



## 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 BOOKKEEPER, CDC	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		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	Business Services (BS)		Instructional Television (ITV)	
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	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