



CLASSIFIED HOURLY COMPENSATION PLAN (Revised June 27, 2018)

I. Initial Placement of Classified Staff

LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE
1	11.03	8	12.53	15	14.39
2	11.12	9	12.78	16	14.67
3	11.34	10	13.03	17	14.96
4	11.57	11	13.29	18	15.27
5	11.80	12	13.56	19	15.57
6	12.03	13	13.83	20	16.00
7	12.27	14	14.10	21	16.53

EXPERIENCE- The Human Resource Department will review all prior compensated full-time, full-year experience. The prior experience must be directly related to the position for which the employee is being hired. 2% per year will be granted up to 10 years of verified experience.

EDUCATION – a 1% base hourly rate increase will be awarded for an AA or higher degree if not required for the position.

EXAMPLES:

1. Highly Qualified Paraprofessional – Level 5
 - a. Base Hourly Rate \$11.80
 - b. 5 Years of Experience $(.10 \times \$11.80) - \1.18
 - c. AA Degree $(.01 \times \$11.80) - .12$
 - d. **INITIAL OFFER** **\$13.10** $(\$11.80 + \$1.18 + .12)$

2. Bus Driver – Level 9
 - a. Base Hourly Rate \$12.78
 - b. 10 Years of Experience $(.20 \times \$12.78) - \2.56
 - c. **INITIAL OFFER** **\$15.34** $(\$12.78 + \$2.56)$

CLASSIFIED SUPPORT STAFF LEVELS

LEVEL	POSITION	LEVEL	POSITION	LEVEL	POSITION				
1	Groundskeeper	5	Administrative Asst. I Elem. Admin. Asst. Department Admin. HQ Paraprofessional II ESS Behavior Technician Health Assistant	15	Food Service HS Mgr. HS Security				
	Maintenance I		6		Food Service Elem. Manager	16	Specialist II Accounts Payable Specialist Student Activities Specialist Student Data Generalist Maint/Custodial Specialist Business Generalist ELL Program Specialist Payroll/Benefits Specialist ESS MIPS Compliance Specialist		
	Custodian	7		Specialist I Administrative Asst. II Clerk III Payroll Clerk District Receptionist				17	Food Service Supervisor
	Bus Aide								
	School Receptionist	9	Food Service MS Mgr. Truancy Officer Bus Driver	19	Specialist III				
	Playground Monitor					10	District AD – Admin. Asst.	20	Mechanic
	Food Service Worker	11	Maintenance Generalist	21	Specialist IV Lead Groundskeeper Student Data Specialist Executive Admin. Asst. Governing Board Secretary Senior Technology Support Payroll Coordinator HR Specialist Before and After School Lead Instructor				
	Food Service Cook					12	HR Generalist Substitute Specialist Curriculum Generalist	13	Parent Liaison
	Food Service Custodian	14	Transportation – Route Specialist Transportation – Trainer Transportation Dispatcher	14					
	HQ Paraprofessional I								
	ESS Data Entry								
	Personal Care Asst.								
	ELL Paraprofessional								
	Clerk I								
HR File Clerk									
Attendance Clerk									
Lead Custodian Clerk II									
School Clerk									
Business Clerk									
2	Registrar								
	Library Aide								
	Book Store Clerk								
3	Site Head Cook								
	ESS Records Clerk								
4	Warehouse Clerk								

II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Support staff members will be paid based upon a daily rate calculated by multiplying the minimum wage times eight (8) hours.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%