

# **COMPENSATION PLAN FOR THE DEPARTMENT OF EDUCATION**

**STATE OF HAWAII  
DEPARTMENT OF EDUCATION**

**Office of Talent Management  
Personnel Management Branch  
Classification and Compensation Section**

**January 1, 2026**

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**TABLE OF PAY GROUPS AND BARGAINING UNIT CODES**

NO.	PAY GROUP **	BARGAINING UNIT (BU) CODES*				
		Included Codes		Excluded Codes***		
		Non-Supvry	Supvry	Non-Supvry	Supvry	Mgrl
01	Blue Collar, Non-Supervisory	01	--	61	--	--
02	Blue Collar, Supervisory	--	02	--	82	30
03	White Collar, Non-Supervisory	03	--	63	--	--
04	White Collar, Supervisory	--	04	--	84	31
09	Registered Professional Nurse	09	29	79	99	32
10	Institutional, Health and Correctional Worker	10	20	70	90	33
13	Professional & Scientific	13	23	73	93	35

\*BU Codes: Refer to the code numbers used for transaction and recordkeeping purposes.

\*\*PAY Group: Refers to the salary schedule of pay rates applicable.

\*\*\*For administrative convenience, classes with excluded designation codes are placed alongside their included BU counterparts.

**REASONS FOR EXCLUSION FROM COLLECTIVE BARGAINING**

Code

- A Elected Official
- B Appointed Official
- C Member of a Board or Commission
- D Director or Chief of Department or Agency
- E Assistant Director or Chief of Department or Agency
- F Chief of Major Division or Department
- G Assistant Chief of Major Division
- H Top Level Managerial and Administrative Personnel
- J Confidential Employee in Employee-Employer Relations
- K Part-Time Employee: Less than 20 Hours Per Week
- L Temporary Employee of 3 Months Duration or Less
- R Student Helper
- S Chief Staff Officer
- T Director, Attached Agency
- U Assistant Director, Attached Agency
- V Secretary to Excluded Manager
- W Legal Counsel

## **EXPLANATORY REMARKS**

### **BARGAINING UNIT DESIGNATIONS** (BU Column)

The number indicates the Bargaining Unit (BU) designation most commonly used for the positions in the class. The designation of a class and other BU information contained in the compensation plans should be used only as a general guide. Offices responsible for processing position and employee actions should refer to the official BU designation code posted on the individual position description for the proper BU code to use in processing actions.

### **EQUAL EMPLOYMENT OPPORTUNITY JOB CATEGORY CODES for** **EDUCATIONAL INSTITUTES** (EEO Column)

- 1 Official and Administrators, and Managers
- 2 Principals
- 3 Assistant Principals (Teaching)
- 4 Assistant Principals (Non-Teaching)
- 5 Classroom Teacher (Elementary)
- 6 Classroom Teacher (Secondary)
- 7 Classroom Teacher (Other)
- 8 Guidance
- 9 Psychological
- 10 Librarians and Audio-Visual
- 11 Consultants and Supervisors of Instructions
- 12 Other Professional Staff
- 13 Teacher Aide
- 14 Technicians
- 15 Clerical/Secretarial
- 16 Service Workers
- 17 Skilled Crafts
- 18 Laborers
- 20 Professional Instructional
- 26 Other Professional Staff

**FAIR LABOR STANDARDS ACT  
DESIGNATIONS  
(FLSA Column)**

For administrative convenience, we have reviewed the classes in our compensation plans and, based on general application of Fair Labor Standards Act (FLSA) guidelines, have coded the classes to indicate whether positions in the class may be *exempt* (E) or *non-exempt* (N) from minimum wage and overtime provisions of the FLSA. Additionally, a number of classes do not readily lend themselves to blanket FLSA designations. These classes have been coded *review* (R). Positions in such classes must be reviewed individually to determine the appropriate FLSA status.

The FLSA designations of a class contained in the compensation plans should be used only as a general guide. Offices should refer to the U.S. Department of Labor's web page: <https://www.dol.gov/whd/flsa/> for guidance.

**SYMBOLS**

+ Accidental Injury Leave – refers to classes covered under Section 78-24, Hawaii Revised Statutes (Act 64, SLH 1963).

\* Obsolete Classes – refers to classes to be abolished upon the vacancy of all incumbents.

