

FY27 Classified Salary Schedule

	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	
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 / IT Support Specialist / Student Information Data Specialist
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.