

SALARY SCHEDULE N

**(SUPERVISORY, TECHNICAL,
CONFIDENTIAL,
AND CASUAL EMPLOYEES)**

FY18 (2017-2018 School Year)



Board Approved and Adopted: March 27, 2018

Signatures of Superintendent of Schools and School Board Chairman on File

SUPERVISORY, TECHNICAL, CONFIDENTIAL, AND CASUAL EMPLOYEE SALARY SCHEDULE

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
<u>ACCOUNTANTS</u>						
*Accountant (Level I)	A-1.01	255	R	9	-	12/11/2018
*Accountant (Level II)	A-1.02	255	R	7	-	11/07/2018
<u>ADMINISTRATORS</u>						
*Administrator, Database	D-1.10	255	R	12	-	12/11/2018
*Administrator, Information Systems (Computer Security)	C-40.01	255	R	11	-	11/07/2018
*Administrator, Network	A-13.12	255	R	10	-	12/11/2018
*Administrator, Network (Senior)	A-13.13	255	R	11	-	11/07/2018
*Administrator, PeopleSoft	A-13.18	255	R	13	-	12/11/2018
*Administrator, Systems	A-13.19	255	R	11	-	12/11/2018
<u>AGENT</u>						
* Agent, Procurement Services	A-6.01	255	R	8	-	12/11/2018
<u>ANALYSTS</u>						
*Analyst, Business Process	A-13.17	255	R	12	-	11/07/2018
*Analyst, Human Resources (Staffing)	A-13.15	255	R	8	-	11/07/2018
<u>AUDITOR</u>						
*Auditor (Level I)	A-51.02	255	R	9	-	12/11/2018
<u>CLERKS</u>						
Clerk, Accounting	C-11.01	255	R	-	\$14.54	12/11/2018
Clerk Specialist (Confidential)	C-16.03	255	R	-	\$15.14	12/11/2018
Clerk Typist (Confidential)	C-21.02	186, 255	R	-	\$14.77	11/07/2018

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
<u>COORDINATORS</u>						
*Coordinator, Benefits	C-46.66	255	R	10	-	11/07/2018
*Coordinator, Compensation and Labor Relations	C-46.63	255	R	10	-	11/07/2018
Coordinator, Financial Aid	C-46.11	255	R	-	\$27.88	08/29/2018
*Coordinator, Insurance	C-46.06	255	R	11	-	12/11/2018
*Coordinator, Multimedia Communications	S-26.37	255	R	12	-	11/07/2018
*Coordinator, Payroll	C-46.58	255	R	10	-	12/11/2018
*Coordinator, Printing Services (Senior)	M-1.13	255	R	13	-	11/07/2018
*Coordinator, Procurement Services	C-46.65	255	R	10	-	12/11/2018
*Coordinator, Professional Standards and Equity	C-46.64	255	R	10	-	11/07/2018
*Coordinator, Safety and Security	C-46.21	255	R	11	-	11/07/2018
<u>DATA PROCESSOR</u>						
Data Processor	D-1.08	255	R	5	-	11/07/2018
<u>ENGINEERS</u>						
*Engineer, Network	E-1.08	255	R	12	-	12/11/2018
*Engineer, Network (Senior)	E-1.11	255	R	13	-	12/11/2018
*Engineer, Software	E-1.09	255	R	12	-	12/11/2018
*Engineer, Software (Senior)	E-1.12	255	R	13	-	12/11/2018
*Engineer, Systems	E-1.10	255	R	12	-	12/11/2018
*Engineer, Systems (Senior)	E-1.13	255	R	13	-	12/11/2018
<u>EVALUATOR</u>						
*Evaluator, Program	C-46.29	255	R	11	-	11/07/2018
<u>GENERALIST</u>						
*Generalist, Human Resources	G-2.01	255	R	8	-	11/07/2018
<u>INTERPRETER</u>						
Interpreter, Deaf and Hard of Hearing	I-2.01	187	R	-	\$20.71	01/22/2019
<u>MANAGERS</u>						
*Manager, Digital Media	S-11.34	255	R	10	-	11/07/2018
*Manager, Energy Management (Zone)	C-46.17	255	R	9	-	11/07/2018

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
	Manager, Food and Nutrition Services (All Levels)	M-1.05	196	R	-	\$17.22	12/11/2018
	*Manager, Food and Nutrition Services (Field)	M-1.33	196	R	8	-	12/11/2018
	*Manager, Food and Nutrition Services (Healthy Living Lab)	M-1.38	196	R	9	-	12/11/2018
	*Manager, Food and Nutrition Services (Service Quality and Production Training)	M-1.39	196	R	8	-	11/07/2018
	*Manager, Information Security	M-1.16	255	R	13	-	12/11/2018
	*Manager, Information Systems (Applications)	M-1.15	255	R	13	-	11/07/2018
	*Manager, Maintenance Services	M-1.30	255	R	9	-	12/11/2018
	Manager, Military Programs	M-1.20	255	R	U. S. Army Plan Rate		11/07/2018
	*Manager, Office	M-1.06	255	R	9	-	12/11/2018
	*Manager, Office (Parent Information Center)	M-1.24	255	R	9	-	11/07/2018
	*Manager, Office (Superintendent)	M-1.27	255	R	9	-	11/07/2018
	*Manager, Project	M-1.21	255	R	10	-	11/07/2018
	*Manager, Public Records	C-46.05	255	R	11	-	11/07/2018
	*Manager, Retirement and Benefits	M-1.34	255	R	11	-	11/07/2018
	Manager, Safety and Security (Zone)	M-1.11	255	R	-	\$20.79	12/11/2018
	*Manager, Service (Zone)	M-1.14	255	R	11	-	12/11/2018
	*Manager, Staffing and Compliance	M-1.36	255	R	11	-	11/07/2018
	*Manager, Staffing and Talent Management (Senior)	SM-1.02	255	R	13	-	11/07/2018
	*Manager, Transportation Services	C-46.20	255	R	9	-	12/11/2018
<u>OFFICER</u>							
	Officer, Military Operations	J-1.01	255	R	U. S. Army Plan Rate		11/07/2018
<u>OPERATOR</u>							
	Operator, Computer	O-1.13	255	R	7	-	11/07/2018
<u>PLANNERS</u>							
	*Planner, Community Development	P-4.02	255	R	7	-	11/07/2018
	*Planner, Long-Range	P-4.01	255	R	12	-	11/07/2018

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
<u>PROGRAMMER</u>						
*Programmer, Mainframe Systems (Senior)	P-13.04	255	R	13	-	12/11/2018
<u>RECEPTIONIST</u>						
Receptionist (Board)	S-1.09	255	R	6	-	11/07/2018
<u>SECRETARIES</u>						
*Secretary (Attorney)	S-1.06	255	R	7	-	11/07/2018
*Secretary (Board)	S-1.10	255	R	7	-	11/07/2018
Secretary (Confidential)	S-1.01	255	R	4	-	11/07/2018
Secretary (Director)	S-1.05	255	R	6	-	11/07/2018
*Secretary (Executive)	S-1.07	255	R	7	-	12/11/2018
*Secretary (Executive Director)	S-1.17	255	R	7	-	11/07/2018
Secretary (Foundation)	S-1.14	255	R	6	-	11/07/2018
Secretary (Principal)	S-1.12	255	R	6	-	11/07/2018
*Secretary (Printing Services)	S-1.13	255	R	6	-	11/07/2018
*Secretary (Superintendent)	S-1.11	255	R	7	-	11/07/2018
<u>SPECIALISTS</u>						
*Specialist, Applications Support	S-11.40	255	R	10	-	11/07/2018
*Specialist, Applications Support (Senior)	S-11.41	255	R	11	-	12/11/2018
Specialist, Data Management	S-11.03	255	R	7	-	11/07/2018
*Specialist, Employee Wellness Programs	S-11.73	255	R	7	-	11/07/2018
Specialist, Grants and Program Development	S-11.42	255	R	6	-	11/07/2018
*Specialist, Graphic Design	S-11.63	255	R	8	-	11/07/2018
*Specialist, Human Resources (Staffing)	S-11.08	255	R	7	-	11/07/2018
*Specialist, Insurance and Benefits Management	S-11.10	255	R	7	-	11/07/2018
*Specialist, Multimedia Journalist	S-11.59	255	R	8	-	11/07/2018
*Specialist, Payroll	S-11.25	255	R	7	-	12/11/2018
*Specialist, Professional Standards and Equity	S-11.66	255	R	7	-	11/07/2018
*Specialist, Psychologist Support	S-11.20	196	R	6	-	12/11/2018
*Specialist, Recruitment	S-11.62	255	R	7	-	12/11/2018
*Specialist, Safety and Security (Fire Inspection)	S-11.18	255	R	10	-	11/07/2018

