

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**ARTICLE 4.0 PERSONNEL SERVICES**

**4.3 CLASSIFIED PERSONNEL**

**Section 4.316 (a) - Office, Technical, Business Services  
and Paraprofessional Salary Schedule - Members Hired On or After 1/1/2013  
Effective 07/01/18**

**Originator:** Associate Superintendent, Personnel Support Services  
**Issue No.:** 95  
**Date:** 01/17/19  
**Page:** 1 of 2

Job Classification	Pay Range
<b>ADMINISTRATIVE SUPPORT</b>	
Communications Specialist	39
Executive Assistant	39
School Administrative Specialist II	37
School Administrative Assistant - High School	36
School Administrative Assistant - Middle School	34
Administrative Assistant II	33
School Administrative Assistant - Continuation High School	33
School Administrative Assistant - Elementary	33
School Administrative Specialist I	33
Categorical/Grant Programs Administrative Specialist	31
Administrative Assistant I	30
Lead ROP/AE Office Specialist	29
School Secretary	27
Office Specialist	26
ROP/AE Office Specialist	26
Office Assistant II	22
<b>FISCAL</b>	
Financial Analyst	49
Accountant II	43
Accountant I	41
Lead Accounting Assistant	38
Nutrition Specialist	38
Lead Payroll Technician	38
Budget Analyst	36
Senior Buyer	36
Food and Nutrition Procurement Specialist	35
Payroll Technician	35
Accounting Technician	34
Accounting Assistant IV	32
Buyer	32
Department Operations Technician	32
Facilities, Maintenance and Operations Technician	32
Food and Nutrition Technician	32
High School Accounting Technician	32
Accounting Assistant III	29
Middle School Accounting Technician	29
Assistant Buyer	27
Maintenance and Operations Purchasing Assistant	27
Accounting Assistant II	26
Student Store Technician	25
Accounting Assistant I	23
<b>HEALTH SERVICES</b>	
Occupational Therapist	58
Physical Therapist	58
Certified Occupational Therapy Assistant	40
Speech Language Pathology Assistant	40
Student Health Care Specialist	35
Athletic Trainer	34
Health Services Technician	26
<b>HUMAN RESOURCES</b>	
Human Resources Analyst	44
Human Resources Specialist	36
Insurance Benefits Technician	33
Workers Compensation Specialist	33
Staff Development Program Coordinator	33
Insurance Benefits Assistant	27
Workers Compensation Technician	27
Human Resources Assistant	25
<b>LIFEGUARD</b>	
Senior Lifeguard	26
General Lifeguard	22
Lifeguard/Swim Instructor	17
<b>LIBRARY MEDIA</b>	
Library Media Technician - Secondary	28
Library Media Technician - Elementary	26
Literacy Media Resource Technician	26
Library Media Computer Resource Technician	24
Library Media Assistant	20
<b>LOSS PREVENTION</b>	
Risk Management Specialist	39
Safety/Environmental Technician	33
<b>PARAPROFESSIONAL</b>	
Education Specialist	48
Vocational Development Specialist	32
Music Assistant	31
Sign Language Interpreter	31
Teaching Assistant	31
Career/Life Skills Technician	28
Educational Transcriber	28
Student Services Specialist - Bilingual	28