# Classes to Be Abolished – refers to classes to be abolished in the next fiscal year.

# **PART I.**

# **WHITE COLLAR PLAN**

**STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
COMPENSATION PLAN  
AS OF 1/1/2026**

<b>CLASS CODE</b>	<b>CLASS TITLE</b>	<b>SALARY RANGE</b>	<b>BU</b>	<b>REASON FOR EXCL</b>	<b>EEO</b>	<b>FLSA</b>
<b>PART I WHITE COLLAR PLAN (CIVIL SERVICE)</b>						
<b>I. <u>CLERICAL AND ALLIED</u></b>						
<b>A. GENERAL CLERICAL</b>						
8A.011	CLERICAL SUPERVISOR I	SR 10	4		15	R
8A.012	CLERICAL SUPERVISOR II	SR 12	4		15	R
8A.013	CLERICAL SUPERVISOR III	SR 14	4		15	E
8A.014	CLERICAL SUPERVISOR IV	SR 16	4		15	E
8A.016	OFFICE ASSISTANT II	SR 06	3		15	N
8A.017	OFFICE ASSISTANT III	SR 08	3		15	N
8A.018	OFFICE ASSISTANT IV	SR 10	3		15	N
8A.019	OFFICE ASSISTANT V	SR 12	3		15	N
<b>B. SECRETARIAL</b>						
8A.147	SECRETARY I	SR 12	3		15	N
8A.149	SECRETARY II	SR 14	3		15	N
8A.150	SECRETARY III	SR 16	63	J	15	R
8A.151	SECRETARY IV	SR 18	63	JV	15	E
8A.158	PRIVATE SECRETARY I	SR 20	63	J	15	E
8A.159	PRIVATE SECRETARY II	SR 22	63	J	15	E
8A.163	EXEC SECRETARY TO THE SUPT	SR 26	63	J	15	E
<b>C. OFFICE MACHINE OPERATION</b>						
8A.260	TELEPROCESSING SYSTEM MONITOR	SR 13	3		14	N
8A.269	DATA PROC USER SUPP TECH I	SR 13	3		14	N
8A.270	DATA PROC USER SUPP TECH II	SR 15	3		14	N
8A.287	NETWORK CONTROL SUPERVISOR	SR 17	4		14	N
8A.289	COMPUTER OPERATOR I	SR 13	3		14	N
8A.291	COMPUTER OPERATOR II	SR 15	3		14	N
8A.293	COMPUTER OPERATOR III	SR 17	3		14	N
8A.307	TELEVISION PRODUCTION TECH	SR 13	3		14	N
8A.308	TELEVISION PRODUCTION CREW CHIEF	SR 17	4		14	E
8A.310	TELEVISION PRODUCTION SVCS SUPVR	SR 23	4		14	E
<b>D. FISCAL RECORD KEEPING AND ALLIED</b>						
8A.336	ACCOUNT CLERK I	SR 6	3		15	N
8A.337	ACCOUNT CLERK II	SR 8	3		15	N
8A.338	ACCOUNT CLERK III	SR 11	3		15	N

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8A.339	ACCOUNT CLERK IV	SR 13	3		15	N
8A.341	ACCOUNT CLERK V	SR 15	3		15	N
8A.370	CASHIER I	SR 10	3		15	N
8A.375	CASHIER II	SR 12	3		15	N
8A.407	PRE AUDIT CLERK I	SR 11	3		15	N
8A.409	PRE AUDIT CLERK II	SR 13	3		15	N
8A.411	PRE AUDIT CLERK III	SR 15	3		15	N
8A.412	PRE AUDIT CLERK IV	SR 17	4		15	R
<b>E. PERSONNEL</b>						
8A.515	HUMAN RESOURCES ASSISTANT II	SR 7	63	J	15	N
8A.517	HUMAN RESOURCES ASSISTANT III	SR 9	63	J	15	N
8A.519	HUMAN RESOURCES ASSISTANT IV	SR 11	63	J	15	N
8A.521	HUMAN RESOURCES ASSISTANT V	SR 13	63	J	15	N
8A.523	HUMAN RESOURCES TECHNICIAN VI	SR 15	63	J	15	N
8A.524	HUMAN RESOURCES TECHNICIAN VII	SR 17	63	J	15	R
8A.530	HUMAN RESOURCES REGIONAL ASSISTANT I	SR 9	63	J	15	N
8A.531	HUMAN RESOURCES REGIONAL ASSISTANT II	SR 11	63	J	15	N
8A.532	HUMAN RESOURCES REGIONAL ASSISTANT III	SR 13	63	J	15	N
<b>F. PURCHASING, PROPERTY RECORDS AND ALLIED</b>						
8A.560	PROCUREMENT AND CONTRACTS CLERK I	SR 10	3		15	N
8A.561	PROCUREMENT AND CONTRACTS CLERK II	SR 12	3		15	N
8A.571	PURCHASING TECHNICIAN I	SR 11	3		15	N
8A.572	PURCHASING TECHNICIAN II	SR 13	3		15	N
8A.575	PROCUREMENT AND CONTRACTS ASSISTANT	SR 15	3		15	N
8A.607	COMMODITY DISTRIBUTION ASSISTANT	SR 15	3		15	N
8A.609	CONTRACTS ASSISTANT I	SR 13	3		15	N
8A.610	CONTRACTS ASSISTANT II	SR 15	3		15	N
8A.638	INVENTORY CLERK	SR 13	3		15	N
8A.641	STORE CLERK I	SR 6	3		15	N
8A.643	STORE CLERK II	SR 8	3		15	N
8A.645	STOREKEEPER I	SR 11	3		15	N
8A.647	STOREKEEPER II	SR 13	4		15	R
8A.695	LEGAL CLERK	SR 14	3		15	N
<b>G. MISCELLANEOUS</b>						
8A.825	STAFF SERVICES ASSISTANT	SR 14	3		15	N

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8A.831	BUSINESS SERVICES SUPVR I	SR 16	3		15	N
8A.832	BUSINESS SERVICES SUPVR II	SR 18	4		15	R
8A.833	BUSINESS SERVICES SUPVR III	SR 20	4		15	R
8A.837	SCHOOL ADM SVCS ASST I	SR 12	4		15	N
8A.839	SCHOOL ADM SVCS ASST II	SR 14	4		15	N
8A.840	SCHOOL ADM SVCS ASST III	SR 16	4		15	N
8A.842	SCHOOL ADM SVCS ASST IV	SR 18	4		15	N
8A.850	TEACHER LICENSING CLERK	SR 12	3		15	N

