

January 1, 2026
HOURLY SALARY SCHEDULE

Description	SAP Title	Job Code	Pay Scale	Grade	Step	Minimum Wage & Rates Eff 1/1/2024	Minimum Wage & Rates Eff 1/1/2025	Minimum Wage & Rates Eff 1/1/2026
						6.85%	3.96%	2.60%
Minimum Wage	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Catalog Assistant	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
ChildCare-Evenings	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Hourly Student School Board Member	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Interviewer	Other Hourly	15007350	HR1	400	9	\$19.97	\$20.76	\$21.30
KNHC Evening/Weekends	Other Hourly	15007350	HR1	400	10	\$19.97	\$20.76	\$21.30
Legal/Research Assistant	Other Hourly	15007350	HR1	400	12	\$19.97	\$20.76	\$21.30
Hourly Lifeguard	Other Hourly	15007350	HR1	400	15	\$19.97	\$20.76	\$21.30
Other Hourly								
ASB Hourly	ASB Hourly	15007355	HR1	300	1	\$19.97	\$20.76	\$21.30
Playground/Lunch Supv - Hourly	Playground/Lunch Supv - Hourly	15007356	HR1	400	3	\$19.97	\$20.76	\$21.30
Appeals Board Assistant	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Middle College Parent Assistant	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Office Helper - Hourly	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Students								
Hourly-SSD Students	Students	15007796	HR1	200	1	\$19.97	\$20.76	\$21.30
Athletic Helper-SPS Student	Athletic Helper-SPS Student	15007794	HR1	200	1	\$19.97	\$20.76	\$21.30
STW SPS Students	STW Enrollee - SPS HS Student	15007500	HR1	200	1	\$19.97	\$20.76	\$21.30
STW Enrollee-College	STW Enrollee - College Student	15007501	HR1	200	2	\$19.97	\$20.76	\$21.30
High School Technology Students	Other Hourly	15007798	HR1	200	8	\$19.97	\$20.76	\$21.30
STW Enrollee-Academy Intern	STW Enrollee - Academy Intern	15007502	HR1	200	9	\$19.97	\$20.76	\$21.30
College Student								
Undergraduate	College Student Undergraduate	15007795	HR1	200	6	\$19.97	\$20.76	\$21.30
Graduate	College Student Graduate	15007795	HR1	200	7	\$20.57	\$21.36	\$21.92

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Athletic Department								
Hourly Coaches - Classified	Hourly Coaches - Classified	15007351	HR1	300	1	\$19.97	\$20.76	\$21.30
Athletic Helper - Adults	Athletic Helper - Adults	15007372	HR1	300	2	\$19.97	\$20.76	\$21.30
Assistant Event Manager	Assistant Event Manager	15007371	HR1	300	3	\$19.97	\$20.76	\$21.30
Event Manager - Hourly	Event Manager - Hourly	15007373	HR1	300	5	\$20.57	\$21.36	\$21.92
Computer Support Specialist S.P.S.		<i>*advance through levels with each year of service</i>						
Computer Support Specialist Hourly < 630	Computer Support Specialist Hourly < 630	15007799	HR1	700	4/5	\$25.99	\$26.28	\$26.93
Computer Support Specialist Hourly > 630	Computer Support Specialist Hourly > 630	15024527	HR1	700	4/5	\$25.99	\$26.28	\$26.93
Tutors/Testers								
Hourly Tutors - Classified	Hourly Tutors - Classified	15007352	HR1	400	1	\$19.97	\$20.76	\$21.30
Sound Partners Tutor	Sound Partners Tutor	15007362	HR1	400	1	\$19.97	\$20.76	\$21.30
Team Read Tutors	Team Read Tutors	15007797	HR1	200	1	\$19.97	\$20.76	\$21.30
Coordinator of Volunteers/Tutors/Parents	Volunteer/Tutor/Parent Coordinator	15007357	HR1	400	2	\$19.97	\$20.76	\$21.30
Testers (all offices)	Other Hourly	15007350	HR1	400	13	\$19.97	\$20.76	\$21.30
Hourly Tutor SPU APIG	Hourly Tutor SPU APIG	15020782	HR1	400	20	\$19.97	\$20.76	\$21.30
Theme Reader - Hourly	Theme Reader - Hourly	15007359	HR1	800	1	\$20.57	\$21.36	\$21.92
Preschool Tutor	Preschool Tutor	15024105	HR1	300	4	\$20.57	\$21.36	\$21.92
Hrly Early Learning PlayLearn Facilitatr	Hrly Early Learning PlayLearn Facilitatr	15023252	HR1	400	19	\$20.57	\$21.36	\$21.92
SES Tutor	SES Tutor	15020701	HR1	400	19	\$20.57	\$21.36	\$21.92
Student Mentor	Student Mentor	15024380	HR1	400	6	\$20.57	\$21.36	\$21.92
Transportation								
Hourly Crossing Guard	Hourly Crossing Guard	15020753	HR1	400	17	\$19.97	\$20.76	\$21.30
Hrly-Bus Asst I for HeadStart	Hrly-Bus Asst I for HeadStart	15007363	HR1	400	17	\$19.97	\$20.76	\$21.30
Hourly Bus Supervisor Spec Ed	Hourly Bus Supervisor Spec Ed	15020604	HR1	500	7	\$27.02	\$28.02	\$28.72
Transportation Control Center								
Hourly Control Center Support I	Hourly Control Center Support I	15020584	HR1	900	1			
Hourly Control Center Support II	Hourly Control Center Support II	15020585	HR1	900	2	\$19.97	\$20.76	\$21.30
Hourly Control Center Support III	Hourly Control Center Support III	15020586	HR1	900	3	\$21.88	\$21.88	\$21.92

