

Date: July 18, 2007  
 To: Board Members  
 From: Rodger Smith  
 Through: Tom Bishop  
 Subject: Approval of Recommended Personnel Actions: Employment, Resignations, Dismissals, Leaves of Absences and Change of Status

**CLASSIFIED**

Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Anello, Grace	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Bai, Diane	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Bonnafox, Nancy	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Braund, Kristyn	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Brenner, Jillian	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Calabrese, Emily	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary

\*10.1

Regular Board Meeting of July 25, 2007

<b>Name</b>	<b>Position</b>	<b>FTE</b>	<b>Location</b>	<b>Action</b>	<b>If New Hire, Position is Expansion or Replacement</b>
Chalam, Mangalambal	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Close, Garrett	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Cunningham, Julie	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Daige, Amber	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Deel, Laurel	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Dodd, Sandra	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Drake, Kristyn	Child Care Worker I	0.20	Child Care	Approve Resignation Effective 7/19/07	
Dupree, Alecia	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Edmunds, Brent	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary

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<b>Name</b>	<b>Position</b>	<b>FTE</b>	<b>Location</b>	<b>Action</b>	<b>If New Hire, Position is Expansion or Replacement</b>
Ewing, Thomas	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Feinberg, Alana	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Feinberg, Jonathan	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Feinberg, Robert	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Frankel, Larry	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Hanlon, Tamara	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Henderson, Lauren	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Herman, Matthew	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
James, Andrew	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary

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Regular Board Meeting of July 25, 2007

<b>Name</b>	<b>Position</b>	<b>FTE</b>	<b>Location</b>	<b>Action</b>	<b>If New Hire, Position is Expansion or Replacement</b>
Kim, Elizabeth	Child Care Worker I	0.35	Child Care	Approve Resignation Effective 7/20/07	
Krishnan, Lakshmy	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/19/07	Temporary
Kuriyama, Lean	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Laing, Sean	Child Care Teacher - Preschool	0.4875	Child Care	Approve Reduction in Hours from 26 Hours per Week to 19.5 Hours per Week Effective 6/25/07	
Larson, Hannah	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Liu, Andrew	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Liu, Bianca	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Loegering, Laura	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Madrigal, Patricia	Child Care Worker I	0.75	Child Care	Approve Resignation Effective 7/6/07	

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<b>Name</b>	<b>Position</b>	<b>FTE</b>	<b>Location</b>	<b>Action</b>	<b>If New Hire, Position is Expansion or Replacement</b>
Maglonzo, Eleanor	Child Care Worker I	0.35	Child Care	Approve Resignation Effective 6/27/07	
Mariani, Edoardo	Child Care Worker I	0.45	Child Care	Approve Assignment Effective 7/9/07	Replacement
McLeod, Donald	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Mojtehed, Sheila	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Newquist, Linda	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
O'Connell, John	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Padgitt, Tedd	Children's Creative Workshop Instructor	0.21875	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Pak, Jin	Child Care Worker I	0.30	Child Care	Approve Resignation Effective 6/29/07	
Rassenti, Linda	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Riddle-Herzog, Libbey	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary

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<b>Name</b>	<b>Position</b>	<b>FTE</b>	<b>Location</b>	<b>Action</b>	<b>If New Hire, Position is Expansion or Replacement</b>
Rothman, Susan	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/23/07 to 8/3/07	Temporary
Salehi, Shida	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/23/07	Temporary
Sarebanha, Marjaneh	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Sarebanha, Taraneh	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 7/20/07	Temporary
Savage, Janice	Children's Creative Workshop Office Assistant	0.500	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Schengel, Audrey	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Schengel, Robert	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Scott, Jessika	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Skinner, David	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary

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Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Solis, Christina	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Solis, Teresa	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Spelts, Samantha	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Spelts, Samantha	Children's Creative Workshop Office Assistant	0.21875	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/2/07	Temporary
Spelts, Samantha	Child Care Worker I	0.50	Child Care	Approve Temporary Assignment Effective 6/25/07 - 8/24/07	Temporary
Thomas, Erika	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Twohy, Susan	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Ware, Sarah	Child Care Worker I	0.70	Child Care	Approve Resignation Effective 6/17/07	
Williams, Regina	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary

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Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Williams, Sydney	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Zenari, Ruth	Children's Creative Workshop Instructor	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary
Zlotnik, Sara	Children's Creative Workshop Aide	0.438	Child Care/CCW	Approve Temporary Assignment Effective 7/9/07 to 8/3/07	Temporary

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Regular Board Meeting of July 25, 2007

Date: July 18, 2007  
 To: Board Members  
 From: Rodger Smith  
 Through: Tom Bishop  
 Subject: Approval of Recommended Personnel Actions: Employment, Resignations, Dismissals, Leaves of Absences and Change of Status

**CERTIFICATED**

Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Andre, Susan	Teacher	1.00	Torrey Hills	Approve Unpaid Leave of Absence Effective 2007/2008	
Appel, Andrea	Teacher	0.53	Carmel Del Mar	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Barman, Amanda	Teacher	0.53	Del Mar Heights	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Barton, Terra	Teacher	0.52	Del Mar Hills	Approve Unpaid Leave of Absence for 48% of 2007/2008 due to Shared Contract	
Bonaguidi, Kristin	Teacher	0.42	Ashley Falls	Approve Unpaid Leave of Absence for 58% of 2007/2008 due to Shared Contract	

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Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Brame, Melissa	Teacher	0.25	Del Mar Heights	Approve Unpaid Leave of Absence for 75% of 2007/2008 due to Shared Contract	
Carlson, Lynnette	Speech Language Pathologist	1.00	Carmel Del Mar	Approve Retirement Effective 6/15/07	
Catilus, Alison	Teacher	0.53	Del Mar Heights	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Chavez, Michele	Teacher	0.53	Sage Canyon	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Cluxton, Stephanie	Teacher	0.53	Torrey Hills	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Cole, Debra	Teacher	0.53	Torrey Hills	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Correia, Wendy	Teacher	0.53	Sage Canyon	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	

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Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Delliquadri, Jennifer	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
DeVico, Minnie	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Doyle, Amy	Teacher	0.53	Ashley Falls	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Faulkner, Carol	Teacher	0.80	Del Mar Heights	Approve Unpaid Leave of Absence for 20% of 2007/2008 due to Shared Contract	
Fresquez, Elena	Speech Language Pathologist	1.00	Sage Canyon	Approve Resignation Effective 6/15/07	
Grosse, Shelley	Teacher	0.24	Sycamore Ridge	Approve Unpaid Leave of Absence for 76% of 2007/2008 due to Shared Contract	
Hemingway, Leah	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	

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Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Hodges, Terri	School Psychologist	0.40	Ocean Air	Approve Assignment Effective 8/22/07	Expansion
Holmes, Diana	Teacher	0.53	Carmel Del Mar	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Jackson, Mandy	Teacher	1.00	Torrey Hills	Approve Temporary Assignment Effective 8/22/07	Temporary
Jackson, Michelle	Teacher	0.53	Torrey Hills	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Kalt, Leandra	Teacher	0.53	Sage Canyon	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Karcsay, Julie	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Litt, Jennifer	Teacher	0.82	Sycamore Ridge	Approve Unpaid Leave of Absence for 18% of 2007/2008 due to Shared Contract	

\*10.1

Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
Love, Heather	Teacher	1.00	Ashley Falls	Approve Temporary Assignment Effective 8/22/07	Temporary
McCarthy, Laura	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Mullins, Lisa	Teacher	0.53	Del Mar Hills	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Persidok, Kristina	Teacher	0.53	Ocean Air	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Raskin, Sarah	Teacher	1.00	Sage Canyon	Approve Temporary Assignment Effective 8/22/07	Temporary
Rinaldi-Williams, Christine	Teacher	0.53	Ashley Falls	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Roberts, Shawna	Teacher	1.00	Torrey Hills	Approve Temporary Assignment Effective 8/22/07	Temporary

Name	Position	FTE	Location	Action	If New Hire, Position is Expansion or Replacement
White, Marnie	Teacher	0.63	Ashley Falls	Approve Unpaid Leave of Absence for 37% of 2007/2008 due to Shared Contract	
Wojtkowski, Wendy	Teacher	0.53	Sage Canyon	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	
Zitko, Laurel	Teacher	0.53	Torrey Hills	Approve Unpaid Leave of Absence for 47% of 2007/2008 due to Shared Contract	

\*10.1

Regular Board Meeting of July 25, 2007

*Regular Board Meeting of July 25, 2007*

July 18, 2007

To: Board Members  
From: Rodger Smith  
Through: Tom Bishop  
Subject: Approval of Revised Salary Schedule for Classified Employees

In order to clearly establish the position of Occupational Therapist (OT) as a classified employee position in the district, it became necessary to modify the current classified salary schedule. The current salary schedule for OT's is structured in a manner that is similar to a certificated employee; this structure does not afford the OT's an opportunity to earn vacation time and it is not based upon an hourly wage. Due to the fact that the OT's are not certificated employees and they are not management employees, the logical group to which they should be attached is that of classified employees. In that regard, it became mandatory to establish an appropriate range for compensation on the classified salary schedule. The DMUSD currently employs 3 Occupational Therapists for a total of 1.7 full time equivalent positions. The recommended range assignment for the OT's is range 51 on the proposed revised classified salary schedule.

As district staff began to develop a modified version of the classified salary schedule with the additional ranges that would be necessary to accommodate the OT's current level of compensation, discrepancies in the structure of the classified salary schedule were discovered. Generally, salary schedules are constructed in such a way that a mathematical relationship exists between ranges and steps within ranges. This relationship is commonly known as a "uniform" salary schedule. For most of our current schedule, there is a 2.5% differential from one range to the next, and a 5% differential from one step to another within a range. As staff attempted to add more ranges to the existing classified salary schedule in order to accommodate the current salary level for the OT's, it became apparent that this uniformity was not always present in the current salary schedule.

For an example, the current salary schedule does not have a range 36 or 37. If the current schedule was constructed in a uniform manner, the first step for range 38 should be \$23.58 per hour, or 7.5% higher than the first step for range 35. The

actual first step for range 38 on the current schedule is \$23.23 which is only 6% above range 35.

As a second example, the current schedule does not have a range 39. The difference between range 38 and range 40 should be 5%, or two times 2.5%. However, the current differential between range 38 and range 40 on the current schedule is only 2.7%.

Due to the fact that it is necessary to add ranges to the current salary schedule in order to establish an appropriate range for the Occupational Therapists, district staff believes that this opportunity should also be taken to correct the classified salary schedule and make it uniform from range to range and step to step. Staff proposes to realign the current schedule from range 33 through range 41 and add ranges 42 through 52 in order to establish a clear, uniform salary schedule for classified employees for the future.

### **Impact of Realigning the Classified Salary Schedule**

Realignment of the current classified salary schedule would have an impact on two groups of employees: those currently placed on range 38 and on range 40. The impact is that, due to the irregularities of the current schedule, the new schedule and the current schedule do not match in terms of levels of compensation in these ranges. For range 38, the net result of the realignment would be a slight increase the annual salaries for five employees: the positions of Computer Technician Supervisor, Webmaster/Technology Technician, Computer Network/Telecommunication Specialist, PE Coordinator, and Scientist in Residence. (The possibility of reassigning these positions to range 37 on the new schedule was investigated, however, doing so would result in a decrease in compensation for these positions and was, therefore, rejected as a viable option.) The increases to these positions would range from \$201.64 annually to \$1156.76 annually. The total additional salary costs to the district for this modification would be \$3724.48 for 2007-2008.

For employees currently placed on range 40, staff recommends reassigning this group of four employees to the new range 39, which would also result in a slight increase in annual salary for these employees. The positions affected by this modification would be Payroll Supervisor, Business Services Specialist, Licensed Vocational Nurse and Licensed Vocational Nurse Aide. The increases would range from \$364.82 to \$887.39; the total additional salary costs for this change for 2007-2008 would be \$2645.50. (It is important to note that there are no negative impacts to any classified employees that would result from the proposed modifications to the classified salary schedule.)

A copy of the current classified salary schedule and the proposed modified salary schedule follow this narrative.

To summarize, the recommended action on this item is to approve the proposed revised salary schedule for classified employees. By doing so, the Board will be reassigning employees currently placed at range 40 to range 39 and the position of Occupational Therapist will be assigned to range 51.

**FISCAL IMPACT:** The fiscal impact of approving the modified salary schedule for classified employees is that salary costs will increase by \$6369.98 for 2007-2008. This increase will be supported by the general fund.

**RECOMMENDED:** The Superintendent Recommends Approval of the Revised Salary Schedule for Classified Employees.

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*Regular Board Meeting of July 25, 2007*

DEL MAR UNION SCHOOL DISTRICT  
GROUP 1 - REGULAR CLASSIFIED

Current

CLASSIFIED SALARY SCHEDULE: Effective July 1, 2006

ADOPTED BY BOARD OF TRUSTEES - AUGUST 30, 2006

Modifications made to various ranges Effective October 1, 2004 - approved by Board on September 29, 2004

Modifications made to various ranges Effective July 1, 2005 - approved by Board on June 29, 2005

Modifications made to Position Titles - approved by Board on November 16, 2005

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY
1	\$19,673.23 1,639.44 9.46	\$20,652.94 1,721.08 9.98	\$21,684.02 1,807.00 10.43	\$22,766.47 1,897.21 10.95	\$23,907.81 1,992.32 11.49	\$25,105.51 2,092.13 12.07	\$26,357.09 2,196.42 12.67	\$27,675.07 2,306.26 13.31	\$29,058.82 2,421.57 13.97	\$30,442.58 2,536.88 14.64	\$31,826.33 2,652.19 15.30
2	\$20,161.84 1,680.15 9.69	\$21,169.11 1,764.09 10.18	\$22,229.00 1,852.42 10.69	\$23,337.76 1,944.81 11.22	\$24,504.15 2,042.01 11.78	\$25,731.93 2,144.33 12.37	\$27,017.33 2,251.44 12.99	\$28,366.63 2,363.89 13.64	\$29,784.96 2,482.08 14.32	\$31,203.30 2,600.27 15.00	\$32,621.63 2,718.47 15.63
3	\$20,665.47 1,722.12 9.94	\$21,697.81 1,808.15 10.43	\$22,784.01 1,898.67 10.95	\$23,919.07 1,993.26 11.50	\$25,118.04 2,093.17 12.08	\$26,373.38 2,197.76 12.68	\$27,682.61 2,307.72 13.31	\$29,078.24 2,423.19 13.98	\$30,532.15 2,544.35 14.63	\$31,986.07 2,665.51 15.38	\$33,439.98 2,786.66 16.03
4	\$21,179.13 1,764.93 10.18	\$22,240.28 1,853.96 10.69	\$23,354.05 1,946.17 11.23	\$24,519.18 2,043.27 11.79	\$25,746.96 2,145.56 12.38	\$27,031.11 2,252.59 13.00	\$28,366.63 2,365.56 13.65	\$29,763.63 2,483.64 14.33	\$31,233.81 2,607.82 15.05	\$32,784.00 2,732.00 15.76	\$34,274.18 2,856.18 16.48
5	\$21,710.33 1,809.19 10.44	\$22,795.29 1,899.61 10.96	\$23,937.87 1,994.82 11.51	\$25,131.82 2,094.32 12.08	\$26,390.92 2,199.24 12.69	\$27,712.65 2,309.39 13.32	\$29,093.27 2,424.44 13.99	\$30,550.92 2,545.86 14.63	\$32,077.84 2,673.15 15.42	\$33,605.35 2,800.45 16.16	\$35,192.87 2,927.74 16.89
6	\$22,252.81 1,854.40 10.70	\$23,369.08 1,947.42 11.24	\$24,534.22 2,044.52 11.80	\$25,760.74 2,146.73 12.38	\$27,051.16 2,254.26 13.01	\$28,401.71 2,368.81 13.65	\$29,821.17 2,485.10 14.34	\$31,312.04 2,609.34 15.05	\$32,877.64 2,739.80 15.81	\$34,443.25 2,870.27 16.56	\$36,008.85 3,000.74 17.31
7	\$22,809.07 1,900.76 10.97	\$23,950.40 1,995.87 11.51	\$25,150.61 2,095.88 12.09	\$26,407.20 2,200.60 12.70	\$27,726.44 2,310.54 13.33	\$29,110.82 2,425.90 14.00	\$30,566.60 2,547.22 14.70	\$32,096.92 2,674.69 15.43	\$33,701.13 2,808.43 16.20	\$35,305.95 2,942.16 16.97	\$36,910.76 3,075.90 17.75
8	\$23,381.61 1,948.47 11.24	\$24,549.25 2,045.77 11.80	\$25,779.54 2,148.29 12.39	\$27,066.20 2,255.52 13.01	\$28,419.25 2,368.27 13.66	\$29,841.22 2,486.77 14.35	\$31,333.94 2,611.11 15.06	\$32,900.64 2,741.72 15.82	\$34,545.67 2,878.81 16.61	\$36,190.70 3,015.89 17.40	\$37,835.73 3,152.98 18.19
9	\$23,965.43 1,997.12 11.52	\$25,164.39 2,097.03 12.10	\$26,420.98 2,201.75 12.70	\$27,741.47 2,311.79 13.34	\$29,129.60 2,427.47 14.00	\$30,584.15 2,548.68 14.70	\$32,115.11 2,676.26 15.44	\$33,719.98 2,810.00 16.21	\$35,405.98 2,950.50 17.02	\$37,091.98 3,091.00 17.83	\$38,777.98 3,231.50 18.64
10	\$24,564.29 2,047.02 11.81	\$25,793.31 2,149.44 12.40	\$27,078.72 2,256.56 13.02	\$28,436.79 2,369.73 13.67	\$29,857.51 2,488.13 14.35	\$31,349.63 2,612.47 15.07	\$32,916.92 2,743.08 15.83	\$34,560.63 2,880.05 16.62	\$36,288.67 3,024.06 17.45	\$38,016.70 3,168.06 18.28	\$39,744.73 3,312.06 19.11
11	\$25,176.92 2,098.08 12.10	\$26,496.02 2,203.00 12.71	\$27,756.51 2,313.04 13.34	\$29,145.90 2,428.82 14.01	\$30,605.44 2,550.45 14.71	\$32,133.90 2,677.83 15.45	\$33,740.03 2,811.67 16.22	\$35,427.60 2,952.30 17.03	\$37,198.98 3,099.91 17.88	\$38,970.36 3,247.53 18.74	\$40,741.74 3,395.14 19.59
12	\$25,807.10 2,150.59 12.51	\$27,100.02 2,258.33 13.03	\$28,451.83 2,370.99 13.68	\$29,875.04 2,489.59 14.36	\$31,368.47 2,614.03 15.08	\$32,936.97 2,744.75 15.84	\$34,583.19 2,881.93 16.63	\$36,315.86 3,026.32 17.46	\$38,131.65 3,177.64 18.33	\$39,947.44 3,328.95 19.21	\$41,763.23 3,480.27 20.08
13	\$26,451.05 2,204.25 12.72	\$27,776.55 2,314.71 13.35	\$29,162.18 2,430.18 14.02	\$30,621.73 2,551.81 14.72	\$32,153.95 2,679.50 15.46	\$33,761.33 2,813.44 16.23	\$35,447.64 2,953.97 17.04	\$37,222.91 3,101.91 17.90	\$39,084.05 3,257.00 18.79	\$40,945.20 3,412.10 19.69	\$42,806.34 3,567.20 20.58
14	\$27,112.55 2,259.38 13.03	\$28,470.62 2,372.55 13.69	\$29,893.84 2,491.15 14.37	\$31,368.47 2,615.71 15.09	\$32,958.26 2,746.52 15.85	\$34,605.74 2,883.81 16.64	\$36,334.65 3,027.89 17.47	\$38,156.27 3,179.69 18.34	\$40,064.08 3,338.67 19.26	\$41,971.89 3,497.66 20.18	\$43,879.71 3,656.64 21.10
15	\$27,792.84 2,316.07 13.36	\$29,183.48 2,431.96 14.03	\$30,641.77 2,553.48 14.73	\$32,171.49 2,680.96 15.47	\$33,783.88 2,815.32 16.24	\$35,471.45 2,955.95 17.05	\$37,242.95 3,103.58 17.91	\$39,105.91 3,258.83 18.80	\$41,061.21 3,421.77 19.74	\$43,016.50 3,584.71 20.68	\$44,971.80 3,747.65 21.62
16	\$28,484.40 2,373.70 13.69	\$29,911.37 2,492.61 14.36	\$31,408.51 2,617.38 15.10	\$32,977.06 2,748.09 15.85	\$34,627.04 2,885.59 16.65	\$36,359.70 3,029.98 17.48	\$38,172.55 3,181.05 18.35	\$40,083.12 3,340.26 19.27	\$42,087.28 3,507.27 20.23	\$44,091.43 3,674.29 21.20	\$46,095.59 3,841.30 22.16
17	\$29,199.77 2,433.31 14.04	\$30,658.07 2,554.84 14.74	\$32,191.53 2,682.63 15.48	\$33,800.17 2,816.68 16.25	\$35,491.49 2,957.62 17.06	\$37,268.01 3,105.67 17.92	\$39,129.72 3,260.81 18.81	\$41,085.39 3,423.78 19.75	\$43,139.66 3,594.97 20.74	\$45,193.93 3,766.16 21.73	\$47,248.20 3,937.35 22.72
18	\$29,928.92 2,494.08 14.39	\$31,422.26 2,618.52 15.11	\$32,994.60 2,749.55 15.86	\$34,643.32 2,886.94 16.66	\$36,377.24 3,031.44 17.45	\$38,200.12 3,183.34 18.37	\$39,820.12 3,342.24 19.28	\$42,112.71 3,509.39 20.25	\$44,218.35 3,684.86 21.26	\$46,323.96 3,860.33 22.27	\$48,429.62 4,035.80 23.28

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY	MONTHLY
	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY
19	\$90,676.85 2,556.40 14.75	\$92,214.09 2,684.51 15.49	\$93,825.22 2,818.77 16.26	\$95,510.28 2,959.19 17.07	\$97,289.31 3,107.44 17.93	\$99,149.76 3,262.48 18.82	\$41,109.18 3,425.77 19.76	\$43,166.34 3,597.20 20.75	\$45,324.66 3,777.06 21.79	\$47,482.98 3,956.91 22.83	\$49,641.29 4,136.77 23.87
20	\$91,443.59 2,620.30 15.12	\$93,017.15 2,751.43 15.87	\$94,665.88 2,888.82 16.67	\$96,401.05 3,033.42 17.50	\$98,218.91 3,184.91 18.37	\$40,131.95 3,344.33 19.29	\$42,137.77 3,511.48 20.26	\$44,245.03 3,687.09 21.27	\$46,457.28 3,871.44 22.34	\$48,689.54 4,055.79 23.40	\$50,881.79 4,240.15 24.46
21	\$92,229.12 2,685.76 15.49	\$93,842.76 2,820.23 16.27	\$95,594.09 2,961.17 17.06	\$97,309.35 3,109.11 17.94	\$99,178.58 3,264.88 18.84	\$41,134.25 3,427.85 19.78	\$43,190.15 3,599.18 20.76	\$45,351.28 3,779.27 21.80	\$47,618.85 3,968.24 22.89	\$49,886.41 4,157.20 23.98	\$52,153.98 4,346.16 25.07
22	\$93,034.69 2,752.89 15.88	\$94,688.43 2,890.70 16.68	\$96,422.35 3,035.20 17.51	\$98,243.96 3,187.00 18.39	\$40,155.79 3,346.32 19.31	\$42,164.07 3,513.67 20.27	\$44,268.84 3,689.07 21.28	\$46,482.59 3,879.55 22.35	\$48,806.72 4,067.23 23.46	\$51,130.85 4,260.90 24.58	\$53,454.98 4,454.58 25.70
23	\$93,859.05 2,821.59 16.28	\$95,554.13 2,962.84 17.09	\$97,333.16 3,111.10 17.95	\$99,198.62 3,266.55 18.85	\$41,160.56 3,430.05 19.79	\$43,218.96 3,601.58 20.78	\$45,377.60 3,781.47 21.82	\$47,646.47 3,970.54 22.91	\$50,028.80 4,169.07 24.05	\$52,411.12 4,367.59 25.20	\$54,793.44 4,566.12 26.34
24	\$94,683.41 2,890.28 16.67	\$96,442.39 3,036.87 17.52	\$98,266.52 3,188.88 18.40	\$40,178.94 3,348.19 19.32	\$42,187.88 3,515.66 20.28	\$44,296.40 3,691.37 21.30	\$46,512.66 3,876.05 22.36	\$48,837.92 4,069.83 23.48	\$51,279.81 4,273.32 24.65	\$53,721.71 4,476.81 25.83	\$56,163.60 4,680.30 27.00
25	\$95,576.68 2,964.72 17.10	\$97,355.70 3,112.98 17.96	\$99,223.68 3,268.64 18.86	\$41,181.86 3,431.82 19.80	\$43,240.26 3,603.36 20.79	\$45,403.90 3,783.66 21.83	\$47,671.53 3,972.63 22.92	\$50,061.93 4,171.83 24.07	\$52,565.03 4,380.42 25.27	\$55,068.13 4,589.01 26.48	\$57,571.22 4,797.60 27.68
26	\$96,467.45 3,038.95 17.53	\$98,286.56 3,190.55 18.41	\$40,202.14 3,350.18 19.33	\$42,214.19 3,517.85 20.30	\$44,322.71 3,693.56 21.31	\$46,537.72 3,878.14 22.37	\$48,869.24 4,072.44 23.49	\$51,312.26 4,276.02 24.67	\$53,877.87 4,489.82 25.90	\$56,443.49 4,703.62 27.14	\$59,009.10 4,917.42 28.37
27	\$97,377.00 3,114.75 17.97	\$99,246.23 3,270.52 18.87	\$41,206.91 3,433.91 19.81	\$43,269.08 3,605.76 20.80	\$45,433.97 3,786.16 21.84	\$47,704.10 3,975.34 22.93	\$50,088.99 4,173.92 24.08	\$52,593.91 4,382.83 25.29	\$55,223.60 4,601.97 26.55	\$57,853.30 4,821.11 27.81	\$60,482.99 5,040.25 29.08
28	\$98,311.62 3,192.63 18.42	\$40,225.95 3,352.16 19.34	\$42,239.24 3,519.94 20.31	\$44,347.76 3,695.65 21.32	\$46,567.78 3,880.65 22.39	\$48,895.55 4,074.63 23.51	\$51,342.33 4,278.53 24.68	\$53,905.62 4,492.14 25.92	\$56,600.90 4,716.74 27.21	\$59,296.19 4,941.35 28.51	\$61,991.47 5,165.85 29.80
29	\$99,271.29 3,272.61 18.88	\$41,233.22 3,436.10 19.82	\$43,292.88 3,607.74 20.81	\$45,459.03 3,788.25 21.86	\$47,730.41 3,977.53 22.95	\$50,120.82 4,176.73 24.10	\$52,621.47 4,385.12 25.30	\$55,252.54 4,604.38 26.56	\$58,015.17 4,834.60 27.89	\$60,777.80 5,064.82 29.22	\$63,540.43 5,295.04 30.55
30	\$40,252.26 3,354.35 19.35	\$42,264.31 3,522.03 20.32	\$44,376.58 3,698.05 21.33	\$46,592.84 3,882.74 22.40	\$48,926.87 4,077.24 23.52	\$51,373.65 4,281.14 24.70	\$53,943.21 4,495.27 25.93	\$56,636.80 4,719.73 27.23	\$59,468.64 4,955.72 28.59	\$62,300.48 5,191.71 29.95	\$65,132.32 5,427.69 31.31
31	\$41,255.77 3,437.98 19.83	\$43,321.69 3,610.14 20.83	\$45,487.84 3,790.65 21.87	\$47,760.48 3,980.04 22.96	\$50,145.87 4,178.82 24.11	\$52,655.30 4,387.94 25.32	\$55,291.26 4,607.60 26.58	\$58,052.49 4,837.71 27.91	\$60,955.12 5,079.59 29.31	\$63,857.74 5,321.48 30.70	\$66,760.37 5,563.98 32.10
32	\$42,288.11 3,524.01 20.33	\$44,400.38 3,700.03 21.35	\$46,624.16 3,885.35 22.42	\$48,953.18 4,079.43 23.54	\$51,403.72 4,283.64 24.71	\$53,968.27 4,497.36 25.95	\$56,670.62 4,722.55 27.25	\$59,503.28 4,958.61 28.61	\$62,478.44 5,206.54 30.04	\$65,453.61 5,454.47 31.47	\$68,428.77 5,702.40 32.90
33	\$43,346.75 3,612.23 20.84	\$45,512.90 3,792.74 21.88	\$47,789.30 3,982.44 22.98	\$50,178.45 4,181.54 24.12	\$52,687.87 4,390.66 25.33	\$55,320.07 4,610.01 26.60	\$58,088.83 4,840.74 27.93	\$60,990.99 5,082.53 29.32	\$64,039.91 5,336.66 30.79	\$67,089.43 5,590.79 32.25	\$70,138.95 5,844.91 33.72
35	\$45,541.71 3,795.14 21.90	\$47,818.11 3,984.84 22.99	\$50,205.51 4,184.04 24.14	\$52,719.19 4,393.27 25.35	\$55,356.40 4,613.03 26.61	\$58,123.91 4,843.66 27.94	\$61,029.23 5,085.77 29.34	\$64,081.13 5,340.09 30.81	\$67,285.19 5,607.10 32.35	\$70,489.24 5,874.10 33.89	\$73,693.30 6,141.11 35.43
38	\$48,928.01 4,027.33 23.23	\$50,744.73 4,228.73 24.40	\$53,281.71 4,440.14 25.62	\$55,945.23 4,662.10 26.90	\$58,742.81 4,895.23 28.24	\$61,679.45 5,139.95 29.65	\$64,763.92 5,396.99 31.14	\$68,002.49 5,666.87 32.69	\$71,402.62 5,950.22 34.33	\$74,802.74 6,233.56 35.96	\$78,202.87 6,516.91 37.60
40	\$49,606.50 4,133.88 23.85	\$52,086.83 4,340.57 25.04	\$54,691.17 4,557.60 26.29	\$57,425.73 4,785.48 27.61	\$60,297.02 5,024.75 28.99	\$63,311.86 5,275.99 30.44	\$66,477.46 5,539.79 31.96	\$69,801.33 5,816.78 33.56	\$73,291.40 6,107.62 35.24	\$76,781.47 6,398.46 36.91	\$80,271.53 6,689.29 38.59
41	\$52,813.15 4,401.10 25.39	\$55,454.12 4,621.18 26.66	\$58,227.90 4,852.32 27.99	\$61,138.22 5,094.85 29.39	\$64,195.14 5,349.59 30.86	\$67,404.90 5,617.07 32.41	\$70,775.00 5,897.92 34.03	\$74,314.26 6,192.86 35.73	\$78,029.98 6,502.50 37.51	\$81,745.69 6,812.14 39.30	\$85,461.40 7,121.78 41.09

<u>RANGE</u>	<u>BARGAINING UNIT CLASSIFICATION</u>
5	Summer Temporary Custodian
6	School Age - Childcare Worker I Noon Duty Supervisor
8	Crossing Guard
10	School Age Child Care Worker II Childcare Instructional Assistant - Preschool Instructional Aide I - Classroom, ELL Aide
11	Child Care Program Specialist
12	Special Education Aide I Childcare Teacher - Preschool
14	Child Nutrition Services Assistant
16	Custodian/Night Custodian Instructional Aide II - ESC, PE Volunteer Coordinator Health Care Technician
18	Special Education Aide II
19	District Groundsman/Custodian Child Nutrition Delivery Driver
20	Account Clerk
21	School Plant Managers Utility Worker/Driver School Office Assistant Library Media Specialist
23	Maintenance/Operations Tradesman Assistant Child Care Director Lead Night Custodian

<u>RANGE</u>	<u>BARGAINING UNIT CLASSIFICATION</u>
24	Account Technician
26	Child Care Administrative Assistant School Administrative Assistant District Office Administrative Assistant
28	Childcare Accounting Specialist
30	Maintenance Worker III
32	Program Assistant, Pupil Services Program Assistant, Curriculum and Instruction Student Info Data Mgmt Coordinator
33	Webmaster/Technology Technician Certified Occupational Therapy Assistant (COTA) Custodial Services Supervisor
35	Personnel Technician
38	Computer Technician Supervisor Computer/Network/Telecommunications Systems Technician Scientist In Residence PE Director/ Coordinator
40	LVN/Aide Business Services Specialist Payroll/Benefits Supervisor
41	Business Services Coordinator Facilities Construction Coordinator

## Salary Rules

*\*Longevity Increase after the following years of service:*

- 10 years of service - 5% Increase
- 15 years of service - 10% Increase
- 20 years of service - 15% Increase

*Vacation is based upon a 12 month year:*

- 6 days - 6 months of service
- 12 days - 1 through 4 years of service - 1 day per month
- 15 days - 5 through 9 years of service - 1.25 days per month
- 18 days - 10 through 19 years of service - 1.5 days per month

- 1) Initial placement: Experience credit of two years may be applied at the time of employment. Such experience credit must relate to assignment in Del Mar. The Board of Trustees may grant additional years of experience credit upon the recommendation of the Superintendent.
- 2) Experience increments relate to length of service.
- 3) Range placement relates to job assignment exclusively.
- 4) Experience increments are earned annually and are effective on July 1. In order to qualify for an experience increment, an employee must have service in paid status in a position in the classified service for at least 75% of the required days of service in the job assignment. Vacation and holiday periods are excluded from this calculation.
- 5) Salary ranges are assigned to job assignments. If an employee is reclassified into a different salary range during the year, the employee remains in the currently assigned experience column. If a range change is to become effective in an ensuing year, the employee will move to the next appropriate experience column, except that no employee may advance more than a single experience column in any single year.
- 6) Employees are eligible for Longevity at the beginning of the Fiscal Year (July 1st) of their eleventh, sixteenth, and twenty-first year of service at the District.
- 7) Range placement is made by the Board of Trustees upon recommendation of the Superintendent.

Proposed

**DEL MAR UNION SCHOOL DISTRICT  
GROUP 1 - REGULAR CLASSIFIED 2006-2007 DRAFT**

CLASSIFIED SALARY SCHEDULE: Effective July 1, 2006  
 ADOPTED BY BOARD OF TRUSTEES - AUGUST 30, 2006  
 Modifications made to various ranges Effective October 1, 2004 - approved by Board on September 29, 2004  
 Modifications made to various ranges Effective July 1, 2005 - approved by Board on June 29, 2005  
 Modifications made to Position Titles - approved by Board on November 16, 2005

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY
1	\$19,673.23 1,639.44 9.46	\$20,652.94 1,721.08 9.93	\$21,684.02 1,807.00 10.43	\$22,766.47 1,897.21 10.95	\$23,907.81 1,992.32 11.49	\$25,105.51 2,092.13 12.07	\$26,357.09 2,196.42 12.67	\$27,675.07 2,306.26 13.31	\$29,058.82 2,421.57 13.97	\$30,442.58 2,536.88 14.64	\$31,826.33 2,652.19 15.30
2	\$20,161.84 1,680.15 9.69	\$21,169.11 1,764.09 10.18	\$22,229.00 1,852.42 10.69	\$23,337.76 1,944.81 11.22	\$24,504.15 2,042.01 11.78	\$25,731.93 2,144.33 12.37	\$27,017.33 2,251.44 12.99	\$28,366.63 2,363.89 13.64	\$29,784.96 2,482.08 14.32	\$31,203.30 2,600.27 15.00	\$32,621.63 2,718.47 15.68
3	\$20,665.47 1,722.12 9.94	\$21,697.81 1,808.15 10.43	\$22,784.01 1,898.67 10.95	\$23,919.07 1,993.26 11.50	\$25,118.04 2,093.17 12.08	\$26,373.38 2,197.78 12.68	\$27,692.61 2,307.72 13.31	\$29,078.24 2,423.19 13.98	\$30,532.15 2,544.35 14.68	\$31,986.07 2,665.51 15.38	\$33,439.98 2,786.66 16.08
4	\$21,179.13 1,764.93 10.18	\$22,240.28 1,853.36 10.69	\$23,354.05 1,946.17 11.23	\$24,519.18 2,043.27 11.79	\$25,746.96 2,145.58 12.38	\$27,031.11 2,252.59 13.00	\$28,386.68 2,365.56 13.65	\$29,803.63 2,483.64 14.33	\$31,293.81 2,607.82 15.05	\$32,784.00 2,732.00 15.76	\$34,274.18 2,856.18 16.48
5	\$21,710.33 1,809.19 10.44	\$22,795.29 1,899.61 10.96	\$23,937.87 1,994.82 11.51	\$25,131.82 2,094.32 12.08	\$26,390.92 2,199.24 12.69	\$27,712.65 2,309.39 13.32	\$29,093.27 2,424.44 13.99	\$30,550.32 2,545.86 14.69	\$32,077.84 2,673.15 15.42	\$33,605.35 2,800.45 16.16	\$35,132.87 2,927.74 16.89
6	\$22,252.81 1,854.40 10.70	\$23,369.08 1,947.42 11.24	\$24,534.22 2,044.52 11.80	\$25,760.74 2,146.73 12.38	\$27,051.16 2,254.26 13.01	\$28,401.71 2,366.81 13.65	\$29,821.17 2,485.10 14.34	\$31,312.04 2,609.34 15.05	\$32,877.64 2,739.80 15.81	\$34,443.25 2,870.27 16.56	\$36,008.85 3,000.74 17.31
7	\$22,809.07 1,900.76 10.97	\$23,950.40 1,995.87 11.51	\$25,150.61 2,095.88 12.09	\$26,407.20 2,200.60 12.70	\$27,726.44 2,310.54 13.33	\$29,110.82 2,425.90 14.00	\$30,566.60 2,547.22 14.70	\$32,096.32 2,674.69 15.43	\$33,701.13 2,808.43 16.20	\$35,305.95 2,942.16 16.97	\$36,910.76 3,075.90 17.75
8	\$23,381.61 1,948.47 11.24	\$24,549.25 2,045.77 11.80	\$25,779.54 2,148.29 12.39	\$27,066.20 2,255.52 13.01	\$28,419.25 2,368.27 13.66	\$29,841.22 2,486.77 14.35	\$31,333.34 2,611.11 15.06	\$32,900.64 2,741.72 15.82	\$34,545.67 2,878.81 16.61	\$36,190.70 3,015.89 17.40	\$37,835.73 3,152.98 18.19
9	\$23,965.43 1,997.12 11.52	\$25,164.39 2,097.03 12.10	\$26,420.98 2,201.75 12.70	\$27,741.47 2,311.79 13.34	\$29,129.60 2,427.47 14.00	\$30,584.15 2,548.68 14.70	\$32,115.11 2,676.26 15.44	\$33,719.98 2,810.00 16.21	\$35,405.98 2,950.50 17.02	\$37,091.98 3,091.00 17.83	\$38,777.98 3,231.50 18.64
10	\$24,564.29 2,047.02 11.81	\$25,793.31 2,149.44 12.40	\$27,078.72 2,256.56 13.02	\$28,436.79 2,369.73 13.67	\$29,857.51 2,488.13 14.35	\$31,349.63 2,612.47 15.07	\$32,916.92 2,743.08 15.83	\$34,560.63 2,880.05 16.62	\$36,288.67 3,024.06 17.45	\$38,016.70 3,168.06 18.28	\$39,744.73 3,312.06 19.11
11	\$25,176.92 2,098.08 12.10	\$26,436.02 2,203.00 12.71	\$27,756.51 2,313.04 13.34	\$29,145.90 2,428.82 14.01	\$30,605.44 2,550.45 14.71	\$32,133.90 2,677.83 15.45	\$33,740.03 2,811.67 16.22	\$35,427.60 2,952.30 17.03	\$37,198.98 3,099.91 17.88	\$38,970.36 3,247.53 18.74	\$40,741.74 3,395.14 19.59
12	\$25,807.10 2,150.59 12.41	\$27,100.02 2,258.33 13.03	\$28,451.83 2,370.99 13.68	\$29,875.04 2,489.59 14.36	\$31,368.42 2,614.03 15.08	\$32,936.97 2,744.75 15.84	\$34,583.19 2,881.93 16.63	\$36,315.86 3,026.32 17.46	\$38,131.65 3,177.64 18.33	\$39,947.44 3,328.95 19.21	\$41,763.23 3,480.27 20.08
13	\$26,451.05 2,204.25 12.72	\$27,776.55 2,314.71 13.35	\$29,162.18 2,430.18 14.02	\$30,621.73 2,551.81 14.72	\$32,153.95 2,679.50 15.46	\$33,761.33 2,813.44 16.23	\$35,447.64 2,953.97 17.04	\$37,222.91 3,101.91 17.90	\$39,084.05 3,257.00 18.79	\$40,945.20 3,412.10 19.69	\$42,806.34 3,567.20 20.58
14	\$27,112.55 2,259.38 13.03	\$28,470.62 2,372.55 13.69	\$29,893.84 2,491.15 14.37	\$31,388.47 2,615.71 15.09	\$32,958.26 2,746.52 15.85	\$34,605.74 2,883.81 16.64	\$36,334.65 3,027.89 17.47	\$38,156.27 3,179.69 18.34	\$40,064.08 3,338.67 19.26	\$41,971.89 3,497.66 20.18	\$43,879.71 3,656.64 21.10
15	\$27,792.84 2,316.07 13.36	\$29,183.48 2,431.96 14.03	\$30,641.77 2,553.48 14.73	\$32,171.49 2,680.96 15.47	\$33,783.88 2,815.32 16.24	\$35,471.45 2,955.95 17.05	\$37,242.95 3,103.58 17.91	\$39,105.91 3,258.83 18.80	\$41,061.21 3,421.77 19.74	\$43,016.50 3,584.71 20.68	\$44,971.80 3,747.65 21.62
16	\$28,484.40 2,373.70 13.69	\$29,911.37 2,492.61 14.38	\$31,408.51 2,617.38 15.10	\$32,977.06 2,748.09 15.85	\$34,627.04 2,885.59 16.65	\$36,359.70 3,029.98 17.48	\$38,172.55 3,181.05 18.35	\$40,083.12 3,340.26 19.27	\$42,087.28 3,507.27 20.23	\$44,091.43 3,674.29 21.20	\$46,095.59 3,841.30 22.16
17	\$29,199.77 2,433.31 14.04	\$30,658.07 2,554.84 14.74	\$32,191.53 2,682.63 15.48	\$33,800.17 2,816.68 16.25	\$35,491.49 2,957.62 17.06	\$37,268.01 3,105.67 17.92	\$39,129.72 3,260.81 18.81	\$41,085.39 3,423.78 19.75	\$43,139.66 3,594.97 20.74	\$45,193.93 3,766.16 21.73	\$47,248.20 3,937.35 22.72
18	\$29,928.92 2,494.08 14.39	\$31,422.29 2,618.52 15.11	\$32,994.60 2,749.55 15.86	\$34,643.32 2,886.94 16.66	\$36,377.24 3,031.44 17.49	\$38,200.12 3,183.34 18.37	\$40,106.93 3,342.24 19.28	\$42,112.71 3,509.39 20.25	\$44,218.35 3,684.86 21.26	\$46,323.98 3,860.33 22.27	\$48,429.62 4,035.80 23.28

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY
19	\$30,676.85 2,556.40 14.75	\$32,214.08 2,684.51 15.49	\$33,825.22 2,818.77 16.26	\$35,510.28 2,959.19 17.07	\$37,289.31 3,107.44 17.93	\$39,149.76 3,262.48 18.82	\$41,109.19 3,425.77 19.76	\$43,166.34 3,597.20 20.75	\$45,324.66 3,777.06 21.79	\$47,482.98 3,956.91 22.83	\$49,641.29 4,136.77 23.87
20	\$31,443.59 2,620.30 15.12	\$33,017.15 2,751.43 15.87	\$34,665.88 2,888.82 16.67	\$36,401.05 3,033.42 17.50	\$38,218.91 3,184.91 18.37	\$40,131.98 3,344.33 19.29	\$42,137.77 3,511.48 20.26	\$44,245.03 3,687.09 21.27	\$46,457.28 3,871.44 22.34	\$48,669.54 4,055.79 23.40	\$50,881.79 4,240.15 24.46
21	\$32,229.12 2,685.76 15.49	\$33,842.76 2,820.23 16.27	\$35,534.09 2,961.17 17.08	\$37,309.35 3,109.11 17.94	\$39,178.58 3,264.88 18.84	\$41,134.25 3,427.85 19.78	\$43,190.15 3,599.18 20.76	\$45,351.28 3,779.27 21.80	\$47,618.85 3,968.24 22.89	\$49,886.41 4,157.20 23.98	\$52,153.98 4,346.16 25.07
22	\$33,034.69 2,752.89 15.88	\$34,688.43 2,890.70 16.68	\$36,422.35 3,035.20 17.51	\$38,243.96 3,187.00 18.39	\$40,155.79 3,346.32 19.31	\$42,164.07 3,513.67 20.27	\$44,268.84 3,689.07 21.28	\$46,482.59 3,873.55 22.35	\$48,806.72 4,067.23 23.46	\$51,130.85 4,260.90 24.58	\$53,454.98 4,454.58 25.70
23	\$33,859.05 2,821.59 16.28	\$35,554.13 2,962.84 17.09	\$37,333.16 3,111.10 17.95	\$39,198.62 3,266.55 18.85	\$41,160.56 3,430.05 19.79	\$43,218.96 3,601.58 20.78	\$45,377.60 3,781.47 21.82	\$47,646.47 3,970.54 22.91	\$50,028.80 4,169.07 24.05	\$52,411.12 4,367.59 25.20	\$54,793.44 4,566.12 26.34
24	\$34,683.41 2,890.28 16.67	\$36,442.39 3,036.87 17.52	\$38,266.52 3,188.88 18.40	\$40,178.34 3,348.19 19.32	\$42,187.88 3,515.66 20.28	\$44,296.40 3,691.37 21.30	\$46,512.66 3,876.05 22.36	\$48,837.92 4,069.83 23.48	\$51,279.81 4,273.32 24.65	\$53,721.71 4,476.81 25.83	\$56,163.60 4,680.30 27.00
25	\$35,576.68 2,964.72 17.10	\$37,355.70 3,112.98 17.96	\$39,233.68 3,268.64 18.86	\$41,181.86 3,431.82 19.80	\$43,240.26 3,603.36 20.79	\$45,403.90 3,783.66 21.83	\$47,671.53 3,972.63 22.92	\$50,061.93 4,171.83 24.07	\$52,566.03 4,380.42 25.27	\$55,068.13 4,589.01 26.48	\$57,571.22 4,797.60 27.68
26	\$36,467.45 3,038.95 17.53	\$38,286.56 3,190.55 18.41	\$40,202.14 3,350.18 19.33	\$42,214.19 3,517.85 20.30	\$44,322.71 3,693.56 21.31	\$46,537.72 3,878.14 22.37	\$48,869.24 4,072.44 23.49	\$51,312.26 4,276.02 24.67	\$53,877.87 4,489.82 25.90	\$56,443.49 4,703.62 27.14	\$59,009.10 4,917.42 28.37
27	\$37,377.00 3,114.75 17.97	\$39,246.23 3,270.52 18.87	\$41,206.91 3,433.91 19.81	\$43,269.08 3,605.76 20.80	\$45,433.97 3,786.16 21.84	\$47,704.10 3,975.34 22.93	\$50,086.99 4,173.92 24.08	\$52,593.91 4,382.83 25.29	\$55,223.60 4,601.97 26.55	\$57,853.30 4,821.11 27.81	\$60,482.99 5,040.25 29.08
28	\$38,311.62 3,192.63 18.42	\$40,225.95 3,352.16 19.34	\$42,239.24 3,519.94 20.31	\$44,347.76 3,695.65 21.32	\$46,567.78 3,880.65 22.39	\$48,895.55 4,074.63 23.51	\$51,342.33 4,278.53 24.68	\$53,905.62 4,492.14 25.92	\$56,600.90 4,716.74 27.21	\$59,296.19 4,941.35 28.51	\$61,991.47 5,165.30 29.80
29	\$39,271.29 3,272.61 18.88	\$41,233.22 3,436.10 19.82	\$43,292.88 3,607.74 20.81	\$45,459.03 3,788.25 21.86	\$47,730.41 3,977.53 22.95	\$50,120.82 4,176.73 24.10	\$52,621.47 4,385.12 25.30	\$55,252.54 4,604.38 26.56	\$58,015.17 4,834.60 27.89	\$60,777.80 5,064.82 29.22	\$63,540.43 5,295.04 30.55
30	\$40,252.26 3,354.35 19.35	\$42,264.31 3,522.03 20.32	\$44,376.58 3,698.05 21.33	\$46,592.84 3,882.74 22.40	\$48,926.87 4,077.24 23.52	\$51,373.65 4,281.14 24.70	\$53,943.21 4,495.27 25.93	\$56,636.80 4,719.73 27.23	\$59,468.64 4,955.72 28.59	\$62,300.48 5,191.71 29.95	\$65,132.32 5,427.69 31.31
31	\$41,255.77 3,437.98 19.83	\$43,321.69 3,610.14 20.83	\$45,487.84 3,790.65 21.87	\$47,760.48 3,980.04 22.96	\$50,145.87 4,178.82 24.11	\$52,655.30 4,387.94 25.32	\$55,291.26 4,607.60 26.58	\$58,052.49 4,837.71 27.91	\$60,955.12 5,079.59 29.31	\$63,857.74 5,321.48 30.70	\$66,760.37 5,563.36 32.10
32	\$42,288.11 3,524.01 20.33	\$44,400.38 3,700.03 21.35	\$46,624.16 3,885.35 22.42	\$48,953.18 4,079.43 23.54	\$51,403.72 4,283.64 24.71	\$53,968.27 4,497.36 25.95	\$56,670.62 4,722.55 27.25	\$59,503.28 4,958.61 28.61	\$62,478.44 5,206.54 30.04	\$65,453.61 5,454.47 31.47	\$68,428.77 5,702.40 32.90
33	\$43,346.75 3,612.23 20.84	\$45,512.90 3,792.74 21.88	\$47,789.30 3,982.44 22.98	\$50,178.45 4,181.54 24.12	\$52,687.87 4,390.66 25.33	\$55,320.07 4,610.01 26.60	\$58,088.83 4,840.74 27.93	\$60,990.39 5,082.53 29.32	\$64,039.91 5,336.66 30.79	\$67,089.43 5,590.79 32.25	\$70,138.95 5,844.91 33.72
34	\$44,430.42 3,702.54 21.36	\$46,650.72 3,887.56 22.43	\$48,984.03 4,082.00 23.55	\$51,432.91 4,286.08 24.73	\$54,005.07 4,500.42 25.96	\$56,703.07 4,725.26 27.26	\$59,541.05 4,961.75 28.63	\$62,515.15 5,209.60 30.06	\$65,640.91 5,470.08 31.56	\$68,766.67 5,730.56 33.06	\$71,892.42 5,991.04 34.56
35	\$45,541.71 3,795.14 21.90	\$47,818.11 3,984.84 22.99	\$50,208.51 4,184.04 24.14	\$52,719.19 4,393.27 25.35	\$55,356.40 4,613.03 26.61	\$58,123.91 4,843.66 27.94	\$61,029.23 5,085.77 29.34	\$64,081.13 5,340.09 30.81	\$67,285.19 5,607.10 32.35	\$70,489.24 5,874.10 33.89	\$73,693.30 6,141.11 35.43
36	\$46,680.26 3,890.02 22.44	\$49,013.56 4,084.46 23.56	\$51,463.73 4,288.64 24.74	\$54,037.17 4,503.10 25.98	\$56,740.31 4,728.36 27.28	\$59,577.01 4,964.75 28.64	\$62,554.96 5,212.91 30.07	\$65,683.16 5,473.60 31.58	\$68,967.32 5,747.28 33.16	\$72,251.47 6,020.96 34.74	\$75,535.63 6,294.64 36.32
37	\$47,847.26 3,987.27 23.00	\$50,238.90 4,186.58 24.15	\$52,750.32 4,395.86 25.36	\$55,388.10 4,615.68 26.63	\$58,158.82 4,846.57 27.96	\$61,066.43 5,088.87 29.36	\$64,118.83 5,343.24 30.83	\$67,325.24 5,610.44 32.37	\$70,691.50 5,890.96 33.99	\$74,057.76 6,171.48 35.60	\$77,424.02 6,452.00 37.22
38	\$49,043.44 4,086.95 23.58	\$51,494.87 4,291.24 24.76	\$54,069.08 4,505.76 25.99	\$56,772.80 4,731.07 27.29	\$59,612.79 4,967.73 28.66	\$62,593.09 5,216.09 30.09	\$65,721.80 5,476.82 31.60	\$69,008.37 5,750.70 33.18	\$72,458.79 6,038.23 34.84	\$75,909.20 6,325.77 36.49	\$79,359.62 6,613.30 38.15
39	\$50,269.53 4,189.13 24.17	\$52,782.25 4,398.52 25.38	\$55,420.81 4,618.40 26.64	\$58,192.12 4,849.34 27.98	\$61,103.11 5,091.93 29.38	\$64,157.92 5,346.49 30.85	\$67,364.85 5,613.74 32.39	\$70,733.58 5,894.46 34.01	\$74,270.26 6,189.19 35.71	\$77,806.93 6,483.91 37.41	\$81,343.61 6,778.63 39.11
40	\$51,526.27 4,293.86 24.77	\$54,101.80 4,508.48 26.01	\$56,806.33 4,733.86 27.31	\$59,646.93 4,970.58 28.68	\$62,630.69 5,219.22 30.11	\$65,761.87 5,480.16 31.62	\$69,048.97 5,754.08 33.20	\$72,501.92 6,041.83 34.86	\$76,127.01 6,343.92 36.60	\$79,752.11 6,646.01 38.34	\$83,377.20 6,948.10 40.09
41	\$52,813.15 4,401.10 25.39	\$55,454.12 4,621.18 26.66	\$58,227.90 4,852.32 27.99	\$61,138.22 5,094.85 29.39	\$64,195.14 5,349.59 30.86	\$67,404.90 5,617.07 32.41	\$70,775.00 5,892.92 34.03	\$74,314.26 6,192.86 35.73	\$78,029.98 6,502.50 37.51	\$81,745.69 6,812.14 39.30	\$85,461.40 7,121.78 41.09
42	\$54,133.48 4,511.12 26.03	\$56,840.48 4,736.71 27.33	\$59,683.59 4,973.63 28.69	\$62,666.68 5,222.22 30.13	\$65,800.02 5,483.33 31.63	\$69,090.02 5,757.50 33.22	\$72,544.38 6,045.36 34.88	\$76,172.12 6,347.68 36.62	\$79,980.73 6,665.06 38.45	\$83,789.33 6,982.44 40.28	\$87,597.94 7,299.83 42.11

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY
43	\$55,486.82	\$58,261.49	\$61,175.68	\$64,233.35	\$67,445.02	\$70,817.27	\$74,357.99	\$78,076.42	\$81,980.25	\$85,984.07	\$89,787.89
	4,623.90	4,855.12	5,097.97	5,352.78	5,620.42	5,901.44	6,196.50	6,506.37	6,831.69	7,157.01	7,482.32
	26.68	28.01	29.41	30.88	32.43	34.05	35.75	37.54	39.41	41.29	43.17
44	\$56,873.99	\$59,718.03	\$62,705.07	\$65,839.18	\$69,131.14	\$72,587.70	\$76,216.94	\$80,028.34	\$84,029.75	\$88,031.17	\$92,032.59
	4,739.50	4,976.50	5,225.42	5,486.60	5,760.93	6,048.98	6,351.41	6,669.03	7,002.48	7,335.93	7,669.38
	27.34	28.71	30.15	31.65	33.24	34.90	36.64	38.48	40.40	42.32	44.25
45	\$58,295.84	\$61,210.98	\$64,272.70	\$67,485.16	\$70,859.42	\$74,402.39	\$78,122.36	\$82,029.04	\$86,130.50	\$90,231.95	\$94,333.40
	4,857.99	5,100.91	5,356.06	5,623.76	5,904.95	6,200.20	6,510.20	6,835.75	7,177.54	7,519.33	7,861.12
	28.03	29.43	30.90	32.44	34.07	35.77	37.56	39.44	41.41	43.38	45.35
46	\$59,753.24	\$62,741.25	\$65,879.52	\$69,172.29	\$72,630.90	\$76,262.45	\$80,075.42	\$84,079.77	\$88,283.76	\$92,487.75	\$96,691.73
	4,979.44	5,228.44	5,489.96	5,764.36	6,052.58	6,355.20	6,672.95	7,006.65	7,356.98	7,707.31	8,057.64
	28.73	30.16	31.67	33.26	34.92	36.66	38.50	40.42	42.44	44.47	46.49
47	\$61,247.07	\$64,309.78	\$67,526.51	\$70,901.60	\$74,446.68	\$78,169.01	\$82,077.31	\$86,181.76	\$90,490.85	\$94,799.94	\$99,109.03
	5,103.92	5,359.15	5,627.21	5,908.47	6,203.89	6,514.08	6,839.78	7,181.81	7,540.90	7,900.00	8,259.09
	29.45	30.92	32.46	34.09	35.79	37.58	39.46	41.43	43.51	45.58	47.65
48	\$62,778.24	\$65,917.53	\$69,214.67	\$72,674.14	\$76,307.84	\$80,123.24	\$84,129.24	\$88,336.31	\$92,753.12	\$97,169.94	\$101,586.75
	5,231.52	5,493.13	5,767.89	6,056.18	6,358.99	6,676.94	7,010.77	7,361.36	7,729.43	8,097.49	8,465.56
	30.18	31.69	33.28	34.94	36.69	38.52	40.45	42.47	44.59	46.72	48.84
49	\$64,347.70	\$67,565.47	\$70,945.04	\$74,490.99	\$78,215.54	\$82,126.32	\$86,232.47	\$90,544.72	\$95,071.95	\$99,599.19	\$104,126.42
	5,362.31	5,630.46	5,912.09	6,207.58	6,517.96	6,843.86	7,186.04	7,545.39	7,922.66	8,299.93	8,677.20
	30.94	32.48	34.11	35.81	37.60	39.48	41.46	43.53	45.71	47.88	50.06
50	\$65,956.39	\$69,254.60	\$72,718.66	\$76,353.26	\$80,170.93	\$84,179.48	\$88,388.28	\$92,808.33	\$97,448.75	\$102,089.17	\$106,729.58
	5,496.37	5,771.22	6,059.89	6,362.77	6,680.91	7,014.96	7,365.69	7,734.03	8,120.73	8,507.43	8,894.13
	31.71	33.30	34.96	36.71	38.54	40.47	42.49	44.62	46.85	49.08	51.31
51	\$67,605.30	\$70,985.97	\$74,536.63	\$78,262.10	\$82,175.20	\$86,283.97	\$90,597.99	\$95,128.54	\$99,884.97	\$104,641.40	\$109,397.82
	5,633.78	5,915.50	6,211.39	6,521.84	6,847.93	7,190.33	7,549.83	7,927.38	8,323.75	8,720.12	9,116.49
	32.50	34.13	35.83	37.63	39.51	41.48	43.56	45.73	48.02	50.31	52.60
52	\$69,295.43	\$72,760.62	\$76,400.04	\$80,218.65	\$84,229.58	\$88,441.06	\$92,862.94	\$97,506.76	\$102,382.09	\$107,257.43	\$112,132.77
	5,774.62	6,063.38	6,366.67	6,684.89	7,019.13	7,370.09	7,738.58	8,125.56	8,531.84	8,938.12	9,344.40
	33.32	34.98	36.73	38.57	40.49	42.52	44.65	46.88	49.22	51.57	53.91

<u>RANGE</u>	<u>BARGAINING UNIT CLASSIFICATION</u>	<u>RANGE</u>	<u>BARGAINING UNIT CLASSIFICATION</u>
5	Summer Temporary Custodian	24	Account Technician
6	School Age - Childcare Worker I Noon Duty Supervisor	26	Child Care Administrative Assistant School Administrative Assistant
8	Crossing Guard		District Office Administrative Assistant
10	School Age Child Care Worker II Childcare Instructional Assistant - Preschool Instructional Aide I - Classroom, ELL Aide	28	Childcare Accounting Specialist
11	Child Care Program Specialist	30	Maintenance Worker III
12	Special Education Aide I Childcare Teacher - Preschool	32	Program Assistant, Pupil Services Program Assistant, Curriculum and Instruction
14	Child Nutrition Services Assistant	33	Student Info Data Mgmt Coordinator
16	Custodian/Night Custodian Instructional Aide II - ESC, PE Volunteer Coordinator Health Care Technician	35	Webmaster/Technology Technician
18	Special Education Aide II	38	Certified Occupational Therapy Assistant (COTA) Custodial Services Supervisor
19	District Groundsman/Custodian Child Nutrition Delivery Driver Child Nutrition Services Assistant II	35	Personnel Technician
20	Account Clerk	38	Computer Technician Supervisor Computer/Network/Telecommunications Systems Technician
21	School Plant Managers Utility Worker/Driver School Office Assistant Library Media Specialist	39	Scientist In Residence PE Director/ Coordinator
23	Maintenance/Operations Tradesman Assistant Child Care Director Lead Night Custodian	41	LVN/Aide Business Services Specialist Payroll/Benefits Supervisor
		51	Business Services Coordinator Facilities Construction Coordinator Occupational Therapist

### Salary Rules

*\*Longevity Increase after the following years of service:*

- 10 years of service - 5% Increase
- 15 years of service - 10% Increase
- 20 years of service - 15% Increase

*Vacation is based upon a 12 month year:*

- 6 days - 6 months of service
- 12 days - 1 through 4 years of service - 1 day per month
- 15 days - 5 through 9 years of service - 1.25 days per month
- 18 days - 10 through 19 years of service - 1.5 days per month

- 1) Initial placement: Experience credit of two years may be applied at the time of employment. Such experience credit must relate to assignment in Del Mar. The Board of Trustees may grant additional years of experience credit upon the recommendation of the Superintendent.
- 2) Experience increments relate to length of service.
- 3) Range placement relates to job assignment exclusively.
- 4) Experience increments are earned annually and are effective on July 1. In order to qualify for an experience increment, an employee must have service in paid status in a position in the classified service for at least 75% of the required days of service in the job assignment. Vacation and holiday periods are excluded from this calculation.
- 5) Salary ranges are assigned to job assignments. If an employee is reclassified into a different salary range during the year, the employee remains in the currently assigned experience column. If a range change is to become effective in an ensuing year, the employee will move to the next appropriate experience column, except that no employee may advance more than a single experience column in any single year.
- 6) Employees are eligible for Longevity at the beginning of the Fiscal Year (July 1st) of their eleventh, sixteenth, and twenty-first year of service at the District.
- 7) Range placement is made by the Board of Trustees upon recommendation of the Superintendent.

*Regular Board Meeting of July 25, 2007*

July 18, 2007

To: Board Members

From: Rodger Smith

Through: Tom Bishop

Subject: Consider Approval of Post-Retirement Employment of Lynn Carlson as a Coordinator for the DMUSD Preschool Assessment Team

Lynn Carlson retired from employment in the Del Mar Union School District in June. Lynn served the district in the capacity of a Speech and Language Pathologist for many years. As a part of her responsibilities, she coordinated intake procedures for preschool-aged children. Due to her experience with this particular area of responsibility, Lynn developed a significant and unique array of skills that were particularly effective in working with preschool children and their parents. Lynn's retirement from the district left a substantial void in this area of district responsibility.

After thoughtful consideration of the manner in which the referral of preschool children would be administered by the DMUSD in the future, a determination was made to approach Lynn with the possibility of continuing her work with preschool referrals on a part-time basis following her retirement. Lynn was receptive to the possibility of doing so. Subsequently, the proposal for Lynn's post-retirement services that follows this narrative was developed.

The proposal for Lynn's post-retirement services is estimated to involve up to 320 hours during the 2007-2008 school year. The proposed rate of compensation for these services is \$25 per hour which is the same rate that is paid to certificated bargaining unit members for duties is curriculum writing and other professional duties that do not involve conducting workshops, training or working directly with students.

**FISCAL IMPACT:** The maximum fiscal impact of this proposal in 2007-2008 would be \$8000.00, however, Lynn would only work the necessary hours to meet her assigned responsibilities; this may or may not involve the estimated need for 320 hours. Costs for this proposal would be supported by the Special Education budget.

**RECOMMENDED:** The Superintendent Recommends Approval of Post-Retirement Employment of Lynn Carlson as a Coordinator for the DMUSD Preschool Assessment Team

**Job Responsibilities for the  
Coordinator of the Preschool Assessment Team**

- Receive referrals from California Early Start, Regional Center for the Developmentally Delayed, San Diego County Office of Education Project Hope, private pediatricians or parents.
- Schedule an appointment in the home of the student when the child turns 2 year-9 months of age. Observe student and determine what preschool assessment tools might be appropriate for the preschool transdisciplinary team to administer.
- Complete the California Early Start, Regional Center or Project Hope transition documentation in the home with the referring agency or agencies.
- Provide families with a verbal description of the continuum of preschool special education services available through our school district.
- Provide families with a NCCSE folder that explains the referral/assessment process, a welcome letter to our district's preschool assessment team, parental procedural safeguards, a developmental history form for the family to complete, a request to the family for their two proofs of residency, proof of the child's birth date and a copy of the student's preschool California immunization record.
- Return to the Del Mar Union School District to meet with the preschool team to discuss the referral and receive the team's recommendations for tests to add to the assessment plan.
- Fill out assessment plans for the entire transdisciplinary team.
- Send proposed assessment plans to the families along with an enclosed envelope for the family to return to the district.
- Meet with the preschool transdisciplinary assessment team at their monthly preschool team PLC meeting to schedule the IEP meeting.
- Call parents with IEP dates and send follow-up meeting notices through the US mail.
- Send meeting notices to all the participating team members.
- Assist Sherrie Morrison, preschool psychologist, in administering the PEP-3 or ADOS tests, both of which are designed to be given by two professionals to children with severe disabilities or with suspected autism.
- Receive evaluation summary reports from all assessment team members and compile/edit all reports into one complete transdisciplinary team document.
- Complete draft IEP documents for upcoming IEP meetings. Collect the proposed goals from the team members.
- Call the families to remind them of IEP meeting dates, times and locations.

- Complete the “present levels of performance” page of IEP’s, as well as the additional required pages of IEP documents during the IEP meetings.
- At the completion of IEP meetings, make copies of the final IEP documents for all support providers, as well as for the authorized guests of the parents.
- Follow up on any recommendations made by the IEP team.
- Complete the paperwork trail and send completed IEP’s to the district office for entry into the NCCSE MIS system and filing of the original student special education files.
- Make follow-up telephone calls during the evening following IEP meetings to solicit family feedback about the decisions made at IEP meetings and address family concerns.
- Remind the families that case management of the child’s services will be transferred to the current provider of service.