

Santa Cruz Valley USD No. 35

HOURLY COMPENSATION GUIDE AND POSITION GRADES

Grade	Minimum	Midpoint	Maximum
HOURLY			
4	\$12.00	\$12.00	\$12.00
5	\$12.00	\$12.00	\$12.40
6	\$12.00	\$12.00	\$13.02
7	\$12.00	\$12.00	\$13.68
8	\$12.00	\$12.26	\$14.36
9	\$12.00	\$12.87	\$15.08
10	\$12.00	\$13.52	\$15.83
11	\$12.00	\$14.19	\$16.62
12	\$12.35	\$14.90	\$17.45
13	\$12.97	\$15.65	\$18.33
14	\$13.62	\$16.43	\$19.24
15	\$14.30	\$17.25	\$20.20
16	\$15.01	\$18.11	\$21.22
17	\$15.77	\$19.02	\$22.28
18	\$16.55	\$19.97	\$23.39
19	\$17.38	\$20.97	\$24.56
20	\$18.25	\$22.02	\$25.79
21	\$19.16	\$23.12	\$27.08
22	\$20.12	\$24.28	\$28.43
23	\$21.13	\$25.49	\$29.85
24	\$22.18	\$26.76	\$31.34
25	\$23.29	\$28.10	\$32.91

Grade 4
Bus Monitor

Grade 5
Office Assistant

Grade 6
Paraprofessional - In School Suspension
Paraprofessional - Preschool

Grade 7
Attendance Clerk
Compliance Technician
Data Technician
Parent Liaison
Personal Care Assistant
Senior Office Assistant
Warehouse Clerk

Grade 8
Health Aide
Lead Preschool Paraprofessional
Media Center Technician (6-12)
Paraprofessional - Intervention
Paraprofessional - Special Education
Security Guard

Grade 9
Lead Compliance Technician
Office Specialist
School Registrar

Grade 10
Facilities Technician

Grade 11
CIA Technician
District Registrar
Media Center Technician (K-5)
Paraprofessional - Alternative Education
Paraprofessional - Computer
Paraprofessional - Science
Secretary I

Grade 12
Bus Driver
Dispatcher
Mechanic Assistant

Grade 13
District Enrollment Specialist
Secretary II
Technician-Accounts Payable, Accounting,
Fixed Asset, HR, Payroll, Purchasing
Technology Integration Assistant

Grade 15
IT Technician
Mechanic

Grade 20
Licensed Practical Nurse

This guide is intended to assist the Superintendent and Governing Board in recommending initial placement of new support staff. Up to ten (10) years credit for previous experience may be awarded by the Superintendent for initial placement. Recommendations which exceed the ten (10) years credit for previous experience shall be disclosed and specifically identified for Governing Board approval. Subsequent increases to staff hourly rates, if deemed applicable, may be recommended by the Superintendent and approved by the Governing Board annually.