

**CHICO INDEPENDENT SCHOOL DISTRICT  
RECOMMENDED HIRING SCHEDULE  
2013-2014**

TEACHERS							
*187 DAY 9500(AB)/800(ARRA)/1250(21+)/1750(26+)			187 DAY / 1250/1750				
EMPLOYEES			NEW EMPL. BEG. SEPT. 2011				
STEP	SALARY	MASTERS/ DOCTOR DEGREE	SALARY	MASTERS/ DOCTOR DEGREE			
0	\$ 38,440	\$ 39,440	\$ 37,640	\$ 38,640			
1	\$ 39,047	\$ 40,047	\$ 38,247	\$ 39,247			
2	\$ 39,645	\$ 40,645	\$ 38,845	\$ 39,845			
3	\$ 40,252	\$ 41,252	\$ 39,452	\$ 40,452			
4	\$ 41,530	\$ 42,530	\$ 40,730	\$ 41,730			
5	\$ 42,807	\$ 43,807	\$ 42,007	\$ 43,007			
6	\$ 44,084	\$ 45,084	\$ 43,284	\$ 44,284			
7	\$ 45,269	\$ 46,269	\$ 44,469	\$ 45,469			
8	\$ 46,391	\$ 47,391	\$ 45,591	\$ 46,591			
9	\$ 47,452	\$ 48,452	\$ 46,652	\$ 47,652			
10	\$ 48,451	\$ 49,451	\$ 47,651	\$ 48,651			
11	\$ 49,399	\$ 50,399	\$ 48,599	\$ 49,599			
12	\$ 50,305	\$ 51,305	\$ 49,505	\$ 50,505			
13	\$ 51,140	\$ 52,140	\$ 50,340	\$ 51,340			
14	\$ 51,943	\$ 52,943	\$ 51,143	\$ 52,143			
15	\$ 52,695	\$ 53,695	\$ 51,895	\$ 52,895			
16	\$ 53,416	\$ 54,416	\$ 52,616	\$ 53,616			
17	\$ 54,085	\$ 55,085	\$ 53,285	\$ 54,285			
18	\$ 54,724	\$ 55,724	\$ 53,924	\$ 54,924			
19	\$ 55,332	\$ 56,332	\$ 54,532	\$ 55,532			
20	\$ 55,898	\$ 56,898	\$ 55,098	\$ 56,098			
21	\$ 57,148	\$ 58,148	\$ 56,348	\$ 57,348			
22	\$ 57,148	\$ 58,148	\$ 56,348	\$ 57,348			
23	\$ 57,148	\$ 58,148	\$ 56,348	\$ 57,348			
24	\$ 57,148	\$ 58,148	\$ 56,348	\$ 57,348			
25	\$ 57,148	\$ 58,148	\$ 56,348	\$ 57,348			
26	\$ 57,648	\$ 58,648	\$ 56,848	\$ 57,848			
27	\$ 57,648	\$ 58,648	\$ 56,848	\$ 57,848			
28	\$ 57,648	\$ 58,648	\$ 56,848	\$ 57,848			
29	\$ 57,648	\$ 58,648	\$ 56,848	\$ 57,848			
30	\$ 57,648	\$ 58,648	\$ 56,848	\$ 57,848			

\*Teachers hired prior to September 2011 receive an additional 800.00 that was funded by ARRA money that has been discontinued but is still included.

