

# AGREEMENT 4230

## WORKING AGREEMENT FOR MISCELLANEOUS STAFF

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JULY 1, 2008 – JUNE 30, 2009

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### EXTENSION

KENTWOOD PUBLIC SCHOOLS  
5820 EASTERN AVENUE SE  
KENTWOOD, MICHIGAN 49508

Kentwood Public Schools  
5820 Eastern Avenue SE  
Kentwood, Michigan 49508

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Kentwood Public Schools  
5820 Eastern Avenue SE  
Kentwood, Michigan 49508

Agreement 4230 – Unclassified

Miscellaneous Staff

Effective July 1, 2006 – June 30, 2008

A. WAGES – The classified and wage ranges are as follows:

**HOURLY**

Class I

Ice Arena Support Staff*	\$ 7.04 - \$10.51
Ice Arena Support Staff Supervisor*	\$10.45 - \$13.27
Community Education Night Supervisor*	\$15.13 - \$19.76

Class II

Athletic Department Support Staff**	\$10.45 - \$13.27
Clerk / Typist	
Dispatcher - EKHS - Security Office*	
Receptionist	
Sub Caller	
Switchboard (EKHS)	
Security – KCE/Crossroads	

Class III

Environmental Clerk	\$10.90 - \$14.64
Special Education Pupil Accounting Clerk	

Class IV

Accounting Clerk I	\$12.90 - \$16.82
Building Manager	
Director / Coordinator Secretary (work weeks vary)	
General Secretary	
Human Resources Clerk	
Secretary to EKHS Principal	

Class V

Accounting Clerk II	\$15.39 - \$20.09
Insurance Clerk	
Secretary to Superintendent Office	
Payroll Clerk	

Class VI

Secretary to Assistant Superintendent	\$16.21 - \$21.12
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Class VII

Administrative Assistant to the	\$17.33 - \$22.63
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Superintendent and Board of Education

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**SALARIED**

Class I

Community Service Coordinator \$23,184 - \$33,313

Class II

Auditorium Technician \$33,670 - \$39,676  
In-School Suspension Supervisor

Class III

WAN Network Specialist \$44,617 - \$58,834  
Payroll Supervisor  
Accounting Supervisor  
Computer Technician \$31,870 - \$41,081  
Communications Coordinator  
Aquatics Director \$37,926 - \$48,469  
Supervisor S.A.C.C. \$40,145 - \$50,561  
Facilities/Event Manager \$40,343 - \$51,357  
LAN/PC Specialist  
Student Info System Specialist  
Business Info System Specialist  
Data/Software Specialist  
Food Service Tech Manager \$34,136 - \$43,457

Class IV

Purchasing Agent \$49,624 - \$67,902  
Accountant  
Home Intervention Manager \$45,976 - \$53,833

Class V

Assist Safety Coordinator \$25,880 - \$34,398  
Food Service Supervisor \$24,162 - \$34,719

\* These positions provide no benefits.

\*\* This position involves a second shift premium – refer to KESPA Master Agreement for current rate.

B. Conditions of Employment

1. Probationary Period – If at any time prior to the conclusion of the probationary period the employee's work performance is unacceptable, the employee is subject to immediate dismissal. The probationary period for all new employees shall be 60 work days.
2. New employees hired prior to February 1 of each school year shall receive a salary increase on the succeeding July 1<sup>st</sup>.
3. New employees hired after February 1 of each school year shall remain on the same salary until July 1<sup>st</sup> of the next calendar year following employment.

