employees moving to teaching positions from other job classifications without a break in service will be given partial credit for District work experience per policy.
- 10.** Any full time or part time teacher, instructional facilitator, certified tutor, librarian or counselor holding certificate from the National Board for Professional Teaching Standards will have \$1,000.00 added to their salary as long as their certification is current. Consistent with Wyoming Department of Education rules and guidelines, only full-time teachers, instructional facilitators, certified tutors, librarians or counselors will receive the additional \$4,000 stipend added to their salary for being Nationally Board Certified.

11. District sponsored, PTSB approved workshops shall count toward salary advancement. However, no more than ten of every fifteen hours may consist of a combination of PTSB credits and equivalency credit (no more than seven of every fifteen hours may be equivalency credit). PTSB credit which is earned outside the District will not count toward salary advancement unless approved through the equivalency credit process.

12. For certified employees whose licensing is through some other organization other than the PTSB, ACSD 1 will allow continuing education units (CEU's) to be counted for salary advancement in the same manner described in #11 above for teachers. This is to say that up to 10 hours of any 15 hour lane change may come from CEU's or equivalency credits. Also, CEU's will be converted to "credits" in the same manner PTSB does this for teachers. Specifically, it takes 14 hours of seat time to earn one hour of PTSB recertification credit so 14 hours of seat time, or 14 CEU's, will count as one credit towards salary advancement.

13. For all certified staff, any PTSB recertification credits or any CEU's earned after the maximum of 10 hours per "lane change" has been met, but before the total 15 hours of credit necessary for a salary advancement has been earned, will be lost and will not be able to be applied to any future salary advancement. The "clock" on the 10 hours of PTSB recertification credit or CEU's does not "reset" until the full requirements of a salary advancement are met.

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
GUIDELINES FOR DETERMINING APPROVAL OF CREDIT FOR SALARY ADVANCEMENT**

- 1.** For courses to count for salary advancement for either newly hired or current employees, they must be graduate-level courses from a college or university accredited by one of the six regional accrediting agencies; if not accredited by one of the six agencies, then prior approval must be obtained from the superintendent or personnel administrator. Undergraduate courses and courses bearing the same course number and/or course title will not count toward salary advancement unless submitted to the site council of the school and approved by the site council.
- 2.** The Equivalency Credit Committee shall be the first step for appeals from Paragraph 1 above. The next step shall be the Board of Education.
- 3.** All District requests for course work to be taken by a staff member shall receive automatic approval, assuming Paragraph 5 is met.
- 4.** All State Department of Education requirements, if earned at a college or university, shall receive automatic approval, assuming Paragraph 5 is met.
- 5.** A letter grade of C or above on a letter grade system, or S on an S/U system, shall be required for credit(s) to be approved.
- 6.** Official transcripts must be submitted to the Personnel Office by September 30 of the school year in which horizontal advancement is to be granted.
- 7.** Each 15-hour increment is exclusive of previous or subsequent increments.
- 8.** Credit hours beyond the bachelor's degree for newly hired staff members will be subject to these guidelines for placement on the salary schedule.
- 9.** All other District policies governing salary placement and/or credit approvals are in addition to these guidelines.
- 10.** In the case of credit hours earned at a foreign university, the Equivalency Credit Committee shall determine whether or not such credit will count toward horizontal salary advancement.
- 11.** District-sponsored, PTSB-approved workshops shall count toward salary advancement. However, no more than ten of every fifteen hours may consist of a combination of PTSB credits and equivalency credit (no more than seven of every fifteen hours may be equivalency credit). PTSB credit which is earned outside the District will not count toward salary advancement unless approved through the equivalency credit process.

Revised and Approved by the Board of Education on May 14, 2003

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE WYOMING**

FRINGE BENEFITS FOR QUALIFYING EMPLOYEES*

Medical/Dental Insurance: District pays a portion of the cost of health/dental insurance premium for the employee and for the employee +1 and employee +2 or more.

Life Insurance: District has two policies on employee. The first is associated with the health insurance program and is a \$20,000 term policy. The second is a term policy which provides a benefit equal to double the employee's salary (excluding extra-duties, overtime, etc.).

Retirement: District currently pays a portion of employee's and District's share of Wyoming Retirement System (WRS) premiums. This amounts to 14.57% of employee's eligible salary. The employee pays 2.055%

Social Security: District pays its share of FICA tax (7.65% of employee's salary).

Sick Leave: 9-month employees get 6 days of sick leave, 10-month employees get 7 days, and 12-month employees get 9 days, accumulative to the number of days of the contract (e.g., nine month employees may accumulate 180 or 185 days).

Personal Leave: 5 days per year of personal leave. Unused personal leave may accrue or may become sick leave.

Professional Leave: District has an excellent professional leave policy, and many employees make use of this leave.

Sick and Personal Leave Buyback: \$50.00/day or daily rate-of-pay, whichever is less. Employees must have a minimum of 15 sick days at the time of separation of employment to qualify for this buyback. There is no minimum number of personal days to qualify.

Multiple jobs in the District are considered in determining total hours per week.

* To qualify for District paid benefits, classified employees must work:

- 20-24.5 hours per week for 50% paid benefits
- 25 or more hours per week for 100% paid benefits
- 0-19.5 hours per week non-benefited

* To qualify for District-paid benefits, certified employees must work:

- A 50% contract for 50% benefits
- 50%-69% the % benefits are equal to the % of contract
- 70% or greater is full benefits
- Less than 50% is non-benefited

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
ADMINISTRATOR & CLASSIFIED SUPERVISOR SALARY SCHEDULE
EFFECTIVE JULY 1, 2016**

EXPERIENCE		^^	^^	^^	^^	^^	^^		^	
*	STEP	A	B	C	D	E	F	G	H	STEP
INCREMENT	= >	\$1,000	\$1,135	\$1,182	\$1,023	\$1,030	\$959	\$959	\$833	
0**	1	78,017	88,565	92,192	79,821	80,340	74,858	72,858	54,090	1
0***	2	79,017	89,700	93,374	80,844	81,370	75,817	73,817	54,923	2
1	3	80,017	90,835	94,556	81,867	82,400	76,776	74,776	55,756	3
2	4	81,017	91,970	95,738	82,890	83,430	77,735	75,735	56,589	4
3	5	82,017	93,105	96,920	83,913	84,460	78,694	76,694	57,422	5
4	6	83,017	94,240	98,102	84,936	85,490	79,653	77,653	58,255	6
5	7	84,017	95,375	99,284	85,959	86,520	80,612	78,612	59,088	7
6	8	85,017	96,510	100,466	86,982	87,550	81,571	79,571	59,921	8
7	9	86,017	97,645	101,648	88,005	88,580	82,530	80,530	60,754	9
8,9	10	87,017	98,780	102,830	89,028	89,610	83,489	81,489	61,587	10
10	11	88,017	99,915	104,012	90,051	90,640	84,448	82,448	62,420	11
11	12	89,017	101,050	105,194	91,074	91,670	85,407	83,407	63,253	12
12	13	90,017	102,185	106,376	92,097	92,700	86,366	84,366	64,086	13
13	14	91,017	103,320	107,558	93,120	93,730	87,325	85,325	64,919	14
14	15	92,017	104,455	108,740	94,143	94,760	88,284	86,284	65,752	15
15	16	93,017	105,590	109,922	95,166	95,790	89,243	87,243	66,585	16
16	17	94,017	106,725	111,104	96,189	96,820	90,202	88,202	67,418	17
17	18	95,017	107,860	112,286	97,212	97,850	91,161	89,161	68,251	18
18	19	96,017	108,995	113,468	98,235	98,880	92,120	90,120	69,084	19
19	20	97,017	110,130	114,650	99,258	99,910	93,079	91,079	69,917	20

A: Elementary Principals & Whiting High School Principal (205 days)

B: Junior High Principal (225 days)

C: Laramie High School Principal (225 days)

D: Rock River Principal, Lab School Principal (205 days)

E: 225 day Assistant Principals

F: 205 day Assistant Principal

G: Elementary Assistant Principal (205 days)

H: Transportation Supervisor

Principals supervising a Laramie elementary school and a close-in rural school receive a stipend of \$4,000

If the Rock River Principal has more than one isolated rural school, s/he will receive an additional \$500

* Number of years a person has corresponding with the given step if the person worked in ACS D1 as an administrator without a break in service

** Less than six years teaching experience

*** With six years teaching experience or more

^^ Add \$1,000 for M+15

^^ Add \$1,000 for M+30

^^ Add \$1,000 for M+45

^^ Add \$1,000 for a doctorate

^ Add \$500 for a master's degree

Steps do not relate to years of service

For incoming administrators whose sole experience is in public schools in the State of Wyoming, they will be placed on the step equal to the step someone who had the same number of years experience in this District would be on.

