

8.1—CLASSIFIED PERSONNEL SALARY SCHEDULE

For the purposes of this policy, an employee must work two thirds (2/3) of the number of their regularly assigned annual work days to qualify for a step increase.

The superintendent has the authority, when recommending an applicant and his/her placement on the District's salary schedule to the Board for its approval, to consider the applicant's previous work experience with similar duties, responsibilities, and skill sets to those job duties and responsibilities the applicant would assume for the District.

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.

Classified Salary Schedule

ABC Aide

Years Exp	Step	
0	1	\$15,766
1	2	\$16,139
2	3	\$16,512
3	4	\$16,885
4	5	\$17,258
5	6	\$17,631
6	7	\$18,272
7	8	\$18,913
8	9	\$19,554
9	10	\$20,195
10	11	\$20,836
11	12	\$20,836
12	13	\$20,836
13	14	\$20,836
14	15	\$20,836
15	16	\$20,836
16	17	\$20,836
17	18	\$20,836
18	19	\$20,836
19	20	\$20,836
20	21	\$20,836
Days	190	
Increments	373/*641	
Hours	8	

Classified
Salary
Schedule

**Transportation
Director**

Years Exp	Step	
0	1	\$24,480.00
1	2	\$24,688.00
2	3	\$24,896.00
3	4	\$25,104.00
4	5	\$25,312.00
5	6	\$25,520.00
6	7	\$25,728.00
7	8	\$25,936.00
8	9	\$26,144.00
9	10	\$26,352.00
10	11	\$26,560.00
11	12	\$26,768.00
12	13	\$26,976.00
13	14	\$27,184.00
14	15	\$27,392.00
15	16	\$27,600.00
16	17	\$27,808.00
17	18	\$28,016.00
18	19	\$28,224.00
19	20	\$28,432.00
20	21	\$28,640.00
Days	240	
Increments	\$208.00	
Hours	8	

**Director
Maintenance/
Transportation**

Years Exp	Step	
0	1	\$29,300
1	2	\$29,600
2	3	\$29,900
3	4	\$30,200
4	5	\$30,500
5	6	\$30,800
6	7	\$31,100
7	8	\$31,400
8	9	\$31,700
9	10	\$32,000
10	11	\$32,300
11	12	\$32,600
12	13	\$32,900
13	14	\$33,200
14	15	\$33,500
15	16	\$33,800
16	17	\$34,100
17	18	\$34,400
18	19	\$34,700
19	20	\$35,000
20	21	\$35,300
Stipend		\$5000
Days	240	
Increments	\$300	
Hours		

Bus Driver

Years Exp	Step	
0	1	\$7,053.30
1	2	\$7,157.30
2	3	\$7,261.30
3	4	\$7,365.30
4	5	\$7,469.30
5	6	\$7,573.30
6	7	\$7,677.30
7	8	\$7,781.30
8	9	\$7,885.30
9	10	\$7,989.30
10	11	\$8,093.30
11	12	\$8,197.30
12	13	\$8,301.30
13	14	\$8,405.30
14	15	\$8,509.30
15	16	\$8,613.30
16	17	\$8,717.30
17	18	\$8,821.30
18	19	\$8,925.30
19	20	\$9,029.30
20	21	\$9,133.30
Days	178	
Increments	\$104.00	
Hours		

Classified Salary Schedule

Due Process/Administrative Assistant
Administrative Assistant
Due Process

Years Exp	Step	
0	1	\$15,577.44
1	2	\$15,785.44
2	3	\$15,993.44
3	4	\$16,201.44
4	5	\$16,409.44
5	6	\$16,617.44
6	7	\$16,825.44
7	8	\$17,033.44
8	9	\$17,241.44
9	10	\$17,449.44
10	11	\$17,657.44
11	12	\$17,865.44
12	13	\$18,073.44
13	14	\$18,281.44
14	15	\$18,489.44
15	16	\$18,697.44
16	17	\$18,905.44
17	18	\$19,113.44
18	19	\$19,321.44
19	20	\$19,529.44
20	21	\$19,737.44
Days	210	
Increments	\$208.00	
Hours	8	

