

# **FINAL REPORT**

## **CLASSIFICATION AND COMPENSATION STUDY**

**FOR**

***SANTA CRUZ CITY SCHOOLS***

**PRESENTED BY:**



**EWING**  
**CONSULTING**  
A Division of CPS HR Consulting

**EWING CONSULTING, INC.**

**WILLIAM (BJ) EWING,  
PROJECT DIRECTOR**

**February 6, 2018**

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January 29, 2018

Kenee' Houser-Director of Classified Personnel  
Santa Cruz City Schools  
405 Old San Jose Road  
Soquel, CA 95073

Dear Ms. Houser:

We have completed our study with the Santa Cruz City Schools to conduct a classification, salary and benefits study for classified employees. Our report is enclosed with supporting exhibits.

We wish to commend the District for developing a thoughtful, participative and thorough process in conducting this very sensitive and important study. We are especially grateful to you and the members of the Advisory Committee for the willingness to invest considerable time and energy to assure that the results of the study truly reflect the unique character of Santa Cruz City Schools.

Members of the Advisory Committee were Geri Ashton-Instructional Technician, Ebby Della Mora-Principal's Secretary, Mike Duckett-Maintenance Specialist, Kim Jorgensen-Food Service Worker, Andy Munoz-Senior Custodian, Trevor Miller-Director-Maintenance, Operations, & Transportation, Greg Torr-Director of Finance, Robert Chacanaca-Campus Supervisor, Denice Grogan-Personnel Assistant and Kenee Houser-Director-Classified Personnel.

We are extremely pleased with the objective and professional manner in which these people conducted themselves during the course of the study. We are also grateful for the excellent support of the Human Resources Department staff. Their timely and efficient assistance was especially helpful to our consultants.

Best wishes. Thank you for selecting Ewing Consulting to conduct this study for you.

Very truly yours,

William (BJ) Ewing  
Project Director

## CLASSIFICATION STUDY - OVERVIEW

### Approach and Methodology

The classification study provided a detailed review of each of approximately 77 classifications and approximately 353 employees included in the study. The program was initiated through meetings with all study participants to distribute a position information questionnaire and explain the purpose and intent of the study. Each participant completed a position information questionnaire and submitted the completed form to the immediate supervisor who approved the content of the questionnaire prior to the review by our consultants. Our records indicate we received 229 questionnaires representing 64.8 percent participation from the employees. Our consultants reviewed the completed questionnaires and conducted interviews with at least one incumbent in each classification. Interviews generally lasted 30 minutes and focused on clarification of questionnaire information and expansion of questionnaire responses. Our records indicate that we met with approximately 110 employees representing 48 percent of the staff who participated in the questionnaire phase of the study.

Our consultants then prepared initial class descriptions using a revised format which placed the typical duties and responsibilities in a "menu" or listing format. Preliminary class descriptions, prepared by our consultants, were then submitted to the incumbents for review. We received several suggestions for change to the descriptions from both incumbents and supervisors.

### Recommendations - Classification

There are two primary outputs of the classification part of the study: an Allocation Listing and Class Descriptions. The Allocation Listing (Exhibit A) illustrates the actions recommended for each classification and each incumbent. The revised class descriptions are also included and represent the current duties and responsibilities assigned to the incumbents. We have suggested several title changes, reclassifications, eliminations of existing classes and establishment of new classes. We have also included an alphabetical listing of classifications as Exhibit B and class descriptions as Exhibit C.

Other recommendations regarding implementation and maintenance of the overall program are included in later sections of this report.

## COMPENSATION STUDY - OVERVIEW

The compensation element of this study was conducted in two phases: salary survey and internal relationships. Both phases were conducted simultaneously.

### Salary Survey

The first step in the salary survey process was the selection of benchmark classifications (Exhibit D) which met the following criteria:

1. The classification was a good representative of an occupational group, family or profession;
2. The classification could be expected to be found in other organizations with about the same duties and responsibilities;
3. The selected classifications as a whole must represent the entire array of classifications from highest to lowest within Santa Cruz City Schools.

Next, we selected survey participants (Exhibit E) based on the following criteria:

1. Geographic Area: Santa Cruz, Monterey and adjacent counties
2. Type of Business: K-12, elementary and high school districts
3. Size of Business: Enrollments between 2,200 to 20,400 students

Our consultants received a written or verbal response from every participating organization. Our consultants were careful to compare the participant's classifications with those developed for Santa Cruz City Schools to assure proper matching of classification content.

We requested information from each participant on the minimum and maximum for the salary range relating to the benchmark classification. In all cases, our analysis focused on the maximum of the salary range to which the benchmark classification was allocated. This practice is consistent with survey standards for educational institutions considering the variety of policies in education today affecting the size of ranges and the use of the lower end of the range. Since the salary practices of the organizations surveyed tended to vary considerably, we elected to utilize the "MEDIAN" as the measure of central tendency. It is our belief, under these conditions, that the median best represents the full array of data without being as sensitive to extremes as the mean (average).

We have included the salary survey both in summary form and with all the detail for each benchmark classification. The salary survey detail is included as Exhibit F, and the salary survey summary is included as Exhibit G in this report.

2. Given financial constraints, we believe the District should implement the reclassification suggestions first since these reflect changes in the scope of duties currently assigned to employees. There are several reclassifications identified in the classification sections of this report.
3. With respect of those salaries recommended to be raised, please consider the following implementation methods:

Move positions to the step in the recommended range corresponding to the employee's current step. For example, if an employee is currently at step 5, then the employee would move to step 5 on the recommended range. The alternative would be moving positions to a step in the recommended range which results in an increase of no more than a given amount. For example, an employee would be raised to a step in the new range which would provide an increase of no more than 5 percent. This accomplishes the objective of placing the position in the proper range without creating a windfall for the employee or an extreme financial burden for the District. Some of our clients have even moved the employees to a step in the new range equal to or closest to their current salary. This is a method which results in the lowest overall impact in the first year.

In all cases, we suggest moving all positions at least to the minimum of the new range.

4. With respect to those classes recommended to be lowered, please consider the following implementation methods:

We strongly believe that no employee should be reduced in salary as a result of the study. Our recommendations do not place classes at lower levels even in cases where the market survey suggests difficulty.

If the District lowers these salary ranges, the concept of Y-Rating has been frequently used by the public sector. Under this plan, employees would be moved to the new range and, assuming they are currently paid above the range maximum, their salaries would be frozen for as long as it takes for the salary range to catch up to the current pay level.

Variations on the Y-Rating theme are also utilized. A modified Y-Rating would provide for a portion of the negotiated increase to be given to the employee. This has the effect of lengthening the "catch up" time while providing at least some salary increase for employees.

A variation of Y-Rating, known as "bi-level classes" or a "two-tier" method provides another alternative for those classes recommended for a lower range. Under this alternative, incumbents currently employed by the District would remain at their current salary level while new employees would be hired at the lower rate. Incumbents' salaries would not be frozen (as in Y-Rating) and would continue to enjoy the benefits of the existing range as long as the incumbent continues to be employed by the District. This may be a much more desirable alternative from the employee's point of view and should make implementation of the study more acceptable at little cost to the District. Since this is a relatively new concept, we suggest that legal counsel be consulted to assure its consistency with federal and State laws and its proper documentation as a matter of policy.

### Internal Relationships

The next step in the salary-setting process was to establish the internal relationships of the classifications. The consultants first read the newly prepared classification and discussed the classification in detail, carefully checking position information questionnaires and any other materials which would add additional information. The consultants then determined the proper internal ranking for each classification within the job family. We were careful to evaluate knowledge requirements, complexity and accountability for each classification. Once the internal relationships of all the classifications were determined, the consultants met to assure the internal consistency and accuracy of these relationships.

With respect to internal relationships, we utilized the following criteria to establish minimum standards:

1. Classes in a series should be separated by at least two ranges (5%) allowing current practice to dictate specific differences if above the two-range minimum.
2. Classes in a lead capacity should be separated by at least three ranges (7.5%) from the highest level subordinate.
3. Classes in a supervisory or managerial capacity should be separated by at least five ranges (12.5%) from the highest level subordinate. Other variables such as span of control were also considered.

### Salary Range Recommendations

Exhibit H illustrates the recommended salary ranges by classification and includes a comparison between the recommended range placements according to the proposed salary schedule and the current salary range. This exhibit demonstrates that a number of classifications need to change in salary range relationships in order to comply with market demands and proper internal relationship considerations. Our recommendations did not reflect the reductions of salaries, only those whose salaries are currently under market.

### Benefits Survey

Exhibit I illustrates the Health and Welfare benefits paid by each survey participant. We were careful to gather data the District required. We surveyed the maximum cap for participant districts for health, dental, vision and life insurance benefits for employee-only and employee + family. Exhibit I also provides for a look at participant district's longevity pay practices. We did not use benefits data to make our salary range determination.

### Implementation of Program

With respect to the implementation of a program such as this, we believe it is important to consider the impact of salary range changes both on the District's financial resources and the well-being of employees. In order to ease the burden on both, we suggest the following:

1. The District should approve the study as a whole with an implementation plan which extends over a reasonable period of time. It is quite common for public sector organizations to consider an implementation period of several years in order to ease the financial burden in any given year.

## LISTING OF EXHIBITS

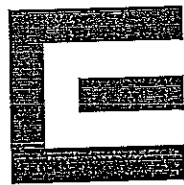
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# SANTA CRUZ CITY SCHOOLS

## ALLOCATION LISTING (Exhibit A)



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**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Proposed Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Brito	Anna M	Program Accounts Specialist	D.O.: Special Ed	Accounting Technician
Bartle	Judy K	Administrative Secretary	D.O.: Curriculum	Administrative Assistant
Eklhof	Alexandria (Nina)	Administrative Secretary	D.O.: Special Ed	Administrative Assistant
Luna	Maria C	Administrative Secretary	D.O.: Student Services	Administrative Assistant
Robles-Colmenares	Eugenia	Administrative Secretary	D.O.: Academic Equity	Administrative Assistant
Spilman	Laura W	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Williams	Brenna A	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Gonzalez	Elizabeth M	Attendance Technician	Santa Cruz High School	Attendance Technician
Hernandez Luna	Maribel	Attendance Technician	Branciforte Small Schools	Attendance Technician
Moker	Kelly C	Attendance Technician	Soquel High School	Attendance Technician
Reyes	Celia B	Attendance Technician	Harbor High School	Attendance Technician
Robles Vazquez	Nereyda R	Attendance Technician	Mission Hill Middle School	Attendance Technician
Silva-Robles	Fe E	Attendance Technician	Branciforte Middle School	Attendance Technician
Dyer	Lisa J	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
Gaona	Mireya	Instructional Technician-PBS	Branciforte Middle School	Behavior Intervention Facilitator
Kidd	Kimberely L	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Koopmans	Jason A	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Linsdale	Troy K	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
McCombie-Murray	Paula K	Instructional Technician-PBS	Branciforte Middle School	Behavior Intervention Facilitator
McInerney	Teresa M	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
Miller	Lisa A	Instructional Technician-PBS	Westlake Elementary	Behavior Intervention Facilitator
Teachout	Jon D	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Wetzel	Dawn	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Gilmore	Kristi A	Benefits Coordinator	District Office	Benefits Specialist
Morin	Paula R	District Buyer	District Office	Buyer
Arnold Jr.	Stephen M	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Chacanaca	Robert J	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Fox	Darin C	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Grothe	Jeanette R	Campus Supervisor	Harbor High School	Campus Safety Supervisor
Olander Tompkins	Katherine A	Campus Supervisor	Branciforte Middle School	Campus Safety Supervisor
Redding	Erik K	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Reinero	Eden	Campus Supervisor	Branciforte Small Schools	Campus Safety Supervisor
Rodriguez	Michael	Campus Supervisor	Mission Hill Middle School	Campus Safety Supervisor
Trumbull	Jesse J	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Urbach Jr	Howard A	Campus Supervisor	Harbor High School	Campus Safety Supervisor

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Proposed Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Bautista	Patricia E	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Bennett	Sarah E	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Higgins	Tamara H	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Juarez	Consuelo	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Linneman	Devon M	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Marlatt	Monica A	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Navaroli	Gina M	Central Kitchen Coordinator	Food Services	Central Kitchen Coordinator
Elrod	Edward L	Senior Custodian	Santa Cruz High School	Day Custodian
Fennell-Tortoledo	Alex W	Custodian	Bay View Elementary	Day Custodian
Lopez	Teodoro	Senior Custodian	Branciforte Middle School	Day Custodian
Munoz	Andy	Senior Custodian	Soquel High School	Day Custodian
Poynter	Barbara A	Senior Custodian	Branciforte Small Schools	Day Custodian
Robles-Ruiz	Rodrigo	Senior Custodian	Harbor High School	Day Custodian
Rodriguez	Christian	Custodian	Santa Cruz High School	Day Custodian
Netto	John J	Delivery Person/Utility Worker	Food Services	Delivery Driver-Food Services & Nutrition
Houser	Keneé	Director, Classified Personnel	District Office	Director- Classified Personnel
Robbins	Cheryl	Director, Finance	District Office	Director- Finance
Hedrick-Farr	Amy	Director, Food Service & Nutrition	Food Services	Director- Food Service & Nutrition
Gomez	Curtis	Director of IT	Information Technology	Director- Information Technology
Miller	Trevor	Director, MOT	Maintenance/Operations	Director- Maintenance, Operations, & Transportation
Kramer	Todd A	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
Scott	Jillian M	Education Technology Specialist	Branciforte Middle School	Educational Technology Specialist
Wells	Jon S	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
White	Christopher J	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
Kianpour	Dahria K	Administrative Assistant	D.O.: Human Resources	Executive Assistant I
Meyer-Johnson	Catherine S	Administrative Assistant	D.O.: Business Services	Executive Assistant I
Lentz	Nancy S	Administrative Assistant - Superintendent	D.O.: Superintendent's Office	Executive Assistant II
Alvarez	Sandra E	Food Service Worker	Food Services	Food Service Worker I
Carreno Contreras	Eunice M	Food Service Worker	Food Services	Food Service Worker I
Dimarzio	Ruth W	Food Service Worker	Food Services	Food Service Worker I
Durden	Avis L	Food Service Worker	Food Services	Food Service Worker I
Gonzales	Laura L	Food Service Worker	Food Services	Food Service Worker I

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Jorgensen	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
Kauss	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
Kryst	Carolyn S.	Food Service Worker	Food Services	Food Service Worker I
Raynal	Vanessa A	Food Service Worker	Food Services	Food Service Worker I
Salgado De Santos	Maria C	Food Service Worker	Food Services	Food Service Worker I
Bernal	M Guadalupe R	Senior Food Service Worker	Food Services	Food Service Worker II
Guzman	Georgiana A	Senior Food Service Worker	Food Services	Food Service Worker II
Stanley	Carol A	Senior Food Service Worker	Food Services	Food Service Worker II
Waier	Rose L	Senior Food Service Worker	Food Services	Food Service Worker II
Dalbesio	Allyson A	Lead Food Service Worker	Food Services	Food Service Worker III
Eriksen	Cynthia F	Lead Food Service Worker	Food Services	Food Service Worker III
Hebert	Juliette E	Lead Food Service Worker	Food Services	Food Service Worker III
McHale	Betsy L	Lead Food Service Worker	Food Services	Food Service Worker III
Lambert	Beatriz E	Grant Coordinator	Soquel High School	Grant Coordinator
Rackley	Theron M	Grounds Specialist - Irrigation	Grounds	Grounds/Irrigation Specialist
McCall	Bonny J	Groundskeeper I	Maintenance/Operations	Groundskeeper I
Laurance	Elizabeth A	Groundskeeper III	Grounds	Groundskeeper III
Valtierra	Antonio F	Head Custodian	Harbor High School	Head Custodian
Beatton	Sheri L	School Health Clerk	Gault Elementary	Health Office Assistant
Chen	Christine M	School Health Clerk	Westlake Elementary	Health Office Assistant
Hernandez Luna	Maribel	School Health Clerk	Branciforte Small Schools	Health Office Assistant
Juhl	Frances A	School Health Clerk	Delavcaga Elementary	Health Office Assistant
Slakey	Peggy A	School Health Clerk	Mission Hill Middle School	Health Office Assistant
Stiefelmaier	Elizabeth	School Health Clerk	Branciforte Middle School	Health Office Assistant
Stroud	Susan M	School Health Clerk	Santa Cruz High School	Health Office Assistant
Vienna	Lori M	School Health Clerk	Harbor High School	Health Office Assistant
Berdan	Jory V	Personnel Assistant	D.O.: Personnel Commission	Human Resources Specialist Personnel Commission
Butler	Christina M	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Gomez	Yolanda	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Greenwood	Michelle A	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Lerman	Bernette M	Lead Account Technician	D.O.: Finance	Lead Accounting Technician
Tanner	Brenda G	Lead Account Technician	D.O.: Finance	Lead Accounting Technician
Kosta	Nathan A	Lead Technology Specialist	District Office	Lead Technology Specialist

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Brewster	Anne E	Library/Media Service Asst	Branciforte Small Schools	Library/Media Assistant
Carlassare	Catherine A	Library/Media Service Asst	Soquel High School	Library/Media Assistant
Corona	Jessica J	Library/Media Service Asst	Delaveaga Elementary	Library/Media Assistant
Dalbesio	Margaret L	Library/Media Service Asst	Branciforte Middle School	Library/Media Assistant
Isonio	Kathleen A	Library/Media Service Asst	Bay View Elementary	Library/Media Assistant
Koopmans	Holly L	Library/Media Service Asst	Mission Hill Middle School	Library/Media Assistant
Ledbetter	Dorothee	Library/Media Service Asst	Branciforte Small Schools	Library/Media Assistant
May	Angela M	Library/Media Service Asst	Harbor High School	Library/Media Assistant
Stillinger	Jane	Library/Media Service Asst	Gault Elementary	Library/Media Assistant
Talagtag	Shirley N	Library/Media Service Asst	Santa Cruz High School	Library/Media Assistant
Vu	Le	Library/Media Service Asst	Westlake Elementary	Library/Media Assistant
Baldwin	Christian H	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Bettar	Brian K	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Crosby	Michael W	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Duckett	Michael E	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Gonzalez-Acevedo	Leonardo	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Scrodin	Teresa R	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Sladwick	Forrest S	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Zamora III	Manuel	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Dominguez	Desiree	Human Resources Manager	Human Resources	Manager-Human Resources
Hasbrouck	Alethea J	Mental Health Specialist	Special Education	Mental Health Specialist
Nisewaner	Amanda K	Mental Health Specialist	Special Education	Mental Health Specialist
San Chirico Miller	Veronica C	Mental Health Specialist	Itinerant; Special Ed	Mental Health Specialist
Shuts	Victoria L	Mental Health Specialist	Special Education	Mental Health Specialist
Iniguez	Enrique	Custodian	Branciforte Small Schools	Night Custodian
Jaramillo Moreno	Antonio	Custodian	Delaveaga Elementary	Night Custodian
Aguilar	Lupe I	Instructional Technician	Gault Elementary	No Questionnaire
Alfaro	Cassandra J	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Alley	Mary M	Senior Food Service Worker	Food Services	No Questionnaire
Aubry	Martin J	School Bus Driver	Transportation	No Questionnaire
Benitez	Irene	Instructional Technician	Soquel High School	No Questionnaire
Brockmann	Leslee	Food Service Worker	Food Services	No Questionnaire
Cusirramos	Mirella	Learning Assistant	Delaveaga Elementary	No Questionnaire
Day-Smith	Jan M	School Bus Driver	Transportation	No Questionnaire

**SANTA CRUZ CITY SCHOOLS**  
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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Delgado	Sandra L	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Delgado	Sandra L	Learning Assistant	Bay View Elementary	No Questionnaire
DeMarco	Roxana M	Instructional Technician - Elem Intervention	Westlake Elementary	No Questionnaire
Diaz	Pedro	Custodian	Harbor High School	No Questionnaire
Ellis IV	Cassius M	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Espinoza-Saldana	Efrain	Instructional Technician - Elem Intervention	Gault Elementary	No Questionnaire
Fette	Leslie A	Instructional Technician	Soquel High School	No Questionnaire
Flores	Miguel	Custodian	Branciforte Middle School	No Questionnaire
Flores	Asela	Food Service Worker	Food Services	No Questionnaire
Flores	Ellery-George T	Senior Custodian	Itinerant: Adult Ed	No Questionnaire
Garcia	Sergio J	Custodian	Mission Hill Middle School	No Questionnaire
Garcia	Karina L	Learning Assistant	Branciforte Middle School	No Questionnaire
Gould	Erin E	School Health Clerk	Soquel High School	No Questionnaire
Gould	Lyndsey C	Theater Technician	Harbor High School	No Questionnaire
Haldi	Jacob F	Food Service Worker	Food Services	No Questionnaire
Harris	Daniel O	Custodian	Soquel High School	No Questionnaire
Heaster	Molly R	Accounts Payable Technician	D.O.: Finance	No Questionnaire
Hillard	Fiona K	Instructional Technician	Westlake Elementary	No Questionnaire
Hubbard	Katherine M	Instructional Technician	Bay View Elementary	No Questionnaire
Huerta	Steve H	Senior Custodian	Delaveaga Elementary	No Questionnaire
Jackson	John C	Maintenance Specialist	Maintenance/Operations	No Questionnaire
Jackson	Dwayne A	School Bus Driver	Transportation	No Questionnaire
Jones Jr	Jack N	Groundskeeper III	Maintenance/Operations	No Questionnaire
Karamargin	Electra Z	Systems Support Specialist	D.O.: Information Technology	No Questionnaire
Kianpour	Jacqueline F	Instructional Technician - ASES	Gault Elementary	No Questionnaire
Kimpton	Reyena R	Learning Assistant	Branciforte Small Schools	No Questionnaire
Lara	Christopher S	Custodian	Santa Cruz High School	No Questionnaire
Larkin	Timothy M	School Bus Driver	Transportation	No Questionnaire
Limas	Rosalie	Instructional Technician	Westlake Elementary	No Questionnaire
Lucero	Laura A	Instructional Technician	Bay View Elementary	No Questionnaire
Manako	Annie J	Instructional Technician - Elem Intervention	Bay View Elementary	No Questionnaire
Marquez	Belinda F	Instructional Technician	Bay View Elementary	No Questionnaire
Martinez	Mark B	Custodian	Westlake Elementary	No Questionnaire
Martinez	Melvin E	Head Custodian	Santa Cruz High School	No Questionnaire

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Martinez Garzia	Perla	Instructional Technician PBS	Gault Elementary	No Questionnaire
McFadden	Valerie J	Administrative Assistant	D.O.: Student Services	No Questionnaire
Mena	David F	Custodian	Gault Elementary	No Questionnaire
Mena Flores	Moises	Senior Custodian	Gault Elementary	No Questionnaire
Naranjo Huerta	Estephany	Instructional Technician - ASES	Mission Hill Middle School	No Questionnaire
Noguera	Marion L	Instructional Technician	Branciforte Middle School	No Questionnaire
Noguera	Marion L	Instructional Technician - ASES	Branciforte Middle School	No Questionnaire
Nyland	Barbara J	Food Service Worker	Food Services	No Questionnaire
Ortiz-Flores	Miguel A	Senior Custodian	Mission Hill Middle School	No Questionnaire
Page II	James M	Instructional Technician PBS	Harbor High School	No Questionnaire
Pavlak	Jessica L	Inst Technician - Life Lab	Bay View Elementary	No Questionnaire
Perez	Ricardo P	Custodian	Santa Cruz High School	No Questionnaire
Perez	Katya C	Instructional Technician - ASES	Mission Hill Middle School	No Questionnaire
Ramirez	Denise A	Learning Assistant	Westlake Elementary	No Questionnaire
Robles Vazquez	Nereyda R	School/Community Coordinator	Mission Hill Middle School	No Questionnaire
Rodriguez	Joleen F	Instructional Technician PBS	Harbor High School	No Questionnaire
Ruvalcaba Jr	Braulio	Custodian	Soquel High School	No Questionnaire
Salinas	Ron	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Salter	Jack D	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Santacruz	Analilia	Program Coordinator, ASES	Mission Hill Middle School	No Questionnaire
Schultz	Gretchen S	School Health Clerk	Bay View Elementary	No Questionnaire
Sedano	Dessire	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Segura-Munoz	Andrew	Senior Custodian	Soquel High School	No Questionnaire
Sepulveda	Irma G	School Bus Driver	Transportation	No Questionnaire
Silva	Panuncio	Instructional Technician	Harbor High School	No Questionnaire
Silva-Robles	Fe E	School/Community Coordinator	Branciforte Middle School	No Questionnaire
Singh	Rajwinder P	Groundskeeper I	Maintenance/Operations	No Questionnaire
Sisolak Villafane	Aaron	Senior Custodian	Westlake Elementary	No Questionnaire
Soto	Marialouise N	Instructional Technician	Mission Hill Middle School	No Questionnaire
Stocker	Christina R	Instructional Technician	Bay View Elementary	No Questionnaire
Szeremet	Julie A	Lead School Bus Driver	Transportation	No Questionnaire
Tuscano	Jose A	Head Custodian	Soquel High School	No Questionnaire
Tuthill-Lewis	Carol J	Food Service Worker	Food Services	No Questionnaire
Ungor	John F	School Bus Driver	Transportation	No Questionnaire

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Valencia-Maldonado	Martha B	Primary Intervention Student Asst	Bay View Elementary	No Questionnaire
Vega	Israel	Program Coordinator, ASES	Bay View Elementary	No Questionnaire
Voennell	Brian D	Instructional Technician	Branciforte Small Schools	No Questionnaire
Young Jr	Donald F	Custodian	Westlake Elementary	No Questionnaire
Young Jr	Donald F	Custodian	Delaveaga Elementary	No Questionnaire
Zektser Cruz	Nicole J	Instructional Technician PBS	Delaveaga Elementary	No Questionnaire
Gibson	Laurie K	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
Tuson	Kim	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
Beatton	Sheri L	Clerical Assistant	Gault Elementary	Office Assistant
Chase	Elise M	Clerical Assistant	D.O.: Special Ed	Office Assistant
Cordero	Lisa A	Clerical Assistant	Westlake Elementary	Office Assistant
Dewitt	Dawn M	Clerical Assistant	Delaveaga Elementary	Office Assistant
Juhl	Frances A	Clerical Assistant	Delaveaga Elementary	Office Assistant
Marizette	Gail E	Clerical Assistant	Bay View Elementary	Office Assistant
Trebbien	Lori L	Clerical Assistant	Delaveaga Elementary	Office Assistant
Chavez	Audrey L	Learning Assistant	Westlake Elementary	Paraeducator
Ferreira	Susan A	Learning Assistant	Westlake Elementary	Paraeducator
Helm	Mary S	Learning Assistant	Bay View Elementary	Paraeducator
Hernandez	Maria V	Learning Assistant	Gault Elementary	Paraeducator
Hurley	Patricia J	Learning Assistant	Gault Elementary	Paraeducator
Manako	Annie J	Learning Assistant	Bay View Elementary	Paraeducator
Manriquez	Angela E	Learning Assistant	Gault Elementary	Paraeducator
Milazzo	Sheri L	Learning Assistant	Delaveaga Elementary	Paraeducator
Mitchell	Marjorie J	Instructional Technician	Santa Cruz High School	Paraeducator
Musch	Katrin S	Learning Assistant	Westlake Elementary	Paraeducator
Naranjo	Velia V	Learning Assistant	Bay View Elementary	Paraeducator
Reidt	Paula C	Learning Assistant	Gault Elementary	Paraeducator
Scholz-Gross	Ursula M	Learning Assistant	Gault Elementary	Paraeducator
Shannon	Martee P	Learning Assistant	Gault Elementary	Paraeducator
Tolentino	Angelica	Instructional Technician	Santa Cruz High School	Paraeducator
Attard	Emma C	Instructional Technician - Elem Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Chavez	Audrey L	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Hendrix	Caitlin E	Instructional Technician - Elem Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention



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Hubert	Fabrice	Instructional Technician - Elem Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Hurley	Patricia J	Instructional Technician - Elem Intervention	Gault Elementary	Paraeducator-Academic Intervention
Kimble	Taylor N	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Lawrence	Gloriana A	Instructional Technician - Elem Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Mansnerus	Lidia I	Instructional Technician - Elem Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Medina	Hannah B	Instructional Technician - Elem Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Musch	Katrin S	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Perry	Theresa	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Reidt	Paula C	Instructional Technician - Elem Intervention	Gault Elementary	Paraeducator-Academic Intervention
Roening	Elizabeth	Instructional Technician - Elem Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Shannon	Martee P	Instructional Technician - Elem Intervention	Gault Elementary	Paraeducator-Academic Intervention
Medlen	Kristi M	Instructional Technician - ASES	Categorical Programs	Paraeducator-After School Programs
Moreno	Eduardo	Instructional Technician - ASES	Gault Elementary	Paraeducator-After School Programs
Portillo	Jose A	Instructional Technician - ASES	Branciforte Middle School	Paraeducator-After School Programs
Ruiz	Alejandra L	Instructional Technician - Home Based Preschool	Categorical Programs	Paraeducator-Home Based Preschool
Dahlgren	Susan G	Inst Technician - Life Lab	Gault Elementary	Paraeducator-Life Lab
Forbes	Jane C	Inst Technician - Life Lab	Westlake Elementary	Paraeducator-Life Lab
Forbes	Leticia C	Instructional Technician	Santa Cruz High School	Paraeducator-Life Lab
Shaffer-Tropeano	Lidia F	Inst Technician - Life Lab	Delaveaga Elementary	Paraeducator-Life Lab
Aceves Gagne	Marina A	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Adam	Monika	Instructional Technician	Westlake Elementary	Paraeducator-Special Education
Anderson	Katherine S	Instructional Technician	Gault Elementary	Paraeducator-Special Education
Ashton	Gerri A	Instructional Technician	Branciforte Small Schools	Paraeducator-Special Education
Bjornlie	Dena L	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Coddington	Veronica J	Instructional Technician	Delaveaga Elementary	Paraeducator-Special Education
Corbella	Judy H	Instructional Technician	Mission Hill Middle School	Paraeducator-Special Education
Deleon	Elizabeth M	Instructional Technician	Delaveaga Elementary	Paraeducator-Special Education
Herzog	Melissa K	Instructional Technician	Harbor High School	Paraeducator-Special Education
Lucero	Jo-Ann	Instructional Technician	Westlake Elementary	Paraeducator-Special Education
Medlen	Kristi M	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Merkel	Andrea A	Instructional Technician	Soquel High School	Paraeducator-Special Education
Muldowney	Thomas G	Instructional Technician	Harbor High School	Paraeducator-Special Education
Murray	Cindy S	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Novak	Theresa A	Instructional Technician	Harbor High School	Paraeducator-Special Education
Shanahan	Camille M	Instructional Technician	Soquel High School	Paraeducator-Special Education
Stiga	John P	Instructional Technician	Harbor High School	Paraeducator-Special Education
Tweddle	Barbara	Instructional Technician	Soquel High School	Paraeducator-Special Education
Utrecht	Claire J	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education
Williams	Julie E	Instructional Technician	Harbor High School	Paraeducator-Special Education
Barrientos	Vickie L	School/Community Coordinator	Gault Elementary	Parent/Community Outreach Coordinator
Campos Solorio	Miriam	School/Community Coordinator	Branciforte Small Schools	Parent/Community Outreach Coordinator
Gonzales	Elisa A	School/Community Coordinator	Categorical Programs	Parent/Community Outreach Coordinator
Guzman	Julia J	School/Community Coordinator	Harbor High School	Parent/Community Outreach Coordinator
Lopez	Arturo	School/Community Coordinator	Bay View Elementary	Parent/Community Outreach Coordinator
Ruiz	Reyna M	School/Community Coordinator	Branciforte Small Schools	Parent/Community Outreach Coordinator
Switzer	Patty	School/Community Coordinator	District Office	Parent/Community Outreach Coordinator
Weckler	Rosario	School/Community Coordinator	Delaveaga Elementary	Parent/Community Outreach Coordinator
Heaster	Molly R	Payroll Technician	D.O.: Finance	Payroll Technician
Marquart	Michelle A	Payroll Technician	D.O.: Finance	Payroll Technician
Sossoyan-Rix	Michele	Payroll Technician	D.O.: Finance	Payroll Technician
Fitch	Marina L	Primary Intervention Student Asst	Itinerant: Student Services	Primary Intervention Student Assistant
White O'Hagan	Meghan L	Primary Intervention Student Asst	Itinerant: Student Services	Primary Intervention Student Assistant
Zavaleta Buendia	Lorena	Primary Intervention Student Asst	Delaveaga Elementary	Primary Intervention Student Assistant
Brewer	Deadra D	Program Accounts Specialist	Food Services	Program Account Technician-FSN
Geffken	Donna M	Program Coordinator, ASES	Branciforte Middle School	Program Coordinator After-School Programs
Diaz	Beatriz	Clerical Specialist	D.O.: Academic Equity	Program Support Assistant
Fennell	Debbie	Clerical Specialist	Adult Education	Program Support Assistant
Souvey	Patricia A	Clerical Specialist	Transportation	Program Support Assistant
Anaya-Mendez	Yesenia	School Registrar	Harbor High School	Registrar
Smith	Jennifer S	School Registrar	Soquel High School	Registrar
Elliott Perkins	Pamela R	Secretary II	Branciforte Middle School	School Administrative Assistant II
Homan	Sara E	Secretary II	Branciforte Small Schools	School Administrative Assistant II
Johnson	Lorna L	Secretary II	Mission Hill Middle School	School Administrative Assistant II
Rodriguez	Leslie M	Secretary II	Santa Cruz High School	School Administrative Assistant II
Diaz Uribe	Italia S	Secretary III	Harbor High School	School Administrative Assistant III
Manousos	Janet D	Secretary III	Santa Cruz High School	School Administrative Assistant III

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Martinez	Ana	Secretary III	Soquel High School	School Administrative Assistant III
Rose	Lauren G	Secretary III	Santa Cruz High School	School Administrative Assistant III
Valencia	Natalie H	Secretary III	Harbor High School	School Administrative Assistant III
Walton	Cheryl C	Secretary III	Soquel High School	School Administrative Assistant III
Barranco	Margarita P	Principal's Secretary	Delaveaga Elementary	School Administrative Assistant IV
Bocchetti	Rosell P	Principal's Secretary	Westlake Elementary	School Administrative Assistant IV
Della Mora	Ebby E	Principal's Secretary	Gault Elementary	School Administrative Assistant IV
Hernandez	Alejandra	Principal's Secretary	Mission Hill Middle School	School Administrative Assistant IV
Lopez	Flora E	Principal's Secretary	Bay View Elementary	School Administrative Assistant IV
Mabrouk	Gail E	Principal's Secretary	Branciforte Small Schools	School Administrative Assistant IV
Orozco	Elizabeth O	Principal's Secretary	Branciforte Middle School	School Administrative Assistant IV
Paulsen	Kelly A	Principal's Secretary	Harbor High School	School Administrative Assistant IV
Pruett	Kathleen M	Principal's Secretary	Santa Cruz High School	School Administrative Assistant IV
Weng	Viyada T	Principal's Secretary	Soquel High School	School Administrative Assistant IV
Castaneda	Frances	School Bus Driver	Transportation	School Bus Driver
Saarni	Richard V	School Bus Driver	Transportation	School Bus Driver
Sihler	Kris L	School Bus Driver	Transportation	School Bus Driver
Brown	Norma Jean	Program Accounts Specialist	Santa Cruz High School	Site Accounting Technician
Lambert	Beatriz E	Site Accounts Specialist	Soquel High School	Site Accounting Technician
Souvey	Patricia A	Site Accounts Specialist	Harbor High School	Site Accounting Technician
Diaz	Beatriz	Site Program Coordinator	Curriculum	Site Program Coordinator
Franks	Dorothy J	Site Program Coordinator	Westlake Elementary	Site Program Coordinator
Zamora	Beatris	Site Program Coordinator	District Office	Site Program Coordinator
Partida-Cook	Junnue E	Data & Assessment Specialist	District Office	Student Data Assessment Specialist
Lipscomb	Paul	Supervisor, Custodial, Grounds & Maintenance	Maintenance/Operations	Supervisor-Custodial, Grounds & Maintenance
Trincherro	Suzanne L	Senior Accountant	D.O.: Finance	Supervisor-Finance
Frates	Emil	Supervisor, Transportation	Transportation	Supervisor-Transportation
Flippo	Belynda G	Systems Support Specialist	D.O.: Information Technology	Systems Support Specialist
Aceves	Anthony	Media Textbook Clerk	Santa Cruz High School	Textbook/Media Assistant
Roberts	John M	Media Textbook Clerk	Soquel High School	Textbook/Media Assistant
Sheinbaum	Grainne K	Media Textbook Clerk	Harbor High School	Textbook/Media Assistant
Barrientos	Luz A	Translator/Interpreter	District Office	Translator
Davis	Steve P	Warehouse Person	Maintenance/Operations	Warehouse Worker
Martinez	Manuel	Warehouse Person	Food Services	Warehouse Worker-Food Services

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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Chavez	Audrey L	Yard Duty	Westlake Elementary	Yard Duty Monitor
Delgado	Sandra L	Yard Duty	Bay View Elementary	Yard Duty Monitor
DeMarco	Roxana M	Yard Duty	Westlake Elementary	Yard Duty Monitor
Espinoza-Saldana	Efrain	Yard Duty	Gault Elementary	Yard Duty Monitor
Helm	Mary S	Yard Duty	Bay View Elementary	Yard Duty Monitor
Kimble	Taylor N	Yard Duty	Westlake Elementary	Yard Duty Monitor
Martinez Garzia	Perla	Yard Duty	Gault Elementary	Yard Duty Monitor
Milazzo	Sheri L	Yard Duty	Delaveaga Elementary	Yard Duty Monitor
Miller	Lisa A	Yard Duty	Westlake Elementary	Yard Duty Monitor
Musch	Katrin S	Yard Duty	Westlake Elementary	Yard Duty Monitor
Naranjo	Velia V	Yard Duty	Bay View Elementary	Yard Duty Monitor
Perry	Theresa	Yard Duty	Westlake Elementary	Yard Duty Monitor
Ramirez	Denise A	Yard Duty	Westlake Elementary	Yard Duty Monitor
Scholz-Gross	Ursula M	Yard Duty	Gault Elementary	Yard Duty Monitor
Shannon	Martee P	Yard Duty	Gault Elementary	Yard Duty Monitor

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Heaster	Molly R	Accounts Payable Technician	D.O.: Finance	No Questionnaire
Kianpour	Dahria K	Administrative Assistant	D.O.: Human Resources	Executive Assistant I
Meyer-Johnson	Catherine S	Administrative Assistant	D.O.: Business Services	Executive Assistant I
McFadden	Valerie J	Administrative Assistant	D.O.: Student Services	No Questionnaire
Lentz	Nancy S	Administrative Assistant Superintendent	D.O.: Superintendent's Office	Executive Assistant II
Bartle	Judy K	Administrative Secretary	D.O.: Curriculum	Administrative Assistant
Eklof	Alexandria (Nina)	Administrative Secretary	D.O.: Special Ed	Administrative Assistant
Luna	Maria C	Administrative Secretary	D.O.: Student Services	Administrative Assistant
Robles-Colmenares	Eugenia	Administrative Secretary	D.O.: Academic Equity	Administrative Assistant
Spilman	Laura W	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Williams	Brenna A	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Gonzalez	Elizabeth M	Attendance Technician	Santa Cruz High School	Attendance Technician
Hernandez Luna	Maribel	Attendance Technician	Branciforte Small Schools	Attendance Technician
Moker	Kelly C	Attendance Technician	Soquel High School	Attendance Technician
Reyes	Celia B	Attendance Technician	Harbor High School	Attendance Technician
Robles Vazquez	Nereyda R	Attendance Technician	Mission Hill Middle School	Attendance Technician
Silva-Robles	Fe E	Attendance Technician	Branciforte Middle School	Attendance Technician
Gilmore	Kristi A	Benefits Coordinator	District Office	Benefits Specialist
Arnold Jr.	Stephen M	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Chacanaca	Robert J	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Fox	Darin C	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Grothe	Jeanette R	Campus Supervisor	Harbor High School	Campus Safety Supervisor
Olander Tompkins	Katherine A	Campus Supervisor	Branciforte Middle School	Campus Safety Supervisor
Redding	Erik K	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Reinero	Eden	Campus Supervisor	Branciforte Small Schools	Campus Safety Supervisor
Rodriguez	Michael	Campus Supervisor	Mission Hill Middle School	Campus Safety Supervisor
Trumbull	Jesse J	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Urbach Jr	Howard A	Campus Supervisor	Harbor High School	Campus Safety Supervisor
Bautista	Patricia E	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Bennett	Sarah E	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Higgins	Tamara H	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Juarez	Consuelo	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Linneman	Devon M	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Marlatt	Monica A	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Navaroli	Gina M	Central Kitchen Coordinator	Food Services	Central Kitchen Coordinator

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Beatton	Sheri L	Clerical Assistant	Gault Elementary	Office Assistant
Chase	Elise M	Clerical Assistant	D.O.: Special Ed	Office Assistant
Cordero	Lisa A	Clerical Assistant	Westlake Elementary	Office Assistant
Dewitt	Dawn M	Clerical Assistant	Delaveaga Elementary	Office Assistant
Juhl	Frances A	Clerical Assistant	Delaveaga Elementary	Office Assistant
Marizette	Gail E	Clerical Assistant	Bay View Elementary	Office Assistant
Trebbien	Lori L	Clerical Assistant	Delaveaga Elementary	Office Assistant
Diaz	Beatriz	Clerical Specialist	D.O.: Academic Equity	Program Support Assistant
Fennell	Debbie	Clerical Specialist	Adult Education	Program Support Assistant
Souvey	Patricia A	Clerical Specialist	Transportation	Program Support Assistant
Fennell-Tortoledo	Alex W	Custodian	Bay View Elementary	Day Custodian
Rodriguez	Christian	Custodian	Santa Cruz High School	Day Custodian
Iniguez	Enrique	Custodian	Branciforte Small Schools	Night Custodian
Jaramillo Moreno	Antonio	Custodian	Delaveaga Elementary	Night Custodian
Diaz	Pedro	Custodian	Harbor High School	No Questionnaire
Flores	Miguel	Custodian	Branciforte Middle School	No Questionnaire
Garcia	Sergio J	Custodian	Mission Hill Middle School	No Questionnaire
Harris	Daniel O	Custodian	Soquel High School	No Questionnaire
Lara	Christopher S	Custodian	Santa Cruz High School	No Questionnaire
Martinez	Mark B	Custodian	Westlake Elementary	No Questionnaire
Mena	David F	Custodian	Gault Elementary	No Questionnaire
Perez	Ricardo P	Custodian	Santa Cruz High School	No Questionnaire
Ruvalcaba Jr	Braulio	Custodian	Soquel High School	No Questionnaire
Young Jr	Donald F	Custodian	Westlake Elementary	No Questionnaire
Young Jr	Donald F	Custodian	Delaveaga Elementary	No Questionnaire
Partida-Cook	Junnue E	Data & Assessment Specialist	District Office	Student Data Assessment Specialist
Netto	John J	Delivery Person/Utility Worker	Food Services	Delivery Driver-Food Services & Nutrition
Gomez	Curtis	Director of IT	Information Technology	Director-Information Technology
Houser	Keneé	Director, Classified Personnel	District Office	Director-Classified Personnel
Robbins	Cheryl	Director, Finance	District Office	Director-Finance
Hedrick-Farr	Amy	Director, Food Service & Nutrition	Food Services	Director-Food Service & Nutrition
Miller	Trevor	Director, MOT	Maintenance/Operations	Director-Maintenance, Operations & Transportation

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Morin	Paula R	District Buyer	District Office	Buyer
Kramer	Todd A	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
Scott	Jillian M	Education Technology Specialist	Branciforte Middle School	Educational Technology Specialist
Wells	Jon S	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
White	Christopher J	Education Technology Specialist	Itinerant: Information Technology	Educational Technology Specialist
Alvarez	Sandra E	Food Service Worker	Food Services	Food Service Worker I
Carreno Contreras	Eunice M	Food Service Worker	Food Services	Food Service Worker I
Dimarzio	Ruth W	Food Service Worker	Food Services	Food Service Worker I
Durden	Avis L	Food Service Worker	Food Services	Food Service Worker I
Gonzales	Laura L	Food Service Worker	Food Services	Food Service Worker I
Jorgensen	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
Kauss	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
Kryst	Carolyn S.	Food Service Worker	Food Services	Food Service Worker I
Raynal	Vanessa A	Food Service Worker	Food Services	Food Service Worker I
Salgado De Santos	Maria C	Food Service Worker	Food Services	Food Service Worker I
Brockmann	Leslee	Food Service Worker	Food Services	No Questionnaire
Flores	Asela	Food Service Worker	Food Services	No Questionnaire
Haldi	Jacob F	Food Service Worker	Food Services	No Questionnaire
Nyland	Barbara J	Food Service Worker	Food Services	No Questionnaire
Tuthill-Lewis	Carol J	Food Service Worker	Food Services	No Questionnaire
Lambert	Beatriz E	Grant Coordinator	Soquel High School	Grant Coordinator
Rackley	Theron M	Grounds Specialist - Irrigation	Grounds	Grounds/Irrigation Specialist
McCall	Bonny J	Groundskeeper I	Maintenance/Operations	Groundskeeper I
Singh	Rajwinder P	Groundskeeper I	Maintenance/Operations	No Questionnaire
Laurance	Elizabeth A	Groundskeeper III	Grounds	Groundskeeper III
Jones Jr	Jack N	Groundskeeper III	Maintenance/Operations	No Questionnaire
Valtierra	Antonio F	Head Custodian	Harbor High School	Head Custodian
Martinez	Melvin E	Head Custodian	Santa Cruz High School	No Questionnaire
Tuscano	Jose A	Head Custodian	Soquel High School	No Questionnaire
Dominguez	Desiree	Human Resources Manager	Human Resources	Manager-Human Resources
Pavlak	Jessica L	Inst Technician - Life Lab	Bay View Elementary	No Questionnaire
Dahlgren	Susan G	Inst Technician - Life Lab	Gault Elementary	Paraeducator-Life Lab
Forbes	Jane C	Inst Technician - Life Lab	Westlake Elementary	Paraeducator-Life Lab

