

**COMPENSATION AND RELATED BENEFITS**

**SUPERVISORY SALARY SCHEDULE – 2011-2012**

Effective 7/1/11

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
DIRECTOR OF MAINTENANCE & OPERATION	12 mos.	55,255	58,020	60,921	63,966	67,164	70,523
FOOD SERVICES COORDINATOR	12 mos.	35,393	37,163	39,020	40,971	43,022	45,172

**CONFIDENTIAL SALARY SCHEDULE – 2011-2012**

	Work Yr.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXECUTIVE SECRETARY II	12 mos.	39,065	41,017	43,069	45,220	47,483	49,855
ACCOUNTANT/ANALYST	12 mos.	39,065	41,017	43,069	45,220	47,483	49,855
PAYROLL/ACCOUNTANT	12 mos.	37,929	39,825	41,816	43,907	46,102	48,408
ACCOUNT CLERK (ACCT'S. PYBL)	12 mos.	32,064	33,666	35,351	37,117	38,974	40,922

**POSITIONS NOT CURRENTLY ALLOCATED**

***SUPERVISORY:***

SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	47,651	50,033	52,539	55,163	57,920	60,817
SITE SUPERVISOR OF MAINTENANCE & OPERATIONS	12 mos.	40,041	42,017	44,146	46,354	48,672	51,107
TECHNOLOGY/SYSTEMS COORDINATOR	12 mos.	52,023	54,624	57,354	60,222	63,233	66,396
CAREER EDUC. SUPERVISOR	187 days	24,907	26,163	27,456	28,833	30,275	31,798

***CONFIDENTIAL:***

ADMINISTRATIVE ASSISTANT	12 mos.	48,791	51,231	53,792	56,483	59,307	62,273
EXECUTIVE SECRETARY II/ ADMINISTRATIVE ASSISTANT	12 mos.	47,486	49,860	52,354	54,386	57,720	60,607
EXECUTIVE SECRETARY I	12 mos.	37,184	39,044	40,996	43,045	45,196	47,458
ADMINISTRATIVE SECRETARY	12 mos.	33,370	35,415	37,185	39,045	40,999	43,046
SUPPORT SERVICES SECRETARY	12 mos.	32,064	33,666	35,351	37,117	38,974	40,922
PERSONNEL CLERK	12 mos.	32,064	33,666	35,351	37,117	38,974	40,922

**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.

## MANAGEMENT SALARY SCHEDULE – 2011-2012

Effective 7/1/11

	WORK DAYS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ASSISTANT SUPERINTENDENT FOR ADMINISTRATIVE SERVICES	214	97,156	100,366	103,790	107,000	110,638
HIGH SCHOOL PRINCIPAL	217	95,112	98,249	101,491	104,842	108,301
CONTINUATION PRINCIPAL	214	89,540	92,495	95,549	98,701	101,958
VICE-PRINCIPAL II	207	82,196	84,906	87,708	90,602	93,593
VICE-PRINCIPAL I	189	75,033	77,490	80,136	82,782	85,428
BUDGET MANAGER	12 mos.	57,002	59,855	62,847	65,989	69,288
STAFFING MANAGER (eff. 7/1/08)	12 mos.	57,002	59,855	62,847	65,989	69,288
<i>Positions not currently allocated</i>						
HUMAN RESOURCES MANAGER	12 mos.	67,916	70,157	72,473	74,864	77,334
DIRECTOR, BUSINESS SERVICES	12 mos.	101,903	105,267	108,740	112,328	116,036
BUSINESS MANAGER	12 mos.	83,848	86,614	89,472	92,425	95,475
CO-PRINCIPAL	202	85,850	88,678	91,506	94,536	97,566

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.

**SPECIAL EDUCATION CONSORTIUM SALARY SCHEDULE – 2011-2012**

**Effective: 7/1/11**

**MANAGEMENT:**

	<b>WORKDAYS</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
DIRECTOR OF SPECIAL EDUCATION	219	85,502	88,323	91,237	94,256	97,358
PROGRAM SPECIALIST*	204	64,270	66,392	68,582	70,846	73,184

\*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 rebenchmarked 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 reflect 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.

**CERTIFICATED:**

	<b>WORK DAYS</b>	<b>SALARY PLACEMENT</b>
BEHAVIORAL SPECIALIST	Certificated Calendar	Certificated Salary Schedule, Certificated work year calendar

**CLASSIFIED:**

	<b>WORK DAYS</b>	<b>HRS./ DAY</b>	<b>SALARY PLACEMENT</b>
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

**WEST SONOMA COUNTY UHSD**  
Sebastopol, California