

EXHIBIT "A"

DAVENPORT COMMUNITY SCHOOL DISTRICT
 PARA-EDUCATOR WAGE RATES
 FOR
 CURRENT PARA-EDUCATORS
 2020-2025

Para-Educators (Hired After July 1, 2005)	2021-2022 Rate	2022-2023 Rate	2023-2024 Rate	2024-2025 Rate
Regular <i>without Special Education Differential</i> (01)	\$12.47	\$12.94	\$15.00	\$15.60
Regular <i>with Special Education Differential</i> (07)			\$13.54	\$14.14
Health Para (HLTH)	\$15.63	\$16.10	\$16.70	\$17.30
Bilingual and CV Sites Gen Ed (01)	\$13.54	\$14.01	\$15.00	\$15.60
CV Sites with Special Education Differential (03)	\$13.54	\$14.01	\$14.61	\$15.21
Accompanist (06)	\$14.75	\$15.22	\$15.82	\$16.42
Braille and 2-Year Degree Required (Other than CV Sites) and Interpreters (09)	\$15.49	\$15.96	\$16.56	\$17.16
4-Year Degree Required (10)	\$16.33	\$16.80	\$17.40	\$18.00
Para-Educators (Hired Prior to July 1, 2005)				
Regular without Special Education Differential (01)	\$13.27	\$13.74	\$15.00	\$15.60
With Special Education Differential (02)	\$13.27	\$13.74	\$14.34	\$14.94
With Special Education Differential (03)	\$13.54	\$14.01	\$14.61	\$15.21
With/Without Special Education Differential (04)	\$14.06	\$14.53	\$15.13	\$15.73
(05)	\$14.33	\$14.80	\$15.40	\$16.00
(08)	\$15.12	\$15.59	\$16.19	\$16.79
(09)	\$15.49	\$15.96	\$16.56	\$17.16

Differential pay of thirty-five cents (\$.35) per hour for Para-Educators who meet any or all of the following: High school diploma or GED and have successfully completed two (2) or more years of study in a post-secondary institution in an education related field, or have obtained an Associates or higher degree in an education related field, or a current State of Iowa para-educator certificate.

Pay increases will go into effect within 30 days following receipt, in the office of Human Resources, an official transcript or an official para-educator certificate.

Highly specialized jobs defined in Exhibit A, per the contract, will be paid in accordance with the contract.

Longevity Pay:

10 - 19 years	\$.25 per hour
20+ years	\$.35 per hour

Employees who complete one semester or more in their first year of employment will be credited with having worked a complete year for purposes of establishing eligibility for longevity pay.

Special Education Differential:

All Special Education Para-Educator positions will receive an hourly differential of \$4.00