



Employees operating a school-owned vehicle that is equipped with seat belts for the operator shall be secured by the seat belt at all times the employee is operating the vehicle. If the vehicle is equipped with seat belts for passengers, the employee operating the vehicle shall not put the vehicle into motion until all passengers are secured by a seat belt. Employees traveling in, but not operating, a school owned vehicle that is equipped with seat belts for passengers shall be secured by a seat belt at all times the vehicle is in motion.

Employees who fail to use or wear the prescribed PPE required by their job duties put themselves and co-workers at risk of sustaining personal injuries. Employees who are found to be performing job duties without using or wearing the necessary PPE required by the employee's job duties may be disciplined, up to and including termination.

A supervisor may be disciplined, up to and including termination, if the supervisor:

1. Fails to ensure the employee has the prescribed PPE before the employee assumes job duties requiring such equipment;
2. Fails to provide an employee replacement PPE when necessary in order for the employee to continue to perform the job duties that require the PPE; or
3. Instructs the employee to perform the employee's job duties without the prescribed PPE required by those job duties.

An employee shall **not** be disciplined for refusing to perform job duties that require the employee to use/wear PPE if:

- a. The employee has not been provided the prescribed PPE; or
- b. The PPE provided to the employee is damaged or worn to the extent that the PPE would not provide adequate protection to the employee.

An employee's immediate Supervisor is responsible for providing the employee training on the proper use, care, and maintenance of any and all PPE that the employee may be required to use.

Signature: Chris Brandon  
President of Board

Approved: May 24, 2023  
Date

**CALICO ROCK PUBLIC SCHOOLS  
CLASSIFIED SALARY SCHEDULE FOR 2023-2024  
Board Approved 06/21/2023**

Total Months	Daily Hrs.	No. Days	Yrs Exp 0	1	2	3	4	5	6	7	8	9	10	11	12	
<b><u>Custodians/Maintenance*/Classroom Aides</u></b>																
1.	9	7.5	178	15353	15771	16189	16607	17025	17443	17861	18279	18697	19115	19533	19951	20369
2.	9	8	178	16376	16821	17266	17711	18156	18601	19046	19491	19936	20381	20826	21271	21716
3.	12	8	248	22816	23436	24056	24676	25296	25916	26536	27156	27776	28396	29016	29636	30256
<b><u>Head Cook</u></b>																
4.	10	8	195	19001	19501	20001	20501	21001	21501	22001	22501	23001	23501	24001	24501	25001
<b><u>Cooks</u></b>																
5.	9	7	183	14719	15119	15519	15919	16319	16719	17119	17519	17919	18319	18719	19119	19519
<b><u>LPN</u></b>																
6.	9	7	178	17519	17844	18169	18494	18819	19144	19469	19794	20119	20444	20769	21094	21419
<b><u>RN</u></b>																
7.	9	7.5	183	22341	22796	23251	23706	24161	24616	25071	25526	25981	26436	26891	27346	27801
<b><u>Clerical</u></b>																
8.	12	8	248	22816	23436	24056	24676	25296	25916	26536	27156	27776	28396	29016	29636	30256
<b><u>Supervisors</u></b>																
9.	12	8	248	24900	25520	26140	26760	27380	28000	28620	29240	29860	30480	31100	31720	32340
<b><u>Assistant to Superintendent/Bookkeeper</u></b>																
10.	12	8	248	27975	28595	29215	29835	30455	31075	31695	32315	32935	33555	34175	34795	35415
<b><u>Computer Technician</u></b>																
11.	11	8	220	37189	37719	38249	38779	39309	39839	40369	40899	41429	41959	42489	43019	43549

**Extra Duty**

- a. District Treasurer - 2,500
- b. District Secretary - 1,250
- c. Nutrition Reimbursement Clerk - 1,250
- d. PPC Members - 200
- e. eSchool Coordinator - 1,750

**Bus Drivers**

\$56.18/day x 178 Student Days = \$10,000

**Pay Classified Substitutes at rate of \$11.00/hour**

The district provides individual vision and dental coverage.

**Chris Brandon**

**6/21/2023**

President of Board

Date

An employee shall **not** be disciplined for refusing to perform job duties that require the employee to use/wear PPE if:

- a. The employee has not been provided the prescribed PPE; or
- b. The PPE provided to the employee is damaged or worn to the extent that the PPE would not provide adequate protection to the employee.

An employee's immediate Supervisor is responsible for providing the employee training on the proper use, care, and maintenance of any and all PPE that the employee may be required to use.

Signature of Board President: Chris Brandon Date: May 24, 2023