

**CLASSIFIED HOURLY COMPENSATION PLAN**

1. **Initial Placement of Classified Staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **LEVEL** | **BASE HOURLY RATE** |  | **LEVEL** | **BASE HOURLY RATE** |  | **LEVEL** | **BASE HOURLY RATE** |
| **1** | **15.24** |  | **7** | **17.05** |  | **13** | **19.07** |
| **2** | **15.51** |  | **8** | **17.37** |  | **14** | **19.93** |
| **3** | **15.84** |  | **9** | **17.69** |  | **15** | **20.54** |
| **4** | **16.12** |  | **10** | **18.03** |  | **16** | **20.99** |
| **5** | **16.42** |  | **11** | **18.35** |  | **17** | **22.04** |
| **6** | **16.72** |  | **12** | **18.71** |  | **18** |  |
|  |  |  |  |  |  |  |  |

EXPERIENCE- The Human Resource Department will review all prior compensated full-time, full-year experience. The prior experience must be directly related to the position for which the employee is being hired. 2% per year will be granted up to 10 years of verified experience.

EDUCATION – a 1% base hourly rate increase will be awarded for an AA or higher degree if not required for the position.

EXAMPLES:

1. ESS Paraprofessional – Level 3
   1. Base Hourly Rate $15.84
   2. 5 Years of Experience (.10 x $15.84) - $1.58
   3. AA Degree (01. x $15.84) -$.16
   4. **INITIAL OFFER** **$17.58** ($15.84 + $1.58+ .16)
2. Bus Driver – Level 8
   1. Base Hourly Rate $17.37
   2. 10 Years of Experience (.20 x $17.37) - $3.47
   3. **INITIAL OFFER** **$20.84** ($17.37 + $3.47)

**CLASSIFIED SUPPORT STAFF LEVELS**

|  |  |  |
| --- | --- | --- |
| Level |  | Positions |
| **1** |  | Bus Aide, Playground Monitor, Food Service Worker, Crossing Guard |
| **2** |  | Specialist I - Curriculum, Elementary Technology, Communications Clerk, Food Service Custodian, Groundskeeper, Custodian, School Receptionist, Paraprofessional Gen Ed, Non-CDL Drivers, School Clerk |
| **3** |  | Before & After School Instructor, Paraprofessional ESS, Library Aide, Equipment Manager |
| **4** |  | ESS Behavior Tech, Food Service Elem. Manager |
| **5** |  | District AD – Admin. Asst., Elem. Lead Custodian, Attendance Clerk, Bookstore Clerk, Certified Non-CDL Drivers, District Receptionist |
| **6** |  | MS Lead Custodian, |
| **7** |  | HR Generalist, Food Service MS Manager, Specialist I - ESS, Health Assistant, Registrar, |
| **8** |  | Bus Driver, Behavioral Specialist |
| **9** |  | HS Lead Custodian |
| **10** |  | Security, Administrative Asst. I |
| **11** |  | Specialist II - ELL Program, MIPS Compliance, ESS Specialist, Curriculum Specialist (Professional Development), Media Specialist |
| **12** |  | Food Service HS Manager, Catering Manager, Transportation Route Specialist, Trainer and Dispatcher, Maintenance Generalist, Specialist II – Payroll/Benefits, Administrative Assistant II (Department/MS/HS), Property Control.Warehouse Specialist |
| **13** |  | Specialist II - Accounts Payable, Student Activities, Business Generalist, ISS Facilitator, Irrigation Technician, Pest Control Technician, Food Service Supervisor, Registered Behavior Technician |
| **14** |  | Specialist III, Bus Mechanic, Maintenance – Painter, Technology Support Tech, |
| **15** |  | Specialist IV - Student Data, Human Resources, Benefits, Executive Administrative Assistant II, Governing Board Secretary, Tech Support II, Before and After School Lead Instructor, Administrative Assistant III - Academic & Administrative Services |
| **16** |  | Tech Support III |
| **17** |  | Maintenance - Electrical/Plumbing, HVAC |

**CLASSIFIED EXEMPT POSITIONS**

|  |  |  |  |
| --- | --- | --- | --- |
| **LEVEL** | **POSITION** | **Minimum** | **Maximum** |
| A | Maintenance Foreman, Warehouse Manager/Locksmith, Business Accountant, District Lead Custodian, Nutrition Manager, Webmaster and Social Media Specialist, Junior/Senior Systems Administrator, Instructional Materials Specialist | $56,375 | $67,650 |

1. **Retirement Incentive Program**
2. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
3. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
4. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement.  The payment will be based upon the number of years of service to the District.

          Number of years Percent

          of service to the of annual

          School District salary

                   10                           2%

11                           3%

12                           4%

13                           5%

14                           6%

15                           7%

16                   8%

17                   9%

18                 10%

19                 11%

20 and above       12%

1. **Sick Leave Payment upon Retirement**
2. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District.  Support staff members will be paid based upon a daily rate calculated by multiplying the minimum wage times eight (8) hours.
3. The payment will be made on the following scale:

Number of years Percent

of service to the of daily

School District rate

10                         0%                         
11                        5%

12                         10%

13                         15%                        
14                          20%

15                       25%

16                30%

17                35%

18                40%

19                45%

20 and above     50%