AVONDALE Elementary School District

CLASSIFIED HOURLY (Non-Exempt)
Hiring Guidelines and Placement Schedule
SY 2026-27

Experience Credit: Up to ten (10) years of prior related experience may be granted. All prior related experience must be presented and considered at the time of initial placement. Prior experience will not be considered after initial placement.

Education Credit: Compensation may be granted for job related eligible coursework completed within the last ten (10) years beyond your highest degree attained. All professional growth credits must be presented and considered at the time of initial placement. Professional growth credits completed prior to hire date will not be considered after initial placement.

Performance Pay: Performance Pay is awarded to all eligible staff that successfully meet the eligibility requirements and meet the measures set forth in the District Performance Pay Framework.

Sign On Compensation: Up to $500 for signing your contract within the first five (5) days of being issued. This compensation is prorated based on when the employee is hired and when the contract is signed.

YEARS OF EXPERIENCE	0-1	2	3	4	5	6	7	8	9	10
COMMUNITY EDUCATION										
Site Manager	$17.65	$18.00	$18.37	$18.75	$19.12	$19.52	$19.92	$20.33	$20.75	$21.18
Community Ed. Instructional Assist.	$15.45	$15.71	$15.97	$16.24	$16.52	$16.82	$17.12	$17.43	$17.75	$18.08
DISTRICT OFFICE										
Accountant	$17.77	$18.13	$18.39	$18.66	$18.94	$19.24	$19.54	$19.85	$20.17	$20.50
Accounting Clerk; Payroll Clerk; Migrant Clerk	$16.73	$17.03	$17.29	$17.56	$17.85	$18.14	$18.44	$18.75	$19.07	$19.40
Purchasing Accountant; Migrant Liaison	$18.02	$18.37	$18.73	$19.11	$19.49	$19.89	$20.29	$20.70	$21.12	$21.55
Secretary - District Services; McKinney Vento	$16.21	$16.57	$16.93	$17.30	$17.69	$18.08	$18.48	$18.89	$19.31	$19.74
Grants Technician	$18.53	$18.90	$19.28	$19.67	$20.06	$20.47	$20.89	$21.32	$21.76	$22.21
HR Specialist	$20.22	$20.59	$20.97	$21.36	$21.75	$22.16	$22.58	$23.01	$23.45	$23.90
Lead Grants Technician; Lead Accounting/Payroll Clerk	$23.63	$23.99	$24.35	$24.72	$25.11	$25.50	$25.91	$26.32	$26.74	$27.17
FOOD SERVICES										
Cook/Clerk/FSW	$15.45	$15.71	$15.97	$16.24	$16.52	$16.82	$17.12	$17.43	$17.75	$18.08
Manager	$15.81	$16.16	$16.52	$16.90	$17.28	$17.67	$18.07	$18.48	$18.90	$19.33
Transporter/Warehouse Worker	$17.66	$17.97	$18.28	$18.60	$18.94	$19.28	$19.63	$19.99	$20.36	$20.74
MAINTENANCE										
Custodian	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45
Groundskeeper	$19.07	$19.37	$19.68	$20.00	$20.34	$20.68	$21.03	$21.39	$21.76	$22.14
Groundskeeper Lead	$23.63	$23.99	$24.35	$24.72	$25.11	$25.50	$25.91	$26.32	$26.74	$27.17
Maintenance Worker I	$15.73	$16.05	$16.36	$16.68	$17.02	$17.36	$17.71	$18.07	$18.44	$18.82
Maintenance Worker II	$18.37	$18.73	$19.09	$19.47	$19.85	$20.24	$20.65	$21.06	$21.48	$21.91
Maintenance HVAC Technician	$20.35	$20.72	$21.10	$21.49	$21.88	$22.29	$22.71	$23.14	$23.58	$24.03
SCHOOL INSTRUCTION / OFFICE										
Behavior Intervention Specialist (BIS) - Autistic/Alt. Ed /ED/EDP Classroom	$16.49	$16.84	$17.20	$17.58	$17.96	$18.36	$18.76	$19.17	$19.59	$20.02
Crossing Guard	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45
Lunch Duty Aide / Crossing Guard	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45
Paraprofessional (I, II) - Interventionist/Cluster/ACP/Library; Paraprofessional-Health Aide	$15.45	$15.71	$15.97	$16.24	$16.52	$16.82	$17.12	$17.43	$17.75	$18.08
Paraprofessional (III) - Paras in SC Classroom/1:1 Sped Paras	$15.54	$15.85	$16.16	$16.48	$16.82	$17.16	$17.51	$17.87	$18.24	$18.62
Paraprofessional-Emergency Substitute	$16.44	$16.44	$16.44	$16.44	$16.44	$16.44	$16.44	$16.44	$16.44	$16.44
Secretary - School	$15.89	$16.19	$16.51	$16.83	$17.16	$17.50	$17.86	$18.22	$18.59	$18.97
TECHNOLOGY										
Graphic Designer	$19.76	$20.07	$20.38	$20.70	$21.03	$21.38	$21.73	$22.09	$22.46	$22.84
System Support Technician	$18.60	$18.95	$19.31	$19.68	$20.07	$20.46	$20.87	$21.28	$21.70	$22.13
Technology Assistant	$15.45	$15.62	$15.93	$16.26	$16.59	$16.93	$17.28	$17.64	$18.01	$18.39
System Support Technician Lead	$23.63	$23.99	$24.35	$24.72	$25.11	$25.50	$25.91	$26.32	$26.74	$27.17
TRANSPORTATION										
Bus Driver; Bus Driver / Warehouse Worker	$22.89	$23.14	$23.40	$23.68	$23.96	$24.25	$24.55	$24.86	$25.18	$25.51
925 Bus Driver	$19.60	$20.16	$20.71	$21.27	$21.82	$22.38	$22.93	$23.49	$24.04	$24.60
Bus Driver Trainee	$17.69	$17.69	$17.69	$17.69	$17.69	$17.69	$17.69	$17.69	$17.69	$17.69
Mechanic	$24.77	$25.13	$25.49	$25.86	$26.25	$26.64	$27.04	$27.45	$27.87	$28.30
Lead Mechanic	$26.82	$27.18	$27.54	$27.91	$28.30	$28.69	$29.09	$29.50	$29.92	$30.35
Spec. Ed Transportation Aide	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45	$15.45
Transportation Lead, Lead Trainer/Driver; Router/Dispatcher	$24.82	$25.17	$25.53	$25.91	$26.29	$26.68	$27.09	$27.50	$27.92	$28.35

rv10/13/2026

BOARD APPROVED 10/13/2026