

CLASSIFIED SUPPORT STAFF LEVELS

Level	Positions
1	Bus Aide, Playground Monitor, Food Service Worker, Crossing Guard
2	Specialist I - Curriculum, District Receptionist, Elementary Technology, Communications Clerk, Food Service Custodian, Groundskeeper, Custodian, School Receptionist, Paraprofessional Gen Ed, Non-CDL Drivers, School Clerk, ESS Clerk
3	Paraprofessional ESS, Library Aide, Equipment Manager
4	ESS Behavior Tech, Food Service Elem. Manager, HR Clerk
5	District AD – Admin. Asst., Elem. Lead Custodian, Attendance Clerk, Bookstore Clerk, PE Equipment Manager
6	MS Lead Custodian, Warehouse Driver
7	HR Generalist, Food Service MS Manager, Specialist I - ESS, Health Assistant, Registrar, Curriculum Generalist
8	Bus Driver, Behavioral Specialist
9	HS Lead Custodian
10	Security, Administrative Asst. I
11	Specialist - ELL Program, MIPS Compliance, ESS Specialist, Curriculum Specialist (Instructional Materials & Professional Development), Media Specialist, Recruitment & Retention Specialist
12	Specialist I – Payroll/Benefits, Administrative Assistant II (Department/MS/HS), Property Control, Warehouse Specialist, Food Service HS Manager, Catering Manager, Transportation Route Specialist, Trainer and Dispatcher, Maintenance Generalist,
13	Specialist II - Accounts Payable, Student Activities, Business Generalist, ISS Facilitator, Irrigation Technician, Pest Control Technician, HR Records & Compliance
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, Administrative Assistant III - Academic & Administrative Services
16	Tech Support III, Food Service Supervisor
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	\$55,000	\$66,000

II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. 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.
- B. 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.
- C. 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 of service to the School District	Percent of annual 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%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. 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.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily 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%