

**Conestoga Public Schools
Classified Staff Wage Guide
2011-12**

Step	A	B	C	D	E
1	\$8.00	\$8.80	\$9.60	\$10.75	\$13.00
2	\$8.16	\$8.98	\$9.79	\$10.97	\$13.26
3	\$8.32	\$9.16	\$9.99	\$11.18	\$13.53
4	\$8.49	\$9.34	\$10.19	\$11.41	\$13.80
5	\$8.66	\$9.53	\$10.39	\$11.64	\$14.07
6	\$8.83	\$9.72	\$10.60	\$11.87	\$14.35
7	\$9.01	\$9.91	\$10.81	\$12.11	\$14.64
8	\$9.19	\$10.11	\$11.03	\$12.35	\$14.93
9	\$9.37	\$10.31	\$11.25	\$12.60	\$15.23
10	\$9.56	\$10.52	\$11.47	\$12.85	\$15.54
11	\$9.75	\$10.73	\$11.70	\$13.10	\$15.85
12	\$9.95	\$10.94	\$11.94	\$13.37	\$16.16
13	\$10.15	\$11.16	\$12.18	\$13.63	\$16.49
14	\$10.35	\$11.38	\$12.42	\$13.91	\$16.82
15	\$10.56	\$11.61	\$12.67	\$14.18	\$17.15
16	\$10.77	\$11.84	\$12.92	\$14.47	\$17.50
17	\$10.98	\$12.08	\$13.18	\$14.76	\$17.85
18	\$11.20	\$12.32	\$13.44	\$15.05	\$18.20
19	\$11.43	\$12.57	\$13.71	\$15.35	\$18.57
20	\$11.65	\$12.82	\$13.99	\$15.66	\$18.94
21	\$11.89	\$13.08	\$14.27	\$15.97	\$19.32
22	\$12.13	\$13.34	\$14.55	\$16.29	\$19.70
23	\$12.37	\$13.60	\$14.84	\$16.62	\$20.10
24	\$12.62	\$13.88	\$15.14	\$16.95	\$20.50
25	\$12.87	\$14.15	\$15.44	\$17.29	\$20.91

A Food Service
Custodial
Paraprofessional-Regular

B Elementary Office Assistant/Secretary
High School Office Assistant/Secretary
Paraprofessional With Associates Degree
Custodial with Maintenance Responsibilities

C Building Secretary

D Bookkeeper
Secretary to Superintendent

E Maintenance Supervisor
Food Service Manager

One to One paraprofessionals will be moved down 2 steps on the scale. If reassigned from one to one paraprofessional to regular paraprofessional, wage will be adjusted accordingly.

Determination of initial placement is at the discretion of the superintendent. (This includes placement of employees moving from one category to another)

Employees who receive 50 clock hours of training in their positions may move down 1 step. Training must be verified by building principal or superintendent. Maximum of two steps per year.

The board will review the base each year for each category.

There may be some positions which are not reflected on this schedule. Pay for these positions will be determined by the superintendent.

For new employees, step will coincide with years' experience; for current employees, this may or may not be the case.