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Specialty Areas								
Special Education Feeder	Special Education Feeder	15024180	HR1	400	8	\$19.97	\$20.76	\$21.30
Hourly Move Coordinator	Hourly Move Coordinator	15020552	HR1	400	18	\$19.97	\$20.76	\$21.30
Hourly Relocation Assistant	Hourly Relocation Assistant	15020553	HR1	400	16	\$26.21	\$27.18	\$27.86
Coordinator of Team Read Tutors	Coordinator of Team Read Tutors	15024177	HR1	200b	2	\$29.12	\$29.12	\$29.85
Other Hourly Specialty Area	<i>* with Class/Comp approval only</i>	15024179	HR1	400	5	\$23.15	\$24.00	\$24.60
Certificated Hourly as of 9/1/2019		<i>CH4 rates linked to Cert Extra Time Rates</i>						
Administrative Intern (Certificated)	Educational Leadership Internship (Cert)	15023108	CH4	999	1	\$0.00		
New Teacher Orientation (Certificated)	Hourly-Certificated	15002800	CH4	200	1	\$29.12	\$29.12	\$29.12
After School Activity Program Hourly (Certificated)	Hourly-Certificated	15002800	CH4	200	1	\$29.12	\$29.12	\$29.12
Jump Start Hourly-Certificated	Jump Start Hourly - Certificated	15024061	CH4	200	1	\$29.12	\$29.12	\$29.12
Hourly - Summer School Teacher	<i>(6/30-8/31 unless otherwise approved)</i>	15002801	CH4	100	1	\$62.84	66.06*	68.28*
	<i>* average effective with October payroll</i>							
Summer School (6/30-8/31 unless otherwise approved)								
Summer School-Office Assistant	Summer School-Office Assistant	15024552	HR1	500	11	\$22.66	\$23.50	\$24.09
Summer School-Secretary	Summer School-Secretary	15024553	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Library Assistant	Summer School-Library Assistant	15024555	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Hourly Tutor	Summer School-Hourly Tutor	15024556	HR1	400	1	\$19.97	\$20.76	\$21.30
Summer School-8 Hour Tutor	Summer School-8 Hour Tutor	15007353	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Youth Services Assistant	Summer School-Youth Services Assistant	15024557	HR1	500	1	\$25.47	\$26.41	\$27.07
Summer School-Instructional Assistant	Summer School-Instructional Assistant	15024558	HR1	500	3	\$29.11	\$30.19	\$30.94
Summer School-SpEd Instruct Asst	Summer School-SpEd Instruct Assistant	15024559	HR1	500	2	\$30.86	\$32.00	\$32.80
Summer School-Bilingual Instruct Asst	Summer School-Bilingual Instruct Asst	15024560	HR1	500	2	\$30.86	\$32.00	\$32.80
Summer School-Correction Education Associate	Summer School-Correction Education Associate	15024561	HR1	500	8	\$30.34	\$31.46	\$32.25
Summer School-Data Registration Assist	Summer School-Data Registration Assist	15024562	HR1	500	10	\$30.34	\$31.46	\$32.25
Summer School-HS Registration Specialist	Summer School-HS Registration Specialist	15024563	HR1	500	9	\$30.34	\$31.46	\$32.25
Summer School-School Security Specialist	Summer School-School Security Specialist	15024564	HR1	500	6	\$29.15	\$30.52	\$31.28
<i>* Teachers with expired certifications will be compensated at the max step of the SpEd IA pay range</i>								

