



Governing Board Agenda Item

Meeting Date: July 15, 2024 Agenda Item No: D.2

From: Monica Harper, Human Resources Director

Subject: Revised and Newly Submitted 2024-2025 Hiring Schedules

Strategic Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent ☒ Action ☐ Discussion ☐

Background:

The following schedules are being revised for 2024-2025:

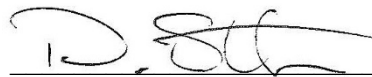
- Certified Hiring Schedule
- Speech Language Pathologist Hiring Schedule
- Extracurricular Placement Schedule
- Administrator Hiring Schedule
- Professional Non-Teaching Hiring Schedule
- Exempt Hiring Schedule

The following items are being submitted for your approval for the 2024-2025 year:

- Support Staff Hiring Schedule
- Ancillary Pay Schedule
- Ancillary Stipend Schedule

Recommended Motion:

I move that the Governing Board approve the revised and newly submitted hiring schedules for the 2024-2025 year.

Approved for transmittal to the Governing Board: 
Dr. Daniel Streeter, Superintendent

Questions should be directed to: Monica Harper, Director of Human Resources
Phone: (520) 616-6318



CERTIFIED HIRING SCHEDULE 2024-2025

Degree/Experience	Base Contract (Includes Base, Override & Classroom Site Fund)	Retention Stipend*~ (Dec/May)	Performance Based Pay Stipend** (May)	Indian Gaming Stipend**~ (Dec/May)	Potential 2024- 2025 Earnings
BA/A 0-3	\$ 48,510.10	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 54,126.11
BA/B 4-5	\$ 49,356.44	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 54,972.45
BA/C 6+	\$ 50,220.55	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 55,836.56
MA/A 0-3	\$ 51,091.77	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 56,707.78
MA/B 4-5	\$ 51,991.43	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 57,607.44
MA/C 6+	\$ 53,009.06	\$ 1,000.00	\$ 4,300.00	\$316.01	\$ 58,625.07

*Upon Governing Board Approval **Amount changes year to year ~Paid in two installments

Hiring schedule is based on 214 days; salary will be prorated for later start date

Professional Growth Increments

BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+60	BA+72	BA+84	BA+96	BA+108	BA+120	BA+132
\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$600	\$600	\$600	\$600	\$600	\$600	\$600

MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MA+48	MA+54	MA+60	MA+66	MA+72	MA+78	MA+84	MA+90
\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600

Additional Earning Power: Additional compensation paid for extracurricular assignments including noon duty, coaching, sponsoring clubs, or serving on committees, etc.

Medical Insurance^: 1) Employer paid medical insurance for employee only **or**, 2) Health Saving Account contribution up to \$1,000 with enrollment in the HDHP plan **or**, 3) \$400 annual allotment towards district dental, vision & voluntary life insurance plan if waiving medical insurance plan

Dental Insurance^: Available at full premium cost to employee, two options

Vision Insurance^: Available at full premium cost to employee

Employee Assistance Program (EAP): Covered at 100% for household

Life Insurance/Short Term Disability^: Employer paid, covered at 1.3 times employee salary

Voluntary Programs^: Accident, auto discount, critical care, hospital indemnity, and legal plans

Leave: 12 days of leave time accrued each year

IEP Days (Special Education Teachers): Up to 6 days of district leave to complete IEP work

^ Subject to eligibility and position status



SPEECH LANGUAGE PATHOLOGIST HIRING SCHEDULE 2024-2025

Degree/Level (Exp)	Base Contract (Includes Base, Override, & Classroom Site Fund)	Retention Stipend*~ (Dec/May)	Performance Based Pay Stipend** (May)	Indian Gaming Stipend***~ (Dec/May)	Potential 2024-2025 Earnings
BA/A 0-3	\$ 72,508.09	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 78,124.10
BA/B 4-5	\$ 73,832.64	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 79,448.65
BA/C 6+	\$ 75,182.49	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 80,798.50
MA/A 0-3	\$ 76,568.19	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 82,184.20
MA/B 4-5	\$ 77,972.25	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 83,588.26
MA/C 6+	\$ 79,405.23	\$ 1,000.00	\$ 4,300.00	\$ 316.01	\$ 85,021.24

*Upon Governing Board Approval **Amount changes year to year ~Paid in two installments

Salary schedule is based on 214 days; salary will be prorated for later start date

Professional Growth Increments

BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+60	BA+72	BA+84	BA+96	BA+108	BA+120	BA+132
\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$600	\$600	\$600	\$600	\$600	\$600	\$600

MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MA+48	MA+54	MA+60	MA+66	MA+72	MA+78	MA+84	MA+90
\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600

Stipend for Certificate of Clinical Competency (CCC-SP): \$2,000.00

Additional Earning Power: Additional compensation paid for extracurricular assignments including noon duty, coaching, sponsoring clubs, or serving on committees, etc.

