

SCHEDULE A							
HIGHLAND SCHOOL DISTRICT							
September 1, 2022 - August 31, 2023							
		0-3	4-6	7-9	10-14	15-19	20+
Secretarial							
Secondary (HHS/HJH) Head Secretary		23.40	23.80	24.28	24.78	24.90	25.03
Elementary (MWC/TIS) Head Secretary		21.72	22.14	22.52	22.95	23.08	23.20
Secretary (Central)		21.49	21.96	22.46	22.95	23.08	23.20
Elementary Secretary		19.89	20.38	20.85	21.37	21.49	21.62
Transportation Secretary		19.57	20.06	20.53	21.03	21.15	21.27
Secretary Sub Rate		17.60					
Food Services							
Food Service Lead		24.64	25.67	26.70	27.78	27.91	28.61
Food Service		18.20	18.27	18.34	18.42	18.55	18.67
Food Service Sub Rate		16.38					
Student Support							
C.O.T.A./S.L.P.A.		21.97	22.15	22.71	23.10	23.46	23.80
Sign Language Interpreter		19.65	20.11	20.63	21.12	21.24	21.38
School to Work & Secondary Library Services		18.64	19.08	19.56	20.02	20.16	20.28
Para Pro 2							
Life Skills, Preschool, Recruiter		18.77	19.21	19.68	20.16	20.28	20.41
Para Pro 1	General						
Classroom Support		18.25	18.68	19.16	19.63	19.75	19.88
Para Sub Rate		16.42					
Transportation							
Transportation Lead		27.38	28.20	29.30	30.35	30.47	30.60
Mechanic		23.79	24.61	25.37	26.14	26.27	26.39
Drivers		23.79	23.87	23.96	24.06	24.20	24.32
Driver Sub Rate		21.41					
Extra Trip		23.96	24.12	24.19	24.29	24.41	24.54
Maintenance/Custodial							
Maintenance Lead		25.80	26.63	27.72	28.78	28.90	29.03
Head Custodian		23.46	23.65	23.81	23.96	24.09	24.22
Custodian		21.60	21.85	22.07	22.34	22.47	22.60
Grounds		21.10	21.69	22.25	22.84	22.98	23.10
Custodian Sub Rate		19.44					

All Subs at 90% of the Base rate for the first 30 days.