

**HANFORD ELEMENTARY SCHOOL DISTRICT
2019-2020 CLASSIFIED SALARY SCHEDULE**

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5
1		*per Month	2,351	2,469	2,592	2,722	2,858
		per Hour	13.56	14.24	14.95	15.70	16.49
2		per Month	2,469	2,592	2,722	2,858	3,001
		per Hour	14.24	14.95	15.70	16.49	17.31
3	Clerk Trainee	per Month	2,592	2,722	2,858	3,001	3,151
		per Hour	14.95	15.70	16.49	17.31	18.18
4		per Month	2,722	2,858	3,001	3,151	3,308
		per Hour	15.70	16.49	17.31	18.18	19.09
5	Clerk Typist I Food Service Worker I Instructional Aide	per Month	2,858	3,001	3,151	3,308	3,473
		per Hour	16.49	17.31	18.18	19.09	20.04
6	Bilingual Aide Bilingual Clerk Typist I Food Service Worker II Alternative Education Program Aide READY Program Tutor	per Month	3,001	3,151	3,308	3,473	3,647
		per Hour	17.31	18.18	19.09	20.04	21.04
7	Account Clerk I Custodian I Educational Tutor, K-6 Groundskeeper I Signing Aide Special Circumstances Aide Special Education Aide Substitute Telephone Clerk	per Month	3,151	3,308	3,473	3,647	3,830
		per Hour	18.18	19.09	20.04	21.04	22.09
8	Account Clerk II Clerk Typist II Cook/Baker Food Service Utility Worker Media Services Aide	per Month	3,308	3,473	3,647	3,830	4,021
		per Hour	19.09	20.04	21.04	22.09	23.20
9	Bilingual Clerk Typist II Bilingual Translator/Clerk Custodian II Delivery Worker Groundskeeper II Maintenance Worker I	per Month	3,473	3,647	3,830	4,021	4,222
		per Hour	20.04	21.04	22.09	23.20	24.36
10	Bus Driver Bus Driver/Service Worker Health Care Assistant Help Desk Technician Secretary READY Site Lead	per Month	3,647	3,830	4,021	4,222	4,433
		per Hour	21.04	22.09	23.20	24.36	25.58
11	Bilingual Health Care Assistant Dispatcher Irrigation Specialist Licensed Vocational Nurse Lead Custodian	per Month	3,830	4,021	4,222	4,433	4,655
		per Hour	22.09	23.20	24.36	25.58	26.85
12	Account Technician I Licensed Vocational Nurse (Bilingual) Warehouse/Reprographics & Mail Technician	per Month	4,021	4,222	4,433	4,655	4,888
		per Hour	23.20	24.36	25.58	26.85	28.20

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5
13	Head Custodian	per Month	4,222	4,433	4,655	4,888	5,132
	Maintenance Worker II	per Hour	24.36	25.58	26.85	28.20	29.61
	Mechanic						
	Parent Liaison Specialist						
	Painter/Maintenance Worker II Teacher Resource Center Specialist						
14	Administrative Secretary I	per Month	4,433	4,655	4,888	5,132	5,389
		per Hour	25.58	26.85	28.20	29.61	31.09
15	Account Technician II	per Month	4,655	4,888	5,132	5,389	5,658
	Administrative Secretary II	per Hour	26.85	28.20	29.61	31.09	32.64
	Child Welfare and Attendance Specialist						
	Computer Maintenance Technician Database Specialist I						
16	Account Technician III	per Month	4,888	5,132	5,389	5,658	5,941
	Community Day School Specialist	per Hour	28.20	29.61	31.09	32.64	34.27
	DSF Work Control Technician						
	Educational Interpreter Student Specialist						
17	Bilingual Student Specialist	per Month	5,132	5,389	5,658	5,941	6,238
	Heating, Ventilation & Air Conditioning Specialist	per Hour	29.61	31.09	32.64	34.27	35.99
	Locksmith						
18	Account Technician IV	per Month	5,389	5,658	5,941	6,238	6,550
	Database Specialist II	per Hour	31.09	32.64	34.27	35.99	37.79
	Lead Mechanic (Automotive)						
	Network Engineer Systems Engineer						
19		per Month	5,658	5,941	6,238	6,550	6,877
		per Hour	32.64	34.27	35.99	37.79	39.68
20		per Month	5,941	6,238	6,550	6,877	7,221
		per Hour	34.27	35.99	37.79	39.68	41.66

*Monthly rate is based on an 8-hour per day, 12-month employee

Each range is based on meeting minimum requirements. Persons not meeting minimum requirements will stay on current range.

