

**CLASSIFIED HOURLY COMPENSATION PLAN**

1. **Initial Placement of Classified Staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **LEVEL** | **BASE HOURLY RATE** |  | **LEVEL** | **BASE HOURLY RATE** |  | **LEVEL** | **BASE HOURLY RATE** |
| **1** | **14.85** |  | **7** | **18.00** |  | **13** | **26.00** |
| **2** | **15.10** |  | **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** |  |
|  |  |  |  |  |  |  |  |

*\*Substitute employees are paid at the prevailing minimum wage*

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
	1. Base Hourly Rate $15.35
	2. 5 Years of Experience (.10 x $15.35) - $1.53
	3. AA Degree (.01. x $15.35) -$.15
	4. **INITIAL OFFER** **$17.03** ($15.35 + $1.53+ .15)
2. Bus Driver – Level 9
	1. Base Hourly Rate $20.00
	2. 10 Years of Experience (.20 x $20.00) - $4.00)
	3. **INITIAL OFFER** **$24.00** ($20.00 + $4.00)

**CLASSIFIED SUPPORT STAFF LEVELS**

|  |  |  |
| --- | --- | --- |
| Level |  | Positions |
| **1** |  | Bus Monitor, Food Service Worker I, Custodian, Health Aide, Bus Driver in Training, Noon Assistant |
| **2** |  | Food Service Worker II, Maintenance Worker I, Business Services I |
| **3** |  | Paraprofessional, Health Assistant, Food Service III |
| **4** |  | Maintenance Worker II, Media Center Technician |
| **5** |  | Maintenance Worker III, School Receptionist |
| **6** |  | School 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** |   | Facilities Manager, Transportation Manager |
| **14** |  |   |
| **15** |  |  |
| **16** |  |  |
| **17** |  |  |
| **18** |  |  |