

Baboquivari Unified School District
Educational Support Salary Schedule

(Positions: Receptionist, Attendance Clerk, Registrar, Secretary, Warehouse Courier/Fixed Assets, Health Aide, Computer Tech I, Clerical, Support with BA Degree, Food Service Tech, Computer Tech II, Custodian, Bus Aide, Campus Security, Lead Custodian, General Maintenance, Groundskeeper, Transportation Dispatcher, Lead Grounds Keeper, Mechanic (White Fleet), ESS Duty Aide, Parent Liaison, Paraprofessional, Instructional Staff with a BA Degree)

Fiscal Year 2025-2026

Hourly Rate	Step																					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
*Pay Grade:																						
1	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.57	17.93	18.28	18.65	19.02	19.40	19.79	20.19	20.59	21.00	21.42	21.85	22.29	22.73
2	15.35	15.66	15.97	16.29	16.62	16.95	17.29	17.63	17.98	18.34	18.71	19.09	19.47	19.86	20.25	20.66	21.07	21.49	21.92	22.36	22.81	23.27
3	15.75	16.07	16.39	16.71	17.05	17.39	17.74	18.09	18.45	18.82	19.20	19.58	19.97	20.37	20.78	21.20	21.62	22.05	22.49	22.94	23.40	23.87
4	16.14	16.46	16.79	17.13	17.47	17.82	18.18	18.54	18.91	19.29	19.67	20.07	20.47	20.88	21.30	21.72	22.16	22.60	23.05	23.51	23.98	24.46
5	16.55	16.88	17.22	17.56	17.91	18.27	18.64	19.01	19.39	19.78	20.17	20.58	20.99	21.41	21.84	22.27	22.72	23.17	23.64	24.11	24.59	25.08
6	16.95	17.29	17.63	17.99	18.35	18.71	19.09	19.47	19.86	20.26	20.66	21.08	21.50	21.93	22.37	22.81	23.27	23.73	24.21	24.69	25.19	25.69
7	17.39	17.74	18.09	18.45	18.82	19.20	19.58	19.98	20.38	20.78	21.20	21.62	22.05	22.50	22.95	23.40	23.87	24.35	24.84	25.33	25.84	26.36
8	17.83	18.19	18.55	18.92	19.30	19.69	20.08	20.48	20.89	21.31	21.73	22.17	22.61	23.07	23.53	24.00	24.48	24.97	25.47	25.97	26.49	27.02
9	18.30	18.67	19.04	19.42	19.81	20.20	20.61	21.02	21.44	21.87	22.31	22.75	23.21	23.67	24.15	24.63	25.12	25.62	26.14	26.66	27.19	27.74
10	18.78	19.16	19.54	19.93	20.33	20.73	21.15	21.57	22.00	22.44	22.89	23.35	23.82	24.29	24.78	25.28	25.78	26.30	26.82	27.36	27.91	28.46
11	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.19	22.64	23.09	23.55	24.02	24.50	24.99	25.49	26.00	26.52	27.05	27.59	28.15	28.71	29.28
12	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21	23.67	24.15	24.63	25.12	25.63	26.14	26.66	27.19	27.74	28.29	28.86	29.44	30.03
13	20.33	20.74	21.15	21.57	22.01	22.45	22.89	23.35	23.82	24.30	24.78	25.28	25.78	26.30	26.83	27.36	27.91	28.47	29.04	29.62	30.21	30.81
14	20.94	21.36	21.79	22.22	22.67	23.12	23.58	24.05	24.53	25.03	25.53	26.04	26.56	27.09	27.63	28.18	28.75	29.32	29.91	30.51	31.12	31.74
15	21.46	21.89	22.33	22.77	23.23	23.69	24.17	24.65	25.14	25.65	26.16	26.68	27.22	27.76	28.32	28.88	29.46	30.05	30.65	31.26	31.89	32.53
16	22.07	22.51	22.96	23.42	23.89	24.37	24.85	25.35	25.86	26.38	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90	31.52	32.15	32.79	33.45
17	22.66	23.11	23.58	24.05	24.53	25.02	25.52	26.03	26.55	27.08	27.62	28.17	28.74	29.31	29.90	30.50	31.11	31.73	32.36	33.01	33.67	34.34
18	23.30	23.77	24.24	24.73	25.22	25.73	26.24	26.76	27.30	27.85	28.40	28.97	29.55	30.14	30.74	31.36	31.99	32.63	33.28	33.94	34.62	35.32
19	23.97	24.45	24.94	25.44	25.95	26.46	26.99	27.53	28.08	28.65	29.22	29.80	30.40	31.01	31.63	32.26	32.91	33.56	34.24	34.92	35.62	36.33
20	24.63	25.12	25.63	26.14	26.66	27.19	27.74	28.29	28.86	29.44	30.02	30.62	31.24	31.86	32.50	33.15	33.81	34.49	35.18	35.88	36.60	37.33
21	25.33	25.84	26.35	26.88	27.42	27.97	28.53	29.10	29.68	30.27	30.88	31.49	32.12	32.77	33.42	34.09	34.77	35.47	36.18	36.90	37.64	38.39

• Placement on the wage schedule is based on current Board Policy, job description, and classified position pay grade placement as approved by the Board.

BOARD APPROVED: 03/03/25

• Each step represents a 2% increase

• No adjustment for minimum wage, Step 1 (base), complies with minimum wage for 1/1/205

• Employees currently on steps beyond step 22 will be frozen and only received minimum wage increase applied to base step

**Baboquivari Unified School District
Proposed FY25-26 Classified Position Pay Grade Placements**

CLERICAL/OFFICE SUPPORT SERVICES	PLACEMENT
Receptionist	1
Attendance Clerk / Registrar / Secretary	6
Warehouse Courier / Fixed Assets	6
Health Clerk	9
Computer Technician I	10
Clerical / Support with B.A. Degree	11
Food Service Technician	12
Computer Technician II	16
TRANSPORTATION/MAINTENANCE	PLACEMENT
Custodian	4
Bus Aide	4
Campus Security	4
Lead Custodian	6
General Maintenance / Groundskeeper	6
Transportation Dispatcher	6
Housing Technician – position closed	7
Lead Groundskeeper	13
Mechanic (white fleet)	13
INSTRUCTIONAL SERVICES	PLACEMENT
Special Duty Aide	2
Parent Liaison	6
Paraprofessional Aide	6
Instructional staff with B.A. Degree (Update designation)	11

BOARD APPROVED: