

Brock ISD

# Compensation Plan

2022-2023



# **Brock Independent School District Pay Guidelines 2022-2023**

## **Purpose**

This is a guide for administering salaries and wages for employees of the Brock Independent School District. The practices described are intended to implement local board policy and goals, state and federal regulations, and appropriate accreditation standards.

## **Job Classification**

District jobs are assigned to pay grades based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification. This review is to be under the direction of the Superintendent or designees, who shall be the Assistant Superintendent or CFO. Options for conducting the review include but are not limited to, an executive-level administrative review panel, outside consultant, or trained district salary administrator.

Newly established jobs are analyzed, job descriptions are written, and pay grade assignments are determined prior to employment for the position. This procedure accomplishes three objectives. First, the job description establishes the responsibilities and duties required to ensure the position is properly classified and in the proper pay grade. Second, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Third, consistent practice of salary administration is established at the initiation of each job.

## **Salary Advancements**

Regular or general salary advancement is considered annually by the Board of Trustees.

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

## Pay Grades

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job's worth. The job rate or grade midpoint is the chief control point in the system. A minimum and maximum pay rate for each grade are computed from the midpoint using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees shall be assigned to a pay grade and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

**Annualized Pay: If the employee will work on a less-than-12-month basis, the employee's pay will be paid on an annualized basis. The district will make deductions from each paycheck for income tax withholding and benefits.**

## Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses these must be official and on file with the district. A Texas Educator Service Record or chronology of prior work history (if previously employed full time) is necessary.

Salary placement will be under the direction of the Superintendent or designee, who shall be the CFO. The personnel office shall determine hiring rates based upon job-related qualifications, previous experience, and salaries of other employees in the same position. Advertisements for positions will typically identify the pay grade for the position. Salary placement strategies may be different for each employee group consistent with the attainment of district goals.

## Administrators/Non-Teaching Professional Employees

The Superintendent or designee, who shall be the CFO, shall individually set hiring rates for new administrators/non-teaching professional employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New administrators and non-teaching professional employees' salaries shall normally not be started at a rate above the salary of other district employees with more experience in the job.

### Auxiliary/Educational Assistants

The Superintendent or designee, who shall be the CFO, shall individually set hiring rates for new auxiliary employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New auxiliary and educational assistants' salaries shall normally not be started at a rate above the hourly rate of other district employees with more experience in the job.

### Instructional Personnel

The Superintendent or designee, who shall be the CFO, shall annually develop a hiring schedule for new classroom teachers. The hiring schedule will reflect the hiring objectives of the district. The hiring schedule will not place new teachers above the salary levels of continuing teachers with similar years of experience or training.

The Superintendent or designee, who shall be the CFO, may approve hiring rates up to or above the midpoint of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

## Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay grade except for general pay structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or designee, who shall be the CFO.

The new salary rate shall be figured based on years of experience and qualifications for the new position.

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and years of experience with the district.
2. If a promotion increase does not advance an employee to a new grade minimum, the promoted employee's pay shall be adjusted to at least the range minimum.
3. The district can, if necessary, exceed the promotion increase in order to maintain the current market value.
4. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Increases are calculated on a monthly or hourly rate of pay. Increases over 30 percent in total salary must be approved by the Superintendent and/or CFO.

## Reclassification

On a periodic basis, jobs may be reclassified into a different pay grade or salaries may be adjusted within pay grades in order to maintain the internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase has to be given unless the employee is below the minimum for the new pay grade or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or designee, who shall be the CFO.

## **Demotion**

For compensation purposes, a demotion occurs when an employee is placed in a lower pay grade except for general salary structure changes or position reclassification. At the direction of the Superintendent or designee, who shall be the CFO, an employee's pay rate may be reduced.

## **Reassignment**

Placement in a lower pay grade not resulting from a demotion may or may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions which may create this condition. These guidelines apply:

1. If an employee's pay rate is greater than the maximum of the lower pay grade, then the employee's salary may be "frozen" until such time as the lower pay grade range includes the employee's salary. When the rate is recaptured, the salary increases may be granted in accordance with normal practice.

## **Salary Ranges**

Annual salary ranges should be reviewed and recomputed to include updated economic information. Sources for making this determination include consumer price increases, university reports, government statistics, and reputable economic periodicals. Adjustments to the salary structure are independent of individual pay actions.

