

**MORGAN HILL UNIFIED SCHOOL DISTRICT**  
**Personnel Commission**  
**AGENDA**

Date: November 20, 2019  
Time: 5:00 p.m.  
Location: District Office  
15600 Concord Circle  
Morgan Hill, CA 95037

I. OPEN SESSION

Meeting Called to Order:

Pledge of Allegiance

Roll Call: Tara Bevington \_\_\_\_\_  
Steve Klem \_\_\_\_\_  
Pam Torrasi \_\_\_\_\_

II. ADOPT AGENDA

Motion By: Ayes:  
Second By: Noes:

III. APPROVE MINUTES OF October 16, 2019 meeting

Motion By: Ayes:  
Second By: Noes:

IV. INTRODUCTIONS/PRESENTATIONS/RECOGNITION/ANNOUNCEMENTS

*This is an opportunity for Personnel Commission members and staff to introduce staff members or others and to recognize accomplishments of staff members and departments.*

A. Board Appointed Commissioner

V. ITEMS FOR PUBLIC COMMENT AND COMMUNICATION

*This opportunity for members of the public to communicate with the Commission on any item not scheduled for action.*

A. MHCEA update

VI. ITEMS FOR PERSONNEL ACTION

*This section lists the items for Commission action.*

A. Hiring Report

Stonehouse

Motion By: Ayes:

Second By: Noes:

B. Annual Report

Stonehouse

Motion By: Ayes:

Second By: Noes:

VII. REPORTS/INFORMATION/DISCUSSION

*This section is reserved for topics of discussion by the Commission members and staff*

A. Review job classification/job families and salary alignment chart

Myers

B. Discuss CSEA compensation salary survey results and  
MHUSD relative ranking

Myers

VIII. ITEMS FOR PERSONNEL CONSENT

*These are routine items requiring little or no separate explanation. They are acted upon in a single motion.*

None

IX. ADJOURN:

Motion By: Ayes:

Second By: Noes:

**MORGAN HILL UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION MEETING  
October 11, 2019 – November 8, 2019**

|               |  |
|---------------|--|
| Topic:        | Hiring Report                                  |
| Prepared by:  | Kristin Stonehouse, Human Resources Specialist |
| Presented by: | Kristin Stonehouse, Human Resources Specialist |
| Type of Item: | Action   |

**NEW HIRES, PROMOTIONS, INCREASE IN HOURS**

**New Hires:**

|                       |                             |                       |          |
|-----------------------|-----------------------------|-----------------------|----------|
| Saundra Ozuna         | Student Supervisor          | Britton               | 10/21/19 |
| Jilian Armenta        | Student Nutrition Assistant | Martin Murphy         | 10/22/19 |
| Kaylee Jimenez        | Student Nutrition Assistant | Live Oak              | 10/21/19 |
| Amanda Vandecoevering | Library Technician          | El Toro/PA Walsh      | 10/09/19 |
| Shellie DeJesus       | Student Nutrition Assistant | Live Oak              | 10/14/19 |
| Antonio Sousa Jr      | Mechanic                    | Transportation        | 10/01/19 |
| Ethan Dedmon          | Custodian                   | San Martin Gwinn      | 10/28/19 |
| Sally Mortensen       | Paraprofessional, MTSS      | San Martin Gwinn      | 11/12/19 |
| William Mendoza       | Custodian                   | Britton/Martin Murphy | 11/01/19 |
| Jeffrey England       | Paraprofessional            | Sobrato               | 11/12/19 |
| Rochelle Casarez      | Paraprofessional            | Britton               | 11/12/19 |

**Promotions:**

|               |                                 |                 |          |
|---------------|---------------------------------|-----------------|----------|
| Jaclyn Snyder | Student Support Specialist Lead | District Office | 10/01/19 |
|---------------|---------------------------------|-----------------|----------|

**Increase in Hours:**

None

**SUBSTITUTE, LIMITED TERM ASSIGNMENT, WORKING OUT OF CLASS**

**Substitutes:**

|                      |                        |                 |           |          |
|----------------------|------------------------|-----------------|-----------|----------|
| Jasmeet Kaur         | Paraprofessional       | Martin Murphy   | 08/26/19  | 11/11/19 |
| Brianna Villar       | Paraprofessional       | Martin Murphy   | 08/16/19  | 10/13/19 |
| Yvette Revelez       | Paraprofessional       | Britton         | 8/15/2019 | 11/30/19 |
| Rochelle Casarez     | Paraprofessional       | Britton         | 8/15/2019 | 11/11/19 |
| Jeff England         | Paraprofessional       | Sobrato         | 09/13/19  | 10/31/19 |
| Sarah Malette        | Paraprofessional, MTSS | El Toro         | 8/15/2019 | 12/21/19 |
| Jasmeet Kaur         | Paraprofessional       | Martin Murphy   | 08/26/19  | 11/30/19 |
| Mary Anne Panganiban | Yard Duty              | Paradise Valley | 09/04/19  | 06/05/20 |
| Kerri Quezada        | Yard Duty              | Los Paseos      | 08/15/19  | 06/05/20 |
| Carla Rutter         | Yard Duty              | Los Paseos      | 08/30/19  | 06/05/20 |
| Elizabeth Roberts    | Yard Duty              | Los Paseos      | 09/03/19  | 06/05/20 |

|                           |                  |               |          |          |
|---------------------------|------------------|---------------|----------|----------|
| Rosalba Villalobos        | Custodian        | various       | 09/03/19 | 06/05/20 |
| Jeffrey England           | Paraprofessional | Sobrato       | 09/13/19 | 11/11/19 |
| David Vazquez             | Custodian        | various       | 09/11/19 | 06/05/20 |
| Amany Ayoub               | Yard Duty        | Jackson       | 09/16/19 | 06/05/20 |
| Rebecca Betances          | Yard Duty        | Los Paseos    | 09/04/19 | 06/05/20 |
| Michelle Carrillo Farias  | Yard Duty        | Los Paseos    | 09/09/19 | 06/05/20 |
| Ernestina Barrior Jimenez | Custodian        | various       | 09/16/19 | 06/05/20 |
| Maria Drinkhouse          | Yard Duty        | Los Paseos    | 09/03/19 | 06/05/20 |
| Luis Lopez                | Paraprofessional | Martin Murphy | 10/14/19 | 11/30/19 |

**Limited Term Assignment:**

|                 |                        |          |          |          |
|-----------------|------------------------|----------|----------|----------|
| Sarah Malette   | Paraprofessional, MTSS | El Toro  | 08/15/19 | 12/21/19 |
| Mario Moreno    | Sub Student Supervisor | Live Oak | 10/01/19 | 12/21/19 |
| Elizabeth Burke | Student Supervisor     | Britton  | 08/19/19 | 12/21/19 |

**Working Out of Class:**

|                    |                     |             |          |          |
|--------------------|---------------------|-------------|----------|----------|
| Prashan Welipitiya | Executive Secretary | Ed Services | 07/01/19 | 01/01/20 |
|--------------------|---------------------|-------------|----------|----------|

**TRANSFERS**

None

**RESIGNATIONS, RETIREMENTS, SEPARATIONS, & LEAVE OF ABSENCE**

|                         |                             |               |          |          |
|-------------------------|-----------------------------|---------------|----------|----------|
| Laura Hernandez         | Paraprofessional            | Los Paseos    | Resigned | 10/11/19 |
| Antonia Saenz           | Community Liaison           | Jackson       | Resigned | 10/09/19 |
| Amanda Mihelich         | Library Technician          | El Toro/Walsh | Resigned | 10/18/19 |
| Claudia Martinez Chimal | Paraprofessional, Bilingual | PA Walsh      | Resigned | 10/21/19 |

**Leave of Absence**

\* signifies that leave time is being used intermittently

|                      |                                   |                 |          |          |
|----------------------|-----------------------------------|-----------------|----------|----------|
| Kirsten Perez        | Asst Superintendent Business Svcs | District Office | 09/24/19 | 01/03/20 |
| Adrian Hayes         | Student Supervisor                | Britton         | 08/13/19 | 10/23/19 |
| Karla Dominguez-Vega | Executive Secretary               | District Office | 07/01/19 | 01/01/20 |
| Jazmine Hernandez    | Executive Assistant, MHELA        | Human Resources | 12/16/19 | 03/31/20 |
| Maria Murrillo       | Student Nutrition Asst            | Food Service    | 09/11/19 | 11/01/19 |
| Terri Copeland       | Student Nutrition Asst            | Food Service    | 08/15/19 | 11/09/19 |
| Keala Stibbard       | Bus Driver                        | Transportation  | 10/14/19 | 11/18/19 |



**POSTING FOR NOTICE OF EXAMINATION**

| CLASSIFICATION             | DEADLINE |
|----------------------------|----------|
| Student Support Specialist | 11/07/19 |

**EXAMINATIONS**

None

| CLASSIFICATION | DATE OF TEST | NUMBER OF ELIGIBLES | NUMBER OF RANKS |
|----------------|--------------|---------------------|-----------------|
|                |              |                     |                 |

**INTERVIEWS**

| CLASSIFICATION              | DATE OF INTERVIEW |
|-----------------------------|-------------------|
| Student Nutrition Assistant | 10/09/19          |
| Custodian, San Martin Gwinn | 10/11/19          |
| Yard Duty                   | 10/15/19          |
| Student Supervisor          | 10/16/19          |
| Community Liaison           | 10/23/19          |
| Paraprofessional, MTSS      | 10/25/19          |
| Custodian, Britton/Murphy   | 10/28/19          |
| Custodian, PA Walsh         | 10/29/19          |
| Paraprofessional            | 11/04/19          |

**POSTING FOR TRANSFER**

| CLASSIFICATION              | DATE OPEN |
|-----------------------------|-----------|
| Community Liaison           | 10/15/19  |
| Paraprofessional, Bilingual | 11/04/19  |
| Administrative Secretary II | 11/05/19  |
| Paraprofessional, MTSS      | 11/05/19  |

