

Board Office Use: Legislative File Info.	
File ID Number	20-0146
Introduction Date	05/27/2020
Enactment Number	20-0731
Enactment Date	5/27/2020 os

**Memo**

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief of Talent

**Board Meeting Date Subject**

**District Salary Schedules for Classified Confidential Administrators and Executive Cabinet**

**Action Requested** Adoption by the Board of Education of Resolution No. 1920-2010 – District Salary Schedules for Classified Confidential Administrators Effective:

- November 1, 2003 (2.5% reduction)
- July 1, 2013 (2.0%)
- July 1, 2014 (3.0%)
- July 1, 2015 (3.0%)
- July 1, 2018 (Correction)

**Background and Discussion**

*A one paragraph explanation of the the MOU.*

The California Public Employees Retirement System (CalPERS) Office of Audit Services conducted a Public Agency Review (PAR) of Oakland Unified School District (OUSD) salary schedules and reporting to CalPERS.

The Talent and Payroll Divisions have been working closely with the Audit Compliance & Resolution Unit at CalPERS' Employer Account Management Division to ensure all OUSD pay schedules comply with California regulations. 2 C.C.R. 570.5 (a); see also Cal. Gov't Code 20636 (b)(1). Specifically, OUSD must have a Board approved salary schedule each time there is a salary increase. The PAR review requested:

- All classifications pay schedules from July 2012 adhere to California Code of Regulations 570.5.
- All classifications pay schedules include effective dates, time base, revisions, positions and Board approval.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws;

- Identify the position title for every employee position;
- Show the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and the date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

**Recommendation**

Adoption by the Board of Education of Resolution No. 1920-2010 – District Salary Schedules for Classified Confidential Administrators Effective:

November 1, 2003 (2.5% reduction)  
July 1, 2013 (2.0%)  
July 1, 2014 (3.0%)  
July 1, 2015 (3.0%)  
July 1, 2018 (Correction)

**Fiscal Impact**

There are no new anticipated fiscal impacts as a result of this salary schedule.

**Attachments**

- CFCA: November 1, 2003 (2.5% reduction)
- CFCA: July 1, 2013 (2.0%)
- CFCA: July 1, 2014 (3.0%)
- CFCA: July 1, 2015 (3.0%)
- EXEC: July 1, 2018 (Correction)

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1920-2010**

**- District Salary Schedules for Classified Confidential Administrations -**

**WHEREAS**, it is the goal of the Oakland Unified School District to ensure organizational effectiveness, efficiency and accountability to further student achievement; and

**WHEREAS**, California Public Employees Retirement System, Office of Audit Services conducted a Public Review of Oakland Unified School District salary schedules reporting to California Public Employees Retirement System to ensure all OUSD pay schedules comply with California regulations; and

**WHEREAS**, OUSD must have a Board approved salary schedule each time there is a salary increase; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education approve District Salary Schedules for Classified Confidential Administrators Effective:

November 1, 2003 (2.5% reduction)  
July 1, 2013 (2.0%)  
July 1, 2014 (3.0%)  
July 1, 2015 (3.0%)  
July 1, 2018 (Correction)

Passed by the following vote:

PREFERENTIAL AYE: Student Director Smith-Dahl and Student Director Garibo

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, Jumoke Hinton Hodge, Gary Yee, Vice President Shanthi Gonzales, President Jody London

NOES: James Harris, Roseann Torres

ABSTAINED: None

RECUSE: None

ABSENT: None

**CERTIFICATION**

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on May 27, 2020.

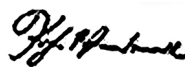
<b>Legislative File</b>	
File ID Number:	20-0146
Introduction Date:	05/27/2020
Enactment Number:	20-0731
Enactment Date:	5/27/2020
By:	os

**OAKLAND UNIFIED SCHOOL DISTRICT**




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Jody London  
President, Board of Education




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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

OAKLAND UNIFIED SCHOOL DISTRICT							
HUMAN RESOURCES SERVICES AND SUPPORT							
SALARY SCHEDULE CONFIDENTIAL 12 MONTH CLASSIFIED ADMINISTRATORS							
Periods: 12, Days/Year: 261, Hours/Day: 7.5							
CFCA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
	<b>Range 01</b>						
Reserved for unassigned job classifications	ANNUAL	\$ 32,877.00	\$ 34,526.70	\$ 36,246.60	\$ 38,060.10	\$ 39,955.50	\$ 41,967.90
	MONTHLY	\$ 2,739.75	\$ 2,877.23	\$ 3,020.55	\$ 3,171.68	\$ 3,329.63	\$ 3,497.33
	DAILY	\$ 125.97	\$ 132.29	\$ 138.88	\$ 145.82	\$ 153.09	\$ 160.80
	HOURLY	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.44
	<b>Range 02</b>						
Reserved for unassigned job classifications	ANNUAL	\$ 34,526.70	\$ 36,246.60	\$ 38,060.10	\$ 39,955.50	\$ 41,967.90	\$ 44,050.50
	MONTHLY	\$ 2,877.23	\$ 3,020.55	\$ 3,171.68	\$ 3,329.63	\$ 3,497.33	\$ 3,670.88
	DAILY	\$ 132.29	\$ 138.88	\$ 145.82	\$ 153.09	\$ 160.80	\$ 168.78
	HOURLY	\$ 17.64	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.44	\$ 22.50
	<b>Range 03</b>						
Reserved for unassigned job classifications	ANNUAL	\$ 36,246.60	\$ 38,060.10	\$ 39,955.50	\$ 41,967.90	\$ 44,050.50	\$ 46,261.80
	MONTHLY	\$ 3,020.55	\$ 3,171.68	\$ 3,329.63	\$ 3,497.33	\$ 3,670.88	\$ 3,855.15
	DAILY	\$ 138.88	\$ 145.82	\$ 153.09	\$ 160.80	\$ 168.78	\$ 177.25
	HOURLY	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.44	\$ 22.50	\$ 23.63
	<b>Range 04</b>						
Reserved for unassigned job classifications	ANNUAL	\$ 38,060.10	\$ 39,955.50	\$ 41,967.90	\$ 44,050.50	\$ 46,261.80	\$ 48,578.40
	MONTHLY	\$ 3,171.68	\$ 3,329.63	\$ 3,497.33	\$ 3,670.88	\$ 3,855.15	\$ 4,048.20
	DAILY	\$ 145.82	\$ 153.09	\$ 160.80	\$ 168.78	\$ 177.25	\$ 186.12
	HOURLY	\$ 19.44	\$ 20.41	\$ 21.44	\$ 22.50	\$ 23.63	\$ 24.82
	<b>Range 05</b>						
Reserved for unassigned job classifications	ANNUAL	\$ 39,955.50	\$ 41,967.90	\$ 44,050.50	\$ 46,261.80	\$ 48,578.40	\$ 51,000.30
	MONTHLY	\$ 3,329.63	\$ 3,497.33	\$ 3,670.88	\$ 3,855.15	\$ 4,048.20	\$ 4,250.03
	DAILY	\$ 153.09	\$ 160.80	\$ 168.78	\$ 177.25	\$ 186.12	\$ 195.40
	HOURLY	\$ 20.41	\$ 21.44	\$ 22.50	\$ 23.63	\$ 24.82	\$ 26.05
	<b>Range 06</b>						
	ANNUAL	\$ 41,967.90	\$ 44,050.50	\$ 46,261.80	\$ 48,578.40	\$ 51,000.30	\$ 53,562.60

OFFICE MANAGER I CONFIDENTIAL	<b>MONTHLY</b>	\$ 3,497.33	\$ 3,670.88	\$ 3,855.15	\$ 4,048.20	\$ 4,250.03	\$ 4,463.55	
	<b>DAILY</b>	\$ 160.80	\$ 168.78	\$ 177.25	\$ 186.12	\$ 195.40	\$ 205.22	
	<b>HOURLY</b>	\$ 21.44	\$ 22.50	\$ 23.63	\$ 24.82	\$ 26.05	\$ 27.36	
	<b>Range 07</b>							
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 44,050.50	\$ 46,261.80	\$ 48,578.40	\$ 51,000.30	\$ 53,562.60	\$ 56,230.20	
	<b>MONTHLY</b>	\$ 3,670.88	\$ 3,855.15	\$ 4,048.20	\$ 4,250.03	\$ 4,463.55	\$ 4,685.85	
	<b>DAILY</b>	\$ 168.78	\$ 177.25	\$ 186.12	\$ 195.40	\$ 205.22	\$ 215.44	
	<b>HOURLY</b>	\$ 22.50	\$ 23.63	\$ 24.82	\$ 26.05	\$ 27.36	\$ 28.73	
	<b>Range 08</b>							
ADMINISTRATIVE ASSISTANT HR	<b>ANNUAL</b>	\$ 46,261.80	\$ 48,578.40	\$ 51,000.30	\$ 53,562.60	\$ 56,230.20	\$ 59,049.90	
	<b>MONTHLY</b>	\$ 3,855.15	\$ 4,048.20	\$ 4,250.03	\$ 4,463.55	\$ 4,685.85	\$ 4,920.83	
	<b>DAILY</b>	\$ 177.25	\$ 186.12	\$ 195.40	\$ 205.22	\$ 215.44	\$ 226.24	
	<b>HOURLY</b>	\$ 23.63	\$ 24.82	\$ 26.05	\$ 27.36	\$ 28.73	\$ 30.17	
	<b>Range 09</b>							
ASSISTANT EMPLOYEE INFO MGMT SYSTE	<b>ANNUAL</b>	\$ 48,578.40	\$ 51,000.30	\$ 53,562.60	\$ 56,233.00	\$ 59,049.90	\$ 61,998.30	
	<b>MONTHLY</b>	\$ 4,048.20	\$ 4,250.03	\$ 4,463.55	\$ 4,686.08	\$ 4,920.83	\$ 5,166.53	
	<b>DAILY</b>	\$ 186.12	\$ 195.40	\$ 205.22	\$ 215.45	\$ 226.24	\$ 237.54	
	<b>HOURLY</b>	\$ 24.82	\$ 26.05	\$ 27.36	\$ 28.73	\$ 30.17	\$ 31.67	
	<b>Range 10</b>							
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 51,000.30	\$ 53,562.60	\$ 56,230.20	\$ 59,049.90	\$ 61,998.30	\$ 65,098.80	
	<b>MONTHLY</b>	\$ 4,250.03	\$ 4,463.55	\$ 4,685.85	\$ 4,920.83	\$ 5,166.53	\$ 5,424.90	
	<b>DAILY</b>	\$ 195.40	\$ 205.22	\$ 215.44	\$ 226.24	\$ 237.54	\$ 249.42	
	<b>HOURLY</b>	\$ 26.05	\$ 27.36	\$ 28.73	\$ 30.17	\$ 31.67	\$ 33.26	
	<b>Range 11</b>							
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 53,562.60	\$ 56,230.20	\$ 59,049.90	\$ 61,998.30	\$ 65,098.80	\$ 66,783.60	
	<b>MONTHLY</b>	\$ 4,463.55	\$ 4,685.85	\$ 4,920.83	\$ 5,166.53	\$ 5,424.90	\$ 5,565.30	
	<b>DAILY</b>	\$ 205.22	\$ 215.44	\$ 226.24	\$ 237.54	\$ 249.42	\$ 255.88	
	<b>HOURLY</b>	\$ 27.36	\$ 28.73	\$ 30.17	\$ 31.67	\$ 33.26	\$ 34.12	
	<b>Range 12</b>							
SECRETARY EXECUTIVE BOARD EXECUTIVE OFFICE ASSISTANT	<b>ANNUAL</b>	\$ 56,230.20	\$ 59,049.90	\$ 61,998.30	\$ 65,098.80	\$ 68,351.40	\$ 71,779.50	
	<b>MONTHLY</b>	\$ 4,685.85	\$ 4,920.83	\$ 5,166.53	\$ 5,424.90	\$ 5,695.95	\$ 5,981.63	
	<b>DAILY</b>	\$ 215.44	\$ 226.24	\$ 237.54	\$ 249.42	\$ 261.88	\$ 275.02	
	<b>HOURLY</b>	\$ 28.73	\$ 30.17	\$ 31.67	\$ 33.26	\$ 34.92	\$ 36.67	



