

BARGAINING UNIT SALARY RANGES

Effective July 1, 2022

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | |
|-----------------|--------|--------|--------|--------|--------|--|-----------------|--------|--------|--------|--------|-------|
| RANGE 20 | 3,041 | 3,191 | 3,354 | 3,523 | 3,698 | | RANGE 53 | 4,392 | 4,606 | 4,842 | 5,080 | 5,340 |
| | 17.55 | 18.41 | 19.35 | 20.32 | 21.33 | | | 25.34 | 26.58 | 27.94 | 29.31 | 30.80 |
| RANGE 25 | 3,329 | 3,493 | 3,664 | 3,849 | 4,039 | | RANGE 54 | 4,437 | 4,655 | 4,890 | 5,128 | 5,389 |
| | 19.20 | 20.15 | 21.14 | 22.20 | 23.31 | | | 25.60 | 26.85 | 28.21 | 29.58 | 31.09 |
| RANGE 26 | 3,357 | 3,523 | 3,700 | 3,885 | 4,081 | | RANGE 55 | 4,482 | 4,704 | 4,938 | 5,183 | 5,446 |
| | 19.36 | 20.33 | 21.34 | 22.41 | 23.54 | | | 25.86 | 27.14 | 28.49 | 29.89 | 31.42 |
| RANGE 27 | 3,392 | 3,560 | 3,741 | 3,924 | 4,120 | | RANGE 56 | 4,524 | 4,752 | 4,985 | 5,236 | 5,502 |
| | 19.57 | 20.53 | 21.59 | 22.64 | 23.77 | | | 26.10 | 27.41 | 28.76 | 30.21 | 31.74 |
| RANGE 28 | 3,426 | 3,594 | 3,777 | 3,960 | 4,161 | | RANGE 57 | 4,566 | 4,797 | 5,036 | 5,287 | 5,552 |
| | 19.76 | 20.74 | 21.78 | 22.85 | 24.01 | | | 26.34 | 27.68 | 29.05 | 30.50 | 32.03 |
| RANGE 29 | 3,457 | 3,630 | 3,812 | 4,004 | 4,202 | | RANGE 58 | 4,612 | 4,848 | 5,091 | 5,344 | 5,604 |
| | 19.95 | 20.94 | 21.99 | 23.09 | 24.24 | | | 26.61 | 27.97 | 29.37 | 30.83 | 32.34 |
| RANGE 30 | 3,494 | 3,667 | 3,851 | 4,045 | 4,244 | | RANGE 59 | 4,661 | 4,892 | 5,138 | 5,395 | 5,662 |
| | 20.15 | 21.15 | 22.22 | 23.34 | 24.48 | | | 26.89 | 28.22 | 29.64 | 31.13 | 32.67 |
| RANGE 31 | 3,527 | 3,702 | 3,886 | 4,086 | 4,287 | | RANGE 60 | 4,707 | 4,945 | 5,188 | 5,450 | 5,722 |
| | 20.35 | 21.36 | 22.42 | 23.58 | 24.73 | | | 27.15 | 28.53 | 29.93 | 31.44 | 33.02 |
| RANGE 32 | 3,564 | 3,742 | 3,927 | 4,126 | 4,331 | | RANGE 61 | 4,757 | 4,994 | 5,241 | 5,504 | 5,776 |
| | 20.56 | 21.59 | 22.66 | 23.80 | 24.98 | | | 27.44 | 28.81 | 30.24 | 31.75 | 33.32 |
| RANGE 33 | 3,597 | 3,780 | 3,970 | 4,166 | 4,374 | | RANGE 62 | 4,804 | 5,045 | 5,293 | 5,557 | 5,837 |
| | 20.76 | 21.81 | 22.91 | 24.03 | 25.24 | | | 27.71 | 29.11 | 30.53 | 32.05 | 33.67 |
| RANGE 34 | 3,634 | 3,813 | 4,008 | 4,210 | 4,420 | | RANGE 63 | 4,855 | 5,097 | 5,346 | 5,612 | 5,895 |
| | 20.97 | 22.00 | 23.12 | 24.29 | 25.50 | | | 28.00 | 29.40 | 30.84 | 32.38 | 34.01 |
| RANGE 35 | 3,669 | 3,853 | 4,047 | 4,249 | 4,458 | | RANGE 64 | 4,897 | 5,143 | 5,401 | 5,672 | 5,954 |
| | 21.17 | 22.24 | 23.35 | 24.52 | 25.71 | | | 28.25 | 29.67 | 31.16 | 32.72 | 34.34 |
| RANGE 36 | 3,707 | 3,892 | 4,089 | 4,288 | 4,506 | | RANGE 65 | 4,947 | 5,190 | 5,452 | 5,725 | 6,010 |
| | 21.38 | 22.45 | 23.59 | 24.74 | 26.00 | | | 28.54 | 29.94 | 31.45 | 33.04 | 34.68 |
| RANGE 37 | 3,747 | 3,931 | 4,127 | 4,334 | 4,551 | | RANGE 66 | 4,997 | 5,246 | 5,509 | 5,783 | 6,070 |
| | 21.62 | 22.68 | 23.80 | 25.00 | 26.25 | | | 28.83 | 30.26 | 31.78 | 33.36 | 35.01 |