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
	*Specialist, Technical Applications Support	S-11.60	255	R	9	-	12/11/2018
<u>SUPERVISORS</u>							
	*Assistant Supervisor, Transportation (Bus Operators and Attendants)	A-46.01	255	R	7	-	11/07/2018
	*Supervisor, Adult and Career Education	S-26.38	255	R	10	-	11/07/2018
	*Supervisor, Adult and Career Education (ESOL)	S-26.41	255	R	9	-	11/07/2018
	*Supervisor, Applications Support	S-26.34	255	R	12	-	11/07/2018
	Supervisor, Athletic Turf, Grounds, and Irrigation	S-26.06	255	R	-	\$27.98	12/11/2018
	*Supervisor, Budget	S-26.36	255	R	11	-	11/07/2018
	Supervisor, Building	S-26.01	255	R	-	\$17.49	11/07/2018
	*Supervisor, Building (Zone)	F-6.02	255	R	8	-	12/11/2018
	*Supervisor, Business Machine	F-6.03	255	R	8	-	11/07/2018
	*Supervisor, Custodial	S-6.02	255	R	7	-	11/07/2018
	*Supervisor, District Warehouse and Recycling	S-26.18	255	R	10	-	12/11/2018
	*Supervisor, Fiscal Control	S-26.40	255	R	10	-	12/11/2018
	*Supervisor, Food and Nutrition Services (Equipment Procurement and Facilities)	S-26.14	255	R	10	-	12/11/2018
	*Supervisor, Food and Nutrition Services (Food Procurement)	S-26.04	255	R	10	-	12/11/2018
	*Supervisor, Food and Nutrition Services (Marketing and Communications)	F-6.16	255	R	10	-	12/11/2018
	*Supervisor, Food and Nutrition Services (Technology)	S-26.16	255	R	10	-	12/11/2018
	*Supervisor, Food and Nutrition Services (Training)	S-26.13	255	R	10	-	12/11/2018
	*Supervisor, Help Desk	S-26.44	255	R	12	-	12/11/2018
	*Supervisor, Information Systems (Computer Operations)	S-26.21	255	R	10	-	11/07/2018
	*Supervisor, Information Technology (Logistics)	S-26.43	255	R	7	-	12/11/2018
	Supervisor, Maintenance (Crafts)	F-6.04	255	R	-	\$27.98	12/11/2018
	Supervisor, Maintenance (Electrical)	F-6.05	255	R	-	\$30.84	12/11/2018
	Supervisor, Maintenance (Electronics)	F-6.14	255	R	-	\$30.84	12/11/2018
	*Supervisor, Maintenance (Energy Management)	F-6.15	255	R	12	-	12/11/2018

