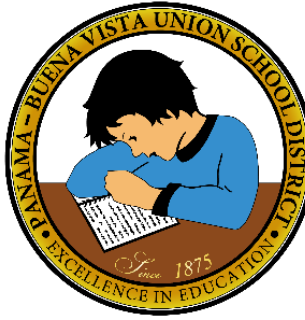


KATIE RUSSELL  
District Superintendent

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BOARD OF TRUSTEES  
Bryan Easter  
Linda Garcia  
Paula Van Auken  
Tom Webster  
Keith C. Wolaridge

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# SALARY SCHEDULES 2023-24

Effective: January 1, 2024 Board  
Adopted: December 12, 2023

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## **Certificated Assistant Superintendent Salary Schedule**

**2023-24**

Job Title	Job Class
Assistant Superintendent Educational Services	1104
Assistant Superintendent Instructional Services	1103
Assistant Superintendent Special Services	1106

Step	Annual Salary
0	\$ 153,593
1	\$ 158,203
2	\$ 162,949
3	\$ 167,838
4	\$ 172,871
5	\$ 176,761
6	\$ 180,737
7	\$ 183,451
8	\$ 186,202

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)

## **Classified Assistant Superintendent Salary Schedule**

**2023-24**

Job Title	Job Class
Assistant Superintendent Business Services	3104
Assistant Superintendent Human Resources	1105

Step	Annual Salary
0	\$ 153,593
1	\$ 158,203
2	\$ 162,949
3	\$ 167,838
4	\$ 172,871
5	\$ 176,761
6	\$ 180,737
7	\$ 183,451
8	\$ 186,202

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)

## Certificated Director Salary Schedule

**2023-24**

Job Title	Job Class	Pay Grade
Director of Assessment, Curriculum, & Technology	1120	Director III
Director of Consolidated Programs	1117	Director III
Director of ELOP	1126	Director II
Director of Extended Learning	1211	Director III
Director of Health, Safety, & Wellness	1122	Director III
Director of Innovation & Improvement	1118	Director III
Director of Instructional Services	1123	Director II
Director of Professional Development	1119	Director III
Director of Special Services	1121	Director III
Director of Student Support	1125	Director III

	Director I	Director II	Director III	Director IV
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	\$ 109,391	\$ 117,848	\$ 126,941	\$ 135,280
1	\$ 112,671	\$ 121,385	\$ 130,747	\$ 139,337
2	\$ 116,055	\$ 125,025	\$ 134,670	\$ 143,517
3	\$ 119,535	\$ 128,776	\$ 138,711	\$ 147,825
4	\$ 123,122	\$ 132,640	\$ 142,871	\$ 152,258
5	\$ 125,890	\$ 135,623	\$ 146,087	\$ 155,685
6	\$ 128,724	\$ 138,676	\$ 149,372	\$ 159,188
7	\$ 130,656	\$ 140,755	\$ 151,614	\$ 161,576
8	\$ 132,614	\$ 142,867	\$ 153,888	\$ 163,998

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)

## Classified Director Salary Schedule

**2023-24**

Job Title	Job Class	Pay Grade
Director of Budgeting & Accounting	3127	Director I
Director of Communications	3123	Director I
Director of Community & Family Engagement	3125	Director I
Director of Facilities & Planning	3119	Director III
Director of Fiscal Services	3115	Director III
Director of Human Resources	1112	Director IV
Director of Information Security & Technology	3116	Director IV
Director of Maintenance, Operations, & Grounds	3118	Director III
Director of Nutrition	3120	Director II
Director of Purchasing & Logistics	3126	Director II
Director of Talent Management	3124	Director I
Director of Transportation	3121	Director II

	Director I	Director II	Director III	Director IV
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	\$ 109,391	\$ 117,848	\$ 126,941	\$ 135,280
1	\$ 112,671	\$ 121,385	\$ 130,747	\$ 139,337
2	\$ 116,055	\$ 125,025	\$ 134,670	\$ 143,517
3	\$ 119,535	\$ 128,776	\$ 138,711	\$ 147,825
4	\$ 123,122	\$ 132,640	\$ 142,871	\$ 152,258
5	\$ 125,890	\$ 135,623	\$ 146,087	\$ 155,685
6	\$ 128,724	\$ 138,676	\$ 149,372	\$ 159,188
7	\$ 130,656	\$ 140,755	\$ 151,614	\$ 161,576
8	\$ 132,614	\$ 142,867	\$ 153,888	\$ 163,998

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)

## **Certificated Assistant Director Salary Schedule**

**2023-24**

<u>Job Title</u>	<u>Job Class</u>
Assistant Director of Health, Safety & Wellness	1124
Assistant Director of Special Services	1116

Step	Annual Salary
0	\$ 125,007
1	\$ 128,758
2	\$ 132,621
3	\$ 136,599
4	\$ 140,698
5	\$ 143,864
6	\$ 147,100
7	\$ 149,306
8	\$ 151,546

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)

## **Certificated Coordinator Salary Schedule**

**2023-24**

Job Title	Job Class
Coordinator of Instructional Services	1213
Coordinator of Extended Learning	1217

Step	Annual Salary
0	\$ 114,658
1	\$ 118,098
2	\$ 121,640
3	\$ 125,289
4	\$ 129,047
5	\$ 131,949
6	\$ 134,919
7	\$ 136,950
8	\$ 138,996

\$2,000 additional compensation for Doctorate Degree

Based on 12 month employment  
(245 Working Days + 15 Holidays = 260 Paid Days)



