

# CONFIDENTIAL SALARY SCHEDULE 2024-25

Effective July, 1 2024

COLA 5.5%

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Executive Assistant to Vice President	CL-26	81,605	86,082	90,553	95,026	99,502
Executive Assistant to Superintendent/President	CL-28	86,442	91,190	95,936	100,678	105,421
Human Resources Analyst	CL-29	88,980	93,876	98,716	103,613	108,536
Human Resources Analyst, Benefits & Leaves	CL-29	88,980	93,876	98,716	103,613	108,536
Benefits Coordinator/ HR Specialist	CL-29	88,980	93,876	98,716	103,613	108,536
Human Resources Systems Analyst	CL-32	97,055	102,375	107,663	113,009	118,329
Employee Relations Specialist	CL-34	102,793	108,449	114,069	119,722	125,342
Human Resources Supervisor	CL-35	105,817	111,621	117,425	123,226	129,032
Payroll Manager	CL-37	112,104	118,268	124,402	130,569	136,708
Director, Fiscal Services	CM-18	159,855	167,848	176,240	185,053	194,793
Director, Human Resources	CM-19	164,972	173,223	181,883	190,976	201,024

**For permanent classified employees hired before July 1, 2018, longevity shall be paid as follows:**

- L-1: On completion of five (5) years of continuous service to the District, and during service year six (6), an additional three percent (3%), based on step 5, will be paid.
- L-2: On completion of six (6) years of continuous service to the District, and during service years seven to ten (7-10), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-3: On completion of ten (10) years of continuous service to the District, and during service year eleven (11), an additional one and one-half percent (1.5%), based on the immediate previous year, will be paid.
- L-4: On completion of eleven (11) years of continuous service to the District, and during service years twelve to fifteen (12-15), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-5: On completion of fifteen (15) years of continuous service to the District, and during service year sixteen (16), an additional one and one-half percent (1.5%), based on the immediate previous year, will be paid.
- L-6: On completion of sixteen (16) years of continuous service to the District, and during service years seventeen to twenty-one (17-21), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-7: On completion of twenty-one (21) years of continuous service to the District, and during service year twenty-two (22), an additional 0.65% percent, based on the immediate previous year, will be paid.

**For permanent classified employees hired after July 1, 2018, longevity shall be paid as follows:**

Years 6-9: \$500^  
Years 10-14: \$1000^  
Years 15-19: \$1500^  
Years 20-22: \$2000^  
Years 23+: \$2500^

^The longevity payment is non-cumulative and does not increase with COLA.

**For permanent classified administrators hired before July 1, 2018, longevity shall be paid as follows:**

- L-1 5% increase Service Years 6-10
- L-2 5% increase Service Years 11-15
- L-3 5% increase Service Years 16-20
- L-4\* 5% increase Service Years 21+

\*Does not apply to Range 18 or 19

**For classified administrators hired after July 1, 2018, longevity shall be paid as follows:**

Years 6-10: \$500^  
Years 11-15: \$1000^  
Years 16-20: \$1500^  
Years 21-22: \$2000^  
Years 23+: \$2500^

^The longevity payment is non-cumulative and does not increase with COLA.

**CONFIDENTIAL LONGEVITY PAY SCHEDULE 2024-2025 (permanent hire prior to July 1, 2018)**  
Effective July 1, 2024

CLASSIFICATION	RANGE	L-1	L-2				L-3	L-4				L-5	L-6				L-7	
		YEAR 6 3%	YEAR 7 1%	YEAR 8 1%	YEAR 9 1%	YEAR 10 1%	YEAR 11 1.5%	YEAR 12 1%	YEAR 13 1%	YEAR 14 1%	YEAR 15 1%	YEAR 16 1.5%	YEAR 17 1%	YEAR 18 1%	YEAR 19 1%	YEAR 20 1%	YEAR 21 1%	Year 22+ 0.65%
Executive Assistant to Vice President	CL-26	102487	103512	104547	105592	106648	108248	109330	110423	111527	112642	114332	115475	116630	117796	118974	120164	120945
Executive Assistant to Superintendent/President	CL-28	108584	109670	110767	111875	112994	114689	115836	116994	118164	119346	121136	122347	123570	124806	126054	127315	128143
Human Resources Analyst	CL-29	111792	112910	114039	115179	116331	118076	119257	120450	121655	122872	124715	125962	127222	128494	129779	131077	131929
Human Resources Analyst, Benefits & Leaves	CL-29	111792	112910	114039	115179	116331	118076	119257	120450	121655	122872	124715	125962	127222	128494	129779	131077	131929
Benefits Coordinator/ HR Specialist	CL-29	111792	112910	114039	115179	116331	118076	119257	120450	121655	122872	124715	125962	127222	128494	129779	131077	131929
Human Resources Systems Analyst	CL-32	121879	123098	124329	125572	126828	128730	130017	131317	132630	133956	135965	137325	138698	140085	141486	142901	143830
Employee Relations Specialist	CL-34	129103	130394	131698	133015	134345	136360	137724	139101	140492	141897	144025	145465	146920	148389	149873	151372	152356
Human Resources Supervisor	CL-35	132903	134232	135574	136930	138299	140373	141777	143195	144627	146073	148264	149747	151244	152756	154284	155827	156840
Payroll Manager	CL-37	140809	142217	143639	145075	146526	148724	150211	151713	153230	154762	157083	158654	160241	161843	163461	165096	166169

**CONFIDENTIAL LONGEVITY PAY SCHEDULE 2024-2025 (permanent hire after July 1, 2018)**  
Effective July 1, 2024

CLASSIFICATION CONFIDENTIAL	RANGE	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20	YEAR 21	YEAR 22	Year 23+
		\$500	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$2,000	\$2,000	\$2,000
Executive Assistant to Vice President	CL-26	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Executive Assistant to Superintendent/President	CL-28	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Human Resources Analyst	CL-29	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Human Resources Analyst, Benefits & Leaves	CL-29	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Benefits Coordinator/ HR Specialist	CL-29	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Human Resources Systems Analyst	CL-32	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Employee Relations Specialist	CL-34	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Human Resources Supervisor	CL-35	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500
Payroll Manager	CL-37	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000	2500

		L-1 Years 6-10	L-2 Years 11-15	L-3 Years 16-20	L-4 Year 21+
<b>ADMINISTRATOR CONFIDENTIAL</b>	<b>RANGE</b>	5%	5%	5%	5%
Director, Fiscal Services	CM-18	9,073	18,600	28,603	28,603
Director, Labor Relations & Title IX Coordinator	CM-19	9,363	19,195	29,518	29,518

**CONFIDENTIAL LONGEVITY PAY SCHEDULE 2024-2025 (permanent hire *after* July 1, 2018)**  
Effective July 1, 2024

<b>CLASSIFICATION CONFIDENTIAL</b>	<b>RANGE</b>	YEAR 6 \$500	YEAR 7 \$500	YEAR 8 \$500	YEAR 9 \$500	YEAR 10 \$1,000	YEAR 11 \$1,000	YEAR 12 \$1,000	YEAR 13 \$1,000	YEAR 14 \$1,000	YEAR 15 \$1,500	YEAR 16 \$1,500	YEAR 17 \$1,500	YEAR 18 \$1,500	YEAR 19 \$1,500	YEAR 20 \$2,000	YEAR 21 \$2,000	Year 22 \$2,000
Director, Fiscal Services	CM-18	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000
Director, Human Resources	CM-19	500	500	500	500	1000	1000	1000	1000	1000	1500	1500	1500	1500	1500	2000	2000	2000