

SALARY SCHEDULE 2017-2018

Executive Assistants

	SECEA1	SECEA2
Step 1	28,395	28,870
Step 2	29,059	29,543
Step 3	29,774	30,270
Step 4	30,799	31,313
Step 5	31,992	32,529
Step 6	32,548	33,092
Step 7	33,111	33,667
Step 8	33,685	34,250
Step 9	34,267	34,845
Step 10	34,861	35,449
Step 11	35,523	36,111
Step 12	36,137	36,735

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Days Categories

244 SECEA2

242 SECEA1

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary

Completion of twenty (20) years of service in USD #233 + \$300 to annual salary

Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

Administrative Secretary

	SECAS1	SECAS2	SECAS3	SECAS4	SECAS5
Step 1	27,994	27,531	24,285	28,469	25,909
Step 2	28,649	28,174	24,850	29,131	26,514
Step 3	29,352	28,868	25,464	29,849	27,166
Step 4	30,361	29,859	26,340	30,875	28,099
Step 5	31,546	31,021	27,351	32,068	29,192
Step 6	32,091	31,558	27,825	32,625	29,698
Step 7	32,649	32,107	28,310	33,188	30,213
Step 8	33,216	32,666	28,804	33,774	30,747
Step 9	33,791	33,233	29,304	34,361	31,283
Step 10	34,397	33,808	29,833	34,957	31,823
Step 11	35,048	34,460	30,382	35,623	32,441
Step 12	35,656	35,058	30,906	36,243	33,005

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Days Categories

244	SECAS4
242	SECAS1
238	SECAS2
210	SECAS3
225	SECAS5

LONGEVITY SUPPLEMENTAL PAY

- Completion of ten (10) years of service in USD #233 + \$100 to annual salary
- Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary
- Completion of twenty (20) years of service in USD #233 + \$300 to annual salary
- Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

General Secretary

	SECGS1	SECGS2	SECGS3	SECGS4	SECGS5
Step 1	26,796	26,348	23,229	27,236	24,782
Step 2	27,422	26,961	23,773	27,871	25,360
Step 3	28,097	27,626	24,358	28,558	25,986
Step 4	29,063	28,576	25,197	29,539	26,878
Step 5	30,191	29,691	26,175	30,687	27,927
Step 6	30,714	30,206	26,629	31,221	28,411
Step 7	31,246	30,731	27,095	31,769	28,903
Step 8	31,992	31,264	27,566	32,319	29,487
Step 9	32,548	31,809	28,047	32,881	29,999
Step 10	33,115	32,402	28,580	33,500	30,518
Step 11	33,695	33,004	29,103	34,115	31,062
Step 12	34,290	33,576	29,608	34,708	31,608

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Days Categories

244	SECGS4
242	SECGS1
238	SECGS2
210	SECGS3
225	SECGS5

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary

Completion of twenty (20) years of service in USD #233 + \$300 to annual salary

Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

Secretary Assistant

Step 1	10.54
Step 2	10.82
Step 3	11.06
Step 4	11.46
Step 5	11.90
Step 6	12.12
Step 7	12.34
Step 8	12.54
Step 9	12.78
Step 10	13.10
Step 11	13.36
Step 12	13.61

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary

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Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

Bookkeeper

	BKPR1	BKPR2	BKPR3	BKPR4
Step 1	27,461	27,011	25,636	23,835
Step 2	28,101	27,640	26,232	24,390
Step 3	28,794	28,321	26,880	24,991
Step 4	29,781	29,292	27,804	25,851
Step 5	30,933	30,421	28,887	26,853
Step 6	31,470	30,949	29,388	27,317
Step 7	32,018	31,484	29,898	27,790
Step 8	32,584	32,051	30,421	28,278
Step 9	33,153	32,667	31,015	28,825
Step 10	33,735	33,250	31,569	29,337
Step 11	34,334	33,826	32,126	29,855
Step 12	35,013	34,430	32,691	30,382

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Days Categories

242	BKPR1
238	BKPR2
210	BKPR4
225	BKPR3

LONGEVITY SUPPLEMENTAL PAY

- Completion of ten (10) years of service in USD #233 + \$100 to annual salary
- Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary
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- Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

Data Operator

	DATA1	DATA2	DATA3	DATA4
Step 1	27,187	26,735	25,388	23,906
Step 2	27,822	27,361	25,979	24,464
Step 3	28,508	28,035	26,620	25,065
Step 4	29,487	29,000	27,535	25,928
Step 5	30,638	30,127	28,604	26,943
Step 6	31,167	30,647	29,101	27,408
Step 7	31,709	31,189	29,610	27,883
Step 8	32,263	31,729	30,123	28,368
Step 9	32,828	32,280	30,644	28,859
Step 10	33,399	32,850	31,186	29,359
Step 11	35,153	33,451	31,750	29,868
Step 12	35,760	34,110	32,385	30,387

