

ALPINE UNION SCHOOL DISTRICT BOARD AGENDA ITEM SUMMARY

MEETING DATE: October 14, 2020

TITLE: Approve: Tentative Agreement by and between the Alpine Union School District and the California School Employees Association and Its Chapter 607 Regarding Articles 5 and 7

EXHIBIT: Attached

EXPLANATION: The Alpine Union School District and the California School Employees Association and Its Chapter 607 reached a Tentative Agreement on July 9, 2020. This agreement included changes to Articles 5 and 7 that are listed on the accompanying Tentative Agreement. CSEA notified the District on September 14, 2020, that it ratified the Tentative Agreement with its membership and received the required 610 approval. The required AB 1200 Disclosure (Government Code 3547.5) has been submitted to the San Diego County Office of Education.

FISCAL IMPACT: \$67,999.86 for 2019-20 and additional \$22,651.23 for the reclassification of four job classifications.

RECOMMENDATIONS: Approval of Tentative Agreement with the Alpine Union School District California and the California School Employees Association and Its Chapter 607 Regarding Articles 5 and 7

Vote: Dickie:____ Guerra:____ Lyon:____ Perricone:____ Wray:____

**PROPOSED TENTATIVE AGREEMENT
BY AND BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 607
AND
ALPINE UNION SCHOOL DISTRICT**

The Alpine Union School District (“District”) and the California School Employees Association and its Chapter #607 (“CSEA”) enter into this tentative agreement to implement Article 5.0 of the collective bargaining agreement.

The District and Alpine Teachers Association (“ATA”) recently concluded reopener negotiations and ratified a tentative agreement that increased the total compensation of that bargaining unit by 2.29%. In addition, the District and ATA agreed to revise the certificated salary schedule for the express purpose of increasing the compensation only to lower paid steps, at an additional cost to the District of 0.57%. Finally, the District and ATA agreed to increase the health and welfare benefits cap to \$10,996.

Pursuant to Article 5.0 of the collective bargaining agreement, the parties agree that the following constitutes equity and parity to classified unit members.

Article 5, Wages

The 2019-20 salary schedule shall be increased by 2.29% effective July 1, 2019. In addition, the salary schedule will be increased for four classifications (Delivery Services Transporter, Administrative Assistant - Programs, HR Technician, and Instructional Assistant) by a total equivalent cost to the District of 0.57%, effective July 1, 2020, as set forth in the attached document.

Article 7, Health and Benefits

Effective January 1, 2020, the maximum annual District expenditure for medical benefits, dental insurance, vision, life insurance and disability insurance, shall be \$10,996 per eligible unit member, regardless of level of benefits selected (single, employee plus one or family) or benefit plan selected. Any additional costs over and above the “floating cap” shall be deducted from the employee’s monthly paycheck.

By accepting this increase in compensation, CSEA agrees that this fully resolves the parties' current successor agreement negotiations as those relate to any increases in unit member compensation, and CSEA will not propose any additional increases in unit member

compensation as part of the parties' current successor agreement negotiations. This does not waive CSEA's right to negotiate any other subjects in the parties' current successor agreement negotiations.

FOR THE DISTRICT:

Rich Newman July 9, 2020

Dr. Rich Newman
Superintendent
(electronic signature)

FOR CSEA:

Matt Busacco, July 9, 2020

Matt Busacco, CSEA Chapter President
(electronic signature)

A handwritten signature in cursive script that reads "Joni Collins". The signature is written in dark ink and is positioned above a horizontal line.

July 9, 2020

Joni Collins, Labor Relations Representative

Summary of Salary Range (SR) Data – Job Class Title

Pre-Study Job Class Title	Pre-Study SR	Pre-Study SR Compared to Median	Post-Study Job Class Title	Suggested Post-Study SR	Result of Post-Study SR Compared to Median	% increase
Food Service Transporter	8	-28.7%	Delivery Services Transporter	11	-19.7%	7.57 %
Human Resources/Payroll Data Technician	25	-7.3%	Human Resources Technician	28	-0.9%	6.25 %
Instructional Aide	8	-5.8%	Instructional Assistant	10	-0.8%	5.0 %
Program Secretary	20	-14.1%	Administrative Assistant – Programs	25	-1.0%	12.94 %

Disclosure of Collective Bargaining Agreement

Page 1 of 7

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Alpine USD

Name of Bargaining Unit: CSEA Certified: _____ Classified: YES

The proposed agreement covers the period: Beginning: 07.01.19 06.30.21

This agreement will be acted upon by the Governing Board at its meeting on: Aug 12 2020
Date

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2019 - 2020		Year 2 2020 - 2021		Year 3 2021 - 2022	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement	\$2,045,962	\$32,735	1.60%	\$34,021	1.64%	\$34,788	1.65%
2. Salary Schedule - Increase (Decrease)	\$2,078,697	\$47,602	2.29%	\$47,602	2.24%	\$47,602	2.19%
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.	\$2,078,697		0.00%	\$17,403	0.84%	\$13,934	0.66%
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$559,162	\$21,956	3.93%	\$29,862	5.14%	\$32,430	5.31%
5. Health/Welfare Benefits - Increase (Decrease)	\$355,133	\$6,426	1.81%	\$6,426	1.78%	\$6,426	1.75%
6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	\$2,992,992	\$108,719.84	3.63%	\$135,313.97	4.36%	\$135,180.70	4.18%
7. Total Number of Represented Employees	58.38	58.38		58.38		58.38	
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$51,263.17	\$1,862.12	3.63%	\$2,317.62	4.36%	\$2,315.34	4.18%

Impact on other Funds: The cost to fund 13 is \$962 for the 19/20 fiscal year & \$1,477 for each 20/21 & 21/22 fiscal years.

A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:

2.29% on schedule

Increase H&W cap by \$459 to \$10,996

Reclass four job description to a higher range at a cost of 0.57% to the LEA

A one-time additional pay of \$500 prorated by FTE and months worked to the custodian job classifications for COVID related work

B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.)

Language on reopening the schools and the work conditions of safely returning to work per the attached MOU.

C. What are the specific impacts on instructional/support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

Due to the fact that the District is not deficit spending the District did not need to make any cuts or reductions to any specific program, either instructional or non-instructional to accommodate these settlements. A specific impact of the reclassification of the four job classification is that it helps achieve our goal of moving closer to having our salaries meet the median average salary in the county. This allowed us retain key staff in hard to fill positions. Beyond the scope of this question are the non-specific impacts of this salary increase. Of which is an increase in staff morale, improved recruitment and retention of staff, and the opportunity cost of having fewer funds in the future for the purchase of instructional and non-instructional supplies and services.

- D. What contingency language is included in the proposed agreement?** Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

Applicable fiscal years:

The general salary increase applies to the salary schedule as of 19/20 and remains in place until replaced/changed in another agreement.

The reclass of the four job classifications are effective for the 20/21 fiscal and remain in place until changed in another agreement.

The increase in the H&W cap is effective Jan 1st, 2020 and remains in place until replaced/changed in another agreement.

The additional pay of \$500 for the custodians is effective for the 20/21 fiscal year only.

Contingency language.:

In the event any District school or worksite must be closed due to COVID-19, classified unit members will not suffer the loss of any pay or benefits relative to their regular schedules for the period of closure, provided that the District does not experience a decline in state funding during the period of closure.

E. Source of Funding for Proposed Agreement

1. Current Year

EPA funds

2. How will the ongoing cost of the proposed agreement be funded in future years?

LCFF Funds

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

Revenue assumption are based on the latest DOF factors.

The multi-year assumes no increase or decrease in enrollment or the unduplicated count.

