

**ASHLAND INDEPENDENT SCHOOL DISTRICT**  
**CLASSIFIED EMPLOYEES HIRED AFTER AUGUST 1, 1998**  
**Effective 07/01/2024**

Job Title	Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32+
Secretary Class I	NSE1	13.46	13.70	13.87	14.12	14.32	14.55	14.76	14.97	15.21	15.41	15.66	15.83	16.06	16.29	16.51	16.74	16.94	17.15	17.39	17.50	17.79	18.11	18.31	18.42	18.55	18.67	18.77	19.06	19.50	19.63	19.75	19.86	20.15
Secretary Class II	NSE2	13.46	13.70	13.87	14.12	14.32	14.55	14.76	14.97	15.21	15.41	15.66	15.83	16.06	16.29	16.51	16.74	16.94	17.15	17.39	17.50	17.79	18.11	18.31	18.42	18.55	18.67	18.77	19.06	19.50	19.63	19.75	19.86	20.15
Attendance Clerk	ATC	12.31	12.54	12.76	13.00	13.23	13.48	13.73	13.98	14.24	14.51	14.78	15.06	15.33	15.62	15.91	16.21	16.51	16.82	17.14	17.46	17.52	17.68	17.95	18.10	18.27	18.43	18.59	18.81	19.02	19.09	19.29	19.45	19.56
School Bookkeeper	SBK	13.48	13.68	13.87	14.12	14.32	15.28	15.42	15.57	15.71	15.85	16.92	17.08	17.25	17.41	17.57	18.56	18.73	18.91	19.09	19.43	20.24	20.46	20.68	21.00	21.28	22.10	22.43	22.59	23.26	23.39	23.51	23.62	23.91
Technology/Curriculum Support Secretary	TSS	13.72	13.98	14.26	14.49	14.76	15.31	15.59	15.86	16.14	16.42	16.80	17.03	17.30	17.57	17.91	18.57	18.90	19.29	19.62	19.78	20.50	20.78	21.00	21.27	21.66	22.04	22.32	22.60	23.15	23.28	23.39	23.50	23.79
Instructional Aide	NIA	11.70	11.78	11.95	12.10	12.27	12.43	12.58	12.78	12.96	13.11	13.28	13.42	13.58	13.76	13.97	14.20	14.40	14.64	14.84	14.94	15.21	15.48	15.66	15.76	15.85	15.95	16.02	16.27	16.72	16.85	16.96	17.07	17.36
Instructional Aide II	NIA2	13.20	13.28	13.45	13.60	13.77	13.93	14.08	14.28	14.46	14.61	14.78	14.95	15.13	15.37	15.58	15.81	16.01	16.25	16.45	16.55	16.81	17.09	17.26	17.37	17.46	17.55	17.63	17.87	18.32	18.45	18.57	18.68	18.97
Inst. Aide-Bilingual	IAB	15.64	15.85	16.07	16.27	16.47	16.73	16.95	17.13	17.36	17.57	17.80	18.04	18.22	18.46	18.67	18.90	19.10	19.34	19.54	19.64	19.90	20.18	20.35	20.46	20.55	20.64	20.72	20.96	21.41	21.54	21.66	21.77	22.06
District Behavior Specialist	DBS	33.86	34.20	34.52	34.86	35.19	35.53	35.89	36.22	36.58	36.94	37.29	37.66	38.02	38.39	38.76	39.15	39.52	39.91	40.29	40.68	41.09	41.48	41.89	42.29	42.70	43.12	43.55	43.98	44.74	44.87	44.99	45.09	45.38
Early Childhood Behavior Specialist	DBS	33.86	34.20	34.52	34.86	35.19	35.53	35.89	36.22	36.58	36.94	37.29	37.66	38.02	38.39	38.76	39.15	39.52	39.91	40.29	40.68	41.09	41.48	41.89	42.29	42.70	43.12	43.55	43.98	44.74	44.87	44.99	45.09	45.38
Employment Specialist	EMSP	15.27	15.45	15.69	15.93	16.15	16.38	16.56	16.81	17.03	17.25	17.53	18.24	18.50	18.66	19.11	19.39	19.57	19.63	20.00	20.16	20.32	20.50	20.70	20.91	21.10	21.20	21.34	21.55	21.84	21.87	22.25	22.41	22.51
