

2026-2027 Side-by-Side Compensation Plan Revisions 6.29.2026

Academic Professional Compensation Plan

Title as reflected in 26/27 Comp Plan	Change	New Title	26/27 Pay Grade	Revised 26/27 Pay Grade	26/27 Days	Revised 26/27 Days	26/27 Page #	Revised 26/27 Page #	Current PCN	Funding Source	Department Justification
-	Added Note	-	-	-	-	-	-	-	-	-	Added note to header: Cost-of-living increases are for returning employees only.
New Teacher Specialist	Title Change	Professional Development Specialist	AP03	-	210/226	-	4	4	-	-	The job title is being updated to more accurately reflect the scope of the position.
Campus Support Specialist	Repurpose	Coordinator, Math K-12	AP03	AP04	226	-	4	4	29410	Local	Repurpose of PCN 29410 to K-12 Math Coordinator.
Coordinator, Academic Intervention	Title Change	Coordinator, Academic Support	AP04	-	226	-	4	4	-	-	The job title is being updated to more accurately reflect the scope of the position.
Academic Facilitator	Add 197 Day Option	-	AP04	-	210	197/210	4	4	-	-	Add 197 Day Option. Current Academic Facilitator will remain at 210 days.

Business Professional Compensation Plan

Title as reflected in 26/27 Comp Plan	Change	New Title	26/27 Pay Grade	Revised 26/27 Pay Grade	26/27 Days	Revised 26/27 Days	26/27 Page #	Revised 26/27 Page #	Current PCN	Funding Source	Department Justification
-	Added Note	-	-	-	-	-	-	-	-	-	Added note to header: Cost-of-living increases are for returning employees only.
Attendance Intervention Specialist	Title Change	Community Resource Specialist	BP02	-	210	210	6	6	-	-	The job title is being updated to accurately reflect the scope of the position.
Visual Media Specialist	Title Change	Communication Specialist	BP02	-	226	-	6	6	-	-	The job title is being updated to accurately reflect the scope of the position. The Visual Media Specialist position will remain, as it is currently filled by an existing employee.
Tech II/ Help Desk	Restructure/Title Change	System Support Specialist (230) Technician II (248)	BP02	BP02	230/248	-	6	6	25612 25071	-	Distinguish Tech II and Help Desk as separate positions, rename the Help Desk position to System Support Specialist and leaving Tech II on the compensation plan
Technician II	Reclassification	Coordinator, Technology Services	BP02	BP04	-	248	6	6	26289	Local Estimated Salary Cost: \$22,507	Reclass one Tech II into a Coordinator Position. The plan is to hire an internal employee to fill the coordinator role and then hire a Tech I employee to support the department. The additional cost with the Coordinator position will be offset by the salary difference between the current Tech II and the new Tech I position.
Supervisor, Accounts Payable	Coorection/Remove	-	BP03	-	230	-	6	6	29576	-	Position removed from the compensation plan as part of a departmental restructure. Employee will move into Accounts Payable role. This was approved on the 26/27 initial Comp Plan approval in April 2026.
Coordinator, Purchasing	Remove	-	BP04	-	230	-	6	-	-	-	Employee in this position will promote to Director of Purchasing (vacant).
Security & Communications Office Manager	Reclassification	Coordinator, Security & Communications Office	PP08	BP04	230	226	9	6	-	28939	The position is being reclassified to better align with the operational needs of the department.
Child Care Site Director	Reclassification	Coordinator, Child Care - ELC	PP02	BP04	197	-	8	6	25590	Enterprise Funds	Currently, the employee is classified at the same level as the other site director positions that function as ELC Site Specialists. However, this employee oversees the entire daycare program and supervises all facilities rather than managing a single site. In addition to overseeing multiple campuses, she works directly with the state on compliance requirements, audits, and licensing matters, while also supporting families and addressing parent concerns. Her responsibilities extend well beyond those of a single-site director position, yet she is currently compensated at a level comparable to positions such as a PEIMS clerk or attendance secretary. Her scope of responsibility and districtwide oversight appear to align more closely with a higher-level administrative role.

