

2015 / 2016

Garden Grove Unified School District

*CLASSIFIED  
SALARY  
SCHEDULES*



## GARDEN GROVE UNIFIED SCHOOL DISTRICT SCHEMATIC LISTING OF CSEA UNIT CLASSES BY SERIES

<b><u>CLERICAL</u></b>		<b><u>GARDENING</u></b>		<b><u>PRINT SHOP</u></b>			
Health Assistant	18	Groundskeeper-Gardener	26	Print Shop Technician	29	<b><u>TRANSPORTATION</u></b>	
Central Office Clerk I	21	Grounds Equipment Operator I	28	Lead Print Shop Technician	31	Bus Driver	26
Central Office Receptionist	21	Lead Groundskeeper-Gardener	30			School Bus Delegated Trainer	28
School Community Liaison Worker	21	Grounds Equipment Operator II	31	<b><u>SECRETARIAL</u></b>		School Bus Driver Instructor	
School Office Clerk I	21	Tree Trimmer	32	Secretary I	26	30	
School Testing Assistant	21	Pest Control Technician	35	Secretary II	28		
Testing Clerk	21			Elementary School Secretary	30		
Central Office Clerk II	23	<b><u>INSTRUCTIONAL ASSISTANCE</u></b>		Intermediate School Secretary	30	<b><u>VEHICLE REPAIR</u></b>	
Receptionist-Cosmetology	23	Nursery Aide*	14	Secretary III	30	Automotive Parts Clerk	31
School Office Clerk II	23	Instructional Aide*	15	Senior School Secretary	30	Mechanic's Helper	31
Library/Student Services Clerk	24	Instructional Aide – Cont. & Alt. Ed.*	15	Summer School Secretary	30	Automotive Trimmer**	33
Clerical Specialist I	25	Campus Safety Assistant*	17			Bus & Truck Mechanic**	37
School Testing Specialist	26	Instructional Aide I - Special Ed.*	17	<b><u>STORES</u></b>			
Translator-Interpreter	26	Library Media Technician I*	18	Laundry Worker	26	<b><u>NON-REPRESENTED CLASSES</u></b>	
Clerical Specialist II	27	Instructional Aide II – Special Ed.*	19	Stock Clerk I	26	ASB Worker	10.00/hr.
Visually Impaired Specialist	27	Special Education Assistant *	21	Tool Clerk I	26	College Tutor	14.00/hr.
Clerical Specialist III	29	Intensive Behavioral Instr. Asst.*	23	Delivery Truck Driver	28	Noon Duty Supervisor	13.09/hr.
		Vocational Specialist*	23	Stock Clerk II	28	Student Worker	10.00/hr.
		Ld. Intensive Behavioral Instr. Asst.	26	Tool Clerk II	28	Student Worker - College	13.00/hr.
		Speech & Language Pathology Asst.	34	Lead Warehouse Worker	31	Student Worker - Trainee (85% min.)	8.50/hr.
<b><u>COMPUTER OPERATION</u></b>						Substitute Breakfast Worker	14.70/hr.
Production Control Specialist	26	<b><u>MAINTENANCE TRADES</u></b>		<b><u>SYSTEMS &amp; PROGRAMMING</u></b>		Substitute Bus Driver	18.82/hr.
Senior Computer Operator	37	Building Maintenance Worker	30	Technology Assistant	18	Substitute Clerk	15.44/hr.
Lead Computer Operations Tech.	39	General Maintenance Worker	30	Lead Technology Assistant	21	Substitute Custodian	17.91/hr.
		Mechanical Maintenance Worker	30	Assistant Network Technician	26	Substitute Delivery Truck Driver	19.78/hr.
<b><u>CUSTODIAL</u></b>		Painter Helper	30	Help Desk Support Technician	26	Substitute Food Service Worker	13.65/hr.
Custodian	24	Carpet Layer**	33	Assistant Programmer	33	Substitute Instructional Aide	13.99/hr.
Senior Custodian	25	Glazier**	34	Electronic & Technology		Sub Instructional Aide–Spec Ed.	17.42/hr.
Athletic Equipment Attendant	26	Painter**	34	Support Technician**	39	Sub Intensive Behavioral Inst. Asst.	20.18/hr.
Auditorium Attendant	26	Small Appliance Technician**	34	Network Technician	39	Substitute Nursery Aide	13.99/hr.
Pool Maintenance Worker	26	Tile Setter**	34	Web Developer	43		
Head Custodian I	27	Carpenter I**	35	Network Analyst	47		
Lead Custodian	28	Furniture Repairer**	35	Programmer Analyst	47		
		Grounds Equipment Mechanic**	35	Senior Programmer Analyst	52		
<b><u>FISCAL</u></b>		Locksmith**	35				
Purchasing Clerk	27	Sprinkler Repair Technician I**	35	<b><u>TECHNICAL</u></b>			
Accounting Technician I	29	Welder**	35	Evaluation Specialist	29		
Assistant Buyer	29	Machinist**	36	Lead Stage Technician	29		
School Accounting Technician	29	Cabinetmaker**	37	Benefits Specialist	31		
Accounting Technician II	32	Carpenter II**	37	Claims Assistant	31		
Buyer	32	Electrician**	37	Community Outreach Specialist I	31		
		H.V.A.C. Technician I**	37	Job Placement Specialist	31		
<b><u>FOOD SERVICE</u></b>		Kitchen Equipment Mechanic**	37	Credentials Technician	33		
Food Service Worker I*	13	Plumber I**	37	Community Outreach Specialist II	34		
Cook-Baker Trainee	15	Sprinkler Repair Technician II**	37	Lead Credentials Technician	35		
Breakfast Worker*	16	Electric Motor Mechanic**	39	Claims Adjuster I	36		
Lead Food Service Worker	17	H.V.A.C. Technician II**	39	Claims Adjuster II	39		
Food Service Worker II	18	Plumber II**	39	Lead Translator-Interpreter	39		
Cook/Baker	21			Associate Personnel Analyst			