**II. MANAGEMENT, STAFF AND ALLIED**

**A. GENERAL ADMINISTRATION**

8B.000	PROFESSIONAL TRAINEE I	SR 16	13		12	N
8B.001	PROFESSIONAL TRAINEE II	SR 18	13		12	N
8B.002	PROFESSIONAL WORKER III	SR 20	13		12	N
8B.005	GENERAL PROFESSIONAL III	SR 20	13		12	R
8B.006	GENERAL PROFESSIONAL IV	SR 22	13		12	R
8B.007	GENERAL PROFESSIONAL V	SR 24	13		12	R
8B.008	GENERAL PROFESSIONAL VI	SR 26	13		12	R
8B.009	GENERAL PROFESSIONAL VII	SR 28	23		12	E
8B.010	SCHOOL BUS TRANSP OFFCR II	SR 16	4		16	N
8B.011	SCHOOL BUS TRANSP OFFCR III	SR 18	4		16	N
8B.014	PUBLIC HEALTH SUPERVISOR	SR 26	23		12	R
8B.015	MENTAL HEALTH SUPERVISOR I	SR 24	23		12	E
8B.016	MENTAL HEALTH SUPERVISOR II	SR 26	23		12	E
8B.017	MENTAL HEALTH SUPERVISOR III	SR 28	23		12	E
8B.032	ADMINISTRATIVE SERVICES ASST	SR 22	13		12	R
8B.062	SCHOOL LUNCH SVCS SUPVR	SR 24	13		12	E
8B.065	SCHOOL CUSTODIAL SERVICES SUPT	SR 21	4		16	E
8B.118	CIVIL RIGHTS SPECIALIST V	SR 24	13		12	R
8B.128	HEALTH CARE CNTRCTS & REIM MGR	SR 26	93	J	12	E
8B.136	DEPARTMENTAL CONTRACTS SPECIALIST	SR 22	13		12	R
8B.141	LEGAL ASSISTANT II	SR 18	13		12	N
8B.142	LEGAL ASSISTANT III	SR 20	13		12	N

**B. FISCAL, ACCOUNTING AND ALLIED**

8B.311	ACCOUNTANT I	SR 16	13		12	N
8B.313	ACCOUNTANT II	SR 18	13		12	N

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8B.316	ACCOUNTANT III	SR 20	13		12	R
8B.318	ACCOUNTANT IV	SR 22	13		12	R
8B.320	ACCOUNTANT V	SR 24	13		12	R
8B.322	ACCOUNTANT VI	SR 26	23		12	E
8B.360	WORK PROGRAM SPECIALIST IV	SR 22	13		12	E
8B.361	WORK PROGRAM SPECIALIST V	SR 24	13		12	E
8B.380	CLAIMS PRE AUDIT SUPERVISOR	SR 22	23		12	E
<b>C. MISCELLANEOUS FISCAL</b>						
8B.550	COMPUTER PROGRAMMER I	SR 16	13		14	N
8B.551	COMPUTER PROGRAMMER II	SR 18	13		14	N
8B.553	COMPUTER PROGRAMMER III	SR 20	13		14	R
8B.555	COMPUTER PROGRAMMER IV	SR 22	13		12	E
8B.557	COMPUTER PROGRAMMER V	SR 24	13		12	E
<b>D. PROPERTY MANAGEMENT AND ALLIED</b>						
8B.607	SCHOOL LANDS & FACS SPCLT	SR 22	13		12	E
8B.609	PROCUREMENT & SUPPLY SPCLT I	SR 16	13		12	N
8B.610	PROCUREMENT & SUPPLY SPCLT II	SR 18	13		12	N
8B.611	PROCUREMENT & SUPPLY SPCLT III	SR 20	13		12	R
8B.612	PROCUREMENT & SUPPLY SPCLT IV	SR 22	13		12	R
8B.626	PURCHASING SPCLT I	SR 16	13		12	N
8B.627	PURCHASING SPCLT II	SR 18	13		12	N
8B.628	PURCHASING SPCLT III	SR 20	13		12	R
8B.629	PURCHASING SPCLT IV	SR 22	13		12	R
8B.630	PURCHASING SPCLT V	SR 24	23		12	E
8B.650	PROCUREMENT & CONTRACTS SUPP SPCLT I	SR 16	13		12	N
8B.651	PROCUREMENT & CONTRACTS SUPP SPCLT II	SR 18	13		12	N
8B.652	PROCUREMENT & CONTRACTS SUPP SPCLT III	SR 20	13		12	E
8B.653	PROCUREMENT & CONTRACTS SUPP SPCLT IV	SR 22	13		12	E
8B.654	PROCUREMENT & CONTRACTS SUPP SPCLT V	SR 24	13		12	E
8B.655	PROCUREMENT & CONTRACTS SUPP SPCLT VI	SR 26	23		12	E
8B.670	GENERAL MAINTENANCE & SVCS SUPT	SR 24	4		17	E
8B.760	PROPERTY MANAGER I	SR 16	13		12	N
8B.762	PROPERTY MANAGER II	SR 18	13		12	N
8B.764	PROPERTY MANAGER III	SR 20	13		12	R
8B.766	PROPERTY MANAGER IV	SR 22	13		12	R
8B.768	PROPERTY MANAGER V	SR 24	13		12	R

