



Classified New Hire Placement Guidelines 2025-2026

New Hire Placement:

Initial Placement on the Salary Schedule – The Assistant Superintendent of Human Resources will assign new employees to the appropriate pay range for their position based on documented previous related work experience, according to the following scale.

0 - 1 years of experienceEntry Level
2 - 4 years of experience 2% above entry level
5 or more years of experience 4% above entry level

Pay Grade	new hire	new hire 2% above	new hire 4% above
B	\$15.61	\$15.93	\$16.24
C	\$16.14	\$16.47	\$16.79
D	\$16.66	\$17.00	\$17.33
F	\$17.18	\$17.53	\$17.87
G	\$17.70	\$18.06	\$18.41
H	\$18.22	\$18.59	\$18.95
I	\$18.74	\$19.12	\$19.49
J	\$19.78	\$20.18	\$20.58
K	\$20.82	\$21.24	\$21.66
L	\$21.86	\$22.30	\$22.74
M	\$23.94	\$24.42	\$24.90
N	\$24.98	\$25.48	\$25.98
O	\$26.07	\$26.60	\$27.12

Pay Grade I	New Hire	2% Above	4% Above
IT Support Specialist 19% above	\$22.30	\$22.75	\$23.20
Pay Grade J			
IT Support Specialist 19% above	\$23.54	\$24.01	\$24.48
Administrative Support Coordinator 5% above	\$20.77	\$21.19	\$21.60
Bus Driver 4% above	\$20.58	\$21.00	\$21.41
Pay Grade L			
Mechanic II 12 % above	\$24.49	\$24.98	\$25.47
Pay Grade N			
Video Security Specialist 9% above	\$27.23	\$27.78	\$28.32