Medical Insurance^: 1) Employer paid medical insurance for employee only **or**, 2) Health Saving Account contribution up to \$1,000 with enrollment in the HDHP plan **or**, 3) \$400 annual allotment towards district dental, vision & voluntary life insurance plan if waiving medical insurance plan

Dental Insurance^: Available at full premium cost to employee, two options

Vision Insurance^: Available at full premium cost to employee

Employee Assistance Program (EAP): Covered at 100% for household

Life Insurance/Short Term Disability^: Employer paid, covered at 1.3 times employee salary

Voluntary Programs^: Accident, auto discount, critical care, hospital indemnity, and legal plans

Leave: 12 days of leave time earned each year

^ Subject to eligibility and position status

Extracurricular Placement Schedule

2024-2025

2313

Index Base

Group	Factor	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
A	1.0	<u>2313</u> 1.00	<u>2429</u> 1.05	<u>2544</u> 1.10	<u>2660</u> 1.15	<u>2776</u> 1.20	<u>2891</u> 1.25	<u>3007</u> 1.30	<u>3123</u> 1.35	<u>3238</u> 1.40	<u>3354</u> 1.45	<u>3470</u> 1.50	<u>3585</u> 1.55	<u>3701</u> 1.60	<u>3816</u> 1.65	<u>3932</u> 1.70
B	.8	<u>1850</u> 0.80	<u>1943</u> 0.84	<u>2035</u> 0.88	<u>2128</u> 0.92	<u>2220</u> 0.96	<u>2313</u> 1.00	<u>2406</u> 1.04	<u>2498</u> 1.08	<u>2591</u> 1.12	<u>2683</u> 1.16	<u>2776</u> 1.20	<u>2868</u> 1.24	<u>2961</u> 1.28	<u>3053</u> 1.32	<u>3146</u> 1.36
C	.6	<u>1388</u> 0.60	<u>1457</u> 0.63	<u>1527</u> 0.66	<u>1596</u> 0.69	<u>1665</u> 0.72	<u>1735</u> 0.75	<u>1804</u> 0.78	<u>1874</u> 0.81	<u>1943</u> 0.84	<u>2012</u> 0.87	<u>2082</u> 0.90	<u>2151</u> 0.93	<u>2220</u> 0.96	<u>2290</u> 0.99	<u>2359</u> 1.02
D	.5	<u>1157</u> 0.50	<u>1214</u> 0.525	<u>1272</u> 0.55	<u>1330</u> 0.575	<u>1388</u> 0.60	<u>1446</u> 0.625	<u>1503</u> 0.65	<u>1561</u> 0.675	<u>1619</u> 0.70	<u>1677</u> 0.725	<u>1735</u> 0.75	<u>1793</u> 0.775	<u>1850</u> 0.80	<u>1908</u> 0.825	<u>1966</u> 0.85
E	.3	<u>694</u> 0.30	<u>729</u> 0.315	<u>763</u> 0.33	<u>798</u> 0.345	<u>833</u> 0.36	<u>867</u> 0.375	<u>902</u> 0.39	<u>937</u> 0.405	<u>971</u> 0.42	<u>1006</u> 0.435	<u>1041</u> 0.45	<u>1076</u> 0.465	<u>1110</u> 0.48	<u>1145</u> 0.495	<u>1180</u> 0.51
F	.2	<u>463</u> 0.20	<u>486</u> 0.21	<u>509</u> 0.22	<u>532</u> 0.23	<u>555</u> 0.24	<u>578</u> 0.25	<u>601</u> 0.26	<u>625</u> 0.27	<u>648</u> 0.28	<u>671</u> 0.29	<u>694</u> 0.30	<u>717</u> 0.31	<u>740</u> 0.32	<u>763</u> 0.33	<u>786</u> 0.34