## **Certificated Administrator Salary Schedule**

**2023-24**

Job Title	Job Class
Alternative Education Program Administrator	1133
Elementary Principal	1181
Junior High Principal	1183
TK-8 Principal	1186
Visual & Performing Arts Administrator	1132

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 117,848
1	\$ 121,385
2	\$ 125,025
3	\$ 128,776
4	\$ 132,640
5	\$ 135,623
6	\$ 138,676
7	\$ 140,755
8	\$ 142,867

\$2,000 additional compensation for Doctorate Degree

## **Certificated Administrator Salary Schedule**

**2023-24**

Job Title	Job Class
Junior High Assistant Principal	1184

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 103,039
1	\$ 106,132
2	\$ 109,317
3	\$ 112,596
4	\$ 115,971
5	\$ 118,581
6	\$ 121,250
7	\$ 123,070
8	\$ 124,913

\$2,000 additional compensation for Doctorate Degree

## **Certificated Administrator Salary Schedule**

**2023-24**

Job Title	Job Class
Elementary Assistant Principal	1182
TK-8 Assistant Principal	1187

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 100,400
1	\$ 103,371
2	\$ 106,431
3	\$ 109,585
4	\$ 112,833
5	\$ 115,342
6	\$ 117,906
7	\$ 119,657
8	\$ 121,430

\$2,000 additional compensation for Doctorate Degree

## Certificated Salary Schedule

**2023-24**

Job Title	Job Class
Instructional Specialist	1202
Program Specialist	1200
Social Worker II	1214

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 100,400
1	\$ 103,371
2	\$ 106,431
3	\$ 109,585
4	\$ 112,833
5	\$ 115,342
6	\$ 117,906
7	\$ 119,657
8	\$ 121,430

\$2,000 additional compensation for Doctorate Degree

## Certificated Psychologist Salary Schedule

**2023-24**

Job Title	Job Class
School Psychologist	1205

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 99,063
1	\$ 102,034
2	\$ 105,095
3	\$ 108,248
4	\$ 111,495
5	\$ 114,005
6	\$ 116,570
7	\$ 118,320
8	\$ 120,093

\$2,000 additional compensation for Doctorate Degree

## Certificated Salary Schedule

**2023-24**

Job Title	Job Class
EL Program Specialist	2132
Title I Program Specialist	2130

**Working Days per Year: 204**

Step	Annual Salary
0	\$ 99,063
1	\$ 102,034
2	\$ 105,095
3	\$ 108,248
4	\$ 111,495
5	\$ 114,005
6	\$ 116,570
7	\$ 118,320
8	\$ 120,093

\$2,000 additional compensation for Doctorate Degree

## Certificated Salary Schedule

**2023-24**

Job Title	Job Class
Junior High Counselor <sup>(1)</sup>	1207
Social Worker I <sup>(2)</sup>	1215

<sup>(1)</sup> **Working Days per Year: 196**

<sup>(2)</sup> **Working Days per Year: 204**

Step	Annual Salary
0	\$ 94,206
1	\$ 97,032
2	\$ 99,943
3	\$ 102,941
4	\$ 106,030
5	\$ 108,415
6	\$ 110,854
7	\$ 112,519
8	\$ 114,204

\$2,000 additional compensation for Doctorate Degree

# Certificated General Education Teacher Annual Salary Schedule

**2023-24**

Job Title	Job Class	Job Title	Job Class
Classroom Teacher	2001	Music Teacher - Elementary	2122
GATE Teacher	2021	Music Teacher - Junior High	2022
Instruction Intervention Teacher	2011	Opportunity Class Teacher	2003

Working Days	Grade						
183 days	TH01	TH02	TH03	TH04	TH05	TH06	TH07

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	COLUMN VII
	B.A.	B.A. + 12	B.A. + 24	B.A. + 36	B.A. + 48	B.A. + 60	BA +75
1	\$ 54,414	\$ 56,226	\$ 58,099	\$ 60,033	\$ 62,033	\$ 64,098	\$ 66,233
2	\$ 56,320	\$ 58,194	\$ 60,134	\$ 62,134	\$ 64,204	\$ 66,342	\$ 68,551
3	\$ 58,223	\$ 60,162	\$ 62,166	\$ 64,236	\$ 66,376	\$ 68,585	\$ 70,869
4	\$ 60,128	\$ 62,129	\$ 64,198	\$ 66,335	\$ 68,546	\$ 70,827	\$ 73,187
5	\$ 62,031	\$ 64,097	\$ 66,232	\$ 68,437	\$ 70,715	\$ 73,071	\$ 75,503
6	\$ 62,031	\$ 65,860	\$ 68,051	\$ 70,317	\$ 72,659	\$ 75,078	\$ 77,578
7	\$ 62,031	\$ 67,621	\$ 69,873	\$ 72,201	\$ 74,606	\$ 77,088	\$ 79,655
8	\$ 62,031	\$ 69,383	\$ 71,692	\$ 74,079	\$ 76,548	\$ 79,096	\$ 81,730
9	\$ 62,031	\$ 71,146	\$ 73,514	\$ 75,961	\$ 78,492	\$ 81,105	\$ 83,805
10	\$ 62,031	\$ 71,146	\$ 75,276	\$ 77,782	\$ 80,372	\$ 83,047	\$ 85,814
11	\$ 62,031	\$ 71,146	\$ 77,379	\$ 79,957	\$ 82,619	\$ 85,370	\$ 88,213
12	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 84,792	\$ 87,616	\$ 90,534
13	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 89,718	\$ 92,707
14	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 91,822	\$ 94,881
15	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 93,925	\$ 97,052
16	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 96,028	\$ 99,225
17	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 98,130	\$ 101,399
18	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 100,235	\$ 103,572
19	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 101,143	\$ 104,511
20	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 102,052	\$ 105,450
21	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 102,963	\$ 106,390
22	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 103,872	\$ 107,332
23	\$ 62,031	\$ 71,146	\$ 77,379	\$ 82,060	\$ 86,895	\$ 104,780	\$ 108,271

