

CLASSIFIED SALARY SCALE REVISIONS-SUMMARY

Objective:

Revise current pay scale to a grade-based scale.

Constraints:

1. **Solution does not reduce any employee's hourly pay.**
2. Minimize financial impact on the school district.

Proposed Solution:

Reduces from the current 48 pay codes to 24 pay grades.

Results in a logical pay progression that is higher from one pay grade to the next.

Maintains each employee's current pay rate (or a slightly higher rate).

Establishes reasonable "bumps" at 10 and 19 years.

Increases payroll for General Fund by a total of \$10,000 annually.

Increases payroll for Food Service Fund by a total of \$15,000 annually.

Increases payroll for Special Revenue Fund (primarily 4 grants) by a total of \$10,000 annually.

Simplifies onboarding new employees.

Simplifies understanding pay scales for internal and external users, including prospective employees.

Reduces setup time in computer system.

Reduces possibility of calculation errors.

Increases future expansion options by providing space between pay grades.

Groups similar employees into the same pay grade.

Maintains reasonable spread between employee groups (child care worker vs director).

Next Steps:

1. Assign **final** pay grades utilizing approved **temporary** pay grades.
2. Utilize approved pay scale to prepare recommended FY24 pay scale.

Note:

The Board is requested to allow minor edits to pay scale if unintended issues are found while preparing the recommended FY24 pay scale.

PROPOSED TEMPORARY PAY GRADE SCALE

This pay scale will not impact any employee in the current (2022/2023) year, with the exception of positions currently posted as they are filled.

This scale will be utilized to develop the recommended pay scale for the next (2023/2024) year.

