

DEL MAR UNION SCHOOL DISTRICT GROUP 1 - REGULAR CLASSIFIED

CLASSIFIED SALARY SCHEDULE: Effective December 1, 2008

ADOPTED BY BOARD OF TRUSTEES - January 21, 2009

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	\$21,080.04	\$22,129.81	\$23,234.63	\$24,394.48	\$25,617.43	\$26,900.78	\$28,241.86	\$29,654.09	\$31,136.79	\$32,619.49	\$34,102.20
	1,756.67	1,844.15	1,936.22	2,032.87	2,134.79	2,241.73	2,353.49	2,471.17	2,594.73	2,718.29	2,841.85
	10.13	10.64	11.17	11.73	12.32	12.93	13.58	14.26	14.97	15.68	16.40
2	\$21,606.59	\$22,682.89	\$23,816.58	\$25,004.62	\$26,257.42	\$27,571.99	\$28,949.32	\$30,395.10	\$31,914.86	\$33,434.61	\$34,954.37
	1,800.55	1,890.24	1,984.71	2,083.72	2,188.12	2,297.67	2,412.44	2,532.93	2,659.57	2,786.22	2,912.86
	10.39	10.91	11.45	12.02	12.62	13.26	13.92	14.61	15.34	16.07	16.80
3	\$22,146.24	\$23,249.39	\$24,412.27	\$25,629.50	\$26,914.20	\$28,260.31	\$29,672.88	\$31,156.50	\$32,714.32	\$34,272.15	\$35,829.97
	1,845.52	1,937.45	2,034.36	2,135.79	2,242.85	2,355.03	2,472.74	2,596.37	2,726.19	2,856.01	2,985.83
	10.65	11.18	11.74	12.32	12.94	13.59	14.27	14.98	15.73	16.48	17.23
4	\$22,699.13	\$23,830.66	\$25,023.58	\$26,271.03	\$27,588.10	\$28,968.08	\$30,415.83	\$31,934.86	\$33,531.60	\$35,128.35	\$36,725.09
	1,891.59	1,985.89	2,085.30	2,189.25	2,299.01	2,414.01	2,534.65	2,661.24	2,794.30	2,927.36	3,060.42
	10.91	11.46	12.03	12.63	13.26	13.93	14.62	15.35	16.12	16.89	17.66
5	\$23,265.57	\$24,425.36	\$25,649.64	\$26,928.97	\$28,278.10	\$29,693.61	\$31,175.21	\$32,733.94	\$34,370.64	\$36,007.34	\$37,644.03
	1,938.80	2,035.45	2,137.47	2,244.08	2,356.51	2,474.47	2,597.93	2,727.83	2,864.22	3,000.61	3,137.00
	11.19	11.74	12.33	12.95	13.60	14.28	14.99	15.74	16.52	17.31	18.10
6	\$23,846.09	\$25,040.18	\$26,289.64	\$27,602.87	\$28,985.56	\$30,434.69	\$31,953.65	\$33,552.14	\$35,229.74	\$36,907.35	\$38,584.96
	1,987.17	2,086.68	2,190.80	2,300.24	2,415.46	2,536.22	2,662.80	2,796.01	2,935.81	3,075.61	3,215.41
	11.46	12.04	12.64	13.27	13.94	14.63	15.36	16.13	16.94	17.74	18.55
7	\$24,442.12	\$25,665.07	\$26,948.11	\$28,294.31	\$29,709.13	\$31,194.50	\$32,752.39	\$34,392.49	\$36,112.12	\$37,831.74	\$39,551.36
	2,036.84	2,138.76	2,245.68	2,357.86	2,475.76	2,599.54	2,729.37	2,866.04	3,009.34	3,152.65	3,295.95
	11.75	12.34	12.96	13.60	14.28	15.00	15.75	16.53	17.36	18.19	19.02
8	\$25,053.61	\$26,306.75	\$27,622.00	\$29,000.42	\$30,451.48	\$31,975.13	\$33,572.71	\$35,253.33	\$37,015.99	\$38,778.66	\$40,541.33
	2,087.80	2,192.23	2,301.83	2,416.70	2,537.62	2,664.59	2,797.73	2,937.78	3,084.67	3,231.55	3,378.44
	12.05	12.65	13.28	13.94	14.64	15.37	16.14	16.95	17.80	18.64	19.49
9	\$25,679.18	\$26,963.87	\$28,311.32	\$29,725.23	\$31,212.63	\$32,772.94	\$34,411.63	\$36,133.02	\$37,939.67	\$39,746.32	\$41,552.97
	2,139.93	2,246.99	2,359.28	2,477.10	2,601.05	2,731.08	2,867.64	3,011.08	3,161.64	3,312.19	3,462.75
	12.35	12.96	13.61	14.29	15.01	15.76	16.54	17.37	18.24	19.11	19.98
10	\$26,320.85	\$27,637.77	\$29,017.84	\$30,470.28	\$31,992.59	\$33,593.16	\$35,270.78	\$37,034.78	\$38,886.52	\$40,738.26	\$42,590.00
	2,193.40	2,303.15	2,418.15	2,539.19	2,666.05	2,799.43	2,939.23	3,086.23	3,240.54	3,394.85	3,549.17
	12.65	13.29	13.95	14.65	15.38	16.15	16.96	17.81	18.70	19.59	20.48
11	\$26,978.30	\$28,327.43	\$29,742.35	\$31,231.09	\$32,793.51	\$34,431.76	\$36,152.75	\$37,960.99	\$39,859.04	\$41,757.09	\$43,655.14
	2,248.19	2,360.62	2,478.53	2,602.59	2,732.79	2,869.31	3,012.73	3,163.42	3,321.59	3,479.76	3,637.93
	12.97	13.62	14.30	15.01	15.77	16.55	17.38	18.25	19.16	20.08	20.99
12	\$27,652.54	\$29,037.91	\$30,486.39	\$32,011.38	\$33,612.54	\$35,292.26	\$37,056.20	\$38,912.77	\$40,858.40	\$42,804.04	\$44,749.68
	2,304.38	2,419.83	2,540.53	2,667.61	2,801.05	2,941.02	3,088.02	3,242.73	3,404.87	3,567.00	3,729.14
	13.29	13.96	14.66	15.39	16.16	16.97	17.82	18.71	19.64	20.58	21.51
13	\$28,342.54	\$29,762.82	\$31,247.54	\$32,811.46	\$34,453.24	\$36,175.57	\$37,982.47	\$39,884.68	\$41,878.91	\$43,873.15	\$45,867.38
	2,361.88	2,480.24	2,603.96	2,734.29	2,871.10	3,014.63	3,165.21	3,323.72	3,489.91	3,656.10	3,822.28
	13.63	14.31	15.02	15.77	16.56	17.39	18.26	19.18	20.13	21.09	22.05
14	\$29,051.34	\$30,506.52	\$32,031.51	\$33,633.02	\$35,315.08	\$37,080.36	\$38,932.90	\$40,883.78	\$42,927.97	\$44,972.16	\$47,016.35
	2,420.94	2,542.21	2,669.29	2,802.75	2,942.92	3,090.03	3,244.41	3,406.98	3,577.33	3,747.68	3,918.03
	13.97	14.67	15.40	16.17	16.98	17.83	18.72	19.66	20.64	21.62	22.60
15	\$29,779.02	\$31,270.36	\$32,832.94	\$34,472.24	\$36,199.53	\$38,007.97	\$39,906.16	\$41,903.84	\$43,999.03	\$46,094.22	\$48,189.41
	2,481.59	2,605.86	2,736.08	2,872.69	3,016.63	3,167.33	3,325.51	3,491.99	3,666.59	3,841.19	4,015.78
	14.32	15.03	15.79	16.57	17.40	18.27	19.19	20.15	21.15	22.16	23.17
16	\$30,522.04	\$32,050.81	\$33,654.50	\$35,335.21	\$37,103.18	\$38,959.75	\$40,902.23	\$42,949.43	\$45,096.90	\$47,244.37	\$49,391.84
	2,543.50	2,670.90	2,804.54	2,944.60	3,091.93	3,246.65	3,408.52	3,579.12	3,758.07	3,937.03	4,115.99
	14.67	15.41	16.18	16.99	17.84	18.73	19.66	20.65	21.68	22.71	23.75
17	\$31,286.61	\$32,850.64	\$34,494.27	\$36,217.18	\$38,029.45	\$39,933.01	\$41,926.64	\$44,023.36	\$46,224.53	\$48,425.70	\$50,626.87
	2,607.22	2,737.55	2,874.52	3,018.10	3,169.12	3,327.75	3,493.89	3,668.61	3,852.04	4,035.48	4,218.91
	15.04	15.79	16.58	17.41	18.28	19.20	20.16	21.17	22.22	23.28	24.34
18	\$32,069.10	\$33,670.27	\$35,355.01	\$37,121.13	\$38,978.54	\$40,931.77	\$42,974.93	\$45,124.15	\$47,380.36	\$49,636.56	\$51,892.77
	2,672.43	2,805.86	2,946.25	3,093.43	3,248.21	3,410.98	3,581.24	3,760.35	3,948.36	4,136.38	4,324.40
	15.42	16.19	17.00	17.85	18.74	19.68	20.66	21.69	22.78	23.86	24.95

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	\$32,870.53 2,739.21 15.80	\$34,517.68 2,876.47 16.60	\$36,244.03 3,020.34 17.43	\$38,049.59 3,170.80 18.29	\$39,955.83 3,329.65 19.21	\$41,953.07 3,496.09 20.17	\$44,048.87 3,670.74 21.18	\$46,253.13 3,854.43 22.24	\$48,565.78 4,047.15 23.35	\$50,878.44 4,239.87 24.46	\$53,191.09 4,432.59 25.57
20	\$33,692.09 2,807.67 16.20	\$35,378.17 2,948.18 17.01	\$37,144.80 3,095.40 17.86	\$39,004.05 3,250.34 18.75	\$40,951.90 3,412.66 19.69	\$43,001.78 3,583.48 20.67	\$45,151.00 3,762.58 21.71	\$47,408.95 3,950.75 22.79	\$49,779.40 4,148.28 23.93	\$52,149.85 4,345.82 25.07	\$54,520.29 4,543.36 26.21
21	\$34,533.79 2,877.82 16.60	\$36,262.83 3,021.90 17.43	\$38,075.10 3,172.92 18.31	\$39,977.31 3,331.44 19.22	\$41,980.20 3,498.35 20.18	\$44,075.72 3,672.98 21.19	\$46,278.63 3,856.55 22.25	\$48,594.31 4,049.53 23.36	\$51,024.02 4,252.00 24.53	\$53,453.74 4,454.48 25.70	\$55,883.45 4,656.95 26.87
22	\$35,396.96 2,949.75 17.02	\$37,168.96 3,097.41 17.87	\$39,026.87 3,252.24 18.76	\$40,978.75 3,414.90 19.70	\$43,027.29 3,585.61 20.69	\$45,179.19 3,764.93 21.72	\$47,434.46 3,952.87 22.81	\$49,807.51 4,150.63 23.95	\$52,297.89 4,358.16 25.14	\$54,788.27 4,565.69 26.34	\$57,278.64 4,773.22 27.54
23	\$36,280.28 3,023.36 17.44	\$38,096.57 3,174.71 18.32	\$40,002.81 3,333.57 19.23	\$42,001.68 3,500.14 20.19	\$44,103.91 3,675.33 21.20	\$46,309.51 3,859.13 22.26	\$48,622.50 4,051.88 23.38	\$51,053.62 4,254.47 24.55	\$53,606.31 4,467.19 25.77	\$56,158.99 4,679.92 27.00	\$58,711.67 4,892.64 28.23
24	\$37,185.59 3,098.80 17.88	\$39,048.35 3,254.03 18.77	\$41,002.92 3,416.91 19.71	\$43,051.45 3,587.62 20.70	\$45,204.69 3,767.06 21.73	\$47,464.99 3,955.42 22.82	\$49,838.73 4,153.23 23.96	\$52,330.27 4,360.86 25.16	\$54,946.78 4,578.90 26.42	\$57,563.29 4,796.94 27.67	\$60,179.81 5,014.98 28.93
25	\$38,116.74 3,176.39 18.33	\$40,025.97 3,335.50 19.24	\$42,028.53 3,502.38 20.21	\$44,126.73 3,677.23 21.21	\$46,332.83 3,861.07 22.28	\$48,651.69 4,054.31 23.39	\$51,082.22 4,256.85 24.56	\$53,641.06 4,470.09 25.79	\$56,323.12 4,693.59 27.08	\$59,005.17 4,917.10 28.37	\$61,687.22 5,140.60 29.66
26	\$39,071.20 3,255.93 18.78	\$41,024.64 3,418.72 19.72	\$43,077.46 3,589.79 20.71	\$45,232.89 3,769.41 21.75	\$47,492.68 3,957.72 22.83	\$49,866.58 4,155.55 23.97	\$52,363.83 4,363.65 25.17	\$54,981.55 4,581.80 26.43	\$57,730.63 4,810.89 27.76	\$60,479.70 5,039.98 29.08	\$63,228.78 5,269.07 30.40
27	\$40,049.80 3,337.48 19.25	\$42,052.19 3,504.35 20.22	\$44,153.58 3,679.46 21.23	\$46,363.20 3,863.60 22.29	\$48,682.16 4,056.85 23.40	\$51,115.38 4,259.61 24.57	\$53,669.66 4,472.47 25.80	\$56,354.85 4,696.24 27.09	\$59,172.59 4,931.05 28.45	\$61,990.33 5,165.86 29.80	\$64,808.07 5,400.67 31.16
28	\$41,051.24 3,420.94 19.74	\$43,101.96 3,591.83 20.72	\$45,259.48 3,771.62 21.76	\$47,520.03 3,960.00 22.85	\$49,897.05 4,158.09 23.99	\$52,392.02 4,366.00 25.19	\$55,013.77 4,584.48 26.45	\$57,761.11 4,813.43 27.77	\$60,649.17 5,054.10 29.16	\$63,537.22 5,294.77 30.55	\$66,425.28 5,535.44 31.94
29	\$42,079.54 3,506.63 20.23	\$44,181.52 3,681.79 21.24	\$46,388.71 3,865.73 22.30	\$48,709.76 4,059.15 23.42	\$51,143.57 4,261.96 24.59	\$53,704.41 4,475.37 25.82	\$56,386.38 4,698.86 27.11	\$59,203.60 4,933.63 28.46	\$62,163.78 5,180.31 29.89	\$65,123.96 5,427.00 31.31	\$68,084.14 5,673.68 32.73
30	\$43,130.65 3,594.22 20.74	\$45,286.58 3,773.88 21.77	\$47,549.90 3,962.49 22.86	\$49,925.15 4,160.43 24.00	\$52,424.58 4,368.71 25.20	\$55,047.33 4,587.28 26.47	\$57,800.63 4,816.72 27.79	\$60,686.64 5,057.22 29.18	\$63,720.97 5,310.08 30.64	\$66,755.30 5,562.94 32.09	\$69,789.64 5,815.80 33.55
31	\$44,206.93 3,683.91 21.25	\$46,419.59 3,868.30 22.32	\$48,740.63 4,061.72 23.43	\$51,175.58 4,264.63 24.60	\$53,732.75 4,477.73 25.83	\$56,420.82 4,701.74 27.13	\$59,245.08 4,937.09 28.48	\$62,203.77 5,183.65 29.91	\$65,313.96 5,442.83 31.40	\$68,424.15 5,702.01 32.90	\$71,534.34 5,961.19 34.39
32	\$45,312.09 3,776.01 21.78	\$47,577.91 3,964.83 22.87	\$49,958.21 4,163.18 24.02	\$52,453.77 4,371.15 25.22	\$55,078.55 4,589.88 26.48	\$57,828.73 4,819.06 27.80	\$60,723.58 5,060.30 29.19	\$63,758.30 5,313.19 30.65	\$66,946.21 5,578.85 32.19	\$70,134.13 5,844.51 33.72	\$73,322.04 6,110.17 35.25
33	\$46,446.43 3,870.54 22.33	\$48,767.48 4,063.96 23.45	\$51,206.66 4,267.22 24.62	\$53,766.66 4,480.55 25.85	\$56,455.53 4,704.63 27.14	\$59,275.95 4,939.66 28.50	\$62,242.71 5,186.89 29.92	\$65,351.75 5,445.98 31.42	\$68,619.34 5,718.28 32.99	\$71,886.93 5,990.58 34.56	\$75,154.52 6,262.88 36.13
34	\$47,607.60 3,967.30 22.89	\$49,986.67 4,165.56 24.03	\$52,486.83 4,373.90 25.23	\$55,110.82 4,592.57 26.50	\$57,866.92 4,822.24 27.82	\$60,757.85 5,063.15 29.21	\$63,798.77 5,316.56 30.67	\$66,985.55 5,582.13 32.20	\$70,334.82 5,861.24 33.81	\$73,684.10 6,140.34 35.43	\$77,033.38 6,419.45 37.04
35	\$48,798.36 4,066.53 23.46	\$51,237.54 4,269.79 24.63	\$53,798.88 4,483.24 25.86	\$56,489.09 4,707.42 27.16	\$59,314.88 4,942.91 28.52	\$62,279.79 5,189.98 29.94	\$65,393.37 5,449.45 31.44	\$68,663.51 5,721.96 33.01	\$72,096.68 6,008.06 34.66	\$75,529.86 6,294.15 36.31	\$78,963.03 6,580.25 37.96
