

**POWAY UNIFIED SCHOOL DISTRICT**

**BOARD POLICY**

**ARTICLE 4.0 PERSONNEL SERVICES**

**4.3 CLASSIFIED PERSONNEL**

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

**Issue No.:** 109

**Date:** 12/16/21

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**Section 4.316 - Office, Technical, Business Services and Paraprofessional Salary Schedule - Members Hired On or After 1/1/2013**

**Effective 7/1/21**

Job Classification	Pay Range	Job Classification	Pay Range
<b>ADMINISTRATIVE SUPPORT</b>		<b>PARAPROFESSIONAL (CONT'D)</b>	
Communications Specialist	39	Teaching Assistant	31
Executive Assistant	39	Career/Life Skills Technician	28
School Administrative Specialist II	37	Educational Transcriber	28
School Administrative Assistant - High School	36	Student Services Specialist - Bilingual	28
Attendance and Discipline Administrative Specialist	35	Assistive Technology Resource Assistant	26
School Administrative Assistant - Middle School	34	Computer Resource Assistant	26
Administrative Assistant II	33	Student Services Specialist	26
School Administrative Assistant - Continuation High School	33	Music Assistant/Accompanist	24
School Administrative Assistant - Elementary	33	Science Laboratory Technician	24
School Administrative Specialist I	33	Braille Transcriber	23
Categorical/Grant Programs Administrative Specialist	31	Behavioral Intervention Instructional Assistant	23
Administrative Assistant I	30	Campus Security Specialist	23
Lead ROP/AE Office Specialist	29	Lead Extended Services Assistant	23
Office Specialist - Bilingual	28	Lead Middle School ASES Assistant	23
School Secretary	27	Instructional Assistant II - Special Education	22
Office Specialist	26	Instructional Assistant - Bilingual Proficient	21
ROP/AE Office Specialist	26	Instructional Assistant - Preschool	20
Office Assistant II	22	Instructional Assistant I - Special Education	20
<b>FISCAL</b>		Student Services Assistant	20
Financial Analyst	49	Bus Transportation Aide	19
Senior Accountant	46	Instructional Assistant	19
Accountant II	43	Instructional Assistant - ELL	19
Attendance Accounting Analyst	43	Instructional Assistant - Music	19
Budget and Reporting Analyst	43	Instructional Assistant - Physical Education	19
Accountant I	41	Instructional Assistant - Vocational Education	19
Senior Buyer	40	Program Aide - ASES	18
Lead Accounting Assistant	38	Program Aide - ESS	18
Nutrition Specialist	38	Crossing Guard	17
Lead Payroll Technician	38	Noon Duty Assistant	17
Budget Analyst	36	<b>PLANNING</b>	
Budget Technician	36	Senior Planning Analyst	49
Buyer	35	Planning Analyst	44
Food and Nutrition Procurement Specialist	35	Planning Technician	35
Payroll Technician	35	<b>PUBLICATIONS</b>	
Accounting Technician	34	Senior Publications Technician	35
Accounting Assistant IV	32	Computer Graphics Technician	33
Department Operations Technician	32	Publications Technician	32
Facilities, Maintenance and Operations Technician	32	<b>SCHOOL COMMUNITY INTERFACE</b>	
