

2026-2027	DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
TRANSPORTATION											
Mechanic IV	Shop Lead	\$32.75	\$33.29	\$33.84	\$34.39	\$34.93	\$35.48	\$36.03	\$36.57	\$37.12	\$37.67
Mechanic III	ASE Certified	\$28.37	\$28.91	\$29.45	\$29.99	\$30.53	\$31.07	\$31.61	\$32.15	\$32.69	\$33.23
Mechanic II**	Mechanic II	\$25.24	\$25.78	\$26.32	\$26.86	\$27.40	\$27.94	\$28.48	\$29.02	\$29.56	\$30.11
Mechanic I	Service Technician	\$24.11	\$24.65	\$25.19	\$25.73	\$26.28	\$26.82	\$27.36	\$27.90	\$28.44	\$28.98
Driver Trainer	Driver Trainer	\$30.24	\$30.78	\$31.32	\$31.86	\$32.40	\$32.94	\$33.48	\$34.02	\$34.56	\$35.11
Driver	Driver	\$24.16	\$24.70	\$25.24	\$25.78	\$26.32	\$26.86	\$27.40	\$27.94	\$28.49	\$29.03
Non CDL Driver	Non CDL Driver	\$19.65	\$20.19	\$20.73	\$21.27	\$21.81	\$22.35	\$22.89	\$23.43	\$23.96	\$24.50
Bus Supervision Aide	Supervision Aide	\$18.39	\$18.94	\$19.49	\$20.04	\$20.59	\$21.14	\$21.69	\$22.24	\$22.78	\$23.33
Dispatcher	Dispatcher	\$18.83	\$19.37	\$19.92	\$20.47	\$21.01	\$21.56	\$22.10	\$22.65	\$23.20	\$23.74
Router/Support Spec.	Router/Support Specialist	\$25.73	\$26.27	\$26.81	\$27.35	\$27.90	\$28.44	\$28.98	\$29.52	\$30.06	\$30.60
MAINTENANCE											
State Licensed Journey Level Trades	Electrician (01), Plumber (PL01), HVAC/Refrigeration Systems (06A), Specialty Licensed Controls Technician (06)	\$39.13	\$39.67	\$40.21	\$40.75	\$41.29	\$41.83	\$42.37	\$42.91	\$43.45	\$43.99
State Licensed Maintenance Technician	Maintenance Technician (07)	\$32.75	\$33.29	\$33.84	\$34.39	\$34.93	\$35.48	\$36.03	\$36.57	\$37.12	\$37.67
Non-Licensed Journey Level Trades*	Journey Level Carpenter, Journey Level Fabricator & Asbestos Technician, Journey Level Painter	\$32.42	\$32.96	\$33.51	\$34.05	\$34.59	\$35.13	\$35.67	\$36.21	\$36.75	\$37.29
Maintenance III*	Apprentice	\$28.12	\$28.66	\$29.20	\$29.74	\$30.28	\$30.82	\$31.36	\$31.90	\$32.44	\$32.98
Maintenance II	General Maintenance	\$26.32	\$26.86	\$27.40	\$27.94	\$28.48	\$29.02	\$29.56	\$30.10	\$30.64	\$31.18
Maintenance I	Warehouse and Delivery	\$23.86	\$24.41	\$24.96	\$25.51	\$26.06	\$26.61	\$27.16	\$27.71	\$28.25	\$28.80
GROUNDS											
Groundkeeper III	Grounds Lead	\$28.91	\$29.46	\$30.00	\$30.55	\$31.10	\$31.64	\$32.19	\$32.74	\$33.28	\$33.83
Groundkeeper II	Licensed Sprayer	\$26.77	\$27.32	\$27.86	\$28.41	\$28.96	\$29.50	\$30.05	\$30.60	\$31.14	\$31.69
Groundkeeper I**	General Grounds	\$24.59	\$25.13	\$25.68	\$26.23	\$26.77	\$27.32	\$27.86	\$28.41	\$28.96	\$29.50
CUSTODIAL											
Custodian IV	HS/MS Lead	\$23.86	\$24.41	\$24.96	\$25.51	\$26.06	\$26.61	\$27.16	\$27.71	\$28.25	\$28.80
Custodian III	Elementary Lead	\$23.11	\$23.66	\$24.21	\$24.76	\$25.31	\$25.86	\$26.41	\$26.96	\$27.51	\$28.05
Custodian II	Night Lead	\$22.56	\$23.11	\$23.66	\$24.21	\$24.76	\$25.31	\$25.86	\$26.41	\$26.96	\$27.51
Custodian I	Custodian	\$22.02	\$22.56	\$23.11	\$23.66	\$24.21	\$24.76	\$25.31	\$25.86	\$26.41	\$26.96
TECHNOLOGY											
Technology IV	IT Systems Support Specialist	\$33.35	\$33.90	\$34.45	\$35.01	\$35.56	\$36.11	\$36.66	\$37.21	\$37.76	\$38.32
Technology III	IT Support Specialist	\$29.79	\$30.34	\$30.89	\$31.45	\$32.00	\$32.55	\$33.10	\$33.65	\$34.20	\$34.76
Technology II	SIS Specialist	\$26.76	\$27.31	\$27.86	\$28.41	\$28.96	\$29.51	\$30.07	\$30.62	\$31.17	\$31.72
NUTRITION SERVICES											
Kitchen Lead	Kitchen Lead	\$23.86	\$24.41	\$24.96	\$25.51	\$26.06	\$26.61	\$27.16	\$27.71	\$28.25	\$28.80
Cook and Baker	Cook	\$20.56	\$21.10	\$21.64	\$22.18	\$22.73	\$23.27	\$23.81	\$24.35	\$24.89	\$25.43
Lead Line	Lead Line	\$19.48	\$20.02	\$20.56	\$21.10	\$21.64	\$22.18	\$22.73	\$23.27	\$23.81	\$24.35
Kitchen Assistant/Cashier	Kitchen Assistant/Cashier	\$18.94	\$19.48	\$20.02	\$20.56	\$21.10	\$21.64	\$22.18	\$22.73	\$23.27	\$23.81
Warehouse/Delivery	Warehouse/Delivery	\$23.86	\$24.41	\$24.96	\$25.51	\$26.06	\$26.61	\$27.16	\$27.71	\$28.25	\$28.80

2026-2027	DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SECRETARIAL/CLERICAL											
Secretary IV	Department Head Secretary, School Building Office Manager, HS Registrar	\$23.91	\$24.46	\$25.01	\$25.56	\$26.11	\$26.66	\$27.21	\$27.76	\$28.30	\$28.85
Secretary III	Compliance & Inventory-Nutrition Services, Student Records & Compliance-SSS, HS Activities/Athletics, HS/MS Library Media Specialist, HS Attendance, MS Registrar	\$22.32	\$22.86	\$23.41	\$23.96	\$24.50	\$25.05	\$25.60	\$26.14	\$26.69	\$27.24
Secretary II	Elem and MS Attendance, Counseling & Career Center, Events Scheduler & Inventory-M&O, MS Activities/Athletics	\$21.28	\$21.83	\$22.37	\$22.92	\$23.47	\$24.01	\$24.56	\$25.10	\$25.65	\$26.20
Secretary I	Reception/Clerical Assistant, HS Attendance Support	\$19.75	\$20.30	\$20.84	\$21.39	\$21.94	\$22.48	\$23.03	\$23.58	\$24.12	\$24.67
Support Assistant	Student Support Services	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
PARAEDUCATOR											
Instructional Paraeducator***	Behavior Specialist	\$20.20	\$20.75	\$21.30	\$21.85	\$22.39	\$22.94	\$23.49	\$24.04	\$24.59	\$25.14
Instructional Paraeducator***	Self-Contained Paraeducator	\$19.54	\$20.09	\$20.64	\$21.19	\$21.74	\$22.29	\$22.84	\$23.39	\$23.94	\$24.49
Instructional Paraeducator***	Instructional Paraeducator	\$18.94	\$19.49	\$20.04	\$20.59	\$21.14	\$21.69	\$22.24	\$22.78	\$23.33	\$23.88
ECEAP											
Family Support Specialist	Family Support Specialist	\$23.11	\$23.65	\$24.20	\$24.74	\$25.28	\$25.83	\$26.37	\$26.91	\$27.46	\$28.00
Lead Instructor	Lead Instructor	\$23.11	\$23.65	\$24.20	\$24.74	\$25.28	\$25.83	\$26.37	\$26.91	\$27.46	\$28.00
Instructional Paraeducator***	Preschool/ECEAP	\$18.94	\$19.49	\$20.04	\$20.59	\$21.14	\$21.69	\$22.24	\$22.78	\$23.33	\$23.88
ACCOUNTING											
Bookkeeper	Bookkeeper	\$23.71	\$24.26	\$24.81	\$25.36	\$25.91	\$26.46	\$27.01	\$27.56	\$28.10	\$28.65
SPECIALIST											
Student Academic Support Specialist***	Student Academic Support Specialist	\$24.84	\$25.40	\$25.95	\$26.50	\$27.06	\$27.61	\$28.17	\$28.72	\$29.28	\$29.83
Student Safety & Access Specialist	Student Safety & Access Specialist, Student Support Specialist	\$24.39	\$24.95	\$25.50	\$26.05	\$26.61	\$27.16	\$27.72	\$28.27	\$28.83	\$29.38
LPN, COTA, SLPA	LPN, COTA, SLPA, PTA	\$24.39	\$24.95	\$25.50	\$26.05	\$26.61	\$27.16	\$27.72	\$28.27	\$28.83	\$29.38
Interpreter	Interpreter	\$24.39	\$24.95	\$25.50	\$26.05	\$26.61	\$27.16	\$27.72	\$28.27	\$28.83	\$29.38
Health Aide	Health Aide	\$21.73	\$22.28	\$22.84	\$23.39	\$23.95	\$24.50	\$25.06	\$25.61	\$26.17	\$26.72
Supervision Specialist	Supervision Specialist	\$18.39	\$18.94	\$19.49	\$20.04	\$20.59	\$21.14	\$21.69	\$22.24	\$22.78	\$23.33

