

APPENDIX ~~C~~ D

**2025-2026 CLASSIFICATION & PAYGRADES FOR
EDUCATIONAL SUPPORT PERSONNEL**

~~GENERAL CLERICAL~~ OFFICE/CLERICAL

PAYGRADE

Office Technician (<i>school-based</i>)	102
Parent Liaison	102
Office Specialist (<i>school-based</i>)	105
Parent & Family Engagement Specialist	105
Administrative Specialist (<i>district-based</i>)	106
Secretary I (<i>current-employee-only</i>)	current-salary

MISCELLANEOUS

Student Records Technician	102
Student Records Specialist	104
School Data Technician	105
School Data Specialist	106
Testing Center Coordinator (Haney)	107

~~ACCOUNTING & FINANCE~~

Property Records Technician	103
School Bookkeeper Technician	105
Sr. Property Records Technician	105
School Bookkeeper Specialist	106
Finance Specialist	107
Benefits Specialist	107
Payroll Specialist I	107
Payroll Specialist II	108

TECHNICAL

Background Check Specialist	103
Tele-Communication & Video Specialist	105
Instructional Technology Specialist: Media Services	106
Transportation Systems Specialist	107

~~TEACHER ASSISTANTS~~ STUDENT SUPPORT

Support Paraprofessional	101
Language Assistant	102
Instructional Paraprofessional (<i>Media, PE, Title I, ISS, Elem, MS, HS, etc.</i>)	103
• ESE, Autism	104
• Select School (<u><i>Margaret K. Lewis School, Surfside Academy, St. Andrew School, Rosenwald High School</i></u>)	105

Behavioral Paraprofessional	104
ESOL Instructional Paraprofessional	104
Job Coach-ESE	105
Voluntary Pre-Kindergarten Associate	108

CERTIFIED/LICENSED

Registered Behavior Technician	106
Licensed Practical Nurse (LPN)	107

BAY-BASE:

Aide, Community Services	101
Activity Leader	102

OPERATIONS

Custodian	101
Courier	102
Warehouse Technician	103
Head Custodian	104
Lead Warehouse Technician	104
Facilities Operations Specialist	106

MAINTENANCE

Maintenance Technician I	102
Stadium Maintenance Technician	102
Maintenance Technician II	103
Maintenance Warehouse Technician	104
Painter	104
Work Control Specialist	105
Maintenance Technician III	106
Equipment Operator	106
Equipment Mechanic	106
Automotive Mechanic (Maintenance)	108
Brick/Block Mason	108
Carpenter	108
Locksmith	108
Plumber	108
Boilerman	108
Warehouse Material Controller	109
Treatment Plant Operator/Exterminator	109
Kitchen Equipment Technician	109
Electrician	110
HVAC Refrigeration Mechanic	110
HVAC Controls Mechanic	110
Welding/Sheet metal Mechanic	110

TRANSPORTATION

School Bus Paraprofessional	101
Transportation Operations Dispatcher	102
Transportation Van Driver	102
Transportation Specialist	103
School Bus Driver	106
Mechanic	106
Service Attendant	106
Service Dispatcher	106
Vehicle Electronic Technician	108
Certified Mechanic	110

OTHER

Student Helper	Minimum wage
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NOTE:

Temporary help will be paid at the "0" experience level on the lowest level pay grade for the classification for which they are hired.