### C. Vacations

1. Employees working in a full calendar year (52 weeks) shall accrue paid vacation days according to the following schedule:

Seniority (as of June 30)	Vacation
0 – 5 years	10 days
6 – 10 years	15 days
11 years	16 days
12 years	17 days
13 years	18 days
14 years	19 days
15 years or more	20 days

2. Full-time employees working 42 or more weeks per school year will receive vacation pay. Employees working less than 52 weeks but more than 41 weeks will accrue vacation based on scheduled work weeks for year prorated from 52 week schedule on years of service.
3. Probationary employees shall become eligible for vacation pay after satisfactory completion of the probationary period.
4. Vacation days earned during a school year (July 1 – June 30) can be used as they are accrued, if approved in advance by the supervising administrator. If special circumstances dictate, the Assistant Superintendent for Human Resources will consider a request for the use of vacation days that have not been accrued. Consideration will be given to the job responsibilities, deadlines, etc., of each employee when determining vacation schedules. Vacation days must be used by the December 31<sup>st</sup> following the school year in which they were accrued, or they will be added to the employee's accumulated sick leave. Upon severance of employment, an employee will be paid for any unused vacation days.

### D. Holidays

1. Employees shall be paid but not required to work on the holidays detailed below. The holiday pay will be at the employee's regular rate of pay for the number of hours normally scheduled to work.

July 4	1 day before New Year's Day
Labor Day	New Year's Day
Thanksgiving Day	Memorial Day
Friday after Thanksgiving Day	
1 day before Christmas Day	
Christmas Day	

- \* Three floating holidays for full-year employees (one to be used at Christmas) and one floating holiday for less than full-year employees. These days are to be requested on "Change-of-Status Request" form and approved by supervisor.

2. To qualify for holiday pay an employee must work on the scheduled workday before and the first scheduled workday after the holiday unless on an approved paid leave.

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3. Employees not reporting to work the scheduled workday before and after the holiday may be paid upon recommendation of the immediate supervisor to the Human Resource Office for reasons of extenuating circumstances.
4. Employees who are on probation are not eligible to receive holiday pay.
5. Holidays are considered as hours worked.
6. Should the employee's scheduled vacation include one of the aforementioned holidays, an additional day of vacation shall be granted to compensate for the holiday.

E. Leave Benefits

1. Upon completion of the probationary period, each employee shall be granted up to 11 days sick leave per year. Full year employees shall be granted up to 13 days sick leave per year.
2. Unused sick leave days shall have unlimited accumulation.
3. Employees may use two personal days (not accumulative) per year.

Any staff member that has accumulated fifty (50) sick days at the end of the previous school year may purchase one (1) additional personal day by using two (2) sick days. In all cases the personal leave days are chargeable to sick leave.

4. Other leave benefits are determined on the basis of the K.E.S.A. Master Agreement.

F. Fringe Benefits

All employees, normally scheduled to work 30 hours or more per week, shall receive full premiums as described in detail as per attached Appendix A; those employees working less than 30 hours per week, but at least 16 hours per week, shall receive 50% of the premiums listed.

G. Longevity Pay

The rate per hour for longevity pay is as follows:

<u>Fully Completed Years of Service as of June 30<sup>th</sup></u>	<u>Rate</u>
0 – 9 years	-0-
10 – 14 years	.23¢
15 – 19 years	.28¢
20 – 24 years	.34¢
25 or more years	.39¢

H. Tuition Reimbursement

1. Tuition Reimbursement for approved courses directly related to the work responsibilities of the employee will be granted under the following conditions:
  - a. The course description will be submitted to the immediate supervisor and the Assistant Superintendent for Human Resources for approval prior to registration.
  - b. Tuition reimbursement will be limited to a maximum of nine (9) semester hours (or their equivalent) per year (January 1 thru December 31).
  - c. To receive reimbursement, the class must be successfully completed with a grade of "C" or better for undergraduate classes and a grade of "B" or better for graduate level classes. The grade transcript will be attached to the request for reimbursement.
  - d. The rate of tuition reimbursement will be limited by the amount paid, but in no case will the rate exceed the average rate per semester hour (or equivalent term hour) charged by Western Michigan University, Central Michigan University and Michigan State University. An employee may take approved classes at these universities or at other institutions of higher learning.
  - e. Reimbursement will be for tuition only. The employee will be responsible for all other costs (books, fees, parking, transportation costs, etc.)
  - f. Class attendance, course work, etc., will take place during non-work hours of the employee.

