

**J.O. Combs Unified School District
2024-2025 Support Staff Schedule**

Base Hourly Rate Schedule

Range	Position	Initial Base Hourly Rate**
A (101)	Aide (Bus, Playground), Crossing Guard, Van Driver	\$14.35
B (102)	Childcare Assistant, Early Childhood Assistant, Equipment Manager, Food Service Worker	\$14.42
C (103)	Administrative Clerk, Food Service Cashier, Paraprofessional (Title, ISS, Kinderprep), Special Education Clerk	\$14.53
D (104)	Campus Security, Custodian, Special Education Parapro (Resource, Preschool)	\$14.77
E (105)	Receptionist I	\$15.00
F (106)	Food Service Cook, Library Assistant, Special Education Parapro (Self-contained)	\$15.28
G (107)	Attendance Clerk (K-8), Receptionist II - District	\$15.56
H (108)	Childcare Specialists (Combs Kids, Young Coyotes), Custodian - Lead, Food Service - Lead (Elementary), Program Facilitator	\$15.86
I (109)	Attendance Clerk (9-12) Community Engagement Liaison, Facility Ranger, Grants Management Assistant, Mail Courier/Records Clerk, Records Clerk (HS), Registrar	\$16.21
J (110)	Assistant Mechanic, Bus Driver, Food Service Lead (HS/MS), Health Assistant	\$16.56
K (111)	Administrative Assistant I, District Food Service Lead	\$16.91
L (112)	Bookstore, Bus Driver Trainer, Community Education Activity Lead, Substitute Specialist, Warehouse Technician/Receiving Clerk	\$17.30
M (113)	Accounting Clerk, Computer Technician, HVAC Technician I, Routing Coordinator/Dispatcher	\$17.69
N (114)	Administrative Assistant II	\$18.14
O (115)	Building Manager, HR Benefits, Maintenance Technician - District, AzED Specialist	\$19.00
P (116)	AV Technology Technician	\$19.86
Q (117)	Electrician, HVAC Technician II, Nurse - Student	\$20.73
R (118)	Administrative Assistant III	\$21.61
S (119)	Mechanic, System Specialists	\$22.50
T (120)	Marketing Specialist, Student Information System & State Reporting Specialist	\$23.40

Additional Benefits

Previous Experience**	One percent (1%) of the base hourly rate will be granted for each verified year of experience
J.O. Combs Welcome**: This amount is factored into the base salary, becoming an ongoing part of the individual's salary.	0 Years + \$50
	1-5 Years - \$100
	6-10 Years - \$200
	11-15 Years - \$300
	16+ Years - \$400
Education**	Associates Degree - One percent (1%) of the base salary will be awarded. In addition, other professional training and certifications may also be considered for compensation.
	Bachelor's Degree - two percent (2%) of the base will be awarded
	Master's Degree - two percent (2%) of the base will be awarded
Paid Employee Health Insurance	Available to all eligible employees working at least 30 service hours per week. District pays 100% (\$6,252) for the Combs Primary Health insurance plan. All eligible employees may purchase upgraded insurance plans and/or add dependent coverage. The employee is responsible for the cost of the upgrade/dependent coverage premium above the Combs Primary Health insurance plan.
Paid Employee Life Insurance Coverage	Employees working at least 30 service hours per week receive a \$50,000 benefit

Voluntary Benefits	Employees working at least 30 service hours per week are eligible for voluntary benefits. Voluntary Benefit insurance plans include: dental, vision, AD & D, critical illness, term life and whole life insurance, cancer, hospital, accident, pet, identity theft and legal plans. Health Saving Account (HSA) and Flexible Savings Account (FSA) are also available.
State Retirement	District matches the employee's contribution to Arizona State Retirement
Social Security/Medicare	District matches employee's contribution 7.65%
Tax Sheltered Annuity 403(b)	Available at employee expense
Sick Leave	Eligible employee earn 1 day per month
Vacation Leave	Eligible employee earn, a minimum, 1 day per month (12 month employee only)
Employee Assistance Program	District offers free to all employees
Short-Term Disability Insurance	Available at employee expense
Long-Term Disability Insurance	Provided by the State after 180 days of medical leave
Employee Childcare	District offers Preschool and Before/After School care to all employees at discount rates.

	Adopted July 10, 2024
**Additional compensation is applied to the initial base salary based on the employees qualifications.	