\$1,200 additional compensation for Master's Degree  
\$2,000 additional compensation for Doctorate Degree



# Certificated Special Education Teacher Annual Salary Schedule

**2023-24**

Job Title	Job Class	Job Title	Job Class
Intensive Intervention Center Teacher Mild/Moderate	2031	Early Childhood Teacher - DHH Itinerant Teacher	2034 2032
Intensive Intervention Center Teacher Mild/Moderate Dual	2030	Special Day Class Mild/Moderate Teacher Special Day Class Moderate/Severe Teacher	2028 2029

Working Days	Grade						
184 days	SP01	SP02	SP03	SP04	SP05	SP06	SP07

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	COLUMN VII
	B.A.	B.A. + 12	B.A. + 24	B.A. + 36	B.A. + 48	B.A. + 60	BA +75
1	\$ 54,711	\$ 56,533	\$ 58,416	\$ 60,361	\$ 62,372	\$ 64,448	\$ 66,595
2	\$ 56,628	\$ 58,512	\$ 60,463	\$ 62,474	\$ 64,555	\$ 66,705	\$ 68,926
3	\$ 58,541	\$ 60,491	\$ 62,506	\$ 64,587	\$ 66,739	\$ 68,960	\$ 71,256
4	\$ 60,457	\$ 62,469	\$ 64,549	\$ 66,697	\$ 68,921	\$ 71,214	\$ 73,587
5	\$ 62,370	\$ 64,447	\$ 66,594	\$ 68,811	\$ 71,101	\$ 73,470	\$ 75,916
6	\$ 62,370	\$ 66,220	\$ 68,423	\$ 70,701	\$ 73,056	\$ 75,488	\$ 78,002
7	\$ 62,370	\$ 67,991	\$ 70,255	\$ 72,596	\$ 75,014	\$ 77,509	\$ 80,090
8	\$ 62,370	\$ 69,762	\$ 72,084	\$ 74,484	\$ 76,966	\$ 79,528	\$ 82,177
9	\$ 62,370	\$ 71,535	\$ 73,916	\$ 76,376	\$ 78,921	\$ 81,548	\$ 84,263
10	\$ 62,370	\$ 71,535	\$ 75,687	\$ 78,207	\$ 80,811	\$ 83,501	\$ 86,283
11	\$ 62,370	\$ 71,535	\$ 77,802	\$ 80,394	\$ 83,070	\$ 85,837	\$ 88,695
12	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 85,255	\$ 88,095	\$ 91,029
13	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 90,208	\$ 93,214
14	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 92,324	\$ 95,399
15	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 94,438	\$ 97,582
16	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 96,553	\$ 99,767
17	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 98,666	\$ 101,953
18	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 100,783	\$ 104,138
19	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 101,696	\$ 105,082
20	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 102,610	\$ 106,026
21	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 103,526	\$ 106,971
22	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 104,440	\$ 107,919
23	\$ 62,370	\$ 71,535	\$ 77,802	\$ 82,508	\$ 87,370	\$ 105,353	\$ 108,863

\$1,200 additional compensation for Master's Degree

\$2,000 additional compensation for Doctorate Degree

\$1,500 additional compensation for all Special Education Teachers

# Certificated Academic Coach Annual Salary Schedule

**2023-24**

Job Title	Job Class
Academic Coach	2025

<u>Working Days</u>	<u>Grade</u>						
186 days	AC01	AC02	AC03	AC04	AC05	AC06	AC07

STEP	COLUMN I B.A.	COLUMN II B.A. + 12	COLUMN III B.A. + 24	COLUMN IV B.A. + 36	COLUMN V B.A. + 48	COLUMN VI B.A. + 60	COLUMN VII BA +75
1	\$ 60,806	\$ 62,648	\$ 64,551	\$ 66,517	\$ 68,550	\$ 70,649	\$ 72,819
2	\$ 62,743	\$ 64,648	\$ 66,620	\$ 68,653	\$ 70,757	\$ 72,930	\$ 75,175
3	\$ 64,677	\$ 66,648	\$ 68,685	\$ 70,789	\$ 72,964	\$ 75,209	\$ 77,531
4	\$ 66,614	\$ 68,648	\$ 70,750	\$ 72,922	\$ 75,170	\$ 77,488	\$ 79,887
5	\$ 68,548	\$ 70,648	\$ 72,818	\$ 75,059	\$ 77,374	\$ 79,769	\$ 82,241
6	\$ 68,548	\$ 72,440	\$ 74,667	\$ 76,970	\$ 79,350	\$ 81,809	\$ 84,350
7	\$ 68,548	\$ 74,230	\$ 76,518	\$ 78,885	\$ 81,329	\$ 83,852	\$ 86,461
8	\$ 68,548	\$ 76,020	\$ 78,367	\$ 80,793	\$ 83,303	\$ 85,893	\$ 88,570
9	\$ 68,548	\$ 77,812	\$ 80,219	\$ 82,706	\$ 85,279	\$ 87,935	\$ 90,679
10	\$ 68,548	\$ 77,812	\$ 82,010	\$ 84,557	\$ 87,190	\$ 89,908	\$ 92,721
11	\$ 68,548	\$ 77,812	\$ 84,148	\$ 86,768	\$ 89,473	\$ 92,270	\$ 95,159
12	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 91,682	\$ 94,552	\$ 97,518
13	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 96,689	\$ 99,727
14	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 98,827	\$ 101,936
15	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 100,965	\$ 104,143
16	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 103,102	\$ 106,352
17	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 105,239	\$ 108,561
18	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 107,378	\$ 110,770
19	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 108,301	\$ 111,724
20	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 109,225	\$ 112,679
21	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 110,151	\$ 113,634
22	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 111,075	\$ 114,592
23	\$ 68,548	\$ 77,812	\$ 84,148	\$ 88,905	\$ 93,820	\$ 111,998	\$ 115,546

