# Para Professional

**Salary Schedule**

**Effective September 1, 2019**

Para Professional

Step 1 $12.59/hr

Step 2 $12.97/hr

Step 3 $13.36/hr

Step 4 $13.76/hr

Step 5 $14.17/hr

Step 6 $14.60/hr

Step 7 $15.04/hr

Step 8 $15.49/hr

Step 9 $15.95/hr

Step 10 $16.43/hr

Step 11 $16.92/hr

Step 12 $17.43/hr

Step 13 $17.95/hr

Step 14 $18.49/hr

Step 15………………………….....$19.04/hr

1. This at-will salary schedule and the required working days are based upon the approved school calendar student contact days.
2. Upon employment, related full-time experience will be allowed based upon the number of years experience with a maximum starting step at Step Four on this salary schedule. Eligible experience shall be comparable to the specific job classification on this schedule and/or college or training school.
3. The employment period will be based upon the approved school calendar student contact days.
4. The employee shall be a member of Public Employees Retirement Association (PERA).
5. The district will pay employee’s liability and Workmen’s Compensation.
6. The employee will be paid on the 25th of each month except as stated in policy.
7. The employee is eligible to participate in the district health/dental/vision insurance program. The district will contribute $549.86 per month for 12 months toward said plan. Any employee exempt from the district health insurance agreement is eligible to receive a contribution of $100 per month from the district to a retirement or investment plan of their choice under the provisions of Policy File #GCBD.
8. The employee shall receive 8 days sick leave per year, cumulative. At the retirement of an employee with more than 20 years service to the district, the district shall pay a retirement bonus of ½ the sick leave time accumulated by the employee to a maximum of 45 days. Reimbursement for unused sick leave shall be 45 percent of the daily rate of the beginning salary for the position.
9. The employee may be granted, with the approval of the administration, two days of personal leave. Said leave is non-cumulative. The employee has the option of buying one additional day at the employee’s daily rate. The employee also has the option of redeeming two personal leave days at the rate of $90 yearly in June.
10. The employee is entitled to four days bereavement leave per year, with approval of administration, non-cumulative.
11. The employee will maintain a time card that verifies total hours.

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