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<b>E. RESEARCH, PLANNING, STATISTICS AND ALLIED</b>						
8B.806	RESEARCH STATISTICIAN I	SR 16	13		12	N
8B.807	RESEARCH STATISTICIAN II	SR 18	13		12	N
8B.808	RESEARCH STATISTICIAN III	SR 20	13		12	N
8B.809	RESEARCH STATISTICIAN IV	SR 22	13		12	N
8B.810	RESEARCH STATISTICIAN V	SR 24	23		12	E
8B.811	RESEARCH STATISTICIAN VI	SR 26	23		12	E
8B.812	RESEARCH STATISTICIAN VII	SR 28	93	HJ	12	E
8B.843	PLANNER I	SR 16	13		12	N
8B.844	PLANNER II	SR 18	13		12	N
8B.845	PLANNER III	SR 20	13		12	N
8B.846	PLANNER IV	SR 22	13		12	R
8B.847	PLANNER V	SR 24	13		12	E
8B.848	PLANNER VI	SR 26	23		12	E
8B.849	PLANNER VII	SR 28	23		12	E
8B.851	ENERGY CONSERVATION COORD	SR 24	13		12	R
<b>F. PERSONNEL AND TRAINING</b>						
8B.862	HUMAN RESOURCES SPECIALIST I	SR 16	73	J	12	N
8B.864	HUMAN RESOURCES SPECIALIST II	SR 18	73	J	12	N
8B.865	HUMAN RESOURCES SPECIALIST III	SR 20	73	J	12	R
8B.867	HUMAN RESOURCES SPECIALIST IV	SR 22	73	J	12	R
8B.868	HUMAN RESOURCES SPECIALIST V	SR 24	73	J	12	R
8B.871	HUMAN RESOURCES SPECIALIST VI	SR 26	93	J	12	E
<b>G. MANAGEMENT ANALYSIS</b>						
8B.901	MANAGEMENT ANALYST I	SR 16	73	J	12	N
8B.902	MANAGEMENT ANALYST II	SR 18	73	J	12	N
8B.904	MANAGEMENT ANALYST III	SR 20	73	J	12	N
8B.906	MANAGEMENT ANALYST IV	SR 22	73	J	12	R
8B.907	MANAGEMENT ANALYST V	SR 24	73	J	12	E
8B.909	MANAGEMENT ANALYST VI	SR 26	93	J	12	E
8B.935	DATA PROCESSING SYSTEMS ANALYST I	SR 16	13		12	N
8B.936	DATA PROCESSING SYSTEMS ANALYST II	SR 18	13		12	N
8B.937	DATA PROCESSING SYSTEMS ANALYST III	SR 20	13		12	E
8B.938	DATA PROCESSING SYSTEMS ANALYST IV	SR 22	13		12	E
8B.939	DATA PROCESSING SYSTEMS ANALYST V	SR 24	13		12	E

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8B.940	DATA PROCESSING SYSTEMS ANALYST VI	SR 26	23		12	E
<b>H. INFORMATION AND PUBLICATION</b>						
8B.976	ILLUSTRATOR-PHOTOGRAPHER	SR 17	3		14	R
<b>III. SOCIAL SERVICES, PUBLIC EMPLOYMENT AND ALLIED</b>						
<b>A. SOCIAL WORK AND ALLIED</b>						
8C.102	SOCIAL WORKER II	SR 18	13		12	N
8C.103	SOCIAL WORKER III	SR 20	13		12	N
8C.104	SOCIAL WORKER IV	SR 22	13		12	E
8C.105	SOCIAL WORKER V	SR 24	13		12	E
8C.106	SOCIAL WORKER VI	SR 26	23		12	E
8C.107	SOCIAL WORKER VII	SR 28	23		12	E
8C.108	HUMAN SVCS PROF I	SR 16	13		12	N
8C.109	HUMAN SVCS PROF II	SR 18	13		12	N
8C.110	HUMAN SVCS PROF III	SR 20	13		12	N
8C.111	HUMAN SVCS PROF IV	SR 22	13		12	E
8C.112	HUMAN SVCS PROF V	SR 24	23		12	E
8C.113	HUMAN SVCS PROF VI	SR 26	23		12	E
8C.114	HUMAN SVCS PROF VII	SR 28	23		12	E
<b>B. MISCELLANEOUS SOCIAL SERVICES AND ALLIED</b>						
8C.372	PROGRAM SPECIALIST III	SR 20	13		12	R
8C.373	PROGRAM SPECIALIST IV	SR 22	13		12	R
8C.374	PROGRAM SPECIALIST V	SR 24	13		12	R
8C.375	PROGRAM SPECIALIST VI	SR 26	23		12	E
<b>C. PSYCHOLOGY</b>						
8C.428	CLINICAL PSYCHOLOGIST ASST III	SR 20	13		9	N
8C.429	CLINICAL PSYCHOLOGIST ASST IV	SR 22	13		9	N
8C.431	CLINICAL PSYCHOLOGIST V	SR 24	13		9	R
8C.432	CLINICAL PSYCHOLOGIST VI	SR 26	13		9	R
8C.433	CLINICAL PSYCHOLOGIST VII	SR 28	23		9	R
8C.434	CLINICAL PSYCHOLOGIST VIII	SR 30	23		9	R
<b>D. RECREATION, INSTRUCTION AND ALLIED</b>						
8C.453	BEHAVIORAL HEALTH SPECIALIST III	SR 20	13		9	N