**MORGAN HILL UNIFIED SCHOOL DISTRICT**  
**Personnel Commission**  
**MINUTES**

Date: October 16, 2019  
Time: 5:00 p.m.  
Location: District Office  
15600 Concord Circle  
Morgan Hill, CA 95037

I. OPEN SESSION

Meeting Called to Order: 5:04 PM

Pledge of Allegiance

|            |                |                |
|------------|----------------|----------------|
| Roll Call: | Tara Bevington | <u>Present</u> |
|            | Steve Klem     | <u>Present</u> |
|            | Pam Torrasi    | <u>Present</u> |

II. ADOPT AGENDA

|            |              |         |
|------------|--------------|---------|
| Motion By: | T. Bevington | Ayes: 3 |
| Second By: | P. Torrasi   | Noes: 0 |

III. APPROVE MINUTES OF September 18, 2019 meeting

|            |            |         |
|------------|------------|---------|
| Motion By: | P. Torrasi | Ayes: 3 |
| Second By: | S. Klem    | Noes: 0 |

IV. INTRODUCTIONS/PRESENTATIONS/RECOGNITION/ANNOUNCEMENTS

*This is an opportunity for Personnel Commission members and staff to introduce staff members or others and to recognize accomplishments of staff members and departments.*

None

V. ITEMS FOR PUBLIC COMMENT AND COMMUNICATION

*This opportunity for members of the public to communicate with the Commission on any item not scheduled for action.*

A. MHCEA update

None

VI. ITEMS FOR PERSONNEL ACTION

*This section lists the items for Commission action.*

A. Hiring Report

Stonehouse

Motion By: P. Torrisi Ayes: 3

Second By: T. Bevington Noes: 0

VII. REPORTS/INFORMATION/DISCUSSION

*This section is reserved for topics of discussion by the Commission members and staff*

A. Personnel Commission Conference

Stonehouse

Conference will be attended by commissioners on Oct 24, 2019

B. Taste of Morgan Hill

Stonehouse

Taste of Morgan Hill took place September 28 & 29. Very successful again this year.

VIII. ITEMS FOR PERSONNEL CONSENT

*These are routine items requiring little or no separate explanation. They are acted upon in a single motion.*

None

IX. ADJOURN: 5:23 PM

Motion By: T. Bevington

Ayes: 3

Second By: P. Torrisi Noes: 0

## ***MHUSD SALARY ALIGNMENT CHART***

*Updated: November 5, 2019*

| <b><i>Salary Range</i></b> | <b><i>Accounting, Clerical, Aides/Liaisons, Student Nutrition, Technology</i></b>  | <b><i>Maintenance, Grounds, Custodial, Mechanics, Bus Drivers, Student Services</i></b> |
|----------------------------|--|---|
| <b>35</b>                  |  | Student Supervisor  |
| <b>36</b>                  | Student Nutrition Assistant  |   |
| <b>37</b>                  |  |   |
| <b>38</b>                  |  |   |
| <b>39</b>                  | Community Liaison, Student Nutrition Lead  |   |
| <b>40</b>                  |  |   |
| <b>41</b>                  | District Office Assistant, Health Assistant, Library Technician, School Office Assistant, Paraprofessional, Paraprofessional (Bilingual) | Vocational Technician   |
| <b>42</b>                  |  |   |
| <b>43</b>                  | Delivery Driver  | School Van Driver   |
| <b>44</b>                  | ASB Bookkeeper, Registrar I, Info Tech Specialist I, Student Nutrition Foreperson  |   |
| <b>45</b>                  | Registrar II   | Specialized Health Care Assistant, Custodian  |
| <b>46</b>                  | Admin Secretary I  |   |
| <b>47</b>                  | Staff Secretary, Staff Secretary (Bilingual), Student Assessment Data Specialist   | School Linked Service Coordinator, Student Support Specialist, Groundskeeper            |
| <b>48</b>                  | Admin Secretary II   | Lead Custodian  |
| <b>49</b>                  | Admin Secretary III  | School Bus Driver   |
| <b>50</b>                  |  | Delegate Behind the Wheel, Custodian Foreperson   |
| <b>51</b>                  | Executive Secretary, Executive Secretary (Bilingual), Info Tech Specialist II, Migrant Recruiter/Home Liaison                            | Student Support Specialist Lead, PBIS Coach   |
| <b>52</b>                  |  |   |
| <b>53</b>                  | Accounting Specialist, HR Specialist   |   |
| <b>54</b>                  |  | Dispatcher, Grounds Foreperson  |
| <b>55</b>                  |  |   |
| <b>56</b>                  |  | Sr. Maintenance Technician  |
| <b>57</b>                  |  |   |
| <b>58</b>                  | Buyer, Data System Analyst   |   |
| <b>59</b>                  |  | Mechanic  |
| <b>60</b>                  |  | Job Developer   |
| <b>61</b>                  |  |   |
| <b>62</b>                  |  |   |
| <b>63</b>                  |  | Licensed Vocational Technician  |
| <b>64</b>                  |  |   |
| <b>65</b>                  |  |   |
| <b>66</b>                  |  |   |
| <b>67</b>                  |  |   |
| <b>68</b>                  |  |   |

# 2019 STATEWIDE CALIFORNIA CLASSIFIED EMPLOYEE COMPENSATION SURVEY RESULTS

The California School Employees Association Research Department conducts this survey to provide important information to both labor and management negotiators. The survey has been well received by both sides for more than fifteen years. It was created in order to have a level playing field at the bargaining table.

The survey results will provide a snapshot of pay levels and other compensation information as of April 1, 2019. Each district that participates will automatically receive a copy of the survey results for their area. The state has been divided into eleven (11) "zones" adapted from the demographic areas developed by the County Superintendents Association. The counties within each zone are shown below:

| <b>Zone</b> | <b>Counties</b>   |
|-------------|---|
| 1           | Del Norte, Humboldt, Lake, Mendocino, *Sonoma                                     |
| 2           | Butte, Glenn, Lassen, Modoc, Plumas, Shasta, Siskiyou, Tehama, Trinity            |
| 3           | Alpine, Colusa, El Dorado, Nevada, Placer, Sacramento, Sierra, Sutter, Yolo, Yuba |
| 4           | Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Solano, *Sonoma     |
| 5           | Monterey, San Benito, Santa Clara, Santa Cruz                                     |
| 6           | Amador, Calaveras, **Mariposa, **Merced, San Joaquin, Stanislaus, Tuolumne        |
| 7           | Fresno, Kings, Madera, **Mariposa, **Merced, Tulare                               |
| 8           | Kern, San Luis Obispo, Santa Barbara, Ventura                                     |
| 9           | Imperial, Orange, San Diego   |
| 10          | Inyo, Mono, Riverside, San Bernardino   |
| 11          | Los Angeles   |

\* Districts in Sonoma county will be reported in both zone 1 and zone 4

\*\* Districts in Mariposa and Merced counties will be reported in both zone 6 and zone 7

**Community College districts will receive survey results, for all community college districts, in addition to the salary results for all types of districts in the zone in which they are located.**

# **CLASSIFICATION AND RANGES FOR CLASSIFIED UNIT MEMBERS**

**2019-2020**

## **ACCOUNTING**

ASB Bookkeeper

44

\* Accounting Specialist

53

Buyer

58

## **MAINTENANCE**

Senior Maintenance Technician

56

## **GROUNDS**

Groundskeeper

47

Grounds Foreperson

54

## **CLERICAL**

\* Administrative Secretary I

46

Administrative Secretary II

48

Administrative Secretary III

49

District Office Assistant

41

Executive Secretary

51

Executive Secretary, Bilingual

51

Health Assistant

41

\* Human Resources Specialist

53

Library Technician

41

Registrar I

44

Registrar II

45

\* School Office Assistant

41

\* Staff Secretary

47

Staff Secretary, Bilingual

47

Student Assessment Data Specialist

47

## **CUSTODIAL**

\* Custodian

45

Lead Custodian

48

Custodian Foreperson

50

## **MECHANICS**

Mechanic

59

## **BUS DRIVERS**

School Van Driver

43

\* School Bus Driver

49

Delegate Behind the Wheel

50

Dispatcher

54

## **AIDES/LIAISONS**

Community Liaison

39

\* Paraprofessional

41

Paraprofessional, Bilingual

41

Migrant Recruiter/Home Liaison

51

## **STUDENT NUTRITION**

\* Student Nutrition Assistant

36

Student Nutrition Lead

39

Student Nutrition Foreperson

44

Delivery Driver

43

## **STUDENT SERVICES**

Student Supervisor

35

Vocational Technician

41

Specialized Health Care Assistant

45

School Linked Services Coordinator

47

Student Support Specialist

47

Student Support Specialist, Lead

51

PBIS Coach

51

Job Developer

60

LVN (Licensed Vocational Nurse)

