



Thorp School District

Benefits

- Sick Leave Days – 12 days per year to maximum of number of contracted days
- Personal Leave Days – 3 per year to maximum of 5
- Vacation Leave Days – 5 to 20 days (based on years of service) of paid vacation per year
- Bereavement Leave – Immediate family 5 days with pay
- Military Leave – Employees shall be granted military leave in accordance with State & Federal law
- Car Mileage – Reimbursed at federal rate
- VEBA – Funded with sick leave cash out or sick leave balance at retirement at 4:1 or personal leave cash out
- Workers Comp – Self-insured plan to cover employees for injuries/accidents incurred on the job
- Retirement – District/employee funded through Department of Retirement Systems
- Deferred Comp – Employee funded through Department of Retirement Systems (optional)
- Retirement investments – Employee funded (optional)
- SEBB Health Insurance (Medical/Dental/Vision/RX/Life) – Medical for the employee and dependents covered at employee expense. District provides Dental/Vision benefit.
- Washington State Paid Family and Medical Leave

* The benefits listed are for a full-time employee.

** All benefits are subject to the Association’s Collective Bargaining Agreement.

Classified staff salary:

2023-2024	BASE = Step 1	Step 2	Step 3	Step 4	Longevity	Longevity
	Years 0-3	Years 4-6	Years 7-9	Years 10+	Years 10-15	Years 16+
Office Clerical/ParaEducator/Cook	\$17.63	\$18.54	\$20.05	\$21.54	\$500.00	\$1,000.00
Custodian/Maintenance	\$20.38	\$21.82	\$23.38	\$25.30	\$500.00	\$1,000.00
Office Coordinator/Business Svc	\$21.42	\$22.82	\$24.42	\$25.88	\$500.00	\$1,000.00
Transportation	\$22.39	\$24.02	\$26.11	\$27.62	\$500.00	\$1,000.00
Custodian/Maintenance*				\$26.81	\$500.00	\$1,000.00
Food Service Director/Cook*				\$26.81	\$500.00	\$1,000.00
Technology	\$28.63	\$30.73	\$33.44	\$35.37	\$500.00	\$1,000.00
Speech & Language Para	\$28.62	\$32.22	\$34.48	\$36.90	\$500.00	\$1,000.00
*Hired before September 1, 2018						
	Premium of \$.25/hr for AA Degree					
	Premium of \$.50/hr for BA Degree					
	One-on-one, Non academic \$.50/hr					

Certificated Salary:

2023-2024 school year range is \$52,577 to \$101,100 based on education and experience.

Longevity pay at year 15 is \$500; years 16-19 is \$1,000; and years 20 and above is \$1,000.