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
	Supervisor, Maintenance (Heating, Ventilation, and Air Conditioning)	F-6.00	255	R	-	\$37.52	12/11/2018
	Supervisor, Maintenance (Indoor Air Quality and Food Service Equipment)	F-6.01	255	R	-	\$32.63	12/11/2018
	Supervisor, Maintenance (Painting)	F-6.06	255	R	-	\$25.08	12/11/2018
	Supervisor, Maintenance (Plumbing)	F-6.07	255	R	-	\$31.29	12/11/2018
	*Supervisor, Maintenance (Stockroom)	S-26.02	255	R	10	-	12/11/2018
	Supervisor, Maintenance (Trades and Pest Control)	F-6.11	255	R	-	\$27.98	12/11/2018
	Supervisor, Military Property	J-1.02	255	R	U. S. Army Plan Rate		11/07/2018
	*Supervisor, Payroll (Projects)	S-26.17	255	R	11	-	12/11/2018
	*Supervisor, Property Inventory and Records Management	S-26.35	255	R	10	-	12/11/2018
	*Supervisor, Security and Video Surveillance	S-26.33	255	R	12	-	11/07/2018
	Supervisor, Shipping and Receiving	F-6.09	255	R	7	-	11/07/2018
	*Supervisor, Transportation (Data Systems)	S-26.15	255	R	10	-	11/07/2018
	Supervisor, Transportation (Garage Operations)	S-26.10	255	R	-	\$31.15	11/07/2018
	Supervisor, Transportation (Road Safety)	S-26.19	255	R	7	-	11/07/2018
	*Supervisor, Transportation (Routes)	S-26.12	255	R	9	-	11/07/2018
	*Supervisor, Transportation (Safety and Training)	S-26.20	255	R	9	-	11/07/2018
	Supervisor, Transportation and Maintenance	F-6.13	255	R	-	\$28.32	11/07/2018
<u>TECHNICIANS</u>							
	*Technician, Field Support	T-6.14	255	R	10	-	12/11/2018
	*Technician, Telecommunications	T-6.20	255	R	10	-	12/11/2018

Position	JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
<u>ADULT & COMMUNITY EDUCATION</u>						
Helping Teacher, Community School	H-11.08	-	C	-	\$12.74	11/07/2018
<u>FEE-BASED PROGRAMS</u>						
Director, Fee-Based Program	-	-	C	-	\$12.00 to \$20.00	-
Assistant Director, Fee-Based Program	-	-	C	-	\$10.00 to \$20.00	-
Instructor, Fee-Based Program	-	-	C	-	\$8.46 to \$20.00	-
Instructional Assistant, Fee-Based Program	-	-	C	-	\$8.46 to \$12.00	-
Bookkeeper, Fee-Based Program	-	-	C	-	\$8.46 to \$12.00	-
Receptionist, Fee-Based Program	-	-	C	-	\$8.46 to \$12.00	-
<u>GUEST TEACHERS</u>						
Teacher, Guest (Tier I)	T-1.10	-	C	-	\$10.99	12/11/2018
Teacher, Guest (Tier II)	T-1.10	-	C	-	\$12.36	12/11/2018
Teacher, Guest (Tier III)	T-1.10	-	C	-	\$14.14	12/11/2018
Teacher, Guest (Tier IV)	T-1.10	-	C	-	\$14.83	12/11/2018
Teacher, Guest (Tier V)	T-1.10	-	C	-	\$15.55	12/11/2018
Teacher, Guest (Long-Term) (Level I)	T-1.11	-	C	-	\$18.54	12/11/2018
Teacher, Guest (Long-Term) (Level II)	T-1.11	-	C	-	\$23.23	12/11/2018
<u>INSTRUCTORS</u>						
Instructor, Adult and Career Education (Short Course)	T-1.01	-	C	-	\$26.85	11/07/2018
Instructor, Adult and Career Education (Short Course (Criminal Justice Officer Training))	T-1.01	-	C	-	\$49.25	11/07/2018

