

Deard Office Llees Le	riclative File Info	
Board Office Use: Le File ID Number	20-0146	
Introduction Date	05/27/2020	
Enactment Number	20-0731	
Enactment Date	5/27/2020 os	
Memo	J/ Z/ / ZUZU US	
То	Board of Ed	ucation
From		n-Trammell, Superintendent Deputy Chief of Talent
Board Meeting Date		
Subject		lary Schedules for Classified Confidential ators and Executive Cabinet
Action Requested		the Board of Education of Resolution No. 1920-2010 – District dules for Classified Confidential Administrators Effective:
	July July July	ember 1, 2003 (2.5% reduction) 1, 2013 (2.0%) 1, 2014 (3.0%) 1, 2015 (3.0%) 1, 2018 (Correction)
<b>Background and Discussion</b> <i>A one paragraph explanation of the the MOU.</i>	Audit Servic School Distr The Talent Compliance Division to o regulations. Specifically, there is a sa • All o Cod • All o	hia Public Employees Retirement System (CalPERS) Office of tes conducted a Public Agency Review (PAR) of Oakland Unified rict (OUSD) salary schedules and reporting to CalPERS. and Payroll Divisions have been working closely with the Audit & Resolution Unit at CalPERS' Employer Account Management ensure all OUSD pay schedules comply with California 2 C.C.R. 570.5 (a);see also Cal. Gov't Code 20636 (b)(1). OUSD must have a Board approved salary schedule each time alary increase. The PAR review requested: classifications pay schedules from July 2012 adhere to California e of Regulations 570.5. classifications pay schedules include effective dates, time base, sions, positions and Board approval.
	• Be c	ction 570.5, a pay schedule, among other things, must: luly approved and adopted by the employer's governing body in ordance with the requirements of applicable public meetings ;;



Recommendation	<ul> <li>Identify the position title for every employee position;</li> <li>Show the pay rate as a single amount or multiple amounts within a range for each identified position;</li> <li>Indicate the time base such as hourly, daily, bi-weekly, monthly, bimonthly, or annually;</li> <li>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;</li> <li>Indicate an effective date and the date of any revisions;</li> <li>Be retained by the employer and available for public inspection for not less than five years; and</li> <li>Not reference another document in lieu of disclosing the pay rate.</li> </ul>
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	<ul> <li>CFCA: November 1, 2003 (2.5% reduction)</li> <li>CFCA: July 1, 2013 (2.0%)</li> <li>CFCA: July 1, 2014 (2.0%)</li> </ul>

- 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.

Legislative File	
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

If 19-town

Kyla Johnson-Trammell Superintendent and Secretary, Board of Education

					OAKLAN	D UI	NIFIED SCHO		DISTRICT					
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			SALARY SO	HE	DULE CONFIL	DEN	TIAL 12 MON	гн с	CLASSIFIED A	DMI	NISTRATORS	;		
	MONTHLY         \$         2,739.75         \$         2,877.23         \$         3,020.55         \$         3,171.68         \$         3,329.63         \$         3,497.33           DALY         \$         125.97         \$         132.29         \$         138.88         \$         145.62         \$         153.09         \$         160.80           HOURLY         \$         16.80         \$         17.64         \$         18.52         \$         19.44         \$         20.41         \$         21.44           Range 02   3,497.33         \$         3,670.88													
	CFCA		Step 1				-	Í	-		Step 5		41,967.90 3,497.33 160.80 21.44 44,050.50 3,670.88 168.78 22.50 46,261.80 3,855.15 177.25 23.63 48,578.40 4,048.20 186.12 24.82 51,000.30 4,250.03 195.40	
			•		•		•		•		•		-	
	Range 01													
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	
	Range 02													
Reserved for unassigned job classifications	ANNUAL	\$	34,526.70	\$	36,246.60	\$	38,060.10	\$	39,955.50	\$	41,967.90	\$	44,050.50	
					,		,	<u> </u>	-		,	\$	,	
			132.29	•		•	145.82	÷	153.09	· ·		•	168.78	
	HOURLY	\$	17.64	\$	18.52	\$	19.44	\$	20.41	\$	21.44	\$	22.50	
	Range 03													
Reserved for unassigned job classifications	-	·	,		,	•	,	÷	,	· ·	,	•	,	
						<u> </u>		<u> </u>	-	· ·		· ·		
						<u> </u>		<u> </u>		· ·		•		
	HOURLY	\$	18.52	\$	19.44	\$	20.41	\$	21.44	\$	22.50	\$	23.63	
	_													
	Range 04													
Reserved for unassigned job classifications				_				<u> </u>				•		
			,	·	,	•	,	÷	,	· ·	,	•	,	
								<u> </u>				-		
	HOUKLY	Ф	19.44	Э	20.41	Э	21.44	\$	22.50	Э	23.63	Þ	24.82	
	Den													
	Range 05													
Reserved for unassigned job classifications		¢	20.055.50	¢	41.067.00	¢	44.050.50	¢	46 261 90	¢	10 570 40	¢	51 000 20	
neserved for unassigned job classifications			,		,	·	,	<u> </u>	,	· ·		· ·		
		ծ Տ	3,329.63	ծ Տ	3,497.33	ծ Տ	3,670.88	\$ \$	3,855.15	ծ Տ	4,048.20	ծ \$		
		ծ \$	20.41	ծ Տ	21.44	ծ Տ	22.50	\$ \$	23.63	ծ Տ	24.82	ծ \$	26.05	
	HUUKLI	φ	20.41	φ	21.44	φ	22.30	φ	23.03	φ	24.82	Φ	20.05	
	Rango 06			-		-		<u> </u>						
	Range 06			-		-		-		-				
	ANNUAL	\$	41,967.90	\$	44,050.50	¢	46,261.80	\$	48,578.40	\$	51,000.30	\$	53,562.60	
	ANNUAL	φ	41,307.30	φ	44,050.50	φ	40,201.00	φ	40,070.40	φ	51,000.30	ψ	00,002.00	

OFFICE MANAGER I CONFIDENTIAL	MONTHLY	¢	3,497.33	¢	2 670 00	\$	2055 45	¢	1 040 20	\$	1 250 02	\$	1 160 55	
			3,497.33	-	-	_	3,855.15 177.25		4,048.20	· ·	4,250.03	\$ \$	4,463.55	
		\$		<u> </u>	168.78	\$		\$ ¢	186.12	\$	195.40	<u> </u>	205.22	
	HOURLY	\$	21.44	Ъ	22.50	\$	23.63	\$	24.82	\$	26.05	ð	27.36	
	Range 07					-								
	Nanye 07													
Reserved for unassigned job classifications	ANNUAL	\$	44,050.50	\$	46,261.80	\$	48,578.40	\$	51,000.30	\$	53,562.60	\$	56,230.20	
		\$	3,670.88		3,855.15	\$	4,048.20	\$	4,250.03	≎ \$	4,463.55	<u> </u>	4,685.85	
	DAILY	\$	168.78	-	177.25	\$	186.12	\$	195.40	≎ \$	205.22	\$	215.44	
	HOURLY	\$	22.50	<u> </u>	23.63	\$	24.82	\$	26.05	\$	27.36	\$	28.73	
		Ť	00	Ť		Ť		Ť		-		Ť	0	
	Range 08													
	ANNUAL	\$	46,261.80	\$	48,578.40	\$	51,000.30	\$	53,562.60	\$	56,230.20	\$	59,049.90	
ADMINISTRATIVE ASSISTANT HR	MONTHLY	\$	3,855.15	<u> </u>	4,048.20	\$	4,250.03	\$	4,463.55	\$	4,685.85	\$	4,920.83	
	DAILY	\$	177.25	_	186.12	\$	195.40		205.22	\$	215.44	-	226.24	
	HOURLY	\$	23.63	\$	24.82	\$	26.05	\$	27.36	\$	28.73	\$	30.17	
	Range 09													
				<u> </u>		_								
	ANNUAL	\$	48,578.40	_	51,000.30	\$	53,562.60	\$	56,233.00	\$	59,049.90	\$	61,998.30	
ASSISTANT EMPLOYEE INFO MGMT SYSTE	MONTHLY	\$	4,048.20		4,250.03	\$	4,463.55	\$	4,686.08	\$	4,920.83	\$	5,166.53	
	DAILY	\$	186.12	-	195.40	\$	205.22	\$	215.45	\$	226.24	\$	237.54	
	HOURLY	\$	24.82	\$	26.05	\$	27.36	\$	28.73	\$	30.17	\$	31.67	
	Damas 40			┣──				<u> </u>						
	Range 10			-				<u> </u>						
Reserved for unassigned job classifications	ANNUAL	\$	51,000.30	\$	53,562.60	\$	56,230.20	\$	59,049.90	\$	61,998.30	\$	65,098.80	
Income to unassigned job classifications		_	4,250.03		4,463.55	ծ Տ	4,685.85	\$ \$	59,049.90 4,920.83	ծ \$	5,166.53	ծ Տ	65,098.80 5,424.90	
		э \$	4,250.03		4,463.55	э \$	4,685.85	Դ Տ	4,920.83	ъ \$	237.54	ֆ \$	5,424.90 249.42	
		ծ Տ	26.05	<u> </u>	205.22	ծ Տ	215.44	\$ \$	226.24 30.17	ծ \$	237.54	ծ Տ	249.42 33.26	
	TOORLT	φ	20.00	φ	21.30	φ	20.73	φ	30.17	φ	31.07	φ	33.20	
	Range 11					-								
Reserved for unassigned job classifications	ANNUAL	\$	53,562.60	\$	56,230.20	\$	59,049.90	\$	61,998.30	\$	65,098.80	\$	66,783.60	
		\$	4,463.55		4,685.85	\$	4,920.83	\$	5,166.53	\$	5,424.90	\$	5,565.30	
	DAILY	\$	,	<u> </u>	215.44	\$	226.24	\$	237.54	\$	249.42	\$	255.88	
	HOURLY	\$	27.36	\$	28.73	\$	30.17	\$	31.67	\$	33.26	\$	34.12	
					_				_					
	Range 12													
SECRETARY EXECUTIVE BOARD	ANNUAL	\$	56,230.20	\$	59,049.90	\$	61,998.30	\$	65,098.80	\$	68,351.40	\$	71,779.50	
EXECUTIVE OFFICE ASSISTANT				\$	4,920.83	\$	5,166.53	\$	5,424.90	\$	5,695.95	\$	5,981.63	
	DAILY	\$	215.44		226.24	\$	237.54	\$	249.42	\$	261.88	\$	275.02	
	HOURLY	\$	28.73	\$	30.17	\$	31.67	\$	33.26	\$	34.92	\$	36.67	

