
AURORA PUBLIC SCHOOLS

APS Code: GDBA

Adopted January 1978

Recoded October 1998

Revised June 2005

Reviewed November 2007

Reviewed February 2018

CLASSIFIED STAFF SALARY SCHEDULES

The salary schedule adopted annually by the Board of Education shall be designed to reward employees for the difficulty and complexity of the position to which they are assigned, as well as continued service to the District.

CLASSIFIED STAFF SALARY SCHEDULES
Placement of
Classified Employees on Salary Schedule

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I. Range

Each classified position of the district shall be assigned a specific number on the salary schedule known as a range number. This range number will reflect the relative complexity of the position as related to other classified positions. The higher the range number, the more complex the position in comparison with lesser range numbers. Such range numbers shall be noted vertically on the salary schedule.

A. Assignment of Range

The superintendent of schools or a designee shall examine the complexity of each classified position and assign a specific range number to each. This process shall be termed classification/reclassification.

II. Step

For salary purposes, in addition to range placement, with Board approval, classified employees shall be rewarded for continued service. Such merit shall be known as step placement and noted horizontally on the salary schedule as Steps A-I.

A. Assignment of Steps for Classified Employees

1. With Board approval, all contracted employees employed a minimum of 90 work days in their calendar year will advance one step on the salary schedule with the beginning of their contract year. Thereafter, with Board approval, all employees shall serve 12 calendar months before becoming eligible for each subsequent step increment on the salary schedule until Step F is reached.

With Board approval, after reaching Step F, all employees shall serve 24 calendar months before becoming eligible for each subsequent step increment on the salary schedule.

2. **Temporary Employees**

- a. A temporary employee will be rated and paid an hourly wage according to the following procedure: temporary classified personnel are to be evaluated upon

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being employed, either by verification of performance in previous employment and/or testing.

3. An employment letter shall be issued to each classified employee for that particular year in which any salary changes have been made.
4. In some instances, classified employees new to the district may be granted additional steps on the salary schedule based upon prior related experience.

This prior related experience must have occurred within the last five years immediately preceding employment with the Aurora Public Schools and must be able to be fully documented.

All requests for consideration for the granting of additional steps must be directed to the director, classified/licensed employees, and will only be considered when there is sound rationale in support of the decision. The final approval/disapproval regarding the granting of additional steps will be made by the chief personnel officer.

CLASSIFIED STAFF SALARY SCHEDULE

POSITION	RANGE
<u>ADMINISTRATIVE SUPPORT</u>	
Assistant to the Superintendent	50
Assistant to the Board of Education	49
Assistant to the Chief Academic Officer	46
Assistant to the Chief Financial Officer	46
Assistant to the Chief Operating Officer	46
Assistant to the Chief Personnel Officer	46
Assistant to the Chief of Staff	46
Assistant to the Legal Counsel	46
Specialist, Communications	46
Specialist, Grants	40
Technician, Internal Audit	40
Technician, PLCC	40
Specialist, Benefits	39
Specialist, Compensation	39
Assistant to the Chief Communication Officer	38
Assistant to the Chief Information Officer	38
Specialist, Facility Rental	38
Coordinator, GED Assessment	37
Assistant to the Executive Director and Office of Autonomous Schools	36
Assistant to the Director, Construction Management & Support	36
Assistant to the Director, District Athletics & Activities	36
Assistant to the Director, Early Childhood Education Program	36
Assistant to the Director, Culturally and Linguistically Diverse Education(CLDE) P-20 Learning Community	36
Assistant to the Director, Exceptional Student Services	36
Assistant to the Director, Grants	36
Assistant to the Director, Federal Programs	36
Assistant to the Director, Maintenance & Operations	36
Assistant to the Director, Nutrition Services	36

CLASSIFIED STAFF SALARY SCHEDULE

Assistant to the Director, P-20 Learning Community	36
Assistant to the Director, School and Community Services	36
Assistant to the Director, Security	36
Assistant to the Director, Teaching & Learning	36
Assistant to the Director, Transportation	36
Specialist, School and Community Services	36
Technician, Human Resources	36
Assistant, Employee Services	34
Assistant, Extended Leaves of Absence	34
Assistant, Employment Office	34
Assistant, College and Career Success	34
Assistant, Substitute Office	34
Technician, Public Relations	34
Technician, Accountability & Research	33
Assistant to the Coordinator, Data Submissions	29
<u>BUDGET AND FINANCE</u>	
Buyer	41
Technician, Accounting Trainer	40
Specialist, Payroll	39
Advocate, Migrant Education Preschool/Primary	38
Advocate, Migrant Education Secondary	38
Lead Specialist, Migrant Education	36
Specialist, Risk	36
Technician, Budget	36
Technician, Budget – School Based	36
Technician, Warehouse Worker II / Fixed Asset	35
Technician, Federal Programs	34
Clerk, Accounts Payable	30
Recruiter, Migrant Education	30
Technician, Warehouse Worker I / Fixed Asset	30

CLASSIFIED STAFF SALARY SCHEDULE

<u>INFORMATION TECHNOLOGY</u>	
Lead, Information Technology Team	48
Technician, Infrastructure Services	48
Technician Site Based	44
Technician, Service Desk	41
<u>MAINTENANCE & OPERATIONS</u>	
Master, Electrician	52
Master, HVAC	52
Master Technician, Electronic & Control Systems	52
Master, Plumber	48
Manager, Irrigation Resources	47
Technician, Building / Energy Control Systems	47
Technician, Electronic & Control Systems	45
Journeyman, Electrician	45
Journeyman, Plumber	43
Technician, HVAC	43
Journeyman, Carpenter	40
Locksmith	40
Painter	40
Technician, Sign	40
Welder	40
Lead, Exterior Operations	39
Technician, Irrigation, Exterior Operations	37
Lead, Warehouse (Facilities)	36
Assistant, HVAC	35
Custodian, Head High School	35
Specialist, Maintenance and Operations	35
Assistant, Carpenter	34
Dispatcher / Scheduler (Facilities)	33
Operator, Pool	33
Technician, Graffiti Removal	33

CLASSIFIED STAFF SALARY SCHEDULE

Technician, Maintenance, Exterior Operations	33
Custodian, Head Middle School	32
Custodian, Head Elementary School	28
Custodian, Assistant Head Secondary	27
Custodian, Maintenance	27
Custodian	20
<u>NUTRITION SERVICES</u>	
Lead, Commercial Kitchen Appliance/HVAC	51
Manager, Bakery	37
Manager, Production Training Kitchen	33
Technician, Nutrition Services	31
Manager, Cook II	30
Manager, Cook I	25
Manager, Production	24
Assistant, Nutrition Services II	15
Assistant, Nutrition Services	14
<u>PARAEDUCATORS AND RELATED POSITIONS</u>	
Case Manager, Community in Schools	44
District Lead Interpreter, Educational Sign Language	44
Facilitator, Preschool	43
Interpreter, Educational Sign Language	42
Assistant, Speech Language Pathologist	39
Family Liaison	38
Family Liaison, Special Populations	38
Manager, Day Care Program	38
Manager, Day Care Program – Early Beginnings	38
Educational Assistant, Technical	37
Assistant, Brailist	36
Assistant, Orientation Mobility/ Travel Trainer	36
Paraeducator, ESS Assistant	29
Campus Monitor	28

CLASSIFIED STAFF SALARY SCHEDULE

Educational Assistant, Job Coaching, ACE	28
Educational Assistant, Classroom	27
Educational Assistant, ELA	27
Educational Assistant, Media Technician	27
Educational Assistant, Technology	27
Assistant, Restorative Practices	25
Paraeducator, Severe Needs/Life Skills	25
Paraeducator, Emotionally Disabled	24
Paraeducator, Infant Lab	24
Paraeducator, Cross Categorical	21
Paraeducator, Health/Office	20
Paraeducator, Media Assistant	18
Paraeducator, Classroom	16
Paraeducator, Preschool	16
Paraeducator, Before & After Assistant	14
<u>PICKENS TECHNICAL COLLEGE</u>	
<u>CAREER & TECHNICAL EDUCATION</u>	
Specialist, Financial Aid	45
Educational Assistant, Technical	37
Specialist, Testing Center	37
Technician, Budget Career and Technical Education	36
Technician, Public Relations	34
Bookkeeper, Pickens	31
Coordinator, Bookstore	25
Paraeducator, Kids Tech	24
Assistant, Preschool	16
<u>PLANNING CONSTRUCTION/ENVIRONMENTAL</u>	
Specialist, Environmental Compliance	49
Technician, Environmental Compliance	42
Technician, Pest Management	38

CLASSIFIED STAFF SALARY SCHEDULE

<u>PRINT SERVICES</u>	
Designer, Graphic	42
Artist, Graphic	39
Specialist, Printer	39
Specialist, Print Services Support	31
Technician, Delivery & Bindery	27
<u>SECRETARIAL/CLERICAL</u>	
Lead Specialist, Admissions	36
Secretary, Principal	36
Bookkeeper	31
Secretary, Department	31
Secretary, Department - Exceptional Student Services	31
Technician, Learning Resources	31
Clerk, Department	28
Technician, School Computer Systems	28
Clerk, Receptionist	25
Clerk, General Ed Support	23
<u>SECURITY</u>	
Officer, Campus Safety	35
Security Dispatch System Administrator, Dispatcher, Security Clerk	34
Dispatcher ,Campus Safety	33
<u>TRANSPORTATION</u>	
Lead Mechanic, Fleet, Transportation	45
Mechanic, Diagnostic & Quality Control	42
Mechanic, Fleet, Transportation	40
Specialist, Support Fleet	39
Driver, Team Leader	38
Scheduler, Activities & Athletics/Dispatcher	38
Scheduler, Transportation	38
Specialist, Technology Support Time & Labor	38
Lead Trainer, Transportation	38

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Specialist, Transportation Support	36
Trainer, Transportation	36
Specialist, Parts Control	35
Support Person, Transportation	34
Driver, Bus	32
Paraeducator, Transportation	20

CLASSIFIED STAFF SALARY SCHEDULE

Range	A	B	C	D	E	F	F1	G	G1	H	H1	I
14	11.28	11.77	12.43	13.02	13.68	15.09	15.09	15.36	15.36	15.87	15.87	16.19
15	11.50	12.11	12.70	13.35	13.99	15.36	15.36	15.87	15.87	16.19	16.19	16.59
16	11.77	12.43	13.02	13.68	14.30	15.87	15.87	16.19	16.19	16.59	16.59	17.03
17	12.11	12.70	13.35	13.99	14.67	16.19	16.19	16.59	16.59	17.03	17.03	17.49
18	12.43	13.02	13.68	14.30	15.09	16.59	16.59	17.03	17.03	17.49	17.49	17.87
19	12.70	13.35	13.99	14.67	15.36	17.03	17.03	17.49	17.49	17.87	17.87	18.26
20	13.02	13.68	14.30	15.09	15.87	17.49	17.49	17.87	17.87	18.26	18.26	18.78
21	13.35	13.99	14.67	15.36	16.19	17.87	17.87	18.26	18.26	18.78	18.78	19.23
22	13.68	14.30	15.09	15.87	16.59	18.26	18.26	18.78	18.78	19.23	19.23	19.66
23	13.99	14.67	15.36	16.19	17.03	18.78	18.78	19.23	19.23	19.66	19.66	20.23
24	14.30	15.09	15.87	16.59	17.49	19.23	19.23	19.66	19.66	20.23	20.23	20.66
25	14.67	15.36	16.19	17.03	17.87	19.66	19.66	20.23	20.23	20.66	20.66	21.23
26	15.09	15.87	16.59	17.49	18.26	20.23	20.23	20.66	20.66	21.23	21.23	21.72
27	15.36	16.19	17.03	17.87	18.78	20.66	20.66	21.23	21.23	21.72	21.72	22.24
28	15.87	16.59	17.49	18.26	19.23	21.23	21.23	21.72	21.72	22.24	22.24	22.77
29	16.19	17.03	17.87	18.78	19.66	21.72	21.72	22.24	22.24	22.77	22.77	23.41
30	16.59	17.49	18.26	19.23	20.23	22.24	22.24	22.77	22.77	23.41	23.41	23.87
31	17.03	17.87	18.78	19.66	20.66	22.77	22.77	23.41	23.41	23.87	23.87	24.50
32	17.49	18.26	19.23	20.23	21.23	23.41	23.41	23.87	23.87	24.50	24.50	25.07
33	17.87	18.78	19.66	20.66	21.72	23.87	23.87	24.50	24.50	25.07	25.07	25.79
34	18.26	19.23	20.23	21.23	22.24	24.50	24.50	25.07	25.07	25.79	25.79	26.35
35	18.78	19.66	20.66	21.72	22.77	25.07	25.07	25.79	25.79	26.35	26.35	27.05
36	19.23	20.23	21.23	22.24	23.41	25.79	25.79	26.35	26.35	27.05	27.05	27.66
37	19.66	20.66	21.72	22.77	23.87	26.35	26.35	27.05	27.05	27.66	27.66	28.37
38	20.23	21.23	22.24	23.41	24.50	27.05	27.05	27.66	27.66	28.37	28.37	29.03
39	20.66	21.72	22.77	23.87	25.07	27.66	27.66	28.37	28.37	29.03	29.03	29.78
40	21.23	22.24	23.41	24.50	25.79	28.37	28.37	29.03	29.03	29.78	29.78	30.46
41	21.72	22.77	23.87	25.07	26.35	29.03	29.03	29.78	29.78	30.46	30.46	31.26
42	22.24	23.41	24.50	25.79	27.05	29.78	29.78	30.46	30.46	31.26	31.26	31.98
43	22.77	23.87	25.07	26.35	27.66	30.46	30.46	31.26	31.26	31.98	31.98	32.90
44	23.41	24.50	25.79	27.05	28.37	31.26	31.26	31.98	31.98	32.90	32.90	33.61
45	23.87	25.07	26.35	27.66	29.03	31.98	31.98	32.90	32.90	33.61	33.61	34.49
46	24.50	25.79	27.05	28.37	29.78	32.90	32.90	33.61	33.61	34.49	34.49	35.26
47	25.07	26.35	27.66	29.03	30.46	33.61	33.61	34.49	34.49	35.26	35.26	36.30
48	25.79	27.05	28.37	29.78	31.26	34.49	34.49	35.26	35.26	36.30	36.30	37.04
49	26.35	27.66	29.03	30.46	31.98	35.26	35.26	36.30	36.30	37.04	37.04	38.06
50	27.05	28.37	29.78	31.26	32.90	36.30	36.30	37.04	37.04	38.06	38.06	38.90
51	27.66	29.03	30.46	31.98	33.61	37.04	37.04	38.06	38.06	38.90	38.90	39.92
52	28.37	29.78	31.26	32.90	34.49	38.06	38.06	38.90	38.90	39.92	39.92	40.88

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ADMINISTRATOR AND PROFESSIONAL / TECHNICAL SALARY SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$51,225	\$60,263	\$69,304
2	\$58,116	\$68,374	\$78,630
3	\$69,475	\$81,736	\$93,993
4	\$74,045	\$87,110	\$100,179
5	\$80,181	\$94,327	\$108,475
6	\$88,242	\$103,812	\$119,384
7	\$89,005	\$104,710	\$120,419
8	\$95,455	\$112,301	\$129,143
9	\$101,350	\$119,237	\$137,121
10	\$108,988	\$128,221	\$147,452
11	\$125,101	\$147,179	

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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL
SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
1	Coordinator, Career Placement	210
2	Coordinator, Child Care Services	205
2	Instructor, Online Education	261
3	Consultant, Early Childhood Education Program	210
3	Consultant, Culturally and Linguistically Diverse Education	205
3	Consultant, Exceptional Student Services	210/261
3	Coordinator, Career and Technical Education	261
3	Coordinator, Counseling Services	261
3	Coordinator, Culturally and Linguistically Diverse	215
3	Coordinator, Gifted Education	205
3	Coordinator, Project	261
4	Assistant Principal, Elementary	205
4	Assistant Principal, William Smith	210
4	Coordinator, Early Childhood Education	210
5	Assistant Principal, K-8	210
5	Assistant Principal, Middle School	210
5	Coordinator, Instructional	261
5	Coordinator, Instructional ELA	261
6	Assistant Director, Early Childhood Education	261
6	Assistant Principal, High School	210
6	Coordinator, Exceptional Student Services	261
6	Director, Health Services Program	261
6	Director, Student Support Services Program	261
8	Director, Educator Development	261
7	Assistant Director, Exceptional Student Services	261
7	Director, Leadership Development Program	261
7	Director, Mental Health & Counseling Program	261

