

2025-2026 WCHSSSA New Hire Wages

Category	Description	New Hire Wage (0-4 years of experience)	New Hire Wage (5+ years of experience)
A	Administrative Assistants, Specialists	\$20.51	\$22.51
B	Deans' Specialists	\$21.01	\$23.01
C	Clerks	\$17.37	\$19.37
D	Deans' Assistants	\$17.91	\$19.91
E	Interpreter	\$22.41	\$24.41
F	Program Assistants	\$17.37	\$19.37
F2	Program Assistants – Alt Ed	\$17.63	\$19.63
G	Personal Care Assistants	\$17.90	\$19.90
H	Personal Care Assistant/Job Coach	\$19.43	\$21.43
I	Custodians^, Groundskeepers	\$17.41	\$19.41
J	Maintenance	\$28.22	\$30.22
K	Nurse/LPN/RN	\$29.72	\$31.72
L	Tech 1	\$21.25	\$23.25
M	Tech 2	\$23.83	\$25.83
N	Tech 3	\$26.67	\$28.67
O	Family Liaison	\$25.00	\$27.00

^Second and third shift Custodians will receive a one-time shift differential of \$0.50/hour added to their hourly wage and their annual increase will be calculated with the differential included. Employees who received a \$0.25/hour differential upon their hire prior to July 1, 2025, will receive an additional one-time shift differential of \$0.25/hour (for a total of \$0.50/hour). Should the employee permanently transfer to first shift, their hourly wage will be reduced by \$0.50/hour.

College Degree Differential

Employees will receive a one-time hourly wage differential based on their highest level of education as follows:

Degree	Hourly Differential
Associate's degree	\$0.50
Bachelor's degree	\$0.75
Master's degree	\$1.00