

LOCAL UNION NO 3265 - AFSCME  
SALARY SCHEDULE YEAR #1

		2022-2023								
GRADE	GROUP	POSITION	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	CUSTODIAL	CUSTODIAN WITHOUT LICENSE	\$17.05	\$17.22	\$17.48	\$17.83	\$18.18	\$18.59	\$19.06	\$19.63
2	EDUCATIONAL	PARAPROFESSIONAL (ECFE, TITLE 1, TITLE VII, ISS, P PARAPROFESSIONAL (MEDIA CENT PARAPROFESSIONAL (SPED)	\$17.35	\$17.52	\$17.79	\$18.14	\$18.50	\$18.92	\$19.39	\$19.98
	FOOD SERVICE	FOOD SERVICE WORKER	\$18.05	\$18.23	\$18.50	\$18.87	\$19.25	\$19.68	\$20.18	\$20.78
3	CUSTODIAL	CUSTODIAN WITH Building & Grounds + 20% of Step 0 Base Salary LEAD CUSTODIAN	\$18.05	\$18.23	\$18.50	\$18.87	\$19.25	\$19.68	\$20.18	\$20.78
	FOOD SERVICE	COOK								
	ADMINISTRATIVE SUPPORT	ADMINISTRATIVE ASSISTANT - (HS, HEALTH COORD COMMUNITY EDUCATION SACC COORDINATOR	\$18.50	\$18.69	\$18.97	\$19.34	\$19.73	\$20.18	\$20.68	\$21.30
4	ADMINISTRATIVE SUPPORT	ADMINISTRATIVE ASSISTANT (ELEMENTARY)								
5	ADMINISTRATIVE SUPPORT	STUDENT SERVICES COORDINATOR	\$19.05	\$19.24	\$19.53	\$19.92	\$20.32	\$20.78	\$21.29	\$21.93

Employees Placed on schedule according to "Hire Date"

**Longevity Pay:**

Employees will receive the Longevity Pay in a lump sum payment in June of each year according to the schedule stated below:

Years	9 Mth	10Mth	11mth	12mth
8 - 11 Years	\$950	0.7	0.58	0.46
12 - 15 Years	\$1,150	0.85	0.71	0.55
16 - 20+ Years	\$1,725	1.28	1.06	0.83

Increase salary schedule by \$2.50

Step 0 - 1 = 1.0%  
Step 1 - 2 = 1.5%  
Step 2 - 3 = 2.0%  
Step 3 - 4 = 2.0%  
Step 4 - 5 = 2.25%  
Step 5 - 6 = 2.5%  
Step 6 - 7 = 3.0%

\*Section 1 - Custodians - 2nd shift custodians shall receive a shift differential pay of ~~\$4.00~~ ~~per hour~~ ~~for all hours worked on 2nd shift as determined by the Superintendent.~~ ~~one dollar (\$1.00) per hour for all hours worked on 2nd shift as determined by the Superintendent.~~

\*Section 2 - Custodians - Shift differential will not be paid during the summer months unless approved by the Superintendent and scheduled by the Facilities Manager

Selected SPED/504 Plan Paraprofessionals: Additional ~~\$0.20~~ ~~per hour~~ ~~for intense personal care and/or~~ ~~subjection to high stress physical or emotional environment~~ as determined by the Superintendent and reassessed yearly by assignment.

\*Custodians will receive additional compensation for Superintendent approved certifications as follows:  
\$.50 per hour for all additional approved certifications and \$1.00 for all additional certifications required for the position.

LOCAL UNION NO 3265 - AFSCME  
SALARY SCHEDULE YEAR #2

		2023-2024								
GRADE	GROUP	POSITION	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	CUSTODIAL	CUSTODIAN WITHOUT LICENSE	\$19.05	\$19.24	\$19.53	\$19.92	\$20.32	\$20.78	\$21.29	\$21.93
2	EDUCATIONAL	PARAPROFESSIONAL (ECFE, TITLE 1, TITLE VII, ISS, PBIS) PARAPROFESSIONAL (MEDIA CENTER) PARAPROFESSIONAL (SPED)	\$19.35	\$19.54	\$19.84	\$20.23	\$20.64	\$21.10	\$21.63	\$22.28
	FOOD SERVICE	FOOD SERVICE WORKER								
3	CUSTODIAL	CUSTODIAN WITH LICENSE LEAD CUSTODIAN	\$20.05	\$20.25	\$20.55	\$20.97	\$21.38	\$21.87	\$22.41	\$23.08
	FOOD SERVICE	COOK								
4	ADMINISTRATIVE SUPPORT	ADMINISTRATIVE ASSISTANT - (HS, HEALTH COORD) COMMUNITY EDUCATION SACC COORDINATOR	\$20.50	\$20.71	\$21.02	\$21.44	\$21.86	\$22.36	\$22.92	\$23.60
5	ADMINISTRATIVE SUPPORT	ADMINISTRATIVE ASSISTANT (ELEMENTARY) STUDENT SERVICES COORDINATOR (MARRS)	\$21.05	\$21.26	\$21.58	\$22.01	\$22.45	\$22.96	\$23.53	\$24.24

Employees Placed on schedule according to "Hire Date"

Longevity Pay:

Employees will receive the Longevity Pay in a lump sum payment in June of each year according to the schedule stated below:

Years	9 Mth	10Mth	11mth	12mth	Increase salary schedule by \$2.00
8 - 11 Years	0.7	0.58	0.52	0.46	Step 0 - 1 = 1.0%
12 - 15 Years	0.85	0.71	0.63	0.55	Step 1 - 2 = 1.5%
16 - 20 + Years	1.28	1.06	0.94	0.83	Step 2 - 3 = 2.0%
					Step 3 - 4 = 2.0%
					Step 4 - 5 = 2.25%
					Step 5 - 6 = 2.5%
					Step 6 - 7 = 3.0%

\*Section 1 - Custodians - 2nd shift custodians shall receive a shift differential pay of ~~twelve cents (\$0.20)~~ per hour for all hours worked on 2nd shift as determined by the Superintendent.

\*Section 2 - Custodians - Shift differential will not be paid during the summer months unless approved by the Superintendent and scheduled by the Facilities Manager

Selected SPED/508 Plan Paraprofessionals: Additional ~~\$0.20~~ \$1.00 per hour pay for intense personal care and/or subjection to high stress physical or emotional environment as determined by the Superintendent and reassessed yearly by assignment.

\*Custodians will receive additional compensation for Superintendent approved certifications as follows:  
\$0.50 per hour for all additional approved certifications and \$1.00 for all additional certifications required for the position.