MGR EMPLOYEE RETENTION DEVELOPMNT	HOURLY	\$ 38.28	\$ 40.20	\$ 42.21	\$ 44.32	\$ 46.54	\$ 48.86	
DIRECTOR TECHNOLOGY SERVICES								
MANAGER SUBSTITUTE SERVICES								
SPEC HUMAN CAPITAL REPORTING								
MGR COMPENSATION & CLASSIFICATION								
MGR HUMAN CAPITAL STRATEGIC IN								
PARTNER CENTRAL OFFICE								
SR MGR COMMUNICATNS WEB DESIGN								
PARTNER SCHOOL								
COORDNTR OPS COMMUNITY RELATIONS								
MANAGER TALENT ACQUISITION								
	Range 19							
BUSINESS PROCESS ADMINISTRATOR	ANNUAL	\$ 77,840.10	\$ 81,736.20	\$ 85,819.50	\$ 90,113.40	\$ 94,617.90	\$ 99,344.70	
INTERNAL AUDITOR - CFO OFFICE	MONTHLY	\$ 6,486.68	\$ 6,811.35	\$ 7,151.63	\$ 7,509.45	\$ 7,884.83	\$ 8,278.73	
	DAILY	\$ 298.24	\$ 313.17	\$ 328.81	\$ 345.26	\$ 362.52	\$ 380.63	
	HOURLY	\$ 39.77	\$ 41.76	\$ 43.84	\$ 46.03	\$ 48.34	\$ 50.75	
	Range 20							
DIRCTR SPEC ASG								
DIRECTOR OF BUDGETING	ANNUAL	\$ 81,736.20	\$ 85,819.50	\$ 90,113.40	\$ 94,617.90	\$ 99,344.70	\$ 104,305.50	
DIRECTOR, NUTRITION SERVICES	MONTHLY	\$ 6,811.35	\$ 7,151.63	\$ 7,509.45	\$ 7,884.83	\$ 8,278.73	\$ 8,692.13	
DIRECTOR STUDENT SYSTEMS	DAILY	\$ 313.17	\$ 328.81	\$ 345.26	\$ 362.52	\$ 380.63	\$ 399.64	
EMPLOYEE PERFORMANCE SPECIALIS	HOURLY	\$ 41.76	\$ 43.84	\$ 46.03	\$ 48.34	\$ 50.75	\$ 53.29	
OPERATIONS OFFICER								
POLICE LIEUTEANT								
RISK MGMT OFFICER								
COORDINATOR EARLY CHILDHOOD COMPLI & INTERV								
DIRECTOR HRSS								
DIRECTOR LABOR STRATEGY								
SR EXECUTIVE ASSISTANT SUPERINTENDENT								
SITE TEAM MANAGER-HR								
	Range 21							
DIR ARCH NETWORK ARCHITECTURE	ANNUAL	\$ 85,819.50	\$ 90,108.53	\$ 94,615.95	\$ 99,344.70	\$ 104,313.30	\$ 109,534.43	
DIR TECH SUPPORT CUSTOMER SERVICE	MONTHLY	\$ 7,151.63	\$ 7,509.04	\$ 7,884.66	\$ 8,278.73	\$ 8,692.78	\$ 9,127.87	
DIR APPLICATIONS SUPP DEVELOPMENT	DAILY	\$ 328.81	\$ 345.24	\$ 362.51	\$ 380.63	\$ 399.67	\$ 419.67	
DIRECTOR COMMUNICATIONS	HOURLY	\$ 43.84	\$ 46.03	\$ 48.34	\$ 50.75	\$ 53.29	\$ 55.96	
	Range 22							
ASSISTANT SUP CLASSIFIED								
CONTROLLER	ANNUAL	\$ 90,113.40	\$ 94,617.90	\$ 99,344.70	\$ 104,305.50	\$ 109,535.40	\$ 114,999.30	
DIRECTOR-STATE & FED COMPLIANC	MONTHLY	\$ 7,509.45	\$ 7,884.83	\$ 8,278.73	\$ 8,692.13	\$ 9,127.95	\$ 9,583.28	
TECHNOLOGY INFORMATION OFFICER	DAILY	\$ 345.26	\$ 362.52	\$ 380.63	\$ 399.64	\$ 419.68	\$ 440.61	
DIRECTOR TALENT ACQUISITION	HOURLY	\$ 46.03	\$ 48.34	\$ 50.75	\$ 53.29	\$ 55.96	\$ 58.75	



DIRECTOR OPERATIONS EMPLOYEE SVCS							
DIRECTOR QUALITY DIVERSE PROVIDER							
DIRECTOR STRATEGIC SCHOOL SUPPORT							
FINANCE SRVCS DIR BUDGET DEVELOPMT							
FIN SRVCS DIR OPERATIONS REPORTING							
FINANCE SERVICES DRCTR SITE-BASED							
	<b>Range 23</b>						
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 94,617.90	\$ 99,344.70	\$ 104,305.50	\$ 109,535.40	\$ 114,999.30	\$ 120,767.40
	<b>MONTHLY</b>	\$ 7,884.83	\$ 8,278.73	\$ 8,692.13	\$ 9,127.95	\$ 9,583.28	\$ 10,063.95
	<b>DAILY</b>	\$ 362.52	\$ 380.63	\$ 399.64	\$ 419.68	\$ 440.61	\$ 462.71
	<b>HOURLY</b>	\$ 48.34	\$ 50.75	\$ 53.29	\$ 55.96	\$ 58.75	\$ 61.69
	<b>Range 24</b>						
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 99,344.70	\$ 104,317.20	\$ 109,535.40	\$ 114,999.30	\$ 120,767.40	\$ 126,792.90
	<b>MONTHLY</b>	\$ 8,278.73	\$ 8,693.10	\$ 9,127.95	\$ 9,583.28	\$ 10,063.95	\$ 10,566.08
	<b>DAILY</b>	\$ 380.63	\$ 399.68	\$ 419.68	\$ 440.61	\$ 462.71	\$ 485.80
	<b>HOURLY</b>	\$ 50.75	\$ 53.29	\$ 55.96	\$ 58.75	\$ 61.69	\$ 64.77
	<b>Range 25</b>						
EX DIR RESERCH ASSESSMENT & DATA	<b>ANNUAL</b>	\$ 104,317.20	\$ 109,535.40	\$ 114,987.60	\$ 120,767.40	\$ 126,804.60	\$ 133,146.00
EXECUTIVE OFFICER-INSTRUCT SER	<b>MONTHLY</b>	\$ 8,693.10	\$ 9,127.95	\$ 9,582.30	\$ 10,063.95	\$ 10,567.05	\$ 11,095.50
EXECUTIVE DIRECTOR NUTRITION SVC	<b>DAILY</b>	\$ 399.68	\$ 419.68	\$ 440.57	\$ 462.71	\$ 485.84	\$ 510.14
EX OFFI NSTRUCT OPERATIONAL ALIGN	<b>HOURLY</b>	\$ 53.29	\$ 55.96	\$ 58.74	\$ 61.69	\$ 64.78	\$ 68.02
EX DIR AFRICAN AMERICAN MALE ACHIEVEM							
	<b>Range 26</b>						
	<b>ANNUAL</b>	\$ 109,535.40	\$ 114,987.60	\$ 119,792.40	\$ 126,804.60	\$ 133,146.00	\$ 139,791.60
EX LEADER TRANSITIONING SN	<b>MONTHLY</b>	\$ 9,127.95	\$ 9,582.30	\$ 9,982.70	\$ 10,567.05	\$ 11,095.50	\$ 11,649.30
	<b>DAILY</b>	\$ 419.68	\$ 440.57	\$ 458.97	\$ 485.84	\$ 510.14	\$ 535.60
	<b>HOURLY</b>	\$ 55.96	\$ 58.74	\$ 61.20	\$ 64.78	\$ 68.02	\$ 71.41
	<b>Range 27</b>						
	<b>ANNUAL</b>	\$ 114,987.60	\$ 120,767.40	\$ 126,804.60	\$ 133,146.00	\$ 139,791.60	\$ 146,776.50
ASSOCIATE SUPERINTENDENT HRSS	<b>MONTHLY</b>	\$ 9,582.30	\$ 10,063.95	\$ 10,567.05	\$ 11,095.50	\$ 11,649.30	\$ 12,231.38
	<b>DAILY</b>	\$ 440.57	\$ 462.71	\$ 485.84	\$ 510.14	\$ 535.60	\$ 562.36
	<b>HOURLY</b>	\$ 58.74	\$ 61.69	\$ 64.78	\$ 68.02	\$ 71.41	\$ 74.98
	<b>Range 28</b>						
<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 120,767.40	\$ 126,804.60	\$ 133,146.00	\$ 139,791.60	\$ 146,764.80	\$ 154,147.50
	<b>MONTHLY</b>	\$ 10,063.95	\$ 10,567.05	\$ 11,095.50	\$ 11,649.30	\$ 12,230.40	\$ 12,845.63

<b>DAILY</b>	\$ 462.71	\$ 485.84	\$ 510.14	\$ 535.60	\$ 562.32	\$ 590.60	
<b>HOURLY</b>	\$ 61.69	\$ 64.78	\$ 68.02	\$ 71.41	\$ 74.98	\$ 78.75	
<p>Longevity: In addition to the salaries specified above, administrative employees shall be paid a longevity of \$729.00 per year after 20 years of service in the District. This stipend shall be increased to \$1092.00 after 25 years of service in the District.</p>							
<p>Notify Human Resources when you are eligible.</p>							
<p><i>Doctoral Stipend: In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid And additional stipend of \$3000.00 per Year.</i></p>							
<p><i>Employees who have completed the following units and degree requirements shall be deemed to possess the equivalent of an earned doctorate and shall also be paid the additional stipend \$2500.00 per Year.</i></p>							
<p><i>The doctoral equivalent consists of an earned Master's Degree and 90 upper division and graduate units beyond the BA Degree from a regionally accredited college or university. At least 35 of the 90 units must be at the graduate level. Not more than 30 of these 90 units may be in equivalents.</i></p>							
<p><i>Members with a Masters Degree shall receive an annual stipend of \$1200.00 per year.</i></p>							
<p><i>Pathways to Excellence Leadership Performance Stipend: \$5,000, \$10,000 or \$15,000.00</i></p>							
<p><i>Executive Director Travel: \$7,200.00 per year</i></p>							
<p><i>Asst. Supt. Travel: \$6,000.00 per year</i></p>							
<p><i>Executive Director Travel: \$4,800.00 per year</i></p>							
<p><i>Directors Travel: \$3,600.00 per year</i></p>							
<p><i>Cell Phone: \$1,800.00 per year</i></p>							
<p><i>Cell Phone: \$780.00 per year</i></p>							
<p><i>Cell Phone: \$600.00 per year</i></p>							
<p><i>Cell phone: \$300 per year</i></p>							
<p>Salary Schedule CFCA 261 Days 7.5 Hours</p>							
<p>CONFIDENTIAL</p>							
<p>Includes 20 days paid vacation and 14 holidays.</p>							
<p><b>State Administrator imposed a 2.5% reduction on 10/29/2003 effective 11/01/2003</b></p>							
<p><b>Revision:</b></p>							

**OAKLAND UNIFIED SCHOOL DISTRICT**  
**HUMAN RESOURCES SERVICES AND SUPPORT**  
**CONFIDENTIAL (NON-REPRESENTED)**  
**12 MONTH CLASSIFIED ADMINISTRATORS**  
**SALARY SCHEDULE Effective 07/01/2013**

<b>STEPS</b>							
	1	2	3	4	5	6	
<b>RANGE</b>							

	<b>1</b>						
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<b>Reserved for unassigned job classifications</b>	<i>ANNUAL</i>	\$33,534.67	\$35,217.37	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42
	<i>MONTHLY</i>	\$2,794.56	\$2,934.78	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29
	<i>WEEKLY</i>	\$642.43	\$674.66	\$708.27	\$743.71	\$780.74	\$820.07
	<i>DAILY</i>	\$128.49	\$134.93	\$141.65	\$148.74	\$156.15	\$164.01
	<i>HOURLY</i>	\$17.13	\$17.99	\$18.89	\$19.83	\$20.82	\$21.87

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<b>Reserved for unassigned job classifications</b>	<i>ANNUAL</i>	\$35,217.37	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68
	<i>MONTHLY</i>	\$2,934.78	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31
	<i>WEEKLY</i>	\$674.66	\$708.27	\$743.71	\$780.74	\$820.07	\$860.76
	<i>DAILY</i>	\$134.93	\$141.65	\$148.74	\$156.15	\$164.01	\$172.15
	<i>HOURLY</i>	\$17.99	\$18.89	\$19.83	\$20.82	\$21.87	\$22.95

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<b>Reserved for unassigned job classifications</b>	<i>ANNUAL</i>	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22
	<i>MONTHLY</i>	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27
	<i>WEEKLY</i>	\$708.27	\$743.71	\$780.74	\$820.07	\$860.76	\$903.97
	<i>DAILY</i>	\$141.65	\$148.74	\$156.15	\$164.01	\$172.15	\$180.79
	<i>HOURLY</i>	\$18.89	\$19.83	\$20.82	\$21.87	\$22.95	\$24.11

	<b>4</b>						
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<b>Reserved for unassigned job classifications</b>	<i>ANNUAL</i>	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22	\$49,550.16
	<i>MONTHLY</i>	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27	\$4,129.18
	<i>WEEKLY</i>	\$743.71	\$780.74	\$820.07	\$860.76	\$903.97	\$949.24
	<i>DAILY</i>	\$148.74	\$156.15	\$164.01	\$172.15	\$180.79	\$189.85
	<i>HOURLY</i>	\$19.83	\$20.82	\$21.87	\$22.95	\$24.11	\$25.31

	<b>5</b>						
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<b>Reserved for unassigned job classifications</b>	<i>ANNUAL</i>	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22	\$49,550.16	\$52,020.51
	<i>MONTHLY</i>	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27	\$4,129.18	\$4,335.04
	<i>WEEKLY</i>	\$780.74	\$820.07	\$860.76	\$903.97	\$949.24	\$996.56
	<i>DAILY</i>	\$156.15	\$164.01	\$172.15	\$180.79	\$189.85	\$199.31
	<i>HOURLY</i>	\$20.82	\$21.87	\$22.95	\$24.11	\$25.31	\$26.57

	<b>6</b>								
OFFICE MANAGER I CONFIDENTIAL	ANNUAL	\$42,807.42	\$44,931.68	\$47,187.22	\$49,550.16	\$52,020.51	\$54,634.06		
	MONTHLY	\$3,567.29	\$3,744.31	\$3,932.27	\$4,129.18	\$4,335.04	\$4,552.84		
	WEEKLY	\$820.07	\$860.76	\$903.97	\$949.24	\$996.56	\$1,046.63		
	DAILY	\$164.01	\$172.15	\$180.79	\$189.85	\$199.31	\$209.33		
	HOURLY	\$21.87	\$22.95	\$24.11	\$25.31	\$26.57	\$27.91		
	<b>7</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$44,931.68	\$47,187.22	\$49,550.16	\$52,020.51	\$54,634.06	\$57,355.03		
	MONTHLY	\$3,744.31	\$3,932.27	\$4,129.18	\$4,335.04	\$4,552.84	\$4,779.59		
	WEEKLY	\$860.76	\$903.97	\$949.24	\$996.56	\$1,046.63	\$1,098.76		
	DAILY	\$172.15	\$180.79	\$189.85	\$199.31	\$209.33	\$219.75		
	HOURLY	\$22.95	\$24.11	\$25.31	\$26.57	\$27.91	\$29.30		
	<b>8</b>								
ADMINISTRATIVE ASSISTANT HR	ANNUAL	\$47,187.22	\$49,550.16	\$52,020.51	\$54,634.06	\$57,355.03	\$60,231.13		
	MONTHLY	\$3,932.27	\$4,129.18	\$4,335.04	\$4,552.84	\$4,779.59	\$5,019.26		
	WEEKLY	\$903.97	\$949.24	\$996.56	\$1,046.63	\$1,098.76	\$1,153.85		
	DAILY	\$180.79	\$189.85	\$199.31	\$209.33	\$219.75	\$230.77		
	HOURLY	\$24.11	\$25.31	\$26.57	\$27.91	\$29.30	\$30.77		
	<b>9</b>								
ASSISTANT EMPLOYEE INFO MGMT SYSTE	ANNUAL	\$49,550.16	\$52,020.51	\$54,634.06	\$57,357.88	\$60,231.13	\$63,238.51		
	MONTHLY	\$4,129.18	\$4,335.04	\$4,552.84	\$4,779.82	\$5,019.26	\$5,269.88		
	WEEKLY	\$949.24	\$996.56	\$1,046.63	\$1,098.81	\$1,153.85	\$1,211.47		
	DAILY	\$189.85	\$199.31	\$209.33	\$219.76	\$230.77	\$242.29		
	HOURLY	\$25.31	\$26.57	\$27.91	\$29.30	\$30.77	\$32.31		
	<b>10</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$52,020.51	\$54,634.06	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03		
	MONTHLY	\$4,335.04	\$4,552.84	\$4,779.59	\$5,019.26	\$5,269.88	\$5,533.42		
	WEEKLY	\$996.56	\$1,046.63	\$1,098.76	\$1,153.85	\$1,211.47	\$1,272.05		
	DAILY	\$199.31	\$209.33	\$219.75	\$230.77	\$242.29	\$254.41		
	HOURLY	\$26.57	\$27.91	\$29.30	\$30.77	\$32.31	\$33.92		
	<b>11</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$54,634.06	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03	\$68,119.54		
	MONTHLY	\$4,552.84	\$4,779.59	\$5,019.26	\$5,269.88	\$5,533.42	\$5,676.63		
	WEEKLY	\$1,046.63	\$1,098.76	\$1,153.85	\$1,211.47	\$1,272.05	\$1,304.97		
	DAILY	\$209.33	\$219.75	\$230.77	\$242.29	\$254.41	\$260.99		
	HOURLY	\$27.91	\$29.30	\$30.77	\$32.31	\$33.92	\$34.80		
	<b>12</b>								
SECRETARY EXECUTIVE BOARD EXECUTIVE OFFICE ASSISTANT	ANNUAL	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03	\$69,718.70	\$73,215.37		
	MONTHLY	\$4,779.59	\$5,019.26	\$5,269.88	\$5,533.42	\$5,809.89	\$6,101.28		
	WEEKLY	\$1,098.76	\$1,153.85	\$1,211.47	\$1,272.05	\$1,335.61	\$1,402.59		

	DAILY	\$219.75	\$230.77	\$242.29	\$254.41	\$267.12	\$280.52		
	HOURLY	\$29.30	\$30.77	\$32.31	\$33.92	\$35.62	\$37.40		
	<b>13</b>								
STRATEGIC FELLOW JUNIOR SPCLST WKRS CMP & RSNABLE ACCOMM MANAGER EMPLOYEE SERVICE CENTER	ANNUAL	\$60,231.13	\$63,238.51	\$66,391.09	\$69,718.70	\$73,215.37	\$76,867.19		
	MONTHLY	\$5,019.26	\$5,269.88	\$5,532.59	\$5,809.89	\$6,101.28	\$6,405.60		
	WEEKLY	\$1,153.85	\$1,211.47	\$1,271.86	\$1,335.61	\$1,402.59	\$1,472.55		
	DAILY	\$230.77	\$242.29	\$254.37	\$267.12	\$280.52	\$294.51		
	HOURLY	\$30.77	\$32.31	\$33.92	\$35.62	\$37.40	\$39.27		
	<b>14</b>								
STRATEGIC FELLOW SENIOR OFFICE ADMINISTRATOR SUPERINT	ANNUAL	\$63,238.51	\$66,401.03	\$69,718.70	\$73,215.37	\$76,867.19	\$80,709.95		
	MONTHLY	\$5,269.88	\$5,533.42	\$5,809.89	\$6,101.28	\$6,405.60	\$6,725.83		
	WEEKLY	\$1,211.47	\$1,272.05	\$1,335.61	\$1,402.59	\$1,472.55	\$1,546.17		
	DAILY	\$242.29	\$254.41	\$267.12	\$280.52	\$294.51	\$309.23		
	HOURLY	\$32.31	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23		
	<b>15</b>								
BUSINESS MANAGER HRSS EXTERNAL INFO SERVICES SPECLST RECRUITING SUPERVISOR CRED CLASS COMP SUPERVISOR SITE TEAM GENERALIST-HR ANALYST EMPLOYEE INFO MGMT SYSTEMS ANALYST CENTRAL OFFICE STAFFING ANALYST CREDENTIALS TALENT RECRUITER	ANNUAL	\$66,401.03	\$69,718.70	\$73,215.37	\$76,867.19	\$80,709.95	\$84,755.60		
	MONTHLY	\$5,533.42	\$5,809.89	\$6,101.28	\$6,405.60	\$6,725.83	\$7,062.97		
	WEEKLY	\$1,272.05	\$1,335.61	\$1,402.59	\$1,472.55	\$1,546.17	\$1,623.67		
	DAILY	\$254.41	\$267.12	\$280.52	\$294.51	\$309.23	\$324.73		
	HOURLY	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$43.30		
	<b>16</b>								
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING SPECIALIST EEO REASON ACCO & LEAVE ADMIN SPECIALIST WORKERS COMPENSATION COORDINATOR LABOR REGIONAL STAFF ANALYST II HR SPEC EMP RETEN & DEVL P TCH EFF BUSINESS MANAGER HR	ANNUAL	\$69,718.70	\$73,215.37	\$76,867.19	\$80,709.95	\$84,755.60	\$88,980.25		
	MONTHLY	\$5,809.89	\$6,101.28	\$6,405.60	\$6,725.83	\$7,062.97	\$7,415.02		
	WEEKLY	\$1,335.61	\$1,402.59	\$1,472.55	\$1,546.17	\$1,623.67	\$1,704.60		
	DAILY	\$267.12	\$280.52	\$294.51	\$309.23	\$324.73	\$340.92		
	HOURLY	\$35.62	\$37.40	\$39.27	\$41.23	\$43.30	\$45.46		
	<b>17</b>								
EXECUTIVE ASSISTANT SUPERINTEN	ANNUAL	\$73,215.37	\$76,867.19	\$80,709.95	\$84,755.60	\$88,980.25	\$93,431.65		
	MONTHLY	\$6,101.28	\$6,405.60	\$6,725.83	\$7,062.97	\$7,415.02	\$7,785.97		
	WEEKLY	\$1,402.59	\$1,472.55	\$1,546.17	\$1,623.67	\$1,704.60	\$1,789.88		
	DAILY	\$280.52	\$294.51	\$309.23	\$324.73	\$340.92	\$357.98		
	HOURLY	\$37.40	\$39.27	\$41.23	\$43.30	\$45.46	\$47.73		
	<b>18</b>								
MANAGER TALENT ACQUISITION	ANNUAL	\$76,437.57	\$80,256.46	\$84,278.23	\$88,490.95	\$92,918.48	\$97,560.83		

