INFORMATION SHEET FOR 11/12/2019 TRUSTEES' MEETING

Attachment: 7.6

TO: James W. Bridges

FOR: Board of Trustees

FROM: Dena Whittington

ISSUE: 2019-20 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 2019-20 school year.

RECOMMENDATION: Approval of the 2019-20 salary schedules for all units.

2019-2020 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	45,401	47,252	50,048	50,078	51,667	53,345	55,112
2		49,140	50,578	52,079	53,668	55,347	57,114
3			52,659	54,163	55,751	57,427	59,195
4			54,826	56,744	57,916	59,594	61,360
5			57,076	58,579	60,166	61,848	63,613
6			59,419	60,921	62,511	64,190	65,954
7			61,856	63,355	64,946	66,624	68,393
8			64,390	66,364	67,955	69,632	71,398
9			67,023	69,078	70,669	72,346	74,111
10			69,762	71,266	72,856	74,532	76,298
11			69,762	74,175	75,764	77,440	79,209
12			69,762	74,175	75,764	80,597	82,365
13			69,762	74,175	75,764	83,880	85,649
14			69,762	74,175	76,501	84,694	86,480
15			69,762	74,175	76,501	84,694	86,480
16			69,762	75,351	77,690	85,886	87,665
17			69,762	75,351	77,690	85,886	87,665
18			69,762	75,351	77,690	85,886	87,665
19			69,762	75,351	77,690	85,886	87,665
20			69,762	76,529	78,880	87,074	88,857
21			69,762	76,529	78,880	87,074	88,857
22			69,762	76,529	78,880	87,074	88,857
23			69,762	76,529	78,880	87,074	88,857
24			69,762	77,709	80,065	88,262	90,047
25			69,762	79,263	81,666	90,028	91,848
26			69,762	79,263	81,666	90,028	91,848
27			69,762	79,263	81,666	90,028	91,848
28			69,762	79,263	81,666	90,028	91,848
29			69,762	79,263	81,666	90,028	91,848
30			69,762	80,848	83,300	91,829	93,685

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)
2019-20	2% increase (183 Days, plus one additional day for 2017-2018, 2018-2019, and 2019-2020 per MOU)

2019-2020 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	$111,797	$115,155	$118,605	$122,164	$125,833
30	*Special Education Director	220	$109,314	$112,594	$115,970	$119,449	$123,033
40	Principal	210	$104,346	$107,477	$110,699	$114,021	$117,439
50	Vice Principal	200	$84,982	$87,531	$90,157	$92,863	$95,648
60	Coordinator of Curriculum & Categorical	210	$87,143	$89,761	$92,451	$95,227	$98,083

PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
70	*Psychologist	187	$81,023	$83,456	$85,959	$88,537	$91,278
80	*Speech Language Pathologist	187	$81,023	$83,456	$85,959	$88,537	$91,278
100	*Behavior Specialist	187	$81,023	$83,456	$85,959	$88,537	$91,278

DISTRICT NURSE							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
90	District Nurse	187	$81,023	$83,456	$85,959	$88,537	$91,278

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.

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*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%
FISCAL YEAR 2019-20 - 2%

APPROVED:

2019-2020 CLASSIFIED HOURLY SALARY SCHEDULE

RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	Campus Aide	201	$12.83	$13.46	$14.16	$14.86	$15.60
20	Food Service Worker I	201	$14.18	$14.88	$15.62	$16.41	$17.22
30	Instructional Aide	201	$14.21	$14.91	$15.66	$16.44	$17.26
40	Clerk I	201	$14.67	$15.39	$16.15	$16.98	$17.82
50	Food Service Clerk I	201	$14.67	$15.39	$16.15	$16.98	$17.82
55	Community Liaison	201	$14.67	$15.39	$16.15	$16.98	$17.82
60	Instruction Aide Bilingual	201	$14.87	$15.61	$16.40	$17.21	$18.08
70	Food Service Worker II	201	$14.88	$15.62	$16.41	$17.22	$18.09
80	*Instructional Aide Special Education	201	$15.10	$15.88	$16.66	$17.50	$18.36
90	Paraprofeesional (AA Degree Required)	201	$15.36	$16.12	$16.93	$17.78	$18.66
100	Paraprofessional - ELD (AA Degree Required)	201	$15.36	$16.12	$16.93	$17.78	$18.66
110	Paraprofessional - Special Education (AA Degree Required)	201	$15.36	$16.12	$16.93	$17.78	$18.66
115	Behavior Intervention Technician - Special Ed	201	$15.36	$16.12	$16.93	$17.78	$18.66
120	Cook/Baker	201	$16.03	$16.83	$17.69	$18.57	$19.51
130	**Custodian	261	$16.52	$17.35	$18.22	$19.14	$20.09
140	Library Aide I	201	$16.54	$17.37	$18.24	$19.16	$20.12
150	Clerk II	204	$16.64	$17.47	$18.34	$19.26	$20.23
160	Food Service Clerk II	204	$16.64	$17.47	$18.34	$19.26	$20.23
170	Receptionist/Substitute Placement Clerk	251	$16.64	$17.47	$18.34	$19.26	$20.23
180	Library Aide II - AA	201	$16.99	$17.83	$18.72	$19.66	$20.65
190	Library Aide III - BA	201	$17.44	$18.29	$19.23	$20.18	$21.19
200	Bus Driver	201	$18.53	$19.45	$20.43	$21.44	$22.51
210	**Head Custodian	261	$18.82	$19.77	$20.76	$21.79	$22.89
220	**Landscaper-Groundskeeper	261	$18.82	$19.77	$20.76	$21.79	$22.89
230	Account Clerk	251	$19.71	$20.69	$21.72	$22.82	$23.95
240	Secretary I	224	$19.71	$20.69	$21.72	$22.82	$23.95
250	Mechanic	261	$22.10	$23.20	$24.36	$25.56	$26.85
255	Speech Language Path Asst	201	$23.23	$25.59	$26.90	$28.23	$29.71
260	Computer Technician	251	$23.51	$24.69	$25.91	$27.21	$28.57
270	Intervention Specialist	201	$27.67				
280	Information Technology Coordinator	251	$31.10	$32.67	$34.30	$36.02	$37.81

*MAY INCLUDE PERSONAL CARE STIPEND: $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%

FISCAL YEAR 2019-20- 2%

APPROVED: 6/18/2019

2019-2020 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

CLASSIFIED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	CBO	252	$111,797.22	$115,154.59	$118,604.56	$122,163.77	$125,833.26
20	Director Maintenance, Operations & Transportation	261	$54,679.26	$57,364.53	$60,274.53	$63,288.57	$66,450.35
30	Director Food Services	220	$42,563.80	$43,881.99	$46,091.80	$48,375.48	$50,806.89

CONFIDENTIAL							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
310	*Administrative Assistant II	251	$26.08	$27.29	$28.58	$29.91	$31.33
320	Administrative Assistant I	251	$23.80	$25.00	$26.25	$27.57	$28.94
325	Human Resources Specialist	251	$23.80	$25.00	$26.25	$27.57	$28.94
330	School Information Systems Specialist	251	$22.67	$23.80	$25.00	$26.25	$27.57
340	Business Services Specialist	251	$22.45	$23.58	$24.76	$25.98	$27.28
350	Payroll/Accounts Specialist	251	$21.38	$22.45	$23.58	$24.76	$25.99
360	Principal Secretary	224	$19.76	$20.75	$21.78	$22.86	$24.00

*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%
FISCAL YEAR 2019-20 - 2%

APPROVED: