

## Classified Salary Schedule Guidelines

1. Placement on the salary schedule is made on an annual basis and is not subject to the continuing contract provisions of state law.
2. Placement on the salary schedule will be determined as follows:
  - a. All years of experience in a K-12 School setting will be granted
  - b. Experience outside of K-12 education will be granted at a 2 to 1 ratio and capped at a maximum of 5 years.
  - c. Additional credit/steps may be granted for a college degree or advanced certification(s) above the basic requirements of the job, if the degree/certification is beneficial to the duties performed. (See job description for position requirements)
    - i. Movement on the salary schedule will only be granted at the start of each school year.
    - ii. Any additional education or certificate must be pre-approved by the Superintendent or his/her designee prior to beginning the program.
    - iii. Proof of successful completion of a certificate or degree must be submitted to Central Office by the fourth (4<sup>th</sup>) Monday in August, in order to be applied to the current school year.
      1. 12 Month employees must submit proof of successful completion of a certificate or degree to Central Office by the fourth (4<sup>th</sup>) Monday in June, in order to be applied to the current school year.
3. All positions and rates will be capped at 35 years of experience. No experience will be granted after 35 years, nor will any hourly rate exceed what is identified on the salary schedule for step 35.
4. The specific days worked will be at the number listed and specifically prescribed at the discretion of the direct supervisor for each position.
  - a. See the attached list for the paid holidays for each position, based on the number of days worked.
5. Employees are to work their scheduled number of days and hours per day.
  - a. Overtime and Comp time **MUST** be pre-approved at least 3 days in advance by **BOTH** the direct supervisor **AND** the Superintendent or his/her designee.
6. This schedule will be evaluated every three (3) years. Any additional increase will be added to the base at that time. When money is added to the base, **ALL** steps will be adjusted accordingly.

**2023-2024 Classified Salary Schedule**

<b>Step</b>	<b>Para (60 Hr)</b>	<b>Para (Bachelors)</b>	<b>Para (Certificate)</b>	<b>Bus Driver</b>	<b>Cook/Server</b>	<b>Head Cook</b>	<b>Kitchen Manager</b>
Step 1	\$14.50	\$15.50	\$16.50	\$23.00	\$14.00	\$14.50	15.00
Step 2	\$14.70	\$15.70	\$16.70	\$23.20	\$14.20	\$14.70	\$15.20
Step 3	\$14.90	\$15.90	\$16.90	\$23.40	\$14.40	\$14.90	\$15.40
Step 4	\$15.20	\$16.20	\$17.20	\$23.70	\$14.70	\$15.20	\$15.70
Step 5	\$15.50	\$16.50	\$17.50	\$24.00	\$15.00	\$15.50	\$16.00
Step 6	\$15.85	\$16.85	\$17.85	\$24.35	\$15.35	\$15.85	\$16.35
Step 7	\$16.20	\$17.20	\$18.20	\$24.70	\$15.70	\$16.20	\$16.70
Step 8	\$16.55	\$17.55	\$18.55	\$25.05	\$16.05	\$16.55	\$17.05
Step 9	\$16.90	\$17.90	\$18.90	\$25.40	\$16.40	\$16.90	\$17.40
Step 10	\$17.25	\$18.25	\$19.25	\$25.75	\$16.75	\$17.25	\$17.75
Step 11	\$17.65	\$18.65	\$19.65	\$26.15	\$17.15	\$17.65	\$18.15
Step 12	\$18.05	\$19.05	\$20.05	\$26.55	\$17.55	\$18.05	\$18.55
Step 13	\$18.45	\$19.45	\$20.45	\$26.95	\$17.95	\$18.45	\$18.95
Step 14	\$18.85	\$19.85	\$20.85	\$27.35	\$18.35	\$18.85	\$19.35
Step 15	\$19.25	\$20.25	\$21.25	\$27.75	\$18.75	\$19.25	\$19.75
Step 16	\$19.70	\$20.70	\$21.70	\$28.20	\$19.20	\$19.70	\$20.20
Step 17	\$20.15	\$21.15	\$22.15	\$28.65	\$19.65	\$20.15	\$20.65
Step 18	\$20.60	\$21.60	\$22.60	\$29.10	\$20.10	\$20.60	\$21.10
Step 19	\$21.05	\$22.05	\$23.05	\$29.55	\$20.55	\$21.05	\$21.55
Step 20	\$21.50	\$22.50	\$23.50	\$30.00	\$21.00	\$21.50	\$22.00
Step 21	\$22.00	\$23.00	\$24.00	\$30.50	\$21.50	\$22.00	\$22.50
Step 22	\$22.50	\$23.50	\$24.50	\$31.00	\$22.00	\$22.50	\$23.00
Step 23	\$23.00	\$24.00	\$25.00	\$31.50	\$22.50	\$23.00	\$23.50
Step 24	\$23.50	\$24.50	\$25.50	\$32.00	\$23.00	\$23.50	\$24.00
Step 25	\$24.00	\$25.00	\$26.00	\$32.50	\$23.50	\$24.00	\$24.50
Step 26	\$24.55	\$25.55	\$26.55	\$33.05	\$24.05	\$24.55	\$25.05
Step 27	\$25.10	\$26.10	\$27.10	\$33.60	\$24.60	\$25.10	\$25.60
Step 28	\$25.65	\$26.65	\$27.65	\$34.15	\$25.15	\$25.65	\$26.15
Step 29	\$26.20	\$27.20	\$28.20	\$34.70	\$25.70	\$26.20	\$26.70
Step 30	\$26.75	\$27.75	\$28.75	\$35.25	\$26.25	\$26.75	\$27.25
Step 31	\$27.35	\$28.35	\$29.35	\$35.85	\$26.85	\$27.35	\$27.85
Step 32	\$27.95	\$28.95	\$29.95	\$36.45	\$27.45	\$27.95	\$28.45
Step 33	\$28.55	\$29.55	\$30.55	\$37.05	\$28.05	\$28.55	\$29.05
Step 34	\$29.15	\$30.15	\$31.15	\$37.65	\$28.65	\$29.15	\$29.65
Step 35	\$29.75	\$30.75	\$31.75	\$38.25	\$29.25	\$29.75	\$30.25
HRS/DAY	7	7	7	4	7-Mar	6.5	7
DAYS	179	179	179	177	177	177	178

