

Appendix A (7/1/2019)

**Gilroy Unified School District
Gilroy Federation of Paraeducators
Salary Schedule, 2019-2020**

Salary Range	Classification
Aa	General Paraeducator
Ab	Special Education Paraeducator
Ab1	Bilingual/Biliterate Paraeducator
Ab1	Technology Paraeducator
Ac	Special Education/Special Needs Paraeducator
Ac1	Special Education Bilingual/Biliterate Paraeducator
Ad	Assessment Paraeducator
Ad1	Home Visitor
Ae	Special Education Behavior Support Assistant
Af	Instructional Assistant
Af	Transitional Partnership Program Instructional Specialist
Ag	District Translator
Ah	Occupational Therapist (Required: Valid California Occupational Therapist Certification, no stipends attached to position)

The monthly salary below is based on an eight-hour day. Monthly salary will be prorated to the number of hours working in assigned position.

Salary Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Aa	Monthly	\$2,373.00	\$2,496.00	\$2,628.00	\$2,753.00	\$2,894.00	\$3,037.00
	Hourly	\$13.64	\$14.34	\$15.10	\$15.82	\$16.63	\$17.45
Ab	Monthly	\$2,503.00	\$2,638.00	\$2,766.00	\$2,906.00	\$3,054.00	\$3,206.00
	Hourly	\$14.39	\$15.16	\$15.90	\$16.70	\$17.55	\$18.43
Ab1	Monthly	\$2,432.00	\$2,559.00	\$2,688.00	\$2,820.00	\$2,965.00	\$3,114.00
	Hourly	\$13.98	\$14.71	\$15.45	\$16.21	\$17.04	\$17.90
Ac	Monthly	\$2,566.00	\$2,703.00	\$2,838.00	\$2,977.00	\$3,128.00	\$3,283.00
	Hourly	\$14.75	\$15.53	\$16.31	\$17.11	\$17.98	\$18.87
Ac1	Monthly	\$2,566.00	\$2,703.00	\$2,838.00	\$2,977.00	\$3,128.00	\$3,283.00
	Hourly	\$14.75	\$15.53	\$16.31	\$17.11	\$17.98	\$18.87
Ad	Monthly	\$2,889.00	\$3,032.00	\$3,181.00	\$3,343.00	\$3,507.00	\$3,682.00
	Hourly	\$16.60	\$17.43	\$18.28	\$19.21	\$20.16	\$21.16
Ad1	Monthly	\$2,805.00	\$2,944.00	\$3,088.00	\$3,245.00	\$3,405.00	\$3,575.00
	Hourly	\$16.12	\$16.92	\$17.75	\$18.65	\$19.57	\$20.55
Ae	Monthly	\$3,039.00	\$3,201.00	\$3,352.00	\$3,530.00	\$3,696.00	\$3,887.00
	Hourly	\$17.47	\$18.40	\$19.26	\$20.29	\$21.24	\$22.34
Af	Monthly	\$3,513.00	\$3,702.00	\$3,870.00	\$4,072.00	\$4,269.00	\$4,488.00
	Hourly	\$20.19	\$21.28	\$22.24	\$23.40	\$24.53	\$25.79
Ag	Monthly	\$3,605.00	\$3,880.00	\$3,969.00	\$4,175.00	\$4,375.00	\$4,587.00
	Hourly	\$20.72	\$22.30	\$22.81	\$23.99	\$25.14	\$26.36
Ah	Monthly	\$7,586.00	\$7,941.00	\$8,291.00	\$8,702.00	\$9,137.00	\$9,573.00
	Hourly	\$43.60	\$45.64	\$47.65	\$50.01	\$52.51	\$55.02

Longevity Compensation	Total Percentage
After 8 years of service an additional, 3% increase in salary:	3%
After 11 years of service an additional, 3% increase in salary:	6%
After 14 years of service an additional, 3% increase in salary:	9%
After 17 years of service an additional, 3% increase in salary:	12%
After 20 years of service an additional, 3% increase in salary:	15%
After 23 years of service an additional, 3% increase in salary:	18%
After 26 years of service an additional, 3% increase in salary:	21%

Gilroy Unified School District

Gilroy Federation of Paraeducators, Salary Schedule: 2019-2020 School Year

Stipends: (reference Article 8.5 of the GFP collective bargaining agreement)

Note: Only one stipend paid per assignment

SDC/ED/AUTISM Stipend: Paraeducator unit members assigned to work in a Special Day Class/Emotionally Disabled/Autism classroom shall be paid a stipend of \$150 per month and prorated during the months of August and June based on designated work days.

Special Needs Stipend: Paraeducator unit members required by an IEP to serve medically fragile student(s) by performing specialized physical health care procedures such as catheterization, gavage feeding, injection or suctioning shall be paid the Special Needs Stipend of \$150 per month. This stipend will be prorated during the months of August and June based on designated work days.

Toileting Stipend: Paraeducators unit members who perform toileting duties shall be paid the following stipend:

- **Preschool and Elementary Programs:** \$75 monthly stipend, prorated the months of August and June based on designated work days.
- **Secondary Programs:** \$100 monthly stipend, prorated the months of August and June based on designated work days.

Special Day Class – Severe Program (SDC/SH Stipend): For assignments serving Kindergarten through 12th grade students, the paraeducator unit member shall receive a stipend of \$250 per month for performing the following duties for students who are medically fragile: Specialized physical health care procedures such as catheterization, gavage feeding, injection, suctioning, toileting and/or other services as identified in the student's IEP. This stipend will be prorated during the months of August and June. This stipend does not include paraeducator unit members assigned to the Special Education Preschool Program.

Degree Recognition: Paraeducator unit members, who have obtained either an AA/AS or BA/BS degree, shall receive the following yearly compensation:

- AA/AS Degree: \$500 (\$50 monthly / 10 month payments)
- BA/BS Degree: \$1,000 (\$100 monthly / 10 month payments)

Compensation will be paid monthly during the months of September – June.

Approved by the GUSD Board of Education, February 14, 2019
Effective: July 1, 2019 (reference CBA)