HANFORD ELEMENTARY SCHOOL DISTRICT

**2025-26 CLASSIFIED SALARY SCHEDULE**

| Range | Position | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---|---|---|---|---|---|---|
| 1 | | *per Month | 2,952 | 3,100 | 3,255 | 3,417 | 3,588 |
| | | per Hour | 17.03 | 17.88 | 18.78 | 19.72 | 20.70 |
| 2 | | per Month | 3,100 | 3,255 | 3,417 | 3,588 | 3,768 |
| | | per Hour | 17.88 | 18.78 | 19.72 | 20.70 | 21.74 |
| 3 | Clerk Trainee | per Month | 3,255 | 3,417 | 3,588 | 3,768 | 3,956 |
| | | per Hour | 18.78 | 19.72 | 20.70 | 21.74 | 22.82 |
| 4 | | per Month | 3,417 | 3,588 | 3,768 | 3,956 | 4,154 |
| | | per Hour | 19.72 | 20.70 | 21.74 | 22.82 | 23.96 |
| 5 | Clerk Typist I | per Month | 3,588 | 3,768 | 3,956 | 4,154 | 4,361 |
| | Food Service Worker I | per Hour | 20.70 | 21.74 | 22.82 | 23.96 | 25.16 |
| | Instructional Aide | | | | | | |
| 6 | Bilingual Aide | per Month | 3,768 | 3,956 | 4,154 | 4,361 | 4,580 |
| | Bilingual Clerk Typist I | per Hour | 21.74 | 22.82 | 23.96 | 25.16 | 26.42 |
| | Food Service Worker II | | | | | | |
| | Alternative Education Program Aide | | | | | | |
| | READY Program Tutor | | | | | | |
| 7 | Account Clerk I | per Month | 3,956 | 4,154 | 4,361 | 4,580 | 4,808 |
| | Custodian I | per Hour | 22.82 | 23.96 | 25.16 | 26.42 | 27.74 |
| | Educational Tutor, K-8 | | | | | | |
| | Groundskeeper I | | | | | | |
| | Paraprofessional (TK/K) | | | | | | |
| | Signing Aide | | | | | | |
| | Special Circumstances Aide | | | | | | |
| | Special Education Aide | | | | | | |
| | Substitute Telephone Clerk | | | | | | |
| 8 | Account Clerk II | per Month | 4,154 | 4,361 | 4,580 | 4,808 | 5,049 |
| | Clerk Typist II | per Hour | 23.96 | 25.16 | 26.42 | 27.74 | 29.13 |
| | Cook/Baker | | | | | | |
| | Food Service Utility Worker | | | | | | |
| | Library/Media Technician | | | | | | |
| 9 | Bilingual Clerk Typist II | per Month | 4,361 | 4,580 | 4,808 | 5,049 | 5,301 |
| | Bilingual Translator/Clerk | per Hour | 25.16 | 26.42 | 27.74 | 29.13 | 30.58 |
| | Custodian II | | | | | | |
| | Delivery Worker | | | | | | |
| | Groundskeeper II | | | | | | |
| | Lead Food Service Worker | | | | | | |
| | Maintenance Worker I | | | | | | |
| 10 | Bus Driver | per Month | 4,580 | 4,808 | 5,049 | 5,301 | 5,566 |
| | Bus Driver/Service Worker | per Hour | 26.42 | 27.74 | 29.13 | 30.58 | 32.11 |
| | Health Care Assistant | | | | | | |
| | Help Desk Technician | | | | | | |
| | Secretary | | | | | | |
| | READY Site Lead | | | | | | |
| 11 | Bilingual Health Care Assistant | per Month | 4,808 | 5,049 | 5,301 | 5,566 | 5,845 |
| | Dispatcher | per Hour | 27.74 | 29.13 | 30.58 | 32.11 | 33.72 |
| | Irrigation Specialist | | | | | | |
| | Licensed Vocational Nurse | | | | | | |
| | Lead Custodian | | | | | | |
| 12 | Account Technician I | per Month | 5,049 | 5,301 | 5,566 | 5,845 | 6,137 |
| | Licensed Vocational Nurse (Bilingual) | | | | | | |
| | Warehouse/Reprographics & Mail Technician | per Hour | 29.13 | 30.58 | 32.11 | 33.72 | 35.41 |
| | Reprographics/Warehouse & Mail Technician | | | | | | |

| Range | Position | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---|---|---|---|---|---|---|
| 13 | Bus Driver/Mechanic | per Month | 5,301 | 5,566 | 5,845 | 6,137 | 6,444 |
| | Head Custodian | per Hour | 30.58 | 32.11 | 33.72 | 35.41 | 37.18 |
| | Maintenance Worker II | | | | | | |
| | Mechanic | | | | | | |
| | Parent Liaison Specialist | | | | | | |
| | Painter/Maintenance Worker II | | | | | | |
| | Teacher Resource Center Specialist | | | | | | |
| 14 | Administrative Secretary I | per Month | 5,566 | 5,845 | 6,137 | 6,444 | 6,766 |
| | | per Hour | 32.11 | 33.72 | 35.41 | 37.18 | 39.03 |
| 15 | Account Technician II - Accounts | per Month | 5,845 | 6,137 | 6,444 | 6,766 | 7,104 |
| | Payable | | | | | | |
| | Administrative Secretary II | per Hour | 33.72 | 35.41 | 37.18 | 39.03 | 40.99 |
| | Child Welfare and Attendance Specialist | | | | | | |
| | Computer Maintenance Technician | | | | | | |
| | Database Specialist I | | | | | | |
| 16 | Account Technician III | per Month | 6,137 | 6,444 | 6,766 | 7,104 | 7,460 |
| | Community Day School Specialist | per Hour | 35.41 | 37.18 | 39.03 | 40.99 | 43.04 |
| | DSF Work Control Technician | | | | | | |
| | Educational Interpreter | | | | | | |
| | Student Specialist | | | | | | |
| 17 | Bilingual Student Specialist | | | | | | |
| | Bilingual Community Day School Specialist | per Month | 6,444 | 6,766 | 7,104 | 7,460 | 7,833 |
| | Heating, Ventilation & Air | per Hour | 37.18 | 39.03 | 40.99 | 43.04 | 45.19 |
| | Conditioning Specialist | | | | | | |
| | Locksmith | | | | | | |
| 18 | Account Technician IV | per Month | 6,766 | 7,104 | 7,460 | 7,833 | 8,224 |
| | Database Specialist II | per Hour | 39.03 | 40.99 | 43.04 | 45.19 | 47.45 |
| | Lead Mechanic (Automotive) | | | | | | |
| | Network Engineer | | | | | | |
| | Systems Engineer | | | | | | |
| 19 | | per Month | 7,104 | 7,460 | 7,833 | 8,224 | 8,635 |
| | | per Hour | 40.99 | 43.04 | 45.19 | 47.45 | 49.82 |
| 20 | | per Month | 7,460 | 7,833 | 8,224 | 8,635 | 9,067 |
| | | per Hour | 43.04 | 45.19 | 47.45 | 49.82 | 52.31 |

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

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

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

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

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

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

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

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

## ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES

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

### BILINGUAL STIPEND SCHEDULE

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

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

**Professional Growth** increments will be awarded as follows:

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

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

**ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES** (cont.)

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

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

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

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

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

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

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

Adopted: 06/25/25
Effective: 07/01/25