

# Compensation Schedule 2025-2026 – CLASSIFIED STAFF

(Revised 10-20-2025)

| Custodian/Housekeeping                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                   | Hired prior to 10/21/2024 |                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Head of Maintenance                                                                                                                               | \$30.00                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Maintenance/Housekeeper                                                                                                                           | \$25.00                   | \$28.14               |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Housekeeper                                                                                                                                       | \$23.33                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Part-Time Housekeeper                                                                                                                             | \$21.19                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Athletic Complex Groundskeeper                                                                                                                    | \$22.86                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Groundskeeper                                                                                                                                     | \$17.88                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Probationary (90 workdays) (Also long term substitute rate after 30 consecutive working days)                                                     | \$1.00<br>Below Base      |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Substitute Pay                                                                                                                                    | \$16.00                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Snow Removal (Outside of normally scheduled work hours                                                                                            | \$25.00                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$.25 longevity per 5 years of continuous employment<br>\$.50 shift differential for shifts beginning after 3:00 p.m. during the school year only |                           |                       |
| <b>Nutrition Services</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                   |                           |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Cook/Manager                                                                                                                                      | \$22.96                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Cooks                                                                                                                                             | \$19.36                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Probationary Cook (90 workdays) (Also long term substitute rate after 30 consecutive workdays)                                                    | \$18.53                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Helper                                                                                                                                            | \$17.94                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Probationary Helper (90 workdays) (Also long term substitute rate after 30 consecutive workdays)                                                  | \$17.09                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Substitute Pay                                                                                                                                    | \$16.00                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$.25 longevity per 5 years of continuous employment                                                                                              |                           |                       |
| <b>Transportation</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                   |                           |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Regular Route                                                                                                                                     | Activity Trips            | Special Ed Car Route  |
| 0-5 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$94.11 per day                                                                                                                                   | \$17.97 per hour          | \$22.16 per hour      |
| 6-10 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | .75 per day                                                                                                                                       | \$18.22 per hour          | \$22.41 per hour      |
| 11-15 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1.50 per day                                                                                                                                      | \$18.47 per hour          | \$22.66 per hour      |
| 16-20 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2.25 per day                                                                                                                                      | \$18.72 per hour          | \$22.91 per hour      |
| 21-25 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3.00 per day                                                                                                                                      | \$18.97 per hour          | \$23.16 per hour      |
| 26-30 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3.75 per day                                                                                                                                      | \$19.22 per hour          | \$23.41 per hour      |
| 31-35 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4.50 per day                                                                                                                                      | \$19.47 per hour          | \$23.66 per hour      |
| 36+ years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 5.25 per day                                                                                                                                      | \$19.72 per hour          | \$23.91 per hour      |
| Substitute Pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$94.11 per day                                                                                                                                   | \$17.97 per hour          | \$22.16 per hour      |
| \$.25 longevity per 5 years of continuous employment<br>See page 73 of Employee Handbook for more information on Transportation pay rules                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                   |                           |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                   |                           |                       |
| <b>Administrative Assistants</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Probationary – 1 <sup>st</sup> 90 workdays (Also long term substitute rate after 30 consecutive workdays)                                         | \$19.30                   | Hired Prior to 7/1/09 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Starting 91 <sup>st</sup> Day                                                                                                                     | \$20.01                   | \$22.59               |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Substitute Pay                                                                                                                                    | \$16.00                   |                       |
| <b>Paraeducators</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Starting Base Rate (Also long term substitute rate after 30 consecutive workdays)                                                                 | \$16.70                   | \$18.99               |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Substitute Pay                                                                                                                                    | \$16.00                   |                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Preschool/Spec Ed Paraeducators (\$.18 per hour added to the base)<br>Behavior Technician (\$1.00 per hour added to the base)                     |                           |                       |
| When a paraeducator becomes a certified Paraprofessional Generalist their rate of pay will increase by .25/hour. If the paraeducator goes on and becomes certified as a Paraprofessional Specialist, their rate of pay will increase by an additional .50/hour. This additional increase only pertains to the first Specialist certification they receive unless their job qualifications change and other certification is necessary.<br>Administrative Assistants & Paraeducators: + .25 longevity per 5 years of continuous employment. |                                                                                                                                                   |                           |                       |