FINAL REPORT

CLASSIFICATION AND COMPENSATION STUDY FOR

SANTA CRUZ CITY SCHOOLS

PRESENTED BY:



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 Ducket-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 Keneé 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 \underline{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 \underline{B} and class descriptions as Exhibit \underline{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 \underline{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 \underline{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 \underline{F} , and the salary survey summary is included as Exhibit \underline{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:

- Classes in a series should be separated by at least two ranges (5%) allowing current practice to 1. dictate specific differences if above the two-range minimum.
- Classes in a lead capacity should be separated by at least three ranges (7.5%) from the highest level 2. subordinate.
- 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. 3.

Salary Range Recommendations

Exhibit \underline{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:

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 1. implementation period of several years in order to ease the financial burden in any given year.

LISTING OF EXHIBITS

Allocation Listing (Exhibit A)	A-1
Alphabetical Listing of Classes (Exhibit B)	B-1
Class Descriptions (Exhibit C)	C-1
Salary Survey	
Benchmark Classifications (Exhibit D) Survey Criteria & Participants (Exhibit E) Survey Detail by Classification (Exhibit F) Survey Summary (Exhibit G)	D-1 E-1 F-1 G-1
Salary Range Recommendations (Exhibit H)	H-1
Employee Benefits Survey (Exhibit I)	. I-1

SANTA CRUZ CITY SCHOOLS

ALLOCATION LISTING (Exhibit A)



		PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
EMPLOYEE LAST NAME		Program Accounts Specialist	D.O.: Special Ed	Accounting Technician
Brito		Administrative Secretary	D.O.: Curriculum	Administrative Assistant —
Bartle			D.O.: Special Ed	Administrative Assistant
Eklof	,	Administrative Secretary	D.O.: Student Services	Administrative Assistant
Juna		Administrative Secretary	D.O.: Academic Equity	Administrative Assistant
Robles-Colmenares	Eugenia	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Spilman	Laura W	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Williams	Brenna A	Administrative Secretary	Santa Cruz High School	Affendance Technician
Gonzalez	Elizabeth M	Attendance Technician	Branciforte Small Schools	Attendance Technician
Hernandez Luna	Maribel	Attendance Technician	Soquel High School	Affendance Technician
Moker	Kelly C	Attendance Technician	Harbor High School	Affendance Technician
Reyes	Celia B	Attendance Technician	Mission Hill Middle School	Attendance Technician
Robles Vazquez	Nereyda R	Attendance Technician	Branciforte Middle School	Affendance Lechnician
Silva-Robles	Fe E	Attendance Technician		Behavior Intervention
Dyer	Lisa J	Instructional Technician-PBS	Bay View Elementary	Facilitator Behavior Intervention
Gaona	Mireya	Instructional Technician-PBS	Branciforte Middle School	Facilitator Behavior Intervention
Kidd	Kimberely L	Instructional Technician-PBS	Harbor High School	Facilitator
Koopmans	Јазоп А	Instructional Technician-PBS	Harbor High School	Facilitator Behavior, Intervention
Linsdale	Troy K	Instructional Technician-PBS	Bay View Elementary	Facilitator: Behavior Intervention
МсСотьіе-Митау	Paula K	Instructional Technician-PBS	Branciforte Middle School	Facilitator Behavior Intervention
McInemey	Teresa M	Instructional Technician-PBS	Bay View Elementary	Fācilitator
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
	Kristi A	Benefits Coordinator	District Office	Benefits Specialist
Gilmore	Paula R	District Buyer	District Office	Buyer
Morin	Stephen M	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor ==
Amold Jr.	Robert J	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Chacanaca	Darin C	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Fox	Jeanette R	Campus Supervisor	Harbor High School	Campus Safety Supervisor
Grothe Olander Tompkins	Katherine A	Campus Supervisor	Branciforte Middle School	Campus Safety Supervisor
Redding	Erik K	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
	Eden	Campus Supervisor	Branciforte Small Schools	Campus Safety Supervisor
Reinero	Michael	Campus Supervisor	Mission Hill Middle School	Campus Safety Supervisor.
Rodriguez	Jesse J	Campus Supervisor	Santa Cruz High School	Campus-Safety Supervisor
Trumbull Urbach Jr	Howard A	Campus Supervisor	Harbor High School	Campus Safety Supervisor