High School Administrative Assistant

Years Exp	Step	
0	1	\$17,086.02
1	2	\$17,294.02
2	3	\$17,502.02
3	4	\$17,710.02
4	5	\$17,918.02
5	6	\$18,126.02
6	7	\$18,334.02
7	8	\$18,542.02
8	9	\$18,750.02
9	10	\$18,958.02
10	11	\$19,166.02
11	12	\$19,374.02
12	13	\$19,582.02
13	14	\$19,790.02
14	15	\$19,998.02
15	16	\$20,206.02
16	17	\$20,414.02
17	18	\$20,622.02
18	19	\$20,830.02
19	20	\$21,038.02
20	21	\$21,246.02
Days	225	
Increments	\$208.00	
Hours	8	

Computer Technician

Years Exp	Step	
0	1	\$29,065.92
1	2	\$29,273.92
2	3	\$29,481.92
3	4	\$29,689.92
4	5	\$29,897.92
5	6	\$30,105.92
6	7	\$30,313.92
7	8	\$30,521.92
8	9	\$30,729.92
9	10	\$30,937.92
10	11	\$31,145.92
11	12	\$31,353.92
12	13	\$31,561.92
13	14	\$31,769.92
14	15	\$31,977.92
15	16	\$32,185.92
16	17	\$32,393.92
17	18	\$32,601.92
18	19	\$32,809.92
19	20	\$33,017.92
20	21	\$33,225.92
Days	190	
Increments	\$208.00	
Hours	8	

Classified
Salary
Schedule

Custodian

Years Exp	Step	
0	1	\$19,348.58
1	2	\$19,452.58
2	3	\$19,556.58
3	4	\$19,660.58
4	5	\$19,764.58
5	6	\$19,868.58
6	7	\$19,972.58
7	8	\$20,076.58
8	9	\$20,180.58
9	10	\$20,284.58
10	11	\$20,388.58
11	12	\$20,492.58
12	13	\$20,596.58
13	14	\$20,700.58
14	15	\$20,804.58
15	16	\$20,908.58
16	17	\$21,012.58
17	18	\$21,116.58
18	19	\$21,220.58
19	20	\$21,324.58
20	21	\$21,428.58
Days	240	
Increments	\$104.00	
Hours	8	

**Maintenance
Worker**

Years Exp	Step	
0	1	\$20,271.48
1	2	\$20,479.48
2	3	\$20,687.48
3	4	\$20,895.48
4	5	\$21,103.48
5	6	\$21,311.48
6	7	\$21,519.48
7	8	\$21,727.48
8	9	\$21,935.48
9	10	\$22,143.48
10	11	\$22,351.48
11	12	\$22,611.48
12	13	\$22,871.48
13	14	\$23,131.48
14	15	\$23,391.48
15	16	\$23,651.48
16	17	\$23,911.48
17	18	\$24,171.48
18	19	\$24,431.48
19	20	\$24,691.48
20	21	\$24,951.48
Days	240	
Increments	\$208.00	
Hours	8	

**Maintenance
Director**

Years Exp	Step	
0	1	\$22,276.80
1	2	\$22,484.80
2	3	\$22,692.80
3	4	\$22,900.80
4	5	\$23,108.80
5	6	\$23,316.80
6	7	\$23,524.80
7	8	\$23,732.80
8	9	\$23,940.80
9	10	\$24,148.80
10	11	\$24,356.80
11	12	\$24,616.80
12	13	\$24,876.80
13	14	\$25,136.80
14	15	\$25,396.80
15	16	\$25,656.80
16	17	\$25,916.80
17	18	\$26,176.80
18	19	\$26,436.80
19	20	\$26,696.80
20	21	\$26,956.80
Days	240	
Increments	\$208.00	
Hours	8	