Revised 7/6/93; 6/14/94; 6/4/96; 5/27/97; 6/9/98; 5/25/99; 5/23/00; 6/12/01; 5/25/04; 5/10/05; 7/15/24

Group A

Band Sponsor High School

Group B

Student Council High School
Drama Sponsor High School
Yearbook Sponsor High School
Newspaper Sponsor High School
Head Decathlon High School

Group C

Auditorium Manager High School
Danceline/Poms Sponsor High School
Choir Sponsor High School

Orchestra Sponsor High School
Forensics High School
Dance High School
Musical Director High School
Career & Technical High School
Education Service
Organizations: FFA
Sponsors, FCCLA,
VICA (up to 10)
FBLA, DECA,
Vocational Foods

Group D

Assistant Decathlon High School
Link Crew/WEB High School/MS/K8
Junior Class High School
Sponsor (Prom)
(one season concession)
Flag High School
Auditorium Manager Middle School
Band Sponsor Middle School / K8
Orchestra Sponsor Middle School / K8
Student Council Middle School / K8
Choir Sponsor Middle School / K8
Drama Middle School / K8
Yearbook Sponsor Middle School / K8
Musical Director Middle School

Group E

MESA High School
Science Olympiad High School
Special Olympics District
Head Sponsor
*Pep/Season Sponsor Middle School
Newspaper Sponsor Middle School
Musical Assistant HS (3) / MS (1)
Nat'l Honor Society High / Middle / K8
Key Club High
*Key Club Middle / K8

Group F

Senior Class High School
Sponsor
Chess Sponsor Middle School
Sophomore Class High School
Sponsor
Freshman Class High School
Sponsor
Special Olympics District
Asst. Sponsor
Decathlon Subject High School
Honorariums
Band, Orchestra Elementary
Choir
Discretionary Club Middle School

Intramural \$1,000
Supplemental Band \$1,000
(2 paid by District/2 paid by building M&O)

* (If not allocated, may be used for other sponsorship not designated.)

**MARANA UNIFIED SCHOOL DISTRICT
ADMINISTRATOR HIRING SCHEDULE
2024-2025**

Position	Range	0-3 years	Over	4-5 years	Over	6-7 years	Over	8-9 years	Over	10+ years	Over
Assistant Superintendent	36	124,473	864	126,963	882	129,503	899	132,092	917	134,734	955
Chief Financial Officer	36	124,473	864	126,963	882	129,503	899	132,092	917	134,734	955
Executive Director (Senior Staff)	34	112,902	785	115,160	823	117,463	860	119,811	898	122,208	936
Principal - High School	34	112,902	785	115,160	823	117,463	860	119,811	898	122,208	936
Principal - Middle School	32	102,395	712	104,442	746	106,531	780	108,662	815	110,835	849
Principal - MCAT	30	92,876	646	94,734	677	96,628	708	98,561	739	100,532	770
Principal - Elementary	30	92,876	646	94,734	677	96,628	708	98,561	739	100,532	770
Director of Special Ed	30	92,876	646	94,734	677	96,628	708	98,561	739	100,532	770
Director of Technology	30	92,876	646	94,734	677	96,628	708	98,561	739	100,532	770
Director of Health Services	30	92,876	646	94,734	677	96,628	708	98,561	739	100,532	770
Associate Principal - High School (11)	29	88,453	615	90,222	645	92,027	674	93,868	704	95,745	733
Director of Human Resources	28	84,240	586	85,926	614	87,645	642	89,397	670	91,184	698
Director of Public & Community Relations	28	84,240	586	85,926	614	87,645	642	89,397	670	91,184	698
Director of State & Federal	28	84,240	586	85,926	614	87,645	642	89,397	670	91,184	698
Associate Principal - Middle School (11)	27	77,470	558	81,834	585	83,470	611	85,139	638	86,841	665
Director of Career/Technical Education	27	77,470	558	81,834	585	83,470	611	85,139	638	86,841	665
Director of Ext.Lrng.Opport.	26	76,411	531	77,939	557	79,497	582	81,088	608	82,709	633
Director of Student Services	26	76,411	531	77,939	557	79,497	582	81,088	608	82,709	633
Director of Facilities Management	25	72,769	506	74,225	530	75,710	555	77,224	579	78,769	603
Director of Food Services	25	72,769	506	74,225	530	75,710	555	77,224	579	78,769	603
Director of Procurement	25	72,769	506	74,225	530	75,710	555	77,224	579	78,769	603
Director of Transportation	25	72,769	506	74,225	530	75,710	555	77,224	579	78,769	603
Associate Principal - K8 (11)	25	72,769	506	74,225	530	75,710	555	77,224	579	78,769	603
Associate Principal - Elementary (10)	24	69,306	482	70,692	505	72,105	528	73,547	551	75,018	574
Associate Director of ESS (11)	24	69,306	482	70,692	505	72,105	528	73,547	551	75,018	574

7/15/2024

MARANA UNIFIED SCHOOL DISTRICT

PROFESSIONAL NON-TEACHING HIRING SCHEDULE 2024-2025

OCCUPATIONAL/PHYSICAL THERAPISTS				
	Base		Override	
0-3 years	\$	72,987	\$	510
4-5 years	\$	74,447	\$	534
6+ years	\$	75,936	\$	558

NURSES				
	BA	Override	MA	Override
0-3 years	\$ 47,962.00	\$ 387.00	\$ 50,899.00	\$ 408.00
4-5 years	\$ 48,922.00	\$ 399.00	\$ 51,917.00	\$ 422.00
6+ years	\$ 49,900.00	\$ 413.00	\$ 52,955.00	\$ 436.00

BEHAVIOR SPECIALIST** & SOCIAL WORKERS				
	BA	Override	MA	Override
0-3 years	\$ 39,642.00	\$ 237.00	\$ 42,069.00	\$ 253.00
4-5 years	\$ 40,435.00	\$ 245.00	\$ 42,910.00	\$ 263.00
6+ years	\$ 41,244.00	\$ 254.00	\$ 43,768.00	\$ 272.00

Professional Growth Increments*

BA+6 \$300	BA+12 \$300	BA+18 \$300	BA+24 \$300	BA+30 \$300	BA+36 \$300	BA+42 \$300	BA+48 \$300	BA+60 \$600
BA+72 \$600	BA+84 \$600	BA+96 \$600	BA+108 \$600	BA+120 \$600	BA+132 \$600			

MA+6 \$600	MA+12 \$600	MA+18 \$600	MA+24 \$600	MA+30 \$600	MA+36 \$600	MA+42 \$600	MA+48 \$600	MA+54 \$600
MA+60 \$600	MA+66 \$600	MA+72 \$600	MA+78 \$600	MA+84 \$600	MA+90 \$600			