**2023-2024 Classified Salary Schedule**

<b>Step</b>	<b>Custodian</b>	<b>Maintenance</b>	<b>Secretary</b>	<b>Tech Support</b>	<b>Data Specialist</b>	<b>Bookkeeper</b>	<b>CO/BOE Secretary</b>
Step 1	\$14.00	\$15.00	\$15.00	\$19.00	\$17.00	\$20.50	\$17.00
Step 2	\$14.20	\$15.20	\$15.20	\$19.20	\$17.20	\$20.70	\$17.20
Step 3	\$14.40	\$15.40	\$15.40	\$19.40	\$17.40	\$20.90	\$17.40
Step 4	\$14.70	\$15.70	\$15.70	\$19.70	\$17.70	\$21.20	\$17.70
Step 5	\$15.00	\$16.00	\$16.00	\$20.00	\$18.00	\$21.50	\$18.00
Step 6	\$15.35	\$16.35	\$16.35	\$20.35	\$18.35	\$21.85	\$18.35
Step 7	\$15.70	\$16.70	\$16.70	\$20.70	\$18.70	\$22.20	\$18.70
Step 8	\$16.05	\$17.05	\$17.05	\$21.05	\$19.05	\$22.55	\$19.05
Step 9	\$16.40	\$17.40	\$17.40	\$21.40	\$19.40	\$22.90	\$19.40
Step 10	\$16.75	\$17.75	\$17.75	\$21.75	\$19.75	\$23.25	\$19.75
Step 11	\$17.15	\$18.15	\$18.15	\$22.15	\$20.15	\$23.65	\$20.15
Step 12	\$17.55	\$18.55	\$18.55	\$22.55	\$20.55	\$24.05	\$20.55
Step 13	\$17.95	\$18.95	\$18.95	\$22.95	\$20.95	\$24.45	\$20.95
Step 14	\$18.35	\$19.35	\$19.35	\$23.35	\$21.35	\$24.85	\$21.35
Step 15	\$18.75	\$19.75	\$19.75	\$23.75	\$21.75	\$25.25	\$21.75
Step 16	\$19.20	\$20.20	\$20.20	\$24.20	\$22.20	\$25.70	\$22.20
Step 17	\$19.65	\$20.65	\$20.65	\$24.65	\$22.65	\$26.15	\$22.65
Step 18	\$20.10	\$21.10	\$21.10	\$25.10	\$23.10	\$26.60	\$23.10
Step 19	\$20.55	\$21.55	\$21.55	\$25.55	\$23.55	\$27.05	\$23.55
Step 20	\$21.00	\$22.00	\$22.00	\$26.00	\$24.00	\$27.50	\$24.00
Step 21	\$21.50	\$22.50	\$22.50	\$26.50	\$24.50	\$28.00	\$24.50
Step 22	\$22.00	\$23.00	\$23.00	\$27.00	\$25.00	\$28.50	\$25.00
Step 23	\$22.50	\$23.50	\$23.50	\$27.50	\$25.50	\$29.00	\$25.50
Step 24	\$23.00	\$24.00	\$24.00	\$28.00	\$26.00	\$29.50	\$26.00
Step 25	\$23.50	\$24.50	\$24.50	\$28.50	\$26.50	\$30.00	\$26.50
Step 26	\$24.05	\$25.05	\$25.05	\$29.05	\$27.05	\$30.55	\$27.05
Step 27	\$24.60	\$25.60	\$25.60	\$29.60	\$27.60	\$31.10	\$27.60
Step 28	\$25.15	\$26.15	\$26.15	\$30.15	\$28.15	\$31.65	\$28.15
Step 29	\$25.70	\$26.70	\$26.70	\$30.70	\$28.70	\$32.20	\$28.70
Step 30	\$26.25	\$27.25	\$27.25	\$31.25	\$29.25	\$32.75	\$29.25
Step 31	\$26.85	\$27.85	\$27.85	\$31.85	\$29.85	\$33.35	\$29.85
Step 32	\$27.45	\$28.45	\$28.45	\$32.45	\$30.45	\$33.95	\$30.45
Step 33	\$28.05	\$29.05	\$29.05	\$33.05	\$31.05	\$34.55	\$31.05
Step 34	\$28.65	\$29.65	\$29.65	\$33.65	\$31.65	\$35.15	\$31.65
Step 35	\$29.25	\$30.25	\$30.25	\$34.25	\$32.25	\$35.75	\$32.25
HRS/DAY	8	8	8	8	8	8	8
DAYS	261	261	186/196/261	261	261	261	261