	2018		
FIRST NAME	PRESENT CLASSIFICATION L	OCATION	ROPOSED LASSIFICATION
Patricia E	Career Development Specialist T	THISTON LOPICIES	areer Development Specialist
Sarah E	Career Development Specialist T	I All Strong I To Granne	Career Development Specialist
Tamara H	Career Development Specialist T	Talishou Tograms	Career Development Specialist
Consuelo	Career Development Specialist 7	Tansition 110g.min	Career Development Specialist
Devon M	Career Development Specialist	Tansidon 110g.	Career-Development Specialist
Monica A	Career Development Specialist	TABBILI CE E - B	Career Development Specialist
Gina M	Central Kitchen Coordinator	Food Services	Central Kitchen Coordinator
Edward L	Senior Custodian	Santa Cruz High School	Day-Custodian
Alex W	Custodian	Bay View Elementary	Day Custodian
	Senior Custodian	Branciforte Middle School	Day Custodian
		Soquel High School	Day Gustodian
		Branciforte Small Schools	Day Custodian
		Harbor High School	Day Custodiau
<u> </u>		Santa Cruz High School	Day Custodiau
		Food Services	Delivery Driver-Food Services & Nutrition
		District Office	Director=Classified Personnel
			Director-Finance
Cheryl			Director-Rood Service &
Amy	Nutrition		Director-Information
Curtis	Director of IT		Reclinology Director-Maintenance,
Trevor	Director, MOT	<u> </u>	Operations & Transportation Educational Technology
Todd A			Specialist Educational Technology
Jillian M			Specialist Educational Technology
Jon S			Specialist Specialist
Christopher J	Education Technology Specialist	-i	y Specialist
Dahria K	Administrative Assistant	D.O.: Human Resources	Executive Assistant 1
Catherine S	Administrative Assistant	D.O.: Business Services	Executive Assistant I
Nancy S		D.O.: Superintendent's Office	Executive Assistant II
Sandra E	Food Service Worker	Food Services	Food Service Worker I
Eunice M	Food Service Worker	Food Services	Rood Service Worker It
Ruth W	Food Service Worker	Food Services	Rood Service Worker L
Avis L	Food Service Worker	Food Services	Food Service Worker I
		Food Services	Food Stryice Worker I
	Patricia E Sarah E Tamara H Consuelo Devon M Monica A Gina M Edward L Alex W Teodoro Andy Barbara A Rodrigo Christian John J Keneé Cheryl Amy Curtis Trevor Todd A Jillian M Jon S Christopher J Dahria K Cafherine S Nancy S Sandra E Eunice M Ruth W	PRESENT CLASSIFICATION I Patricia E Career Development Specialist T Sarah E Career Development Specialist T Tamara H Career Development Specialist T Consuelo Career Development Specialist T Devon M Career Development Specialist T Monica A Career Development Specialist T Gina M Central Kitchen Coordinator T Edward L Senior Custodian T Alex W Custodian T Feodoro Senior Custodian T Senior Custodian T Senior Custodian T Senior Custodian T Christian Custodian T Custodian T Consuelo Delivery Person/Utility Worker T Cheryl Director, Classified Personnel T Cheryl Director, Food Service & Nutrition T Curtis Director, MOT T Todd A Education Technology Specialist T Jon S Education Technology Specialist T Cafherine S Administrative Assistant Superintendent S Sandra E Food Service Worker T Food Service Worker F Food Service Worker T Food	Patricia E Carer Development Specialist Transition Programs - Harbor I Transition Programs -

		2010		
EMPLOYEE LAST NAME	EIDST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
orgensen	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
Kauss	Kimberly L	Food Service Worker	Food Services	Food Service Worker I
	Carolyn S.	Food Service Worker	Food Services	Bood Service Worker L
Kryst	Vanessa A	Food Service Worker	Food Services	Food Service Worker I
Raynal	Maria C	Food Service Worker	Food Services	Food Service Worker I
Salgado De Santos	M Guadalupe R	Senior Food Service Worker	Food Services	Food Service Worker II
Bernal		Senior Food Service Worker	Food Services	Food Service Worker 11
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		Food Services	Food Service Worker III
Dalbesio	Allyson A	Lead Food Service Worker	Food Services	Food Service Worker III
Ericksen	Cynthia F	Lead Food Service Worker		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	Grant Coordinator:
Lambert	Beatriz E	Grant Coordinator	Soquel High School	
Rackley	Theron M	Grounds Specialist - Irrigation	Grounds	Grounds/Irrigation Specialist
McCall	Воппу Ј	Groundskeeper I	Maintenance/Operations	Groundskeeper I
Laurance	Elizabeth A	Groundskeeper III	Grounds	Groindskeeper 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	Delaveaga Elementary	Health Office Assistant
Stakey	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 Human Resources Specialist
Berdan	Jory V	Personnel Assistant	D.O.: Personnel Commission	Personnel Commission
Butler	Christina M	Personnel Technician II	D.O.: Human Resources	Human Resources Lechnicia
Gomez	Yolanda	Personnel Technician II	D.O.: Human Resources	Human Resources Technicia
Greenwood	Michelle A	Personnel Technician II	D.O.: Human Resources	Human Resources Lechnicia
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.

		2010		
EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION I	OCATION	PROPOSED CLASSIFICATION
Brewster	Anne E		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	Tibrary/Media Assistant
Ledbetter	Dorothee	Library/Media Service Asst	Branciforte Small Schools	Library/Meilia Assistant,
May	Angela M	Library/Media Service Asst	Harbor High School	Eibrary/Media Assistant
Stillinger	Jane	Library/Media Service Asst	Gault Elementary	liibrary/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
Jaramilio 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 Ouestionnaire
Brockmann	Leslee	Food Service Worker	Food Services	No Questionnaire
Cusirramos	Mirella	Learning Assistant	Delaveaga Elementary	NoiOnestionnaire
Day-Smith	Jan M	School Bus Driver	Transportation	No Questionnaire

	CLASSICIED	EXHIBIT A		
		2018		PROPOSED
EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	CLASSIFICATION
Delgado		Instructional Technician - ASES	Bay View Elementary	No Ouestionusure
Delgado	Sandra L	LCarining 1 molecular	Bay View Elementary	No Questionnaire
DeMarco	Roxana M	Instructional Technician - Elem Intervention	Westlake Elementary	No Questionnaire
Diaz	Pedro		Harbor High School	No Questionnaire
Ellis IV	Cassius M	THISH HOHOMAN SPECIALISE SEE	Santa Cruz High School	No Questionnalre
Espinoza-Saldana	Efrain	Instructional Technician - Elem Intervention	Gault Elementary	No Questionnaire
Fette	Leslie A		Soquel High School	No Questionnaire
Flores	Miguel	Custodian	Branciforte Middle School	No Questionnaire
Flores	Asela	Food Service Worker	Food Services	No Questionnaire
Flores	Eliery-George T	Senior Custodian	Itinerant: Adult Ed	No Questionnaire?
García	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 Questiounaire
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 Questionnalre
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 Quescionnaires
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 Questionnalre
Martinez	Melvin E	Head Custodian	Santa Cruz High School	No Questionnaire

		2018		
	THE OPERAL NATE	PRESENT CLASSIFICATION	LOCATION	PROPOSED.
MPLOYEE LAST NAME	Perla		Gault Elementary	No Questionnaire
fartinez Garzia	Valerie J		D.O.: Student Services	No Questionnaire
1cFadden	ļ		Gault Elementary	No Questionnaire
lena	David F	Senior Custodian	Gault Elementary	No Questionnaire
Iena Flores	Moises	Instructional Technician - ASES	Mission Hill Middle School	No Questionnaire
Iaranjo Huerta	Estephany	Instructional Technician	Branciforte Middle School	No:Ouestionnaire
loguera	Marion L		Branciforte Middle School	No Questionnaire
loguera	Marion L	Instructional Technician - ASES	Food Services	No Questionnaire
Jyland	Barbara J	Food Service Worker	Mission Hill Middle School	No Questionnaire
Ortiz-Flores	Miguel A	Senior Custodian		No Questionnaire
Page II	James M	Instructional Technician PBS	Harbor High School	No Onestionnaire
Pavlak	Jessica L	Inst Technician - Life Lab	Bay View Elementary	No Questionnaire
Perez	Ricardo P	Custodian	Santa Cruz High School	
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
Ruyalcaba Jr	Braulio	Custodian	Soquel High School	No Onestionnaire
Salinas	Ron	Instructional Specialist - Band	Santa Cruz High School	No Questionnaire
	Jack D	Instructional Specialist - Band	Santa Cruz High School	No Onestionnaire
Salter	Analilia	Program Coordinator, ASES	Mission Hill Middle School	No Questionnaire
Santacruz	Gretchen S	School Health Clerk	Bay View Elementary	No Questionnaire
Schultz	Dessire	Instructional Technician - ASE	S Bay View Elementary	No Questionnaire
Sedano		Senior Custodian	Soquel High School	No Questionnaire
Segura-Munoz	Andrew	School Bus Driver	Transportation	No Questionnaire
Sepulveda	Irma G	Instructional Technician	Harbor High School	No Questionnaire
Silva	Panuncio	School/Community Coordinate	or Branciforte Middle School	No Questionnaire
Silva-Robles	Fe E	Groundskeeper I	Maintenance/Operations	No Onestionnaire
Singh	Rajwinder P		Westlake Elementary	No Questionnaire
Sisolak Villafane	Aaron	Senior Custodian	Mission Hill Middle School	No Questionnaire
Soto	Marialouise N	Instructional Technician	Bay View Elementary	No Questionnaire
Stocker	Christina R	Instructional Technician	Transportation	No Questionnaire
Szeremet	Julie A	Lead School Bus Driver		No Questionnaire
Tuscano	Jose A	Head Custodian	Soquel High School	No Ouestionnaire
Tuthill-Lewis	Carol J	Food Service Worker	Food Services	No Questionnaire
Ungor	John F	School Bus Driver	Transportation	京大大学教育