Translator - Employees who are assigned translation duties (verbal or written) outside their regularly assigned shift shall be paid at the current rate of pay for their regular position. Any time worked by an employee as a Translator shall not count toward benefit accrual within his/her regularly assigned position, including but not limited to health and welfare benefits, increased hours, or vacation and leave credit.

Yard Duty - Employees who assume yard supervision duties in addition to their regular position shall be paid for such extra duties at their current rate of pay for their regular position.

Longevity - Full-time Employees shall receive annual longevity pay when they complete milestone years of service as indicated below:

- 15 Years - \$1,125
- 20 Years - \$2,250
- 30 Years - \$3,375

Employees shall receive longevity pay on July 1 if they reached one of the above milestones on or before December 31 of the current year.

Part-time employees shall receive the appropriate pro rata share when they complete milestone years of service.

ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES

Bilingual Stipend: Employees who are required to use a second language from time to time in his/her regular assignment and who has demonstrated competency in the second language as established by the District shall receive a stipend in accordance with the following schedule. Payments will be made each month based upon work year as outlined in Article 23 Pay and Allowances of the CSEA/HESD Collective Bargaining Agreement.

BILINGUAL STIPEND SCHEDULE

8 hour employee	\$400 per year
7 hour but less than 8 hour employee	\$350 per year
6 hour but less than 7 hour employee	\$300 per year
5 hour but less than 6 hour employee	\$250 per year
4 hour but less than 5 hour employee	\$200 per year
3 hour but less than 4 hour employee	\$150 per year
2 hour but less than 3 hour employee	\$100 per year
1 hour but less than 2 hour employee	\$ 50 per year

Out of Classification Work: An employee who temporarily performs the essential functions of a higher classification shall be entitled to the lowest step in the higher range which exceeds the employee's rate of pay by a minimum of five percent (5%) (Article 23 Section H of the CSEA/HESD CBA Agreement)

Professional Growth increments will be awarded as follows:

Increments	No. of Semester		Increments	No. of Semester	
	Units			Units	
1 st	6		12 th	72	
2 nd	12		13 th	78	
3 rd	18		14 th	84	
4 th	24		15 th	90	
5 th	30		16 th	96	
6 th	36		17 th	102	
7 th	42		18 th	108	
8 th	48		19 th	114	
9 th	54		20 th	120	
10 th	60		21 st	126	
11 th	66				

Employees will be paid, in addition to their regular rate of pay, ten dollars and zero cents (\$10.00) per month per increment. (See Article 11 Professional Growth).

ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES (cont.)

Split Shift Differential Compensation: All employees whose regularly assigned shift contains one or more periods of unpaid time which exceeds ninety (90) minutes shall be paid a shift differential premium of seven (7%) above the regular rate of pay for all hours worked. (See Article 12, Section K of the CSEA/HESD Collective Bargaining Agreement).

Night Differential: Any employee who works a regularly District-assigned shift between the hours of 5:00 p.m. and 6:00 a.m. shall receive a seven (7%) differential for each hour worked within that time frame. (See Article 12, Section L of the CSEA/HESD Collective Bargaining Agreement).

Work Week:

An employee with a regular work week other than Monday through Friday shall receive a fifteen percent (15%) shift differential for work days other than Monday through Friday. (See Article 12, Section T.3 of the CSEA/HESD Collective Bargaining Agreement).

On-Call Bus Driver Stipend: For a limited number of classified employees who work within the District and who serve in classifications other than Bus Driver or Bus Driver/Service Worker, but who are willing to obtain the required training and licenses to operate a school bus and serve as an on-call bus driver as needed, the District will pay a stipend of One Thousand Dollars and No Cents (\$1,000) per year to each employee. The number of On-Call Bus Drivers needed and eligibility for the stipend shall be evaluated and determined by the District at the commencement of each school year. (See Article 23, Section J of the CSEA/HESD Collective Bargaining Agreement).

HVAC Specialist Stipends:

The District will pay the following stipends annually to employees in the HVAC Specialist position, provided the District has determined a continuing need:

- QAC-A Certificate - \$1,500 annually
- NATE-HVAC Certificate - \$1,200 annually

Verification of the QAC-A and NATE-HVAC Certificates must be provided to the Office of Human Resources by May 15th of each year

Adopted: 06/26/19

Effective: 07/01/19