\* Initial hiring rate for employees in this class is the second step.

\*\* Initial hiring rate for employees in this class is the fourth step.

The schematic reflects the Personnel Commission-approved classification salary range placement as of 03/30/2016.

**GARDEN GROVE UNIFIED SCHOOL DISTRICT**  
**SALARY SCHEDULE FOR BARGAINING UNIT CLASSIFIED EMPLOYEES**  
**2015-16**

**EFFECTIVE JULY 1, 2015**  
 Hourly Rate = Monthly Rate/173.33  
 Salary Schedule Reflects An Increase Of  
 6.5% from 07/01/14 Schedule

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
10	2625	15.14	2758	15.91	2898	16.72	3044	17.56	3199	18.46
11	2691	15.53	2827	16.31	2970	17.13	3121	18.01	3279	18.92
12	2758	15.91	2898	16.72	3044	17.56	3199	18.46	3361	19.39
13	2827	16.31	2970	17.13	3121	18.01	3279	18.92	3445	19.88
14	2898	16.72	3044	17.56	3199	18.46	3361	19.39	3531	20.37
15	2970	17.13	3121	18.01	3279	18.92	3445	19.88	3619	20.88
16	3044	17.56	3199	18.46	3361	19.39	3531	20.37	3709	21.40
17	3121	18.01	3279	18.92	3445	19.88	3619	20.88	3802	21.94
18	3199	18.46	3361	19.39	3531	20.37	3709	21.40	3897	22.48
19	3279	18.92	3445	19.88	3619	20.88	3802	21.94	3995	23.05
20	3361	19.39	3531	20.37	3709	21.40	3897	22.48	4094	23.62
21	3445	19.88	3619	20.88	3802	21.94	3995	23.05	4197	24.21
22	3531	20.37	3709	21.40	3897	22.48	4094	23.62	4302	24.82
23	3619	20.88	3802	21.94	3995	23.05	4197	24.21	4409	25.44
24	3709	21.40	3897	22.48	4094	23.62	4302	24.82	4520	26.08
25	3802	21.94	3995	23.05	4197	24.21	4409	25.44	4633	26.73
26	3897	22.48	4094	23.62	4302	24.82	4520	26.08	4748	27.39
27	3995	23.05	4197	24.21	4409	25.44	4633	26.73	4867	28.08
28	4094	23.62	4302	24.82	4520	26.08	4748	27.39	4989	28.78
29	4197	24.21	4409	25.44	4633	26.73	4867	28.08	5113	29.50
30	4302	24.82	4520	26.08	4748	27.39	4989	28.78	5241	30.24
31	4409	25.44	4633	26.73	4867	28.08	5113	29.50	5372	30.99
32	4520	26.08	4748	27.39	4989	28.78	5241	30.24	5507	31.77