# CHICO ISD

## BUS DRIVER SCHEDULE 2013-2014

Experience	Hrly Rate	OT Rate	175 Days						
			2hrs/day	3hrs/day	4/hrs/day				
			350 hrs.	525 hrs.	700 hrs.				
0	12.88	19.32	4508	6762	9016				
1	13.02	19.53	4557	6835.5	9114				
2	13.16	19.74	4606	6909	9212				
3	13.3	19.95	4655	6982.5	9310				
4	13.44	20.16	4704	7056	9408				
5	13.58	20.37	4753	7129.5	9506				
6	13.72	20.58	4802	7203	9604				
7	13.86	20.79	4851	7276.5	9702				
8	14	21	4900	7350	9800				
9	14.14	21.21	4949	7423.5	9898				
10	14.28	21.42	4998	7497	9996				
11	14.42	21.63	5047	7570.5	10094				
12	14.56	21.84	5096	7644	10192				
13	14.7	22.05	5145	7717.5	10290				
14	14.84	22.26	5194	7791	10388				
15	14.98	22.47	5243	7864.5	10486				
16	15.12	22.68	5292	7938	10584				
17	15.26	22.89	5341	8011.5	10682				
18	15.4	23.1	5390	8085	10780				
19	15.54	23.31	5439	8158.5	10878				
20	15.68	23.52	5488	8232	10976				
21	15.82	23.73	5537	8305.5	11074				
22	15.96	23.94	5586	8379	11172				
23	16.1	24.15	5635	8452.5	11270				
24	16.24	24.36	5684	8526	11368				
25	16.38	24.57	5733	8599.5	11466				
26	16.52	24.78	5782	8673	11564				
27	16.66	24.99	5831	8746.5	11662				
28	16.8	25.2	5880	8820	11760				
29	16.94	25.41	5929	8893.5	11858				
30	17.08	25.62	5978	8967	11956				

\* Anyone currently paid more than their level or step will be kept at that rate until they reach an increased level or step.

\* A level or step may be added for substitute days of more than 90 in one school year.

\* Service in another district may account for additional steps.

\* Any other changes must be negotiated with the superintendent prior to employment.

\*Bus Driver Sub Rate = 12.00 per hour

**Chico ISD Cafeteria  
Salary Schedule  
2013-2014**

All salaries are based upon a 10 month work year. Pay is annualized. 180 days

Years Exp	Hourly Wage	OT Wage	Base Pay
0	\$ 8.50	\$ 12.75	\$ 12,240
1	\$ 8.75	\$ 12.38	\$ 12,600
2	\$ 9.00	\$ 13.50	\$ 12,960
3	\$ 9.25	\$ 13.88	\$ 13,320
4	\$ 9.50	\$ 14.25	\$ 13,680
5	\$ 9.75	\$ 14.63	\$ 14,040
6	\$ 10.00	\$ 15.00	\$ 14,400
7	\$ 10.25	\$ 15.38	\$ 14,760
8	\$ 10.50	\$ 15.75	\$ 15,120
9	\$ 10.75	\$ 16.13	\$ 15,480
10	\$ 11.00	\$ 16.50	\$ 15,840
11	\$ 11.25	\$ 16.88	\$ 16,200
12	\$ 11.50	\$ 17.25	\$ 16,560
13	\$ 11.75	\$ 17.63	\$ 16,920
14	\$ 12.00	\$ 18.00	\$ 17,280
15	\$ 12.25	\$ 18.38	\$ 17,640
16	\$ 12.50	\$ 18.75	\$ 18,000
17	\$ 12.75	\$ 19.13	\$ 18,360
18	\$ 13.00	\$ 19.50	\$ 18,720
19	\$ 13.25	\$ 19.88	\$ 19,080
20	\$ 13.50	\$ 20.25	\$ 19,440
21	\$ 13.75	\$ 20.63	\$ 19,800
22	\$ 14.00	\$ 21.00	\$ 20,160
23	\$ 14.25	\$ 21.38	\$ 20,520
24	\$ 14.50	\$ 21.75	\$ 20,880
25	\$ 14.75	\$ 22.13	\$ 21,240
26	\$ 15.00	\$ 22.50	\$ 21,600
27	\$ 15.25	\$ 22.88	\$ 21,960
28	\$ 15.50	\$ 23.25	\$ 22,320
29	\$ 15.75	\$ 23.63	\$ 22,680
30	\$ 16.00	\$ 24.00	\$ 23,040

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- A level or step may be added for substitute days of more than 90 in one school year.
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**CHICO ISD**  
**Cafeteria Manager 2013-2014**

