

Tolleson Union High School District #214**Support Staff****Initial Placement Salary Schedule****(New Hires Only)****2026 - 2027**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
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
Clerical Support I *	10
Library Clerk	
Clerical Support II *	12
Attendance Clerk	
Student Support Clerk	
Guidance Clerk	
Receptionist	
Records/Registration Clerk	
Administrative Assistant III *	17
Bookstore Manager *	17
Administrative Assistant IV *	20
Large School Assistant Principals	
School Administrators (10 months)	
Administrative Assistant V *	21
District Directors	
Payroll Specialist*	24
Student Information Systems Manager*	21
CTE Student Support Analyst*	21
MME Student Support Analyst *	21
Human Resources Specialist *	24
Property Control Specialist *	24
Student Info System (SIS) Specialist *	24
Student Info System (SIS) Technician *	24
Administrative Assistant *	28
School Principal	
Special Projects Specialist *	28
Buyer *	28
Administrative Assistant *	30
Assistant Superintendent	
Chief Financial Officer	
Chief Operations Officer	
Deputy Superintendent	
Budget Analyst *	31
PCE/SIT Specialist *	31
INSTRUCTIONAL	GRADE
Instructional Assistant I **	7
Instructional Assistant II **	10
Instructional Assistant III **	13
Behavior Specialist **	21
In School Support Specialist **	21

MAINTENANCE & OPERATIONS	GRADE
Substitute Bus Monitor (Step 1)	10
Bus Monitor	10
Custodian I	10
Security Guard	10
Custodian II - Day Porter	11
Custodian II - Cafeteria	11
Equipment Manager	11
Groundskeeper	12
Driver, Non-CDL	12
Lead Security Guard	14
New Driver In Training (Step 1)	14
Warehouse Clerk	14
Custodian III - Lead	16
Lead Groundskeeper	16
Bus Driver	18
Lot Attendant	18
Substitute Bus Driver (Step 1)	18
Driver/Trainer	20
Route Specialist	20
Skilled Maintenance	30
Mechanic	30
Lead Mechanic	32
NUTRITION SERVICES	GRADE
Nutrition Services Associate I	4
Nutrition Services Associate II	12
Nutrition Services Lead	18
Nutrition Services Program Specialist *	20
MISCELLANEOUS	
Extra-Curricular Support	\$20
Student Worker	\$20
Student Interns	\$20
NEWLY HIRED EMPLOYEES	
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

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

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

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