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
33	4633	26.73	4867	28.08	5113	29.50	5372	30.99	5644	32.56
34	4748	27.39	4989	28.78	5241	30.24	5507	31.77	5785	33.38
35	4867	28.08	5113	29.50	5372	30.99	5644	32.56	5930	34.21
36	4989	28.78	5241	30.24	5507	31.77	5785	33.38	6078	35.07
37	5113	29.50	5372	30.99	5644	32.56	5930	34.21	6230	35.94
38	5241	30.24	5507	31.77	5785	33.38	6078	35.07	6386	36.84
39	5372	30.99	5644	32.56	5930	34.21	6230	35.94	6546	37.77
40	5507	31.77	5785	33.38	6078	35.07	6386	36.84	6709	38.71
41	5644	32.56	5930	34.21	6230	35.94	6546	37.77	6877	39.68
42	5785	33.38	6078	35.07	6386	36.84	6709	38.71	7049	40.67
43	5930	34.21	6230	35.94	6546	37.77	6877	39.68	7225	41.68
44	6078	35.07	6386	36.84	6709	38.71	7049	40.67	7406	42.73
45	6230	35.94	6546	37.77	6877	39.68	7225	41.68	7591	43.80
46	6386	36.84	6709	38.71	7049	40.67	7406	42.73	7781	44.89
47	6546	37.77	6877	39.68	7225	41.68	7591	43.80	7975	46.01
48	6709	38.71	7049	40.67	7406	42.73	7781	44.89	8175	47.16
49	6877	39.68	7225	41.68	7591	43.80	7975	46.01	8379	48.34
50	7049	40.67	7406	42.73	7781	44.89	8175	47.16	8588	49.55
51	7225	41.68	7591	43.80	7975	46.01	8379	48.34	8803	50.79
52	7406	42.73	7781	44.89	8175	47.16	8588	49.55	9023	52.06
53	7591	43.80	7975	46.01	8379	48.34	8803	50.79	9249	53.36
54	7781	44.89	8175	47.16	8588	49.55	9023	52.06	9480	54.69
55	7975	46.01	8379	48.34	8803	50.79	9249	53.36	9717	56.06

**GARDEN GROVE UNIFIED SCHOOL DISTRICT  
SALARY SCHEDULE FOR SUPERVISORY UNIT CLASSIFIED EMPLOYEES**

**2015-16**

EFFECTIVE JULY 1, 2015

Hourly Rate = Monthly Rate/173.33

Salary Schedule Reflects An Increase Of

6.5% from July 1, 2014 Schedule

SUPERVISORY CLASSIFICATIONS	RANGE
Plant Supervisor I	30
Building Supervisor	32
Bus Driver Training Supervisor	34
Food Service Manager	34
Transportation Dispatcher	34
Print Shop Supervisor	35
Custodial Field Supervisor	37
Plant Supervisor II	37
Theatrical Services Supervisor	39
Construction Maintenance Supervisor	42
Custodial Operations Supervisor	42
Food Service Operations Manager	42
Lead Bus & Truck Mechanic	42
Personnel Operations Supervisor	42
Records Supervisor	42
Sprinkler Repair Supervisor	42
Accounting Supervisor	46
Bus & Truck Shop Supervisor	46
Equipment Repair Supervisor	46
Grounds Maintenance Supervisor	46
Mechanical Repair Supervisor	46
Painting Supervisor	46
Payroll Supervisor	46
Purchasing Supervisor	46
Structural Repair Supervisor	46
Transportation Operations Supervisor	46
Warehouse Supervisor	46
M.O. & T. Coordinator	49
Nutrition Coordinator	49
Network & Technology Systems Supervisor	52
Systems & Programming Supervisor	57