187 Days		Hrs. Worked	Hrly Rate	Annualized	OT Rate			
Years Exp	Hours/Day	187		187				
0	8	1496	\$16.05	\$24,011	\$24.08			
1	8	1496	\$16.30	\$24,385	\$24.45			
2	8	1496	\$16.55	\$24,759	\$24.83			
3	8	1496	\$16.80	\$25,133	\$25.20			
4	8	1496	\$17.05	\$25,507	\$25.58			
5	8	1496	\$17.30	\$25,881	\$25.95			
6	8	1496	\$17.55	\$26,255	\$26.33			
7	8	1496	\$17.80	\$26,629	\$26.70			
8	8	1496	\$18.05	\$27,003	\$27.08			
9	8	1496	\$18.30	\$27,377	\$27.45			
10	8	1496	\$18.55	\$27,751	\$27.83			
11	8	1496	\$18.80	\$28,125	\$28.20			
12	8	1496	\$19.05	\$28,499	\$28.58			
13	8	1496	\$19.30	\$28,873	\$28.95			
14	8	1496	\$19.55	\$29,247	\$29.33			
15	8	1496	\$19.80	\$29,621	\$29.70			
16	8	1496	\$20.05	\$29,995	\$30.08			
17	8	1496	\$20.30	\$30,369	\$30.45			
18	8	1496	\$20.55	\$30,743	\$30.83			
19	8	1496	\$20.80	\$31,117	\$31.20			
20	8	1496	\$21.05	\$31,491	\$31.58			
21	8	1496	\$21.30	\$31,865	\$31.95			
22	8	1496	\$21.55	\$32,239	\$32.33			
23	8	1496	\$21.80	\$32,613	\$32.70			
24	8	1496	\$22.05	\$32,987	\$33.08			
25	8	1496	\$22.30	\$33,361	\$33.45			
26	8	1496	\$22.55	\$33,735	\$33.83			
27	8	1496	\$22.80	\$34,109	\$34.20			
28	8	1496	\$23.05	\$34,483	\$34.58			
29	8	1496	\$23.30	\$34,857	\$34.95			
30	8	1496	\$23.55	\$35,231	\$35.33			

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**CHICO ISD CUSTODIAN  
SALARY SCHEDULE 2013-2014**

All salaries are based upon a 12 month work year. Pay is annualized.

Years Exp	Hourly Wage	OT Wage	Base Pay
0	\$ 8.75	\$ 13.13	\$ 18,200
1	\$ 9.00	\$ 12.38	\$ 18,720
2	\$ 9.25	\$ 13.88	\$ 19,240
3	\$ 9.50	\$ 14.25	\$ 19,760
4	\$ 9.75	\$ 14.63	\$ 20,280
5	\$ 10.00	\$ 15.00	\$ 20,800
6	\$ 10.25	\$ 15.38	\$ 21,320
7	\$ 10.50	\$ 15.75	\$ 21,840
8	\$ 10.75	\$ 16.13	\$ 22,360
9	\$ 11.00	\$ 16.50	\$ 22,880
10	\$ 11.25	\$ 16.88	\$ 23,400
11	\$ 11.50	\$ 17.25	\$ 23,920
12	\$ 11.75	\$ 17.63	\$ 24,440
13	\$ 12.00	\$ 18.00	\$ 24,960
14	\$ 12.25	\$ 18.38	\$ 25,480
15	\$ 12.50	\$ 18.75	\$ 26,000
16	\$ 12.75	\$ 19.13	\$ 26,520
17	\$ 13.00	\$ 19.50	\$ 27,040
18	\$ 13.25	\$ 19.88	\$ 27,560
19	\$ 13.50	\$ 20.25	\$ 28,080
20	\$ 13.75	\$ 20.63	\$ 28,600
21	\$ 14.00	\$ 21.00	\$ 29,120
22	\$ 14.25	\$ 21.38	\$ 29,640
23	\$ 14.50	\$ 21.75	\$ 30,160
24	\$ 14.75	\$ 22.13	\$ 30,680
25	\$ 15.00	\$ 22.50	\$ 31,200
26	\$ 15.25	\$ 22.88	\$ 31,720
27	\$ 15.50	\$ 23.25	\$ 32,240
28	\$ 15.75	\$ 23.63	\$ 32,760
29	\$ 16.00	\$ 24.00	\$ 33,280
30	\$ 16.25	\$ 24.38	\$ 33,800

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**Chico ISD Maintenance  
Salary Schedule  
2013-2014**

All salaries are based upon a 12 month work year. Pay is annualized.

