

**INSTRUCTIONAL ASSISTANT SALARY SCHEDULE**

**T-GCB-E-2**

DISTRICT EXP CREDIT	HOURLY RATE
1	\$9.78
2	\$10.02
3	\$10.27
4	\$10.51
5	\$10.76
6	\$11.00
7	\$11.25
8	\$11.49
9	\$11.74
10	\$11.98
11	\$12.23

Revised: April 30, 2009:

Expanded experience credit to differentiate years 1 thru 3,  
removed the old example schedule

**SECRETARY/CLERK/BOOKKEEPER SALARY SCHEDULE****T-GCB-E-3**

DISTRICT EXP CREDIT	CLERK I	HEALTH CLERK	SECRETARY I	SECRETARY II	BOOKKEEPER CLASS V-VI
1	11.67	11.99	12.32	12.66	13.37
2	11.96	12.29	12.63	12.98	13.70
3	12.25	12.59	12.94	13.29	14.03
4	12.55	12.89	13.24	13.61	14.37
5	12.84	13.19	13.55	13.93	14.70
6	13.13	13.49	13.86	14.24	15.04
7	13.42	13.79	14.17	14.56	15.37
8	13.71	14.09	14.48	14.87	15.70
9	14.00	14.39	14.78	15.19	16.04
10	14.30	14.69	15.09	15.51	16.37
11	14.59	14.99	15.40	15.82	16.71

Revised: April 30,2009

**CUSTODIAN SALARY SCHEDULE**

**T-GCB-E-4**

Base hourly rate at TPCA (B) \$ 12.22

YEARS EXP CREDIT	EXP FACTOR (F1)	HOURLY RATE (H)
1		\$ 12.22
2	1.0125	\$ 12.37
3	1.0375	\$ 12.68
4	1.0625	\$ 12.98
5	1.0875	\$ 13.29
6	1.1125	\$ 13.59
7	1.1375	\$ 13.90
8	1.1625	\$ 14.21
9	1.1875	\$ 14.51
10	1.2125	\$ 14.82
11	1.2375	\$ 15.12

**Additional Factors**

Head Custodian Factor (F2)	0.150
Reg. Custodian (F3)	0.06
Night Shift Differential (F4)	0.05

Total Hourly Rate = Hourly Rate(H) + (Base(B) X F2 or F3 and/or F4)

Example A: Emp @ Head Custodian with 18 yrs exp. (3 yrs Non-Tpca exp + 15 yrs TPCA exp)  
 $\$15.12 + (\$12.22 \times .150) \$1.83 = \$16.95$  per Hour  
 (B) (Hrly (H) x Factor 2) (Total Hourly Rate)

Example B: Emp @ Night Custodian with 5 yrs exp. (3 yrs Non-Tpca exp + 2 yrs TPCA exp)  
 $\$13.29 + (\$12.22 \times (.06 + .05)) \$1.34 = \$14.63$  per Hour  
 (B) (Hrly (H) x (F3 + F4) (Total Hourly Rate)

- Revised: March 20, 2013 Revised to clarify Total Hourly Rate formula and increase step factors percentage to .025% for steps 3-11.
- Revised: June 6, 2011 Added Night Shift Differential to Additional Factors
- Revised: May 5, 2010 Revised to show correct breakdown of hourly pay calculation.
- Revised: April 30, 2009 Includes a 4% increase in base.
- Revised: April 10, 2008 Includes a 3% increase in base.

## Dean Salary Schedule

T-GCB-E-6

**Base salary (B)**    \$    52,425.00

**Factor 1:            Length of Contract**  
                         215 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                         Non-TPCA            0.015            per year, Max 10 yrs  
                         TPCA                0.03             per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
*Inherent to this position, factored into base*

**Factor 4:            Advanced Education/Licensing**  
                         Masters            0.02  
                         Admin License    0.03

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 7yrs Non-TPCA experience, 2yrs TPCA exp, Masters, Admin License  
 $\$52,425 \times (1 + (.015 \times 7) + (.03 \times 2) + .020 + .030) 1.215 = \$ 63,696.38$

Revised: July 10, 2014

Revised: March 1, 2012

Revised: April 30, 2009

## Registrar Salary Schedule

T-GCB-E-7

**Base salary (B)**    \$    28,776.61

**Factor 1:            Length of Contract**  
                          215 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                          Non-TPCA        0.015        per year, Max 10 yrs  
                          TPCA            0.03        per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
                          1-2 employees    0.025  
                          3-4 employees    0.05  
                          5+ employees    0.075

**Factor 4:            Advanced Education/Licensing**  
                          *Not applicable to this position*

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 3 yrs Non-TPCA experience, 8 yrs TPCA exp, Manages 0  
 $\$28776.61 \times (1 + (.015 \times 3) + (.03 \times 8) + 0) 1.285 = \$ 36,997.94$

Revised: July 10, 2014  
Revised: March 20, 2013  
Revised: March 1, 2012  
Revised: April 22, 2009

**PLAYGROUND MONITOR/BUILDING AIDE SALARY SCHEDULE**

**T-GCB-E-8**

DISTRICT EXP CREDIT	HOURLY RATE
1	\$ 9.00
2	\$ 9.23
3	\$ 9.45
4	\$ 9.68
5	\$ 9.90
6	\$ 10.13
7	\$ 10.35
8	\$ 10.58
9	\$ 10.80
10	\$ 11.03
11	\$ 11.25

Created: September 14, 2009

Revised January 19, 2011

Expanded experience credit to differentiate years 1 thru 3.

**SPED PARA PROFESSIONAL SALARY SCHEDULE**

**T-GCB-E-9**

DISTRICT	EXP	HOURLY
CREDIT		RATE
	1	\$11.38
	2	\$11.80
	3	\$12.22
	4	\$12.64
	5	\$13.06
	6	\$13.49
	7	\$13.91

\* Rates reflect SVVSD Sped Paraprofessional Salary Schedule effective 11/03/09

Revised 01/19/2010

## Financial Administrator Salary Schedule

T-GCB-E-11

**Base salary (B)**    \$    38,343.93

**Factor 1:            Length of Contract**  
                         220 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                         Non-TPCA            0.015            per year, Max 10 yrs  
                         TPCA                0.03             per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
                         1-2 employees            0.025  
                         3-4 employees            0.05  
                         5+ employees            0.075

**Factor 4:            Advanced Education/Licensing**  
*Not applicable to this position*

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 12yrs Non-TPCA experience, 2yrs TPCA exp, Manages 2  
 $\$38,343.93 \times (1 + (.015 \times 9) + (.03 \times 2) + (.025 \times 1) 1.220 = \$ 46,779.60$

Revised: July 10, 2014

Revised: March 20, 2013

Adopted: May 3, 2012



## Human Resources Representative Salary Schedule

T-GCB-E-12

**Base salary (B)**    \$    37,316.87

**Factor 1:            Length of Contract**  
                          215 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                          Non-TPCA        0.015        per year, Max 10 yrs  
                          TPCA            0.03        per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
                          1-2 employees        0.025  
                          3-4 employees        0.05  
                          5+ employees        0.075

**Factor 4:            Advanced Education/Licensing**  
*Not applicable to this position*

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 3yrs Non-TPCA experience, 12yrs TPCA exp, Manages 0  
 $\$37,316.87 \times (1 + (.015 \times 0) + (.03 \times 11) + 0) 1.330 = \$49,631.43$

Revised: July 10, 2014  
Adopted: June 19, 2013

# BOD Secretary/Exec Assistant to the Director Salary Schedule

T-GCB-E-13

**Base salary (B)**    \$    38,343.93

**Factor 1:            Length of Contract**  
                          220 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                          Non-TPCA        0.015        per year, Max 10 yrs  
                          TPCA            0.03        per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
                          1-2 employees    0.025  
                          3-4 employees    0.05  
                          5+ employees    0.075

**Factor 4:            Advanced Education/Licensing**  
                          *Not applicable to this position*

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 10yrs Non-TPCA experience, 2yrs TPCA exp, Manages 2  
 $\$38,343.93 \times (1 + (.015 \times 9) + (.03 \times 2) + .025) 1.220 = \$ 46,779.60$

Adopted: July 10, 2014

## Maintenance Supervisor Salary Schedule

T-GCB-E-14

**Base salary (B)**    \$    37,878.13

**Factor 1:            Length of Contract**  
                         248 days            1.00

Contracts that differ from number of days and/or FTE shown will be calculated on a pro-rata basis.

**Factor 2:            Experience in this (or comparable) position**  
                         Non-TPCA            0.015            per year, Max 10 yrs  
                         TPCA                0.03             per year, Max 11 yrs

\*capped at a combined total of 11 years

**Factor 3:            Management Responsibility (per Org. Chart Policy T-CC)**  
                         1-2 employees            0.025  
                         3-4 employees            0.05  
                         5+ employees            0.075

**Factor 4:            Advanced Education/Licensing**  
*Not applicable to this position*

**Total Salary = Base(B) x (F1 + F2's + F3 + F4's)**

Example: Employee with 3yrs Non-TPCA experience, 5yrs TPCA exp, Manages 5  
 $\$37,878.13 \times (1 + (.015 \times 3) + (.03 \times 5) + .075) 1.270 = \$ 48,105.23$

Adopted: July 10, 2014