

\$14.43 Base pay level A, year 0

Classified Salary Schedule FY25 - 3% Base Increase

	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13+	Position
Level A	\$14.43	\$14.49	\$14.75	\$15.05	\$15.35	\$15.65	\$15.97	\$16.29	\$16.61	\$16.94	\$17.28	\$17.63	\$17.98	\$18.67	Food Service Server-Traywasher /General Classroom Aide / Recess Aide / Helpdesk Support Tech
Level B	\$14.87	\$14.93	\$15.19	\$15.50	\$15.81	\$16.12	\$16.45	\$16.78	\$17.11	\$17.45	\$17.80	\$18.16	\$18.52	\$19.23	Instructional Paraeducator / Title I-A Paraeducator / Literacy Paraeducator / Library Assistant / Food Service Cook-Cashier / Transportation Paraeducator
Level C	\$15.31	\$15.37	\$15.65	\$15.96	\$16.28	\$16.61	\$16.94	\$17.28	\$17.62	\$17.98	\$18.34	\$18.70	\$19.08	\$19.81	Bilingual Paraeducator /SPED Behavioral Paraeducator / Speech Paraeducator / ERC Paraeducator
Level D	\$15.77	\$15.84	\$16.12	\$16.44	\$16.77	\$17.11	\$17.45	\$17.80	\$18.15	\$18.52	\$18.89	\$19.27	\$19.65	\$20.40	Custodians / Food Service Office Asst.
Level E	\$16.25	\$16.31	\$16.61	\$16.94	\$17.28	\$17.62	\$17.97	\$18.33	\$18.70	\$19.07	\$19.46	\$19.85	\$20.24	\$21.01	Grounds / Migrant Liason
Level F	\$16.73	\$16.80	\$17.10	\$17.44	\$17.79	\$18.15	\$18.51	\$18.88	\$19.26	\$19.65	\$20.04	\$20.44	\$20.85	\$21.65	Facilities Specialist / Head Custodian / School Kitchen Manager / Transportation Technician ** / Dispatcher ** ** See #12 below
Level G	\$17.24	\$17.31	\$17.62	\$17.98	\$18.34	\$18.70	\$19.08	\$19.46	\$19.85	\$20.24	\$20.65	\$21.06	\$21.48	\$22.29	Computer Lab / Music / IDLA Class Co-Ordinators
Level H	\$17.76	\$17.83	\$18.15	\$18.51	\$18.88	\$19.26	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27	\$21.69	\$22.13	\$22.97	Dept/School Secretaries / Licensed Full Time Bus Driver
Level I	\$18.29	\$18.36	\$18.69	\$19.07	\$19.45	\$19.84	\$20.23	\$20.64	\$21.05	\$21.47	\$21.90	\$22.34	\$22.79	\$23.65	IT Support Specialist / Student Information Data Assistant
Level J	\$18.93	\$19.01	\$19.35	\$19.73	\$20.13	\$20.53	\$20.94	\$21.36	\$21.79	\$22.22	\$22.67	\$23.12	\$23.58	\$24.48	Plant Maintenance / District Administrative Assistant
Level K	\$19.59	\$19.67	\$20.03	\$20.43	\$20.83	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41	\$25.34	Plant Maintenance w/certification / Habilitation Intervention Services / Educational Interpreter (ASL) / Mechanic
Level L	\$26.64	\$26.74	\$27.23	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06	\$30.66	\$31.27	\$31.90	\$32.54	\$33.19	\$34.46	Home to School Route Bus Driver

Student Workers will begin on Level A, year 0 OR Level D, year 0, depending on position. Examples of Level A positions: Food Service Worker, Office Support, Tech Support, Social Media Intern. Examples of Level D positions: Custodian, Grounds, Painter, Bus Washer. Level will be determined by the Superintendent. Students can move on salary schedule according to years experience with KSD.

Food Service Substitute: \$14.43 per hours (Level A, Year 0) Custodian Substitute: \$15.77 per hour (Level D, Year 0) Classified Covering for Certified Staff: \$17.24 per hour (Level G, Year 0)

- 1) Individual working 20 hours or less per week, or compensated through grant funding, may not be reflected on this salary schedule.
- 2) All new employees are hired as probationary employees and placed according to the schedule with credit given for same position in another school district or private sector. Experience in a similar position will be given 1 year experience for every 2 years experience. Superintendent will determine all placements.
- 3) Employee transfers to a different level will receive no year(s) credit for new position. But if moving up in levels, will be placed in year of service that guarantees at least same hourly pay.
- 4) Three personal days (at hours worked) are given per year. Two sub-deduct days available and charged to employee at \$110 per day or rate of pay (whichever is less). Personal days can be carried over (no more than 6 at a time) or paid at the sub-deduct rate.
- 5) Vacation time for 12 month employees, after 6 months, is earned at .833 days per month. Vacation time for 10+ year employees is earned at 1.25 days per month. Sick Leave entitlement - 1 day per month at daily rate up to 220 days maximum.
- 6) Teacher assistants/Paraeducators are to attend meetings recommended for attendance (i.e. staff, relevant student/instructional committee, parent/teacher conferences).
- 7) Emergency Closure Days - See District Policy.
- 8) Time taken from Sick Leave Bank does not accrue vacation or sick leave.
- 9) Employees hired after January 1st will remain on 0 years service for upcoming fiscal year.
- 10) If employee terminates with cause, all sick and personal leave time is forfeited.
- 11) Overtime must be approved by direct supervisor or superintendent in writing prior to being worked.
- 12) If Dispatcher and Transportation Technician are CDL licensed, they will be placed on line H. If unlicensed, they will be placed on line F.