	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	T12	T13	T14	T15	T16	T17	T18	T19	T20	T21	T22	T23	T24				
0	12.31	13.30	13.74	14.30	14.99	15.26	16.11	16.72	16.82	17.66	18.07	19.45	19.63	21.25	22.14	24.94	25.50	25.77	31.23	32.43	36.30	37.40	38.50	42.40				
1	12.46	13.45	13.90	14.45	15.14	15.41	16.25	16.89	16.97	17.82	18.23	19.59	19.79	21.36	22.30	25.00	25.70	26.10	31.53	32.48	36.35	37.45	38.70	42.45				
2	12.61	13.60	14.04	14.60	15.29	15.56	16.40	17.06	17.11	17.98	18.39	19.72	19.95	21.47	22.47	25.06	26.05	26.60	31.83	32.53	36.40	37.50	38.90	42.50				
3	12.77	13.76	14.23	14.76	15.48	15.72	16.56	17.21	17.30	18.13	18.54	19.85	20.10	21.58	22.61	25.13	26.35	27.05	31.91	32.58	36.45	37.55	39.10	42.55				
4	12.93	13.92	14.38	14.92	15.62	15.88	16.74	17.37	17.45	18.29	18.69	19.99	20.24	21.69	22.76	25.19	26.65	27.45	31.99	32.63	36.50	37.60	39.30	42.60				
5	13.09	14.08	14.53	15.08	15.76	16.04	16.87	17.52	17.62	18.44	18.85	20.12	20.40	21.80	22.92	25.24	26.92	27.90	32.07	32.68	36.55	37.65	39.50	42.65				
6	13.25	14.24	14.67	15.24	15.84	16.19	17.05	17.69	17.79	18.60	19.01	20.26	20.57	21.91	23.08	25.30	27.19	28.40	32.15	32.73	36.60	37.70	39.70	42.70				
7	13.40	14.39	14.85	15.39	15.93	16.36	17.23	17.87	17.97	18.77	19.16	20.39	20.71	22.02	23.23	25.35	27.46	28.80	32.22	32.78	36.65	37.75	39.90	42.75				
8	13.56	14.55	14.99	15.55	16.01	16.51	17.37	18.02	18.12	18.92	19.33	20.52	20.89	22.13	23.40	25.40	27.72	29.25	32.30	32.83	36.70	37.80	40.10	42.80				
9	13.72	14.71	15.14	15.71	16.11	16.66	17.53	18.19	18.29	19.08	19.48	20.66	21.03	22.24	23.55	25.47	28.00	29.75	32.38	32.88	36.75	37.85	40.30	42.85				
10	14.37	15.35	15.80	16.35	16.60	17.48	18.14	19.34	19.44	20.24	20.31	21.29	21.69	22.85	24.21	26.24	29.25	30.75	33.50	33.88	37.75	38.85	41.00	44.85				
11	14.52	15.50	15.96	16.50	16.67	17.60	18.26	19.50	19.60	20.40	20.43	21.43	21.86	22.96	24.37	26.30	30.08	31.20	33.65	33.94	37.82	38.92	41.30	44.92				
12	14.68	15.66	16.11	16.66	16.74	17.72	18.38	19.65	19.75	20.55	20.73	21.56	22.00	23.07	24.52	26.35	30.20	31.65	33.80	34.00	37.89	38.99	41.60	44.99				
13	14.84	15.82	16.29	16.82	16.90	17.81	18.50	19.82	19.92	20.72	21.02	21.70	22.08	23.12	24.59	26.40	30.27	31.70	33.95	34.07	37.96	39.06	41.90	45.06				
14	14.98	15.97	16.43	16.97	17.05	17.95	18.61	19.99	20.09	20.89	21.09	21.83	22.15	23.18	24.66	26.46	30.33	31.77	34.10	34.22	38.03	39.13	42.20	45.13				
15	15.12	16.11	16.60	17.11	17.19	18.11	18.73	20.15	20.25	21.05	21.26	21.99	22.32	23.33	24.83	26.51	30.40	31.96	34.25	34.37	38.41	39.51	42.50	45.51				
16	15.21	16.20	16.67	17.20	17.28	18.18	18.85	20.23	20.33	21.13	21.36	22.05	22.42	23.38	24.93	26.57	30.47	32.01	34.40	34.52	38.48	39.58	42.80	45.58				
17	15.32	16.30	16.74	17.30	17.38	18.26	18.97	20.30	20.40	21.20	21.44	22.11	22.49	23.44	25.01	26.64	30.53	32.07	34.55	34.67	38.56	39.66	43.10	45.66				
18	15.39	16.37	16.83	17.37	17.45	18.35	19.09	20.38	20.48	21.28	21.51	22.17	22.57	23.50	25.08	26.70	30.59	32.13	34.70	34.82	38.63	39.73	43.40	45.73				
19	15.96	16.95	17.40	17.95	18.03	18.87	19.42	21.45	21.55	22.35	22.58	22.84	23.14	24.05	25.65	27.50	30.97	32.80	35.60	35.72	39.72	40.82	45.00	47.82				
20	16.06	17.02	17.48	18.02	18.10	18.99	19.55	21.57	21.67	22.47	22.66	22.90	23.21	24.10	25.73	27.63	31.03	32.85	35.75	35.87	39.80	40.90	45.30	47.90				
21	16.16	17.09	17.55	18.09	18.17	19.07	19.68	21.65	21.75	22.55	22.73	22.96	23.29	24.16	25.83	27.76	31.10	32.91	35.90	36.02	39.87	40.97	45.60	47.97				
22	16.26	17.17	17.63	18.17	18.25	19.14	19.81	21.73	21.83	22.63	22.80	23.02	23.36	24.21	25.96	27.89	31.16	32.97	36.05	36.17	39.94	41.04	45.90	48.04				
23	16.33	17.24	17.71	18.24	18.32	19.23	19.94	21.80	21.90	22.70	22.89	23.11	23.45	24.27	26.09	28.02	31.22	33.02	36.20	36.32	40.02	41.12	46.20	48.12				
24	16.41	17.33	17.80	18.33	18.41	19.32	20.07	21.88	21.98	22.78	23.00	23.22	23.55	24.33	26.21	28.15	31.28	33.09	36.35	36.47	40.09	41.19	46.50	48.19				
25	16.51	17.49	17.95	18.49	18.57	19.47	20.20	22.05	22.15	22.95	23.17	23.39	23.72	24.48	26.28	28.37	31.40	33.28	36.50	36.62	40.30	41.40	46.90	48.40				
26	16.59	17.56	18.03	18.56	18.64	19.54	20.33	22.14	22.24	23.04	23.24	23.46	23.80	24.53	26.35	28.50	31.50	33.33	36.65	36.77	40.38	41.48	47.30	48.48				
27	16.65	17.64	18.10	18.64	18.72	19.61	20.46	22.21	22.31	23.11	23.31	23.53	23.87	24.59	26.42	28.63	31.59	33.39	36.80	36.92	40.45	41.55	47.70	48.55				
28	16.72	17.72	18.17	18.72	18.80	19.68	20.59	22.28	22.38	23.18	23.38	23.60	23.94	24.65	26.49	28.76	31.68	33.45	36.95	37.07	40.52	41.62	48.10	48.62				
29	16.79	17.80	18.24	18.80	18.88	19.75	20.72	22.35	22.45	23.25	23.45	23.67	24.01	24.71	26.56	28.89	31.74	33.51	37.10	37.22	40.59	41.69	48.50	48.69				
30	16.91	17.92	18.36	18.92	19.00	19.90	20.85	22.48	22.58	23.38	23.57	23.79	24.13	24.80	26.67	29.02	31.84	33.76	37.25	37.37	40.71	41.81	49.40	49.81				
	↑ Bus Monitor / Cafeteria Monitor / Cafeteria Worker												↑ Executive Assistant to Superintendent															
	↑ Child Care Worker / Custodian / Instructional Assistant																↑ Computer Technician											
	↑ Receptionist																				↑ Data Manager / Mechanic-Head / Payroll Coordinator							
	↑ Instructional Assistant-PASS/FMD																				↑ Maintenance Supervisor							
	↑ Bookkeeper-Elementary / Child Care On-Site Team Leader / Family/Youth Advocate																				↑ Accounting Manager / College & Career Coach / FRYSC Coordinator							
	↑ Administrative Assistant / Bookkeeper-Middle / *Medical Assistant/CNA																				↑ School Nurse-RN							
	↑ Cafeteria Manager																								↑ Program Director-Drug Free Communities			
	↑ Bookkeeper-High / Bus Driver / Maintenance Worker																								↑ Personnel Director			
	↑ Benefits Coordinator																								↑ Chief Information Officer			
	↑ Accounts Payable Clerk / Onboarding Specialist / Payroll Assistant																								↑ Occupational Therapy Assistant			
	↑ Driver Trainer / Mechanic Worker / Transportation Coordinator																								↑ Chief Financial Officer			
	* Pending Board approval of new job description.																↑ 21st Century Site Coordinator / Child Care Services Dir. / School Nurse-LPN / Technology Resource Instructor								↑ Occupational Therapist			