63

Occupational Therapist

65

## **TECHNOLOGY**

Information Technology Specialist I

44

Information Technology Specialist II

51

Data Systems Analyst

58

Revised: 9/6/2019



**MORGAN HILL UNIFIED SCHOOL DISTRICT**  
**CLASSIFIED SALARY SCHEDULE**  
**2019-2020**

| RANGE | PROB  | A     | B     | C     | D     | E     |  | 5%      | 8.5%    | 10%     | 12%     | 15%     |
|-------|-------|-------|-------|-------|-------|-------|--|---------|---------|---------|---------|---------|
|       |       |       |       |       |       |       |  | BEG     | BEG     | BEG     | BEG     | BEG     |
|       |       |       |       |       |       |       |  | 10TH YR | 15TH YR | 20TH YR | 25TH YR | 30th YR |
| 35    | 15.21 | 15.60 | 16.38 | 17.21 | 18.09 | 19.00 |  | 19.95   | 20.62   | 20.90   | 21.28   | 21.85   |
| 36    | 15.60 | 15.99 | 16.79 | 17.64 | 18.54 | 19.48 |  | 20.45   | 21.13   | 21.42   | 21.81   | 22.40   |
| 37    | 15.99 | 16.38 | 17.21 | 18.09 | 19.00 | 19.96 |  | 20.96   | 21.66   | 21.96   | 22.36   | 22.96   |
| 38    | 16.38 | 16.79 | 17.64 | 18.54 | 19.48 | 20.46 |  | 21.49   | 22.20   | 22.51   | 22.92   | 23.53   |
| 39    | 16.79 | 17.21 | 18.09 | 19.00 | 19.96 | 20.97 |  | 22.02   | 22.76   | 23.07   | 23.49   | 24.12   |
| 40    | 17.21 | 17.64 | 18.54 | 19.48 | 20.46 | 21.50 |  | 22.57   | 23.33   | 23.65   | 24.08   | 24.72   |
| 41    | 17.64 | 18.09 | 19.00 | 19.96 | 20.97 | 22.04 |  | 23.14   | 23.91   | 24.24   | 24.68   | 25.34   |
| 42    | 18.09 | 18.54 | 19.48 | 20.46 | 21.50 | 22.59 |  | 23.72   | 24.51   | 24.85   | 25.30   | 25.97   |
| 43    | 18.54 | 19.00 | 19.96 | 20.97 | 22.04 | 23.15 |  | 24.31   | 25.12   | 25.47   | 25.93   | 26.62   |
| 44    | 19.00 | 19.48 | 20.46 | 21.50 | 22.59 | 23.73 |  | 24.92   | 25.75   | 26.10   | 26.58   | 27.29   |
| 45    | 19.48 | 19.96 | 20.97 | 22.04 | 23.15 | 24.32 |  | 25.54   | 26.39   | 26.76   | 27.24   | 27.97   |
| 46    | 19.96 | 20.46 | 21.50 | 22.59 | 23.73 | 24.93 |  | 26.18   | 27.05   | 27.42   | 27.92   | 28.67   |
| 47    | 20.46 | 20.97 | 22.04 | 23.15 | 24.32 | 25.55 |  | 26.83   | 27.73   | 28.11   | 28.62   | 29.39   |
| 48    | 20.97 | 21.50 | 22.59 | 23.73 | 24.93 | 26.19 |  | 27.50   | 28.42   | 28.81   | 29.34   | 30.12   |
| 49    | 21.50 | 22.04 | 23.15 | 24.32 | 25.55 | 26.85 |  | 28.19   | 29.13   | 29.53   | 30.07   | 30.88   |
| 50    | 22.04 | 22.59 | 23.73 | 24.93 | 26.19 | 27.52 |  | 28.90   | 29.86   | 30.27   | 30.82   | 31.65   |
| 51    | 22.59 | 23.15 | 24.32 | 25.55 | 26.85 | 28.21 |  | 29.62   | 30.61   | 31.03   | 31.59   | 32.44   |
| 52    | 23.15 | 23.73 | 24.93 | 26.19 | 27.52 | 28.91 |  | 30.36   | 31.37   | 31.80   | 32.38   | 33.25   |
| 53    | 23.73 | 24.32 | 25.55 | 26.85 | 28.21 | 29.64 |  | 31.12   | 32.15   | 32.60   | 33.19   | 34.08   |
| 54    | 24.32 | 24.93 | 26.19 | 27.52 | 28.91 | 30.38 |  | 31.90   | 32.96   | 33.41   | 34.02   | 34.93   |
| 55    | 24.93 | 25.55 | 26.85 | 28.21 | 29.64 | 31.14 |  | 32.69   | 33.78   | 34.25   | 34.87   | 35.81   |
| 56    | 25.55 | 26.19 | 27.52 | 28.91 | 30.38 | 31.91 |  | 33.51   | 34.63   | 35.11   | 35.74   | 36.70   |
| 57    | 26.19 | 26.85 | 28.21 | 29.64 | 31.14 | 32.71 |  | 34.35   | 35.49   | 35.98   | 36.64   | 37.62   |
| 58    | 26.85 | 27.52 | 28.91 | 30.38 | 31.91 | 33.53 |  | 35.21   | 36.38   | 36.88   | 37.55   | 38.56   |
| 59    | 27.52 | 28.21 | 29.64 | 31.14 | 32.71 | 34.37 |  | 36.09   | 37.29   | 37.80   | 38.49   | 39.52   |
| 60    | 28.21 | 28.91 | 30.38 | 31.91 | 33.53 | 35.23 |  | 36.99   | 38.22   | 38.75   | 39.45   | 40.51   |
| 61    | 28.91 | 29.64 | 31.14 | 32.71 | 34.37 | 36.11 |  | 37.91   | 39.18   | 39.72   | 40.44   | 41.52   |
| 62    | 29.64 | 30.38 | 31.91 | 33.53 | 35.23 | 37.01 |  | 38.86   | 40.16   | 40.71   | 41.45   | 42.56   |
| 63    | 30.38 | 31.14 | 32.71 | 34.37 | 36.11 | 37.94 |  | 39.83   | 41.16   | 41.73   | 42.49   | 43.63   |
| 64    | 31.14 | 31.91 | 33.53 | 35.23 | 37.01 | 38.88 |  | 40.83   | 42.19   | 42.77   | 43.55   | 44.72   |
| 65    | 31.91 | 32.71 | 34.37 | 36.11 | 37.94 | 39.86 |  | 41.85   | 43.24   | 43.84   | 44.64   | 45.83   |
| 66    | 32.71 | 33.53 | 35.23 | 37.01 | 38.88 | 40.85 |  | 42.90   | 44.33   | 44.94   | 45.76   | 46.98   |
| 67    | 33.53 | 34.37 | 36.11 | 37.94 | 39.86 | 41.87 |  | 43.97   | 45.43   | 46.06   | 46.90   | 48.16   |
| 68    | 34.37 | 35.23 | 37.01 | 38.88 | 40.85 | 42.92 |  | 45.07   | 46.57   | 47.21   | 48.07   | 49.36   |

Effective: 07/01/2019, 1.5% increase

Approved:

Note: For employees eligible to receive longevity pay, the pay rates listed on the Classified Salary Schedule are used in calculating additional pay only. Annual salaries for employees eligible to receive longevity pay are calculated using Step E to determine Base Pay and applying the longevity percentage (5%, 8.5%, 10%, 12%, or 15%) to the Base Pay amount.

# ACCOUNTING/CLERICAL CLASSIFICATIONS

## ACCOUNT CLERK

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$24.10</b> |
| 75th percentile | <b>\$21.75</b> |
| 50th percentile | <b>\$19.46</b> |
| 25th percentile | <b>\$17.41</b> |
| 10th percentile | <b>\$15.90</b> |

### Zone 5

| District                   | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank * State |
|----------------------------|------|------------|-----------------|------------|------------|----------------|--------------|----------------|
| Alisal Union Elementary    | EL   | 8,531      | \$18.84         | \$20.76    | \$22.89    | \$24.03        | 6            | 42.1%          |
| Alum Rock Union Elem       | EL   | 9,866      | \$27.01         | \$29.26    | \$31.77    | \$33.15        | 6            | 97.6%          |
| Berryessa Union            | EL   | 6,988      | \$19.84         | \$21.76    | \$23.92    | \$25.09        | 6            | 54.3%          |
| Carmel Unified             | UF   | 2,467      | \$24.97         | \$27.35    | \$29.99    | \$31.42        | 6            | 92.9%          |
| Chualar Union Elementary   | EL   | 303        | \$24.54         | \$27.06    | \$29.84    | \$31.33        | 6            | 91.4%          |
| Cupertino Union            | EL   | 17,392     | \$24.53         | \$27.04    | \$29.83    | \$29.83        | 5            | 91.1%          |
| Evergreen Elementary       | EL   | 10,894     | \$21.98         | \$24.27    | \$26.73    | \$28.09        | 6            | 76.9%          |
| Gavilan Joint CC           | CC   | 6,146      | \$24.11         | \$26.59    | \$29.31    | \$29.31        | 5            | 90.0%          |
| Gonzales Unified           | UF   | 2,338      | \$18.89         | \$19.89    | \$20.88    | \$22.36        | 8            | 42.6%          |
| Greenfield Union Elem      | EL   | 3,573      | \$25.00         | \$27.43    | \$30.09    | \$33.02        | 7            | 93.4%          |
| King City Union Elem       | EL   | 2,702      | \$17.30         | \$19.08    | \$21.03    | \$22.08        | 6            | 23.7%          |
| Loma Prieta Jt Union Elem  | EL   | 500        | \$19.70         | \$21.00    | \$22.38    | \$37.34        | 21           | 52.8%          |
| Los Altos Elementary       | EL   | 4,276      | \$23.22         | \$25.60    | \$28.22    | \$32.67        | 8            | 86.5%          |
| Los Gatos Union Elem       | EL   | 3,055      | \$25.18         | \$28.80    | \$32.87    | \$32.87        | 5            | 93.6%          |
| Milpitas Unified           | UF   | 10,303     | \$21.63         | \$23.86    | \$26.38    | \$26.38        | 5            | 73.6%          |
| Monterey COE               | CO   | N A        | \$18.70         | \$20.77    | \$23.01    | \$24.16        | 6            | 40.4%          |
| Monterey Peninsula Unified | UF   | 9,648      | \$16.49         | \$18.24    | \$20.11    | \$20.11        | 5            | 15.5%          |
| Moreland Elementary        | EL   | 4,698      | \$24.16         | \$26.64    | \$29.38    | \$30.86        | 6            | 90.2%          |
| Morgan Hill Unified        | UF   | 8,400      | \$23.43         | \$25.21    | \$27.81    | \$29.19        | 6            | 87.1%          |
| Mt View-Whisman Elem       | EL   | 5,212      | \$25.45         | \$28.06    | \$30.94    | \$34.11        | 7            | 94.0%          |
| Mt. Pleasant Elementary    | EL   | 2,202      | \$19.53         | \$21.44    | \$23.67    | \$25.29        | 7            | 50.8%          |
| Oak Grove Elementary       | EL   | 9,664      | \$18.27         | \$20.14    | \$22.21    | \$23.32        | 6            | 34.2%          |
| Pacific Grove Unified      | UF   | 2,008      | \$24.55         | \$27.11    | \$29.82    | \$31.37        | 6            | 91.6%          |
| Pajaro Valley Unified      | UF   | 21,067     | \$20.37         | \$22.46    | \$24.76    | \$26.00        | 6            | 59.9%          |
| Salinas City Elementary    | EL   | 8,437      | \$17.55         | \$19.35    | \$21.33    | \$21.33        | 5            | 27.0%          |
| San Ardo Union Elementary  | EL   | 106        | \$13.04         | \$13.94    | \$14.84    | \$17.09        | 10           | 1.1%           |
| San Jose Unified           | UF   | 29,473     | \$17.78         | \$19.59    | \$21.61    | \$21.61        | 5            | 29.0%          |
| San Jose/Evergreen CC      | CC   | 18,000     | \$20.37         | \$22.52    | \$24.88    | \$24.88        | 5            | 59.9%          |
| Santa Clara Unified        | UF   | 18,280     | \$26.10         | \$28.77    | \$31.73    | \$33.30        | 6            | 96.2%          |
| Santa Cruz COE             | CO   | N A        | \$25.95         | \$28.52    | \$31.30    | \$32.81        | 6            | 95.8%          |
| Soquel Union Elementary    | EL   | 1,876      | \$19.46         | \$21.44    | \$22.51    | \$22.51        | 4            | 50.1%          |
| Spreckels Union Elem       | EL   | 991        | \$17.15         | \$18.54    | \$20.06    | \$20.86        | 6            | 22.0%          |
| Sunnyvale Elementary       | EL   | 6,845      | \$27.79         | \$30.70    | \$33.85    | \$33.85        | 5            | 98.4%          |



