

SALARY SCHEDULE 2019-2020

Executive Assistants

	SECEA2 244	SECEA1 242
Step 1	30,985	30,475
Step 2	31,708	31,188
Step 3	32,488	31,956
Step 4	33,608	33,056
Step 5	34,912	34,336
Step 6	35,517	34,933
Step 7	36,134	35,537
Step 8	36,760	36,153
Step 9	37,398	36,777
Step 10	38,046	37,416
Step 11	38,756	38,126
Step 12	39,427	38,785

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

General Secretary

	SECGS1 242 Days	SECGS2A 239 Days	SECGS2 237 Days	SECGS5 225 Days	SECGS3 210 Days
Step 1	28,760	28,397	28,160	26,598	24,931
Step 2	29,431	29,058	28,815	27,218	25,515
Step 3	30,156	29,775	29,525	27,890	26,143
Step 4	31,193	30,799	30,541	28,847	27,043
Step 5	32,403	32,000	31,732	29,974	28,092
Step 6	32,964	32,555	32,282	30,493	28,580
Step 7	33,536	33,121	32,845	31,021	29,080
Step 8	34,336	33,695	33,414	31,647	29,586
Step 9	34,933	34,283	33,996	32,197	30,102
Step 10	35,542	34,921	34,630	32,754	30,674
Step 11	36,164	35,571	35,273	33,338	31,235
Step 12	36,802	36,187	35,885	33,924	31,778

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Administrative Secretary

	SECAS1 242 Days	SECAS2A 239 Days	SECAS2 237 Days	SECAS5 225 Days	SECAS6 214 Days	SECAS3 210 Days
Step 1	30,045	29,672	29,424	27,807	26,561	26,065
Step 2	30,748	30,365	30,111	28,457	27,179	26,670
Step 3	31,503	31,113	30,853	29,156	27,850	27,329
Step 4	32,585	32,181	31,913	30,158	28,809	28,270
Step 5	33,857	33,434	33,155	31,331	29,915	29,355
Step 6	34,443	34,013	33,727	31,874	30,433	29,864
Step 7	35,041	34,604	34,314	32,427	30,964	30,385
Step 8	35,650	35,208	34,912	33,000	31,503	30,915
Step 9	36,267	35,818	35,518	33,575	32,051	31,451
Step 10	36,917	36,437	36,133	34,155	32,629	32,019
Step 11	37,615	37,140	36,830	34,818	33,229	32,608
Step 12	38,268	37,785	37,469	35,423	33,801	33,170

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Secretary Assistant

Step 1	11.32
Step 2	11.62
Step 3	11.87
Step 4	12.30
Step 5	12.77
Step 6	13.01
Step 7	13.24
Step 8	13.46
Step 9	13.72
Step 10	14.06
Step 11	14.33
Step 12	14.61

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Bookkeeper

	BKPR1 242 Days	BKPR2 237 Days	BKPR3 225 Days	BKPR4 210 Days
Step 1	29,473	28,868	27,515	25,582
Step 2	30,160	29,540	28,154	26,177
Step 3	30,904	30,268	28,849	26,822
Step 4	31,963	31,306	29,841	27,745
Step 5	33,200	32,513	31,003	28,820
Step 6	33,776	33,077	31,541	29,319
Step 7	34,364	33,649	32,089	29,826
Step 8	34,971	34,255	32,650	30,350
Step 9	35,582	34,913	33,287	30,937
Step 10	36,207	35,537	33,882	31,486
Step 11	36,849	36,152	34,480	32,043
Step 12	37,578	36,797	35,086	32,608

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Data Operator

	DATA1 242 Days	DATA2 237 Days	DATA3 225 Days	DATA4 210 Days
Step 1	29,179	28,573	27,248	25,658
Step 2	29,860	29,242	27,882	26,256
Step 3	30,597	29,963	28,570	26,902
Step 4	31,647	30,994	29,553	27,828
Step 5	32,883	32,198	30,700	28,917
Step 6	33,450	32,754	31,233	29,417
Step 7	34,032	33,334	31,780	29,926
Step 8	34,627	33,912	32,330	30,446
Step 9	35,234	34,500	32,889	30,974
Step 10	35,846	35,109	33,471	31,510
Step 11	37,729	35,751	34,076	32,057
Step 12	38,381	36,455	34,758	32,613

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Library Clerks

Step 1	10.88
Step 2	11.12
Step 3	11.40
Step 4	11.78
Step 5	12.24
Step 6	12.46
Step 7	12.67
Step 8	12.91
Step 9	13.14
Step 10	13.37
Step 11	13.61
Step 12	13.85

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Secondary Library Clerks work 186 days
Elementary Library Clerks work 181 days

Longevity pay is offered beginning with the completion of 10 years of service with the district.
Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Computer Learning Associate

Non-Certified staff begin at Level I.

