

**APPENDIX A  
BESPA SALARY SCHEDULE**

<b><u>Division I - Paraprofessionals</u></b>		<b>Prior to 8/14/17</b>	<b>2 % Increase</b>
	<b>Start</b>	11.13	11.35
	<b>2 yrs.</b>	11.95	12.19
	<b>4yrs.</b>	12.84	13.10
	<b>6 yrs.</b>	13.15	13.41
	<b>8 yrs.</b>	14.31	14.60
<b><u>Sign Language Interpreters</u></b>			
		22.00	22.44
<b><u>Division II - Operations</u></b>			
Maintenance		17.48	17.83
Maintenance II		19.67	20.06
Locksmith		19.67	20.06
<b><u>Division III - Student Nutrition</u></b>			
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
<b><u>Division V - Secretarial</u></b>			
<b>Bookkeepers</b>	<b>Start</b>	17.10	17.44
Business Office	<b>2 years</b>	18.00	18.36
	<b>3 years</b>	19.11	19.49
	<b>4 years</b>	20.35	20.76
Payroll Accountant	<b>Start</b>	20.35	20.76
	<b>2 years</b>	21.43	21.86
	<b>3 years</b>	22.79	23.25
	<b>4 years</b>	24.23	24.71
Fringe Benefits Specialist	<b>Start</b>	18.72	19.09
	<b>2 years</b>	19.72	20.11
	<b>3 years</b>	20.95	21.37
	<b>4 years</b>	22.29	22.74

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