Years Exp	Hourly Wage	OT Wage	Base Pay
0	\$ 13.12	\$ 19.68	\$ 27,290
1	\$ 13.37	\$ 20.38	\$ 27,810
2	\$ 13.62	\$ 20.43	\$ 28,330
3	\$ 13.87	\$ 20.81	\$ 28,850
4	\$ 14.12	\$ 21.18	\$ 29,370
5	\$ 14.37	\$ 21.56	\$ 29,890
6	\$ 14.62	\$ 21.93	\$ 30,410
7	\$ 14.87	\$ 22.31	\$ 30,930
8	\$ 15.12	\$ 22.68	\$ 31,450
9	\$ 15.37	\$ 23.06	\$ 31,970
10	\$ 15.62	\$ 23.43	\$ 32,490
11	\$ 15.87	\$ 23.81	\$ 33,010
12	\$ 16.12	\$ 24.18	\$ 33,530
13	\$ 16.37	\$ 24.56	\$ 34,050
14	\$ 16.62	\$ 24.93	\$ 34,570
15	\$ 16.87	\$ 25.31	\$ 35,090
16	\$ 17.12	\$ 25.68	\$ 35,610
17	\$ 17.37	\$ 26.06	\$ 36,130
18	\$ 17.62	\$ 26.43	\$ 36,650
19	\$ 17.87	\$ 26.81	\$ 37,170
20	\$ 18.12	\$ 27.18	\$ 37,690
21	\$ 18.37	\$ 27.56	\$ 38,210
22	\$ 18.62	\$ 27.93	\$ 38,730
23	\$ 18.87	\$ 28.31	\$ 39,250
24	\$ 19.12	\$ 28.68	\$ 39,770
25	\$ 19.37	\$ 29.06	\$ 40,290
26	\$ 19.62	\$ 29.43	\$ 40,810
27	\$ 19.87	\$ 29.81	\$ 41,330
28	\$ 20.12	\$ 30.18	\$ 41,850
29	\$ 20.37	\$ 30.56	\$ 42,370
30	\$ 20.62	\$ 30.93	\$ 42,890

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**CHICO ISD**  
**Secretary 2013-2014**

207 Days		Hrs. Worked	Hourly Rate	Annualized	OT Rate	
Years Exp	Hours/Day	207		207		
0	8	1656	\$13.40	\$22,190	\$20.10	
1	8	1656	\$13.60	\$22,522	\$20.40	
2	8	1656	\$13.80	\$22,853	\$20.70	
3	8	1656	\$14.00	\$23,184	\$21.00	
4	8	1656	\$14.20	\$23,515	\$21.30	
5	8	1656	\$14.40	\$23,846	\$21.60	
6	8	1656	\$14.60	\$24,178	\$21.90	
7	8	1656	\$14.80	\$24,509	\$22.20	
8	8	1656	\$15.00	\$24,840	\$22.50	
9	8	1656	\$15.20	\$25,171	\$22.80	
10	8	1656	\$15.40	\$25,502	\$23.10	
11	8	1656	\$15.60	\$25,834	\$23.40	
12	8	1656	\$15.80	\$26,165	\$23.70	
13	8	1656	\$16.00	\$26,496	\$24.00	
14	8	1656	\$16.20	\$26,827	\$24.30	
15	8	1656	\$16.40	\$27,158	\$24.60	
16	8	1656	\$16.60	\$27,490	\$24.90	
17	8	1656	\$16.80	\$27,821	\$25.20	
18	8	1656	\$17.00	\$28,152	\$25.50	
19	8	1656	\$17.20	\$28,483	\$25.80	
20	8	1656	\$17.40	\$28,814	\$26.10	
21	8	1656	\$17.60	\$29,146	\$26.40	
22	8	1656	\$17.80	\$29,477	\$26.70	
23	8	1656	\$18.00	\$29,808	\$27.00	
24	8	1656	\$18.20	\$30,139	\$27.30	
25	8	1656	\$18.40	\$30,470	\$27.60	
26	8	1656	\$18.60	\$30,802	\$27.90	
27	8	1656	\$18.80	\$31,133	\$28.20	
28	8	1656	\$19.00	\$31,464	\$28.50	
29	8	1656	\$19.20	\$31,795	\$28.80	
30	8	1656	\$19.40	\$32,126	\$29.10	

