

CLASSIFIED EMPLOYEE SALARY SCHEDULE 2019-2020

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

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

5.21.19 - BOE approved 1% increase retro to 7.1.18

Revised: 5.29.19

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
2019 - 2020
(Monthly/Hourly Rates)

	Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8	
Range	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
0		12.12		12.12		12.12		12.12		12.12		12.12		12.12
7	2106	12.16	2209	12.75	2318	13.37	2435	14.06	2559	14.77	2687	15.48	2821	16.26
8	2157	12.45	2263	13.05	2375	13.71	2499	14.43	2623	15.13	2755	15.91	2893	16.71
9	2209	12.75	2318	13.37	2435	14.06	2559	14.77	2687	15.48	2821	16.27	2962	17.09
10	2263	13.05	2375	13.71	2499	14.43	2621	15.11	2741	15.82	2879	16.60	3023	17.43
11	2318	13.37	2435	14.06	2559	14.77	2689	15.52	2823	16.29	2964	17.11	3113	17.97
12	2375	13.71	2499	14.43	2621	15.11	2751	15.88	2889	16.68	3033	17.49	3185	18.37
13	2435	14.06	2559	14.77	2689	15.52	2821	16.28	2962	17.10	3110	17.95	3265	18.85
14	2499	14.43	2621	15.11	2751	15.88	2886	16.67	3030	17.48	3183	18.35	3342	19.27
15	2559	14.77	2689	15.52	2821	16.28	2964	17.10	3112	17.95	3267	18.85	3431	19.79
16	2621	15.11	2751	15.88	2886	16.67	3031	17.49	3185	18.37	3344	19.30	3512	20.27
17	2689	15.52	2821	16.28	2964	17.10	3113	17.96	3268	18.87	3432	19.81	3604	20.80
18	2751	15.88	2886	16.67	3031	17.49	3189	18.40	3349	19.32	3516	20.29	3692	21.30
19	2821	16.28	2964	17.10	3113	17.96	3267	18.85	3431	19.81	3603	20.79	3782	21.83
20	2886	16.67	3031	17.49	3189	18.40	3348	19.32	3515	20.29	3691	21.29	3875	22.35
21	2964	17.10	3113	17.96	3267	18.85	3431	19.81	3603	20.79	3782	21.84	3971	22.93
22	3031	17.49	3189	18.40	3348	19.32	3515	20.28	3691	21.30	3875	22.36	4069	23.48
23	3113	17.96	3267	18.85	3431	19.81	3604	20.79	3783	21.84	3973	22.93	4172	24.08
24	3189	18.40	3348	19.32	3515	20.28	3694	21.30	3877	22.37	4071	23.48	4275	24.65
25	3267	18.85	3431	19.81	3604	20.79	3788	21.86	3976	22.95	4175	24.10	4384	25.30
26	3348	19.32	3515	20.28	3694	21.30	3881	22.40	4077	23.53	4279	24.68	4493	25.92
27	3431	19.81	3604	20.79	3788	21.86	3977	22.95	4176	24.10	4386	25.31	4606	26.57
28	3515	20.28	3694	21.30	3881	22.40	4079	23.53	4282	24.70	4498	25.94	4723	27.23
29	3604	20.79	3788	21.86	3977	22.95	4181	24.13	4391	25.33	4610	26.59	4840	27.93
30	3694	21.30	3881	22.40	4079	23.53	4286	24.71	4501	25.97	4726	27.26	4962	28.62
31	3788	21.86	3977	22.95	4181	24.13	4385	25.30	4605	26.57	4834	27.89	5075	29.28
32	3881	22.40	4079	23.53	4286	24.71	4498	25.95	4722	27.25	4958	28.60	5206	30.04
33	3977	22.95	4181	24.13	4385	25.30	4605	26.57	4834	27.89	5075	29.28	5329	30.74
34	4079	23.53	4286	24.71	4498	25.95	4715	27.19	4951	28.56	5198	30.00	5458	31.49
35	4181	24.13	4385	25.30	4605	26.57	4824	27.84	5064	29.22	5317	30.68	5582	32.22
36	4286	24.71	4498	25.95	4715	27.19	4937	28.48	5182	29.90	5443	31.40	5715	32.97
37	4385	25.30	4605	26.57	4824	27.84	5053	29.15	5307	30.61	5572	32.14	5851	33.74
38	4498	25.95	4715	27.19	4937	28.48	5171	29.85	5430	31.33	5700	32.90	5985	34.54
39	4610	26.59	4842	27.95	5085	29.34	5339	30.81	5606	32.34	5885	33.96	6179	35.65
40	4726	27.28	4964	28.63	5211	30.08	5471	31.57	5745	33.16	6032	34.80	6334	36.54

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.

5.21.19 - BOE approved 1% increase retro to 7.1.18

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