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

Page 4 of 7

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$18,179,878
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	1,563.94
d. State Standard Minimum Reserve Amount for this District (Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)	\$545,396

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$1,468,149.00
b. General Fund Budgeted Unrestricted Unappropriated Amount	
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	\$1,468,149.00

3. Do unrestricted reserves meet the state standard minimum reserve amount?


Yes

No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent
(Signature)

8-3-2020

Date



Chief Business Official
(Signature)

8.3.20

Date

Contact Person: William Pickering II Telephone No.: 619-445-3236

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 12-Aug-20
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as of June 24, 2020	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	13,131,263		1,132,007	14,263,270
Remaining Revenues (8100-8799)	3,687,376		246,042	3,933,418
TOTAL REVENUES	16,818,639	0	1,378,049	18,196,688
EXPENDITURES:				0
1000 Certificated Salaries	7,196,862		38,181	7,235,043
2000 Classified Salaries	2,602,660	112,608	(152,771)	2,562,497
3000 Employee Benefits	5,036,522	45,464	(120,899)	4,961,087
4000 Books and Supplies	664,774		(249,901)	414,873
5000 Services and Operating Expenses	2,236,174			2,236,174
6000 Capital Outlay	56,739			56,739
7000 Other	558,133		0	558,133
TOTAL EXPENDITURES	18,351,864	158,072	(485,390)	18,024,546
OPERATING SURPLUS (DEFICIT)	(1,533,225)	(158,072)	1,863,439	172,142
8900 OTHER SOURCES & TRANSFERS IN				0
7600 OTHER USES & TRANSFERS OUT				0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(1,533,225)	(158,072)	1,863,439	172,142
BEGINNING BALANCE	3,371,288			3,371,288
CURRENT YEAR-ENDING BALANCE	1,838,063			3,543,430
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	2,500			2,500
Restricted (9740)	180,346			180,346
Committed (9750/9760)				0
Assigned (9780)	187,068		868,793	1,055,861
Reserve Economic Uncertainties (9789)	1,468,149			1,468,149
Unassigned/Unappropriated (9790)		(158,072)	994,646	836,574

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

Page 1 list the annual step movement in column B but that is not a result of the settlement.

Column 2 on this page includes both 19/20 (retroactive payment) & 20/21 amounts.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

Alpine Union School District*Effective July 1, 2019*

Range	STEP 1 * ANNUAL * MONTHLY HOURLY	STEP 2 * ANNUAL * MONTHLY HOURLY	STEP 3 * ANNUAL * MONTHLY HOURLY	STEP 4 * ANNUAL * MONTHLY HOURLY	STEP 5 * ANNUAL * MONTHLY HOURLY	STEP 6 * ANNUAL * MONTHLY HOURLY	STEP 10** * ANNUAL * MONTHLY HOURLY	STEP 15** * ANNUAL * MONTHLY HOURLY	STEP 20** * ANNUAL * MONTHLY HOURLY	STEP 25** * ANNUAL * MONTHLY HOURLY	STEP 30** * ANNUAL * MONTHLY HOURLY
6	\$25,531.58 \$2,127.63 \$12.27	\$26,602.49 \$2,216.87 \$12.79	\$27,932.61 \$2,327.72 \$13.43	\$29,329.24 \$2,444.10 \$14.10	\$30,795.71 \$2,566.31 \$14.81	\$32,335.49 \$2,694.62 \$15.55	\$33,952.27 \$2,829.36 \$16.32	\$35,649.88 \$2,970.82 \$17.14	\$37,788.87 \$3,149.07 \$18.17	\$40,245.15 \$3,353.76 \$19.35	\$43,062.31 \$3,588.53 \$20.70
7	\$25,952.42 \$2,162.70 \$12.48	\$27,250.04 \$2,270.84 \$13.10	\$28,612.54 \$2,384.38 \$13.76	\$30,043.16 \$2,503.60 \$14.44	\$31,545.32 \$2,628.78 \$15.17	\$33,122.59 \$2,760.22 \$15.92	\$34,778.72 \$2,898.23 \$16.72	\$36,517.65 \$3,043.14 \$17.56	\$38,708.71 \$3,225.73 \$18.61	\$41,224.78 \$3,435.40 \$19.82	\$44,110.51 \$3,675.88 \$21.21
8	\$26,600.81 \$2,216.73 \$12.79	\$27,930.85 \$2,327.57 \$13.43	\$29,327.39 \$2,443.95 \$14.10	\$30,793.76 \$2,566.15 \$14.80	\$32,333.45 \$2,694.45 \$15.54	\$33,950.12 \$2,829.18 \$16.32	\$35,647.63 \$2,970.64 \$17.14	\$37,430.01 \$3,119.17 \$18.00	\$39,675.81 \$3,306.32 \$19.07	\$42,254.74 \$3,521.23 \$20.31	\$45,212.57 \$3,767.71 \$21.74
9	\$27,249.24 \$2,270.77 \$13.10	\$28,611.70 \$2,384.31 \$13.76	\$30,042.28 \$2,503.52 \$14.44	\$31,544.40 \$2,628.70 \$15.17	\$33,121.62 \$2,760.13 \$15.92	\$34,777.70 \$2,898.14 \$16.72	\$36,516.58 \$3,043.05 \$17.56	\$38,342.41 \$3,195.20 \$18.43	\$40,642.96 \$3,386.91 \$19.54	\$43,284.75 \$3,607.06 \$20.81	\$46,314.68 \$3,859.56 \$22.27
10	\$27,931.36 \$2,327.61 \$13.43	\$29,327.93 \$2,443.99 \$14.10	\$30,794.32 \$2,566.19 \$14.80	\$32,334.04 \$2,694.50 \$15.55	\$33,950.74 \$2,829.23 \$16.32	\$35,648.28 \$2,970.69 \$17.14	\$37,430.69 \$3,119.22 \$18.00	\$39,302.23 \$3,275.19 \$18.90	\$41,660.36 \$3,471.70 \$20.03	\$44,368.28 \$3,697.36 \$21.33	\$47,474.06 \$3,956.17 \$22.82
11	\$28,613.46 \$2,384.45 \$13.76	\$30,044.13 \$2,503.68 \$14.44	\$31,546.34 \$2,628.86 \$15.17	\$33,123.66 \$2,760.30 \$15.92	\$34,779.84 \$2,898.32 \$16.72	\$36,518.83 \$3,043.24 \$17.56	\$38,344.77 \$3,195.40 \$18.43	\$40,262.01 \$3,355.17 \$19.36	\$42,677.73 \$3,556.48 \$20.52	\$45,451.78 \$3,787.65 \$21.85	\$48,633.41 \$4,052.78 \$23.38
12	\$29,327.31 \$2,443.94 \$14.10	\$30,793.68 \$2,566.14 \$14.80	\$32,333.36 \$2,694.45 \$15.54	\$33,950.03 \$2,829.17 \$16.32	\$35,647.53 \$2,970.63 \$17.14	\$37,429.91 \$3,119.16 \$18.00	\$39,301.40 \$3,275.12 \$18.89	\$41,266.47 \$3,438.87 \$19.84	\$43,742.46 \$3,645.20 \$21.03	\$46,585.72 \$3,882.14 \$22.40	\$49,846.72 \$4,153.89 \$23.96
13	\$30,043.12 \$2,503.59 \$14.44	\$31,545.27 \$2,628.77 \$15.17	\$33,122.53 \$2,760.21 \$15.92	\$34,778.66 \$2,898.22 \$16.72	\$36,517.59 \$3,043.13 \$17.56	\$38,343.47 \$3,195.29 \$18.43	\$40,260.65 \$3,355.05 \$19.36	\$42,273.68 \$3,522.81 \$20.32	\$44,810.10 \$3,734.18 \$21.54	\$47,722.76 \$3,976.90 \$22.94	\$51,063.35 \$4,255.28 \$24.55
14	\$30,792.69 \$2,566.06 \$14.80	\$32,332.32 \$2,694.36 \$15.54	\$33,948.94 \$2,829.08 \$16.32	\$35,646.38 \$2,970.53 \$17.14	\$37,428.70 \$3,119.06 \$17.99	\$39,300.14 \$3,275.01 \$18.89	\$41,265.14 \$3,438.76 \$19.84	\$43,328.40 \$3,610.70 \$20.83	\$45,928.11 \$3,827.34 \$22.08	\$48,913.43 \$4,076.12 \$23.52	\$52,337.37 \$4,361.45 \$25.16
15	\$31,544.23 \$2,628.69 \$15.17	\$33,121.44 \$2,760.12 \$15.92	\$34,777.51 \$2,898.13 \$16.72	\$36,516.39 \$3,043.03 \$17.56	\$38,342.21 \$3,195.18 \$18.43	\$40,259.32 \$3,354.94 \$19.36	\$42,272.29 \$3,522.69 \$20.32	\$44,385.90 \$3,698.83 \$21.34	\$47,049.05 \$3,920.75 \$22.62	\$50,107.24 \$4,175.60 \$24.09	\$53,614.75 \$4,467.90 \$25.78
16	\$32,333.40 \$2,694.45 \$15.54	\$33,950.07 \$2,829.17 \$16.32	\$35,647.57 \$2,970.63 \$17.14	\$37,429.95 \$3,119.16 \$18.00	\$39,301.45 \$3,275.12 \$18.89	\$41,266.52 \$3,438.88 \$19.84	\$43,329.85 \$3,610.82 \$20.83	\$45,496.34 \$3,791.36 \$21.87	\$48,226.12 \$4,018.84 \$23.19	\$51,360.82 \$4,280.07 \$24.69	\$54,956.07 \$4,579.67 \$26.42
17	\$33,122.60 \$2,760.22 \$15.92	\$34,778.73 \$2,898.23 \$16.72	\$36,517.66 \$3,043.14 \$17.56	\$38,343.55 \$3,195.30 \$18.43	\$40,260.72 \$3,355.06 \$19.36	\$42,273.76 \$3,522.81 \$20.32	\$44,387.45 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$49,403.23 \$4,116.94 \$23.75	\$52,614.44 \$4,384.54 \$25.30	\$56,297.45 \$4,691.45 \$27.07
18	\$33,951.47 \$2,829.29 \$16.32	\$35,649.05 \$2,970.75 \$17.14	\$37,431.50 \$3,119.29 \$18.00	\$39,303.07 \$3,275.26 \$18.90	\$41,268.23 \$3,439.02 \$19.84	\$43,331.64 \$3,610.97 \$20.83	\$45,498.22 \$3,791.52 \$21.87	\$47,773.13 \$3,981.09 \$22.97	\$50,639.52 \$4,219.96 \$24.35	\$53,931.09 \$4,494.26 \$25.93	\$57,706.26 \$4,808.86 \$27.74
19	\$34,780.33 \$2,898.36 \$16.72	\$36,519.35 \$3,043.28 \$17.56	\$38,345.31 \$3,195.44 \$18.44	\$40,262.58 \$3,355.21 \$19.36	\$42,275.71 \$3,522.98 \$20.32	\$44,389.49 \$3,699.12 \$21.34	\$46,608.97 \$3,884.08 \$22.41	\$48,939.42 \$4,078.28 \$23.53	\$51,875.78 \$4,322.98 \$24.94	\$55,247.71 \$4,603.98 \$26.56	\$59,115.05 \$4,926.25 \$28.42
20	\$35,648.86 \$2,970.74 \$17.14	\$37,431.31 \$3,119.28 \$18.00	\$39,302.87 \$3,275.24 \$18.90	\$41,268.01 \$3,439.00 \$19.84	\$43,331.42 \$3,610.95 \$20.83	\$45,497.99 \$3,791.50 \$21.87	\$47,772.89 \$3,981.07 \$22.97	\$50,161.53 \$4,180.13 \$24.12	\$53,171.22 \$4,430.94 \$25.56	\$56,627.35 \$4,718.95 \$27.22	\$60,591.27 \$5,049.27 \$29.13
21	\$36,519.30 \$3,043.27 \$17.56	\$38,345.26 \$3,195.44 \$18.44	\$40,262.53 \$3,355.21 \$19.36	\$42,275.65 \$3,522.97 \$20.32	\$44,389.44 \$3,699.12 \$21.34	\$46,608.91 \$3,884.08 \$22.41	\$48,939.35 \$4,078.28 \$23.53	\$51,386.32 \$4,282.19 \$24.70	\$54,469.50 \$4,539.13 \$26.19	\$58,010.02 \$4,834.17 \$27.89	\$62,070.72 \$5,172.56 \$29.84

