INFORMATION SHEET FOR 7/27/2021 TRUSTEES' MEETING

Attachment: 4.2

TO: James W. Bridges

FOR: Board of Trustees

FROM: Dena Whittington

ISSUE: 2021-22 Salary Schedules, All Units

BACKGROUND:

The District has reached an agreement with Jefferson Teacher Association for the 2021-22 school year 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 4% ongoing salary increase for 2021-22 school year per the board approved AB1200 on June 15, 2021

RECOMMENDATION: Approval of the 2021-22 salary schedules for all units.

2021-2022 CERTIFICATED MANAGEMENT/PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/DISTRICT NURSE SALARY SCHEDULE

CERTIFICATED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
20	Human Resources Director	225	$116,269	$119,761	$123,349	$127,050	$130,867
30	*Special Education Director	220	$113,686	$117,098	$120,609	$124,227	$127,954
40	Principal	210	$108,520	$111,777	$115,127	$118,581	$122,137
50	Vice Principal	200	$88,381	$91,032	$93,763	$96,578	$99,474
60	Coordinator of Curriculum & Categorical	210	$90,629	$93,351	$96,149	$99,036	$102,006

PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
70	*Psychologist	187	$84,264	$86,794	$89,397	$92,078	$94,930
80	*Speech Language Pathologist	187	$84,264	$86,794	$89,397	$92,078	$94,930
100	*Behavior Specialist	187	$84,264	$86,794	$89,397	$92,078	$94,930

DISTRICT NURSE							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
90	District Nurse	187	$84,264	$86,794	$89,397	$92,078	$94,930

Certificated Management employees who have earned a Master's Degree shall receive, in addition to their regular pay, an annual stipend of $1,500. 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 $1,500.

*These Employeees will receive an annual Special Education stiped of $1,500.

FISCAL YEAR 2006-07 - 7%
FISCAL YEAR 2013-14 - 5%
FISCAL YEAR 2014-15 - 2.1%
FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
FISCAL YEAR 2017-18 - 2%
FISCAL YEAR 2018-19 - 2% No retro
FISCAL YEAR 2019-20 - 2% No retro
FISCAL YEAR 2021-22 - 4% No retro

Board approved: July 27, 2021
Effective July 1, 2021

2021-22 Certificated Salary Schedule (183 Days)

Step	Class A	Class B	Class C	Class D	Class E	Class F	Glass G - MASTERS
	BA	BA + 24	BA + 30	BA + 45	BA + 60	BA + 75	inc. BA + 75
1	47,217	49,142	52,050	52,081	53,734	55,479	57,317
2	47,217	51,106	52,601	54,162	55,815	57,561	59,398
3	47,217	51,106	54,765	56,330	57,981	59,724	61,562
4	47,217	51,106	57,019	59,014	60,233	61,978	63,814
5	47,217	51,106	59,359	60,922	62,573	64,322	66,158
6	47,217	51,106	61,796	63,357	65,012	66,757	68,592
7	47,217	51,106	64,330	65,889	67,544	69,289	71,128
8	47,217	51,106	66,966	69,019	70,673	72,417	74,254
9	47,217	51,106	69,703	71,842	73,496	75,240	77,075
10	47,217	51,106	72,552	74,117	75,770	77,513	79,350
11	47,217	51,106	72,552	77,142	78,795	80,538	82,377
12	47,217	51,106	72,552	77,142	78,795	83,821	85,660
13	47,217	51,106	72,552	77,142	78,795	87,235	89,075
14	47,217	51,106	72,552	77,142	79,561	88,082	89,939
15	47,217	51,106	72,552	77,142	79,561	88,082	89,939
16	47,217	51,106	72,552	78,365	80,797	89,322	91,172
17	47,217	51,106	72,552	78,365	80,797	89,322	91,172
18	47,217	51,106	72,552	78,365	80,797	89,322	91,172
19	47,217	51,106	72,552	78,365	80,797	89,322	91,172
20	47,217	51,106	72,552	79,590	82,035	90,557	92,412
21	47,217	51,106	72,552	79,590	82,035	90,557	92,412
22	47,217	51,106	72,552	79,590	82,035	90,557	92,412
23	47,217	51,106	72,552	79,590	82,035	90,557	92,412
24	47,217	51,106	72,552	80,817	83,268	91,793	93,648
25	47,217	51,106	72,552	82,433	84,933	93,629	95,521
26	47,217	51,106	72,552	82,433	84,933	93,629	95,521
27	47,217	51,106	72,552	82,433	84,933	93,629	95,521
28	47,217	51,106	72,552	82,433	84,933	93,629	95,521
29	47,217	51,106	72,552	82,433	84,933	93,629	95,521
30	47,217	51,106	72,552	84,082	86,632	95,502	97,432

Article 16.1.1 Salary Non-creditionaled teacher salary is Class A, Step 1. The minimum salary for a credentialed teacher is Class B, Step 2.

Article 16.2.4 Prior I 15 years accepted, for initial placement on Step 16

Article 16.2.6.1 Unit All units must be prior-approved, converted to Semester Units

Article 16.3.6.2.1 Gr Applicable only if earned after BA

Article 16.6 Masters Unit members who have earned a Masters and are below 75 units shall receive, in addition to his/her regular scheduled salary, an annual stipend of $1,500.

Article 16.7.1 Special Education Stipend: An annual stiped of $1,500 will be paid to Special Education teachers, (RSP, Speech/Lang, and SDC).