		2018		
MPLOYEE LAST NAME	E FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
MPLOYEE LAST NAME	Martha B	Primary Intervention Student Asst	Bay View Elementary	No Ouestionnaire
	Israel	Program Coordinator, ASES	Bay View Elementary	No Questionnaire
ega Toenell	Brian D	Instructional Technician	Branciforte Small Schools	No Questionnaire
	Donald F	Custodian	Westlake Elementary	No Questionnaire
oung Jr	Donald F	Custodian	Delaveaga Elementary	No Questionnaire
oung Jr	Nicole J	Instructional Technician PBS	Delayeaga Elementary	No Questionnaire
ektser Cruz	Laurie K	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
ibson	Kim	Occupational Therapist	Itinerant: Special Ed	Occupational Therapist
uson	Sheri L	Clerical Assistant	Gault Elementary	Office Assistant
Beatton		Clerical Assistant	D.O.: Special Ed	Office Assistant
Chase	Elise M Lisa A	Clerical Assistant	Westiake Elementary	Office Assistant
Cordero		Clerical Assistant	Delaveaga Elementary	Office Assistant,
Dewitt	Dawn M	Clerical Assistant	Delayeaga Elementary	Office Assistant
ſuhľ	Frances A.	Clerical Assistant	Bay View Elementary	Office-Assistant
Marizette	Gail E	Clerical Assistant	Delayeaga Elementary	Office Assistant
Trebbien	Lori L		Westlake Elementary	Paraeducator:
Chavez	Audrey L	Learning Assistant	Westlake Elementary	Paraeducator -
Ferreira	Susan A	Learning Assistant	Bay View Elementary	Paraeducator
Helm	Mary S	Learning Assistant	Gault Elementary	Paraeducator
Hernandez	Maria V	Learning Assistant	Gault Elementary	Paraeducator -
Hurley	Patricia J	Learning Assistant	Bay View Elementary	Paraeducator
Manako	Annie J	Learning Assistant		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 Paraeducator
Reidt	Paula C	Learning Assistant	Gault Elementary	
Scholz-Gross	Ursula M	Learning Assistant	Gault Elementary	Paraeducator
Shannon	Martee P	Learning Assistant	Gault Elementary	Paraeducatory
Tolentino	Angelica	Instructional Technician	Santa Cruz High School	Paraeducator Paraeducator-Academic
Attard	Emma C	Instructional Technician - Elem Intervention	<i>Day</i> 7.5	Intervention Paraeducator-Academic
Chavez	Audrey L	Instructional Technician - Elen Intervention	Westlake Elementary	Intervention
Hendrix	Caitlin E	Instructional Technician - Elen Intervention	Delaveaga Elementary	Paraeducator-Academic

		2018		•
EMPLOYEE LAST NAME	FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
Hubert	Fabrice	Instructional Technician - Elem Intervention	Bay View Elementary	Paraedicator-Academic. Intervention
Hurley	Patricia J	Instructional Technician - Elem Intervention	Gault Elementary	Paraeducator-Academic. Intervention
Zimble	Taylor N	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Academic
awrence	Gloriana A	- 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Delaveaga Elementary	Paraeducator Academic
Mansnerus	Lidia I	172 1 1 1 El-	Delayeaga Elementary	Paraedicator-Academic Intervention Paraedicator-Academic
Medina .	Hannah B	Instructional Technician - Elem Intervention	Delaveaga Elementary	Intervention
Musch	Katrin S	Instructional Technician - Elem Intervention	Westlake Elementary	Paraeducator-Académie Intervention Paraeducator-Academic
Репу	Theresa	Instructional Technician - Elem Intervention	Westlake Elementary	Intervention Paraeducator-Academic
Reidt	Paula C	Instructional Technician - Elem Intervention	Gault Elementary	Intervention Paraeducator-Academic
Roenning	Elizabeth	Instructional Technician - Elem Intervention	Bay View Elementary	Intervention Paraeducator-Academic
Shannon	Martee P	Instructional Technician - Elem Intervention	Gault Elementary	Intervention Paraeducator After School
Medlen	Kristi M	Instructional Technician - ASES	Categorical Programs	Paraeducator-After School Paraeducator-After School
Moreno	Eduardo	Instructional Technician - ASES	Gault Elementary	Paraeducator-After School Paraeducator-After School
Portillo	Jose A	Instructional Technician - ASES	ASES Branciforte Middle School Programs	
Ruiz	Alejandra L	Instructional Technician - Home Based Preschool	Categorical Programs	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 Cab.
Aceves Gagne	Marina A	Instructional Technician	Branciforte Middle School	Paraeducator-Special Education
Adam	Monika	Instructional Technician	Westlake Elementary	Paracducator-Special-Educatio
Anderson	Katherine S	Instructional Technician	Gault Elementary	Paraeducator-Special-Educatio Paraeducator-Special-Educatio
Ashton	Gепті A	Instructional Technician	Branciforte Small Schools	
Bjomlie	Dena L	Instructional Technician	Branciforte Middle School	Paraeducator-Special/Educatio
Coddington	Veronica J	Instructional Technician	Delaveaga Elementary	Paraeducator-Special Educatio
Corbella	Judy H	Instructional Technician	Mission Hill Middle School	Paraeducator-Special Educatio
Deleon	Elizabeth M	Instructional Technician	Delayeaga Elementary	Paraeducator-Special Educatio
Herzog	Melissa K	Instructional Technician	Harbor High School	Paraeducator-Special Educatio
Lucero	Jo-Ann	Instructional Technician	Westlake Elementary	Paracducator-Special Educatio
Medlen	Kristi M	Instructional Technician	Branciforte Middle School	Paraeducator-Specialis ducatio
Merkel	Andrea A	Instructional Technician	Soquel High School	Paraeducator-Special Education
Mullowney	Thomas G	Instructional Technician	Harbor High School	
Митау	Cindy S	Instructional Technician	Santa Cruz High School	Paraeducator-Special Educatio

		EXHIBIT A 2018	A.	
	TOTO OTE N.I.A. N.A.TO	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASSIFICATION
EMPLOYEE LAST NAME		Instructional Technician	Harbor High School	Paraeducator-Special Education
Novak	Theresa A	<u> </u>	Soquel High School	Paraeducator-Special Education
Shanahan	Camille M	Instructional Technician	Harbor High School	Paraeducator-Special Education
Stiga	John P	Instructional Technician	Soquel High School	Paraeducator-Special Education
Tweddle	Barbara	Instructional Technician		Paraeducator-Special Education
Utrecht	Claire J	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education
Williams	Julie E	Instructional Technician	Harbor High School	Parent/Community Outreach
Barrientos	Vickie L	School/Community Coordinator	Gault Elementary	Coordinator Parent/Community Outreach
Campos Solorio	Miriam	School/Community Coordinator	Branciforte Small Schools	Coordinator Parent/Community Outreach
Gonzales	Elisa A	School/Community Coordinator	Categorical Programs	Coordinator: Parent/Community Outreach
Guzman	Julia J	School/Community Coordinator	Harbor High School	Coordinator Surface Parent/Community Outreach
	Arturo	School/Community Coordinator	Bay View Elementary	Coordinator
Lopez	Reyna M	School/Community Coordinator	Branciforte Small Schools	Parent/Community.Oufreach Coordinator
Ruiz		School/Community Coordinator	District Office	Parent/Community Outreach Coordinator
Switzer	Patty		Delayeaga Elementary	Parent/Community Outreach
Weckler	Rosario	School/Community Coordinator	D.O.: Finance	Coordinator:
Heaster	Molly R	Payroll Technician		Payroll Technician
Marquart	Michelle A	Payroll Technician	D.O.: Finance	Payroll Technician
Sossoyan-Rix	Michele	Payroll Technician	D.O.: Finance	Primary Intervention Student
Fitch	Marina L	Primary Intervention Student Asst	Itinerant: Student Services	Assistant Primary Intervention Student
White O'Hagan	Meghan L	Primary Intervention Student Asst	Itinerant: Student Services	Assistant Primary Intervention Student
Zavaleta Buendia	Lorena	Primary Intervention Student Asst	Delayeaga Elementary	Assistant Program Account Technician
Brewer	Deadra D	Program Accounts Specialist	Food Services	FSN. Program Coordinator After
Geffken	Donna M	Program Coordinator, ASES	Branciforte Middle School	School Programs Think Control
	Beatriz	Clerical Specialist	D.O.: Academic Equity	Program Support Assistant
Diaz	Debbie	Clerical Specialist	Adult Education	Program Support Assistant
Fennell	Patricia A	Clerical Specialist	Transportation	Program Support Assistant
Souvey		School Registrar	Harbor High School	Registrar
Anaya-Mendez	Yesenia	School Registrar	Soquel High School	Registrar
Smith	Jennifer S		Branciforte Middle School	School Administrative Assista
Elliott Perkins	Pamela R	Secretary II	Branciforte Small Schools	II. School Administrative Assista
Homan	Sara E	Secretary II	Mission Hill Middle School	II School Administrative Assista
Johnson	Loma L	Secretary II	Santa Cruz High School	II School A'dministrative Assista
Rodriguez	Leslie M	Secretary II		II School Administrative Assista
Diaz Uribe	Italia S	Secretary III	Harbor High School	DI School Administrative Assista
Manousos	Janet D	Secretary III	Santa Cruz High School	