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Hourly - Management (Non-FTE)								
Hourly Management - Clerical	Hourly Management Clerical	15024110	HR1	100	1	\$19.97	\$20.76	\$21.30
Hourly Management - Administrative 0	Hourly Management Adm 0	15024111	HR1	100b	1	\$22.97	\$23.82	\$24.42
Hourly Management - Administrative 1	Hourly Management Adm 1	15024112	HR1	200a	1	\$28.64	\$29.70	\$30.44
Hourly Management - Administrative 2	Hourly Management Adm 2	15024107	HR1	200a	2	\$34.31	\$35.58	\$36.47
Hourly Management - Administrative 3	Hourly Management Adm 3	15024108	HR1	200a	3	\$39.97	\$41.45	\$42.49
Hourly Management - Administrative 4	Hourly Management Adm 4	15024109	HR1	200a	4	\$45.64	\$47.32	\$48.51
Hourly Management filling an FTE position	<i>* with Class/Comp approval only</i>	<i>Step 1 of appropriate Non-Rep salary grade</i>						
Hourly Administrators								
Replacement Asst Principal Certificated	Hourly Assistant Principal	15020426	CH4	500a	1	\$60.42	\$62.67	\$64.22
Replacement Principal Certificated	Hourly Certificated Principal	15020427	CH4	500a	2	\$68.12	\$70.64	\$72.41
TV Studio Video Technicians		<i>*advance through levels with additional education/experience requirements</i>						
Level I	TV Studio Video Technician	15024178	HR1	600	1			
Level I	TV Studio Video Technician	15024178	HR1	600	2	\$19.97	\$20.76	\$21.30
Level II	TV Studio Video Technician	15024178	HR1	600	3	\$22.37	\$22.37	\$22.93
Level III	TV Studio Video Technician	15024178	HR1	600	4	\$25.38	\$25.38	\$26.01
Level IV	TV Studio Video Technician	15024178	HR1	600	5	\$31.19	\$31.19	\$31.97
Level V	TV Studio Video Technician	15024178	HR1	600	6	\$40.06	\$41.54	\$42.58
Theater Technicians								
Technician	Theater Technician	15024181	HR1	600	7	\$24.77	\$24.77	\$25.39
Senior Technician	Theater Technician	15024181	HR1	600	8	\$30.93	\$30.93	\$31.70
Other								
Family Literacy Connector	Family Connector-Ben Elig	15024427	HR1	200c	1	\$27.26	\$27.26	\$27.94
Classified Mentor*	Classified Mentor	15024329	HR1	200c	3	\$33.08	\$33.08	\$33.91
Classified Mentor Coordinator*	Classified Mentor Coordinator	15024330	HR1	200c	3	\$33.08	\$33.08	\$33.91
* these are extra time roles by selection only-eff 5/1/21								

Hourly Management Rates may be adjusted at the Compensation Committee's discretion.

January 1, 2026 Hourly Rates

NOTES: 302 Lunchroom Substitute and Coaching Stipends are impacted by Minimum Wage