Classified
Salary
Schedule

**Cafeteria
Workers**

Years Exp	Step	
0	1	\$10,483.20
1	2	\$10,587.20
2	3	\$10,691.20
3	4	\$10,795.20
4	5	\$10,899.20
5	6	\$11,003.20
6	7	\$11,107.20
7	8	\$11,211.20
8	9	\$11,315.20
9	10	\$11,419.20
10	11	\$11,523.20
11	12	\$11,627.20
12	13	\$11,731.20
13	14	\$11,835.20
14	15	\$11,939.20
15	16	\$12,043.20
16	17	\$12,147.20
17	18	\$12,251.20
18	19	\$12,355.20
19	20	\$12,459.20
20	21	\$12,563.20
Days	180	
Increments	\$104.00	
Hours	7	

**Cafeteria
Director**

Years Exp	Step	
0	1	\$19,397.10
1	2	\$19,501.10
2	3	\$19,605.10
3	4	\$19,709.10
4	5	\$19,813.10
5	6	\$19,917.10
6	7	\$20,021.10
7	8	\$20,125.10
8	9	\$20,229.10
9	10	\$20,333.10
10	11	\$20,437.10
11	12	\$20,541.10
12	13	\$20,645.10
13	14	\$20,749.10
14	15	\$20,853.10
15	16	\$20,957.10
16	17	\$21,061.10
17	18	\$21,165.10
18	19	\$21,269.10
19	20	\$21,373.10
20	21	\$21,477.10
Days	190	
Increments	\$104.00	
Hours	8	

Nurse

Years Exp	Step	
0	1	\$17,262.66
1	2	\$17,366.66
2	3	\$17,470.66
3	4	\$17,574.66
4	5	\$17,678.66
5	6	\$17,782.66
6	7	\$17,886.66
7	8	\$17,990.66
8	9	\$18,094.66
9	10	\$18,198.66
10	11	\$18,302.66
11	12	\$18,406.66
12	13	\$18,510.66
13	14	\$18,614.66
14	15	\$18,718.66
15	16	\$18,822.66
16	17	\$18,926.66
17	18	\$19,030.66
18	19	\$19,134.66
19	20	\$19,238.66
20	21	\$19,342.66
Days	180	
Increments	\$104.00	
Hours	8	

Classified
Salary
Schedule

Aides

**Administrative
Assistant**

**Central Office
Assistant**

**District
Treasurer**

Years Exp	Step	
0	1	\$11,980.80
1	2	\$12,084.80
2	3	\$12,188.80
3	4	\$12,292.80
4	5	\$12,396.80
5	6	\$12,500.80
6	7	\$12,604.80
7	8	\$12,708.80
8	9	\$12,812.80
9	10	\$12,916.80
10	11	\$13,020.80
11	12	\$13,124.80
12	13	\$13,228.80
13	14	\$13,332.80
14	15	\$13,436.80
15	16	\$13,540.80
16	17	\$13,644.80
17	18	\$13,748.80
18	19	\$13,852.80
19	20	\$13,956.80
20	21	\$14,060.80
Days	180	
Increments	\$104.00	
Hours	8	

Years Exp	Step	
0	1	\$18,589.50
1	2	\$18,797.50
2	3	\$19,005.50
3	4	\$19,213.50
4	5	\$19,421.50
5	6	\$19,629.50
6	7	\$19,837.50
7	8	\$20,045.50
8	9	\$20,253.50
9	10	\$20,461.50
10	11	\$20,669.50
11	12	\$20,877.50
12	13	\$21,085.50
13	14	\$21,293.50
14	15	\$21,501.50
15	16	\$21,709.50
16	17	\$21,917.50
17	18	\$22,125.50
18	19	\$22,333.50
19	20	\$22,541.50
20	21	\$22,749.50
Days	240	
Increments	\$208.00	
Hours	8	