I. Flexible Benefits Plan

The Board shall establish and maintain a cafeteria plan under Section 125 of the Internal Revenue Code. The cafeteria plan shall permit an employee who elects not to receive Board provided health insurance coverage to receive, in lieu of health insurance coverage, additional compensation in an amount described in this agreement. The additional compensation shall be subject to all required tax withholdings. The Board may revise the cafeteria plan, as necessary, to comply with the requirements of the Internal Revenue Code.

J. Mileage – IRS Rate of reimbursement.

K. Severance Pay

An employee who has worked ten (10) years or more for Kentwood Public Schools shall be compensated for an unused accumulated sick leave at the following rates:

- Rate 1 - applies to employees with 25-99 leave days
- Rate 2 - applies to employees with 100-249 leave days
- Rate 3 - applies to employees with 250 or more leave days

	Rate 1	Rate 2	Rate 3
Full-Year Employees -	\$20/day	\$25/day	\$30/day
Less than Full-Year Employees	\$15/day	\$20/day	\$25/day

Policy Adopted: 6/28/76

Policy Amended: 7/10/78; 1/14/80; 9/28/81; 7/25/83; 10/8/84; 7/22/85; 8/25/86; 8/10/87;  
11/11/91; 6/9/92; 2/8/93; 12/6/93; 12/12/94; 5/13/96; 6/23/97; 9/21/98;  
5/18/00; 6/30/03; 7/1/04, 07/01/06



APPENDIX A

Health Insurance

Option I

Priority Health HMO

Prescription Co-pay \$10.00/\$20.00

Long Term Disability

Vision - Self Funded

Dental - Self Funded - \$1,000 Maximum per contract year for basic & major services

Term Life Insurance - \$50,000 - \$50,000 AD/D

Option II

Priority Health POS

Prescription Co-pay - \$10.00 / \$20.00

Long Term Disability

Vision - Self Funded

Dental - Self Funded - \$1,000 Maximum per contract year for basic & major services

Term Life Insurance - \$50,000 / \$50,000 AD/D

Option III

Health Savings Account - (Priority Health) - **Available January 1, 2007**

HMO / POS Coverage with deductible of \$2,000 single, \$4,000 family (2 or more)  
(Includes Medical and Prescription)

District to contribute entire cost of deductible to Fifth-Third bank

Prescription Co-Pay to be \$10.00/\$40.00 (once deductible is met)

Self-Funded Dental and Vision coverage - not included in the deductible

*\*\* Options above are available to elect or change during the month of September, except as indicated \*\**

Option IV

Long Term Disability

Term Life Insurance \$45,000 / \$45,000 AD/D

Vision - Self Funded

Dental - Self-Funded - \$1,000 Maximum per contract year for basic & major services

Additional Cash Compensation - \$130/mo

Option V

Insurance Waiver – for full time employees (30 hours or more)

Cash Payment of \$500/mo

Employee option to purchase LTD or Term Life Insurance

## Summary of Benefits - Full Time Employees

### Option I\*

#### Priority Health HMO

- Prescription Co-Pay \$10.00/\$20.00
- Long term Disability
- Life Insurance - \$50,000 with \$50,000 AD/D
- *Vision - Self Funded*
- Dental 100/90/50: \$1,000 Maximum per *contract* year for *all services through self-funded dental*
- *\$1,500 maximum per person per life time for orthodontics*

### Option II\*

#### Priority Health POS

- Prescription Co-Pay *\$10.00 - \$20.00*
- Long term Disability
- Life Insurance - \$50,000 with \$50,000 AD/D
- *Vision - Self Funded*
- Dental 100/90/50: \$1,000 Maximum per *contract* year for *all services through self funded dental*
- *\$1,500 maximum per person per life time for orthodontics*

#### Health Savings Account (Priority Health)

- HMO / POS Coverage with deductible of \$2,000 single, \$4,000 family (2 or more)  
(Includes Medical and Prescription)
- District to contribute entire cost of deductible to Fifth/Third Bank  
(deductible funded quarterly per calendar year)
- Prescription Co-Pay to be \$10.00/\$40.00 (once deductible is met)