\$1,200 additional compensation for Master's Degree

\$2,000 additional compensation for Doctorate Degree

## **Certificated Intervention Counselor Salary Schedule**

**2023-24**

Job Title	Job Class
Intervention Counselor	1206

**Working Days per Year: 196**

Step	Annual Salary
0	\$ 87,399
1	\$ 90,021
2	\$ 92,720
3	\$ 95,503
4	\$ 98,368
5	\$ 100,581
6	\$ 102,844
7	\$ 104,388
8	\$ 105,953

\$2,000 additional compensation for Doctorate Degree

## **Certificated Speech Pathologist Salary Schedule**

**2023-24**

Job Title	Job Class
Speech Pathologist	2220

**Working Days per Year: 184**

Step	Annual Salary
1	\$ 83,540
2	\$ 85,511
3	\$ 87,530
4	\$ 89,598
5	\$ 91,716
6	\$ 93,885
7	\$ 96,105
8	\$ 98,379
9	\$ 100,705
10	\$ 103,091
11	\$ 105,533
12	\$ 108,032
13	\$ 110,593
14	\$ 113,214

\$1,200 additional compensation for Certificate of Clinical Competence

\$2,000 additional compensation for Doctorate Degree

### **Career Longevity Pay - District Service**

\$1,000 annually - beginning with the 11<sup>th</sup> year of service to the District

\$1,500 annually - beginning with the 16<sup>th</sup> year of service to the District

\$2,000 annually - beginning with the 21<sup>st</sup> year of service to the District

## **Certificated Speech Specialist Salary Schedule**

**2023-24**

Job Title	Job Class
Speech Specialist	2223

**Working Days per Year: 184**

Step	Annual Salary
1	\$ 78,669

## Certificated School Nurse Salary Schedule

**2023-24**

Job Title	Job Class
School Nurse	2206

**Working Days per Year: 194**

Step	Annual Salary
1	\$ 78,234
2	\$ 82,146
3	\$ 86,047
4	\$ 90,134
5	\$ 93,965
6	\$ 97,724
7	\$ 101,633
8	\$ 105,698

\$1,200 additional compensation for Master's Degree

\$2,000 additional compensation for Doctorate Degree

Career Longevity Pay - District Service

\$1,000 annually - beginning with the 11<sup>th</sup> year of service to the District

\$1,500 annually - beginning with the 16<sup>th</sup> year of service to the District

\$2,000 annually - beginning with the 21<sup>st</sup> year of service to the District

## **Certificated Audiologist Salary Schedule**

**2023-24**

Job Title	Job Class
Audiologist	1216

**Working Days per Year: 204**

Step	Annual Salary
1	\$ 92,619
2	\$ 94,805
3	\$ 97,045
4	\$ 99,337
5	\$ 101,685
6	\$ 104,090
7	\$ 106,550
8	\$ 109,071
9	\$ 111,653
10	\$ 114,296
11	\$ 117,005
12	\$ 119,773
13	\$ 122,613
14	\$ 125,521

\$1,200 additional compensation for Certificate of Clinical Competence

\$2,000 additional compensation for Doctorate Degree

## Classified Occupational Therapist Salary Schedule

**2023-24**

Job Title	Job Class
Occupational Therapist	4750

**Working Days per Year: 217**

Step	Annual Salary
0	\$ 92,619
1	\$ 95,398
2	\$ 98,260
3	\$ 101,209
4	\$ 104,243
5	\$ 106,589
6	\$ 108,986
7	\$ 110,622
8	\$ 112,279

\$2,000 additional compensation for Doctorate Degree



## Confidential Classified Exempt Salary Schedule

**2023-24**

Job Title	Job Class	Job Grade	Job Title	Job Class	Job Grade
Accounting Manager	3133	7	Maintenance, Operations, & Grounds Manager	3137	8
Database Administrator	3376	7	Maintenance Supervisor	3147	4
Facilities Planning & Construction Supervisor	3146	4	Mental Health Clinician	4771	8
Facilities Project Manager	3161	8	Network Analyst Senior	3377	6
Facility Operations Supervisor	3153	4	Nutrition Services Manager	3151	7
Fleet Supervisor	3156	4	Payroll Coordinator	3141	9
HSW Safety Manager	3138	7	Payroll Manager	3139	7
Human Resources Coordinator	3135	9	Purchasing Supervisor	3150	4
IST Manager	3132	8	Systems & Applications Analyst Senior	3373	7
Landscape & Grounds Supervisor	3159	4	Systems Analyst	3375	5
			Transportation Supervisor	3148	4
			Warehouse & Logistics Supervisor	3165	4

