

**TENTATIVE AGREEMENT**  
between the  
**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
and the  
**AMERICAN FEDERATION OF TEACHERS, LOCAL 1481**

October 26, 2022

The Jefferson Union High School District ("District") and the American Federation of Teachers, Local 1481, ("AFT"), (collectively the "Parties"), hereby enter into the following Tentative Agreement ("Agreement") to add, revise, and/or amend the collective bargaining agreements affecting the following bargaining units:

- Adult School Certificated Unit
- Classified Unit (BISS & OSS)
- Day Certificated Bargaining Unit
- Certificated Substitute Unit
- All Classified Extra-Curricular/Co-Curricular Employees (Walk-on Coaches)

**All Units**

The parties agree to the following changes to all applicable units:

**Compensation - All units except Certificated Substitutes**

**Three percent (3.0%) salary schedule increase effective July 1, 2022. This increase shall apply only to those that are employed by the District as of the date of ratification of this Agreement by both parties.**

**An additional three percent (3.0%) salary schedule increase effective July 1, 2023.**

**\$150,000 increased district contribution toward total health benefits for unit members each year for the 22-23 and 23-24 school years.**

**Compensation - Certificated Substitutes**

**Per diem substitutes rates will change as follows, effective on the first day of the month that follows ratification: Half Day Rate: \$120 Full Day Rate: \$240 Retiree Half Day Rate: \$130 Retiree Full Day Rate: \$260**

**Compensation - All units**

**Negotiations for 2023-2024 will be closed unless the reserve at the close of books for 22-23 is greater than or equal to 21-22 (21.6%), in which case negotiations for 2023-2024 salary (may include benefits) would re-open. (applies to all units)**

**Adult Certificated Contract**

The parties agree to the following changes to the Adult Certificated Unit contract:

- **APPENDIX A SALARY SCHEDULES**  
See Adult Certificated Salary Schedule Side Letter signed 5/17/22

Additionally, effective July 1, 2022, the restriction that part-time employees may not advance on the salary schedule past Step 6 will be removed, allowing all employees to progress on the salary schedule as outlined in Article X of the Adult Certificated contract. The employment records of those part-time employees that are already on Step 6 for the 22-23 school year will be evaluated and these employees will be placed on the salary schedule based on their experience. This placement will be retroactive to July 1, 2022.

#### Classified Unit Contract (BISS & OSS)

The parties agree to the following changes to the Classified Unit (BISS/OSS) contract:

- Article IX, Z.  
See Split Shift Side Letter signed 5/17/22
- Article IX, EE.  
See Split Shift Side Letter signed 5/17/22
- Add Article XII, B.8  
After three (3) consecutive days absent for illness, unit members shall supply a doctor's note upon request.
- Article X, E.8  
**Voluntary** Placement in the Same or a Lower Range - ~~OSS~~  
~~OSS~~ Unit members **voluntarily** transferring into positions in the same salary range or a lower salary range shall retain the same salary step. Their salary review date for future step increases shall remain the same in the new position as it was in the previous position.
- Article X, E.9  
**Involuntary** Placement in a Lower Range - ~~BISS~~  
When negotiated situations require ~~BISS~~ unit members to **be involuntarily placed** in a lower range, said unit members shall not suffer a reduction in pay, and shall receive the salary of their previous higher range for a period not to exceed two (2) years. During that time a unit member is **required to apply automatically considered for** all job openings **that they apply for** in higher ranges that they reasonably qualify for. **If the unit member declines an offer** or at the end of a two (2) year period the unit member has not been placed at their original range, they will be reclassified and paid at the range they are working.
- Appendix A. Salary Schedule  
See Paraprofessional Salary Schedule Side Letter signed 5/17/22

#### Day Certificated Contract

The parties agree to the following changes to the Day Certificated contract:

- Article XIV.7  
See Department Head Stipend Side Letter signed 5/17/22
- Article XV  
See Co-Curricular Stipend Side Letter signed 5/17/22
- ARTICLE XXIII A.4  
The average class size of a course designed for Students Learning English of multiple sections shall not exceed twenty five (25) with no class above **thirty (30) twenty-eight (28)**. If only one (1) section exists, a new section will be created when the enrollment reaches **thirty (30) twenty-eight (28); unless otherwise agreed by the teacher and site administrator. Individual class size maximums in physical education may be exceeded if the site administrator, the teacher and the department head agree in writing detailing the specific needs warranting such exceptions.**

- Article XXIII.A.5.9.d

Special Education Teachers, both Mild/Moderate and Moderate/Severe, ~~will use additional timesheeting after their normal work hours for case management per Side Letter Agreement- March 30, 2017 unless a teacher is~~ shall be assigned two (2) preparation periods in their schedule. ~~An additional preparation period will be assigned when management determines it can fit two (2) preparation periods in their schedule (due to student scheduling needs) and will be used to perform IEP and case management duties~~ In the event the master schedule does not allow for a second preparation period for a Special Education teacher, they shall be compensated at 1.2 FTE. A waiver agreed to by site administration, department head, and teacher shall be required when assigning a non-tenured teacher less than two preparation periods. Teachers in this category may not submit timesheets for case management without prior approval by an Associate Superintendent or higher.

~~e. Pursuant to the March 30, 2017 Side Letter, teachers may submit timesheets for case management outside of work hours by using the following process instead of any other previously required process: i. Obtain prior approval from site principal for case management activities in writing (i.e. email) ii. Fill out a green sheet, specifying time spent on case management activities (paid at individual teacher's hourly rate) and IEP meeting time (paid at the current substitute rate) iii. Obtain principal's signature iv. Timesheets are reviewed by district staff to ensure proper completion and shall not nullify previous approval~~

### WALK-ON Coaches Contract

- ARTICLE X SALARY 3  
See Co-Curricular Stipend Side Letter signed 5/17/22
- APPENDIX- A  
See WALK-ON COACHES Salary Schedule

### Committees to be established / issues to be dealt with

- All contracts: Union meeting time of fifteen minutes once a month
- Day Cert: PAR language revision

FOR THE JEFFERSON UNION HIGH  
SCHOOL DISTRICT

Name: \_\_\_\_\_

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481

Name: \_\_\_\_\_

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**ADULT SCHOOL CERTIFICATED**

**SALARY SCHEDULE**

**2022/2023 with Step 17 & 3% increase & elimination of  
part-time restriction**

<b>STEP</b>	<b>Hourly Rate</b>
1	42.43
2	44.91
3	47.38
4	49.87
5	52.35
6	53.37
8	54.84
11	57.33
15	59.83
17	62.43

~~Part Time Only~~

~~Step 6 is for part-time employees only~~

~~Steps 8 and higher for full-time employees only (24 hours or more per week)~~

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
a maximum stipend of \$1,400 (all pro-rated)

Ratified:

Board Approval:

## Administrative Offices

### BUSINESS AND INSTRUCTIONAL SUPPORT SERVICES SALARY SCHEDULE

**2022-2023 with Step 7 & 3% increase**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
27 Hrly	18.50	19.46	20.45	21.44	22.43	23.40	24.41
29	19.48	20.46	21.44	22.43	23.40	24.39	25.42
31	20.46	21.44	22.43	23.40	24.39	25.34	26.33
33	21.44	22.43	23.40	24.39	25.34	26.32	27.32
34	21.92	22.91	23.89	24.83	25.85	26.82	27.83
35	22.43	23.40	24.39	25.34	26.32	27.30	28.31
37	23.40	24.39	25.34	26.32	27.30	28.27	29.28
39	24.39	25.34	26.32	27.30	28.27	29.23	30.23
40	24.83	25.85	26.82	27.80	28.79	29.77	30.78
42	25.85	26.82	27.80	28.79	29.77	30.75	31.77
44	26.84	27.80	28.79	29.77	30.75	31.71	32.72
56	32.75	33.65	34.57	35.48	36.40	37.31	38.23
66	37.67	38.71	39.76	40.82	41.86	42.92	43.99
71	40.14	41.23	42.36	43.47	44.60	45.72	46.88
76	42.61	43.76	44.96	46.14	47.34	48.53	49.75

Longevity steps of \$143 at 8, 12, 16, 20, 24

#### CLASSIFICATIONS

- 27 Instructional Asst, School Health Aid, School Office Asst.
- 29 Paraprofessional-Adult Ed, Reader
- 31 Typist II
- 33 School Receptionist, Parent Liason
- 34 Campus Security Asst., Library Media Assistant, Assessment Technician III  
Educational Services Special Projects Assistant, Paraprofessional-Special Ed  
Senior School Office Assistant, Transistion Service Program Assistant  
Adult Evening Receptionist
- 35 Attendance Technician, District Office Receptionist
- 37 School Account Clerk, Registrar, Human Resources Technician,  
Assessment Technician II/Career Navigator
- 39 Technology Support Specialist, Occupational Therapist Assistant  
Adult Division Registrar/ Job Developer
- 40 District Accounts Payable Technician
- 42 Administrative Assistant, School Administrative Assistant,  
Assistant to Director of Maintenance & Operations, Assessment Technician I
- 56 Lead Information Technology Technician, Accounting Technician  
Payroll Specialist, Benefits Technician
- 66 SIS Specialist
- 71 Education Technology Coordinator
- 76 System Engineer, Transportation/Rental Specialist, Database Specialist

Ratified:

Board Approval:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DEPARTMENT HEADS WITH 7 OR MORE SECTIONS**  
**(DAY CERTIFICATED UNIT)**

**SALARY SCHEDULE**  
**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**184 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	64,890	65,148	65,405	65,620
2	65,148	65,405	65,620	66,374
3	65,405	65,620	66,374	67,268
4	65,620	66,374	67,268	70,499
5	66,374	67,268	70,499	73,738
6	67,268	70,499	73,738	76,972
7	70,499	73,738	76,972	80,207
8	73,738	76,972	80,207	83,438
9	76,972	80,207	83,438	86,673
10	80,207	83,438	86,673	89,910
11	83,438	86,673	89,910	93,144
12	86,673	89,910	93,144	96,381
13	89,910	93,144	96,381	99,610
15		96,381	99,610	102,846
17			102,846	106,090
20			106,090	109,318

Stipends for department heads have been added to above

Department heads with 17 or more sections will work 185 days, the additional day will be paid at each employee's per diem rate

Department heads with 6 or fewer sections and those with more than 6 sections that share the position will be paid on the Day Certificated salary schedule and receive a separate stipend per contract

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**COUNSELORS**

**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase  
189 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	63,479	63,744	64,008	64,230
2	63,744	64,008	64,230	65,004
3	64,008	64,230	65,004	65,922
4	64,230	65,004	65,922	69,241
5	65,004	65,922	69,241	72,568
6	65,922	69,241	72,568	75,889
7	69,241	72,568	75,889	79,213
8	72,568	75,889	79,213	82,532
9	75,889	79,213	82,532	85,855
10	79,213	82,532	85,855	89,179
11	82,532	85,855	89,179	92,501
12	85,855	89,179	92,501	95,826
13	89,179	92,501	95,826	99,143
15		95,826	99,143	102,466
17			102,466	105,799
20			105,799	109,115

Step 4 is maximum step for less than BA + 30.

Stipends for department heads will be added to above

\$800 added to above for an earned Masters or Doctorate degree

and \$600 for a second Masters or Doctorate degree

maximum stipend of \$1,400.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**COUNSELORS DEPARTMENT HEAD**

**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**190 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	63,816	64,081	64,347	64,570
2	64,081	64,347	64,570	65,348
3	64,347	64,570	65,348	66,271
4	64,570	65,348	66,271	69,607
5	65,348	66,271	69,607	72,952
6	66,271	69,607	72,952	76,291
7	69,607	72,952	76,291	79,631
8	72,952	76,291	79,631	82,969
9	76,291	79,631	82,969	86,309
10	79,631	82,969	86,309	89,651
11	82,969	86,309	89,651	92,990
12	86,309	89,651	92,990	96,334
13	89,651	92,990	96,334	99,668
15		96,334	99,668	103,008
17			103,008	106,359
20			106,359	109,692

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DAY CERTIFICATED UNIT**

**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**184 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	61,800	62,058	62,315	62,530
2	62,058	62,315	62,530	63,284
3	62,315	62,530	63,284	64,178
4	62,530	63,284	64,178	67,409
5	63,284	64,178	67,409	70,648
6	64,178	67,409	70,648	73,882
7	67,409	70,648	73,882	77,117
8	70,648	73,882	77,117	80,348
9	73,882	77,117	80,348	83,583
10	77,117	80,348	83,583	86,820
11	80,348	83,583	86,820	90,054
12	83,583	86,820	90,054	93,291
13	86,820	90,054	93,291	96,520
15		93,291	96,520	99,756
17			99,756	103,000
20			103,000	106,228