Range	STEP 1 * ANNUAL * MONTHLY HOURLY	STEP 2 * ANNUAL * MONTHLY HOURLY	STEP 3 * ANNUAL * MONTHLY HOURLY	STEP 4 * ANNUAL * MONTHLY HOURLY	STEP 5 * ANNUAL * MONTHLY HOURLY	STEP 6 * ANNUAL * MONTHLY HOURLY	STEP 10** * ANNUAL * MONTHLY HOURLY	STEP 15** * ANNUAL * MONTHLY HOURLY	STEP 20** * ANNUAL * MONTHLY HOURLY	STEP 25** * ANNUAL * MONTHLY HOURLY	STEP 30** * ANNUAL * MONTHLY HOURLY
22	\$37,429.50 \$3,119.12 \$17.99	\$39,300.97 \$3,275.08 \$18.89	\$41,266.02 \$3,438.83 \$19.84	\$43,329.32 \$3,610.78 \$20.83	\$45,495.79 \$3,791.32 \$21.87	\$47,770.58 \$3,980.88 \$22.97	\$50,159.11 \$4,179.93 \$24.11	\$52,667.06 \$4,388.92 \$25.32	\$55,827.08 \$4,652.26 \$26.84	\$59,455.84 \$4,954.65 \$28.58	\$63,617.75 \$5,301.48 \$30.59
23	\$38,343.64 \$3,195.30 \$18.43	\$40,260.82 \$3,355.07 \$19.36	\$42,273.87 \$3,522.82 \$20.32	\$44,387.56 \$3,698.96 \$21.34	\$46,606.94 \$3,883.91 \$22.41	\$48,937.28 \$4,078.11 \$23.53	\$51,384.15 \$4,282.01 \$24.70	\$53,953.35 \$4,496.11 \$25.94	\$57,190.56 \$4,765.88 \$27.50	\$60,907.94 \$5,075.66 \$29.28	\$65,171.50 \$5,430.96 \$31.33
24	\$39,303.38 \$3,275.28 \$18.90	\$41,268.55 \$3,439.05 \$19.84	\$43,331.97 \$3,611.00 \$20.83	\$45,498.57 \$3,791.55 \$21.87	\$47,773.50 \$3,981.13 \$22.97	\$50,162.18 \$4,180.18 \$24.12	\$52,670.29 \$4,389.19 \$25.32	\$55,303.80 \$4,608.65 \$26.59	\$58,622.03 \$4,885.17 \$28.18	\$62,432.46 \$5,202.70 \$30.02	\$66,802.73 \$5,566.89 \$32.12
25	\$40,263.10 \$3,355.26 \$19.36	\$42,276.26 \$3,523.02 \$20.33	\$44,390.07 \$3,699.17 \$21.34	\$46,609.58 \$3,884.13 \$22.41	\$48,940.05 \$4,078.34 \$23.53	\$51,387.06 \$4,282.25 \$24.71	\$53,956.41 \$4,496.37 \$25.94	\$56,654.23 \$4,721.19 \$27.24	\$60,053.48 \$5,004.46 \$28.87	\$63,956.96 \$5,329.75 \$30.75	\$68,433.95 \$5,702.83 \$32.90
26	\$41,266.44 \$3,438.87 \$19.84	\$43,329.76 \$3,610.81 \$20.83	\$45,496.24 \$3,791.35 \$21.87	\$47,771.06 \$3,980.92 \$22.97	\$50,159.61 \$4,179.97 \$24.12	\$52,667.59 \$4,388.97 \$25.32	\$55,300.97 \$4,608.41 \$26.59	\$58,066.02 \$4,838.83 \$27.92	\$61,549.98 \$5,129.16 \$29.59	\$65,550.73 \$5,462.56 \$31.51	\$70,139.28 \$5,844.94 \$33.72
27	\$42,273.76 \$3,522.81 \$20.32	\$44,387.44 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$48,937.16 \$4,078.10 \$23.53	\$51,384.02 \$4,282.00 \$24.70	\$53,953.22 \$4,496.10 \$25.94	\$56,650.88 \$4,720.91 \$27.24	\$59,483.42 \$4,956.95 \$28.60	\$63,052.43 \$5,254.37 \$30.31	\$67,150.83 \$5,595.90 \$32.28	\$71,851.39 \$5,987.62 \$34.54
28	\$42,778.64 \$3,564.89 \$20.57	\$44,917.57 \$3,743.13 \$21.59	\$47,163.45 \$3,930.29 \$22.67	\$49,521.62 \$4,126.80 \$23.81	\$51,997.70 \$4,333.14 \$25.00	\$54,597.59 \$4,549.80 \$26.25	\$57,327.47 \$4,777.29 \$27.56	\$60,193.84 \$5,016.15 \$28.94	\$63,805.47 \$5,317.12 \$30.68	\$67,952.83 \$5,662.74 \$32.67	\$72,709.53 \$6,059.13 \$34.96
29	\$53,501.59 \$4,458.47 \$25.72	\$56,176.67 \$4,681.39 \$27.01	\$58,985.50 \$4,915.46 \$28.36	\$61,934.78 \$5,161.23 \$29.78	\$65,031.51 \$5,419.29 \$31.27	\$68,283.09 \$5,690.26 \$32.83	\$71,697.24 \$5,974.77 \$34.47	\$75,282.11 \$6,273.51 \$36.19	\$79,799.03 \$6,649.92 \$38.36	\$84,985.97 \$7,082.16 \$40.86	\$90,934.99 \$7,577.92 \$43.72
30	\$66,677.21 \$5,556.43 \$32.06	\$70,011.08 \$5,834.26 \$33.66	\$73,511.63 \$6,125.97 \$35.34	\$77,187.21 \$6,432.27 \$37.11	\$81,046.57 \$6,753.88 \$38.96	\$85,098.90 \$7,091.57 \$40.91	\$89,353.84 \$7,446.15 \$42.96	\$93,821.54 \$7,818.46 \$45.11	\$99,450.83 \$8,287.57 \$47.81	\$105,915.13 \$8,826.26 \$50.92	\$113,329.19 \$9,444.10 \$54.49
31	\$52,546.29 \$4,378.86 \$25.26	\$55,173.61 \$4,597.80 \$26.53	\$57,932.29 \$4,827.69 \$27.85	\$60,828.90 \$5,069.08 \$29.24	\$63,870.35 \$5,322.53 \$30.71	\$67,063.86 \$5,588.66 \$32.24	\$70,417.06 \$5,868.09 \$33.85	\$73,937.91 \$6,161.49 \$35.55	\$78,374.18 \$6,531.18 \$37.68	\$83,468.50 \$6,955.71 \$40.13	\$89,311.30 \$7,442.61 \$42.94

* Annual salary is based on 12 months at 40 hours a week. Monthly salary is based on a 40 hour week.

** Steps 10, 15, 20, 25 & 30 are longevity increments to be granted at the beginning of the tenth, fifteenth, twentieth, twenty-fifth and thirtieth years of service.

(10 = 5%, 15 = 5%, 20 = 6%, 25 = 6.5%, 30 = 7%)

CLASSIFIED POSITIONS AND SALARY RANGES

Administrative Assistant-Programs	Range 20	Health Clerk	Range 15	Lead Extended Student Svs/21st Century Aide	Range 14
Bus Driver	Range 20	Health Care Technician	Range 19	Lead Maintenance Worker	Range 28
Bus Attendant	Range 14	Human Resources Clerk	Range 15	Library Media Specialist	Range 16
Bus Attendant Trainee	Range 8	Human Resources/Payroll Data Technician	Range 25	Maintenance/Landscape Technician	Range 20
Child Nutrition Assistant	Range 8	Instructional Aide	Range 8	Mechanic	Range 29
Child Nutrition Coordinator	Range 21	Instructional Aide/AVID	Range 8	Occupational Therapist	Range 30
Clerical Aide	Range 10	Instructional Aide/Computers	Range 8	Preschool Assistant	Range 8
Custodian	Range 16	Instructional Aide/English Language Learner	Range 8	Preschool Teacher	Range 14
English Language Learner Specialist	Range 14	Instructional Aide/Indian Education	Range 8	School Administrative Assistant	Range 21
Extended Student Services Aide	Range 8	Instructional Aide/Physical Education	Range 8	School Office Clerk	Range 15
Extended Student Services Coordinator	Range 18	Instructional Aide/Special Education	Range 14	Senior Custodian	Range 20
Food Service Transporter	Range 8	Instructional Aide/Special Education Trainee	Range 8	Speech, Language Pathology Asst.	Range 31
Grounds/Maintenance Worker	Range 16	Language Arts Assistant	Range 14	Student Supervisor	Range 6
Guidance/Academic Assistant	Range 14	Language Arts Trainee	Range 8	Technology Resource Specialist	Range 29
Guidance/Academic Trainee	Range 8	Lead Child Nutrition Assistant	Range 13		

Alpine Union School District

Effective January 1, 2020

Minimum Wage Increase (\$13.00/hr)

Updated Ranges 6,7, & 8, Step 1 & Ranges 6, Step 2

Range	STEP 1 * ANNUAL * MONTHLY HOURLY	STEP 2 * ANNUAL * MONTHLY HOURLY	STEP 3 * ANNUAL * MONTHLY HOURLY	STEP 4 * ANNUAL * MONTHLY HOURLY	STEP 5 * ANNUAL * MONTHLY HOURLY	STEP 6 * ANNUAL * MONTHLY HOURLY	STEP 10** * ANNUAL * MONTHLY HOURLY	STEP 15** * ANNUAL * MONTHLY HOURLY	STEP 20** * ANNUAL * MONTHLY HOURLY	STEP 25** * ANNUAL * MONTHLY HOURLY	STEP 30** * ANNUAL * MONTHLY HOURLY
6	\$27,040.00 \$2,253.33 \$13.00	\$27,040.00 \$2,253.33 \$13.00	\$27,932.61 \$2,327.72 \$13.43	\$29,329.24 \$2,444.10 \$14.10	\$30,795.71 \$2,566.31 \$14.81	\$32,335.49 \$2,694.62 \$15.55	\$33,952.27 \$2,829.36 \$16.32	\$35,649.88 \$2,970.82 \$17.14	\$37,788.87 \$3,149.07 \$18.17	\$40,245.15 \$3,353.76 \$19.35	\$43,062.31 \$3,588.53 \$20.70
7	\$27,040.00 \$2,253.33 \$13.00	\$27,250.04 \$2,270.84 \$13.10	\$28,612.54 \$2,384.38 \$13.76	\$30,043.16 \$2,503.60 \$14.44	\$31,545.32 \$2,628.78 \$15.17	\$33,122.59 \$2,760.22 \$15.92	\$34,778.72 \$2,898.23 \$16.72	\$36,517.65 \$3,043.14 \$17.56	\$38,708.71 \$3,225.73 \$18.61	\$41,224.78 \$3,435.40 \$19.82	\$44,110.51 \$3,675.88 \$21.21
8	\$27,040.00 \$2,253.33 \$13.00	\$27,930.85 \$2,327.57 \$13.43	\$29,327.39 \$2,443.95 \$14.10	\$30,793.76 \$2,566.15 \$14.80	\$32,333.45 \$2,694.45 \$15.54	\$33,950.12 \$2,829.18 \$16.32	\$35,647.63 \$2,970.64 \$17.14	\$37,430.01 \$3,119.17 \$18.00	\$39,675.81 \$3,306.32 \$19.07	\$42,254.74 \$3,521.23 \$20.31	\$45,212.57 \$3,767.71 \$21.74
9	\$27,249.24 \$2,270.77 \$13.10	\$28,611.70 \$2,384.31 \$13.76	\$30,042.28 \$2,503.52 \$14.44	\$31,544.40 \$2,628.70 \$15.17	\$33,121.62 \$2,760.13 \$15.92	\$34,777.70 \$2,898.14 \$16.72	\$36,516.58 \$3,043.05 \$17.56	\$38,342.41 \$3,195.20 \$18.43	\$40,642.96 \$3,386.91 \$19.54	\$43,284.75 \$3,607.06 \$20.81	\$46,314.68 \$3,859.56 \$22.27
10	\$27,931.36 \$2,327.61 \$13.43	\$29,327.93 \$2,443.99 \$14.10	\$30,794.32 \$2,566.19 \$14.80	\$32,334.04 \$2,694.50 \$15.55	\$33,950.74 \$2,829.23 \$16.32	\$35,648.28 \$2,970.69 \$17.14	\$37,430.69 \$3,119.22 \$18.00	\$39,302.23 \$3,275.19 \$18.90	\$41,660.36 \$3,471.70 \$20.03	\$44,368.28 \$3,697.36 \$21.33	\$47,474.06 \$3,956.17 \$22.82
11	\$28,613.46 \$2,384.45 \$13.76	\$30,044.13 \$2,503.68 \$14.44	\$31,546.34 \$2,628.86 \$15.17	\$33,123.66 \$2,760.30 \$15.92	\$34,779.84 \$2,898.32 \$16.72	\$36,518.83 \$3,043.24 \$17.56	\$38,344.77 \$3,195.40 \$18.43	\$40,262.01 \$3,355.17 \$19.36	\$42,677.73 \$3,556.48 \$20.52	\$45,451.78 \$3,787.65 \$21.85	\$48,633.41 \$4,052.78 \$23.38
12	\$29,327.31 \$2,443.94 \$14.10	\$30,793.68 \$2,566.14 \$14.80	\$32,333.36 \$2,694.45 \$15.54	\$33,950.03 \$2,829.17 \$16.32	\$35,647.53 \$2,970.63 \$17.14	\$37,429.91 \$3,119.16 \$18.00	\$39,301.40 \$3,275.12 \$18.89	\$41,266.47 \$3,438.87 \$19.84	\$43,742.46 \$3,645.20 \$21.03	\$46,585.72 \$3,882.14 \$22.40	\$49,846.72 \$4,153.89 \$23.96
13	\$30,043.12 \$2,503.59 \$14.44	\$31,545.27 \$2,628.77 \$15.17	\$33,122.53 \$2,760.21 \$15.92	\$34,778.66 \$2,898.22 \$16.72	\$36,517.59 \$3,043.13 \$17.56	\$38,343.47 \$3,195.29 \$18.43	\$40,260.65 \$3,355.05 \$19.36	\$42,273.68 \$3,522.81 \$20.32	\$44,810.10 \$3,734.18 \$21.54	\$47,722.76 \$3,976.90 \$22.94	\$51,063.35 \$4,255.28 \$24.55
14	\$30,792.69 \$2,566.06 \$14.80	\$32,332.32 \$2,694.36 \$15.54	\$33,948.94 \$2,829.08 \$16.32	\$35,646.38 \$2,970.53 \$17.14	\$37,428.70 \$3,119.06 \$17.99	\$39,300.14 \$3,275.01 \$18.89	\$41,265.14 \$3,438.76 \$19.84	\$43,328.40 \$3,610.70 \$20.83	\$45,928.11 \$3,827.34 \$22.08	\$48,913.43 \$4,076.12 \$23.52	\$52,337.37 \$4,361.45 \$25.16
15	\$31,544.23 \$2,628.69 \$15.17	\$33,121.44 \$2,760.12 \$15.92	\$34,777.51 \$2,898.13 \$16.72	\$36,516.39 \$3,043.03 \$17.56	\$38,342.21 \$3,195.18 \$18.43	\$40,259.32 \$3,354.94 \$19.36	\$42,272.29 \$3,522.69 \$20.32	\$44,385.90 \$3,698.83 \$21.34	\$47,049.05 \$3,920.75 \$22.62	\$50,107.24 \$4,175.60 \$24.09	\$53,614.75 \$4,467.90 \$25.78
16	\$32,333.40 \$2,694.45 \$15.54	\$33,950.07 \$2,829.17 \$16.32	\$35,647.57 \$2,970.63 \$17.14	\$37,429.95 \$3,119.16 \$18.00	\$39,301.45 \$3,275.12 \$18.89	\$41,266.52 \$3,438.88 \$19.84	\$43,329.85 \$3,610.82 \$20.83	\$45,496.34 \$3,791.36 \$21.87	\$48,226.12 \$4,018.84 \$23.19	\$51,360.82 \$4,280.07 \$24.69	\$54,956.07 \$4,579.67 \$26.42
17	\$33,122.60 \$2,760.22 \$15.92	\$34,778.73 \$2,898.23 \$16.72	\$36,517.66 \$3,043.14 \$17.56	\$38,343.55 \$3,195.30 \$18.43	\$40,260.72 \$3,355.06 \$19.36	\$42,273.76 \$3,522.81 \$20.32	\$44,387.45 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$49,403.23 \$4,116.94 \$23.75	\$52,614.44 \$4,384.54 \$25.30	\$56,297.45 \$4,691.45 \$27.07
18	\$33,951.47 \$2,829.29 \$16.32	\$35,649.05 \$2,970.75 \$17.14	\$37,431.50 \$3,119.29 \$18.00	\$39,303.07 \$3,275.26 \$18.89	\$41,268.23 \$3,439.02 \$19.84	\$43,331.64 \$3,610.97 \$20.83	\$45,498.22 \$3,791.52 \$21.87	\$47,773.13 \$3,981.09 \$22.97	\$50,639.52 \$4,219.96 \$24.35	\$53,931.09 \$4,494.26 \$25.93	\$57,706.26 \$4,808.86 \$27.74
19	\$34,780.33 \$2,898.36 \$16.72	\$36,519.35 \$3,043.28 \$17.56	\$38,345.31 \$3,195.44 \$18.44	\$40,262.58 \$3,355.21 \$19.36	\$42,275.71 \$3,522.98 \$20.32	\$44,389.49 \$3,699.12 \$21.34	\$46,608.97 \$3,884.08 \$22.41	\$48,939.42 \$4,078.28 \$23.53	\$51,875.78 \$4,322.98 \$24.94	\$55,247.71 \$4,603.98 \$26.56	\$59,115.05 \$4,926.25 \$28.42
20	\$35,648.86 \$2,970.74 \$17.14	\$37,431.31 \$3,119.28 \$18.00	\$39,302.87 \$3,275.24 \$18.90	\$41,268.01 \$3,439.00 \$19.84	\$43,331.42 \$3,610.95 \$20.83	\$45,497.99 \$3,791.50 \$21.87	\$47,772.89 \$3,981.07 \$22.97	\$50,161.53 \$4,180.13 \$24.12	\$53,171.22 \$4,430.94 \$25.56	\$56,627.35 \$4,718.95 \$27.22	\$60,591.27 \$5,049.27 \$29.13
21	\$36,519.30 \$3,043.27 \$17.56	\$38,345.26 \$3,195.44 \$18.44	\$40,262.53 \$3,355.21 \$19.36	\$42,275.65 \$3,522.97 \$20.32	\$44,389.44 \$3,699.12 \$21.34	\$46,608.91 \$3,884.08 \$22.41	\$48,939.35 \$4,078.28 \$23.53	\$51,386.32 \$4,282.19 \$24.70	\$54,469.50 \$4,539.13 \$26.19	\$58,010.02 \$4,834.17 \$27.89	\$62,070.72 \$5,172.56 \$29.84
22	\$37,429.50 \$3,119.12 \$17.99	\$39,300.97 \$3,275.08 \$18.89	\$41,266.02 \$3,438.83 \$19.84	\$43,329.32 \$3,610.78 \$20.83	\$45,495.79 \$3,791.32 \$21.87	\$47,770.58 \$3,980.88 \$22.97	\$50,159.11 \$4,179.93 \$24.11	\$52,667.06 \$4,388.92 \$25.32	\$55,827.08 \$4,652.26 \$26.84	\$59,455.84 \$4,954.65 \$28.58	\$63,617.75 \$5,301.48 \$30.59