* At District discretion, the maintenance Director may move a maintenance employee into and out of an apprentice position and into non-licensed journey level trades without job postings

** Employee may move up to the next position by attaining certification and/or licensure as indicated in the higher position job description

*** This position requires employee's to meet the paraeducator standards

Hygiene Pay - Section 20.4

Salary Placement - Section 20.5

2027-2028	DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
TRANSPORTATION											
Mechanic IV	Shop Lead	\$33.82	\$34.38	\$34.94	\$35.50	\$36.06	\$36.62	\$37.18	\$37.74	\$38.30	\$38.86
Mechanic III	ASE Certified	\$29.22	\$29.77	\$30.33	\$30.89	\$31.45	\$32.00	\$32.56	\$33.12	\$33.67	\$34.23
Mechanic II**	Mechanic II	\$25.99	\$26.55	\$27.11	\$27.66	\$28.22	\$28.78	\$29.34	\$29.89	\$30.45	\$31.01
Mechanic I	Service Technician	\$24.83	\$25.39	\$25.95	\$26.51	\$27.06	\$27.62	\$28.18	\$28.74	\$29.29	\$29.85
Driver Trainer	Driver Trainer	\$30.99	\$31.55	\$32.10	\$32.66	\$33.21	\$33.77	\$34.32	\$34.87	\$35.43	\$35.98
Driver	Driver	\$24.76	\$25.32	\$25.87	\$26.42	\$26.98	\$27.53	\$28.09	\$28.64	\$29.20	\$29.75
Non CDL Driver	Non CDL Driver	\$20.14	\$20.70	\$21.25	\$21.80	\$22.35	\$22.91	\$23.46	\$24.01	\$24.56	\$25.12
Bus Supervision Aide	Supervision Aide	\$18.95	\$19.51	\$20.08	\$20.64	\$21.20	\$21.77	\$22.33	\$22.89	\$23.45	\$24.02
Dispatcher	Dispatcher	\$19.39	\$19.95	\$20.52	\$21.08	\$21.64	\$22.20	\$22.77	\$23.33	\$23.89	\$24.46
Router/Support Spec.	Router/Support Specialist	\$26.50	\$27.06	\$27.62	\$28.18	\$28.73	\$29.29	\$29.85	\$30.40	\$30.96	\$31.52
MAINTENANCE											
State Licensed Journey Level Trades	Electrician (01), Plumber (PL01), HVAC/Refrigeration Systems (06A), Specialty Licensed Controls Technician (06)	\$40.60	\$41.16	\$41.71	\$42.27	\$42.82	\$43.38	\$43.93	\$44.49	\$45.04	\$45.59
State Licensed Maintenance Technician	Maintenance Technician (07)	\$33.82	\$34.38	\$34.94	\$35.50	\$36.06	\$36.62	\$37.18	\$37.74	\$38.30	\$38.86
Non-Licensed Journey Level Trades*	Journey Level Carpenter, Journey Level Fabricator & Asbestos Technician, Journey Level Painter	\$33.48	\$34.04	\$34.59	\$35.15	\$35.70	\$36.26	\$36.81	\$37.37	\$37.92	\$38.48