		STEP								
Grade	Time Base	0	1	2	3	4	5	6	7	8
9	Annual	\$ 101,524	\$ 104,571	\$ 107,708	\$ 110,940	\$ 114,267	\$ 116,838	\$ 119,467	\$ 121,260	\$ 123,077
8	Annual	\$ 94,206	\$ 97,032	\$ 99,943	\$ 102,941	\$ 106,030	\$ 108,415	\$ 110,854	\$ 112,519	\$ 114,204
7	Annual	\$ 87,399	\$ 90,021	\$ 92,720	\$ 95,503	\$ 98,368	\$ 100,581	\$ 102,844	\$ 104,388	\$ 105,953
6	Annual	\$ 83,497	\$ 86,001	\$ 88,583	\$ 91,240	\$ 93,978	\$ 96,093	\$ 98,254	\$ 99,727	\$ 101,225
5	Annual	\$ 75,176	\$ 77,431	\$ 79,754	\$ 82,146	\$ 84,610	\$ 86,515	\$ 88,459	\$ 89,789	\$ 91,134
4	Annual	\$ 69,696	\$ 71,786	\$ 73,939	\$ 76,158	\$ 78,444	\$ 80,207	\$ 82,013	\$ 83,244	\$ 84,491

\$2,000 additional compensation for a Doctorate Degree

Based on 12 month employment (245 Working Days + 15 Holidays = 260 Paid Days)

## Confidential Classified Hourly Salary Schedule

**2023-24**

Job Title	Job Class	Job Grade	Job Title	Job Class	Job Grade
Account Clerk Senior - 12 Month	3337	C7	Document Publishing Specialist	3355	C5
Accounting Clerk	3336	C6	Document Publishing Specialist Senior	3356	C6
Accounting Technician	3338	1	Educational Services Assistant Senior	3327	C7
Admin Secretary - 12 Month	3454	C6	Executive Assistant	3451	3
Admin Secretary 2 - 11 Month	3453	C7	Facilities Project Specialist	3162	3
Admin Secretary 2 - 12 Month	3459	C7	HR Assistant	3312	C6
Admin Secretary Senior	3461	2	HR Technician	3318	1
Administrative Assistant	3452	1	IST User Support Technician	3382	1
Administrative Clerk - 12 Month	3309	C5	Network Analyst	3383	2
Attendance Liaison	3163	3	Nutrition Services Trainer	3348	C7
Buyer	3354	1	Nutrition Services Trainer Senior	3164	3
Campus Safety Supervisor	3157	3	Receptionist - District	3311	C5
Certified Driver Instructor	3405	1	Staff Accountant	3339	3
Dispatcher	3402	C7	Student Information System Specialist	3380	C7
District Translator	3458	C6	Transportation Planner	3406	1

		STEP								
Grade	Time Base	0	1	2	3	4	5	6	7	8
3	Hourly	\$ 31.06	\$ 31.98	\$ 32.94	\$ 33.94	\$ 34.95	\$ 35.74	\$ 36.55	\$ 37.09	\$ 37.65
2	Hourly	\$ 28.78	\$ 29.64	\$ 30.53	\$ 31.43	\$ 32.39	\$ 33.11	\$ 33.87	\$ 34.37	\$ 34.89
1	Hourly	\$ 26.66	\$ 27.46	\$ 28.28	\$ 29.12	\$ 30.00	\$ 30.68	\$ 31.36	\$ 31.84	\$ 32.32
C7	Hourly	\$ 24.68	\$ 25.43	\$ 26.20	\$ 26.96	\$ 27.79	\$ 28.41	\$ 29.04	\$ 29.48	\$ 29.93
C6	Hourly	\$ 22.84	\$ 23.54	\$ 24.25	\$ 24.96	\$ 25.71	\$ 26.29	\$ 26.88	\$ 27.29	\$ 27.70
C5	Hourly	\$ 21.15	\$ 21.78	\$ 22.42	\$ 23.10	\$ 23.79	\$ 24.33	\$ 24.88	\$ 25.25	\$ 25.64

## Classified Teamsters Local No. 87 (Unit A) Salary Schedule

**2023-24**

Job Title	Job Class	Job Grade	Job Title	Job Class	Job Grade
Bus Driver	3411	32	Lead Warehouse & Logistics Specialist	3366	33
Bus Driver - Expanded Services	3415	32	Maintenance Technician I	3394	33
Certified Transportation Mechanic	3404	59	Maintenance Technician II	3395	41
Computer Technician	3381	47	Maintenance Technician III	3396	59
Custodian	3391	26	Service Worker	3401	36
Groundskeeper	3397	30	Transporter	3412	23
Head Custodian	3390	33	Warehouse & Logistics Specialist	3365	31
Lead Maintenance Technician	3158	61			