COORDINATOR HR SYSTEMS	MONTHLY	\$6,369.80	\$6,688.04	\$7,023.19	\$7,374.25	\$7,743.21	\$8,130.07		
DIRECTOR BUILDINGS & GROUNDS	WEEKLY	\$1,464.32	\$1,537.48	\$1,614.53	\$1,695.23	\$1,780.05	\$1,868.98		
DIRECTOR OF PUBLIC RELATIONS	DAILY	\$292.86	\$307.50	\$322.91	\$339.05	\$356.01	\$373.80		
MGR EMPLOYEE RETENTION DEVELOPMNT	HOURLY	\$39.05	\$41.00	\$43.05	\$45.21	\$47.47	\$49.84		
DIRECTOR TECHNOLOGY SERVICES									
MANAGER SUBSTITUTE SERVICES									
SPEC HUMAN CAPITAL REPORTING									
MGR COMPENSATION & CLASSIFICATION									
MGR HUMAN CAPITAL STRATEGIC IN									
PARTNER CENTRAL OFFICE									
SR MGR COMMUNICATNS WEB DESIGN									
PARTNER SCHOOL									
COORDNTR OPS COMMUNITY RELATIONS									
MANAGER TALENT ACQUISITION									
	<b>19</b>								
BUSINESS PROCESS ADMINISTRATOR	ANNUAL	\$79,397.21	\$83,371.25	\$87,536.23	\$91,916.02	\$96,510.63	\$101,331.99		
INTERNAL AUDITOR - CFO OFFICE	MONTHLY	\$6,616.43	\$6,947.60	\$7,294.69	\$7,659.67	\$8,042.55	\$8,444.33		
	WEEKLY	\$1,521.02	\$1,597.15	\$1,676.94	\$1,760.84	\$1,848.86	\$1,941.23		
	DAILY	\$304.20	\$319.43	\$335.39	\$352.17	\$369.77	\$388.25		
	HOURLY	\$40.56	\$42.59	\$44.72	\$46.96	\$49.30	\$51.77		
	<b>20</b>								
DIRCTR SPEC ASG	ANNUAL	\$83,371.25	\$87,536.23	\$91,916.02	\$96,510.63	\$101,331.99	\$106,392.02		
DIRECTOR OF BUDGETING	MONTHLY	\$6,947.60	\$7,294.69	\$7,659.67	\$8,042.55	\$8,444.33	\$8,866.00		
DIRECTOR, NUTRITION SERVICES	WEEKLY	\$1,597.15	\$1,676.94	\$1,760.84	\$1,848.86	\$1,941.23	\$2,038.16		
DIRECTOR STUDENT SYSTEMS	DAILY	\$319.43	\$335.39	\$352.17	\$369.77	\$388.25	\$407.63		
EMPLOYEE PERFORMANCE SPECIALIS	HOURLY	\$42.59	\$44.72	\$46.96	\$49.30	\$51.77	\$54.35		
OPERATIONS OFFICER									
POLICE LIEUTEANT									
RISK MGMT OFFICER									
COORDINATOR EARLY CHILDHOOD COMPLI & INTERV									
DIRECTOR HRSS									
DIRECTOR LABOR STRATEGY									
SR EXECUTIVE ASSISTANT SUPERINTENDENT									
SITE TEAM MANAGER-HR									
	<b>21</b>								
DIR ARCH NETWORK ARCHITECTURE	ANNUAL	\$87,536.23	\$91,911.05	\$96,508.64	\$101,331.99	\$106,399.98	\$111,725.55		
DIR TECH SUPPORT CUSTOMER SERVICE	MONTHLY	\$7,294.69	\$7,659.25	\$8,042.39	\$8,444.33	\$8,866.66	\$9,310.46		
DIR APPLICATIONS SUPP DEVELOPMENT	WEEKLY	\$1,676.94	\$1,760.75	\$1,848.82	\$1,941.23	\$2,038.31	\$2,140.34		
DIRECTOR COMMUNICATIONS	DAILY	\$335.39	\$352.15	\$369.76	\$388.25	\$407.66	\$428.07		
	HOURLY	\$44.72	\$46.95	\$49.30	\$51.77	\$54.36	\$57.08		

	<b>22</b>								
ASSISTANT SUP CLASSIFIED	ANNUAL	\$91,916.02	\$96,510.63	\$101,331.99	\$106,392.02	\$111,726.54	\$117,299.74		
CONTROLLER	MONTHLY	\$7,659.67	\$8,042.55	\$8,444.33	\$8,866.00	\$9,310.55	\$9,774.98		
DIRECTOR-STATE & FED COMPLIANC	WEEKLY	\$1,760.84	\$1,848.86	\$1,941.23	\$2,038.16	\$2,140.36	\$2,247.12		
TECHNOLOGY INFORMATION OFFICER	DAILY	\$352.17	\$369.77	\$388.25	\$407.63	\$428.07	\$449.42		
DIRECTOR TALENT ACQUISITION	HOURLY	\$46.96	\$49.30	\$51.77	\$54.35	\$57.08	\$59.92		
DIRECTOR OPERATIONS EMPLOYEE SVCS									
DIRECTOR QUALITY DIVERSE PROVIDER									
DIRECTOR STRATEGIC SCHOOL SUPPORT									
FINANCE SRVCS DIR BUDGET DEVELOPMT									
FIN SRVCS DIR OPERATIONS REPORTING									
FINANCE SERVICES DRCTR SITE-BASED									
	<b>23</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$96,510.63	\$101,331.99	\$106,392.02	\$111,726.54	\$117,299.74	\$123,183.23		
	MONTHLY	\$8,042.55	\$8,444.33	\$8,866.00	\$9,310.55	\$9,774.98	\$10,265.27		
	WEEKLY	\$1,848.86	\$1,941.23	\$2,038.16	\$2,140.36	\$2,247.12	\$2,359.83		
	DAILY	\$369.77	\$388.25	\$407.63	\$428.07	\$449.42	\$471.97		
	HOURLY	\$49.30	\$51.77	\$54.35	\$57.08	\$59.92	\$62.93		
	<b>24</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$101,331.99	\$106,403.96	\$111,726.54	\$117,299.74	\$123,183.23	\$129,329.26		
	MONTHLY	\$8,444.33	\$8,867.00	\$9,310.55	\$9,774.98	\$10,265.27	\$10,777.44		
	WEEKLY	\$1,941.23	\$2,038.39	\$2,140.36	\$2,247.12	\$2,359.83	\$2,477.57		
	DAILY	\$388.25	\$407.68	\$428.07	\$449.42	\$471.97	\$495.51		
	HOURLY	\$51.77	\$54.36	\$57.08	\$59.92	\$62.93	\$66.07		
	<b>25</b>								
CONTROLLER (MAY 1, 2013)	ANNUAL	\$106,403.96	\$111,726.54	\$117,287.81	\$123,183.23	\$129,341.19	\$135,809.45		
EX DIR RESERCH ASSESSMENT & DATA	MONTHLY	\$8,867.00	\$9,310.55	\$9,773.98	\$10,265.27	\$10,778.43	\$11,317.45		
EXECUTIVE OFFICER-INSTRUCT SER	WEEKLY	\$2,038.39	\$2,140.36	\$2,246.89	\$2,359.83	\$2,477.80	\$2,601.71		
EXECUTIVE DIRECTOR NUTRITION SVC	DAILY	\$407.68	\$428.07	\$449.38	\$471.97	\$495.56	\$520.34		
EX OFFI NSTRUCT OPERATIONAL ALIGN	HOURLY	\$54.36	\$57.08	\$59.92	\$62.93	\$66.07	\$69.38		
EX DIR AFRICAN AMERICAN MALE ACHIEVEM									
	<b>26</b>								
EX LEADER TRANSITIONING SN	ANNUAL	\$111,726.54	\$117,287.81	\$122,188.72	\$129,341.19	\$135,809.45	\$142,587.98		
	MONTHLY	\$9,310.55	\$9,773.98	\$10,182.39	\$10,778.43	\$11,317.45	\$11,882.33		
	WEEKLY	\$2,140.36	\$2,246.89	\$2,340.78	\$2,477.80	\$2,601.71	\$2,731.57		
	DAILY	\$428.07	\$449.38	\$468.16	\$495.56	\$520.34	\$546.31		
	HOURLY	\$57.08	\$59.92	\$62.42	\$66.07	\$69.38	\$72.84		
	<b>27</b>								
	ANNUAL	\$117,287.81	\$123,183.23	\$129,341.19	\$135,809.45	\$142,587.98	\$149,712.61		
	MONTHLY	\$9,773.98	\$10,265.27	\$10,778.43	\$11,317.45	\$11,882.33	\$12,476.05		

ASSOCIATE SUPERINTENDENT HRSS

WEEKLY	\$2,246.89	\$2,359.83	\$2,477.80	\$2,601.71	\$2,731.57	\$2,868.06		
DAILY	\$449.38	\$471.97	\$495.56	\$520.34	\$546.31	\$573.61		
HOURLY	\$59.92	\$62.93	\$66.07	\$69.38	\$72.84	\$76.48		
<b>28</b>								

**Reserved for unassigned job classifications**

ANNUAL	\$123,183.23	\$129,341.19	\$135,809.45	\$142,587.98	\$149,700.68	\$157,231.06		
MONTHLY	\$10,265.27	\$10,778.43	\$11,317.45	\$11,882.33	\$12,475.06	\$13,102.59		
WEEKLY	\$2,359.83	\$2,477.80	\$2,601.71	\$2,731.57	\$2,867.83	\$3,012.09		
DAILY	\$471.97	\$495.56	\$520.34	\$546.31	\$573.57	\$602.42		
HOURLY	\$62.93	\$66.07	\$69.38	\$72.84	\$76.48	\$80.32		

*Longevity: In addition to the salaries specified above, administrative employees shall be paid a longevity of \$729.00 per year after 20 years of service in the District. This stipend shall be increased to \$1092.00 after 25 years of service in the District.*

*Notify Human Resources when you are eligible.*

*Doctoral Stipend: In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid an additional stipend of \$3000.00 per Year.*

*Employees who have completed the following units and degree requirements shall be deemed to possess the equivalent of an earned doctorate and shall also be paid the additional stipend \$2500.00 per Year.*

*The doctoral equivalent consists of an earned Master's Degree and 90 upper division and graduate units beyond the BA Degree from a regionally accredited college or university. At least 35 of the 90 units must be at the graduate level. Not more than 30 of these 90 units may be in equivalents.*

*Members with a Masters Degree shall receive an annual stipend of \$1200.00 per Year.*

*Pathways to Excellence Leadership Performance Stipend: \$5,000, \$10,000 or \$15,000.00*

*Executive Director Travel: \$7,200.00 per year*

*Asst. Supt. Travel: \$6,000.00 per year*

*Executive Director Travel: \$4,800.00 per year*

*Directors Travel: \$3,600.00 per year*

*Cell Phone: \$1,800.00 per year*

*Cell Phone: \$780.00 per year*

*Cell Phone: \$600.00 per year*

*Cell phone: \$300 per year*

*Salary Schedule CFCA 261 Days 7.5 Hours*

*Includes 20 days paid vacation and 14 holidays.*

CONFIDENTIAL



<b>Includes 2% increase effective 7/1/2013</b>							
<b>Board approved increase of 1.5% on 10/23/2013 eff. 07/01/2013</b>							
<b>Board approved increase of 0.5% on 01/29/2014 eff. 07/01/2013</b>							
<b>Revision:</b>							