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approval:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DAY CERTIFICATED UNIT**  
**EXTENDED SCHOOL YEAR**  
**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**203 Days (184 Regular year + 19 ESY)**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	68,182	68,465	68,749	68,987
2	68,465	68,749	68,987	69,819
3	68,749	68,987	69,819	70,805
4	68,987	69,819	70,805	74,370
5	69,819	70,805	74,370	77,943
6	70,805	74,370	77,943	81,511
7	74,370	77,943	81,511	85,080
8	77,943	81,511	85,080	88,645
9	81,511	85,080	88,645	92,215
10	85,080	88,645	92,215	95,785
11	88,645	92,215	95,785	99,353
12	92,215	95,785	99,353	102,925
13	95,785	99,353	102,925	106,487
15		102,925	106,487	110,057
17			110,057	113,636
20			113,636	117,198

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approved:

**Daly City Youth Health Center Salary Schedule - BISS**  
**2022/2023 with 3% increase**

A	Annual	Hour		B	Annual	Hour		C	Annual	Hour
Step 1	60,473.00	29.07		Step 1	50,662.22	24.36		Step 1	41,602.00	20.00
Step 2	62,295.77	29.95		Step 2	52,190.13	25.09		Step 2	42,861.85	20.61
Step 3	64,172.15	30.85		Step 3	53,744.85	25.84		Step 3	44,147.71	21.22
Step 4	66,102.14	31.78		Step 4	55,353.17	26.61		Step 4	45,472.14	21.86
Step 5	68,085.74	32.73		Step 5	57,013.77	27.41		Step 5	46,836.30	22.52
Step 6	70,122.95	33.71		Step 6	58,724.18	28.23		Step 6	48,241.39	23.19
Step 7	72,226.64	34.72		Step 7	60,485.90	29.08		Step 7	49,688.63	23.89
Step 8	74,393.44	35.77		Step 8	62,300.48	29.95		Step 8	51,179.29	24.61
Step 9	76,625.24	36.84		Step 9	64,169.50	30.85		Step 9	52,714.67	25.34
Step 10	78,924.00	37.94		Step 10	66,094.58	31.78		Step 10	54,296.11	26.10
Step 11	78,924.00	37.94		Step 11	66,094.58	31.78		Step 11	54,296.11	26.10
Step 12	81,291.72	39.08		Step 12	68,077.42	32.73		Step 12	55,924.99	26.89
Step 13	81,291.72	39.08		Step 13	68,077.42	32.73		Step 13	55,924.99	26.89
Step 14	83,730.47	40.26		Step 14	70,119.74	33.71		Step 14	57,602.74	27.69
Step 15	83,730.47	40.26		Step 15	70,119.74	33.71		Step 15	57,602.74	27.69
Step 16	86,242.39	41.46		Step 16	72,223.33	34.72		Step 16	59,330.82	28.52
Step 17	86,242.39	41.46		Step 17	72,223.33	34.72		Step 17	59,330.82	28.52
Step 18	88,829.66	42.71		Step 18	74,390.03	35.76		Step 18	61,110.75	29.38
Step 19	88,829.66	42.71		Step 19	74,390.03	35.76		Step 19	61,110.75	29.38
Step 20	91,494.55	43.99		Step 20	76,621.73	36.84		Step 20	62,944.07	30.26
Step 21	91,494.55	43.99		Step 21	76,621.73	36.84		Step 21	62,944.07	30.26
Step 22	94,239.38	45.31		Step 22	78,920.39	37.94		Step 22	64,832.39	31.17
Step 23	94,239.38	45.31		Step 23	78,920.39	37.94		Step 23	64,832.39	31.17
Step 24	97,066.56	46.67		Step 24	81,288.00	39.08		Step 24	66,777.37	32.10
Step 25	97,066.56	46.67		Step 25	81,288.00	39.08		Step 25	66,777.37	32.10
Step 26	99,978.56	48.07		Step 26	83,726.64	40.25		Step 26	68,780.69	33.07
Step 27	99,978.56	48.07		Step 27	83,726.64	40.25		Step 27	68,780.69	33.07
Step 28	102,977.92	49.51		Step 28	86,238.44	41.46		Step 28	70,844.11	34.06
Step 29	102,977.92	49.51		Step 29	86,238.44	41.46		Step 29	70,844.11	34.06
Step 30	106,067.26	50.99		Step 30	88,825.59	42.70		Step 30	72,969.43	35.08

Range A Managers of: Behavioral Health, Health Education, Development, and Vocational Services  
Range B Youth & Family Therapist, Peer/Care Coordinator, Vocational Counselor, Grantwriter  
Range C Outreach Worker, Health Educator, Case Manager, Development Assistant, Operations Assistant

Add \$0.63 per hour for Bilingual (excludes development staff)  
Add \$0.59 per hour for License for Youth & Family Therapist, Behavioral Health Manager

Ratified:  
Board Approved:

**JEFFERSON UNION HIGH SCHOOL**  
**Administrative Offices**

**EXTRA-CURRICULAR/CO-CURRICULAR EMPLOYEES**

**SALARY SCHEDULE**  
**DAY CERTIFICATED & CLASSIFIED EMPLOYEES**  
**2022/2023 with 3% increase**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>
1	478	
	2@239	
2	2,181	2,554
	2@1,090.50	2@1277
3	3,201	3,612
	2@1,600.50	2@1,806
4	3,680	4,292
	2@1,840	2@2,146
5	4,159	4,972
	2@2,079.50	2@2,486

- Range 1** All Club Advisors
- Range 2** Freshmen, Sophomore, and Junior Class Advisors, Speech/Debate/Mock Trial, Sideline Cheer, Robotics, Freshman Head Coaches
- Range 3** Head JV and Assistant Coaches (except Head JV Football), Head Golf Coach Senior Class Advisor, Theater Technician/Set Designer, Choreographer
- Range 4** Competition, Performance or Production Required: Drama Director, Band Director, Choir Director, Dance Director, Journalism, Yearbook, Varsity Head Coaches (except Golf), Head JV Football Coach
- Range 5** Athletic Director, Student Activities Director

**SCHOOLS WITH SITE-BASED MANAGEMENT**

A school using the Academic Council and site-based management may be exempt from the district payment formulas for stipended positions and be free to allocate these funds to best meet the particular needs of the school, however they will receive the funds for the school that would normally be allocated for the activities present at the school. The amount of funds allocated to site-based management schools will be equal to what the school would receive under a traditional structure.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**LEAD PSYCHOLOGIST/PROGRAM SPECIALIST**