Once the adjusting percent is discerned, this value should be applied to all job grade control points. The structure should be adjusted prior to computing a new salary or wage increase.

## Stipends

Brock ISD offers the following stipends to employees when applicable.

- Master's degree- \$1,000
- Doctoral degree- \$1,000
- Band Directors
  - Head Director- \$7,000 plus 39 days additional daily rate of pay
  - Assistant Director- \$4,000 plus 20 days additional daily rate of pay
- Agriculture Teacher- \$2,000 plus 39 days additional daily rate of pay
- Archery Teacher- \$4,000
- Transportation Director- \$3,000
- Textbook Coordinator- \$3,000
- District PEIMS Coordinator- \$5,000
- Campus Counselor- \$2,000 plus
  - 20 days additional daily rate of pay for elementary, intermediate, and junior high position
  - 30 days additional daily rate of pay for high school position
- Graduation Coordinator- \$750
- Student Council Advisor- \$1,000
- Yearbook Advisor-
  - \$4,000- high school and junior high campuses
  - \$1,500- intermediate and elementary campuses
- Destination Imagination Advisor- \$500
- Junior/Senior Prom Advisor- \$1,500
- Cheerleader Advisor
  - \$4,000 varsity squad
  - \$2,500 junior varsity and junior high squads
- National Honor Society Advisor- \$600
- Grade Level Lead Teacher/Department Head- \$750
- ESL certification- \$250
- Special education certification- \$250
- Braille certification- \$2,000
- Google Career certifications
  - Level 1- \$250
  - Level 2- \$500
  - Level 3- \$1,000
- Staff development
  - Professional staff- \$1,000
  - Auxiliary staff- \$300
- Retention of employment with Brock ISD
  - \$100 per year of service; capped at \$2,500
- Certification reimbursements- \$250
- Summer or Saturday school pay- \$25 per hour
- Bus driving pay
  - \$35-\$45 depending on length of route
  - \$20 per hour for field trips
- Van driving pay- \$20 per route

## **Coaching Stipends**

- Head Coach- \$6,000 for the following sports:
  - basketball
  - volleyball
  - baseball
  - softball
  - track
  - golf
- Head Cross Country Coach- \$6,000 plus 10 days additional daily rate of pay
- Head Football Coach- \$10,500
- Assistant Coach high school level- \$3,000 for all sports with the exception of football
- Assistant Football Coach high school level- \$5,000 plus 10 days additional daily rate of pay
- Assistant Coach junior high level- \$2,000 for all sports

## **UIL Stipends**

- UIL Director high school level- \$3,000
- UIL Director elementary, intermediate, and junior high level- \$1,250
- UIL Director at District Level
  - \$300 per high school event
  - \$200 per elementary, intermediate, and junior high event
- Regional Level- \$400 per event
- State Level- \$500 per event
- Each Saturday meet attended- \$150
- UIL OAP/Choir Director - \$5,000
- UIL Robotics Director- \$2,000

## Substitute Salary Schedule

The salary rates for substitute teachers shall be set by the Brock Independent School District Board of Trustees and recorded in the board minutes. The rates are as follows for the 2022-2023 school year:

### Professional Substitute Teaching Assignment Daily Rate

No Degree or Teacher Certification	\$105.00/day
one-half day	\$52.50/day
Bachelor's Degree or above	\$115.00/day
one-half day	\$57.50/day
Certified	\$125.00/day
one-half day	\$62.50/day

### Professional Long-Term Substitute Teaching Assignment Tiered Rate

No Degree or Teacher Certification	\$105.00/day
one-half day	\$52.50/day
Bachelor's Degree or above	\$115.00/day
one-half day	\$57.50/day
Bachelor's Degree or above & Teacher Certification	\$125.00/day
one-half day	\$62.50/day

\* Starting rate may be adjusted due to market availability for hard-to-fill positions and must be approved by the Assistant Superintendent or CFO.

**Professional/Administrative Daily or Professional/Administrative Long-Term Substitute Non-Teaching Assignments**

Substitutes rates of pay for non-teaching professional or administrative positions will be established prior to services rendered with no tiered rating scheme and must be approved by the Assistant Superintendent or CFO.

The following *proposed* Brock ISD salary schedules are for the 2022-2023 school year.

