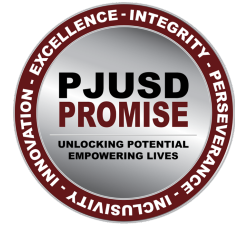




Updated for Class Compensation Study
PATTERSON JOINT UNIFIED SCHOOL DISTRICT
CLASSIFIED CONFIDENTIAL SALARY SCHEDULE 2023-24
(Hourly Range +5% over 2022-23)



| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|------|---------|---------|---------|---------|---------|
| Human Resource Technician | 261 | \$24.82 | \$26.06 | \$27.37 | \$28.74 | \$30.18 |
| Executive Assistant | 261 | \$31.13 | \$32.63 | \$34.30 | \$36.00 | \$37.81 |
| Attendance and Enrollment Specialist | 261 | \$27.21 | \$28.52 | \$29.98 | \$31.47 | \$33.05 |
| Fiscal Analyst | 261 | \$30.17 | \$31.67 | \$33.26 | \$34.91 | \$36.68 |
| Human Resource Analyst | 261 | \$30.27 | \$31.78 | \$33.38 | \$35.04 | \$36.81 |
| Human Resource Specialist | 261 | \$32.97 | \$34.60 | \$36.32 | \$38.14 | \$40.04 |
| Health Services Specialist | 261 | \$32.97 | \$34.60 | \$36.32 | \$38.14 | \$40.04 |
| Human Resource Credentials Specialist | 261 | \$35.63 | \$37.51 | \$39.48 | \$41.56 | \$43.75 |
| Senior Executive Assistant to Superintendent | 261 | \$38.32 | \$40.34 | \$42.46 | \$44.70 | \$47.05 |

Masters Degree = \$3,115

Doctoral Degree = \$6,230 (Inclusive of Masters Degree stipend)

Annual Benefit Cap = \$10,872 per year

Professional Growth Stipend - Confidential staff can begin to take professional growth opportunities after five years in their confidential role. Employees shall earn an annual increase to their salary of 1% for every 12 units they complete and submit to HR before July 1st of any given school year. Maximum earnings is 4% (or 48 units) on increase to their salary for professional growth. Should an employee have a degree higher than the one required in their position they will receive a stipend equal to the Masters Degree.

Transfer years of service - Effective 7/1/2022 newly hired classified confidential employees can transfer ALL years of service of full-time employment in classified confidential positions from previous school district employment.

Longevity - The District agrees to compensate the non-represented employees listed above for longevity as referenced in the Human Resources Manual, section 2.9 for years of full time service in a confidential role within school district employment.

Increases shall be as follows:

- 5% at year 11
- 10% at year 16
- 15% at year 21
- 20% at year 26

Date Salary Schedule is Effective: 07/01/2023

Date Salary Schedule was Revised: 12/1/2023

Date Revision was Board Approved: 2/5/2024