**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**201 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	95,922	98,381	100,841
2	98,512	101,038	103,564
3	101,192	103,786	106,381
4	103,884	106,547	109,211
5	106,563	109,296	112,029
6	109,249	112,051	114,852
7	111,936	114,807	117,677
9	114,622	117,561	120,501
11	117,718	120,735	123,753
13	120,895	123,995	127,095
16	124,160	127,344	130,528
20	127,512	130,782	134,052

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**OPERATIONAL SUPPORT SERVICES UNIT**

**SALARY SCHEDULE**  
**2022/2023 with Step 5 & 3% increase**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 5</b>
<b>32</b>	22.74	24.03	25.32	26.68
<b>32N</b>	23.54	24.81	26.13	27.51
<b>33</b>	23.21	24.54	25.83	27.20
<b>34</b>	23.68	25.02	26.33	27.71
<b>35</b>	24.07	25.46	26.87	28.36
<b>35N</b>	25.60	27.05	28.52	30.07
<b>36</b>	24.60	26.01	27.41	28.88
<b>37</b>	25.90	27.32	28.76	30.28
<b>39</b>	27.25	28.76	30.26	31.85
<b>41</b>	28.97	30.54	32.12	33.76
<b>44</b>	30.67	32.31	33.95	35.67
<b>45</b>	32.86	34.60	36.35	38.17

Longevity steps of \$143 at 8, 12, 16, 20 and 24

CLASSIFICATIONS

32N	Night Custodian
33	Day Custodian, Van Driver
34	Grounds Equipment Worker, Refuse Collector/Compactor Operator, Delivery Driver, Bus Driver
35	Grounds Maintenance Worker
35N	Lead Night Custodian
39	Utility/Roving Gardener
41	Site Operations Lead, Grounds Maintenance Lead, Lead Facilities Use
45	Mechanic, Carpenter/Locksmith, Electrician, HVAC and Refrigeration Mechanic, Pool Operator/ Boiler Room Mechanic

Effective July 1, 2022, classified staff whose regular contracted work schedule includes Saturdays and/or Sundays shall receive a 5% shift differential.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**  
**PSYCHOLOGISTS**

**SALARY SCHEDULE**  
**2022/2023 with add'l 2 days & 15 min & 3% increase**  
**197 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	83,900	86,051	88,202
2	86,165	88,374	90,583
3	88,577	90,849	93,121
4	90,993	93,326	95,659
5	93,409	95,804	98,198
6	95,824	98,281	100,738
7	98,241	100,759	103,278
9	100,659	103,241	105,822
11	103,377	106,028	108,678
13	106,168	108,890	111,612
16	109,034	111,830	114,626
20	111,978	114,849	117,721

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:  
Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**CERTIFICATED SUBSTITUTE UNIT**

**2022/2023 midyear increase**

- Per diem substitutes:
  - Half Day Rate: \$120  
Full Day Rate: \$240  
Retiree Half Day Rate: \$130  
Retiree Full Day Rate: \$260
  - Half Day- Substitute will be on campus for half of the periods (as requested by the permanent teacher and site administration) and will be paid half rate, according to the current salary schedule.
  - Full Day- Substitute will be on campus for the entire day (all periods) and will be paid full rate, according to the current salary schedule.
  - Per Diem Substitutes may be asked to do work outside of the classroom, such as phone calls, paraprofessional duties, and campus supervising and are not entitled to prep periods.
- Adult school substitutes, that are not regular adult schoolteachers, shall receive Step 1 of the adult school salary schedule.
- Long-term substitutes, hired for at least twenty days of consecutive employment in one assignment, shall be paid at the Step 1, Class 1 100% pro rata of the regular day school schedule.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**SUPPORT PROVIDERS**

**SALARY SCHEDULE**

**2022/2023 with add'l 2 days & 15 min & 3% increase  
187 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	79,641	81,683	83,725
2	81,791	83,888	85,985
3	84,082	86,238	88,394
4	86,374	88,588	90,803
5	88,667	90,940	93,213
6	90,959	93,292	95,624
7	93,254	95,645	98,036
9	95,550	98,000	100,451
11	98,130	100,645	103,162
13	100,778	103,362	105,947
16	103,499	106,154	108,808
20	106,294	109,020	111,745

The following positions are covered by this salary schedule:

Classified: Occupational Therapist, Board Certified Behavior Analyst,  
Mental Health Counselor

Certificated: Speech Language Pathologist

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**WALK-ON COACHES**

**SALARY SCHEDULE**  
**2022/2023 with 3% increase**

<b>RANGE</b>	
<b>A</b>	<b>2,181</b>
<b>B</b>	<b>3,201</b>
<b>C</b>	<b>3,680</b>

**Range A** Sideline Cheer, Freshmen Head Coaches

**Range B** Head JV and Assistant Coaches (except Head JV Football)  
Head Golf Coach, Theater Technician/Set Designer, Choreographer

**Range C** Varsity Head Coaches (except Golf), Head JV Football Coach

Ratified:  
Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**ADULT SCHOOL CERTIFICATED**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**

<b>STEP</b>	<b>Hourly Rate</b>
1	43.70
2	46.25
3	48.80
4	51.37
5	53.92
6	54.97
8	56.49
11	59.05
15	61.62
17	64.30

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
a maximum stipend of \$1,400 (all pro-rated)

Ratified:

Board Approval:

## Administrative Offices

### BUSINESS AND INSTRUCTIONAL SUPPORT SERVICES SALARY SCHEDULE 2023-2024 with 3% increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
27 Hrly	19.06	20.04	21.06	22.08	23.10	24.10	25.14
29	20.06	21.07	22.08	23.10	24.10	25.12	26.18
31	21.07	22.08	23.10	24.10	25.12	26.10	27.12
33	22.08	23.10	24.10	25.12	26.10	27.11	28.14
34	22.58	23.60	24.61	25.57	26.63	27.62	28.66
35	23.10	24.10	25.12	26.10	27.11	28.12	29.16
37	24.10	25.12	26.10	27.11	28.12	29.12	30.16
39	25.12	26.10	27.11	28.12	29.12	30.11	31.14
40	25.57	26.63	27.62	28.63	29.65	30.66	31.70
42	26.63	27.62	28.63	29.65	30.66	31.67	32.72
44	27.65	28.63	29.65	30.66	31.67	32.66	33.70
56	33.73	34.66	35.61	36.54	37.49	38.43	39.38
66	38.80	39.87	40.95	42.04	43.12	44.21	45.31
71	41.34	42.47	43.63	44.77	45.94	47.09	48.29
76	43.89	45.07	46.31	47.52	48.76	49.99	51.24

Longevity steps of \$143 at 8, 12, 16, 20, 24

#### CLASSIFICATIONS

- 27 Instructional Asst, School Health Aid, School Office Asst.
- 29 Paraprofessional-Adult Ed, Reader
- 31 Typist II
- 33 School Receptionist, Parent Liason
- 34 Campus Security Asst., Library Media Assistant, Assessment Technician III  
Educational Services Special Projects Assistant, Paraprofessional-Special Ed  
Senior School Office Assistant, Transistion Service Program Assistant  
Adult Evening Receptionist
- 35 Attendance Technician, District Office Receptionist
- 37 School Account Clerk, Registrar, Human Resources Technician,  
Assessment Technician II/Career Navigator
- 39 Technology Support Specialist, Occupational Therapist Assistant  
Adult Division Registrar/ Job Developer
- 40 District Accounts Payable Technician
- 42 Administrative Assistant, School Administrative Assistant,  
Assistant to Director of Maintenance & Operations, Assessment Technician I
- 56 Lead Information Technology Technician, Accounting Technician  
Payroll Specialist, Benefits Technician
- 66 SIS Specialist
- 71 Education Technology Coordinator
- 76 System Engineer, Transportation/Rental Specialist, Database Specialist

Ratified:

Board Approval:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DEPARTMENT HEADS WITH 7 OR MORE SECTIONS**  
**(DAY CERTIFICATED UNIT)**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**184 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	66,837	67,102	67,367	67,589
2	67,102	67,367	67,589	68,365
3	67,367	67,589	68,365	69,286
4	67,589	68,365	69,286	72,614
5	68,365	69,286	72,614	75,950
6	69,286	72,614	75,950	79,281
7	72,614	75,950	79,281	82,613
8	75,950	79,281	82,613	85,941
9	79,281	82,613	85,941	89,274
10	82,613	85,941	89,274	92,607
11	85,941	89,274	92,607	95,938
12	89,274	92,607	95,938	99,273
13	92,607	95,938	99,273	102,599
15		99,273	102,599	105,931
17			105,931	109,273
20			109,273	112,598

Stipends for department heads have been added to above

Department heads with 17 or more sections will work 185 days, the additional day will be paid at each employee's per diem rate

Department heads with 6 or fewer sections and those with more than 6 sections that share the position will be paid on the Day Certificated salary schedule and receive a separate stipend per contract

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**COUNSELORS**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**189 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	65,383	65,656	65,928	66,157
2	65,656	65,928	66,157	66,954
3	65,928	66,157	66,954	67,900
4	66,157	66,954	67,900	71,318
5	66,954	67,900	71,318	74,745
6	67,900	71,318	74,745	78,166
7	71,318	74,745	78,166	81,589
8	74,745	78,166	81,589	85,008
9	78,166	81,589	85,008	88,431
10	81,589	85,008	88,431	91,854
11	85,008	88,431	91,854	95,276
12	88,431	91,854	95,276	98,701
13	91,854	95,276	98,701	102,117
15		98,701	102,117	105,540
17		0	105,540	108,973
20		0	108,973	112,388

Step 4 is maximum step for less than BA + 30.

Stipends for department heads will be added to above

\$800 added to above for an earned Masters or Doctorate degree

and \$600 for a second Masters or Doctorate degree

maximum stipend of \$1,400.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**COUNSELORS DEPARTMENT HEAD**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**190 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	65,730	66,003	66,277	66,507
2	66,003	66,277	66,507	67,308
3	66,277	66,507	67,308	68,259
4	66,507	67,308	68,259	71,695
5	67,308	68,259	71,695	75,141
6	68,259	71,695	75,141	78,580
7	71,695	75,141	78,580	82,020
8	75,141	78,580	82,020	85,458
9	78,580	82,020	85,458	88,898
10	82,020	85,458	88,898	92,341
11	85,458	88,898	92,341	95,780
12	88,898	92,341	95,780	99,224
13	92,341	95,780	99,224	102,658
15		99,224	102,658	106,098
17			106,098	109,550
20			109,550	112,983

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DAY CERTIFICATED UNIT**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**184 Days**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	63,654	63,920	64,184	64,406
2	63,920	64,184	64,406	65,183
3	64,184	64,406	65,183	66,103
4	64,406	65,183	66,103	69,431
5	65,183	66,103	69,431	72,767
6	66,103	69,431	72,767	76,098
7	69,431	72,767	76,098	79,431
8	72,767	76,098	79,431	82,758
9	76,098	79,431	82,758	86,090
10	79,431	82,758	86,090	89,425
11	82,758	86,090	89,425	92,756
12	86,090	89,425	92,756	96,090
13	89,425	92,756	96,090	99,416
15		96,090	99,416	102,749
17		0	102,749	106,090
20		0	106,090	109,415

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approval:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**DAY CERTIFICATED UNIT**  
**EXTENDED SCHOOL YEAR**  
**SALARY SCHEDULE**

**2023/2024 with 3% increase**  
**203 Days (184 Regular year + 19 ESY)**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
		<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	70,227	70,519	70,811	71,057
2	70,519	70,811	71,057	71,914
3	70,811	71,057	71,914	72,929
4	71,057	71,914	72,929	76,601
5	71,914	72,929	76,601	80,281
6	72,929	76,601	80,281	83,956
7	76,601	80,281	83,956	87,632
8	80,281	83,956	87,632	91,304
9	83,956	87,632	91,304	94,981
10	87,632	91,304	94,981	98,659
11	91,304	94,981	98,659	102,334
12	94,981	98,659	102,334	106,013
13	98,659	102,334	106,013	109,682
15		106,013	109,682	113,359
17			113,359	117,045
20			117,045	120,714

Stipends for department heads will be added to above  
\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400.

