

\*Revised to reflect new minimum wage 1/1/09

**SCHEDULE A  
CENTRAL VALLEY SCHOOL DISTRICT  
SEPTEMBER 1, 2008 – AUGUST 31, 2011**

	<b>Sub</b>	<b>Prob</b>	<b>Reg</b>	<b>3 Yr</b>	<b>6 Yr</b>	<b>9 Yr</b>	<b>12 Yr</b>
<b>Transportation</b>							
Shop Foreman	15.63	19.95	20.57	21.34	22.14	22.97	23.83
Mechanic	14.17	18.09	18.65	19.35	20.08	20.83	21.61
Transportation Specialist	13.88	17.08	17.61	18.27	18.96	19.67	20.41
Driver Trainer	13.16	16.80	17.32	17.97	18.64	19.34	20.07
Driver, Reg or Special Needs	12.98	15.57	16.05	16.65	17.27	17.92	18.59
Transportation Assistant	9.79	12.49	12.88	13.36	13.86	14.38	14.92
Truck Drivers-Maint/Nutrition Svcs	11.43	14.59	15.04	15.60	16.19	16.80	17.43
Bus Service Specialist	11.53	14.71	15.17	15.74	16.33	16.94	17.58
<b>Maintenance</b>							
Plumber	14.38	18.35	18.92	19.63	20.37	21.13	21.92
Electrician	14.38	18.35	18.92	19.63	20.37	21.13	21.92
Carpenter	14.38	18.35	18.92	19.63	20.37	21.13	21.92
Painter	14.38	18.35	18.92	19.63	20.37	21.13	21.92
Heating Control Specialist	14.38	18.35	18.92	19.63	20.37	21.13	21.92
Groundskeeper	12.40	15.82	16.31	16.92	17.55	18.21	18.89
General Maintenance Technician	12.81	16.34	16.85	17.48	18.14	18.82	19.53
Tractor/Mower/Operator	8.91	11.38	11.73	12.17	12.63	13.11	13.59
Courier	9.49	12.12	12.49	12.96	13.45	13.95	14.47
Warehouse Assistant (full year)	11.69	14.92	15.38	15.96	16.56	17.18	17.82
Sanitation Truck Driver	13.13	16.75	17.27	17.92	18.59	19.29	20.01
<b>Custodial</b>							
Head Custodian-Elem	11.66	14.88	15.34	15.92	16.52	17.14	17.78
Head Custodian-MS	11.92	15.22	15.69	16.28	16.89	17.52	18.18
Head Custodian-HS	12.24	15.62	16.10	16.70	17.33	17.98	18.65
Custodian	10.75	13.73	14.15	14.68	15.23	15.80	16.39
Laundry/Uniform Maint. Specialist	9.96	12.72	13.11	13.60	14.11	14.64	15.19
<b>Seasonal</b>							
Painter Assistant	10.76	13.74	14.16	14.69	15.24	15.81	16.40
HVAC Assistant	10.76	13.74	14.16	14.69	15.24	15.81	16.40
Warehouse Assistant	10.76	13.74	14.16	14.69	15.24	15.81	16.40
Groundskeeper Assistant	*8.55	10.47	10.79	11.19	11.61	12.05	12.50
Transportation Assistant	*8.55	10.47	10.79	11.19	11.61	12.05	12.50
Print Room Helper	*8.55	10.47	10.79	11.19	11.61	12.05	12.50
<b>Summer School</b>							
Educational Assistant	9.38	11.97	12.34	12.80	13.28	13.78	14.30
Head Secretary	11.21	14.31	14.75	15.30	15.87	16.47	17.09
Assistant Secretary	10.52	13.42	13.84	14.36	14.90	15.46	16.04

<b>Nutrition Services</b>	<b>Sub</b>	<b>Prob</b>	<b>Reg</b>	<b>3 Yr</b>	<b>6 Yr</b>	<b>9 Yr</b>	<b>12 Yr</b>
Production/Inventory Lead	10.58	13.50	13.92	14.44	14.98	15.54	16.12
<b>Production/Inventory Lead hired prior to 9/1/07*</b>		<b>13.76</b>	<b>14.19</b>	<b>14.72</b>	<b>15.27</b>	<b>15.84</b>	<b>16.43</b>
Cook*	9.53	12.16	12.54	13.01	13.50	14.01	14.54
<b>Cooks hired prior to 9/1/07*</b>		<b>12.34</b>	<b>12.72</b>	<b>13.20</b>	<b>13.70</b>	<b>14.21</b>	<b>14.74</b>
Lead Cook – Elementary	9.53	12.16	12.54	13.01	13.50	14.01	14.54
Lead Cook – Middle School	9.77	12.47	12.86	13.34	13.84	14.36	14.90
Lead Cook – High School	10.10	12.89	13.29	13.79	14.31	14.85	15.41
Lead Cook – Central Kitchen	10.10	12.89	13.29	13.79	14.31	14.85	15.41
Assistant Cook/Cleaner/Cashier*	*8.55	10.88	11.22	11.64	12.08	12.53	13.00
<b>Assistant Cooks/Cleaners/Cashiers hired prior to 9/1/07*</b>		<b>11.41</b>	<b>11.76</b>	<b>12.20</b>	<b>12.66</b>	<b>13.13</b>	<b>13.62</b>
<b>Paraeducators</b>							
Lead Interpreter (added 9/1/08)	12.97	16.56	17.07	17.71	18.37	19.06	19.77
Interpreter	12.02	15.34	15.81	16.40	17.02	17.66	18.32
Job Placement Specialist	9.38	11.97	12.34	12.80	13.28	13.78	14.30
Native American Tutor	9.52	12.14	12.52	12.99	13.48	13.99	14.51
Instructional	9.38	11.97	12.34	12.80	13.28	13.78	14.31
Behavior Intervention Technician	12.27	15.66	16.14	16.75	17.38	18.03	18.71
LPN	12.50	15.96	16.45	17.07	17.71	18.37	19.06
COTA/PTA	14.50	18.51	19.08	19.80	20.54	21.31	22.11
<b>School Assistants</b>							
School Assistant	9.19	11.73	12.09	12.54	13.01	13.50	14.01
<b>Technical</b>							
Network Technician/Appl. Server Technician	16.58	21.16	21.81	22.63	23.48	24.36	25.27
Technology Support Specialist	14.05	17.94	18.49	19.18	19.90	20.65	21.42
Computer Field Technician	15.79	20.15	20.77	21.55	22.36	23.20	24.07
Telecommunication Technician	15.79	20.15	20.77	21.55	22.36	23.20	24.07
Transportation Dispatcher	13.38	17.08	17.61	18.27	18.96	19.67	20.41
Asst Transportation Dispatcher	12.23	15.61	16.09	16.69	17.32	17.97	18.64
Computer Programmer/Analyst	15.89	20.28	20.91	21.69	22.50	23.34	24.22
Computer Programmer/Operator	13.95	17.80	18.35	19.04	19.75	20.49	21.26
Head Printroom	11.88	15.16	15.63	16.22	16.83	17.46	18.11
Computer Operator, Printroom, Word Proc., Audio-Visual Tech	10.56	13.47	13.89	14.41	14.95	15.51	16.09
Printroom Specialist	10.93	13.95	14.38	14.92	15.48	16.06	16.66
Special Education Technician	11.73	14.98	15.44	16.02	16.62	17.24	17.89
Public Information Specialist	14.79	18.88	19.46	20.19	20.95	21.74	22.56

*\*These positions were significantly above parity in June, 2007. To prevent current employees from sustaining a loss, these positions will remain unchanged until parity catches up.*

<b>Secretarial/Clerical</b>	<b>Sub</b>	<b>Prob</b>	<b>Reg</b>	<b>3 Yr</b>	<b>6 Yr</b>	<b>9 Yr</b>	<b>12 Yr</b>
<b>Bookkeeping:</b>							
Payroll Officer	13.95	17.80	18.35	19.04	19.75	20.49	21.26
Bookkeeper/Accounting	11.21	14.31	14.75	15.30	15.87	16.47	17.09
Assistant Payroll	11.21	14.31	14.75	15.30	15.87	16.47	17.09
<b>Nutrition Services</b>							
Bookkeeper	10.56	13.47	13.89	14.41	14.95	15.51	16.09
<b>Secretarial:</b>							
Director, Executive Director	11.73	14.98	15.44	16.02	16.62	17.24	17.89
Central Office	11.21	14.31	14.75	15.30	15.87	16.47	17.09
Central Office							
Clerical/Receptionist	11.06	14.11	14.55	15.10	15.67	16.26	16.87
<b>School Secretary Level I</b>							
All school Head Secretaries/Senior High Bookkeeper	11.21	14.31	14.75	15.30	15.87	16.47	17.09
<b>School Secretary Level II</b>							
HS Attendance/Activities/Scheduling/Counselor/Media Asst-HS/District Curriculum Library	10.61	13.54	13.96	14.48	15.02	15.58	16.16
<b>School Secretary Level III</b>							
HS Receptionist/MS & Elem Asst Secretaries/Night Attendance	10.52	13.42	13.84	14.36	14.90	15.46	16.04
School Media Assistant	10.11	12.90	13.30	13.80	14.32	14.86	15.42
Nurse's Assistant	10.11	12.90	13.30	13.80	14.32	14.86	15.42

\*\*\*Employees who are required to work a regular work shift, wherein four (4) hours or more of that shift occur after the hour of 12:00 Midnight, shall receive, in addition to their regular pay, a shift differential of \$0.50 per hour.