Certified staff begin at Level IV.

Level I	12.27
Level II	12.56
Level III	12.87
Level IV	13.32
Level V	13.83
Level VI	14.38
Level VII	14.96

Those beyond Step VII will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

General School Aide

Step 1	10.68
Step 2	10.94
Step 3	11.20
Step 4	11.60
Step 5	12.02
Step 6	12.26
Step 7	12.48
Step 8	12.69
Step 9	12.92
Step 10	13.14
Step 11	13.42
Step 12	13.66

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Instructional Aide

Step 1	10.97
Step 2	11.22
Step 3	11.51
Step 4	11.89
Step 5	12.38
Step 6	12.58
Step 7	12.80
Step 8	13.03
Step 9	13.26
Step 10	13.54
Step 11	13.82
Step 12	14.17

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

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

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Alternative Education Aide

	Level II 172 Days
Step 1	18.38
Step 2	18.83
Step 3	19.29
Step 4	19.94
Step 5	20.72

Those beyond Step 5 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Paraeducators

	Para I	Para II	Para III
Step 1	11.32	11.70	13.26
Step 2	11.62	11.97	13.54
Step 3	11.87	12.26	13.91
Step 4	12.30	12.67	14.30
Step 5	12.77	13.18	14.57
Step 6	13.01	13.40	14.82
Step 7	13.24	13.64	15.08
Step 8	13.46	13.90	15.34
Step 9	13.72	14.13	15.62
Step 10	14.07	14.55	15.88
Step 11	14.32	14.81	16.16
Step 12	14.59	15.07	16.44

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

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

Para II EC Disability

Para III Center-Based Resource, Audiology, Assistive Technology, Emotional Disturbance, Visual, Captioning, Deaf/Blind, Job Coaches, Autism, EC Autism, DHH

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Autism Instructional Assistant & Behavior Instructional Assistants

Step 1	18.38
Step 2	18.83
Step 3	19.29
Step 4	19.94
Step 5	20.72
Step 6	21.48

Those beyond Step 6 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Therapeutic Program Para

Step 1	16.10
Step 2	16.44
Step 3	16.89
Step 4	17.35
Step 5	17.69
Step 6	17.99
Step 7	18.30
Step 8	18.62
Step 9	18.96
Step 10	19.27
Step 11	19.60
Step 12	19.96

Those beyond Step VII will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

CLASS V - OCCUPATIONAL/PHYSICAL THERAPY ASSISTANTS

Step 1	19.11
Step 2	19.57
Step 3	20.05
Step 4	20.74
Step 5	21.56

Those beyond Step 5 will receive an increase of 4.1% above their 2018-2019 salary.

Definition of Salary Steps

- Step 1 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.
- Step 2 Individuals with one (1) year experience in a school or private pediatric setting or two (2) years of non-pediatric experience in a private setting.
- Step 3 Individuals with two (2) years school or pediatric experience. One-half year experience will be given for non-pediatric private agency experience.
- Step 4 Individuals with three (3) years experience in a school or private pediatric setting.
- Step 5 Individuals with (4) or more years experience in a school or private pediatric setting.

Additional Considerations:

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 pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

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	17.09	18.53	19.94	21.41	22.73	25.59	27.51
Step 2			20.41	21.93	23.22	26.18	28.16
Step 3					23.82	26.81	28.85
Step 4					24.61	27.73	29.85
Step 5					25.57	28.97	31.03
Step 6						29.47	31.55
Step 7						29.99	32.09
Step 8						30.50	32.67
Step 9						31.05	33.22

Those beyond Step 9 will receive an increase of 4.1% above their 2018-2019 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 experience.
- 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 **\$21.41** 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 **\$33.22/hr.**

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

International Language Interpreter

Step 1	14.66
Step 2	15.31
Step 3	16.07
Step 4	16.87
Step 5	17.71
Step 6	18.60
Step 7	19.53
Step 8	20.49
Step 9	21.53
Step 10	22.63
Step 11	23.73
Step 12	24.92

