

APPENDIX A



**KEYES UNION SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

2018-2019 2.04% increase effective 07/01/2018

No rate will be paid below the Federal or State Minimum Wage

Range	JOB TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A		11.57	12.15	12.76	13.40	14.07	14.77	15.51	16.28	17.10	17.95
B		11.92	12.51	13.14	13.80	14.49	15.21	15.97	16.77	17.61	18.49
C	Food Service Worker I	12.28	12.89	13.53	14.21	14.92	15.67	16.45	17.27	18.14	19.04
D	Head Cook/Baker	12.64	13.28	13.94	14.64	15.37	16.14	16.94	17.79	18.68	19.62
E	Para (General, Roving, ELL, PE., 1:1)	13.02	13.67	14.36	15.08	15.83	16.62	17.45	18.33	19.24	20.20
F	Para (SDC, RSP) Campus Supervisor/Health Aide	13.41	14.09	14.79	15.53	16.31	17.12	17.98	18.88	19.82	20.81
G	Student Support Specialist	13.82	14.51	15.23	15.99	16.79	17.63	18.52	19.44	20.41	21.43
H	Computer Technician/Media Specialist	14.23	14.94	15.69	16.47	17.30	18.16	19.07	20.02	21.03	22.08
I	Office Assistant	14.66	15.39	16.16	16.97	17.82	18.71	19.64	20.63	21.66	22.74
J	Custodian/Groundskeeper	15.10	15.85	16.65	17.48	18.35	19.27	20.23	21.24	22.31	23.42
K	General Utility Worker	15.55	16.33	17.14	18.00	18.90	19.85	20.84	21.88	22.98	24.12
L	Attendance Clerk	16.02	16.82	17.66	18.54	19.47	20.44	21.46	22.54	23.67	24.85
M	SMS School Secretary, Bus Driver	16.50	17.32	18.19	19.10	20.05	21.06	22.11	23.21	24.37	25.59
N	KES School Secretary	16.99	17.84	18.73	19.67	20.65	21.69	22.77	23.91	25.11	26.36
O	Campus Community Liaison	17.50	18.38	19.30	20.26	21.27	22.34	23.46	24.63	25.86	27.15
P	Cafeteria Account Technician	18.03	18.93	19.88	20.87	21.91	23.01	24.16	25.37	26.64	27.97
Q		18.57	19.50	20.47	21.50	22.57	23.70	24.88	26.13	27.43	28.81
R		19.13	20.08	21.09	22.14	23.25	24.41	25.63	26.91	28.26	29.67
S	Account Technician/SLPA	19.70	20.68	21.72	22.80	23.94	25.14	26.40	27.72	29.11	30.56
T		20.29	21.30	22.37	23.49	24.66	25.90	27.19	28.55	29.98	31.48
U	Network Technician	20.90	21.94	23.04	24.19	25.40	26.67	28.01	29.41	30.88	32.42
V		21.53	22.60	23.73	24.92	26.17	27.47	28.85	30.29	31.80	33.39
W		22.17	23.28	24.44	25.67	26.95	28.30	29.71	31.20	32.76	34.40
X		22.84	23.98	25.18	26.44	27.76	29.15	30.60	32.13	33.74	35.43
Y		23.52	24.70	25.93	27.23	28.59	30.02	31.52	33.10	34.75	36.49
Z		24.23	25.44	26.71	28.05	29.45	30.92	32.47	34.09	35.80	37.59
AA		24.95	26.20	27.51	28.89	30.33	31.85	33.44	35.11	36.87	38.71
AB		25.70	26.99	28.34	29.75	31.24	32.80	34.44	36.17	37.98	39.87
AC		26.47	27.80	29.19	30.65	32.18	33.79	35.48	37.25	39.11	41.07
AD		27.27	28.63	30.06	31.57	33.15	34.80	36.54	38.37	40.29	42.30
AE		28.09	29.49	30.97	32.51	34.14	35.85	37.64	39.52	41.50	43.57

Historical Notes:

Board Approved: 06/12/2018

Effective: Jul 01, 2018

Annual longevity will be paid after the following years of consecutive service:
15 years = \$1,000 20 years = \$1,500 and 25 years = \$2,000 (divided over 12 months)

- 2018-19 Added Campus Community Liaison to row O
- 2018-19 Salary schedule reflects 2.04% increase; color blocks to address estimated minimum wage increases. Moved SDC/RSP Para to line F; SMS School Secretary to line M; KES School Secretary line N. Added longevity of \$1,000, \$1,500 & \$2,000 at 15, 20 and 25 years of service respectively. (Total compensation equal to 2.59%)
- 2017-18 Salary schedule reflects 0% increase due to 4% agreement in prior year.
- 2016-17 Salary schedule reflects 3.77% increase (plus .23% towards vacation for total comp. of 4%)
- 2015-16 Salary schedule reflects 5.55% increase, includes 0.55% for removal of Article 10.8
Salary schedule includes the following "Job Title" changes:
Addition of: Cafeteria Account Technician (reclassification of Caf  Clerk)
Removal of: Yard Duty (to stipend pay schedule eff 7/1/2016), Cafeteria Helper (reclass to Food Service Worker I)
Paraprofessional Pre-K (to PreSchool Salary Schedule-grandfathered at current rate of pay)
Removal of Step 1 and Range A&B (yard duty as stated above) effective 7/1/2016
- 2014-15 Salary schedule reflects 3.45% increase
- 2013-14 Salary schedule reflects 2.0% increase, additional 0.5% compensation is in benefit cap increase of \$500 (\$5500 to \$6000), plus additional off schedule compensation of 2.5%, and addition of Student Services Specialist
- 2012-13 Salary schedule reflects addition of Speech Language Pathologist Asst (SLPA)
- 2011-12 Salary schedule reflects addition of Step 11 to replace Longevity Stipend, reinstatement of the four (4) furlough days, removed Payroll Tech position and reclassified as "Confidential"
- 2010-11 Salary reduced by four (4) furlough days
- 2009-10 Salary schedule reflects addition of Food Service Worker/Yard Duty and deletion of Dishwasher/Community Liaison
- 2007-08 Off schedule compensation given, benefit cap increased \$500 (\$5000 to \$5500) in lieu of salary schedule increase
- 2006-07 Salary schedule reflects all positions moving down on schedule
- 2005-06 Salary schedule reflects removal of column 1 & 2 (column 3&4 now col 1&2), add 2 columns at end over 2004-05 schedule

Minimum Wage Progression
Jan 2019 \$12.00
Jan 2020 \$13.00
Jan 2021 \$14.00
Jan 2022 \$15.00