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**Chico ISD Library Aide  
Salary Schedule  
2013-2014**

All salaries are based upon a 10 month work year. Pay is annualized.

Years Exp	Hourly Wage	Base Pay	w/12-60 Sem H	w/60+ Sem Hrs Assoc. Degree	Bachelor's Degree
0	\$ 9.35	\$ 13,988	\$ 14,788	\$ 15,988	\$ 16,488
1	\$ 9.60	\$ 14,362	\$ 15,162	\$ 16,362	\$ 16,862
2	\$ 9.85	\$ 14,736	\$ 15,536	\$ 16,736	\$ 17,236
3	\$ 10.10	\$ 15,110	\$ 15,910	\$ 17,110	\$ 17,610
4	\$ 10.35	\$ 15,484	\$ 16,284	\$ 17,484	\$ 17,984
5	\$ 10.60	\$ 15,858	\$ 16,658	\$ 17,858	\$ 18,358
6	\$ 10.85	\$ 16,232	\$ 17,032	\$ 18,232	\$ 18,732
7	\$ 11.10	\$ 16,606	\$ 17,406	\$ 18,606	\$ 19,106
8	\$ 11.35	\$ 16,980	\$ 17,780	\$ 18,980	\$ 19,480
9	\$ 11.60	\$ 17,354	\$ 18,154	\$ 19,354	\$ 19,854
10	\$ 11.85	\$ 17,728	\$ 18,528	\$ 19,728	\$ 20,228
11	\$ 12.10	\$ 18,102	\$ 18,902	\$ 20,102	\$ 20,602
12	\$ 12.35	\$ 18,476	\$ 19,276	\$ 20,476	\$ 20,976
13	\$ 12.60	\$ 18,850	\$ 19,650	\$ 20,850	\$ 21,350
14	\$ 12.85	\$ 19,224	\$ 20,024	\$ 21,224	\$ 21,724
15	\$ 13.10	\$ 19,598	\$ 20,398	\$ 21,598	\$ 22,098
16	\$ 13.35	\$ 19,972	\$ 20,772	\$ 21,972	\$ 22,472
17	\$ 13.60	\$ 20,346	\$ 21,146	\$ 22,346	\$ 22,846
18	\$ 13.85	\$ 20,720	\$ 21,520	\$ 22,720	\$ 23,220
19	\$ 14.10	\$ 21,094	\$ 21,894	\$ 23,094	\$ 23,594
20	\$ 14.35	\$ 21,468	\$ 22,268	\$ 23,468	\$ 23,968
21	\$ 14.60	\$ 21,842	\$ 22,642	\$ 23,842	\$ 24,342
22	\$ 14.85	\$ 22,216	\$ 23,016	\$ 24,216	\$ 24,716
23	\$ 15.10	\$ 22,590	\$ 23,390	\$ 24,590	\$ 25,090
24	\$ 15.35	\$ 22,964	\$ 23,764	\$ 24,964	\$ 25,464
25	\$ 15.60	\$ 23,338	\$ 24,138	\$ 25,338	\$ 25,838
26	\$ 15.85	\$ 23,712	\$ 24,512	\$ 25,712	\$ 26,212
27	\$ 16.10	\$ 24,086	\$ 24,886	\$ 26,086	\$ 26,586
28	\$ 16.35	\$ 24,460	\$ 25,260	\$ 26,460	\$ 26,960
29	\$ 16.60	\$ 24,834	\$ 25,634	\$ 26,834	\$ 27,334
30	\$ 16.85	\$ 25,208	\$ 26,008	\$ 27,208	\$ 27,708

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**Chico ISD Teacher Aide  
Salary Schedule  
2013-2014**

All salaries are based upon a 10 month work year. Pay is annualized.

