

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

Step	A	B	C	D	E	F
1	12.50	13.00	13.50	15.23	19.03	23.05
2	12.75	13.26	13.77	15.53	19.41	23.51
3	13.01	13.53	14.05	15.84	19.80	23.98
4	13.27	13.80	14.33	16.16	20.20	24.46
5	13.53	14.07	14.61	16.48	20.60	24.95
6	13.80	14.35	14.91	16.81	21.01	25.45
7	14.08	14.64	15.20	17.15	21.43	25.96
8	14.36	14.93	15.51	17.49	21.86	26.48
9	14.65	15.23	15.82	17.84	22.30	27.01
10	14.94	15.54	16.13	18.20	22.75	27.55
11	15.24	15.85	16.46	18.56	23.20	28.10
12	15.54	16.16	16.79	18.93	23.67	28.66
13	15.85	16.49	17.12	19.31	24.14	29.24
14	16.17	16.82	17.46	19.70	24.62	29.82
15	16.49	17.15	17.81	20.09	25.11	30.42
16	16.82	17.50	18.17	20.50	25.62	31.02
17	17.16	17.85	18.53	20.91	26.13	31.65
18	17.50	18.20	18.90	21.32	26.65	32.28
19	17.85	18.57	19.28	21.75	27.18	32.92
20	18.21	18.94	19.67	22.19	27.73	33.58
21	18.57	19.32	20.06	22.63	28.28	34.25
22	18.95	19.70	20.46	23.08	28.85	34.94
23	19.32	20.10	20.87	23.54	29.42	35.64
24	19.71	20.50	21.29	24.01	30.01	36.35
25	20.11	20.91	21.71	24.49	30.61	37.08

Notes: **Proposed base pay for Column A will be \$12.50, Column B will be \$13.00, and Column C - \$13.50.**
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 clerk), 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.