CLASSIFIED SALARY SCALE-TEMPORARY GRADES

*** Final pay grade # will be assigned later.

Current	Temporary	
"Grade"	Grade	<u>Sorted by Grade</u>
E	T1	Bus Monitor
C	T1	Cafeteria Monitor
D	T1	Cafeteria Worker
F	T2	Child Care Worker
G	T2	Custodian
H	T2	Instructional Assistant
J	T3	Receptionist
I	T4	Instructional Assistant-PASS/FMD
L	T5	Bookkeeper-Elementary
N	T5	Child Care On Site Team Leader
M	T5	Family/Youth Advocate
O	T6	Administrative Assistant
Q	T6	Bookkeeper-Middle
n/a	T6	*Medical Assistant/CNA
P	T7	Cafeteria Manager
U	T8	Bookkeeper-High
S	T8	Bus Driver
R	T8	Maintenance Worker
T	T9	Benefits Coordinator
V	T10	Accounts Payable Clerk
V	T10	Onboarding Specialist
V	T10	Payroll Assistant
X	T11	Driver Trainer
W	T11	Mechanic Worker
X	T11	Transportation Coordinator
Y	T12	21st Century Site Coordinator
AD	T12	Child Care Services Director
Z	T12	School Nurse-LPN
Z	T12	Technology Resource Instructor
AC	T13	Executive Assistant to Superintendent
AE	T14	Computer Technician
AG	T15	Data Manager
AF	T15	Mechanic-Head
AG	T15	Payroll Coordinator
AI	T16	Maintenance Supervisor
AK	T17	Accounting Manager
AM	T17	College & Career Coach
AN	T17	FRYSC Coordinator
AJ	T18	School Nurse-RN
AO	T19	Program Director-Drug Free Communities
AR	T20	Personnel Director
AT	T21	Chief Information Officer
AQ	T22	Occupational Therapy Assistant
AV	T23	Chief Financial Officer
AS	T24	Occupational Therapist

Current	Temporary	
"Grade"	Grade	<u>Sorted Alphabetically</u>
Y	T12	21st Century Site Coordinator
AK	T17	Accounting Manager
V	T10	Accounts Payable Clerk
O	T6	Administrative Assistant
T	T9	Benefits Coordinator
L	T5	Bookkeeper-Elementary
U	T8	Bookkeeper-High
Q	T6	Bookkeeper-Middle
S	T8	Bus Driver
E	T1	Bus Monitor
P	T7	Cafeteria Manager
C	T1	Cafeteria Monitor
D	T1	Cafeteria Worker
AV	T23	Chief Financial Officer
AT	T21	Chief Information Officer
N	T5	Child Care On Site Team Leader
AD	T12	Child Care Services Director
F	T2	Child Care Worker
AM	T17	College & Career Coach
AE	T14	Computer Technician
G	T2	Custodian
AG	T15	Data Manager
X	T11	Driver Trainer
AC	T13	Executive Assistant to Superintendent
M	T5	Family/Youth Advocate
AN	T17	FRYSC Coordinator
H	T2	Instructional Assistant
I	T4	Instructional Assistant-PASS/FMD
AI	T16	Maintenance Supervisor
R	T8	Maintenance Worker
W	T11	Mechanic Worker
AF	T15	Mechanic-Head
n/a	T6	*Medical Assistant/CNA
AS	T24	Occupational Therapist
AQ	T22	Occupational Therapy Assistant
V	T10	Onboarding Specialist
V	T10	Payroll Assistant
AG	T15	Payroll Coordinator
AR	T20	Personnel Director
AO	T19	Program Director-Drug Free Communities
J	T3	Receptionist
Z	T12	School Nurse-LPN
AJ	T18	School Nurse-RN
Z	T12	Technology Resource Instructor
X	T11	Transportation Coordinator

* Pending Board approval of new job description.