Years Exp	Step	
0	1	\$42,432.00
1	2	\$42,744.00
2	3	\$43,056.00
3	4	\$43,368.00
4	5	\$43,680.00
5	6	\$43,992.00
6	7	\$44,304.00
7	8	\$44,616.00
8	9	\$44,928.00
9	10	\$45,240.00
10	11	\$45,552.00
11	12	\$45,864.00
12	13	\$46,176.00
13	14	\$46,488.00
14	15	\$46,800.00
15	16	\$47,112.00
16	17	\$47,424.00
17	18	\$47,736.00
18	19	\$48,048.00
19	20	\$48,360.00
20	21	\$48,672.00
Days	240	
Increments	\$312.00	
Hours	8	

Classified Salary Schedule

**Director of
Instructional
Technology**

**Technology
Assistant**

**Cafeteria
Manager**

Years Exp	Step	
0	1	\$41,714.85
1	2	\$41,977.58
2	3	\$42,240.32
3	4	\$42,503.06
4	5	\$42,765.79
5	6	\$43,028.53
6	7	\$43,291.27
7	8	\$43,554.00
8	9	\$43,816.74
9	10	\$44,079.48
10	11	\$44,342.21
11	12	\$44,604.95
12	13	\$44,867.69
13	14	\$45,130.43
14	15	\$45,393.16
15	16	\$45,655.90
16	17	\$45,918.64
17	18	\$46,181.37
18	19	\$46,444.11
19	20	\$46,706.85
20	21	\$46,969.58
Days	240	
Increments	\$262.74	
Hours	8	

Years Exp	Step	
0	1	\$22,200.00
1	2	\$22,408.00
2	3	\$22,616.00
3	4	\$22,824.00
4	5	\$23,032.00
5	6	\$23,240.00
6	7	\$23,448.00
7	8	\$23,656.00
8	9	\$23,864.00
9	10	\$24,072.00
10	11	\$24,280.00
11	12	\$24,488.00
12	13	\$24,696.00
13	14	\$24,904.00
14	15	\$25,112.00
15	16	\$25,320.00
16	17	\$25,528.00
17	18	\$25,736.00
18	19	\$25,944.00
19	20	\$26,152.00
20	21	\$26,360.00
Days	240	
Increments	\$208.00	
Hours	8	

Years Exp	Step	
0	1	\$11,980.80
1	2	\$12,084.80
2	3	\$12,188.80
3	4	\$12,292.80
4	5	\$12,396.80
5	6	\$12,500.80
6	7	\$12,604.80
7	8	\$12,708.80
8	9	\$12,812.80
9	10	\$12,916.80
10	11	\$13,020.80
11	12	\$13,124.80
12	13	\$13,228.80
13	14	\$13,332.80
14	15	\$13,436.80
15	16	\$13,540.80
16	17	\$13,644.80
17	18	\$13,748.80
18	19	\$13,852.80
19	20	\$13,956.80
20	21	\$14,060.80
Days	180	
Increments	\$104.00	
Hours	8	

Hourly Rates

Cafeteria Substitute	\$8.32	Per Hour
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*Student Worker	\$8.32	Per Hour
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Maintenance/Custodial	\$9.00	Per Hour
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Substitute Bus Driver (Regular Daily Route)	\$42.92	Daily Rate
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Field Trip Bus Driver	\$15.00	Per Hour
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Conway Career Center Bus Driver	\$15.00	Per Hour (if driven separately from ALE)
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Field Trip Waiting Time for Driver	\$8.32	Per Hour
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ALE Bus Route	\$15.00	Per Hour
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After School Tutoring (Licensed)	\$25.00	Per Hour
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Classified Substitute Teacher	\$67.00	Daily Rate (without certification)
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Licensed Substitute Teacher	\$73.00	Daily Rate (with teacher license)
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Long Term Classified Substitute	\$88.00	Daily Rate
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Long Term Licensed Substitute	\$158.54	Beginning Teacher Daily Rate
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Spec Ed Bus Rider (contracted employee)	\$ -	1 1/2 Hourly Rate of Current Contract for other job with district
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Spec Ed Bus Rider (non- contracted employee)	\$8.32	Per Hour
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After School Tutoring (classified)	\$20.00	Per Hour
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