*Applies to Behavior Specialists, Nurses and Social Workers Only

**BCBA Certification \$4,000

7/15/2024

MARANA UNIFIED SCHOOL DISTRICT

EXEMPT HIRING SCHEDULE

2024-2025

Position	Range	0-3 yrs	Over	4-5 yrs	Over	6-7 yrs	Over	8-9 yrs	Over	10+ yrs	Over
Curriculum Coordinator	25	74,155	506	75,638	530	77,151	555	78,694	579	80,268	603
Database Manager	25	74,155	506	75,638	530	77,151	555	78,694	579	80,268	603
Elementary Literacy Coordinator	25	74,155	506	75,638	530	77,151	555	78,694	579	80,268	603
Instructional Coordinator	25	74,155	506	75,638	530	77,151	555	78,694	579	80,268	603
Secondary Learning & Literacy Coordinator	25	74,155	506	75,638	530	77,151	555	78,694	579	80,268	603
Career & Technical Education Coordinator	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Gifted and Talented Ed. Coordinator	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Instructional Technology Coordinator	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Network Systems Manager	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Psychologist	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
School Climate & Connectedness Coord.	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Technology Resources Manager	24	70,626	482	72,039	505	73,480	528	74,949	551	76,449	574
Applications Manager	23	67,264	459	68,609	481	69,981	503	71,382	525	72,809	547
Business Manager	23	67,264	459	68,609	481	69,981	503	71,382	525	72,809	547
Energy Conservation Coordinator	23	67,264	459	68,609	481	69,981	503	71,382	525	72,809	547
Safety & Security Coordinator	23	67,264	459	68,609	481	69,981	503	71,382	525	72,809	547
Student Information Systems Manager	23	67,264	459	68,609	481	69,981	503	71,382	525	72,809	547
Facilities Project Manager	22	64,061	427	65,343	447	66,650	467	67,982	487	69,342	507
Garage Manager	21	61,010	416	62,231	436	63,475	456	64,643	476	65,935	496
Trans. Operations Mgr	21	61,010	416	62,231	436	63,475	456	64,643	476	65,935	496
Benefits Manager	20	58,104	396	59,266	416	60,451	435	61,660	454	62,894	473
Grants Management Coordinator	20	58,104	396	59,266	416	60,451	435	61,660	454	62,894	473
Payroll Manager	20	58,104	396	59,266	416	60,451	435	61,660	454	62,894	473
Recruiting Manager	20	58,104	396	59,266	416	60,451	435	61,660	454	62,894	473
Extended Learning Opportunities Coord.	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Family Resource Coordinator	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Field Operations Mgr.	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Food Service Area Manager	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Grant Program Coordinator	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Health Services Coordinatior	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Inclusion Facilitator (11)	19	55,335	378	56,442	396	57,571	414	58,723	432	59,897	450
Digital Communications Manager	18	52,701	360	53,755	377	54,830	394	55,927	411	57,045	429
FRC Lead Social Worker	18	52,701	360	53,755	377	54,830	394	55,927	411	57,045	429
Health Services Facilitator (10)	18	52,701	360	53,755	377	54,830	394	55,927	411	57,045	429
Inclusion Facilitator (10)	18	52,701	360	53,755	377	54,830	394	55,927	411	57,045	429
Communications/Social Media Manager	16	47,800	326	48,756	342	49,731	357	50,725	373	51,740	388
ELL Facilitator (10)	16	47,800	326	48,756	342	49,731	357	50,725	373	51,740	388



SUPPORT EMPLOYEE PAY SCHEDULE

2024-2025

POSITION TITLE	24-25 Base	Override	24-25 Total
Accounting Clerk I	\$16.35	\$0.09	\$16.44
Accounts Payable Specialist	\$19.04	\$0.11	\$19.57
ASL Interpreter	\$28.96	\$0.17	\$29.13
Athletic Equipment Worker	\$16.29	\$0.09	\$16.38
Attendance Clerk	\$16.35	\$0.09	\$16.44
Attendance System Specialist	\$16.72	\$0.09	\$16.81
Benefits Specialist	\$20.32	\$0.11	\$20.43
Board Secretary	\$19.91	\$0.11	\$20.02
Bookstore Clerk	\$16.24	\$0.09	\$16.33
Bookstore Supervisor – High School	\$18.66	\$0.10	\$18.76
Bookstore Supervisor – Middle School	\$16.84	\$0.09	\$16.93
Brailist	\$17.28	\$0.10	\$17.38
Budget Technician	\$24.52	\$0.14	\$24.66
Building Maintenance Worker I	\$16.29	\$0.09	\$16.38
Building Maintenance Worker II	\$19.91	\$0.11	\$20.02
Bus Attendant	\$16.10	\$0.09	\$16.19
Bus Driver	\$18.64	\$0.10	\$18.74
Bus Driver/Trainer Supervisor	\$20.91	\$0.12	\$21.03
Bus Driver/Special Needs	\$18.93	\$0.11	\$19.04
Bus Driver/Relief	\$19.22	\$0.11	\$19.33
Carpenter	\$21.74	\$0.12	\$21.86
Clerk	\$16.24	\$0.09	\$16.33
Computer/ Network Technician	\$29.27	\$0.17	\$29.44
Computer/Network Technician (Lead)	\$33.53	\$0.20	\$33.73
Crossing Guard	\$16.10	\$0.09	\$16.19
CTE Teacher Apprentice	\$30.70	\$0.18	\$30.88
Database Systems Specialist	\$33.53	\$0.20	\$33.73
Data Integrity Specialist	\$26.59	\$0.15	\$26.74
Data Systems Training Specialist	\$27.77	\$0.16	\$27.93
Digital Archiving Specialist	\$18.09	\$0.10	\$18.19
Dispatcher	\$19.30	\$0.11	\$19.41
E-Learning Specialist	\$17.56	\$0.10	\$17.66
E-Learning Intervention Specialist	\$20.06	\$0.11	\$20.17
ECE Asst. Supervisor	\$16.62	\$0.09	\$16.71

