

Determining Starting Wage

At the time of hire, each paraeducator will be placed at either Level 3 or Level 4 on the district's *Starting Wage Scale for Classified Employees*. In order to be placed at Level 4, the paraeducator must meet one of the following criteria.

- Hold a valid teaching license.
- Be an individual who has retired as a licensed teacher.

Paraeducators hired as a Level 4 paraeducator will not be required to maintain a teaching certificate in order to continue at Level 4.

All other newly hired paraeducators without a teaching license will be placed at Level 3.

Newly hired paraeducators will receive \$0.15 per year of job-related experience as determined by the Director of Special Education, in addition to the base pay for Level 3 or Level 4.