**Teacher/Nurse/Counselor/Librarian  
Proposed Salary Schedule 2022-2023**

<b>Years Exp</b>	<b>Minimum State Salary</b>	<b>Local Salary</b>
0	\$33,660	\$42,500
1	\$34,390	\$43,000
2	\$35,100	\$43,500
3	\$35,830	\$44,000
4	\$37,350	\$44,500
5	\$38,880	\$45,000
6	\$40,410	\$45,500
7	\$41,830	\$46,000
8	\$43,170	\$46,500
9	\$44,440	\$47,500
10	\$45,630	\$48,500
11	\$46,770	\$49,500
12	\$47,850	\$50,750
13	\$48,850	\$51,750
14	\$49,810	\$52,750
15	\$50,710	\$53,500
16	\$51,570	\$54,500
17	\$52,730	\$55,500
18	\$53,140	\$56,250
19	\$53,860	\$57,000
20	\$54,540	\$57,750
21		\$58,500
22		\$59,250
23		\$59,750
24		\$60,250
25		\$61,000
26		\$61,250
27		\$62,000
28		\$62,250
29		\$63,000
30		\$63,750
31		\$64,500
32		\$64,750
33		\$65,250
34		\$66,500
35		\$67,750
36		\$69,000

**Cafeteria**  
**Proposed Salary Schedule 2022-2023**

Years Exp	Max Days	Schedule	Hr Rate	Amount	Plus 6 days of Vacation	Local Salary
0	178	4	\$ 10.50	\$ 7,476.00	\$ 252.00	\$ 7,728
0	178	7	\$ 10.50	\$ 13,083.00	\$ 441.00	\$ 13,524
0	178	8	\$ 10.50	\$ 14,952.00	\$ 504.00	\$ 15,456
1	178	4	\$ 11.00	\$ 7,832.00	\$ 264.00	\$ 8,096
1	178	7	\$ 11.00	\$ 13,706.00	\$ 462.00	\$ 14,168
1	178	8	\$ 11.00	\$ 15,664.00	\$ 528.00	\$ 16,192
2	178	4	\$ 11.50	\$ 8,188.00	\$ 276.00	\$ 8,464
2	178	7	\$ 11.50	\$ 14,329.00	\$ 483.00	\$ 14,812
2	178	8	\$ 11.50	\$ 16,376.00	\$ 552.00	\$ 16,928
3	178	4	\$ 12.00	\$ 8,544.00	\$ 288.00	\$ 8,832
3	178	7	\$ 12.00	\$ 14,952.00	\$ 504.00	\$ 15,456
3	178	8	\$ 12.00	\$ 17,088.00	\$ 576.00	\$ 17,664
4	178	4	\$ 12.50	\$ 8,900.00	\$ 300.00	\$ 9,200
4	178	7	\$ 12.50	\$ 15,575.00	\$ 525.00	\$ 16,100
4	178	8	\$ 12.50	\$ 17,800.00	\$ 600.00	\$ 18,400
5	178	4	\$ 13.00	\$ 9,256.00	\$ 312.00	\$ 9,568
5	178	7	\$ 13.00	\$ 16,198.00	\$ 546.00	\$ 16,744
5	178	8	\$ 13.00	\$ 18,512.00	\$ 624.00	\$ 19,136
6	178	4	\$ 13.50	\$ 9,612.00	\$ 324.00	\$ 9,936
6	178	7	\$ 13.50	\$ 16,821.00	\$ 567.00	\$ 17,388
6	178	8	\$ 13.50	\$ 19,224.00	\$ 648.00	\$ 19,872
7	178	4	\$ 14.00	\$ 9,968.00	\$ 336.00	\$ 10,304
7	178	7	\$ 14.00	\$ 17,444.00	\$ 588.00	\$ 18,032
7	178	8	\$ 14.00	\$ 19,936.00	\$ 672.00	\$ 20,608
8	178	4	\$ 14.50	\$ 10,324.00	\$ 348.00	\$ 10,672
8	178	7	\$ 14.50	\$ 18,067.00	\$ 609.00	\$ 18,676
8	178	8	\$ 14.50	\$ 20,648.00	\$ 696.00	\$ 21,344
9	178	4	\$ 15.00	\$ 10,680.00	\$ 360.00	\$ 11,040
9	178	7	\$ 15.00	\$ 18,690.00	\$ 630.00	\$ 19,320
9	178	8	\$ 15.00	\$ 21,360.00	\$ 720.00	\$ 22,080
10	178	4	\$ 15.50	\$ 11,036.00	\$ 372.00	\$ 11,408
10	178	7	\$ 15.50	\$ 19,313.00	\$ 651.00	\$ 19,964
10	178	8	\$ 15.50	\$ 22,072.00	\$ 744.00	\$ 22,816
11	178	4	\$ 16.00	\$ 11,392.00	\$ 384.00	\$ 11,776
11	178	7	\$ 16.00	\$ 19,936.00	\$ 672.00	\$ 20,608
11	178	8	\$ 16.00	\$ 22,784.00	\$ 768.00	\$ 23,552
12	178	4	\$ 16.50	\$ 11,748.00	\$ 396.00	\$ 12,144
12	178	7	\$ 16.50	\$ 20,559.00	\$ 693.00	\$ 21,252
12	178	8	\$ 16.50	\$ 23,496.00	\$ 792.00	\$ 24,288