OAKLAND UNIFIED SCHOOL DISTRICT							
HUMAN RESOURCES SERVICES AND SUPPORT							
CONFIDENTIAL (NON-REPRESENTED)							
12 MONTH CLASSIFIED ADMINISTRATORS							
SALARY SCHEDULE Effective 07/01/2014							
STEPS							
	1	2	3	4	5	6	
RANGE							
	<b>1</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$34,540.71	\$36,273.89	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65
	MONTHLY	\$2,878.39	\$3,022.82	\$3,173.40	\$3,332.17	\$3,498.12	\$3,674.30
	WEEKLY	\$661.70	\$694.90	\$729.52	\$766.02	\$804.16	\$844.67
	DAILY	\$132.34	\$138.98	\$145.90	\$153.20	\$160.83	\$168.93
	HOURLY	\$17.65	\$18.53	\$19.45	\$20.43	\$21.44	\$22.52
	<b>2</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$36,273.89	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63
	MONTHLY	\$3,022.82	\$3,173.40	\$3,332.17	\$3,498.12	\$3,674.30	\$3,856.64
	WEEKLY	\$694.90	\$729.52	\$766.02	\$804.16	\$844.67	\$886.58
	DAILY	\$138.98	\$145.90	\$153.20	\$160.83	\$168.93	\$177.32
	HOURLY	\$18.53	\$19.45	\$20.43	\$21.44	\$22.52	\$23.64
	<b>3</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84
	MONTHLY	\$3,173.40	\$3,332.17	\$3,498.12	\$3,674.30	\$3,856.64	\$4,050.24
	WEEKLY	\$729.52	\$766.02	\$804.16	\$844.67	\$886.58	\$931.09
	DAILY	\$145.90	\$153.20	\$160.83	\$168.93	\$177.32	\$186.22
	HOURLY	\$19.45	\$20.43	\$21.44	\$22.52	\$23.64	\$24.83
	<b>4</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66
	MONTHLY	\$3,332.17	\$3,498.12	\$3,674.30	\$3,856.64	\$4,050.24	\$4,253.06
	WEEKLY	\$766.02	\$804.16	\$844.67	\$886.58	\$931.09	\$977.71
	DAILY	\$153.20	\$160.83	\$168.93	\$177.32	\$186.22	\$195.54
	HOURLY	\$20.43	\$21.44	\$22.52	\$23.64	\$24.83	\$26.07
	<b>5</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12
	MONTHLY	\$3,498.12	\$3,674.30	\$3,856.64	\$4,050.24	\$4,253.06	\$4,465.09
	WEEKLY	\$804.16	\$844.67	\$886.58	\$931.09	\$977.71	\$1,026.46
	DAILY	\$160.83	\$168.93	\$177.32	\$186.22	\$195.54	\$205.29
	HOURLY	\$21.44	\$22.52	\$23.64	\$24.83	\$26.07	\$27.37
	<b>6</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09
	MONTHLY	\$3,674.30	\$3,856.64	\$4,050.24	\$4,253.06	\$4,465.09	\$4,689.42
	WEEKLY	\$844.67	\$886.58	\$931.09	\$977.71	\$1,026.46	\$1,078.03
	DAILY	\$168.93	\$177.32	\$186.22	\$195.54	\$205.29	\$215.61
	HOURLY	\$22.52	\$23.64	\$24.83	\$26.07	\$27.37	\$28.75
	<b>7</b>						
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09	\$59,075.68
	MONTHLY	\$3,856.64	\$4,050.24	\$4,253.06	\$4,465.09	\$4,689.42	\$4,922.97
	WEEKLY	\$886.58	\$931.09	\$977.71	\$1,026.46	\$1,078.03	\$1,131.72
	DAILY	\$177.32	\$186.22	\$195.54	\$205.29	\$215.61	\$226.34
	HOURLY	\$23.64	\$24.83	\$26.07	\$27.37	\$28.75	\$30.18

	<b>8</b>								
ASSISTANT, STAFFING SUPPORT	ANNUAL	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09	\$59,075.68	\$62,038.07		
	MONTHLY	\$4,050.24	\$4,253.06	\$4,465.09	\$4,689.42	\$4,922.97	\$5,169.84		
	WEEKLY	\$931.09	\$977.71	\$1,026.46	\$1,078.03	\$1,131.72	\$1,188.47		
	DAILY	\$186.22	\$195.54	\$205.29	\$215.61	\$226.34	\$237.69		
	HOURLY	\$24.83	\$26.07	\$27.37	\$28.75	\$30.18	\$31.69		
	<b>9</b>								
ASSISTANT EMPLOYEE INFO MGMT SYSTE	ANNUAL	\$51,036.66	\$53,581.12	\$56,273.09	\$59,078.62	\$62,038.07	\$65,135.67		
	MONTHLY	\$4,253.06	\$4,465.09	\$4,689.42	\$4,923.22	\$5,169.84	\$5,427.97		
	WEEKLY	\$977.71	\$1,026.46	\$1,078.03	\$1,131.77	\$1,188.47	\$1,247.81		
	DAILY	\$195.54	\$205.29	\$215.61	\$226.35	\$237.69	\$249.56		
	HOURLY	\$26.07	\$27.37	\$28.75	\$30.18	\$31.69	\$33.27		
	<b>10</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$53,581.12	\$56,273.09	\$59,075.68	\$62,038.07	\$65,135.67	\$68,393.06		
	MONTHLY	\$4,465.09	\$4,689.42	\$4,922.97	\$5,169.84	\$5,427.97	\$5,699.42		
	WEEKLY	\$1,026.46	\$1,078.03	\$1,131.72	\$1,188.47	\$1,247.81	\$1,310.21		
	DAILY	\$205.29	\$215.61	\$226.34	\$237.69	\$249.56	\$262.04		
	HOURLY	\$27.37	\$28.75	\$30.18	\$31.69	\$33.27	\$34.94		
	<b>11</b>								
OMBUDSPERSON INTAKE BIL ASST OFFICE MGR LABOR/LEGAL CONFID OFFICE MANAGER TALENT DVLP	ANNUAL	\$56,273.09	\$59,075.68	\$62,038.07	\$65,135.67	\$68,393.06	\$70,163.12		
	MONTHLY	\$4,689.42	\$4,922.97	\$5,169.84	\$5,427.97	\$5,699.42	\$5,846.93		
	WEEKLY	\$1,078.03	\$1,131.72	\$1,188.47	\$1,247.81	\$1,310.21	\$1,344.12		
	DAILY	\$215.61	\$226.34	\$237.69	\$249.56	\$262.04	\$268.82		
	HOURLY	\$28.75	\$30.18	\$31.69	\$33.27	\$34.94	\$35.84		
	<b>12</b>								
SECRETARY EXECUTIVE BOARD EXECUTIVE OFFICE ASSISTANT	ANNUAL	\$59,075.68	\$62,038.07	\$65,135.67	\$68,393.06	\$71,810.26	\$75,411.83		
	MONTHLY	\$4,922.97	\$5,169.84	\$5,427.97	\$5,699.42	\$5,984.19	\$6,284.32		
	WEEKLY	\$1,131.72	\$1,188.47	\$1,247.81	\$1,310.21	\$1,375.68	\$1,444.67		
	DAILY	\$226.34	\$237.69	\$249.56	\$262.04	\$275.14	\$288.93		
	HOURLY	\$30.18	\$31.69	\$33.27	\$34.94	\$36.68	\$38.52		
	<b>13</b>								
STRATEGIC FELLOW JUNIOR MANAGER EMPLOYEE SERVICE CENTER	ANNUAL	\$62,038.07	\$65,135.67	\$68,382.82	\$71,810.26	\$75,411.83	\$79,173.21		
	MONTHLY	\$5,169.84	\$5,427.97	\$5,698.57	\$5,984.19	\$6,284.32	\$6,597.77		
	WEEKLY	\$1,188.47	\$1,247.81	\$1,310.02	\$1,375.68	\$1,444.67	\$1,516.73		
	DAILY	\$237.69	\$249.56	\$262.00	\$275.14	\$288.93	\$303.35		
	HOURLY	\$31.69	\$33.27	\$34.93	\$36.68	\$38.52	\$40.45		
	<b>14</b>								
ADMIN COORDINATOR BOARD OF EDU	ANNUAL	\$65,135.67	\$68,393.06	\$71,810.26	\$75,411.83	\$79,173.21	\$83,131.25		
	MONTHLY	\$5,427.97	\$5,699.42	\$5,984.19	\$6,284.32	\$6,597.77	\$6,927.60		
	WEEKLY	\$1,247.81	\$1,310.21	\$1,375.68	\$1,444.67	\$1,516.73	\$1,592.55		
	DAILY	\$249.56	\$262.04	\$275.14	\$288.93	\$303.35	\$318.51		
	HOURLY	\$33.27	\$34.94	\$36.68	\$38.52	\$40.45	\$42.47		
	<b>15</b>								
REGIONAL STAFFING ANALYST I HR ANALYST EMPLOYEE INFO MGMT SYSTEMS ANALYST CENTRAL OFFICE STAFFING TALENT RECRUITER SPECIALIST, COMMUNITY ENGAGEMENT	ANNUAL	\$68,393.06	\$71,810.26	\$75,411.83	\$79,173.21	\$83,131.25	\$87,298.26		
	MONTHLY	\$5,699.42	\$5,984.19	\$6,284.32	\$6,597.77	\$6,927.60	\$7,274.86		
	WEEKLY	\$1,310.21	\$1,375.68	\$1,444.67	\$1,516.73	\$1,592.55	\$1,672.38		
	DAILY	\$262.04	\$275.14	\$288.93	\$303.35	\$318.51	\$334.48		
	HOURLY	\$34.94	\$36.68	\$38.52	\$40.45	\$42.47	\$44.60		
	<b>16</b>								
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING MANAGER, PUBLICATIONS	ANNUAL	\$71,810.26	\$75,411.83	\$79,173.21	\$83,131.25	\$87,298.26	\$91,649.66		
	MONTHLY	\$5,984.19	\$6,284.32	\$6,597.77	\$6,927.60	\$7,274.86	\$7,637.47		

COORDINATOR LABOR	WEEKLY	\$1,375.68	\$1,444.67	\$1,516.73	\$1,592.55	\$1,672.38	\$1,755.74		
REGIONAL STAFF ANALYST II HR	DAILY	\$275.14	\$288.93	\$303.35	\$318.51	\$334.48	\$351.15		
SPEC EMP RETEN & DEVL P TCH EFF	HOURLY	\$36.68	\$38.52	\$40.45	\$42.47	\$44.60	\$46.82		
BUSINESS MANAGER HR									
ASSOCIATE, CREDENTIALS									
ASSOCIATE, BENEFITS									
ASSOCIATE COMPENSATION & CLASS									
ASSOCIATE, SYSTEMS									
ASSOCIATE, TALENT DEVELOPMENT									
PROG MGR, PAYROLL CUSTOMER SRV									
	17								
MANAGER, INSURANCE PROGRAM	ANNUAL	\$75,411.83	\$79,173.21	\$83,131.25	\$87,298.26	\$91,649.66	\$96,234.60		
ADMINISTRATIVE RISK MANAGEMENT	MONTHLY	\$6,284.32	\$6,597.77	\$6,927.60	\$7,274.86	\$7,637.47	\$8,019.55		
MGR INTERNAL & WEB COMMUNICATIONS	WEEKLY	\$1,444.67	\$1,516.73	\$1,592.55	\$1,672.38	\$1,755.74	\$1,843.57		
EXECUTIVE ASSISTANT SUPERINTEN	DAILY	\$288.93	\$303.35	\$318.51	\$334.48	\$351.15	\$368.71		
ASSISTANT DIRECTOR FOOD SERVIC	HOURLY	\$38.52	\$40.45	\$42.47	\$44.60	\$46.82	\$49.16		
	18								
MANAGER TALENT ACQUISITION	ANNUAL	\$78,730.69	\$82,664.15	\$86,806.58	\$91,145.68	\$95,706.04	\$100,487.65		
COORD, DISABILITY MANAGEMENT	MONTHLY	\$6,560.89	\$6,888.68	\$7,233.88	\$7,595.47	\$7,975.50	\$8,373.97		
MGR EMPLOYEE RETENTION DEVELOPMNT	WEEKLY	\$1,508.25	\$1,583.60	\$1,662.96	\$1,746.09	\$1,833.45	\$1,925.05		
DIRECTOR TECHNOLOGY SERVICES	DAILY	\$301.65	\$316.72	\$332.59	\$349.22	\$366.69	\$385.01		
MANAGER SUBSTITUTE SERVICES	HOURLY	\$40.22	\$42.23	\$44.35	\$46.56	\$48.89	\$51.33		
SPEC HUMAN CAPITAL REPORTING									
MGR COMPENSATION & CLASSIFICATION									
MGR HUMAN CAPITAL STRATEGIC IN									
PARTNER CENTRAL OFFICE									
PARTNER SCHOOL									
MANAGER, STAFFING									
MANAGER, SYSTEMS & PROCESSES									
PRG MGR LEAD GRTH & DVLP SYSTM									
PRG MANAGER SPECIAL PROJECT									
PRG MGR TCH GRTH & DVLP SYSTEM									
	19								
	ANNUAL	\$81,779.13	\$85,872.38	\$90,162.32	\$94,673.50	\$99,405.95	\$104,371.95		
	MONTHLY	\$6,814.93	\$7,156.03	\$7,513.53	\$7,889.46	\$8,283.83	\$8,697.66		
INTERNAL AUDITOR - CFO OFFICE	WEEKLY	\$1,566.65	\$1,645.06	\$1,727.25	\$1,813.67	\$1,904.33	\$1,999.46		
	DAILY	\$313.33	\$329.01	\$345.45	\$362.73	\$380.87	\$399.89		
	HOURLY	\$41.78	\$43.87	\$46.06	\$48.36	\$50.78	\$53.32		
	20								
OPERATIONS OFFICER	ANNUAL	\$85,872.38	\$90,162.32	\$94,673.50	\$99,405.95	\$104,371.95	\$109,583.78		
RISK MGMT OFFICER	MONTHLY	\$7,156.03	\$7,513.53	\$7,889.46	\$8,283.83	\$8,697.66	\$9,131.98		
DIRECTOR LABOR STRATEGY	WEEKLY	\$1,645.06	\$1,727.25	\$1,813.67	\$1,904.33	\$1,999.46	\$2,099.31		
SR EXECUTIVE ASSISTANT SUPERINTENDENT	DAILY	\$329.01	\$345.45	\$362.73	\$380.87	\$399.89	\$419.86		
	21								
DIR ARCH NETWORK ARCHITECTURE	ANNUAL	\$90,162.32	\$94,668.38	\$99,403.90	\$104,371.95	\$109,591.98	\$115,077.31		
DIR TECH SUPPORT CUSTOMER SERVICE	MONTHLY	\$7,513.53	\$7,889.03	\$8,283.66	\$8,697.66	\$9,132.66	\$9,589.78		
DIR APPLICATIONS SUPP DEVELOPMENT	WEEKLY	\$1,727.25	\$1,813.57	\$1,904.29	\$1,999.46	\$2,099.46	\$2,204.55		
	DAILY	\$345.45	\$362.71	\$380.86	\$399.89	\$419.89	\$440.91		
	HOURLY	\$46.06	\$48.36	\$50.78	\$53.32	\$55.99	\$58.79		

	<b>22</b>								
DIRECTOR, EDUCATION EFFECTIVENESS	ANNUAL	\$94,673.50	\$99,405.95	\$104,371.95	\$109,583.78	\$115,078.34	\$120,818.73		
DIRECTOR PROJECT MGR & REPORT	MONTHLY	\$7,889.46	\$8,283.83	\$8,697.66	\$9,131.98	\$9,589.86	\$10,068.23		
DIRECTOR-STATE & FED COMPLIANCE	WEEKLY	\$1,813.67	\$1,904.33	\$1,999.46	\$2,099.31	\$2,204.57	\$2,314.54		
TECHNOLOGY INFORMATION OFFICER	DAILY	\$362.73	\$380.87	\$399.89	\$419.86	\$440.91	\$462.91		
DIRECTOR TALENT ACQUISITION	HOURLY	\$48.36	\$50.78	\$53.32	\$55.98	\$58.79	\$61.72		
DIRECTOR OPERATIONS EMPLOYEE SVCS									
DIRECTOR QUALITY DIVERSE PROVIDER									
FINANCE SRVCS DIR BUDGET DEVELOPMENT									
FIN SRVCS DIR OPERATIONS REPORTING									
FINANCE SERVICES DRCTR SITE-BASED									
DIRECTOR BUILDING & GROUNDS									
DIRECTOR TALENT DEVELOPMENT									
DIRECTOR, COMMUNITY ENGAGEMENT									
DIR, CENTRAL OFFICE ACCOUNTING									
DIR, STRATEGY IMPLM & ACCOUNT									
	<b>23</b>								
CHIEF SCHOOL POLICE	ANNUAL	\$99,405.95	\$104,371.95	\$109,583.78	\$115,078.34	\$120,818.73	\$126,878.72		
	MONTHLY	\$8,283.83	\$8,697.66	\$9,131.98	\$9,589.86	\$10,068.23	\$10,573.23		
	WEEKLY	\$1,904.33	\$1,999.46	\$2,099.31	\$2,204.57	\$2,314.54	\$2,430.63		
	DAILY	\$380.87	\$399.89	\$419.86	\$440.91	\$462.91	\$486.13		
	HOURLY	\$50.78	\$53.32	\$55.98	\$58.79	\$61.72	\$64.82		
	<b>24</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$104,371.95	\$109,596.07	\$115,078.34	\$120,818.73	\$126,878.72	\$133,209.14		
	MONTHLY	\$8,697.66	\$9,133.01	\$9,589.86	\$10,068.23	\$10,573.23	\$11,100.76		
	WEEKLY	\$1,999.46	\$2,099.54	\$2,204.57	\$2,314.54	\$2,430.63	\$2,551.90		
	DAILY	\$399.89	\$419.91	\$440.91	\$462.91	\$486.13	\$510.38		
	HOURLY	\$53.32	\$55.99	\$58.79	\$61.72	\$64.82	\$68.05		
	<b>25</b>								
CONTROLLER	ANNUAL	\$109,596.07	\$115,078.34	\$120,806.44	\$126,878.72	\$133,221.43	\$139,883.73		
EX DIR RESEARCH ASSESSMENT & DATA	MONTHLY	\$9,133.01	\$9,589.86	\$10,067.20	\$10,573.23	\$11,101.79	\$11,656.98		
EXECUTIVE DIRECTOR BUDGET	WEEKLY	\$2,099.54	\$2,204.57	\$2,314.30	\$2,430.63	\$2,552.13	\$2,679.76		
EXECUTIVE DIRECTOR NUTRITION SVC	DAILY	\$419.91	\$440.91	\$462.86	\$486.13	\$510.43	\$535.95		
EX DIR AFRICAN AMERICAN MALE ACHIEVEM	HOURLY	\$55.99	\$58.79	\$61.71	\$64.82	\$68.06	\$71.46		
EXEC DIR COLLEGE CAREER READIN									
EXEC DIR CUSTODIAL SERV & GRND									
EXEC DIR, HR OPERATIONS & STAF									
EXEC DIR ATHLETICS & ACTIVITIE									
EXEC DIR ENROLL & REGIST MANAG									
OFFICER, ACCOUNTABILITY PARTNER									
	<b>26</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$115,078.34	\$120,806.44	\$125,854.38	\$133,221.43	\$139,883.73	\$146,865.62		
	MONTHLY	\$9,589.86	\$10,067.20	\$10,487.87	\$11,101.79	\$11,656.98	\$12,238.80		
	WEEKLY	\$2,204.57	\$2,314.30	\$2,411.00	\$2,552.13	\$2,679.76	\$2,813.52		
	DAILY	\$440.91	\$462.86	\$482.20	\$510.43	\$535.95	\$562.70		
	HOURLY	\$58.79	\$61.71	\$64.29	\$68.06	\$71.46	\$75.03		
	<b>27</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$120,806.44	\$126,878.72	\$133,221.43	\$139,883.73	\$146,865.62	\$154,203.99		
	MONTHLY	\$10,067.20	\$10,573.23	\$11,101.79	\$11,656.98	\$12,238.80	\$12,850.33		
	WEEKLY	\$2,314.30	\$2,430.63	\$2,552.13	\$2,679.76	\$2,813.52	\$2,954.10		

	DAILY	\$462.86	\$486.13	\$510.43	\$535.95	\$562.70	\$590.82		
	HOURLY	\$61.71	\$64.82	\$68.06	\$71.46	\$75.03	\$78.78		
	<b>28</b>								
<b>Reserved for unassigned job classifications</b>	ANNUAL	\$126,878.72	\$133,221.43	\$139,883.73	\$146,865.62	\$154,191.70	\$161,947.99		
	MONTHLY	\$10,573.23	\$11,101.79	\$11,656.98	\$12,238.80	\$12,849.31	\$13,495.67		
	WEEKLY	\$2,430.63	\$2,552.13	\$2,679.76	\$2,813.52	\$2,953.86	\$3,102.45		
	DAILY	\$486.13	\$510.43	\$535.95	\$562.70	\$590.77	\$620.49		
	HOURLY	\$64.82	\$68.06	\$71.46	\$75.03	\$78.77	\$82.73		
	<i>Longevity: In addition to the salaries specified above, administrative employees shall be paid a longevity of \$729.00 per year after 20 years of service in the District. This stipend shall be increased to \$1092.00 after 25 years of service in the District.</i>								
	<i>Notify Human Resources when you are eligible.</i>								
	<i>Doctoral Stipend: In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid And additional stipend of \$3000.00 per Year.</i>								
	<i>Employees who have completed the following units and degree requirements shall be deemed to possess the equivalent of an earned doctorate and shall also be paid the additional stipend \$2500.00 per Year.</i>								
	<i>The doctoral equivalent consists of an earned Master's Degree and 90 upper division and graduate units beyond the BA Degree from a regionally accredited college or university. At least 35 of the 90 units must be at the graduate level. Not more than 30 of these 90 units may be in equivalents.</i>								
	<i>Members with a Masters Degree shall receive an annual stipend of \$1200.00 per Year.</i>								
	<i>Pathways to Excellence Leadership Performance Stipend: \$5,000, \$10,000 or \$15,000.00</i>								
	<i>Executive Director Travel: \$7,200.00 per year</i>								
	<i>Asst. Supt. Travel: \$6,000.00 per year</i>								
	<i>Executive Director Travel: \$4,800.00 per year</i>								
	<i>Directors Travel: \$3,600.00 per year</i>								
	<i>Cell Phone: \$1,800.00 per year</i>								
	<i>Cell Phone: \$780.00 per year</i>								
	<i>Cell Phone: \$600.00 per year</i>								
	<i>Cell phone: \$300 per year</i>								
	Salary Schedule CFCA 261 Days 7.5 Hours								
	Includes 20 days paid vacation and 14 holidays.								
	CONFIDENTIAL								
	<b>Board approved increase of 3.0% on 06/10/2015 eff. 07/01/2014</b>								
	Revision:								

