

Appendix C — Salary Schedules

C.1.a United Support Personnel Salary Schedule

The following group of classifications are paid as follows (schedule 911):

S10_Special Education Instructional Aide – Severe Impairments – All Impairments
 S30_Special Education Instructional Aide – Severe Impairments – Computer

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	20.5024	21.4709	22.5087	23.5927	24.7229	25.4646

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	21.3225	22.3297	23.4090	24.5364	25.7118	26.4832
LWE Add-On	1.4926	1.5631	1.6386	1.7175	1.7998	1.8538
Hourly Rate	22.8151	23.8928	25.0476	26.2539	27.5116	28.3370

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	22.1754	23.2229	24.3454	25.5179	26.7403	27.5425	28.3688
LWE Add-On	1.4926	1.5631	1.6386	1.7175	1.7998	1.8538	1.8538
Hourly Rate	23.6680	24.7860	25.9840	27.2354	28.5401	29.3963	30.2226

The following group of classifications are paid as follows (schedule 913):

S10W_ Paraprofessional: Community Access/Transition (CAT)
 S20D_ Paraprofessional for Deaf/Hard of Hearing
 S20V_ Paraprofessional for Visually Impairment

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	21.0936	22.0622	23.0999	24.1838	25.3141	26.0736

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	21.9373	22.9447	24.0239	25.1512	26.3267	27.1165
LWE Add-On	1.5356	1.6061	1.6817	1.7606	1.8429	1.8982
Hourly Rate	23.4729	24.5508	25.7056	26.9118	28.1696	29.0147

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	22.8148	23.8625	24.9849	26.1572	27.3798	28.2012	29.0472
LWE Add-On	1.5356	1.6061	1.6817	1.7606	1.8429	1.8982	1.8982
Hourly Rate	24.3504	25.4686	26.6666	27.9178	29.2227	30.0994	30.9454

The following group of classifications are paid as follows (schedule 915):

- S10A – Assistive Technology and Augmentative Communication
- S10B – Non-Public School Bus Para-Educator
- S10E_ Specialized Physical Health Care Procedures – Diastat
- S10F_ Specialized Physical Health Care Procedures
- S10I_ 504 Itinerant Paraprofessional
- S10Q_ SOAR Paraprofessional
- S22_ Licensed Vocational Nurse (LVN) (non-instructional)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	21.6847	22.6533	23.6911	24.7749	25.9053	26.6827

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	22.5521	23.5594	24.6387	25.7659	26.9415	27.7500
LWE Add-On	1.5786	1.6492	1.7247	1.8036	1.8889	1.9425
Hourly Rate	24.1307	25.2086	26.3634	27.5695	28.8304	29.6925

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	23.4542	24.5018	25.6242	26.7965	28.0192	28.8600	29.7258
LWE Add-On	1.5786	1.6492	1.7247	1.8036	1.8889	1.9425	1.9425
Hourly Rate	25.0328	26.1510	27.3489	28.6001	29.9081	30.8025	31.6683

The following classification are paid as follows (schedule 934):

C10_Instructional Aide: Early Education Department

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 - Career Increment
Hourly Rate	16.3065	17.1135	17.9207	18.7742	19.6968	20.6817	21.5108

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 - Career Increment
Hourly Base Rate	16.9588	17.7980	18.6375	19.5252	20.4847	21.5090	22.3712
LWE Add-On	1.1871	1.2459	1.3046	1.3668	1.4339	1.5056	1.5660
Hourly Rate	18.1459	19.0439	19.9421	20.892	21.9186	23.0146	23.9372

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 - Career Increment A	Step 8 - Career Increment B
Hourly Rate	17.6372	18.5099	19.3830	20.3062	21.3041	22.3694	23.2660	23.9640
LWE Add-On	1.1871	1.2459	1.3046	1.3668	1.4339	1.5056	1.5660	1.5660
Hourly Rate	18.8243	19.7558	20.6876	21.6730	22.738	23.8750	24.8320	25.5300

The following group of classifications are paid as follows (schedule 935):

- A01_Instructional Aide: Pre-K Program
- A03_Instructional Aide: Elementary Basic Skills
- A04_Instructional Aide: Secondary Basic Skills
- A05_Instructional Aide Math/Secondary
- A06_Instructional Aide: Science
- A07_Instructional Aide: Sensory Motor
- A08_Instructional Aide: Mathematics/Science
- A09_Instructional Aide: Computer
- A10_Instructional Aide: Computer/Sensory Motor Skills
- A11_Instructional Aide: Naturalist
- A12_Instructional Aide: Evening School
- N10_Special Education Instructional Aide: Non-Severe All Impairments
- P10_Supplemental Services: General Support
- P20_Supplemental Services: Computer
- P60_Supplemental Services: Special Education
- T10_Security – Campus

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	20.1580	21.1266	22.1643	23.2483	24.3785	25.1096

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	20.9643	21.9717	23.0509	24.1782	25.3536	26.1140
LWE Add-On	1.4675	1.5380	1.6136	1.6925	1.7748	1.8280
Hourly Rate	22.4318	23.5097	24.6645	25.8707	27.1284	27.9420

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	21.8029	22.8506	23.9729	25.1453	26.3677	27.1586	27.9734
LWE Add-On	1.4675	1.5380	1.6136	1.6925	1.7748	1.8280	1.8280
Hourly Rate	23.2704	24.3886	25.5865	26.8378	28.1425	28.9866	29.8014

The following group of classifications are paid as follows (schedule 937):

- R10_Community Relations Specialist: Attendance
- R20_Parent Liaison
- R40_Community Relations Specialist: Elementary Advisor
- R50_Community Relations Specialist: Student Advisor
- R60_Community Relations Specialist: Peer Resources
- R70_Community Relations Specialist: Multiple Services
- R80_Community Relations Specialist: Computer
- R90_Community Relations Specialist: Computer/Sensory Motor

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	24.2625	25.8314	27.0772	28.4148	29.7757	30.6689

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	25.2330	26.8647	28.1603	29.5514	30.9667	31.8957
LWE Add-On	1.7663	1.8805	1.9712	2.0686	2.1677	2.2327
Hourly Rate	26.9993	28.7452	30.1315	31.62	33.1344	34.1284

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Rate Based	26.2423	27.9393	29.2867	30.7335	32.2054	33.1715	34.1666
LWE Add-On	1.7663	1.8805	1.9712	2.0686	2.1677	2.2327	2.2327
Hourly Rate	28.0086	29.8198	31.2579	32.8021	34.3731	35.4042	36.3993

R11 - Child Welfare and Attendance Liaison (schedule 987)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	26.2330	27.5236	28.8716	30.2971	31.7803	32.7335

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	27.2823	28.6245	30.0265	31.5090	33.0515	34.0428
LWE Add-On	1.9098	2.0037	2.1019	2.2056	2.3136	2.3830
Hourly Rate	29.1921	30.6282	32.1284	33.7146	35.3651	36.4258

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	28.3736	29.7695	31.2276	32.7694	34.3736	35.4045	36.4666
LWE Add-On	1.9098	2.0037	2.1019	2.2056	2.3136	2.3830	2.3830
Hourly Rate	30.2834	31.7732	33.3295	34.975	36.6872	37.7875	38.8496

R30_Community Health Outreach Worker (Schedule 980)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	25.8313	27.0771	28.4148	29.7757	31.2642	32.2022

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	26.8646	28.1602	29.5514	30.9667	32.5148	33.4903
LWE Add-On	1.8805	1.9712	2.0686	2.1677	2.2760	2.3443
Hourly Rate	28.7451	30.1314	31.62	33.1344	34.7908	35.8346

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	27.9392	29.2866	30.7335	32.2054	33.8154	34.8299	35.8748
LWE Add-On	1.8805	1.9712	2.0686	2.1677	2.276	2.3443	2.3443
Hourly Rate	29.8197	31.2578	32.8021	34.3731	36.0914	37.1742	38.2191

R31_ExCEL Manager (schedule 981)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	35.0676	36.8222	38.6633	40.6002	42.5042	43.7793

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	36.4703	38.2951	40.2098	42.2242	44.2044	45.5305
LWE Add-On	2.5529	2.6807	2.8147	2.9557	3.0943	3.1871
Hourly Rate	39.0232	40.9758	43.0245	45.1799	47.2987	48.7176

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	37.9291	39.8269	41.8182	43.9132	45.9726	47.3517	48.7723
LWE Add-On	2.5529	2.6807	2.8147	2.9557	3.0943	3.1871	3.1871
Hourly Rate	40.482	42.5076	44.6329	46.8689	49.0669	50.5388	51.9594

R32_Excel Coordinator (schedule 982)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	28.4148	29.8578	31.2642	32.8276	34.4690	35.5031

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	29.5514	31.0521	32.5148	34.1407	35.8478	36.9232
LWE Add-On	2.0686	2.1736	2.2760	2.3898	2.5093	2.5846
Hourly Rate	31.6200	33.2257	34.7908	36.5305	38.3571	39.5078

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	30.7335	32.2942	33.8154	35.5063	37.2817	38.4001	39.5521
LWE Add-On	2.0686	2.1736	2.2760	2.3898	2.5093	2.5846	2.5846
Hourly Rate	32.8021	34.4678	36.0914	37.8961	39.7910	40.9847	42.1367

R33_Learning Support Consultant (Schedule 983)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	38.6633	40.5963	42.6262	44.7573	46.9955	48.4055

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	40.2098	42.2202	44.3312	46.5476	48.8753	50.3417
LWE Add-On	2.8147	2.9554	3.1032	3.2583	3.4213	3.5239
Hourly Rate	43.0245	45.1756	47.4344	49.8059	52.2966	53.8656

