

**Millard School District
Classified Salary Schedule
2025-2026**

	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9
STEP 1	\$15.49	\$18.59	\$21.00	\$22.62	\$23.71	\$24.87	\$26.30	\$28.44	\$34.13
STEP 2	\$17.44	\$20.93	\$23.65	\$25.47	\$26.70	\$28.00	\$29.61	\$32.02	\$38.43
STEP 3	\$19.61	\$23.53	\$26.59	\$28.64	\$30.02	\$31.49	\$33.29	\$36.00	\$43.21
STEP 4	\$20.40	\$24.48	\$27.66	\$29.79	\$31.23	\$32.75	\$34.63	\$37.45	\$44.95
STEP 5	\$21.22	\$25.46	\$28.77	\$30.99	\$32.48	\$34.07	\$36.02	\$38.95	\$46.75
STEP 6	\$22.06	\$26.47	\$29.92	\$32.22	\$33.77	\$35.43	\$37.46	\$40.51	\$48.62
STEP 7	\$22.94	\$27.53	\$31.10	\$33.50	\$35.12	\$36.84	\$38.95	\$42.12	\$50.55
STEP 8	\$23.63	\$28.36	\$32.05	\$34.52	\$36.18	\$37.95	\$40.13	\$43.39	\$52.08

Step 4 applies only to employees beginning at least the 10th fiscal year of service, and at least one year on Step 3.

Step 5 applies to employees beginning the 15th fiscal year of service to Millard School District, and at least one year on Step 4.

Step 6 applies to employees beginning the 20th fiscal year of service to Millard School District, and at least one year on Step 5.

Step 7 applies to employees beginning the 25th fiscal year of service to Millard School District, and at least one year on Step 6.

Step 8 applies to eligible employees who have completed twenty-seven (27) + years with Millard School District and must be requested by the eligible employee. After completion of three (3) years of Step 8, will revert back to Step 7 until retirement.

1. No employee will work more than 40 hours per week.
2. Retirement for all employees who qualify.
3. Each lunch worker will be given a \$120.00 per year uniform allowance. Each Maintenance and Custodial worker will be provided shirts and/or jacket not to exceed \$120.00 per year. Bus Drivers will be provided a jacket bi-annually with cost not to exceed \$50, or yearly if employee pays any amount over \$25.00.
4. Bus Drivers: Activity Runs - \$29.14. Drivers taking special trips shall be paid on Lane 5, Step 3 for actual driving time and \$10.00 per hour for layover time (up to a maximum of 10 layover hours per day on special trips). Layover time will not accrue between the hours of 11 pm and 6 am. Drivers assigned special trips will receive one-half cost of routes missed for call-out to take field trips. Up to three routes will be allowed. Three (3) hour minimum for Activity runs / Field Trips.
5. Sick leave will be granted for full-time employees on the basis of one day for each month worked. This Sick Leave will accumulate to 124 days. (See Negotiated Agreement 1985-86 & 1988-89 for Long Term Disability qualification) Part-time employees will be allowed to accumulate up to 18 days of sick leave / Part-time 12 month employees 24 days of sick leave. These accumulated days are equal to the amount of time worked each day.
6. Accumulation of Sick Leave for reimbursement was frozen as of 7/1/85.
7. See Millard School District Policy for 12 month employee vacation allowance.
8. The following employees qualify for the District group insurance program: Full-time; Lunch Workers; Custodians; Maintenance Personnel; Bus Drivers (prior to 7/1/2012); School Secretaries; District Secretaries.
9. Employees working 12 months are not scheduled for work on the following days: Except as noted*, these days are not paid as part of the 250 working days.

Independence Day	7/4/2025	Thanksgiving Day *	11/27/2025	Martin Luther King Jr. Day	1/19/2026
Pioneer Day	7/24/2025	Thanksgiving	11/28/2025	Presidents Day	2/16/2026
Labor Day	9/1/2025	Christmas Eve *	12/24/2025	Easter	4/2/2026
Fall Break	10/20/2025	Christmas Day *	12/25/2025	Easter *	4/3/2026
Fall Break	10/21/2025	New Year's Day *	1/1/2026	Memorial Day	5/25/2026
				Juneteenth - Observed	6/15/2026

10. Substitute Custodians, Substitute Lunch Workers, & Substitute Instructional Assistants will be paid \$12.50 per hour. Those who work more than 3 consecutive weeks will receive \$12.75 per hour. Sweepers will be paid \$12.50 per hour.

Beginning with 2020-2021 School Year, Employees with Master's Degree, in field, will receive an added 8.0%.

11. For FY26, employees on the Utah Retirement Systems Tier 2 Hybrid retirement plan will receive an increase to their salary of 0.81% to offset URS payroll deduction for that plan. This will be a year-to-year decision.