APPENDIX A BESPA SALARY SCHEDULE

Start 11.13 11.35 2 yrs. 11.95 12.19 4 yrs. 12.84 13.10 6 yrs. 13.15 13.41 8 yrs. 14.31 14.60 Sign Language Interpreters	<u>Division I - Paraprofessionals</u>		Prior to 8/14/17	2 % Increase
Ayrs. 12.84 13.10 6 yrs. 13.15 13.41 8 yrs. 14.31 14.60		Start	11.13	11.35
Sign Language Interpreters 22.00 22.44		2 yrs.	11.95	12.19
Syrs. 14.31 14.60		4yrs.	12.84	13.10
Sign Language Interpreters 22.00 22.44		6 yrs.	13.15	13.41
Division II - Operations		8 yrs.	14.31	14.60
Division II - Operations	Sign Language Interpreters			
Maintenance 17.48 17.83 Maintenance II 19.67 20.06 Locksmith 19.67 20.06 Division III - Student Nutrition Production Manager 16.18 16.50 Student Nutrition Coordinator 16.18 16.50 Head Cook/Head Baker 15.35 15.66 Student Nutrition Technician 13.94 14.22 Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 Payers 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits S			22.00	22.44
Maintenance II 19.67 20.06 Locksmith 19.67 20.06 Division III - Student Nutrition Production Manager 16.18 16.50 Student Nutrition Coordinator 16.18 16.50 Head Cook/Head Baker 15.35 15.66 Student Nutrition Technician 13.94 14.22 Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 Payears 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11	<u>Division II - Operations</u>			
Division III - Student Nutrition	Maintenance		17.48	17.83
Division III - Student Nutrition Production Manager 16.18 16.50	Maintenance II		19.67	20.06
Production Manager 16.18 16.50 Student Nutrition Coordinator 16.18 16.50 Head Cook/Head Baker 15.35 15.66 Student Nutrition Technician 13.94 14.22 Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 Payears 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Locksmith		19.67	20.06
Student Nutrition Coordinator 16.18 16.50 Head Cook/Head Baker 15.35 15.66 Student Nutrition Technician 13.94 14.22 Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 2 years 21.43 21.86 3 years 22.79 23.25 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Division III - Student Nutrition			
Head Cook/Head Baker 15.35 15.66	Production Manager		16.18	16.50
Student Nutrition Technician 13.94 14.22 Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Student Nutrition Coordinator		16.18	16.50
Student Nutrition Manager 13.94 14.22 Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 Payears 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Head Cook/Head Baker		15.35	15.66
Student Nutrition Assistant 11.48 11.71 Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Student Nutrition Technician		13.94	14.22
Special Events 14.26 14.55 (215 days) Student Nutrition Driver 16.18 16.50 Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Student Nutrition Manager		13.94	14.22
Division V - Secretarial	Student Nutrition Assistant		11.48	11.71
Division V - Secretarial Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Special Events		14.26	14.55
Bookkeepers Start 17.10 17.44 Business Office 2 years 18.00 18.36 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	(215 days) Student Nutrition Driver		16.18	16.50
Business Office 2 years 3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 Fringe Benefits Specialist Start 2 years	Division V - Secretarial			
3 years 19.11 19.49 4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Bookkeepers	Start	17.10	17.44
4 years 20.35 20.76 Payroll Accountant Start 20.35 20.76 2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Business Office	2 years	18.00	18.36
Payroll Accountant Start 2 years 2 1.43 2 1.86 3 years 4 years 2 4.23 Fringe Benefits Specialist Start 2 years 19.72 3 years 2 20.76 2 1.86 3 years 2 22.79 2 3.25 4 years 2 4.23 18.72 19.09 2 years 2 19.72 2 0.11 3 years 2 0.95		3 years	19.11	19.49
2 years 21.43 21.86 3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37		4 years	20.35	20.76
3 years 22.79 23.25 4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37	Payroll Accountant	Start	20.35	20.76
4 years 24.23 24.71 Fringe Benefits Specialist Start 18.72 19.09 2 years 19.72 20.11 3 years 20.95 21.37		2 years	21.43	21.86
Fringe Benefits Specialist Start 2 years 19.09 2 years 20.11 3 years 20.95		3 years	22.79	23.25
2 years 19.72 20.11 3 years 20.95 21.37		4 years	24.23	24.71
2 years 19.72 20.11 3 years 20.95 21.37	Fringe Benefits Specialist	Start	18.72	19.09
3 years 20.95 21.37	· -			1
_		_		1
4 years 22.29 22.74		4 years	22.29	22.74

Class I-A:			
Computer Services		22.54	22.99
Support Technician			
Class I:	Start	14.14	14.42
Athletic Director Sec.	2 years	15.18	15.48
	3 years	16.09	16.41
	4 years	16.96	17.30
	5 years	18.06	18.42
	6 years	19.52	19.91
Class II:	Start	13.54	13.81
Community Education Bookkeeper,	2 years	14.58	14.87
Community Education Secretaries	3 years	15.54	15.85
High School Data/Counseling Secretary	4 years	16.44	16.77
Director of Technology Secretary	5 years	17.49	17.84
Elem. School Principal's Secretary	6 years	18.99	19.37
High School Bookkeeper			
High School Principal's Secretary			
Middle/Intermediate School Principal's Secre	etary		
Operations Director's Secretary			
Class III:	Start	12.99	13.25
Elem Principal's Secretary (part time)	2 years	14.09	14.37
HS Grade Level Principal's Secretary	3 years	14.95	15.25
High School Attendance Secretary	4 years	15.86	16.18
High School Secretary/Reeptionist	5 years	16.92	17.26
Middle/Intermed. Grade Level Principal's Secretary 6 years		18.40	18.77