

COMPENSATION AND RELATED BENEFITS

SUPERVISORY SALARY SCHEDULE – 2012-2013

Effective 7/1/12

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
DIRECTOR OF MAINTENANCE & OPERATION	12 mos.	55,473	58,249	61,162	64,219	67,429	70,802
FOOD SERVICES COORDINATOR	12 mos.	35,533	37,310	39,174	41,133	43,192	45,351

CONFIDENTIAL SALARY SCHEDULE – 2011-2012

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXECUTIVE SECRETARY II	12 mos.	39,219	41,179	43,239	45,399	47,671	50,052
ACCOUNTANT/ANALYST	12 mos.	39,219	41,179	43,239	45,399	47,671	50,052
PAYROLL/ACCOUNTANT	12 mos.	38,079	39,982	41,981	44,081	46,284	48,599

POSITIONS NOT CURRENTLY ALLOCATED

SUPERVISORY:

SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	47,839	50,231	52,747	55,381	58,149	61,057
SITE SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	40,199	42,183	44,320	46,537	48,864	51,309
TECHNOLOGY/SYSTEMS COORDINATOR	12 mos.	52,229	54,840	57,581	60,460	63,483	66,658
CAREER EDUC. SUPERVISOR	187 days	24,907	26,163	27,456	28,833	30,275	31,798

CONFIDENTIAL:

ADMINISTRATIVE ASSISTANT	12 mos.	48,984	51,433	54,005	56,706	59,541	62,519
EXECUTIVE SECRETARY II/ ADMINISTRATIVE ASSISTANT	12 mos.	47,674	50,057	52,561	54,601	57,948	60,847
EXECUTIVE SECRETARY I	12 mos.	37,331	39,198	41,158	43,215	45,375	47,646
ADMINISTRATIVE SECRETARY	12 mos.	33,502	35,555	37,332	39,199	41,161	43,216
SUPPORT SERVICES SECRETARY	12 mos.	32,191	33,799	35,491	37,264	39,128	41,084
PERSONNEL CLERK	12 mos.	32,191	33,799	35,491	37,264	39,128	41,084
ACCOUNT CLERK (ACCT'S. PYBL	12 mos.	32,191	33,799	35,491	37,264	39,128	41,084

LONGEVITY

After 10 years with district	\$56/month	\$672.
After 15 years with district	\$111/month	\$1,332.
After 20 years with district	\$168/month	\$2,016.
After 25 years with district	\$224/month	\$2,688.

Includes 2.% increase over 95-96; includes 2.4% increase and 7.2% increase over 96-97; includes 4% increase over 97-98; includes 5.6% increase over 1998-99; includes 8% increase over 1999-00; includes 6% increase over 2000-01; no increase over 2001-02; no increase over 2002-03; no increase over 03-04; no schedule increase over 04-05; increase longevity to match Classified Schedule eff. 7/1/05; 3% increase over 2004-05 effective 10/31/05; 3% + 1.09% increase over 2005-06 eff. 7/1/06; 4% increase over 06/07 eff 7/1/07. PERs employees' 3 day reduction will be calculated through the payroll system as a pay dock. Effective 7/1/2010 salary schedule reflects an 8 day reduction. Effective 7/1/2011 salary schedule reflects an 8 day reduction. Effective 7/1/2012 salary schedule reflects a 6 day reduction.

MANAGEMENT SALARY SCHEDULE – 2012-2013

Effective 7/1/12

CURRENT POSITIONS	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HIGH SCHOOL PRINCIPAL	217	95,112	98,249	101,491	104,842	108,301	109,926	115,574
CONTINUATION PRINCIPAL	214	89,540	92,495	95,549	98,701	101,958	103,487	105,040
VICE-PRINCIPAL II	207	82,196	84,906	87,708	90,602	93,593	94,997	96,422
VICE-PRINCIPAL I	195	77,415	79,950	82,680	85,410	88,140	89,505	90,870
HUMAN RESOURCES MANAGER	12 mos.	67,916	70,157	72,473	74,864	77,334	78,494	79,671
BUSINESS MANAGER	12 mos.	83,848	86,614	89,472	92,425	95,475	96,907	98,361
<i>Positions not currently allocated</i>								
ASSISTANT SUPERINTENDENT FOR ADMINISTRATIVE SERVICES	214	97,156	100,366	103,790	107,000	110,638	112,298	113,982
BUDGET MANAGER	12 mos.	57,002	59,855	62,847	65,989	69,288	70,327	71,382
STAFFING MANAGER	12 mos.	57,002	59,855	62,847	65,989	69,288	70,327	71,382
DIRECTOR, BUSINESS SERVICES	12 mos.	101,903	105,267	108,740	112,328	116,036	117,777	119,543
CO-PRINCIPAL	202	85,850	88,678	91,506	94,536	97,566	99,029	100,515

Additional \$1,000 for Masters (limit of 1) Additional \$1,000 for Doctorate (limit of 1)

LONGEVITY

After 16 years with District* \$ 614.