TA date: _____

BDS Chief Negotiator: _____

BESPA President: _____

MSSU Executive Director: _____

BDS Proposal #1
March 26, 2025

Category	Department	Classification	Recommended Title	Current	Proposed
Support	VARIOUS	Student Helper	Student Helper	N00	MIN WAGE
Support	SCHOOL-BASED	Support Paraprofessional	Support Paraprofessional		
Support	R L YOUNG TRANSPORTATION	Bus Paraprofessional	Bus Paraprofessional	N06	101
Support	BAY BASE	Aide, Community Services	Aide, Community Services	N20	101
Support	SCHOOL-BASED	Maid	Custodian	N06	101
Support	SCHOOL-BASED	Language Assistant	Language Assistant	N06	102
Support	BAY BASE	Activity Leader	Activity Leader	N22	102
Support	R L YOUNG TRANSPORTATION	Transportation Van Driver	Transportation Van Driver	N13	102
Support	R L YOUNG TRANSPORTATION	Transportation Operations Dispatcher	Transportation Operations Dispatcher	E24	102
Support	ATHLETICS & EXTRACURRICULAR AC	NEW (REPLACES SEMI-SKILLED CRAFTSMAN FOR STADIUM)	Stadium Maintenance Technician	E24	102
Support	SCHOOL-BASED	Office Clerk II		E14	102
Support	HUMAN RESOURCES & EMP SUPP SVC	District Receptionist	Office Technician	E14	102
Support	SCHOOL-BASED	Office Clerk I		E16	102
Support	SCHOOL-BASED	Telephone Receptionist		N08	102
Support	PROCUREMENT CONTR & MAT MGMT	Courier	Courier	N16	102
Support	MAINTENANCE-REDMON WAREHOUSE	Semi-Skilled Craftsman	Maintenance Technician I	E24	102
Support	SCHOOL-BASED	Records Clerk II - School	Student Records Technician	E21	102
Support	SCHOOL-BASED	Parent Liaison	Parent Liaison	N06	102
Support	R L YOUNG TRANSPORTATION	Transportation Specialist	Transportation Specialist	E08	103
Support	DISTRICT SAFETY & SECURITY	Background Check Specialist	Background Check Specialist	E21	103
Support	PROPERTY RECORDS	Inventory Audit Clerk I	Property Records Technician	E16	103
Support	PROCUREMENT CONTR & MAT MGMT	Warehouseman II	Warehouse Technician	E26	103
Support	MAINTENANCE-REDMON WAREHOUSE	Plumber Helper		E26	103
Support	MAINTENANCE-REDMON WAREHOUSE	Carpenter Helper	Maintenance Technician II	E26	103
Support	SCHOOL-BASED	Instructional Paraprofessional (Title I, ISS, Media, ES, MS, HS)	Instructional Paraprofessional	N08	103
Support	MAINTENANCE-REDMON WAREHOUSE	Painter	Painter	E30	104
Support	SCHOOL-BASED	Instructional Paraprofessional - Autism	Instructional Paraprofessional - Autism	N08	104
Support	SCHOOL-BASED	Instructional Paraprofessional - ESE	Instructional Paraprofessional - ESE	N10	104
Support	SCHOOL-BASED	Behavior Paraprofessional (+ Behavior Para ISS)	Behavior Paraprofessional	N30	104
Support	SCHOOL-BASED	ESOL Instructional Paraprofessional	ESOL Instructional Paraprofessional	N30	104
Support	MAINTENANCE-REDMON WAREHOUSE	Maintenance Warehouseman I	Maintenance Warehouse Technician	E30	104
Support	PROCUREMENT CONTR & MAT MGMT	Warehouseman I	Lead Warehouse Technician	E35	104
Support	SCHOOL-BASED	Head Custodian II	Head Custodian	E24	104
Support	SCHOOL-BASED	Records Clerk I	Student Records Specialist	N25	104
Support	STUDENT SERVICES	Parent Liaison	Parent & Family Engagement Program Specialist	N06	105
Support	DISTRICT SAFETY & SECURITY	Tele-Communication & Video Specialist	Tele-Communication & Video Specialist	E21	105
Support	SCHOOL-BASED	Clerk III		N03	105
Support	SCHOOL-BASED	Testing Clerk	Office Specialist	E25	105
Support	SCHOOL-BASED	Guidance Paraprofessional		N30	105
Support	MAINTENANCE-REDMON WAREHOUSE	Work Control Tech Specialist	Work Control Specialist	E26	105
Support	SCHOOL-BASED	NEW Instructional Para category - 02/13/25	Instructional Paraprofessional - Select School	N08	105
Support	PROPERTY RECORDS	Inventory Clerk I	Senior Property Records Technician	E24	105
Support	SCHOOL-BASED	Data Entry Manager II	Student Data Technician	E25	105
Support	SCHOOL-BASED	Bookkeeper II - School	School Bookkeeper Technician	E21	105
Support	SCHOOL-BASED	Employment Specialist - ESE	Job Coach-ESE	N50	105