Effective January 1, 2020

Range	<u>STEP 1</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 2</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 3</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 4</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 5</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 6</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 10**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 15**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 20**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 25**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 30**</u> * ANNUAL * MONTHLY HOURLY
23	\$38,343.64 \$3,195.30 \$18.43	\$40,260.82 \$3,355.07 \$19.36	\$42,273.87 \$3,522.82 \$20.32	\$44,387.56 \$3,698.96 \$21.34	\$46,606.94 \$3,883.91 \$22.41	\$48,937.28 \$4,078.11 \$23.53	\$51,384.15 \$4,282.01 \$24.70	\$53,953.35 \$4,496.11 \$25.94	\$57,190.56 \$4,765.88 \$27.50	\$60,907.94 \$5,075.66 \$29.28	\$65,171.50 \$5,430.96 \$31.33
24	\$39,303.38 \$3,275.28 \$18.90	\$41,268.55 \$3,439.05 \$19.84	\$43,331.97 \$3,611.00 \$20.83	\$45,498.57 \$3,791.55 \$21.87	\$47,773.50 \$3,981.13 \$22.97	\$50,162.18 \$4,180.18 \$24.12	\$52,670.29 \$4,389.19 \$25.32	\$55,303.80 \$4,608.65 \$26.59	\$58,622.03 \$4,885.17 \$28.18	\$62,432.46 \$5,202.70 \$30.02	\$66,802.73 \$5,566.89 \$32.12
25	\$40,263.10 \$3,355.26 \$19.36	\$42,276.26 \$3,523.02 \$20.33	\$44,390.07 \$3,699.17 \$21.34	\$46,609.58 \$3,884.13 \$22.41	\$48,940.05 \$4,078.34 \$23.53	\$51,387.06 \$4,282.25 \$24.71	\$53,956.41 \$4,496.37 \$25.94	\$56,654.23 \$4,721.19 \$27.24	\$60,053.48 \$5,004.46 \$28.87	\$63,956.96 \$5,329.75 \$30.75	\$68,433.95 \$5,702.83 \$32.90
26	\$41,266.44 \$3,438.87 \$19.84	\$43,329.76 \$3,610.81 \$20.83	\$45,496.24 \$3,791.35 \$21.87	\$47,771.06 \$3,980.92 \$22.97	\$50,159.61 \$4,179.97 \$24.12	\$52,667.59 \$4,388.97 \$25.32	\$55,300.97 \$4,608.41 \$26.59	\$58,066.02 \$4,838.83 \$27.92	\$61,549.98 \$5,129.16 \$29.59	\$65,550.73 \$5,462.56 \$31.51	\$70,139.28 \$5,844.94 \$33.72
27	\$42,273.76 \$3,522.81 \$20.32	\$44,387.44 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$48,937.16 \$4,078.10 \$23.53	\$51,384.02 \$4,282.00 \$24.70	\$53,953.22 \$4,496.10 \$25.94	\$56,650.88 \$4,720.91 \$27.24	\$59,483.42 \$4,956.95 \$28.60	\$63,052.43 \$5,254.37 \$30.31	\$67,150.83 \$5,595.90 \$32.28	\$71,851.39 \$5,987.62 \$34.54
28	\$42,778.64 \$3,564.89 \$20.57	\$44,917.57 \$3,743.13 \$21.59	\$47,163.45 \$3,930.29 \$22.67	\$49,521.62 \$4,126.80 \$23.81	\$51,997.70 \$4,333.14 \$25.00	\$54,597.59 \$4,549.80 \$26.25	\$57,327.47 \$4,777.29 \$27.56	\$60,193.84 \$5,016.15 \$28.94	\$63,805.47 \$5,317.12 \$30.68	\$67,952.83 \$5,662.74 \$32.67	\$72,709.53 \$6,059.13 \$34.96
29	\$53,501.59 \$4,458.47 \$25.72	\$56,176.67 \$4,681.39 \$27.01	\$58,985.50 \$4,915.46 \$28.36	\$61,934.78 \$5,161.23 \$29.78	\$65,031.51 \$5,419.29 \$31.27	\$68,283.09 \$5,690.26 \$32.83	\$71,697.24 \$5,974.77 \$34.47	\$75,282.11 \$6,273.51 \$36.19	\$79,799.03 \$6,649.92 \$38.36	\$84,985.97 \$7,082.16 \$40.86	\$90,934.99 \$7,577.92 \$43.72
30	\$66,677.21 \$5,556.43 \$32.06	\$70,011.08 \$5,834.26 \$33.66	\$73,511.63 \$6,125.97 \$35.34	\$77,187.21 \$6,432.27 \$37.11	\$81,046.57 \$6,753.88 \$38.96	\$85,098.90 \$7,091.57 \$40.91	\$89,353.84 \$7,446.15 \$42.96	\$93,821.54 \$7,818.46 \$45.11	\$99,450.83 \$8,287.57 \$47.81	\$105,915.13 \$8,826.26 \$50.92	\$113,329.19 \$9,444.10 \$54.49
31	\$52,546.29 \$4,378.86 \$25.26	\$55,173.61 \$4,597.80 \$26.53	\$57,932.29 \$4,827.69 \$27.85	\$60,828.90 \$5,069.08 \$29.24	\$63,870.35 \$5,322.53 \$30.71	\$67,063.86 \$5,588.66 \$32.24	\$70,417.06 \$5,868.09 \$33.85	\$73,937.91 \$6,161.49 \$35.55	\$78,374.18 \$6,531.18 \$37.68	\$83,468.50 \$6,955.71 \$40.13	\$89,311.30 \$7,442.61 \$42.94

* Annual salary is based on 12 months at 40 hours a week. Monthly salary is based on a 40 hour week.

** Steps 10, 15, 20, 25 & 30 are longevity increments to be granted at the beginning of the tenth, fifteenth, twentieth, twenty-fifth and thirtieth years of service.

(10 = 5%, 15 = 5%, 20 = 6%, 25 = 6.5%, 30 = 7%)

CLASSIFIED POSITIONS AND SALARY RANGES

Administrative Assistant-Programs	Range 20	Guidance/Academic Trainee	Range 8	Lead Child Nutrition Assistant	Range 13
Bus Driver	Range 20	Health Clerk	Range 15	Lead Extended Student Svs/21st Century Aide	Range 14
Bus Attendant	Range 14	Health Care Technician	Range 19	Lead Maintenance Worker	Range 28
Bus Attendant Trainee	Range 8	Human Resources Clerk	Range 15	Library Media Specialist	Range 16
Campus Safety Assistant	Range 6	Human Resources Technician	Range 25	Maintenance/Landscape Technician	Range 20
Child Nutrition Assistant	Range 8	Instructional Assistant	Range 8	Mechanic	Range 29
Child Nutrition Coordinator	Range 21	Instructional Aide/AVID	Range 8	Occupational Therapist	Range 30
Clerical Aide	Range 10	Instructional Aide/Computers	Range 8	Preschool Assistant	Range 8
Custodian	Range 16	Instructional Aide/English Language Learner	Range 8	Preschool Teacher	Range 14
English Language Learner Specialist	Range 14	Instructional Aide/Indian Education	Range 8	School Administrative Assistant	Range 21
Extended Student Services Aide	Range 8	Instructional Aide/Physical Education	Range 8	School Office Clerk	Range 15
Extended Student Services and Preschool Coordinator	Range 18	Instructional Assistant/Special Education	Range 14	Senior Custodian	Range 20
Delivery Services Transporter	Range 8	Instructional Assistant/Special Education Trainee	Range 8	Speech, Language Pathology Asst.	Range 31
Grounds/Maintenance Worker	Range 16	Language Arts Assistant	Range 14	Technology Resource Specialist	Range 29
Guidance/Academic Assistant	Range 14	Language Arts Trainee	Range 8		