Maintenance III*	Apprentice	\$28.96	\$29.52	\$30.07	\$30.63	\$31.19	\$31.75	\$32.30	\$32.86	\$33.42	\$33.97
Maintenance II	General Maintenance	\$27.10	\$27.66	\$28.22	\$28.78	\$29.33	\$29.89	\$30.45	\$31.01	\$31.56	\$32.12
Maintenance I	Warehouse and Delivery	\$24.58	\$25.14	\$25.71	\$26.27	\$26.84	\$27.41	\$27.97	\$28.54	\$29.10	\$29.67
GROUNDS											
Groundkeeper III	Grounds Lead	\$30.03	\$30.59	\$31.15	\$31.72	\$32.28	\$32.84	\$33.40	\$33.97	\$34.53	\$35.09
Groundkeeper II	Licensed Sprayer	\$27.69	\$28.25	\$28.81	\$29.37	\$29.93	\$30.49	\$31.05	\$31.61	\$32.17	\$32.73
Groundkeeper I**	General Grounds	\$25.32	\$25.89	\$26.45	\$27.01	\$27.57	\$28.14	\$28.70	\$29.26	\$29.83	\$30.39
CUSTODIAL											
Custodian IV	HS/MS Lead	\$24.58	\$25.14	\$25.71	\$26.27	\$26.84	\$27.41	\$27.97	\$28.54	\$29.10	\$29.67
Custodian III	Elementary Lead	\$23.81	\$24.37	\$24.94	\$25.50	\$26.07	\$26.63	\$27.20	\$27.77	\$28.33	\$28.90
Custodian II	Night Lead	\$23.24	\$23.81	\$24.37	\$24.94	\$25.50	\$26.07	\$26.63	\$27.20	\$27.77	\$28.33
Custodian I	Custodian	\$22.68	\$23.24	\$23.81	\$24.37	\$24.94	\$25.50	\$26.07	\$26.63	\$27.20	\$27.77
TECHNOLOGY											
Technology IV	IT Systems Support Specialist	\$34.78	\$35.35	\$35.91	\$36.48	\$37.05	\$37.61	\$38.18	\$38.74	\$39.31	\$39.87
Technology III	IT Support Specialist	\$30.68	\$31.25	\$31.82	\$32.39	\$32.96	\$33.52	\$34.09	\$34.66	\$35.23	\$35.80
Technology II	SIS Specialist	\$27.56	\$28.13	\$28.70	\$29.26	\$29.83	\$30.40	\$30.97	\$31.54	\$32.10	\$32.67
NUTRITION SERVICES											
Kitchen Lead	Kitchen Lead	\$24.58	\$25.14	\$25.71	\$26.27	\$26.84	\$27.41	\$27.97	\$28.54	\$29.10	\$29.67
Cook and Baker	Cook	\$21.18	\$21.73	\$22.29	\$22.85	\$23.41	\$23.96	\$24.52	\$25.08	\$25.64	\$26.19
Lead Line	Lead Line	\$20.06	\$20.62	\$21.18	\$21.73	\$22.29	\$22.85	\$23.41	\$23.96	\$24.52	\$25.08
Kitchen Assistant/Cashier	Kitchen Assistant/Cashier	\$19.51	\$20.06	\$20.62	\$21.18	\$21.73	\$22.29	\$22.85	\$23.41	\$23.96	\$24.52
Warehouse/Delivery	Warehouse/Delivery	\$24.58	\$25.14	\$25.71	\$26.27	\$26.84	\$27.41	\$27.97	\$28.54	\$29.10	\$29.67

2027-2028	DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SECRETARIAL/CLERICAL											
Secretary IV	Department Head Secretary, School Building Office Manager, HS Registrar	\$24.76	\$25.32	\$25.89	\$26.45	\$27.01	\$27.57	\$28.14	\$28.70	\$29.26	\$29.83
Secretary III	Compliance & Inventory-Nutrition Services, Student Records & Compliance-SSS, HS Activities/Athletics, HS/MS Library Media Specialist, HS Attendance, MS Registrar	\$22.98	\$23.54	\$24.10	\$24.66	\$25.22	\$25.78	\$26.34	\$26.90	\$27.46	\$28.02
Secretary II	Elem and MS Attendance, Counseling & Career Center, Events Scheduler & Inventory-M&O, MS Activities/Athletics	\$21.91	\$22.47	\$23.03	\$23.59	\$24.15	\$24.71	\$25.27	\$25.83	\$26.39	\$26.95
Secretary I	Reception/Clerical Assistant, HS Attendance Support	\$20.34	\$20.90	\$21.46	\$22.02	\$22.58	\$23.14	\$23.70	\$24.26	\$24.82	\$25.38
Support Assistant	Student Support Services	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
PARAEDUCATOR											
Instructional Paraeducator***	Behavior Specialist	\$20.80	\$21.37	\$21.94	\$22.50	\$23.07	\$23.63	\$24.20	\$24.76	\$25.33	\$25.89
Instructional Paraeducator***	Self-Contained Paraeducator	\$20.13	\$20.70	\$21.26	\$21.83	\$22.39	\$22.96	\$23.52	\$24.09	\$24.66	\$25.22
Instructional Paraeducator***	Instructional Paraeducator	\$19.51	\$20.07	\$20.64	\$21.21	\$21.77	\$22.34	\$22.90	\$23.47	\$24.03	\$24.60
ECEAP											
Family Support Speciaslist	Family Support Specialist	\$23.80	\$24.36	\$24.92	\$25.48	\$26.04	\$26.60	\$27.16	\$27.72	\$28.28	\$28.84
Lead Instructor	Lead Instructor	\$23.80	\$24.36	\$24.92	\$25.48	\$26.04	\$26.60	\$27.16	\$27.72	\$28.28	\$28.84
Instructional Paraeducator***	Preschool/ECEAP	\$19.51	\$20.07	\$20.64	\$21.21	\$21.77	\$22.34	\$22.90	\$23.47	\$24.03	\$24.60
ACCOUNTING											
Bookkeeper	Bookkeeper	\$23.71	\$24.26	\$24.81	\$25.36	\$25.91	\$26.46	\$27.01	\$27.56	\$28.10	\$28.65
SPECIALIST											
Student Academic Support Specialist***	Student Academic Support Specialist	\$25.59	\$26.16	\$26.73	\$27.30	\$27.87	\$28.44	\$29.01	\$29.58	\$30.15	\$30.73
Student Safety & Access Specialist	Student Safety & Access Specialist, Student Support Specialist	\$25.12	\$25.69	\$26.26	\$26.84	\$27.41	\$27.98	\$28.55	\$29.12	\$29.69	\$30.26
LPN, COTA, SLPA	LPN, COTA, SLPA, PTA	\$25.12	\$25.69	\$26.26	\$26.84	\$27.41	\$27.98	\$28.55	\$29.12	\$29.69	\$30.26
Interpreter	Interpreter	\$25.12	\$25.69	\$26.26	\$26.84	\$27.41	\$27.98	\$28.55	\$29.12	\$29.69	\$30.26
Health Aide	Health Aide	\$22.38	\$22.95	\$23.52	\$24.10	\$24.67	\$25.24	\$25.81	\$26.38	\$26.95	\$27.52
Supervision Specialist	Supervision Specialist	\$18.94	\$19.51	\$20.07	\$20.64	\$21.21	\$21.77	\$22.34	\$22.90	\$23.47	\$24.03

