

WILLCOX UNIFIED SCHOOL DISTRICT NO. 13
CLASSIFIED SALARY SCHEDULE
2025/2026

Positon	Minimum	Maximum
Student Employee	Min Wage	Min Wage
Playground Monitor	Min Wage	\$ 21.00
TA	\$ 15.00	\$ 21.00
TA-Specialty	\$ 15.50	\$ 22.00
Health Aide	Hrly wage	plus \$1
Bus Aide	Hrly wage	
School Secretaries	\$ 15.00	\$ 26.00
School Clerk	\$ 15.00	\$ 23.00
Accounting Supervisor	\$ 17.00	\$ 27.50
Accounts Payable Specialist	\$ 16.00	\$ 27.50
Payroll Specialist	\$ 16.00	\$ 24.50
Purchasing Specialist	\$ 16.00	\$ 24.50
Receiving Clerk	\$ 16.00	\$ 24.50
District Registrar	\$ 16.00	\$ 24.50
Migrant Clerk	\$ 16.00	\$ 24.50
Print Lab	\$ 15.50	\$ 23.00
IT Tech	\$ 16.00	\$ 24.50
Bus Driver Trainee	\$ 15.50	\$ 15.50
Bus Driver	\$ 16.50	\$ 24.00
Custodian	\$ 15.00	\$ 23.00
Head Custodian	\$ 16.00	\$ 24.50
Maintenance Technical	\$ 17.00	\$ 25.00
Mechanic	\$ 17.00	\$ 25.00
Maintenance Clerk	\$ 16.00	\$ 24.00
Groundskeeper I	\$ 16.00	\$ 24.00
Groundskeeper II	\$ 17.00	\$ 25.00

Schedule subject to change pending federal and/or state regulations.

Mimimum wage: Exempt from schedule increases/decreases, no index applied.

Experience and Placement on schedule

1. Salary credit for relevant experience in other districts or settings may be granted.
2. Employees new to a position may be credited 1% of the appropriate column base for each year of experience up to 10 years upon verification and recommendation from the supervisor.
3. Employees in a position which have been reclassified to a different column on the schedule will receive the greater of (1) schedule increase applied to current salary OR (2) 1% of the appropriate column base for each year of experience up to 10 years upon recommendation from the supervisor.

4. Employees who elect to transfer to a different position within the same grade as the current position within the same column as the current position will retain the current salary plus board granted increases. Employees who elect to transfer to a different position not in the same grade will be placed on the schedule as outlined in #2 above and will not receive board granted increases to current salary.

5. Employees who work in positions that are considered temporary part-time, seasonal or on-call as needed may be granted a percentage which is equal to one-half (1/2) of the percent increase granted to permanent full-time or permanent part-time employees for the upcoming budget year.

The supervisor/principal, after consultation with the superintendent/business manager, will recommend an hourly rate for approval by the Governing Board which may allow the placement of an individual employee to exceed the salary maximum.

GRADE 2 is reserved for student part-time help. Wage is the state determined minimum wage, which is currently \$14.70. There are no steps or lanes.

SUBSTITUTE DRIVERS shall be remunerated at the entry level of the appropriate employment grade, with increases to earnings determined by Governing Board decision.

Any substitute driver who has five (5) years or less experience and a current CDL will begin at an hourly rate equal to other current staff with similar experience.