Job Classification	Pay Range
<b>PARAPROFESSIONAL (CONT'D)</b>	
Computer Resource Assistant	26
Student Services Specialist	26
Music Assistant/Accompanist	24
Science Laboratory Assistant	24
Braille Transcriber	23
Behavioral Intervention Instructional Assistant	23
Campus Security Specialist	23
Lead Extended Services Assistant	23
Lead Middle School ASES Assistant	23
Instructional Assistant II - Special Education	22
Instructional Assistant - Bilingual Proficient	21
Instructional Assistant - Preschool	20
Instructional Assistant I - Special Education	20
Student Services Assistant	20
Bus Transportation Aide	19
Instructional Assistant	19
Instructional Assistant - ELL	19
Instructional Assistant - Music	19
Instructional Assistant - Physical Education	19
Instructional Assistant - Vocational Education	19
Program Aide - ASES	16
Program Aide - ESS	16
Crossing Guard	14
Noon Duty Assistant	14
<b>PLANNING</b>	
Senior Planning Analyst	49
Planning Analyst	44
Planning Technician	35
<b>PUBLICATIONS</b>	
Senior Publications Technician	35
Computer Graphics Technician	33
Publications Technician	32
<b>SCHOOL COMMUNITY INTERFACE</b>	
Prevention Specialist/Grant Researcher	32
Community Relations Specialist	28
Parent and Community Liaison - Bilingual	25
Community Relations Assistant	23
Parent and Community Liaison	23
Parent Liaison	23
Volunteer Coordinator	23
<b>STUDENT SUPPORT</b>	
Transportation Fee Coordinator	35
District Testing Specialist	33
High School Registrar	29
Transportation Assistant/Scheduler	29
Career Guidance Technician II - High School	27
Counseling Assistant - Middle School	27
Data and Assessment Technician	27
Guidance Technician	27
Student Data Technician	26
Attendance Accounting Assistant III	26
Registrar - Continuation High School	26
Counseling Assistant	25
Attendance Accounting Assistant II	24
Inventory Control Assistant	24
Attendance Accounting Assistant I	22
Career Guidance Technician I - High School	22
Testing Assistant	20
<b>TECHNOLOGY</b>	
Programmer Analyst III	57
Programmer Analyst II	55
Database Administrator	54
Systems Engineer	54
Systems Administrator	50
Programmer Analyst I	50
Web Site Developer	49
Senior Business Systems Analyst	48
Business Systems Analyst	46
LAN Administrator Coordinator	45
Network Services Support Technician	44
Food and Nutrition Technology Specialist	42
LAN Administrator	39

The following longevity increments shall apply:  
 1.5% increase after seven and a half (7.5 years) of service  
 3.0% after ten (10) years of service  
 4.5% after twelve and a half (12.5) years of service  
 6.0% after fifteen (15) years of service  
 7.5% after seventeen and a half (17.5) years of service  
 9.0% after twenty (20) years of service  
 10.5% after twenty-two and a half (22.5) years of service  
 12.0% after twenty-five (25) years of service  
 13.5% after twenty-seven and a half (27.5) years of service  
 15.0% after thirty (30) years of service

**OFFICE/TECHNICAL/PARAPROFESSIONAL SALARY SCHEDULE**  
**4.316 (a) - Members Hired On or After 1/1/2013**

Date: 1/17/19  
 Issue No.: 95  
 Page 2 of 2

Range	Monthly Rate					Hourly Rate					Range
	1	2	3	4	5	1	2	3	4	5	
10	2,039	2,142	2,251	2,365	2,485	11.76	12.36	12.99	13.64	14.34	10
11	2,090	2,196	2,307	2,424	2,547	12.06	12.67	13.31	13.98	14.69	11
12	2,142	2,251	2,365	2,485	2,611	12.36	12.99	13.64	14.34	15.06	12
13	2,196	2,307	2,424	2,547	2,676	12.67	13.31	13.98	14.69	15.44	13
14	2,251	2,365	2,485	2,611	2,743	12.99	13.64	14.34	15.06	15.83	14
15	2,307	2,424	2,547	2,676	2,812	13.31	13.98	14.69	15.44	16.22	15
16	2,365	2,485	2,611	2,743	2,882	13.64	14.34	15.06	15.83	16.63	16
17	2,424	2,547	2,676	2,812	2,954	13.98	14.69	15.44	16.22	17.04	17
18	2,485	2,611	2,743	2,882	3,028	14.34	15.06	15.83	16.63	17.47	18
19	2,547	2,676	2,812	2,954	3,104	14.69	15.44	16.22	17.04	17.91	19
20	2,611	2,743	2,882	3,028	3,182	15.06	15.83	16.63	17.47	18.36	20
21	2,676	2,812	2,954	3,104	3,262	15.44	16.22	17.04	17.91	18.82	21
22	2,743	2,882	3,028	3,182	3,344	15.83	16.63	17.47	18.36	19.29	22
23	2,812	2,954	3,104	3,262	3,428	16.22	17.04	17.91	18.82	19.78	23
24	2,882	3,028	3,182	3,344	3,514	16.63	17.47	18.36	19.29	20.27	24
25	2,954	3,104	3,262	3,428	3,602	17.04	17.91	18.82	19.78	20.78	25
26	3,028	3,182	3,344	3,514	3,692	17.47	18.36	19.29	20.27	21.30	26
27	3,104	3,262	3,428	3,602	3,784	17.91	18.82	19.78	20.78	21.83	27
28	3,182	3,344	3,514	3,692	3,879	18.36	19.29	20.27	21.30	22.38	28
29	3,262	3,428	3,602	3,784	3,976	18.82	19.78	20.78	21.83	22.94	29
30	3,344	3,514	3,692	3,879	4,075	19.29	20.27	21.30	22.38	23.51	30
31	3,428	3,602	3,784	3,976	4,177	19.78	20.78	21.83	22.94	24.10	31
32	3,514	3,692	3,879	4,075	4,281	20.27	21.30	22.38	23.51	24.70	32
33	3,602	3,784	3,976	4,177	4,388	20.78	21.83	22.94	24.10	25.32	33
34	3,692	3,879	4,075	4,281	4,498	21.30	22.38	23.51	24.70	25.95	34
35	3,784	3,976	4,177	4,388	4,610	21.83	22.94	24.10	25.32	26.60	35
36	3,879	4,075	4,281	4,498	4,725	22.38	23.51	24.70	25.95	27.26	36
37	3,976	4,177	4,388	4,610	4,843	22.94	24.10	25.32	26.60	27.94	37
38	4,075	4,281	4,498	4,725	4,964	23.51	24.70	25.95	27.26	28.64	38
39	4,177	4,388	4,610	4,843	5,088	24.10	25.32	26.60	27.94	29.35	39
40	4,281	4,498	4,725	4,964	5,215	24.70	25.95	27.26	28.64	30.09	40
41	4,388	4,610	4,843	5,088	5,345	25.32	26.60	27.94	29.35	30.84	41
42	4,498	4,725	4,964	5,215	5,479	25.95	27.26	28.64	30.09	31.61	42
43	4,610	4,843	5,088	5,345	5,616	26.60	27.94	29.35	30.84	32.40	43
44	4,725	4,964	5,215	5,479	5,756	27.26	28.64	30.09	31.61	33.21	44
45	4,843	5,088	5,345	5,616	5,900	27.94	29.35	30.84	32.40	34.04	45
46	4,964	5,215	5,479	5,756	6,048	28.64	30.09	31.61	33.21	34.89	46
47	5,088	5,345	5,616	5,900	6,199	29.35	30.84	32.40	34.04	35.76	47
48	5,215	5,479	5,756	6,048	6,354	30.09	31.61	33.21	34.89	36.66	48
49	5,345	5,616	5,900	6,199	6,513	30.84	32.40	34.04	35.76	37.58	49
50	5,479	5,756	6,048	6,354	6,676	31.61	33.21	34.89	36.66	38.52	50
51	5,616	5,900	6,199	6,513	6,843	32.40	34.04	35.76	37.58	39.48	51
52	5,756	6,048	6,354	6,676	7,014	33.21	34.89	36.66	38.52	40.47	52
53	5,900	6,199	6,513	6,843	7,189	34.04	35.76	37.58	39.48	41.48	53
54	6,048	6,354	6,676	7,014	7,369	34.89	36.66	38.52	40.47	42.51	54
55	6,199	6,513	6,843	7,189	7,553	35.76	37.58	39.48	41.48	43.58	55
56	6,354	6,676	7,014	7,369	7,742	36.66	38.52	40.47	42.51	44.67	56
57	6,513	6,843	7,189	7,553	7,936	37.58	39.48	41.48	43.58	45.78	57
58	6,676	7,014	7,369	7,742	8,134	38.52	40.47	42.51	44.67	46.93	58
59	6,843	7,189	7,553	7,936	8,337	39.48	41.48	43.58	45.78	48.10	59
60	7,014	7,369	7,742	8,134	8,545	40.47	42.51	44.67	46.93	49.30	60