Classified Rate of Pay

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Classified Rate of Pay

Task 1
Committee Recommendation

Bring all classified staff to the level of a new hire...giving all classified staff credit for their applicable "years of experience."

$265,000



4% Raise
$460,000



Task 2
Committee Recommendation

Give all classified staff raise designed by district and Board of Education.

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Classified Rate of Pay Scale

2% Increase to Base
Limit of 5 Years of Experience

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Base Rate: $11.63	Base Rate: $12.48	Base Rate: $13.97	Base Rate: $14.74	Base Rate: $16.88	Base Rate: $20.15
$0.20 Per Hour Per Year of Experience (Max of 5 Years)	$0.20 Per Hour Per Year of Experience (Max of 5 Years)	$0.20 Per Hour Per Year of Experience (Max of 5 Years)	$0.20 Per Hour Per Year of Experience (Max of 5 Years)	$0.20 Per Hour Per Year of Experience (Max of 5 Years)	$0.20 Per Hour Per Year of Experience (Max of 5 Years)
Laundry Worker	Custodian	Bus Aide	Accounting Clerk	Advanced PC Tech	Bus Driver
Lunchroom Supervisor	Food Service	Bus Trainer / Dispatcher	Accounts Payable Clerk	Certified Nurse's Assistant (CNA)	Licensed Practical Nurse (LPN)
Para I	Library Para	Custodian (Elementary Head)	Benefits Clerk	Mechanic	Maintenance Engineer (Licensed)
Playground Supervisor	Para II	District Courier	Custodian (MS / HS Head)	Network Analyst I	Mechanic (Head)
Summer Maintenance	Piano Accompanist	Fuel Aide	Kitchen Manager	System Analyst I	Network Analyst II
	Secretary	General Maintenance	Payroll Clerk	Website Coordinator	System Analyst II
	Summer Maintenance (Returning)	Health Para	Personnel Clerk		
		Hearing Impaired Para with Level "L"*	SpEd Van Driver		
		Para III			
		Security Guard			
		SpEd Para (SP - Special Programs)			
		Summer Maintenance (Crew Leader)			

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Positions Difficult to Fill

Bus Drivers

Food Service

Special Education Paras

Special Programs

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Bus Drivers

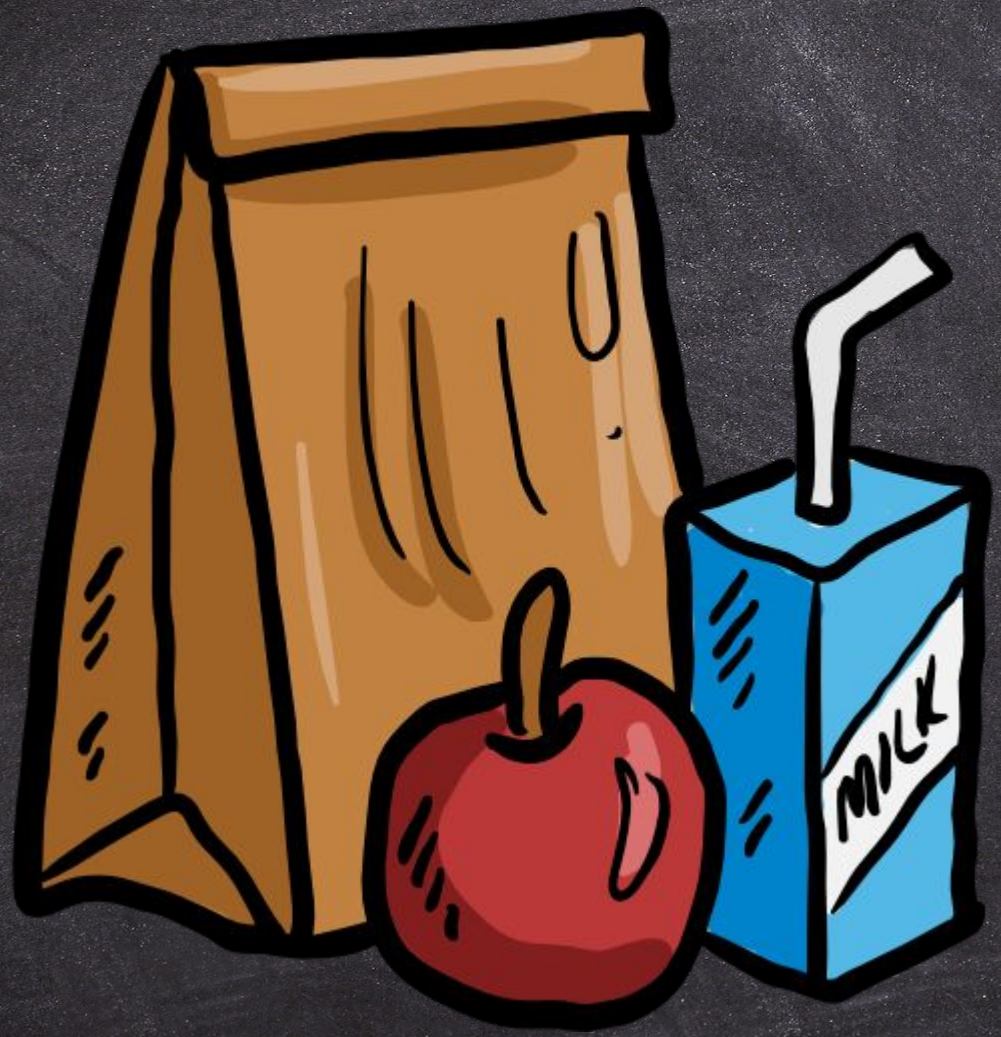
Level 5
$16.55

Level 6
$20.15

Increase of $3.60



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Food Service

Level 1
$11.40

Level 2
$12.48

Increase of $1.08

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Special Education Para

Special Programs





Para I - Level 1
$11.40

$13.97 Increase of $2.57

Para II - Level 2
$12.23

$13.97 Increase of $1.74

Para III - Level 3
$13.70

$13.97 Increase of $0.27

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Strategic Plan

Area 1: Student Engagement

Goal 2: Haysville Public Schools will attract, hire, and retain world class staff members and provide them with the resources to promote student success.

