Information Sheet - 5.14.2024 - Board of Trustees Meeting

TO: Board of Trustees Item: 6.5

FR: Emily Stroup

DATE: May 14, 2024

RE: 2023-2024 Salary Schedules, All Units

The District has reached a Tentative Agreement with the Jefferson Teacher's Association for the fiscal year 2023-2024 and would like to extend the agreement to the unrepresented units. The unrepresented units include Classified, Confidential, Classified Managers and Certificated Managers.

The attached salary schedules for all units reflect the following:

- 8% increase on-going, effective July 1, 2024
- 2% longevity stipend at 32 years

RECOMMENDATION:

Approval of the 2023-2024 salary schedules for all units.

2023-2024 Certificated Salary Schedule (184.5 Days)

Step	Class A	Class B	Class C	Class D	Class E	Class F
	BA	BA + 24	BA + 30	BA + 45	BA + 60	BA + 75
1	63,836	63,836	63,836	63,836	63,836	65,909
2			63,836	64,345	66,308	68,382
3			65,061	66,920	68,881	70,952
4			67,739	70,109	71,556	73,630
5			70,519	72,375	74,336	76,414
6			73,414	75,268	77,234	79,308
7			76,424	78,276	80,242	82,315
8			79,556	81,994	83,959	86,032
9			82,808	85,348	87,314	89,385
10			86,193	88,051	90,015	92,086
11				91,646	93,608	95,678
12				91,646	93,608	99,579
13				91,646	93,608	103,636
14				91,646	94,518	104,641
15				92,478	95,377	105,592
16				93,944	96,860	107,079
17				93,944	96,860	107,079
18				93,944	96,860	107,079
19				95,636	98,605	109,008
20				97,132	100,116	110,516
21				97,132	100,116	110,516
22				97,991	101,002	111,494
23				97,991	101,002	111,494
24				99,501	102,519	113,016
25				103,521	106,661	117,582

*** Adjusted minimum salary is equal to Class E BA + 60 for all unit members with less than 30 semester units above a BA or with an emergency, intern or waiver**

Article 16.5.1 Unit members who have earned a Masters shall receive, in addition to their regular scheduled salary, an annual stipend of $2000.

Article 16.7.1 An annual stipend of $3000 will be paid to Special Education teachers, (RSP and SDC).

Longevity Stipend:
2% at 30 years of service***
2% at 32 years of service***
2% at 35 years of service***
***All longevity years of service will be counted for employees hired prior to January 1st, 2024. For employees hired after January 1, 2024, longevity will be counted based on Jefferson School District years of service.

Health Benefits CAP: $11,000 (Effective July 1, 2024)

FISCAL YEAR 2022-2023: 10% increase on-going, plus an additional 1% on-going beginning at Step 15, an additional 2% on-going at Step 19, and an additional 1% on-going at Step 22; Retroactive to July 1, 2022.

FISCAL YEAR: 2023-2024 8% increase on-going, effective July 1, 2024

Board approved: TBD
Effective: TBD

2023-2024 CLASSIFIED HOURLY SALARY SCHEDULE

RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	Campus Aide	201	$17.90	$18.78	$19.71	$20.69	$21.73
20	Food Service Worker I	201	$17.73	$18.60	$19.53	$20.51	$21.52
30	Instructional Aide	201	$17.56	$18.42	$19.34	$20.31	$21.33
40	Clerk I	201	$18.25	$19.15	$20.09	$21.12	$22.17
50	Food Service Clerk I	201	$18.12	$19.01	$19.95	$20.97	$22.02
55	Community Liaison	201	$18.39	$19.30	$20.25	$21.30	$22.35
60	Instruction Aide Bilingual	201	$18.37	$19.28	$20.26	$21.27	$22.35
70	Food Service Worker II	201	$18.59	$19.50	$20.50	$21.50	$22.60
80	*Instructional Aide Special Education	201	$18.65	$19.61	$20.58	$21.62	$22.69
90	Paraprofessional (AA Degree Required)	201	$18.98	$19.92	$20.91	$21.97	$23.06
93	Paraprofessional - ECE I (AA Degree Required)	201	$18.98	$19.92	$20.91	$21.97	$23.06
95	Professional - ECE II (AA Degree and min. 12 ECE Units Required)	201	$21.00	$22.04	$23.13	$24.30	$25.52
100	Paraprofessional - ELD (AA Degree Required)	201	$18.98	$19.92	$20.91	$21.97	$23.06
110	Paraprofessional - Special Education (AA Degree Required)	201	$18.98	$19.92	$20.91	$21.97	$23.06
115	Behavior Intervention Technician - Special Ed	201	$18.98	$19.92	$20.91	$21.97	$23.06
120	Cook/Baker	201	$19.81	$20.80	$21.85	$22.95	$24.11
130	**Custodian	261	$20.41	$21.44	$22.51	$23.65	$24.82
140	Library Aide I	201	$20.43	$21.47	$22.53	$23.67	$24.86
150	Clerk II	204	$20.55	$21.58	$22.66	$23.79	$24.99
160	Food Service Clerk II	204	$20.55	$21.58	$22.66	$23.79	$24.99
170	Receptionist/Substitute Placement Clerk	251	$20.55	$21.58	$22.66	$23.79	$24.99
175	Computer Technician	251	$20.71	$23.92	$27.64	$31.92	$36.87
180	Library Aide II - AA	201	$21.00	$22.03	$23.12	$24.30	$25.52
190	Library Aide III - BA	201	$21.55	$22.59	$23.76	$24.94	$26.18
200	Bustodian	261	$23.78	$24.81	$25.92	$27.05	$28.25
201	Bus Driver	201	$26.16	$27.29	$28.51	$29.76	$31.08
210	**Head Custodian	261	$23.25	$24.42	$25.64	$26.91	$28.27
220	**Landscaper-Groundskeeper	261	$23.33	$24.49	$25.73	$27.00	$28.36
230	Account Clerk	251	$24.34	$25.56	$26.84	$28.19	$29.59
240	Secretary I	224	$24.34	$25.56	$26.84	$28.19	$29.59
250	Mechanic	261	$32.77	$34.40	$36.12	$37.90	$39.81
255	Speech Language Path Asst	201	$29.82	$32.85	$34.54	$36.23	$38.15
270	Intervention Specialist	201	$34.19				
290	Bus Driver Trainer		$70.22				
300	Procedure Nurse	187	$57.42	$59.66	$61.99	$64.40	$66.91