For incoming administrators with public school experience outside the State of Wyoming, they may transfer a maximum of five years (6th step on salary schedule). For incoming administrators with a combination of in-state and out-of-state experience, the number of years which will be accepted is a maximum of five years out-of-state experience plus the number of years Wyoming experience.

Summer School Administrators:

Bridges – Elementary: \$5,000

ESY – Elementary: \$4,000

ELL – Elementary: \$1,500

Step Ahead: \$2,000

Kindergarten Screening: \$2,000

Bridges – LJHS: Done by LJHS administrators

ESY – LJHS: Done by LJHS administrators

ELL – LJHS: Done by LJHS administrators

Credit Recovery – LHS: Done by LHS administrators

ESY – LHS: Done by LHS administrators

ELL – LHS: Done by LHS administrators

Bridges – LHS: Done by LHS administrators

Credit Recovery – Whiting: Determined year by year based on need/scope of program

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
TECHNOLOGY DEPARTMENT SALARY SCHEDULE
EFFECTIVE JULY 1, 2016**

STEP	A	B	C	STEP
INCREMENT	\$925	\$850	\$775	
1	60,861	52,020	43,681	1
2	61,786	52,870	44,456	2
3	62,711	53,720	45,231	3
4	63,636	54,570	46,006	4
5	64,561	55,420	46,781	5
6	65,486	56,270	47,556	6
7	66,411	57,120	48,331	7
8	67,336	57,970	49,106	8
9	68,261	58,820	49,881	9
10	69,186	59,670	50,656	10
11	70,111	60,520	51,431	11
12	71,036	61,370	52,206	12
13	71,961	62,220	52,981	13
14	72,886	63,070	53,756	14
15	73,811	63,920	54,531	15
16	74,736	64,770	55,306	16
17	75,661	65,620	56,081	17
18	76,586	66,470	56,856	18
19	77,511	67,320	57,631	19
20	78,436	68,170	58,406	20

Column A: Systems Administrator, Data Specialist

Column B: Senior Technician

Column C: Technician II or 9-month library media specialist

For qualifying hours above the bachelor's and master's degree, the employee will receive \$1,000 for each 15 hours up to 45 hours. Hours must be directly related to one's job in order to count for salary advancement (per meet-and-confer agreement of Spring 2008).

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
CENTRAL OFFICE LEVEL ADMINISTRATIVE ASSISTANT SALARY SCHEDULE
EFFECTIVE JULY 1, 2016**

STEP	I	II	III	STEP
1	38,750	36,250	33,857	1
2	39,470	36,970	34,477	2
3	40,190	37,690	35,097	3
4	40,910	38,410	35,717	4
5	41,630	39,130	36,337	5
6	42,350	39,850	36,957	6
7	43,070	40,570	37,577	7
8	43,790	41,290	38,197	8
9	44,510	42,010	38,817	9
10	45,230	42,730	39,437	10
11	45,950	43,450	40,057	11
12	46,670	44,170	40,677	12
13	47,390	44,890	41,297	13
14	48,110	45,610	41,917	14
15	48,830	46,330	42,537	15
16	49,550	47,050	43,157	16
17	50,270	47,770	43,777	17
18	50,990	48,490	44,397	18
19	51,710	49,210	45,017	19
20	52,430	49,930	45,637	20
21	53,150	50,650	46,257	21
22	53,870	51,370	46,877	22
23	54,590	52,090	47,497	23
24	55,310	52,810	48,117	24
25	56,030	53,530	48,737	25
26	56,750	54,250	49,357	26

I: Executive Assistant to the Superintendent & Board of Education

II: Administrative Assistant to Director of State & Federal Programs, Administrative Assistant to Curriculum, Instruction & Accountability, Administrative Assistant to Human Resources & Quality Learning, Administrative Assistant to Director for Individualized Instructional Programs, Accounting System Specialist, Payroll & Benefits Specialist, Accounts Payable Specialist

III: Accounts Payable Assistant, Payroll & Benefits Assistant, Assistant to the Director of Technology, Receptionist

Should any building level administrative assistant be hired to become a central office level administrative assistant, their transition onto this pay scale will happen as follows: for a level III position the employee will have \$3,607 added to their present salary and then they will be placed on the step which is closest to but not less than their present salary plus the \$3,607; for a level II position the process would be the same but \$6,000 would be added to their present salary before transitioning them onto the salary schedule; and for a level I position the process would again remain the same but \$8,500 would be added to their position before transitioning them onto the salary schedule.

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
BUILDING LEVEL ADMINISTRATIVE ASSISTANT
EFFECTIVE JULY 1, 2016**

STEP	A-12	B-12	B-10	C-12	C-10	D-12	D-10	D-9.5	D-9.25
1	30,250	29,594	25,408	28,772	24,707	27,950	24007	23020	22526
2	30,970	30,314	26,028	29,492	25,327	28,670	24627	23615	23108
3	31,690	31,034	26,648	30,212	25,947	29,390	25247	24210	23690
4	32,410	31,754	27,268	30,932	26,567	30,110	25867	24805	24272
5	33,130	32,474	27,888	31,652	27,187	30,830	26487	25400	24854
6	33,850	33,194	28,508	32,372	27,807	31,550	27107	25995	25436
7	34,570	33,914	29,128	33,092	28,427	32,270	27727	26590	26018
8	35,290	34,634	29,748	33,812	29,047	32,990	28347	27185	26600
9	36,010	35,354	30,368	34,532	29,667	33,710	28967	27780	27182
10	36,730	36,074	30,988	35,252	30,287	34,430	29587	28375	27764
11	37,450	36,794	31,608	35,972	30,907	35,150	30207	28970	28346
12	38,170	37,514	32,228	36,692	31,527	35,870	30827	29565	28928
13	38,890	38,234	32,848	37,412	32,147	36,590	31447	30160	29510
14	39,610	38,954	33,468	38,132	32,767	37,310	32067	30755	30092
15	40,330	39,674	34,088	38,852	33,387	38,030	32687	31350	30674
16	41,050	40,394	34,708	39,572	34,007	38,750	33307	31945	31256
17	41,770	41,114	35,328	40,292	34,627	39,470	33927	32540	31838
18	42,490	41,834	35,948	41,012	35,247	40,190	34547	33135	32420
19	43,210	42,554	36,568	41,732	35,867	40,910	35167	33730	33002
20	43,930	43,274	37,188	42,452	36,487	41,630	35787	34325	33584
21	44,650	43,994	37,808	43,172	37,107	42,350	36407	34920	34166
22	45,370	44,714	38,428	43,892	37,727	43,070	37027	35515	34748
23	46,090	45,434	39,048	44,612	38,347	43,790	37647	36110	35330
24	46,810	46,154	39,668	45,332	38,967	44,510	38267	36705	35912
25	47,530	46,874	40,288	46,052	39,587	45,230	38887	37300	36494
26	48,250	47,594	40,908	46,772	40,207	45,950	39507	37895	37076

A: Administrative Assistant/LHS Principal, Administrative Assistant/LJH Principal, and LHS Registrar/Counseling Dept. Assistants, LHS Bookkeeper

B: LHS Activities Assistant (10 month), Administrative Assistant/WHS (10 month), Student Record Specialist/LJHS

C-12: M&O Administrative Assistant and Transportation Administrative Assistant

C-10: Elementary Administrative Assistants, Administrative Assistant/Lab School, Administrative Assistant/Rock River School, LHS Attendance Secretary, Administrative Assistant/Food Services (hourly),

D:

D-10: All other 10 month Administrative Assistants

Secretary for Obtaining Substitutes is a 10 month position paid on the B-12 pay column

Substitute Secretaries: \$16.46/hr (Column D-10, Step 1)

Summer School Secretaries: \$17.31/hr (Column D-10, Step 3)

Note: Those on contracts less than 12 months will have salaries prorated from the corresponding 12 month column using

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
MAINTENANCE & OPERATIONS AND TRANSPORTATION
EFFECTIVE JULY 1, 2016**

STEP	I	II	A	B	C	D	BUS DRIVER	BUS AIDE PRIOR TO 7/15/15 OR HIGH NEEDS SPED BUS AIDE	STEP
1	57200	41000	31,698	30,698	28,847	26,992	15.36	15.21	1
2	58050	41775	32,682	31,646	29,759	27,869	15.61	15.56	2
3	58900	42550	33,417	32,356	30,444	28,529	15.96	15.92	3
4	59750	43325	34,152	33,066	31,129	29,189	16.50	16.31	4
5	60600	44100	34,887	33,776	31,814	29,849	16.75	16.64	5
6	61450	44875	35,622	34,486	32,499	30,509	17.06	16.99	6
7	62300	45650	36,357	35,196	33,184	31,169	17.31	17.35	7
8	63150	46425	37,092	35,906	33,869	31,829	17.81	17.71	8
9	64000	47200	37,827	36,616	34,554	32,489	18.06	18.06	9
10	64850	47975	38,562	37,326	35,239	33,149	18.31	18.42	10
11	65700	48750	39,297	38,036	35,924	33,809	18.56	18.78	11
12	66550	49525	40,032	38,746	36,609	34,469	18.81	19.14	12
13	67400	50300	40,767	39,456	37,294	35,129	19.06	19.49	13
14	68250	51075	41,502	40,166	37,979	35,789	19.31	19.84	14
15	69100	51850	42,237	40,876	38,664	36,449	19.56	20.19	15
16	69950	52625	42,972	41,586	39,349	37,109	19.81	20.54	16
17	70800	53400	43,707	42,296	40,034	37,769	20.06	20.89	17
18	71650	54175	44,442	43,006	40,719	38,429	20.31		18
19	72500	54950	45,177	43,716	41,404	39,089	20.56		19
20	73350	55725	45,912	44,426	42,089	39,749	20.81		20
21	74200	56500	46,647	45,136	42,774	40,409	21.06		21
22	75050	57275	47,382	45,846	43,459	41,069	21.31		22
23	75900	58050	48,117	46,556	44,144	41,729	21.56		23
24	76750	58825	48,852	47,266	44,829	42,389	21.81		24
25	77600	59600	49,587	47,976	45,514	43,049	22.06		25

I: Assistant Director of Maintenance & Operations

II: LHS Maintenance/Custodial Foreman

A: Mechanic, Foreman (Elementary, Maintenance, LHS, LH), Carpenter, Warehouse Specialist, and Assistant Transportation Director/Route Supervisor, Assistant Foreman LHS, Grounds Care/Handyman

B: Assistant Mechanic

C: Assistant Foremen (anywhere other than LHS), Mechanic's Helper, and Service Attendant

D: Custodians

Substitute Custodians: \$13.00/hr

Lawn Crew, Paint Crew, Other Crews: \$12.00/hr. - \$16.00/hr. depending on experience and job assignment

Snow Crew: \$ 12.00/hr

After two consecutive years on a crew employees will receive a 50¢/hr increase

Summer Sweeper: \$13.66/hr (Column D, Step 1)

Summer Bus Washer/Cleaner/Seat Repair: \$12.00/hr

Summer Shop Assistant: \$13.66 (Column D, Step 1)

Summer Fueler: Paid at regular hourly driving rate, must have CDL

Summer Bus Drivers: \$2.00/hr above their regular rate for route driving

Summer Bus Aide: \$15.21/hr (Column 1, Step 1 – Para Salary Schedule)

Substitute Bus Aide: \$15.21/hr

Substitute Bus Drivers: \$15.36/hr

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
FOOD SERVICE SALARY SCHEDULE (BASED ON 172 DAYS)
EFFECTIVE JULY 1, 2016**

	LUNCHROOM MANAGERS	HEAD COOKS RURAL COOKS	COOK CASHIER	COOKS	HOURLY HELPERS	
STEP	1204 Hours	946 Hours	1032 Hours	946 Hours		STEP
1	21,832	16,156	15,800	14,483	13.26	1
2	22,457	16,626	16,259	14,903	13.58	2
3	23,082	17,096	16,718	15,323	13.90	3
4	23,707	17,566	17,177	15,743	14.22	4
5	24,332	18,036	17,636	16,163	14.54	5
6	24,957	18,506	18,095	16,583	14.86	6
7	25,582	18,976	18,554	17,003	15.18	7
8	26,207	19,446	19,013	17,423	15.50	8
9	26,832	19,916	19,472	17,843	15.82	9
10	27,457	20,386	19,931	18,263	16.14	10
11	28,082	20,856	20,390	18,683	16.46	11
12	28,707	21,326	20,849	19,103	16.78	12
13	29,332	21,796	21,308	19,523	17.10	13
14	29,957	22,266	21,767	19,943	17.42	14
15	30,582	22,736	22,226	20,363	17.74	15
16	31,207	23,206	22,685	20,783	18.06	16
17	31,832	23,676	23,144	21,203	18.38	17
18	32,457	24,146	23,603	21,623	18.70	18
19	33,082	24,616	24,062	22,043	19.02	19
20	33,707	25,086	24,521	22,463	19.34	20
21	34,332	25,556	24,980	22,883	19.66	21
22	34,957	26,026	25,439	23,303	19.98	22
23	35,582	26,496	25,898	23,723	20.30	23
24	36,207	26,966	26,357	24,143	20.62	24
25	36,832	27,436	26,816	24,563	20.94	25

