

**Millard School District
Classified Salary Schedule
2026-2027**

	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9
STEP 1	\$17.50	\$20.27	\$22.90	\$24.67	\$26.10	\$27.12	\$28.67	\$31.00	\$37.21
STEP 2	\$19.25	\$22.30	\$25.19	\$27.13	\$28.71	\$29.83	\$31.54	\$34.10	\$40.93
STEP 3	\$21.34	\$24.72	\$27.93	\$30.08	\$31.83	\$33.06	\$34.96	\$37.80	\$45.37
STEP 4	\$21.77	\$25.21	\$28.48	\$30.68	\$32.46	\$33.72	\$35.66	\$38.56	\$46.28
STEP 5	\$22.20	\$25.71	\$29.05	\$31.29	\$33.11	\$34.40	\$36.37	\$39.33	\$47.21
STEP 6	\$23.09	\$26.74	\$30.22	\$32.55	\$34.44	\$35.77	\$37.82	\$40.90	\$49.09
STEP 7	\$24.01	\$27.81	\$31.43	\$33.85	\$35.81	\$37.21	\$39.34	\$42.54	\$51.06
STEP 8	\$24.97	\$28.93	\$32.68	\$35.20	\$37.25	\$38.69	\$40.91	\$44.24	\$53.10
STEP 9	\$25.72	\$29.79	\$33.66	\$36.26	\$38.36	\$39.85	\$42.14	\$45.57	\$54.69

Step 4 applies to employees beginning the 6th fiscal year of service to Millard School District. ***New step added FY27.**

Step 5 applies to employees beginning the 10th fiscal year of service to Millard School District.

Step 6 applies to employees beginning the 15th fiscal year of service to Millard School District.

Step 7 applies to employees beginning the 20th fiscal year of service to Millard School District.

Step 8 applies to employees beginning the 25th fiscal year of service to Millard School District.

Step 9 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 9, will revert back to Step 8 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 \$150.00 per year uniform allowance. Each Maintenance and Custodial worker will be provided shirts and/or jacket not to exceed \$150.00 per year. Bus Drivers will be provided a jacket bi-annually with cost not to exceed \$75.

4. Bus Drivers: Activity Runs - \$31.83 Drivers taking special trips shall be paid on Lane 5, Step 3 for actual driving time and \$12.50 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. 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.

6. 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	7/3/2026	Thanksgiving Day *	11/26/2026	Martin Luther King Jr. Day	1/18/2027
Pioneer Day	7/24/2026	Thanksgiving	11/27/2026	Presidents Day	2/15/2027
Labor Day	9/7/2026	Christmas Eve *	12/24/2026	Easter	3/25/2026
Fall Break	10/19/2026	Christmas Day *	12/25/2026	Easter *	3/26/2026
Fall Break	10/20/2026	New Year's Day *	1/1/2027	Memorial Day	5/31/2026
				Juneteenth - Observed	6/18/2026

7. Substitute Custodians, Substitute Lunch Workers, & Substitute Instructional Assistants will be paid \$14.50 per hour. Those who work more than 3 consecutive weeks will receive \$15.00 per hour. Sweepers will be paid \$14.50 per hour.

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

9. Classified employees working half-time or less must complete two (2) years of service to earn one (1) year of regular service for step consideration. - July 1, 2015 Policy/Procedure Statement for Individuals Eligible for Millard School District Benefit Package