School Social Worker	SHCR	24.66	25.14	25.62	26.13	26.64	27.17	27.70	28.24	28.79	29.36	29.94	30.52	31.12	31.74	32.36	32.99	33.65	34.29	34.96	35.63	36.33	37.03	37.75	38.48	39.23	39.99	40.77	41.57	42.54	42.67	42.79	42.90	43.19
Family Advocate	FA	11.84	12.07	12.29	12.52	12.75	12.99	13.23	13.48	13.74	14.00	14.25	14.52	14.79	15.07	15.35	15.63	15.92	16.22	16.52	16.84	17.15	17.47	17.79	18.12	18.46	18.71	19.06	19.43	19.93	20.06	20.18	20.29	20.57
District Technician	DTEC	17.07	17.39	17.71	18.05	18.39	18.73	19.09	19.45	19.81	20.19	20.57	20.96	21.36	21.76	22.18	22.60	23.04	23.48	23.92	24.38	24.85	25.32	25.80	26.30	26.80	27.32	27.84	28.38	29.04	29.17	29.29	29.39	29.68
Payroll/Benf. Specialist	PRSP	18.24	18.56	18.89	19.22	19.56	20.17	20.50	20.83	21.16	21.55	21.93	22.32	22.71	23.09	23.48	24.09	24.47	24.91	25.25	25.68	26.56	27.01	27.51	28.00	28.50	29.00	29.44	29.71	30.00	30.13	30.25	30.36	30.65
Payroll/Benf. Clerk	APAY	17.55	18.11	18.67	18.83	18.93	19.05	19.22	19.33	19.50	19.66	19.78	19.99	20.11	20.22	20.34	20.71	20.99	21.55	21.82	21.99	22.81	22.98	23.20	23.42	23.86	24.30	24.55	24.86	25.34	25.47	25.59	25.70	25.98
Acct. Payable Specialist	APSP	17.57	18.24	18.73	18.89	19.22	19.39	19.56	19.73	20.06	20.33	20.83	21.04	21.43	21.99	22.76	23.55	23.69	23.97	24.20	24.58	26.53	26.98	27.30	27.69	28.09	28.41	28.58	28.91	29.71	30.06	30.22	30.30	30.59
Acct. Payable Clerk	APC	15.70	15.97	16.24	16.47	16.74	17.29	17.57	17.84	18.12	18.40	18.78	19.01	19.28	19.56	19.89	20.55	20.88	21.27	21.60	21.76	22.48	22.76	22.98	23.25	23.64	24.02	24.30	24.58	25.13	25.26	25.37	25.48	25.77
Food Serv. Program Ast.	NFSA	17.61	17.87	19.21	19.54	19.80	20.02	20.34	20.50	20.93	21.14	21.36	21.57	21.84	22.11	22.64	23.61	23.82	23.98	24.20	24.40	24.63	24.83	25.08	25.28	25.52	25.73	25.97	26.88	27.41	27.54	27.66	27.77	28.06
Foodservice Mgr. - ES	NFSM	15.99	16.25	16.46	16.69	16.89	17.09	17.33	17.53	17.78	17.96	18.19	18.42	18.64	18.86	19.06	19.28	19.54	19.73	19.93	20.05	20.36	20.70	20.94	21.05	21.18	21.27	21.41	21.69	22.16	22.29	22.41	22.52	22.80
Food Service Mgr. - HS	HSFM	17.39	17.54	19.12	19.39	19.63	19.87	20.15	20.40	20.69	20.92	21.19	21.46	21.72	21.99	22.25	22.49	22.80	23.04	23.28	23.43	23.79	24.21	24.49	24.62	24.78	24.89	25.05	25.39	25.91	26.04	26.16	26.27	26.55
Food Service Mgr. - MS	AMFM	17.06	17.22	17.46	17.69	17.92	18.13	18.39	18.61	18.87	19.08	19.31	19.56	19.79	20.03	20.26	20.49	20.76	20.97	21.19	21.31	21.65	22.01	22.27	22.39	22.53	22.63	22.77	23.07	23.55	23.68	23.80	23.91	24.20
