

FPSU - Variable Pay

Paraprofessional II's Incentive Pay

Paraprofessional II's are entitled to annual supplemental allowances in accordance with the following schedule. Periodic refresher courses may be required for continuing the supplements.

Level I - Basic
High School Diploma
3 years in District system
60 In-service Points
6 sem hrs or 2 courses in Adult and Vocational Educ
\$150

1 year of college	(30 sem hrs/45 qtr hrs/5 certs from a technical or Adult Educ center - each with a min 24 hrs in job-related subjects)
3 years in District system	
75 In-service Points	
\$250	

Level II - Standard
5 years in District system
2 years college (60 semester hours/90 quarter hours)
120 In-service Points
\$350

Level III - Advanced
7 years in District system
3 or more years college (90 semester hours)
120 In-service points
\$450

15 in-service points must be earned each year to maintain the supplement each year. Supplement is paid out each year in one lump sum during the month of November.

Temporary Duty in a Higher Classification (B,D,F)

Upon completing 10 working days serving temporarily in a higher job class, employee will receive 10% increase to their base pay or the new grade level minimum, whichever is greater, which shall be retroactive back to the first day of assignment in the higher job classification.