

COMPENSATION AND RELATED BENEFITS

SUPERVISORY SALARY SCHEDULE – 2015-2016

Effective: 7/1/2015

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DISTRICT OPERATIONS COORDINATOR	12 mos.	56,307	59,124	62,082	65,184	68,442	71,866	73,303
FOOD SERVICES COORDINATOR	12 mos.	38,732	40,669	42,701	44,836	47,081	49,434	50,422

CONFIDENTIAL SALARY SCHEDULE – 2015-2016

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
EXECUTIVE SECRETARY II	12 mos.	42,751	44,887	47,132	49,486	51,963	54,558	55,650
ACCOUNTANT/ANALYST	12 mos.	42,751	44,887	47,132	49,486	51,963	54,558	55,650
PAYROLL TECHNICIAN/HR ASSIST.	12 mos.	41,507	43,582	45,761	48,049	50,451	52,975	54,034

POSITIONS NOT CURRENTLY ALLOCATED

SUPERVISORY:

DIRECTOR OF MAINTENANCE & OPERATION	12 mos.	60,468	63,494	66,668	70,001	73,501	77,176	78,720
SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	52,147	54,753	57,496	60,367	63,384	66,555	67,886
SITE SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	43,819	45,981	48,311	50,727	53,264	55,929	57,047
TECHNOLOGY/SYSTEMS COORDINATOR	12 mos.	56,931	59,777	62,765	65,904	69,199	72,660	74,113
CAREER EDUC. SUPERVISOR	192 days	27,128	28,496	29,904	31,404	32,974	34,633	36,019

CONFIDENTIAL:

ADMINISTRATIVE ASSISTANT	12 mos.	53,394	56,064	58,867	61,812	64,902	68,148	69,511
EXECUTIVE SECRETARY II/ ADMINISTRATIVE ASSISTANT	12 mos.	51,966	54,564	57,293	59,517	63,165	66,325	67,651
EXECUTIVE SECRETARY I	12 mos.	40,692	42,728	44,864	47,106	49,460	51,935	52,974
ADMINISTRATIVE SECRETARY	12 mos.	36,518	38,756	40,693	42,729	44,867	47,107	48,049
SUPPORT SERVICES SECRETARY	12 mos.	35,089	36,842	38,686	40,619	42,651	44,783	45,678
PERSONNEL CLERK	12 mos.	35,089	36,842	38,686	40,619	42,651	44,783	45,678
ACCOUNT CLERK (ACCT'S. PYBL)	12 mos.	35,089	36,842	38,686	40,619	42,651	44,783	45,678

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. Effective 7/1/2013 salary schedule reflects a 3 day reduction. Effective 7/1/2014 salary schedule reflects three (3) additional days. Effective 7/1/2014 a 2% retro to the 2014-2015 Salary Schedule. Effective 7/1/2015 a 4% increase to the 2015-2016 Salary Schedule as well as a Step 7 added to the 2015-2016 Salary Schedule.

MANAGEMENT SALARY SCHEDULE – 2015-2016

Effective: 7/1/2015

CURRENT POSITIONS	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HIGH SCHOOL PRINCIPAL	220	104,682	108,135	111,702	115,391	119,197	120,986	122,800
CONTINUATION PRINCIPAL	217	98,586	101,839	105,202	108,672	112,259	113,943	115,652
VICE-PRINCIPAL II	210	90,583	93,570	96,658	99,847	103,144	104,691	106,261
HUMAN RESOURCES MANAGER	12 mos.	72,738	75,138	77,619	80,179	82,825	84,067	85,328
CHIEF BUSINESS OFFICIAL (CBO)	12 mos.	89,801	92,764	95,825	98,987	102,254	103,787	105,345
DIRECTOR OF FACILITIES, MAINTENANCE & OPERATIONS	12 mos.	69,183	71,467	73,825	76,262	78,778	79,960	81,159
<i>Positions not currently allocated</i>								
ASSISTANT SUPERINTENDENT FOR ADMINISTRATIVE SERVICES	217	106,971	110,506	114,276	117,810	121,816	123,644	125,498
VICE-PRINCIPAL I	198	85,463	88,261	91,275	94,289	97,302	98,809	100,316
BUDGET MANAGER	12 mos.	61,049	64,105	67,309	70,674	74,207	75,320	76,450
STAFFING MANAGER	12 mos.	61,049	64,105	67,309	70,674	74,207	75,320	76,450
DIRECTOR, BUSINESS SERVICES	12 mos.	109,138	112,741	116,461	120,303	124,275	126,139	128,031
CO-PRINCIPAL	205	94,676	97,795	100,914	104,255	107,597	109,210	110,850

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. Effective 7/1/2013 administrative and management salary schedule reflects a 3 day reduction. Effective July 1, 2014, administrative workdays to remain the same as the 2013-2014 school year with a salary increase equivalent of three (3) workdays. Effective 7/1/2014 a 2% retro to the 2014-2015 Salary Schedule. Effective July 1, 2015 a 5% increase to the 2015-2016 Salary Schedule.

SPECIAL EDUCATION CONSORTIUM SALARY SCHEDULE – 2015-2016

Effective: 7/1/15

MANAGEMENT:

CURRENT POSITIONS	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DIRECTOR OF SPECIAL ED.	220	93,246	96,321	99,499	102,792	106,175	107,767	109,384

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. Effective 7/1/2013 special education consortium salary schedule reflects a 3 day reduction. Effective July 1, 2014, administrative workdays to remain the same as 2013-2014 school year with a salary increase equivalent of three (3) workdays. Effective 7/1/2014 a 2% retro to the 2014-2015 Salary Schedule. Effective July 1, 2015 a 5% increase to the 2015-2016 Salary Schedule.

CERTIFICATED:

CURRENT POSITIONS	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PROGRAM SPECIALIST	207	70,857	73,197	75,612	78,108	80,685	81,896	83,125

	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	182	VARIES	Range 33, Classified Salary Schedule
BEHAVIORAL ASSISTANT	182	VARIES	Range 24, Classified Salary Schedule
SPECIAL NEEDS CUSTODIAL ASSIST.	182	VARIES	Range 20, Classified Salary Schedule
SECRETARY I - SPECIAL EDUCATION	230	6 & 8	Range 26, Classified Salary Schedule
SPECIAL ED. DATA TECHNICIAN	240	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; 8/14/2013; 1/22/2013; 6/25/2014; 6/24/2015

WEST SONOMA COUNTY UHSD

Sebastopol, California