

Personnel - Confidential & Supervisory

4230 Salary Schedule

The Governing Board will adopt "Classified Salary Schedule B (Confidential and Supervisory)" which shall include classified staff designated by the Board as confidential and supervisory.

1. This salary schedule will provide for compensation on the basis of twelve (12) months per school year for full-time service and will be expressed in terms of dollars for the working days in a calendar month. The Schedule will be set forth in a schematic arrangement of job families, class titles, pay ranges and service increment steps. For each class of positions, there will be computed the yearly, daily and hourly rates. Positions established on any basis other than twelve (12) months per year and full-time service per week will be compensated proportionately.
2. Step placement on the (Confidential) (Supervisory) Personnel Classified Salary Schedule B is as follows:
 - a. Credit for full-time work in an occupation directly related to the (Supervisory) (Confidential) classified position hired shall be allowed at the rate of one (1) step for each complete year of full-time work experience up to a maximum of five (5) years [five (5) steps] to step 5.
 - b. Credit for previous related work experience for placement purposes shall not be granted for the following:
 - 1) Part-time work experience or partial years;
 - 2) Work experience as a substitute, on-the-job training, etc., in the related (Supervisory) (Confidential) position to be hired.
3. A (Supervisory) (Confidential) employee who is promoted to a higher position will be placed at the highest step possible in accordance with paragraph 1 and 2 above or will be placed on the lowest step which provides a minimum five percent (5%) upward adjustment where such is possible within the designated pay range.

Personnel - Confidential & Supervisory

4230 Salary Schedule

4. A person from within the District who first enters a (Supervisory) (Confidential) position will be placed at the highest step possible in accordance with paragraph 1 and 2 above, unless that step is less than the person's current annual salary. If so, the individual shall start at the lowest step that avoids a loss in annual salary.
5. A (Supervisory) (Confidential) employee who changes to a (Supervisory) (Confidential) position with a lower salary range shall be placed in the same step in the new range.
6. Appropriate manager will be responsible for obtaining letter(s) of full-time work related experience within ten (10) days of initial hire from employer(s) of successful candidates.
7. A employee occupying a position which is half-time or more for a period of no less than six (6) months in a school year will be advanced to the next higher step of the salary range assigned to the position class on the person's anniversary date, providing that the performance evaluation for that year has been satisfactory. With satisfactory performance evaluation, subsequent service increments shall be granted on each anniversary date until the maximum step of the employee's salary range is reached. The Board may upon recommendation of the Chancellor, withhold a service increment for less than satisfactory service, upon providing notice to the employee and for an opportunity to be heard.

Salary Adoption

The salary schedule may be revised and adopted by the Board from time to time.