

APPENDIX A					
BESPA SALARY SCHEDULE					
			2017-18	2018-19	2019-20
			2%	2%	2%
			increase	Increase	increase
Division I - Paraprofessionals	Start	11.13	11.35	11.58	11.81
	2 yrs.	11.95	12.19	12.43	12.68
	4 yrs.	12.84	13.10	13.36	13.63
	6 yrs.	13.15	13.41	13.68	13.95
	8 yrs.	14.31	14.60	14.89	15.19
Sign Language Interpreters		22.00	22.44	22.89	23.35
Division II - Operations					
	Maintenance	17.48	17.83	18.19	18.55
	Maintenance II	19.67	20.06	20.46	20.87
	Locksmith	19.67	20.06	20.46	20.87
Division III - Student Nutrition					
	Production Manager	16.18	16.50	16.83	17.17
	Student Nutrition Coordinator	16.18	16.50	16.83	17.17
	Head Cook/Head Baker	15.35	15.66	15.97	16.29
	Student Nutrition Technician	13.94	14.22	14.50	14.79
	Student Nutrition Manager	13.94	14.22	14.50	14.79
	Student Nutrition Assistant	11.48	11.71	11.94	12.18
	Special Events	14.26	14.55	14.84	15.13
	(215 days) Student Nutrition Driver	16.18	16.50	16.83	17.17
Division V - Secretarial					
Bookkeepers:					
Business Office	Start	17.1	17.44	17.79	18.15
	2 yrs.	18	18.36	18.73	19.10
	3 yrs.	19.11	19.49	19.88	20.28
	4 yrs.	20.35	20.76	21.17	21.60
Payroll Accountant	Start	20.35	20.76	21.17	21.60
	2 yrs.	21.43	21.86	22.30	22.74
	3 yrs.	22.79	23.25	23.71	24.18
	4 yrs.	24.23	24.71	25.21	25.71
Fringe Benefit Specialist	Start	18.72	19.09	19.48	19.87
	2 yrs.	19.72	20.11	20.52	20.93
	3 yrs.	20.95	21.37	21.80	22.23
	4 yrs.	22.29	22.74	23.19	23.65

Class I-A:					
Computer Services & Support Tech		22.54	22.99	23.45	23.92
Class I:	Start	14.14	14.42	14.71	15.01
Athletic Director Secretary	2 yrs.	15.18	15.48	15.79	16.11
	3 yrs.	16.09	16.41	16.74	17.07
	4 yrs.	16.96	17.30	17.65	18.00
	5 yrs.	18.06	18.42	18.79	19.17
	6 yrs.	19.52	19.91	20.31	20.71
Class II:					
Community Education Bookkeeper	Start	13.54	13.81	14.09	14.37
Community Education Secretaries	2 yrs	14.58	14.87	15.17	15.47
High School Data/Counseling Secretary	3 yrs	15.54	15.85	16.17	16.49
Director of Technology Secretary	4 yrs	16.44	16.77	17.10	17.45
Elem. School Principal's Secretary	5 yrs	17.49	17.84	18.20	18.56
High School Bookkeeper	6 yrs	18.99	19.37	19.76	20.15
High School Principal's Secretary					
Middle/Intermediate School Principal's Secretary					
Operations Director's Secretary					
Class III:					
Elem Principal's Secretary (part time)	Start	12.99	13.25	13.51	13.79
HS Grade level principal's secretary	2 yrs	14.09	14.37	14.66	14.95
HS Attendance Secretary	3 yrs	14.95	15.25	15.55	15.87
HS Secretary/Receptionist	4 yrs	15.86	16.18	16.50	16.83
Middle/Inter Grade Level Principal's Secretary	5 yrs	16.92	17.26	17.60	17.96
	6 yrs	18.4	18.77	19.14	19.53