

**TEMPE UNION HIGH SCHOOL DISTRICT
CLASSIFIED NON-EXEMPT/HOURLY
SALARY SCHEDULE 2025-2026**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Grade 1	Current Minimum Wage												
Grade 2	\$ 15.25	\$ 15.34	\$ 15.79	\$ 16.28	\$ 16.77	\$ 17.29	\$ 17.74	\$ 17.96	\$ 18.27	\$ 18.51	\$ 18.76	\$ 19.01	\$ 19.27
Grade 3	\$ 15.39	\$ 15.84	\$ 16.32	\$ 16.82	\$ 17.34	\$ 17.87	\$ 18.35	\$ 18.84	\$ 19.15	\$ 19.42	\$ 19.67	\$ 19.95	\$ 20.21
Grade 4	\$ 15.90	\$ 16.37	\$ 16.88	\$ 17.40	\$ 17.93	\$ 18.49	\$ 18.98	\$ 19.49	\$ 19.83	\$ 20.09	\$ 20.36	\$ 20.64	\$ 20.91
Grade 5	\$ 16.45	\$ 16.95	\$ 17.47	\$ 18.01	\$ 18.57	\$ 19.13	\$ 19.65	\$ 20.18	\$ 20.54	\$ 20.82	\$ 21.10	\$ 21.38	\$ 21.67
Grade 6	\$ 17.03	\$ 17.55	\$ 18.10	\$ 18.65	\$ 19.23	\$ 19.82	\$ 20.35	\$ 20.90	\$ 21.27	\$ 21.56	\$ 21.85	\$ 22.16	\$ 22.45
Grade 7	\$ 17.63	\$ 18.18	\$ 18.74	\$ 19.32	\$ 19.92	\$ 20.55	\$ 21.10	\$ 21.67	\$ 22.07	\$ 22.35	\$ 22.67	\$ 22.97	\$ 23.28
Grade 8	\$ 18.27	\$ 18.85	\$ 19.43	\$ 20.04	\$ 20.67	\$ 21.31	\$ 21.89	\$ 22.47	\$ 22.88	\$ 23.21	\$ 23.51	\$ 23.84	\$ 24.17
Grade 9	\$ 18.95	\$ 19.54	\$ 20.16	\$ 20.78	\$ 21.43	\$ 22.12	\$ 22.72	\$ 23.33	\$ 23.76	\$ 24.08	\$ 24.41	\$ 24.75	\$ 25.07
Grade 10	\$ 19.67	\$ 20.28	\$ 20.91	\$ 21.57	\$ 22.26	\$ 22.96	\$ 23.59	\$ 24.23	\$ 24.68	\$ 25.01	\$ 25.36	\$ 25.70	\$ 26.06
Grade 11	\$ 20.43	\$ 21.07	\$ 21.73	\$ 22.42	\$ 23.13	\$ 23.86	\$ 24.50	\$ 25.18	\$ 25.64	\$ 26.00	\$ 26.36	\$ 26.71	\$ 27.08
Grade 12	\$ 21.22	\$ 21.89	\$ 22.59	\$ 23.30	\$ 24.02	\$ 24.81	\$ 25.48	\$ 26.18	\$ 26.66	\$ 27.03	\$ 27.42	\$ 27.78	\$ 28.17
Grade 13	\$ 22.06	\$ 22.75	\$ 23.47	\$ 24.23	\$ 25.00	\$ 25.80	\$ 26.51	\$ 27.23	\$ 27.74	\$ 28.12	\$ 28.52	\$ 28.92	\$ 29.31
Grade 14	\$ 22.93	\$ 23.67	\$ 24.42	\$ 25.21	\$ 26.01	\$ 26.85	\$ 27.59	\$ 28.34	\$ 28.87	\$ 29.28	\$ 29.68	\$ 30.11	\$ 30.52
Grade 15	\$ 23.87	\$ 24.63	\$ 25.42	\$ 26.23	\$ 27.07	\$ 27.96	\$ 28.72	\$ 29.53	\$ 30.08	\$ 30.48	\$ 30.91	\$ 31.35	\$ 31.79
Grade 16	\$ 24.85	\$ 25.65	\$ 26.48	\$ 27.34	\$ 28.20	\$ 29.12	\$ 29.92	\$ 30.76	\$ 31.34	\$ 31.78	\$ 32.23	\$ 32.68	\$ 33.13
Grade 17	\$ 25.90	\$ 26.73	\$ 27.59	\$ 28.50	\$ 29.40	\$ 30.36	\$ 31.21	\$ 32.08	\$ 32.68	\$ 33.14	\$ 33.61	\$ 34.08	\$ 34.56
Grade 18	\$ 27.01	\$ 27.88	\$ 28.77	\$ 29.71	\$ 30.68	\$ 31.68	\$ 32.56	\$ 33.47	\$ 34.10	\$ 34.58	\$ 35.07	\$ 35.56	\$ 36.07
Grade 19	\$ 28.17	\$ 29.08	\$ 30.03	\$ 30.98	\$ 32.00	\$ 33.05	\$ 33.98	\$ 34.94	\$ 35.59	\$ 36.09	\$ 36.60	\$ 37.12	\$ 37.65
Grade 20	\$ 29.37	\$ 30.33	\$ 31.33	\$ 32.35	\$ 33.41	\$ 34.50	\$ 35.48	\$ 36.47	\$ 37.16	\$ 37.68	\$ 38.21	\$ 38.76	\$ 39.31
Grade 21	\$ 30.67	\$ 31.67	\$ 32.71	\$ 33.77	\$ 34.89	\$ 36.03	\$ 37.05	\$ 38.09	\$ 38.81	\$ 39.36	\$ 39.92	\$ 40.49	\$ 41.06
Grade 22	\$ 32.01	\$ 33.07	\$ 34.15	\$ 35.27	\$ 36.44	\$ 37.64	\$ 38.70	\$ 39.81	\$ 40.55	\$ 41.12	\$ 41.71	\$ 42.30	\$ 42.90
Grade 23	\$ 33.46	\$ 34.55	\$ 35.69	\$ 36.86	\$ 38.08	\$ 39.34	\$ 40.45	\$ 41.61	\$ 42.40	\$ 43.00	\$ 43.61	\$ 44.24	\$ 44.87
Grade 24	\$ 34.98	\$ 36.12	\$ 37.31	\$ 38.55	\$ 39.83	\$ 41.15	\$ 42.31	\$ 43.52	\$ 44.35	\$ 44.98	\$ 45.62	\$ 46.28	\$ 46.94
Grade 25	\$ 36.57	\$ 37.78	\$ 39.02	\$ 40.32	\$ 41.65	\$ 43.05	\$ 44.26	\$ 45.53	\$ 46.40	\$ 47.06	\$ 47.74	\$ 48.42	\$ 49.12

