

**Tolleson Union High School District #214**

**Support Staff**

**Initial Placement Salary Schedule**

**(New Hires Only)**

**2026 - 2027**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$18.12	\$18.20	\$18.45	\$18.86	\$19.31
5	\$18.16	\$18.41	\$18.81	\$19.26	\$19.72
6	\$18.33	\$18.77	\$19.20	\$19.65	\$20.10
7	\$18.70	\$19.14	\$19.58	\$20.03	\$20.51
8	\$19.05	\$19.50	\$19.96	\$20.43	\$20.91
9	\$19.41	\$19.86	\$20.32	\$20.81	\$21.31
10	\$19.76	\$20.23	\$20.71	\$21.20	\$21.72
11	\$20.13	\$20.59	\$21.08	\$21.60	\$22.11
12	\$20.47	\$20.96	\$21.47	\$21.99	\$22.51
13	\$20.82	\$21.33	\$21.86	\$22.37	\$22.92
14	\$21.19	\$21.71	\$22.22	\$22.76	\$23.32
15	\$21.53	\$22.06	\$22.61	\$23.16	\$23.72
16	\$21.90	\$22.43	\$22.97	\$23.54	\$24.12
17	\$22.25	\$22.79	\$23.36	\$23.92	\$24.51
18	\$22.62	\$23.17	\$23.73	\$24.33	\$24.92
19	\$22.96	\$23.52	\$24.11	\$24.71	\$25.32
20	\$23.33	\$23.90	\$24.49	\$25.09	\$25.72
21	\$23.68	\$24.26	\$24.88	\$25.48	\$26.12
22	\$24.03	\$24.64	\$25.23	\$25.88	\$26.52
23	\$24.39	\$25.01	\$25.62	\$26.26	\$26.92
24	\$24.75	\$25.36	\$26.00	\$26.65	\$27.33
25	\$25.10	\$25.73	\$26.38	\$27.05	\$27.72
26	\$25.46	\$26.10	\$26.76	\$27.42	\$28.12
27	\$25.82	\$26.47	\$27.13	\$27.82	\$28.53
28	\$26.17	\$26.83	\$27.52	\$28.21	\$28.92
29	\$26.53	\$27.20	\$27.89	\$28.60	\$29.33
30	\$26.89	\$27.58	\$28.27	\$28.99	\$29.74
31	\$27.25	\$27.94	\$28.64	\$29.38	\$30.12
32	\$27.60	\$28.31	\$29.03	\$29.78	\$30.53
33	\$27.95	\$28.66	\$29.40	\$30.14	\$30.93

Any amount which falls below current minimum wage will be adjusted to meet requirement.

Professional Growth incentive of a \$.50 increase to hourly rate in the following fiscal year's pay for completion of 18 post-secondary courses with a grade C or better.

[Internal promotions will be placed on the initial placement salary schedule or given a 5% increase, whichever is greater.]

**Tolleson Union High School District #214**  
**SUPPORT STAFF JOB CLASSIFICATIONS**  
 Category Sorted by Grade (Low to High)

BUSINESS/CLERICAL	GRADE	MAINTENANCE & OPERATIONS	GRADE
Clerical Support I *	10	Substitute Bus Monitor (Step 1)	10
Library Clerk		Bus Monitor	10
Clerical Support II *	12	Custodian I	10
Attendance Clerk		Security Guard	10
Student Support Clerk		Custodian II - Day Porter	11
Guidance Clerk		Custodian II - Cafeteria	11
Receptionist		Equipment Manager	11
Records/Registration Clerk		Groundskeeper	12
Administrative Assistant III *	17	Driver, Non-CDL	12
Bookstore Manager *	17	Lead Security Guard	14
Administrative Assistant IV *	20	New Driver In Training (Step 1)	14
Large School Assistant Principals		Warehouse Clerk	14
School Administrators (10 months)		Custodian III - Lead	16
Administrative Assistant V *	21	Lead Groundskeeper	16
District Directors		Bus Driver	18
Payroll Specialist*	24	Lot Attendant	18
Student Information Systems Manager*	21	Substitute Bus Driver (Step 1)	18
CTE Student Support Analyst*	21	Driver/Trainer	20
MME Student Support Analyst *	21	Route Specialist	20
Human Resources Specialist *	24	Skilled Maintenance	30
Property Control Specialist *	24	Mechanic	30
Student Info System (SIS) Specialist *	24	Lead Mechanic	32
Student Info System (SIS) Technician *	24		
Administrative Assistant *	28	NUTRITION SERVICES	GRADE
School Principal		Nutrition Services Associate I	4
Special Projects Specialist *	28	Nutrition Services Associate II	12
Buyer *	28	Nutrition Services Lead	18
Administrative Assistant *	30	Nutrition Services Program Specialist *	20
Assistant Superintendent		MISCELLANEOUS	
Chief Financial Officer		Extra-Curricular Support	\$20
Chief Operations Officer		Student Worker	\$20
Deputy Superintendent		Student Interns	\$20
Budget Analyst *	31	NEWLY HIRED EMPLOYEES	
PCE/SIT Specialist *	31	CREDIT FOR EXPERIENCE:	
		Associates degree	Step 3
		Bachelor's degree	Step 4
		Master's degree	Step 5
		1 - 2 years job related experience	Step 2
		3 - 4 years job related experience	Step 3
		5 - 7 years job related experience	Step 4
		8 years or more job related exp.	Step 5
INSTRUCTIONAL	GRADE		
Instructional Assistant I **	7		
Instructional Assistant II **	10		
Instructional Assistant III **	13		
Behavior Specialist **	21		
In School Support Specialist **	21		

\*Pre-Employment Proficiency Test Required - 75% or better score

\*\*AA degree or 60+ college credit hours OR Pass Parapro Assessment Test

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