

**COSSA**  
**CLASSIFIED SALARY PAY SCHEDULE - Draft 1, Version 2**  
**2022-2023**

Step	A	B	C	D	E	F
1	10.00	10.50	12.19	15.23	19.03	23.05
2	10.20	10.71	12.43	15.53	19.41	23.51
3	10.40	10.92	12.68	15.84	19.80	23.98
4	10.61	11.14	12.94	16.16	20.20	24.46
5	10.82	11.37	13.19	16.48	20.60	24.95
6	11.04	11.59	13.46	16.81	21.01	25.45
7	11.26	11.82	13.73	17.15	21.43	25.96
8	11.49	12.06	14.00	17.49	21.86	26.48
9	11.72	12.30	14.28	17.84	22.30	27.01
10	11.95	12.55	14.57	18.20	22.75	27.55
11	12.19	12.80	14.86	18.56	23.20	28.10
12	12.43	13.06	15.16	18.93	23.67	28.66
13	12.68	13.32	15.46	19.31	24.14	29.24
14	12.94	13.58	15.77	19.70	24.62	29.82
15	13.19	13.85	16.08	20.09	25.11	30.42
16	13.46	14.13	16.40	20.50	25.62	31.02
17	13.73	14.41	16.73	20.91	26.13	31.65
18	14.00	14.70	17.07	21.32	26.65	32.28
19	14.28	15.00	17.41	21.75	27.18	32.92
20	14.57	15.30	17.76	22.19	27.73	33.58
21	14.86	15.60	18.11	22.63	28.28	34.25
22	15.16	15.91	18.47	23.08	28.85	34.94
23	15.46	16.23	18.84	23.54	29.42	35.64
24	15.77	16.56	19.22	24.01	30.01	36.35
25	16.08	16.89	19.61	24.49	30.61	37.08

Notes: **Proposed base pay for Column A will be \$10.00 and \$10.50 for Column B. Proposed 2% raise is included in all columns.**

1. Movement on "step" occurs automatically with each subsequent year of employment **with a positive job performance evaluation.**
2. Movement to a different column may mean adjusted years on "step".  
 A normal move to a new column will be to a cell with an hourly rate just above what the employee was making in the previous column.
3. Column "entry" qualifiers:

Column A = Para, EA, ISS Coord, Childcare Asst. - less than 28 credits, and completed Para Assessment.

Column B = Para, EA, ISS Coord, Childcare Asst. - more than 28 credits; or completed Para Assessment and Med Assist. At least one year at A25.

Column C = Para, EA, ISS Coord - with specialty skill or training (bilingual, **BI Para**, Medicaid), Registrar/Attendance Clerk, **Daycare Supervisor**,  
Special Services Secretary/HR Assistant. At least one year at B25.

Column D = Custodial/Grounds/Maint, Food Service, Deaf & Hard of Hearing/Visual Impairment Aide. At least one year at C25.

Column E = **BI Technician**/CBRS, Business Manager/HR/Payroll/AP. At least one year at D25.

Column F = Certified Occupational Therapy Assistant (COTA), Certified Sign Language Interpreter, Specialist with Degree.

**4. Administrative Guidelines for placement on the classified salary schedule:**

- a. Initial placement and years of experience will be determined by HR and verified by a resume/work history.
- b. An increase for Bilingual skills into column C must be verified and related to the individual's position assignment.
- c. Salary will be made on the basis of 12 monthly payments.
- d. A change in assignment for an employee may result in a change of years of experience and/or pay category.
- e. An increase in pay for additional responsibilities will be determined by the CEO.
- f. A positive job performance evaluation is required to advance to the next step on the pay scale.
- g. BI positions initial placement based on total behavior experience as documented by resume/work experience verified by HR.