OAKLAND UNIFIED SCHOOL DISTRICT								
HUMAN RESOURCES SERVICES AND SUPPORT								
CONFIDENTIAL (NON-REPRESENTED)								
12 MONTH CLASSIFIED ADMINISTRATORS								
SALARY SCHEDULE Effective 07/01/2015								
	STEPS							
	1	2	3	4	5	6		
RANGE								
	1							
Reserved for unassigned job classifications	ANNUAL	\$ 35,576.93	\$ 37,362.11	\$ 39,223.25	\$ 41,185.68	\$ 43,236.73	\$ 45,414.40	
	MONTHLY	\$ 2,964.74	\$ 3,113.51	\$ 3,268.60	\$ 3,432.14	\$ 3,603.06	\$ 3,784.53	
	DAILY	\$ 136.31	\$ 143.15	\$ 150.28	\$ 157.80	\$ 165.66	\$ 174.00	
	HOURLY	\$ 18.17	\$ 19.09	\$ 20.04	\$ 21.04	\$ 22.09	\$ 23.20	
	2							
Reserved for unassigned job classifications	ANNUAL	\$ 37,362.11	\$ 39,223.25	\$ 41,185.68	\$ 43,236.73	\$ 45,414.40	\$ 47,668.02	
	MONTHLY	\$ 3,113.51	\$ 3,268.60	\$ 3,432.14	\$ 3,603.06	\$ 3,784.53	\$ 3,972.34	
	DAILY	\$ 143.15	\$ 150.28	\$ 157.80	\$ 165.66	\$ 174.00	\$ 182.64	
	HOURLY	\$ 19.09	\$ 20.04	\$ 21.04	\$ 22.09	\$ 23.20	\$ 24.35	
	3							
Reserved for unassigned job classifications	ANNUAL	\$ 39,223.25	\$ 41,185.68	\$ 43,236.73	\$ 45,414.40	\$ 47,668.02	\$ 50,060.92	
	MONTHLY	\$ 3,268.60	\$ 3,432.14	\$ 3,603.06	\$ 3,784.53	\$ 3,972.34	\$ 4,171.74	
	DAILY	\$ 150.28	\$ 157.80	\$ 165.66	\$ 174.00	\$ 182.64	\$ 191.80	
	HOURLY	\$ 20.04	\$ 21.04	\$ 22.09	\$ 23.20	\$ 24.35	\$ 25.57	
	4							
Reserved for unassigned job classifications	ANNUAL	\$ 41,185.68	\$ 43,236.73	\$ 45,414.40	\$ 47,668.02	\$ 50,060.92	\$ 52,567.76	
	MONTHLY	\$ 3,432.14	\$ 3,603.06	\$ 3,784.53	\$ 3,972.34	\$ 4,171.74	\$ 4,380.65	
	DAILY	\$ 157.80	\$ 165.66	\$ 174.00	\$ 182.64	\$ 191.80	\$ 201.41	
	HOURLY	\$ 21.04	\$ 22.09	\$ 23.20	\$ 24.35	\$ 25.57	\$ 26.85	
	5							
Reserved for unassigned job classifications	ANNUAL	\$ 43,236.73	\$ 45,414.40	\$ 47,668.02	\$ 50,060.92	\$ 52,567.76	\$ 55,188.56	
	MONTHLY	\$ 3,603.06	\$ 3,784.53	\$ 3,972.34	\$ 4,171.74	\$ 4,380.65	\$ 4,599.05	
	DAILY	\$ 165.66	\$ 174.00	\$ 182.64	\$ 191.80	\$ 201.41	\$ 211.45	
	HOURLY	\$ 22.09	\$ 23.20	\$ 24.35	\$ 25.57	\$ 26.85	\$ 28.19	
	6							
Reserved for unassigned job classifications	ANNUAL	\$ 45,414.40	\$ 47,668.02	\$ 50,060.92	\$ 52,567.76	\$ 55,188.56	\$ 57,961.28	
	MONTHLY	\$ 3,784.53	\$ 3,972.34	\$ 4,171.74	\$ 4,380.65	\$ 4,599.05	\$ 4,830.11	
	DAILY	\$ 174.00	\$ 182.64	\$ 191.80	\$ 201.41	\$ 211.45	\$ 222.07	
	HOURLY	\$ 23.20	\$ 24.35	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.61	
	7							
Reserved for unassigned job classifications	ANNUAL	\$ 47,668.02	\$ 50,060.92	\$ 52,567.76	\$ 55,188.56	\$ 57,961.28	\$ 60,847.95	
	MONTHLY	\$ 3,972.34	\$ 4,171.74	\$ 4,380.65	\$ 4,599.05	\$ 4,830.11	\$ 5,070.66	
	DAILY	\$ 182.64	\$ 191.80	\$ 201.41	\$ 211.45	\$ 222.07	\$ 233.13	
	HOURLY	\$ 24.35	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.61	\$ 31.08	
	8							

ASSISTANT, EMPLOYEE SERVICES	ANNUAL	\$ 50,060.92	\$ 52,567.76	\$ 55,188.56	\$ 57,961.28	\$ 60,847.95	\$ 63,899.21		
ASSISTANT, STAFFING SUPPORT	MONTHLY	\$ 4,171.74	\$ 4,380.65	\$ 4,599.05	\$ 4,830.11	\$ 5,070.66	\$ 5,324.93		
ASSISTANT, RECRUITMENT	DAILY	\$ 191.80	\$ 201.41	\$ 211.45	\$ 222.07	\$ 233.13	\$ 244.82		
	HOURLY	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.61	\$ 31.08	\$ 32.64		
	9								
ADMIN ASST SUPERINTENDENT OFFICE	ANNUAL	\$ 52,567.76	\$ 55,188.56	\$ 57,961.28	\$ 60,850.98	\$ 63,899.21	\$ 67,089.74		
ASSISTANT EMPLOYEE INFO MGMT SYSTEM	MONTHLY	\$ 4,380.65	\$ 4,599.05	\$ 4,830.11	\$ 5,070.91	\$ 5,324.93	\$ 5,590.81		
	DAILY	\$ 201.41	\$ 211.45	\$ 222.07	\$ 233.15	\$ 244.82	\$ 257.05		
	HOURLY	\$ 26.85	\$ 28.19	\$ 29.61	\$ 31.09	\$ 32.64	\$ 34.27		
	10								
ASST, PAYROLL CUSTOMER SERVICE	ANNUAL	\$ 55,188.56	\$ 57,961.28	\$ 60,847.95	\$ 63,899.21	\$ 67,089.74	\$ 70,444.86		
	MONTHLY	\$ 4,599.05	\$ 4,830.11	\$ 5,070.66	\$ 5,324.93	\$ 5,590.81	\$ 5,870.40		
	DAILY	\$ 211.45	\$ 222.07	\$ 233.13	\$ 244.82	\$ 257.05	\$ 269.90		
	HOURLY	\$ 28.19	\$ 29.61	\$ 31.08	\$ 32.64	\$ 34.27	\$ 35.99		
	11								
OMBUDSPERSON INTAKE BIL ASST	ANNUAL	\$ 57,961.28	\$ 60,847.95	\$ 63,899.21	\$ 67,089.74	\$ 70,444.86	\$ 72,268.02		
OFFICE MGR LABOR/LEGAL CONFID	MONTHLY	\$ 4,830.11	\$ 5,070.66	\$ 5,324.93	\$ 5,590.81	\$ 5,870.40	\$ 6,022.33		
OFFICE MANAGER TALENT DVLP	DAILY	\$ 222.07	\$ 233.13	\$ 244.82	\$ 257.05	\$ 269.90	\$ 276.89		
	HOURLY	\$ 29.61	\$ 31.08	\$ 32.64	\$ 34.27	\$ 35.99	\$ 36.92		
	12								
EXECUTIVE ASSISTANT, LEGAL	ANNUAL	\$ 60,847.95	\$ 63,899.21	\$ 67,089.74	\$ 70,444.86	\$ 73,964.57	\$ 77,674.19		
SECRETARY EXECUTIVE BOARD	MONTHLY	\$ 5,070.66	\$ 5,324.93	\$ 5,590.81	\$ 5,870.40	\$ 6,163.71	\$ 6,472.85		
EXECUTIVE OFFICE ASSISTANT	DAILY	\$ 233.13	\$ 244.82	\$ 257.05	\$ 269.90	\$ 283.39	\$ 297.60		
	HOURLY	\$ 31.08	\$ 32.64	\$ 34.27	\$ 35.99	\$ 37.79	\$ 39.68		
	13								
STRATEGIC FELLOW JUNIOR	ANNUAL	\$ 63,899.21	\$ 67,089.74	\$ 70,434.31	\$ 73,964.57	\$ 77,674.19	\$ 81,548.40		
LABOR ANALYST I	MONTHLY	\$ 5,324.93	\$ 5,590.81	\$ 5,869.53	\$ 6,163.71	\$ 6,472.85	\$ 6,795.70		
	DAILY	\$ 244.82	\$ 257.05	\$ 269.86	\$ 283.39	\$ 297.60	\$ 312.45		
	HOURLY	\$ 32.64	\$ 34.27	\$ 35.98	\$ 37.79	\$ 39.68	\$ 41.66		
	14								
LABOR ANALYST II	ANNUAL	\$ 67,089.74	\$ 70,444.86	\$ 73,964.57	\$ 77,674.19	\$ 81,548.40	\$ 85,625.19		
ADMIN COORDINATOR BOARD OF EDU	MONTHLY	\$ 5,590.81	\$ 5,870.40	\$ 6,163.71	\$ 6,472.85	\$ 6,795.70	\$ 7,135.43		
STRATEGIC FELLOW SENIOR	DAILY	\$ 257.05	\$ 269.90	\$ 283.39	\$ 297.60	\$ 312.45	\$ 328.07		
	HOURLY	\$ 34.27	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.66	\$ 43.74		
	15								
REGIONAL STAFFING ANALYST I HR	ANNUAL	\$ 70,444.86	\$ 73,964.57	\$ 77,674.19	\$ 81,548.40	\$ 85,625.19	\$ 89,917.21		
ANALYST CENTRAL OFFICE STAFFING	MONTHLY	\$ 5,870.40	\$ 6,163.71	\$ 6,472.85	\$ 6,795.70	\$ 7,135.43	\$ 7,493.10		
TALENT RECRUITER	DAILY	\$ 269.90	\$ 283.39	\$ 297.60	\$ 312.45	\$ 328.07	\$ 344.51		
SPECIALIST, COMMUNITY ENGAGEMENT	HOURLY	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.66	\$ 43.74	\$ 45.93		
	16								
SPC EMPLOYEE ENGAGEMENT RETEN WELL-BEING	ANNUAL	\$ 73,964.57	\$ 77,674.19	\$ 81,548.40	\$ 85,625.19	\$ 89,917.21	\$ 94,399.15		
MANAGER, PUBLICATIONS	MONTHLY	\$ 6,163.71	\$ 6,472.85	\$ 6,795.70	\$ 7,135.43	\$ 7,493.10	\$ 7,866.60		
COORDINATOR LABOR	DAILY	\$ 283.39	\$ 297.60	\$ 312.45	\$ 328.07	\$ 344.51	\$ 361.68		
REGIONAL STAFF ANALYST II HR	HOURLY	\$ 37.79	\$ 39.68	\$ 41.66	\$ 43.74	\$ 45.93	\$ 48.22		





SR MANAGER, CONSTRUCTION									
SR FINANCIAL ANALYST									
COORDINATOR, LEAVES MANAGEMENT									
	<b>21</b>								
SR EMPLOYEE SUPPORT SPECIALIST	<b>ANNUAL</b>	\$ 92,867.19	\$ 97,508.43	\$ 102,386.02	\$ 107,503.10	\$ 112,879.74	\$ 118,529.63		
DIRECTOR COMMUNICATIONS	<b>MONTHLY</b>	\$ 7,738.93	\$ 8,125.70	\$ 8,532.17	\$ 8,958.59	\$ 9,406.64	\$ 9,877.47		
DIR TRANSPORTION & LOGISTICS	<b>DAILY</b>	\$ 355.81	\$ 373.60	\$ 392.28	\$ 411.89	\$ 432.49	\$ 454.14		
	<b>HOURLY</b>	\$ 47.44	\$ 49.81	\$ 52.30	\$ 54.92	\$ 57.67	\$ 60.55		
	<b>22</b>								
DIRECTOR PROJECT MGR & REPORT	<b>ANNUAL</b>	\$ 97,513.71	\$ 102,388.13	\$ 107,503.10	\$ 112,871.30	\$ 118,530.69	\$ 124,443.29		
DIRECTOR, PAYROLL	<b>MONTHLY</b>	\$ 8,126.14	\$ 8,532.34	\$ 8,958.59	\$ 9,405.94	\$ 9,877.56	\$ 10,370.27		
TECHNOLOGY INFORMATION OFFICER	<b>DAILY</b>	\$ 373.62	\$ 392.29	\$ 411.89	\$ 432.46	\$ 454.14	\$ 476.79		
DIR, STRATEGY IMPLEM & ACCOUNT	<b>HOURLY</b>	\$ 49.82	\$ 52.31	\$ 54.92	\$ 57.66	\$ 60.55	\$ 63.57		
DIR, PRJ MNGMNT & STRAG INIT OPERATIONS									
DIRECTOR QUALITY DIVERSE PROVIDER									
FINANCE SRVCS DIR BUDGET DEVELOPMT									
FIN SRVCS DIR OPERATIONS REPORTING									
PARTNER CENTRAL OFFICE									
PARTNER SCHOOL									
FINANCE SERVICES DRCTR SITE-BASED									
DIRECTOR BUILDING & GROUNDS									
DIRECTOR, COMMUNITY ENGAGEMENT									
DIR, CENTRAL OFFICE ACCOUNTING									
DIR, STRATEGY IMPLEM & ACCOUNT									
DIRECTOR, TALENT DEVELOPMENT									
DIRECTOR, ACCOUNTS PAYABLE									
DIRECTOR, HR OPERATIONS									
DIRECTOR, BUSINESS ANALYTICS									
	<b>23</b>								
	<b>ANNUAL</b>	\$ 102,388.13	\$ 107,503.10	\$ 112,871.30	\$ 118,530.69	\$ 124,443.29	\$ 130,685.08		
	<b>MONTHLY</b>	\$ 8,532.34	\$ 8,958.59	\$ 9,405.94	\$ 9,877.56	\$ 10,370.27	\$ 10,890.42		
	<b>DAILY</b>	\$ 392.29	\$ 411.89	\$ 432.46	\$ 454.14	\$ 476.79	\$ 500.71		
	<b>HOURLY</b>	\$ 52.31	\$ 54.92	\$ 57.66	\$ 60.55	\$ 63.57	\$ 66.76		
	<b>24</b>								
SR DIRECTOR STRATEGIC PROJECTS	<b>ANNUAL</b>	\$ 107,503.10	\$ 112,883.96	\$ 118,530.69	\$ 124,443.29	\$ 130,685.08	\$ 137,205.41		
SR DIR STRATEGIC INITIATIVES - OPERATIONS	<b>MONTHLY</b>	\$ 8,958.59	\$ 9,407.00	\$ 9,877.56	\$ 10,370.27	\$ 10,890.42	\$ 11,433.78		
SR PARTNER CENTRAL OFFICE	<b>DAILY</b>	\$ 411.89	\$ 432.51	\$ 454.14	\$ 476.79	\$ 500.71	\$ 525.69		
SR PARTNER SCHOOL	<b>HOURLY</b>	\$ 54.92	\$ 57.67	\$ 60.55	\$ 63.57	\$ 66.76	\$ 70.09		
	<b>25</b>								
CONTROLLER	<b>ANNUAL</b>	\$ 112,883.96	\$ 118,530.69	\$ 124,430.63	\$ 130,685.08	\$ 137,218.07	\$ 144,080.24		
EX DIR RESERCH ASSESSMENT & DATA	<b>MONTHLY</b>	\$ 9,407.00	\$ 9,877.56	\$ 10,369.22	\$ 10,890.42	\$ 11,434.84	\$ 12,006.69		
EXECUTIVE DIRECTOR NUTRITION SVC	<b>DAILY</b>	\$ 432.51	\$ 454.14	\$ 476.75	\$ 500.71	\$ 525.74	\$ 552.03		
EX DIR AFRICAN AMERICAN MALE ACHIEVEM	<b>HOURLY</b>	\$ 57.67	\$ 60.55	\$ 63.57	\$ 66.76	\$ 70.10	\$ 73.60		