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Shaffer-Tropeano	Lidia F	Inst Technician - Life Lab	Delaveaga Elementary	Paraeducator-Life Lab
Ellis IV	Cassius M	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Salinas	Ron	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Salter	Jack D	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
Aguilar	Lupe I	Instructional Technician	Gault Elementary	No Questionnaire
Benitez	Irene	Instructional Technician	Soquel High School	No Questionnaire
Fette	Leslie A	Instructional Technician	Soquel High School	No Questionnaire
Hillard	Fiona K	Instructional Technician	Westlake Elementary	No Questionnaire
Hubbard	Katherine M	Instructional Technician	Bay View Elementary	No Questionnaire
Limas	Rosalie	Instructional Technician	Westlake Elementary	No Questionnaire
Lucero	Laura A	Instructional Technician	Bay View Elementary	No Questionnaire
Marquez	Belinda F	Instructional Technician	Bay View Elementary	No Questionnaire
Noguera	Marion L	Instructional Technician	Branciforte Middle School	No Questionnaire
Silva	Panuncio	Instructional Technician	Harbor High School	No Questionnaire
Soto	Marialouise N	Instructional Technician	Mission Hill Middle School	No Questionnaire
Stocker	Christina R	Instructional Technician	Bay View Elementary	No Questionnaire
Voennell	Brian D	Instructional Technician	Branciforte Small Schools	No Questionnaire
Mitchell	Marjorie J	Instructional Technician	Santa Cruz High School	Paraeducator
Tolentino	Angelica	Instructional Technician	Santa Cruz High School	Paraeducator
Forbes	Leticia C	Instructional Technician	Santa Cruz High School	Paraeducator-Life Lab
Aceves Gagne	Marina A	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Adam	Monika	Instructional Technician	Westlake Elementary	Paraeducator-Special Education
Anderson	Katherine S	Instructional Technician	Gault Elementary	Paraeducator-Special Education
Ashton	Gerri A	Instructional Technician	Branciforte Small Schools	Paraeducator-Special Education
Bjornlie	Dena L	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Coddington	Veronica J	Instructional Technician	Delaveaga Elementary	Paraeducator-Special Education
Corbella	Judy H	Instructional Technician	Mission Hill Middle School	Paraeducator-Special Education
Deleon	Elizabeth M	Instructional Technician	Delaveaga Elementary	Paraeducator-Special Education
Herzog	Melissa K	Instructional Technician	Harbor High School	Paraeducator-Special Education
Lucero	Jo-Ann	Instructional Technician	Westlake Elementary	Paraeducator-Special Education
Medien	Kristi M	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Merkel	Andrea A	Instructional Technician	Soquel High School	Paraeducator-Special Education
Mullowney	Thomas G	Instructional Technician	Harbor High School	Paraeducator-Special Education
Murray	Cindy S	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education



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EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Novak	Theresa A	Instructional Technician	Harbor High School	Paraeducator-Special Education
Shanahan	Camille M	Instructional Technician	Soquel High School	Paraeducator-Special Education
Stiga	John P	Instructional Technician	Harbor High School	Paraeducator-Special Education
Tweddle	Barbara	Instructional Technician	Soquel High School	Paraeducator-Special Education
Utrecht	Claire J	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education
Williams	Julie E	Instructional Technician	Harbor High School	Paraeducator-Special Education
Alfaro	Cassandra J	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Delgado	Sandra L	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Kianpour	Jacqueline F	Instructional Technician - ASES	Gault Elementary	No Questionnaire
Naranjo Huerta	Estephany	Instructional Technician - ASES	Mission Hill Middle School	No Questionnaire
Noguera	Marion L	Instructional Technician - ASES	Branciforte Middle School	No Questionnaire
Perez	Katya C	Instructional Technician - ASES	Mission Hill Middle School	No Questionnaire
Sedano	Dessire	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Medlen	Kristi M	Instructional Technician - ASES	Categorical Programs	Paraeducator-After School Programs
Moreno	Eduardo	Instructional Technician - ASES	Gault Elementary	Paraeducator-After School Programs
Portillo	Jose A	Instructional Technician - ASES	Branciforte Middle School	Paraeducator-After School Programs
DeMarco	Roxana M	Instructional Technician - Elementary Intervention	Westlake Elementary	No Questionnaire
Espinoza-Saldana	Efrain	Instructional Technician - Elementary Intervention	Gault Elementary	No Questionnaire
Manako	Annie J	Instructional Technician - Elementary Intervention	Bay View Elementary	No Questionnaire
Attard	Emma C	Instructional Technician - Elementary Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Chavez	Audrey L	Instructional Technician - Elementary Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Hendrix	Caitlin B	Instructional Technician - Elementary Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Hubert	Fabrice	Instructional Technician - Elementary Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Hurley	Patricia J	Instructional Technician - Elementary Intervention	Gault Elementary	Paraeducator-Academic Intervention
Kimble	Taylor N	Instructional Technician - Elementary Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Lawrence	Gloriana A	Instructional Technician - Elementary Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Mansnerus	Lidia I	Instructional Technician - Elementary Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Medina	Hannah B	Instructional Technician - Elementary Intervention	Delaveaga Elementary	Paraeducator-Academic Intervention
Musch	Katrin S	Instructional Technician - Elementary Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Perry	Theresa	Instructional Technician - Elementary Intervention	Westlake Elementary	Paraeducator-Academic Intervention
Reidt	Paula C	Instructional Technician - Elementary Intervention	Gault Elementary	Paraeducator-Academic Intervention
Roening	Elizabeth	Instructional Technician - Elementary Intervention	Bay View Elementary	Paraeducator-Academic Intervention
Shannon	Martee P	Instructional Technician - Elementary Intervention	Gault Elementary	Paraeducator-Academic Intervention

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Ruiz	Alejandra L	Instructional Technician - Home Based Preschool	Categorical Programs	Paraeducator-Home Based Preschool
Martinez Garzia	Perla	Instructional Technician-PBS	Gault Elementary	No Questionnaire
Page II	James M	Instructional Technician-PBS	Harbor High School	No Questionnaire
Rodriguez	Joleen F	Instructional Technician-PBS	Harbor High School	No Questionnaire
Zektser Cruz	Nicole J	Instructional Technician-PBS	Delaveaga Elementary	No Questionnaire
Dyer	Lisa J	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
Gaona	Mireya	Instructional Technician-PBS	Branciforte Middle School	Behavior Intervention Facilitator
Kidd	Kimberely L	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Koopmans	Jason A	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Linsdale	Troy K	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
McCombie-Murray	Paula K	Instructional Technician-PBS	Branciforte Middle School	Behavior Intervention Facilitator
McInerney	Teresa M	Instructional Technician-PBS	Bay View Elementary	Behavior Intervention Facilitator
Miller	Lisa A	Instructional Technician-PBS	Westlake Elementary	Behavior Intervention Facilitator
Teachout	Jon D	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Wetzel	Dawn	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Lerman	Bernette M	Lead Account Technician	D.O.: Finance	Lead Accounting Technician
Tanner	Brenda G	Lead Account Technician	D.O.: Finance	Lead Accounting Technician
Dalbesio	Allyson A	Lead Food Service Worker	Food Services	Food Service Worker III
Ericksen	Cynthia F	Lead Food Service Worker	Food Services	Food Service Worker III
Hebert	Juliette E	Lead Food Service Worker	Food Services	Food Service Worker III
McHale	Betsy L	Lead Food Service Worker	Food Services	Food Service Worker III
Szeremet	Julic A	Lead School Bus Driver	Transportation	No Questionnaire
Kosta	Nathan A	Lead Technology Specialist	District Office	Lead Technology Specialist
Cusirramos	Mirella	Learning Assistant	Delaveaga Elementary	No Questionnaire
Delgado	Sandra L	Learning Assistant	Bay View Elementary	No Questionnaire
Garcia	Karina L	Learning Assistant	Branciforte Middle School	No Questionnaire
Kimpton	Reyena R	Learning Assistant	Branciforte Small Schools	No Questionnaire
Ramirez	Denise A	Learning Assistant	Westlake Elementary	No Questionnaire
Chavez	Audrey L	Learning Assistant	Westlake Elementary	Paraeducator
Ferreira	Susan A	Learning Assistant	Westlake Elementary	Paraeducator
Helm	Mary S	Learning Assistant	Bay View Elementary	Paraeducator
Hernandez	Maria V	Learning Assistant	Gault Elementary	Paraeducator
Hurley	Patricia J	Learning Assistant	Gault Elementary	Paraeducator
Manako	Annie J	Learning Assistant	Bay View Elementary	Paraeducator

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Manriquez	Angela E	Learning Assistant	Gault Elementary	Paraeducator
Milazzo	Sheri L	Learning Assistant	Delaveaga Elementary	Paraeducator
Musch	Katrin S	Learning Assistant	Westlake Elementary	Paraeducator
Naranjo	Velia V	Learning Assistant	Bay View Elementary	Paraeducator
Reidt	Paula C	Learning Assistant	Gault Elementary	Paraeducator
Scholz-Gross	Ursula M	Learning Assistant	Gault Elementary	Paraeducator
Shannon	Martee P	Learning Assistant	Gault Elementary	Paraeducator
Brewster	Anne E	Library/Media Service Asst	Branciforte Small Schools	Library/Media Assistant
Carlassare	Catherine A	Library/Media Service Asst	Soquel High School	Library/Media Assistant
Corona	Jessica J	Library/Media Service Asst	Delaveaga Elementary	Library/Media Assistant
Dalbesio	Margaret L	Library/Media Service Asst	Branciforte Middle School	Library/Media Assistant
Isonio	Kathleen A	Library/Media Service Asst	Bay View Elementary	Library/Media Assistant
Koopmans	Holly L	Library/Media Service Asst	Mission Hill Middle School	Library/Media Assistant
Ledbetter	Dorothee	Library/Media Service Asst	Branciforte Small Schools	Library/Media Assistant
May	Angela M	Library/Media Service Asst	Harbor High School	Library/Media Assistant
Stillinger	Jane	Library/Media Service Asst	Gault Elementary	Library/Media Assistant
Talagtag	Shirley N	Library/Media Service Asst	Santa Cruz High School	Library/Media Assistant
Vu	Le	Library/Media Service Asst	Westlake Elementary	Library/Media Assistant
Baldwin	Christian H	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Bettar	Brian K	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Crosby	Michael W	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Duckett	Michael E	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Gonzalez-Acevedo	Leonardo	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Scrodin	Teresa R	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Sladwick	Forrest S	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Zamora III	Manuel	Maintenance Specialist	Maintenance/Operations	Maintenance Specialist
Jackson	John C	Maintenance Specialist	Maintenance/Operations	No Questionnaire
Aceves	Anthony	Media Textbook Clerk	Santa Cruz High School	Textbook/Media Assistant
Roberts	John M	Media Textbook Clerk	Soquel High School	Textbook/Media Assistant
Sheinbaum	Grainne K	Media Textbook Clerk	Harbor High School	Textbook/Media Assistant
Hasbrouck	Alethea J	Mental Health Specialist	Special Education	Mental Health Specialist
Nisewaner	Amanda K	Mental Health Specialist	Special Education	Mental Health Specialist
San Chirico Miller	Veronica C	Mental Health Specialist	Itinerant Special Ed	Mental Health Specialist
Shuts	Victoria L	Mental Health Specialist	Special Education	Mental Health Specialist

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Gibson	Laurie K	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
Tuson	Kim	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
Heaster	Molly R	Payroll Technician	D.O.: Finance	Payroll Technician
Marquart	Michelle A	Payroll Technician	D.O.: Finance	Payroll Technician
Sossoyan-Rix	Michele	Payroll Technician	D.O.: Finance	Payroll Technician
Berdan	Jory V	Personnel Assistant	D.O.: Personnel Commission	Human Resources Specialist- Personnel Commission
Butler	Christina M	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Gomez	Yolanda	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Greenwood	Michelle A	Personnel Technician II	D.O.: Human Resources	Human Resources Technician
Valencia-Maldonado	Martha B	Primary Intervention Student Asst	Bay View Elementary	No Questionnaire
Fitch	Marina L	Primary Intervention Student Asst	Itinerant: Student Services	Primary Intervention Student Assistant
White O'Hagan	Meghan L	Primary Intervention Student Asst	Itinerant: Student Services	Primary Intervention Student Assistant
Zavaleta Buendia	Lorena	Primary Intervention Student Asst	Delaveaga Elementary	Primary Intervention Student Assistant
Barranco	Margarita P	Principal's Secretary	Delaveaga Elementary	School Administrative Assistant IV
Bocaletti	Rossell P	Principal's Secretary	Westlake Elementary	School Administrative Assistant IV
Della Mora	Ebby E	Principal's Secretary	Gault Elementary	School Administrative Assistant IV
Hernandez	Alejandra	Principal's Secretary	Mission Hill Middle School	School Administrative Assistant IV
Lopez	Flora E	Principal's Secretary	Bay View Elementary	School Administrative Assistant IV
Mabrouk	Gail E	Principal's Secretary	Branciforte Small Schools	School Administrative Assistant IV
Orozco	Elizabeth O	Principal's Secretary	Branciforte Middle School	School Administrative Assistant IV
Paulsen	Kelly A	Principal's Secretary	Harbor High School	School Administrative Assistant IV
Pruett	Kathleen M	Principal's Secretary	Santa Cruz High School	School Administrative Assistant IV
Weng	Viyada T	Principal's Secretary	Soquel High School	School Administrative Assistant IV
Brito	Anna M	Program Accounts Specialist	D.O.: Special Ed	Accounting Technician
Brewer	Deadra D	Program Accounts Specialist	Food Services	Program Account Technician-FSN
Brown	Norma Jean	Program Accounts Specialist	Santa Cruz High School	Site Accounting Technician
Santacruz	Analia	Program Coordinator, ASES	Mission Hill Middle School	No Questionnaire
Vega	Israel	Program Coordinator, ASES	Bay View Elementary	No Questionnaire
Geffken	Donna M	Program Coordinator, ASES	Branciforte Middle School	Program Coordinator-After School Programs
Aubry	Martin J	School Bus Driver	Transportation	No Questionnaire
Day-Smith	Jan M	School Bus Driver	Transportation	No Questionnaire
Jackson	Dwayne A	School Bus Driver	Transportation	No Questionnaire