Self-Funded Dental and Vision coverage - not included in the deductible

#### Dental - Self Funded

- Basic dental services paid at 100%
- Major dental services (Prosthodontic) paid at 90%
- Orthodontic dental services paid at 50%
- \$1,000 maximum per person per contract year for basic and major services
- \$1,500 maximum per person per lifetime for orthodontics
- Contract year is September 1 through August 31

**Vision - Self Funded**

- Vision exam – 100% - Maximum of \$50
- Single, bifocal, trifocal and lenticular vision lenses and frames – 100% - Maximum of \$300
- Contact lenses – 100% - Maximum of \$115 elective, \$120 necessary
- One exam, one pair of frames and one prescription of lenses per person per contract year
- Contract year is September 1 through August 31

**Life**

- \$50,000 life with \$50,000 AD/D
- \$45,000 life with \$45,000 AD/D for Option III only

**LTD**

- 66 2/3% of monthly salary to a maximum of \$5,000 per month
- 60 calendar day waiting period with a modified fill
- Maternity included
- Includes pre-existing conditions waiver
- Freeze of offsets
- Cost of living benefit
- Alcoholism/drug & mental/nervous (same as any other illness)

**FULL TIME IS CONSIDERED 30 OR MORE HOURS PER WEEK**



**Kentwood Public Schools**  
**5820 Eastern Avenue, S.E., Kentwood, M 49508**  
**Agreement 4230 (Unclassified) - 2006 - 2007 Wage Chart**  
**As of July 1, 2006**

Hourly	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Class I</i>							
Ice Arena Support Staff	Varies	\$7.04	\$8.03	\$8.39	\$9.06	\$9.72	\$10.40
Ice Arena Support Staff Supvsr	Varies	\$10.45	\$11.00	\$11.53	\$12.08	\$12.58	\$13.13
Comm Ed Night Supvsr	34	\$15.13	\$15.93	\$16.77	\$17.65	\$18.57	\$19.57
<i>Class II</i>							
Athletic Dept Support	Varies						
Clerk/Typist	Varies						
Dispatcher - EKHS - Security Office	Varies						
Receptionist - Administration	52	\$10.45	\$11.00	\$11.53	\$12.08	\$12.58	\$13.13
Sub Caller	38						
Switchboard (EKHS)	38						
Security – KCE/Crossroads	37						
<i>Class III</i>							
Environmental Clerk	52						
Spec Ed Pupil Acct Clerk	42	\$10.90	\$12.03	\$12.33	\$13.06	\$13.77	\$14.49
<i>Class IV</i>							
Accounting Clerk	52						
Secretary to EKHS Principal	52						
Technology Office Manager	52						
General Secretary	52	\$12.90	\$13.55	\$14.28	\$15.05	\$15.81	\$16.66
Dir/Coord Secretary	varies						
Building Manager-EKHS	44						
Insurance Clerk	52						
Human Resource Clerk	52						
<i>Class V</i>							
Accounting Clerk II							
Secretary to Supt Office	52	\$15.39	\$16.21	\$17.05	\$17.96	\$18.89	\$19.89
Payroll Clerk							
<i>Class VI</i>							
Secretary to Asst Supts	52	\$16.21	\$17.05	\$17.95	\$18.87	\$19.86	\$20.91