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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL
SALARY SCHEDULE**

7	Director, Professional Learning Program	261
8	Director, Early Childhood Education Program	261
8	Director, Federal Programs	261
8	Director, Grants	261
8	Director, Learning Resources	261
8	Director, School and Community Services	261
8	Director, Strategic Support & Innovation	261
8	Principal, Elementary School	210
8	Principal, Online High School	261
9	Principal, K-8	261
9	Principal, Middle School	261
9	Principal, William Smith High School	261
10	Director, Culturally and Linguistically Diverse Education	261
10	Director, P-20 Learning Community	261
10	Director, Student Services	261
10	Director, Teaching & Learning	261
10	Executive Director, Autonomous Schools	261
10	Executive Director, Career & Technical Education	261
10	Principal, High School	261
11	Chief Academic Officer	261
11	Chief Operating Officer	261
11	Chief Personnel Officer	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

2	Coordinator, Data – Accountability & Research	261
2	Coordinator, Data Submission	261
2	Coordinator, Language Services	261
2	Coordinator, Nutrition Services	261
2	District Registrar, Centralized Admissions and Student Records	261
2	Lead Coordinator, College and Career Success	215
2	Manager, Loss Control	261
2	Project Specialist, Grants Development	261
2	Project Specialist, Grants & Federal Programs	261
2	Specialist, Early Childhood Education Program	261
2	Specialist, Grant Writer	261
2	Specialist, Post-Secondary Workforce Readiness Partnerships	261
2	Supervisor, Campus Security	261
2	Supervisor, Warehouse	261
3	Accountant, Senior	261
3	Analyst, Accountability & Research	261
3	Assistant Director, Food Service Operations & Systems, Nutrition Services	261
3	Assistant Director, Food Service Support, Nutrition Services	261
3	Coordinator, Assessment & Research	261
3	Coordinator, Grants & Federal Programs	261
3	Coordinator, Human Resources	261
3	Coordinator, Project – Welcome/Newcomer Center	261
3	Executive Director, APS Education Foundation & External Affairs	261
3	Internal Auditor	261
3	Manager, Innovation School Performance	261
3	Manager, Payroll	261
3	Manager, Print Services	261
3	Manager, Risk	261
4	Network Administrator	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

3	Project Manager, Autonomous Schools	261
3	Project Manager	261
3	Public Information Officer	261
3	Specialist, Admissions / Registration and Records	261
3	Specialist, Computer Applications	261
3	Specialist, Computer Applications – Human Resources	261
3	Specialist, Desktop Engineer	261
3	Specialist, News Media	261
3	Specialist, Program Evaluator	261
3	Supervisor, Electronic & Control Systems	261
3	Supervisor, Exterior Operations	261
3	Supervisor, Transportation	261
4	Analyst / Programmer	261
4	Coordinator, Charter Schools	261
4	Coordinator, Communication	261
4	Coordinator, Design & Construction Projects	261
4	Coordinator, Direct Support	261
4	Coordinator, Life Safety Systems	261
4	Coordinator, Planning	261
4	Manager, Accounting	261
4	Manager, Environmental Compliance	261
4	Manager, Fleet Maintenance	261
4	Manager, Natural & Renewable Resources	261
4	Specialist, District Web Manager	261
4	Supervisor, Custodial Operations	261
4	System Administrator	261
4	System Administrator- Security	261
5	Director, Materials Management	261
5	Manager, Design and Construction	261
5	Specialist, Policy Advisor	261
6	Analyst, Functional - Finance	261
6	Analyst, Functional – Human Resources	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