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Larkin	Timothy M	School Bus Driver	Transportation	No Questionnaire
Sepulveda	Irma G	School Bus Driver	Transportation	No Questionnaire
Ungor	John F	School Bus Driver	Transportation	No Questionnaire
Castaneda	Frances	School Bus Driver	Transportation	School Bus Driver
Saarni	Richard V	School Bus Driver	Transportation	School Bus Driver
Sihler	Kris L	School Bus Driver	Transportation	School Bus Driver
Beatton	Sheri L	School Health Clerk	Gault Elementary	Health Office Assistant
Chen	Christine M	School Health Clerk	Westlake Elementary	Health Office Assistant
Hernandez Luna	Maribel	School Health Clerk	Branciforte Small Schools	Health Office Assistant
Juhl	Frances A	School Health Clerk	Delaveaga Elementary	Health Office Assistant
Slakey	Peggy A	School Health Clerk	Mission Hill Middle School	Health Office Assistant
Stiefelmaier	Elizabeth	School Health Clerk	Branciforte Middle School	Health Office Assistant
Stroud	Susan M	School Health Clerk	Santa Cruz High School	Health Office Assistant
Vienna	Lori M	School Health Clerk	Harbor High School	Health Office Assistant
Gould	Erin E	School Health Clerk	Soquel High School	No Questionnaire
Schultz	Gretchen S	School Health Clerk	Bay View Elementary	No Questionnaire
Anaya-Mendez	Yesenia	School Registrar	Harbor High School	Registrar
Smith	Jennifer S	School Registrar	Soquel High School	Registrar
Robles Vazquez	Nereyda R	School/Community Coordinator	Mission Hill Middle School	No Questionnaire
Barrientos	Vickie L	School/Community Coordinator	Gault Elementary	Parent/Community Outreach Coordinator
Campos Solorio	Miriam	School/Community Coordinator	Branciforte Small Schools	Parent/Community Outreach Coordinator
Gonzales	Elisa A	School/Community Coordinator	Categorical Programs	Parent/Community Outreach Coordinator
Guzman	Julia J	School/Community Coordinator	Harbor High School	Parent/Community Outreach Coordinator
Lopez	Arturo	School/Community Coordinator	Bay View Elementary	Parent/Community Outreach Coordinator
Ruiz	Reyna M	School/Community Coordinator	Branciforte Small Schools	Parent/Community Outreach Coordinator
Silva-Robles	Fe E	School/Community Coordinator	Branciforte Middle School	Parent/Community Outreach Coordinator
Switzer	Patty	School/Community Coordinator	District Office	Parent/Community Outreach Coordinator
Weckler	Rosario	School/Community Coordinator	Delaveaga Elementary	Parent/Community Outreach Coordinator
Elliott Perkins	Pamela R	Secretary II	Branciforte Middle School	School Administrative Assistant II
Homan	Sara E	Secretary II	Branciforte Small Schools	School Administrative Assistant II
Johnson	Loma L	Secretary II	Mission Hill Middle School	School Administrative Assistant II
Rodriguez	Leslie M	Secretary II	Santa Cruz High School	School Administrative Assistant II
Diaz Uribe	Italia S	Secretary III	Harbor High School	School Administrative Assistant III
Manousos	Janet D	Secretary III	Santa Cruz High School	School Administrative Assistant III

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

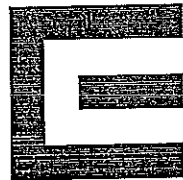
EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Martinez	Ana	Secretary III	Soquel High School	School Administrative Assistant III
Rose	Lauren G	Secretary III	Santa Cruz High School	School Administrative Assistant III
Valencia	Natalie H	Secretary III	Harbor High School	School Administrative Assistant III
Walton	Cheryl C	Secretary III	Soquel High School	School Administrative Assistant III
Trinchero	Suzanne L	Senior Accountant	D.O.: Finance	Supervisor-Finance
Elrod	Edward L	Senior Custodian	Santa Cruz High School	Day Custodian
Lopez	Teodoro	Senior Custodian	Branciforte Middle School	Day Custodian
Munoz	Andy	Senior Custodian	Soquel High School	Day Custodian
Poynter	Barbara A	Senior Custodian	Branciforte Small Schools	Day Custodian
Robles-Ruiz	Rodrigo	Senior Custodian	Harbor High School	Day Custodian
Flores	Ellery-George T	Senior Custodian	Itinerant: Adult Ed	No Questionnaire
Huerta	Steve H	Senior Custodian	Delaveaga Elementary	No Questionnaire
Mena Flores	Moises	Senior Custodian	Gault Elementary	No Questionnaire
Ortiz-Flores	Miguel A	Senior Custodian	Mission Hill Middle School	No Questionnaire
Segura-Munoz	Andrew	Senior Custodian	Soquel High School	No Questionnaire
Sisolak Villafane	Aaron	Senior Custodian	Westlake Elementary	No Questionnaire
Bernal	M Guadalupe R	Senior Food Service Worker	Food Services	Food Service Worker II
Guzman	Georgiana A	Senior Food Service Worker	Food Services	Food Service Worker II
Stanley	Carol A	Senior Food Service Worker	Food Services	Food Service Worker II
Waier	Rose L	Senior Food Service Worker	Food Services	Food Service Worker II
Alley	Mary M	Senior Food Service Worker	Food Services	No Questionnaire
Lambert	Beatriz E	Site Accounts Specialist	Soquel High School	Site Accounting Technician
Souvey	Patricia A	Site Accounts Specialist	Harbor High School	Site Accounting Technician
Diaz	Beatriz	Site Program Coordinator	Curriculum	Site Program Coordinator
Franks	Dorothy J	Site Program Coordinator	Westlake Elementary	Site Program Coordinator
Zamora	Beatris	Site Program Coordinator	District Office	Site Program Coordinator
Lipscomb	Paul	Supervisor: Custodial, Grounds & Maintenance	Maintenance/Operations	Supervisor-Custodial, Grounds & Maintenance
Frates	Emil	Supervisor: Transportation	Transportation	Supervisor-Transportation
Karamargin	Electra Z	Systems Support Specialist	D.O.: Information Technology	No Questionnaire
Flippo	Belynda G	Systems Support Specialist	D.O.: Information Technology	Systems Support Specialist
Gould	Lyndsey C	Theater Technician	Harbor High School	No Questionnaire
Barrientos	Luz A	Translator/Interpreter	District Office	Translator
Davis	Steve P	Warehouse Person	Maintenance/Operations	Warehouse Worker
Martinez	Manuel	Warehouse Person	Food Services	Warehouse Worker-Food Services

**SANTA CRUZ CITY SCHOOLS**  
**CLASSIFIED-ALLOCATION LIST: Sorted by Present Classification**  
**EXHIBIT A**  
**2018**

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Chavez	Audrey L	Yard Duty	Westlake Elementary	Yard Duty Monitor
Delgado	Sandra L	Yard Duty	Bay View Elementary	Yard Duty Monitor
DeMarco	Roxana M	Yard Duty	Westlake Elementary	Yard Duty Monitor
Espinoza-Saldana	Efrain	Yard Duty	Gault Elementary	Yard Duty Monitor
Helm	Mary S	Yard Duty	Bay View Elementary	Yard Duty Monitor
Kimble	Taylor N	Yard Duty	Westlake Elementary	Yard Duty Monitor
Martinez Garzia	Perla	Yard Duty	Gault Elementary	Yard Duty Monitor
Milazzo	Sheri L	Yard Duty	Delaveaga Elementary	Yard Duty Monitor
Miller	Lisa A	Yard Duty	Westlake Elementary	Yard Duty Monitor
Musch	Katrin S	Yard Duty	Westlake Elementary	Yard Duty Monitor
Naranjo	Velia V	Yard Duty	Bay View Elementary	Yard Duty Monitor
Perry	Theresa	Yard Duty	Westlake Elementary	Yard Duty Monitor
Ramirez	Denise A	Yard Duty	Westlake Elementary	Yard Duty Monitor
Scholz-Gross	Ursula M	Yard Duty	Gault Elementary	Yard Duty Monitor
Shannon	Martee P	Yard Duty	Gault Elementary	Yard Duty Monitor

# SANTA CRUZ CITY SCHOOLS

## ALPHABETICAL LIST OF CLASSES (Exhibit B)



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**SANTA CRUZ CITY SCHOOL DISTRICT**  
**ALPHABETICAL LIST OF PROPOSED CLASSIFICATIONS**  
**EXHIBIT B**  
**2018**

Accounting Technician	Manager-Human Resources
Administrative Assistant	Mental Health Specialist
Administrative Assistant ( C )	Night Custodian
Attendance Technician	Occupational Therapist
Behavior Intervention Facilitator	Office Assistant
Benefits Specialist	Paraeducator
Buyer	Paraeducator-Academic Intervention
Campus Safety Supervisor	Paraeducator-After School Programs
Career Development Specialist	Paraeducator-Home Based Preschool
Central Kitchen Coordinator	Paraeducator-Life Lab
Day Custodian	Paraeducator-Special Education
Delivery Driver-Food Services & Nutrition	Parent/Community Outreach Coordinator
Director- Classified Personnel	Payroll Technician
Director-Finance	Primary Intervention Student Assistant
Director-Food Service & Nutrition	Program Account Technician-FSN
Director-Information Technology	Program Coordinator-After School Programs
Director-Maintenance, Operations & Transportation	Program Support Assistant
Educational Technology Specialist	Registrar
Executive Assistant I	School Administrative Assistant II
Executive Assistant II	School Administrative Assistant III
Food Service Worker I	School Administrative Assistant IV
Food Service Worker II	School Bus Driver
Food Service Worker III	Site Accounting Technician
Grant Coordinator	Site Program Coordinator
Grounds/Irrigation Specialist	Student Data Assessment Specialist
Groundskeeper I	Supervisor-Custodial, Grounds & Maintenance
Groundskeeper III	Supervisor-Finance
Head Custodian	Supervisor-Transportation
Health Office Assistant	Systems Support Specialist
Human Resources Specialist-Personnel Commission	Textbook/Media Assistant
Human Resources Technician	Translator
Lead Accounting Technician	Warehouse Worker
Lead Technology Specialist	Warehouse Worker-Food Service & Nutrition
Library/Media Assistant	Yard Duty Monitor
Maintenance Specialist	

**SANTA CRUZ CITY SCHOOLS**  
**ALPHABETICAL LIST OF CURRENT CLASSIFICATIONS**  
**2018**

Accounts Payable Technician	Lead Account Technician
Administrative Assistant	Lead Food Service Worker
Administrative Assistant-Superintendent	Lead School Bus Driver
Administrative Secretary	Lead Technology Specialist
Attendance Technician	Learning Assistant
Benefits Coordinator	Library/Media Service Assistant
Campus Supervisor	Maintenance Specialist
Career Development Specialist	Media Textbook Clerk
Central Kitchen Coordinator	Mental Health Specialist
Clerical Assistant	Occupational Therapist
Clerical Specialist	Payroll Technician
Custodian	Personnel Assistant
Data & Assessment Specialist	Personnel Technician II
Delivery Person/Utility Worker	Primary Intervention Student Assistant
Director- Information Technology	Principal's Secretary
Director-Classified Personnel	Program Accounts Specialist
Director-Finance	Program Coordinator-ASES
Director-Food Service	School Bus Driver
Director-MOT	School Health Clerk
District Buyer	School Registrar
Education Technology Specialist	School/Community Coordinator
Food Service Worker	Secretary II
Grant Coordinator	Secretary III
Grounds Specialist-Irrigation	Senior Accountant
Groundskeeper I	Senior Custodian
Groundskeeper II	Senior Food Service Worker
Groundskeeper III	Site Accounts Specialist
Head Custodian	Site Program Coordinator
Human Resources Manager	Supervisor-Custodial, Grounds & Maintenance
Instructional Specialist-Band	Supervisor-Transportation
Instructional Technician	Systems Support Specialist
Instructional Technician - ASES	Theater Technician
Instructional Technician-Elementary Intervention	Translator/Interpreter
Instructional Technician-Home Based Preschool	Warehouse Person
Instructional Technician-Life Lab	Yard Duty
Instructional Technician-PBS	

SANTA CRUZ CITY SCHOOLS  
NON-PARTICIPATION CLASSIFICATIONS  
2018

Accounts Payable Technician

Instructional Specialist-Band

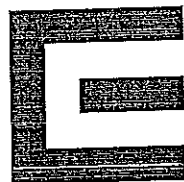
Lead School Bus Driver

School Administrative Assistant I

Theater Technician

# SANTA CRUZ CITY SCHOOLS

## CLASS DESCRIPTIONS (Exhibit C)



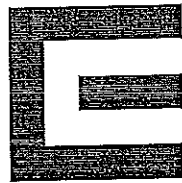
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**SANTA CRUZ CITY SCHOOLS  
CLASSIFICATION DESCRIPTIONS  
EXHIBIT C**

The classification descriptions are being reviewed by Human Resources and the Classified Personnel Departments.

# SANTA CRUZ CITY SCHOOLS

## BENCHMARK CLASSIFICATIONS (Exhibit D)



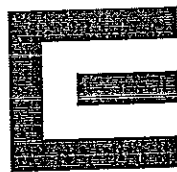
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SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY BENCHMARKS  
EXHIBIT D  
2018

Accounting Technician	Human Resources Technician
Administrative Assistant	Library/Media Assistant
Behavior Intervention Facilitator	Maintenance Specialist
Benefits Specialist	Mental Health Specialist
Buyer	Occupational Therapist
Campus Safety Supervisor	Office Assistant
Central Kitchen Coordinator	Paraeducator
Day Custodian	Paraeducator - Special Education
Delivery Driver-Food Services	Parent/Community Support Coordinator
Director - Finance	Payroll Technician
Director - Maintenance, Operations & Transportation	Program Coordinator - After School Program
Director - Personnel Commission Services	Registrar
Director of Technology	School Administrative Assistant IV
Executive Assistant II	School Bus Driver
Food Service Worker I	Site Accounting Technician
Grant Coordinator	Systems Support Specialist
Groundskeeper I	Translator
Health Office Assistant	Warehouse Worker

# SANTA CRUZ CITY SCHOOLS

## SURVEY CRITERIA & PARTICIPANTS (Exhibit E)



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**SANTA CRUZ CITY SCHOOLS  
SELECTION OF SURVEY PARTICIPANTS  
EXHIBIT E  
2018**

**CRITERIA**

Geographic Area

Santa Cruz County, Monterey County and adjacent counties

Types of Business

K-12, Elementary and High School Districts

Size of Business

2,200-20,400

Combined Santa Cruz City Schools approximate enrollment - 6,788 students

**PARTICIPANTS**

<u>School Districts</u>	<u>2016-2017 Enrollment</u>
Pajaro Valley Unified School District	20,400
Salinas Union High School District	15,040
San Lorenzo Valley Unified School District	11,739
Monterey Peninsula Unified School District	10,732
Alisal Union Elementary School District	9,235
Salinas City Elementary School District	9,023
San Luis Coastal Unified School District	7,448
North Monterey County Unified School District	4,555
Scotts Valley Unified School District	2,505
Aromas-San Juan Unified School District	1,118

# SANTA CRUZ CITY SCHOOLS

## SALARY SURVEY DETAIL (Exhibit F)



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SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: ACCOUNTING TECHNICIAN

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas Union High School District	Account Technician II	\$20.75	\$26.49
Monterey Peninsula Unified School District	Account Technician II	\$21.18	\$25.82
North Monterey County Unified School District	Account Specialist II	\$18.84	\$24.78
Salinas City Elementary School District	Account Technician	\$19.29	\$23.44
Scotts Valley Unified School District	Account/Payroll Technician	\$18.36	\$23.43
Alisal Union Elementary School District	Accounting Technician II	\$18.29	\$23.33
San Luis Coastal Unified School District	Sr. Account Clerk	\$21.11	\$23.26
San Lorenzo Valley Unified School District	Account Technician	\$18.15	\$23.19
Pajaro Valley Unified School District	Accounting Specialist	\$17.38	\$22.19
Aromas-San Juan Unified School District	Purchasing/Accounts Payable Technician	\$17.14	\$20.83
		<b>**MEDIAN:</b>	\$23.43
		<b>SCCSD:</b>	\$25.26