Note: Schedule is based on 172 days

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
PARAPROFESSIONAL SALARY SCHEDULE
EFFECTIVE JULY 1, 2015**

	HIGH SCHOOL DIPLOMA*	PLUS 15	PLUS 30	
STEP				STEP
1	19,170	19,670	20,170	1
2	19,620	20,120	20,620	2
3	20,070	20,570	21,070	3
4	20,520	21,020	21,520	4
5	20,970	21,470	21,970	5
6	21,420	21,920	22,420	6
7	21,870	22,370	22,870	7
8	22,320	22,820	23,320	8
9	22,770	23,270	23,770	9
10	23,220	23,720	24,220	10
11	23,670	24,170	24,670	11
12	24,120	24,620	25,120	12
13	24,570	25,070	25,570	13
14	25,020	25,520	26,020	14
15	25,470	25,970	26,470	15
16	25,920	26,420	26,920	16
17	26,370	26,870	27,370	17

* Newly hired paraprofessionals must pass a basic skills test; paraprofessionals employed prior to June 1, 2005, must either pass the basic skills test to move beyond the first column or otherwise meet the NCLB "highly qualified" definition.

Sub Para: \$15.21/hr (Column1, Step 1)

Summer School Paraprofessionals: \$15.93/hr (Column 1, Step 3)

Extended Day Paraprofessionals: \$15.93/hr (Column 1, Step 3)

Activity/Athletic Paraprofessionals: \$15.93/hr (Column 1, Step 3)

Other Outside of Classroom: \$15.93/hr (Column 1, Step 3)

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
GUIDELINES FOR DETERMINING APPROVAL OF CREDIT FOR SALARY ADVANCEMENT FOR PARAPROFESSIONALS**

- 1. For courses to count for salary advancement for either newly hired or current employees, they must be courses from a college or university accredited by one of the six regional accrediting agencies; if not accredited by one of the six agencies, then prior approval must be obtained from the personnel administrator. Courses bearing the same course number and/or course title will not count toward salary advancement. Appeals may be made to the Assistant Superintendent or Human Resources and Quality Learning.**
- 2. A letter grade of C or above on a letter grade system, or S on an S/U system, shall be required for credit(s) to be approved.**
- 3. Official transcripts must be submitted to the Personnel Office by September 30 of the school year in which horizontal advancement is to be granted.**
- 4. Each 15-hour increment is exclusive of previous or subsequent increments.**
- 5. All other District policies governing salary placement and/or credit approvals are in addition to these guidelines.**
- 6. In the case of credit hours earned at a foreign university, the paraprofessional must submit the transcript to an organization, such as World Educational Services (www.wes.org), for analysis, and the results submitted to the Equivalency Credit Committee for determination on whether or not such credit will count toward horizontal salary advancement.**
- 7. District sponsored, PTSB approved workshops shall count toward salary advancement. However, no more than ten of every fifteen hours may consist of a combination of PTSB credits and equivalency credit (no more than seven of every fifteen hours may be equivalency credit). PTSB credit which is earned outside the District will not count toward salary advancement unless approved through the equivalency credit process.**

June 2005

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
MICELLANEOUS POSITIONS PAY RATE
EFFECTIVE JULY 1, 2015**

Monitors *

Playground Monitor (plus meal)

Bus Loading Monitor

Lunchroom Monitor

Non High Needs Special Ed Bus Aide

Other approved part-time personnel

* All substitutes are Step 1

STEP	YEARS OF SERVICE	HOURLY RATE	STEP
1	0	11.41	1
2	1-3	11.71	2
3	4-6	12.41	3
4	7-9	13.14	4
5	10-13	13.64	5
6	14-16	14.14	6
7	17 OR MORE	14.94	7

Hearing Impaired Interpreter, Certified Occupational Therapy Assistant (COTA), Accompanist: \$27.00/hr

Swimming Instructor: \$15.93/hr (Column 1, Step 3 – Para Salary Schedule)

Lifeguard: \$15.21/hr (Column 1, Step 1 – Para Salary Schedule)

Substitute Non High Needs Special Ed Bus Aide: \$11.41/hr

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
EXTRA DUTY ATHLETICS
EFFECTIVE JULY 1, 2015**

LARAMIE HIGH SCHOOL	NUMBER OF POSITIONS	PERCENT OF BASE SALARY \$43,625	SALARY (PERCENT X \$43625)	TOTAL
Aquatics	1	28	12,215	12,215
Basketball, Boys, Head	1	17	7,416	7,416
Basketball, Boys, Ass't	2	14	6,108	12,215
Basketball, Girls, Head	1	17	7,416	7,416
Basketball, Girls, Ass't	2	14	6,108	12,215
Basketball, 9th, Boys	2	14	6,108	12,215
Basketball, 9th, Girls	2	14	6,108	12,215
Cheerleader, Head	1	8.792	3,836	3,836
Cheerleader, Ass't	1	6.326	2,760	2,760
Cross Country, Head	1	13	5,671	5,671
Cross Country, Ass't	2	10	4,363	8,725
Dance Team, Head	1	8.792	3,836	3,836
Dance Team, Ass't	1	6.326	2,760	2,760
Football, 7th-12th Grade	1	10	4,319	4,319
Football, Head	1	18	7,853	7,853
Football, Ass't	5	13	5,671	28,356
Football, 9th Grade	3	13	5,671	17,014
Golf, Head	1	13	5,671	5,671
Golf, Ass't	1	8	3,490	3,490
Ski, Alpine, Head	1	13	5,671	5,671
Ski, Alpine, Ass't	1	8	3,490	3,490
Ski, Nordic, Head	1	13	5,671	5,671
Ski, Nordic, Ass't	1	8	3,490	3,490
Soccer, Boys', Head	1	15	6,544	6,544
Soccer, Boys', Ass't	1	10	4,363	4,363
Soccer, Girls', Head	1	15	6,544	6,544
Soccer, Girls', Ass't	1	10	4,363	4,363
Swimming, Boys', Head	1	17	7,416	7,416
Swimming, Boys', Ass't	2	12	5,235	10,470
Swimming, Girls', Head	1	17	7,416	7,416
Swimming, Girls', Ass't	2	12	5,235	10,470
Tennis, Head	1	13	5,671	5,671
Tennis, Ass't	2	8	3,490	6,980
Track, Head	1	15	6,544	6,544
Track, Ass't	5	10	4,363	21,813
Track, Indoor, Head	1	13	5,671	5,671
Track, Indoor, Ass't	5	8	3,621	18,104
Trainer, Athletic, Head	1	34	14,833	14,833
Trainer, Athletic, Ass't	1	25	10,906	10,906
Volleyball, Head	1	16	6,980	6,980
Volleyball, Ass't	2	11	4,799	9,598
Volleyball, 9th	3	11	4,799	14,396
Wrestling, Head	1	16	6,980	6,980
Wrestling, Ass't	2	11	4,799	9,598

ROCK RIVER SCHOOL	NUMBER OF POSITIONS	PERCENT OF BASE SALARY \$43,625	SALARY (PERCENT X \$43625)	TOTAL
Athletic Director	1	14	6,108	6,108
Basketball, Boys', HS	1	14	6,108	6,108
Basketball, Boys', JH	1	9	3,926	3,926
Basketball, Girls', HS	1	14	6,108	6,108
Basketball, Girls', JH	1	9	3,926	3,926
Basketball, Ass't (as needed)	1	9	3,926	3,926
Football, Head, HS	1	13	5,671	5,671
Football, Ass't, HS	1	9	3,926	3,926
Football, JH	2	9	3,926	7,853
Track, HS	1	13	5,671	5,671
Track, JH	1	9	3,926	3,926
Volleyball, HS	1	13	5,671	5,671
Volleyball, JH	1	9	3,926	3,926

LARAMIE JUNIOR HIGH	NUMBER OF POSITIONS	PERCENT OF BASE SALARY \$43,625	SALARY (PERCENT X \$43625)	TOTAL
Basketball, 7th, Boys	3	9	3,926	11,779
Basketball, 8th, Boys	3	9	3,926	11,779
Basketball, 7th, Girls	3	9	3,926	11,779
Basketball, 8th, Girls	3	9	3,926	11,779
Cross-Country	2	8	3,490	6,980
Football, 7th Grade	3	9	3,926	11,779
Football, 8th Grade	3	9	3,926	11,779
Ski, Nordic, Head	1	9	3,926	3,926
Ski, Nordic, Ass't	1	7	3,054	3,054
Swimming, Head	1	8	3,490	3,490
Swimming, Ass't	2	7	3,054	6,108
Track	5	8	3,490	17,450
Volleyball, 7th	3	9	3,926	11,779
Volleyball, 8th	3	9	3,926	11,779
Wrestling	2	9	3,926	7,853

LAB SCHOOL	NUMBER OF POSITIONS	PERCENT OF BASE SALARY \$43,625	SALARY (PERCENT X \$43625)	TOTAL
Athletic Director	1	3.4	1,483	1,483
Basketball, 7th & 8th	2	9	3,926	7,853
Basketball, Ass't	1	8	3,490	3,490
Track, 7th & 8th	1	9	3,926	3,926
Volleyball, 7th & 8th	2	9	3,926	7,853

Coaches, Assistant, and other extra-duty sponsors who are classified employees will be paid \$7.25/hr for time spent in coaching/extra-duties. The total received by these employees over the course of the season or school year will equal at least a minimum of the regular extra-duty stipend for the particular extra-duty position. Overtime generated because of the extra-duty will be applied toward the total stipend the balance between what has been paid and the stipend amount and will be paid in a lump sum at the end of the season or activity. "Sleep-time" will not be compensated.

**ALBANY COUNTY SCHOOL DISTRICT ONE
LARAMIE, WYOMING
EXTRA DUTY ACTIVITIES
EFFECTIVE JULY 1, 2015**

LARAMIE HIGH SCHOOL	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Art Club	2	9	1,571	3,141
DECA	1	18	3,141	3,141
Drama	1	30	5,235	5,235
FBLA	1	20	3,490	3,490
FCCLA	1	11.5	2,007	2,007
FFA	2	14.5	2,530	5,061
French Club	1	7.5	1,309	1,309
Freshman Class	1	8	1,396	1,396
German Club	1	8.5	1,483	1,483
Intramurals	1	6.5	1,134	1,134
Junior Class	1	10	1,745	1,745
LINK Crew	2	8.6	1,501	3,001
Music, Band	1	35	6,108	6,108
Music, Orchestra	1	30	5,235	5,235
Music, Vocal	1	30	5,235	5,235
National Honor Society	1	8	1,396	1,396
News Bureau	1	14	2,443	2,443
Newspaper	1	4	698	698
Senior Class	1	7.5	1,309	1,309
Skills USA	1	14	2,443	2,443
Sophomore Class	1	8	1,396	1,396
Spanish Honor Society	1	8	1,396	1,396
Speech, Head Sponsor	1	32.5	5,671	5,671
Speech, Asst. Sponsor	1	25	4,363	4,363
Student Council	1	14.5	2,530	2,530
Weights, Fall, Morning	1	8	1,396	1,396
Weights, Winter, Morning	1	11	1,920	1,920
Weights, Spring, Morning	1	8	1,396	1,396
Weights, Fall, Afternoon	1	9.5	1,658	1,658
Weights, Winter, Afternoon	1	14	2,443	2,443
Weights, Spring, Afternoon	1	9.5	1,658	1,658
Yearbook	1	18.5	3,228	3,228

ROCK RIVER SCHOOL	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Drama	1	12.5	2,181	2,181
FFA	1	14.4	2,513	2,513
Junior Class	1	9	1,571	1,571
Music	1	8	1,396	1,396
Newspaper	1	8.5	1,483	1,483
Senior Class	1	7	1,222	1,222
Student Council	1	8.5	1,483	1,483
Student Council, Elem.	1	5	873	873
Yearbook	1	8.5	1,483	1,483

LARAMIE JUNIOR HIGH	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Mathcounts	1	9.5	1,658	1,658
Music, Band	1	25	4,363	4,363
Music, Orchestra	1	25	4,363	4,363
Music, Vocal	1	25	4,363	4,363
Student Council	1	6	1,047	1,047

LAB SCHOOL	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Music	1	20	3,490	3,490
Musical	1	12	2,094	2,094
Nat'l. Hist. Day Sponsor	1	22	3,839	3,839
Student Council	1	8.5	1,483	1,483
Yearbook	1	7	1,222	1,222

WHITING HIGH SCHOOL	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Science Fair	1	10	1,745	1,745
Skills USA	1	14	2,443	2,443
Student Council	1	8.5	1,483	1,483

MISCELLANEOUS	NUMBER OF POSITIONS	POINTS	SALARY (4% OF \$43625 x POINTS)	TOTAL
Elementary Band	2	4	698	1,396
Elementary Choir	6	8.5	1,483	8,900
Elementary Orchestra	2	4	698	1,396
Elementary Student Council	7	8	1,396	9,772
NCA/AdvancED Steering Comm. Chairs	11	9.54	1,665	18,312
Technology Contact (elem/WHS/RR)	8	6.4	1,117	8,934
Technology Contact (LHS/LJH)	3	9.77	1,705	5,115
Technology Contact (rurals/isolateds/Sp Serv)	4	3.03	529	2,115
Head Teacher	3	26.39	4,605	13,815