INFORMATION SHEET FOR 11/12/2019 TRUSTEES' MEETING

Attachment: 7.5

TO: James W. Bridges

FOR: Board of Trustees

FROM: Dena Whittington

ISSUE: 2018-19 Salary Schedules, All Units

BACKGROUND:

The District has reached a Tentative Agreement with the Jefferson Teacher's Association for the fiscal years 2018-19 and 2019-20 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 2% ongoing salary increase for 2018-19 school year.

RECOMMENDATION: Approval of the 2018-19 salary schedules for all units.

2018-2019 Certificated Salary Schedule (183 Days)

Proposed per Tentative Agreement dated October 9, 2019

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	44,511	46,325	49,067	49,096	50,654	52,299	54,031
2		48,177	49,586	51,058	52,616	54,262	55,994
3			51,626	53,101	54,658	56,301	58,034
4			53,751	55,632	56,780	58,426	60,157
5			55,957	57,430	58,987	60,635	62,366
6			58,254	59,726	61,286	62,931	64,661
7			60,643	62,113	63,672	65,318	67,052
8			63,128	65,063	66,622	68,267	69,999
9			65,708	67,724	69,284	70,928	72,658
10			68,394	69,869	71,428	73,071	74,802
11			68,394	72,721	74,278	75,922	77,656
12			68,394	72,721	74,278	79,016	80,750
13			68,394	72,721	74,278	82,235	83,969
14			68,394	72,721	75,001	83,033	84,784
15			68,394	72,721	75,001	83,033	84,784
16			68,394	73,874	76,166	84,202	85,946
17			68,394	73,874	76,166	84,202	85,946
18			68,394	73,874	76,166	84,202	85,946
19			68,394	73,874	76,166	84,202	85,946
20			68,394	75,028	77,333	85,367	87,115
21			68,394	75,028	77,333	85,367	87,115
22			68,394	75,028	77,333	85,367	87,115
23			68,394	75,028	77,333	85,367	87,115
24			68,394	76,185	78,495	86,532	88,281
25			68,394	77,709	80,065	88,263	90,047
26			68,394	77,709	80,065	88,263	90,047
27			68,394	77,709	80,065	88,263	90,047
28			68,394	77,709	80,065	88,263	90,047
29			68,394	77,709	80,065	88,263	90,047
30			68,394	79,263	81,666	90,028	91,848

Article 16.1.1 Salary Schedule:	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 Experience:	12 years accepted, for initial placement on Step 13
Article 16.2.6.1 Unit Approval:	All units must be prior-approved, converted to Semester Units
Article 16.3.6.2.1 Graduate Units:	Applicable only if earned after BA
Article 16.6 Masters Stipend:	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).
Health Benefits Cap 2017-20	$10,000.00

Approved:	*Pending board approval*
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 (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

2018-2019 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	$109,605	$112,897	$116,279	$119,768	$123,366
30	*Special Education Director	220	$107,170	$110,386	$113,696	$117,107	$120,620
40	Principal	210	$102,300	$105,370	$108,528	$111,785	$115,137
50	Vice Principal	200	$83,316	$85,815	$88,389	$91,042	$93,773
60	Coordinator of Curriculum & Categorical	210	$85,434	$88,001	$90,638	$93,360	$96,159

PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
70	*Psychologist	187	$79,435	$81,819	$84,273	$86,801	$89,489
80	*Speech Language Pathologist	187	$79,435	$81,819	$84,273	$86,801	$89,489
100	*Behavior Specialist	187	$79,435	$81,819	$84,273	$86,801	$89,489

DISTRICT NURSE							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
90	District Nurse	187	$79,435	$81,819	$84,273	$86,801	$89,489

Certificated Management employees who have earned a Mater'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%

APPROVED:

