



Recommendation of Classified and Administrative Salary Schedules Changes for FY2024



Our Core Values



EQUITY



EXCELLENCE



GROWTH
MINDSET



RELATIONSHIPS



RELEVANCE



POSITIVE &
RESPECTFUL
CULTURE



Rationale for Salary Changes

JPS salaries are not currently competitive with peer districts or other comparable private employers.

More competitive salaries will help to retain more of our high-performing team members and represent the true cost of doing business.



Changes to Classified Hourly Scale

- Pay Bands Reduced
 - 15 Levels (A – O) to 11 Levels (A – K)
 - Each Band base increases by \$1 per hour over the previous
- Pay Steps expanded
 - Begins at Step 0 and ends at Step 30
 - Each Step is \$0.30 more than the previous Step
 - Band A Step 0 begins at \$10.50 | \$2 increase
- Position placement on the scale (from left to right) ranks from low skill, education, and responsibility requirements to higher



No Degree or Advanced Skills Required

Higher Education, Skill, or Licensing Required

| PAY BANDS | A | B | C | D | E | F | G | H | I | J | K |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 0 | 10.50 | 11.50 | 12.50 | 13.50 | 14.50 | 15.50 | 16.50 | 17.50 | 18.50 | 19.50 | 20.50 |
| 1 | 10.80 | 11.80 | 12.80 | 13.80 | 14.80 | 15.80 | 16.80 | 17.80 | 18.80 | 19.80 | 20.80 |
| 2 | 11.10 | 12.10 | 13.10 | 14.10 | 15.10 | 16.10 | 17.10 | 18.10 | 19.10 | 20.10 | 21.10 |
| 3 | 11.40 | 12.40 | 13.40 | 14.40 | 15.40 | 16.40 | 17.40 | 18.40 | 19.40 | 20.40 | 21.40 |
| 4 | 11.70 | 12.70 | 13.70 | 14.70 | 15.70 | 16.70 | 17.70 | 18.70 | 19.70 | 20.70 | 21.70 |
| 5 | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 |
| 6 | 12.30 | 13.30 | 14.30 | 15.30 | 16.30 | 17.30 | 18.30 | 19.30 | 20.30 | 21.30 | 22.30 |
| 7 | 12.60 | 13.60 | 14.60 | 15.60 | 16.60 | 17.60 | 18.60 | 19.60 | 20.60 | 21.60 | 22.60 |
| 8 | 12.90 | 13.90 | 14.90 | 15.90 | 16.90 | 17.90 | 18.90 | 19.90 | 20.90 | 21.90 | 22.90 |
| 9 | 13.20 | 14.20 | 15.20 | 16.20 | 17.20 | 18.20 | 19.20 | 20.20 | 21.20 | 22.20 | 23.20 |
| 10 | 13.50 | 14.50 | 15.50 | 16.50 | 17.50 | 18.50 | 19.50 | 20.50 | 21.50 | 22.50 | 23.50 |
| 11 | 13.80 | 14.80 | 15.80 | 16.80 | 17.80 | 18.80 | 19.80 | 20.80 | 21.80 | 22.80 | 23.80 |
| 12 | 14.10 | 15.10 | 16.10 | 17.10 | 18.10 | 19.10 | 20.10 | 21.10 | 22.10 | 23.10 | 24.10 |
| 13 | 14.40 | 15.40 | 16.40 | 17.40 | 18.40 | 19.40 | 20.40 | 21.40 | 22.40 | 23.40 | 24.40 |
| 14 | 14.70 | 15.70 | 16.70 | 17.70 | 18.70 | 19.70 | 20.70 | 21.70 | 22.70 | 23.70 | 24.70 |
| 15 | 15.00 | 16.00 | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 | 24.00 | 25.00 |
| 16 | 15.30 | 16.30 | 17.30 | 18.30 | 19.30 | 20.30 | 21.30 | 22.30 | 23.30 | 24.30 | 25.30 |
| 17 | 15.60 | 16.60 | 17.60 | 18.60 | 19.60 | 20.60 | 21.60 | 22.60 | 23.60 | 24.60 | 25.60 |
| 18 | 15.90 | 16.90 | 17.90 | 18.90 | 19.90 | 20.90 | 21.90 | 22.90 | 23.90 | 24.90 | 25.90 |
| 19 | 16.20 | 17.20 | 18.20 | 19.20 | 20.20 | 21.20 | 22.20 | 23.20 | 24.20 | 25.20 | 26.20 |
| 20 | 16.50 | 17.50 | 18.50 | 19.50 | 20.50 | 21.50 | 22.50 | 23.50 | 24.50 | 25.50 | 26.50 |
| 21 | 16.80 | 17.80 | 18.80 | 19.80 | 20.80 | 21.80 | 22.80 | 23.80 | 24.80 | 25.80 | 26.80 |
| 22 | 17.10 | 18.10 | 19.10 | 20.10 | 21.10 | 22.10 | 23.10 | 24.10 | 25.10 | 26.10 | 27.10 |
| 23 | 17.40 | 18.40 | 19.40 | 20.40 | 21.40 | 22.40 | 23.40 | 24.40 | 25.40 | 26.40 | 27.40 |
| 24 | 17.70 | 18.70 | 19.70 | 20.70 | 21.70 | 22.70 | 23.70 | 24.70 | 25.70 | 26.70 | 27.70 |
| 25 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 | 24.00 | 25.00 | 26.00 | 27.00 | 28.00 |
| 26 | 18.30 | 19.30 | 20.30 | 21.30 | 22.30 | 23.30 | 24.30 | 25.30 | 26.30 | 27.30 | 28.30 |
| 27 | 18.60 | 19.60 | 20.60 | 21.60 | 22.60 | 23.60 | 24.60 | 25.60 | 26.60 | 27.60 | 28.60 |
| 28 | 18.90 | 19.90 | 20.90 | 21.90 | 22.90 | 23.90 | 24.90 | 25.90 | 26.90 | 27.90 | 28.90 |
| 29 | 19.20 | 20.20 | 21.20 | 22.20 | 23.20 | 24.20 | 25.20 | 26.20 | 27.20 | 28.20 | 29.20 |
| 30 | 19.50 | 20.50 | 21.50 | 22.50 | 23.50 | 24.50 | 25.50 | 26.50 | 27.50 | 28.50 | 29.50 |

| A | | B | | C | | D | | E | | F | | G | | H | | I | | J | | K | |
|---|------|---|------|---|------|--|------|---|------|--|------|---------------------------------------|------|--|------|------------------------------------|------|--|----------------------------------|-----------------------------------|------|
| Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days | Position | Days |
| ASSISTANT, OFFICE (ALL) | 219 | ASSISTANT, INSTRUCTIONAL (183 DAYS, EES) | 183 | ASSISTANT, INTERVENTIONIST (TUTORS) College-Degreed | 187 | ANALYSIS, BACKGROUND & ID (HR) | 230 | BUS DRIVER (Step 5) | 187 | CARPENTER, Entry (Step 0) CARPENTER, Journey (STEP 5) | 241 | ACCOUNTANT | 230 | ELECTRICIAN, Entry (Step 0) ELECTRICIAN, Journey (Step 5) | 241 | ELECTRICIAN, MASTER (Step 10) | 241 | SAFETY OFFICER, PATROL (SWORN) PATROL SAFETY ASSISTANT | 241 | COMMANDER, (Non-SWORN) | 241 |
| ASSISTANT, PERSONAL CARE | 183 | ASSISTANT, INSTRUCTIONAL (187 DAYS) | 187 | BOOKKEEPER, CDC | 230 | ANALYST (CE) | 230 | BUS DRIVER, TRAINER (Step 10) | 241 | LOCKSMITH | 241 | ANALYST, ACCOUNTS PAYABLE | 230 | GRADUATION COACH (CLASSIFIED) | 204 | EXECUTIVE CHEF | 230 | SERGEANT, SECURITY PATROL (NON-SWORN) Zone Supervisors | 241 | COMMANDER, SWORN | 241 |
| ATTENDANT, BUS (TPS) | 184 | ASSISTANT, INTERVENTIONIST (TUTORS) Non-Degreed | 187 | CUSTODIAN, HEAD (STEP 5) | 241 | MANAGER I & II (Child Nutrition) MANAGER, SATELLITE (Child Nutrition) | 188 | DISPATCHER - TPS | 187 | OFFICE MANAGER, CDC, ELC, HENLEY | 230 | ANALYST, BUDGET | 230 | HVAC, Journey (Step 5) | 241 | HVAC, MASTER (Step 10) | 241 | | | SERGEANT, SECURITY PATROL (SWORN) | 241 |
| CUSTODIAN (ALL REGULAR/LEAD) | 241 | CLERK, ANY TITLES | 230 | DISPATCHER/MONITOR, (CE) | 241 | SPECIALIST, ELECTRONICS | 241 | LEAD WAREHOUSE WORKER, CHILD NUTRITION | 230 | OFFICE MANAGER, SCHOOL | 219 | CARPENTER, Master (Step 10) | 241 | INTERVENTIONIST, INSTRUCTIONAL (CLASSIFIED) | 187 | MECHANIC (TPS) | 241 | LEGEND | | | |
| EQUIPMENT OPERATOR | 241 | CLERK, WAREHOUSE DATA (CN) | 230 | FACILITATOR, DISTANCE LEARNING | 187 | SPECIALIST, GRAPHIC ARTS | 230 | MANAGER III (Child Nutrition) | 188 | PAINTER, Entry (Step 0) PAINTER, Journey (STEP 5) | 241 | PAINTER, Master (Step 10) | 241 | PLUMBER, Entry (Step 0) PLUMBER, JOURNEY (STEP 5) | 241 | MECHANIC, MASTER (TPS) (Step 10) | 241 | | | | |
| EQUIPMENT OPERATOR, OFFSET (Graphic Arts) | 230 | COOK, LEAD (Child Nutrition) | 188 | MANAGER, ATHLETICS FACILITY MAINTENANCE | 241 | SPECIALIST, INSTRUCTIONAL TECHNOLOGY (ITS) | 230 | MANAGER, TEACHER RESOURCE CENTER | 230 | SAFETY OFFICER (School Assigned) SSO - Non-Sworn | 187 | SPECIALIST, PAYROLL | 230 | SCRIPT WRITER/PRODUCER (ITV) | 230 | NETWORK ANALYST | 230 | Campus Enforcement (CE) | LEGAL | | |
| RECEPTIONIST (All) | 230 | DELIVERYPERSON, WAREHOUSE | 230 | TECHNICIAN, ELECTRONICS SECURITY | 241 | SPECIALIST, TECH RESOURCE H.S. (CDC ONLY) | 204 | SECRETARY, ADMINISTRATIVE (REPORT TO Eds) | 230 | SAFETY OFFICER (Un Assigned, Float) SSO - Non-Sworn | 230 | SPECIALIST, PERSONNEL (REPORT TO Eds) | 230 | SPECIALIST, NETWORK FACILITIES (ITS) | 230 | PLUMBER, MASTER (Step 10) | 241 | Facilities Operations (FO) | Assets and Property | | |
| Worker, Food Service (CN) | 188 | SECRETARY (Report to Supervisor/Directors) | 230 | TECHNICIAN, GLASS | 241 | TEACHER, ISS CLASSIFIED | 187 | SPECIALIST, PUPIL ACCOUNTING | 230 | SAFETY OFFICER, CAMPUS ENFORCEMENT | 187 | SPECIALIST, PROCUREMENT | 230 | TECHNICIAN, PRODUCTION (ITV) | 230 | SAFETY OFFICER, PATROL (NON-SWORN) | 241 | Child Nutrition (CN) | Education - School Level | | |
| Worker, Food Service Substitute (CN) | PT | TECHNICIAN, COMPUTER LAB TITLE I | 188 | TECHNICIAN, PREVENTIVE MAINTENANCE | 241 | | | SPECIALIST, REGISTRATION RECORDS | 230 | SPECIALIST - TPS (SPC, ACTIVITY; FLEET, VERSATRANS, Procurement) | 230 | SPECIALIST, RISK MANAGEMENT (LEGAL) | 230 | TECHNICIAN, TECHNOLOGY SUPPORT (ITS) | 230 | | | Transportation (TPS) | GRAPHIC ARTS | | |
| | | | | | | | | SPECIALIST, STUDENT & PERSONNEL DATA MGMT | 230 | | | | | | | | | Technology (ITS) | Support, School & Administrative | | |

Changes to the Administrative Scale

- Pay Bands Unchanged
 - Position Types reduced
 - Operations positions consolidated to common Bands where appropriate
- Pay Steps Increased to meet the 2023 Exempt Status Salary Threshold
 - Step levels under Band A increased from \$27,200 to \$35,600
 - Step levels under Band B increased from \$32,200 to \$36,000
 - Increases between Steps remain unchanged
- Position placement on the scale (from left to right) is respective to skill, education, and responsibility requirements



| | A | B | C | D | E | F | G | H |
|----|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | \$35,600 | \$36,000 | \$37,200 | \$42,200 | \$47,200 | \$52,200 | \$57,200 | \$62,200 |
| 2 | \$36,550 | \$36,950 | \$38,150 | \$43,150 | \$48,150 | \$53,150 | \$58,150 | \$63,150 |
| 3 | \$37,500 | \$37,900 | \$39,100 | \$44,100 | \$49,100 | \$54,100 | \$59,100 | \$64,100 |
| 4 | \$38,450 | \$38,850 | \$40,050 | \$45,050 | \$50,050 | \$55,050 | \$60,050 | \$65,050 |
| 5 | \$39,400 | \$39,800 | \$41,000 | \$46,000 | \$51,000 | \$56,000 | \$61,000 | \$66,000 |
| 6 | \$40,350 | \$40,750 | \$41,950 | \$46,950 | \$51,950 | \$56,950 | \$61,950 | \$66,950 |
| 7 | \$41,300 | \$41,700 | \$42,900 | \$47,900 | \$52,900 | \$57,900 | \$62,900 | \$67,900 |
| 8 | \$42,250 | \$42,650 | \$43,850 | \$48,850 | \$53,850 | \$58,850 | \$63,850 | \$68,850 |
| 9 | \$43,200 | \$43,600 | \$44,800 | \$49,800 | \$54,800 | \$59,800 | \$64,800 | \$69,800 |
| 10 | \$44,150 | \$44,550 | \$45,750 | \$50,750 | \$55,750 | \$60,750 | \$65,750 | \$70,750 |
| 11 | \$45,100 | \$45,500 | \$46,700 | \$51,700 | \$56,700 | \$61,700 | \$66,700 | \$71,700 |
| 12 | \$46,050 | \$46,450 | \$47,650 | \$52,650 | \$57,650 | \$62,650 | \$67,650 | \$72,650 |
| 13 | \$47,000 | \$47,400 | \$48,600 | \$53,600 | \$58,600 | \$63,600 | \$68,600 | \$73,600 |
| 14 | \$47,950 | \$48,350 | \$49,550 | \$54,550 | \$59,550 | \$64,550 | \$69,550 | \$74,550 |
| 15 | \$48,900 | \$49,300 | \$50,500 | \$55,500 | \$60,500 | \$65,500 | \$70,500 | \$75,500 |
| 16 | \$49,850 | \$50,250 | \$51,450 | \$56,450 | \$61,450 | \$66,450 | \$71,450 | \$76,450 |
| 17 | \$50,800 | \$51,200 | \$52,400 | \$57,400 | \$62,400 | \$67,400 | \$72,400 | \$77,400 |
| 18 | \$51,750 | \$52,150 | \$53,350 | \$58,350 | \$63,350 | \$68,350 | \$73,350 | \$78,350 |
| 19 | \$52,700 | \$53,100 | \$54,300 | \$59,300 | \$64,300 | \$69,300 | \$74,300 | \$79,300 |
| 20 | \$53,650 | \$54,050 | \$55,250 | \$60,250 | \$65,250 | \$70,250 | \$75,250 | \$80,250 |
| 21 | \$54,600 | \$55,000 | \$56,200 | \$61,200 | \$66,200 | \$71,200 | \$76,200 | \$81,200 |
| 22 | \$55,550 | \$55,950 | \$57,150 | \$62,150 | \$67,150 | \$72,150 | \$77,150 | \$82,150 |
| 23 | \$56,500 | \$56,900 | \$58,100 | \$63,100 | \$68,100 | \$73,100 | \$78,100 | \$83,100 |
| 24 | \$57,450 | \$57,850 | \$59,050 | \$64,050 | \$69,050 | \$74,050 | \$79,050 | \$84,050 |
| 25 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |
| 26 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |
| 27 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |
| 28 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |
| 29 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |
| 30 | \$58,400 | \$58,800 | \$60,000 | \$65,000 | \$70,000 | \$75,000 | \$80,000 | \$85,000 |

