

**2021-22 CLASSIFIED SALARY SCHEDULE**  
**Effective July 1, 2021**

COLA 3.0%

Range

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5/6
1	36,246	38,232	40,222	42,235	44,222
2	37,291	39,336	41,404	43,481	45,494
3	38,370	40,523	42,595	44,722	46,818
4	39,503	41,684	43,835	46,015	48,173
5	40,660	42,869	45,107	47,339	49,581
6	41,849	44,140	46,431	48,720	51,012
7	43,063	45,437	47,784	50,159	52,506
8	44,334	46,762	49,220	51,646	54,018
9	45,602	48,115	50,626	53,140	55,622
10	46,957	49,521	52,117	54,713	57,279
11	48,310	50,987	53,636	56,286	58,935
12	49,770	52,481	55,211	57,941	60,672
13	51,205	53,993	56,810	59,623	62,444
14	52,696	55,597	58,495	61,364	64,262
15	54,243	57,248	60,209	63,188	66,164
16	55,818	58,879	61,944	65,008	68,074
17	57,472	60,646	63,792	66,939	70,086
18	59,156	62,385	65,671	68,903	72,129
19	60,867	64,235	67,573	70,888	74,284
20	62,658	66,114	69,535	72,985	76,407
21	64,516	68,046	71,604	75,111	78,671
22	66,390	70,036	73,675	77,343	80,992
23	68,346	72,074	75,829	79,586	83,342
24	70,335	74,229	78,066	81,904	85,793
25	72,407	76,354	80,354	84,331	88,307
26	74,530	78,619	82,702	86,787	90,875
27	76,741	80,909	85,134	89,329	93,585
28	78,948	83,283	87,619	91,949	96,280
29	81,265	85,737	90,158	94,629	99,126
30	83,639	88,251	92,830	97,415	102,028
31	86,097	90,820	95,540	100,258	105,006
32	88,640	93,499	98,328	103,212	108,070
33	91,233	96,232	101,225	106,220	111,248
34	93,880	99,046	104,178	109,342	114,475
35	96,642	101,943	107,244	112,542	117,844
36	99,458	104,952	110,415	115,859	121,321
37	102,384	108,014	113,617	119,248	124,855
38	105,393	111,166	116,931	122,730	128,529
39	108,485	114,422	120,382	126,316	132,278
40	111,657	117,761	123,887	130,044	136,143
41	114,918	121,210	127,534	133,826	140,117
42	118,254	124,797	131,258	137,720	144,261
43	120,585	127,187	133,809	140,507	147,118