| RANGE 38 | 3,781 | 3,971 | 4,171 | 4,378 | 4,595 | | RANGE 67 | 5,047 | 5,295 | 5,571 | 5,841 | 6,130 |
| | 21.82 | 22.92 | 24.06 | 25.26 | 26.51 | | | 29.12 | 30.54 | 32.14 | 33.70 | 35.37 |
| RANGE 39 | 3,817 | 4,012 | 4,213 | 4,423 | 4,643 | | RANGE 68 | 5,102 | 5,356 | 5,619 | 5,899 | 6,199 |
| | 22.02 | 23.14 | 24.30 | 25.51 | 26.78 | | | 29.43 | 30.90 | 32.41 | 34.03 | 35.76 |
| RANGE 40 | 3,857 | 4,052 | 4,250 | 4,464 | 4,689 | | RANGE 69 | 5,151 | 5,410 | 5,679 | 5,963 | 6,260 |
| | 22.25 | 23.38 | 24.52 | 25.75 | 27.05 | | | 29.71 | 31.21 | 32.76 | 34.40 | 36.12 |
| RANGE 41 | 3,899 | 4,091 | 4,293 | 4,510 | 4,739 | | RANGE 70 | 5,205 | 5,457 | 5,737 | 6,017 | 6,319 |
| | 22.50 | 23.60 | 24.76 | 26.02 | 27.35 | | | 30.02 | 31.48 | 33.09 | 34.71 | 36.45 |
| RANGE 42 | 3,934 | 4,131 | 4,342 | 4,555 | 4,789 | | RANGE 71 | 5,251 | 5,518 | 5,792 | 6,074 | 6,383 |
| | 22.70 | 23.84 | 25.05 | 26.28 | 27.63 | | | 30.29 | 31.83 | 33.42 | 35.04 | 36.82 |
| RANGE 43 | 3,975 | 4,172 | 4,382 | 4,599 | 4,834 | | RANGE 72 | 5,301 | 5,573 | 5,844 | 6,141 | 6,445 |
| | 22.94 | 24.07 | 25.28 | 26.54 | 27.89 | | | 30.57 | 32.15 | 33.71 | 35.43 | 37.18 |
| RANGE 44 | 4,015 | 4,217 | 4,425 | 4,646 | 4,876 | | RANGE 73 | 5,359 | 5,626 | 5,905 | 6,204 | 6,515 |
| | 23.17 | 24.33 | 25.52 | 26.81 | 28.13 | | | 30.92 | 32.45 | 34.07 | 35.79 | 37.58 |
| RANGE 45 | 4,055 | 4,254 | 4,468 | 4,694 | 4,929 | | RANGE 74 | 5,412 | 5,682 | 5,967 | 6,262 | 6,578 |
| | 23.39 | 24.54 | 25.78 | 27.08 | 28.44 | | | 31.22 | 32.78 | 34.42 | 36.13 | 37.95 |
| RANGE 46 | 4,093 | 4,295 | 4,511 | 4,742 | 4,974 | | RANGE 75 | 5,464 | 5,740 | 6,025 | 6,326 | 6,642 |
| | 23.61 | 24.79 | 26.03 | 27.37 | 28.70 | | | 31.53 | 33.11 | 34.77 | 36.49 | 38.32 |
| RANGE 47 | 4,137 | 4,345 | 4,559 | 4,793 | 5,027 | | RANGE 76 | 5,520 | 5,800 | 6,079 | 6,390 | 6,706 |
| | 23.87 | 25.07 | 26.30 | 27.65 | 29.01 | | | 31.84 | 33.46 | 35.07 | 36.86 | 38.69 |
| RANGE 48 | 4,177 | 4,389 | 4,601 | 4,838 | 5,074 | | RANGE 77 | 5,575 | 5,853 | 6,144 | 6,457 | 6,775 |
| | 24.11 | 25.33 | 26.55 | 27.92 | 29.27 | | | 32.16 | 33.76 | 35.45 | 37.25 | 39.09 |
| RANGE 49 | 4,220 | 4,431 | 4,653 | 4,885 | 5,125 | | RANGE 78 | 5,633 | 5,911 | 6,209 | 6,523 | 6,842 |
| | 24.34 | 25.56 | 26.84 | 28.18 | 29.56 | | | 32.50 | 34.11 | 35.82 | 37.63 | 39.47 |
| RANGE 50 | 4,264 | 4,474 | 4,700 | 4,933 | 5,180 | | RANGE 79 | 5,685 | 5,972 | 6,274 | 6,584 | 6,910 |
| | 24.60 | 25.81 | 27.12 | 28.46 | 29.88 | | | 32.80 | 34.45 | 36.19 | 37.98 | 39.86 |
| RANGE 51 | 4,299 | 4,519 | 4,747 | 4,979 | 5,228 | | RANGE 80 | 5,746 | 6,032 | 6,330 | 6,646 | 6,984 |
| | 24.81 | 26.07 | 27.38 | 28.72 | 30.16 | | | 33.15 | 34.80 | 36.51 | 38.34 | 40.29 |
| RANGE 52 | 4,348 | 4,564 | 4,795 | 5,031 | 5,281 | | RANGE 81 | 5,805 | 6,090 | 6,393 | 6,719 | 7,050 |
| | 25.09 | 26.33 | 27.66 | 29.02 | 30.47 | | | 33.49 | 35.13 | 36.88 | 38.76 | 40.67 |