* At District discretion, the maintenance Director may move a maintenance employee into and out of an apprentice position and into non-licensed journey level trades without job postings

** Employee may move up to the next position by attaining certification and/or licensure as indicated in the higher position job description

*** This position requires employee's to meet the paraeducator standards

Hygiene Pay - Section 20.4

Salary Placement - Section 20.5

2028-2029	DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
TRANSPORTATION											
Mechanic IV	Shop Lead	\$34.83	\$35.41	\$35.98	\$36.56	\$37.14	\$37.72	\$38.29	\$38.87	\$39.45	\$40.02
Mechanic III	ASE Certified	\$30.09	\$30.67	\$31.24	\$31.81	\$32.39	\$32.96	\$33.54	\$34.11	\$34.68	\$35.26
Mechanic II**	Mechanic II	\$26.77	\$27.35	\$27.92	\$28.49	\$29.07	\$29.64	\$30.22	\$30.79	\$31.36	\$31.94
Mechanic I	Service Technician	\$25.58	\$26.15	\$26.73	\$27.30	\$27.88	\$28.45	\$29.02	\$29.60	\$30.17	\$30.75
Driver Trainer	Driver Trainer	\$32.42	\$32.99	\$33.56	\$34.14	\$34.71	\$35.28	\$35.85	\$36.42	\$36.99	\$37.56
Driver	Driver	\$25.65	\$26.22	\$26.79	\$27.36	\$27.93	\$28.50	\$29.08	\$29.65	\$30.22	\$30.79
Non CDL Driver	Non CDL Driver	\$20.90	\$21.46	\$22.03	\$22.60	\$23.16	\$23.73	\$24.30	\$24.86	\$25.43	\$25.99
Bus Supervision Aide	Supervision Aide	\$19.51	\$20.09	\$20.68	\$21.26	\$21.84	\$22.42	\$23.01	\$23.59	\$24.17	\$24.75
Dispatcher	Dispatcher	\$20.03	\$20.60	\$21.18	\$21.76	\$22.33	\$22.91	\$23.49	\$24.06	\$24.64	\$25.22
Router/Support Spec.	Router/Support Specialist	\$27.40	\$27.97	\$28.55	\$29.12	\$29.69	\$30.27	\$30.84	\$31.42	\$31.99	\$32.56
MAINTENANCE											
State Licensed Journey Level Trades	Electrician (01), Plumber (PL01), HVAC/Refrigeration Systems (06A), Specialty Licensed Controls Technician (06)	\$42.37	\$42.94	\$43.51	\$44.07	\$44.64	\$45.21	\$45.78	\$46.35	\$46.92	\$47.48
State Licensed Maintenance Technician	Maintenance Technician (07)	\$34.83	\$35.41	\$35.98	\$36.56	\$37.14	\$37.72	\$38.29	\$38.87	\$39.45	\$40.02
Non-Licensed Journey Level Trades*	Journey Level Carpenter, Journey Level Fabricator & Asbestos Technician, Journey Level Painter	\$34.57	\$35.14	\$35.71	\$36.28	\$36.84	\$37.41	\$37.98	\$38.55	\$39.12	\$39.69
