

**BEAVER CREEK ELEMENTARY SCHOOL DISTRICT #26**  
**Classified Entry Level Salary Determination Chart**  
**and Point Assignments 2019-2020**

Points	Hourly Rate	Job Title
6	12.00	Bus Driver Trainee ♦ CPR/1 <sup>st</sup> Aid Training ♦ Security Check♦ Playground/Crosswalk♦ Food Service Aide ( Including substitutes)
7	12.15	Custodian ♦ Lead Food Service Aide
8		
9	12.42	Preschool Assistant ♦Health Aide ( Non HQ Paraprofessionals)
10	12.69	Training period wage for Bus Drivers
11	12.96	
12	13.23	Paraprofessional ( Classroom and 21 <sup>st</sup> Century)
13	13.50	Maintenance
14	13.77	Media Specialist♦ Lead Preschool Paraprofessional
15	14.04	School and District Administrative Assistant
16	14.31	
17	14.58	Office Manager
18	14.85	Bus Driver ♦ Assistant Bookkeeper♦ Maintenance Specialist
19	15.12	
20	15.39	Maintenance/Transportation Director♦ Food Service Director

**New Hires: Experience** – Up to six years of experience may be granted for a position at the rate of 1% per year (up to 6%) on the base pay. Additional certifications will be considered for monetary advancement at a .02 per 15 clock hours with certificate proof of hours. *Each unique quality will be given an.02 additional amount above the listed rate. For an AA related degree the amount will be a flat \$2.00. For a related bachelor’s degree the amount will be \$3.00.*

**Transportation** – Starting rate for bus drivers new to the District will be at the Bus Driver Trainee rate (6 points) as noted above during training. Upon certification, probation rate of \$11.75 per hour increasing after 90 days to \$14.85 per hour. Years of experience based on \$14.85 base pay increasing 1% per year up to six years. As Beaver Creek School District believes in encouraging Life-long Learning, staff who continue taking course work on their own time, will be able to provide transcripts and certificates of classes to advance starting at .02 per 15 clock hours. (Annually reviewed in March for the next school year)

This determination chart will be good, 2018-2019

**Beaver Creek Elementary School District #26**

# Classified Salary Determination

## Quantification of Job Performance Factors

### Factors

### Points

#### Training Level:

The amount of training and/or education required for the applicant for a specific job.

No formal education or training required	1
High school diploma or equivalent required	2
Post high school or training required	3
At least two years of technical training or five years learning on the job required	4
College degree or equivalent required	5

#### Experience Level:

The amount of like previous experience that is required for the applicant for a specific job.

No experience	0
Less than one year of experience	1
One to two years of experience	2
More than two years of experience	3

#### Responsibility Level:

The amount of responsibility placed on the employee for the care of buildings and equipment and/or supervision of other employees.

Performs as directed; responsible for own job	1
Must use own initiative and judgment in performing job and has responsibility for some equipment, tools, or money	2
Must direct activities of a small group of employees or has responsibility for valuable equipment or large sums of money	3
Responsible for several groups of employees and/or important department or division	

in the school district 4  
**Time Management Level:**

The length of time needed by the employee to plan and carry out the longest task of the job.

- Routine work with little advanced planning needed 0
- Must plan two to twelve weeks in advance 1
- Must plan three to six months in advance 2
- Must reduce to writing and plan as much as two years in advance 3

**Public Contact Level:**

The amount of contact that the employee has with others.

- Completes work with little or no interaction with others 0
- Interacts daily with fellow workers 1
- Interacts daily with fellow workers, general public, or students 2
- Interacts daily with students, adults, and fellow workers 3

**Availability Level:**

How available are applicants with desired job skills when a specific job opens?

- Some people apply at wages paid even without an opening 1
- Some people apply when job and wages are advertised 2
- Few people apply when job and wages are advertised 3
- Very few shows interest or apply when job and wages are advertised 4
- Option to add to wages to attract qualified applicants and pay comparable wages 5-7

**Review of Current Classified Employee Hourly/Salary Rate**

Date of Hire \_\_\_\_\_ Current hourly rate \_\_\_\_\_

Review of file for additional professional development hours

Training	Date	Clock Hours	District /Staff Paid	Personal Time
Total Hours				

Reviewed Hourly Rate Figure (Due to budget issues this form is no guarantee of additional funds)

Staff Signature \_\_\_\_\_ Date \_\_\_\_\_

Administrator Signature \_\_\_\_\_ Date \_\_\_\_\_