2018-2019 CLASSIFIED HOURLY SALARY SCHEDULE

RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	Campus Aide	201	$12.58	$13.20	$13.88	$14.57	$15.29
20	Food Service Worker I	201	$13.90	$14.59	$15.31	$16.09	$16.88
30	Instructional Aide	201	$13.93	$14.62	$15.35	$16.12	$16.92
40	Clerk I	201	$14.38	$15.09	$15.83	$16.65	$17.47
50	Food Service Clerk I	201	$14.38	$15.09	$15.83	$16.65	$17.47
55	Community Liaison	201	$14.38	$15.09	$15.83	$16.65	$17.47
60	Instruction Aide Bilingual	201	$14.58	$15.30	$16.08	$16.87	$17.73
70	Food Service Worker II	201	$14.59	$15.31	$16.09	$16.88	$17.74
80	*Instructional Aide Special Education	201	$14.80	$15.57	$16.33	$17.16	$18.00
90	Paraprofeesional (AA Degree Required)	201	$15.06	$15.80	$16.60	$17.43	$18.30
100	Paraprofessional - ELD (AA Degree Required)	201	$15.06	$15.80	$16.60	$17.43	$18.30
110	Paraprofessional - Special Education (AA Degree Required)	201	$15.06	$15.80	$16.60	$17.43	$18.30
115	Behavior Intervention Technician - Special Ed	201	$15.06	$15.80	$16.60	$17.43	$18.30
120	Cook/Baker	201	$15.72	$16.50	$17.34	$18.21	$19.13
130	**Custodian	261	$16.20	$17.01	$17.86	$18.77	$19.70
140	Library Aide I	201	$16.22	$17.03	$17.88	$18.79	$19.73
150	Clerk II	204	$16.31	$17.13	$17.98	$18.88	$19.83
160	Food Service Clerk II	204	$16.31	$17.13	$17.98	$18.88	$19.83
170	Receptionist/Substitute Placement Clerk	251	$16.31	$17.13	$17.98	$18.88	$19.83
180	Library Aide II - AA	201	$16.66	$17.48	$18.35	$19.28	$20.25
190	Library Aide III - BA	201	$17.10	$17.93	$18.85	$19.79	$20.78
200	Bus Driver	201	$18.17	$19.06	$20.03	$21.02	$22.07
210	**Head Custodian	261	$18.45	$19.38	$20.35	$21.36	$22.44
220	**Landscaper-Groundskeeper	261	$18.45	$19.38	$20.35	$21.36	$22.44
230	Account Clerk	251	$19.32	$20.29	$21.30	$22.37	$23.48
240	Secretary I	224	$19.32	$20.29	$21.30	$22.37	$23.48
250	Mechanic	261	$21.66	$22.75	$23.88	$25.06	$26.33
255	Speech Language Path Asst	201	$22.78	$25.09	$26.38	$27.67	$29.13
260	Computer Technician	251	$23.05	$24.20	$25.40	$26.67	$28.01
270	Intervention Specialist	201	$27.13				
280	Information Technology Coordinator	251	$30.49	$32.03	$33.63	$35.31	$37.07

*MAY INCLUDE PERSONAL CARE STIPE $1.50 PER HOUR

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

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%

APPROVED:

2018-2019 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

CLASSIFIED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	CBO	252	$109,605.12	$112,896.66	$116,278.98	$119,768.40	$123,365.94
20	Director Maintenance, Operations & Transportation	261	$53,607.12	$56,239.74	$59,092.68	$62,047.62	$65,147.40
30	Director Food Services	220	$41,729.22	$43,021.56	$45,188.04	$47,426.94	$49,810.68

CONFIDENTIAL							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
310	*Administrative Assistant II	251	$25.57	$26.75	$28.02	$29.33	$30.71
320	Administrative Assistant I	251	$23.34	$24.51	$25.73	$27.03	$28.38
325	Human Resources Specialist	251	$23.34	$24.51	$25.73	$27.03	$28.38
330	School Information Systems Specialist	251	$22.23	$23.34	$24.51	$25.73	$27.03
340	Business Services Specialist	251	$22.01	$23.11	$24.28	$25.47	$26.74
350	Payroll/Accounts Specialist	251	$20.96	$22.01	$23.11	$24.28	$25.48
360	Principal Secretary	224	$19.37	$20.34	$21.35	$22.41	$23.53

*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

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FISCAL YEAR 2015-16 - 4%
FISCAL YEAR 2016-17 - 3%
FISCAL YEAR 2017-18 - 2%
FISCAL YEAR 2018-19 - 2%

APPROVED: