

Certificated/Classified Personnel

Salary Guides

The citizens of this community are interested in attracting and maintaining a qualified competent staff to educate their children. The citizens and the Board recognize the importance of an attractive salary schedule and sound salary policies in securing and holding competent staff members.

The Board welcomes the advice and suggestions of members of the staff who are not a part of a bargaining unit in the formulation and execution of salary provisions governing such employees. In such cases, the Board acting for the people and under the statutes of the state shall work cooperatively with the staff in matters involving formulation, amendment, repeal, or modification of salary provisions. The Board will make the final decision on salary provisions.

For those members of the staff who are a part of a bargaining unit, only the exclusive representative can bargain salaries. Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

Salary guides for employees covered by an employee agreement may be found in the current agreement. Salary guides for other personnel may be inspected at the District office.

Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for education level and years of experience, unless the Board and employee organization negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)

In extraordinary circumstances or emergency situations, the Board may determine to continue to compensate employees during periods of extended closure or disruption of normal District operations when permitted by law and consistent with collective bargaining agreements and memoranda of understanding.

Legal Reference:

EDUCATION CODE

45022-45061.5 Salaries, especially:

45023 Availability of salary schedule

45028 Salary schedule for certificated employees

45127-45133.5 Classified employees; work week; overtime provisions

45160-45169 Salaries for classified employees

GOVERNMENT CODE

3540-3549 Meeting and negotiating, especially:

3543.2 Scope of representation

3543.7 Duty to meet and negotiate in good faith

LABOR CODE

226 Employee access to payroll records

232 Disclosure of wages

CODE OF REGULATIONS, TITLE 8

11040 Wages and hours; definitions of administrative, executive, and professional employees

UNITED STATES CODE, TITLE 26

409A Deferred compensation plans

UNITED STATES CODE, TITLE 29

201-219 Fair Labor Standards Act, especially:

203 Definitions

207 Overtime

213 Exemptions from minimum wage and overtime requirements

CODE OF FEDERAL REGULATIONS, TITLE 26

1.409A-1 Definitions and covered plans

CODE OF FEDERAL REGULATIONS, TITLE 29

516.4 Notice of minimum wage and overtime provisions

516.5-516.6 Records

541.0-541.710 Exemptions for executive, administrative, and professional employees

553.1-553.51 Fair Labor Standards Act; applicability to public agencies

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ORANGE UNIFIED SCHOOL DISTRICT  
Orange, California