Range	STEP 1 * ANNUAL * MONTHLY HOURLY	STEP 2 * ANNUAL * MONTHLY HOURLY	STEP 3 * ANNUAL * MONTHLY HOURLY	STEP 4 * ANNUAL * MONTHLY HOURLY	STEP 5 * ANNUAL * MONTHLY HOURLY	STEP 6 * ANNUAL * MONTHLY HOURLY	STEP 10** * ANNUAL * MONTHLY HOURLY	STEP 15** * ANNUAL * MONTHLY HOURLY	STEP 20** * ANNUAL * MONTHLY HOURLY	STEP 25** * ANNUAL * MONTHLY HOURLY	STEP 30** * ANNUAL * MONTHLY HOURLY
6	\$27,040.00 \$2,253.33 \$13.00	\$27,040.00 \$2,253.33 \$13.00	\$27,932.61 \$2,327.72 \$13.43	\$29,329.24 \$2,444.10 \$14.10	\$30,795.71 \$2,566.31 \$14.81	\$32,335.49 \$2,694.62 \$15.55	\$33,952.27 \$2,829.36 \$16.32	\$35,649.88 \$2,970.82 \$17.14	\$37,788.87 \$3,149.07 \$18.17	\$40,245.15 \$3,353.76 \$19.35	\$43,062.31 \$3,588.53 \$20.70
7	\$27,040.00 \$2,253.33 \$13.00	\$27,250.04 \$2,270.84 \$13.10	\$28,612.54 \$2,384.38 \$13.76	\$30,043.16 \$2,503.60 \$14.44	\$31,545.32 \$2,628.78 \$15.17	\$33,122.59 \$2,760.22 \$15.92	\$34,778.72 \$2,898.23 \$16.72	\$36,517.65 \$3,043.14 \$17.56	\$38,708.71 \$3,225.73 \$18.61	\$41,224.78 \$3,435.40 \$19.82	\$44,110.51 \$3,675.88 \$21.21
8	\$27,040.00 \$2,253.33 \$13.00	\$27,930.85 \$2,327.57 \$13.43	\$29,327.39 \$2,443.95 \$14.10	\$30,793.76 \$2,566.15 \$14.80	\$32,333.45 \$2,694.45 \$15.54	\$33,950.12 \$2,829.18 \$16.32	\$35,647.63 \$2,970.64 \$17.14	\$37,430.01 \$3,119.17 \$18.00	\$39,675.81 \$3,306.32 \$19.07	\$42,254.74 \$3,521.23 \$20.31	\$45,212.57 \$3,767.71 \$21.74
9	\$27,249.24 \$2,270.77 \$13.10	\$28,611.70 \$2,384.31 \$13.76	\$30,042.28 \$2,503.52 \$14.44	\$31,544.40 \$2,628.70 \$15.17	\$33,121.62 \$2,760.13 \$15.92	\$34,777.70 \$2,898.14 \$16.72	\$36,516.58 \$3,043.05 \$17.56	\$38,342.41 \$3,195.20 \$18.43	\$40,642.96 \$3,386.91 \$19.54	\$43,284.75 \$3,607.06 \$20.81	\$46,314.68 \$3,859.56 \$22.27
10	\$27,931.36 \$2,327.61 \$13.43	\$29,327.93 \$2,443.99 \$14.10	\$30,794.32 \$2,566.19 \$14.80	\$32,334.04 \$2,694.50 \$15.55	\$33,950.74 \$2,829.23 \$16.32	\$35,648.28 \$2,970.69 \$17.14	\$37,430.69 \$3,119.22 \$18.00	\$39,302.23 \$3,275.19 \$18.90	\$41,660.36 \$3,471.70 \$20.03	\$44,368.28 \$3,697.36 \$21.33	\$47,474.06 \$3,956.17 \$22.82
11	\$28,613.46 \$2,384.45 \$13.76	\$30,044.13 \$2,503.68 \$14.44	\$31,546.34 \$2,628.86 \$15.17	\$33,123.66 \$2,760.30 \$15.92	\$34,779.84 \$2,898.32 \$16.72	\$36,518.83 \$3,043.24 \$17.56	\$38,344.77 \$3,195.40 \$18.43	\$40,262.01 \$3,355.17 \$19.36	\$42,677.73 \$3,556.48 \$20.52	\$45,451.78 \$3,787.65 \$21.85	\$48,633.41 \$4,052.78 \$23.38
12	\$29,327.31 \$2,443.94 \$14.10	\$30,793.68 \$2,566.14 \$14.80	\$32,333.36 \$2,694.45 \$15.54	\$33,950.03 \$2,829.17 \$16.32	\$35,647.53 \$2,970.63 \$17.14	\$37,429.91 \$3,119.16 \$18.00	\$39,301.40 \$3,275.12 \$18.89	\$41,266.47 \$3,438.87 \$19.84	\$43,742.46 \$3,645.20 \$21.03	\$46,585.72 \$3,882.14 \$22.40	\$49,846.72 \$4,153.89 \$23.96
13	\$30,043.12 \$2,503.59 \$14.44	\$31,545.27 \$2,628.77 \$15.17	\$33,122.53 \$2,760.21 \$15.92	\$34,778.66 \$2,898.22 \$16.72	\$36,517.59 \$3,043.13 \$17.56	\$38,343.47 \$3,195.29 \$18.43	\$40,260.65 \$3,355.05 \$19.36	\$42,273.68 \$3,522.81 \$20.32	\$44,810.10 \$3,734.18 \$21.54	\$47,722.76 \$3,976.90 \$22.94	\$51,063.35 \$4,255.28 \$24.55
14	\$30,792.69 \$2,566.06 \$14.80	\$32,332.32 \$2,694.36 \$15.54	\$33,948.94 \$2,829.08 \$16.32	\$35,646.38 \$2,970.53 \$17.14	\$37,428.70 \$3,119.06 \$17.99	\$39,300.14 \$3,275.01 \$18.89	\$41,265.14 \$3,438.76 \$19.84	\$43,328.40 \$3,610.70 \$20.83	\$45,928.11 \$3,827.34 \$22.08	\$48,913.43 \$4,076.12 \$23.52	\$52,337.37 \$4,361.45 \$25.16
15	\$31,544.23 \$2,628.69 \$15.17	\$33,121.44 \$2,760.12 \$15.92	\$34,777.51 \$2,898.13 \$16.72	\$36,516.39 \$3,043.03 \$17.56	\$38,342.21 \$3,195.18 \$18.43	\$40,259.32 \$3,354.94 \$19.36	\$42,272.29 \$3,522.69 \$20.32	\$44,385.90 \$3,698.83 \$21.34	\$47,049.05 \$3,920.75 \$22.62	\$50,107.24 \$4,175.60 \$24.09	\$53,614.75 \$4,467.90 \$25.78
16	\$32,333.40 \$2,694.45 \$15.54	\$33,950.07 \$2,829.17 \$16.32	\$35,647.57 \$2,970.63 \$17.14	\$37,429.95 \$3,119.16 \$18.00	\$39,301.45 \$3,275.12 \$18.89	\$41,266.52 \$3,438.88 \$19.84	\$43,329.85 \$3,610.82 \$20.83	\$45,496.34 \$3,791.36 \$21.87	\$48,226.12 \$4,018.84 \$23.19	\$51,360.82 \$4,280.07 \$24.69	\$54,956.07 \$4,579.67 \$26.42
17	\$33,122.60 \$2,760.22 \$15.92	\$34,778.73 \$2,898.23 \$16.72	\$36,517.66 \$3,043.14 \$17.56	\$38,343.55 \$3,195.30 \$18.43	\$40,260.72 \$3,355.06 \$19.36	\$42,273.76 \$3,522.81 \$20.32	\$44,387.45 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$49,403.23 \$4,116.94 \$23.75	\$52,614.44 \$4,384.54 \$25.30	\$56,297.45 \$4,691.45 \$27.07
18	\$33,951.47 \$2,829.29 \$16.32	\$35,649.05 \$2,970.75 \$17.14	\$37,431.50 \$3,119.29 \$18.00	\$39,303.07 \$3,275.26 \$18.89	\$41,268.23 \$3,439.02 \$19.84	\$43,331.64 \$3,610.97 \$20.83	\$45,498.22 \$3,791.52 \$21.87	\$47,773.13 \$3,981.09 \$22.97	\$50,639.52 \$4,219.96 \$24.35	\$53,931.09 \$4,494.26 \$25.93	\$57,706.26 \$4,808.86 \$27.74
19	\$34,780.33 \$2,898.36 \$16.72	\$36,519.35 \$3,043.28 \$17.56	\$38,345.31 \$3,195.44 \$18.44	\$40,262.58 \$3,355.21 \$19.36	\$42,275.71 \$3,522.98 \$20.32	\$44,389.49 \$3,699.12 \$21.34	\$46,608.97 \$3,884.08 \$22.41	\$48,939.42 \$4,078.28 \$23.53	\$51,875.78 \$4,322.98 \$24.94	\$55,247.71 \$4,603.98 \$26.56	\$59,115.05 \$4,926.25 \$28.42
20	\$35,648.86 \$2,970.74 \$17.14	\$37,431.31 \$3,119.28 \$18.00	\$39,302.87 \$3,275.24 \$18.90	\$41,268.01 \$3,439.00 \$19.84	\$43,331.42 \$3,610.95 \$20.83	\$45,497.99 \$3,791.50 \$21.87	\$47,772.89 \$3,981.07 \$22.97	\$50,161.53 \$4,180.13 \$24.12	\$53,171.22 \$4,430.94 \$25.56	\$56,627.35 \$4,718.95 \$27.22	\$60,591.27 \$5,049.27 \$29.13
21	\$36,519.30 \$3,043.27 \$17.56	\$38,345.26 \$3,195.44 \$18.44	\$40,262.53 \$3,355.21 \$19.36	\$42,275.65 \$3,522.97 \$20.32	\$44,389.44 \$3,699.12 \$21.34	\$46,608.91 \$3,884.08 \$22.41	\$48,939.35 \$4,078.28 \$23.53	\$51,386.32 \$4,282.19 \$24.70	\$54,469.50 \$4,539.13 \$26.19	\$58,010.02 \$4,834.17 \$27.89	\$62,070.72 \$5,172.56 \$29.84
22	\$37,429.50 \$3,119.12 \$17.99	\$39,300.97 \$3,275.08 \$18.89	\$41,266.02 \$3,438.83 \$19.84	\$43,329.32 \$3,610.78 \$20.83	\$45,495.79 \$3,791.32 \$21.87	\$47,770.58 \$3,980.88 \$22.97	\$50,159.11 \$4,179.93 \$24.11	\$52,667.06 \$4,388.92 \$25.32	\$55,827.08 \$4,652.26 \$26.84	\$59,455.84 \$4,954.65 \$28.58	\$63,617.75 \$5,301.48 \$30.59