Position		JDE	Work Year	Type	Pay Grade	Market Rate	Last Action
	Instructor, Environmental Education (Field Event)	S-35.60	-	C	-	-	12/11/2018
<u>INTERNS</u>							
	Accomplished Intern, Teacher	-	-	C	-	-	-
	Intern, Paraprofessional to Teacher	-		C	-	\$10.00	-
	Intern, School Psychologist	I-1.01	-	C	-	-	11/07/2018
	Student Intern, Communications	I-1.02	-	C	-	\$8.46	01/22/2019
	Student Intern, Transportation	I-1.03	-	C	-	\$8.46	01/22/2019
<u>SUBSTITUTES</u>							
	Substitute, Bus Operator	-	-	C	-	\$14.29	-
	Substitute, Custodian (w/ District Custodial Training)	-	-	C	-	\$11.66	-
	Substitute, Custodian (w/o District Custodial Training)	-	-	C	-	\$ 8.46	-
	Substitute, Food Service Worker	-	-	C	-	\$11.48	-
<u>OTHER CASUAL EMPLOYEES</u>							
	AVID Tutors	-	-	C	-	\$10.00	-
	Other Personnel Services	-	-	C	-	\$ 8.46	-
	Student Employee	-	-	C	-	\$ 8.46	-
	Driver, Summer Delivery	D-26.01	-	C	-	\$15.42	12/11/2018
	Temporary Employee	-	-	C	-	\$ 8.46	-

FY18 SUPERVISORY, TECHNICAL, CONFIDENTIAL PAY SCALE

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
1	10.09	10.29	10.61	10.92	11.21	11.53	11.87	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.77	16.26
2	10.99	11.21	11.53	11.87	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.20	17.71
3	11.98	12.22	12.57	12.93	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.76	19.31
4	13.04	13.30	13.67	14.07	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.45	21.05
5	14.21	14.49	14.91	15.32	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.29	22.96
6	15.47	15.76	16.23	16.70	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.28	25.02
7	16.84	17.18	17.68	18.21	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.51	27.31
8	18.36	18.72	19.27	19.84	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.92	29.79
9	20.03	20.43	21.02	21.64	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.54	32.49
10	21.83	22.26	22.93	23.59	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.43	35.44
11	23.81	24.27	24.99	25.73	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.56	38.68
12	25.96	26.49	27.27	28.06	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.54	38.65	39.81	41.00	42.24
13	28.32	28.89	29.74	30.63	31.53	32.45	33.42	34.42	35.42	36.47	37.54	38.65	39.81	40.98	42.19	43.44	44.74	46.07

SALARY SCHEDULE N SUPPLEMENTS

Shift Differential Supplement

Employees working in the Computer Operator, Information Systems position are eligible for an annual supplement for shift work performed after 4:00 p.m. and before 8:00 a.m. The percentage of these hours in relation to an 8-hour day will be applied to an annual supplement amount of \$2,920 to determine the appropriate rate for each operator.

Degree Supplements

Degree supplements, other than Doctorate, shall be paid if the degree is not required in the job description.

Doctorate	\$5,000.00
Specialist	\$4,000.00
Masters	\$2,500.00

Food and Nutrition Services

Employees working in Manager, Food and Nutrition Services positions are eligible for annual supplements based upon the number of Daily Meals served and for service as an Intern Trainer. Eligibility for Daily Meals supplement shall be determined in the spring for the following fiscal year, based upon the projected average meal equivalents developed by Food and Nutrition Services. If after the fourth quarter enrollment report, there is an increase in average meal equivalents then employees will receive an increase retroactive to July 1 of the fiscal year. All employees in Manager, Food and Nutrition Services positions at high schools shall be eligible for no less than Supplement C. Food and Nutrition Services supplements should be paid as follows:

Supplement	Daily Meals	Annual Amount
A	500 to 700	\$1568.00
B	701 to 900	\$1960.00
C	901 to 1100	\$2352.00
D	1101 to 1300	\$2744.00
E	1301 to 1500	\$3136.00
F	1501 to 1700	\$3528.00
G	1701 to 1900	\$3920.00
H	1901 to 2100	\$4312.00
I	2101 to 2300	\$4704.00
J	2301 or more	\$5096.00
Intern Trainer	-	\$3920.00

Negotiating Team Member Supplement

District Negotiating Team Member Supplement (Per Bargaining Unit):	\$1,500.00
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