



KUNA SCHOOL DISTRICT CLASSIFIED THREE TIERED PAY SCALE

In Kuna School District we strive to recruit and retain quality staff members. Statistics show that factors such as who you work with, who you work for, the mission of the institution and pay all matter. This pay scale is made to give staff members a sense of how their career may progress and to give goals for self and school improvement.

Movement between tiers is based on: Evaluation; State Funding / Board approved budget; Recommendation of supervisor and approved by HR Administrator or Superintendent. Movement is not automatic and is not based solely on years served. If performance lowers, the Kuna School District reserves the right to move a staff member to a lower tier.

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**TIER III
MASTER: ADVANCED CLASSIFIED
Completed Rubric with 7+ years of experience**

Staff members within tier 3 are recognized masters within their position. Normally they have worked in this or a similar job for 7+ years. To move into this tier and remain, many of the following attributes will be shown:

- Supervision of multiple employees
- Certifications or qualifications that replace the need for an outside contractor or consultant
- Multi-department collaboration and working knowledge
- Involvement with professional organizations and/or community organizations
- Leads professional development

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**TIER II
PROFESSIONAL: PROFICIENT CLASSIFIED
4+ years of experience**

Staff members within tier 2 are proficient at their position. They have normally worked in this positions 4+ years. To move into this tier and remain, many of the following work attributes will be shown:

- Mastery of job skills
- Self starter and has mastered the use of all equipment
- Ability to teach others and support other staff members in your area of expertise
- Initiative is shown in developing methods or systems to save money or increase efficiency or safety.
- Does annual continuing education to enhance professional understanding
- Shows a willingness and ability to learn other positions within your department/school.
- Certifications, as specified by supervisor, are sought and achieved.

1

**TIER I
RESIDENCY: EMERGING CLASSIFIED
1-3 years of experience**

Normally people in this tier are within the first 3 years of their employment in a particular position. They may come with little or no working knowledge of the position and are growing into an ability to perform at a high level.



KUNA SCHOOL DISTRICT CHILD NUTRITION PROJECTED TIER THREE PAY SCALE



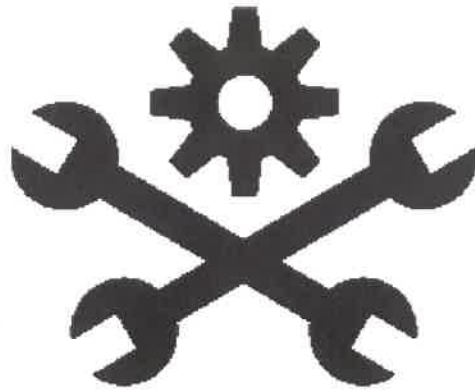
Child Nutrition Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Servers	8.20	8.45	9.00	9.30		
Cashiers	8.20	8.45	9.00	9.30		
Cook	8.20	8.45	9.00	9.30		
Elementary Kitchen Manager	10.00	10.30	10.50	10.82	11.60	11.95
Secondary Kitchen Manager	11.25	11.59	12.00	12.36	13.50	13.50
Food Driver	10.09	10.39	11.30			
Warehouse	10.77	11.10	12.00	12.50		
Clerk and Inventory Specialist	11.47	11.81	13.00	13.39	14.50	15.00
Operations Manager	13.00	13.39	15.00	15.45	18.00	20.00
Assistant Supervisor	13.00	13.39	15.00	15.45	18.00	20.00



KUNA SCHOOL DISTRICT CUSTODIAL DEPARTMENT PROJECTED TIER THREE PAY SCALE



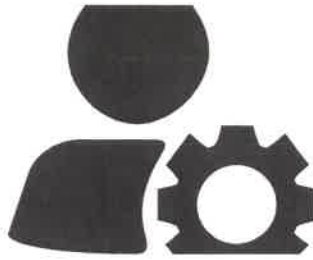
Custodial Staff Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Custodian Personnel-260	10.09	10.39	11.20	11.53	13.00	13.39
Custodian Personnel-PT	10.09	10.39				
Custodian Personnel-Lead (Projected: 1 FTE 2018-19)			14.00	14.40	15.00	15.50



KUNA SCHOOL DISTRICT MAINTENANCE DEPARTMENT PROJECTED TIER THREE PAY SCALE



Maintenance Staff Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Grounds	10.09	10.39	11.20	11.53		
Warehouse	10.77	11.10	12.00	12.50		
Skilled Trade (HVAC / Electrician)			18.00	18.50	19.00	20.00
General Maintenance	11.47	12.00	13.50	14.20	16.00	16.50
Summer Grounds	8.20	9.20				



KUNA SCHOOL DISTRICT OFFICE SUPPORT PROJECTED TIER THREE PAY SCALE



Office Support Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Office Aide/School Safety Aide	8.20	8.45	9.00	9.50		
Middle School Bookkeeper/ Registrar High School Attendance/ Receptionist	10.77	11.10	12.00	12.36		
Elementary Office Manager/High School Registrar	11.47	11.81	13.00	13.39	14.50	15.00
Admin 1	10.77	11.09	12.00	12.36		
Admin 2	11.47	11.81	13.00	13.39	14.50	15.00
Admin 3	13.00	13.39	15.00	15.45	18.00	20.00



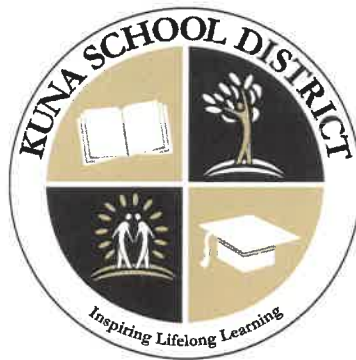
KUNA SCHOOL DISTRICT PARAPROFESSIONALS PROJECTED TIER THREE PAY SCALE



Para Professional Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Instructional Para Pro <ul style="list-style-type: none"> • Early Literacy • Tier 2—Title 1 • Tier 3—Resource • Inst. Support • Overload • SLP • OT • English Language Learner 	\$9.40	\$9.80	\$10.30	\$10.70	\$11.10	\$12.00
Specialized Para Pro <ul style="list-style-type: none"> • Librarian (K-12) • Computer Lab/ Art (K-5) • ERR • TLC • Pre-school 	\$9.90	\$10.30	\$10.60	\$11.00	\$11.50	\$12.50
License/Specialist <ul style="list-style-type: none"> • Community Based Resource Specialist • Migrant Specialist • Behavior Interventionist • Assessment Specialist • EL Specialist 	\$14.00	\$14.75	\$15.50	\$16.30	\$17.00	\$17.50



KUNA SCHOOL DISTRICT TRANSPORTATION DEPARTMENT PROJECTED TIER THREE PAY SCALE



Transportation Position	Tier I Residency: Emerging Classified 1-3 years of experience Emerging		Tier II Professional: Proficient Classified 4 + years of experience Proficient		Tier III Master: Advanced Classified Completed Rubric with 7+ years of experience Master	
	A	B	A	B	A	B
Bus Attendant/Spec. Needs Bus	10.09	10.39	11.30	11.64		
School Bus Driver	10.77	11.09	13.10	13.50	14.00	14.50
Dispatcher	11.47	11.81	13.00	13.39	15.00	15.45
Mechanic	18.00	18.54	20.00	20.60		
Head Mechanic			21.00	21.63	24.00	24.72