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

MAINTENANCE

BPLUS Salary Index	BPLUS Description	STEP 01	Amount
CLAS/MHVA/01	MAINTENANCE HVAC	STEP 01	48,459
CLAS/MMEC/01	MAINTENANCE MECHANIC	STEP 01	39,442
CLAS/MLOK/01	MAINTENANCE LOCKSMITH	STEP 01	39,442
CLAS/MELC/01	MAINTENANCE ELECTRICIAN	STEP 01	42,824
CLAS/MPLU/01	MAINTENANCE PLUMBER	STEP 01	39,442
CLAS/MCAR/01	MAINTENANCE CARPENTER	STEP 01	39,442
CLAS/MGEN/01	MAINTENANCE GENERAL MAINT	STEP 01	36,062
CLAS/MPNT/01	MAINTENANCE PAINTER	STEP 01	34,935
CLAS/MGRN/01	MAINTENANCE GROUNDS	STEP 01	30,427
CLAS/MWML/01	MAINTENANCE WAREHOUSE/MAIL	STEP 01	28,174

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

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

CUSTODIAL

GRADE I	Hourly		GRADE II	Hourly
\$ 27,186	\$ 13.76		\$ 27,791	\$ 14.06

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

Longevity pay is offered beginning with the completion of 10 years of service with the district.
Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Food Services Staff

Step 1	11.95
Step 2	12.11
Step 3	12.25
Step 4	12.47
Step 5	12.64
Step 6	12.70
Step 7	12.81
Step 8	12.86
Step 9	13.04
Step 10	13.18
Step 11	13.28
Step 12	13.50
Step 13	14.56

Those beyond Step 13 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Food Service Manager

High School Café Manager

Step 1	17.36
Step 2	17.54
Step 3	17.71
Step 4	17.89
Step 5	18.07
Step 6	18.26
Step 7	18.43
Step 8	18.61
Step 9	18.80
Step 10	19.00
Step 11	19.18
Step 12	19.37
Step 13	19.57
Step 14	19.77
Step 15	19.97

Middle School Café Manager

Step 1	16.21
Step 2	16.37
Step 3	16.53
Step 4	16.69
Step 5	16.86
Step 6	17.03
Step 7	17.21
Step 8	17.37
Step 9	17.55
Step 10	17.72
Step 11	17.91
Step 12	18.08
Step 13	18.27
Step 14	18.44
Step 15	18.62

High School Assist Café Manager

Step 1	15.33
Step 2	15.50
Step 3	15.65
Step 4	15.80
Step 5	15.96
Step 6	16.14
Step 7	16.29
Step 8	16.46
Step 9	16.61
Step 10	16.76
Step 11	16.95
Step 12	17.11
Step 13	17.29
Step 14	17.45
Step 15	17.62

Middle School Assist Café Manager

Step 1	14.19
Step 2	14.32
Step 3	14.47
Step 4	14.61
Step 5	14.77
Step 6	14.90
Step 7	15.04
Step 8	15.20
Step 9	15.34
Step 10	15.52
Step 11	15.67
Step 12	15.82
Step 13	15.98
Step 14	16.15
Step 15	16.30

Those beyond Step 15 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Food Service Manager

Production Manager		Catering Manager	
Step 1	16.21	Step 1	17.36
Step 2	16.37	Step 2	17.54
Step 3	16.53	Step 3	17.71
Step 4	16.69	Step 4	17.89
Step 5	16.86	Step 5	18.07
Step 6	17.03	Step 6	18.26
Step 7	17.21	Step 7	18.43
Step 8	17.37	Step 8	18.61
Step 9	17.55	Step 9	18.80
Step 10	17.72	Step 10	19.00
Step 11	17.91	Step 11	19.18
Step 12	18.08	Step 12	19.37
Step 13	18.27	Step 13	19.57
Step 14	18.44	Step 14	19.77
Step 15	18.62	Step 15	19.97

Those beyond Step 15 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.

SALARY SCHEDULE 2019-2020

Food Service Office Staff

Step 1	15.52
Step 2	15.86
Step 3	16.27
Step 4	16.83
Step 5	17.47
Step 6	17.76
Step 7	18.08
Step 8	18.39
Step 9	18.73
Step 10	19.07
Step 11	19.40
Step 12	19.76

Those beyond Step 12 will receive an increase of 4.1% above their 2018-2019 salary.

Longevity pay is offered beginning with the completion of 10 years of service with the district. Refer to board policy GCA for more information.