

**TUBA CITY UNIFIED SCHOOL DISTRICT #15**  
**CLASSIFIED SALARY SCHEDULE**  
*Effective July 1, 2019*

<b>MAINTENANCE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Laborer/Maintenance Helper	I 11.05	11.25	11.45	11.64	11.85	12.08	12.29	12.52	12.75	12.99	13.23	13.48	13.73	14.00	14.26	14.54	14.83
Maint Worker with 1-3 experience in Construction	II 13.34	13.59	13.85	14.11	14.39	14.67	14.95	15.25	15.55	15.87	16.18	16.51	16.84	17.18	17.54	17.89	18.26
Maint worker with Trade School Certificate, 3-5 yrs experience in construction	III 15.40	15.72	16.03	16.35	16.68	17.02	17.37	17.72	18.09	18.46	18.85	19.24	19.65	20.06	20.48	20.91	21.36
Maint worker with Journeyman Certificate, 5-8 yrs experience in construction	IV 17.48	17.84	18.21	18.59	18.97	19.36	19.77	20.19	20.61	21.05	21.49	21.96	22.43	22.91	23.40	23.91	24.42
Maint worker with Journeyman HVAC or Electrician Certificate	V 19.56	19.96	20.38	20.82	21.26	21.70	22.18	22.66	23.13	23.65	24.14	24.68	25.21	25.77	26.33	26.91	27.49
Maintenance Foreman	VI 22.23	22.70	23.19	23.70	24.21	24.74	25.27	25.83	26.40	26.97	27.57	28.18	28.81	29.45	30.10	30.79	31.47
<b>TRANSPORTATION</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Bus Driver Trainee	I 12.48																
Bus Driver	II 15.87	16.16	16.45	16.76	17.07	17.40	17.73	18.07	18.42	18.77	19.13	19.51	19.89	20.29	20.69	21.09	21.51
General Mechanic with CDL/no cert	III 17.16	17.49	17.84	18.20	18.55	18.93	19.31	19.70	20.10	20.51	20.93	21.36	21.80	22.25	22.71	23.18	23.67
Mechanic with CDL/auto or diesel certificate	IV 17.75	18.10	18.46	18.83	19.20	19.59	19.99	20.40	20.82	21.24	21.68	22.13	22.60	23.07	23.55	24.06	24.56
Assistant Head Mechanic with CDL/Journeyman	V 18.12	18.48	18.86	19.24	19.62	20.02	20.43	20.85	21.28	21.71	22.17	22.63	23.11	23.59	24.09	24.60	25.13
Head Mechanic with CDL/Journeyman	VI 19.76	20.16	20.58	21.43	21.87	22.33	22.80	23.28	23.76	24.27	24.78	25.31	25.85	26.41	26.97	27.55	28.15
<b>WAREHOUSE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Property Control-Inventory Clerk	I 11.78	12.00	12.22	12.44	12.67	12.92	13.16	13.41	13.67	13.93	14.20	14.48	14.76	15.05	15.35	15.66	15.97
Warehouse Receiving Clerk	II 12.89	13.14	13.39	13.64	13.90	14.18	14.45	14.73	15.02	15.31	15.61	15.93	16.25	16.58	16.92	17.25	17.61
<b>CUSTODIAN</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Custodian	I 12.95	13.19	13.44	13.69	13.97	14.23	14.51	14.79	15.08	15.38	15.69	16.00	16.32	16.65	16.99	17.34	17.69
<b>FOOD SERVICE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Food Service Worker/Cashier	I 10.95	11.15	11.35	11.55	11.76	11.98	12.20	12.42	12.65	12.89	13.14	13.39	13.64	13.90	14.18	14.45	14.73
Cook I	II 11.94	12.16	12.39	12.62	12.85	13.09	13.35	13.60	13.86	14.13	14.41	14.69	14.97	15.27	15.57	15.89	16.20
Cook II/Shift Manager	III 12.43	12.66	12.89	13.14	13.39	13.65	13.91	14.18	14.46	14.73	15.03	15.32	15.62	15.94	16.25	16.59	16.93
Production Manager	IV 13.58	13.84	14.11	14.39	14.66	14.95	15.25	15.55	15.86	16.17	16.50	16.83	17.18	17.52	17.88	18.25	18.63
<b>INSTRUCTIONAL AIDE / PERSONAL CARE AIDE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>BUS MONITOR / LIBRARY ASSISTANT</b>																	
High school Diploma /Para Pro	I 12.72	12.96	13.20	13.45	13.71	13.98	14.25	14.52	14.81	15.10	15.39	15.71	16.01	16.34	16.67	17.01	17.36
High school Diploma + 15 College Sem Hrs /Para Pro	II 12.96	13.20	13.45	13.71	13.98	14.24	14.52	14.81	15.10	15.39	15.70	16.01	16.34	16.66	17.00	17.35	17.70
High school Diploma + 30 College Sem Hrs /Para Pro	III 13.20	13.45	13.71	13.98	14.25	14.52	14.81	15.10	15.39	15.71	16.01	16.34	16.67	17.01	17.36	17.71	18.08
High school Diploma + 45 College Sem Hrs /Para Pro	IV 13.45	13.70	13.98	14.24	14.52	14.81	15.10	15.39	15.70	16.01	16.34	16.66	17.00	17.35	17.70	18.07	18.45
Junior College Diploma or 60 Sem hrs	V 13.71	13.98	14.24	14.52	14.81	15.10	15.39	15.70	16.01	16.34	16.66	17.00	17.35	17.70	18.07	18.44	18.82
Junior College Diploma or 90 Sem hrs	VI 13.97	14.24	14.51	14.79	15.09	15.38	15.70	16.00	16.33	16.65	17.00	17.35	17.69	18.06	18.44	18.82	19.22
Junior College Diploma or 120 Sem hrs	VII 14.25	14.52	14.81	15.10	15.39	15.71	16.02	16.34	16.67	17.01	17.36	17.71	18.07	18.45	18.83	19.23	19.62
<b>SECURITY</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Security Officer	I 13.47	13.73	14.00	14.27	14.54	14.83	15.12	15.41	15.73	16.04	16.36	16.70	17.03	17.38	17.73	18.10	18.48
Security Officer w at least 5 years of fulltime experience as a law enforcement or corrections officer	II			16.35	16.62	16.91	17.20	17.49	17.81	18.12	18.44	18.77	19.11	19.46	19.81	20.18	20.56