38	\$51,783.90 4,315.33 24.90	\$54,373.43 4,531.12 26.14	\$57,091.83 4,757.65 27.45	\$59,945.82 4,995.49 28.82	\$62,943.45 5,245.29 30.26	\$66,090.08 5,507.51 31.77	\$69,395.13 5,782.93 33.36	\$72,865.29 6,072.11 35.03	\$76,508.55 6,375.71 36.78	\$80,151.81 6,679.32 38.53	\$83,795.08 6,982.92 40.29
40	\$53,153.81 4,429.48 25.55	\$55,811.75 4,650.98 26.83	\$58,602.08 4,883.51 28.17	\$61,532.18 5,127.68 29.58	\$64,608.80 5,384.07 31.06	\$67,839.23 5,653.27 32.62	\$71,231.20 5,935.93 34.25	\$74,792.76 6,232.73 35.96	\$78,532.39 6,544.37 37.76	\$82,272.03 6,856.00 39.55	\$86,011.67 7,167.64 41.35
41	\$56,589.77 4,715.81 27.21	\$59,419.59 4,951.63 28.57	\$62,390.46 5,199.21 30.00	\$65,510.16 5,459.18 31.50	\$68,785.67 5,732.14 33.07	\$72,224.95 6,018.75 34.72	\$75,836.05 6,319.67 36.46	\$79,628.09 6,635.67 38.28	\$83,609.50 6,967.46 40.20	\$87,590.90 7,299.24 42.11	\$91,572.31 7,631.03 44.03
51	\$72,439.69 6,036.64 34.83	\$76,062.11 6,338.51 36.57	\$79,866.67 6,655.56 38.40	\$83,858.54 6,988.21 40.32	\$88,051.47 7,337.62 42.33	\$92,454.05 7,704.50 44.45	\$97,076.56 8,089.71 46.67	\$101,931.09 8,494.26 49.01	\$107,027.64 8,918.97 51.46	\$112,124.20 9,343.68 53.91	\$117,220.75 9,768.40 56.36

<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	26	Child Care Administrative Assistant School Administrative Assistant
10	School Age Child Care Worker II Childcare Instructional Assistant - Preschool	28	District Office Administrative Assistant Childcare Accounting Specialist
11	Instructional Aide I - Classroom, ELL Aide	30	Maintenance Worker III
12	Child Care Program Specialist	32	Program Assistant, Pupil Services Program Assistant, Curriculum and Instruction
12	Special Education Aide I Childcare Teacher - Preschool	32	Student Info Data Mgmt Coordinator
14	Child Nutrition Services Assistant	33	Webmaster/Technology Technician
16	Custodian/Night Custodian Instructional Aide II - ESC, PE	33	Certified Occupational Therapy Assistant (COTA) Custodial Services Supervisor
16	Volunteer Coordinator	35	Personnel Technician
18	Health Aide Technician	38	Computer Technician Supervisor
18	Special Education Aide II	38	Computer/Network/Telecommunications Systems Technician
19	District Groundsman/Custodian	40	Scientist In Residence
19	Child Nutrition Delivery Driver	40	PE Director/ Coordinator
19	Child Nutrition Services Assistant II	40	LVN/Aide
20	Account Clerk	41	Business Services Specialist
21	School Plant Managers	41	Payroll/Benefits Supervisor
21	Utility Worker/Driver	41	Business Services Coordinator
21	School Office Assistant	51	Occupational Therapist
21	Library Media Specialist		
23	Maintenance Worker		
23	Assistant Child Care Director		
23	Lead Night Custodian		

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.