

**THATCHER UNIFIED SCHOOL DISTRICT #4**  
**CLASSIFIED SALARY SCHEDULE**  
 2023-24

**BASE:** \$13.85 Hourly  
 Increase to base (%) 1.0300

**ACROSS:** \$0.45  
 (B to H)

**NEW BASE:** \$14.27 Column A

	A*	B	C	D	E	F	G	H	I	J
Contingency for hourly rate reduction - 5% max	Min Wage	\$13.98	\$14.41	\$14.83	\$15.26	\$15.70	\$16.12	\$16.55	\$19.57	\$24.42
<b>Entry</b>	<b>\$14.27</b>	<b>\$14.72</b>	<b>\$15.17</b>	<b>\$15.62</b>	<b>\$16.07</b>	<b>\$16.52</b>	<b>\$16.97</b>	<b>\$17.42</b>	<b>\$20.60</b>	<b>\$25.71</b>
Maximum **	\$14.27	\$23.54	\$25.02	\$26.55	\$28.11	\$29.73	\$31.39	\$33.09	\$39.14	\$50.13
<b>INDEX</b>	1.00	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.90	1.95

**Schedule subject to change pending federal and/or state regulations**  
 \* Minimum Wage: Exempt from schedule increases/decreases, no index applied  
 \*\* Maximum is calculated by multiplying index by entry amount in each column

A	B	C	J
Aide - Food Service (Spee-D-Eagle) All Part-time/Temporary Cafeteria Helper (Part-time) Student Employee	Aide - Clerical Cafeteria Helper (Bkfst/Salad Bar/Cashier 9-12) Crossing Guard Matron (Adult - Summer)	Aide - Bilingual Aide - Instructional Cafeteria Cashier (K-8) Cafeteria Cook Library Clerk I Matron	
D	E	F	
Aide - Inclusion Attendance/AD Secretary Career Tech/Vocational Secretary Counselor's Secretary DO Receptionist Janitorial & Bus Driver Library Clerk II	Accounts Payable/Purchasing Clerk Cafeteria Asst. Mgr. Maintenance (Adult - Summer) Maintenance - General Spee-D-Eagle Asst. Mgr.	Bookstore Manager Maintenance-General & Bus Driver Principal's Secretary Special Services Program Assistant Technology Help Desk Operator	
G	H	I	J
Administrative Asst. Bus Driver Bus Driver/Dispatcher Business Office Specialist Certified Nurse's Assistant Software Specialist Software/Technology Integration Specialist	Hardware Specialist I Maintenance - Skilled Vehicle Mechanic I	Hardware Specialist II School Nurse - LPN Vehicle Mechanic II	School Nurse - RN

<b>Set Rates</b>	
<b>Bus Driver - Substitute Daily Route or Trip</b>	
0-2 years experience	\$16.97
3-4 years experience	\$17.72
5-9 years experience	\$18.47
10+ years experience	\$19.22
<b>Set Rates</b>	
<b>Substitutes/Temporary Employees</b>	
Building Secretary	\$14.72
Inclusion Aide	\$15.17
Janitorial - Set	\$14.77
School Nurse	\$20.80
Spee-D-Eagle	\$14.72
Substitute Calling	\$14.27

It is not guaranteed nor implied that positions listed on this schedule will be filled or are available for staffing.

EXPERIENCE and PLACEMENT on schedule

1. Salary credit for relevant experience in other districts or settings may be granted.
2. Employees new to a position may be credited 1% of the appropriate column base for each year of experience up to 10 years upon verification and recommendation from the supervisor.
3. Employees in a position which have been reclassified to a different column on the schedule will receive the greater of (1) schedule increase applied to current salary OR (2) 1% of the appropriate column base for each year of experience up to 10 years upon recommendation from the supervisor.
4. Employees who elect to transfer to a different position within the same column as the current position will retain the current salary plus board granted increases. Employees who elect to transfer to a different position not in the same column will be placed on the schedule as outlined in #2 above and will not receive board granted increases to current salary.
5. Employees who work in positions that are considered temporary part-time, seasonal or on-call as needed may be granted a percentage which is equal to one-half (1/2) of the percent increase granted to permanent full-time or permanent part-time employees for the upcoming budget year.

**ADOPTED:** 4/13/23  
**Revised:**

**INCREASE TO CURRENT SALARY \*** 3.00%

\* As applicable + .50¢ or .80¢