POSITION TITLE	24-25 Base	Override	24-25 Total
ECE Supervisor	\$18.05	\$0.10	\$18.15
Electrician	\$25.39	\$0.15	\$25.54
ELL Paraprofessional	\$16.40	\$0.09	\$16.49
ELO Aide	\$16.10	\$0.09	\$16.19
Employee Attendance Specialist	\$16.72	\$0.09	\$16.81
ESS Clerk	\$16.35	\$0.09	\$16.44
Executive Secretary	\$22.61	\$0.13	\$22.74
Facilities Energy Usage Clerk	\$18.66	\$0.10	\$18.76
Facilities Grounds Supervisor	\$29.32	\$0.17	\$29.49
Facilities Maintenance Supervisor	\$29.32	\$0.17	\$29.49
Facilities Systems Supervisor	\$32.18	\$0.19	\$32.37
Field & Turf Specialist	\$23.37	\$0.14	\$23.51
Financial Services Clerk	\$18.46	\$0.10	\$18.56
Financial Services Specialist	\$20.68	\$0.12	\$20.80
Food Services Café Supervisor	\$20.63	\$0.12	\$20.75
Food Services Delivery Driver	\$16.86	\$0.09	\$16.95
Food Services Lead Worker	\$16.78	\$0.09	\$16.87
Food Services Meals/Benefits Clerk	\$18.02	\$0.10	\$18.12
Food Services Specialist	\$22.20	\$0.13	\$22.33
Food Services Worker	\$16.10	\$0.09	\$16.19
Grant Site Coordinator	\$28.91	\$0.17	\$29.08
Groundskeeper I	\$16.35	\$0.09	\$16.44
Groundskeeper II	\$19.91	\$0.11	\$20.02
Hall Monitor	\$16.29	\$0.09	\$16.38
Health Assistant	\$17.02	\$0.09	\$17.11
Health Services Clerk	\$17.63	\$0.10	\$17.73
High School Finance Clerk	\$18.66	\$0.10	\$18.76
Human Resources Clerk I	\$17.28	\$0.10	\$17.38
Human Resources Clerk II	\$19.09	\$0.11	\$19.20
Human Resources Specialist	\$22.67	\$0.13	\$22.80
HVAC Technician	\$26.54	\$0.15	\$26.69
Information Technology Helpdesk Technician	\$22.21	\$0.13	\$22.34
Instructional Aide	\$16.40	\$0.09	\$16.49
Instructional Technology Systems Specialist	\$30.60	\$0.18	\$30.78
Intervention Specialist	\$18.91	\$0.10	\$19.01
Lead Building Maintenance Worker	\$23.70	\$0.14	\$23.84
Lead Building Maintenance Worker - MHS	\$25.12	\$0.14	\$25.26
LEAP Asst. Supervisor	\$16.42	\$0.09	\$16.51
LEAP Supervisor	\$17.86	\$0.10	\$17.96
Library Assistant	\$16.40	\$0.09	\$16.49
Library Media Technician	\$17.70	\$0.10	\$17.80
Locksmith	\$21.51	\$0.12	\$21.63
Migrant Program Specialist *	\$18.74	\$0.10	\$18.84
Native American Program Specialist *	\$18.80	\$0.10	\$18.90
Painter	\$20.55	\$0.12	\$20.67