GRADE	POSITION
1	Minimum Wage
2	Summer Bookstore Worker
3	Bus Aide Early Learning Center Aide Food & Nutrition Worker Infant Care Aide
4	[empty]
5	Bus Driver Trainee Custodian Food & Nutrition Custodian
6	Courier Food & Nutrition Support Assistant
7	Equipment Manager Groundskeeper Infant Care Specialist Maintenance Support Assistant McKinney-Vento Student & Family Assistant Receptionist Campus

GRADE	POSITION
8	Bookstore Specialist Roving Campus Community Relations Liaison ELL Support Assistant Food & Nutrition Cook Paraprofessional Paraprofessional HQ* Safety & Security Officer
9	CTE Support Specialist Campus CTE Support Specialist District Custodian Night Lead Food & Nutrition Assistant Manager Guidance Assistant Library Media Technician Paraprofessional CNA Paraprofessional Intervener Peggy Payne Academy Assistant Receptionist District Office Vocational Technician
10	Attendance Student Data Specialist Bus Driver Carpet Specialist Student Services Assistant Safety & Security Officer Lead Surveillance Officer Warehouse Specialist
11	Early Learning Center Supervisor Infant Care Supervisor Student Records Specialist Transportation Driver Trainer Transportation Fleet Specialist
12	In-School Intervention Specialist Purchasing Specialist Transportation Dispatcher
13	Administrative Assistant Activities Administrative Assistant Athletics Bookstore Site Supervisor Facility Services Specialist Inventory Control Specialist Landscape Technician Maintenance Technician Maintenance Technician Roving Medicaid Services Specialist Transportation Routing Specialist
14	Accounts Payable Specialist Administrative Assistant Academics Administrative Assistant Food & Nutrition Administrative Assistant Tempe Union Online Benefits Specialist Data & Compliance Specialist Human Resources Specialist Payroll Specialist Travel Analyst

15	Administrative Assistant Director Athletics & Activities Administrative Assistant Director CTE Administrative Assistant Director Instructional Services Administrative Assistant Director Maintenance & Plant Operations Administrative Assistant Director Purchasing & Warehouse Administrative Assistant Director Safety & Student Support Administrative Assistant Director Student Services Administrative Assistant Director Transportation Administrative Assistant Principal Accounting & Revenue Specialist Budget Specialist Guadalupe Liaison IT User Support Technician Parent Liaison Sign Language Interpreter Transportation Fleet Technician Transportation Safety/Training Coordinator
16	APPP Mentor Coordinator Food & Nutrition Manager Human Resources Specialist Lead IT Services Desk Technician Substitute Coordinator
17	School Nurse LPN Security Systems Technician Software Application Systems Specialist Systems Analyst Telecommunications Technician Transportation Mechanic Webmaster/Digital Media Coordinator
18	Carpenter Electrician Executive Assistant Assistant Superintendent HVAC Technician Painter Plumber Transportation Mechanic Lead
19	Executive Assistant Superintendent Office
20	Academic Services Data Analyst Academic Software Support Technician Dropout Prevention Support Specialist Information Systems Technology Trainer Instructional Technology Trainer Research Specialist
21	Academic Services Data Analyst

The dollar amount will be established by the Governing Board prior to each June 1, for the following fiscal year, and will be an equal dollar amount for both certified and classified staff.

*Paraprofessionals providing appropriate documentation of Highly Qualified Status (See Job Description under Training and Experience) will receive a stipend annually in the amount of \$1,500 while in the Paraprofessional position.