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AV/TECHNICIAN / PRINTER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
AV Technician	I 14.16	14.44	14.72	15.00	15.30	15.60	15.92	16.23	16.57	16.91	17.24	17.60	17.96	18.32	18.71	19.10	19.50
Printer	II 15.78	16.10	16.42	16.76	17.09	17.44	17.81	18.17	18.54	18.93	19.32	19.73	20.14	20.57	21.00	21.45	21.91

CERTIFIED MEDICAL ASSISTANT	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Certified Medical Assistant	I 13.71	13.98	14.24	14.52	14.81	15.10	15.39	15.70	16.01	16.34	16.66	17.00	17.35	17.70	18.07	18.44	18.82

LPN	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Licensed Practical Nurse	I 17.60	17.96	18.32	18.70	19.09	19.49	19.90	20.32	20.75	21.19	21.64	22.10	22.58	23.06	23.56	24.07	24.59

SECRETARIES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Secretary I: Office Clerk / Accts Payable Clerk / Home Visitor	I 13.19	13.44	13.70	13.97	14.24	14.51	14.79	15.09	15.38	15.69	16.00	16.33	16.65	16.99	17.34	17.69	18.05
Receptionist	II 13.25	13.51	13.77	14.03	14.30	14.58	14.87	15.16	15.47	15.77	16.09	16.41	16.74	17.08	17.43	17.79	18.15
Department Secretary / Computer Oper / Attendance Clerk I / Data Clerk	III 13.29	13.55	13.80	14.07	14.34	14.62	14.91	15.20	15.50	15.81	16.13	16.45	16.79	17.13	17.47	17.83	18.20
Accounts Payable Clerk II / Purchasing Clerk / HR / Housing Clerk / Attendance Clerk II	IV 13.84	14.10	14.37	14.66	14.94	15.25	15.54	15.86	16.17	16.50	16.83	17.17	17.52	17.88	18.25	18.63	19.02
Secretary II: Principal's Secretary / Student Services Secretary / Registrar	V 16.01	16.33	16.66	17.00	17.35	17.70	18.06	18.44	18.82	19.22	19.61	20.02	20.44	20.88	21.33	21.78	22.24
Secretary III: Senior Accts Payable Clerk / Payroll Clerk/ Food Service Accounting Clerk	VI 16.32	16.64	16.98	17.33	17.68	18.04	18.42	18.80	19.18	19.59	20.00	20.42	20.85	21.29	21.75	22.22	22.69
Personnel Adm Assistant/Adm Asst't to Business Manager / Adm Asst't to Associate Superintendent	VII 17.44	17.80	18.17	18.54	18.93	19.32	19.73	20.14	20.56	21.00	21.44	21.90	22.38	22.85	23.34	23.85	24.36
Superintendent / Board Secretary	VIII 18.60	18.98	19.37	19.78	20.20	20.62	21.06	21.50	21.97	22.44	22.92	23.42	23.92	24.44	24.97	25.52	26.08
Cultural Resource Coordinator / Counselor-Cultural Specialist	IX 18.66	19.05	19.45	19.86	20.27	20.70	21.14	21.59	22.05	22.52	23.01	23.50	24.00	24.53	25.06	25.61	26.18