		STEP							
Grade	Time Base	1	2	3	4	5	6	7	8
23	Hourly	\$ 17.37	\$ 18.00	\$ 18.62	\$ 19.25	\$ 19.88	\$ 20.52	\$ 21.16	\$ 21.78
26	Hourly	\$ 18.32	\$ 18.94	\$ 19.57	\$ 20.20	\$ 20.83	\$ 21.46	\$ 22.09	\$ 22.73
30	Hourly	\$ 19.57	\$ 20.20	\$ 20.83	\$ 21.46	\$ 22.09	\$ 22.73	\$ 23.36	\$ 23.99
31	Hourly	\$ 19.88	\$ 20.52	\$ 21.16	\$ 21.78	\$ 22.41	\$ 23.04	\$ 23.67	\$ 24.29
32	Hourly	\$ 20.20	\$ 20.83	\$ 21.46	\$ 22.09	\$ 22.73	\$ 23.36	\$ 23.99	\$ 24.61
33	Hourly	\$ 20.52	\$ 21.16	\$ 21.78	\$ 22.41	\$ 23.04	\$ 23.67	\$ 24.29	\$ 24.93
36	Hourly	\$ 21.49	\$ 22.13	\$ 22.76	\$ 23.38	\$ 24.01	\$ 24.65	\$ 25.27	\$ 25.91
41	Hourly	\$ 23.24	\$ 23.86	\$ 24.48	\$ 25.10	\$ 25.73	\$ 26.35	\$ 26.98	\$ 27.61
47	Hourly	\$ 25.49	\$ 26.10	\$ 26.71	\$ 27.32	\$ 27.95	\$ 28.57	\$ 29.18	\$ 29.81
59	Hourly	\$ 31.05	\$ 32.00	\$ 32.94	\$ 33.94	\$ 34.95	\$ 35.74	\$ 36.55	\$ 37.09
61	Hourly	\$ 32.04	\$ 32.96	\$ 33.93	\$ 34.91	\$ 35.94	\$ 36.71	\$ 37.52	\$ 38.05

Additional hourly compensation for longevity will be provided at the beginning of the following years:

<u>10+</u>	<u>13+</u>	<u>15+</u>	<u>19+</u>	<u>25+</u>
\$0.66	\$1.32	\$2.01	\$2.68	\$3.34

Employees whose regular work shift begins at or after 11:00a.m. and ends at or after 8:00p.m. shall receive a five percent (5%) shift differential.

An employee whose regular assigned work shift includes more than one (1) hour of unpaid, unassigned time (including lunch) shall receive a ten percent (10%) split shift differential which shall apply to all hours worked.

An employee who is eligible for a split shift differential does not receive an evening shift differential.

## Classified CSEA Panama-Buena Vista Chapter #649 (Unit B) Salary Schedule

**2023-24 (Page 1 of 2)**

Job Title	Job Class	Job Grade	Job Title	Job Class	Job Grade
Cafeteria General Helper	3347	15	Paraeducator I	4701	17
Cook Baker	3346	20	Paraeducator II	4702	18
Curriculum Lab Clerk	3300	17	Paraprofessional III	4703	21
Day Care Manager w/ Permit	3330	20	Pre-K Associate Instructional Aide	3340	17
Day Care Manager w/o Permit	3330	17	Pre-Kindergarten Aide	3342	15
Day Care Supervision Aide 1 w/o Permit	3331	11	Roving Cook Baker	3349	21
Day Care Supervision Aide 2 w/o Permit	3331	12	School Aide	4416	15
Day Care Supervision Aide w/ Permit	3331	15	Student / Community Service	4418	18
Health Aide	4705	17	Liaison (Bilingual)		
Instruction Intervention Aide	4403	15	Summer School Clerk	3425	17
Instructional Aide - Elementary PE	4410	12	TK Aide	4419	15
Instructional Materials Clerk	3302	17	Transportation Aide	4412	15
Interpreter Aide	3301	11	Yard Aide (5 Hour)	3420	12
Noontime Assistant (2 Hour)	3421	11			

		STEP							
Grade	Time Base	1	2	3	4	5	6	7	8
11	Hourly	\$ 16.00	\$ 16.00	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10
12	Hourly	\$ 16.00	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.74	\$ 18.27	\$ 18.82	\$ 19.38
13	Hourly	\$ 16.00	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67
14	Hourly	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.97
15	Hourly	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26
16	Hourly	\$ 16.73	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.97	\$ 20.57
17	Hourly	\$ 16.98	\$ 17.49	\$ 18.01	\$ 18.55	\$ 19.11	\$ 19.68	\$ 20.27	\$ 20.88
18	Hourly	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.97	\$ 20.57	\$ 21.19
19	Hourly	\$ 17.49	\$ 18.01	\$ 18.55	\$ 19.11	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.51
20	Hourly	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.97	\$ 20.57	\$ 21.19	\$ 21.83
21	Hourly	\$ 18.02	\$ 18.56	\$ 19.12	\$ 19.69	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.17

Additional hourly compensation for longevity will be provided at the beginning of the following years:

Year	<u>10+</u>	<u>13+</u>	<u>15+</u>	<u>19+</u>
Hourly Increase	\$0.66	\$1.32	\$2.01	\$2.68

An employee who is assigned to a school site and whose regular assigned work shift includes more than one (1) hour of unpaid, unassigned time (including lunch) shall receive a ten percent (10%) differential which shall apply to all contracted hours worked.

# Classified CSEA Panama-Buena Vista Chapter #649 (Unit B) Salary Schedule

2023-24 (Page 2 of 2)

Job Title	Job Class	Job Grade	Job Title	Job Class	Job Grade
Administrative Support Assistant	3320	33	Extended Learning Admin Asst /	3317	33
Behavior Intervention Assistant	4704	23	Program Mentor		
Bilingual Site Clerk	3324	24	Library Media Clerk	3303	24
Cafeteria Manager	3345	27	Licensed Health Services Technician	4411	29
Career Specialist - Art	4420	66	Pre-K Instructor/Site Supervisor	3341	50
Early Start Instructional Assistant	4706	24	School Secretary	3455	33
Edible Schoolyard General Asst	4426	26	School/Site Clerk Elementary	3305	24
Educational Materials Clerk	3322	33	School/Site Clerk Secondary	3306	24
Educational Sign Language			Site Clerk - 11 Month	3307	24
Interpreter	4427	37	Site Clerk - 12 Month	3308	24
ELOP/ACES Program Leader	3326	23			
ELOP/ACES Program Manager	3325	27	Speech & Language Pathology Assistant	4417	50
			Technology Media Clerk	3321	23

		STEP							
Grade	Time Base	1	2	3	4	5	6	7	8
22	Hourly	\$ 18.29	\$ 18.84	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.85	\$ 22.51
23	Hourly	\$ 18.56	\$ 19.12	\$ 19.69	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.17	\$ 22.84
24	Hourly	\$ 18.84	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.85	\$ 22.51	\$ 23.19
25	Hourly	\$ 19.12	\$ 19.69	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.17	\$ 22.84	\$ 23.53
26	Hourly	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.85	\$ 22.51	\$ 23.19	\$ 23.89
27	Hourly	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.53	\$ 22.18	\$ 22.85	\$ 23.54	\$ 24.25
28	Hourly	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.86	\$ 22.52	\$ 23.20	\$ 23.90	\$ 24.62
29	Hourly	\$ 20.30	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.86	\$ 23.55	\$ 24.26	\$ 24.99
30	Hourly	\$ 20.60	\$ 21.22	\$ 21.86	\$ 22.52	\$ 23.20	\$ 23.90	\$ 24.62	\$ 25.36
31	Hourly	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.86	\$ 23.55	\$ 24.26	\$ 24.99	\$ 25.74
32	Hourly	\$ 21.22	\$ 21.86	\$ 22.52	\$ 23.20	\$ 23.90	\$ 24.62	\$ 25.36	\$ 26.12
33	Hourly	\$ 21.54	\$ 22.19	\$ 22.86	\$ 23.55	\$ 24.26	\$ 24.99	\$ 25.74	\$ 26.51
37	Hourly	\$ 22.86	\$ 23.55	\$ 24.26	\$ 24.99	\$ 25.74	\$ 26.51	\$ 27.31	\$ 28.13
50	Hourly	\$ 27.73	\$ 28.56	\$ 29.42	\$ 30.30	\$ 31.21	\$ 32.15	\$ 33.11	\$ 34.10
66	Hourly	\$ 35.19	\$ 36.25	\$ 37.34	\$ 38.46	\$ 39.61	\$ 40.80	\$ 42.02	\$ 43.28

Additional hourly compensation for longevity will be provided at the beginning of the following years:

Year	10+	13+	15+	19+
Hourly Increase	\$0.66	\$1.32	\$2.01	\$2.68

An employee who is assigned to a school site and whose regular assigned work shift includes more than one (1) hour of unpaid, unassigned time (including lunch) shall receive a ten percent (10%) differential which shall apply to all contracted hours worked.

### Additional Compensation 2023-24

Description	Amount	Base
6th Grade Teacher - Camp KEEP (In Person)	\$ 100	Per Night
Battle of the Books	\$ 625	Annually
Board of Trustees Member	\$ 400	Monthly
Bus Driver Certification	\$ 1,500	Annually
History Day Coordinator	\$ 625	Annually
Induction / Intern Support Provider	\$ 2,500	Annually per Candidate
Junior High AVID Coordinator	\$ 1,500	Annually
Math Counts	\$ 625	Annually
STEM Olympiad Coordinator	\$ 625	Annually
Oral Language Festival Coordinator	\$ 625	Annually
Psychologist Intern	\$ 5,000	Quarterly
Science Fair Coordinator	\$ 625	Annually
Special Education Site Facilitator	\$ 1,800	Annually
Special Education Teacher	\$ 1,500	Annually
Student Success Team Coordinator	\$ 2,500	Annually
Speech Pathologist Support for Speech Pathologist Practicum Students, Speech Specialists, or Speech Pathologists in their Clinical Fellow Year	\$ 750	Per Semester
Summer School Secretary	\$ 500	Annually

### Additional Compensation - Coaching Annually By Season

Sport	1-3 Years Coaching	4+ Years Coaching
Color Guard Instructor	\$ 1,350	\$ 1,350
Elementary Football	\$ 650	\$ 825
Elementary Volleyball	\$ 650	\$ 825
Elementary Basketball	\$ 650	\$ 825
Elementary Track	\$ 450	\$ 575
Junior High Girls' Volleyball	\$ 775	\$ 975
Junior High Boys' Volleyball	\$ 650	\$ 825
Junior High Basketball	\$ 775	\$ 975
Junior High Track	\$ 775	\$ 975
Percussion Coach	\$ 550	\$ 550

## 2023-24 Salary Schedule Index

Position	Page	Position	Page	Position	Page
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Account Clerk Senior - 12 Month	24	Director of Maintenance, Operations, & Grounds	4	Maintenance Technician III	25
Accounting Clerk	24	Director of Nutrition	4	Maintenance, Operations, & Grounds Manager	23
Accounting Manager	23	Director of Professional Development	3	Mental Health Clinician	23
Accounting Technician	24	Director of Purchasing & Logistics	4	Music Teacher - Elementary	14
Additional Compensation	28	Director of Special Services	3	Music Teacher - Junior High	14
Admin Secretary - 12 Month	24	Director of Student Support	3	Network Analyst	24
Admin Secretary 2 - 11 Month	24	Director of Talent Management	4	Network Analyst Senior	23
Admin Secretary 2 - 12 Month	24	Director of Transportation	4	Noontime Assistant (2 Hour)	26
Admin Secretary Senior	24	Dispatcher	24	Nutrition Services Manager	23
Administrative Assistant	24	District Translator	24	Nutrition Services Trainer	24
Administrative Clerk - 12 Month	24	Document Publishing Specialist	24	Nutrition Services Trainer Senior	24
Administrative Support Assistant	27	Document Publishing Specialist Sr	24	Occupational Therapist	22
Alternative Education Program Administrator	7	Early Childhood Teacher - DHH	15	Opportunity Class Teacher	14
Asst. Director of Health, Safety & Wellness	5	Early Start Instructional Assistant	27	Paraeducator I	26
Asst. Director of Special Services	5	Edible Schoolyard General Assistant	27	Paraeducator II	26
Asst. Supt. Business Services	2	Educational Materials Clerk	27	Paraprofessional III	26
Asst. Supt. Educational Services	1	Educational Services Assistant Sr	24	Payroll Coordinator	23
Asst. Supt. Human Resources	2	Educational Sign Language Interpreter	27	Payroll Manager	23
Asst. Supt. Instructional Services	1	EL Program Specialist	12	Pre-K Associate Instructional Aide	26
Asst. Supt. Special Services	1	Elementary Assistant Principal	9	Pre-K Instructor/Site Supervisor	27
Attendance Liaison	24	Elementary Principal	7	Pre-Kindergarten Aide	26
Audiologist	21	ELOP/ACES Program Leader	27	Program Specialist	10
Behavior Intervention Assistant	27	ELOP/ACES Program Manager	27	Purchasing Supervisor	23
Bilingual Site Clerk	27	Executive Assistant	24	Receptionist - District	24
Bus Driver	25	Extended Learning Admin Asst / Program Mentor	27	Roving Cook Baker	26
Bus Driver - Expanded Services	25	Facilities Planning & Construction Supervisor	23	School Aide	26
Buyer	24	Facilities Project Manager	23	School Nurse	20
Cafeteria General Helper	26	Facilities Project Specialist	24	School Psychologist	11
Cafeteria Manager	27	Facility Operations Supervisor	23	School Secretary	27
Campus Safety Supervisor	24	Fleet Supervisor	23	School/Site Clerk Elementary	27
Career Specialist - Art	27	GATE Teacher	14	School/Site Clerk Secondary	27
Certified Driver Instructor	24	Groundskeeper	25	Service Worker	25
Certified Transportation Mechanic	25	Head Custodian	25	Site Clerk - 11 Month	27
Classroom Teacher	14	Health Aide	26	Site Clerk - 12 Month	27
Computer Technician	25	HR Assistant	24	Social Worker I	13
Cook Baker	26	HR Technician	24	Social Worker II	10
Coordinator of Extended Learning	6	HSW Safety Manager	23	Special Day Class Mild/Moderate Teacher	15
Coordinator of Instructional Services	6	Human Resources Coordinator	23	Special Day Class Moderate/Severe Teacher	15
Curriculum Lab Clerk	26	Instruction Intervention Aide	26	Speech & Language Pathology Assistant	27
Custodian	25	Instruction Intervention Teacher	14	Speech Pathologist	18
Database Administrator	23	Instructional Aide - Elementary PE	26	Speech Specialist	19
Day Care Manager w/ Permit	26	Instructional Materials Clerk	26	Staff Accountant	24
Day Care Manager w/o Permit	26	Instructional Specialist	10	Student Information System Specialist	24
Day Care Supervision Aide 1 w/o Permit	26	Intensive Intervention Center Teacher Mild/Moderate	15	Student/Cummunity Service Liaison (Bilingual)	26
Day Care Supervision Aide 2 w/o Permit	26	Intensive Intervention Center Teacher Mild/Moderate Dual	15	Summer School Clerk	26
Day Care Supervision Aide w/ Permit	26	Interpreter Aide	26	Systems & Applications Analyst Sr	23
Director of Assessment, Curriculum, & Technology	3	Intervention Counselor	17	Systems Analyst	23
Director of Budgeting & Accounting	4	IST Manager	23	Technology Media Clerk	27
Director of Communications	4	IST User Support Technician	24	Title I Program Specialist	12
Director of Community & Family Engagement	4	Itinerant Teacher	15	TK Aide	26
Director of Consolidated Programs	3	Junior High Assistant Principal	8	TK-8 Assistant Principal	9
Director of ELOP	3	Junior High Counselor	13	TK-8 Principal	7
Director of Extended Learning	3	Junior High Principal	7	Transportation Aide	26
Director of Facilities & Planning	4	Landscape & Grounds Supervisor	23	Transportation Planner	24
Director of Fiscal Services	4	Lead Maintenance Technician	25	Transportation Supervisor	23
Director of Health, Safety, & Wellness	3	Lead Warehouse & Logistics Specialist	25	Transporter	25
Director of Human Resources	4	Library Media Clerk	27	Visual & Performing Arts Administrator	7
Director of Information Security & Technology	4	Licensed Health Services Technician	27	Warehouse & Logistics Specialist	25
Director of Innovation & Improvement	3	Maintenance Supervisor	23	Warehouse & Logistics Supervisor	23
		Maintenance Technician I	25	Yard Aide (5 Hour)	26