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	41.8182	43.909	46.1044	48.4095	50.8303	52.3554	53.9261
LWE Add-On	2.8147	2.9554	3.1032	3.2583	3.4213	3.5239	3.5239
Hourly Rate	44.6329	46.8644	49.2076	51.6678	54.2516	55.8793	57.4500

The following group of classifications are paid as follows (schedule 984):

R34_Site Nutrition Coordinator
P80_Paraprofessional/Paraeducator on Special Assignment

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	30.7626	32.2924	33.9068	35.5589	37.3368	38.4569

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	31.9931	33.5841	35.2631	36.9813	38.8303	39.9952
LWE Add-On	2.2395	2.3509	2.4684	2.5887	2.7181	2.7997
Hourly Rate	34.2326	35.9350	37.7315	39.5700	41.5484	42.7949

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	33.5728	34.9275	36.6736	38.4606	40.3835	41.5950	42.8429
LWE Add-On	2.2395	2.3509	2.4684	2.5887	2.7181	2.7997	2.7997
Hourly Rate	35.8123	37.2784	39.142	41.0493	43.1016	44.3947	45.6426

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	30.7626	32.2924	33.9068	35.5589	37.3368	38.4569

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	31.9931	33.5841	35.2631	36.9813	38.8303	39.9952
LWE Add-On	2.2395	2.3509	2.4684	2.5887	2.7181	2.7997
Hourly Rate	34.2326	35.9350	37.7315	39.5700	41.5484	42.7949

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	33.5728	34.9275	36.6736	38.4606	40.3835	41.5950	42.8429
LWE Add-On	2.2395	2.3509	2.4684	2.5887	2.7181	2.7997	2.7997
Hourly Rate	35.8123	37.2784	39.142	41.0493	43.1016	44.3947	45.6426

R36_Wellness Coordinator (schedule 986)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	35.3092	37.0747	38.9285	40.8748	42.9187	44.2062

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	36.7216	38.5577	40.4856	42.5098	44.6354	45.9744
LWE Add-On	2.5705	2.6990	2.8340	2.9757	3.1245	3.2182
Hourly Rate	39.2921	41.2567	43.3196	45.4855	47.7599	49.1926

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Base Rate	38.1905	40.1000	42.1050	44.2102	46.4208	47.8134	49.2478
LWE Add-On	2.5705	2.6990	2.8340	2.9757	3.1245	3.2182	3.2182
Hourly Rate	40.7610	42.7990	44.9390	47.1859	49.5453	51.0316	52.4660

R37_ EED Family Support Specialist (schedule 989)

3% Effective July 1, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Rate	38.6633	40.5963	42.6262	44.7573	46.9955	48.4055

4% Effective July 1, 2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment
Hourly Base Rate	40.2098	42.2202	44.3312	46.5476	48.8753	50.3417
LWE Add-On	2.8147	2.9554	3.1032	3.2583	3.4213	3.5239
Hourly Rate	43.0245	45.1756	47.4344	49.8059	52.2966	53.8656

4% Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6 - Career Increment A	Step 7 - Career Increment B
Hourly Rate	41.8182	43.9090	46.1044	48.4095	50.8303	52.3554	53.9261
LWE Add-On	2.8147	2.9554	3.1032	3.2583	3.4213	3.5239	3.5239
Hourly Rate	44.6329	46.8644	49.2076	51.6678	54.2516	55.8793	57.4500

C.2. United Support Personnel Substitute rate

The following group of Temporary, As needed classifications are paid on schedule 938:

3594S – Instructional Aide II: Temporary Special Education As Needed

3% Effective July 1, 2017		
	Step 1	Step 2
Hourly Rate	15.7774	17.3277

4% Effective July 1, 2018		
	Step 1	Step 2
Hourly Rate	16.4085	18.0208

4% Effective July 1, 2019		
	Step 1	Step 2
Hourly Rate	17.0648	18.7416

The following group of Temporary, As needed classifications are paid on schedule 460:

3594 – Instructional Aide II: Temporary, As Needed

3% Effective July 1, 2017		
	Step 1	Step 2
Hourly Rate	15.5190	17.0693

4% Effective July 1, 2018		
	Step 1	Step 2
Hourly Rate	16.1398	17.7521

4% Effective July 1, 2019		
	Step 1	Step 2
Hourly Rate	16.7854	18.4622

The following group of Temporary, As needed classifications are paid on schedule 461:

3595 – Security Aides: Temporary As Needed

3% Effective July 1, 2017

	Step 1	Step 2
Hourly Rate	16.5534	17.7358

4% Effective July 1, 2018

	Step 1	Step 2
Hourly Rate	17.2155	18.4452

4% Effective July 1, 2019

	Step 1	Step 2
Hourly Rate	17.2155	18.4452

C.3. United Support Personnel Substitute Other Rate:

Paraprofessional Substitute Corps – Schedule 911 plus \$1 differential per hour (Schedule 192)