Ratified:

Board Approved:

**Daly City Youth Health Center Salary Schedule - BISS**  
**2023/2024 with 3% increase**

A	Annual	Hour		B	Annual	Hour		C	Annual	Hour
Step 1	62,287.19	29.95		Step 1	52,182.09	25.09		Step 1	42,850.06	20.60
Step 2	64,164.64	30.85		Step 2	53,755.84	25.84		Step 2	44,147.71	21.22
Step 3	66,097.31	31.78		Step 3	55,357.19	26.61		Step 3	45,472.14	21.86
Step 4	68,085.20	32.73		Step 4	57,013.77	27.41		Step 4	46,836.30	22.52
Step 5	70,128.31	33.72		Step 5	58,724.18	28.23		Step 5	48,241.39	23.19
Step 6	72,226.64	34.72		Step 6	60,485.90	29.08		Step 6	49,688.63	23.89
Step 7	74,393.44	35.77		Step 7	62,300.48	29.95		Step 7	51,179.29	24.61
Step 8	76,625.24	36.84		Step 8	64,169.50	30.85		Step 8	52,714.67	25.34
Step 9	78,924.00	37.94		Step 9	66,094.58	31.78		Step 9	54,296.11	26.10
Step 10	81,291.72	39.08		Step 10	68,077.42	32.73		Step 10	55,924.99	26.89
Step 11	81,291.72	39.08		Step 11	68,077.42	32.73		Step 11	55,924.99	26.89
Step 12	83,730.47	40.26		Step 12	70,119.74	33.71		Step 12	57,602.74	27.69
Step 13	83,730.47	40.26		Step 13	70,119.74	33.71		Step 13	57,602.74	27.69
Step 14	86,242.39	41.46		Step 14	72,223.33	34.72		Step 14	59,330.82	28.52
Step 15	86,242.39	41.46		Step 15	72,223.33	34.72		Step 15	59,330.82	28.52
Step 16	88,829.66	42.71		Step 16	74,390.03	35.76		Step 16	61,110.75	29.38
Step 17	88,829.66	42.71		Step 17	74,390.03	35.76		Step 17	61,110.75	29.38
Step 18	91,494.55	43.99		Step 18	76,621.73	36.84		Step 18	62,944.07	30.26
Step 19	91,494.55	43.99		Step 19	76,621.73	36.84		Step 19	62,944.07	30.26
Step 20	94,239.38	45.31		Step 20	78,920.39	37.94		Step 20	64,832.39	31.17
Step 21	94,239.38	45.31		Step 21	78,920.39	37.94		Step 21	64,832.39	31.17
Step 22	97,066.56	46.67		Step 22	81,288.00	39.08		Step 22	66,777.37	32.10
Step 23	97,066.56	46.67		Step 23	81,288.00	39.08		Step 23	66,777.37	32.10
Step 24	99,978.56	48.07		Step 24	83,726.64	40.25		Step 24	68,780.69	33.07
Step 25	99,978.56	48.07		Step 25	83,726.64	40.25		Step 25	68,780.69	33.07
Step 26	102,977.92	49.51		Step 26	86,238.44	41.46		Step 26	70,844.11	34.06
Step 27	102,977.92	49.51		Step 27	86,238.44	41.46		Step 27	70,844.11	34.06
Step 28	106,067.26	50.99		Step 28	88,825.59	42.70		Step 28	72,969.43	35.08
Step 29	106,067.26	50.99		Step 29	88,825.59	42.70		Step 29	72,969.43	35.08
Step 30	109,249.27	52.52		Step 30	91,490.36	43.99		Step 30	75,158.51	36.13

Range A Managers of: Behavioral Health, Health Education, Development, and Vocational Services

Range B Youth & Family Therapist, Peer/Care Coordinator, Vocational Counselor, Grantwriter

Range C Outreach Worker, Health Educator, Case Manager, Development Assistant, Operations Assistant

Add \$0.63 per hour for Bilingual (excludes development staff)

Add \$0.59 per hour for License for Youth & Family Therapist, Behavioral Health Manager

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL**  
**Administrative Offices**

**EXTRA-CURRICULAR/CO-CURRICULAR EMPLOYEES**

**SALARY SCHEDULE**  
**DAY CERTIFICATED & CLASSIFIED EMPLOYEES**  
**2023/2024 with 3% increase**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>
1	492	
	2@246	
2	2,246	2,630
	2@1,123	2@1315
3	3,297	3,721
	2@1,648.50	2@1,860.50
4	3,791	4,421
	2@1,895.50	2@2,210.50
5	4,284	5,121
	2@2,142	2@2,560.50

- Range 1** All Club Advisors
- Range 2** Freshmen, Sophomore, and Junior Class Advisors, Speech/Debate/Mock Trial, Sideline Cheer, Robotics, Freshman Head Coaches
- Range 3** Head JV and Assistant Coaches (except Head JV Football), Head Golf Coach Senior Class Advisor, Theater Technician/Set Designer, Choreographer
- Range 4** Competition, Performance or Production Required: Drama Director, Band Director, Choir Director, Dance Director, Journalism, Yearbook, Varsity Head Coaches (except Golf), Head JV Football Coach
- Range 5** Athletic Director, Student Activities Director

**SCHOOLS WITH SITE-BASED MANAGEMENT**

A school using the Academic Council and site-based management may be exempt from the district payment formulas for stipended positions and be free to allocate these funds to best meet the particular needs of the school, however they will receive the funds for the school that would normally be allocated for the activities present at the school. The amount of funds allocated to site-based management schools will be equal to what the school would receive under a traditional structure.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**LEAD PSYCHOLOGIST/PROGRAM SPECIALIST**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**201 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	98,799	101,333	103,866
2	101,467	104,069	106,671
3	104,227	106,900	109,573
4	107,000	109,744	112,487
5	109,760	112,575	115,389
6	112,527	115,412	118,298
7	115,294	118,251	121,207
9	118,061	121,088	124,116
11	121,249	124,357	127,466
13	124,522	127,715	130,908
16	127,885	131,164	134,443
20	131,338	134,705	138,073

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**OPERATIONAL SUPPORT SERVICES UNIT**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 5</b>
<b>32</b>	23.42	24.75	26.08	27.48
<b>32N</b>	24.25	25.55	26.91	28.34
<b>33</b>	23.91	25.28	26.60	28.02
<b>34</b>	24.39	25.77	27.12	28.54
<b>35</b>	24.79	26.22	27.68	29.21
<b>35N</b>	26.37	27.86	29.38	30.97
<b>36</b>	25.34	26.79	28.23	29.75
<b>37</b>	26.68	28.14	29.62	31.19
<b>39</b>	28.07	29.62	31.17	32.81
<b>41</b>	29.84	31.46	33.08	34.77
<b>44</b>	31.59	33.28	34.97	36.74
<b>45</b>	33.85	35.64	37.44	39.32