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	Bongo 42			-		-								
	Range 13			-				-						
		<b>^</b>	50.040.00	<b>^</b>	04 000 00	<b>^</b>	05 000 05	<b>^</b>	00.054.40	<b>^</b>	74 770 50	<b>^</b>	75 050 70	
		\$ \$	59,049.90	\$	61,998.30	\$	65,089.05	\$ ¢	68,351.40	\$	71,779.50	\$	75,359.70	
SPCLST WKRS CMP & RSNABLE ACCOMM	MONTHLY	•	4,920.83	\$	5,166.53	\$	5,424.09	\$	5,695.95	\$	5,981.63	\$	6,279.98	
MANAGER EMPLOYEE SERVICE CENTER	DAILY	\$	_	\$	237.54	\$	249.38	\$	261.88	\$	275.02	\$	288.73	
	HOURLY	\$	30.17	\$	31.67	\$	33.25	\$	34.92	\$	36.67	\$	38.50	
	Range 14													
I								_		-				
STRATEGIC FELLOW SENIOR	ANNUAL	\$	,	\$	65,098.80	\$	68,351.40	\$	71,779.50	\$	75,359.70	\$	79,127.10	
OFFICE ADMINISTRATOR SUPERINT	MONTHLY	\$	,	\$	5,424.90	\$	5,695.95	\$	5,981.63	\$	6,279.98	\$	6,593.93	
	DAILY	\$		\$	249.42	\$	261.88	\$	275.02	\$	288.73	\$	303.17	
	HOURLY	\$	31.67	\$	33.26	\$	34.92	\$	36.67	\$	38.50	\$	40.42	
	Range 15			_										
BUSINESS MANAGER HRSS				-		<u> </u>		<u> </u>		-				
EXTERNAL INFO SERVICES SPECLST	ANNUAL	\$	,	\$	68,351.40	\$	71,779.50	\$	75,359.70	\$	79,127.10	\$	83,093.40	
RECRUITING SUPERVISOR	MONTHLY	\$	5,424.90	\$	5,695.95	\$	5,981.63	\$	6,279.98	\$	6,593.93	\$	6,924.45	
CRED CLASS COMP SUPERVISOR	DAILY	\$	249.42	· ·	261.88	\$	275.02	\$	288.73	\$	303.17	\$	318.37	
SITE TEAM GENERALIST-HR	HOURLY	\$	33.26	\$	34.92	\$	36.67	\$	38.50	\$	40.42	\$	42.45	
ANALYST EMPLOYEE INFO MGMT SYSTEMS														
ANALYST CENTRAL OFFICE STAFFING														
ANALYST CREDENTIALS														
TALENT RECRUITER														
	Range 16													
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING														
SPECIALIST EEO REASON ACCO & LEAVE ADMIN	ANNUAL	\$	68,351.40	· ·	71,779.50	\$	75,359.70	\$	79,127.10	\$	83,093.40	\$	87,235.20	
SPECIALIST WORKERS COMPENSATION	MONTHLY	\$	- ,	\$	5,981.63	\$	6,279.98	\$	6,593.93	\$	6,924.45	\$	7,269.60	
COORDINATOR LABOR	DAILY	\$	261.88		275.02	\$	288.73	\$	303.17	\$	318.37	\$	334.23	
REGIONAL STAFF ANALYST II HR	HOURLY	\$	34.92	\$	36.67	\$	38.50	\$	40.42	\$	42.45	\$	44.56	
SPEC EMP RETEN & DEVLP TCH EFF														
BUSINESS MANAGER HR								<u> </u>						
	Range 17							<u> </u>						
								<u> </u>						
1	ANNUAL	\$	-	\$	75,359.70	\$	79,127.10	\$	83,093.40	\$	87,235.20	\$	91,599.30	
EXECUTIVE ASSISTANT SUPERINTEN		\$	5,981.63		6,279.98	\$	6,593.93	\$	6,924.45	\$	7,269.60	\$	7,633.28	
	DAILY	\$		\$	288.73	\$	303.17	\$	318.37	\$	334.23	\$	350.96	
	HOURLY	\$	36.67	\$	38.50	\$	40.42	\$	42.45	\$	44.56	\$	46.79	
								L						
	Range 18							L						
MANAGER TALENT ACQUISITION								<u> </u>						
COORDINATOR HR SYSTEMS	ANNUAL	\$	74,938.50	_	78,682.50	\$	82,625.40	\$	86,755.50	\$	91,096.20	\$	95,647.50	
DIRECTOR BUILDINGS & GROUNDS	MONTHLY	\$	6,244.88	_	6,556.88	\$	6,885.45	\$	7,229.63	\$	7,591.35	\$	7,970.63	
DIRECTOR OF PUBLIC RELATIONS	DAILY	\$	287.12	\$	301.47	\$	316.57	\$	332.40	\$	349.03	\$	366.47	

MGR EMPLOYEE RETENTION DEVELOPMNT DIRECTOR TECHNOLOGY SERVICES MANAGER SUBSTITUTE SERVICES SPEC HUMAN CAPITAL REPORTING	HOURLY	\$	38.28	\$	40.20	\$	42.21	\$	44.32	\$	46.54	\$	48.86	
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														
	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		\$	313.17	\$	328.81	\$	345.26	\$	362.52	\$	380.63	\$	399.64	
EMPLOYEE PERFORMANCE SPECIALIS OPERATIONS OFFICER	HOURLY	\$	41.76	\$	43.84	\$	46.03	\$	48.34	\$	50.75	\$	53.29	
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	ֆ \$	90,108.53 7,509.04	э \$	7,884.66	ֆ \$	8,278.73	э \$	8,692.78	ֆ \$	9,127.87	
DIR APPLICATIONS SUPP DEVELOPMENT	DAILY	φ \$	328.81	φ \$	345.24	э \$	362.51	φ \$	380.63	э \$	399.67	φ \$	419.67	
DIRECTOR COMMUNICATIONS	HOURLY	Գ \$	43.84	φ \$	46.03	۰ \$	48.34	φ \$	50.75	э \$	53.29	φ \$	55.96	
		Ψ	10.04	Ψ	10.00	Ŷ	10.04	Ψ	00.10	Ψ	00.20	Ť	00.00	
	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	

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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														
	Range 23													
Reserved for unassigned job classifications	ANNUAL	\$	94,617.90	\$	99,344.70	\$	104,305.50	\$	109,535.40	\$	114,999.30	\$	120,767.40	
	MONTHLY	\$	7,884.83	\$	8,278.73	\$	8,692.13	\$	9,127.95	\$	9,583.28	\$	10,063.95	
	DAILY	\$	362.52	\$	380.63	\$	399.64	\$	419.68	\$	440.61	\$	462.71	
	HOURLY	\$	48.34	\$	50.75	\$	53.29	\$	55.96	\$	58.75	\$	61.69	
	_													
	Range 24			-		-		-						
Reserved for unassigned job classifications	ANNUAL	\$	99,344.70	\$	104,317.20	\$	109,535.40	\$	114,999.30	\$	120,767.40	\$	126,792.90	
-	MONTHLY	\$	8,278.73	\$	8,693.10	\$	9,127.95	\$	9,583.28	\$	10,063.95	\$	10,566.08	
	DAILY	\$	380.63	\$	399.68	\$	419.68	\$	440.61	\$	462.71	\$	485.80	
	HOURLY	\$	50.75	\$	53.29	\$	55.96	\$	58.75	\$	61.69	\$	64.77	
	Range 25													
EX DIR RESERCH ASSESSMENT & DATA	ANNUAL	\$	104,317.20	\$	109,535.40	\$	114,987.60	\$	120,767.40	\$	126,804.60	\$	133,146.00	
EXECUTIVE OFFICER-INSTRUCT SER	MONTHLY	\$	8,693.10	\$	9,127.95	\$	9,582.30	\$	10,063.95	\$	10,567.05	\$	11,095.50	
EXECUTIVE DIRECTOR NUTRITION SVC	DAILY	\$	399.68	\$	419.68	\$	440.57	\$	462.71	\$	485.84	\$	510.14	
EX OFFI NSTRUCT OPERATIONAL ALIGN	HOURLY	\$	53.29	\$	55.96	\$	58.74	\$	61.69	\$	64.78	\$	68.02	
EX DIR AFRICAN AMERICAN MALE ACHIEVEM														
	Range 26													
	ANNUAL	\$	109,535.40	\$	114,987.60	\$	119,792.40	\$	126,804.60	\$	133,146.00	\$	139,791.60	
EX LEADER TRANSITIONING SN	MONTHLY	\$	,	\$	9,582.30	\$	9,982.70	\$	10,567.05	\$	11,095.50	\$	11,649.30	
	DAILY	\$	419.68	<u> </u>	440.57	\$	458.97	\$	485.84	\$	510.14	\$	535.60	
	HOURLY	\$	55.96	-	58.74	\$	61.20	\$	64.78	\$	68.02	\$	71.41	
				Ė		Ē		Ė		÷		Ĺ.		
	Range 27													
		Ļ					100.001		100 110	Ļ				
	ANNUAL	\$	114,987.60	\$	120,767.40	\$	126,804.60	\$	133,146.00	\$	139,791.60	\$	146,776.50	
ASSOCIATE SUPERINTENDENT HRSS	MONTHLY	\$	9,582.30	\$	10,063.95	\$	10,567.05	\$	11,095.50	\$	11,649.30	\$	12,231.38	
	DAILY	\$	440.57	\$	462.71	\$	485.84	\$	510.14	\$	535.60	\$	562.36	
	HOURLY	\$	58.74	\$	61.69	\$	64.78	\$	68.02	\$	71.41	\$	74.98	
	<b>n</b>			-										
	Range 28			<u> </u>		<u> </u>		<b> </b>						
		-				<u> </u>		-		-				
Reserved for unassigned job classifications	ANNUAL	\$	120,767.40	\$	126,804.60	\$	133,146.00	\$	139,791.60	\$	146,764.80	\$	154,147.50	
	MONTHLY	\$	10,063.95	\$	10,567.05	\$	11,095.50	\$	11,649.30	\$	12,230.40	\$	12,845.63	