Food Service Worker	NFSW	12.32	12.53	12.77	13.01	13.19	13.42	13.62	13.83	14.08	14.28	14.50	14.70	14.94	15.12	15.39	15.58	15.82	15.99	16.25	16.35	16.60	16.86	17.03	17.11	17.22	17.33	17.44	17.79	18.20	18.32	18.44	18.55	18.84
Head Custodian	NHDC	13.05	13.29	13.52	13.74	13.92	14.14	14.35	14.60	14.82	15.03	15.22	15.45	15.67	15.89	16.11	16.32	16.53	16.77	16.98	17.10	17.36	17.64	17.83	17.93	18.03	18.12	18.21	18.62	18.99	19.11	19.23	19.34	19.63
Custodian	NCUS	12.32	12.53	12.77	13.01	13.19	13.42	13.62	13.83	14.08	14.28	14.50	14.70	14.94	15.12	15.39	15.58	15.82	15.99	16.25	16.35	16.60	16.86	17.03	17.11	17.22	17.33	17.44	17.79	18.20	18.32	18.44	18.55	18.84
Maintenance	NMAI	13.65	13.89	14.07	14.34	14.53	14.77	14.94	15.20	15.41	15.63	15.84	16.04	16.28	16.48	16.73	16.91	17.14	17.37	17.59	17.69	17.97	18.28	18.51	18.59	18.70	18.83	18.94	19.19	19.61	19.74	19.86	19.96	20.25
Maintenance Dept. Head	NMAH	17.07	17.30	17.49	17.75	17.93	18.15	18.37	18.59	18.82	19.03	19.26	19.46	19.70	19.92	20.12	20.34	20.54	20.77	21.01	21.14	21.49	21.88	22.13	22.28	22.40	22.51	22.64	23.01	23.58	23.81	24.06	24.30	24.55
Bus Driver	NBUD	16.26	16.54	16.82	17.11	17.41	17.72	18.04	18.36	18.68	19.01	19.35	19.70	20.05	20.40	20.77	21.14	21.53	21.91	22.31	22.72	23.13	23.54	23.97	24.41	24.86	25.31	25.77	26.24	26.82	26.95	27.07	27.18	27.47
Bus Monitor	NBUM	11.70	11.78	11.95	12.10	12.27	12.43	12.58	12.78	12.96	13.11	13.28	13.42	13.58	13.76	13.97	14.20	14.40	14.64	14.84	14.94	15.21	15.48	15.66	15.76	15.85	15.95	16.02	16.27	16.72	16.85	16.96	17.07	17.36
Head Mechanic	HMEC	17.98	19.01	19.16	19.28	19.48	19.90	20.10	20.32	20.52	20.75	20.99	21.12	21.46	21.86	22.11	22.26	22.38	22.49	22.62	22.99	23.55	23.72	24.35	24.64	24.95	25.22	25.84	26.19	26.77	26.90	27.02	27.12	27.41
Mechanic	MECH	17.05	17.27	17.47	17.72	17.91	18.13	18.35	18.57	18.80	19.01	19.24	19.44	19.68	19.90	20.10	20.32	20.53	20.75	20.99	21.12	21.46	21.86	22.11	22.26	22.38	22.49	22.62	22.99	26.23	26.36	26.47	26.59	26.88
Health and Wellness Coordinator	HWC	23.58	24.00	24.22	24.43	24.65	25.72	25.99	26.25	26.52	26.79	27.06	28.40	28.67	28.93	29.20	29.47	29.76	30.22	30.54	30.81	32.15	32.47	35.00	35.32	35.64	35.96	36.28	36.54	36.86	36.99	37.11	37.22	37.51
FRYSC Coordinator	NFRC	25.90	26.23	26.58	26.92	27.25	27.59	27.94	28.27	28.61	28.95	29.29	29.63	29.96	30.31	30.65	30.99	31.32	31.66	31.99	32.53	32.66	33.01	33.35	33.68	34.02	34.37	34.53	34.96	36.17	36.30	36.41	36.52	36.81
Program Liaison	NPL	13.46	13.70	13.87	14.12	14.34	14.56	14.77	14.97	15.21	15.41	15.69	15.84	16.06	16.30	16.51	16.74	16.94	17.16	17.41	17.50	17.82	18.14	18.38	18.47	18.59	18.72	18.83	19.09	19.56	19.69	19.80	19.91	20.20
LPN	LPN	19.90	20.17	20.																														