At the completion of the 15<sup>th</sup> year of service a 2.0% longevity stipend will be added to the highest step.  
 At the completion of the 20<sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 4.0%.  
 At the completion of the 25<sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 6.0%.  
 In contract year 2009-2010 longevity at 15, 20, 25 years will each increase by .5% for totals of 15 years 2.5%; 20 years 5%; and 25 years 7.5%.

**EVEN START GRANT PROGRAM**  
**(240 days per year)**  
**2008-09**

<b>CLASSIFICATION **</b>				<b>Grant Salary</b>			
Even Start Program Coordinator				22.05			
Even Start Family Support Advocate				19.09			
	<b>Sub</b>	<b>Prob</b>	<b>Reg</b>	<b>3 Yr</b>	<b>6 Yr</b>	<b>9 Yr</b>	<b>12 Yr</b>
Even Start Assistant Secretary*	10.30	13.14	13.55	14.06	14.59	15.14	15.71

\*\* Effective September 1, 1997, salary consideration (increase/decrease) for Even Start employees will be tied to the allocation derived from the Even Start grant.

At the completion of the 15<sup>th</sup> year of service a 2.0% longevity stipend will be added to the highest step.  
 At the completion of the 20<sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 4.0%.  
 At the completion of the 25<sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 6.0%.  
 In contract year 2009-2010 longevity at 15, 20, 25 years will each increase by .5% for totals of 15 years 2.5%; 20 years 5%; and 25 years 7.5%.

All other contractual benefits will be accorded Even Start grant employees.

**EARLY CHILDHOOD PROGRAM  
CENTRAL VALLEY SCHOOL DISTRICT  
SEPTEMBER 1, 2008 - AUGUST 31, 2011**

EARLY CHILDHOOD PROGRAM							
2008-09							
<b>CLASSIFICATION *</b>	<b>Sub</b>	<b>Prob</b>	<b>Reg</b>	<b>3 Yr</b>	<b>6 Yr</b>	<b>9 Yr</b>	<b>12 Yr</b>
Program Specialist	12.30	15.69	16.18	16.67	17.17	17.69	18.22
Specialists: Fam Service Coord, Nurse	11.52	14.71	15.16	15.61	16.08	16.56	17.06
ECE Specialist (classroom teacher)	11.52	14.71	15.16	15.61	16.08	16.56	17.06
Child Care Site Coordinator	10.52	13.42	13.84	14.26	14.69	15.13	15.58
Child Care Assistant Site Coordinator	*8.55	10.11	10.42	10.73	11.05	11.38	11.72
ECE Educational Assistant (Inclusive Preschool)	*8.55	10.33	10.65	10.97	11.30	11.64	11.99
ECE Supervisory Assistant (Inclusive Preschool)	*8.55	9.93	10.24	10.55	10.87	11.20	11.54
Child Care Supervisory Assistant	*8.55	9.10	9.38	9.66	9.95	10.25	10.56
Food Service	*8.55	9.93	10.24	10.55	10.87	11.20	11.54
Head Secretary	10.88	13.88	14.31	14.74	15.18	15.64	16.11
ECP Assistant Secretary	8.88	11.33	11.68	12.03	12.39	12.76	13.14
ECP Bookkeeper	10.88	13.88	14.31	14.74	15.18	15.64	16.11
* ECP employees hired prior to September 1, 2006, who enroll their children in the Childcare Program will receive a 50% fee reduction. The 50% fee reduction will not be available to any ECP employee hired after August 31, 2006.							
Effective September 1, 1995, salary consideration (increase/decrease) for ECP employees will be tied to the allocation of the Department of Trade and Economic Development grant that funds the entire ECP program.							
At the completion of the 15 <sup>th</sup> year of service a 2.0% longevity stipend will be added to the highest step. At the completion of the 20 <sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 4.0%. At the completion of the 25 <sup>th</sup> year of service an additional 2.0% longevity stipend will be added to the highest step for a total of 6.0%. In contract year 2009-2010 longevity at 15, 20, 25 years will each increase by .5% for totals of 15 years 2.5%; 20 years 5%; and 25 years 7.5%.							