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
29	4197 24.21	4409 25.44	4633 26.73	4867 28.08	5113 29.50
30	4302 24.82	4520 26.08	4748 27.39	4989 28.78	5241 30.24
31	4409 25.44	4633 26.73	4867 28.08	5113 29.50	5372 30.99
32	4520 26.08	4748 27.39	4989 28.78	5241 30.24	5507 31.77
33	4633 26.73	4867 28.08	5113 29.50	5372 30.99	5644 32.56
34	4748 27.39	4989 28.78	5241 30.24	5507 31.77	5785 33.38
35	4867 28.08	5113 29.50	5372 30.99	5644 32.56	5930 34.21
36	4989 28.78	5241 30.24	5507 31.77	5785 33.38	6078 35.07
37	5113 29.50	5372 30.99	5644 32.56	5930 34.21	6230 35.94
38	5241 30.24	5507 31.77	5785 33.38	6078 35.07	6386 36.84
39	5372 30.99	5644 32.56	5930 34.21	6230 35.94	6546 37.77
40	5507 31.77	5785 33.38	6078 35.07	6386 36.84	6709 38.71
41	5644 32.56	5930 34.21	6230 35.94	6546 37.77	6877 39.68
42	5785 33.38	6078 35.07	6386 36.84	6709 38.71	7049 40.67
43	5930 34.21	6230 35.94	6546 37.77	6877 39.68	7225 41.68
44	6078 35.07	6386 36.84	6709 38.71	7049 40.67	7406 42.73
45	6230 35.94	6546 37.77	6877 39.68	7225 41.68	7591 43.80
46	6386 36.84	6709 38.71	7049 40.67	7406 42.73	7781 44.89
47	6546 37.77	6877 39.68	7225 41.68	7591 43.80	7975 46.01
48	6709 38.71	7049 40.67	7406 42.73	7781 44.89	8175 47.16
49	6877 39.68	7225 41.68	7591 43.80	7975 46.01	8379 48.34
50	7049 40.67	7406 42.73	7781 44.89	8175 47.16	8588 49.55
51	7225 41.68	7591 43.80	7975 46.01	8379 48.34	8803 50.79
52	7406 42.73	7781 44.89	8175 47.16	8588 49.55	9023 52.06
53	7591 43.80	7975 46.01	8379 48.34	8803 50.79	9249 53.36
54	7781 44.89	8175 47.16	8588 49.55	9023 52.06	9480 54.69
55	7975 46.01	8379 48.34	8803 50.79	9249 53.36	9717 56.06
56	8175 47.16	8588 49.55	9023 52.06	9480 54.69	9960 57.46
57	8379 48.34	8803 50.79	9249 53.36	9717 56.06	10209 58.90

**GARDEN GROVE UNIFIED SCHOOL DISTRICT  
SALARY SCHEDULE FOR CONFIDENTIAL CLASSIFIED EMPLOYEES  
2015-16**

EFFECTIVE JULY 1, 2015  
Hourly Rate = Monthly Salary/173.33  
Salary Schedule Reflects An Increase Of  
6.5% from July 1, 2014 Schedule

CONFIDENTIAL CLASSIFICATIONS	RANGE
Personnel Secretary	30
Position Control Technician	31
Administrative Secretary	38
Secretary to the Superintendent	42
Accounting Supervisor (Budget)	46
Accountant	48
Fiscal Services Coordinator	49
Personnel Analyst	49