<i>Class VII</i>							
Admin Asst to the Supt & Board of Ed	52	\$17.33	\$18.26	\$19.21	\$20.21	\$21.29	\$22.40
<b>Salaried</b>	<b>Weeks</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<i>Class I</i>							
Community Serv Coord	38	\$23,184	\$25,144	\$27,104	\$29,061	\$31,023	\$32,983
<i>Class II</i>							
Auditorium Technician	44	\$33,670	\$34,794	\$35,918	\$37,039	\$38,046	\$39,283
In-School Suspension Supvr	38	\$33,670	\$34,794	\$35,918	\$37,039	\$38,046	\$39,283
<i>Class III</i>							
Payroll Supervisor	52	\$44,617	\$47,380	\$49,398	\$51,842	\$54,603	\$58,251
Accounting Supervisor	52	\$44,617	\$47,380	\$49,398	\$51,842	\$54,603	\$58,251
Communications Coord	52	\$31,870	\$33,463	\$35,136	\$36,893	\$38,737	\$40,674
Aquatics Director	52	\$37,926	\$39,939	\$41,951	\$43,965	\$45,976	\$47,989
Supervisor S.A.C.C.	52	\$40,145	\$42,010	\$44,022	\$46,035	\$48,048	\$50,060
Supervisor of Custodial Operations	52	\$40,145	\$42,010	\$44,022	\$46,035	\$48,048	\$50,060
Facilities/Event Manager	52	\$40,343	\$42,453	\$44,564	\$46,674	\$48,812	\$51,358
Food Service Tech Manager	44	\$34,136	\$35,922	\$37,707	\$39,494	\$41,302	\$43,027
WAN Network Specialist	52	\$45,117	\$47,880	\$49,898	\$52,342	\$55,103	\$58,751
Computer Technician	52	\$32,370	\$33,963	\$35,636	\$37,393	\$39,237	\$41,174
LAN/PC Specialist	52	\$40,843	\$42,953	\$45,064	\$47,174	\$49,312	\$51,349
Assessment Data Info Sys	52	\$45,117	\$47,880	\$49,898	\$52,342	\$55,103	\$58,751
Student/Business Info Sys	52	\$45,117	\$47,880	\$49,898	\$52,342	\$55,103	\$58,751
Data Specialist	52	\$40,843	\$42,953	\$45,064	\$47,174	\$49,312	\$51,349
Help Desk	41	\$25,628	\$26,884	\$28,204	\$29,589	\$31,043	\$32,570
<i>Class IV</i>							
Purchasing Agent	52	\$49,624	\$53,145	\$56,667	\$60,188	\$63,709	\$67,230
Accountant	52	\$49,624	\$53,145	\$56,667	\$60,188	\$63,709	\$67,230
Home Intervention Manager	42	\$45,976	\$47,356	\$48,777	\$50,239	\$51,747	\$53,300
<i>Class V</i>							
Asst Safety Coordinator	42	\$26,531	\$28,019	\$29,420	\$30,889	\$32,434	\$34,057
Food Service Supervisor	40	\$24,162	\$26,205	\$28,247	\$30,289	\$32,332	\$34,375

07/01/06

**Kentwood Public Schools**

**5820 Eastern Avenue, S.E., Kentwood, Michigan 49508  
 Agreement 4230 (Unclassified) – 2007-2008 Wage Chart**

**As of July 1, 2007**

<b>Hourly</b>	<b>Weeks</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b><i>Class I</i></b>							
Ice Arena Support Staff	Varies	\$7.11	\$8.11	\$8.48	\$9.15	\$9.82	\$10.51
Ice Arena Support Staff Supvsr	Varies	\$10.56	\$11.11	\$11.65	\$12.20	\$12.70	\$13.27
Comm Ed Night Supvsr	34	\$15.28	\$16.08	\$16.94	\$17.83	\$18.76	\$19.76
<b><i>Class II</i></b>							
Athletic Dept Support	Varies						
Clerk/Typist	Varies						
Dispatcher - EKHS - Security Office	Varies						
Receptionist - Administration	52	\$10.56	\$11.11	\$11.65	\$12.20	\$12.70	\$13.27
Sub Caller	38						
Switchboard (EKHS)	38						
Security – KCE/Crossroads	37						
<b><i>Class III</i></b>							
Environmental Clerk	52	\$11.01	\$12.15	\$12.46	\$13.19	\$13.91	\$14.64
Spec Ed Pupil Acct Clerk	42						
<b><i>Class IV</i></b>							
Accounting Clerk	52						
Secretary to EKHS Principal	52						
Technology Office Manager	52						
General Secretary	52	\$13.03	\$13.69	\$14.42	\$15.20	\$15.97	\$16.82
Dir/Coord Secretary	varies						
Building Manager-EKHS	44						
Human Resource Clerk	52						
<b><i>Class V</i></b>							
Accounting Clerk II							
Insurance/Benefits Clerk							
Secretary to Supt Ofc	52	\$15.54	\$16.37	\$17.22	\$18.13	\$19.08	\$20.09
Payroll Clerk							
<b>Salaried</b>							
<b>Weeks</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	
<b><i>Class VI</i></b>							
Secretary to Asst Supts	52	\$16.37	\$17.22	\$18.12	\$19.06	\$20.06	\$21.12

<u>Class VII</u>							
Admin Asst to the Supt and Board of Education	52	\$17.50	\$18.44	\$19.41	\$20.41	\$21.51	\$22.63
<u>Class I</u>							
Community Serv Coord	38	\$23,415	\$25,395	\$27,375	\$29,352	\$31,334	\$33,313
<u>Class II</u>							
Auditorium Technician	44	\$34,006	\$35,142	\$36,277	\$37,410	\$38,427	\$39,675
In-School Suspension Supvr	38	\$34,006	\$35,142	\$36,277	\$37,410	\$38,427	\$39,675
<u>Class III</u>							
Payroll Supervisor	52	\$45,063	\$47,854	\$49,892	\$52,360	\$55,149	\$58,834
Accounting Supervisor	52	\$45,063	\$47,854	\$49,892	\$52,360	\$55,149	\$58,834
Communications Coord	52	\$32,189	\$33,798	\$35,487	\$37,262	\$39,124	\$41,081
Aquatics Director	52	\$38,306	\$40,339	\$42,370	\$44,404	\$46,436	\$48,469
Supervisor S.A.C.C.	52	\$40,546	\$42,430	\$44,462	\$46,495	\$48,528	\$50,561
Supervisor of Custodial Operations	52	\$40,546	\$42,430	\$44,462	\$46,495	\$48,528	\$50,561
Facilities/Event Manager	52	\$40,747	\$42,878	\$45,009	\$47,140	\$49,300	\$51,872
Food Service Tech Manager	44	\$34,478	\$36,281	\$38,084	\$39,889	\$41,715	\$43,457
WAN Network Specialist	52	\$45,568	\$48,359	\$50,397	\$52,865	\$55,654	\$59,339
Computer Technician	52	\$32,694	\$34,303	\$35,992	\$37,767	\$39,629	\$41,586
LAN/PC Specialist	52	\$41,251	\$43,383	\$45,515	\$47,646	\$49,805	\$51,862
Assessment Data Info Sys	52	\$45,568	\$48,359	\$50,397	\$52,865	\$55,654	\$59,339
Student/Business Info Sys	52	\$45,568	\$48,359	\$50,397	\$52,865	\$55,654	\$59,339
Data Specialist	52	\$41,251	\$43,383	\$45,515	\$47,646	\$49,805	\$51,862
Help Desk	41	\$25,884	\$27,153	\$28,486	\$29,885	\$31,353	\$32,896
<u>Class IV</u>							
Purchasing Agent	52	\$50,121	\$53,677	\$57,234	\$60,790	\$64,346	\$67,902
Accountant	52	\$50,121	\$53,677	\$57,234	\$60,790	\$64,346	\$67,902
Home Intervention Manager	42	\$46,436	\$47,829	\$49,265	\$50,742	\$52,264	\$53,833
<u>Class V</u>							
Asst Safety Coordinator	42	\$26,796	\$28,299	\$29,714	\$31,198	\$32,759	\$34,398
Food Service Supervisor	40	\$24,404	\$26,467	\$28,530	\$30,592	\$32,655	\$34,719

07/01/07



Kentwood Public Schools  
5820 Eastern Avenue SE, Kentwood, MI 49508  
Addendum - Agreement 4230 (Unclassified) – 2008 - 2009 Wage Chart  
As of July 1, 2008

