# INFORMATION SHEET FOR 04.04.2023 TRUSTEES' MEETING

TO: James W. Bridges

FOR: Board of Trustees

FROM: Emily Stroup

ISSUE: 2022-2023 Salary Schedules, All Units

## BACKGROUND:

The District has reached a Tentative Agreement with the Jefferson Teacher's Association for the fiscal year 2022-2023 and would like to extend the agreement to the unrepresented units. The unrepresented units include Classified, Confidential, Classified Managers and Certificated Managers.

The attached salary schedules for all units reflect the following:

- 10% increase on-going, plus an additional 1% on-going beginning at Step 15 (year 15), an additional 2% on-going at Step 19 (year 19), and an additional 1% on-going at Step 22 (year 22); Retroactive to July 1, 2022.
- 2% longevity stipend at 30 years.

RECOMMENDATION: Approval of the 2022-2023 salary schedules for all units.

## 2022-2023 Certificated Salary Schedule (183 Days)

| Step | Class A | Class B | Class C | Class D | Class E | Class F |
|---|---|---|---|---|---|---|
| | BA | BA + 24 | BA + 30 | BA + 45 | BA + 60 | BA + 75 |
| 1 | 59,107 | 59,107 | 59,107 | 59,107 | 59,107 | 61,027 |
| 2 | | | 59,107 | 59,579 | 61,396 | 63,317 |
| 3 | | | 60,242 | 61,963 | 63,779 | 65,696 |
| 4 | | | 62,721 | 64,916 | 66,256 | 68,176 |
| 5 | | | 65,295 | 67,014 | 68,830 | 70,754 |
| 6 | | | 67,976 | 69,693 | 71,513 | 73,433 |
| 7 | | | 70,763 | 72,478 | 74,298 | 76,218 |
| 8 | | | 73,663 | 75,920 | 77,740 | 79,659 |
| 9 | | | 76,674 | 79,026 | 80,846 | 82,764 |
| 10 | | | 79,808 | 81,529 | 83,347 | 85,265 |
| 11 | | | | 84,857 | 86,674 | 88,591 |
| 12 | | | | 84,857 | 86,674 | 92,203 |
| 13 | | | | 84,857 | 86,674 | 95,959 |
| 14 | | | | 84,857 | 87,517 | 96,890 |
| 15 | | | | 85,628 | 88,312 | 97,770 |
| 16 | | | | 86,985 | 89,685 | 99,147 |
| 17 | | | | 86,985 | 89,685 | 99,147 |
| 18 | | | | 86,985 | 89,685 | 99,147 |
| 19 | | | | 88,552 | 91,301 | 100,933 |
| 20 | | | | 89,937 | 92,700 | 102,330 |
| 21 | | | | 89,937 | 92,700 | 102,330 |
| 22 | | | | 90,732 | 93,520 | 103,235 |
| 23 | | | | 90,732 | 93,520 | 103,235 |
| 24 | | | | 92,131 | 94,925 | 104,644 |
| 25 | | | | 93,974 | 96,823 | 106,737 |

*** Adjusted minimum salary is equal to Class E BA + 60 for all unit members with less than 30 semester units above a BA or with an emergency, intern or waiver credential**

Article 16.5.1 Unit members who have earned a Masters shall receive, in addition to their regular scheduled salary, an annual stipend of $2000.

Article 16.7.1 An annual stipend of $3000 will be paid to Special Education teachers, (RSP and SDC).

Longevity Stipend: 2% at 30 years of service
2% at 35 years of service

Health Benefits CAP: $10,200.00

FISCAL YEAR 2022-2023: 10% increase on-going, plus an additional 1% on-going beginning at Step 15, an additional 2% on-going at Step 19, and an additional 1% on-going at Step 22; Retroactive to July 1, 2022.