BARGAINING UNIT SALARY RANGES

Effective July 1, 2022

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | |
|------------------|--------|--------|--------|--------|--------|--|------------------|--------|--------|--------|--------|--------|
| RANGE 82 | 5,856 | 6,152 | 6,459 | 6,781 | 7,122 | | RANGE 107 | 7,514 | 7,889 | 8,290 | 8,704 | 9,138 |
| | 33.78 | 35.49 | 37.27 | 39.13 | 41.08 | | | 43.35 | 45.52 | 47.82 | 50.21 | 52.71 |
| RANGE 83 | 5,916 | 6,214 | 6,529 | 6,850 | 7,199 | | RANGE 108 | 7,587 | 7,970 | 8,374 | 8,787 | 9,230 |
| | 34.13 | 35.86 | 37.66 | 39.52 | 41.54 | | | 43.77 | 45.99 | 48.31 | 50.70 | 53.24 |
| RANGE 84 | 5,976 | 6,279 | 6,591 | 6,916 | 7,267 | | RANGE 109 | 7,663 | 8,051 | 8,456 | 8,877 | 9,319 |
| | 34.47 | 36.22 | 38.03 | 39.91 | 41.93 | | | 44.20 | 46.45 | 48.78 | 51.21 | 53.76 |
| RANGE 85 | 6,037 | 6,339 | 6,653 | 6,990 | 7,340 | | RANGE 110 | 7,740 | 8,131 | 8,538 | 8,967 | 9,412 |
| | 34.83 | 36.57 | 38.38 | 40.33 | 42.35 | | | 44.66 | 46.90 | 49.26 | 51.73 | 54.30 |
| RANGE 86 | 6,101 | 6,401 | 6,724 | 7,057 | 7,410 | | RANGE 111 | 7,819 | 8,210 | 8,617 | 9,048 | 9,503 |
| | 35.20 | 36.93 | 38.79 | 40.71 | 42.75 | | | 45.11 | 47.37 | 49.71 | 52.20 | 54.82 |
| RANGE 87 | 6,160 | 6,466 | 6,786 | 7,125 | 7,483 | | RANGE 112 | 7,895 | 8,291 | 8,706 | 9,142 | 9,597 |
| | 35.54 | 37.30 | 39.15 | 41.10 | 43.17 | | | 45.54 | 47.83 | 50.22 | 52.74 | 55.36 |
| RANGE 88 | 6,221 | 6,532 | 6,854 | 7,203 | 7,560 | | RANGE 113 | 7,979 | 8,378 | 8,800 | 9,236 | 9,696 |
| | 35.89 | 37.68 | 39.54 | 41.55 | 43.62 | | | 46.03 | 48.33 | 50.77 | 53.29 | 55.93 |
| RANGE 89 | 6,281 | 6,594 | 6,929 | 7,273 | 7,632 | | RANGE 114 | 8,058 | 8,461 | 8,883 | 9,328 | 9,795 |
| | 36.23 | 38.05 | 39.97 | 41.96 | 44.03 | | | 46.48 | 48.81 | 51.25 | 53.82 | 56.51 |
| RANGE 90 | 6,342 | 6,660 | 6,994 | 7,347 | 7,713 | | RANGE 115 | 8,139 | 8,546 | 8,975 | 9,423 | 9,895 |
| | 36.59 | 38.43 | 40.35 | 42.39 | 44.50 | | | 46.95 | 49.30 | 51.78 | 54.37 | 57.09 |
| RANGE 91 | 6,410 | 6,729 | 7,063 | 7,420 | 7,789 | | RANGE 116 | 8,220 | 8,634 | 9,063 | 9,517 | 9,992 |
| | 36.98 | 38.83 | 40.75 | 42.80 | 44.94 | | | 47.42 | 49.81 | 52.29 | 54.91 | 57.64 |
| RANGE 92 | 6,470 | 6,793 | 7,134 | 7,492 | 7,866 | | RANGE 117 | 8,302 | 8,718 | 9,152 | 9,612 | 10,093 |
| | 37.32 | 39.19 | 41.16 | 43.22 | 45.38 | | | 47.90 | 50.30 | 52.80 | 55.46 | 58.22 |
| RANGE 93 | 6,534 | 6,860 | 7,206 | 7,568 | 7,946 | | RANGE 118 | 8,386 | 8,806 | 9,246 | 9,706 | 10,195 |
| | 37.69 | 39.57 | 41.57 | 43.66 | 45.84 | | | 48.38 | 50.80 | 53.34 | 56.00 | 58.82 |
| RANGE 94 | 6,600 | 6,933 | 7,279 | 7,643 | 8,028 | | RANGE 119 | 8,470 | 8,891 | 9,340 | 9,806 | 10,296 |
| | 38.07 | 39.99 | 41.99 | 44.10 | 46.31 | | | 48.87 | 51.29 | 53.88 | 56.57 | 59.40 |
| RANGE 95 | 6,669 | 7,001 | 7,350 | 7,721 | 8,104 | | RANGE 120 | 8,554 | 8,980 | 9,433 | 9,905 | 10,400 |
| | 38.48 | 40.39 | 42.41 | 44.54 | 46.75 | | | 49.35 | 51.81 | 54.42 | 57.14 | 60.00 |
| RANGE 96 | 6,733 | 7,070 | 7,425 | 7,793 | 8,187 | | RANGE 121 | 8,641 | 9,070 | 9,527 | 10,004 | 10,505 |
| | 38.84 | 40.78 | 42.83 | 44.96 | 47.24 | | | 49.85 | 52.33 | 54.96 | 57.72 | 60.61 |
| RANGE 97 | 6,801 | 7,142 | 7,502 | 7,874 | 8,270 | | | | | | | |
| | 39.24 | 41.20 | 43.28 | 45.42 | 47.70 | | | | | | | |
| RANGE 98 | 6,872 | 7,213 | 7,575 | 7,953 | 8,355 | | | | | | | |
| | 39.65 | 41.61 | 43.71 | 45.88 | 48.20 | | | | | | | |
| RANGE 99 | 6,937 | 7,288 | 7,651 | 8,033 | 8,436 | | | | | | | |
| | 40.01 | 42.04 | 44.14 | 46.34 | 48.66 | | | | | | | |
| RANGE 100 | 7,007 | 7,361 | 7,731 | 8,118 | 8,520 | | | | | | | |
| | 40.42 | 42.48 | 44.59 | 46.84 | 49.15 | | | | | | | |
| RANGE 101 | 7,074 | 7,435 | 7,757 | 8,198 | 8,609 | | | | | | | |
| | 40.81 | 42.90 | 44.74 | 47.29 | 49.67 | | | | | | | |
| RANGE 102 | 7,150 | 7,509 | 7,886 | 8,279 | 8,692 | | | | | | | |
| | 41.25 | 43.32 | 45.50 | 47.77 | 50.14 | | | | | | | |
| RANGE 103 | 7,217 | 7,583 | 7,963 | 8,361 | 8,779 | | | | | | | |
| | 41.63 | 43.74 | 45.94 | 48.23 | 50.65 | | | | | | | |
| RANGE 104 | 7,291 | 7,658 | 8,043 | 8,445 | 8,868 | | | | | | | |
| | 42.07 | 44.18 | 46.40 | 48.72 | 51.16 | | | | | | | |
| RANGE 105 | 7,367 | 7,735 | 8,127 | 8,530 | 8,953 | | | | | | | |
| | 42.50 | 44.63 | 46.88 | 49.22 | 51.66 | | | | | | | |
| RANGE 106 | 7,438 | 7,815 | 8,206 | 8,613 | 9,045 | | | | | | | |
| | 42.91 | 45.08 | 47.35 | 49.69 | 52.19 | | | | | | | |