DAILY	\$ 46	2.71	\$ 485.84	\$ 510.14	\$ 535.60	\$ 562.32	\$ 590.60	
HOURLY		1.69				\$ 74.98		
HOOKET	φ 0	1.05	φ 04.70	φ 00.02	φ /111	φ 74.50	φ 10.15	
	" In addition to t	the sal	aries specified ab	ove administrative	employees shall l	naid a longevity	of \$729.00 per year	
			,		sed to \$1092.00 af			
			you are eligible.				vice in the District.	
Ttotily Hu		which	you are eligible.					
Doctoral	Stinend <sup>.</sup> In addi	ition to	the salaries spec	ified above admin	istrative employee	s who nossess an	appropriate earned	
	•			\$3000.00 per Yea				
		ina aa		¢0000.00 por 100	[			
Employe	es who have co	mnlote	d the following un	its and degree reg	uirements shall be	deemed to posse		
		· ·	-		ditional stipend \$2			
					l 90 upper division		s	
				-	ersity. At least 35	-		
				ese 90 units may b			51	
be at the	giauuale ievei.	NULII		ese 90 units may b	e in equivalents.			
Mombor	with a Maatara	Dogra	a aball reacive on	onnual atinand of	\$1200.00 per year			
Members	with a masters	Degre	e shall receive an	annual superiu or	\$1200.00 per year			
Pothwow	to Excollonco	Loado	rship Porformano	Stinond: \$5,000	\$10,000 or \$15,00	0.00		
Paulways	to Excellence	Leaue	Iship Penormance	e Superia. \$5,000,	\$10,000 01 \$15,00	0.00		
Evocutiv	Director Trave	1. 67.2	00 00 par voor					
· · · · · · · · · · · · · · · · · · ·	ot. Travel: \$6,00 Director Trave		,					
	Travel: \$3,600.							
Directors	11avei. \$3,000.	oo per	year					
Coll Dha	ne: \$1,800.00 pe	orvoor	r					
	ne: \$780.00 per	- í						
	ne: \$600.00 per							
	ie: \$300.00 per ie: \$300 per yea	<i>.</i>						
Cell phor	e. \$300 per yea	<i>a</i> /						
Solon S	hedule CFCA 2	61 Do						
Salary Sc		.or Da	ys i.u nuuis	ļ		ļ		
CONFIDE								
		option	and 14 holidays					
includes	20 days paid Va	cation	and 14 holidays.					
01-1- 4-1			a 2 E0/ reduction	am 40/20/2002 -4				
State Ad	ministrator imp	osed	a 2.5% reduction	i on 10/29/2003 ef	fective 11/01/2003	5		
<b>D</b> · · ·	-							
Revision	:							

			OAKLAND	UNIFIED SCHO	OL DISTRICT					
		Н		RCES SERVICE		RT				
				TIAL (NON-REP						
				ASSIFIED ADM						
				HEDULE Effecti						
				STE	PS					
		1	2	3	4	5	6			
	RANGE									
	1									
	ANNUAL	\$33,534.67	\$35,217.37	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42			
Reserved for unassigned job classifications	MONTHLY	\$2,794.56	\$2,934.78	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29			
	WEEKLY	\$642.43	\$674.66	\$708.27	\$743.71	\$780.74	\$820.07			
	DAILY	\$128.49	\$134.93	\$141.65	\$148.74	\$156.15	\$164.01			
	HOURLY	\$17.13	\$17.99	\$18.89	\$19.83	\$20.82	\$21.87			
	2									
	ANNUAL	\$35,217.37	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68			
Reserved for unassigned job classifications	MONTHLY	\$2,934.78	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31			
	WEEKLY	\$674.66	\$708.27	\$743.71	\$780.74	\$820.07	\$860.76			
	DAILY	\$134.93	\$141.65	\$148.74	\$156.15	\$164.01	\$172.15			
	HOURLY	\$17.99	\$18.89	\$19.83	\$20.82	\$21.87	\$22.95			
	3									
	ANNUAL	\$36,971.68	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22			
Reserved for unassigned job classifications	MONTHLY	\$3,080.97	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27			
	WEEKLY	\$708.27	\$743.71	\$780.74	\$820.07	\$860.76	\$903.97			
	DAILY	\$141.65	\$148.74	\$156.15	\$164.01	\$172.15	\$180.79			
	HOURLY	\$18.89	\$19.83	\$20.82	\$21.87	\$22.95	\$24.11			
	4									
	ANNUAL	\$38,821.45	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22	\$49,550.16			
Reserved for unassigned job classifications	MONTHLY	\$3,235.12	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27	\$4,129.18			
	WEEKLY	\$743.71	\$780.74	\$820.07	\$860.76	\$903.97	\$949.24			
	DAILY	\$148.74	\$156.15	\$164.01	\$172.15	\$180.79	\$189.85			
	HOURLY	\$19.83	\$20.82	\$21.87	\$22.95	\$24.11	\$25.31			
	5									
	ANNUAL	\$40,754.77	\$42,807.42	\$44,931.68	\$47,187.22	\$49,550.16	\$52,020.51			
Reserved for unassigned job classifications	MONTHLY	\$3,396.23	\$3,567.29	\$3,744.31	\$3,932.27	\$4,129.18	\$4,335.04			
	WEEKLY	\$780.74	\$820.07	\$860.76	\$903.97	\$949.24	\$996.56			
	DAILY	\$156.15	\$164.01	\$172.15	\$180.79	\$189.85	\$199.31			
	HOURLY	\$20.82	\$21.87	\$22.95	\$24.11	\$25.31	\$26.57			

	6							
	ANNUAL	\$42,807.42	\$44,931.68	\$47,187.22	\$40,550,16	¢52 020 51	\$54,634,06	
	MONTHLY				\$49,550.16 \$4,120.18	\$52,020.51 \$4,235,04	\$54,634.06 \$4,552,84	
OFFICE MANAGER I CONFIDENTIAL	WEEKLY	\$3,567.29 \$820.07	\$3,744.31 \$860.76	\$3,932.27 \$903.97	\$4,129.18 \$949.24	\$4,335.04 \$996.56	\$4,552.84 \$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	
	7		¢ 47 407 00	¢ 40 550 40	¢50.000.54	<b>*</b> 54.004.00	<b>*=</b>	
Deserved for unsestimated is a plassifications	ANNUAL	\$44,931.68	\$47,187.22	\$49,550.16	\$52,020.51	\$54,634.06	\$57,355.03	
Reserved for unassigned job classifications	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	
	8							
	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	
ADMINISTRATIVE ASSISTANT HR	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	
	9							
	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	
ASSISTANT EMPLOYEE INFO MGMT SYSTE	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	
	10							
	ANNUAL	\$52,020.51	\$54,634.06	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03	
Reserved for unassigned job classifications	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	
	11							
	ANNUAL	\$54,634.06	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03	\$68,119.54	
Reserved for unassigned job classifications	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	
	12							
	ANNUAL	\$57,355.03	\$60,231.13	\$63,238.51	\$66,401.03	\$69,718.70	\$73,215.37	
SECRETARY EXECUTIVE BOARD	MONTHLY	\$4,779.59	\$5,019.26	\$5,269.88	\$5,533.42	\$5,809.89	\$6,101.28	
EXECUTIVE OFFICE ASSISTANT	WEEKLY	\$1,098.76	\$1,153.85	\$1,211.47	\$1,272.05	\$1,335.61	\$1,402.59	
		+ 1,000.10	+ -,	÷.,=	÷ · , <b>2 · 2 · 30</b>	+ -,000101	÷ :, :02:00	

I	DAILY	¢210.75	¢000 77	\$242.29	\$254.41	¢267.42	\$280.52	
	HOURLY	\$219.75	\$230.77			\$267.12		
		\$29.30	\$30.77	\$32.31	\$33.92	\$35.62	\$37.40	
	13		¢00.000.54	¢cc 204 00	¢co 740 70	¢70.045.07	¢70.007.40	
	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	
SPCLST WKRS CMP & RSNABLE ACCOMM	WEEKLY	\$1,153.85	\$1,211.47	\$1,271.86	\$1,335.61	\$1,402.59	\$1,472.55	
MANAGER EMPLOYEE SERVICE CENTER	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	
	14		¢cc 404 02	¢co 740 70	¢70.045.07	¢70.007.40	¢00.700.05	
	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	
OFFICE ADMINISTRATOR SUPERINT	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	
	15		<b>\$00 740 70</b>	#70 045 0F	<b>#70 007 40</b>	<b>#00 700 0</b> 7	<b>0475500</b>	
BUSINESS MANAGER HRSS	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	
CRED CLASS COMP SUPERVISOR	DAILY	\$254.41	\$267.12	\$280.52	\$294.51	\$309.23	\$324.73	
SITE TEAM GENERALIST-HR	HOURLY	\$33.92	\$35.62	\$37.40	\$39.27	\$41.23	\$43.30	
ANALYST EMPLOYEE INFO MGMT SYSTEMS								
ANALYST CENTRAL OFFICE STAFFING								
ANALYST CREDENTIALS								
TALENT RECRUITER								
	16							
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING	ANNUAL	\$69,718.70	\$73,215.37	\$76,867.19	\$80,709.95	\$84,755.60	\$88,980.25	
SPECIALIST EEO REASON ACCO & LEAVE ADMIN	MONTHLY	\$5,809.89	\$6,101.28	\$6,405.60	\$6,725.83	\$7,062.97	\$7,415.02	
SPECIALIST WORKERS COMPENSATION	WEEKLY	\$1,335.61	\$1,402.59	\$1,472.55	\$1,546.17	\$1,623.67	\$1,704.60	
COORDINATOR LABOR	DAILY	\$267.12	\$280.52	\$294.51	\$309.23	\$324.73	\$340.92	
REGIONAL STAFF ANALYST II HR	HOURLY	\$35.62	\$37.40	\$39.27	\$41.23	\$43.30	\$45.46	
SPEC EMP RETEN & DEVLP TCH EFF								
BUSINESS MANAGER HR								
	17							
	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	
EXECUTIVE ASSISTANT SUPERINTEN	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	
	18							
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	•••		\$1,614.55	\$339.05	. ,		
MGR EMPLOYEE RETENTION DEVELOPMNT	HOURLY	\$292.86 \$39.05	\$307.50 \$41.00	\$43.05	\$339.05 \$45.21	\$356.01 \$47.47	\$373.80 \$49.84	
	HOURLT	\$39.05	<b>φ41.00</b>	φ <b>4</b> 3.05	φ45.21	φ47.47	φ49.04	
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								
	19							
	ANNUAL	\$79,397.21	\$83,371.25	\$87,536.23	\$91,916.02	\$96,510.63	\$101,331.99	
BUSINESS PROCESS ADMINISTRATOR	MONTHLY	\$6,616.43	\$6,947.60	\$7,294.69	\$7,659.67	\$8,042.55	\$8,444.33	
INTERNAL AUDITOR - CFO OFFICE	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	
	20							
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								
	21							
	ANNUAL	\$87,536.23	\$91,911.05	\$96,508.64	\$101,331.99	\$106,399.98	\$111,725.55	
DIR ARCH NETWORK ARCHITECTURE	MONTHLY	\$7,294.69	\$7,659.25	\$8,042.39	\$8,444.33	\$8,866.66	\$9,310.46	
DIR TECH SUPPORT CUSTOMER SERVICE	WEEKLY	\$1,676.94	\$1,760.75	\$1,848.82	\$1,941.23	\$2,038.31	\$2,140.34	
DIR APPLICATIONS SUPP DEVELOPMENT	DAILY	\$335.39	\$352.15	\$369.76	\$388.25	\$407.66	\$428.07	
DIRECTOR COMMUNICATIONS	HOURLY	\$44.72	\$46.95	\$49.30	\$51.77	\$54.36	\$57.08	
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	22							
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								
	23							
	ANNUAL	\$96,510.63	\$101,331.99	\$106,392.02	\$111,726.54	\$117,299.74	\$123,183.23	
Reserved for unassigned job classifications	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	
	24							
	ANNUAL	\$101,331.99	\$106,403.96	\$111,726.54	\$117,299.74	\$123,183.23	\$129,329.26	
Reserved for unassigned job classifications	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	
	25							
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								
	26							
	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	
EX LEADER TRANSITIONING SN	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	
	27							
	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		
	28								
	ANNUAL	\$123,183.23	\$129,341.19	\$135,809.45	\$142,587.98	\$149,700.68	\$157,231.06		
eserved for unassigned job classifications	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 a	addition to the sa	alaries specified	above. administ	rative emplovees	s shall be paid a	lonaevitv of \$72	9.00 per vear	
			District. This st			-			
			n you are eligible	-		20 500			
	Doctoral Stine	nd: In addition to	o the salaries sp	erified above a	Iministrative em	nlovees who po	ssess an annron	riate earned	
			litional stipend o			pioyees who po			
		n be paid an add		φ3000.00 per 1	ear.				
	[								
			ed the following						
			octorate and sha						
			sts of an earned	-		-			
		-	regionally accre	-	-		units must		
	be at the grad	uate level. Not i	more than 30 of	these 90 units m	ay be in equival	ents.			
	Members with	a Masters Degr	ree shall receive	an annual stiper	nd of \$1200.00 p	er Year.			
	Pathways to E	Excellence Leade	ership Performar	nce Stipend: \$5,0	000, \$10,000 or	\$15,000.00			
	Executive Dire	ector Travel: \$7,2	200.00 per year						
	Asst. Supt. Tr	avel: \$6,000.00	per year						
	Executive Dire	ector Travel: \$4,8	800.00 per year						
	Directors Trav	el: \$3,600.00 pe	er year						
	Cell Phone: \$	1,800.00 per yea	ar						
	Cell Phone: \$	780.00 per year							
	Cell Phone: \$	600.00 per year							
	Cell phone: \$3								
		,							
	Salary Schedu	L JIE CFCA 261 Da	avs 7.5 Hours						
	-		n and 14 holiday	s					
	11010003 20 08	and paid vacation	i and i - nonuay						

Includes 2% i	increase effectiv	ve 7/1/2013				
Board approv	ved increase of	1.5% on 10/23/2	2013 eff. 07/01/2	2013		
Board approv	ved increase of	0.5% on 01/29/2	2014 eff. 07/01/2	2013		
Revision:						

			OAKLAND	UNIFIED SCHO	OL DISTRICT			
			HUMAN RESOU			RT		
				TIAL (NON-REP				
	-			ASSIFIED ADM	-			
				HEDULE Effect				
				STE	EPS			
		1	2	3	4	5	6	
	RANGE							
	1							
	ANNUAL	\$34,540.71	\$36,273.89	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65	
Reserved for unassigned job classifications	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	
	2							
	ANNUAL	\$36,273.89	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63	1
Reserved for unassigned job classifications	MONTHLY	\$3,022.82	\$3,173.40	\$3,332.17	\$3,498.12	\$3,674.30	\$3,856.64	1
	WEEKLY	\$694.90	\$729.52	\$766.02	\$804.16	\$844.67	\$886.58	1
	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	
	3							
	ANNUAL	\$38,080.83	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84	
Reserved for unassigned job classifications	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	
	4				•			
	ANNUAL	\$39,986.10	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66	
Reserved for unassigned job classifications	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	
	5		Ψ= 17	Ψ <b>22</b> .02	Ψ20.04	ψ2 1.00	ψ20.07	
	ANNUAL	\$41,977.41	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12	
Reserved for unassigned job classifications	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	\$931.09 \$186.22	\$195.54	\$205.29	 
	HOURLY	\$100.83	\$22.52	\$23.64	\$24.83	\$26.07	\$203.23	 
	6		ψΖΖ. JZ	φ23.04	ψ24.03	φ20.07	ψ21.31	 
	ANNUAL	\$44,091.65	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09	
Reserved for unassigned job classifications	MONTHLY	\$3,674.30	\$3,856.64	\$40,002.04	\$4,253.06	\$4,465.09	\$4,689.42	
incontrea for unabolytica job clabolitations	WEEKLY	\$3,674.30		\$4,050.24 \$931.09	\$4,253.06 \$977.71	\$4,465.09	\$4,689.42	
	DAILY		\$886.58 \$177.32	\$931.09 \$186.22				
	HOURLY	\$168.93 \$22.52	\$177.32	\$186.22	\$195.54 \$26.07	\$205.29 \$27.37	\$215.61 \$28.75	
	HOUKLY		¢∠3.04	<b>⊉∠4.0</b> 3	¢20.07	<b>Φ</b> 21.31	φ20.75	
			¢40.000.04	¢54 000 00	¢50 504 40	¢56 070 00	¢50.075.00	
Poserved for unassigned job eleccifications	ANNUAL	\$46,279.63	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09	\$59,075.68	
Reserved for unassigned job classifications	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	

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	8		¢54.000.00	¢50 504 40	¢56 070 00	¢50.075.00	¢60.000.07	
	ANNUAL	\$48,602.84	\$51,036.66	\$53,581.12	\$56,273.09	\$59,075.68	\$62,038.07	
ASSISTANT, STAFFING SUPPORT	MONTHLY	\$4,050.24	\$4,253.06	\$4,465.09	\$4,689.42	\$4,922.97	\$5,169.84	
ASSISTANT, STAFFING SUFFORT	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	
	9	<b>#</b> 54,000,00	<b>0</b> 50 504 40	<b>*</b> 50.070.00	<b>#</b> 50.070.00	<b>*</b> 00.000.07	<b>005 405 07</b>	
	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	
ASSISTANT EMPLOYEE INFO MGMT SYSTE	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	
	10		A=0.0=0.00	<b>A</b> =0 <b>A</b> == <b>A</b>	<b>A</b> AA AAA A <b>T</b>	<b>*</b>	<b>^</b> ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
	ANNUAL	\$53,581.12	\$56,273.09	\$59,075.68	\$62,038.07	\$65,135.67	\$68,393.06	
Reserved for unassigned job classifications	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	
	11							
	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	
OFFICE MGR LABOR/LEGAL CONFID	WEEKLY	\$1,078.03	\$1,131.72	\$1,188.47	\$1,247.81	\$1,310.21	\$1,344.12	
OFFICE MANAGER TALENT DVLP	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	
	12							
	ANNUAL	\$59,075.68	\$62,038.07	\$65,135.67	\$68,393.06	\$71,810.26	\$75,411.83	
SECRETARY EXECUTIVE BOARD	MONTHLY	\$4,922.97	\$5,169.84	\$5,427.97	\$5,699.42	\$5,984.19	\$6,284.32	
EXECUTIVE OFFICE ASSISTANT	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	
	13							
	ANNUAL	\$62,038.07	\$65,135.67	\$68,382.82	\$71,810.26	\$75,411.83	\$79,173.21	
STRATEGIC FELLOW JUNIOR	MONTHLY	\$5,169.84	\$5,427.97	\$5,698.57	\$5,984.19	\$6,284.32	\$6,597.77	
MANAGER EMPLOYEE SERVICE CENTER	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	
	14							
	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	
ADMIN COORDINATOR BOARD OF EDU	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	
	15							
REGIONAL STAFFING ANALYST I HR	ANNUAL	\$68,393.06	\$71,810.26	\$75,411.83	\$79,173.21	\$83,131.25	\$87,298.26	
ANALYST EMPLOYEE INFO MGMT SYSTEMS	MONTHLY	\$5,699.42	\$5,984.19	\$6,284.32	\$6,597.77	\$6,927.60	\$7,274.86	
ANALYST CENTRAL OFFICE STAFFING	WEEKLY	\$1,310.21	\$1,375.68	\$1,444.67	\$1,516.73	\$1,592.55	\$1,672.38	
TALENT RECRUITER	DAILY	\$262.04	\$275.14	\$288.93	\$303.35	\$318.51	\$334.48	
SPECIALIST, COMMUNITY ENGAGEMENT	HOURLY	\$34.94	\$36.68	\$38.52	\$40.45	\$42.47	\$44.60	
	16							
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING	ANNUAL	\$71,810.26	\$75,411.83	\$79,173.21	\$83,131.25	\$87,298.26	\$91,649.66	
MANAGER, PUBLICATIONS	MONTHLY	\$5,984.19	\$6,284.32	\$6,597.77	\$6,927.60	\$7,274.86	\$7,637.47	

		<b>A</b> 4 075 00	<b>*</b> 4 444 07	<b>*</b> 4 <b>5</b> 40 <b>7</b> 0	<b>*</b> 4 500 55	<b>*</b> 4 070 00	<b>A A A C C A A</b>	[[	
	WEEKLY	\$1,375.68	\$1,444.67	\$1,516.73	\$1,592.55	\$1,672.38	\$1,755.74		
	DAILY	\$275.14	\$288.93	\$303.35	\$318.51	\$334.48	\$351.15		
SPEC EMP RETEN & DEVLP 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									
PRG MGR TCH GRTH & DVLP STSTEM	10								
	19		<b>\$</b> 05,070,00	<b>*</b> ~~ ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	<b>*</b> 04.070.50	<b>*</b> ~~ ~~ ~~	\$404 0 <b>7</b> 4 05		
	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		
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DIRECTOR PROJECT MGR & REPORT     MO.       DIRECTOR-STATE & FED COMPLIANC     WE       TECHNOLOGY INFORMATION OFFICER     DAI	22 INUAL DNTHLY EEKLY MILY DURLY	\$94,673.50 \$7,889.46 \$1,813.67 \$362.73 \$48.36	\$99,405.95 \$8,283.83 \$1,904.33 \$380.87 \$50.78	\$104,371.95 \$8,697.66 \$1,999.46 \$399.89	\$109,583.78 \$9,131.98 \$2,099.31 \$419.86	\$115,078.34 \$9,589.86 \$2,204.57	\$120,818.73 \$10,068.23	
DIRECTOR PROJECT MGR & REPORT     MOD       DIRECTOR-STATE & FED COMPLIANC     WE       TECHNOLOGY INFORMATION OFFICER     DAI       DIRECTOR TALENT ACQUISITION     HOD       DIRECTOR OPERATIONS EMPLOYEE SVCS     DIRECTOR QUALITY DIVERSE PROVIDER	INUAL DNTHLY EEKLY NLY	\$7,889.46 \$1,813.67 \$362.73	\$8,283.83 \$1,904.33 \$380.87	\$8,697.66 \$1,999.46 \$399.89	\$9,131.98 \$2,099.31	\$9,589.86	\$10,068.23	
DIRECTOR PROJECT MGR & REPORT MOD DIRECTOR-STATE & FED COMPLIANC WE TECHNOLOGY INFORMATION OFFICER DAI DIRECTOR TALENT ACQUISITION HOU DIRECTOR OPERATIONS EMPLOYEE SVCS DIRECTOR QUALITY DIVERSE PROVIDER	ONTHLY EEKLY MLY	\$7,889.46 \$1,813.67 \$362.73	\$8,283.83 \$1,904.33 \$380.87	\$8,697.66 \$1,999.46 \$399.89	\$9,131.98 \$2,099.31	\$9,589.86	\$10,068.23	
DIRECTOR-STATE & FED COMPLIANC     WE       TECHNOLOGY INFORMATION OFFICER     DAI       DIRECTOR TALENT ACQUISITION     HOU       DIRECTOR OPERATIONS EMPLOYEE SVCS     DIRECTOR QUALITY DIVERSE PROVIDER	EEKLY	\$1,813.67 \$362.73	\$1,904.33 \$380.87	\$1,999.46 \$399.89	\$2,099.31			
TECHNOLOGY INFORMATION OFFICER     DAI       DIRECTOR TALENT ACQUISITION     HOL       DIRECTOR OPERATIONS EMPLOYEE SVCS     DIRECTOR QUALITY DIVERSE PROVIDER	NLY	\$362.73	\$380.87	\$399.89		\$2,204.57		
DIRECTOR TALENT ACQUISITION HOU DIRECTOR OPERATIONS EMPLOYEE SVCS DIRECTOR QUALITY DIVERSE PROVIDER					\$419.86		\$2,314.54	
DIRECTOR OPERATIONS EMPLOYEE SVCS DIRECTOR QUALITY DIVERSE PROVIDER	DURLY	\$48.36	\$50.78			\$440.91	\$462.91	
DIRECTOR QUALITY DIVERSE PROVIDER				\$53.32	\$55.98	\$58.79	\$61.72	
FINANCE SRVCS DIR BUDGET DEVELOPMT								
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 IMPLEM & ACCOUNT								
	23							
ANI	INUAL	\$99,405.95	\$104,371.95	\$109,583.78	\$115,078.34	\$120,818.73	\$126,878.72	
МО	ONTHLY	\$8,283.83	\$8,697.66	\$9,131.98	\$9,589.86	\$10,068.23	\$10,573.23	
CHIEF SCHOOL POLICE	EEKLY	\$1,904.33	\$1,999.46	\$2,099.31	\$2,204.57	\$2,314.54	\$2,430.63	
DAI	ILY	\$380.87	\$399.89	\$419.86	\$440.91	\$462.91	\$486.13	
HO	OURLY	\$50.78	\$53.32	\$55.98	\$58.79	\$61.72	\$64.82	
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ANI	INUAL	\$104,371.95	\$109,596.07	\$115,078.34	\$120,818.73	\$126,878.72	\$133,209.14	
	ONTHLY	\$8,697.66	\$9,133.01	\$9,589.86	\$10,068.23	\$10,573.23	\$11,100.76	
	EEKLY	\$1,999.46	\$2,099.54	\$2,204.57	\$2,314.54	\$2,430.63	\$2,551.90	
DAI		\$399.89	\$419.91	\$440.91	\$462.91	\$486.13	\$510.38	
	OURLY	\$53.32	\$55.99	\$58.79	\$61.72	\$64.82	\$68.05	
	25	ψυυ.υΖ	ψ00.99	ψ50.75	ψ01.72	φ0 <del>4</del> .02	ψ00.00	
CONTROLLER ANI	INUAL	\$109,596.07	\$115,078.34	\$120,806.44	\$126,878.72	\$133,221.43	\$139,883.73	
	ONTHLY	\$9,133.01	\$9,589.86	\$10,067.20	\$10,573.23	\$11,101.79	\$11,656.98	
	EEKLY	\$2,099.54	\$2,204.57	\$2,314.30	\$2,430.63	\$2,552.13	\$2,679.76	
EXECUTIVE DIRECTOR NUTRITION SVC		\$419.91	\$440.91	\$462.86	\$486.13	\$510.43	\$535.95	
	DURLY	\$55.99	\$58.79	\$61.71	\$64.82	\$68.06	\$71.46	
EXEC DIR CUSTODIAL SERV & GRND								
EXEC DIR, HR OPERATIONS & STAF								
EXEC DIR ATHLETICS & ACTIVITIE								
EXEC DIR ENROLL & REGIST MANAG								
OFFICER, ACCOUNTABILITY PARTNER								
	26							
	INUAL	\$115,078.34	\$120,806.44	\$125,854.38	\$133,221.43	\$139,883.73	\$146,865.62	
Reserved for unassigned job classifications	ONTHLY	\$9,589.86	\$10,067.20	\$10,487.87	\$11,101.79	\$11,656.98	\$12,238.80	
WE	EEKLY	\$2,204.57	\$2,314.30	\$2,411.00	\$2,552.13	\$2,679.76	\$2,813.52	
DAI	ILY	\$440.91	\$462.86	\$482.20	\$510.43	\$535.95	\$562.70	
HO	DURLY	\$58.79	\$61.71	\$64.29	\$68.06	\$71.46	\$75.03	
	27							
ANI	INUAL	\$120,806.44	\$126,878.72	\$133,221.43	\$139,883.73	\$146,865.62	\$154,203.99	
Reserved for unassigned job classifications	ONTHLY	\$10,067.20	\$10,573.23	\$11,101.79	\$11,656.98	\$12,238.80	\$12,850.33	
	EEKLY	\$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		
	28								
	ANNUAL	\$126,878.72	\$133,221.43	\$139,883.73	\$146,865.62	\$154,191.70	\$161,947.99		
eserved for unassigned job classifications	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		
	Longevity: In a	addition to the sa	laries specified a	bove, administra	tive employees :	shall be paid a lo	ongevity of \$729.	00 per year	
	after 20 years	of service in the	District. This stip	end shall be incl	reased to \$1092.	00 after 25 year	s of service in th	e District.	
	Notify Human	Resources when	n you are eligible						
	Doctoral Stipe	nd: In addition to	the salaries spe	cified above, adr	ministrative empl	oyees who poss	ess an appropria	te earned	
		l be paid And ad	· · · ·						
	Employees wh	no have complete	ed the following u	inits and degree	requirements sh	all be deemed to	possess		
		t of an earned do	×						
		quivalent consis							
		Degree from a		-					
		uate level. Not n		-	-				ł
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	Members with	a Masters Degre	e shall receive a	an annual stipend	d of \$1200 00 pe	r Year			
									<u> </u>
	Pathways to F	xcellence Leade	rshin Performan	ce Stipend: \$5.00	00_\$10_000 or \$	15 000 00			<u> </u>
	i uliituyo to E		ionip i onorman	50 Olipona.	50, ¢10,000 01 ¢	10,000.00			
	Executive Dire	ector Travel: \$7,2	00 00 per vear						
		avel: \$6,000.00 p							<u> </u>
		ector Travel: \$4,8							<u> </u>
	Directors Trav	el: \$3,600.00 pei	year						
	Call Phones &	1 800 00 partica							
		1,800.00 per yea	r						<u> </u>
		780.00 per year							├
	Cell Phone: \$600.00 per year								<u> </u>
	Cell phone: \$3	iou per year							<del> </del>
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		lys paid vacation	and 14 holidays.						<b> </b>
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	ANNUAL	\$	35,576.93	\$	37,362.11	\$	39,223.25	\$	41,185.68	\$	43,236.73	\$	45.414.40	
Reserved for unassigned job classifications	MONTHLY	\$	2,964.74	\$	3,113.51	\$	3,268.60	\$		\$	3,603.06	\$	3,784.53	
	DAILY	\$	136.31	\$		\$	150.28	\$		\$	165.66	÷	174.00	
	HOURLY	\$	18.17	\$	19.09	\$	20.04	\$		\$	22.09	÷	23.20	
	2	Ŷ		Ŷ		Ť	20101	Ť	2	Ŷ	22.00	Ŷ	20.20	
	ANNUAL	\$	37,362.11	\$	39,223.25	\$	41,185.68	\$	43,236.73	\$	45,414.40	\$	47,668.02	
Reserved for unassigned job classifications	MONTHLY	\$	3,113.51	\$	3,268.60	-	3,432.14	\$		\$	3,784.53		3,972.34	
······································	DAILY	\$	143.15	\$	150.28		157.80	\$		\$	174.00		182.64	
	HOURLY	\$	19.09	\$	20.04	\$	21.04	\$		÷	23.20	÷	24.35	
	3	+		Ŧ		Ť		Ť		Ŧ		Ŧ		
		\$	39,223.25	\$	41,185.68	\$	43,236.73	\$	45,414.40	\$	47,668.02	\$	50,060.92	
Reserved for unassigned job classifications	MONTHLY	\$	3,268.60	\$		\$	3,603.06	\$		\$	3,972.34		4,171.74	
	DAILY	\$	150.28	\$		\$	165.66	\$		\$	182.64		191.80	
	HOURLY	\$	20.04	\$	21.04	\$	22.09	\$		\$	24.35	\$	25.57	
	4	+		Ŧ		Ť		Ŧ		Ŧ		Ŧ		
	ANNUAL	\$	41,185.68	\$	43,236.73	\$	45,414.40	\$	47,668.02	\$	50,060.92	\$	52,567.76	
Reserved for unassigned job classifications	MONTHLY	\$	3,432.14	\$		\$	3,784.53	\$		\$	4,171.74	-	4,380.65	
,	DAILY	\$	157.80	\$	165.66		174.00	\$		\$	, 191.80		201.41	
	HOURLY	\$	21.04	\$	22.09		23.20	\$		, \$	25.57		26.85	
	5	·	-	·		Ť		·		•		•		
	ANNUAL	\$	43,236.73	\$	45,414.40	\$	47,668.02	\$	50,060.92	\$	52,567.76	\$	55,188.56	
Reserved for unassigned job classifications	MONTHLY	\$	3,603.06	\$		\$	3,972.34	\$		\$	4,380.65	\$	4,599.05	
<b>C</b> <i>1</i>	DAILY	\$		\$	174.00	\$	182.64	\$	191.80	\$	201.41	\$	211.45	
	HOURLY	\$	22.09	\$	23.20	\$	24.35	\$	25.57	\$	26.85		28.19	
	6													
	ANNUAL	\$	45,414.40	\$	47,668.02	\$	50,060.92	\$	52,567.76	\$	55,188.56	\$	57,961.28	
Reserved for unassigned job classifications	MONTHLY	\$	3,784.53	\$	3,972.34	\$	4,171.74	\$		\$	4,599.05	\$	4,830.11	
	DAILY	\$		\$		\$	191.80	\$		\$	211.45	\$	222.07	
	HOURLY	\$	23.20	\$	24.35	\$	25.57	\$		\$	28.19		29.61	
	7													
	ANNUAL	\$	47,668.02	\$	50,060.92	\$	52,567.76	\$	55,188.56	\$	57,961.28	\$	60,847.95	
Reserved for unassigned job classifications	MONTHLY	\$	3,972.34	\$	4,171.74	\$	4,380.65	\$		\$	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	\$			29.61	\$	31.08	
	8													

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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													
	ANNUAL	\$	52,567.76	\$	55,188.56	\$	57,961.28	\$	60,850.98	\$	63,899.21	\$	67,089.74	
ADMIN ASST SUPERINTENDENT OFFICE	MONTHLY	\$	4,380.65	\$	4,599.05	\$	4,830.11	\$	5,070.91	\$	5,324.93	\$	5,590.81	
ASSISTANT EMPLOYEE INFO MGMT SYSTEM	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													
	ANNUAL	\$	55,188.56	\$	57,961.28	\$	60,847.95	\$	63,899.21	\$	67,089.74	\$	70,444.86	
ASST, PAYROLL CUSTOMER SERVICE	MONTHLY	÷ \$	,	\$	4,830.11	\$	5,070.66	÷ \$	5,324.93	\$	5,590.81		5,870.40	
	DAILY	\$	,	\$	,	\$	233.13		244.82	\$	257.05	-	269.90	
	HOURLY	\$		\$	29.61	\$	31.08	\$	32.64	\$	34.27		35.99	
	11	Ľ.	20.19	φ	23.01	φ	51.00	φ	52.04	ψ	54.27	φ	55.99	
OMBUDSPERSON INTAKE BIL ASST			57 064 00	¢	60 947 05	¢	62 000 04	¢	67 000 74	¢	70 444 90	¢	72.268.02	
OFFICE MGR LABOR/LEGAL CONFID		\$ ¢		\$ ¢		-	63,899.21	-	67,089.74	ծ \$			,	
	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													
	ANNUAL	\$	63,899.21	\$	67,089.74	\$	70,434.31	\$	73,964.57	\$	77,674.19	\$	81,548.40	
STRATEGIC FELLOW JUNIOR	MONTHLY	\$	5,324.93	\$	5,590.81	\$	5,869.53	\$	6,163.71	\$	6,472.85	\$	6,795.70	
LABOR ANALYST I	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	\$		\$	269.90	\$	283.39	\$	297.60	\$	312.45		328.07	
	HOURLY	\$	34.27		35.99	<u> </u>	37.79	<u> </u>	39.68		41.66		43.74	
	15		54.27	Ψ	55.55	Ψ	51.15	Ψ	33.00	Ψ	41.00	Ψ	40.74	_
REGIONAL STAFFING ANALYST I HR	ANNUAL	\$	70 444 96	\$	73 064 57	\$	77 674 40	\$	81 549 40	\$	85 625 10	\$	80 017 24	
		<u> </u>	70,444.86			-	77,674.19	-	81,548.40 6,795.70	-	85,625.19 7,135.43		89,917.21	
ANALYST CENTRAL OFFICE STAFFING	MONTHLY	\$	5,870.40	\$	6,163.71	\$	6,472.85	\$	,	\$	,	\$	7,493.10	
		\$	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	
						<u> </u>		<u> </u>				<u> </u>		
	16	1				<u> </u>		<u> </u>						
SPC EMPLOYEE ENGAGEMNT RETEN WELL-BEING	ANNUAL	\$	73,964.57	\$	-	<u> </u>	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	

SPEC EMP RETEN & DEVLP TCH EFF       Image: Constraint of the second secon																1
BUSINESS MANAGER HR       Image: CREDENTIALS       Image: C																-
ASSOCIATE, CREDENTIALS ASSOCIATE, BENEFITS ASSOCIATE, BENEFITS ASSOCIATE COMPENSATION & CLASS ASSOCIATE, SYSTEMS ASSOCIATE, SYSTEMS ASSOCIATE, TALENT DEVELOPMENT PROG MGR, PAYROLL CUSTOMER SRV SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION TO TO TO TO TO TO TO TO TO TO			-													-
ASSOCIATE, BENEFITS ASSOCIATE COMPENSATION & CLASS ASSOCIATE COMPENSATION & CLASS ASSOCIATE, SYSTEMS ASSOCIATE, SYSTEMS ASSOCIATE, TALENT DEVELOPMENT PROG MGR, PAYROLL CUSTOMER SRV SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION I MANAGER, INSURANCE PROGRAM ADMINISTRATIVE RISK MANAGEMENT MONTHLY \$ 6,472.85 \$ 6,795.70 \$ 7,135.43 \$ 7,493.10 \$ 7,493.10 \$ 7,493.10 \$ 7,866.00 \$ 8,260.14 C C C C C C C C C C C C C																-
ASSOCIATE COMPENSATION & CLASS ASSOCIATE, SYSTEMS ASSOCIATE, SYSTEMS ASSOCIATE, TALENT DEVELOPMENT PROG MGR, PAYROLL CUSTOMER SRV SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION I I I I I I I I I I I I I I I I I I			-													-
ASSOCIATE, SYSTEMS ASSOCIATE, SYSTEMS ASSOCIATE, TALENT DEVELOPMENT PROG MGR, PAYROLL CUSTOMER SRV SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION I I I I I I I I I I I I I I I I I I	,		-													-
ASSOCIATE, TALENT DEVELOPMENT PROG MGR, PAYROLL CUSTOMER SRV SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION I I I I I I I I I I I I I I I I I I			-													_
PROG MGR, PAYROLL CUSTOMER SRV       Image: Constraint of the system of th			-													_
SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION       Image: mark the system       Image: mark the sy			-													_
17         17         17         17         17         17         17         17         17         18<			_													_
MANAGER, INSURANCE PROGRAM       ANNUAL       \$ 77,674.19       \$ 81,548.40       \$ 85,625.19       \$ 89,917.21       \$ 94,399.15       \$ 99,121.64         ADMINISTRATIVE RISK MANAGEMENT       MONTHLY       \$ 6,472.85       \$ 6,795.70       \$ 7,135.43       \$ 7,493.10       \$ 7,866.60       \$ 8,260.14	SPECIALIST, EMPLOYEE DEV, RECOG & RETENTION															_
ADMINISTRATIVE RISK MANAGEMENT \$ 6,472.85 \$ 6,795.70 \$ 7,135.43 \$ 7,493.10 \$ 7,866.60 \$ 8,260.14		-	_		_		_		_				•			_
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			-						-		-					_
	MGR INTERNAL & WEB COMMUNICATIONS	DAILY	\$	297.60	\$		\$	328.07	\$	344.51	\$	361.68	\$	379.78		_
EXECUTIVE ASSISTANT SUPERINTEN         HOURLY         \$ 39.68         \$ 41.66         \$ 43.74         \$ 45.93         \$ 48.22         \$ 50.64	EXECUTIVE ASSISTANT SUPERINTEN	HOURLY	\$	39.68	\$	41.66	\$	43.74	\$	45.93	\$	48.22	\$	50.64		
ASSISTANT DIRECTOR FOOD SERVIC	ASSISTANT DIRECTOR FOOD SERVIC		-						<u> </u>							4
18			-													_
COORD, DISABILITY MANAGEMENT         ANNUAL         \$ 81,092.61         \$ 85,144.08         \$ 93,880.05         \$ 98,577.22         \$ 103,502.28								,				,	· ·	,		
MANAGER SUBSTITUTE SERVICES       MONTHLY       \$ 6,757.72       \$ 7,095.34       \$ 7,450.90       \$ 7,823.34       \$ 8,214.77       \$ 8,625.19	MANAGER SUBSTITUTE SERVICES	MONTHLY	-	6,757.72	\$		\$	7,450.90	\$	7,823.34			\$	8,625.19		
SPEC HUMAN CAPITAL REPORTING         DAILY         \$ 310.70         \$ 326.22         \$ 342.57         \$ 359.69         \$ 377.69         \$ 396.56	SPEC HUMAN CAPITAL REPORTING	DAILY	- ·	310.70	\$	326.22	\$	342.57	\$	359.69	\$		\$	396.56		
MGR HUMAN CAPITAL STRATEGIC IN       HOURLY       \$ 41.43       \$ 43.50       \$ 45.68       \$ 47.96       \$ 50.36       \$ 52.87	MGR HUMAN CAPITAL STRATEGIC IN	HOURLY	\$	41.43	\$	43.50	\$	45.68	\$	47.96	\$	50.36	\$	52.87		
DEPUTY DIRECTOR, CHARTER SCHOOL OFFICE	DEPUTY DIRECTOR, CHARTER SCHOOL OFFICE															
PARTNER CENTRAL OFFICE	PARTNER CENTRAL OFFICE															
PARTNER SCHOOL	PARTNER SCHOOL															
SYSTEMS ANALYST, HRIS	SYSTEMS ANALYST, HRIS															
EMPLOYEE SUPPORT SPECIALIST	EMPLOYEE SUPPORT SPECIALIST															
MANAGER, STAFFING	MANAGER, STAFFING															
MANAGER, SYSTEMS & PROCESSES	MANAGER, SYSTEMS & PROCESSES															
PRG MGR LEAD GRTH & DVLP SYSTM	PRG MGR LEAD GRTH & DVLP SYSTM															
MANAGER, HR COMPLIANCE	MANAGER, HR COMPLIANCE															
MGR EMPLOYEE RETENTION & DEVELOPMNT	MGR EMPLOYEE RETENTION & DEVELOPMNT															
MANAGER, RECRUITMENT	MANAGER, RECRUITMENT															
PRG MGR TCH GRTH & DVLP SYSTEM	PRG MGR TCH GRTH & DVLP SYSTEM															
19		19	•													
ANNUAL \$ 84,232.50 \$ 88,448.56 \$ 92,867.19 \$ 97,513.71 \$ 102,388.13 \$ 107,503.10		ANNUAL	\$	84,232.50	\$	88,448.56	\$	92,867.19	\$	97,513.71	\$	102,388.13	\$	107,503.10		
INTERNAL AUDITOR - CFO OFFICE MONTHLY \$ 7,019.37 \$ 7,370.71 \$ 7,738.93 \$ 8,126.14 \$ 8,532.34 \$ 8,958.59	INTERNAL AUDITOR - CFO OFFICE	MONTHLY	\$	7,019.37	\$	7,370.71	\$	7,738.93	\$	8,126.14	\$	8,532.34	\$	8,958.59		
BUSINESS PROCESS ADMINISTRATOR DAILY \$ 322.73 \$ 338.88 \$ 355.81 \$ 373.62 \$ 392.29 \$ 411.89	BUSINESS PROCESS ADMINISTRATOR	DAILY	\$	322.73	\$	338.88	\$	355.81	\$	373.62	\$	392.29	\$	411.89		
HOURLY \$ 43.03 \$ 45.18 \$ 47.44 \$ 49.82 \$ 52.31 \$ 54.92		HOURLY	\$	43.03	\$	45.18	\$	47.44	\$	49.82	\$	52.31	\$	54.92		
20		20	b													
OPERATIONS OFFICER         ANNUAL         \$ 88,448.56         \$ 92,867.19         \$ 97,513.71         \$ 102,388.13         \$ 107,503.10         \$ 112,871.30	OPERATIONS OFFICER	ANNUAL	\$	88,448.56	\$	92,867.19	\$	97,513.71	\$	102,388.13	\$	107,503.10	\$	112,871.30		
RISK MGMT OFFICER MONTHLY \$ 7,370.71 \$ 7,738.93 \$ 8,126.14 \$ 8,532.34 \$ 8,958.59 \$ 9,405.94	RISK MGMT OFFICER	MONTHLY	\$	7,370.71	\$	7,738.93	\$	8,126.14	\$	8,532.34	\$	8,958.59	\$	9,405.94		
SR EXECUTIVE ASSISTANT SUPERINTENDENT         DAILY         \$ 338.88         \$ 355.81         \$ 373.62         \$ 392.29         \$ 411.89         \$ 432.46	SR EXECUTIVE ASSISTANT SUPERINTENDENT	DAILY	\$	338.88	\$	355.81	\$	373.62	\$	392.29	\$	411.89	\$	432.46		٦
COORDINATOR, BENEFITS MANAGEMENT         HOURLY         \$ 45.18         \$ 47.44         \$ 49.82         \$ 52.31         \$ 54.92         \$ 57.66	COORDINATOR, BENEFITS MANAGEMENT	HOURLY	\$	45.18	\$	47.44	\$	49.82	\$	52.31	\$	54.92	\$	57.66		٦
MANAGER, FIIXED ASSETS AND INSURANCE SOLUTIONS	MANAGER, FIIXED ASSETS AND INSURANCE SOLUTIONS															1
COORD, DISABILITY MANAGEMENT (As of Jan. 2016)	COORD, DISABILITY MANAGEMENT (As of Jan. 2016)															

SR MANAGER, CONSTRUCTION		1				1		1				1		
SR FINANCIAL ANALYST														
COORDINATOR, LEAVES MANAGEMENT														
	21	-				-		-						
SR EMPLOYEE SUPPORT SPECIALIST	ANNUAL	\$	92,867.19	\$	07 508 43	¢	102 386 02	¢	107 503 10	¢	112,879.74	¢	118 520 63	
DIRECTOR COMMUNICATIONS	MONTHLY	\$	7,738.93		8,125.70		8,532.17	-	8,958.59				9,877.47	
DIR TRANSPORTION & LOGISTICS	DAILY	φ \$	355.81	φ \$	373.60	<u> </u>	392.28	-	411.89				454.14	
	HOURLY	\$ \$	47.44	φ \$	49.81	\$ \$	52.30	\$ \$	54.92		57.67		60.55	
	22	<u> </u>	77.77	Ψ	43.01	Ψ	52.50	Ψ	04.92	Ψ	57.07	Ψ	00.00	
DIRECTOR PROJECT MGR & REPORT	ANNUAL	\$	97,513.71	\$	102,388.13	\$	107,503.10	\$	112,871.30	\$	118,530.69	\$	124,443.29	
DIRECTOR, PAYROLL	MONTHLY	\$	8,126.14	\$	8,532.34	\$	8,958.59	\$	9,405.94	\$	9,877.56	\$	10,370.27	
TECHNOLOGY INFORMATION OFFICER	DAILY	\$	373.62	\$	392.29	\$	411.89	\$	432.46	\$	454.14	\$	476.79	
DIR, STRATEGY IMPLEM & ACCOUNT	HOURLY	\$	49.82	\$	52.31	\$	54.92	\$	57.66	\$	60.55	\$	63.57	
DIR, PRJ MNGMNT & STRAG INIT OPERATIONS														
DIRECTOR QUALITY DIVERSE PROVIDER						1		1						
FINANCE SRVCS DIR BUDGET DEVELOPMT						1		1						
FIN SRVCS DIR OPERATIONS REPORTING						1		1						
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														
	23													
	ANNUAL	\$	102,388.13	\$	107,503.10	\$	112,871.30	\$	118,530.69	\$	124,443.29	\$	130,685.08	
	MONTHLY	\$	8,532.34	\$	8,958.59	\$	9,405.94	\$	9,877.56	\$	10,370.27	\$	10,890.42	
	DAILY	\$	392.29	\$	411.89	\$	432.46	\$	454.14	\$	476.79	\$	500.71	
	HOURLY	\$	52.31	\$	54.92	\$	57.66	\$	60.55	\$	63.57	\$	66.76	
	24	-												
	ANNUAL	\$	107,503.10	\$	112,883.96	\$	118,530.69	\$	,		130,685.08	<u> </u>	137,205.41	
	MONTHLY	\$	8,958.59	\$	9,407.00	\$	9,877.56	-	10,370.27			<u> </u>	11,433.78	
SR DIR STRATEGIC INITIATIVES - OPERATIONS	DAILY	\$	411.89	\$	432.51	-	454.14	-	476.79	-	500.71	-	525.69	
SR PARTNER CENTRAL OFFICE	HOURLY	\$	54.92	\$	57.67	\$	60.55	\$	63.57	\$	66.76	\$	70.09	
SR PARTNER SCHOOL		<u> </u>				<u> </u>		<u> </u>						
	25			<u> </u>		<u> </u>		<u> </u>						
CONTROLLER	ANNUAL	<u> </u>	112,883.96			-					137,218.07			
EX DIR RESERCH ASSESSMENT & DATA	MONTHLY	\$	9,407.00	\$	9,877.56	\$	10,369.22	<u> </u>		_			12,006.69	
	DAILY	\$	432.51	\$	454.14		476.75	<u> </u>	500.71	-			552.03	
EX DIR AFRICAN AMERICAN MALE ACHIEVEM	HOURLY	\$	57.67	\$	60.55	\$	63.57	\$	66.76	\$	70.10	\$	73.60	

