



Classified New Hire Placement Guidelines 2026-2027

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	\$15.77	\$16.09	\$16.41
C	\$16.31	\$16.64	\$16.97
D	\$16.83	\$17.17	\$17.51
F	\$17.36	\$17.71	\$18.06
G	\$17.88	\$18.24	\$18.60
H	\$18.41	\$18.78	\$19.15
I	\$18.93	\$19.31	\$19.69
J	\$19.98	\$20.38	\$20.78
K	\$21.03	\$21.46	\$21.88
L	\$22.08	\$22.53	\$22.97
M	\$24.18	\$24.67	\$25.15
N	\$25.23	\$25.74	\$26.24
O	\$28.36	\$28.93	\$29.50

Pay Grade I	New Hire	2% Above	4% Above
IT Support Specialist 19% above	\$22.53	\$22.99	\$23.44
Pay Grade J			
IT Support Specialist 19% above	\$23.78	\$24.26	\$24.74
Administrative Support Coordinator 5% above	\$20.98	\$21.40	\$21.82
Bus Driver 4% above	\$20.78	\$21.20	\$21.62
Pay Grade L			
Mechanic II 12 % above	\$24.73	\$25.23	\$25.72
Pay Grade N			
Video Security Specialist 9% above	\$27.50	\$28.05	\$28.60