Jameinez Anna Secretary III Soquel High School III Status Cruz High School III Walton Cheryl C Secretary III Soquel High School III Walton Cheryl C Secretary III Soquel High School School Astronia Frances Barranco Margarin P Principal's Secretary Principal's Secretary Westlake Elementary The Control Astronia Frances Booledetti Rossell P Principal's Secretary Principal's Secretary Mission Hill Middle School The Control Principal's Secretary Mission Hill Middle School The Control Principal's Secretary Principal's Secretary Mission Hill Middle School The Control Principal's Secretary Mission Hill Middle School The Principal's Secretary Bay View Elementary The Control Astronia Frances Mission Hill Middle School The Control Astronia Frances The Principal's Secretary Branciforto Middle School The Principal's Secretary Mission Hill Middle School The West Blementary The Principal's Secretary Mission Hill Middle School The West Blementary The West Blem	18		.8		
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Carbon C				. I. Cohoo!	School Administrative Assistant.
National National Program Society III Soquel High School Chery C Secretary III Soquel High School Chery C Secretary III Soquel High School Chery C School Administrative Sarrance Margarita P Principal's Secretary Delaweaga Elementary School Administrative School Administrative School Administrative School School Administrative School Administrative School School Administrative School Chery Principal's Secretary Gautt Elementary School Administrative School School Administrative School School Administrative School Administrative School S		Lauren G Ser			School Administrative Assistant
National Cheryl C Solution of Solution of Cheryl C		Natalie H Se			School Administrative Assistant
Arranco Margarta P Frincipal's Secretary Westlate Elementary V. Frincipal's Secretary Westlate Elementary V. Frincipal's Secretary Gault Elementary V. Frincipal's Secretary Gault Elementary V. Frincipal's Secretary Mission Hill Middle School V. Frincipal's Secretary Mission Hill Middle School V. Frincipal's Secretary Dany View Elementary V. Frincipal's Commission View Elementary V. Frincipal's Dany View Elementary V. Frincipal's Commission View Elementary		Cheryl C Se			III School Administrative Assistant
Della Mora Bibby B Principal's Scoretary Gault Elementary Extended Algiandra Algiandra Principal's Scoretary Mission Hill Middle School Principal's Scoretary Mission Hill Middle School Mission Hill Middle School Principal's Scoretary Mission Hill Middle School Mission Hill Middle School Principal's Scoretary Mabrouk Gail B Principal's Secretary Branciforte Small Schools Elizabeth O Principal's Secretary Branciforte Middle School Elizabeth O Principal's Secretary Branciforte Middle School Mission Hill Middle Mission Hill Missio		Margarita P Pr			IV School Administrative Assistant
Principal's Secretary Cault Elementary Cault	+	Rossell P Pr			IV: School Administrative Assistant
fernandez Alejandra Principal's Secretary Mission Hill Middle School School Administrative As Dopez Flora E Principal's Secretary Bay View Elementary Gail E Principal's Secretary Branciforte Middle School Flora E Principal's Secretary Branciforte Middle School Flora E Principal's Secretary Pransisen Kelly A Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Santa Cruz High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Principal's Secretary Soquel High School School Administrative As Weng Viyada T Vi		Ebby E Pr			
Principal's Secretary Bay View Elementary Excellent	1	Alejandra Pi	Mission Hill I	Middle School	
Mahrouk Gail B Principal's Secretary Branciforte Small Schools IV School Attininistrative As Drozoo Blizabeth O Principal's Secretary Branciforte Middle School The Principal's Principal's Secretary Branciforte Middle School The Principal's Secretary Brancipal's Secretary Sont Cruz High School The Principal's Secretary Sont Cruz High School The Principal's Secretary Sont Harbor High School The Principal School Bus Driver Transportation Transportation The Principal School Bus Driver Transportation Transportation The Principal School Bus Driver Transportation The Principal School School Bus Driver Transportation The Principal School The Principal School The Principal School School School School Bus Driver Transportation The Principal School The Principal School The Principal School The Principal School School School School Bus Driver Transportation The Principal School School School School School School School Transportation Tran	1	Flora E Pi	Bay View Ele	ementary	
