APPENDIX A
SALARY SCHEDULE

The following applies to all Divisions:
1. Steps granted for 2025-26.
2. The difference in the new base salary in appendix A below and the salary already paid to the employee for the 2025-26 fiscal year shall be evenly distributed over the remaining pays of the 2025-26 school year.
3. Steps granted for 2026-27 and 2027-28 school years if the employee completes 75% of the work year.
4. Trigger - If the BEA trigger (off schedule payment) activates during the 2026-27 and 2027-28 School Years, the District and Association agree to discuss the amount available to BESPA and the method of distributing the funds determined.

DIVISION 1 PARAPROFESSIONALS

CLASS 1 POSITIONS		2025-26	2026-27	2027-28
Sign Language Interpreters		$27.20	$27.88	$28.58
Certified CTE/STEAM Teacher Assistants		$27.01	$27.69	$28.38
Non-Certified CTE/STEAM Teacher Assistants		$20.25	$20.76	$21.28
Health Care Professional w/ RN Certification		$25.34	$25.97	$26.62
Health Care Professional w/ LPN Certification		$23.24	$23.82	$24.42
Health Care Professional		$21.11	$21.64	$22.18
CLASS 2 POSITIONS	STEP			
Special Education Program Assistants Classroom Assistants Library Media Assistants Study Center Assistants	1	$16.92	$17.34	$17.77
	2	$17.72	$18.16	$18.61
	3	$18.57	$19.03	$19.51
	4	$19.45	$19.94	$20.44
	5	$20.37	$20.88	$21.40
Sensory Room Coordinators		$21.11	$21.64	$22.18

DIVISION 2 MAINTENANCE

CLASS 1 POSITIONS	STEP	2025-26	2026-27	2027-28
Maintenance	1	$22.58	$23.14	$23.72
	2	$23.48	$24.07	$24.67
	3	$24.43	$25.04	$25.67
	4	$25.43	$26.07	$26.72
	5	$26.46	$27.12	$27.80

1. Stipends to be paid annually in June each year (or at resignation/retirement) prorated if full year is not worked.
   a. Locksmith Certification (1) $600
   b. Boiler Operator License (2) $600
   c. Pool Operator Certification (1) $1,000
   d. Back up Pool Operator (1) $600

DIVISION 3 STUDENT NUTRITION

CLASS 1 POSITIONS	STEP	2025-26	2026-27	2027-28
Student Nutrition Coordinators Production Managers Drivers	1	$19.90	$20.40	$20.91
	2	$20.30	$20.81	$21.33
	3	$20.70	$21.22	$21.75
	4		$21.65	$22.19
	5			$22.63
CLASS 2 POSITIONS				
Head Cooks Head Bakers	1	$18.89	$19.36	$19.84
	2	$ 19.27	$19.75	$20.24
	3	$19.66	$20.15	$20.65
	4		$20.55	$21.06
	5			$21.48
CLASS 3 POSITIONS				
Student Nutrition Managers Technicians Clerks	1	$17.16	$17.59	$18.03
	2	$17.50	$17.94	$18.39
	3	$17.85	$18.30	$18.76
	4		$18.67	$19.14
	5			$19.52
CLASS 4 POSITIONS				
Floating Assistant/Manager	1	$16.53	$16.94	$17.36
	2	$16.86	$17.28	$17.71
	3	$17.20	$17.63	$18.07
	4		$17.98	$18.43
	5			$18.80
CLASS 5 POSITIONS				
Student Nutrition Assistants Floating Assistants	1	$15.90	$16.30	$16.71
	2	$ 16.21	$16.62	$17.04
	3	$16.53	$16.94	$17.36
	4		$17.28	$17.71
	5			$18.06
Special Events		$17.55	$17.99	$18.44

1. If an employee is promoted to another position, they will be placed on the next highest step that assures at least a $0.50 increase.

DIVISION 5 SECRETARIAL

SPECIALIST POSITIONS	STEP	2025-26	2026-27	2027-28
Payroll Specialist	1	$26.51	$27.17	$27.85
Fringe Benefit Specialist	2	$28.18	$28.88	$29.60
Accounts Payable Specialist	3	$29.96	$30.71	$31.48

COORDINATOR POSITIONS	STEP	2025-26	2026-27	2027-28
Athletic Department Coordinator	1	$21.01	$21.54	$22.08
	2	$22.41	$22.97	$23.54
Enrollment and Student Services Data Coordinator	3	$23.90	$24.50	$25.11
	4	$25.49	$26.13	$26.78
	5	$27.19	$27.87	$28.57

CLASS 1 POSITIONS	Step	2025-26	2026-27	2027-28
HS Lead Principal Secretary				
HS Grade Level Principal Secretary				
HS Data/Counseling Secretary	1	$19.46	$19.95	$20.45
HS Bookkeeper	2	$20.56	$21.07	$21.60
MS/Inter Lead Principal Secretary	3	$21.87	$22.42	$22.98
Elementary Principal Secretary	4	$23.70	$24.29	$24.90
Operations Department Secretary	5	$25.28	$25.91	$26.56
Community Education Secretary				
Community Ed. Marketing Secretary				
The Bridge Secretary				
Tot Spot Secretary				

CLASS 2 POSITIONS	STEP	2025-26	2026-27	2027-28
HS Attendance Secretary				
HS Main Office Secretary	1	$18.47	$18.93	$19.40
MS/Inter Grade Level Principal Secretary	2	$19.61	$20.10	$20.60
Inter School Secretary (part-time)*	3	$20.91	$21.43	$21.97
Elementary Principal Secretary (part-time)	4	$22.76	$23.33	$23.91
Athletic Department Secretary (part-time)**	5	$24.33	$24.94	$25.56
Senior Center Secretary (part-time)*				

1. Division 5 employees hired prior to July 1, 2012 who are currently receiving $0.10 an hour times their total regularly scheduled hours, will continue to receive this stipend to be paid by August 31 annually. This provision will sunset when these employees terminate employment.
2. * The District will continue to fill this position through Edustaff, at the discretion of the District, until the next vacancy in this position occurs.
3. ** The District will continue to pay this position at the Class 1 rate until the next vacancy in this position occurs.

LONGEVITY

Employees will be paid the following for longevity:

*At the completion of:	Five (5) Years	$500
	Ten (10) Years	$700
	Fifteen (15) Years	$850
	Twenty (20) Years	$1,000
	Twenty-five (25) Years	$1,200

* Employees receiving longevity as of June 30, 2008 will continue to receive longevity. New employees as of July 1, 2008, will receive longevity based on years of seniority in BESPA. The longevity payment will be paid once a year no later than June 30.

MENTORS

Conditions:
- $250/Semester for 10 hours each Semester
- 6-month Probationary Employees - Mentor for one (1) Semester
- 12-month Probationary Employees - Mentor for two (2) Semesters
- District assigns Mentors, chosen from a pool of volunteers
  - Same Division
  - Same building, preferred
  - Mentors should have 3 years of experience, preferred
  - Must be an effective employee, based on their most recent evaluation
  - Interested Employees may express interest to immediate supervisor
- Mentor/Mentee Log (tracking dates of meetings, duration, and topics discussed) expected for payment
- Maximum of 1 Mentee per Mentor