

**J.O. Combs Unified School District
24-25 Exempt Support Staff Salary Schedule**

| Base Salary | | |
|---|-----------------------|-----------------------------------|
| Position | Initial Base Salary** | Length of Contract (Requirements) |
| Combs Performing Arts Center (CPAC) Manager | \$53,267.00 | 261 Days (12 Months) |
| Community Education Supervisor | \$53,267.00 | 261 Days (12 Months) |
| Executive Assistant | \$53,267.00 | 261 Days (12 Months) |
| Food Services Supervisor | \$53,267.00 | 261 Days (12 Months) |
| Human Resources & Benefits Supervisor | \$54,860.00 | 261 Days (12 Months) |
| Network Administrator | \$55,798.00 | 261 Days (12 Months) |
| Payroll Supervisor | \$54,860.00 | 261 Days (12 Months) |
| Purchasing Agent | \$55,798.00 | 261 Days (12 Months) |
| System Specialist | \$53,267.00 | 261 Days (12 Months) |
| Technology Integration Specialist | \$53,267.00 | 261 Days (12 Months) |
| Transportation Supervisor | \$53,267.00 | 261 Days (12 Months) |

| Additional Benefits | |
|--|---|
| Previous Experience** | Two and one-half percent (2.5%) of the base salary will be granted for each year of verified 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 |
| Cell Phone Stipend** | Monthly stipend |
| Contracted Days | 261 contracted days (249 working days and 12 paid holidays) |
| 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 receive \$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. |

Approved May 8, 2024

**Additional compensation is applied to the initial base salary based on the employees qualifications.