



**PARAPROFESSIONAL & SUPPORT PAY STRUCTURE
2023-2024**

Pay Grade 1
Aide, Bilingual Instructional
Aide, ESL Instructional
Aide, Instructional
Aide, ISS
Aide, Library

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 13.99	\$ 16.58	\$ 19.17
7.5	\$ 104.89	\$ 124.35	\$ 143.80

Pay Grade 2
Aide, Clerical - Elementary
Aide, Clerical - Secondary
Aide, Clerical - Special Education
Aide, Clinic
Aide, Counselor - HS
Aide, Counselor/ISS Clear View
Aide, GBCDHH Resource
Aide, Living Materials Instructional
Aide, Parent Outreach Facilitator
Aide, PE
Aide, Secondary Instructional
Aide, Special Education Resource Inclusion
Culinary Production Assistant
Payroll Assistant, Child Nutrition - PT
Receptionist, Intermediate
Receptionist/Clerk, Child Nutrition

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 14.82	\$ 17.42	\$ 20.02
7.5	\$ 111.16	\$ 130.65	\$ 150.13

Pay Grade 3
Aide, Adult Transition Program
Aide, Behavior Support
Aide, Bilingual Interpreter
Aide, Clerical Data Specialist, CPHS
Aide, Early Learning
Aide, Special Education Alternative Academics
Aide, Special Education Itinerant
Aide, Special Education PreK/PPCD
Aide, Special Education Social Development/PASS
Aide, Special Education Structured Learning Lab
Aide, Student Support (GBCDHH)
Aide, Student Support Communications (GBCDHH)
Campus Data Specialist, Elem/Intermediate
Clerk, Attendance - Secondary
Clerk, Clear Access & Clear Stars
Clerk, Energy Management
Clerk, Receptionist/Attendance (CVHS)
Clerk, Special Education
Clerk, Team Leader
Clerk, Team Leader (GBCDHH)
Data Specialist-Receptionist (CPHS)
Receptionist, HS
Receptionist/Clerical Aide, Child Nutrition

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 15.65	\$ 18.25	\$ 20.85
7.5	\$ 117.34	\$ 136.87	\$ 156.40



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Pay Grade 4

- Admin. Asst., Asst Principal - Secondary
- Admin. Asst., Coord. Student Personnel Serv./At Risk
- Admin. Asst., Curriculum Coordinator
- Admin. Asst., Dean of Instruction
- Admin. Asst., Dual Language & Spanish Language Arts
- Admin. Asst., Early Childhood Intake Center
- Admin. Asst., Early Learning Asst Director
- Admin. Asst., Lead Counselor - HS
- Aide, Free & Reduced/Clerical
- Bookkeeper, Intermediate
- Brailist, Special Education Visually Impaired
- Campus Data Specialist, HS
- Campus Data Specialist/Admin. Asst. AP - CVHS
- Clerk, Child Nutrition Vendor/Catering
- Clerk, Title I
- Clerk, Transportation-Field Trip
- Clerk, Transportation-Special Needs
- ESC Switchboard/Receptionist (8 hours/day)
- Receptionist, Transportation

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 16.81	\$ 19.42	\$ 22.03
7.5	\$ 126.11	\$ 145.68	\$ 165.24

Pay Grade 5

- Admin. Asst., Associate Principal
- Admin. Asst., Asst Director Athletics/Coordinator PE
- Admin. Asst., Asst Director Special Education Services
- Admin. Asst., Asst. Director of Visual & Performing Arts
- Admin. Asst., Bookkeeper (CHECHS)
- Admin. Asst., Coalition Manager (Bay Area Alliance)
- Admin. Asst., Early Learning
- Admin. Asst., Head Counselor/Asst Registrar
- Admin. Asst., Office of Communications
- Admin. Asst., Principal - Elementary/Intermediate
- Admin. Asst., Principal (Clear Path, Clear View HS)
- Admin. Asst., Special Ed Receptions & Records
- Bookkeeper, HS
- Clerk, Assessment
- Clerk, Catering - Child Nutrition
- Clerk, Human Resources
- Clerk, Maintenance Budget/Dispatch
- Clerk, Payroll - Maintenance
- Clerk, Payroll - Transportation
- Clerk, Purchasing Central Warehouse
- Operations Specialist, Transportation
- Specialist, Field Trip Transportation
- Specialist, Technology Purchasing

