



## Salary Range Assignments

<p style="text-align: center;"><b>Range A</b> <b>\$15.50 – 19.09 – 23.52</b></p> <p>Classroom Paraprofessional (15.35) Playground Paraprofessional (15.35) Cafeteria Paraprofessional (15.35) Kids Club Assistant Program Leader (14.75)</p>	<p style="text-align: center;"><b>Range G</b> <b>\$18.50 – 22.79 – 28.07</b></p> <p>Bus Paraprofessional (16.05) Severe Needs (SSN/AN) Spec Ed Para (16.65) Health Technician (16.65) Campus Security (16.65) High School Head Custodian (17.65) High School Bookkeeper (17.15) HS Counseling Secretary/Registrar (17.15)</p>
<p style="text-align: center;"><b>Range B</b> <b>\$16.50 – 20.32 – 25.03</b></p> <p>Kids Club Program Leader (15.95)</p>	<p style="text-align: center;"><b>Range H</b> <b>\$19.00 – 23.40 – 28.83</b></p> <p>Food Services Office Coordinator (17.05) Kids Club Coordinator (17.25) Lead Preschool Teacher (17.25)</p>
<p style="text-align: center;"><b>Range C</b> <b>\$17.00 – 20.94 – 25.79</b></p> <p>Cook (15.65) Custodian (16.05) Field Maintenance (16.05)</p>	<p style="text-align: center;"><b>Range I</b> <b>19.50 – 24.02 – 29.59</b></p> <p>Technology Support Specialist 1 (18.75) Early Childhood Site Director</p>
<p style="text-align: center;"><b>Range D</b> <b>\$17.50 – 21.56 – 26.55</b></p> <p>Athletic Secretary (16.85) Campus Secretary (16.85) Attendance Secretary (16.85) Elementary and Middle School Registrar (16.85) Assistant Preschool Teacher (16.55) Lead Custodian (16.85) Elementary Head Custodian (16.85) Courier (16.85) Lead Cook (16.05)</p>	<p style="text-align: center;"><b>Range J</b> <b>\$20.00 – 24.64 – 30.34</b></p> <p>School Office Managers (17.85)2</p>
<p style="text-align: center;"><b>Range E</b> <b>\$17.75 - 21.86 - 26.93</b></p> <p>M/M Special Education Paraprofessional Library (16.25)</p>	<p style="text-align: center;"><b>Range K</b> <b>\$21.00 – 25.87 – 31.86</b></p> <p>Bus Driver (17.85) Accounts Payable Specialist</p>
<p style="text-align: center;"><b>Range F</b> <b>\$18.00 – 22.17 – 27.31</b></p> <p>Kitchen Manager (16.55) Middle School Head Custodian (17.05) Maintenance Engineer (17.05)</p>	<p style="text-align: center;"><b>Range L</b> <b>\$21.50 – 26.48 – 32.62</b></p> <p>Driver Trainer (17.95) SPED Office Coordinator (17.85) Human Resources Admin Assistant</p>
	<p style="text-align: center;"><b>Range M</b> <b>\$22.00 – 27.10 – 33.38</b></p> <p>Mechanic (18.15)</p>
	<p style="text-align: center;"><b>Range N</b> <b>\$22.50 – 27.71 – 34.14</b></p> <p>Facilities Maintenance Specialist (21.40)</p>

\*(\$xx.xx) denotes old starting salary

## **Additional Components of Classified Compensation System**

Employees will be able to annually earn points based on the following activities:

- Overall job performance
- Professional development
- Committee participation
- Longevity in the district
- Cross training
- Mentoring peers
- Continuing education
- Other opportunities

When an employee earns 100 points, they will earn an additional 1.5% increase in salary at the start of the next school year.

Classified staff may also apply at the end of their time with the district for a retirement track that provides the district time to prepare for their departure while allowing the employee to assist in capturing their knowledge and systems prior to retiring. If approved by their supervisor for a retirement track year, the employee will be granted an 8% increase during that final year of employment. An action plan will be created as part of that application and will be executed during that retirement track year.

*Note: These components were developed by a Classified Compensation Committee made up of members of the classified staff of Elizabeth School District who worked in conjunction with the Superintendent, a board member, and members of the district leadership team. A classified compensation committee will be maintained to monitor its implementation and continue to explore other opportunities to incentivize staff employed within the district.*