

**EDUCATIONAL SUPPORT PERSONNEL  
(From the Salary Placement Schedule)**

- A. All educational support employees are paid an hourly rate **or salary** according to the employee's paygrade and years' experience using Placement Schedule 3, 3A, 3B or 3C.
- L. A current support employee moving to another support position with a higher pay grade on Salary Placement Schedule 3 will have their current salary increased to an amount equal to the difference between the current pay grade and the new pay grade at the **zero (0)** level.

**A current support employee moving to a lesser pay grade on Salary Placement Schedule 3 will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using related experience at the new pay grade, whichever will benefit the employee.**

The Support Placement Schedule 3 will be used to determine an employee's beginning salary for the following situations:

- A support position being hired for **from** outside the District
- An employee that is currently being paid from another Salary Placement Schedule
- **An employee that is changing from a 10-month pay grade to a 12-month pay grade or a 12-month pay grade to a 10-month pay grade within the support schedule**
- ~~A current support employee moving to another support position with a lesser pay grade on Placement Schedule 3~~

Deleted language is identified with a ~~strikethrough~~.  
New language is identified in **boldface and is underlined**.