Article 16.2 Longevity stipend of 2% at 35 years of service

Health Benefits Cap $10,100.00

2014-15 2.1% increase (182 Days)

2015-16 4% increase (183 Days)

2016-17 3% increase (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

2017-18 2 % increase (increase for longevity years 25-30)

2018-19 2% increase No retro (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

2019-20 2% increase No retro (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

2021-22 4% increase No retro (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

Board Approved: July 27, 2021

Effective July 1, 2021

2021-2022 CLASSIFIED HOURLY SALARY SCHEDULE

RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	Campus Aide	201	$13.34	$14.00	$14.73	$15.45	$16.22
20	Food Service Worker I	201	$14.75	$15.47	$16.24	$17.06	$17.91
30	Instructional Aide	201	$14.78	$15.51	$16.28	$17.10	$17.95
40	Clerk I	201	$15.26	$16.00	$16.79	$17.66	$18.53
50	Food Service Clerk I	201	$15.26	$16.00	$16.79	$17.66	$18.53
55	Community Liaison	201	$15.26	$16.00	$16.79	$17.66	$18.53
60	Instruction Aide Bilingual	201	$15.46	$16.23	$17.05	$17.90	$18.81
70	Food Service Worker II	201	$15.47	$16.24	$17.06	$17.91	$18.82
80	*Instructional Aide Special Education	201	$15.70	$16.51	$17.32	$18.20	$19.10
90	Paraprofessional (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
100	Paraprofessional - ELD (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
110	Paraprofessional - Special Education (AA Degree Required)	201	$15.97	$16.76	$17.60	$18.49	$19.41
115	Behavior Intervention Technician - Special Ed	201	$15.97	$16.76	$17.60	$18.49	$19.41
120	Cook/Baker	201	$16.67	$17.51	$18.39	$19.31	$20.29
130	**Custodian	261	$17.18	$18.05	$18.95	$19.91	$20.89
140	Library Aide I	201	$17.20	$18.07	$18.97	$19.93	$20.93
150	Clerk II	204	$17.30	$18.17	$19.08	$20.03	$21.03
160	Food Service Clerk II	204	$17.30	$18.17	$19.08	$20.03	$21.03
170	Receptionist/Substitute Placement Clerk	251	$17.30	$18.17	$19.08	$20.03	$21.03
180	Library Aide II - AA	201	$17.67	$18.55	$19.47	$20.45	$21.48
190	Library Aide III - BA	201	$18.13	$19.02	$20.00	$20.99	$22.04
200	***Bus Driver	201	$19.27	$20.22	$21.25	$22.30	$23.41
210	**Head Custodian	261	$19.57	$20.56	$21.59	$22.66	$23.80
220	**Landscaper-Groundskeeper	261	$19.57	$20.56	$21.59	$22.66	$23.80
230	Account Clerk	251	$20.49	$21.52	$22.59	$23.73	$24.91
240	Secretary I	224	$20.49	$21.52	$22.59	$23.73	$24.91
250	Mechanic	261	$22.98	$24.13	$25.33	$26.59	$27.93
255	Speech Language Path Asst	201	$24.16	$26.62	$27.98	$29.36	$30.90
260	Computer Technician	251	$24.45	$25.68	$26.94	$28.29	$29.71
270	Intervention Specialist	201	$28.78	$0.00	$0.00	$0.00	$0.00
280	Information Technology Coordinator	251	$32.34	$33.98	$35.67	$37.46	$39.32
290	Bus Driver Trainer		$59.11				

*MAY INCLUDE PERSONAL CARE STIPEND: $1.50 PER HOUR

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

*** ALSO INCLUDES BUS DRIVER STIPEND OF $4,000 ANNUALLY

LONGEVITY

2.5% at 15 years

2.5% at 20 years

2.5% at 25 years

FISCAL YEAR 2006-07 - 7%

FISCAL YEAR 2013-14 - 5%

FISCAL YEAR 2014-15 - 2.1%

FISCAL YEAR 2015-16 - 4%

FISCAL YEAR 2016-17 - 3%

FISCAL YEAR 2017-18 - 2%

FISCAL YEAR 2018-19 - 2% No retro

FISCAL YEAR 2019-20- 2% No retro

FISCAL YEAR 2021-22- 4% No retro

Board approved: Board Approved July 22, 2021

Effective: July 1, 2021

2021-2022 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

CLASSIFIED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	CBO	252	$116,269	$119,761	$123,349	$127,050	$130,867
20	Director Maintenance, Operations & Transportation	261	$56,866	$59,660	$62,686	$65,821	$69,108
30	Director Food Services	220	$44,266	$45,637	$47,935	$50,310	$52,839

CONFIDENTIAL							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
310	*Administrative Assistant II	251	$27.13	$28.38	$29.72	$31.11	$32.58
320	Administrative Assistant I	251	$24.76	$26.00	$27.30	$28.67	$30.10
325	Human Resources Specialist	251	$24.76	$26.00	$27.30	$28.67	$30.10
330	School Information Systems Specialist	251	$23.58	$24.76	$26.00	$27.30	$28.67
340	Business Services Specialist	251	$23.35	$24.52	$25.75	$27.02	$28.37
350	Payroll/Accounts Specialist	251	$22.24	$23.35	$24.52	$25.75	$27.03
360	Principal Secretary	224	$20.55	$21.58	$22.65	$23.77	$24.96

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

LONGEVITY
2.5% at 15 years
2.5% at 20 years
2.5% at 25 years

FISCAL YEAR 2006-07 - 7%
FISCAL YEAR 2013-14 - 5%
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FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
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FISCAL YEAR 2018-19 - 2% No retro
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