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8C.454	BEHAVIORAL HEALTH SPECIALIST IV	SR 22	13		9	E
8C.478	CAREER EDUCATION ASST	SR 12	3		8	N
*8C.499	BEHAVIORAL SPECIALIST III	SR 20	13		9	N
*8C.500	BEHAVIORAL SPECIALIST IV	SR 22	13		9	E
8C.501	BEHAVIORAL HEALTH SPECIALIST V	SR 24	23		9	E
8C.515	SCHOOL MUSEUM COORD	SR 13	3		14	N
8C.530	EDUCATIONAL INTERPRETER I	SR 14	3		14	N
8C.531	EDUCATIONAL INTERPRETER II	SR 16	3		14	N
8C.532	EDUCATIONAL INTERPRETER III	SR 18	3		14	N
8C.540	COMMUNITY RELATIONS PROGRAM ASST	SR 15	3		14	N
<b>E. INSTITUTIONAL REHABILITATION-CARE-CUSTODY</b>						
8C.592	HOUSEPARENT DF-BLND (E)	HE 3	10		14	N
8C.593	HOUSEPARENT DF-BLND (FP)	HE 5	10		14	N
8C.594	HEAD HOUSEPARENT DF-BLND	HE 7	10		14	N
8C.605	SCHOOL DORM ATTENDANT	HE 3	10		16	N
8C.606	SCHOOL DORM SUPERVISOR	HE 7	10		16	N
<b>IV. <u>LIBRARIAN</u></b>						
<b>A. GENERAL</b>						
8D.040	LIBRARY ASSISTANT II	SR 05	3		13	N
8D.041	LIBRARY ASSISTANT III	SR 07	3		13	N
8D.042	LIBRARY ASSISTANT IV	SR 09	3		13	N
8D.043	LIBRARY TECHNICIAN V	SR 11	3		14	N
8D.044	LIBRARY TECHNICIAN VI	SR 13	3		14	N
8D.045	LIBRARY TECHNICIAN VII	SR 15	3		14	N
8D.046	LIBRARY TECHNICIAN VIII	SR 17	3		14	N
8D.074	LIBRARIAN II	SR 18	13		10	N
8D.076	LIBRARIAN III	SR 20	13		10	R
8D.078	LIBRARIAN IV	SR 22	23		10	E
8D.080	LIBRARIAN V	SR 24	23		10	E
8D.082	LIBRARIAN VI	SR 26	23		10	E

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<b><u>V. PUBLIC HEALTH AND MEDICAL CARE</u></b>						
<b>A. THERAPY SERVICE</b>						
8F.279	SCHOOL BASED OCC THERAPY ASST (E)	HE 08	10		14	N
8F.280	SCHOOL BASED OCC THERAPY ASST (FP)	HE 10	10		14	N
8F.286	OCCUPATIONAL THERAPIST III	SR 20	13		12	E
8F.287	OCCUPATIONAL THERAPIST IV	SR 22	13		12	E
8F.298	OCCUPATIONAL THERAPIST V	SR 24	23		12	E
8F.312	SCHOOL BASED PHYS THERAPY ASST (E)	HE 08	10		14	N
8F.313	SCHOOL BASED PHYS THERAPY ASST (FP)	HE 10	10		14	N
8F.321	PHYSICAL THERAPIST III	SR 20	13		12	E
8F.322	PHYSICAL THERAPIST IV	SR 22	13		12	E
8F.332	PHYSICAL THERAPIST V	SR 24	13		12	E
8F.386	NEUROTRAINING THERAPIST III	SR 20	13		12	N
8F.387	NEUROTRAINING THERAPIST IV	SR 22	13		12	R
<b>B. NURSING SERVICE</b>						
8F.452	REGISTERED PROF NURSE II	SR 18	9		12	N
8F.453	REGISTERED PROF NURSE III	SR 20	9		12	E
8F.454	REGISTERED PROF NURSE IV	SR 22	9		12	E
8F.455	REGISTERED PROF NURSE V	SR 24	29		12	E
8F.456	REGISTERED PROF NURSE VI	SR 26	29		12	E
<b>C. MEDICAL SUPPORT SERVICE</b>						
8F.763	SCHOOL HEALTH ASSISTANT I	SR 09	3		14	N
8F.764	SCHOOL HEALTH ASSISTANT II	SR 11	3		14	N
<b><u>VI. ENGINEERING AND ALLIED</u></b>						
<b>A. CIVIL, MECHANICAL, STRUCTURAL, SANITATION AND ALLIED</b>						
8G.001	ENGINEER I	EN 18	13		12	N
8G.002	ENGINEER II	EN 20	13		12	N
8G.003	ENGINEER III	EN 22	13		12	N
8G.004	ENGINEER IV	EN 24	13		12	E
8G.005	ENGINEER V	EN 26	13		12	E
8G.006	ENGINEER VI	EN 28	23		12	E

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<b>B. MISCELLANEOUS</b>						
8G.301	LANDSCAPE ARCHITECT IV	SR 22	13		12	E
8G.302	LANDSCAPE ARCHITECT V	SR 24	13		12	E
8G.303	LANDSCAPE ARCHITECT VI	SR 26	23		12	E
*8G.351	FACILITIES PROJECT MANAGER I	SR 18	13		12	N
*8G.352	FACILITIES PROJECT MANAGER II	SR 20	13		12	N
*8G.353	FACILITIES PROJECT MANAGER III	SR 22	13		12	N
*8G.354	FACILITIES PROJECT MANAGER IV	SR 24	13		12	E
*8G.355	FACILITIES PROJECT MANAGER V	SR 26	13		12	E
*8G.356	FACILITIES PROJECT MANAGER VI	SR 28	23		12	E
<b>C. ARCHITECTURE</b>						
8G.405	ARCHITECT I	AR 18	13		12	N
8G.410	ARCHITECT II	AR 20	13		12	N
8G.415	ARCHITECT III	AR 22	13		12	N
8G.420	ARCHITECT IV	AR 24	13		12	E
8G.424	ARCHITECT V	AR 26	13		12	E
8G.429	ARCHITECT VI	AR 28	23		12	E
<b>D. TECHNICAL ENGINEERING</b>						
8G.502	ENGINEERING AID I	SR 07	3		14	N
8G.504	ENGINEERING AID II	SR 09	3		14	N
8G.506	ENGINEERING AID III	SR 11	3		14	N
8G.508	ENGINEERING AID IV	SR 13	3		14	N
8G.509	ENGINEERING TECHNICIAN V	SR 15	3		14	N
8G.512	ENGINEERING TECHNICIAN VI	SR 17	3		14	N
8G.514	ENGINEERING TECHNICIAN VII	SR 19	3		14	R
8G.516	ENGINEERING TECHNICIAN VIII	SR 21	4		14	R
<b>E. DRAFTING</b>						
8G.606	DRAFTING AID II	SR 09	3		14	N
8G.607	DRAFTING TECHNICIAN III	SR 11	3		14	N
8G.608	DRAFTING TECHNICIAN IV	SR 13	3		14	N
8G.609	DRAFTING TECHNICIAN V	SR 15	3		14	N
8G.610	DRAFTING TECHNICIAN VI	SR 17	3		14	N
8G.611	DRAFTING TECHNICIAN VII	SR 19	3		14	R
8G.612	DRAFTING TECHNICIAN VIII	SR 21	4		14	R