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 18.15	\$ 20.76	\$ 23.37
7.5	\$ 136.15	\$ 155.72	\$ 175.29



**PARAPROFESSIONAL & SUPPORT PAY STRUCTURE
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- Pay Grade 6**
- Admin. Asst., Director of Advanced Academics & GT
 - Admin. Asst., Director of Athletics
 - Admin. Asst., Director of Business Services
 - Admin. Asst., Director of Career & Technical Education
 - Admin. Asst., Director of Counseling & Student Services
 - Admin. Asst., Director of Facility Services
 - Admin. Asst., Director of Federal Programs
 - Admin. Asst., Director of GBCDHH
 - Admin. Asst., Director of Information Mgmt. Systems
 - Admin. Asst., Director of Instructional Svcs Multilingual/Title III
 - Admin. Asst., Director of Learning Technology
 - Admin. Asst., Director of Library Media Services
 - Admin. Asst., Director of Maintenance & Operations
 - Admin. Asst., Director of Network & Technical Services
 - Admin. Asst., Director of Parent Assistance
 - Admin. Asst., Director of Purchasing & Materials Mgmt.
 - Admin. Asst., Director of Safe & Secure Schools
 - Admin. Asst., Director of Special Education
 - Admin. Asst., Director of Visual & Performing Art
 - Admin. Asst., Ex Director of Assessment & Evaluation
 - Admin. Asst., Ex Director of Secondary Ed & Attendance Officer
 - Admin. Asst., Ex Director of Special Services
 - Admin. Asst., Principal - HS
 - Admin. Asst., Special Education Data & Compliance
 - Assistant, Finance Accounting
 - Clerk, Finance/Child Nutrition
 - Clerk, Registrar HS
 - Exec. Asst., Executive Director of Curriculum & Instruction, & RCC
 - Specialist, Accounts Payable
 - Specialist, Benefits
 - Specialist, CTE Support
 - Specialist, Facilities Rental
 - Specialist, HR Professional Staffing
 - Specialist, HR Support Staffing
 - Specialist, Routing (Transportation)
 - Specialist, Sr. Accounts Payable
 - Specialist, Tax
 - Specialist, Workers Compensation & Unemployment

	Minimum	Midpoint	Maximum
Pay Rate/Hr	\$ 20.15	\$ 22.77	\$ 25.40
7.5	\$ 151.10	\$ 170.79	\$ 190.48



**PARAPROFESSIONAL & SUPPORT PAY STRUCTURE
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Pay Grade 7	Executive Asst, Asst Superintendent - Elementary	Minimum	Midpoint	Maximum	
	Executive Asst, Asst Superintendent - HR	Pay Rate/Hr	\$ 22.82	\$ 25.45	\$ 28.09
	Executive Asst, Asst Superintendent - Secondary	7.5	\$ 171.11	\$ 190.88	\$ 210.65
	Executive Asst, Chief Communication Officer				
	Executive Asst, Chief Technology Officer				
	Executive Asst, Deputy Superintendent - Curriculum & Instruction				
	Executive Asst, Exec Director - C&I/Prof Development				
	LVN				
	LVN, Special Education				
	Management Specialist - Child Nutrition				
	Management Specialist - Production				
	Management Specialist - Transportation				
	Specialist, Employment Services				
	Specialist, Lead Human Resources				
	Specialist, Payroll				
	Specialist, Payroll (Kronos)				
	Specialist, Safe & Secure				
Specialist, Senior Tax					
Specialist, Transportation Employment Services					
Pay Grade 8	Junior Buyer	Minimum	Midpoint	Maximum	
	Specialist, Leave	Pay Rate/Hr	\$ 26.14	\$ 28.79	\$ 31.45
	Specialist, Senior Payroll	7.5	\$ 196.03	\$ 215.96	\$ 235.89
	Specialist, Substitute/Certification				
Pay Grade 9	Executive Assistant, CFO	Minimum	Midpoint	Maximum	
	Specialist, Policy & Legal Affairs	Pay Rate/Hr	\$ 30.01	\$ 33.22	\$ 36.44
		7.5	\$ 225.04	\$ 249.15	\$ 273.26
Pay Grade 10	Executive Assistant, Superintendent	Minimum	Midpoint	Maximum	
		Pay Rate/Hr	\$ 33.22	\$ 37.51	\$ 41.79
		7.5	\$ 249.15	\$ 281.30	\$ 313.45