COLBY SCHOOL DISTRICT
Seasonal Employee Wage Schedule

	First Season of Employment	Third Season of Employment	Fifth Season of Employment	Seventh Season of Employment
Custodial	$10.00~~$8.95~~/Hour	$10.25~~$9.20~~/Hour	$10.50~~$9.45~~/Hour	$10.75~~$9.70~~/Hour
Lifeguard*	$9.50/Hour	$10.00/Hour	$10.50/Hour	$11.00/Hour
Summer Recreation Community Ed.** Licensed Teacher Non-Licensed	$24/Hour $14-20/Hour	$25/Hour $15-21/Hour	$26/Hour $16-22/Hour	$27/Hour $17-23/Hour

* Lifeguards must hold proper certification and be eligible for a work permit.

Selection and scheduling of lifeguards shall be based on a priority order utilizing the following criteria (similar to Part III, Section 3.03 (C) 2d).

1. Date of hire.

2. When date of hire is the same, the lifeguard with greater certifications.

3. When hire date and certifications are the equal, the lifeguard with the greatest length of service.

** Wage Based on **required** Education/Licensure in content instructing. Wage may be adjusted to align with class enrollment.

Wage Schedule

NON-EXEMPT (HOURLY) STAFF
NOVICE PAY/ BASE PAY

Novice pay is the starting hourly rate. After six months of employment and a performance evaluation by the immediate supervisor indicating knowledge of tasks, training opportunities, and performance satisfaction, a recommendation can be made for a raise to base pay.

Employee Group	Novice Pay	Base Pay
Maintenance	$15.00	$15.25
Custodians	$12.00~~$11.00~~	$12.25~~$11.25~~
Housekeeping	$10.00~~$9.00~~	$10.25~~$9.25~~
Food Service – Cooks	$10.10~~$9.10~~	$10.35~~$9.35~~
Food Service – Computer/Server	$9.25~~$8.25~~	$9.50~~$8.50~~
Instructional Aides	$10.10~~$9.10~~	$10.35~~$9.35~~
Media Aides	$10.20~~$9.20~~	$10.45~~$9.45~~
Secretaries	$10.20~~$9.20~~	$10.45~~$9.45~~