

Appendix A: Position Starting Rates

Category / Position	2025-26	2026-27	2027-28
Administrative Assistant			
Administrative Assistant	\$ 18.13	\$ 19.03	\$ 19.93
Administrative Specialist	18.13	19.03	19.93
Executive Assistant	20.73	21.63	22.53
Administrative Lead	22.80	23.70	24.60
Campus Monitor			
Campus Monitor	16.82	17.72	18.62
Lead Campus Monitor	18.50	19.40	20.30
Kindergarten Enrichment Instructor	20.01	20.91	21.81
Maintenance ^a			
Groundskeeper, Delivery Driver	17.61	18.51	19.41
Building Custodian	18.91	19.81	20.71
Head Building Custodian, Head Groundskeeper	23.48	24.38	25.28
Regional Maintenance, Inventory Clerk	26.97	27.87	28.77
Paraprofessional ^{b, c}	18.06	18.96	19.86

^a Maintenance employees regularly scheduled for evening, overnight, or weekend shifts receive an additional \$0.50 per hour ([Section 8.1E](#)).

^b Paraprofessionals assigned to students with behavioral needs and holding District-designated certification may receive an additional \$1.00 per hour ([Section 8.1C](#)).

^c Paraprofessionals assigned to the Developing Opportunities (DO) or Individualized Learning Program (ILP) receive an additional \$1.50 per hour ([Section 8.1D](#)).