HOURLY							
Class I	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Ice Arena Support Staff	Varies	7.40	8.31	8.69	9.38	10.07	10.77
Ice Arena Support Staff Supvsr	Varies	10.82	11.39	11.94	12.50	13.02	13.60
Comm Ed Night Supvsr	34	15.67	16.49	17.36	18.27	19.23	20.26
Class II							
Athletic Dept Support	Varies	10.82	11.39	11.94	12.50	13.02	13.60
Clerk/Typist	Varies						
Dispatcher – EKHS – Security Office	Varies						
Receptionist – Administration	52						
Substitute Teacher Caller	38						
Switchboard (EKHS)	38						
Security – KCE/Crossroads	37						
Class II							
Environmental Clerk	52	11.29	12.45	12.77	13.52	14.26	15.01
Special Education Pupil Accounting Clerk	42						
Class IV							
Accounting Clerk	52	13.36	14.03	14.78	15.58	16.37	17.24
Secretary to EKHS Principal	52						
Technology Office Manager	52						
General Secretary	52						
Director/Coordinator's Secretary	Varies						
Building Manager – EKHS	44						
Insurance Clerk	52						
Human Resource Clerk	52						
Class V							
Accounting Clerk II	52	15.93	16.78	17.65	18.59	19.55	20.60
Secretary to the Superintendent's Office	52						
Payroll Clerk	52						
Class VI							
Secretary to Assistant Superintendents	52	16.78	17.65	18.58	19.53	20.56	21.65
Class VII							
Administrative Assistant to the Superintendent And Board of Education	52	17.94	18.90	19.89	20.92	22.05	23.19
Salaried							
Class I	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Comm Serv Coord	38	24,001	26,030	28,059	30,086	32,117	34,146

Class II							
Auditorium Tech	44	34,856	36,021	37,184	38,345	39,387	40,667
In-School Suspension Supvr	38	34,856	36,021	37,184	38,345	39,387	40,667
Class III							
Payroll Supervisor	52	46,190	49,050	51,139	53,670	56,528	60,304
Accounting Supervisor	52	46,190	49,050	51,139	53,670	56,528	60,304
Communications Coordinator	52	32,993	34,643	36,375	38,193	40,102	42,108
Aquatics Director	52	39,263	41,347	43,430	45,515	47,597	49,681
Supervisor of Custodial Operations	52	41,560	43,491	45,574	47,658	49,742	51,825
Supervisor SACC	52	41,560	43,491	45,574	47,658	49,742	51,825
Facilities/Event Manager	52	41,765	43,949	46,135	48,319	50,533	53,168
Food Service Technology Manager	44	35,339	37,188	39,036	40,886	42,758	44,544
Wan Network Specialist	52	46,707	49,568	51,657	54,187	57,045	60,822
Computer Technician	52	33,511	35,160	36,892	38,711	40,620	42,625
LAN/PC Specialist	52	42,283	44,467	46,653	48,837	51,050	53,159
Assessment Data Info System	52	46,707	49,568	51,657	54,187	57,045	60,822
Student/Business Info System	52	46,707	49,568	51,657	54,187	57,045	60,822
Data Specialist	52	42,283	44,467	46,653	48,837	51,050	53,159
Help Desk	41	26,531	27,832	29,198	30,632	32,137	33,718
Class IV							
Purchasing Agent	52	51,373	55,018	58,665	62,310	65,955	69,600
Accountant	52	51,373	55,018	58,665	62,310	65,955	69,600
Home Intervention Manager	42	47,597	49,025	50,496	52,010	53,571	55,179
Class V							
Assistant Safety Coordinator	42	27,466	29,007	30,457	31,978	33,577	35,258
Food Service Supervisor	40	25,014	27,129	29,243	31,357	33,472	35,587
Transition Coordinator	40	25,014	27,129	29,243	31,357	33,472	35,587

07/01/09