Board approved: Pending
Effective: Pending

## 2022-2023 CLASSIFIED HOURLY SALARY SCHEDULE

| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
|---|---|---|---|---|---|---|---|
| 10 | Campus Aide | 201 | $15.01 | $15.75 | $16.57 | $17.39 | $18.25 |
| 20 | Food Service Worker I | 201 | $16.42 | $17.22 | $18.08 | $18.99 | $19.93 |
| 30 | Instructional Aide | 201 | $16.26 | $17.06 | $17.91 | $18.81 | $19.75 |
| 40 | Clerk I | 201 | $16.90 | $17.73 | $18.60 | $19.56 | $20.53 |
| 50 | Food Service Clerk I | 201 | $16.78 | $17.60 | $18.47 | $19.42 | $20.39 |
| 55 | Community Liaison | 201 | $17.03 | $17.87 | $18.75 | $19.72 | $20.69 |
| 60 | Instruction Aide Bilingual | 201 | $17.01 | $17.85 | $18.76 | $19.69 | $20.69 |
| 70 | Food Service Worker II | 201 | $17.21 | $18.06 | $18.98 | $19.91 | $20.93 |
| 80 | *Instructional Aide Special Education | 201 | $17.27 | $18.16 | $19.06 | $20.02 | $21.01 |
| 90 | Paraprofessional (AA Degree Required) | 201 | $17.57 | $18.44 | $19.36 | $20.34 | $21.35 |
| 93 | Paraprofessional - ECE I (AA Degree Required) | 201 | $17.57 | $18.44 | $19.36 | $20.34 | $21.35 |
| 95 | Professional - ECE II (AA Degree and min. 12 ECE Units Required) | 201 | $19.44 | $20.41 | $21.42 | $22.50 | $23.63 |
| 100 | Paraprofessional - ELD (AA Degree Required) | 201 | $17.57 | $18.44 | $19.36 | $20.34 | $21.35 |
| 110 | Paraprofessional - Special Education (AA Degree Required) | 201 | $17.57 | $18.44 | $19.36 | $20.34 | $21.35 |
| 115 | Behavior Intervention Technician - Special Ed | 201 | $17.57 | $18.44 | $19.36 | $20.34 | $21.35 |
| 120 | Cook/Baker | 201 | $18.34 | $19.26 | $20.23 | $21.25 | $22.32 |
| 130 | **Custodian | 261 | $18.90 | $19.85 | $20.84 | $21.90 | $22.98 |
| 140 | Library Aide I | 201 | $18.92 | $19.88 | $20.86 | $21.92 | $23.02 |
| 150 | Clerk II | 204 | $19.03 | $19.98 | $20.98 | $22.03 | $23.14 |
| 160 | Food Service Clerk II | 204 | $19.03 | $19.98 | $20.98 | $22.03 | $23.14 |
| 170 | Receptionist/Substitute Placement Clerk | 251 | $19.03 | $19.98 | $20.98 | $22.03 | $23.14 |
| 175 | Computer Technician | 251 | $19.18 | $22.16 | $25.59 | $29.56 | $34.14 |
| 180 | Library Aide II - AA | 201 | $19.44 | $20.40 | $21.41 | $22.50 | $23.63 |
| 190 | Library Aide III - BA | 201 | $19.95 | $20.92 | $22.00 | $23.09 | $24.24 |
| 200 | Bustodian | 261 | $22.02 | $22.97 | $24.00 | $25.05 | $26.16 |
| 201 | Bus Driver | 201 | $24.22 | $25.27 | $26.40 | $27.56 | $28.78 |
| 210 | **Head Custodian | 261 | $21.53 | $22.61 | $23.74 | $24.92 | $26.18 |
| 220 | **Landscaper-Groundskeeper | 261 | $21.60 | $22.68 | $23.82 | $25.00 | $26.26 |
| 230 | Account Clerk | 251 | $22.54 | $23.67 | $24.85 | $26.10 | $27.40 |
| 240 | Secretary I | 224 | $22.54 | $23.67 | $24.85 | $26.10 | $27.40 |
| 250 | Mechanic | 261 | $30.34 | $31.85 | $33.44 | $35.09 | $36.86 |
| 255 | Speech Language Path Asst | 201 | $27.61 | $30.42 | $31.98 | $33.55 | $35.32 |
| 270 | Intervention Specialist | 201 | $31.66 | | | | |
| 290 | Bus Driver Trainer | | $65.02 | | | | |
| 300 | Procedure Nurse | 187 | $53.17 | $55.24 | $57.40 | $59.63 | $61.95 |