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
30	4302	24.82	4520	26.08	4748	27.39	4989	28.78	5241	30.24
31	4409	25.44	4633	26.73	4867	28.08	5113	29.50	5372	30.99
32	4520	26.08	4748	27.39	4989	28.78	5241	30.24	5507	31.77
33	4633	26.73	4867	28.08	5113	29.50	5372	30.99	5644	32.56
34	4748	27.39	4989	28.78	5241	30.24	5507	31.77	5785	33.38
35	4867	28.08	5113	29.50	5372	30.99	5644	32.56	5930	34.21
36	4989	28.78	5241	30.24	5507	31.77	5785	33.38	6078	35.07
37	5113	29.50	5372	30.99	5644	32.56	5930	34.21	6230	35.94
38	5241	30.24	5507	31.77	5785	33.38	6078	35.07	6386	36.84
39	5372	30.99	5644	32.56	5930	34.21	6230	35.94	6546	37.77
40	5507	31.77	5785	33.38	6078	35.07	6386	36.84	6709	38.71
41	5644	32.56	5930	34.21	6230	35.94	6546	37.77	6877	39.68
42	5785	33.38	6078	35.07	6386	36.84	6709	38.71	7049	40.67
43	5930	34.21	6230	35.94	6546	37.77	6877	39.68	7225	41.68
44	6078	35.07	6386	36.84	6709	38.71	7049	40.67	7406	42.73
45	6230	35.94	6546	37.77	6877	39.68	7225	41.68	7591	43.80
46	6386	36.84	6709	38.71	7049	40.67	7406	42.73	7781	44.89
47	6546	37.77	6877	39.68	7225	41.68	7591	43.80	7975	46.01
48	6709	38.71	7049	40.67	7406	42.73	7781	44.89	8175	47.16
49	6877	39.68	7225	41.68	7591	43.80	7975	46.01	8379	48.34

**GARDEN GROVE UNIFIED SCHOOL DISTRICT  
SALARY SCHEDULE FOR MANAGEMENT CLASSIFIED EMPLOYEES  
2015-16**

EFFECTIVE JULY 1, 2015  
Salary Schedule Reflects An Increase Of  
6.5% from July 1, 2014 Schedule

MANAGEMENT CLASSIFICATIONS	RANGE
Manager, Maintenance & Operations	77
Manager of Facilities	77
Fiscal Services Manager	82
Information Systems Manager	83
Assistant Director of Business Services	84
Assistant Director of Facilities	84
Assistant Director of Food Services	84
Assistant Director of Transportation	84
Assistant Director of Maintenance & Operations	84
Assistant Director, Network Systems	84
Assistant Director, Systems & Applications	84
Assistant Personnel Director	84
Public Information Officer	84
Director of Business Services	89
Director of Facilities	89
Director of Food Services	89
Director of Maintenance, Operations & Transportation	89
Director of Information Systems	89
Personnel Director	92
Executive Director, Business Services	94
Assistant Superintendent/Business Svcs.	*
*Refer to Assistant Superintendent Salary Schedule	

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
74	6671	38.49	7009	40.44	7364	42.49	7737	44.64	8129	46.90
75	6838	39.45	7184	41.45	7548	43.55	7930	45.75	8332	48.07
76	7009	40.44	7364	42.49	7737	44.64	8129	46.90	8540	49.27
77	7184	41.45	7548	43.55	7930	45.75	8332	48.07	8754	50.50
78	7364	42.49	7737	44.64	8129	46.90	8540	49.27	8972	51.76
79	7548	43.55	7930	45.75	8332	48.07	8754	50.50	9197	53.06
80	7737	44.64	8129	46.90	8540	49.27	8972	51.76	9427	54.39
81	7930	45.75	8332	48.07	8754	50.50	9197	53.06	9662	55.74
82	8129	46.90	8540	49.27	8972	51.76	9427	54.39	9904	57.14
83	8332	48.07	8754	50.50	9197	53.06	9662	55.74	10151	58.56
84	8540	49.27	8972	51.76	9427	54.39	9904	57.14	10405	60.03
85	8754	50.50	9197	53.06	9662	55.74	10151	58.56	10665	61.53
86	8972	51.76	9427	54.39	9904	57.14	10405	60.03	10932	63.07
87	9197	53.06	9662	55.74	10151	58.56	10665	61.53	11205	64.65
88	9427	54.39	9904	57.14	10405	60.03	10932	63.07	11485	66.26
89	9662	55.74	10151	58.56	10665	61.53	11205	64.65	11773	67.92
90	9904	57.14	10405	60.03	10932	63.07	11485	66.26	12067	69.62
91	10151	58.56	10665	61.53	11205	64.65	11773	67.92	12369	71.36
92	10405	60.03	10932	63.07	11485	66.26	12067	69.62	12678	73.14
93	10665	61.53	11205	64.65	11773	67.92	12369	71.36	12995	74.97
94	10932	63.07	11485	66.26	12067	69.62	12678	73.14	13320	76.85

**GARDEN GROVE UNIFIED SCHOOL DISTRICT**  
**SALARY AND RELATED INFORMATION FOR CLASSIFIED EMPLOYEES**

**SALARY MATRIX:** The salary schedules of the Classified Service are based upon a matrix of 2.5% between salary ranges and 5% between steps.

