

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

**ARTICLE 4.0 PERSONNEL SERVICES
4.3 CLASSIFIED PERSONNEL**

Originator: Associate Superintendent, Personnel Support Services
Issue No.: 155
Date: 12/16/21
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**Section 4.316 - Office, Technical, Business Services and Paraprofessional Salary Schedule - Members Prior to 1/1/2013
Effective 7/1/2021**

Job Classification	Pay Range	Job Classification	Pay Range
ADMINISTRATIVE SUPPORT		PARAPROFESSIONAL (CONT'D)	
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
FISCAL		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	PLANNING	
Budget Technician	36	Senior Planning Analyst	49
Buyer	35	Planning Analyst	44
Food and Nutrition Procurement Specialist	35	Planning Technician	35
Payroll Technician	35	PUBLICATIONS	
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	SCHOOL COMMUNITY INTERFACE	
Food and Nutrition Technician	32	Emergency Planning, Preparedness and 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	STUDENT SUPPORT	
Maintenance Rates are based on 1.0 Full-time equivalent (8 hr)	27	Transportation Fee Coordinator	35
Accounting Assistant II	26	High School Registrar	34
Student Store Technician	25	Transportation Scheduler/Dispatcher	31
Accounting Assistant I	23	Student Data Technician II	30
HEALTH SERVICES		Academic & Career Guidance Technician	29
Lead Occupational Therapist	60	Attendance Accounting Assistant III	29
Occupational Therapist	58	Data and Assessment Technician	29
Physical Therapist	58	Registrar - Continuation High School	29
Certified Occupational Therapy Assistant	40	Student Data Technician I	28
Speech Language Pathology Assistant	40	Attendance Accounting Assistant II	26
Student Health Care Specialist	35	Counseling Assistant	25
Athletic Trainer	34	Inventory Control Assistant	24
Health Services Technician	26	Attendance Accounting Assistant I	22
HUMAN RESOURCES		Testing Assistant	20
Human Resources Analyst	46	TECHNOLOGY	
Human Resources Specialist	38	Programmer Analyst III	57
Insurance Benefits Technician	35	Programmer Analyst II	55
Workers' Compensation Specialist	35	Database Administrator	54
Substitute Employment Specialist	30	Systems Engineer	54
Human Resources Assistant	25	Systems Administrator	50
LIFEGUARD		Programmer Analyst I	50
Senior Lifeguard	30	Web Site Developer	49
General Lifeguard	22	Senior Business Systems Analyst	48
Lifeguard/Swim Instructor*	18	Business Systems Analyst	46
LIBRARY MEDIA		LAN Administrator Coordinator	45
Library Media Technician - Secondary	28	Network Services Support Technician	44
Library Media Technician - Elementary	26	LAN Administrator	39
Literacy Media Resource Technician	26	The following longevity increments shall apply:	
Library Media Computer Resource Technician	24	1.5% increase after seven and a half (7.5 years) of service	
Library Media Assistant	20	3.0% after ten (10) years of service	
LOSS PREVENTION		4.5% after twelve and a half (12.5) years of service	
Risk Management Specialist	39	6.0% after fifteen (15) years of service	
Safety/Environmental Technician	33	7.5% after seventeen and a half (17.5) years of service	
PARAPROFESSIONAL		9.0% after twenty (20) years of service	
Education Program Specialist	48	10.5% after twenty-two and a half (22.5) years of service	
Sign Language Interpreter	38	12.0% after twenty-five (25) years of service	
Behavioral Intervention Technician	34	13.5% after twenty-seven and a half (27.5) years of service	
Vocational Development Specialist	32	15.0% after thirty (30) years of service	
Music Assistant	31		

