

**CLASSIFIED EMPLOYEE SALARY SCHEDULE  
2018-2019**

CLASSIFICATION TITLE	RANGE	CLASSIFICATION TITLE	RANGE
Accounting Technician I	20	Journeyman High Voltage	38
Accounting Technician II	22	Journeyman HVAC	38
Accounting Technician III	26	Journeyman Mechanic	30
Activities Accounting Technician	24	Journeyman Plumber	38
Attendance Technician, High School	15	Lead Mechanic	33
Bus Driver	20	Library Technician	*10-19
Bus Driver/Trainer	24	Licensed Vocational Nurse/Instructional Asst.	33
Bus Driver/Utility	24	Locker Room Assistant	10
Campus Security	18	Maintenance Worker	23
Career Center Technician	30	Maintenance Worker w/add'l skills	**24-33
Certified Occupational Therapy Assistant	24	Mechanic	27
Child Development Assistant, Cal-SAFE	14	Migrant Support Technician	*15-20
Child Nutrition Services Buyer/Acct. Tech. III	26	Noon Duty Supervisor	0
Classroom Support Instructional Assistant	*10-18	Parent/Community Liaison Assistant	7
Curriculum Secretary III	20	Pest Control & Turf Technician	23
Curriculum Secretary IV	24	Physical Education Instructional Assistant	*10-18
Custodian I	17	Print Shop Graphics Technician	25-31
Custodian II	19	School Readiness Family Advocate	*10-18
Custodian III, High School	24	School Technology Assistant	*10-18
Educational Transcriber	35	Secretary I	17
Elementary School Secretary - Level I & II	*17-19	Secretary II	19
Facilities/Construction Secretary	26	Secretary III	20
Families in Transition Support Coordinator	*15-20	Secretary IV	24
Food Service Unit Leader I	15	Secretary V + Continuation High School	26
Food Service Unit Leader II	16	Senior Accounting Technician - Payroll	31
Food Service Unit Leader III	23	Senior Translator/Interpreter	30
Food Service Worker	9	Sign Language Interpreter	40
Grounds Maintenance Worker I	21	Special Education Instructional Assistant	*10-18
Grounds Maintenance Worker I w/add'l skills	22	Speech Language Pathology Assistant	24
Grounds Maintenance Worker II	23	Student Information Specialist	38
Grounds Maintenance Worker II w/add'l skills	**24-27	Student Information Technician	30
Health Clerk	17	Student Records Specialist, High School	24
Human Resources Clerk	22	Student Services Secretary III	22
Human Resources Receptionist	13	Student Services Technician I	17
Information Systems Specialist	38	Student Services Technician II	20
Information Systems Technician I	31	Student Services Technician III	24
Information Systems Technician II	34	Student Support Advocate	*10-18
Information Systems Technician III	37	Telecommunications/Low Voltage Technician	**29-36
Information Technology Secretary	24	Translator/Interpreter	24
Journeyman Electrician	36	Warehouse Delivery Person	20

\*See page 3

\*\*See page 4

Longevity Increments	Monthly Amt	Requirement	Hourly Amt
Increment #1	\$ 65.10	10 years completed service	\$ 0.37
Increment #2	\$ 130.20	15 years completed service	\$ 0.75
Increment #3	\$ 195.30	20 years completed service	\$ 1.11
Increment #4	\$ 260.40	25 years completed service	\$ 1.48
Increment #5	\$ 325.50	30 years completed service	\$ 1.86
Increment #6	\$ 390.60	35 years completed service	\$ 2.23
Increment #7	\$ 455.70	40 years completed service	\$ 2.59

10.20.15 -Board approved 4% increase retro to 7.1.15  
 3.7.17 - Board approved 3.75% increase retro to 7.1.16  
 Revised: 8.2.17  
 BOE approved 3.20.18 - Step 8 created w/4.3% retro to 7.1.17  
 BOE approved 3.20.18 - .7% added to step 8, eff. 7.1.18  
 Revised: 1.7.19

New position added: Information Systems Technician III - eff. 12.5.18  
 New position added: Journeyman Mechanic - eff. 12.5.18  
 BOE approved 12.5.18 - Human Resources Clerk - range change retro to 7.1.18  
 BOE approved 12.5.18 - Journeyman HVAC - range change retro to 7.1.18  
 BOE approved 12.5.18 - Journeyman Plumber - range change retro to 7.1.18

**CLASSIFIED SALARY SCHEDULE  
2018 - 2019  
(Monthly/Hourly Rates)**

Range	Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
0		12.00		12.00		12.00		12.00		12.00		12.00		12.00
7	2085	12.04	2187	12.62	2295	13.24	2411	13.92	2534	14.62	2660	15.33	2793	16.10
8	2136	12.33	2241	12.92	2351	13.57	2474	14.29	2597	14.98	2728	15.75	2864	16.54
9	2187	12.62	2295	13.24	2411	13.92	2534	14.62	2660	15.33	2793	16.11	2933	16.92
10	2241	12.92	2351	13.57	2474	14.29	2595	14.96	2714	15.66	2850	16.44	2993	17.26
11	2295	13.24	2411	13.92	2534	14.62	2662	15.37	2795	16.13	2935	16.94	3082	17.79
12	2351	13.57	2474	14.29	2595	14.96	2724	15.72	2860	16.51	3003	17.32	3153	18.19
13	2411	13.92	2534	14.62	2662	15.37	2793	16.12	2933	16.93	3079	17.77	3233	18.66
14	2474	14.29	2595	14.96	2724	15.72	2857	16.50	3000	17.31	3151	18.17	3309	19.08
15	2534	14.62	2662	15.37	2793	16.12	2935	16.93	3081	17.77	3235	18.66	3397	19.59
16	2595	14.96	2724	15.72	2857	16.50	3001	17.32	3153	18.19	3311	19.11	3477	20.07
17	2662	15.37	2793	16.12	2935	16.93	3082	17.78	3236	18.68	3398	19.61	3568	20.59
18	2724	15.72	2857	16.50	3001	17.32	3157	18.22	3316	19.13	3481	20.09	3655	21.09
19	2793	16.12	2935	16.93	3082	17.78	3235	18.66	3397	19.61	3567	20.58	3745	21.61
20	2857	16.50	3001	17.32	3157	18.22	3315	19.13	3480	20.09	3654	21.08	3837	22.13
21	2935	16.93	3082	17.78	3235	18.66	3397	19.61	3567	20.58	3745	21.62	3932	22.70
22	3001	17.32	3157	18.22	3315	19.13	3480	20.08	3654	21.09	3837	22.14	4029	23.25
23	3082	17.78	3235	18.66	3397	19.61	3568	20.58	3746	21.62	3934	22.70	4131	23.84
24	3157	18.22	3315	19.13	3480	20.08	3657	21.09	3839	22.15	4031	23.25	4233	24.41
25	3235	18.66	3397	19.61	3568	20.58	3750	21.64	3937	22.72	4134	23.86	4341	25.05
26	3315	19.13	3480	20.08	3657	21.09	3843	22.18	4037	23.30	4237	24.44	4449	25.66
27	3397	19.61	3568	20.58	3750	21.64	3938	22.72	4135	23.86	4343	25.06	4560	26.31
28	3480	20.08	3657	21.09	3843	22.18	4039	23.30	4240	24.46	4453	25.68	4676	26.96
29	3568	20.58	3750	21.64	3938	22.72	4140	23.89	4348	25.08	4564	26.33	4792	27.65
30	3657	21.09	3843	22.18	4039	23.30	4244	24.47	4456	25.71	4679	26.99	4913	28.34
31	3750	21.64	3938	22.72	4140	23.89	4342	25.05	4559	26.31	4786	27.61	5025	28.99
32	3843	22.18	4039	23.30	4244	24.47	4453	25.69	4675	26.98	4909	28.32	5154	29.74
33	3938	22.72	4140	23.89	4342	25.05	4559	26.31	4786	27.61	5025	28.99	5276	30.44
34	4039	23.30	4244	24.47	4453	25.69	4668	26.92	4902	28.28	5147	29.70	5404	31.18
35	4140	23.89	4342	25.05	4559	26.31	4776	27.56	5014	28.93	5264	30.38	5527	31.90
36	4244	24.47	4453	25.69	4668	26.92	4888	28.20	5131	29.60	5389	31.09	5658	32.64
37	4342	25.05	4559	26.31	4776	27.56	5003	28.86	5254	30.31	5517	31.82	5793	33.41
38	4453	25.69	4668	26.92	4888	28.20	5120	29.55	5376	31.02	5644	32.57	5926	34.20
39	4564	26.33	4794	27.67	5035	29.05	5286	30.50	5550	32.02	5827	33.62	6118	35.30
40	4679	27.01	4915	28.35	5159	29.78	5417	31.26	5688	32.83	5972	34.46	6271	36.18

**PLACEMENT ON SALARY SCHEDULE**

Classified employees, upon original employment, shall be placed on the first step of the salary range according to the classification to which they are appointed. However, the Assistant Superintendent, Human Resources, can fix the beginning rate of compensation for an original appointment at a step other than the minimum step in the salary rate, if it is necessary in order to obtain qualified employees in highly specialized or technical positions.

A Noon Duty position combined with a classified bargaining unit position receives 3.75% salary increase as per CSEA agreement, eff. 3.7.17. Noon Duty only positions are at minimum wage of \$12.00 per hour effective 1.1.19.

Revised: 1.12.16 (minimum wage change to \$10.00 hr)

Revised: 1.10.17 (minimum wage change to \$10.50 hr)

BOE approved 3.20.18 - Step 8 created w/4.3% retro to 7.1.17

BOE approved 3.20.18 - .7% added to step 8, eff. 7.1.18

Revised: 1.9.18 (minimum wage change to \$11.00 hr)

Revised: 1.7.19 (minimum wage change to \$12.00 hr)

No employees/positions/classifications exist on ranges 1 - 6.

## **PLACEMENT SCHEDULES**

The placement schedules established offer each of the employees in these areas the opportunity to upgrade themselves by taking additional educational work in their field through a college and/or district approved inservice(s). Listed below is a breakdown in each of the areas which determines the placement on the salary schedule.

### **INSTRUCTIONAL ASSISTANT, SCHOOL READINESS FAMILY ADVOCATE, SCHOOL TECHNOLOGY ASSISTANT, STUDENT SUPPORT ADVOCATE**

- Range 10      None or a limited number of units
- Range 12      Completion of 15 semester units of a varied academic program.
- Range 15      Completion of 30 semester units of a varied academic program, 15 of which must be educational courses or related subjects.
- Range 18      An AA Degree (60 semester units or more, 30 of which must be education courses or related subject(s) or 60 units of education courses.

### **LIBRARY TECHNICIAN**

- Range 10      None or a limited number of units
- Range 12      Completion of 15 semester units of a varied academic program. Library Technology courses are encouraged.
- Range 15      Completion of 30 semester units of a varied academic program, 15 of which must be related to Library Sciences.
- Range 18      An AA Degree
- Range 19      An AA Degree including the Library Technology certificate.

### **MIGRANT SUPPORT TECHNICIAN, FAMILIES IN TRANSITION SUPPORT COORDINATOR**

- Range 15      0 - 59 college semester units
- Range 18      AA degree or 60 college semester units
- Range 20      BA or BS degree

### **ELEMENTARY SCHOOL SECRETARY**

- Range 17      School enrollment up to 549.
- Range 19      School enrollment 550 and higher.

### **SECOND LANGUAGE STIPEND**

A 2% stipend will be given to employees whose job description requires proficiency in a second language, provided each employee takes and passes the district examination for that particular second language. This includes, but may not be limited to, Families in Transition Support Coordinator, Migrant Support Technician, School Readiness Family Advocate, Sign Language Interpreter, Sr. Translator/Interpreter, and Translator/Interpreter.

A stipend will be considered for employees who are called upon to use a second language in the regular course of their duties. This request will begin with the site manager who will investigate the percentage of time the skills are used, the skill level necessary and the impact on the site if the individual did not provide the expertise in the second language. Each request will be considered individually. The final determination will involve site management, Human Resources and CSEA. If it is determined an individual provides a crucial service, then that individual has a choice to take and pass the district examination for that particular second language and receive a 2% stipend or continue to provide the service and receive a 1% stipend.

The stipend will be paid to that employee as long as he/she remains at that site and provides this service.

### **TRAINING STIPEND**

For the 2015 - 2016 school year, the Student Records Specialist, AGHS shall receive a 2% annual stipend for training and support per re-class.

## FACILITIES MAINTENANCE OPERATIONS

### Grounds Maintenance Worker II with Additional Skill Ratings:

Irrigation & Drainage Level I	Range 24
Irrigation & Drainage Level II	Range 25
Irrigation & Drainage Level III	Range 26
Heavy Equipment Operator Level I	Range 27

### Maintenance Worker with Additional Skill Ratings:

Carpenter Level I	Range 24
Carpenter Level II	Range 25
Carpenter Level III	Range 26

Electrician Level I	Range 24
Electrician Level II	Range 25
Electrician Level III	Range 26
Electrician Level IV	Range 29
Journeyman Electrician	Range 36
Journeyman High Voltage	Range 38

Heavy Equipment Operator Level I	Range 24
Heavy Equipment Operator Level II	Range 25
Heavy Equipment Operator Level III	Range 26

HVAC Level I	Range 24
HVAC Level II	Range 25
HVAC Level III	Range 26
HVAC Level IV	Range 29
Journeyman HVAC	Range 38

Irrigation & Drainage Level I	Range 24
Irrigation & Drainage Level II	Range 25
Irrigation & Drainage Level III	Range 26

Locksmith Level I	Range 24
Locksmith Level II	Range 25
Locksmith Level III	Range 26
Locksmith Level IV	Range 29

Painter Level I	Range 24
Painter Level II	Range 25
Painter Level III	Range 26
Painter Level IV	Range 29

Plumber Level I	Range 24
Plumber Level II	Range 25
Plumber Level III	Range 26
Plumber Level IV	Range 29
Journeyman Plumber	Range 38

### Telecommunications/Low Voltage Technician:

Fire Alarm - Level I	Range 29
Phones - Level I	Range 30
Network - Level I	Range 31
Fire Alarm - Level II	Range 32
Phones - Level II	Range 33
Network - Level II	Range 34
Fire Alarm - Level III	Range 35
Network - Level III	Range 36

Welder Level I	Range 24
Welder Level II	Range 25