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<b><u>VII. REGULATORY, ENFORCEMENT AND PUBLIC SAFETY</u></b>						
<b>A. CONSTRUCTION INSPECTION AND ALLIED</b>						
8H.005	BUILDING CONSTRUCTION INSPECTOR I	SR 16	3		17	N
8H.010	BUILDING CONSTRUCTION INSPECTOR II	SR 19	3		17	N
8H.015	BUILDING CONSTRUCTION INSPECTOR III	SR 21	3		17	N
<b>B. MISCELLANEOUS</b>						
8H.827	SCHOOL SECURITY ATTENDANT I	SR 07	3		16	N
8H.828	SCHOOL SECURITY ATTENDANT II	SR 09	3		16	N
8H.829	SCHOOL SECURITY ATTENDANT III	SR 11	3		16	N
8H.830	SCHOOL SAFETY & SECURITY OFFICER	SR 13	4		16	E

# **PART II.**

# **BLUE COLLAR PLAN**

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<b>VIII. LABOR, CUSTODIAL AND DOMESTIC SERVICES</b>						
<b>A. GENERAL LABORING, GROUNDS MAINTENANCE AND ALLIED</b>						
8J.005	GENERAL LABORER I	BC 02	1		18	N
8J.010	GENERAL LABORER II	BC 03	1		18	N
8J.015	GENERAL LABORER III	WS 03	1		18	N
8J.072	SCHOOL GROUND MTNCE SUPERVISOR	F3 04	2		16	E
<b>B. FARMING AND ANIMAL CARE</b>						
8J.200	FARM MANAGER I	F2 03	2		16	R
8J.205	FARM MANAGER II	F3 03	2		16	R
<b>C. JANITORIAL AND ALLIED</b>						
8J.310	JANITOR I	BC 01	1		16	N
8J.315	JANITOR II	BC 02	1		16	N
8J.320	JANITOR III	WS 02	1		16	N
8J.325	JANITOR SUPERVISOR I	F1 02	2		16	R
8J.330	JANITOR SUPERVISOR II	F2 02	2		16	R
8J.335	JANITOR SUPERINTENDENT	GF 02	2		16	R
8J.342	SCHOOL CUSTODIAN II	BC 02	1		16	N
8J.343	SCHOOL CUSTODIAN III	WS 02	1		16	N
8J.344	SCHOOL CUSTODIAN IV	F1 02	2		16	N
8J.345	SCHOOL CUSTODIAN V	F2 02	2		16	E
8J.346	UTILITY WORKER	BC 03	1		16	N
8J.348	UTILITY CREW SUPERVISOR	F1 03	2		16	R
8J.349	SCHOOL CUSTODIAL SVCS SUPVR	F3 04	2		16	E
8J.360	SWIMMING POOL CUSTODIAN	BC 05	1		16	N
8J.362	SCHOOL & SWMG POOL CUSTODIAN III	WS 05	1		16	N
8J.364	SCHOOL & SWMG POOL CUSTODIAN IV	F1 05	2		16	N
8J.365	SCHOOL & SWMG POOL CUSTODIAN V	F2 05	2		16	E
<b>D. FOOD, LAUNDRY AND ALLIED SERVICES</b>						
8J.460	CAFETERIA HELPER	BC 02	1		16	N
8J.480	FOOD SERVICES DRIVER	BC 03	1		16	N
8J.505	SCHOOL BAKER	BC 06	1		16	N
8J.540	SCHOOL COOK I	BC 04	1		16	N
8J.541	SCHOOL COOK II	BC 06	1		16	N
8J.596	SCHOOL FOOD SERVICES MGR I	WF 06	2		16	N
8J.597	SCHOOL FOOD SERVICES MGR II	F1 06	2		16	N

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8J.598	SCHOOL FOOD SERVICES MGR III	F2 06	2		16	E
8J.599	SCHOOL FOOD SERVICES MGR IV	F3 06	2		16	E
8J.600	SCHOOL FOOD SERVICES MGR V	GF 06	2		16	E

**IX. TRADES, EQUIPMENT OPERATION AND ALLIED**

**A. CARPENTRY**

8K.010	CARPENTER I	BC 09	1		17	N
8K.015	CARPENTER II	WS 09	1		17	N
8K.020	CARPENTER SUPERVISOR I	F1 09	2		17	R
8K.021	CARPENTER SUPERVISOR II	F2 09	2		17	R
8K.022	CABINET MAKER I	BC 10	1		17	N
8K.023	CABINET MAKER II	WS 10	1		17	N
8K.025	CABINET MAKER SUPERVISOR	F2 10	2		17	E

**B. ELECTRICAL**

8K.055	ELECTRICIAN I	BC 10	1		17	N
8K.060	ELECTRICIAN II	WS 10	1		17	N
8K.065	ELECTRICIAN SUPERVISOR I	F1 10	2		17	R
8K.066	ELECTRICIAN SUPERVISOR II	F2 10	2		17	R
8K.067	AUTOMATED SYSTS EQUIP TECH I	BC 14	1		14	N
8K.068	AUTOMATED SYSTS EQUIP TECH II	WS 14	1		14	N
8K.069	AUTOMATED SYSTS EQUIP SUPVR	F1 14	2		14	E
8K.078	TELEVISION TECHNICIAN I	BC 14	1		17	N
8K.079	TELEVISION TECHNICIAN II	BC 15	1		17	N

**C. PLUMBING**

8K.130	PLUMBER I	BC 10	1		17	N
8K.133	PLUMBER II	WS 10	1		17	N

**D. WELDING**

8K.154	WELDER HELPER	BC 05	1		17	N
8K.155	WELDER I	BC 10	1		17	N
8K.160	WELDER II	WS 10	1		17	N
8K.162	WELDER SUPERVISOR	F1 10	2		17	R

**E. MASONRY**

8K.195	MASON I	BC 10	1		17	N
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8K.196	MASON II	WS 10	1		17	N
8K.197	MASON PLASTERER SUPERVISOR	F1 10	2		17	R
<b>F. GENERAL CONSTRUCTION AND MAINTENANCE</b>						
8K.201	CONSTRUCTION & MTNCE WORKER I	BC 09	1		17	N
8K.202	CONSTRUCTION & MTNCE WORKER II	WS 10	1		17	N
8K.203	CONSTRUCTION & MTNCE SUPVR	F1 10	2		17	R
<b>G. BUILDING CONSTRUCTION AND MAINTENANCE</b>						
8K.235	BUILDING MAINTENANCE HELPER	BC 05	1		16	N
8K.240	BUILDING MAINTENANCE WORKER I	BC 09	1		16	N
8K.245	BUILDING MAINTENANCE WORKER II	WS 09	1		16	N
8K.250	BUILDING MAINTENANCE SUPVR I	F1 09	2		16	R
8K.252	BUILDING MAINTENANCE SUPVR II	F2 09	2		16	E
8K.255	BUILDING CONSTR & MTNCE SUPVR I	F1 10	2		16	R
8K.260	BUILDING CONSTR & MTNCE SUPVR II	F2 10	2		16	R
8K.264	BUILDING MTNCE DISTRICT SUPVR	F3 10	2		16	E
<b>H. AUTOMOTIVE EQUIPMENT MAINTENANCE AND ALLIED</b>						
8K.310	AUTOMOTIVE MECHANIC HELPER	BC 05	1		17	N
8K.315	AUTOMOTIVE MECHANIC I	BC 10	1		17	N
8K.320	AUTOMOTIVE MECHANIC II	WS 10	1		17	N
8K.325	AUTOMOTIVE MECHANIC SUPVR I	F1 10	2		17	R
8K.330	AUTOMOTIVE MECHANIC SUPVR II	F2 10	2		17	R
8K.333	AUTOMOTIVE TECHNICIAN I	BC 11	1		17	N
8K.334	AUTOMOTIVE TECHNICIAN II	WS 11	1		17	N
8K.341	AUTOMOTIVE TECHNICIAN SUPERVISOR	F1 11	2		17	R
<b>I. AUDIO VISUAL SERVICES</b>						
8K.604	AUDIO-VISUAL EQUIPMENT OPTR	BC 02	1		14	N
8K.611	AUDIO-VISUAL TECHNICIAN I	BC 07	1		14	N
8K.613	AUDIO-VISUAL TECHNICIAN II	BC 11	1		14	N
8K.615	AUDIO-VISUAL TECHNICIAN III	BC 12	1		14	N
8K.628	COMPOSITOR I	BC 09	1		17	N
8K.629	COMPOSITOR II	WS 09	1		17	N
8K.640	OFFSET PRESS OPERATOR I	BC 05	1		17	N
8K.642	OFFSET PRESS OPERATOR II	BC 08	1		17	N
8K.645	OFFSET PRESS OPERATOR III	BC 09	1		17	N

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8K.650	OFFSET PRESS OPERATOR IV	WS 09	1		17	N
8K.655	PRINT SHOP SUPERVISOR I	F1 08	2		17	R
8K.658	PRINT SHOP SUPERVISOR II	F3 08	2		17	E
<b>J. EQUIPMENT OPERATION</b>						
8K.720	POWER MOWER OPERATOR I	BC 03	1		17	N
8K.721	POWER MOWER OPERATOR II	WS 03	1		17	N
8K.723	POWER MOWER OPERATOR SUPVR	F1 04	2		17	R
8K.725	TRACTOR OPERATOR	BC 04	1		17	N
8K.730	TRUCK DRIVER-GENERAL LABORER	BC 05	1		17	N
8K.740	TRUCK DRIVER	BC 06	1		17	N
8K.745	HEAVY TRUCK DRIVER	BC 07	1		17	N

# **PART III.**

# **EXCLUDED MANAGERIAL PLAN**

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<b>X.</b>	<b><u>EXCLUDED MANAGERIAL</u></b>					
<b>A.</b>	<b>PERSONNEL MANAGEMENT AND RELATED</b>					
8L.003	BUSINESS MANAGEMENT OFFICER I	EM 05	35	HJ	1	E
8L.004	BUSINESS MANAGEMENT OFFICER II	EM 07	35	HJ	1	E
8L.005	BUSINESS MANAGEMENT OFFICER III	EM 08	35	HJ	1	E
8L.073	HUMAN RESOURCES PROGRAM OFFICER	EM 03	35	J	1	E
8L.074	HUMAN RESOURCES MANAGER	EM 05	35	J	1	E
8L.076	HUMAN RESOURCES PROGRAM ADMR	EM 08	35	HJ	1	E
<b>B.</b>	<b>INSTITUTION ADMINISTRATION AND RELATED</b>					
8L.483	SCHOOL FOOD PROGRAM MANAGER	EM 05	35	J	1	E
8L.484	SCHOOL FOOD PROGRAM ADMINISTRATOR	EM 08	35	HJ	1	E
8L.485	CHILD NUTRITION PROGRAMS ADMINISTRATOR	EM 08	35	HJ	1	E
8L.488	STUDENT TRANSP SVCS MANAGER	EM 03	35	J	1	E
8L.489	STUDENT TRANSP SVCS ADMINISTRATOR	EM 08	35	HJ	1	E
<b>C.</b>	<b>LAND SURVEY, ENGINEERING AND RELATED SCIENCE</b>					
8L.780	ENGINEERING PROGRAM MGR	EM 07	35	J	1	E
8L.781	ENGINEERING PROGRAM ADMR	EM 08	35	HJ	1	E
8L.782	PUBLIC WORKS MANAGER	EM 07	35	J	1	E
8L.783	PUBLIC WORKS ADMINISTRATOR	EM 08	35	HJ	1	E
<b>D.</b>	<b>MISCELLANEOUS</b>					
8L.900	LITIGATION COORDINATOR	EM 03	35	HJ	1	E
8L.910	AUXILIARY SERVICES ADMINISTRATOR	EM 07	35	HJ	1	E
8L.920	PLANNING PROJECT MANAGER	EM 05	35	H	1	E

# **PART IV.**

# **SUPPORT SERVICES PERSONNEL PLAN**

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<b><u>XI. SUPPORT SERVICES PERSONNEL</u></b>						
<b>A. PSYCHOLOGY</b>						
47.434	SCHOOL PSYCHOLOGIST	SR 24	13		12	E
47.437	DISTRICT SCHOOL PSYCHOLOGIST	SR 26	13		12	E
*47.441	PSYCHOLOGICAL EXAMINER IV	SR 22	13		9	E
<b>B. RECREATION, INSTRUCTION AND ALLIED</b>						
47.471	BILINGUAL/BICULTURAL SCHOOL HOME ASSISTANT	SR 11	3		13	N
47.472	TEACHING ASSISTANT I	SR 16	3		13	N
47.473	TEACHING ASSISTANT II	SR 18	3		13	N
47.482	EDUCATIONAL ASSISTANT I	SR 10	3		13	N
47.483	EDUCATIONAL ASSISTANT II	SR 12	3		13	N
47.484	EDUCATIONAL ASSISTANT III	SR 14	3		13	N
47.490	BEHAVIORAL TECHNICIAN I	SR 14	3		13	N
47.491	BEHAVIORAL TECHNICIAN II	SR 16	3		13	N
47.495	BEHAVIOR ANALYST	SR 26	13		12	E
<b>C. THERAPY SERVICE</b>						
47.330	EDUCATIONAL AUDIOLOGIST	SR 26	13		12	E
47.346	COMMUNICATION AIDE	SR 12	3		13	N
47.347	SPEECH-LANGUAGE PATHOLOGIST II	SR 18	13		12	N
47.348	SPEECH-LANGUAGE PATHOLOGIST III	SR 20	13		12	E
47.349	SPEECH-LANGUAGE PATHOLOGIST IV	SR 22	13		12	E
47.350	SPEECH-LANGUAGE PATHOLOGIST V	SR 24	13		12	E
47.360	ORIENTATION AND MOBILITY SPECIALIST	SR 22	13		12	N
47.371	ATHLETIC HEALTH CARE TRAINER	SR 22	13		12	N
47.373	ATHLETIC HLTH CARE TRNR COORD	SR 24	13		1	N

## **ABBREVIATIONS**

ADM	ADMINISTRATIVE
ADMR	ADMINISTRATOR
ASST	ASSISTANT
BLND	BLIND
BOE	BOARD OF EDUCATION
CNTRCTS	CONTRACTS
CONSTR	CONSTRUCTION
COORD	COORDINATOR
DF	DEAF
E	ENTRY
EQUIP	EQUIPMENT
EXEC	EXECUTIVE
FACS	FACILITIES
FP	FULL PERFORMANCE
HLTH	HEALTH
MGMT	MANAGEMENT
MGR	MANAGER
MGRl	MANAGERIAL
MTNCE	MAINTENANCE
NO	NUMBER
OCC	OCCUPATIONAL
OFFCR	OFFICER
OPTR	OPERATOR
PCNC	PARENT COMMUNITY NETWORKING CENTER
PHYS	PHYSICAL
PROC	PROCESSING
PROF	PROFESSIONAL
REIM	REIMBURSEMENT
SCH	SCHOOL
SPCLT	SPECIALIST
SUPP	SUPPORT
SUPT	SUPERINTENDENT
SUPVR	SUPERVISOR
SUPVRY	SUPERVISORY
SVCS	SERVICES
SWMG	SWIMMING
SYSTS	SYSTEMS
TECH	TECHNICIAN
TRANSP	TRANSPORTATION
TRNR	TRAINER