

## Mountain Institute JTED HOURLY RATE SCHEDULE

Employee \_\_\_\_\_

### 2017-2018 Hourly Pay Rate

Grade	Entry Hourly Rate
1	\$13.05
2	\$13.38
3	\$13.71
4	\$14.05
5	\$14.40
6	\$14.76
7	\$15.13
8	\$15.51
9	\$15.90
10	\$16.30
11	\$16.71
12	\$17.12
13	\$17.55
14	\$17.99
15	\$18.44
16	\$18.90
17	\$19.37
18	\$19.86
19	\$20.35
20	\$20.86
21	\$21.38
22	<b>\$21.92</b>
23	\$22.47
24	\$23.03
25	\$23.60
26	\$24.19
27	\$24.80
28	\$25.42
29	\$26.05
30	\$26.71

### Hourly Rate Calculator

Initial placement on the rate schedule will be based on specified range for each position. Additional credit will be given for prior experience related to current position and/or related educational experience. Prior employment and education experience must be approved by Superintendent or Designee.

Entry Hourly Rate (Based on Grade)	
Experience Credit	
Educational Credit	
<b>Total Hourly Rate</b>	<b>\$0.00</b>

#### Experience Credit

A new employee who has prior experience within the last ten years in a job with similar position requirements may be granted additional compensation. One percent (1%) of the entry hourly rate will be granted for the first two years of prior (related) work experience. Thereafter, one percent of the entry hourly rate will be granted for each year of fulltime, like experience up to a maximum of ten years.

#### Example of Credit for Experience:

- 2 yrs. experience = 1% x Entry Hourly Rate
- 3 yrs. experience = Additional 1% of entry hourly rate X 2
- 4 years experience = Additional 1% entry hourly rate X 3
- 5 years experience = Additional 1% of entry hourly rate X 4
- 6 years experience = Additional 1% of entry hourly rate X 5
- 7 years experience = Additional 1% of entry hourly rate X 6
- 8 years experience = Additional 1% of entry hourly rate X 7
- 9 years experience = Additional 1% of entry hourly rate X 8
- 10 years experience = Additional 1% of entry hourly rate X 9

#### Education

The value of 1% of base hourly rate will be awarded for AA degree or above (60 semester hours of college coursework).

#### Employees who have worked in the district for a minimum of 3 consecutive years as a full time (0.6 FTE ) or longer may earn additional Education / Professional Development Credits earned after initial date of hire.

\$45 per semester hour of related post-secondary credit capped at 36 semester hours (for employee at AA level), 72 semester hours (for employee at BA level), and \$25 per hour of non-district funded professional development.

All professional development must be directly related to duties as assigned in job description, and shall be prior approved by Superintendent of Designee.