Maintenance III*	Apprentice	\$29.83	\$30.40	\$30.98	\$31.55	\$32.12	\$32.70	\$33.27	\$33.85	\$34.42	\$34.99
Maintenance II	General Maintenance	\$27.92	\$28.49	\$29.07	\$29.64	\$30.21	\$30.79	\$31.36	\$31.94	\$32.51	\$33.08
Maintenance I	Warehouse and Delivery	\$25.32	\$25.90	\$26.48	\$27.06	\$27.65	\$28.23	\$28.81	\$29.39	\$29.98	\$30.56
GROUNDS											
Groundkeeper III	Grounds Lead	\$31.08	\$31.66	\$32.24	\$32.82	\$33.40	\$33.98	\$34.56	\$35.14	\$35.72	\$36.30
Groundkeeper II	Licensed Sprayer	\$28.63	\$29.21	\$29.78	\$30.36	\$30.93	\$31.50	\$32.08	\$32.65	\$33.23	\$33.80
Groundkeeper I**	General Grounds	\$26.08	\$26.66	\$27.24	\$27.82	\$28.40	\$28.98	\$29.56	\$30.14	\$30.72	\$31.30
CUSTODIAL											
Custodian IV	HS/MS Lead	\$25.32	\$25.90	\$26.48	\$27.06	\$27.65	\$28.23	\$28.81	\$29.39	\$29.98	\$30.56
Custodian III	Elementary Lead	\$24.65	\$25.23	\$25.81	\$26.39	\$26.97	\$27.55	\$28.13	\$28.71	\$29.29	\$29.87
Custodian II	Night Lead	\$24.07	\$24.65	\$25.23	\$25.81	\$26.39	\$26.97	\$27.55	\$28.13	\$28.71	\$29.29
Custodian I	Custodian	\$23.36	\$23.94	\$24.52	\$25.10	\$25.69	\$26.27	\$26.85	\$27.43	\$28.02	\$28.60
TECHNOLOGY											
Technology IV	IT Systems Support Specialist	\$35.90	\$36.48	\$37.06	\$37.64	\$38.22	\$38.80	\$39.38	\$39.96	\$40.54	\$41.12
Technology III	IT Support Specialist	\$31.60	\$32.19	\$32.77	\$33.36	\$33.95	\$34.53	\$35.12	\$35.70	\$36.29	\$36.87
Technology II	SIS Specialist	\$28.39	\$28.97	\$29.56	\$30.14	\$30.73	\$31.31	\$31.90	\$32.48	\$33.07	\$33.65
NUTRITION SERVICES											
Kitchen Lead	Kitchen Lead	\$25.32	\$25.90	\$26.48	\$27.06	\$27.65	\$28.23	\$28.81	\$29.39	\$29.98	\$30.56
Cook and Baker	Cook	\$21.81	\$22.39	\$22.96	\$23.53	\$24.11	\$24.68	\$25.26	\$25.83	\$26.41	\$26.98
Lead Line	Lead Line	\$20.66	\$21.24	\$21.81	\$22.39	\$22.96	\$23.53	\$24.11	\$24.68	\$25.26	\$25.83
Kitchen Assistant/Cashier	Kitchen Assistant/Cashier	\$20.09	\$20.66	\$21.24	\$21.81	\$22.39	\$22.96	\$23.53	\$24.11	\$24.68	\$25.26
Warehouse/Delivery	Warehouse/Delivery	\$25.32	\$25.90	\$26.48	\$27.06	\$27.65	\$28.23	\$28.81	\$29.39	\$29.98	\$30.56