Principal's Secretary Branciforte Middle School IV Studies Principal's Secretary Harbor High School IV Studies]	Gail E P	Branciforte S	mall Schools	TO THE STATE OF TH
Paulsen Kelly A Principal's Secretary Flarbor High School Kathleen M Principal's Secretary Santa Cruz High School Vyada T Principal's Secretary Soquel High School Frances School Bus Driver Transportation Transportation Transportation Transportation School Bus Driver Transportation Transportation Transportation School Transportation School Transportation Transporta		Elizabeth O P	Branciforte M	Aiddle School	
Principal's Secretary Santa Cruz High School Weng Viyada T Principal's Secretary Soquel High School Richard V School Bus Driver Transportation School Bus Driver School Bus Driver Transportation Site Accounting Technic School Bus Driver School Bus Driver Transportation Site Accounting Technic School Bus Driver School Bus Driver Transportation Site Accounting Technic School Bus Driver School Bus Driver School Bus Driver Transportation Site Accounting Technic School Bus Driver School B		Kelly A P	Harbor High	School	
Weng Viyada T Principal's Secretary Soquel High School IX Transportation School Bus Driver Transportation Transportation Transportation School Driver Transportation School Driver Transportation School Driver Transportation Transportation School Driver Transportation School Driver Transportation Transportation School Driver Transportation School Driver Transportation Transportation School Driver Schoo			Santa Cruz H	High School	
Castaneda Frances School Bus Driver Transportation School Bus Driver School Bus Driver Transportation Transportation Transportation Specialist District Office Specialist School Bus Driver School Bus Driver Transportation Specialist District Office Specialist District Office Specialist Specialist Supervisor Custodial Grounds Anintenance/Operations Supervisor Transportation Transportation Supervisor Transportation Transportation Supervisor Transportation Supervisor Transportation Transportati			Soquel High	School	
Saami 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 Technic Stream		¥19ttt2 2	Transportation	on	School Bus Driver
Samu Kris L School Bus Driver Transportation School Bus Driver Brown Norma Jean Program Accounts Specialist Santa Cruz High School Site Accounting Technic Souvey Patricia A Site Accounts Specialist Soquel High School Site Accounting Technic Course of the Accounting Technic Souvey Patricia A Site Accounts Specialist Harbor High School Site Accounting Technic Course of the Accounting Technic Souvey Patricia A Site Program Coordinator Curriculum Site Program Coordinator District Office Site Program Coordinator Westlake Elementary Site Program Coordinator Assessment Specialist District Office Site Program Coordinator District Office Specialist Site Program Coordinator District Office Specialist Site Program Coordinator District Office Specialist Supervisor, Custodial, Grounds Maintenance/Operations Adams Supervisor Sustendial Assessment Specialist District Office Specialist Supervisor, Custodial, Grounds Maintenance/Operations Adams Supervisor Sustendial Assessment Specialist District Office Supervisor Transportation Supervisor Transportation Supervisor Transportation Supervisor Transportation Supervisor Transportation Supervisor Transportation Transportation Technology Systems Support Specialist District Office Transportation Textbook Clerk Santa Cruz High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Roberts John M Media Textbook Clerk Harbor High School Textbook/Media Assist Roberts Luz A Translator/Interpreter District Office Translator		Times	Transportati	on	School Bus Driver
Sinier Brown Norma Jean Program Accounts Specialist Santa Cruz High School Site Accounting Technic Brown Beatriz B Site Accounts Specialist Soquel High School Site Accounting Technic Souvey Patricia A Site Accounts Specialist Harbor High School Site Accounting Technic Souvey Beatriz Site Program Coordinator Curriculum Sine Program Coordinator Pranks Dorothy J Site Program Coordinator Site Program Coordinator Site Program Coordinator District Office Site Program Coordinator Site Program Coordinator District Office Site Program Coordinator Partida-Cook Junnue E Data & Assessment Specialist Lipscomb Paul Supervisor, Custodial, Grounds & Maintenance/Operations & Maintenance Supervisor Custodial, Grounds & Maintenance Trinchero Suzanne L Senior Accountant D.O.: Finance Supervisor Finance Frates Emil Supervisor, Transportation Transportation Supervisor Transports Filippo Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Accees Anthony Media Textbook Clerk Santa Cruz High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk District Office Translator Translator Translator Translator Translator Translator Translator Translator Maintenance/Operations		TQSIA.	Transportati	on	School Bus Driver
