

## CLASSIFIED PERSONNEL SALARY SCHEDULES AND COMPENSATION

### Secretarial and Clerical Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Superintendent Secretary Tech System Support	\$21.42
Purchasing Agent Payroll Specialist Accounting Clerk	\$20.00
Assistant Superintendent Secretary Executive Director of Business Services Secretary	\$19.00
Accounts Payable Office of Learning Services Secretary High School Principal Secretary	\$18.15
High School Bookkeeper Elementary/Junior High Principal Secretary High School Registrar Junior High Registrar Athletic Director Secretary Preschool Secretary	\$17.84
Junior High Attendance/Bookkeeper High School Guidance Secretary High School College Services Secretary Central Receptionist	\$17.53
High School Attendance Secretary Testing Coordinator High School Receptionist Library Aide	\$16.84
Substitute Caller Office of Learning Services Clerical Support Health Aide	\$16.05

### Maintenance and Custodial Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Assistant Maintenance Director Pool Manager	\$42,630
High School Building Manager Transportation Manager	\$38,946

Junior High School Building Manager High School Night Supervisor Warehouse Manager	\$36,209
Elementary School Building Manager Maintenance	\$34,788
Custodian	\$32,946

Program Support Specialists Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Paraprofessional Level III	\$16.44
Paraprofessional Level II	\$15.06
Paraprofessional Level I	\$14.00

Miscellaneous Support Staff Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Security Bus/Van Driver	\$16.75
Crossing Guard	\$13.58
Temporary Summer Employee Playground Supervisor	\$12.00

Nutrition Services Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Secondary School Kitchen Manager	\$12.70
Secondary School Assistant Manager	\$12.40
Elementary Kitchen Manager	\$12.20
Food Service Worker	\$12.00

Lifeguard Annual Salary Schedule Effective July 1, 2020

Position Title	Minimum
Head Lifeguard	\$12.20
Certified Lifeguard w/ WSI	\$12.10
Certified Lifeguard	\$12.00

Initial salary determination will be based on experience and commensurate with placement of existing staff with similar experience as determined by the Superintendent or his/her designee. The Superintendent or his/her designee shall ensure existing employees' salaries are not surpassed by salaries of newly hired employees with comparable experience whenever possible.

Working hours per day will be individually determined for each position.

The Superintendent may consider exceptions to this regulation for hard to fill positions; however, no candidate shall be assigned an initial salary for which they don't have adequate documentation of experience.

#### Salaries for Returning Personnel

A salary increase may be added each contract year per approval of the Board of Education.

Classified personnel hired after February 1<sup>st</sup> will have salary increases for the subsequent year prorated based on months of employment.

Approved increases are applied equitably, as a percentage, among all staff.

#### At Will Employment

All classified personnel are considered at will employees, regardless of the length of actual employment, and may be either employed or dismissed by the superintendent without specific approval by the Board of Education.

#### Post-Retirement Salary Schedule

All employees approved for post-retirement employment will be paid according to the applicable salary schedule, adjusted to reduce the employee's salary to compensate for the employer PERA contribution and other associated costs to the District.

Initial Date: May 2016

Revised Date: June 2020