

**COSSA**  
**CLASSIFIED SALARY PAY SCHEDULE - Draft 1**  
**2023-2024**

Step	A	B	C	D	E	F
1	16.50	17.00	17.50	18.00	20.00	24.00
2	16.83	17.34	17.85	18.36	20.40	24.48
3	17.17	17.69	18.21	18.73	20.81	24.97
4	17.51	18.04	18.57	19.10	21.22	25.47
5	17.86	18.40	18.94	19.48	21.65	25.98
6	18.22	18.77	19.32	19.87	22.08	26.50
7	18.58	19.14	19.71	20.27	22.52	27.03
8	18.95	19.53	20.10	20.68	22.97	27.57
9	19.33	19.92	20.50	21.09	23.43	28.12
10	19.72	20.32	20.91	21.51	23.90	28.68
11	20.11	20.72	21.33	21.94	24.38	29.26
12	20.52	21.14	21.76	22.38	24.87	29.84
13	20.93	21.56	22.19	22.83	25.36	30.44
14	21.34	21.99	22.64	23.28	25.87	31.05
15	21.77	22.43	23.09	23.75	26.39	31.67
16	22.21	22.88	23.55	24.23	26.92	32.30
17	22.65	23.34	24.02	24.71	27.46	32.95
18	23.10	23.80	24.50	25.20	28.00	33.61
19	23.57	24.28	24.99	25.71	28.56	34.28
20	24.04	24.77	25.49	26.22	29.14	34.96
21	24.52	25.26	26.00	26.75	29.72	35.66
22	25.01	25.77	26.52	27.28	30.31	36.38
23	25.51	26.28	27.05	27.83	30.92	37.10
24	26.02	26.81	27.60	28.38	31.54	37.85
25	26.54	27.34	28.15	28.95	32.17	38.60

Notes: **Proposed base pay for Column A will be \$16.50, Column B will be \$17.00, and Column C - \$17.50. Column D - \$18.00, Column E \$20.00, Column F \$24.00. 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.