

2024-2025 JESPA SALARY SCHEDULE

Schedule A - Associates

Step	Crossing Guard	Preschool (4yo) / Building / Secretarial / Campus Monitor	Special Education / Transportation	Severe & Profound	Interpreter
0	\$17.25	\$17.68	\$17.68	\$18.68	\$27.18
1	\$17.50	\$17.93	\$17.93	\$18.93	\$27.43
2	\$17.75	\$18.18	\$18.18	\$19.18	\$27.68
3	\$18.00	\$18.43	\$18.43	\$19.43	\$27.93
4	\$18.25	\$18.68	\$18.68	\$19.68	\$28.18
5	\$18.75	\$19.18	\$19.18	\$20.18	\$28.68
6	\$19.00	\$19.43	\$19.43	\$20.43	\$28.93
7	\$19.25	\$19.68	\$19.68	\$20.68	\$29.18
8	\$19.50	\$19.93	\$19.93	\$20.93	\$29.43
9	\$19.75	\$20.18	\$20.18	\$21.18	\$29.68
10	\$21.29	\$21.72	\$22.60	\$23.60	\$31.22
11	\$21.54	\$21.97	\$22.85	\$23.95	\$31.47

Schedule B - Nutrition

Step	Team Lead	Variable Hour Cook	Nutrition Driver
0	\$19.05	\$17.38	\$21.28
1	\$19.30	\$17.63	\$21.53
2	\$19.55	\$17.88	\$21.78
3	\$19.80	\$18.13	\$22.03
4	\$20.05	\$18.38	\$22.28
5	\$20.55	\$18.88	\$22.78
6	\$20.80	\$19.13	\$23.03
7	\$21.05	\$19.38	\$23.28
8	\$21.30	\$19.63	\$23.53
9	\$21.55	\$19.88	\$23.78
10	\$22.49	\$20.82	\$24.72
11	\$22.74	\$21.07	\$24.97

Schedule C – Buildings & Grounds

Step	Facility Operator I	Facility Operator II / Custodian	Grounds Maintenance / Warehouse & Delivery
0	\$22.71	\$20.91	\$21.28
1	\$22.96	\$21.16	\$21.53
2	\$23.21	\$21.41	\$21.78
3	\$23.46	\$21.66	\$22.03
4	\$23.71	\$21.91	\$22.28
5	\$24.21	\$22.41	\$22.78
6	\$24.46	\$22.66	\$23.03
7	\$24.71	\$22.91	\$23.28
8	\$24.96	\$23.16	\$23.53
9	\$25.21	\$23.41	\$23.78
10	\$26.15	\$24.35	\$24.72
11	\$26.40	\$24.60	\$24.97

2024-2025 JESPA CLASSIFICATION PAY ADJUSTMENTS

Employees who lost a day from the 2013-14, 2014-15, 2015-16 contract will receive an additional \$.05 per hour, each year, which will be maintained until their employment with the District ends.

ASSOCIATES

Associates with a valid paraeducator certification shall be paid the following:

Paraeducator Level 1	\$.75/hour
Paraeducator Level 2	\$1.00/hour

Associates holding the role of Behavior Technician shall be paid the following:

Behavior Technician	\$.50/hour
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Mentors shall receive an annual payment of \$250.

Employees attending school improvement committee meetings outside their regularly scheduled day shall be paid at their normal hourly rate for time in attendance.

Severe and Profound Associate Pay: special education associates assigned to this pay grade will include:

1. Associates assigned to work with students in the severe and profound classrooms.
2. Associates assigned to work with a student(s) who:
 - a. Requires lifting, positioning, or toileting on a regular basis.
 - b. Requires assistance with toileting, which includes changing clothing or wiping on a regular basis.
 - c. Requires regular assistance with the clean-up of bodily fluids that meet the amount criteria listed by OSHA's definition of regulated waste.
 - d. Requires assistance that results in the associate being the target or recipient of aggression (e.g., hitting, kicking, spitting, biting) on a regular basis.
 - e. Requires assistance with restraint or seclusion on a regular basis.

NUTRITION

Nutrition employees with a valid School Nutrition Association Certification (SNA) and/or National Restaurant Association ServeSafe Certification shall be paid the following:

SNA Certification	\$.50/hour
NRA ServeSafe Certification	\$.50/hour

BUILDINGS & GROUNDS

Buildings & Grounds Staff holding the following certification shall be paid the following:

Fireman's License	\$100.00 per year
Certified Pool Operator	\$200.00 per year