



CLASSIFIED HOURLY COMPENSATION PLAN

I. Initial Placement of Classified Staff

1	15.15	7	18.00	13	26.00
2	15.25	8	19.00	14	
3	15.35	9	20.00	15	
4	16.00	10	21.00	16	
5	17.00	11	21.50	17	
6	17.50	12	23.50	18	

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. For paraprofessionals that have an Education degree a 2% hourly rate increase will be awarded.

EXAMPLES:

1. ESS Paraprofessional – Level 3
 - a. Base Hourly Rate \$15.35
 - b. 5 Years of Experience $(.10 \times \$15.35) - \1.53
 - c. AA Degree $(.01 \times \$15.35) - \1.15
 - d. **INITIAL OFFER** **\$17.03** $(\$15.35 + \$1.53 + .15)$

2. Bus Driver – Level 9
 - a. Base Hourly Rate \$20.00
 - b. 10 Years of Experience $(.20 \times \$20.00) - \4.00
 - c. **INITIAL OFFER** **\$24.00** $(\$20.00 + \$4.00)$

CLASSIFIED SUPPORT STAFF LEVELS

1	Bus Monitor, Food Service Worker I, Custodian, Van Driver, Health Aide, Bus Driver in Training, Substitute Custodian, Substitute Bus Driver
2	Dispatcher, Food Service Worker II, Maintenance Worker I, Business Services I
3	Paraprofessional, Food Service III
4	Maintenance Worker II, Media Center Technician
5	Maintenance Worker III, School Receptionist
6	Secretary, Administrative Assistant, Business Services II
7	Non-CDL Bus Driver
8	Behavioral Specialist
9	Bus Driver
10	Bus Driver Trainer
11	Administrative Assistant to Superintendent
12	Mechanic
13	Operations Manager
14	
15	
16	
17	
18	