

THATCHER UNIFIED SCHOOL DISTRICT #4
CLASSIFIED SALARY SCHEDULE
2025-26

BASE: \$15.00 Hourly
Increase to base (%) 1.0350

ACROSS: \$0.45
(B to H)

NEW BASE: \$15.53 Column A

	A*	B	C	D	E	F	G	H	I	J
Contingency for hourly rate reduction - 5% max	Min Wage	> of Min Wage or \$15.18	\$15.60	\$16.03	\$16.46	\$16.90	\$17.31	\$17.75	\$21.17	\$26.42
Entry	\$15.53	\$15.98	\$16.43	\$16.88	\$17.33	\$17.78	\$18.23	\$18.68	\$22.28	\$27.81
Maximum **	\$15.53	\$25.56	\$27.10	\$28.69	\$30.32	\$32.00	\$33.72	\$35.48	\$42.34	\$54.23
INDEX	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 Aide - Food Service (Spee-D-Eagle) All Part-time/Temporary Cafeteria Helper (Part-time) Student Employee	B Aide - Clerical Cafeteria Helper (Bkfst/Salad Bar/Cashier 9-12) Crossing Guard Matron (Adult - Summer)	C Aide - Bilingual Aide - Instructional Cafeteria Cashier (K-8) Cafeteria Cook Library Clerk I Matron
D Aide - Inclusion Career Tech/Vocational Secretary DO Receptionist Library Clerk II	E Accounts Payable/Purchasing Clerk Cafeteria Asst. Mgr. Counselor's Secretary Janitorial & Bus Driver Maintenance - General Maintenance (Adult - Summer) Spee-D-Eagle Asst. Mgr.	F Bookstore Manager Technology Help Desk Operator
G Attendance/AD Secretary Certified Nurse's Assistant Maintenance-General & Bus Driver Principal's Secretary Software Specialist Special Services Program Assistant	H Bus Driver Bus Driver/Dispatcher Hardware Specialist I Maintenance - Skilled Business Office Specialist (HR, PR, AP, Media) Software/Tech Integration Specialist	I Administrative Asst. Hardware Specialist II School Nurse - LPN Vehicle Mechanic I
		J School Nurse - RN Vehicle Mechanic II

Set Rates

Substitutes/Temporary Employees

Building Secretary	\$15.98
Inclusion Aide	\$16.43
Janitorial - Set	\$16.03
School Nurse	\$21.53
Spee-D-Eagle	\$15.98
Substitute Calling	\$15.53

Set Rates

Bus Driver - Substitute Daily Route or Trip

0-2 years experience	\$18.68
3-4 years experience	\$19.43
5-9 years experience	\$20.18
10+ years experience	\$20.93

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

- Salary credit for relevant experience in other districts or settings may be granted.
- 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.
- 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.
- 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.
- 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: 4/10/25
Revised:

INCREASE TO CURRENT SALARY *

4.00%