

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 2026-2027

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	15.30	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	23.19
2	15.65	15.96	16.28	16.61	16.94	17.28	17.62	17.98	18.34	18.70	19.08	19.46	19.85	20.24	20.65	21.06	21.48	21.91	22.35	22.80	23.26	23.72
3	16.05	16.37	16.70	17.03	17.37	17.72	18.07	18.44	18.81	19.18	19.56	19.96	20.36	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85	24.33
4	16.44	16.77	17.10	17.45	17.80	18.15	18.51	18.88	19.26	19.65	20.04	20.44	20.85	21.27	21.69	22.13	22.57	23.02	23.48	23.95	24.43	24.92
5	16.85	17.19	17.53	17.88	18.24	18.60	18.98	19.36	19.74	20.14	20.54	20.95	21.37	21.80	22.23	22.68	23.13	23.59	24.07	24.55	25.04	25.54
6	17.25	17.60	17.95	18.31	18.67	19.05	19.43	19.81	20.21	20.62	21.03	21.45	21.88	22.31	22.76	23.22	23.68	24.15	24.64	25.13	25.63	26.15
7	17.69	18.04	18.40	18.77	19.15	19.53	19.92	20.32	20.73	21.14	21.56	22.00	22.44	22.88	23.34	23.81	24.28	24.77	25.27	25.77	26.29	26.81
8	18.13	18.49	18.86	19.24	19.62	20.02	20.42	20.83	21.24	21.67	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.89	26.41	26.94	27.48
9	18.60	18.97	19.35	19.74	20.13	20.54	20.95	21.37	21.79	22.23	22.67	23.13	23.59	24.06	24.54	25.03	25.53	26.04	26.57	27.10	27.64	28.19
10	19.08	19.46	19.85	20.25	20.65	21.07	21.49	21.92	22.36	22.80	23.26	23.72	24.20	24.68	25.18	25.68	26.19	26.72	27.25	27.80	28.35	28.92
11	19.62	20.01	20.41	20.82	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.88	25.38	25.89	26.41	26.93	27.47	28.02	28.58	29.15	29.74
12	20.11	20.51	20.92	21.34	21.77	22.20	22.65	23.10	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.07	27.61	28.16	28.72	29.30	29.88	30.48
13	20.63	21.04	21.46	21.89	22.33	22.78	23.23	23.70	24.17	24.65	25.15	25.65	26.16	26.69	27.22	27.77	28.32	28.89	29.46	30.05	30.66	31.27
14	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.38	25.89	26.41	26.94	27.48	28.03	28.59	29.16	29.74	30.34	30.94	31.56	32.19
15	21.76	22.20	22.64	23.09	23.55	24.02	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.29	29.87	30.47	31.08	31.70	32.33	32.98
16	22.37	22.82	23.27	23.74	24.21	24.70	25.19	25.70	26.21	26.73	27.27	27.81	28.37	28.94	29.52	30.11	30.71	31.32	31.95	32.59	33.24	33.91
17	22.96	23.42	23.89	24.37	24.85	25.35	25.86	26.37	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90	31.52	32.15	32.79	33.45	34.12	34.80
18	23.60	24.07	24.55	25.04	25.55	26.06	26.58	27.11	27.65	28.20	28.77	29.34	29.93	30.53	31.14	31.76	32.40	33.05	33.71	34.38	35.07	35.77
19	24.27	24.76	25.25	25.76	26.27	26.80	27.33	27.88	28.44	29.00	29.58	30.18	30.78	31.40	32.02	32.66	33.32	33.98	34.66	35.36	36.06	36.79
20	24.93	25.43	25.94	26.46	26.99	27.52	28.08	28.64	29.21	29.79	30.39	31.00	31.62	32.25	32.89	33.55	34.22	34.91	35.61	36.32	37.04	37.79
21	25.63	26.14	26.67	27.20	27.74	28.30	28.86	29.44	30.03	30.63	31.24	31.87	32.51	33.16	33.82	34.49	35.18	35.89	36.61	37.34	38.08	38.85

- 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: 12.08.25

- Each step represents a 2% increase

- An adjustment for minimum wage of \$.30 to each Step was made to ensure adjustments will not have to be made midyear in FY2027

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

**Baboquivari Unified School District
FY26-27 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
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: