

Classified Pay Schedules

* These schedules are for initial placement. Increases after initial placement on pay schedules will be based on annual board approved increases.

Aides

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Aides Class 1	\$15.00	\$15.91	\$16.89	\$17.93
Aides Class 2	\$16.79	\$17.81	\$18.90	\$20.06
Aides Class 3	\$19.94	\$21.16	\$22.45	\$23.82

Custodial

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Custodians	\$15.82	\$16.79	\$17.82	\$18.91
Lead Custodians	\$17.35	\$18.41	\$19.54	\$20.73
Head Custodians	\$26.38	\$28.01	\$29.71	\$31.53

Law Enforcement

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Law Enforcement-Certified	\$24.81	\$26.33	\$27.94	\$29.65
Law Enforcement-Non-Certified	\$22.26	\$23.63	\$25.07	\$26.60
School Safety Associate	\$18.44	\$19.56	\$20.76	\$22.03

Nutritional Services

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Cafeteria Manager Class 1	\$17.35	\$18.41	\$19.53	\$20.73
Cafeteria Manager Class 2	\$18.10	\$19.22	\$20.39	\$21.65
Cafeteria Manager Class 3	\$19.34	\$20.52	\$21.78	\$23.10
Cafeteria Manager Class 4	\$23.03	\$24.45	\$25.94	\$27.53
Cafeteria Manager In Training	\$16.57	\$17.59	\$18.67	\$19.81
Food Service Production Sup	\$15.60	\$16.55	\$17.57	\$18.64
Food Service Assistant	\$15.30	\$16.24	\$17.23	\$18.29
Food Service Driver/Dept Float	\$19.34	\$20.52	\$21.78	\$23.10

Food Srv Inventory Special	\$16.57	\$17.59	\$18.67	\$19.81
Food Svc Warehouse Supervisor	\$17.80	\$18.88	\$20.05	\$21.28
NS Driver	\$16.82	\$17.84	\$18.93	\$20.09
Production/Technical Asst	\$18.87	\$20.03	\$21.26	\$22.55
Satellite Cafe Manager Class 1	\$15.60	\$16.55	\$17.57	\$18.64
Satellite Cafe Manager Class 2	\$15.80	\$16.79	\$17.80	\$18.89
Satellite Cafe Manager Class 3	\$16.12	\$17.11	\$18.16	\$19.27
Satellite Cafe Manager In Training	\$15.45	\$16.39	\$17.40	\$18.41

Shop

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Asbestos Assistant	\$22.46	\$23.83	\$25.29	\$26.83
ASBESTOS INSPECTOR	\$23.70	\$25.16	\$26.70	\$28.33
AUTO MECHANIC FOREMAN	\$27.79	\$29.49	\$31.30	\$33.21
BRICKMASON	\$28.12	\$29.83	\$31.66	\$33.59
CARPENTER	\$33.05	\$35.07	\$37.22	\$39.49
CONCRETE FINISHER	\$22.92	\$24.32	\$25.81	\$27.39
CARPENTER FOREMAN	\$34.75	\$36.88	\$39.14	\$41.53
DELIVERY DRIVER	\$24.08	\$25.55	\$27.12	\$28.78
ELECTRICIAN FOREMAN	\$37.94	\$40.26	\$42.73	\$45.34
ELECTRICIAN	\$36.21	\$38.41	\$40.76	\$43.26
Metal Fabrication Foreman	\$27.78	\$29.49	\$31.30	\$33.21
Metal Fabrication Technician	\$25.60	\$27.17	\$28.83	\$30.60
MAINT-LABORER GENERAL	\$21.84	\$23.18	\$24.60	\$26.10
LOCKSMITH	\$29.83	\$31.66	\$33.59	\$35.64
LEAD LOCKSMITH / CARPENTER	\$30.97	\$32.88	\$34.89	\$37.03
MECHANIC	\$26.25	\$27.85	\$29.56	\$31.37
PAINTER FOREMAN	\$28.68	\$30.43	\$32.30	\$34.28
PAINTER	\$24.01	\$25.47	\$27.04	\$28.69
PIPEFITTER	\$36.19	\$38.41	\$40.76	\$43.26
PIPEFITTER FOREMAN	\$37.94	\$40.26	\$42.73	\$45.34
PLUMBER	\$36.19	\$38.41	\$40.76	\$43.26
PLUMBER FOREMAN	\$37.94	\$40.26	\$42.73	\$45.34
PREV MAINT MECH SYSTEMS ASSOC	\$27.89	\$29.61	\$31.42	\$33.35
ROOFER	\$26.22	\$27.82	\$29.52	\$31.33
Special Projects Supervisor	\$28.79	\$30.55	\$32.43	\$34.42
Storeroom Manager	\$26.27	\$27.88	\$29.60	\$31.41

STOREROOM	\$24.75	\$26.27	\$27.88	\$29.59
Truck 30 Delivery Driver Foreman	\$26.68	\$28.31	\$30.04	\$31.88
Truck 30 Delivery Driver	\$25.52	\$27.09	\$28.74	\$30.50
WORKPLACE SAFETY Facilitator	\$29.50	\$31.31	\$33.23	\$35.26

Support Staff

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Department Support Class 1	\$16.95	\$17.97	\$19.07	\$20.24
Department Support Class 2	\$18.20	\$19.30	\$20.48	\$21.73
Department Support Class 3	\$19.69	\$20.89	\$22.17	\$23.52
Department Support-Payroll	\$22.02	\$23.36	\$24.80	\$26.32
Department Support-Accountant	\$23.69	\$25.12	\$26.67	\$28.30
Office Administrator	\$28.11	\$29.82	\$31.65	\$33.59
Paraprofessionals	\$16.57	\$17.59	\$18.67	\$19.81
Parent Educator	\$24.40	\$25.91	\$27.49	\$29.18
Sr. Office Administrator	\$31.82	\$33.76	\$35.83	\$38.03
Support Class 1	\$15.50	\$16.45	\$17.46	\$18.53
Support Class 2	\$17.35	\$18.41	\$19.54	\$20.73
Support Class 3	\$18.63	\$19.77	\$20.97	\$22.26
Instrument Repair	\$24.12	\$25.60	\$27.16	\$28.82

TIS

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Application Programmer	\$39.15	\$41.54	\$44.09	\$46.80
Hardware Tech	\$26.42	\$28.03	\$29.76	\$31.57
Technician	\$24.96	\$26.48	\$28.11	\$29.82
TIS Helpdesk	\$21.77	\$23.10	\$24.52	\$26.02

Transportation

Position	Low 0-2 years exp	Mid-Low 3-5 years exp	Mid-High 6-8 years exp	High 9+ years exp
Bus Drivers	\$20.80	\$22.06	\$23.42	\$24.85
Bus Mechanic	\$26.76	\$28.41	\$30.14	\$31.99
Bus Router/EduLog Support	\$24.96	\$26.48	\$28.11	\$29.82
Dispatcher	\$16.95	\$17.98	\$19.08	\$20.25

Lead Bus Mechanic	\$28.34	\$30.05	\$31.90	\$33.85
Lead Dispatch Sup	\$24.96	\$26.48	\$28.11	\$29.82
Sub/Relief/Activity Driver	\$23.73	\$25.18	\$26.72	\$28.36
Trainer	\$24.96	\$26.48	\$28.11	\$29.82

Group Position Titles

Aides: Class 1

Bus Aide
Kidzone Group Leader
Library Assistant
Parent Liaison

Aides: Class 2

Early Childhood Associate
ESL Aide
Instructional Aide
Kidzone Director
Migrant Services Advocate
Occupational Therapy Assistant
Tutor

Aides: Class 3

Bilingual Community Outreach
Bilingual Family/ Community Specialist
Restorative Justice Specialist
Translator