Longevity steps of \$143 at 8, 12, 16, 20 and 24

CLASSIFICATIONS

32N	Night Custodian
33	Day Custodian, Van Driver
34	Grounds Equipment Worker, Refuse Collector/Compactor Operator, Delivery Driver, Bus Driver
35	Grounds Maintenance Worker
35N	Lead Night Custodian
39	Utility/Roving Gardener
41	Site Operations Lead, Grounds Maintenance Lead, Lead Facilities Use
45	Mechanic, Carpenter/Locksmith, Electrician, HVAC and Refrigeration Mechanic, Pool Operator/ Boiler Room Mechanic

Effective July 1, 2022, classified staff whose regular contracted work schedule includes Saturdays and/or Sundays shall receive a 5% shift differential.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**  
**PSYCHOLOGISTS**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**197 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	86,417	88,633	90,848
2	88,750	91,025	93,301
3	91,235	93,574	95,914
4	93,723	96,126	98,529
5	96,211	98,678	101,144
6	98,698	101,229	103,760
7	101,188	103,782	106,377
9	103,679	106,338	108,997
11	106,479	109,208	111,938
13	109,353	112,157	114,960
16	112,305	115,185	118,065
20	115,338	118,295	121,252

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:  
Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**CERTIFICATED SUBSTITUTE UNIT**

**2023/2024**

- Per diem substitutes:
  - Half Day Rate: \$120  
Full Day Rate: \$240  
Retiree Half Day Rate: \$130  
Retiree Full Day Rate: \$260
  - Half Day- Substitute will be on campus for half of the periods (as requested by the permanent teacher and site administration) and will be paid half rate, according to the current salary schedule.
  - Full Day- Substitute will be on campus for the entire day (all periods) and will be paid full rate, according to the current salary schedule.
  - Per Diem Substitutes may be asked to do work outside of the classroom, such as phone calls, paraprofessional duties, and campus supervising and are not entitled to prep periods.
- Adult school substitutes, that are not regular adult schoolteachers, shall receive Step 1 of the adult school salary schedule.
- Long-term substitutes, hired for at least twenty days of consecutive employment in one assignment, shall be paid at the Step 1, Class 1 100% pro rata of the regular day school schedule.

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**SUPPORT PROVIDERS**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**  
**187 Days**

<b>STEP</b>	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>
	<b>BA +45</b>	<b>BA +60</b>	<b>BA +75</b>
1	82,030	84,134	86,237
2	84,245	86,405	88,565
3	86,604	88,825	91,046
4	88,966	91,246	93,528
5	91,327	93,668	96,009
6	93,688	96,091	98,493
7	96,052	98,515	100,977
9	98,416	100,940	103,464
11	101,074	103,665	106,256
13	103,802	106,463	109,125
16	106,604	109,338	112,072
20	109,483	112,291	115,097

The following positions are covered by this salary schedule:

Classified: Occupational Therapist, Board Certified Behavior Analyst,  
Mental Health Counselor

Certificated: Speech Language Pathologist

\$800 added to above for an earned Masters or Doctorate degree  
and \$600 for a second Masters or Doctorate degree  
maximum stipend of \$1,400

Ratified:

Board Approved:

**JEFFERSON UNION HIGH SCHOOL DISTRICT**  
**Administrative Offices**

**WALK-ON COACHES**

**SALARY SCHEDULE**  
**2023/2024 with 3% increase**

<b>RANGE</b>	
<b>A</b>	<b>2,246</b>
<b>B</b>	<b>3,297</b>
<b>C</b>	<b>3,791</b>

**Range A** Sideline Cheer, Freshmen Head Coaches

**Range B** Head JV and Assistant Coaches (except Head JV Football)  
Head Golf Coach, Theater Technician/Set Designer, Choreographer

**Range C** Varsity Head Coaches (except Golf), Head JV Football Coach

Ratified:  
Board Approved:



**ADULT SCHOOL SALARY SCHEDULE  
SIDE LETTER of AGREEMENT  
Between  
Jefferson Union High School District  
and  
American Federation of Teachers, Local 1481  
for the  
ADULT SCHOOL CERTIFICATED UNIT**



This is a side letter agreement (Side Letter) between the Jefferson Union High School District (District) and the American Federation of Teachers Local 1481 (AFT). We have agreed to the following:

- 1) This Agreement is effective July 1, 2022. This agreement shall be codified into the corresponding bargaining units' contract(s) upon approval of the next tentative agreement.
- 2) The District and AFT agree that to strike the following language from the Adult School Unit Contract and Salary Schedules, Step 4 is the last step for teachers without a BA.

FOR THE JEFFERSON UNION  
HIGH SCHOOL DISTRICT

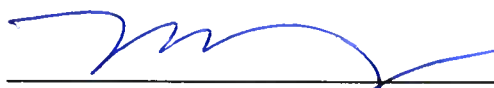
Daina Lujan, Director of Human Resources  
and Staff Relations

  
\_\_\_\_\_

Date: May 17, 2022

FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481

Monica Casey, AFT 1481 President

  
\_\_\_\_\_

Date: 5/17/2022



## BUS/VAN DRIVER SPLIT SHIFT SIDE LETTER of AGREEMENT

Between

Jefferson Union High School District

and

American Federation of Teachers, Local 1481

for the

CLASSIFIED UNIT




This is a side letter agreement (Side Letter) between the Jefferson Union High School District (District) and the American Federation of Teachers Local 1481 (AFT). We have agreed to the following:

- 1) This Agreement is effective July 1, 2022. This agreement shall be codified into the corresponding bargaining units' contract(s) upon approval of the next tentative agreement.
- 2) The District and AFT agree that Bus/Van Drivers shall work as directed by their supervisor:
  - BUS/VAN DRIVER SPLIT SHIFT- OSS
    - o Except for unit members occupying the classification entitled van driver and bus driver, no unit members shall work a split shift.
    - o Unit members driving a split shift shall be guaranteed seven and a half (7.5) hours.
    - o Hours worked shall not exceed seven and a half (7.5) hours per day without prior supervisor approval.
    - o Facilities Duties: Unit members will perform the following duties during their guaranteed seven and a half (7.5) hour shift: fueling vans and facility/yard cleaning. Facility duties will not be performed outside of the guaranteed seven and a half (7.5) hours of the split shift without prior supervisor approval.