| | A | # of Days | B | # of Days | C | # of Days | D | # of Days | E | # of Days | F | # of Days | G | # of Days | H | # of Days |
|-----------|---------------------------|-----------|------------------|-----------------------------|----------------------------|-----------|-------------------------|-----------|-------------------------------|-----------|----------------------------|-----------|------------------|-----------|-------------------------|-----------|
| Positions | Asst, Supervisors (Trans) | 241 | Supervisor, TPS | 241 | Coordinator, Central Level | 230 | Administrator (ITS) | 230 | Coordinator, MTSS | 204 | Asst. Director (Athletics) | 230 | Attorney - Staff | 230 | Deputy General Counsel | 230 |
| | Foreman, Site Care | 241 | Supervisors, OPS | 241 | Coordinator, OPS | 241 | Manager, Case | 196 | Manager, McKinney Veto | 230 | Analyst, Brd Cert Behav | 204 | Dean of Students | 204 | Director, OPS | 241 |
| | | | Supervisors, CN | 230 | Curriculum Lead | 230 | Manager, Central Level | 230 | Specialist, Positive Behavior | 189 | Interventionist, Lead | 230 | | | Director, Central Level | 230 |
| | | | | | Facilitator, Instr. Tech. | 230 | Nurse, Lead | 204 | Therapist, Occupation | 187 | Manager, Grant Writing | 230 | | | | |
| | | | | | Interpreter, Deaf Students | 187 | Systems Analyst, Senior | 230 | Therapist, Physical | 187 | Psychologist | 204 | | | | |
| | | | | | Manager, Web | 230 | | | | | | | | | | |
| | | | | | Monitor, Compliance (OSS) | 230 | | | | | | | | | | |
| | | | | | Nurse | 187 | | | | | | | | | | |
| | | | | | Social Worker | 189 | | | | | | | | | | |
| | | | | | Social Worker, Extnnd Days | 230 | | | | | | | | | | |
| | | | | | Specialist, Comms | 230 | | | | | | | | | | |
| | | | | | Specialist, Intervention | 204 | | | | | | | | | | |
| | | | | | Executive Assistant | 230 | | | | | | | | | | |
| | | | | | Administrative Asst. | 230 | | | | | | | | | | |
| | | | | Specialist, Interpreter/Rec | 230 | | | | | | | | | | | |



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Questions & Answers