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**Cafeteria**  
**Proposed Salary Schedule 2022-2023 Continued**

Years Exp	Max Days	Schedule	Hr Rate	Amount	Plus 6 days of Vacation	Local Salary
13	178	4	\$ 17.00	\$ 12,104.00	\$ 408.00	\$ 12,512
13	178	7	\$ 17.00	\$ 21,182.00	\$ 714.00	\$ 21,896
13	178	8	\$ 17.00	\$ 24,208.00	\$ 816.00	\$ 25,024
14	178	4	\$ 17.75	\$ 12,638.00	\$ 426.00	\$ 13,064
14	178	7	\$ 17.75	\$ 22,116.50	\$ 745.50	\$ 22,862
14	178	8	\$ 17.75	\$ 25,276.00	\$ 852.00	\$ 26,128
15	178	4	\$ 18.50	\$ 13,172.00	\$ 444.00	\$ 13,616
15	178	7	\$ 18.50	\$ 23,051.00	\$ 777.00	\$ 23,828
15	178	8	\$ 18.50	\$ 26,344.00	\$ 888.00	\$ 27,232
16	178	4	\$ 19.25	\$ 13,706.00	\$ 462.00	\$ 14,168
16	178	7	\$ 19.25	\$ 23,985.50	\$ 808.50	\$ 24,794
16	178	8	\$ 19.25	\$ 27,412.00	\$ 924.00	\$ 28,336
17	178	4	\$ 20.00	\$ 14,240.00	\$ 480.00	\$ 14,720
17	178	7	\$ 20.00	\$ 24,920.00	\$ 840.00	\$ 25,760
17	178	8	\$ 20.00	\$ 28,480.00	\$ 960.00	\$ 29,440
18	178	4	\$ 20.75	\$ 14,774.00	\$ 498.00	\$ 15,272
18	178	7	\$ 20.75	\$ 25,854.50	\$ 871.50	\$ 26,726
18	178	8	\$ 20.75	\$ 29,548.00	\$ 996.00	\$ 30,544

**Custodial  
Proposed Salary Schedule 2022-2023**

<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Hr Rate</b>	<b>Local Salary</b>
0	254	8	\$ 10.50	\$ 21,336.00
1	254	8	\$ 11.00	\$ 22,352.00
2	254	8	\$ 11.50	\$ 23,368.00
3	254	8	\$ 12.00	\$ 24,384.00
4	254	8	\$ 12.50	\$ 25,400.00
5	254	8	\$ 13.00	\$ 26,416.00
6	254	8	\$ 13.50	\$ 27,432.00
7	254	8	\$ 14.00	\$ 28,448.00
8	254	8	\$ 14.50	\$ 29,464.00
9	254	8	\$ 15.00	\$ 30,480.00
10	254	8	\$ 15.50	\$ 31,496.00
11	254	8	\$ 16.00	\$ 32,512.00
12	254	8	\$ 16.50	\$ 33,528.00
13	254	8	\$ 17.00	\$ 34,544.00
14	254	8	\$ 17.75	\$ 36,068.00
15	254	8	\$ 18.50	\$ 37,592.00
16	254	8	\$ 19.25	\$ 39,116.00
17	254	8	\$ 20.00	\$ 40,640.00
18	254	8	\$ 20.75	\$ 42,164.00
19	254	8	\$ 21.50	\$ 43,688.00
20	254	8	\$ 22.25	\$ 45,212.00
21	254	8	\$ 23.00	\$ 46,736.00
22	254	8	\$ 23.75	\$ 48,260.00
23	254	8	\$ 24.50	\$ 49,784.00
24	254	8	\$ 25.50	\$ 51,816.00
25	254	8	\$ 25.75	\$ 52,324.00