Effective July 1, 2020

Range	<u>STEP 1</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 2</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 3</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 4</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 5</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 6</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 10**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 15**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 20**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 25**</u> * ANNUAL * MONTHLY HOURLY	<u>STEP 30**</u> * ANNUAL * MONTHLY HOURLY
23	\$38,343.64 \$3,195.30 \$18.43	\$40,260.82 \$3,355.07 \$19.36	\$42,273.87 \$3,522.82 \$20.32	\$44,387.56 \$3,698.96 \$21.34	\$46,606.94 \$3,883.91 \$22.41	\$48,937.28 \$4,078.11 \$23.53	\$51,384.15 \$4,282.01 \$24.70	\$53,953.35 \$4,496.11 \$25.94	\$57,190.56 \$4,765.88 \$27.50	\$60,907.94 \$5,075.66 \$29.28	\$65,171.50 \$5,430.96 \$31.33
24	\$39,303.38 \$3,275.28 \$18.90	\$41,268.55 \$3,439.05 \$19.84	\$43,331.97 \$3,611.00 \$20.83	\$45,498.57 \$3,791.55 \$21.87	\$47,773.50 \$3,981.13 \$22.97	\$50,162.18 \$4,180.18 \$24.12	\$52,670.29 \$4,389.19 \$25.32	\$55,303.80 \$4,608.65 \$26.59	\$58,622.03 \$4,885.17 \$28.18	\$62,432.46 \$5,202.70 \$30.02	\$66,802.73 \$5,566.89 \$32.12
25	\$40,263.10 \$3,355.26 \$19.36	\$42,276.26 \$3,523.02 \$20.33	\$44,390.07 \$3,699.17 \$21.34	\$46,609.58 \$3,884.13 \$22.41	\$48,940.05 \$4,078.34 \$23.53	\$51,387.06 \$4,282.25 \$24.71	\$53,956.41 \$4,496.37 \$25.94	\$56,654.23 \$4,721.19 \$27.24	\$60,053.48 \$5,004.46 \$28.87	\$63,956.96 \$5,329.75 \$30.75	\$68,433.95 \$5,702.83 \$32.90
26	\$41,266.44 \$3,438.87 \$19.84	\$43,329.76 \$3,610.81 \$20.83	\$45,496.24 \$3,791.35 \$21.87	\$47,771.06 \$3,980.92 \$22.97	\$50,159.61 \$4,179.97 \$24.12	\$52,667.59 \$4,388.97 \$25.32	\$55,300.97 \$4,608.41 \$26.59	\$58,066.02 \$4,838.83 \$27.92	\$61,549.98 \$5,129.16 \$29.59	\$65,550.73 \$5,462.56 \$31.51	\$70,139.28 \$5,844.94 \$33.72
27	\$42,273.76 \$3,522.81 \$20.32	\$44,387.44 \$3,698.95 \$21.34	\$46,606.82 \$3,883.90 \$22.41	\$48,937.16 \$4,078.10 \$23.53	\$51,384.02 \$4,282.00 \$24.70	\$53,953.22 \$4,496.10 \$25.94	\$56,650.88 \$4,720.91 \$27.24	\$59,483.42 \$4,956.95 \$28.60	\$63,052.43 \$5,254.37 \$30.31	\$67,150.83 \$5,595.90 \$32.28	\$71,851.39 \$5,987.62 \$34.54
28	\$42,778.64 \$3,564.89 \$20.57	\$44,917.57 \$3,743.13 \$21.59	\$47,163.45 \$3,930.29 \$22.67	\$49,521.62 \$4,126.80 \$23.81	\$51,997.70 \$4,333.14 \$25.00	\$54,597.59 \$4,549.80 \$26.25	\$57,327.47 \$4,777.29 \$27.56	\$60,193.84 \$5,016.15 \$28.94	\$63,805.47 \$5,317.12 \$30.68	\$67,952.83 \$5,662.74 \$32.67	\$72,709.53 \$6,059.13 \$34.96
29	\$53,501.59 \$4,458.47 \$25.72	\$56,176.67 \$4,681.39 \$27.01	\$58,985.50 \$4,915.46 \$28.36	\$61,934.78 \$5,161.23 \$29.78	\$65,031.51 \$5,419.29 \$31.27	\$68,283.09 \$5,690.26 \$32.83	\$71,697.24 \$5,974.77 \$34.47	\$75,282.11 \$6,273.51 \$36.19	\$79,799.03 \$6,649.92 \$38.36	\$84,985.97 \$7,082.16 \$40.86	\$90,934.99 \$7,577.92 \$43.72
30	\$66,677.21 \$5,556.43 \$32.06	\$70,011.08 \$5,834.26 \$33.66	\$73,511.63 \$6,125.97 \$35.34	\$77,187.21 \$6,432.27 \$37.11	\$81,046.57 \$6,753.88 \$38.96	\$85,098.90 \$7,091.57 \$40.91	\$89,353.84 \$7,446.15 \$42.96	\$93,821.54 \$7,818.46 \$45.11	\$99,450.83 \$8,287.57 \$47.81	\$105,915.13 \$8,826.26 \$50.92	\$113,329.19 \$9,444.10 \$54.49
31	\$52,546.29 \$4,378.86 \$25.26	\$55,173.61 \$4,597.80 \$26.53	\$57,932.29 \$4,827.69 \$27.85	\$60,828.90 \$5,069.08 \$29.24	\$63,870.35 \$5,322.53 \$30.71	\$67,063.86 \$5,588.66 \$32.24	\$70,417.06 \$5,868.09 \$33.85	\$73,937.91 \$6,161.49 \$35.55	\$78,374.18 \$6,531.18 \$37.68	\$83,468.50 \$6,955.71 \$40.13	\$89,311.30 \$7,442.61 \$42.94

* Annual salary is based on 12 months at 40 hours a week. Monthly salary is based on a 40 hour week.

** Steps 10, 15, 20, 25 & 30 are longevity increments to be granted at the beginning of the tenth, fifteenth, twentieth, twenty-fifth and thirtieth years of service.

(10 = 5%, 15 = 5%, 20 = 6%, 25 = 6.5%, 30 = 7%)

CLASSIFIED POSITIONS AND SALARY RANGES

Administrative Assistant-Programs	Range 25	Guidance/Academic Trainee	Range 8	Lead Child Nutrition Assistant	Range 13
Bus Driver	Range 20	Health Clerk	Range 15	Lead Extended Student Svs/21st Century Aide	Range 14
Bus Attendant	Range 14	Health Care Technician	Range 19	Lead Maintenance Worker	Range 28
Bus Attendant Trainee	Range 8	Human Resources Clerk	Range 15	Library Media Specialist	Range 16
Campus Safety Assistant	Range 6	Human Resources Technician	Range 28	Maintenance/Landscape Technician	Range 20
Child Nutrition Assistant	Range 8	Instructional Assistant	Range 10	Mechanic	Range 29
Child Nutrition Coordinator	Range 21	Instructional Aide/AVID	Range 8	Occupational Therapist	Range 30
Clerical Aide	Range 10	Instructional Aide/Computers	Range 8	Preschool Assistant	Range 8
Custodian	Range 16	Instructional Aide/English Language Learner	Range 8	Preschool Teacher	Range 14
English Language Learner Specialist	Range 14	Instructional Aide/Indian Education	Range 8	School Administrative Assistant	Range 21
Extended Student Services Aide	Range 8	Instructional Aide/Physical Education	Range 8	School Office Clerk	Range 15
Extended Student Services and Preschool Coordinator	Range 18	Instructional Assistant/Special Education	Range 14	Senior Custodian	Range 20
Delivery Services Transporter	Range 11	Instructional Assistant/Special Education Trainee	Range 8	Speech, Language Pathology Asst.	Range 31
Grounds/Maintenance Worker	Range 16	Language Arts Assistant	Range 14	Technology Resource Specialist	Range 29
Guidance/Academic Assistant	Range 14	Language Arts Trainee	Range 8		