**LONGEVITY PAY SCHEDULE 2021-2022 (permanent hire prior to July 1, 2018)**

Effective July 1, 2021

COLA 3.0%

Range	L-1	L-2				L-3	L-4				L-5	L-6					L-7
	YEAR 6 3%	YEAR 7 1%	YEAR 8 1%	YEAR 9 1%	YEAR 10 1%	YEAR 11 2%	YEAR 12 1%	YEAR 13 1%	YEAR 14 1%	YEAR 15 1%	YEAR 16 2%	YEAR 17 1%	YEAR 18 1%	YEAR 19 1%	YEAR 20 1%	YEAR 21 1%	Year 22+ 0.65%
1	1327	1782	2242	2707	3176	3887	4368	4854	5345	5841	6592	7100	7613	8131	8655	9184	9531
2	1365	1834	2307	2785	3268	3999	4494	4994	5499	6009	6782	7305	7833	8366	8905	9449	9806
3	1405	1887	2374	2866	3363	4116	4625	5139	5659	6184	6979	7517	8060	8609	9163	9723	10091
4	1445	1941	2442	2948	3459	4233	4757	5286	5821	6361	7179	7733	8292	8857	9427	10003	10381
5	1487	1998	2514	3035	3561	4358	4897	5442	5992	6548	7390	7960	8535	9116	9703	10296	10685
6	1530	2055	2586	3122	3663	4483	5038	5599	6165	6737	7603	8189	8781	9379	9983	10593	10993
7	1575	2116	2662	3214	3771	4615	5186	5763	6346	6935	7827	8430	9039	9654	10276	10904	11316
8	1621	2177	2739	3307	3880	4748	5336	5930	6529	7134	8051	8672	9299	9932	10572	11218	11642
9	1669	2242	2821	3405	3995	4889	5494	6105	6722	7345	8290	8929	9575	10227	10885	11550	11987
10	1718	2308	2904	3506	4114	5035	5658	6287	6923	7565	8538	9196	9861	10532	11210	11895	12345
11	1768	2375	2988	3607	4232	5180	5821	6469	7123	7784	8785	9462	10146	10837	11535	12240	12703
12	1820	2445	3076	3713	4357	5332	5992	6659	7332	8012	9042	9739	10443	11154	11872	12597	13073
13	1873	2516	3166	3822	4485	5489	6168	6854	7547	8247	9307	10025	10750	11482	12221	12968	13458
14	1928	2590	3259	3934	4616	5649	6348	7054	7767	8487	9578	10316	11062	11815	12576	13344	13848
15	1985	2666	3354	4049	4751	5815	6535	7262	7996	8738	9862	10622	11390	12166	12949	13740	14259
16	2042	2743	3451	4166	4888	5982	6723	7471	8226	8989	10145	10927	11717	12515	13321	14135	14669
17	2103	2825	3554	4290	5034	6161	6923	7693	8471	9257	10447	11252	12065	12887	13717	14555	15105
18	2164	2907	3657	4415	5180	6340	7125	7918	8718	9526	10751	11580	12417	13262	14116	14978	15544
19	2229	2994	3767	4548	5336	6530	7338	8154	8978	9811	11072	11926	12788	13659	14538	15426	16009
20	2292	3079	3874	4677	5488	6716	7547	8387	9235	10091	11388	12266	13153	14049	14954	15868	16468
21	2360	3170	3988	4815	5650	6915	7771	8635	9508	10390	11726	12630	13543	14465	15396	16337	16955
22	2430	3264	4107	4958	5818	7120	8001	8891	9790	10698	12073	13004	13944	14893	15852	16820	17456
23	2500	3358	4225	5101	5985	7325	8232	9148	10073	11007	12422	13380	14347	15324	16311	17308	17962
24	2574	3458	4351	5252	6162	7541	8474	9417	10369	11331	12788	13774	14770	15776	16792	17818	18491
25	2649	3559	4478	5406	6343	7763	8724	9694	10674	11664	13164	14179	15204	16239	17284	18340	19033
26	2726	3662	4607	5562	6526	7987	8976	9975	10984	12003	13546	14590	15645	16710	17786	18873	19586
27	2808	3772	4746	5729	6722	8227	9245	10273	11312	12361	13950	15025	16111	17208	18316	19435	20170
28	2888	3880	4882	5894	6916	8464	9511	10569	11637	12716	14351	15457	16574	17703	18843	19994	20750
29	2974	3995	5026	6068	7120	8714	9792	10881	11981	13092	14775	15914	17064	18226	19400	20585	21363
30	3061	4112	5173	6245	7328	8968	10078	11199	12331	13475	15208	16380	17564	18760	19968	21188	21989
31	3150	4232	5324	6427	7541	9229	10371	11525	12690	13867	15650	16857	18076	19307	20550	21806	22630
32	3242	4355	5479	6614	7761	9498	10674	11861	13060	14271	16106	17348	18602	19869	21148	22440	23288
33	3337	4483	5640	6809	7990	9779	10989	12211	13446	14693	16582	17860	19151	20455	21772	23102	23975
34	3434	4613	5804	7007	8222	10062	11307	12565	13835	15118	17062	18377	19706	21048	22403	23772	24671
35	3535	4749	5975	7213	8464	10359	11641	12936	14244	15565	17566	18920	20288	21669	23064	24473	25398
36	3640	4890	6152	7427	8714	10665	11985	13318	14664	16024	18084	19478	20886	22308	23744	25195	26147
37	3746	5032	6331	7643	8968	10975	12333	13705	15091	16490	18610	20045	21494	22957	24435	25928	26908
38	3856	5180	6517	7867	9231	11297	12695	14107	15533	16974	19157	20634	22126	23633	25155	26692	27701
39	3968	5330	6706	8096	9500	11627	13066	14519	15987	17470	19716	21236	22771	24321	25887	27469	28507
40	4084	5486	6902	8332	9777	11966	13447	14943	16454	17980	20292	21856	23436	25032	26644	28272	29341
41	4204	5647	7105	8577	10064	12317	13841	15381	16936	18507	20886	22496	24122	25764	27423	29098	30198
42	4328	5814	7315	8831	10362	12681	14250	15835	17436	19053	21503	23161	24835	26526	28234	29959	31091
43	4414	5929	7459	9005	10566	12931	14531	16147	17780	19429	21927	23617	25324	27048	28790	30549	31704

**For permanent classified employees hired before July 1, 2018, longevity shall be paid as follows:**

- L-1: On completion of five (5) years of continuous service to the District, and during service year six (6), an additional three percent (3%), based on step 5, will be paid.
- L-2: On completion of six (6) years of continuous service to the District, and during service years seven to ten (7-10), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-3: On completion of ten (10) years of continuous service to the District, and during service year eleven (11), an additional one and one-half percent (1.5%), based on the immediate previous year, will be paid.
- L-4: On completion of eleven (11) years of continuous service to the District, and during service years twelve to fifteen (12-15), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-5: On completion of fifteen (15) years of continuous service to the District, and during service year sixteen (16), an additional one and one-half percent (1.5%), based on the immediate previous year, will be paid.
- L-6: On completion of sixteen (16) years of continuous service to the District, and during service years seventeen to twenty-one (17-21), an additional one percent (1%) per year, based on the immediate previous year, will be paid.
- L-7: On completion of twenty-one (21) years of continuous service to the District, and during service year twenty-two (22), an additional 0.65% percent, based on the immediate previous year, will be paid.

All on-schedule COLA adjustments resulting from collegial negotiations between the Classified Senate and the District shall be applied uniformly to both salary and longevity schedules.

**For permanent classified employees hired after July 1, 2018, longevity shall be paid as follows:**

Years 6-9: \$500 per year^  
Years 10-14: \$1000 per year^  
Years 15-19: \$1500 per year^  
Years 20-22: \$2000 per year^  
Years 23+: \$2500 per year^

^The longevity payment is non-cumulative and does not increase with COLA.

Employees shall be eligible for longevity pay in direct proportion to their percentage of assignment with the district (i.e. a part-time classified employee who works 20 hours per week shall be eligible for a 50% longevity payment).

**Career Incentive Program:** Under the Career Incentive Program, effective July 1, 2004, full-time, permanent, classified employees are granted a monthly salary increase of \$100 upon verification of satisfactory completion of nine (9) units of approved coursework/activities. Employees who work less than full time receive a proportional increase based on the ratio of their employment to forty (40) hours. The increase is an addition to the base salary and is part of the annual earnings when referring to benefit-eligible salary. Each employee is limited to three (3) career-incentive award increases.