Support Staff Pay Scale - 2026-27

Aide

Step 1	$16.00
Step 2	$16.75
Step 3	$17.50
Step 4	$18.25
Step 5	$19.00

Building Secretaries

Step 1	$19.00
Step 2	$20.00
Step 3	$21.00
Step 4	$22.00
Step 5	$23.00

Maintenance

Step 1	$21.00
Step 2	$22.00
Step 3	$23.00
Step 4	$24.00

Central Office - Admin Asst

Step 1	$24.00
Step 2	$25.00
Step 3	$26.00
Step 4	$27.00
Step 5	$28.00

Custodial/Food Service

Third Party

Technology

Step 1	$20.00
Step 2	$21.00
Step 3	$22.00
Step 4	$23.00

Bus Driver's

Step 1	$18.00 Training/No CDL
Step 2	$19.00 After CDL Obtained
Step 3	$20.00
Step 4	$21.00
Step 5	$22.00
Step 6	$23.00
Step 7	$24.00

Van Driver

Step 1	$17.00
Step 2	$17.50
Step 3	$18.00
Step 4	$18.50
Step 5	$19.00
Step 6	$19.50

Service Credit Incentive:

Beginning 2023-2024, staff who have worked in the District shall be advanced one (1) step or 2.5% if already on top step upon achieving the following years of service with the Coloma Community Schools:

Five (5) Years
Ten (10) Years
Fifteen (15) Years
Twenty (20) Years
Twenty-Five (25) Years
Thirty (30) Years

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*FY26-27 Anyone on the top step will receive a 2.5% increase.
*FY 25-26 Anyone on the top step will receive a 4.19% increase.
*FY24-25 added additional steps to payscale for Paras, Transportation, Building Secretary & Admin Secretary. Anyone on the top step will receive a 5.17% increase.

*FY23-24 converted from 22-23 payscale to 23-24 payscale for Secretaries, Central Office, Technology, Drivers, Maintenance and Aides. Anyone on the top step will receive a 2.25% increase.

*FY22-23 Support Staff at the top step will receive a 3% annual longevity increase in their hourly rate provided that steps are given to employees that have steps remaining(Maintenance, Custodial, Food Service, Bus Drivers, Van Drivers. If steps are frozen longevity pay would not be provided for those at the top step. (FY17-18 1% longevity, FY18-19 2% longevity, FY19-20 2% longevity, FY20-21 2% longevity, FY21-22 6% longevity)

*FY20-21 converted from 19-20 payscale to 20-21 payscale for Secretaries, Central Office, Technology and Aides.

*FY21-22 converted from 20-21 payscale to 21-22 payscale for Bus Driver's and Van Driver's.

Summer/Seasonal Help Pay Schedule - 2026-27

$15

*This doesn't apply to the Summer Migrant Program Staff
*It applies to student workers and custodial/maintenance seasonal workers