

NICASIO SCHOOL DISTRICT
Board Policy Exhibit

Series 4000: Personnel

E 4251

SALARY: CLASSIFIED PERSONNEL

On July 1 of each year, upon completion of a minimum of eight (8) consecutive months of employment in the District, all classified personnel, as defined in BP 4250, shall receive an increase in their hourly rate as follows:

Step 1	Hourly rate determined by position
Step 2	2.0%
Step 3	2.0%
Step 4	2.0%
Step 5	2.0%
Step 6	2.0%
Step 7	2.0%
Step 8	2.0%
Step 9	2.0%
Step 10	2.0% (end of fixed annual step increases)

The above steps do not include any additional increases, such as those related to cost of living adjustment (COLA), that employees may receive at the Board's discretion.

Refer to page 2 of this document (E 4251 A) for the most current Board approved salary schedule.

First Reading:	November 11, 2010	Board Approved
Revised:	June 26, 2014	Board Approved
Revised:	November 6, 2014	Board Approved
Revised:	June 23, 2015	Board Approved

NICASIO SCHOOL DISTRICT

Classified Management Salary Schedule Effective July 1, 2015

POSITION	Hourly Rate									
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Chief Business Official	92,700	94,554	96,445	98,374	100,342	102,348	104,395	106,482	108,612	110,785
Daily	378.37	385.93	393.65	401.53	409.56	417.75	426.10	434.62	443.31	452.18
Hourly	47.30	48.24	49.21	50.19	51.20	52.22	53.26	54.33	55.41	56.52
Office Manager	69,265	70,658	72,071	73,505	74,978	76,472	78,006	79,561	81,156	82,771
Daily	282.71	288.40	294.17	300.02	306.03	312.13	318.39	324.74	331.25	337.84
Hourly	35.34	36.05	36.77	37.50	38.25	39.02	39.80	40.59	41.41	42.23

Classified Management employees work a 245-day year, including holidays and vacation in accordance with policy BP 425

Approved Increase: 3.00%

Board Approved June, 23, 2015

Classified Other Salary Schedule Effective July 1, 2015

POSITION	Hourly Rate									
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Custodian	38.99	39.77	40.56	41.38	42.20	43.04	43.91	44.78	45.68	46.60
Classroom Aide/ Yard Duty	16.48	16.81	17.15	17.49	17.84	18.20	18.56	18.93	19.31	19.70
Spanish Language Expert	37.50	38.25	39.02	39.80	40.59	41.41	42.23	43.07	43.94	44.82
Subject Area Specialist	30.90	32.47	34.11	35.83	37.65	39.55	41.55	42.38	43.23	44.09

Substitute Rates:

Subject Area Specialist/Expert 30.9

Classified Support Staff 16.48

Approved Increase: 3.00%

Board Approved June 23, 2015