

COSSA
CLASSIFIED SALARY PAY SCHEDULE - Board Approved April 28, 2021
2021-2022

Step	A	B	C	D	E	F
1	9.19	9.56	11.95	14.93	18.66	22.60
2	9.37	9.75	12.19	15.23	19.03	23.05
3	9.56	9.95	12.43	15.53	19.41	23.51
4	9.75	10.15	12.68	15.84	19.80	23.98
5	9.95	10.35	12.94	16.16	20.20	24.46
6	10.15	10.56	13.19	16.48	20.60	24.95
7	10.35	10.77	13.46	16.81	21.01	25.45
8	10.56	10.98	13.73	17.15	21.43	25.96
9	10.77	11.20	14.00	17.49	21.86	26.48
10	10.98	11.43	14.28	17.84	22.30	27.01
11	11.20	11.65	14.57	18.20	22.75	27.55
12	11.43	11.89	14.86	18.56	23.20	28.10
13	11.66	12.12	15.16	18.93	23.67	28.66
14	11.89	12.37	15.46	19.31	24.14	29.24
15	12.13	12.61	15.77	19.70	24.62	29.82
16	12.37	12.87	16.08	20.09	25.11	30.42
17	12.62	13.12	16.40	20.50	25.62	31.02
18	12.87	13.39	16.73	20.91	26.13	31.65
19	13.13	13.65	17.07	21.32	26.65	32.28
20	13.39	13.93	17.41	21.75	27.18	32.92
21	13.66	14.21	17.76	22.19	27.73	33.58
22	13.93	14.49	18.11	22.63	28.28	34.25
23	14.21	14.78	18.47	23.08	28.85	34.94
24	14.49	15.08	18.84	23.54	29.42	35.64
25	14.78	15.38	19.22	24.01	30.01	36.35

Notes:

1. Movement on "step" occurs automatically with each subsequent year of employment.
2. Movement to a different column may mean adjusted years on "step".

A normal move to a new column will be to a cell with an hourly rate just above what the employee was making in the previous column.

3. The school district provides \$619.25 per month toward the following fringe benefits: Health, Dental, Employee Assistance Program and Life Insurance (\$20,000).

4. Column "entry" qualifiers:

Column A = Para, EA, Child Care Ass't, ISS Coord - less than 28 credits, and completed Para Assessment.

Column B = Para, EA, Child Care Ass't, ISS Coord - more than 28 credits; or completed Para Assessment and Med Assist. At least one year at A25.

Column C = Para, EA - with specialty skill or training (bilingual, HI, Medicaid), Registrar/Attendance Clerk,
Special Services Secretary/HR Assistant. At least one year at B25.

Column D = Custodial/Grounds/Maint, Food Service, Deaf & Hard of Hearing/Visual Impairment Aide. At least one year at C25.

Column E = CBRS, Business Manager/HR/Payroll/AP. At least one year at D25.

Column F = Certified Occupational Therapy Assistant (COTA), Certified Sign Language Interpreter, Specialist with Degree.