



## CLASSIFIED HOURLY COMPENSATION PLAN

### I. Initial Placement of Classified Staff

LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE
1	12.85	8	14.94	15	17.17
2	13.27	9	15.25	16	17.99
3	13.53	10	15.56	17	18.58
4	13.79	11	15.86	18	19.00
5	14.10	12	16.19	19	20.00
6	14.37	13	16.49	20	-
7	14.65	14	16.83		

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.

EXAMPLES:

1. ESS Paraprofessional – Level 2
  - a. Base Hourly Rate \$13.27
  - b. 5 Years of Experience  $(.10 \times \$13.27) - \$1.33$
  - c. AA Degree  $(.01 \times \$13.01) - \$1.13$
  - d. **INITIAL OFFER** **\$14.73**  $(\$13.27 + \$1.33 + .13)$
  
2. Bus Driver – Level 6
  - a. Base Hourly Rate \$14.37
  - b. 10 Years of Experience  $(.20 \times \$14.37) - \$2.87$
  - c. **INITIAL OFFER** **\$17.24**  $(\$14.37 + \$2.87)$

## CLASSIFIED SUPPORT STAFF LEVELS

Level	Positions
<b>1</b>	Groundskeeper, Bus Aide, School Receptionist, Playground Monitor, Food Service Worker, Custodian, Paraprofessional Gen Ed, Registrar, Library Aide, Crossing Guard, Bookstore Clerk, Attendance Clerk
<b>2</b>	Administrative Asst. I, Paraprofessional ESS, ESS Behavior Tech, Health Assistant
<b>3</b>	Food Service Elem. Manager
<b>4</b>	Specialist I - ESS, Curriculum, Fixed Assets & Payroll Clerks, District Receptionist, Administrative. Asst. II, Elem. Technology/ Behavioral Specialist Elem. Lead Custodian
<b>5</b>	Before & After School Instructor
<b>6</b>	Food Service MS Mgr., Bus Driver
<b>7</b>	District AD – Admin. Asst., MS Lead Custodian
<b>8</b>	Maintenance Generalist
<b>9</b>	HR Generalist, Curriculum Generalist
<b>10</b>	HS Lead Custodian
<b>11</b>	Route Specialist, Transportation Trainer, Dispatcher
<b>12</b>	Food Service HS Mgr., Security
<b>13</b>	Specialist II - Accounts Payable, Student Activities, Maintenance/Custodial, Business Generalist, ELL Program, Payroll/Benefits, MIPS Compliance
<b>14</b>	Food Service Supervisor
<b>15</b>	Maintenance - HVAC, Electrical/Plumbing, Painter, Technology Support Tech, ISS Facilitator
<b>16</b>	Specialist III, Bus Mechanic
<b>17</b>	Specialist IV - Student Data, Human Resources, Benefits, Executive. Administrative Assistant, Governing Board Secretary, Sr. Tech Support, Before and After School Lead Instructor
<b>18</b>	
<b>19</b>	District Lead Custodian
<b>20</b>	

## II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

## III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Support staff members will be paid based upon a daily rate calculated by multiplying the minimum wage times eight (8) hours.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%