Food and Nutrition Technician	32	Emergency Planning, Preparedness & Prevention Coordinator	40
High School Accounting Technician	32	Special Education Parent Engagement Liaison	30
Assistant Buyer	30	Parent and Community Liaison - Bilingual	25
Accounting Assistant III	29	Parent and Community Liaison	23
Middle School Accounting Technician	29	Parent Liaison	23
Maintenance and Operations Purchasing Assistant	27	<b>STUDENT SUPPORT</b>	
Accounting Assistant II	26	Transportation Fee Coordinator	35
Student Store Technician	25	High School Registrar	34
Accounting Assistant I	23	Transportation Scheduler/Dispatcher	31
<b>HEALTH SERVICES</b>		Student Data Technician II	30
Lead Occupational Therapist	60	Academic & Career Guidance Technician	29
Occupational Therapist	58	Attendance Accounting Assistant III	29
Physical Therapist	58	Data and Assessment Technician	29
Certified Occupational Therapy Assistant	40	Registrar - Continuation High School	29
Speech Language Pathology Assistant	40	Student Data Technician I	28
Student Health Care Specialist	35	Attendance Accounting Assistant II	26
Athletic Trainer	34	Counseling Assistant	25
Health Services Technician	26	Inventory Control Assistant	24
<b>HUMAN RESOURCES</b>		Attendance Accounting Assistant I	22
Human Resources Analyst	46	Testing Assistant	20
Human Resources Specialist	38	<b>TECHNOLOGY</b>	
Insurance Benefits Technician	35	Programmer Analyst III	57
Workers Compensation Specialist	35	Programmer Analyst II	55
Substitute Employment Specialist	30	Database Administrator	54
Human Resources Assistant	25	Systems Engineer	54
<b>LIFEGUARD</b>		Systems Administrator	50
Senior Lifeguard	30	Programmer Analyst I	50
General Lifeguard	22	Web Site Developer	49
Lifeguard/Swim Instructor	18	Senior Business Systems Analyst	48
<b>LIBRARY MEDIA</b>		Business Systems Analyst	46
Library Media Technician - Secondary	28	LAN Administrator Coordinator	45
Library Media Technician - Elementary	26	Network Services Support Technician	44
Literacy Media Resource Technician	26	LAN Administrator	39
Library Media Computer Resource Technician	24	The following longevity increments shall apply:	
Library Media Assistant	20	1.5% increase after seven and a half (7.5 years) of service	
<b>LOSS PREVENTION</b>		3.0% after ten (10) years of service	
Risk Management Specialist	39	4.5% after twelve and a half (12.5) years of service	
Safety/Environmental Technician	33	6.0% after fifteen (15) years of service	
<b>PARAPROFESSIONAL</b>		7.5% after seventeen and a half (17.5) years of service	
Education Program Specialist	48	9.0% after twenty (20) years of service	
Sign Language Interpreter	38	10.5% after twenty-two and a half (22.5) years of service	
Behavioral Intervention Technician	34	12.0% after twenty-five (25) years of service	
Vocational Development Specialist	32	13.5% after twenty-seven and a half (27.5) years of service	
Music Assistant	31	15.0% after thirty (30) years of service	

**OFFICE/TECHNICAL/PARAPROFESSIONAL SALARY SCHEDULE**  
**4.316 (a) - Members Hired On or After 1/1/2013**  
**Group 075**  
**Effective 7/1/21**

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Range	Monthly Rate					Hourly Rate					Range
	1	2	3	4	5	1	2	3	4	5	
17	2,600	2,728	2,866	3,012	3,164	15.00	15.74	16.54	17.38	18.25	17
18	2,661	2,797	2,938	3,087	3,243	15.35	16.13	16.95	17.81	18.71	18
19	2,728	2,866	3,012	3,164	3,324	15.74	16.54	17.38	18.25	19.18	19
20	2,797	2,938	3,087	3,243	3,407	16.13	16.95	17.81	18.71	19.66	20
21	2,866	3,012	3,164	3,324	3,492	16.54	17.38	18.25	19.18	20.15	21
22	2,938	3,087	3,243	3,407	3,580	16.95	17.81	18.71	19.66	20.65	22
23	3,012	3,164	3,324	3,492	3,669	17.38	18.25	19.18	20.15	21.17	23
24	3,087	3,243	3,407	3,580	3,761	17.81	18.71	19.66	20.65	21.70	24
25	3,164	3,324	3,492	3,669	3,854	18.25	19.18	20.15	21.17	22.24	25
26	3,243	3,407	3,580	3,761	3,951	18.71	19.66	20.65	21.70	22.79	26
27	3,324	3,492	3,669	3,854	4,050	19.18	20.15	21.17	22.24	23.36	27
28	3,407	3,580	3,761	3,951	4,151	19.66	20.65	21.70	22.79	23.95	28
29	3,492	3,669	3,854	4,050	4,255	20.15	21.17	22.24	23.36	24.55	29
30	3,580	3,761	3,951	4,151	4,361	20.65	21.70	22.79	23.95	25.16	30
31	3,669	3,854	4,050	4,255	4,470	21.17	22.24	23.36	24.55	25.79	31
32	3,761	3,951	4,151	4,361	4,581	21.70	22.79	23.95	25.16	26.43	32
33	3,854	4,050	4,255	4,470	4,696	22.24	23.36	24.55	25.79	27.09	33
34	3,951	4,151	4,361	4,581	4,813	22.79	23.95	25.16	26.43	27.77	34
35	4,050	4,255	4,470	4,696	4,934	23.36	24.55	25.79	27.09	28.46	35
36	4,151	4,361	4,581	4,813	5,058	23.95	25.16	26.43	27.77	29.18	36
37	4,255	4,470	4,696	4,934	5,184	24.55	25.79	27.09	28.46	29.91	37
38	4,361	4,581	4,813	5,058	5,314	25.16	26.43	27.77	29.18	30.66	38
39	4,470	4,696	4,934	5,184	5,448	25.79	27.09	28.46	29.91	31.43	39
40	4,581	4,813	5,058	5,314	5,584	26.43	27.77	29.18	30.66	32.21	40
41	4,696	4,934	5,184	5,448	5,723	27.09	28.46	29.91	31.43	33.02	41
42	4,813	5,058	5,314	5,584	5,867	27.77	29.18	30.66	32.21	33.85	42
43	4,934	5,184	5,448	5,723	6,013	28.46	29.91	31.43	33.02	34.69	43
44	5,058	5,314	5,584	5,867	6,164	29.18	30.66	32.21	33.85	35.56	44
45	5,184	5,448	5,723	6,013	6,318	29.91	31.43	33.02	34.69	36.45	45
46	5,314	5,584	5,867	6,164	6,476	30.66	32.21	33.85	35.56	37.36	46
47	5,448	5,723	6,013	6,318	6,638	31.43	33.02	34.69	36.45	38.30	47
48	5,584	5,867	6,164	6,476	6,805	32.21	33.85	35.56	37.36	39.26	48
49	5,723	6,013	6,318	6,638	6,975	33.02	34.69	36.45	38.30	40.24	49
50	5,867	6,164	6,476	6,805	7,150	33.85	35.56	37.36	39.26	41.25	50
51	6,013	6,318	6,638	6,975	7,329	34.69	36.45	38.30	40.24	42.28	51
52	6,164	6,476	6,805	7,150	7,512	35.56	37.36	39.26	41.25	43.34	52
53	6,318	6,638	6,975	7,329	7,700	36.45	38.30	40.24	42.28	44.42	53
54	6,476	6,805	7,150	7,512	7,893	37.36	39.26	41.25	43.34	45.53	54
55	6,638	6,975	7,329	7,700	8,090	38.30	40.24	42.28	44.42	46.67	55
56	6,805	7,150	7,512	7,893	8,292	39.26	41.25	43.34	45.53	47.84	56
57	6,975	7,329	7,700	8,090	8,499	40.24	42.28	44.42	46.67	49.03	57
58	7,150	7,512	7,893	8,292	8,711	41.25	43.34	45.53	47.84	50.26	58
59	7,329	7,700	8,090	8,499	8,928	42.28	44.42	46.67	49.03	51.51	59
60	7,512	7,893	8,292	8,711	9,152	43.34	45.53	47.84	50.26	52.80	60

Rates are based on 1.0 Full-time equivalent (8 hours a day)