OFFICE/TECHNICAL/PARAPROFESSIONAL SALARY SCHEDULE
4.316 - Members Hired Prior to 1/1/2013
Group 055
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	2,474	2,600	2,730	2,868	3,014	14.27	15.00	15.75	16.55	17.39	17
18	2,536	2,663	2,799	2,940	3,089	14.63	15.37	16.15	16.96	17.82	18
19	2,599	2,730	2,868	3,014	3,166	14.99	15.75	16.55	17.39	18.26	19
20	2,663	2,799	2,940	3,089	3,245	15.37	16.15	16.96	17.82	18.72	20
21	2,730	2,868	3,014	3,166	3,326	15.75	16.55	17.39	18.26	19.19	21
22	2,799	2,940	3,089	3,245	3,409	16.15	16.96	17.82	18.72	19.67	22
23	2,868	3,014	3,166	3,326	3,494	16.55	17.39	18.26	19.19	20.16	23
24	2,940	3,089	3,245	3,409	3,582	16.96	17.82	18.72	19.67	20.66	24
25	3,014	3,166	3,326	3,494	3,671	17.39	18.26	19.19	20.16	21.18	25
26	3,089	3,245	3,409	3,582	3,763	17.82	18.72	19.67	20.66	21.71	26
27	3,166	3,326	3,494	3,671	3,856	18.26	19.19	20.16	21.18	22.25	27
28	3,245	3,409	3,582	3,763	3,953	18.72	19.67	20.66	21.71	22.81	28
29	3,326	3,494	3,671	3,856	4,052	19.19	20.16	21.18	22.25	23.38	29
30	3,409	3,582	3,763	3,953	4,153	19.67	20.66	21.71	22.81	23.96	30
31	3,494	3,671	3,856	4,052	4,257	20.16	21.18	22.25	23.38	24.56	31
32	3,582	3,763	3,953	4,153	4,363	20.66	21.71	22.81	23.96	25.17	32
33	3,671	3,856	4,052	4,257	4,472	21.18	22.25	23.38	24.56	25.80	33
34	3,763	3,953	4,153	4,363	4,584	21.71	22.81	23.96	25.17	26.45	34
35	3,856	4,052	4,257	4,472	4,699	22.25	23.38	24.56	25.80	27.11	35
36	3,953	4,153	4,363	4,584	4,816	22.81	23.96	25.17	26.45	27.79	36
37	4,052	4,257	4,472	4,699	4,937	23.38	24.56	25.80	27.11	28.48	37
38	4,153	4,363	4,584	4,816	5,061	23.96	25.17	26.45	27.79	29.20	38
39	4,257	4,472	4,699	4,937	5,188	24.56	25.80	27.11	28.48	29.93	39
40	4,363	4,584	4,816	5,061	5,318	25.17	26.45	27.79	29.20	30.68	40
41	4,472	4,699	4,937	5,188	5,451	25.80	27.11	28.48	29.93	31.45	41
42	4,584	4,816	5,061	5,318	5,587	26.45	27.79	29.20	30.68	32.23	42
43	4,699	4,937	5,188	5,451	5,726	27.11	28.48	29.93	31.45	33.04	43
44	4,816	5,061	5,318	5,587	5,870	27.79	29.20	30.68	32.23	33.86	44
45	4,937	5,188	5,451	5,726	6,016	28.48	29.93	31.45	33.04	34.71	45
46	5,061	5,318	5,587	5,870	6,167	29.20	30.68	32.23	33.86	35.58	46
47	5,188	5,451	5,726	6,016	6,321	29.93	31.45	33.04	34.71	36.47	47
48	5,318	5,587	5,870	6,167	6,479	30.68	32.23	33.86	35.58	37.38	48
49	5,451	5,726	6,016	6,321	6,641	31.45	33.04	34.71	36.47	38.32	49
50	5,587	5,870	6,167	6,479	6,808	32.23	33.86	35.58	37.38	39.28	50
51	5,726	6,016	6,321	6,641	6,978	33.04	34.71	36.47	38.32	40.26	51
52	5,870	6,167	6,479	6,808	7,153	33.86	35.58	37.38	39.28	41.27	52
53	6,016	6,321	6,641	6,978	7,332	34.71	36.47	38.32	40.26	42.30	53
54	6,167	6,479	6,808	7,153	7,515	35.58	37.38	39.28	41.27	43.36	54
55	6,321	6,641	6,978	7,332	7,703	36.47	38.32	40.26	42.30	44.44	55
56	6,479	6,808	7,153	7,515	7,896	37.38	39.28	41.27	43.36	45.55	56
57	6,641	6,978	7,332	7,703	8,093	38.32	40.26	42.30	44.44	46.69	57
58	6,808	7,153	7,515	7,896	8,296	39.28	41.27	43.36	45.55	47.86	58
59	6,978	7,332	7,703	8,093	8,503	40.26	42.30	44.44	46.69	49.06	59
60	7,153	7,515	7,896	8,296	8,715	41.27	43.36	45.55	47.86	50.28	60

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

* Effective 1/1/22: If PUSD hires any employee(s) into the Noon Duty Assistant, Crossing Guard, Program Aide – ESS/ASES, or Lifeguard/Swim Instructor classifications who must be placed on the Unit I EPMC salary schedule, and if Step 1 of the respective range for that classification is below the minimum wage, these employee(s) shall be placed at no lower than Step 2 of their respective range.