

Whitepine Joint School District
Classified Category Identifier

Category A:	Paraprofessional - Level 1	* Student Contact Days	***	- General student interaction AND - Limited supervision of students or personnel
	Bovill ES Secretary	* Student Contact Days + 10		
	Bovill Custodian	* 181 Days (8 hrs)		
	Deary Asst. Custodian	* 172 Days (As needed hrs)		
	Deary Food Services Assistant	* 172 Days (8 Hrs)		
Category B:	Paraprofessional - Level 2	* Student Contact Days	***	- Additional responsibilities expected and regular supervision of students. - Specialized training required to perform most assigned responsibilities.
	Bovill Lead Cook	* Student Contact Days + 2		
Category C:	Asst. Maintenance/Grounds/Custodial	* As Needed	***	- Some industry experience or specialized knowledge required for tasks.
	IT Technician Assistant	* As Needed		
Category D:	Deary ES, MS, HS Secretary	* Student Contact Days + 15	***	- Significant supervision of students AND - Managerial responsibilities
	IDLA Site Supervisor	* Student Contact Days + 4		
Category E:	Deary Lead Custodian	* 260 Days (8 hrs)	***	- 12-Month Employee AND - Transactional Responsibility OR - Supervisory of Personnel AND - Program Coordinator
	Food Service Supervisor	* 180 Days (8 hrs)		
	RTI Program Coordinator	* Student Contact Days		
	Pre-K Program Coordinator	* 110 Days (8 hrs)		
Category F:	Administrative Assistant	* 240-260 Days (8 hrs)	***	- Days may adjust to reflect additional projects (subject to Board Approval)
	Human Resources	* 220-240 Days (8 hrs)		
Category G:	Business Man. / Dist. Clerk	* 260 Days (8 hrs)	***	- Days may adjust to reflect additional projects (subject to Board Approval)
Category H:	Transportation Supervisor	* 260 Days (8 hrs)	***	- Requires specialization in field.
	Maintanace Supervisor	* 260 Days (8 hrs)		
	IT Director	* 260 Days (8 hrs)		

BASE @ \$ 16.30	1.00	1.10	1.15	1.20	1.25	1.25	1.40	1.55
Category Type	CAT A	CAT B	CAT C	CAT D	CAT E	CAT F	CAT G	CAT H
Base Hourly Rate	\$ 16.30	\$ 17.93	\$ 18.75	\$ 19.56	\$ 20.38	\$ 20.38	\$ 22.82	\$ 25.27

							Exempt Personnel		
Year	Exp Multiplier	Category A	Category B	Category C	Category D	Category E	Category F	Category G	Category H
1	1.000	\$ 16.30	\$ 17.93	\$ 18.75	\$ 19.56	\$ 20.38	\$ 20.38	\$ 22.82	\$ 25.27
2	1.020	\$ 16.63	\$ 18.29	\$ 19.12	\$ 19.95	\$ 20.78	\$ 20.78	\$ 23.28	\$ 25.77
3	1.040	\$ 16.95	\$ 18.65	\$ 19.49	\$ 20.34	\$ 21.19	\$ 21.19	\$ 23.73	\$ 26.28
4	1.060	\$ 17.28	\$ 19.01	\$ 19.87	\$ 20.73	\$ 21.60	\$ 21.60	\$ 24.19	\$ 26.78
5	1.080	\$ 17.60	\$ 19.36	\$ 20.24	\$ 21.12	\$ 22.01	\$ 22.01	\$ 24.65	\$ 27.29
6	1.100	\$ 17.93	\$ 19.72	\$ 20.62	\$ 21.52	\$ 22.41	\$ 22.41	\$ 25.10	\$ 27.79
7	1.120	\$ 18.26	\$ 20.08	\$ 20.99	\$ 21.91	\$ 22.82	\$ 22.82	\$ 25.56	\$ 28.30
8	1.140	\$ 18.58	\$ 20.44	\$ 21.37	\$ 22.30	\$ 23.23	\$ 23.23	\$ 26.01	\$ 28.80
9	1.160	\$ 18.91	\$ 20.80	\$ 21.74	\$ 22.69	\$ 23.64	\$ 23.64	\$ 26.47	\$ 29.31
10	1.180	\$ 19.23	\$ 21.16	\$ 22.12	\$ 23.08	\$ 24.04	\$ 24.04	\$ 26.93	\$ 29.81
11	1.200	\$ 19.56	\$ 21.52	\$ 22.49	\$ 23.47	\$ 24.45	\$ 24.45	\$ 27.38	\$ 30.32
12	1.220	\$ 19.89	\$ 21.87	\$ 22.87	\$ 23.86	\$ 24.86	\$ 24.86	\$ 27.84	\$ 30.82
13	1.240	\$ 20.21	\$ 22.23	\$ 23.24	\$ 24.25	\$ 25.27	\$ 25.27	\$ 28.30	\$ 31.33
14	1.260	\$ 20.54	\$ 22.59	\$ 23.62	\$ 24.65	\$ 25.67	\$ 25.67	\$ 28.75	\$ 31.83
15	1.280	\$ 20.86	\$ 22.95	\$ 23.99	\$ 25.04	\$ 26.08	\$ 26.08	\$ 29.21	\$ 32.34
16	1.300	\$ 21.19	\$ 23.31	\$ 24.37	\$ 25.43	\$ 26.49	\$ 26.49	\$ 29.67	\$ 32.84

*** Experience multiplier may include prior industry experience or experience in another school district pending approval of the Board of Trustees on an individual basis.

*** Per 2026 / 2027 *Employee Handbook*, staff will be paid at highest position rate plus 0.25 of any *additional position* assigned, pending Board of Trustees approval.

*** Rates are determined by current *Assignment Specification* and are subject to potential annual alteration to reflect movement in assigned position. Movement is determined annually and not reflective of temporary coverage of shifts. Permanent reassignment during a SY may result in alteration of wage scale pending Board of Trustees approval.

Note: No change in calculating base for FY27