

Classified Comp Plans

| District | Hourly Pay Increase | | | | | | Sick Days | | | Personal Days | | | Paid Holidays | | | Retirement Pay Out | | Aides with Health Care Benefits | | | |
|------------------|-----------------------------|-----------------------------|-----------------------------|---------------------------|---------|---------|--------------------|--------------------|-----------|-----------------------------|-----------------------------|-----------|---|--------------------|-----------|---|--|---|---|--|---|
| | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | Full time 12 month | Full time 10 month | Part time | Full time 12 month | Full time 10 month | Part time | Full time 12 month | Full time 10 month | Part time | Benefit | Notes | Which Aides receive benefits | Notes | Salary Ranges/Starting Wage | |
| Big Spring | \$ 0.20 | \$ 0.25 | \$ 0.25 | | | | 12 | 10 | 6 | 2 -After 2 years of service | 2 -After 2 years of service | 0 | 6 -8 days depending on position | 0 | 0 | \$186 x years of service OR \$53 per day up to 190 days | Full Time Hired Prior to 2007 or if Hired after 2007 Must Have 20 years of Service | Aides who work 30 hours per week get benefits | Aides are being outsourced through attrition | Starting 2018-19 \$11.19-\$14.88 | |
| Camp Hill | | | 2.9% | 2.9% | | | 12 | 10 | 0 | 3 | 2 | 0 | Most get 15 except custodians get 11 days | 0 | 0 | \$30 per day up to 90 days, \$40 up to 140, \$55 up to 200, \$60 up to 270 | | Aides get benefits | | Starting rate-without teaching degree \$9.69, with teaching degree \$9.90 | |
| CV | | \$ 0.50 | \$ 0.50 | \$ 0.50 | | | 10 | 8 | 8 | 3 | 4 | 3 | 10 | 8 | 8 | Regular per diem up to 70 days | Must have been hired prior to June 30, 2003 | Educational Assistants working 6 or more hours per day | No degree required | Starting \$14.30 | |
| East Penn | Max 3% | Max 3% | Max 3% | | | | 10 | 10 | 5 | 3 | 3 | 3 | 19 | 19 | 0 | \$35 per day for days 101-200 | Must have 20 years of service, Max of \$7,000 | Only behavior care aide receives benefits | Aides are being outsourced through attrition | No starting rate-no longer hiring aides | |
| Greenwood | 3.0% | 2.0% | 2.0% | | | | 10 | 10 | 5 | 2 | 2 | 2 | | | 0 | Aides-\$52 per day, Secretary-\$54 per day, Custodian \$84 per day | | Only personal care aides receive benefits for employee only | | Personal care aide start at \$15 per hour | |
| Mechanicsburg | 0.75-3% based on evaluation | 0.75-3% based on evaluation | 0.75-3% based on evaluation | | | | 10 | 8 | 0 | 3 | 3 | 0 | 7 - 12 days depending on position | 0 | 0 | Minimum salary rate for position x percentage based on years of service X number of days. | 15+ years receive 50%, 10-14 years - 35%, less than 10 years - 20% | Aides working 7-7.5 hours per day receive benefits | No degree required | Min \$10.93 - Max \$16.04 | |
| Newport | 2.5% | 2.5% | 2.5% | | | | 12 | 10 | 10 | 2 | 2 | 2 | 11 | 10 | 6 | \$20 for 1-50 Days, \$40 for 50-100 days, \$50 for 100-200 days, \$70 for 200+ | Must have 5 years of service, Max of \$15,000 | Yes over 5.5 hour aides receive benefits | Associates degree required or pass CAPE test | \$8.66 starting with benefits | |
| Northern York | Average 3% | Average 3% | Average 3% | | | | 12 | 10 | 6 | 3 | 3 | 1 | 16 | 0 | 0 | \$25 per day up to 150 days | Must have 10 years of service, Max of \$3,750 | Spec Ed and One-on-One Aides working 6 or more hours per day receive benefits | No degree required | Starting \$10.93 | |
| South Middleton | | 3.0% | 2.8% | 2.6% | | | 12 | 10 | | 1 day, 2 days after 5 years | 1 day, 2 days after 5 years | | | 10 | 10 | 0 | 1/2 accumulated sick leave | Must have 10 years of service, Max of \$10,000 | Any aide who works 30 or more hours. Most work 7 hours per day. | Aides are being outsourced through attrition | No starting rate-no longer hiring aides. CAPE testing required. |
| Susquenita | | 4.0% | 3.0% | 2.5% | 2.5% | | 10 | 7 | 0 | 2 | 2 | 2 | 10 | 0 | 0 | \$40 for 1-99 days, \$50 for 100-200, \$60 for 200+ | | Full time staff only | Only 7.5 hour Alternative Ed aides get benefits with starting salary \$16,380 | Instr Aide, Personal Care Asst, High Risk Instr Aide, High Risk Personal Care Asst - NO Benefits | Starting at \$10-\$11.50 with HS diploma. Highly Qualified receive 50 cents more to start |
| Upper Adams | \$ 0.26 | \$ 0.48 | \$ 0.56 | | | | 12 | 10 | 10 | 3 | 2 | 2 | 13 | 0 | 0 | 10-19 years-\$16 per day, 20-29 years-\$20 per day, 30 years -\$25 per day | | Max of 200 days | Classified staff working 30 hours per week and 900-1349 hours per year are eligible | Employee pays 25% of HDHP premium or 30% of PPO | New positions being outsourced. 17-18 starting at \$9.63. |
| West Perry | | | \$ 1.00 | \$ 0.65 | \$ 0.50 | \$ 0.50 | 12 | 10 | 10 | 2 | 2 | 2 | 9 | 1 | 0 | \$40 per day up to 100 days | | | No Aides receive benefits | Aides work 5.5 hours per day 181 days per year | |
| West Shore | 1%-4% based on evaluation | 1%-4% based on evaluation | 1%-4% based on evaluation | 1%-4% based on evaluation | | | 12 | 10 | 10 | 2 | 2 | 2 | 10.5 | 8.5 | 8.5 | \$15 for days 1-150, \$20 for days 151-225, \$25 for 226+ days | Minimum 15 years of service. 90 days notice required. | Aides working 6 hours per day receive health care | | 48 postsecondary credits or PA Credential of Competency required. Starting pay \$12.10. | |
| Cumberland Perry | \$ 0.60 | \$ 0.60 | \$ 0.60 | | | | 12 | 10 | 9 | 3 | 2.25 | 2.25 | 14 | 13 | 0 | \$45 per day up to 150 days OR \$250 X years of service if over 20 years | | | No Aides receive benefits | Aides work 6 hours per day 182-185 per year | Starting \$11.42, + \$1.00 for assoc degree, + \$1.00 for experience |