*MAY INCLUDE PERSONAL CARE STIPEND: $1.50 PER HOUR

** MAY INLCUDE STAND-BY & ON-CALL STIPEND

LONGEVITY

3.5% at 15 years

2.0% at 19 years

2.5% at 20 years

1.0% at 22 years

2.5% at 25 years

FISCAL YEAR 2022-2023 - 10%

Board approved: Pending

Effective: Pending

## 2022-2023 CERTIFICATED MANAGEMENT/PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/DISTRICT NURSE SALARY SCHEDULE (+10%)DRAFT

| CERTIFICATED MANAGEMENT | | | | | | | |
|---|---|---|---|---|---|---|---|
| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
| 20 | Human Resources Director | 225 | $140,686 | $144,911 | $149,252 | $153,731 | $158,349 |
| 120 | *Director of Student Services and Special Education | 225 | $140,686 | $144,911 | $149,252 | $153,731 | $158,349 |
| 30 | *Special Education Director | 220 | $137,560 | $141,689 | $145,937 | $150,315 | $154,824 |
| 40 | Principal | 210 | $129,996 | $133,897 | $137,910 | $142,049 | $146,308 |
| 50 | Vice Principal | 200 | $106,941 | $110,149 | $113,453 | $116,859 | $120,364 |
| 60 | Coordinator of Curriculum & Categorical | 210 | $102,981 | $106,075 | $109,254 | $112,534 | $115,909 |

| PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST | | | | | | | |
|---|---|---|---|---|---|---|---|
| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
| 70 | *Psychologist | 187 | $100,755 | $103,779 | $106,892 | $110,098 | $113,507 |
| 80 | *Speech Language Pathologist | 187 | $97,974 | $100,915 | $103,942 | $107,060 | $110,375 |
| 100 | *Behavior Specialist | 187 | $92,691 | $95,473 | $98,337 | $101,286 | $104,423 |
| 110 | *Special Education Program Specialist | 200 | $112,394 | $115,735 | $119,238 | $122,815 | $126,500 |

| DISTRICT NURSE | | | | | | | |
|---|---|---|---|---|---|---|---|
| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
| 90 | District Nurse | 187 | $92,691 | $95,473 | $98,337 | $101,286 | $104,423 |

Certificated Management employees who have earned a Master's Degree shall receive, in addition to their regular pay, an annual stipend of $2,000. Certificated Management employees who have earned a Doctorate Degree shall receive, in addition to their regular pay and the Master's stipend, an annual stiped of $2,000.

*These Employeees, with the possession of the appropriate credential, will receive an annual Special Education stipend of $3,000.

**LONGEVITY**

2% at 15 years

3% at 19 years

2% at 22 years

FISCAL YEAR 2022-2023 - 10%

Board approved: Pending

Effective: Pending

## 2022-2023 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE (+10%)

| CLASSIFIED MANAGEMENT | | | | | | | |
|---|---|---|---|---|---|---|---|
| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
| 10 | CBO | 252 | $140,174 | $144,384 | $148,709 | $153,172 | $157,773 |
| 20 | Director Maintenance, Operations & Transportation | 261 | $75,063 | $78,751 | $82,746 | $86,883 | $91,223 |
| 25 | Information Technology Coordinator | 251 | $71,433 | $75,054 | $78,788 | $82,741 | $86,849 |
| 30 | Director Food Services | 220 | $58,432 | $60,241 | $63,275 | $66,410 | $69,748 |
| 35 | Director of Information Technology | 251 | $84,872 | $89,115 | $93,036 | $97,688 | $102,572 |
| 40 | Educational Behavior Analyst | 187 | $92,690 | $95,473 | $98,337 | $101,286 | $104,423 |

| CONFIDENTIAL | | | | | | | |
|---|---|---|---|---|---|---|---|
| RANGE | POSITION | CONTRACTED DAYS | STEP A | STEP B | STEP C | STEP D | STEP E |
| 310 | *Administrative Assistant II | 251 | $32.37 | $33.87 | $35.48 | $37.13 | $38.89 |
| 320 | Administrative Assistant I | 251 | $27.23 | $28.60 | $30.03 | $31.54 | $33.11 |
| 325 | Human Resources Specialist | 251 | $27.92 | $29.32 | $30.78 | $32.33 | $33.94 |
| 330 | School Information Systems Specialist | 251 | $28.52 | $29.95 | $31.46 | $33.03 | $34.69 |
| 340 | Business Services Specialist | 251 | $25.68 | $26.97 | $28.33 | $29.72 | $31.21 |
| 350 | Payroll/Accounts Specialist | 251 | $24.46 | $25.68 | $26.97 | $28.33 | $29.73 |
| 360 | Administrative Assistant to the Principal | 224 | $22.60 | $23.73 | $24.91 | $26.15 | $27.46 |

*Includes a $25.00 per month special compensation for additional Board Meeting preparation and attendance.

**LONGEVITY**

4.5% at 15 years
3% at 19 years
2.5% at 20 years
2% at 22 years
2.5% at 25 years

FISCAL YEAR 2022-2023 - 10%

Board approved: Pending
Effective: Pending