

EXHIBIT A
DAVENPORT COMMUNITY SCHOOL DISTRICT
PARA EDUCATOR SALARY SCHEDULE

Para Educators (Hired After 7/1/2005)	2022-23 Rate	2023-24 Rate	2024-25 Rate	2025-26 Rate	2026-27 Rate
Regular without Special Education Differential (01)	\$ 12.94	\$ 15.00	\$ 15.60	\$ 15.99	\$ 16.39
Regular with Special Education Differential (07)		\$ 13.54	\$ 14.14	\$ 14.53	\$ 14.93
Health Para (HLTH)	\$ 16.10	\$ 16.70	\$ 17.30	\$ 17.69	\$ 18.09
Bilingual and CV Sites Gen Ed (01)	\$ 14.01	\$ 15.00	\$ 15.60	\$ 15.99	\$ 16.39
CV Sites with Special Education Differential (03)	\$ 14.01	\$ 14.61	\$ 15.21	\$ 15.60	\$ 16.00
Accompanist (06)	\$ 15.22	\$ 15.82	\$ 16.42	\$ 16.81	\$ 17.21
Braille and 2-Year Degree Required (Other than CV Sites) and Interpreters (09)	\$ 15.96	\$ 16.56	\$ 17.16	\$ 17.55	\$ 17.95
4-Year Degree Required (10)	\$ 16.80	\$ 17.40	\$ 18.00	\$ 18.39	\$ 18.79
Para-Educators (Hired Prior to July 1, 2005)					
Regular without Special Education Differential (01)	\$ 13.74	\$ 15.00	\$ 15.60	\$ 15.99	\$ 16.39
With Special Education Differential (02)	\$ 13.74	\$ 14.34	\$ 14.94	\$ 15.33	\$ 15.73
With Special Education Differential (03)	\$ 14.01	\$ 14.61	\$ 15.21		
With/Without Special Education Differential (04)	\$ 14.53	\$ 15.13	\$ 15.73	\$ 16.12	\$ 16.52
(05)	\$ 14.80	\$ 15.40	\$ 16.00	\$ 16.39	\$ 16.79
(08)	\$ 15.59	\$ 16.19	\$ 16.79	\$ 17.18	\$ 17.58
(09)	\$ 15.96	\$ 16.56	\$ 17.16	\$ 17.55	\$ 17.95

Differential pay of \$0.50 per hour for Para-Educators who meet any or all of the following:

High school diploma or GED and have successfully completed two (2) or more years of study in a post-secondary institution in an education related field, or have obtained an Associates or higher degree in an education related field, or a current State of Iowa para-educator certificate.

Pay increases will go into effect within 30 days following receipt, in Human Resources, an official transcript or an official para-educator certificate.

Highly specialized jobs defined in Exhibit A, per the contract, will be paid in accordance with the contract.

Longevity Pay:

10 - 19 Years	\$.75 per hour
20 + Years	\$1.05 per hour

Special Education Differential: All Special Education Para-Educator positions will receive an hourly differential of \$4.00.