

2016-2017 Support Staff Initial Salary Placement

Base Hourly Rate										
Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Input Base Hourly Rate
A	\$10.00	H	\$11.21	O	\$14.02	V	\$15.03	CC	\$17.27	\$
B	\$10.00	I	\$11.68	P	\$14.16	W	\$15.18	DD	\$18.13	
C	\$10.00	J	\$12.15	Q	\$14.30	X	\$15.33	EE	\$19.20	
D	\$10.00	K	\$12.63	R	\$14.44	Y	\$15.48	FF	\$20.35	
E	\$10.00	L	\$13.09	S	\$14.58	Z	\$15.63			
F	\$10.27	M	\$13.54	T	\$14.73	AA	\$15.79			
G	\$10.74	N	\$13.85	U	\$14.88	BB	\$16.78			

Experience			
One percent (1%) of the base hourly rate will be granted for each year of verified like experience with maximum of 10 years granted.	Number of Years		\$
Education			
Associate Degree - One percent (1%) of the base hourly rate will be awarded. In addition, other professional training and certifications may also be considered for compensation.	Number of Degrees/Certificates		\$
Bachelor Degree - Two percent (2%) of the base hourly rate will be awarded	Number of Degrees		\$
Hourly Rate			\$

<i>Example:</i> Bus Driver with 3 years of like experience and a BA degree		
Base Salary	Range K	\$12.63
Experience	3 years (.03 x 12.63)	\$.38
Education	BA Degree (.02 x \$12.63)	\$.25
Hourly Rate		\$13.26

Additional Benefits

- Paid Employee Health Insurance Effective 60 days after initial employment for all eligible employees working at least 30 service hours per week
- Paid Employee Life Insurance Coverage Employees working at least 30 service hours per week receive 1.5 times annual salary up to \$50,000 benefit
- Voluntary Health Benefits Employees working at least 30 service hours per week are eligible for voluntary benefits, e.g. dental, vision and flexible spending
- State Retirement District matches the employee's contribution to Arizona State Retirement
- Social Security/Medicare Employee contribution 7.65%.
- Tax Shelter Annuity 403(b) Available at the employee's expense
- General Leave Eligible employee earn 1 day per month
- Vacation Leave Eligible employee earn 1 day per month (12 month employee only)
- Employee Assistance Program Offered to all employees
- Short Term Disability Insurance Available at the employee's expense
- Long term Disability insurance Provided by the State after 180 days of medical leave
- Employee Childcare Offered to all employees at discount rates for children 3 through 5 years old and Before/After School care

Additional Notes:

1. Support staff employees who are retired from the Arizona State Retirement System will be hired at a salary that represents 80% of the total salary placement. Additionally, retired employees will pay 50% of the Alternate Contribution Rate to the Arizona State Retirement System.
2. All listed salaries are subject to State funding.