

**WILLCOX UNIFIED SCHOOL DISTRICT NO. 13  
CLASSIFIED STEPLESS SALARY SCHEDULE  
2014/15**

	Minimum	Maximum
Grade 2	\$8.05	\$9.85 Playground Monitor
Grade 3	\$8.05	\$10.15 Food Serv
Grade 4	\$8.05	\$10.45 Migrant Office Asst, Print Lab
Grade 5	\$8.05	\$11.35 Bus Driver, TA, Custodian
Grade 6	\$8.80	\$12.70 Bus Driver, TA, Head Custodian
Grade 7	\$9.30	\$13.20 Sch Secretaries, Accts Pay, Payroll, Receiving, Dist Registrar
Grade 8	\$9.80	\$13.70 Admin Secretary, ADM Clerk, Acct. Supervisor

**Placement of new staff on salary schedule**

A new employee with:

- one or two years of experience will be paid the minimum hourly rate for his grade
- three of years experience will be paid the beginning hourly rate for his grade, plus any adjustment given to staff for the current year
- four or five years of experience will be apid an hourly rate similar to current staff with the same grade and experience, plus any earnings adjustment given to staff for the current year
- six or more years of experience will be paid an hourly rate based upon:
  1. District need
  2. Existing staff salaries
  3. Marketplace competition, availability of qualified staff
  4. Applicant's present salary

The supervisor/principal, after consultation with the superintendent/business manager, will recommend an hourly rate for approval by the Governing Board which may allow the placement of an individual employee to exceed the salary maximum.

**GRADE 1** is reserved for student part-time help. Wage is the state determined minimum wage, which currently is \$8.05. There are no steps or lanes.

**SUBSTITUTE DRIVERS** shall be remunerated at the entry level of the appropriate employment grade, with increases to earnings determined by Governing Board decision.

Any substitute driver who has five (5) years or less experience and a current CDL will begin at an hourly rate equal to other current staff with similar experience.

Any substitute driver who has five (5) years of more experience and a current CDL will begin at an hourly rate equal to other current staff with similar experience.

\*\*\* - Any teacher assistant hired with an associates degree (AA) will be paid a minimum of \$10.50 per hour.

\*\*\*\* - Any teacher assistant hired with 60 college credit hours will be paid a minimum of \$8.30 per hour.

Revised 01/01/2015