**SALARY STEP INCREASES:** Classified employees move across the salary steps on their anniversary dates. These step increases are granted annually until reaching Step 5.

**INITIAL HIRE-IN STEP PLACEMENT:** Normally, all classified employees will start employment in the district on Step 1. Initial step placement up to Step 5 may be approved by the Personnel Director upon review of prior experience and salary history. Some classifications have an automatic higher initial hire-in step placement. Please refer to the salary schedule for details.

**STEP PLACEMENT AFTER PROMOTION OR DEMOTION:** An employee who receives a promotion is moved to the new classification's higher salary range, and then to that step of the higher range that will provide, if possible, at least a 5% salary increase from the employee's previous base salary. An employee receiving a demotion shall be moved to the new classification's lower salary range, and then to that step of the lower range that will provide a base salary as close as possible to the previous higher salary, without providing a salary increase.

**SHIFT DIFFERENTIALS:** Employees whose regular assignments require them to work at least one-half ( $\frac{1}{2}$ ) of their shift between the hours of 4:30 p.m. and midnight receive a "swing shift" differential of 2.5% of their base regular salary. Employees whose regular assignments require them to work at least one-half ( $\frac{1}{2}$ ) of their regular shift between the hours of midnight and 7:00 a.m. receive a "graveyard shift" differential of 3% of their base regular salary.

**SPECIAL RATES:** A special differential rate of four (4) ranges (or 10%) above the base salary has been established for bargaining unit employees who perform work in the following areas: Asphaltting, Cement Work (3 yards or more), Chipper, Roofing, and Sandblasting. This special rate is paid for every hour worked in the above areas. A special differential of two (2) ranges (or 5%) has also been established in the classification of Grounds Equipment Operator II for the one position required to obtain and maintain a California Pest Control Certificate. This special differential is paid to this position eight (8) hours per day, twelve (12) months per year.

**MILEAGE:** Employees who use their personal vehicles for district authorized activities receive reimbursement at the current IRS rate.

**PROFESSIONAL GROWTH INCREMENTS:** Classified employees (excluding management) are entitled to participate in a professional growth plan that provides four (4) additional salary increments of 35 cents per hour (up to \$1.40 per hour) for taking approved job-related classes, seminars, workshops, and degree programs.

**LONGEVITY INCREMENT:** Classified employees are eligible to receive the following longevity increments: an increase of 2.5% of regular salary range and step after nine (9) years of service; a total of 5% of regular salary range and step after fourteen (14) years of service; a total of 7.5% of regular salary range and step after nineteen (19) years of service; a total of 10% of regular salary range and step after twenty-four (24) years of service.

**VACATION:** All regular employees in the classified service receive vacation based on years of service. The vacation allowance for a twelve (12) month employee is twelve (12) days for service of less than four (4) years, fifteen (15) days for service of more than four (4) but less than eight (8) years, sixteen (16) days for service of more than eight (8) but less than nine (9) years, seventeen (17) days for service of more than nine (9) but less than ten (10) years, eighteen (18) days for service of more than ten (10) but less than eleven (11) years, nineteen (19) days for service of more than eleven (11) but less than twelve (12) years, twenty (20) days for service of more than twelve (12) but less than fourteen (14) years, and twenty-two (22) days for service over fourteen (14) years. Confidential and Supervisory employees with less than eight (8) years of service receive fifteen (15) days, those with more than eight (8) years receive twenty-two (22) days of vacation. Management employees receive twenty-two (22) days of vacation at initial employment. Employees working less than twelve (12) months have the vacation allowance pro-rated.