After 20 years with District* \$1,024.

After 24 years with District* \$1,434.

After 28 years with District* \$1,843.

After 32 years with District* \$2,253.

After 36 years with District* \$2,662.

*Movement from certificated to management salary schedule will not result in loss of longevity.

Includes 2.5% increase over 94-95; includes 2% increase over 95-96; includes 2.4% increase and 7.2% increase over 96-97; includes 4% increase over 97-98; includes 3% increase over 98-99; includes 8% increase over 1999-2000; includes 6% increase over 2000-01; no increase over 2001-02; no increase over 2002-03; no increase over 2003-04, eff. 7/1/04 increase Masters/Doctorate from \$700 to \$1000; no increase over 03-04; no increase over 04-05; 3% increase over 2004-05 effective 10/31/05, 5.25% + 1.07% increase over 2005/06 effective 7/1/06; 4% increase over 06/07 eff 7/1/07. Assistant Superintendent's salary reflects 5 days in reduction. Site Administrators' salary reflects 3 days in reduction. PERs employees' 3 day reduction will be calculated through the payroll system as a pay dock. Effective 7/1/2010, site administrators' salary reflects 5 days in reduction. Assistant Superintendent reflects a 15 day reduction. Classified management (PERs employees) will receive an 8 day reduction which will be calculated through the payroll system as a pay dock. Effective 7/1/2011, site administrators' added two (2) days to the salary, reflecting a 6 day reduction. Assistant Superintendent added 4 days back to salary schedule, reflecting an 11 day reduction. Classified management (PERs employees) added two (2) days back to salary schedule, reflecting a 6 day reduction which will be calculated through the payroll system as a pay dock. Effective 7/1/2012 two steps were added to the administrative and management salary schedule, Step 6 and Step 7.

SPECIAL EDUCATION CONSORTIUM SALARY SCHEDULE – 2012-2013

Effective: 7/1/12

MANAGEMENT:

CURRENT POSITIONS	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DIRECTOR OF SPECIAL ED.	219	85,502	88,323	91,237	94,256	97,358	98,818	100,301
PROGRAM SPECIALIST*	204	64,270	66,392	68,582	70,846	73,184	74,282	75,396

*Program Specialist position added effective 7/1/01

Additional \$1,000 for Masters (limit of 1)

Additional \$1,000 for Doctorate (limit of 1)

3% increase over 2004-05 effective 10/31/05 for Program Specialist; 5.25% increase to Program Specialist effective 7/1/06 and Director salary rebench for 2006-07; 1.07% increase eff. 7/1/06 applied to both positions; 4% increase over 06/07 eff 7/1/07. Administrators' salary reflects 3 days in reduction. Effective 7/1/2010, administrators' salaries reflects 5 day reduction. Effective 7/1/2010, classified work days reduced for school year employees 7 days and 5 days for 10.5 and 11 month employees. Effective 7/1/11, administrators and classified added two (2) days back to salary schedule, reflecting a 6 day reduction for administrators and a three (3) day reduction for 10.5 and 11 month employees. Effective 7/1/2012 two steps were added to the administrative and management salary schedule, Step 6 and Step 7.

CERTIFICATED:

	WORK DAYS	SALARY PLACEMENT
BEHAVIORAL SPECIALIST	Certificated Calendar	Certificated Salary Schedule, Certificated work year calendar

CLASSIFIED:

	WORK DAYS	HRS./ DAY	SALARY PLACEMENT
FAMILY PARTNER/PARENT CONSULTANT	177	VARIABLES	Range 33, Classified Salary Schedule
BEHAVIORAL ASSISTANT	177	VARIABLES	Range 24, Classified Salary Schedule
SPECIAL NEEDS CUSTODIAL ASSIST.	177	VARIABLES	Range 20, Classified Salary Schedule
SECRETARY I - SPECIAL EDUCATION	227	6 & 8	Range 26, Classified Salary Schedule
SPECIAL ED. DATA TECHNICIAN	237	3 & 4	Range 29, Classified Salary Schedule

Adopted: June 4, 1998

Revised: 9/10/98; 5/27/99; 8/12/99; 5/8/00; 11/16/00; 3/22/01; 6/28/01; 9/27/01.

12/12/02; 6/24/03; 3/17/04; 5/17/06; 8/16/06; 4/25/07; 8/22/07; 4/23/08; 6/25/08, 3/11/09, 6/24/09, 6/23/10, 6/22/11, 6/27/12, 8/8/2012, 1/16/2013

WEST SONOMA COUNTY UHSD

Sebastopol, California