



**CLASSIFIED EMPLOYEE
PARAEDUCATORS
HOURLY SALARY SCHEDULE
07/01/2023 – 06/30/2024 SCHOOL YEAR**

Classification/Position	Range	Work Year
Paraeducator I (Instructional Aide)	P1	197/11M
Paraeducator IV (Physically/SH Handicapped)	P4	197/11M
Paraeducator V (H.I. Interpreter, Brailist, Behaviorist)	P5	197/11M

HOURLY RATE					
P	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
P1	23.51	24.69	25.92	27.22	28.58
P4	28.06	29.46	30.94	32.48	34.11
P5	33.05	34.71	36.44	38.27	40.18

Positions under 210 calendar days are considered 11-month and may elect twelve (12) equal monthly payments in accordance with California Education Code §45165.

LONGEVITY

Classified Paraeducator classifications will be paid longevity at the following intervals upon completion of six (6) years of service with the district. At the start of year seven (7) (6 years + 1 day) employees will receive additional longevity compensation as part of regular monthly rate.

- At the start of year 7 (6 years +1 day), a longevity increment of 10% of the hourly rate will be applied to all earnings.
- At the start of year 10 (9 years +1 day), a longevity increment of 20% of the hourly rate will be applied to all earnings.
- At the start of year 15 (14 years +1 day), a longevity increment of 20% of the hourly rate will be applied to all earnings + \$500 annually
- At the start of year 20 (19 years +1 day), a longevity increment of 20% of the hourly rate will be applied to all earnings + \$1,000 annually
- At the start of year 25 (24 years +1 day), a longevity increment of 20% of the hourly rate will be applied to all earnings + \$1,500 annually

Years of Service	LONGEVITY INCREMENTS
Yr 7	10% x Hourly Pay
Yr 10	20% x Hourly Pay
Yr 15	20% x Hourly Pay + \$ 500 annually
Yr 20	20% x Hourly Pay + \$1,000 annually
Yr 25	20% x Hourly Pay + \$1,500 annually

CalSTRS/CalPERS Compliance Notes: Classified employees are paid monthly and are part of the classified service for retirement purposes. Standard work calendar for employees' annual rates are calculated on 260 Day/12-month Calendar. Calendar variations are noted in above salary schedule. Days noted as follows for the 2023-2024 SY which has (260) total work days available: 260 Days (244 paid, 15 paid holidays, 1 unpaid). Classification Annual Rates are calculated as 8 hours/day x 260 Days per year x (step annual rate based on years of service + longevity based on years of service). Paraeducator classified employees are assigned to a school-year calendar with 197 Days (184 paid, 13 paid holidays, 63 unpaid).