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Days Categories

242	DATA1
238	DATA2
225	DATA3
210	DATA4

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary

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Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018
Library Clerks

Secondary Library Clerks (186 days)		Elementary Library Clerks (181 days)
Step 1	10.13	10.13
Step 2	10.36	10.36
Step 3	10.62	10.62
Step 4	10.98	10.98
Step 5	11.40	11.40
Step 6	11.61	11.61
Step 7	11.80	11.80
Step 8	12.02	12.02
Step 9	12.24	12.24
Step 10	12.45	12.45
Step 11	12.67	12.67
Step 12	12.90	12.90

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary
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Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

Paraeducators

	Para I	Para II	Para IIIA	Para III
Step 1	10.54	10.90	11.98	12.36
Step 2	10.82	11.15	12.26	12.62
Step 3	11.06	11.42	12.56	12.96
Step 4	11.46	11.80	12.96	13.32
Step 5	11.90	12.27	13.19	13.58
Step 6	12.12	12.48	13.42	13.81
Step 7	12.34	12.71	13.66	14.05
Step 8	12.54	12.95	13.89	14.30
Step 9	12.78	13.16	14.13	14.55
Step 10	13.11	13.56	14.40	14.79
Step 11	13.35	13.80	14.64	15.05
Step 12	13.60	14.04	14.89	15.32

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Para I Resource, Speech/Lang., Gifted, OT/PT, Music Therapy, Homebound

Para II EDC, DH/H,

Para IIIA Audiology, Assistive Technology, Visual, Recreation, Captioning, Media

Para III ED, Lifeskills, Access, Physically Impaired, Job Coaches, Autism, Assistive Care, APE

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SALARY SCHEDULE 2017-2018

Alternative Education Aide

	Level I	Level II
Step 1	13.42	17.13
Step 2	13.81	17.55
Step 3	15.57	17.97
Step 4	16.08	18.57
Step 5	16.45	19.30

Those beyond Step 5 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

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SALARY SCHEDULE 2017-2018

Autism Instructional Assistant

Step 1	17.13
Step 2	17.55
Step 3	17.97
Step 4	18.57
Step 5	19.30
Step 6	20.01

Those beyond Step 6 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018

General School Aide

Step 1	9.95
Step 2	10.19
Step 3	10.44
Step 4	10.80
Step 5	11.20
Step 6	11.42
Step 7	11.63
Step 8	11.82
Step 9	12.03
Step 10	12.24
Step 11	12.50
Step 12	12.73

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Instructional Aide

Step 1	10.22
Step 2	10.46
Step 3	10.73
Step 4	11.08
Step 5	11.53
Step 6	11.72
Step 7	11.93
Step 8	12.14
Step 9	12.36
Step 10	12.62
Step 11	12.88
Step 12	13.20

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

Instructional Aide—Student instructional support-ELL, Title 1, Classroom help

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018
CLASS V - OCCUPATIONAL/PHYSICAL THERAPY ASSISTANTS

Step 1	17.81
Step 2	18.23
Step 3	18.68
Step 4	19.32
Step 5	20.09

Those beyond Step 5 will receive an increase of 5.0% above their 2016-2017 salary.

Definition of Salary Steps

- 1 Step 1 will be for individuals with no previous experience or not yet meeting state certification requirements. Although persons may be hired prior to meeting state requirements, they would not be contracted for the following year unless state certification requirements were met.

- 2 Step 2 will be for individuals with one (1) year experience in a school or private pediatric setting. Two (2) years of non-pediatric experience in a private setting will be required for Step 2.

- 3 Step 3 will be for individuals with two (2) years school or pediatric experience. One-half year experience will be given for private agency experience that is non-pediatric.

- 4 Step 4 will be implemented for individuals with three (3) or more years experience in a school or private pediatric setting.

5. Step 5 will be implemented for individuals with (4) or more years experience in a school or private pediatric setting.

Additional Considerations:

- 1 Individuals on this salary schedule may participate in the health/dental insurance option. (Board Participation)

- 2 Illness shall be applied as per classified personnel policies

- 3 Individuals on this schedule shall meet the requirements for state certification or have an educational plan on file to obtain such certification. Therapy assistants will not be contracted after the initial year until they pass the state certification test.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Computer Learning Associate

<u>Beginning:</u>	11.43	per hour (non-certified)
	12.41	per hour (certified)

Non-certified staff begin at Level I.

Certified staff begin at Level IV.