# ACCOUNTING/CLERICAL CLASSIFICATIONS

## CLERK TYPIST I

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$19.39</b> |
| 75th percentile | <b>\$17.72</b> |
| 50th percentile | <b>\$16.15</b> |
| 25th percentile | <b>\$14.66</b> |
| 10th percentile | <b>\$13.63</b> |

## Zone 5

| District                                 | Type | Enrollment | Starting Salary | Third Year     | Fifth Year     | Highest Salary | Highest Step | % Rank * State |
|--|------|------------|-----------------|----------------|----------------|----------------|--------------|----------------|
| Alisal Union Elementary                  | EL   | 8,531      | \$13.66         | \$15.07        | \$16.61        | \$17.43        | 6            | 10.6%          |
| Alum Rock Union Elem                     | EL   | 9,866      | \$22.55         | \$24.39        | \$26.44        | \$27.50        | 6            | 97.8%          |
| Berryessa Union                          | EL   | 6,988      | \$17.61         | \$19.39        | \$21.26        | \$22.30        | 6            | 73.6%          |
| Cambrian Elementary                      | EL   | 3,460      | \$19.02         | \$20.57        | \$22.25        | \$22.25        | 5            | 88.5%          |
| Carmel Unified                           | UF   | 2,467      | \$18.66         | \$20.38        | \$22.28        | \$23.34        | 6            | 86.0%          |
| Cupertino Union                          | EL   | 17,392     | \$22.41         | \$24.70        | \$27.23        | \$27.23        | 5            | 97.5%          |
| Greenfield Union Elem                    | EL   | 3,573      | \$16.03         | \$17.59        | \$19.30        | \$21.17        | 7            | 47.5%          |
| Los Altos Elementary                     | EL   | 4,276      | \$16.23         | \$17.89        | \$19.72        | \$22.84        | 8            | 52.5%          |
| Milpitas Unified                         | UF   | 10,303     | \$20.06         | \$22.16        | \$24.45        | \$24.45        | 5            | 93.2%          |
| Monterey Peninsula Unified               | UF   | 9,648      | \$14.20         | \$15.70        | \$17.31        | \$17.31        | 5            | 17.1%          |
| Moreland Elementary                      | EL   | 4,698      | \$18.68         | \$20.59        | \$22.72        | \$23.84        | 6            | 86.6%          |
| Morgan Hill Unified                      | UF   | 8,400      | \$17.41         | \$18.75        | \$20.68        | \$21.71        | 6            | 72.0%          |
| Mt View-Whisman Elem                     | EL   | 5,212      | \$17.23         | \$19.01        | \$20.94        | \$23.09        | 7            | 69.9%          |
| Mt. Pleasant Elementary                  | EL   | 2,202      | \$15.28         | \$16.02        | \$17.70        | \$18.85        | 7            | 35.7%          |
| Pajaro Valley Unified                    | UF   | 21,067     | \$13.72         | \$15.13        | \$16.68        | \$17.51        | 6            | 11.2%          |
| Salinas City Elementary                  | EL   | 8,437      | \$14.04         | \$15.48        | \$17.07        | \$17.07        | 5            | 14.9%          |
| San Jose Unified                         | UF   | 29,473     | \$15.37         | \$16.92        | \$18.65        | \$18.65        | 5            | 37.3%          |
| Santa Clara Unified                      | UF   | 18,280     | \$20.97         | \$23.10        | \$25.47        | \$26.76        | 6            | 96.0%          |
| Santa Cruz COE                           | CO   | N A        | \$15.32         | \$16.77        | \$18.33        | \$19.21        | 6            | 36.6%          |
| <b>Zone 5 Average (19 Districts)</b>     |      |            | <b>\$17.29</b>  | <b>\$18.93</b> | <b>\$20.79</b> | <b>\$21.71</b> |              |                |
| <b>Statewide Average (323 Districts)</b> |      |            | <b>\$16.29</b>  | <b>\$17.87</b> | <b>\$19.60</b> | <b>\$21.20</b> |              |                |

# ACCOUNTING/CLERICAL CLASSIFICATIONS

## PAYROLL CLERK/TECHNICIAN

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$27.85</b> |
| 75th percentile | <b>\$25.30</b> |
| 50th percentile | <b>\$22.56</b> |
| 25th percentile | <b>\$20.46</b> |
| 10th percentile | <b>\$18.34</b> |

### Zone 5

| District                    | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank * State |
|-----------------------------|------|------------|-----------------|------------|------------|----------------|--------------|----------------|
| Alisal Union Elementary     | EL   | 8,531      | \$22.41         | \$24.69    | \$27.22    | \$28.59        | 6            | 47.6%          |
| Alum Rock Union Elem        | EL   | 9,866      | \$24.92         | \$27.01    | \$29.26    | \$30.45        | 6            | 72.2%          |
| Aromas/San Juan Unified     | UF   | 1,091      | \$17.84         | \$19.28    | \$20.84    | \$23.46        | 8            | 6.1%           |
| Berryessa Union             | EL   | 6,988      | \$25.09         | \$27.58    | \$30.34    | \$31.80        | 6            | 73.9%          |
| Bonny Doon Union Elementary | EL   | 157        | \$16.42         | \$18.15    | \$19.94    | \$19.94        | 5            | 1.7%           |
| Cambrian Elementary         | EL   | 3,460      | \$25.60         | \$27.68    | \$29.95    | \$29.95        | 5            | 77.6%          |
| Carmel Unified              | UF   | 2,467      | \$25.55         | \$27.97    | \$30.66    | \$32.09        | 6            | 77.4%          |
| Chualar Union Elementary    | EL   | 303        | \$24.54         | \$27.06    | \$29.84    | \$31.33        | 6            | 70.2%          |
| Cupertino Union             | EL   | 17,392     | \$31.17         | \$34.36    | \$37.88    | \$37.88        | 5            | 97.2%          |
| Evergreen Elementary        | EL   | 10,894     | \$22.50         | \$24.83    | \$27.43    | \$28.78        | 6            | 48.7%          |
| Gavilan Joint CC            | CC   | 6,146      | \$32.24         | \$35.55    | \$39.19    | \$39.19        | 5            | 98.7%          |
| Gonzales Unified            | UF   | 2,338      | \$30.70         | \$33.20    | \$35.91    | \$37.35        | 8            | 96.3%          |
| Greenfield Union Elem       | EL   | 3,573      | \$25.00         | \$27.43    | \$30.09    | \$33.02        | 7            | 72.8%          |
| King City Union Elem        | EL   | 2,702      | \$28.35         | \$31.26    | \$34.46    | \$36.19        | 6            | 92.2%          |
| Live Oak Elementary         | EL   | 1,800      | \$25.27         | \$27.04    | \$28.81    | \$30.58        | 7            | 74.6%          |
| Los Altos Elementary        | EL   | 4,276      | \$34.99         | \$38.57    | \$42.53    | \$49.50        | 8            | 99.8%          |
| Los Gatos Union Elem        | EL   | 3,055      | \$31.12         | \$34.31    | \$37.83    | \$37.83        | 5            | 97.0%          |
| Milpitas Unified            | UF   | 10,303     | \$31.85         | \$34.58    | \$37.55    | \$37.55        | 5            | 98.0%          |
| Monterey COE                | CO   | N A        | \$23.01         | \$25.63    | \$28.47    | \$29.89        | 6            | 54.4%          |
| Monterey Peninsula Unified  | UF   | 9,648      | \$21.18         | \$23.43    | \$25.82    | \$25.82        | 5            | 33.9%          |
| Moreland Elementary         | EL   | 4,698      | \$29.08         | \$32.06    | \$35.35    | \$37.12        | 6            | 93.5%          |
| Morgan Hill Unified         | UF   | 8,400      | \$23.43         | \$25.21    | \$27.81    | \$29.19        | 6            | 58.3%          |
| Mt View-Whisman Elem        | EL   | 5,212      | \$29.47         | \$32.50    | \$35.82    | \$39.49        | 7            | 94.4%          |
| Mt. Pleasant Elementary     | EL   | 2,202      | \$32.17         | \$35.82    | \$39.53    | \$42.30        | 7            | 98.5%          |
| Pacific Grove Unified       | UF   | 2,008      | \$30.68         | \$33.54    | \$36.69    | \$38.38        | 6            | 96.1%          |
| Pajaro Valley Unified       | UF   | 21,067     | \$23.63         | \$26.05    | \$28.72    | \$30.16        | 6            | 61.5%          |
| Salinas City Elementary     | EL   | 8,437      | \$19.85         | \$21.89    | \$24.12    | \$24.12        | 5            | 18.9%          |
| San Jose Unified            | UF   | 29,473     | \$20.10         | \$22.12    | \$24.40    | \$24.40        | 5            | 20.4%          |
| San Jose/Evergreen CC       | CC   | 18,000     | \$29.75         | \$32.86    | \$36.30    | \$36.30        | 5            | 94.8%          |
| San Lorenzo Valley Unified  | UF   | 2,597      | \$26.62         | \$29.14    | \$31.94    | \$32.89        | 6            | 85.9%          |
| Santa Clara Unified         | UF   | 18,280     | \$30.96         | \$34.14    | \$37.65    | \$39.52        | 6            | 96.7%          |
| Santa Cruz COE              | CO   | N A        | \$25.95         | \$28.52    | \$31.30    | \$32.81        | 6            | 81.7%          |
| Soquel Union Elementary     | EL   | 1,876      | \$22.12         | \$24.38    | \$25.60    | \$25.60        | 4            | 45.0%          |

# ACCOUNTING/CLERICAL CLASSIFICATIONS

## PERSONNEL TECHNICIAN

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$29.72</b> |
| 75th percentile | <b>\$26.54</b> |
| 50th percentile | <b>\$23.41</b> |
| 25th percentile | <b>\$20.72</b> |
| 10th percentile | <b>\$18.92</b> |

### Zone 5

| District                                 | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank<br>* State |
|--|------|------------|-----------------|------------|------------|----------------|--------------|-------------------|
| Alum Rock Union Elem                     | EL   | 9,866      | \$21.31         | \$23.05    | \$24.92    | \$25.93        | 6            | 30.0%             |
| Cambrian Elementary                      | EL   | 3,460      | \$26.36         | \$28.51    | \$30.84    | \$32.07        | 6            | 72.7%             |
| Chualar Union Elementary                 | EL   | 303        | \$25.00         | \$27.56    | \$30.39    | \$30.39        | 5            | 63.7%             |
| Cupertino Union                          | EL   | 17,392     | \$31.17         | \$34.36    | \$37.88    | \$37.88        | 5            | 94.8%             |
| Evergreen Elementary                     | EL   | 10,894     | \$26.50         | \$29.26    | \$32.24    | \$33.89        | 6            | 74.6%             |
| Gavilan Joint CC                         | CC   | 6,146      | \$32.30         | \$35.61    | \$39.26    | \$41.22        | 6            | 96.7%             |
| Greenfield Union Elem                    | EL   | 3,573      | \$30.07         | \$33.15    | \$36.55    | \$38.38        | 6            | 92.1%             |
| King City Union Elem                     | EL   | 2,702      | \$25.71         | \$28.35    | \$31.25    | \$32.81        | 6            | 68.3%             |
| Live Oak Elementary                      | EL   | 1,800      | \$18.68         | \$19.64    | \$20.61    | \$27.02        | 16           | 9.3%              |
| Los Altos Elementary                     | EL   | 4,276      | \$34.99         | \$38.57    | \$42.53    | \$49.50        | 8            | 99.4%             |
| Milpitas Unified                         | UF   | 10,303     | \$31.85         | \$34.58    | \$37.55    | \$37.55        | 5            | 95.9%             |
| Monterey COE                             | CO   | N A        | \$23.67         | \$26.30    | \$29.26    | \$30.73        | 6            | 52.7%             |
| Monterey Peninsula Unified               | UF   | 9,648      | \$17.78         | \$19.66    | \$21.68    | \$21.68        | 5            | 6.3%              |
| Morgan Hill Unified                      | UF   | 8,400      | \$23.43         | \$25.21    | \$27.81    | \$29.19        | 6            | 50.3%             |
| Mt View-Whisman Elem                     | EL   | 5,212      | \$29.47         | \$32.50    | \$35.82    | \$39.49        | 7            | 89.1%             |
| Pacific Grove Unified                    | UF   | 2,008      | \$28.00         | \$30.60    | \$33.45    | \$34.98        | 6            | 85.2%             |
| Pajaro Valley Unified                    | UF   | 21,067     | \$20.37         | \$22.46    | \$24.76    | \$26.00        | 6            | 21.3%             |
| Salinas City Elementary                  | EL   | 8,437      | \$19.85         | \$21.89    | \$24.12    | \$24.12        | 5            | 16.9%             |
| San Jose Unified                         | UF   | 29,473     | \$20.10         | \$22.12    | \$24.40    | \$24.40        | 5            | 18.0%             |
| San Jose/Evergreen CC                    | CC   | 18,000     | \$29.75         | \$32.86    | \$36.30    | \$36.30        | 5            | 90.2%             |
| San Lorenzo Valley Unified               | UF   | 2,597      | \$26.62         | \$29.14    | \$31.94    | \$32.89        | 6            | 75.7%             |
| Santa Clara Unified                      | UF   | 18,280     | \$32.52         | \$35.83    | \$39.52    | \$41.51        | 6            | 97.3%             |
| Santa Cruz COE                           | CO   | N A        | \$27.83         | \$30.57    | \$33.61    | \$35.22        | 6            | 83.9%             |
| Sunnyvale Elementary                     | EL   | 6,845      | \$36.65         | \$38.14    | \$39.76    | \$49.54        | 18           | 100.0%            |
| <b>Zone 5 Average (24 Districts)</b>     |      |            | \$26.67         | \$29.16    | \$31.94    | \$33.86        |              |                   |
| <b>Statewide Average (367 Districts)</b> |      |            | \$23.84         | \$26.09    | \$28.50    | \$30.31        |              |                   |

# FOOD SERVICE CLASSIFICATIONS

## FOOD SERVICE WORKER

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$15.88</b> |
| 75th percentile | <b>\$14.72</b> |
| 50th percentile | <b>\$13.67</b> |
| 25th percentile | <b>\$12.60</b> |
| 10th percentile | <b>\$12.01</b> |

### Zone 5

| District                                 | Type | Enrollment | Starting Salary | Third Year     | Fifth Year     | Highest Salary | Highest Step | % Rank * State |
|--|------|------------|-----------------|----------------|----------------|----------------|--------------|----------------|
| Alisal Union Elementary                  | EL   | 8,531      | \$15.08         | \$16.61        | \$18.32        | \$19.24        | 6            | 80.7%          |
| Alum Rock Union Elem                     | EL   | 9,866      | \$16.83         | \$18.11        | \$19.45        | \$20.13        | 6            | 94.0%          |
| Aromas/San Juan Unified                  | UF   | 1,091      | \$12.96         | \$14.11        | \$15.67        | \$17.97        | 8            | 31.4%          |
| Berryessa Union                          | EL   | 6,988      | \$15.26         | \$16.44        | \$17.73        | \$18.46        | 6            | 83.2%          |
| Cambrian Elementary                      | EL   | 3,460      | \$15.92         | \$17.22        | \$18.62        | \$18.62        | 5            | 90.1%          |
| Carmel Unified                           | UF   | 2,467      | \$18.66         | \$20.38        | \$22.28        | \$23.34        | 6            | 98.6%          |
| Cupertino Union                          | EL   | 17,392     | \$16.97         | \$18.69        | \$20.60        | \$20.60        | 5            | 94.2%          |
| Evergreen Elementary                     | EL   | 10,894     | \$15.13         | \$16.74        | \$18.46        | \$19.46        | 6            | 81.8%          |
| Gonzales Unified                         | UF   | 2,338      | \$14.40         | \$15.42        | \$16.40        | \$17.89        | 8            | 69.7%          |
| Greenfield Union Elem                    | EL   | 3,573      | \$12.52         | \$13.74        | \$15.07        | \$16.54        | 7            | 23.3%          |
| King City Union Elem                     | EL   | 2,702      | \$12.24         | \$12.24        | \$13.49        | \$14.16        | 6            | 15.5%          |
| Los Gatos Union Elem                     | EL   | 3,055      | \$17.69         | \$20.23        | \$23.09        | \$23.09        | 5            | 97.1%          |
| Milpitas Unified                         | UF   | 10,303     | \$15.29         | \$16.89        | \$18.62        | \$18.62        | 5            | 83.4%          |
| Monterey COE                             | CO   | N A        | \$13.16         | \$14.67        | \$16.28        | \$17.10        | 6            | 36.8%          |
| Monterey Peninsula Unified               | UF   | 9,648      | \$13.85         | \$15.31        | \$16.87        | \$16.87        | 5            | 54.3%          |
| Moreland Elementary                      | EL   | 4,698      | \$16.24         | \$17.90        | \$19.74        | \$20.72        | 6            | 92.4%          |
| Morgan Hill Unified                      | UF   | 8,400      | \$14.27         | \$15.36        | \$16.93        | \$17.78        | 6            | 65.7%          |
| Mt View-Whisman Elem                     | EL   | 5,212      | \$17.23         | \$19.01        | \$20.94        | \$23.09        | 7            | 96.2%          |
| Mt. Pleasant Elementary                  | EL   | 2,202      | \$15.65         | \$15.65        | \$17.25        | \$18.44        | 7            | 87.7%          |
| Oak Grove Elementary                     | EL   | 9,664      | \$15.01         | \$16.55        | \$18.25        | \$19.16        | 6            | 79.6%          |
| Pacific Grove Unified                    | UF   | 2,008      | \$18.70         | \$20.56        | \$22.73        | \$23.92        | 6            | 98.9%          |
| Pajaro Valley Unified                    | UF   | 21,067     | \$13.72         | \$15.13        | \$16.68        | \$17.51        | 6            | 51.1%          |
| Salinas City Elementary                  | EL   | 8,437      | \$14.39         | \$15.87        | \$17.50        | \$17.50        | 5            | 69.1%          |
| San Ardo Union Elementary                | EL   | 106        | \$11.24         | \$11.24        | \$12.15        | \$14.39        | 10           | 0.9%           |
| San Jose Unified                         | UF   | 29,473     | \$12.25         | \$13.43        | \$14.77        | \$14.77        | 5            | 16.8%          |
| San Lorenzo Valley Unified               | UF   | 2,597      | \$14.08         | \$15.55        | \$17.13        | \$17.98        | 6            | 60.8%          |
| Santa Clara Unified                      | UF   | 18,280     | \$19.48         | \$21.47        | \$23.67        | \$24.85        | 6            | 99.3%          |
| Soquel Union Elementary                  | EL   | 1,876      | \$15.13         | \$16.67        | \$17.51        | \$17.51        | 4            | 81.8%          |
| Sunnyvale Elementary                     | EL   | 6,845      | \$18.27         | \$20.17        | \$22.24        | \$22.24        | 5            | 98.0%          |
| <b>Zone 5 Average (29 Districts)</b>     |      |            | <b>\$15.23</b>  | <b>\$16.60</b> | <b>\$18.22</b> | <b>\$19.03</b> |              |                |
| <b>Statewide Average (447 Districts)</b> |      |            | <b>\$13.89</b>  | <b>\$15.15</b> | <b>\$16.56</b> | <b>\$17.70</b> |              |                |



