

**HOURLY WAGE SCHEDULE FOR SUPPORT STAFF**  
**2025-2026**

Approved: DRAFT

Para Educator		Behavior Para Educator		Certified Teacher Tutor		Clerk, Lab Mng		Administrative Assistant**	
Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary
20	27.10	20	28.60	20	28.10	20	27.20	20	28.75
19	26.55	19	28.05	19	27.55	19	26.65	19	28.20
18	26.00	18	27.50	18	27.00	18	26.10	18	27.65
17	25.45	17	26.95	17	26.45	17	25.55	17	27.10
16	24.90	16	26.40	16	25.90	16	25.00	16	26.55
15	24.35	15	25.85	15	25.35	15	24.45	15	26.00
14	23.80	14	25.30	14	24.80	14	23.90	14	25.45
13	23.25	13	24.75	13	24.25	13	23.35	13	24.90
12	22.70	12	24.20	12	23.70	12	22.80	12	24.35
11	22.15	11	23.65	11	23.15	11	22.25	11	23.80
10	21.60	10	23.10	10	22.60	10	21.70	10	23.25
9	21.05	9	22.55	9	22.05	9	21.15	9	22.70
8	20.50	8	22.00	8	21.50	8	20.60	8	22.15
7	19.95	7	21.45	7	20.95	7	20.05	7	21.60
6	19.40	6	20.90	6	20.40	6	19.50	6	21.05
5	18.85	5	20.35	5	19.85	5	18.95	5	20.50
4	18.30	4	19.80	4	19.30	4	18.40	4	19.95
3	17.75	3	19.25	3	18.75	3	17.85	3	19.40
2	17.20	2	18.70	2	18.20	2	17.30	2	18.85
1	16.65	1	18.15	1	17.65	1	16.75	1	18.30

\*\*Includes  
Print Shop  
Adminstrative  
Building Level  
Special Services  
Guidance Office  
Data Clerk

Any ParaEducator on an "I-18 20" Step that has a Bachelor's Degree in Education from an accredited college will have an additional \$1.00 per hour added to the base rate.

Associate Custodian		Building Custodian, District Grounds, Maint. Assistant, Warehouse, Mail		Maintenance Tech, Admin Asst Support Serv.		Head Cook		Assistant Cook	
Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary	Step	Hourly Salary
20	28.30	20	29.05	20	31.50	20	28.15	20	27.50
19	27.75	19	28.50	19	30.95	19	27.60	19	26.95
18	27.20	18	27.95	18	30.40	18	27.05	18	26.40
17	26.65	17	27.40	17	29.85	17	26.50	17	25.85
16	26.10	16	26.85	16	29.30	16	25.95	16	25.30
15	25.55	15	26.30	15	28.75	15	25.40	15	24.75
14	25.00	14	25.75	14	28.20	14	24.85	14	24.20
13	24.45	13	25.20	13	27.65	13	24.30	13	23.65
12	23.90	12	24.65	12	27.10	12	23.75	12	23.10
11	23.35	11	24.10	11	26.55	11	23.20	11	22.55
10	22.80	10	23.55	10	26.00	10	22.65	10	22.00
9	22.25	9	23.00	9	25.45	9	22.10	9	21.45
8	21.70	8	22.45	8	24.90	8	21.55	8	20.90
7	21.15	7	21.90	7	24.35	7	21.00	7	20.35
6	20.60	6	21.35	6	23.80	6	20.45	6	19.80
5	20.05	5	20.80	5	23.25	5	19.90	5	19.25
4	19.50	4	20.25	4	22.70	4	19.35	4	18.70
3	18.95	3	19.70	3	22.15	3	18.80	3	18.15
2	18.40	2	19.15	2	21.60	2	18.25	2	17.60
1	17.85	1	18.60	1	21.05	1	17.70	1	17.05

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<b>Bus Driver</b>		<b>IT Technology Technician I</b>		<b>District Data and Curriculum Executive Asst</b>		<b>Mechanic I</b>	
<u>Step</u>	<u>Hourly Salary</u>	<u>Step</u>	<u>Hourly Salary</u>	<u>Step</u>	<u>Hourly Salary</u>	<u>Step</u>	<u>Hourly Salary</u>
20	29.35	20	32.95	20	33.95	20	33.00
19	28.80	19	32.40	19	33.40	19	32.45
18	28.25	18	31.85	18	32.85	18	31.90
17	27.70	17	31.30	17	32.30	17	31.35
16	27.15	16	30.75	16	31.75	16	30.80
15	26.60	15	30.20	15	31.20	15	30.25
14	26.05	14	29.65	14	30.65	14	29.70
13	25.50	13	29.10	13	30.10	13	29.15
12	24.95	12	28.55	12	29.55	12	28.60
11	24.40	11	28.00	11	29.00	11	28.05
10	23.85	10	27.45	10	28.45	10	27.50
9	23.30	9	26.90	9	27.90	9	26.95
8	22.75	8	26.35	8	27.35	8	26.40
7	22.20	7	25.80	7	26.80	7	25.85
6	21.65	6	25.25	6	26.25	6	25.30
5	21.10	5	24.70	5	25.70	5	24.75
4	20.55	4	24.15	4	25.15	4	24.20
3	20.00	3	23.60	3	24.60	3	23.65
2	19.45	2	23.05	2	24.05	2	23.10
1	18.90	1	22.50	1	23.50	1	22.55

The Board in its sole discretion reserves the right to amend this salary schedule at any time and to freeze advancement on the salary schedule for any reason it determines appropriate. The Board also reserves the right to offer advancement on the salary schedule as consideration for acceptance of other terms and conditions of employment. The adoption of this salary schedule does not prohibit the Board from applying any salary schedule differently to employees if the Board determines that to be necessary and appropriate.

<b>High School Student Workers</b> <b>16 year old minimum</b> 1st year = \$11.65 2nd year = \$12.65
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<b>SUMMER and Temporary (hourly rate)</b> Adult Worker = \$17.30
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\*On the 3rd consecutive year hired for summer employment, the employee will receive the base step wage of associate custodian and/or grounds schedule as applicable.

**Other Substitutes**

All other substitutes will be paid at Step 1 of their corresponding assignment classification; with the exception of substitute special education para-educators who will be paid \$1.00 more an hour than base.

<b>Substitute Teachers</b> \$18.65/hour with a 4 hour minimum guarantee if not employed in another capacity with the district. Substitutes that are not employed in another capacity with the district will receive a .50 cent/hour increase after working 320 hours (40 days/8 hrs/day) in a fiscal year July 1 through June 30 as a substitute in each specific job category. Approved by the board May 2019.
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<b>Substitute Nurses/OT/PT/SpeechPath</b>	<b>\$30.00/hour</b>
Para Educators that are hired for summer school, that are not regular school year para's will be hired at step 1.	

Annual step increments will only be granted if the hire date was prior to January 1st in the year hired.

Life Skills/Severe Behavior Para - placement is dependent on job responsibility and only with Superintendent approval. If para transfers to a different position or works in multiple para categories they will be compensated based on the different schedules.