6	Analyst, Functional – Maintenance and Operations	261
6	Analyst, Functional – Project Manager	261
6	Analyst, Functional – Student Information Systems	261
6	Director, Budget	261
6	Director, College and Career Success	261
6	Director, Security	261
7	Analyst/Programmer, Project Manager, Senior	261
7	Director, Accountability & Data Reporting	261
7	Director, Construction and Management	261
7	Director, District Athletics & Activities	261
7	Director, Federal Programs	261
8	Director, IT Application Services	261
8	Director, IT Infrastructure	261
7	Director, Maintenance and Operations	261
7	Director, Nutrition Services	261
7	Director, Transportation	261
8	Director, Assessment & Research	261
8	Director, Employee Relations	261
8	Director, Human Resources	261
8	Director, Leadership Development	261
8	Director, Personnel and Talen Acquisition- Innovation Zone	261
9	Controller	261
11	Chief Information Officer	261
11	Chief Communication Officer	261
11	Chief Financial Officer	261
11	Chief of Staff	261
11	Legal Counsel	261
11	Superintendent of Schools	261

*All positions, unless otherwise noted, have been calculated as full-year positions.

CLASSIFIED STAFF SALARY SCHEDULES
(Classified: Summer School, Postsecondary, C.O.E., Work Study)

I. School Student Helpers	Salary
Student Helper	10.20
II. Exterior Operations / Maintenance	
Facilities Temporary I	10.50
Facilities Temporary II	12.50
Facilities Temporary III	13.50
Facilities Temporary IV	14.50
III. Work Study	
C.O.E. and Work Study	10.20
IV. Community Swimming Program / High School	
Swimming Lifeguard	10.20
Water Safety Instructor	10.41
Instructional Pool Manager	Range 26 *

* In order for a water safety instructor and instructional pool manager to receive an increase in salary advancement, a total of at least 250 hours must be worked during the calendar year prior to June 30 during the winter-spring, summer or fall sessions. Otherwise, these positions will remain at same salary placement effective on July 1 for the next calendar year.

EXTRACURRICULAR ACTIVITIES SALARY SCHEDULE

Compiled on the BA, Step 1 Salary = \$39,757

		Head Basketball HS Head Cheerleader HS Head Football HS Band HS Vocal HS Dramatics HS Speech HS	Head Baseball HS Head Track HS Head Wrestling HS Head Gymnastics HS Head Swimming HS Head Pom Pon Head Lacrosse Head Soccer HS Head Volleyball HS Head X Country HS Head Golf HS Head Tennis HS Head Softball HS Annual Sponsor HS Journalism HS	Asst. Cheerleader HS Asst. Pom Pon HS All Asst. Coaches HS	Intramurals HS/MS Instrumental Music MS Vocal Music MS Head Coaches MS Head Student Council	Asst. Coaches MS Asst. Student Council
YEARS	INDEX	10.50%	9%	8%	7%	6%
1	1.0000	4,174	3,578	3,181	2,783	2,385
2	1.0410	4,346	3,725	3,311	2,897	2,483
3	1.0820	4,517	3,872	3,441	3,011	2,581
4	1.1435	4,774	4,092	3,637	3,182	2,728
5	1.2050	5,030	4,312	3,833	3,354	2,874
6	1.2665	5,287	4,532	4,028	3,525	3,021
7	1.3280	5,544	4,752	4,224	3,696	3,168
8	1.3895	5,800	4,972	4,419	3,867	3,315
9	1.4510	6,057	5,192	4,615	4,038	3,461
10	1.5125	6,314	5,412	4,811	4,209	3,608
11	1.5740	6,571	5,632	5,006	4,380	3,755

Credit for outside experience: Credit for outside experience in coaching shall be allowed on a step-for-each-year basis up to five years. This experience must be in the activity to which the teacher is assigned. For teachers hired after Jan. 1, 1979, no credit shall be given for outside experience at a middle or junior high level if the teacher is performing duties under this Appendix B at the high school level, except that teacher with ninth-grade coaching experience shall receive credit assigned to a ninth-grade coaching assignment in the same activity. In addition, in its sole discretion, the District may give year-for-year credit or it may give less than year-for-year credit for outside coaching experience of more than five years. The District shall not grant more than five years credit unless the chief personnel officer deems it necessary to do so to obtain highly qualified coaches in a particular sport.

Experience credit within the District: Those teachers within the school district shall receive experience credit for each year in a given activity without penalty for grade level or title (e.g. an assistant coach in basketball at the middle school level shall receive full credit for years of experience toward a position in basketball at the senior level).