WASCO UNION SCHOOL DISTRICT
Chief Business Official
Salary Schedule

July 1, 2020 – June 30, 2021
Approved 12/11/2018

12 Months/8 Hours – Annual Salary

3% Step delta

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>103,009</td>
<td>105,907</td>
<td>108,804</td>
<td>111,701</td>
<td>114,599</td>
<td>117,496</td>
<td>121,021</td>
<td>124,652</td>
</tr>
</tbody>
</table>

Anniversary increments as follows:

After 120 months of service in the district - $125.00 per month
After 180 months of service in the district - $155.00 per month
After 240 months of service in the district - $175.00 per month
After 300 months of service in the district - $195.00 per month
After 360 months of service in the district - $215.00 per month
1. Chief Business Official shall have the following holidays:

   - New Year's Day
   - Martin Luther King Day
   - Lincoln's Birthday
   - President's Day
   - Friday of the week of Spring Recess
   - Memorial Day
   - Independence Day
   - Labor Day
   - Admission Day, or alternate
   - Veteran's Day
   - Thanksgiving Day and the following Friday
   - Christmas Eve, or alternate
   - Christmas Day
   - New Year's Eve, or alternate

2. Chief Business Official shall receive one (1) day of sick leave for each month of contract service up to a maximum of twelve days sick leave per contract year. Sick leave not used in any year is cumulative without limit. Sick leave may be used as provided in the Education Code; in addition, five days per year may be used for personal business, at the discretion of the employee.

3. The Chief Business Official shall not be paid for any vacation day(s) not taken by June 30 of the year following in which the vacation was earned. Unused vacation days may be carried over to the next contract year with the permission of the Superintendent. No more than twenty (20) days of unused vacation may be accumulated.

4. The Chief Business Official shall earn two weeks vacation after one (1) year of service; three weeks after five (5) years of service; and four weeks vacation after ten (10) years of service. A Chief Business Official employed for less than a full year (12 months) or less than a regular day (4-8 hours), shall have all vacation and leave of absence with pay determined on a pro-rata basis.

5. The District will pay the cost of a medical plan for the Chief Business Official and the employee's dependents participating in the group plan.

6. The District will pay the cost of a dental plan for the Chief Business Official and the employee's dependents participating in the group plan.

7. The District will pay the cost of a life insurance plan for the Chief Business Official at $50,000.

8. The District will pay the cost of a vision plan for the Chief Business Official and the employee's dependents participating in the group plan.
9. The District will pay the cost of an orthodontic plan for the Chief Business Official and the employee's dependents participating in the group plan.

10. Any new employee shall be employed on Step 1 unless the Superintendent recommends, and the Board of Trustees elects, to employ at a higher step.

11. At the completion of one year (12 months) of service for a twelve month employee, the employee on Step 1 shall automatically move to Step 2 on the salary schedule and thereafter one step each year until he/she is placed on Step 7.

12. The District will pay the cost of a health plan for retirees (and eligible dependents) until the retiree reaches age 65 when retiring from the district with 20 years district service and at least 58 years of age. The District monthly contribution shall be limited to the amount of the active composite rate.

13. The District will pay dues to belong to Professional Organizations for the Chief Business Official.

14. The Chief Business Official shall be compensated at the rate of $500 annually paid twelvethly for the use of his/her car as required by their position. (effective July 2016).
WASCO UNION SCHOOL DISTRICT

CLASSIFIED DIRECTORS SALARY SCHEDULE

July 1, 2020 – June 30, 2021
Approved 12/11/2018

12 Months/8 Hours – Annual Salary

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Maintenance, Operations &amp; Transportation</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
<tr>
<td>Director of Facilities Planning</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
<tr>
<td>Director of Technology</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
<tr>
<td>Director of Food Services</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
<tr>
<td>Director of Food Services/ Outside Food Services</td>
<td>82,532</td>
<td>85,429</td>
<td>88,327</td>
<td>91,224</td>
<td>94,121</td>
<td>97,019</td>
<td>99,929</td>
</tr>
</tbody>
</table>

3% Step Delta

Classified Director employees receive anniversary increments as follows:

- After 120 months of service in the district - $125.00 per month
- After 180 months of service in the district - $155.00 per month
- After 240 months of service in the district - $175.00 per month
- After 300 months of service in the district - $195.00 per month
- After 360 months of service in the district - $215.00 per month

paid in addition to their salary as stated on the adopted salary schedule.
1. Classified Director employees shall have the following holidays:

   New Year's Day
   Martin Luther King Day
   Lincoln's Birthday
   President's Day
   Friday of the week of Spring Recess
   Memorial Day
   Independence Day
   Labor Day
   Admission Day, or alternate
   Veteran's Day
   Thanksgiving Day and the following Friday
   Christmas Eve, or alternate
   Christmas Day
   New Years Eve, or alternate

2. Classified Director personnel shall receive one (1) day of sick leave for each month of contract service up to a maximum of twelve days sick leave per contract year. Sick leave not used in any year is cumulative without limit. Sick leave may be used as provided in the Education Code; in addition, two days per year may be used for personal business, at the discretion of the employee.

3. Classified Director personnel shall not be paid for any vacation day(s) not taken by June 30 of the year following in which the vacation was earned. Unused vacation days may be carried over to the next contract year with the permission of the Superintendent. No more than twenty (20) days of unused vacation may be accumulated. (Change approved 06-14-88.)

4. Employees shall earn two weeks vacation after one (1) year of service; three weeks after five (5) years of service; and four weeks vacation after ten (10) years of service. Classified Director personnel employed for less than a full year (12 months) or less than a regular day (4-8 hours), shall have all vacation and leave of absence with pay determined on a pro-rata basis.

5. The District will pay the cost of a medical plan for Classified Director personnel and the employee’s dependents participating in the group plan.

6. The District will pay the cost of a dental plan for Classified Director personnel and the employee’s dependents participating in the group plan.

7. The District will pay the cost of a Basic Group Life insurance plan for Classified Director employees at $50,000.
8. Effective October 1, 1981, the District will pay the cost of a vision plan for the Classified Director personnel and the employee's dependents participating in the group plan.

9. Effective February 1, 1998, the District will pay the cost of an orthodontic plan for the Classified Director personnel and the employee's dependents participating in the group plan.

10. Any new employee shall be employed on Step 1 unless the Superintendent recommends, and the Board of Trustees elects, to employ at a higher step.

11. At the completion of one year (12 months) of service for a twelve month employee, the employee on Step 1 shall automatically move to Step 2 on the salary schedule and thereafter one step each year until he/she is placed on Step 7. Ten month employees will be advanced on July 1 of each year, if they have worked 75 percent of the preceding work year.

12. The District will pay the cost of a medical plan for retirees (and eligible dependents) until the retiree reaches age 65 when retiring from the district with 20 years district service and at least 58 years of age. The District monthly contribution shall be limited to the amount of the active composite rate.

13. The District will pay dues to belong to Professional Organizations for the Classified Director employees. (Approved 06-14-88).

14. The position of Director of Food Services receives a $300.00 per month stipend for the use of his/her private vehicle. (Effective 09/01/2000).

15. The position of Director of Human Resources receives a $500 annual paid twelvethly stipend for the use of his/her private vehicle. (Effective 07/01/2016).
# WASCO UNION SCHOOL DISTRICT
## CONFIDENTIAL SALARY SCHEDULE