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Funding Sources

Total Estimated Increase in Wages:

Bus Drivers - Estimated $150,000

Food Service Staff - Estimated $45,000

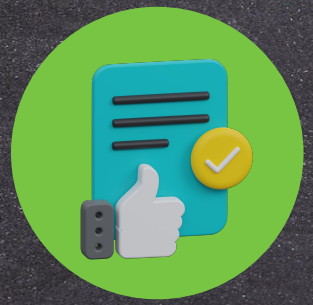
Special Education Paras - Estimated $78,000
(Special Programs)

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Future Goals



Review and write new job descriptions as applicable.



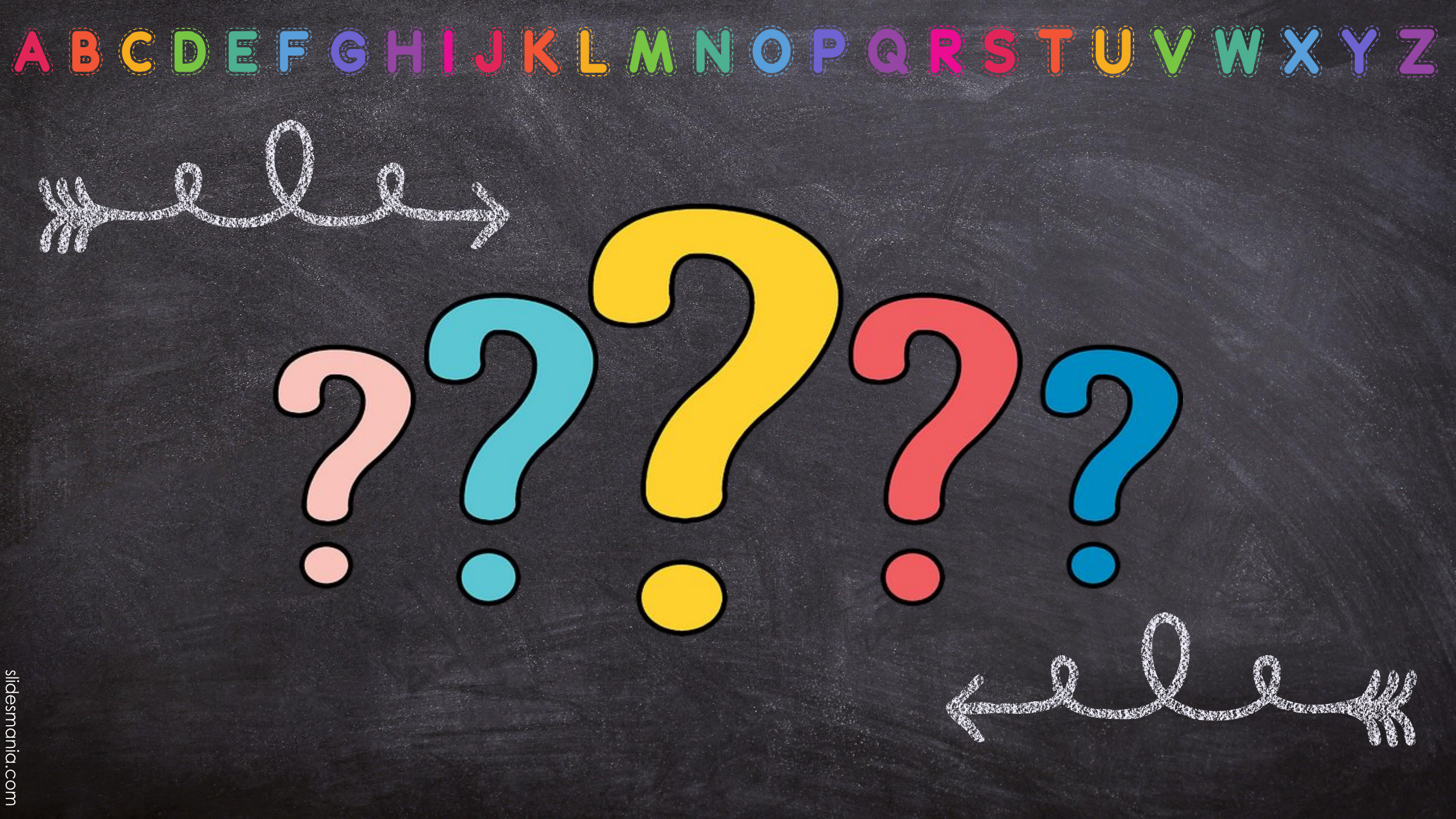
Annual review of job description, and ensure Federal/State requirements are included, if applicable.



Review structure of classified pay scale.

Conduct market analysis to ensure district is remaining competitive with hourly rate of pay.

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