ParaProfessional Compensation Plan

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-	Added Note	-	-	-	-	-	-	-	-	-	Added note to header: Cost-of-living increases are for returning employees only.
Child Care Site Director	Reclassification	Child Care Site Specialist	PP02	PP06	197	-	8	9	-	Self-funded revenue program	Reclassification to align the position's title and pay grade based on responsibilities. Tuition fees were increased by 10% to maintain market competitiveness.
Transportation Clerk	Add 226 Day Option	-	PP03	-	230	226/230	8	8	-	-	Cost savings
Accounting Specialist	Remove	-	PP06	-	230	-	9	-	-	-	Vacant position.
Finance Assistant	Reclassification	Finance Specialist II	PP06	-	230	-	9	-	26888	Child Nut Federal	Employee moving to Finance Specialist II position. Remove Finance Assistant.
Business Specialist	Remove	-	PP06	-	230	-	9	-	-	-	Vacant position.
Accounting Specialist	Remove	-	PP07	-	230	-	9	-	-	-	Vacant position.
Business Specialist III	Remove	-	PP08	-	230	-	9	-	-	-	Vacant position.

Auxiliary Compensation Plan

Title as reflected in 26/27 Comp Plan	Change	New Title	26/27 Pay Grade	Revised 26/27 Pay Grade	26/27 Days	Revised 26/27 Days	26/27 Page #	Revised 26/27 Page #	Current PCN	Funding Source	Department Justification
-	Added Note	-	-	-	-	-	-	-	-	-	Added note to header: Cost-of-living increases are for returning employees only.
Dispatcher	Add 226 Day Option	-	AU04	-	230	226/230	10	10	-	-	Cost savings
Bus Driver	Add Statement	-	Bus Driver	-	180	-	12	12	-	-	Add the following statement: Non-CDL drivers will be compensated at a rate that is \$2.00 per hour less than the corresponding CDL driver pay rate for each year of verified experience. Non-CDL Drivers will operate District-approved 14-passenger school buses for route assignments and are not required to hold a CDL will be compensated at a rate \$2.00 per hour below the corresponding CDL driver pay rate for the same year of verified experience.

Stipends / Extra Duty Pay

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Drill Team Head HS & Drill Team Asst HS	Move to Fine Arts Section and add "Dance" to title	Drill Team (dance) Head HS Drill Team (dance) Asst HS Dance MS	-	-	-	-	16	16	-	-	Move to fine arts section and add dance in title.
JROTC Lead & JROTC Secondary Officer	Remove	-	-	-	-	-	16	16	-	-	Remove the JROTC Lead (\$4,000) and JROTC Secondary Officer (\$3,000) supplements. These stipends were originally implemented to offset military pay increases that occurred in January and are no longer necessary. The existing JROTC supplement of \$3,000 will remain in place, as it is comparable to the current market rate.

Sub Pay Compensation Plan

Title as reflected in 26/27 Comp Plan	Change	New Title	26/27 Pay Grade	Revised 26/27 Pay Grade	26/27 Days	Revised 26/27 Days	26/27 Page #	Revised 26/27 Page #			Department Justification
-	Add to Title	Multiple	-	-	-	-	20	20	-	-	Add to titles for clarification.
-	Add Rate	Early Release Day (Teacher – SPED)	-	-	-	-	20	20	-	-	Add the following rates: Early Release Day (Teacher – SPED) \$127.50 Early Release Day (Paraprofessional – SPED) \$93.75
-	Add Rate	Early Release Day (Paraprofessional – SPED)	-	-	-	-	20	20	-	-	Add the following rates: Early Release Day (Teacher – SPED) \$127.50 Early Release Day (Paraprofessional – SPED) \$93.75