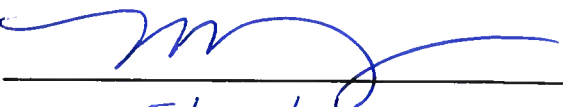
FOR THE JEFFERSON UNION  
HIGH SCHOOL DISTRICT

Daina Lujan, Director of Human Resources  
and Staff Relations

  
Date: May 17, 2022

FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481

Monica Casey, AFT 1481 President

  
Date: 5/17/2022



**PARAPROFESSIONAL SALARY SCHEDULE  
SIDE LETTER of AGREEMENT**

**Between  
Jefferson Union High School District  
and  
American Federation of Teachers, Local 1481  
for the  
CLASSIFIED UNIT**



This is a side letter agreement (Side Letter) between the Jefferson Union High School District (District) and the American Federation of Teachers Local 1481 (AFT). We have agreed to the following:

- 1) This Agreement is effective July 1, 2022. This agreement shall be codified into the corresponding bargaining units' contract(s) upon approval of the next tentative agreement.
- 2) The District and AFT agree that the positions of Paraprofessional that serve Day School will be reassigned to Range 34 of the Classified Salary Schedule.

**FOR THE JEFFERSON UNION  
HIGH SCHOOL DISTRICT**

Daina Lujan, Director of Human Resources  
and Staff Relations

A handwritten signature in blue ink, appearing to read "Daina Lujan", written over a horizontal line.

Date: May 17, 2022

**FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481**

Monica Casey, AFT 1481 President

A handwritten signature in blue ink, appearing to read "Monica Casey", written over a horizontal line.

Date: 5/17/2022



**DEPARTMENT HEAD SALARY SCHEDULE  
SIDE LETTER of AGREEMENT**  
Between  
**Jefferson Union High School District**  
and  
**American Federation of Teachers, Local 1481**  
for the  
**DAY CERTIFICATED UNIT**




This is a side letter agreement (Side Letter) between the Jefferson Union High School District (District) and the American Federation of Teachers Local 1481 (AFT). We have agreed to the following:

- 1) This Agreement is effective July 1, 2022. This agreement shall be codified into the corresponding bargaining units' contract(s) upon approval of the next tentative agreement.
- 2) The District and AFT agree to embed the Department Head stipend into the Department Head salary schedule for Department Heads with seven sections or more.

FOR THE JEFFERSON UNION  
HIGH SCHOOL DISTRICT


Daina Lujan, Director of Human Resources  
and Staff Relations

  
\_\_\_\_\_

Date: May 17, 2022

FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481

Monica Casey, AFT 1481 President

  
\_\_\_\_\_

Date: 5/17/2022



**EXTRA-CURRICULAR/CO-CURRICULAR ACTIVITIES  
SIDE LETTER of AGREEMENT  
Between  
Jefferson Union High School District  
and  
American Federation of Teachers, Local 1481  
for the  
CLASSIFIED UNIT and DAY CERTIFICATED UNIT**



This is a side letter agreement (Side Letter) between the Jefferson Union High School District (District) and the American Federation of Teachers Local 1481 (AFT). We have agreed to the following:

This Agreement is effective July 1, 2022. This agreement shall be codified into the corresponding bargaining units' contract(s) upon approval of the next tentative agreement.

**ARTICLE \_\_\_\_ EXTRA-CURRICULAR/CO-CURRICULAR ACTIVITIES**

**A. SALARY SCHEDULE**

1. The employer and the union agree that the principle of equal pay shall be observed for comparable work and duties. These stipends are for coordinating and supervising the activities outside of the school day.
2. See "Appendix A - Extra-Curricular/Co-Curricular Activities"
3. Years do not have to be consecutive. New coaches may be placed for appropriate years of service in other school districts upon the recommendation of the Athletic Director. All assignments shall be made on an equitable basis. As openings occur, priority will be given to qualified unit members without existing co-curricular assignments.

Range 1: All Club Advisors

Range 2: Freshman, Sophomore and Junior Class Advisors, Speech/Debate/Mock Trial, Sideline Cheer, Robotics, Freshmen Head Coaches

Range 3: Head JV and Assistant Coaches (except Head JV Football), Head Golf Coach, Senior Class Advisor, Theater Technician/Set Designer, Choreographer

Range 4: Competition, Performance, or Production Required: Drama Director, Band Director, Choir Director, Dance Director, Journalism, Yearbook, Varsity Head Coaches (except Golf), Head JV Football Coach.

Range 5: Athletic Director, Student Activities Director

4. A club is an activity that is outside of class time and is authorized by the principal. A master list of such clubs shall be compiled by each site no later than November 15. A club must have at least twenty-five (25) students by October 31 to be approved except in schools with an enrollment under 850 students in which case that school would apply for pro rata compensation based on the number of students in the club.

5. Student Activity Director

- a. Traditional Schools: Each Activity Director shall receive one (1) additional prep period per day for such activities.
- b. Site-Based Management Schools: At schools with alternative schedules the Activity Director (if there is one) will be given release time during the week on the school's master schedule that would be equivalent to a teaching period. The school will receive the allotment in staffing for the additional period for release time regardless of whether anyone is designated Activity Director.

6. Athletic Director

- a. Traditional Schools: Each Athletic Director shall receive two (2) additional prep periods per day for such activities.
- b. Site-Based Management Schools: At schools with alternative schedules the Athletic Director (if there is one) will be given release time during the week on the school's master schedule that would be equivalent to one (1) teaching period. The school will receive the allotment in staffing for the additional period for release time regardless of whether anyone is designated Athletic Director.

B. ADVERTISING AND FILLING OPENINGS

1. Within ten (10) days following each activity season, all positions that were filled by walk-on coaches or advisors, or are vacated by certificated staff, shall be advertised in the manner described in Article VIII Positional Changes Within the Unit in the Day School Certificated Contract.
2. For all open coaching positions, the athletic director will make recommendations for hiring to the principal.
3. Education Code section 44919(b), governing the hiring of athletic coaches, requires school districts to give an advantage to their credentialed teachers currently employed in the district by considering their applications before others. Classified unit members shall be considered next, then a walk-on coach or advisor may be hired following the season.
4. Every effort will be made to fill all vacancies within thirty (30) days following each activity season.

C. EVALUATION

1. The athletic director shall be responsible with the principal for assisting, guiding and evaluating all coaches.
2. The athletic director must be readily available to assist with any problem areas during the sport season, and must directly observe behaviors, practices, and skills of the coach they will evaluate.

FOR THE JEFFERSON UNION  
HIGH SCHOOL DISTRICT

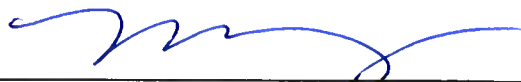
Daina Lujan, Director of Human Resources  
and Staff Relations



Date: May 17, 2022

FOR THE AMERICAN FEDERATION  
OF TEACHERS, LOCAL 1481

Monica Casey, AFT 1481 President



Date: 5/17/2022