

**POWAY UNIFIED SCHOOL DISTRICT**

**BOARD POLICY**

**ARTICLE 4.0 PERSONNEL SERVICES**

**4.3 CLASSIFIED PERSONNEL**

**Section 4.316 - Office, Technical, Business Services  
and Paraprofessional Salary Schedule - Members Prior to 1/1/2013  
Effective 01/01/2020**

**Originator:** Associate Superintendent, Personnel Support Services

**Issue No.:** 146

**Date:** 10/15/20

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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
Attendance and Discipline Administrative Specialist	35
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
Office Specialist - Bilingual	28
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
Senior Buyer	40
Lead Accounting Assistant	38
Nutrition Specialist	38
Lead Payroll Technician	38
Budget Analyst	36
Budget Technician	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 Program 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>	
Assistive Technology Resource Assistant	26
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>	
Emergency Planning and Preparedness Specialist	36
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 - Members Hired Prior to 1/1/2013**  
**Group 055**  
**Effective 1/1/20**

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**Issue No.: 146**  
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Range	Monthly Rate										Range
	1	2	3	4	5	1	2	3	4	5	
10	2,001	2,102	2,209	2,321	2,438	11.54	12.13	12.74	13.39	14.07	10
11	2,051	2,155	2,264	2,379	2,499	11.83	12.43	13.06	13.73	14.42	11
12	2,102	2,209	2,321	2,438	2,561	12.13	12.74	13.39	14.07	14.78	12
13	2,155	2,264	2,379	2,499	2,625	12.43	13.06	13.73	14.42	15.14	13
14	2,209	2,321	2,438	2,561	2,691	12.74	13.39	14.07	14.78	15.53	14
15	2,264	2,379	2,499	2,625	2,758	13.06	13.73	14.42	15.14	15.91	15
16	2,321	2,438	2,561	2,691	2,827	13.39	14.07	14.78	15.53	16.31	16
17	2,379	2,499	2,625	2,758	2,898	13.73	14.42	15.14	15.91	16.72	17
18	2,438	2,561	2,691	2,827	2,970	14.07	14.78	15.53	16.31	17.13	18
19	2,499	2,625	2,758	2,898	3,044	14.42	15.14	15.91	16.72	17.56	19
20	2,561	2,691	2,827	2,970	3,120	14.78	15.53	16.31	17.13	18.00	20
21	2,625	2,758	2,898	3,044	3,198	15.14	15.91	16.72	17.56	18.45	21
22	2,691	2,827	2,970	3,120	3,278	15.53	16.31	17.13	18.00	18.91	22
23	2,758	2,898	3,044	3,198	3,360	15.91	16.72	17.56	18.45	19.38	23
24	2,827	2,970	3,120	3,278	3,444	16.31	17.13	18.00	18.91	19.87	24
25	2,898	3,044	3,198	3,360	3,530	16.72	17.56	18.45	19.38	20.37	25
26	2,970	3,120	3,278	3,444	3,618	17.13	18.00	18.91	19.87	20.87	26
27	3,044	3,198	3,360	3,530	3,708	17.56	18.45	19.38	20.37	21.39	27
28	3,120	3,278	3,444	3,618	3,801	18.00	18.91	19.87	20.87	21.93	28
29	3,198	3,360	3,530	3,708	3,896	18.45	19.38	20.37	21.39	22.48	29
30	3,278	3,444	3,618	3,801	3,993	18.91	19.87	20.87	21.93	23.04	30
31	3,360	3,530	3,708	3,896	4,093	19.38	20.37	21.39	22.48	23.61	31
32	3,444	3,618	3,801	3,993	4,195	19.87	20.87	21.93	23.04	24.20	32
33	3,530	3,708	3,896	4,093	4,300	20.37	21.39	22.48	23.61	24.81	33
34	3,618	3,801	3,993	4,195	4,408	20.87	21.93	23.04	24.20	25.43	34
35	3,708	3,896	4,093	4,300	4,518	21.39	22.48	23.61	24.81	26.07	35
36	3,801	3,993	4,195	4,408	4,631	21.93	23.04	24.20	25.43	26.72	36
37	3,896	4,093	4,300	4,518	4,747	22.48	23.61	24.81	26.07	27.39	37
38	3,993	4,195	4,408	4,631	4,866	23.04	24.20	25.43	26.72	28.07	38
39	4,093	4,300	4,518	4,747	4,988	23.61	24.81	26.07	27.39	28.78	39
40	4,195	4,408	4,631	4,866	5,113	24.20	25.43	26.72	28.07	29.50	40
41	4,300	4,518	4,747	4,988	5,241	24.81	26.07	27.39	28.78	30.24	41
42	4,408	4,631	4,866	5,113	5,372	25.43	26.72	28.07	29.50	30.99	42
43	4,518	4,747	4,988	5,241	5,506	26.07	27.39	28.78	30.24	31.77	43
44	4,631	4,866	5,113	5,372	5,644	26.72	28.07	29.50	30.99	32.56	44
45	4,747	4,988	5,241	5,506	5,785	27.39	28.78	30.24	31.77	33.38	45
46	4,866	5,113	5,372	5,644	5,930	28.07	29.50	30.99	32.56	34.21	46
47	4,988	5,241	5,506	5,785	6,078	28.78	30.24	31.77	33.38	35.07	47
48	5,113	5,372	5,644	5,930	6,230	29.50	30.99	32.56	34.21	35.94	48
49	5,241	5,506	5,785	6,078	6,386	30.24	31.77	33.38	35.07	36.84	49
50	5,372	5,644	5,930	6,230	6,546	30.99	32.56	34.21	35.94	37.77	50
51	5,506	5,785	6,078	6,386	6,710	31.77	33.38	35.07	36.84	38.71	51
52	5,644	5,930	6,230	6,546	6,878	32.56	34.21	35.94	37.77	39.68	52
53	5,785	6,078	6,386	6,710	7,050	33.38	35.07	36.84	38.71	40.67	53
54	5,930	6,230	6,546	6,878	7,226	34.21	35.94	37.77	39.68	41.69	54
55	6,078	6,386	6,710	7,050	7,407	35.07	36.84	38.71	40.67	42.73	55
56	6,230	6,546	6,878	7,226	7,592	35.94	37.77	39.68	41.69	43.80	56
57	6,386	6,710	7,050	7,407	7,782	36.84	38.71	40.67	42.73	44.90	57
58	6,546	6,878	7,226	7,592	7,977	37.77	39.68	41.69	43.80	46.02	58
59	6,710	7,050	7,407	7,782	8,176	38.71	40.67	42.73	44.90	47.17	59
60	6,878	7,226	7,592	7,977	8,380	39.68	41.69	43.80	46.02	48.35	60