

Classified Staff Salary Schedule

Effective July 1, 2017

Pay Rates: All pay rates shown below are per hour.

Pacific Elementary School District Classified Wage Rates 2017-18											
STEP INCREASES						LONGEVITY BONUSES					
YEAR: 1	2	3	4	5	6	8	11	14	17	20	23
A	A x1.03	A x1.06	A x 1.09								
Classification: Classified. Salary Group: TA											
IA: Classroom Aide, Office Aide, Cafeteria Aide, Custodian, Dishwasher, Special Circumstances Instructional Assistant Level 1											
\$11.00	\$11.33	\$11.66	\$11.99	\$12.42	\$13.02	\$13.63	\$14.23	\$14.83	\$15.43	\$16.03	\$16.63
COORD: Program Coordinator (After School Recreation or Care, Gifted and Talented Education, Media Literacy)											
\$12.40	\$12.77	\$13.14	\$13.52	\$14.16	\$14.85	\$15.54	\$16.22	\$16.91	\$17.59	\$18.28	\$18.96
SEC: Secretary											
\$12.90	\$13.29	\$13.67	\$14.06	\$14.75	\$15.47	\$16.18	\$16.89	\$17.61	\$18.32	\$19.04	\$19.75
A	A x1.06	A x1.12	A x1.18	A x 1.24	A x 1.30	A x1.36	A x 1.42	A x 1.48	A x 1.54	A x 1.6	A x 1.66
Classification: Classified. Salary Group: TACONF											
PRECOTE: Preschool Co-Teachers, Special Circumstances Instructional Assitant Level 2											
\$15.31	\$16.23	\$17.15	\$18.07	\$18.98	\$19.90	\$20.82	\$21.74	\$22.66	\$23.58	\$24.50	\$25.41
Classification: Classified. Salary Group: TA											
FS: Food Services Director											
\$16.37	\$17.35	\$18.33	\$19.32	\$20.30	\$21.28	\$22.26	\$23.25	\$24.23	\$25.21	\$26.19	\$27.17
Classification: Classified Confidential. Salary Group: AA											
AA: District Office Manager											
\$20.85	\$22.10	\$23.35	\$24.60	\$25.85	\$27.11	\$28.36	\$29.61	\$30.86	\$32.11	\$33.36	\$34.61
Classification: Classified. Salary Group: 2TARTS											
INST: Music Instructor*											
\$18.80	\$19.93	\$21.06	\$22.18	\$23.31	\$24.44	\$25.57	\$26.70	\$27.82	\$28.95	\$30.08	\$31.21
Skilled Maintenance Worker**											
\$30.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* Music instructors are paid hourly for hours worked by extra work agreement. They receive the same leave and step increases as other classified employees.

** Skilled maintenance workers are paid hourly for hours worked by extra work agreement. They accrue 1 hour of sick leave for every 18 hours worked.

Hours: A full-time position is 40 hours per week. Normal working hours for all full-time positions are 8:00 a.m. – 12:00 p.m. and 12:30 p.m. to 4:30 p.m.

Retirement: The district participates in CalPERS for classified employees who regularly work 20 or more hours per week or who work a total of 1,000 hours or more during a fiscal year.

Insurance: The district pays 100% of employee-only Medical, Dental, Vision premiums for employees who regularly work 32 or more hours per week. The employee may voluntarily enroll family members in the district plan. The employee will pay the cost difference between the individual plan offered by the district and the family plan selected by the employee.

Employees who work at least 0.5 FTE but less than 0.8 FTE may choose to enroll themselves and their dependents in district health plans at their own expense.

Steps: The district gives step increases on July 1 to all employees who are employed in regular positions before March 1 of the same year. Employees hired March through June will not step the first following July.

Leave: Classified employees receive one sick day per month worked, normally 10 per year, late August through early June. A sick day is defined as a number of hours of leave equal to 20% of the employee's regular number of hours worked per week. Employees may use up to 70% of their annual allotted leave hours, or a maximum of 7 days in the case of 11-month employees, for business of a serious nature, but not to extend vacations.

Vacation: The district does not give vacation hours. Instead, the district provides prorated vacation compensation of 3.85% of base compensation, which is included in each paycheck.

Classified Substitutes: Classified substitutes receive the step 1 rate of pay of the salary line of the person for whom they are substituting, with the following exception: As long as at least one preschool co-teacher is present in the preschool classroom, substitutes for the other preschool co-teacher receive the step 1 aide rate.

Board Approved 11/21/2017. Effective December 1, 2017.