

Classified Salary Schedule FY26 - 3% Base Increase-Year 0 : 5% Increase Year Movement

| | 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 | \$14.88 | \$15.22 | \$15.29 | \$15.55 | \$15.86 | \$16.17 | \$16.50 | \$16.83 | \$17.16 | \$17.51 | \$17.86 | \$18.22 | \$18.58 | \$19.64 | Food Service Server-Traywasher /General Classroom Aide / Recess Aide / Helpdesk Support Tech |
| Level B | \$15.32 | \$15.67 | \$15.75 | \$16.01 | \$16.33 | \$16.66 | \$16.99 | \$17.33 | \$17.68 | \$18.03 | \$18.39 | \$18.76 | \$19.14 | \$20.23 | Paraeducator / Library Assistant / Food Service Cook-Cashier / Transportation Paraeducator |
| Level C | \$15.78 | \$16.14 | \$16.22 | \$16.49 | \$16.82 | \$17.16 | \$17.50 | \$17.85 | \$18.21 | \$18.57 | \$18.95 | \$19.32 | \$19.71 | \$20.84 | Bilingual Paraeducator /SPED Behavioral Paraeducator / Speech Paraeducator / ERC Paraeducator |
| Level D | \$16.26 | \$16.63 | \$16.71 | \$16.99 | \$17.33 | \$17.68 | \$18.03 | \$18.39 | \$18.76 | \$19.13 | \$19.52 | \$19.91 | \$20.30 | \$21.46 | Custodians / Food Service Office Asst. |
| Level E | \$16.75 | \$17.13 | \$17.21 | \$17.50 | \$17.85 | \$18.21 | \$18.57 | \$18.94 | \$19.32 | \$19.71 | \$20.10 | \$20.51 | \$20.92 | \$22.10 | Grounds / Migrant Liason |
| Level F | \$17.25 | \$17.64 | \$17.72 | \$18.02 | \$18.38 | \$18.75 | \$19.13 | \$19.51 | \$19.90 | \$20.30 | \$20.70 | \$21.12 | \$21.54 | \$22.78 | Facilities Specialist / Head Custodian / School Kitchen Manager / Transportation Technician ** / Dispatcher ** ** See #12 below |
| Level G | \$17.77 | \$18.18 | \$18.26 | \$18.57 | \$18.95 | \$19.32 | \$19.71 | \$20.11 | \$20.51 | \$20.92 | \$21.34 | \$21.76 | \$22.20 | \$23.45 | Computer Lab / Music / IDLA Class Co-Ordinators |
| Level H | \$18.30 | \$18.73 | \$18.81 | \$19.13 | \$19.51 | \$19.90 | \$20.30 | \$20.71 | \$21.12 | \$21.54 | \$21.97 | \$22.41 | \$22.86 | \$24.16 | Dept/School Secretaries / Licensed Full Time Bus Driver |
| Level I | \$18.85 | \$19.29 | \$19.37 | \$19.70 | \$20.10 | \$20.50 | \$20.91 | \$21.33 | \$21.75 | \$22.19 | \$22.63 | \$23.08 | \$23.54 | \$24.88 | IT Support Specialist / Student Information Data Assistant |
| Level J | \$19.51 | \$19.96 | \$20.05 | \$20.39 | \$20.80 | \$21.21 | \$21.64 | \$22.07 | \$22.51 | \$22.96 | \$23.42 | \$23.89 | \$24.37 | \$25.75 | Plant Maintenance / District Administrative Assistant |
| Level K | \$20.19 | \$20.66 | \$20.75 | \$21.10 | \$21.53 | \$21.96 | \$22.40 | \$22.84 | \$23.30 | \$23.77 | \$24.24 | \$24.73 | \$25.22 | \$26.66 | Plant Maintenance w/certification / Habilitation Intervention Services / Educational Interpreter (ASL) / Mechanic |
| Level L | \$27.46 | \$28.09 | \$28.21 | \$28.69 | \$29.27 | \$29.85 | \$30.45 | \$31.06 | \$31.68 | \$32.31 | \$32.96 | \$33.62 | \$34.29 | \$36.25 | 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: \$14.88 per hours (Level A, Year 0) Custodian Substitute: \$16.26 per hour (Level D, Year 0) Classified Covering for Certified Staff: \$17.77 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) Tiered personal days based upon current consecutive years worked in KSD. Yrs 0-4: 3 personal days; Yrs 5-9: 4 personal days; Yrs 10-15: 5 personal days; 15+ yrs: 6 personal days. 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.