POSITION TITLE	24-25 Base	Override	24-25 Total
Parent Educator	\$18.86	\$0.10	\$18.96
Parent Liaison	\$18.86	\$0.10	\$18.96
Parking Lot Attendant	\$16.10	\$0.09	\$16.19
Payroll Clerk	\$19.09	\$0.11	\$19.20
Payroll Specialist	\$21.25	\$0.11	\$21.36
Plumber	\$22.68	\$0.13	\$22.81
Preventative Maintenance Technician	\$24.90	\$0.14	\$25.04
Preventative Maintenance Worker	\$20.63	\$0.12	\$20.75
Printing Services Specialist	\$16.70	\$0.09	\$16.79
Procurement Assistant	\$19.94	\$0.11	\$20.05
Procurement Specialist	\$20.12	\$0.11	\$20.23
Professional Learning Specialist	\$22.20	\$0.13	\$22.33
Property Control Warehouse Lead	\$23.70	\$0.14	\$23.84
Property Control Warehouse Worker	\$16.66	\$0.09	\$16.75
Purchasing Agent	\$22.66	\$0.13	\$22.79
Records Specialist	\$16.94	\$0.09	\$17.03
Registrar	\$17.56	\$0.10	\$17.66
Registrar Clerk	\$16.35	\$0.09	\$16.44
Roofer	\$20.12	\$0.11	\$20.23
Routing Tech.	\$19.91	\$0.11	\$20.02
Secretary I	\$16.78	\$0.09	\$16.87
Secretary II	\$18.09	\$0.10	\$18.19
Secretary III	\$19.91	\$0.11	\$20.02
Secretary IV	\$21.26	\$0.12	\$21.38
Senior Purchasing Agent	\$26.59	\$0.15	\$26.74
Small Equipment Mechanic	\$20.55	\$0.12	\$20.67
Special Ed. Aide	\$16.40	\$0.09	\$16.49
Special Ed. Records Specialist	\$18.23	\$0.10	\$18.33
Speech/Language Pathology Assistant (SLPa)	\$18.96	\$0.11	\$19.07
State & Federal Programs Specialist	\$16.94	\$0.09	\$17.03
Students in Transition Clerk	\$17.91	\$0.10	\$18.01
TAPP Childcare Worker	\$16.10	\$0.09	\$16.19
TAPP Supervisor	\$18.10	\$0.10	\$18.20
Teachers Assistant	\$16.10	\$0.09	\$16.19
Title I Instructional Paraprofessional*	\$16.40	\$0.09	\$16.49
Transportation Specialist	\$18.46	\$0.10	\$18.56
Van Driver	\$17.87	\$0.10	\$17.97
Vehicle Mechanic I	\$24.30	\$0.14	\$24.44
Vehicle Mechanic II	\$26.41	\$0.15	\$26.56
Vehicle Mechanic Supervisor	\$28.52	\$0.17	\$28.69
Warehouse Courier	\$16.66	\$0.09	\$16.75

7/15/24

*Grant Funded Position

**Override subject to availability

ANCILLARY PAY SCHEDULE

SUPPORT STAFF POSITIONS

Substitute	\$1.00 less than the starting rate of the position subbing for or (whichever is higher)	\$14.35
Support Staff Tutor		\$14.35
Noon duty	Current hourly wage up to max of \$14.35/hour & may not exceed a total of 40 h/week	
PSAT Proctoring		\$14.35
Bus Driver/Attendant		
Trainer	Regular rate plus additional \$1.50 per hour during training	
Bus Driver Trainee	Training rate until Bus Driver Certification is earned - Year-round	\$15.00
	Will be paid per program requirements	
Enrichment	Prep Time for every 4 hours of teaching	\$20.00

CERTIFIED POSITIONS

	After School, Home Bound, Grading test-out	\$30.00
	Saturday School teaching	\$30.00
	Curriculum Writer/Grant Writer	\$30.00
	District Initiative Work	\$30.00
	State Testing Tutoring - Per state guidelines	
	Athletic Training - duties beyond the normal AIA schedule	\$35.00
	CTE Placements (amount is paid per placement)	\$25.00
	Class Coverage	\$30.00
Teacher	Kindergarten screening; EL screening; DIBELS; student screenings	\$30.00
	Presenting at a Teaching Workshop	\$30.00
	IEP Development (not to exceed 15 hours in one fiscal year)	\$30.00
Teacher & Admin	Preparation time for teaching students and teachers; for every 4 hours of teaching	\$30.00
	Administrative - Long Term in the same assignment for 20+ days will receive the starting per diem rate for the position; Must be appropriately certified and highly qualified (when applicable)	
	Nurse	\$140.00
	Teacher	\$140.00
	MUSD Retiree	\$140.00
	Teacher - LT (20+ days)	\$165.00
Substitute	Teacher - Additional for covering a zero hour	\$15.00
Noon duty		\$30.00
PSAT Proctoring		\$73.50/session
Auditorium Manager		\$30.00