NAVAJO LANGUAGE / CULTURE INSTRUCTOR	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
HS Diploma with Language Proficiency Certificate	I 14.91	15.20	15.51	15.81	16.14	16.46	16.79	17.14	17.48	17.84	18.21	18.59	18.97	19.36	19.77	20.19	20.62
AA or 60+ Sem Hrs with Language Proficiency Certificate	II 15.18	15.49	15.79	16.11	16.43	16.77	17.10	17.45	17.81	18.18	18.55	18.94	19.33	19.74	20.15	20.58	21.02
BA/BS with Language Proficiency Certificate	III 15.47	15.77	16.09	16.41	16.74	17.08	17.43	17.79	18.15	18.52	18.91	19.31	19.71	20.12	20.55	20.98	21.42

\*Steps do not reflect numbers of years in district.

\*Placement on schedule requires official transcript(s).

\*Language proficiency Certificate required after one year of employment.

\*ADE Certified personnel will be placed on Certificated Teacher Salary schedule

BUSINESS OFFICE ACCOUNTANT	1	2	3	4	5	6	7	8	9	10	11	12
AA Degree	I 22.74	23.23	23.73	24.24	24.77	25.32	25.86	26.43	27.02	27.62	28.22	28.85
BA/BS Degree	II 26.16	26.73	27.32	27.93	28.55	29.18	29.83	30.50	31.19	31.89	32.60	33.34

COMPUTER INFORMATION & TECHNOLOGY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Level 1 Technician	I 11.57	11.78	12.00	12.22	12.44	12.67	12.92	13.16	13.41	13.67	13.93	14.20	14.48	14.76	15.05	15.35	15.66

Basic Understanding of Technology/Operating Systems  
 Less than 3 years CONSECUTIVE Experience  
 No degree, No education, No Industry Level Certification

Level 2 Technician	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Level 2 Technician	II 15.72	16.03	16.36	16.68	17.02	17.37	17.72	18.09	18.46	18.85	19.24	19.65	20.06	20.48	20.91	21.36	21.81

TUBA CITY UNIFIED SCHOOL DISTRICT #15

CLASSIFIED SALARY SCHEDULE

Effective July 1, 2019

- 3-5 Years CONSECUTIVE Experience in IT (Database, Technician, Programming, etc.)
- AND Choose 1:
- AA Degree in IT related field (Network, Operating Systems, Computer Design, etc.)
- 1 Industry Certification

Level 1 Specialist	III	17.89	18.26	18.64	19.03	19.43	19.82	20.24	20.67	21.12	21.56	22.02	22.49	22.97	23.47	23.98	24.50	25.03
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3-5 Years CONSECUTIVE Experience in IT  
AND Choose 1:  
BA/BS degree in IT related field  
OR 1 Industry Base Certification (A+, Network+, Microsoft MCP)

Level 2 Specialist	IV	22.14	22.62	23.11	23.60	24.12	24.64	25.18	25.73	26.29	26.87	27.47	28.08	28.70	29.34	29.99	30.66	31.34
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5-7 Years CONSECUTIVE Experience in IT  
AND Choose 1:  
2-3 Base Industry certifications  
1 Advanced Industry Certifications (Cisco Certified Network Associate, Microsoft Cert, Systems Engineer)  
BA/BS degree in IT related field

Level 1 Engineer	V	28.18	28.81	29.45	30.10	30.78	31.47	32.18	32.91	33.65	34.41	35.20	35.99	36.81	37.65	38.52	39.41	40.31
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5-7 Years CONSECUTIVE Experience in IT  
AND Choose 2:  
3-4 Base Industry certifications (A+, Network+, MCP)  
2-3 Advanced Industry Certifications (CCNA, MCSE)  
1 Professional Level Certification (Cisco Certified Network Professional, Microsoft)  
OR  
One of each of the above Certifications  
MA Degree in Business Administration (IT) or IT related Field

Level 2 Engineer	VI	34.08	34.07	34.86	35.68	36.51	37.31	38.23	39.13	40.05	40.99	41.96	42.95	43.96	45.00	46.07	47.17	48.28
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Same as Level 1 with addition of multiple certifications in each of the 3 levels  
OR  
MA Degree Plus Combinations of Certifications

\*Up to 3 years of experience credit will be given to all new classified employees.  
\*A one (1) horizontal movement will be given to all classified staff.