**Maintenance**  
***Proposed Salary Schedule 2022-2023***

<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Hr Rate</b>	<b>Local Salary</b>
0	254	8	\$ 10.50	\$ 21,336.00
1	254	8	\$ 11.00	\$ 22,352.00
2	254	8	\$ 11.50	\$ 23,368.00
3	254	8	\$ 12.00	\$ 24,384.00
4	254	8	\$ 12.50	\$ 25,400.00
5	254	8	\$ 13.00	\$ 26,416.00
6	254	8	\$ 13.50	\$ 27,432.00
7	254	8	\$ 14.00	\$ 28,448.00
8	254	8	\$ 14.50	\$ 29,464.00
9	254	8	\$ 15.00	\$ 30,480.00
10	254	8	\$ 15.50	\$ 31,496.00
11	254	8	\$ 16.00	\$ 32,512.00
12	254	8	\$ 16.50	\$ 33,528.00
13	254	8	\$ 17.00	\$ 34,544.00
14	254	8	\$ 17.75	\$ 36,068.00
15	254	8	\$ 18.50	\$ 37,592.00
16	254	8	\$ 19.25	\$ 39,116.00
17	254	8	\$ 20.00	\$ 40,640.00
18	254	8	\$ 20.75	\$ 42,164.00
19	254	8	\$ 21.50	\$ 43,688.00
20	254	8	\$ 22.25	\$ 45,212.00
21	254	8	\$ 23.00	\$ 46,736.00
22	254	8	\$ 23.75	\$ 48,260.00
23	254	8	\$ 24.50	\$ 49,784.00
24	254	8	\$ 25.50	\$ 51,816.00
25	254	8	\$ 26.25	\$ 53,340.00
26	254	8	\$ 27.00	\$ 54,864.00

**Paraprofessional/Aide**  
**Proposed Salary Schedule 2022-2023**

<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Local Salary</b>
0	187	8	\$ 15,500.00
1	187	8	\$ 16,000.00
2	187	8	\$ 16,750.00
3	187	8	\$ 17,250.00
4	187	8	\$ 18,250.00
5	187	8	\$ 19,000.00
6	187	8	\$ 19,750.00
7	187	8	\$ 20,500.00
8	187	8	\$ 21,250.00
9	187	8	\$ 22,250.00
10	187	8	\$ 23,000.00
11	187	8	\$ 23,750.00
12	187	8	\$ 24,500.00
13	187	8	\$ 25,250.00
14	187	8	\$ 26,000.00
15	187	8	\$ 26,750.00
16	187	8	\$ 27,750.00
17	187	8	\$ 28,750.00
18	187	8	\$ 29,500.00
19	187	8	\$ 30,250.00
20	187	8	\$ 31,000.00
21	187	8	\$ 31,750.00
22	187	8	\$ 32,750.00
23	187	8	\$ 33,500.00
24	187	8	\$ 34,250.00
25	187	8	\$ 35,000.00
26	187	8	\$ 36,000.00
27	187	8	\$ 36,500.00
28	187	8	\$ 37,500.00
29	187	8	\$ 38,250.00
30	187	8	\$ 39,000.00
31	187	8	\$ 39,500.00
32	187	8	\$ 40,000.00

**Secretary-1**  
**Proposed Salary Schedule 2022-2023**

Years Exp	Max Days	Schedule	Local Salary
0	207	8	\$18,000.00
1	207	8	\$19,000.00
2	207	8	\$19,500.00
3	207	8	\$20,000.00
4	207	8	\$20,750.00
5	207	8	\$21,250.00
6	207	8	\$21,750.00
7	207	8	\$22,250.00
8	207	8	\$22,750.00
9	207	8	\$23,750.00
10	207	8	\$24,250.00
11	207	8	\$24,750.00
12	207	8	\$25,750.00
13	207	8	\$26,250.00
14	207	8	\$27,000.00
15	207	8	\$27,750.00
16	207	8	\$28,500.00
17	207	8	\$29,750.00
18	207	8	\$30,250.00
19	207	8	\$30,750.00
20	207	8	\$31,500.00
21	207	8	\$32,500.00
22	207	8	\$33,500.00
23	207	8	\$34,250.00
24	207	8	\$35,000.00
25	207	8	\$36,250.00
26	207	8	\$37,500.00
27	207	8	\$38,250.00
28	207	8	\$38,750.00
29	207	8	\$39,500.00
30	207	8	\$39,750.00