COMMUNITY SCHOOLS / SUMMER SCHOOL POSITIONS

MUSD support staff in same position receives their current hourly rate for summer work		
MUSD support staff in a different position will receive the starting wage for that position		
Sp. Ed. Teacher (ESY) or Summer School Coordinator		\$30.00
Summer Youth Employment Supervisor; Support Staff Mandatory Summer Training		\$14.35
Enrichment	Community school fee based programs / Support staff teaching other staff	\$30.00
	Enrichment course instructor	\$30.00
	Middle School and High School Teacher - Certified	\$30.00
Teacher	Prep Time for every 4 hours of teaching	\$30.00
	No certification needed - expertise in subject area of camp (not to exceed \$2,500; p/s)	\$30.00
Summer Camp Director	Certified (not to exceed \$2,500; per session)	\$30.00

21st CENTURY PROGRAMS

Before/After school enrichment (certified and support)		\$30.00
Summer Program Teacher		\$30.00
Summer Program Coordinator	Will be paid per program requirements	

[illegible]

Tutor	Tutor has a degree in the subject area in which they are tutoring or has an education degree or a substitute certificate	\$30.00
Psychologist	Wellness Center Therapist	\$60.00
	Threat assessment evaluations	\$50.00

INTERPRETER TRANSLATOR*	TYPE	PURPOSE	AUTHORIZATION	WAGE
Interpreter with certification	American Sign Language	Official school business, i.e. Parent conferences, IEP's, discipline hearings for parent interpretations.	Special Education	\$30.00
Interpreter	Foreign Language		Site Administrator	Certified \$30.00
				Support \$20.00
Translating documents into other languages			Site Administrator	Certified \$30.00
				Support \$20.00

TITLE I

Summer Director		\$35.00
Teacher	Summer Certified	\$30.00
	Prep time - for every 4 hours of teaching	\$30.00
	Extended Day Academic program - Must be appropriately certified	\$30.00
Aide (support staff)	MUSD support staff in same position receives their current hourly rate for summer work	
	Summer Highly qualified aide	\$14.35

EXTRACURRICULAR POSITIONS	
---------------------------	--

Behind the wheel driver (rate is per student)							\$120.00
Event worker: Football announcer, Ticket Takers, Game Scorers etc.							\$14.35
Lifeguard							\$14.35

Notes:

~ Support Staff - Interpreters working during their regular hours will receive the difference from their pay to the wage stated above. If the employee's pay is greater than the wage listed above, they will get their regular pay. They will be paid interpreter wage only for the time worked to the closest 15 minutes

~ Sign Language Interpreters working outside their regular hours will receive the wage stated above and will be paid for a minimum of two hours. Support staff would receive a blended rate if working over 40 hours.

Revised 7/15/24

ANCILLARY STIPEND SCHEDULE

7/15/2024

HARD TO FILL STIPEND	
Appropriately Certified- Emotional Disabled (ED); Intellectually Disabled (ID); Severely and Profoundly Disabled (S&P); Early Childhood Special Education (EC)	\$6,000.00
All other Appropriately Certified Special Education	\$3,500.00
Appropriately Certified - High School Chemistry and Physics	\$5,000.00
Appropriately Certified - High School Math/Middle School Level Teaching High School Math (prorated per number of sections teaching)	\$10,000.00
HARD TO STAFF SCHOOL STIPEND	
Teaching Core Content (Math and Reading) at PRE and RE	\$2,000.00
NATIONAL BOARD CERTIFICATION	
Teacher - National Board for Professional Teaching Standards Certification	\$2,000.00
Nurse - National Board for Certification of School Nurses (NBCSN)	\$2,000.00
Physical Therapist - American Board of Physical Therapy Association Certification (APTA)	\$2,000.00
DOCTORATE	
Administrator, Psychologist, OT/PT, Nurse, Social Worker	\$2,000.00
CERTIFICATE OF CLINICAL COMPETENCY (CCC-SP)	
Speech Pathologist	\$2,000.00
BILINGUAL EVALUATION STIPEND	
Speech Pathologist and Psychologist	\$4,000.00
EXTRA SECTION	
Elementary - Middle - High School - Compensation will be based on certified employee's contract salary	
PSYCHOLOGIST	
National Association of School Psychologist Certification (NASPC)	\$2,000.00
Examination of Professional Practice in Psychology (EPPP)	\$2,000.00
Intern	\$21,714.00
STUDENT TEACHER MENTOR	
The District is committed to appropriate compensation for teachers who mentor student teachers. Because the stipend amount may vary between institutions, the district will compensate a mentor teacher the difference between the stipend received by the student's educational institution and \$500.	