EXEC DIR COLLEGE CAREER READIN									
EXEC DIR CUSTODIAL SERV & GRND									
EXEC DIR, HR OPERATIONS & STAF									
EXEC DIR ATHLETICS & ACTIVITIE									
EXEC DIR ENROLL & REGIST MANAG									
OFFICER, ACCOUNTABILITY PARTNER									
EXECUTIVE, DIRECTOR SOFTWARE DA									
EXECUTIVE DIRECTOR, EDUCATOR EFFECT									
EXECUTIVE DIRECTOR, TECHNOLOGY									
EXEC DIR SCHL SYS ALIGN & OPER									
FINANCIAL OFFICER, BDGT DEVELOP									
EXEC DIR, LABOR STRAT & ALTERNATIVE DISPUTE RESOLUTION									
EXEC DIR, TRANSPORTATION AND LOGISTICS									
EXEC DIR, ACADEMICS & INSTRUCTIONAL INNOVATION									
EXEC DIR, EARLY LEARNING									

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<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 118,530.69	\$ 124,430.63	\$ 129,630.01	\$ 137,218.07	\$ 144,080.24	\$ 151,271.59		
	<b>MONTHLY</b>	\$ 9,877.56	\$ 10,369.22	\$ 10,802.50	\$ 11,434.84	\$ 12,006.69	\$ 12,605.97		
	<b>DAILY</b>	\$ 454.14	\$ 476.75	\$ 496.67	\$ 525.74	\$ 552.03	\$ 579.58		
	<b>HOURLY</b>	\$ 60.55	\$ 63.57	\$ 66.22	\$ 70.10	\$ 73.60	\$ 77.28		

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<b>Reserved for unassigned job classifications</b>	<b>ANNUAL</b>	\$ 124,430.63	\$ 130,685.08	\$ 137,218.07	\$ 144,080.24	\$ 151,271.59	\$ 158,830.11		
	<b>MONTHLY</b>	\$ 10,369.22	\$ 10,890.42	\$ 11,434.84	\$ 12,006.69	\$ 12,605.97	\$ 13,235.84		
	<b>DAILY</b>	\$ 476.75	\$ 500.71	\$ 525.74	\$ 552.03	\$ 579.58	\$ 608.54		
	<b>HOURLY</b>	\$ 63.57	\$ 66.76	\$ 70.10	\$ 73.60	\$ 77.28	\$ 81.14		

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SR EXEC DIR, NUTRITION SERVICES AND WAREHOUSE CONTROLLER EXEC In Transition	<b>ANNUAL</b>	\$ 130,685.08	\$ 137,218.07	\$ 144,080.24	\$ 151,271.59	\$ 158,817.45	\$ 166,806.43		
	<b>MONTHLY</b>	\$ 10,890.42	\$ 11,434.84	\$ 12,006.69	\$ 12,605.97	\$ 13,234.79	\$ 13,900.54		
	<b>DAILY</b>	\$ 500.71	\$ 525.74	\$ 552.03	\$ 579.58	\$ 608.50	\$ 639.11		
	<b>HOURLY</b>	\$ 66.76	\$ 70.10	\$ 73.60	\$ 77.28	\$ 81.13	\$ 85.21		

*Longevity: In addition to the salaries specified above, administrative employees shall be paid a longevity of \$729.00 per year after 20 years of service in the District. This stipend shall be increased to \$1092.00 after 25 years of service in the District.*

*Notify Human Resources when you are eligible.*

*Doctoral Stipend: In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid And additional stipend of \$3000.00 per Year.*

*Employees who have completed the following units and degree requirements shall be deemed to possess the equivalent of an earned doctorate and shall also be paid the additional stipend \$2500.00 per Year.*

*The doctoral equivalent consists of an earned Master's Degree and 90 upper division and graduate units beyond the BA Degree from a regionally accredited college or university. At least 35 of the 90 units must be at the graduate level. Not more than 30 of these 90 units may be in equivalents.*

*Members with a Masters Degree shall receive an annual stipend of \$1200.00 per Year.*

<i>Pathways to Excellence Leadership Performance Stipend: \$5,000, \$10,000 or \$15,000.00</i>								
<i>Executive Director Travel: \$7,200.00 per year</i>								
<i>Asst. Supt. Travel: \$6,000.00 per year</i>								
<i>Executive Director Travel: \$4,800.00 per year</i>								
<i>Directors Travel: \$3,600.00 per year</i>								
<i>Cell Phone: \$1,800.00 per year</i>								
<i>Cell Phone: \$780.00 per year</i>								
<i>Cell Phone: \$600.00 per year</i>								
<i>Cell phone: \$300 per year</i>								
Salary Schedule CFCA 261 Days 7.5 Hours								
CONFIDENTIAL								
Includes 20 days paid vacation and 14 holidays.								
<b>Board approved increase of 3.0% on 06/08/2016 eff. 07/01/2015</b>								
<b>Revision:</b>								

**Oakland Unified School District  
SALARY SCHEDULE  
EXECUTIVE, UNREPRESENTED (EXEC)  
Periods 12; Days/Year: 261; Hours/Day: 7.5**

<b>Position</b>	<b>Range</b>	<b>Work Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
Director, Legal Support Services	1	261	\$116,504.85	\$120,000.00	\$123,600.00	\$127,308.00
Staff Attorney	2	261	\$131,963.43	\$135,922.33	\$140,000.00	\$144,200.00
General Attorney	2	261	\$131,963.43	\$135,922.33	\$140,000.00	\$144,200.00
Network Superintendant	3	261	\$146,000.00	\$150,380.00	\$154,891.40	\$159,538.14
Deputy General Counsel, Litigation, Claims & Complex Transactions	4	261	\$150,000.00	\$154,500.00	\$159,135.00	\$163,909.05
Deputy Chief, Equity	5	261	\$154,043.74	\$158,665.05	\$163,425.00	\$168,327.75
Deputy Chief, Student Services	6	261	\$157,499.93	\$162,224.93	\$167,091.68	\$172,104.43
Deputy Chief, Academic, Early Childhood Learning	7	261	\$157,499.97	\$162,224.97	\$167,091.72	\$172,104.47
Deputy Chief, Communications	7	261	\$157,499.97	\$162,224.97	\$167,091.72	\$172,104.47
Deputy Chief, Post-Secondary Readiness	8	261	\$157,500.00	\$162,225.00	\$167,091.75	\$172,104.50
Deputy Chief, Information Technology and Chief Technology Officer	9	261	\$157,766.99	\$162,500.00	\$167,375.00	\$172,396.25
Deputy Chief, Innovation	9	261	\$157,766.99	\$162,500.00	\$167,375.00	\$172,396.25
Deputy Chief, Continuous Improvement and Project Management	9	261	\$157,766.99	\$162,500.00	\$167,375.00	\$172,396.25
Deputy Chief, Teaching and Learning	10	261	\$158,631.05	\$163,389.98	\$168,291.68	\$173,340.43
Deputy Chief, Talent	11	261	\$160,241.30	\$165,048.54	\$170,000.00	\$175,100.00
Deputy Chief, Facilities Planning and Management	14	261	\$174,757.28	\$180,000.00	\$185,400.00	\$190,962.00
Chief of Police	12	261	\$169,667.26	\$174,757.28	\$180,000.00	\$185,400.00
Chief Financial Officer	13	261	\$170,609.86	\$175,728.16	\$181,000.00	\$186,430.00
Deputy Chief, Facilities Planning and Management	14	261	\$174,757.28	\$180,000.00	\$185,400.00	\$190,962.00
Chief of Staff	15	261	\$183,806.20	\$189,320.39	\$195,000.00	\$200,850.00
Chief Systems and Services Officer	15	261	\$183,806.20	\$189,320.39	\$195,000.00	\$200,850.00
Chief Talent Officer	15	261	\$183,806.20	\$189,320.39	\$195,000.00	\$200,850.00
Chief Financial Officer	15	261	\$183,806.20	\$189,320.39	\$195,000.00	\$200,850.00
General Counsel	16	261	\$186,633.99	\$192,233.01	\$198,000.00	\$203,940.00
Senior Business Officer	17	261	\$209,000.00	\$215,270.00	\$221,728.10	\$228,379.94
Chief Business Officer	18	261	\$226,223.02	\$233,009.71	\$240,000.00	\$247,200.00
Chief Academic Officer	18	261	\$226,223.02	\$233,009.71	\$240,000.00	\$247,200.00
Superintendent	19	261	\$263,926.85	\$271,844.66	\$280,000.00	\$288,400.00
<i>Doctoral Stipend: In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid an additional stipend of \$3000.00 per Year.</i>						
<i>Employees who have completed the following units and degree requirements shall be deemed to possess the equivalent of an earned doctorate and shall also be paid the additional stipend \$2500.00 per Year.</i>						
<i>The doctoral equivalent consists of an earned Master's Degree and 90 upper division and graduate units beyond the BA Degree from a regionally accredited college or university. At least 35 of the 90 units must be at the graduate level. Not more than 30 of these 90 units may be in equivalents.</i>						
<i>Members with a Masters Degree shall receive an annual stipend of \$1200.00 per Year.</i>						

<i>Pathways to Excellence Leadership Performance Stipend: \$5,000, \$10,000 or \$15,000.00</i>						
<i>Superintendent Travel: \$9,000.00 per year</i>						
<i>Asst. Supt. Travel: \$6,000.00 per year</i>						
<i>Executive Director Travel: \$4,800.00 per year</i>						
<i>Directors Travel: \$3,600.00 per year</i>						
<i>Cell Phone: \$1,800.00 per year</i>						
<i>Cell Phone: \$780.00 per year</i>						
<i>Cell Phone: \$600.00 per year</i>						
<i>Cell phone: \$300 per year</i>						
Salary Schedule EXEC 261 Days 7.5 Hours						
UNREPRESENTED CONFIDENTIAL						
Includes 20 days paid vacation and 14 holidays.						
<b>Board approved on June 16, 2018</b>						
<b>Revision: July 1, 2019</b>						