**Secretary-2**  
**Proposed Salary Schedule 2022-2023**

<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Local Salary</b>
0	217	8	\$19,000
1	217	8	\$19,750
2	217	8	\$20,250
3	217	8	\$20,750
4	217	8	\$21,500
5	217	8	\$22,250
6	217	8	\$22,750
7	217	8	\$23,250
8	217	8	\$23,750
9	217	8	\$24,250
10	217	8	\$24,750
11	217	8	\$25,750
12	217	8	\$26,500
13	217	8	\$27,250
14	217	8	\$28,250
15	217	8	\$29,000
16	217	8	\$29,750
17	217	8	\$30,500
18	217	8	\$31,750
19	217	8	\$32,500
20	217	8	\$33,250
21	217	8	\$34,000
22	217	8	\$34,750
23	217	8	\$36,250
24	217	8	\$37,500
25	217	8	\$38,500
26	217	8	\$39,500
27	217	8	\$40,500
28	217	8	\$41,500
29	217	8	\$42,000
30	217	8	\$42,500

<b>Nurse Aide Proposed Salary Schedule 2022-2023</b>			
<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Local Salary</b>
0	187	8	\$ 22,000.00
1	187	8	\$ 23,250.00
2	187	8	\$ 24,250.00
3	187	8	\$ 24,750.00
4	187	8	\$ 25,500.00
5	187	8	\$ 26,000.00
6	187	8	\$ 27,250.00
7	187	8	\$ 28,000.00
8	187	8	\$ 28,750.00
9	187	8	\$ 29,500.00
10	187	8	\$ 30,000.00
11	187	8	\$ 31,000.00
12	187	8	\$ 32,000.00
13	187	8	\$ 32,500.00
14	187	8	\$ 33,000.00
15	187	8	\$ 33,750.00
16	187	8	\$ 34,500.00
17	187	8	\$ 35,250.00
18	187	8	\$ 36,000.00
19	187	8	\$ 36,500.00
20	187	8	\$ 37,500.00
21	187	8	\$ 38,250.00
22	187	8	\$ 39,000.00
23	187	8	\$ 39,500.00
24	187	8	\$ 40,250.00
25	187	8	\$ 41,000.00
26	187	8	\$ 41,750.00
27	187	8	\$ 43,000.00
28	187	8	\$ 43,750.00
29	187	8	\$ 44,750.00
30	187	8	\$ 45,500.00

**Admin Auxiliary**  
**Proposed Salary Schedule 2022-2023**

<b>Years Exp</b>	<b>Max Days</b>	<b>Schedule</b>	<b>Local Salary</b>
0	226	8	\$ 20,750.00
1	226	8	\$ 21,500.00
2	226	8	\$ 22,000.00
3	226	8	\$ 22,750.00
4	226	8	\$ 23,250.00
5	226	8	\$ 24,000.00
6	226	8	\$ 24,500.00
7	226	8	\$ 25,250.00
8	226	8	\$ 26,000.00
9	226	8	\$ 27,000.00
10	226	8	\$ 27,750.00
11	226	8	\$ 28,250.00
12	226	8	\$ 29,250.00
13	226	8	\$ 29,750.00
14	226	8	\$ 30,500.00
15	226	8	\$ 31,250.00
16	226	8	\$ 32,750.00
17	226	8	\$ 33,750.00
18	226	8	\$ 34,750.00
19	226	8	\$ 35,750.00
20	226	8	\$ 36,750.00
21	226	8	\$ 38,000.00
22	226	8	\$ 39,000.00
23	226	8	\$ 40,000.00
24	226	8	\$ 41,250.00
25	226	8	\$ 42,750.00
26	226	8	\$ 43,750.00
27	226	8	\$ 44,750.00
28	226	8	\$ 45,750.00
29	226	8	\$ 46,250.00
30	226	8	\$ 46,750.00
31	226	8	\$ 47,250.00