July 1, 2020 – June 30, 2021
Approved 12/11/2018

12 Months/8 Hours – Annual Salary

<table>
<thead>
<tr>
<th>Position</th>
<th>5% Step Delta</th>
<th>3% Step Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step 1</td>
<td>Step 2</td>
</tr>
<tr>
<td>Internal Business Accountant</td>
<td>52,741</td>
<td>55,378</td>
</tr>
<tr>
<td>Payroll Specialist</td>
<td>52,741</td>
<td>55,378</td>
</tr>
<tr>
<td>Human Resources Specialist</td>
<td>52,741</td>
<td>55,378</td>
</tr>
<tr>
<td>Student Data &amp; Information Specialist</td>
<td>52,741</td>
<td>55,378</td>
</tr>
<tr>
<td>Administrative Secretary</td>
<td>52,741</td>
<td>55,378</td>
</tr>
<tr>
<td>District Office Clerk - Confidential</td>
<td>47,135</td>
<td>49,492</td>
</tr>
<tr>
<td>Student Data &amp; Information Clerk (apprvd 11/12/2019)</td>
<td>47,135</td>
<td>49,492</td>
</tr>
<tr>
<td>Accounting Specialist</td>
<td>65,797</td>
<td>69,087</td>
</tr>
<tr>
<td>Network Specialist</td>
<td>65,797</td>
<td>69,087</td>
</tr>
<tr>
<td>Asst. Food Service Director</td>
<td>56,970</td>
<td>59,819</td>
</tr>
</tbody>
</table>

Confidential employees receive anniversary increments as follows:

- After 120 months of service in the district - $125.00 per month
- After 180 months of service in the district - $155.00 per month
- After 240 months of service in the district - $175.00 per month
- After 300 months of service in the district - $195.00 per month
- After 360 months of service in the district - $215.00 per month
1. Confidential employees shall have the following holidays:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- President's Day
- Friday of the week of Spring Recess
- Memorial Day
- Independence Day
- Labor Day
- Admission Day, or alternate
- Veteran's Day
- Thanksgiving Day and the following Friday
- Christmas Eve, or alternate
- Christmas Day
- New Years Eve, or alternate

2. Confidential personnel shall receive one (1) day of sick leave for each month of contract service up to a maximum of twelve days sick leave per contract year. Sick leave not used in any year is cumulative without limit. Sick leave may be used as provided in the Education Code; in addition, five days per year may be used for personal business, at the discretion of the employee.

3. Confidential personnel shall not be paid for any vacation day(s) not taken by June 30 of the year following in which the vacation was earned. Unused vacation days may be carried over to the next contract year with the permission of the Superintendent. No more than twenty (20) days of unused vacation may be accumulated. (Change approved 06-14-88.)

4. Employees shall earn two weeks vacation after one (1) year of service; three weeks after five (5) years of service; and four weeks vacation after ten (10) years of service. Confidential personnel employed for less than a full year (12 months) or less than a regular day (4-8 hours), shall have all vacation and leave of absence with pay determined on a pro-rata basis.

5. The District will pay the cost of a medical plan for confidential personnel and the employee's dependents participating in the group plan.

6. The District will pay the cost of a dental plan for confidential personnel and the employee's dependents participating in the group plan.

7. The District will pay the cost of a life insurance plan for confidential employees at $50,000.
8. Effective October 1, 1981, the District will pay the cost of a vision plan for the confidential personnel and the employee's dependents participating in the group plan.

9. Effective February 1, 1998, the District will pay the cost of an orthodontic plan for the confidential personnel and the employee's dependents participating in the group plan.

10. Any new employee shall be employed on step 1 unless the Superintendent recommends, and the Board of Trustees elects, to employ at a higher step.

11. At the completion of one year (12 months) of service for a twelve month employee, the employee on Step 1 shall automatically move to Step 2 on the salary schedule and thereafter one step each year until he/she is placed on Step 5. Ten month employees will be advanced on July 1 of each year, if they have worked 75 percent of the preceding work year.

12. The confidential employee assigned to take the minutes for the Board meetings shall be compensated at time and one-half of their regular pay rate, if such duties extend beyond the regular work day.

13. Overtime shall be paid, at the rate of time and one-half of an employee's rate of pay, when an employee works either prior to or following the regular assigned hours. Overtime must be authorized by the Superintendent.

14. An employee has the option to elect to take compensatory time off in lieu of cash compensation for overtime work. Compensatory time shall be taken at a mutually acceptable time within twelve (12) months of the time in which it was earned. The employee shall notify the district within five (5) work days of the irrevocable election of the compensatory time option. Employees who separate from service with the District shall be paid for any unused compensatory time at the appropriate rate when overtime was earned.

15. The District will pay the cost of a medical plan for retirees (and eligible dependents) at the rate of one (1) year for each five (5) years in the District for a maximum of five (5) years or until the retiree reaches age of 65. The District contribution shall be limited to the amount of the active composite rate.