

**Green Mountain School District No 103**  
Non-Represented Classified Wage Scale  
September 1, 2025, through August 31, 2026

This document reflects an Implicit Price Deflator increase of **2.5%** the permanent base (Factor {f} of 1.00) wage of each classification and **0%** negotiated to be comparable with the increase provided to teachers. Any other Classified wage increase will be determined based on Certificated Bargaining salary increase. Provisional Employee Status equals 60 days. (2.5% IPD subject to Legislative decision)

**Bus Driver**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$25.49	1.00	\$26.13	\$26.79	1.00	\$27.46
2-5	\$26.51	1.04	\$27.18	\$27.86	1.04	\$28.56
6-10	\$27.53	1.08	\$28.22	\$28.93	1.08	\$29.66
11-15	\$28.55	1.12	\$29.27	\$30.00	1.12	\$30.76
16-20	\$29.57	1.16	\$30.31	\$31.08	1.16	\$31.85
21-25	\$30.59	1.20	\$31.36	\$32.15	1.20	\$32.95
25+	\$31.86	1.25	\$32.66	\$33.49	1.25	\$34.33

**Flexible Classified: Recess Aide/Food Service/Custodian (Tier 1) New 2022-23**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$20.90	1.00	\$21.42	\$21.71	1.00	\$22.25
2-5	\$21.74	1.04	\$22.28	\$22.58	1.04	\$23.14
6-10	\$22.57	1.08	\$23.13	\$23.45	1.08	\$24.03
11-15	\$23.41	1.12	\$23.99	\$24.32	1.12	\$24.92
16-20	\$24.24	1.16	\$24.85	\$25.18	1.16	\$25.81
21-25	\$25.08	1.20	\$25.70	\$26.05	1.20	\$26.70
25+	\$26.13	1.25	\$26.78	\$27.14	1.25	\$27.81

**Flexible Classified: Instructional Para-Educator (Tier II) New 2022-23**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$21.23	1.00	\$21.76	\$22.15	1.00	\$22.70
2-5	\$22.08	1.04	\$22.63	\$23.04	1.04	\$23.61
6-10	\$22.93	1.08	\$23.50	\$23.92	1.08	\$24.52
11-15	\$23.78	1.12	\$24.37	\$24.81	1.12	\$25.42
16-20	\$24.63	1.16	\$25.24	\$25.69	1.16	\$26.33
21-25	\$25.48	1.20	\$26.11	\$26.58	1.20	\$27.24
25+	\$26.54	1.25	\$27.20	\$27.69	1.25	\$28.38

**Office Assistant (Tier II) New 2022-23**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$22.86	1.00	\$23.43	\$23.48	1.00	\$24.07
2-5	\$23.77	1.04	\$24.37	\$24.42	1.04	\$25.03
6-10	\$24.69	1.08	\$25.30	\$25.36	1.08	\$26.00
11-15	\$25.60	1.12	\$26.24	\$26.30	1.12	\$26.96
16-20	\$26.52	1.16	\$27.18	\$27.24	1.16	\$27.92
21-25	\$27.43	1.20	\$28.12	\$28.18	1.20	\$28.88
25+	\$28.58	1.25	\$29.29	\$29.35	1.25	\$30.09

**Technology Assistant new in 2025-26**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$23.26	1.00	\$23.84	\$23.98	1.00	\$24.58
2-5	\$25.46	1.04	\$24.79	\$26.25	1.04	\$25.56
6-10	\$26.44	1.08	\$25.75	\$27.26	1.08	\$26.55
11-15	\$27.42	1.12	\$26.70	\$28.27	1.12	\$27.53
16-20	\$28.40	1.16	\$27.65	\$29.28	1.16	\$28.51
21-25	\$29.38	1.20	\$28.61	\$30.29	1.20	\$29.50
25+	\$30.60	1.25	\$29.80	\$31.55	1.25	\$30.73

**Food Service Director**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$24.48	1.00	\$25.09	\$25.24	1.00	\$25.87
2-5	\$25.46	1.04	\$26.09	\$26.25	1.04	\$26.90
6-10	\$26.44	1.08	\$27.10	\$27.26	1.08	\$27.94
11-15	\$27.42	1.12	\$28.10	\$28.27	1.12	\$28.97
16-20	\$28.40	1.16	\$29.10	\$29.28	1.16	\$30.01
21-25	\$29.38	1.20	\$30.11	\$30.29	1.20	\$31.04
25+	\$30.60	1.25	\$31.36	\$31.55	1.25	\$32.34

**Office Manager Lead (Tier III - Year-around)**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$26.11	1.00	\$26.76	\$27.00	1.0000	\$27.68
2-5	\$27.15	1.04	\$27.83	\$29.40	1.0890	\$30.14
6-10	\$28.20	1.08	\$28.90	\$30.97	1.1470	\$31.75
11-15	\$29.24	1.12	\$29.97	\$32.56	1.2060	\$33.38
16-20	\$30.29	1.16	\$31.04	\$34.94	1.2940	\$35.82
21-25	\$31.33	1.20	\$32.11	\$37.31	1.3820	\$38.25
25+	\$32.64	1.25	\$33.45	\$38.10	1.4110	\$39.06

**Maintenance Caretaker / Custodian (Tier III - Year-around)**

Provisional / Substitute				Permanent		
Years	2024-25	f	2025-26	2024-25	f	2025-26
1	\$26.11	1.00	\$26.76	\$27.00	1.0000	\$27.68
2-5	\$27.15	1.04	\$27.83	\$29.40	1.0890	\$30.14
6-10	\$28.20	1.08	\$28.90	\$30.97	1.1470	\$31.75
11-15	\$29.24	1.12	\$29.97	\$32.56	1.2060	\$33.38
16-20	\$30.29	1.16	\$31.04	\$34.94	1.2940	\$35.82
21-25	\$31.33	1.20	\$32.11	\$37.31	1.3820	\$38.25
25+	\$32.64	1.25	\$33.45	\$38.10	1.4110	\$39.06

**Education/Training Credits: (does not apply to bus driver wages)**

2-year degree/72 credits = \$0.25/hour added over base

4-year degree = \$0.50/hour added over base

Graduate degree = \$0.75 added over base

Minor Certifications = \$0.10/hour added over base (superintendent approval)

High Needs 1 on 1 Para = \$0.25/hour added over base

**Custodial Differential**

Add \$2.00 per hour for flexible classified assigned to building custodial duties.

(Approved by Board April 2019)

**Substitute teacher salary:**

Days 1-20:	\$220 Full Day	\$120 Half-day
Days 21-30	\$250 Full Day	\$150 Half-day
Days 31+	BA-0 per diem rate (\$318.98 per day or \$42.13 per hour) \$186 Half-day	
Long-Term Sub	Per Diem for experience and education (21+ days in same assignment)	