# INSTRUCTIONAL ASSISTANTS CLASSIFICATIONS

## SPECIAL EDUCATION INSTRUCTIONAL ASSISTANT

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank:

#### California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$18.20</b> |
| 75th percentile | <b>\$16.73</b> |
| 50th percentile | <b>\$15.32</b> |
| 25th percentile | <b>\$13.88</b> |
| 10th percentile | <b>\$12.68</b> |

### Zone 5

| District                    | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank * State |
|-----------------------------|------|------------|-----------------|------------|------------|----------------|--------------|----------------|
| Alisal Union Elementary     | EL   | 8,531      | \$14.71         | \$16.22    | \$17.89    | \$18.77        | 6            | 37.2%          |
| Alum Rock Union Elem        | EL   | 9,866      | \$17.77         | \$19.08    | \$20.60    | \$21.31        | 6            | 87.3%          |
| Aromas/San Juan Unified     | UF   | 1,091      | \$14.85         | \$16.21    | \$17.46    | \$19.94        | 8            | 40.6%          |
| Berryessa Union             | EL   | 6,988      | \$17.20         | \$18.89    | \$20.76    | \$21.76        | 6            | 81.9%          |
| Bonny Doon Union Elementary | EL   | 157        | \$16.12         | \$17.78    | \$19.58    | \$19.58        | 5            | 64.2%          |
| Cambrian Elementary         | EL   | 3,460      | \$16.23         | \$17.56    | \$18.99    | \$18.99        | 5            | 66.7%          |
| Carmel Unified              | UF   | 2,467      | \$23.88         | \$26.15    | \$28.63    | \$29.99        | 6            | 99.6%          |
| Chualar Union Elementary    | EL   | 303        | \$12.04         | \$13.27    | \$14.63    | \$15.37        | 6            | 3.7%           |
| Cupertino Union             | EL   | 17,392     | \$19.12         | \$21.08    | \$23.25    | \$23.25        | 5            | 93.3%          |
| Evergreen Elementary        | EL   | 10,894     | \$16.74         | \$18.46    | \$20.36    | \$21.41        | 6            | 75.2%          |
| Gonzales Unified            | UF   | 2,338      | \$14.92         | \$15.91    | \$16.92    | \$18.39        | 8            | 41.7%          |
| Greenfield Union Elem       | EL   | 3,573      | \$13.82         | \$15.16    | \$16.64    | \$18.26        | 7            | 24.6%          |
| King City Union Elem        | EL   | 2,702      | \$13.52         | \$14.91    | \$16.44    | \$17.26        | 6            | 21.2%          |
| Live Oak Elementary         | EL   | 1,800      | \$13.52         | \$14.20    | \$14.91    | \$19.53        | 16           | 21.2%          |
| Loma Prieta Jt Union Elem   | EL   | 500        | \$14.77         | \$15.75    | \$16.79    | \$28.00        | 21           | 38.7%          |
| Los Altos Elementary        | EL   | 4,276      | \$18.65         | \$20.56    | \$22.67    | \$26.24        | 8            | 92.7%          |
| Los Gatos Union Elem        | EL   | 3,055      | \$20.31         | \$23.20    | \$26.48    | \$26.48        | 5            | 96.1%          |
| Milpitas Unified            | UF   | 10,303     | \$18.14         | \$20.06    | \$22.16    | \$22.16        | 5            | 89.6%          |
| Monterey COE                | CO   | N A        | \$15.64         | \$17.32    | \$19.21    | \$20.19        | 6            | 55.7%          |
| Monterey Peninsula Unified  | UF   | 9,648      | \$14.20         | \$15.70    | \$17.31    | \$17.31        | 5            | 28.3%          |
| Moreland Elementary         | EL   | 4,698      | \$20.09         | \$22.16    | \$24.42    | \$25.62        | 6            | 95.7%          |
| Morgan Hill Unified         | UF   | 8,400      | \$17.41         | \$18.75    | \$20.68    | \$21.71        | 6            | 83.4%          |
| Mt View-Whisman Elem        | EL   | 5,212      | \$19.95         | \$21.99    | \$24.24    | \$26.72        | 7            | 95.0%          |
| Mt. Pleasant Elementary     | EL   | 2,202      | \$17.70         | \$19.53    | \$21.44    | \$23.00        | 7            | 86.4%          |
| Oak Grove Elementary        | EL   | 9,664      | \$18.27         | \$20.14    | \$22.21    | \$23.32        | 6            | 90.5%          |
| Pacific Grove Unified       | UF   | 2,008      | \$20.08         | \$22.20    | \$24.55    | \$25.75        | 6            | 95.5%          |
| Pajaro Valley Unified       | UF   | 21,067     | \$15.91         | \$17.55    | \$19.35    | \$20.32        | 6            | 61.1%          |
| Salinas City Elementary     | EL   | 8,437      | \$15.50         | \$17.10    | \$18.85    | \$18.85        | 5            | 53.4%          |
| San Jose Unified            | UF   | 29,473     | \$14.99         | \$16.52    | \$18.17    | \$18.17        | 5            | 43.4%          |
| San Lorenzo Valley Unified  | UF   | 2,597      | \$15.93         | \$17.57    | \$19.35    | \$20.34        | 6            | 61.8%          |
| Santa Clara Unified         | UF   | 18,280     | \$22.01         | \$24.27    | \$26.76    | \$28.12        | 6            | 99.1%          |
| Soquel Union Elementary     | EL   | 1,876      | \$15.89         | \$17.52    | \$18.40    | \$18.40        | 4            | 60.5%          |
| Spreckels Union Elem        | EL   | 991        | \$18.38         | \$19.88    | \$21.50    | \$22.36        | 6            | 91.4%          |

# MAINTENANCE/OPERATIONS CLASSIFICATIONS

## CUSTODIAN

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$19.75</b> |
| 75th percentile | <b>\$18.13</b> |
| 50th percentile | <b>\$16.48</b> |
| 25th percentile | <b>\$14.96</b> |
| 10th percentile | <b>\$13.28</b> |

## Zone 5

| District                   | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank * State |
|----------------------------|------|------------|-----------------|------------|------------|----------------|--------------|----------------|
| Alisal Union Elementary    | EL   | 8,531      | \$16.66         | \$18.36    | \$20.24    | \$21.25        | 6            | 51.9%          |
| Alum Rock Union Elem       | EL   | 9,866      | \$21.39         | \$23.09    | \$24.92    | \$25.93        | 6            | 96.1%          |
| Aromas/San Juan Unified    | UF   | 1,091      | \$16.34         | \$17.71    | \$19.13    | \$21.71        | 8            | 48.3%          |
| Berryessa Union            | EL   | 6,988      | \$20.33         | \$22.03    | \$23.84    | \$24.80        | 6            | 91.5%          |
| Cambrian Elementary        | EL   | 3,460      | \$21.42         | \$23.16    | \$25.06    | \$25.06        | 5            | 96.5%          |
| Carmel Unified             | UF   | 2,467      | \$21.80         | \$23.88    | \$26.15    | \$27.35        | 6            | 97.0%          |
| Chualar Union Elementary   | EL   | 303        | \$15.04         | \$16.58    | \$18.28    | \$19.19        | 6            | 26.7%          |
| Cupertino Union            | EL   | 17,392     | \$21.64         | \$23.86    | \$26.32    | \$26.32        | 5            | 96.8%          |
| Evergreen Elementary       | EL   | 10,894     | \$19.42         | \$21.41    | \$23.68    | \$24.83        | 6            | 88.3%          |
| Gavilan Joint CC           | CC   | 6,146      | \$19.76         | \$21.78    | \$24.01    | \$24.01        | 5            | 90.1%          |
| Gonzales Unified           | UF   | 2,338      | \$16.40         | \$17.41    | \$18.39    | \$19.89        | 8            | 48.7%          |
| Greenfield Union Elem      | EL   | 3,573      | \$16.03         | \$17.59    | \$19.30    | \$21.17        | 7            | 42.0%          |
| King City Union Elem       | EL   | 2,702      | \$15.30         | \$16.87    | \$18.60    | \$19.53        | 6            | 30.8%          |
| Live Oak Elementary        | EL   | 1,800      | \$15.49         | \$16.27    | \$17.10    | \$22.41        | 16           | 34.7%          |
| Loma Prieta Jt Union Elem  | EL   | 500        | \$16.79         | \$17.90    | \$19.07    | \$31.82        | 21           | 54.3%          |
| Los Altos Elementary       | EL   | 4,276      | \$20.40         | \$22.49    | \$24.79    | \$28.70        | 8            | 91.9%          |
| Los Gatos Union Elem       | EL   | 3,055      | \$23.56         | \$26.91    | \$30.71    | \$30.71        | 5            | 98.8%          |
| Milpitas Unified           | UF   | 10,303     | \$20.57         | \$22.72    | \$25.09    | \$25.09        | 5            | 92.7%          |
| Mission Union Elementary   | EL   | 128        | \$12.41         | \$13.13    | \$13.89    | \$17.41        | 10           | 4.2%           |
| Monterey COE               | CO   | N A        | \$16.90         | \$18.70    | \$20.77    | \$21.81        | 6            | 56.5%          |
| Monterey Peninsula Unified | UF   | 9,648      | \$16.09         | \$17.79    | \$19.60    | \$19.60        | 5            | 43.2%          |
| Moreland Elementary        | EL   | 4,698      | \$20.03         | \$22.09    | \$24.36    | \$25.57        | 6            | 90.3%          |
| Morgan Hill Unified        | UF   | 8,400      | \$19.23         | \$20.70    | \$22.82    | \$23.96        | 6            | 87.1%          |
| Mt View-Whisman Elem       | EL   | 5,212      | \$21.99         | \$24.24    | \$26.72    | \$29.47        | 7            | 97.7%          |
| Mt. Pleasant Elementary    | EL   | 2,202      | \$18.48         | \$20.42    | \$22.55    | \$24.14        | 7            | 79.6%          |
| Oak Grove Elementary       | EL   | 9,664      | \$21.22         | \$23.39    | \$25.79    | \$27.08        | 6            | 95.2%          |
| Pacific Grove Unified      | UF   | 2,008      | \$22.19         | \$24.56    | \$27.10    | \$28.40        | 6            | 98.0%          |
| Pajaro Valley Unified      | UF   | 21,067     | \$16.31         | \$17.99    | \$19.83    | \$20.82        | 6            | 47.3%          |
| Salinas City Elementary    | EL   | 8,437      | \$15.89         | \$17.53    | \$19.32    | \$19.32        | 5            | 40.4%          |
| San Ardo Union Elementary  | EL   | 106        | \$11.24         | \$11.24    | \$12.15    | \$14.39        | 10           | 0.4%           |
| San Jose Unified           | UF   | 29,473     | \$15.12         | \$16.61    | \$18.28    | \$18.28        | 5            | 27.8%          |
| San Jose/Evergreen CC      | CC   | 18,000     | \$21.41         | \$23.70    | \$26.12    | \$26.12        | 5            | 96.3%          |
| San Lorenzo Valley Unified | UF   | 2,597      | \$16.32         | \$17.98    | \$19.85    | \$20.82        | 6            | 47.6%          |

# SECRETARIAL CLASSIFICATIONS

## ELEMENTARY SCHOOL SECRETARY

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$23.03</b> |
| 75th percentile | <b>\$21.03</b> |
| 50th percentile | <b>\$19.02</b> |
| 25th percentile | <b>\$16.82</b> |
| 10th percentile | <b>\$15.16</b> |

### Zone 5

| District                   | Type | Enrollment | Starting Salary | Third Year | Fifth Year | Highest Salary | Highest Step | % Rank * State |
|----------------------------|------|------------|-----------------|------------|------------|----------------|--------------|----------------|
| Alisal Union Elementary    | EL   | 8,531      | \$18.37         | \$20.24    | \$22.34    | \$23.44        | 6            | 43.1%          |
| Alum Rock Union Elem       | EL   | 9,866      | \$22.55         | \$24.39    | \$26.44    | \$27.50        | 6            | 88.0%          |
| Aromas/San Juan Unified    | UF   | 1,091      | \$16.96         | \$18.37    | \$19.87    | \$22.35        | 8            | 26.8%          |
| Berryessa Union            | EL   | 6,988      | \$21.26         | \$23.38    | \$25.67    | \$26.96        | 6            | 78.5%          |
| Cambrian Elementary        | EL   | 3,460      | \$22.28         | \$24.10    | \$26.07    | \$26.07        | 5            | 86.6%          |
| Carmel Unified             | UF   | 2,467      | \$27.35         | \$29.99    | \$32.91    | \$34.41        | 6            | 99.3%          |
| Chualar Union Elementary   | EL   | 303        | \$17.87         | \$19.71    | \$21.73    | \$22.81        | 6            | 36.8%          |
| Cupertino Union            | EL   | 17,392     | \$24.11         | \$26.58    | \$29.31    | \$29.31        | 5            | 94.0%          |
| Evergreen Elementary       | EL   | 10,894     | \$21.98         | \$24.27    | \$26.73    | \$28.09        | 6            | 83.7%          |
| Gonzales Unified           | UF   | 2,338      | \$18.39         | \$19.40    | \$20.38    | \$21.89        | 8            | 43.3%          |
| Greenfield Union Elem      | EL   | 3,573      | \$19.05         | \$20.90    | \$22.94    | \$25.17        | 7            | 50.2%          |
| King City Union Elem       | EL   | 2,702      | \$16.07         | \$17.71    | \$19.53    | \$20.51        | 6            | 18.2%          |
| Live Oak Elementary        | EL   | 1,800      | \$17.82         | \$18.72    | \$19.67    | \$25.79        | 16           | 35.9%          |
| Loma Prieta Jt Union Elem  | EL   | 500        | \$19.70         | \$21.00    | \$22.38    | \$37.34        | 21           | 61.2%          |
| Los Altos Elementary       | EL   | 4,276      | \$23.45         | \$25.85    | \$28.50    | \$33.00        | 8            | 91.6%          |
| Los Gatos Union Elem       | EL   | 3,055      | \$25.05         | \$28.61    | \$32.66    | \$32.66        | 5            | 97.1%          |
| Milpitas Unified           | UF   | 10,303     | \$22.72         | \$25.09    | \$27.69    | \$27.69        | 5            | 89.0%          |
| Monterey COE               | CO   | N A        | \$21.84         | \$24.29    | \$27.00    | \$28.36        | 6            | 82.1%          |
| Monterey Peninsula Unified | UF   | 9,648      | \$18.70         | \$20.67    | \$22.78    | \$22.78        | 5            | 47.4%          |
| Moreland Elementary        | EL   | 4,698      | \$23.01         | \$25.37    | \$27.97    | \$29.38        | 6            | 89.5%          |
| Morgan Hill Unified        | UF   | 8,400      | \$19.71         | \$21.21    | \$23.38    | \$24.55        | 6            | 62.0%          |
| Mt View-Whisman Elem       | EL   | 5,212      | \$24.24         | \$26.72    | \$29.47    | \$32.50        | 7            | 94.5%          |
| Mt. Pleasant Elementary    | EL   | 2,202      | \$24.27         | \$26.78    | \$29.45    | \$31.59        | 7            | 94.7%          |
| Oak Grove Elementary       | EL   | 9,664      | \$21.19         | \$23.36    | \$25.75    | \$27.04        | 6            | 77.3%          |
| Pacific Grove Unified      | UF   | 2,008      | \$24.55         | \$27.11    | \$29.82    | \$31.37        | 6            | 95.4%          |
| Pajaro Valley Unified      | UF   | 21,067     | \$17.14         | \$18.90    | \$20.84    | \$21.88        | 6            | 29.0%          |
| Salinas City Elementary    | EL   | 8,437      | \$18.90         | \$20.84    | \$22.96    | \$22.96        | 5            | 48.6%          |
| San Jose Unified           | UF   | 29,473     | \$17.32         | \$19.13    | \$21.07    | \$21.07        | 5            | 31.1%          |
| San Lorenzo Valley Unified | UF   | 2,597      | \$20.82         | \$22.96    | \$25.29    | \$26.56        | 6            | 71.8%          |
| Santa Clara Unified        | UF   | 18,280     | \$30.96         | \$34.14    | \$37.65    | \$39.52        | 6            | 99.8%          |
| Soquel Union Elementary    | EL   | 1,876      | \$19.49         | \$21.44    | \$22.51    | \$22.51        | 4            | 57.9%          |
| Spreckels Union Elem       | EL   | 991        | \$17.15         | \$18.54    | \$20.06    | \$20.86        | 6            | 29.2%          |
| Sunnyvale Elementary       | EL   | 6,845      | \$25.14         | \$27.79    | \$30.70    | \$30.70        | 5            | 97.4%          |



# TRANSPORTATION CLASSIFICATIONS

## SCHOOL BUS DRIVER

\* Percent Rank shows how a district is ranked compared to other reporting districts in the State. A 100.0% rank indicates a district has a starting salary that is higher than all the other districts. The median or 50.0% rank indicates a starting salary that is above or below an equal number of districts. A 0.0% rank indicates a district has a starting salary that is lower than all the other districts. Percentile Rankings, based on the starting hourly wage, is shown in the table at the right.

### Percentile Rank: California

|                 |                |
|-----------------|----------------|
| 90th percentile | <b>\$21.64</b> |
| 75th percentile | <b>\$19.52</b> |
| 50th percentile | <b>\$18.00</b> |
| 25th percentile | <b>\$16.52</b> |
| 10th percentile | <b>\$14.97</b> |