LONGEVITY:

- Effective with the beginning of the 11th year: 5%
- Effective with the beginning of the 16th year: 5%
- Effective with the beginning of the 21st year: 6%
- Effective with the beginning of the 26th year: 5%
- Effective with the beginning of the 31st year: 5%

Board Approved: February 7, 2023

BARGAINING UNIT SALARY RANGES**Effective July 1, 2022****BARGAINING UNIT CLASSIFICATION SALARY RANGES**

| Classification | Range |
|---|--------------|
| Accounting Assistant I | 57 |
| Accounting Assistant II | 63 |
| Administrative Assistant I | 74 |
| Administrative Assistant II | 88 |
| Athletic Equipment Attendant | 59 |
| Athletic Facilities Manager | 59 |
| Athletic Trainer | 102 |
| Attendance Accounting Technician | 68 |
| Attendance Clerk | 57 |
| Building and Grounds Maintenance Worker | 68 |
| Bus Driver | 58 |
| Business Services Specialist | 77 |
| Campus Supervisor | 41 |
| Certificated Personnel Specialist | 77 |
| Child Development Program Technician | 66 |
| Classified Personnel Specialist | 77 |
| Clerical Assistant I | 40 |
| Clerical Assistant II | 48 |
| Clerical Assistant III | 57 |
| College and Career Guidance Technician | 67 |
| Computer Systems Coordinator | 91 |
| Counseling Assistant | 62 |
| Custodian | 59 |
| Data Processing Technician | 68 |
| Database Specialist | 89 |
| Delivery Driver / Warehouse Assistant | 63 |
| Driver Trainer | 63 |
| Extended Day Care Center Assistant | 32 |
| Extended Day Care Center Assistant Lead | 40 |
| Facility/Grounds Maintenance Lead | 78 |
| Food Service Assistant Cook | 37 |
| Food Service Assistant I | 25 |
| Food Service Assistant III | 29 |
| Food Service Satellite Café | 30 |
| Food Service Technician | 58 |
| Grounds Maintenance Worker I | 59 |
| Grounds Maintenance Worker II | 64 |
| Head Custodian | 62 |
| Health Clerk | 51 |
| High School Lead Day Custodian | 71 |
| High School Secretary I | 59 |
| High School Secretary II | 72 |
| HVAC Mechanic | 85 |
| IMC Office Coordinator | 74 |
| Information Systems Specialist I | 94 |
| Information Systems Specialist II | 98 |
| Information Systems Technician | 67 |

BARGAINING UNIT CLASSIFICATION SALARY RANGES

| Classification | Range |
|--|--------------|
| Instructional Art Specialist | 42 |
| Instructional Assistant | 37 |
| Instructional Assistant - Accompanist | 37 |
| Instructional Assistant - Bilingual | 40 |
| Instructional Assistant - Cont/Adult Ed | 48 |
| Instructional Assistant - Detention | 41 |
| Instructional Assistant - Early Childhood Education | 37 |
| Instructional Assistant - English Language | 40 |
| Instructional Assistant - Infant Care | 37 |
| Instructional Assistant - Mathematics & Science | 48 |
| Instructional Assistant - Media Center & Technology | 46 |
| Instructional Assistant - Physical Education | 40 |
| Instructional Assistant - Reading Lab | 40 |
| Instructional Assistant - Special Education | 40 |
| Instructional Materials Clerk | 53 |
| Intensive Behavioral Instruction Assistant | 45 |
| Lead Bus Driver | 63 |
| Lead Instructional Assistant - Behavior Intervention | 48 |
| Library Media Technician | 68 |
| Licensed Vocational Nurse (LVN) | 66 |
| Mechanic | 78 |
| Media Center Assistant - High School | 51 |
| Network Security Analyst | 106 |
| Painter | 81 |
| Payroll Technician I | 57 |
| Payroll Technician II | 67 |
| Personnel Assistant | 60 |
| Personnel Clerk - Substitutes | 57 |
| Playground Supervisor (dual class) | 20 |
| Preschool Lead Person | 67 |
| Purchasing Assistant | 74 |
| Purchasing Services Lead | 80 |
| Reprographic Services Specialist | 60 |
| School Office Coordinator | 68 |
| School Readiness and Community Liaison | 54 |
| Skilled Maintenance Worker | 78 |
| Skilled Maintenance Worker - Electrical | 78 |
| Skilled Maintenance Worker - Plumbing | 78 |
| Speech/Language Pathology Assistant | 67 |
| Student Records Clerk | 58 |
| Systems Analyst I | 106 |
| Theatre Production Technician | 55 |
| Warehouse Lead Person | 73 |