



CLASSIFIED COMPENSATION SCHEDULE

The compensation schedule will be approved by the Board which will provide for a base hourly wage and annual increments for experience. The Board will work to maintain a salary schedule which will ensure the quality of the staff retained will continue to be high.

Provisions

The District will determine qualifications and placement on the Classified Compensation Schedule according to the following provisions:

- A. **Wages for Newly-Hired Staff:** Credit for prior work experience can be approved for newly hired classified staff for up to (4) years of experience, provided the experience occurred within the last sixteen (16) years and the employee has worked at least one (1) year in the past five (5) years. The Executive Director of Human Resources, through an annual review during the spring Meet and Confer Large Circle, shall ensure existing staff salaries are not surpassed by salaries of newly hired staff with comparable experience.
- B. **One (1) year of experience will be considered to be a school year.** Classified staff members employed after July 1 will be deemed to have served the full school year, if the period of continuous and uninterrupted employment during that year began on or before December 31. Half increments will not be granted.
- C. **Compensation for Returning Staff:** A wage increase may be added each contract year per approval of the Board of Education. Approved increases are applied to a staff member's existing wage level as a percentage and/or a fixed dollar amount. Increases are applied equitably among all classified staff. All classified staff, at all wage levels, are subject to approved increases. Any percentage increase will be applied first, then fixed dollar amounts will be applied if necessary. The District minimum base wages will be impacted by only percentage increases.

In each contract year that a fixed dollar amount increase is granted, the increase shall be applied only to returning staff members. This amount will become part of a staff member's recurring compensation and shall not be applied to the minimum base wage.

As 'cells' no longer exist on the compensation schedule, each staff member's current wage will be used as the base calculation for increases in the next fiscal year.

- D. **Incentive 'Steps':**
2018-2019 School Year: A classified employee will receive as an additional step after completion of seventh (7th) year in the District and an additional step after fourteenth (14th) year in the District when funds are available.

2019-2020 School Year and beyond: A staff member employed during or before the 2018-2019 school year will receive as an incentive an additional \$0.50 of hourly wage after completion of his/her seventh (7th) or fourteenth (14th) year in the District, depending on the availability of funds. This is for only the next milestone (7th or 14th) that will be reached under the Conditions of Employment for the 2019-2020 school year through the 2025-2026 school year. Staff newly hired for the 2019-2020 school year and thereafter are not eligible for Incentive Steps.

E. Longevity Compensation

For classified staff members employed during or before the 2018-2019 school year: An individual with twenty (20) or more years of service to the District will receive an annual increase of \$300.00. Each year past twenty (20) years will accrue \$100.00 extra added to the \$300.00 (ex: 20th year equals \$300.00 - 21st year equals \$300.00 plus \$100.00 - 22nd year \$300.00 plus \$200... etc.) Staff newly hired for the 2019-2020 school year and thereafter are not eligible for Longevity Steps.

F. When funds have not been available for compensation increases, movement on the compensation schedule will resume from current wage placement when funds become available.

G. A staff member who resigns from the District and is rehired within two (2) years in the same or similar classification, may receive full credit for prior experience with the District. Placement on the compensation schedule will be determined accordingly.

Compensation Schedule

CLASSIFIED STAFF GROUP	STARTING HOURLY WAGE	
	Minimum	Maximum
Auxiliary Support	\$13.32	\$14.44
Clerical/Office	\$13.32	\$19.60
Custodial/Maintenance	\$13.32	\$19.60
Instructional Support	\$13.32	\$17.09
Registered Nurses	\$23.43	\$25.43