Department Support Class 1

Central Office Secretary
Data Assistant

Department Support Class 2

Admin Support Professional
Athletic Director Secretary
Budget/Audit Specialist
Coordinator's Secretary
Director's Secretary
ESL Services Advocate
Office Administrator
Shop Secretary

Department Support Class 3

Compliance Specialist
Data Integrity Facilitator
ECH Admission Specialist
Facilitator of Mentoring
Family/Community Partnership Specialist
Health / Nutrition Specialist

Department Support CLASS 3 (continued)

HR Assistant
Marketing Specialist
Pact Facilitator
Printer Technician
Procurement/Finance Payable Clerk
Program Compliance Monitor
Senior Office Administrator
Stadium Manager
Video Production Specialist
Web Manager
Budget Manager/Administrative Assistant to the Director

Department Support-Accountant

Finance Accountant
Senior Budget Accountant

Department Support-Payroll

Payroll Specialist
Transportation-Payroll Specialist
Senior Benefit Clerk

Op Managers Class 1

Career & Tech Ed Coach Specialist
College/Career Academy Facilitator
Print Shop Supervisor
School Treasurer Training Manager
Treasurer Training Manager

Op Managers Class 2

Clinical Instructor
Grant Writer
Payroll Manager
Professional Development Manager
Purchasing Analyst
Recruiter

Support Class 1

Admin Assistant Receptionist
Attendance Secretary

Dean Secretary
Discipline Secretary
Elementary Registrar
Elementary Treasurer

Support Class 1 (continued)

HS Assist Principal Secretary
HS Registrar
MS Registrar
Receptionist
Secretary

Support Class 2

Department Secretary
HS Treasurer
Inventory Assistant
Library Secretary
Migrant Data Specialist
MS Treasurer

Support Class 3

Accompanist
Data Specialist
Early Child Principal's Secretary
ECH Project Specialist

Elementary Principal's Secretary
Family & Community Engagement Specialist
Family Service Worker

Support Class 3 (continued)

Headstart Education Specialist
HS Principal's Secretary
Mental Health & Prof Learning Specialist
Monitor
MS Principal's Secretary
P/T Social Worker
Parent As Teacher Principal's Secretary
School/Community/Family Specialist
Student Services Specialist

TIS-Op Managers

Audio Visual Technician Supervisor
Hardware Tech Manager
Network Manager

Technician

Audio Visual Technician
Computer Equipment Repair Technician
Computer Technician

Compensation Philosophy

Statement

Kansas City Kansas Public Schools will:

- Provide pay levels that are competitive with a selected group of peers in our area and/or industry.
- Attract and retain the best candidates in our industry
 - Make every effort to employ qualified candidates that fall around the midpoint of salary ranges, based on years of experience.

Philosophy

All positions have a maximum placement rate reached at 10 years of experience

- At 10 years of employment at KCKPS, employee starts receiving Longevity bonuses.
- Any future increases to the base wage will be based on Board approved Salary Schedule Adjustments. All employees on step 10 will get the Salary Schedule Adjustments, but will not receive any additional % increases.

Years of experience from outside the district will be credited on a 2:1 exchange and limited to 10 years of credit

- i.e. 4 years of experience outside the district equal 2 years of experience for rate placement

Prior years of experience must be directly applicable to current position held.

- All supervisory and administration roles must include leadership for the years of experience to be considered for rate placement
- Driver roles must include CDL usage for the years of experience to be considered for rate placement
- Nutritional services roles must include food service for the years of experience to be considered for rate placement
- Roles with increased responsibility will be compensated based on market rate for applicable experience, which will not necessarily include lower level position experience.

Increases after initial placement on pay schedules will be based on annual board approved increases.

- Employees who move to a new position after July 1st, but before board approved increases are given, will not receive the increase on the new position rate.
 - i.e. John Smith moved from Bus Driver to Custodian as of July 2nd. He would not receive the an additional increase aside from his initial placement.