		<u> </u>		1		I						1			
		┣—													
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		L_													
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															
	26														
	ANNUAL	\$	118,530.69	\$	124,430.63	\$	129,630.01	\$	137,218.07	\$	144,080.24	\$	151,271.59		
Reserved for unassigned job classifications	MONTHLY	\$	9,877.56	\$	10,369.22	\$	10,802.50	\$	11,434.84	\$	12,006.69	\$	12,605.97		
	DAILY	\$	454.14	\$	476.75	\$	496.67	\$	525.74	\$	552.03	\$	579.58		
	HOURLY	\$	60.55	\$	63.57	\$	66.22	\$	70.10	\$	73.60	\$	77.28		
	27														
	ANNUAL	\$	124,430.63	\$	130,685.08	\$	137,218.07	\$	144,080.24	\$	151,271.59	\$	158,830.11		
Reserved for unassigned job classifications	MONTHLY	\$	10,369.22	\$	10,890.42	\$	11,434.84	\$	12,006.69	\$	12,605.97	\$	13,235.84		
	DAILY	\$	476.75	\$	500.71	\$	525.74	\$	552.03	\$	579.58	\$	608.54		
	HOURLY	\$	63.57	\$	66.76	\$	70.10	\$	73.60	\$	77.28	\$	81.14		
	28														
	ANNUAL	\$	130,685.08	\$	137,218.07	\$	144,080.24	\$	151,271.59	\$	158,817.45	\$	166,806.43		
SR EXEC DIR, NUTRITION SERVICES AND WAREHOUSE	MONTHLY	\$	10,890.42	\$	11,434.84	\$	12,006.69	\$	12,605.97	\$	13,234.79	\$	13,900.54		
CONTROLLER	DAILY	\$	500.71	\$	525.74	\$	552.03	\$	579.58	\$	608.50	\$	639.11		
EXEC In Transition	HOURLY	\$	66.76	\$	70.10	\$	73.60	\$	77.28	\$	81.13	\$	85.21		
	Longevity: In a	ıddit	tion to the sal	aries	s specified ab	ove	, administrativ	/e er	mployees sha	ll be	e paid a longe	evity	of \$729.00 p	er year	
	after 20 years	of s	service in the	Distr	rict. This stipe	end s	shall be increa	asea	l to \$1092.00	afte	er 25 years of	ser	vice in the Dis	strict.	
	Notify Human	Res	sources when	you	are eligible.										
	Doctoral Stipe	nd:	In addition to	the	salaries spec	ifiea	l above, admii	nistr	ative employe	ees	who possess	an a	appropriate ea	arned	
	doctorate shal	l be	paid And add	litior	nal stipend of	\$30	00.00 per Yea	ar.							
		L													
	Employees wh	io ha	ave complete	d the	e following un	nits a	and degree re	quire	ements shall l	be a	leemed to pos	sses	SS		
	the equivalent									-					
	The doctoral e	quiv	valent consist	s of	an earned Ma	aste	r's Degree an	d 90	) upper divisio	on a	nd graduate ι	units	3		
	beyond the BA	l De	egree from a r	egio	nally accredit	ted o	college or univ	/ersi	ity. At least 3	5 of	the 90 units	mus	st		
	be at the grad	uate	e level. Not m	ore	than 30 of the	ese	90 units may	be ir	n equivalents.						
		L													
	Members with	аM	lasters Degre	e sh	all receive ar	n ani	nual stipend o	of \$1.	200.00 per Y	ear.					

Pathways to E	Excellence Leader	rship Performance	e Stipend: \$5,000	, \$10,000 or \$15,	000.00		
Executive Dire	ector Travel: \$7,20	00.00 per year					
Asst. Supt. Tra	avel: \$6,000.00 p	er year					
Executive Dire	ector Travel: \$4,80	00.00 per year					
Directors Trav	/el: \$3,600.00 per	year					
Cell Phone: \$	1,800.00 per year						
Cell Phone: \$7	780.00 per year						
Cell Phone: \$6	600.00 per year						
Cell phone: \$3	300 per year						
Salary Schedu	ule CFCA 261 Day	ys 7.5 Hours					
CONFIDENTI	AL						
Includes 20 da	ays paid vacation	and 14 holidays.					
Board approv	ved increase of 3	3.0% on 06/08/20	16 eff. 07/01/201	5			
Revision:							

Oaklar	nd Unified	d School District				
		SCHEDULE				
		PRESENTED (EXEC				
Periods 12;	Days/Yea	ar: 261; Hours/Day: 7	7.5			
<b>–</b>						
Position	Range	Work Days	Step 1	Step 2	Step 3	Step 4
Director, Legal Support Services	1	261	\$116,504.85	\$120,000.00		\$127,308.00
Staff Attorney	2	261	\$131,963.43	\$135,922.33		\$144,200.00
General Attorney	2	261	\$131,963.43	\$135,922.33		\$144,200.00
Network Superintendant	3	261	\$146,000.00	\$150,380.00		\$159,538.14
Deputy General Counsel, Litigation, Claims & Complex Transactions	4	261	\$150,000.00	\$154,500.00		\$163,909.05
Deputy Chief, Equity	5	261	\$154,043.74	\$158,665.05		\$168,327.75
Deputy Chief, Student Services	6	261	\$157,499.93	\$162,224.93		\$172,104.43
Deputy Chief, Academic, Early Childhood Learning	7	261	\$157,499.97	\$162,224.97		\$172,104.47
Deputy Chief, Communications	7	261	\$157,499.97	\$162,224.97		\$172,104.47
Deputy Chief, Post-Secondary Readiness	8	261	\$157,500.00	\$162,225.00		\$172,104.50
Deputy Chief, Information Technology and Chief Technology Officer	9	261	\$157,766.99	\$162,500.00		\$172,396.25
Deputy Chief, Innovation	9	261	\$157,766.99	\$162,500.00		\$172,396.25
Deputy Chief, Continuous Improvement and Project Management	9	261	\$157,766.99	\$162,500.00		\$172,396.25
Deputy Chief, Teaching and Learning	10	261	\$158,631.05	\$163,389.98		\$173,340.43
Deputy Chief, Talent	11	261	\$160,241.30	\$165,048.54		\$175,100.00
Deputy Chief, Facilities Planning and Management	14	261	\$174,757.28	\$180,000.00		\$190,962.00
Chief of Police	12	261	\$169,667.26	\$174,757.28		\$185,400.00
Chief Financial Officer	13	261	\$170,609.86	\$175,728.16		\$186,430.00
Deputy Chief, Facilities Planning and Management	14	261	\$174,757.28	\$180,000.00		\$190,962.00
Chief of Staff	15	261	\$183,806.20	\$189,320.39		\$200,850.00
Chief Systems and Services Officer	15	261	\$183,806.20	\$189,320.39		\$200,850.00
Chief Talent Officer	15	261	\$183,806.20	\$189,320.39		\$200,850.00
Chief Financial Officer	15	261	\$183,806.20	\$189,320.39		\$200,850.00
General Counsel	16	261	\$186,633.99	\$192,233.01		\$203,940.00
Senior Business Officer	17	261	\$209,000.00	\$215,270.00		\$228,379.94
Chief Business Officer	18	261	\$226,223.02	\$233,009.71		\$247,200.00
Chief Academic Officer	18	261	\$226,223.02	\$233,009.71		\$247,200.00
Superintendent	19	261	\$263,926.85	\$271,844.66	\$280,000.00	\$288,400.00
Doctoral Stipend: In addition to the salaries specified above, administrative employees wh	o possess a	n 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 dee	med to poss	sess				
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						
beyond the BA Degree from a regionally accredited college or university. At least 35 of th	e 90 units m	nust				
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			
Superintendant Travel: \$9,000.00 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 EXEC 261 Days 7.5 Hours			
UNREPRESENTED CONFIDENTIAL			
Includes 20 days paid vacation and 14 holidays.			
Board approved on June 16, 2018			
Revision: July 1, 2019			