Level I	11.43
Level II	11.71
Level III	11.99
Level IV	12.41
Level V	12.89
Level VI	13.39
Level VII	13.93

Those beyond Step VII will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Therapeutic Program Para

Step 1	15.00
Step 2	15.32
Step 3	15.73
Step 4	16.17
Step 5	16.48
Step 6	16.76
Step 7	17.05
Step 8	17.35
Step 9	17.66
Step 10	17.95
Step 11	18.26
Step 12	18.59

New-Spring 2018

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

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Completion of twenty-five (25) years of service in USD #233 + \$500 to annual

SALARY SCHEDULE 2017-2018
CUSTODIAL

GRADE I	Hourly		GRADE II	Hourly
\$ 25,330	\$ 12.82		\$ 25,893	\$ 13.10

Hourly rate is calculated based on 247.0 days of employment at eight (8) hours per day.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018
MAINTENANCE

BPLUS Salary In	BPLUS Description	STEP 01	Amount
CLAS/MHVA/01	MAINTENANCE HVAC	STEP 01	45,150.00
CLAS/MMEC/01	MAINTENANCE MECHANIC	STEP 01	36,750.00
CLAS/MLOK/01	MAINTENANCE LOCKSMITH	STEP 01	36,750.00
CLAS/MELC/01	MAINTENANCE ELECTRICIAN	STEP 01	39,900.00
CLAS/MPLU/01	MAINTENANCE PLUMBER	STEP 01	36,750.00
CLAS/MCAR/01	MAINTENANCE CARPENTER	STEP 01	36,750.00
CLAS/MGEN/01	MAINTENANCE GENERAL MAINT	STEP 01	33,600.00
CLAS/MPNT/01	MAINTENANCE PAINTER	STEP 01	32,550.00
CLAS/MGRN/01	MAINTENANCE GROUNDS	STEP 01	28,350.00
CLAS/MWML/0	MAINTENANCE WAREHOUSE/MAII	STEP 01	26,250.00

Hourly rate is calculated based on 247.0 days of employment at eight (8) hours per day.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Food Services Staff

Step 1	\$	11.13
Step 2	\$	11.28
Step 3	\$	11.41
Step 4	\$	11.62
Step 5	\$	11.77
Step 6	\$	11.83
Step 7	\$	11.94
Step 8	\$	11.98
Step 9	\$	12.15
Step 10	\$	12.27
Step 11	\$	12.38
Step 12	\$	12.58
Step 13	\$	13.57

Those beyond Step 13 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018
International Language Interpreter

Step 1	13.66
Step 2	14.27
Step 3	14.97
Step 4	15.72
Step 5	16.50
Step 6	17.33
Step 7	18.20
Step 8	19.09
Step 9	20.06
Step 10	21.08
Step 11	22.11
Step 12	23.22

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018
CLASS V - AMERICAN SIGN LANGUAGE INTERPRETER

	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
	No exper.	Exper-no Cert	EIPA/KQAS1.0	EIPA/KQAS2.0	EIPA/KQAS 3.0 BEI Basic	EIPA/KQAS 4.0 BEI Advanced	EIPA/KQAS 5.0 BEI Master NIC (all)
Step 1	15.93	17.26	18.57	19.95	21.17	23.84	25.63
Step 2			19.02	20.43	21.64	24.39	26.24
Step 3					22.19	24.98	26.88
Step 4					22.93	25.84	27.80
Step 5					23.82	27.00	28.91
Step 6						27.46	29.40
Step 7						27.94	29.90
Step 8						28.42	30.44
Step 9						28.93	30.95

Those beyond Step 9 will receive an increase of 5.0% above their 2016-2017 salary.

Definitions of Levels:

- I Level I is to be implemented for those individuals who do not yet have KQAS or EIPA ratings and have no prior
- II Level II is to be implemented for individuals with previous interpreting experience, but no EIPA or KQAS rating.
- III Level III, IV, and V are for individuals with EIPA or KQAS ratings of 1, 2 and 3 respectively.
- IV Individuals without interpreting experience will begin at **\$19.95** per hour even though their rating may be 2 or 3. After one year of successful experience, the individual will be placed at the hourly rate based on their evaluation rating.
- V Individuals who have achieved a level 3 rating on the EIPA or KQAS or a BEI Basic rating.
- VI Individuals who have achieved a Level 4 rating on EIPA or KQAS tests or a BEI Advanced rating
- VII Individuals who have achieved Level 5 EIPA or KQAS ratings, BEI Master rating, or any NIC level.

Additional Considerations

- 1 Eligibility requirements for advancement on the base salary schedule will be based upon achieving higher ratings as per the schedule. Verification of the EIPA, KQAS, BEI, or NIC rating must be received by the Human Resources Department in order to be moved to the next level.
- 2 Any individual currently receiving an amount above that figure established for their rating level will continue at their current compensation until their rating on an EIPA, KQAS, BEI, or NIC evaluation improves.
- 3 Individuals without valid EIPA or KQAS ratings will remain at Level I or II until their rating is obtained. Individuals at Level V will be granted a step increase with years of experience up to 4 years. Individuals at Levels VI and VII will be granted step increases with year of experience up to 8 years; to a maximum of **\$30.95/hr.**

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Food Service Manager

High School Café Manager

Step 1	\$ 16.18
Step 2	\$ 16.34
Step 3	\$ 16.50
Step 4	\$ 16.67
Step 5	\$ 16.84
Step 6	\$ 17.01
Step 7	\$ 17.17
Step 8	\$ 17.34
Step 9	\$ 17.52
Step 10	\$ 17.70
Step 11	\$ 17.87
Step 12	\$ 18.05
Step 13	\$ 18.23
Step 14	\$ 18.42
Step 15	\$ 18.60

Middle School Café Manager

Step 1	\$ 15.10
Step 2	\$ 15.26
Step 3	\$ 15.40
Step 4	\$ 15.55
Step 5	\$ 15.71
Step 6	\$ 15.87
Step 7	\$ 16.03
Step 8	\$ 16.19
Step 9	\$ 16.35
Step 10	\$ 16.51
Step 11	\$ 16.68
Step 12	\$ 16.85
Step 13	\$ 17.02
Step 14	\$ 17.18
Step 15	\$ 17.35

High School Assist Café Manager

Step 1	\$ 14.29
Step 2	\$ 14.44
Step 3	\$ 14.58
Step 4	\$ 14.72
Step 5	\$ 14.87
Step 6	\$ 15.03
Step 7	\$ 15.18
Step 8	\$ 15.33
Step 9	\$ 15.48
Step 10	\$ 15.62
Step 11	\$ 15.79
Step 12	\$ 15.95
Step 13	\$ 16.11
Step 14	\$ 16.26
Step 15	\$ 16.42

Middle School Assist Café Manager

Step 1	\$ 13.22
Step 2	\$ 13.35
Step 3	\$ 13.48
Step 4	\$ 13.61
Step 5	\$ 13.76
Step 6	\$ 13.88
Step 7	\$ 14.02
Step 8	\$ 14.16
Step 9	\$ 14.30
Step 10	\$ 14.46
Step 11	\$ 14.60
Step 12	\$ 14.74
Step 13	\$ 14.89
Step 14	\$ 15.04
Step 15	\$ 15.19

Those beyond Step 15 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Food Service Manager

Production Manager		Catering Manager	
Step 1	\$ 15.10	Step 1	\$ 16.18
Step 2	\$ 15.26	Step 2	\$ 16.34
Step 3	\$ 15.40	Step 3	\$ 16.50
Step 4	\$ 15.55	Step 4	\$ 16.67
Step 5	\$ 15.71	Step 5	\$ 16.84
Step 6	\$ 15.87	Step 6	\$ 17.01
Step 7	\$ 16.03	Step 7	\$ 17.17
Step 8	\$ 16.19	Step 8	\$ 17.34
Step 9	\$ 16.35	Step 9	\$ 17.52
Step 10	\$ 16.51	Step 10	\$ 17.70
Step 11	\$ 16.68	Step 11	\$ 17.87
Step 12	\$ 16.85	Step 12	\$ 18.05
Step 13	\$ 17.02	Step 13	\$ 18.23
Step 14	\$ 17.18	Step 14	\$ 18.42
Step 15	\$ 17.35	Step 15	\$ 18.60

Those beyond Step 15 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

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SALARY SCHEDULE 2017-2018

Food Service Office Staff

Step 1	\$	14.46
Step 2	\$	14.78
Step 3	\$	15.16
Step 4	\$	15.68
Step 5	\$	16.28
Step 6	\$	16.55
Step 7	\$	16.85
Step 8	\$	17.14
Step 9	\$	17.45
Step 10	\$	17.77
Step 11	\$	18.08
Step 12	\$	18.41

Those beyond Step 12 will receive an increase of 5.0% above their 2016-2017 salary.

LONGEVITY SUPPLEMENTAL PAY

Completion of ten (10) years of service in USD #233 + \$100 to annual salary

Completion of fifteen (15) years of service in USD #233 + \$200 to annual salary

Completion of twenty (20) years of service in USD #233 + \$300 to annual salary

Completion of twenty-five (25) years of service in USD #233 + \$500 to annual