

**COSSA**  
**CLASSIFIED SALARY PAY SCHEDULE - Draft 2**  
**2023-2024**

Step	A	B	C	D	E	F
1	15.00	15.50	16.00	16.50	19.50	23.50
2	15.30	15.81	16.32	16.83	19.89	23.97
3	15.61	16.13	16.65	17.17	20.29	24.45
4	15.92	16.45	16.98	17.51	20.69	24.94
5	16.24	16.78	17.32	17.86	21.11	25.44
6	16.56	17.11	17.67	18.22	21.53	25.95
7	16.89	17.46	18.02	18.58	21.96	26.46
8	17.23	17.80	18.38	18.95	22.40	26.99
9	17.57	18.16	18.75	19.33	22.85	27.53
10	17.93	18.52	19.12	19.72	23.30	28.08
11	18.28	18.89	19.50	20.11	23.77	28.65
12	18.65	19.27	19.89	20.52	24.25	29.22
13	19.02	19.66	20.29	20.93	24.73	29.80
14	19.40	20.05	20.70	21.34	25.23	30.40
15	19.79	20.45	21.11	21.77	25.73	31.01

Notes: **Proposed base pay for Column A will be \$15.00, Column B will be \$15.50, and Column C - \$16.00. Column D - \$16.50, Column E \$19.50, Column F \$23.50. A 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. **For every additional year past 15 years there will be a 2% increase in hourly rate.**
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.
  - Column C = Para, EA, ISS Coord - with specialty skill or training (bilingual, BI Para, Medicaid clerk), Registrar/Attendance Clerk, Daycare Supervisor, Special Services Secretary/HR Assistant.
  - Column D = Custodial/Grounds/Maint, Food Service, Deaf & Hard of Hearing/Visual Impairment Aide.
  - Column E = BI Technician/CBRS, Business Manager/HR/Payroll/AP.
  - 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.