### Zone 5

| District                                 | Type | Enrollment | Starting Salary | Third Year     | Fifth Year     | Highest Salary | Highest Step | % Rank * State |
|--|------|------------|-----------------|----------------|----------------|----------------|--------------|----------------|
| Alisal Union Elementary                  | EL   | 8,531      | \$16.66         | \$18.36        | \$20.24        | \$21.25        | 6            | 26.7%          |
| Alum Rock Union Elem                     | EL   | 9,866      | \$22.17         | \$23.96        | \$25.93        | \$26.96        | 6            | 93.1%          |
| Aromas/San Juan Unified                  | UF   | 1,091      | \$18.23         | \$19.81        | \$21.39        | \$24.32        | 8            | 53.2%          |
| Berryessa Union                          | EL   | 6,988      | \$20.74         | \$22.46        | \$24.30        | \$25.24        | 6            | 86.5%          |
| Bonny Doon Union Elementary              | EL   | 157        | \$16.12         | \$17.48        | \$19.58        | \$19.58        | 5            | 19.6%          |
| Carmel Unified                           | UF   | 2,467      | \$24.39         | \$26.75        | \$29.30        | \$30.66        | 6            | 97.5%          |
| Cupertino Union                          | EL   | 17,392     | \$23.72         | \$26.16        | \$28.83        | \$28.83        | 5            | 96.1%          |
| Evergreen Elementary                     | EL   | 10,894     | \$20.36         | \$22.50        | \$24.83        | \$26.07        | 6            | 84.3%          |
| Gonzales Unified                         | UF   | 2,338      | \$18.89         | \$19.89        | \$20.88        | \$22.36        | 8            | 66.4%          |
| Greenfield Union Elem                    | EL   | 3,573      | \$16.43         | \$18.02        | \$19.78        | \$21.70        | 7            | 21.8%          |
| King City Union Elem                     | EL   | 2,702      | \$15.30         | \$16.87        | \$18.60        | \$19.53        | 6            | 12.7%          |
| Live Oak Elementary                      | EL   | 1,800      | \$17.00         | \$17.85        | \$18.76        | \$24.59        | 16           | 32.8%          |
| Loma Prieta Jt Union Elem                | EL   | 500        | \$17.90         | \$19.07        | \$20.33        | \$33.92        | 21           | 47.7%          |
| Milpitas Unified                         | UF   | 10,303     | \$21.63         | \$23.86        | \$26.38        | \$26.38        | 5            | 89.8%          |
| Monterey COE                             | CO   | N A        | \$17.32         | \$19.21        | \$21.28        | \$22.39        | 6            | 37.5%          |
| Monterey Peninsula Unified               | UF   | 9,648      | \$19.64         | \$21.72        | \$23.95        | \$23.95        | 5            | 76.3%          |
| Moreland Elementary                      | EL   | 4,698      | \$22.56         | \$24.48        | \$27.44        | \$28.80        | 6            | 94.2%          |
| Morgan Hill Unified                      | UF   | 8,400      | \$21.23         | \$22.85        | \$25.19        | \$26.46        | 6            | 88.2%          |
| Mt View-Whisman Elem                     | EL   | 5,212      | \$21.99         | \$24.24        | \$26.72        | \$29.47        | 7            | 91.2%          |
| Oak Grove Elementary                     | EL   | 9,664      | \$22.85         | \$25.20        | \$27.77        | \$29.15        | 6            | 95.0%          |
| Pacific Grove Unified                    | UF   | 2,008      | \$23.92         | \$26.42        | \$29.18        | \$30.58        | 6            | 96.4%          |
| Pajaro Valley Unified                    | UF   | 21,067     | \$17.14         | \$18.90        | \$20.84        | \$21.88        | 6            | 35.0%          |
| Salinas City Elementary                  | EL   | 8,437      | \$17.55         | \$19.35        | \$21.33        | \$21.33        | 5            | 41.6%          |
| San Jose Unified                         | UF   | 29,473     | \$17.81         | \$19.58        | \$21.56        | \$21.56        | 5            | 46.3%          |
| San Lorenzo Valley Unified               | UF   | 2,597      | \$17.13         | \$18.88        | \$20.82        | \$21.85        | 6            | 34.4%          |
| Santa Clara Unified                      | UF   | 18,280     | \$27.41         | \$30.20        | \$33.30        | \$34.96        | 6            | 99.4%          |
| Soquel Union Elementary                  | EL   | 1,876      | \$18.51         | \$20.41        | \$21.43        | \$21.43        | 4            | 59.5%          |
| Spreckels Union Elem                     | EL   | 991        | \$19.32         | \$20.90        | \$22.60        | \$23.51        | 6            | 72.7%          |
| Sunnyvale Elementary                     | EL   | 6,845      | \$24.58         | \$27.11        | \$29.92        | \$29.92        | 5            | 98.1%          |
| Washington Union Elem                    | EL   | 893        | \$15.24         | \$16.81        | \$18.53        | \$19.45        | 6            | 12.1%          |
| <b>Zone 5 Average (30 Districts)</b>     |      |            | <b>\$19.79</b>  | <b>\$21.64</b> | <b>\$23.70</b> | <b>\$25.27</b> |              |                |
| <b>Statewide Average (364 Districts)</b> |      |            | <b>\$18.22</b>  | <b>\$19.97</b> | <b>\$21.83</b> | <b>\$23.36</b> |              |                |



## MORGAN HILL UNIFIED SCHOOL DISTRICT

Morgan Hill Unified School District is a growing community with 13 schools, (6 elementary, 2 K-8 schools, 2 middle schools, 2 high schools and 1 continuation high school) serving 8600 students in grades K-12, a Community Adult School, and an exceptional Home School Program. The District has 5 Focus Academies. The District employs more than 750 highly qualified certificated, classified, and administrative staff members to support the varying needs of the District's students.

Many schools in the Morgan Hill District are above state and national norms in student performance and some schools qualify for competitive grants for special projects.

### INTRODUCTION

This 2018-2019 annual report from the Personnel Commission of Morgan Hill Unified School District is prepared in compliance with California Education Code Section 45266(a) and the Personnel Commission Rules and Regulations. This report describes the functions, responsibilities and accomplishments of the Personnel Commission during the 2018-2019 school year.

### PERSONNEL COMMISSION

The Personnel Commission is a body independent of the Board of Education that oversees the hiring and promotion of classified employees based upon the fundamental principles of merit. There are three (3) Personnel Commissioners, appointed for three (3) year staggered terms, and even though they represent different interest groups, they work together with the staff of the Human Resources Department in order to ensure compliance with the Merit System rules and regulations.

Personnel Commissioners are invested and committed community members who must be known adherents of the principles of the Merit System, thereby helping to ensure the highest qualified employees and employment practices related to classified staff within the purview of the Commission.

The Personnel Commission is responsible for maintaining a Merit System for classified employees of the School

District and for fostering the advancement of a career service for such employees. To execute these responsibilities, the State Education Code provides that the Personnel Commissioners shall classify positions, recommend salary ranges to the Board of Education based on the principle of "like pay for like work", hear appeals of disciplinary and dismissal matters, conduct fair and objective recruitment selection and appointment procedures that result in the establishment of eligibility lists to fill vacancies with qualified support staff, and prescribe rules and regulations related directly and indirectly to such described personnel practices.

The Merit System, intended to provide fairness for classified employees, was created to ensure that a district hires and promotes qualified classified employees through consistent and lawful testing and hiring practices. This is accomplished through a set of rules adopted by the Personnel Commission and is subject to the provisions of the California Education Code. The Merit System encompasses these basic principles and concepts:

- Hiring and promoting employees on the basis of ability, with open competition in initial employment.
- Retaining employees on the basis of performance.
- Correcting inadequate performance and separating those whose inadequate performance cannot be corrected.
- Training employees as needed for high quality performance.
- Assuring fair treatment of all applicants and employees in all aspects of personnel administration without regard to race, color, national origin, age, religion, political affiliation, gender, mental or physical disability, sex orientation affiliation and with proper regard for their privacy and constitutional rights as citizens.
- Protecting employees against political coercion and prohibiting use of official positions to affect an election or nomination for office.

## SUMMARY OF TESTING ACTIVITY AND PERSONNEL ACTIONS

| <u>Employees on Roll</u> | <u>2018-2019</u> |
|--------------------------|------------------|
| Regular                  | 316              |

### Personnel Actions 2018-2019

Appointments as follows:

|                        |    |
|------------------------|----|
| Regular                | 70 |
| Limited Term           | 6  |
| Transfers              | 32 |
| Increased Hours        | 1  |
| Work out of Class      | 1  |
| 39 Month Rehire        | 0  |
| Promotions             | 10 |
| Resignations           | 0  |
| Did not pass Probation | 3  |
| Termed                 | 2  |
| Retirements            | 13 |
| Lay Offs               | 0  |
| Reduction in hours     | 0  |

| <u>Examination Actions</u> | <u>2018-2019</u> |
|----------------------------|------------------|
|----------------------------|------------------|

|                        |     |
|------------------------|-----|
| Examinations announced | 39  |
| Examinations conducted | 39  |
| Applications received  | 625 |
| Applicants tested      | 365 |

### PERSONNEL COMMISSION ACCOMPLISHMENTS 2018-2019

- Created Van Driver position and set the rate of pay
- Created Rule 317.3
- Created Job description for Yard Duty and approved the rate of pay in accordance with AB2160
- Created Student Support Specialist Lead position and set the rate of pay

## ANNUAL REPORT OF ACTIVITIES

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### TESTS ADMINISTERED IN 2018-2019

Bus Driver  
Human Resources Specialist  
Student Supervisor  
Bilingual Instructional Aide  
Information Technology Specialist I  
Paraprofessional  
Food Service Lead  
Food Service Assistant, Satellite  
Food Service Assistant  
Registrar II  
District Office Assistant  
Custodian  
Sr. Maintenance Technician  
Information Technology Specialist II  
Community Liaison  
School Office Assistant  
Health Assistant  
Accounting Specialist  
Staff Secretary  
Library Technician  
Student Support Specialist  
Yard Duty  
Vocational Technician  
Executive Secretary Bilingual  
Executive Secretary  
Van Driver  
Job Developer  
Lead Custodian



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### CONGRATULATIONS 2018-2019 RETIREES!

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Mary Carlos  
Donna DeLong  
Dalila Guevara  
Diana Tomlinson  
Gloria Alegria  
Debra Wilson  
Peggy Street  
Darrell Tollison  
Denise Pizarro  
Ausencio Quezada  
Maria Romero  
Karen Smith  
Nathan Tarzian

#### Personnel Commission

**Adam Escoto, Board appointed** 12/2011

Term expires 12/2019 (Resigned 2/2019)

**Tara Bevington Board appointed** 2/2019

Term expires 12/2019

**Steve Klem, MHCEA appointed** 12/2014

Term expires 12/2020

**Pam Torrisi PC appointed** 5/2017

Term expires 12/2021

#### Personnel Commission Staff

Fawn Myers,  
Assistant Superintendent, Human Resources

Kristin Stonehouse,  
Human Resources Specialist, Classified Staff

#### District Superintendent

Steve Betando

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## Personnel Commission

## Annual Report 2018 - 2019



### MORGAN HILL UNIFIED SCHOOL DISTRICT

15600 Concord Circle

Morgan Hill, California 95037

408-201-6015 FAX 408-201-6026

[www.mhusd.org](http://www.mhusd.org)

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