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: ADMINISTRATIVE ASSISTANT

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Monterey Peninsula Unified School District	Administrative Secretary I	\$23.12	\$28.13
Alisal Union Elementary School District	Administrative Assistant II ( c )	\$22.59	\$27.41
San Lorenzo Valley Unified School District	Administrative Assistant-District Office	\$20.02	\$25.54
San Luis Coastal Unified School District	Administrative Assistant	\$22.71	\$25.00
Salinas Union High School District	Administrative Assistant	\$18.78	\$23.99
North Monterey County Unified School District	Administrative Assistant II	\$17.95	\$23.62
Scotts Valley Unified School District	Administrative Assistant	\$18.36	\$23.43
Salinas City Elementary School District	Staff Secretary	\$18.36	\$22.31
Pajaro Valley Unified School District	Administrative Secretary III	\$17.38	\$22.19
Aromas-San Juan Unified School District	N/A	---	---
		<b>**MEDIAN:</b>	\$23.99
		<b>SCCSD:</b>	\$25.26

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: BEHAVIOR INTERVENTION FACILITATOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Monterey Peninsula Unified School District	Behavior Technician	\$20.66	\$25.18
Salinas City Elementary School District	Behavior Intervention Specialist	\$18.82	\$22.88
Pajaro Valley Unified School District	Behavior Technician	\$17.81	\$22.73
Salinas Union High School District	Behavior Specialist	\$15.42	\$19.68
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$22.81
		SCCSD:	\$21.81

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: BENEFITS SPECIALIST

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Pajaro Valley Unified School District	Benefits Specialist	\$21.18	\$27.04
North Monterey County Unified School District	Accounts Specialist IV (Benefits)	\$19.82	\$26.06
Monterey Peninsula Unified School District	Benefits Technician	\$21.18	\$25.82
Salinas Union High School District	Account Clerk I - Benefits Office	\$19.34	\$25.44
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A (Included in Payroll job)	----	----
San Luis Coastal Unified School District	N/A (Included in Payroll job)	----	----
Scotts Valley Unified School District	N/A	----	----
		<b>**MEDIAN:</b>	\$25.94
		<b>SCCSD:</b>	\$30.82

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: BUYER

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas Union High School District	Purchasing Technician	\$21.26	\$27.14
Pajaro Valley Unified School District	Buyer	\$20.16	\$25.74
San Luis Coastal Unified School District	Buyer	\$23.29	\$25.66
Monterey Peninsula Unified School District	Buyer	\$19.16	\$23.35
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$25.70
		· SCCSD:	\$27.89

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: CAMPUS SAFETY SUPERVISOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Campus Supervisor	\$14.77	\$19.42
Pajaro Valley Unified School District	Campus Safety & Security Officer	\$15.00	\$19.15
San Lorenzo Valley Unified School District	Campus Supervisor-Secondary	\$14.95	\$19.09
Monterey Peninsula Unified School District	Campus Monitor	\$14.55	\$17.75
Salinas City Elementary School District	Campus Supervisor	\$14.31	\$17.40
Aromas-San Juan Unified School District	Campus Supervisor	\$14.01	\$17.34
Alisal Union Elementary School District	Campus Supervisor II	\$13.26	\$16.92
Salinas Union High School District	Campus Supervisor	\$12.99	\$16.57
San Luis Coastal Unified School District	Campus Monitor	\$14.50	\$16.06
Scotts Valley Unified School District	9-12 Yard Supervisor	\$11.18	\$14.28
		<b>**MEDIAN:</b>	\$17.37
		<b>SCCSD:</b>	\$21.81

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column



SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: CENTRAL KITCHEN COORDINATOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Monterey Peninsula Unified School District	Nutrition Services Manager III	\$20.15	\$24.55
North Monterey County Unified School District	Cook Manager	\$17.95	\$23.62
Pajaro Valley Unified School District	Central Kitchen Manager	\$17.81	\$22.73
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
Salinas Union High School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$23.62
		SCCSD:	\$22.35

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: DAY CUSTODIAN

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Custodian	\$17.11	\$22.51
Alisal Union Elementary School District	Custodian	\$16.17	\$20.63
Salinas Union High School District	Custodian I	\$15.81	\$20.18
San Lorenzo Valley Unified School District	Custodian	\$15.69	\$20.02
Aromas-San Juan Unified School District	Custodian	\$16.29	\$19.90
Pajaro Valley Unified School District	Custodian	\$15.38	\$19.64
Monterey Peninsula Unified School District	Custodian	\$16.09	\$19.60
San Luis Coastal Unified School District	Custodian I	\$17.54	\$19.34
Scotts Valley Unified School District	Facilities Specialist I (custodial)	\$13.62	\$17.39
Salinas City Elementary School District	Custodian	\$15.42	\$15.74
		<b>**MEDIAN:</b>	\$19.77
		<b>SCCSD:</b>	\$22.35

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: DELIVERY DRIVER - FOOD SERVICES

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Child Nutrition Assistant/Driver	\$16.60	\$21.83
Monterey Peninsula Unified School District	Warehouse Worker/Delivery Driver	\$17.34	\$21.14
Alisal Union Elementary School District	Delivery Truck Driver	\$16.17	\$20.63
San Lorenzo Valley Unified School District	Delivery Driver	\$15.69	\$20.02
Salinas City Elementary School District	Food Services Delivery Truck Driver/ Warehouseman	\$15.04	\$18.28
Pajaro Valley Unified School District	Warehouse Delivery Driver	\$14.27	\$18.22
San Luis Coastal Unified School District	Food Service Warehouse Delivery Driver	\$15.90	\$17.52
Aromas-San Juan Unified School District	N/A	----	----
Salinas Union High School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$20.02
		SCCSD:	\$18.82

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

**SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018**

**CLASSIFICATION: FOOD SERVICE ASSISTANT I**

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Child Nutrition Assistant	\$14.07	\$18.51
Alisal Union Elementary School District	Food Service Assistant I	\$14.28	\$18.22
Aromas-San Juan Unified School District	Food Service Provider	\$14.68	\$18.16
San Lorenzo Valley Unified School District	Food Service Assistant II (entry-level class)	\$13.54	\$17.29
Monterey Peninsula Unified School District	Nutrition Services Assistant I	\$13.85	\$16.87
Pajaro Valley Unified School District	Food & Nutrition Services Assistant	\$12.93	\$16.51
Salinas Union High School District	Food Services Assistant I	\$12.66	\$16.16
Salinas City Elementary School District	Food Service Associate I	\$13.29	\$16.15
San Luis Coastal Unified School District	Food Service Worker I	\$14.05	\$15.48
Scotts Valley Unified School District	Food Service Assistant I	\$11.18	\$14.28
		<b>**MEDIAN:</b>	\$16.69
		<b>SCCSD:</b>	\$17.05

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: GROUNDSKEEPER I

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Grounds Person	\$17.95	\$23.62
Salinas Union High School District	Grounds Maintenance I	\$16.21	\$20.68
Monterey Peninsula Unified School District	Grounds Worker Gardener	\$16.91	\$20.61
San Luis Coastal Unified School District	Groundswoker	\$18.42	\$20.32
Salinas City Elementary School District	Maintenance Machine Operator/Lawn Mower	\$18.82	\$20.20
Pajaro Valley Unified School District	Groundskeeper I	\$15.76	\$20.12
San Lorenzo Valley Unified School District	Grounds Maintenance Specialist I	\$15.69	\$20.02
Aromas-San Juan Unified School District	Groundskeeper	\$16.29	\$19.90
Scotts Valley Unified School District	Facilities Specialist I (grounds)	\$13.62	\$17.39
Alisal Union Elementary School District	N/A	----	----
		<b>**MEDIAN:</b>	\$20.20
		<b>SCCSD:</b>	\$20.24

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: HEALTH OFFICE ASSISTANT

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas City Elementary School District	Heath Aide	\$15.42	\$19.74
Salinas Union High School District	Health Technician	\$15.42	\$19.68
Pajaro Valley Unified School District	Health Care Assistant	\$15.38	\$19.64
Monterey Peninsula Unified School District	Health Assistant	\$16.09	\$19.60
North Monterey County Unified School District	Heath Aide	\$13.40	\$17.62
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		<b>**MEDIAN:</b>	\$19.64
		<b>SCCSD:</b>	\$20.24

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: HUMAN RESOURCES TECHNICIAN

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified School District	Personnel Assistant ( c )	\$26.23	\$28.92
San Lorenzo Valley Unified School District	Human Resources Assistant ( c )	\$22.60	\$28.86
Salinas Union High School District	Personnel Technician	\$21.06	\$27.42
Alisal Union Elementary School District	Personnel Technician ( c )	\$20.26	\$24.62
Pajaro Valley Unified School District	Human Resources Technician	\$19.19	\$24.50
Salinas City Elementary School District	Personnel Technician-Class/Cert	\$19.29	\$23.44
Monterey Peninsula Unified School District	Human Resources Technician	\$17.78	\$21.68
North Monterey County Unified School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		<b>**MEDIAN:</b>	\$24.62
		<b>SCCSD:</b>	\$25.26

( c ) confidential classification

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: LIBRARY MEDIA ASSISTANT

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Lorenzo Valley Unified School District	Library/Media Specialist	\$18.15	\$23.19
Salinas Union High School District	Library Technician II	\$17.45	\$22.28
San Luis Coastal Unified School District	Library Media Center Assistant	\$18.19	\$22.12
Alisal Union Elementary School District	Library Specialist	\$16.98	\$21.67
Salinas City Elementary School District	Library Media Clerk	\$17.04	\$20.71
Monterey Peninsula Unified School District	Library Assistant	\$16.91	\$20.61
Pajaro Valley Unified School District	Library Media Technician	\$15.38	\$19.64
North Monterey County Unified School District	Library Clerk	\$14.70	\$19.42
Aromas-San Juan Unified School District	Library/Media Clerk	\$14.67	\$17.83
Scotts Valley Unified School District	Library Clerk	\$12.97	\$16.56
		<b>**MEDIAN:</b>	\$20.66
		<b>SCCSD:</b>	\$20.76

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column



SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: MAINTENANCE SPECIALIST

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Maintenance Person	\$21.85	\$28.74
Salinas Union High School District	General Maintenance Assistant II	\$21.26	\$27.14
San Lorenzo Valley Unified School District	Maintenance Specialist	\$20.02	\$25.54
Monterey Peninsula Unified School District	Maintenance Worker	\$20.66	\$25.18
Pajaro Valley Unified School District	Maintenance Specialist	\$19.67	\$25.10
Salinas City Elementary School District	Maintenance Worker III	\$20.26	\$24.62
Alisal Union Elementary School District	Maintenance Worker	\$18.29	\$23.33
Scotts Valley Unified School District	Facilities Specialist III	\$15.81	\$20.18
Aromas-San Juan Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
		**MEDIAN:	\$25.14
		SCCSD:	\$26.57

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: MENTAL HEALTH SPECIALIST

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Pajaro Valley Unified School District	Mental Health Clinician	\$42.35	\$56.74
San Lorenzo Valley Unified School District	Mental Health Specialist	\$36.77	\$48.06
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Monterey Peninsula Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
Salinas Union High School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		<b>**MEDIAN:</b>	ISD
		SCCSD:	\$42.58

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: OFFICE ASSISTANT

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Clerk Typist	\$15.51	\$20.39
San Luis Coastal Unified School District	Secretary Clerk	\$16.90	\$18.62
San Lorenzo Valley Unified School District	Office Assistant	\$14.23	\$18.15
Aromas-San Juan Unified School District	Support Services Clerk	\$14.70	\$17.86
Salinas Union High School District	Typist Clerk I	\$13.97	\$17.84
Scotts Valley Unified School District	District Office Assistant	\$13.96	\$17.82
Alisal Union Elementary School District	Clerk I	\$13.26	\$16.92
Monterey Peninsula Unified School District	Clerk I	\$13.85	\$16.87
Pajaro Valley Unified School District	Office Assistant I	\$12.93	\$16.51
Salinas City Elementary School District	Typist Clerk I	\$12.97	\$15.77
		**MEDIAN:	\$17.83
		SCCSD:	\$18.35

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: OCCUPATIONAL THERAPIST

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Pajaro Valley Unified School District	Occupational Therapist	\$42.35	\$56.74
San Lorenzo Valley Unified School District	Occupational Therapist	\$36.77	\$48.05
San Luis Coastal Unified School District	Occupational Therapist	\$38.15	\$42.07
Alisal Union Elementary School District	Occupational Therapist	\$33.00	\$40.77
Monterey Peninsula Unified School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
Salinas Union High School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		<b>**MEDIAN:</b>	\$45.06
		<b>SCCSD:</b>	\$42.58

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: PARAEDUCATOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Instructional Aide	\$14.77	\$19.42
Salinas Union High School District	Instructional Aide II	\$14.69	\$18.73
Salinas City Elementary School District	Instructional Aide I	\$13.29	\$18.15
Alisal Union Elementary School District	Paraeducator I	\$13.94	\$17.79
Aromas-San Juan Unified School District	Paraprofessional (Instructional Aid)	\$14.28	\$17.53
San Lorenzo Valley Unified School District	Instructional Assistant	\$13.54	\$17.29
Monterey Peninsula Unified School District	Instructional Assistant	\$13.85	\$16.87
Pajaro Valley Unified School District	Instructional Assistant - General Education	\$12.93	\$16.51
San Luis Coastal Unified School District	Instructional Aide II	\$14.56	\$16.06
Scotts Valley Unified School District	Instructional Aide - General Education	\$11.75	\$15.00
		<b>**MEDIAN:</b>	\$17.41
		<b>SCCSD:</b>	\$17.46

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: PARAEDUCATOR - SPECIAL EDUCATION

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Paraprofessional (Special Education)	\$20.81	\$27.37
Alisal Union Elementary School District	Paraeducator V	\$19.21	\$24.52
Monterey Peninsula Unified School District	Special Education Assistant II	\$18.70	\$22.78
Pajaro Valley Unified School District	Instructional Assistant - Moderate/Severe	\$16.55	\$21.13
Salinas Union High School District	Paraeducator II	\$16.21	\$20.68
San Lorenzo Valley Unified School District	Instructional Assistant-Special Ed	\$15.32	\$19.56
San Luis Coastal Unified School District	Paraeducator - Special Education II	\$17.31	\$19.10
Scotts Valley Unified School District	Instructional Assistant - Special Education/Severely Handicapped	\$14.67	\$18.72
Salinas City Elementary School District	Instructional Aide-Special Ed	\$15.04	\$18.28
Aromas-San Juan Unified School District	Paraprofessional (Instructional Aid) Special Education	\$14.28	\$17.53
		<b>**MEDIAN:</b>	\$20.12
		<b>SCCSD:</b>	\$21.28

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: PARENT/COMMUNITY SUPPORT COORDINATOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Monterey Peninsula Unified School District	Community Liaison Leader	\$18.70	\$22.78
North Monterey County Unified School District	Community Liaison Support Technician	\$17.11	\$22.51
Salinas Union High School District	Community Liaison	\$17.45	\$22.28
Salinas City Elementary School District	School Community Coordinator II	\$17.47	\$21.33
Alisal Union Elementary School District	Migrant Family Services Advocate	\$16.57	\$21.13
Pajaro Valley Unified School District	Community Service Liaison II	\$16.15	\$20.02
Aromas-San Juan Unified School District	Parent/Student Liaison	\$13.07	\$16.68
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
		**MEDIAN:	\$21.33
		SCCSD:	\$22.35

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: PAYROLL TECHNICIAN

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Alisal Union Elementary School District	Payroll Technician II	\$22.12	\$28.82
North Monterey County Unified School District	Accounting Specialist IV-Payroll	\$21.85	\$28.74
Monterey Peninsula Unified School District	Payroll Technician	\$21.18	\$25.82
Salinas Union High School District	Payroll Clerk	\$19.08	\$24.84
Pajaro Valley Unified School District	Payroll Technician	\$19.19	\$24.50
San Luis Coastal Unified School District	Payroll Specialist	\$22.17	\$24.44
Salinas City Elementary School District	Payroll Technician	\$19.29	\$23.44
Scotts Valley Unified School District	Account/Payroll Technician	\$18.36	\$23.43
Aromas-San Juan Unified School District	Payroll Technician	\$17.14	\$20.83
San Lorenzo Valley Unified School District	N/A (Included in Benefits job)	----	----
		<b>**MEDIAN:</b>	\$24.50
		<b>SCCSD:</b>	\$25.26

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column



SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: PROGRAM COORDINATOR - AFTER SCHOOL PROGRAM

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Alisal Union Elementary School District	Extended School Program Specialist	Flat Rate	\$18.29
Aromas-San Juan Unified School District	After School Program Coordinator	\$15.06	\$18.89
Monterey Peninsula Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Pajaro Valley Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
Salinas Union High School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	ISD
		SCCSD:	\$26.57

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: REGISTRAR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas Union High School District	Registrar III	\$18.33	\$23.41
San Lorenzo Valley Unified School District	Registrar-High School	\$18.15	\$23.19
North Monterey County Unified School District	Registrar High School	\$17.11	\$22.51
Pajaro Valley Unified School District	Registrar	\$16.96	\$21.65
Scotts Valley Unified School District	Registrar - High School	\$16.21	\$20.69
Monterey Peninsula Unified School District	Registrar	\$16.81	\$20.61
San Luis Coastal Unified School District	Registrar	\$17.31	\$19.10
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
		<b>**MEDIAN:</b>	\$21.65
		<b>SCCSD:</b>	\$22.90

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

**SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018**

**CLASSIFICATION: SCHOOL ADMINISTRATIVE ASSISTANT IV  
(Principal's Secretary)**

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Lorenzo Valley Unified School District	School Administrative Assistant-High School	\$20.02	\$25.54
North Monterey County Unified School District	Secretary/ High School Principal	\$18.84	\$24.78
Salinas Union High-School District	Secretary IV	\$18.78	\$23.99
Monterey Peninsula Unified School District	School Office Supervisor III	\$19.64	\$23.95
Pajaro Valley Unified School District	Administrative Assistant III - High School	\$18.72	\$23.89
San Luis Coastal Unified School District	Secondary School Secretary	\$21.62	\$23.26
Scotts Valley Unified School District	School/Principal's Secretary	\$16.62	\$21.21
Aromas-San Juan Unified School District	School Secretary/Attendance Clerk	\$16.31	\$19.83
Alisal Union Elementary School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
		<b>**MEDIAN:</b>	<b>\$23.92</b>
		<b>SCCSD:</b>	<b>\$25.92</b>

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: SCHOOL BUS DRIVER

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Monterey Peninsula Unified School District	Bus Driver	\$19.64	\$23.95
North Monterey County Unified School District	School Bus Driver	\$17.11	\$22.51
San Lorenzo Valley Unified School District	Bus Operator II	\$17.29	\$22.08
Aromas-San Juan Unified School District	Bus Driver	\$17.53	\$21.41
San Luis Coastal Unified School District	Bus Driver	\$18.90	\$20.83
Alisal Union Elementary School District	School Driver II	\$16.17	\$20.63
Pajaro Valley Unified School District	School Bus Driver	\$16.15	\$20.62
Salinas City Elementary School District	Bus Driver	\$16.21	\$19.70
Scotts Valley Unified School District	N/A	----	----
Salinas Union High School District	N/A	----	----
		<b>**MEDIAN:</b>	\$21.12
		<b>SCCSD:</b>	\$22.35

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: SITE ACCOUNTING TECHNICIAN

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas Union High School District	Student Activities Account Clerk	\$19.74	\$25.20
North Monterey County Unified School District	Accounts Specialist High School Activities	\$18.84	\$24.78
San Luis Coastal Unified School District	Student Body Account Clerk	\$19.59	\$21.60
Monterey Peninsula Unified School District	Student Activities Account Clerk	\$14.20	\$17.31
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Pajaro Valley Unified School District	N/A	----	----
Salinas City Elementary School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$23.19
		SCCSD:	\$24.66

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

**SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018**

**CLASSIFICATION: SYSTEMS SUPPORT SPECIALIST**

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Pajaro Valley Unified School District	District Technology Support Technician	\$23.96	\$30.59
Monterey Peninsula Unified School District	IT Services Technician	\$22.82	\$27.83
San Luis Coastal Unified School District	Computer Technician	\$23.87	\$26.32
San Lorenzo Valley Unified School District	Computer Resource Specialist	\$20.20	\$25.54
Salinas City Elementary School District	IT Support Technician	\$20.26	\$24.82
North Monterey County Unified School District	Computer Systems Technician	\$18.84	\$24.78
Scotts Valley Unified School District	Technology Support and Data Compliance Technician	\$18.36	\$23.43
Salinas Union High School District	Computer Operator Support Technician	\$18.33	\$23.41
Alisal Union Elementary School District	Information Specialist II	\$18.29	\$23.33
Aromas-San Juan Unified School District	Technology Assistant I	\$17.14	\$20.83
		<b>**MEDIAN:</b>	<b>\$24.80</b>
		<b>SCCSD:</b>	<b>\$26.57</b>

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: TRANSLATOR

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Salinas Union High School District	Translator	\$18.33	\$23.41
Monterey Peninsula Unified School District	Translator	\$17.78	\$21.68
Alisal Union Elementary School District	Translator/Clerk	\$16.57	\$21.13
Pajaro Valley Unified School District	Translator/Interpreter	\$16.55	\$21.13
Salinas City Elementary School District	Translator	\$14.67	\$17.83
Aromas-San Juan Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
San Lorenzo Valley Unified School District	NA	----	----
San Luis Coastal Unified School District	NA	----	----
Scotts Valley Unified School District	NA	----	----
		<b>**MEDIAN:</b>	\$21.13
		<b>SCCSD:</b>	\$24.07

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
EXHIBIT F  
2018

CLASSIFICATION: WAREHOUSE WORKER

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
North Monterey County Unified School District	Warehouse Worker/Delivery Driver	\$17.11	\$22.51
Salinas Union High School District	Warehouse/Delivery Driver	\$16.62	\$21.20
Monterey Peninsula Unified School District	Warehouse Worker/Delivery Driver	\$18.23	\$21.14
Alisal Union Elementary School District	Warehouse Person/Driver	\$16.57	\$21.13
Pajaro Valley Unified School District	Warehouse Worker/Delivery Driver	\$14.63	\$18.68
Aromas-San Juan Unified School District	NA	----	----
Salinas City Elementary School District	NA	----	----
San Lorenzo Valley Unified School District	NA	----	----
San Luis Coastal Unified School District	NA	----	----
Scotts Valley Unified School District	NA	----	----
		<b>**MEDIAN:</b>	\$21.14
		<b>SCCSD:</b>	\$21.81

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column



SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: DIRECTOR - FINANCE

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Alisal Union Elementary School District	Director III Fiscal Services	\$124,154	\$145,243
Salinas Union High School District	Manager - Business Services	\$110,318	\$140,797
North Monterey County Unified School District	Classified Director II-Finance	\$103,845	\$126,556
Pajaro Valley Unified School District	Director - Finance	\$105,238	\$125,672
Aromas-San Juan Unified School District	Business Manager	\$102,500	\$118,826
San Luis Coastal Unified School District	Director of Fiscal Services	\$111,617	\$116,126
Monterey Peninsula Unified School District	Director I - Business Services	\$100,713	\$111,741
San Lorenzo Valley Unified School District	Director of Fiscal Services	\$89,122	\$103,714
Scotts Valley Unified School District	Director of Business Services	\$77,986	\$94,864
Salinas City Elementary School District	N/A (declined to participate)	-----	-----
		<b>**MEDIAN:</b>	\$118,826
		<b>SCCSD:</b>	\$122,200

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: DIRECTOR OF INFORMATION TECHNOLOGY

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Alisal Union Elementary School District	Director III - Information Technology	\$124,154	\$145,243
Salinas Union High School District	Director - Information Technology	\$107,627	\$137,362
San Luis Coastal Unified School District	Director, Information Technology	\$127,030	\$132,162
North Monterey County Unified School District	Classified Director II-Information Technology	\$103,845	\$126,556
Monterey Peninsula Unified School District	Director II - Information Technology	\$111,062	\$123,221
Pajaro Valley Unified School District	Director - Technology Services	\$102,182	\$121,999
San Lorenzo Valley Unified School District	Director - Information Technology	\$101,562	\$111,983
Scotts Valley Unified School District	Director of Technology	\$77,986	\$94,864
Aromas-San Juan Unified School District	Technology Manager	\$60,264	\$76,914
Salinas City Elementary School District	N/A (declined to participate)	----	----
		**MEDIAN:	\$123,221
		SCCSD:	\$121,639

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: DIRECTOR - MAINTENANCE, OPERATIONS, & TRANSPORTATION

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified School District	Director of Facilities, Operations & Transportation	\$127,030	\$132,162
North Monterey County Unified School District	Classified Director II-MOT	\$103,845	\$126,556
San Lorenzo Valley Unified School District	Director - Maintenance, Operations & Transportation	\$84,327	\$97,604
Aromas-San Juan Unified School District	Director - Transportation, Maintenance & Facility Operations	\$64,854	\$82,772
Alisal Union Elementary School District	N/A	----	----
Monterey Peninsula Unified School District	N/A	----	----
Pajaro Valley Unified School District	N/A	----	----
Salinas Union High School District	N/A	----	----
Salinas City Elementary School District	N/A (declined to participate)	----	----
Scotts Valley Unified School District	N/A	----	----
		**MEDIAN:	\$112,080
		SCCSD:	\$117,839

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: DIRECTOR - PERSONNEL COMMISSION SERVICES

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified School District	Director Personnel Services (Certificated & Classified)	\$137,896	\$143,466
Pajaro Valley Unified School District	Director - Human Resources (Classified)	\$105,238	\$125,672
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Monterey Peninsula Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Salinas Union High School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
Salinas City Elementary School District	N/A (declined to participate)	----	----
		<b>**MEDIAN:</b>	ISD
		SCCSD:	\$110,436

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: EXECUTIVE ASSISTANT III - SUPERINTENDENT

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Pajaro Valley Unified School District	Executive Assistant III	\$65,400	\$78,096
Aromas-San Juan Unified School District	Executive Assistant	\$60,264	\$76,914
San Luis Coastal Unified School District	Executive Assistant to Superintendent	\$69,202	\$76,274
San Lorenzo Valley Unified School District	Executive Assistant to Superintendent	\$26,640	\$75,198
Monterey Peninsula Unified School District	Administrative Assistant to Superintendent	\$61,680	\$74,976
Alisal Union Elementary School District	Administrative Assistant III - Superintendent	\$50,844	\$61,356
North Monterey County Unified School District	Administrative Assistant to Superintendent	\$47,258	\$61,339
Salinas Union High School District	Senior Administrative Secretary III	\$44,904	\$58,464
Scotts Valley Unified School District	Administrative Assistant to Superintendent	\$40,040	\$51,085
Salinas City Elementary School District	N/A (declined to participate)	----	----
		**MEDIAN:	\$74,976
		SCCSD:	\$65,645

N/A = No Applicable Data

\*Maximum does not include longevity

\*\*Median of the Maximum column

SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY DETAIL  
MANAGEMENT  
EXHIBIT F  
2018

CLASSIFICATION: GRANT COORDINATOR

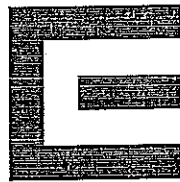
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Alisal Union Elementary School District	N/A	----	----
Aromas-San Juan Unified School District	N/A	----	----
Monterey Peninsula Unified School District	N/A	----	----
North Monterey County Unified School District	N/A	----	----
Pajaro Valley Unified School District	N/A	----	----
Salinas Union High School District	N/A	----	----
San Lorenzo Valley Unified School District	N/A	----	----
San Luis Coastal Unified School District	N/A	----	----
Scotts Valley Unified School District	N/A	----	----
Salinas City Elementary School District	N/A (declined to participate)	----	----

\*\*MEDIAN:      ISD  
                  SCCSD:   \$102,733

N/A = No Applicable Data  
\*Maximum does not include longevity  
\*\*Median of the Maximum column

# SANTA CRUZ CITY SCHOOLS

## SALARY SURVEY SUMMARY (Exhibit G)



**EWING**  
**CONSULTING**  
*A Division of CPS HR Consulting*

**SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY SUMMARY  
CLASSIFIED  
EXHIBIT G  
2018**

BENCHMARK CLASSIFICATION	SCCSD SALARY MAX	SALARY SURVEY MEDIAN	DIFFERENCE	NUMBER OF PARTICIPANTS
Accounting Technician	\$25.92	\$23.43	\$2.49	10
Administrative Assistant	\$25.26	\$23.99	\$1.27	9
Behavior Intervention Facilitator	\$21.81	\$22.81	-\$1.00	4
Benefits Specialist	\$30.82	\$25.94	\$4.88	4
Buyer	\$27.89	\$25.70	\$2.19	4
Campus Safety Supervisor	\$21.81	\$17.37	\$4.44	10
Central Kitchen Coordinator	\$22.35	\$23.62	-\$1.27	3
Day Custodian	\$22.35	\$19.77	\$2.58	10
Delivery Driver-Food Services	\$18.82	\$20.02	-\$1.20	7
Food Service Worker I	\$17.05	\$16.69	\$0.36	10
Groundskeeper I	\$20.24	\$20.20	\$0.04	9
Health Office Assistant	\$20.24	\$19.64	\$0.60	5
Human Resources Technician	\$25.26	\$24.62	\$0.64	7
Library/Media Assistant	\$20.76	\$20.66	\$0.10	10
Maintenance Specialist	\$26.57	\$25.14	\$1.43	8
Mental Health Specialist	\$42.58	ISD	ISD	2
Occupational Therapist	\$42.58	\$45.06	-\$2.48	5
Office Assistant	\$18.35	\$17.83	\$0.52	10
Paraeducator	\$17.46	\$17.41	\$0.05	10



SANTA CRUZ CITY SCHOOLS  
SALARY SURVEY SUMMARY  
CLASSIFIED  
EXHIBIT G  
2018

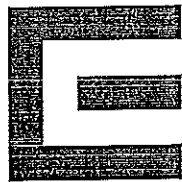
BENCHMARK CLASSIFICATION	SCCSD SALARY MAX	SALARY SURVEY MEDIAN	DIFFERENCE	NUMBER OF PARTICIPANTS
Paraeducator - Special Education	\$21.28	\$20.12	\$1.16	10
Parent/Community Outreach Coordinator	\$22.35	\$21.33	\$1.02	8
Payroll Technician	\$25.26	\$24.50	\$0.76	9
Program Coordinator - After School Program	\$26.57	ISD	ISD	2
Registrar	\$22.90	\$21.65	\$1.25	7
School Administrative Assistant IV	\$25.92	\$23.92	\$2.00	8
School Bus Driver	\$22.35	\$21.12	\$1.23	8
Site Accounting Technician	\$25.92	\$23.19	\$2.73	4
Systems Support Specialist	\$26.57	\$24.80	\$1.77	10
Translator	\$24.07	\$21.13	\$2.94	5
Warehouse Worker	\$21.81	\$21.14	\$0.67	5