Support	R L YOUNG TRANSPORTATION	School Bus Driver	Bus Driver	N22	106
Support	SCHOOL-BASED	NEW School Bus Driver	School Bookkeeper Specialist	E25	106
Support	SCHOOL-BASED	Data Entry Manager III	Student Data Specialist	E21	106
Support	MAINTENANCE-REDMON WAREHOUSE	Electrical Helper		E26	106
Support	MAINTENANCE-REDMON WAREHOUSE	HVAC Helper	Maintenance Technician III	E26	106
Support	R L YOUNG TRANSPORTATION	Mechanic II	Mechanic	E30	106
Support	MAINTENANCE-REDMON WAREHOUSE	Equipment Operator	Equipment Operator	E30	106
Support	MAINTENANCE-REDMON WAREHOUSE	Bookkeeper I		E25	106
Support	THERAPY & DIAGNOSTIC CENTER	Child Find Assistant, Instructional Spec. Assistant	Administrative Specialist	E21	106
Support	VARIOUS	Service Attendant	Service Attendant	E35	106
Support	R L YOUNG TRANSPORTATION	Instructional Technology Specialist - Media Services	Instructional Technology Specialist - Media Services	E38	106
Support	INST TECHNOLOGY & MEDIA SVCS	Service Dispatcher	Service Dispatcher	E39	106
Support	R L YOUNG TRANSPORTATION	Equipment Mechanic	Equipment Mechanic	E38	106
Support	MAINTENANCE-REDMON WAREHOUSE	Facilities Operations Specialist	Facilities Operations Specialist	E35	106
Support	FACILITIES	Registered Behavior Technician	Registered Behavior Technician	N42	106
Support	SCHOOL-BASED	LPN	LPN	N43	107
Support	SCHOOL-BASED	Bookkeeper I - Finance	Finance Specialist	E25	107
Support	BUSINESS OFFICE	Benefits Specialist	Benefits Specialist	E25	107
Support	PAYROLL	Payroll Specialist I	Payroll Specialist I	E25	107
Support	PAYROLL	Application Support Analyst	Transportation System Specialist	E35	107
Support	TRANSPORTATION	Records Clerk II - School	Testing Center Coordinator (Haney)	E21	107
Support	#N/A	Payroll Specialist II	Payroll Specialist II	E32	108
Support	PAYROLL	Voluntary Pre-K Associate	Voluntary Pre-K Associate	N50	108
Support	SCHOOL-BASED	Carpenter	Carpenter	E35	108
Support	MAINTENANCE-REDMON WAREHOUSE	Auto Mechanic	Auto Mechanic	E39	108
Support	MAINTENANCE-REDMON WAREHOUSE	Boilerman	Boilerman	E38	108
Support	MAINTENANCE-REDMON WAREHOUSE	Brick/Block Mason	Brick/Block Mason	E35	108
Support	MAINTENANCE-REDMON WAREHOUSE	Locksmith	Locksmith	E35	108
Support	MAINTENANCE-REDMON WAREHOUSE	Plumber	Plumber	E35	108
Support	MAINTENANCE-REDMON WAREHOUSE	Treatment Plant Operator/Exterminator	Treatment Plant Operator/Exterminator	E35	109
Support	MAINTENANCE-REDMON WAREHOUSE	Kitchen Equipment Technician	Kitchen Equipment Technician	E38	109
Support	MAINTENANCE-REDMON WAREHOUSE	Warehouse Material Controller	Warehouse Material Controller	E50	109
Support	MAINTENANCE-REDMON WAREHOUSE	Vehicle Electronic Technician	Vehicle Electronic Technician	E47	109
Support	R L YOUNG TRANSPORTATION	Welding/Sheetmetal Mechanic	Welding/Sheetmetal Mechanic	E38	110
Support	MAINTENANCE-REDMON WAREHOUSE	Electrician	Electrician	E38	110
Support	MAINTENANCE-REDMON WAREHOUSE	HVAC Refrigeration Mechanic	HVAC Refrigeration Mechanic	E38	110
Support	MAINTENANCE-REDMON WAREHOUSE	HVAC Controls Mechanic	HVAC Controls Mechanic	E45	110
Support	MAINTENANCE-REDMON WAREHOUSE	Certified Mechanic	Certified Mechanic	E68	110
Support	R L YOUNG TRANSPORTATION	Secretary I (CURRENT EMPLOYEE ONLY)	Secretary I		
Support	SCHOOL-BASED				Current salary