*MAY INCLUDE PERSONAL CARE STIPEND: $1.50 PER HOUR

** MAY INLCUDE STAND-BY & ON-CALL STIPEND

***All longevity years of service will be counted for employees hired prior to January 1st, 2024. For employees hired after January 1, 2024, longevity will be counted based on Jefferson School District years of service.

LONGEVITY

3.5% at 15 years

2.0% at 19 years

2.5% at 20 years

1.0% at 22 years

2.5% at 25 years

FISCAL YEAR: 10%
2022-2023

FISCAL YEAR: 8% increase on-going, effective July 1, 2024
2023-2024

Board approved: TBD

Effective: TBD

2023-2024 CLASSIFIED MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

CLASSIFIED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
10	CBO	252	$151,388	$155,935	$160,606	$165,426	$170,395
20	Director Maintenance, Operations & Transportation	261	$81,068	$85,051	$89,366	$93,834	$98,521
25	Information Technology Coordinator	251	$77,148	$81,058	$85,091	$89,360	$93,797
30	Director Food Services	220	$63,107	$65,060	$68,337	$71,723	$75,328
35	Director of Information Technology	251	$91,662	$96,244	$100,479	$105,503	$110,778
40	Educational Behavior Analyst	187	$100,105	$103,111	$106,204	$109,389	$112,777

CONFIDENTIAL							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
310	Administrative Assistant II	251	$34.96	$36.58	$38.32	$40.10	$42.00
320	Administrative Assistant I	251	$29.41	$30.89	$32.43	$34.06	$35.76
325	Human Resources Specialist	251	$30.15	$31.67	$33.24	$34.92	$36.66
330	School Information Systems Specialist	251	$30.80	$32.35	$33.98	$35.67	$37.47
340	Business Services Specialist	251	$27.73	$29.13	$30.60	$32.10	$33.71
350	Payroll/Benefits Specialist	251	$32.11	$33.72	$35.40	$37.17	$39.03
360	Administrative Assistant to the Principal	224	$24.41	$25.63	$26.90	$28.24	$29.66
370	Student Services Specialist	251	$34.96	$36.58	$38.32	$40.10	$42.00

LONGEVITY

3.5% at 15 years
2% at 19 years
2.5% at 20 years
1% at 22 years
2.5% at 25 years

***All longevity years of service will be counted for employees hired prior to January 1st, 2024. For employees hired after January 1, 2024, longevity will be counted based on Jefferson School District years of service.

FISCAL YEAR: 2022-2023 — 10%

FISCAL YEAR: 2023-2024 — 8% increase on-going, effective July 1, 2024

Board approved: TBD
Effective: TBD

2023-2024 CERTIFICATED MANAGEMENT/PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/DISTRICT NURSE SALARY SCHEDULE

CERTIFICATED MANAGEMENT							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
20	Human Resources Director	225	$151,941	$156,504	$161,192	$166,029	$171,017
120	*Director of Student Services and Special Education	225	$151,941	$156,504	$161,192	$166,029	$171,017
30	*Special Education Director/Director of Student Services	225	$151,941	$156,504	$161,192	$166,029	$171,017
40	Principal	210	$140,396	$144,609	$148,943	$153,413	$158,013
50	Vice Principal	200	$115,496	$118,961	$122,529	$126,208	$129,993
60	Coordinator of Curriculum & Categorical	210	$111,219	$114,561	$117,994	$121,537	$125,182

PSYCHOLOGIST/SPEECH LANGUAGE PATHOLOGIST/BEHAVIOR SPECIALIST							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
70	*Psychologist	187	$108,815	$112,081	$115,443	$118,906	$122,588
80	*Speech Language Pathologist	187	$105,812	$108,988	$112,257	$115,625	$119,205
100	*Behavior Specialist	187	$100,106	$103,111	$106,204	$109,389	$112,777
110	*Special Education Program Specialist	200	$121,386	$124,994	$128,777	$132,640	$136,620

DISTRICT NURSE							
RANGE	POSITION	CONTRACTED DAYS	STEP A	STEP B	STEP C	STEP D	STEP E
90	District Nurse	187	$100,106	$103,111	$106,204	$109,389	$112,777

Certificated Management employees who have earned a Master's Degree shall receive, in addition to their regular pay, an annual stipend of $2,000. Certificated Management employees who have earned a Doctorate Degree shall receive, in addition to their regular pay and the Master's stipend, an annual stipend of $2,000.

*These Employeees, with the possession of the appropriate credential, will receive an annual Special Education stipend of $3,000.

LONGEVITY

1% at 15 years

2% at 19 years

1% at 22 years

***All longevity years of service will be counted for employees hired prior to January 1st, 2024. For employees hired after January 1, 2024, longevity will be counted based on Jefferson School District years of service.

FISCAL YEAR: 2022-2023 — 10%

FISCAL YEAR: 2023-2024 — 8% increase on-going, effective July 1, 2024

Board approved: TBD

Effective: TBD