**SANTA CRUZ CITY SCHOOLS**  
**SALARY SURVEY SUMMARY**  
**CONFIDENTIAL, SUPERVISORY MANAGEMENT**  
**EXHIBIT G**  
**2018**

BENCHMARK CLASSIFICATION	SCCSD SALARY MAX	SALARY SURVEY MEDIAN	DIFFERENCE	NUMBER OF PARTICIPANTS
Director - Finance	\$122,200	\$118,826	\$3,374	10
Director of Technology	\$121,639	\$123,221	-\$1,582	9
Director - Maintainance, Operations & Transportation	\$117,839	\$112,080	\$5,759	4
Director - Personnel Commission Services	\$110,436	ISD	ISD	2
Executive Assistant II - Superintendent	\$65,645	\$74,976	-\$9,331	9
Grant Coordinator	\$102,733	ISD	ISD	0

# SANTA CRUZ CITY SCHOOLS

## SALARY RANGE RECOMMENDATIONS (Exhibit H)



**EWING**  
**CONSULTING**  
*A Division of GP5 HR Consulting*

SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
EXHIBIT H  
2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
<u>ACCOUNTING/FISCAL</u>						
Lead Accounting Technician	38	\$29.33		38	\$29.33	Relationship to Accounting Technician benchmark
Accounting Technician	33	\$25.92	\$23.38	33	\$25.92	Benchmark
Program Account Technician-FSN	34	\$26.92		34	\$26.92	Relationship to Accounting Technician benchmark
Site Accounting Technician	33	\$25.92	\$23.19	33	\$25.92	Benchmark
Payroll Technician	32	\$25.26	\$24.50	33	\$25.92	Benchmark
Accounts Payable Technician-No Q	32	\$25.26		33	\$25.92	Relationship to Accounting Technician benchmark
<u>CLERICAL/SECRETARIAL SUPPORT</u>						
School Administrative Assistant IV	33	\$25.92	\$23.92	33	\$25.92	Benchmark
Administrative Assistant	32	\$25.26	\$23.99	33	\$25.92	Benchmark
School Administrative Assistant III	30	\$24.07	\$23.31	30	\$24.07	Benchmark
School Administrative Assistant II	28	\$22.90	\$22.75	28	\$22.90	Benchmark
Attendance Technician	28	\$22.90		28	\$22.90	Relationship to School Administrative Assistant II
Health Office Assistant	23	\$20.24	\$19.64	23	\$20.24	Benchmark
Program Support Assistant	22	\$19.77		22	\$19.77	Relationship to School Office Assistant
School Office Assistant	19	\$18.35	\$17.83	19	\$18.35	Benchmark

SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
EXHIBIT H  
2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
<b><u>HUMAN RESOURCES</u></b>						
Benefits Specialist	40	\$30.82	\$25.30	40	\$30.82	Benchmark
Human Resources Specialist - Personnel Commission	36	\$27.89		36	\$27.89	Relationship to Human Resources Technician benchmark
Human Resources Technician	32	\$25.26	\$24.62	32	\$25.26	Benchmark
<b><u>INFORMATION TECHNOLOGY</u></b>						
Lead Technology Specialist	49	\$38.45		49	\$38.45	Relationship to Systems Support Specialist benchmark
Student Data Assessment Specialist	40	\$30.82		40	\$30.82	Relationship to Systems Support Specialist benchmark
Educational Technology Specialist	37	\$28.59		37	\$28.59	Relationship to Systems Support Specialist benchmark
Systems Support Specialist	34	\$26.57	\$24.80	34	\$26.57	Benchmark
<b><u>INSTRUCTIONAL SUPPORT</u></b>						
Site Program Coordinator	34	\$26.57		34	\$26.57	Relationship to Program Coord- After School Programs benchmark
Program Coordinator - After School Programs	34	\$26.57	ISD	34	\$26.57	Benchmark- no data to suggest change
Paraeducator - Life Lab	30	\$24.07		30	\$24.07	Relationship to Paraeducator benchmark
Instructional Specialist-Band- NO Q	30	\$24.07		30	\$24.07	Relationship to Paraeducator benchmark
Behavior Intervention Facilitator	26	\$21.81	\$22.81	28	\$22.90	Benchmark
Primary Intervention Student Assistant	25	\$21.28		25	\$21.28	Relationship to Paraeducator benchmark
Paraeducator - Home Based Preschool	25	\$21.28		25	\$21.28	Relationship to Paraeducator benchmark

SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
EXHIBIT H  
2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDE D RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
Paraeducator - Special Education	25	\$21.28	\$20.12	25	\$21.28	Benchmark
Paraeducator - Academic Intervention	25	\$21.28		25	\$21.28	Relationship to Paraeducator benchmark
Theater Technician-No Q	23	\$20.24		23	\$20.24	Relationship to other Instructional Support classification
Paraeducator	17	\$17.46	\$17.41	17	\$17.46	Benchmark
<b><u>LIBRARY/MEDIA</u></b>						
Library/Media Assistant	24	\$20.76	\$20.66	24	\$20.76	Benchmark
Textbook/Media Assistant	22	\$19.77		22	\$19.77	Relationship to Library/Media Assistant benchmark
<b><u>MAINTENANCE, OPERATIONS &amp; TRANSPORTATION</u></b>						
Maintenance Specialist	34	\$26.57	\$25.14	34	\$26.57	Benchmark
Irrigation Specialist	34	\$26.57		34	\$26.57	Relationship to Groundskeeper benchmark
Head Custodian	32	\$25.26		32	\$25.26	Relationship to Day Custodian benchmark
Groundskeeper III	30	\$24.07		30	\$24.07	Relationship to Groundskeeper benchmark
Lead School Bus Driver-NO Q	30	\$24.07		30	\$24.07	Relationship to School Bus Driver benchmark
Day Custodian	27	\$22.35	\$19.77	27	\$22.35	Benchmark
School Bus Driver	27	\$22.35	\$21.12	27	\$22.35	Benchmark
Groundskeeper I	23	\$20.24	\$20.20	23	\$20.24	Benchmark

SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
EXHIBIT H  
2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
Night Custodian	22	\$19.77		22	\$19.77	Relationship to Day Custodian benchmark
<b><u>NUTRITION SERVICES</u></b>						
Central Kitchen Coordinator	27	\$22.35	\$23.62	29	\$23.48	Benchmark
Warehouse Worker-Food Service & Nutrition	26	\$21.81		26	\$21.81	Relationship to Warehouse Worker benchmark
Lead Food Service Worker	20	\$18.82		21	\$19.27	Minimum 7.5% difference between Lead and highest level subordinate.
Delivery Driver-Food Service & Nutrition	20	\$18.82	\$20.02	23	\$20.24	Benchmark
Food Service Worker II	18	\$17.92		18	\$17.92	Relationship to Food Service Assistant I benchmark
Food Service Worker I	16	\$17.05	\$16.69	16	\$17.05	Benchmark
<b><u>PURCHASING</u></b>						
Buyer	36	\$27.89	\$25.70	36	\$27.89	Benchmark
<b><u>STUDENT SAFETY</u></b>						
Campus Safety Supervisor	26	\$21.81	\$17.37	26	\$21.81	Benchmark
Yard Duty Monitor	16	\$17.05		16	\$17.05	Relationship to Campus Safety Supervisor benchmark

SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
EXHIBIT H  
2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
<u>STUDENT SERVICES</u>						
Occupational Therapist	LPSS	\$35.21	\$45.06	LPSS	\$45.06	Benchmark; Salary max for this class based on market
Mental Health Specialist	LPSS	\$35.21	ISD	LPSS	\$45.06	Relationship to Occupational Therapist benchmark
Registrar	28	\$22.90	\$21.65	28	\$22.90	Benchmark
Career Development Specialist	29	\$23.48		29	\$23.48	Relationship to Paraeducator classifications
Translator	30	\$24.07	\$21.13	30	\$24.07	Benchmark
Parent/Community Outreach Coordinator	27	\$22.35	\$21.33	27	\$22.35	Benchmark
<u>WAREHOUSE</u>						
Warehouse Worker	26	\$21.81	\$21.14	26	\$21.81	Benchmark



SANTA CRUZ CITY SCHOOLS  
SALARY RANGE RECOMMENDATIONS  
CONFIDENTIAL, SUPERVISORY, MANAGEMENT  
EXHIBIT H  
2018

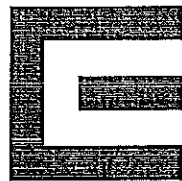
<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
Director - Finance	Class C	\$122,200	\$118,826	Class C	\$122,200	Benchmark
Director - Technology	Class D	\$121,639	\$123,221	New	\$123,221	Benchmark; recommendation for new range max
Director - Maintenance, Operations & Transportation	Class E	\$117,839	\$112,080	Class E	\$117,839	Benchmark
Director-Food Service & Nutrition	Class E	\$117,839		Class E	\$117,839	Relationship to other Management benchmarks
Director - Personnel Commission Services	Class F	\$110,436	ISD	Class F	\$110,436	Benchmark; no data to suggest change
Manager-Human Resources	Class F	\$110,436		Class F	\$110,436	Relationship to Director-Personnel Commission Services benchmark
Grant Coordinator	Class G	\$102,733	ISD	Class G	\$102,733	Benchmark; no data to suggest change
Supervisor-Custodial, Grounds & Maintenance	Class H	\$95,942		Class H	\$95,942	Relationship to Director MOT benchmark
Supervisor-Finance (former Senior Accountant)	Class H	\$95,942		Class H	\$95,942	Relationship to Director Finance benchmark
Supervisor-Transportation	Class H	\$95,942		Class H	\$95,942	Relationship to Director MOT benchmark
Executive Assistant II - Superintendent	RANGE III	\$65,645	\$74,976	New	\$74,976	Benchmark; recommendation for new range max

SANTA CRUZ CITY SCHOOLS  
 SALARY RANGE RECOMMENDATIONS  
 CONFIDENTIAL, SUPERVISORY, MANAGEMENT  
 EXHIBIT H  
 2018

<u>CLASS TITLE/JOB FAMILIES</u>	<u>SCCS CURRENT RANGE</u>	<u>SCCS SALARY STEP 6</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECOM- MENDED RANGE</u>	<u>SALARY MAX</u>	<u>COMMENTS</u>
Administrative Assistant ( C )	RANGE II	\$63,960		RANGE II	\$63,960	Relationship to classified Administrative Assistant

# SANTA CRUZ CITY SCHOOLS

## EMPLOYEE BENEFITS SURVEY (Exhibit I)



**EWING**  
**CONSULTING**  
*A Division of GPS HR Consulting*

SANTA CRUZ CITY SCHOOLS  
 BENEFITS COMPARISONS: BARGAINING UNIT ONLY  
 EXHIBIT I  
 2018

District	Highest Annual CAP/ Employee Only*	High Annual CAP/ Empl. plus family**	Longevity Pay***	Employee Contribution to Benefits	Opt Out/Cash in lieu
Scotts Valley Unified School District	\$20,112.00	\$20,112.00	Longevity is 2.5% of an employee's current salary at the completion of the 6th year of continuous service; another 2.5% is earned at the completion of the 9th year of continuous service, the 12th year, the 16th year, the 20th year, and the 24th year. The total amount of longevity over a 24-year period amounts to 15%.	Any Amount Above District CAP	Can Opt Out/ No cash in lieu
Aromas-San Juan Unified School District	\$14,000.00	\$14,000.00	6-10 yrs = 2%, 11-15 yrs = 3% (5% total), 16-20 yrs = 4% (9% total), 21-25 yrs = 5% (14% total), 26+ yrs = 6% (20% total)	Any Amount Above District CAP	Can Opt Out/ Receive Cash difference for plans less than \$14,000
Pajaro Valley Unified School District	\$12,741.48	\$31,032.00	8 years..... \$ 200 10 years..... \$ 300 15 years..... \$ 450 20 years..... \$ 600 25 years..... \$ 750 26 years..... \$ 800 27 years..... \$ 850 28 years..... \$ 900 30 years ..... \$1000	Classified/Confidential paid at 100%/Mgmt pay \$1,080/yr	No Opting Out/ No Cash in lieu
San Luis Coastal Unified School District	\$12,177.40	\$12,177.40	SLCUSD has No Longevity pay - has a 22 step salary schedule; does offer retiree insurance that requires completion of 10 years of service.	\$5,000 + 50% of total insurance cost	No Opting Out/No Cash in lieu
Santa Cruz City School District	\$11,232.00	\$31,260.00	Longevity: 6 years at 3%, 10 years at 6.09%, 15 years at 9.27%, 20 years at 12.55%, 25 years at 15.92%	Any Amount Above District CAP	Part-time Employees can opt out/No Cash in lieu
Salinas City Elementary Unified School District	\$10,488.00	\$27,144.00	Longevity Service Employees receive a 5% increase for the completion of their 10, 15, 20, 25 and 30 years of service	Any Amount Above District CAP	No Opting Out/ No Cash in lieu

SANTA CRUZ CITY SCHOOLS  
 BENEFITS COMPARISONS: BARGAINING UNIT ONLY  
 EXHIBIT I  
 2018

District	Highest Annual CAP/ Employee Only*	High Annual CAP/ Empl plus family**	Longevity Pay***	Employee Contribution to Benefits	Opt Out/Cash in lieu
Salinas Union High School Unified School District	\$10,440.72	\$17,860.32	10 years - 3%, 15 years - 6%, 20 years - 9%, 25 years - 12%	Any Amount Above District CAP	Certif, Mgmt and Confid/Suprv empl can opt out (as of next plan year); classified (CSEA) do not have that option/ No Cash in lieu
San Lorenzo Valley Unified School District	\$10,020.00	\$10,020.00	6 years = 2.5%, 8 years = 5% (total), 11 years = 7.5% (total), 14 years = 10% (total), 17 years = 12% (total)	Any Amount Above District CAP	No Opting Out/ No Cash in lieu
Monterey Peninsula Unified School District	\$9,388.00	\$9,388.00	10 years - \$41.67; 15 years - \$62.50; 20 years - \$83.33; 25 years - \$104.16 ;30 years - \$125.00	Any Amount Above District CAP	No Opting Out/No Cash in lieu
Alisal Union Elementary Unified School District	\$9,000.00	\$17,200.00	5 years - 3%, 10 years - 5%, 15 years - 5%, 20 years - 5%	Any Amount Above District CAP	No Opting Out/No Cash in lieu
North Monterey County Unified School District	\$6,624.00	\$10,824.00	Upon completion of 8,10,12,14,16,20 and 24 yrs of service as a classified employee, 2% will be added to the respective salary	Any Amount Above District CAP	No Opting Out/No Cash in lieu

\* For Full-time, Classified Employees

\*\* Insurance: Medical, Dental, Vision-Highest District Contribution for all employees or employee plus family

\*\*\* Longevity taken into account in providing employee benefits - measured in dollars