Years Exp	Hourly Wage	Base Pay	w/12-60 Sem H	w/60+ Sem Hrs	Bachelor's Degree
				Assoc. Degree	
0	\$ 9.00	\$ 13,464	\$ 14,264	\$ 15,464	\$ 15,964
1	\$ 9.25	\$ 13,838	\$ 14,638	\$ 15,838	\$ 16,338
2	\$ 9.50	\$ 14,212	\$ 15,012	\$ 16,212	\$ 16,712
3	\$ 9.75	\$ 14,586	\$ 15,386	\$ 16,586	\$ 17,086
4	\$ 10.00	\$ 14,960	\$ 15,760	\$ 16,960	\$ 17,460
5	\$ 10.25	\$ 15,334	\$ 16,134	\$ 17,334	\$ 17,834
6	\$ 10.50	\$ 15,708	\$ 16,508	\$ 17,708	\$ 18,208
7	\$ 10.75	\$ 16,082	\$ 16,882	\$ 18,082	\$ 18,582
8	\$ 11.00	\$ 16,456	\$ 17,256	\$ 18,456	\$ 18,956
9	\$ 11.25	\$ 16,830	\$ 17,630	\$ 18,830	\$ 19,330
10	\$ 11.50	\$ 17,204	\$ 18,004	\$ 19,204	\$ 19,704
11	\$ 11.75	\$ 17,578	\$ 18,378	\$ 19,578	\$ 20,078
12	\$ 12.00	\$ 17,952	\$ 18,752	\$ 19,952	\$ 20,452
13	\$ 12.25	\$ 18,326	\$ 19,126	\$ 20,326	\$ 20,826
14	\$ 12.50	\$ 18,700	\$ 19,500	\$ 20,700	\$ 21,200
15	\$ 12.75	\$ 19,074	\$ 19,874	\$ 21,074	\$ 21,574
16	\$ 13.00	\$ 19,448	\$ 20,248	\$ 21,448	\$ 21,948
17	\$ 13.25	\$ 19,822	\$ 20,622	\$ 21,822	\$ 22,322
18	\$ 13.50	\$ 20,196	\$ 20,996	\$ 22,196	\$ 22,696
19	\$ 13.75	\$ 20,570	\$ 21,370	\$ 22,570	\$ 23,070
20	\$ 14.00	\$ 20,944	\$ 21,744	\$ 22,944	\$ 23,444
21	\$ 14.25	\$ 21,318	\$ 22,118	\$ 23,318	\$ 23,818
22	\$ 14.50	\$ 21,692	\$ 22,492	\$ 23,692	\$ 24,192
23	\$ 14.75	\$ 22,066	\$ 22,866	\$ 24,066	\$ 24,566
24	\$ 15.00	\$ 22,440	\$ 23,240	\$ 24,440	\$ 24,940
25	\$ 15.25	\$ 22,814	\$ 23,614	\$ 24,814	\$ 25,314
26	\$ 15.50	\$ 23,188	\$ 23,988	\$ 25,188	\$ 25,688
27	\$ 15.75	\$ 23,562	\$ 24,362	\$ 25,562	\$ 26,062
28	\$ 16.00	\$ 23,936	\$ 24,736	\$ 25,936	\$ 26,436
29	\$ 16.25	\$ 24,310	\$ 25,110	\$ 26,310	\$ 26,810
30	\$ 16.50	\$ 24,684	\$ 25,484	\$ 26,684	\$ 27,184

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