2028-2029		DESCRIPTION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SECRETARIAL/CLERICAL												
Secretary IV	Department Head Secretary, School Building Office Manager, HS Registrar	\$25.63	\$26.21	\$26.78	\$27.36	\$27.94	\$28.51	\$29.09	\$29.67	\$30.24	\$30.82	
Secretary III	Compliance & Inventory-Nutrition Services, Student Records & Compliance-SSS, HS Activities/Athletics, HS/MS Library Media Specialist, HS Attendance, MS Registrar	\$23.62	\$24.20	\$24.78	\$25.36	\$25.94	\$26.52	\$27.10	\$27.68	\$28.26	\$28.84	
Secretary II	Elem and MS Attendance, Counseling & Career Center, Events Scheduler & Inventory-M&O, MS Activities/Athletics	\$22.46	\$23.03	\$23.61	\$24.18	\$24.76	\$25.33	\$25.90	\$26.48	\$27.05	\$27.63	
Secretary I	Reception/Clerical Assistant, HS Attendance Support	\$20.85	\$21.43	\$22.00	\$22.57	\$23.15	\$23.72	\$24.30	\$24.87	\$25.45	\$26.02	
Support Assistant	Student Support Services	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	
PARAEDUCATOR												
Instructional Paraeducator***	Behavior Specialist	\$21.43	\$22.01	\$22.59	\$23.18	\$23.76	\$24.34	\$24.92	\$25.51	\$26.09	\$26.67	
Instructional Paraeducator***	Self-Contained Paraeducator	\$20.74	\$21.32	\$21.90	\$22.48	\$23.07	\$23.65	\$24.23	\$24.81	\$25.39	\$25.98	
Instructional Paraeducator***	Instructional Paraeducator	\$20.09	\$20.68	\$21.26	\$21.84	\$22.42	\$23.01	\$23.59	\$24.17	\$24.75	\$25.34	
ECEAP												
Family Support Specialist	Family Support Specialist	\$24.51	\$25.09	\$25.67	\$26.25	\$26.82	\$27.40	\$27.98	\$28.55	\$29.13	\$29.71	
Lead Instructor	Lead Instructor	\$24.51	\$25.09	\$25.67	\$26.25	\$26.82	\$27.40	\$27.98	\$28.55	\$29.13	\$29.71	
Instructional Paraeducator***	Preschool/ECEAP	\$20.09	\$20.68	\$21.26	\$21.84	\$22.42	\$23.01	\$23.59	\$24.17	\$24.75	\$25.34	
ACCOUNTING												
Bookkeeper	Bookkeeper	\$25.16	\$25.74	\$26.32	\$26.90	\$27.49	\$28.07	\$28.65	\$29.23	\$29.82	\$30.40	
SPECIALIST												
Student Academic Support Specialist***	Student Academic Support Specialist	\$26.35	\$26.94	\$27.53	\$28.12	\$28.71	\$29.29	\$29.88	\$30.47	\$31.06	\$31.65	
Student Safety & Access Specialist	Student Safety & Access Specialist, Student Support Specialist	\$25.88	\$26.46	\$27.05	\$27.64	\$28.23	\$28.82	\$29.41	\$29.99	\$30.58	\$31.17	
LPN, COTA, SLPA	LPN, COTA, SLPA, PTA	\$25.88	\$26.46	\$27.05	\$27.64	\$28.23	\$28.82	\$29.41	\$29.99	\$30.58	\$31.17	
Interpreter	Interpreter	\$25.88	\$26.46	\$27.05	\$27.64	\$28.23	\$28.82	\$29.41	\$29.99	\$30.58	\$31.17	
Health Aide	Health Aide	\$23.05	\$23.64	\$24.23	\$24.82	\$25.41	\$25.99	\$26.58	\$27.17	\$27.76	\$28.35	
Supervision Specialist	Supervision Specialist	\$19.51	\$20.09	\$20.68	\$21.26	\$21.84	\$22.42	\$23.01	\$23.59	\$24.17	\$24.75	

* At District discretion, the maintenance Director may move a maintenance employee into and out of an apprentice position and into non-licensed journey level trades without job postings

** Employee may move up to the next position by attaining certification and/or licensure as indicated in the higher position job description

*** This position requires employee's to meet the paraeducator standards

Hygiene Pay - Section 20.4

Salary Placement - Section 20.5