Brown Brown Beatriz E Site Accounts Specialist Soquel High School Site Accounting Technic Souvey Patricia A Site Accounts Specialist Harbor High School Site Accounting Technic Souvey Beatriz Site Program Coordinator Curriculum Site Program Coordinator Pranks Dorothy J Site Program Coordinator Westlake Elementary Site Program Coordinator Site Program Coordinator District Office Site Brogram Coordinator Partida-Cook Junnue E Data & Assessment Specialist District Office Sindert Data Assessment Specialist Supervisor, Custodial, Grounds & Maintenance/Operations & Maintenance/Operations Supervisor-Enimance Frates Emil Supervisor, Transportation Frates Emil Supervisor, Transportation Frates Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Pool: Media Textbook Clerk Santa Cruz High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Sheinbaum Barrientos Luz A Translator/Interpreter District Office Translator Translator Translator Textbook/Media Assist Sheinbaum Media Textbook Clerk District Office Textbook/Media Assist Sheinbaum D.O.: Information Technology Textbook/Media Assist Sheinbaum District Office District Office Textbook/Media Assist Sheinbaum District Office District Off	list		ist Santa Cruz)	High School	Site Accounting Technician
Lambert Beatinz B Site Accounts Specialist Harbor High School Site Accounting Lechnic Souvey Patricia A Site Accounts Specialist Curriculum Site Program Coordinator Diaz Beatriz Site Program Coordinator Westlake Elementary Site Program Coordinator Franks Dorothy J Site Program Coordinator District Office Site Program Coordinator Zamora Beatris Site Program Coordinator District Office Site Program Coordinator Patrida-Cook Junnue E Data & Assessment Specialist District Office Specialist Lipscomb Paul Supervisor, Custodial, Grounds & Maintenance/Operations Supervisor-Gustodial, Grounds & Maintenance/Operations Supervisor-Gustodial, Grounds & Maintenance/Operations Trinchero Suzanne L Senior Accountant D.O.: Finance Supervisor-Transportation Frates Emil Supervisor, Transportation Transportation Supervisor-Transportation Flippo Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Flippo Belynda G Systems Support Specialist Soundary High School Extbook/Media Assist </td <td></td> <td>1.00</td> <td></td> <td></td> <td>Sife Accounting Technician</td>		1.00			Sife Accounting Technician
Patricia A Site Program Coordinator Curriculum Site Program Coordinator			+		Site Accounting Technician
Diaz Beatriz Site Program Coordinator Westlake Elementary Site Program Coordinator Franks Dorothy J Site Program Coordinator District Office District					Site Program Coordinator
Partida-Cook Beatris Site Program Coordinator District Office Student Data Assessment Specialist District Office Specialist Supervisor Supervisor Custodial, Grounds Maintenance/Operations Maintenance/Operations Maintenance Mainte		Dougas -			Site Program Coordinator
Partida-Cook Junnue E Data & Assessment Specialist District Office Specialist Supervisor Custodial, Grounds Maintenance/Operations & Maintenance Supervisor Custodial, Grounds & Maintenance/Operations & Maintenance Supervisor Custodial, Grounds & Maintenance/Operations & Maintenance Supervisor Custodial, Grounds & Maintenance/Operations & Maintenance Supervisor Custodial, Grounds & Maintenance		Berez) -			SHALIFE WAR DESCRIPTION OF THE PARTY OF THE
Partida-Cook Paul Supervisor, Custodial, Grounds & Maintenance/Operations Supervisor-Finance Supervisor-Finance Frates Emil Supervisor, Transportation Frates Flippo Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Aceves Anthony Media Textbook Clerk Santa Cruz High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Textbook/Media Assist Sheinbaum Media Textbook Clerk District Office Translator/Interpreter Maintenance/Operations Warchouse Workers		Beatris			Sindent Data Assessment
Lipscomb Paul & Maintenance Trinchero Suzanne L Senior Accountant D.O.: Finance Supervisor, Finance Frates Emil Supervisor, Transportation Transportation Supervisor, Transportation Frates Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Aceves Anthony Media Textbook Clerk Santa Cruz High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Sheinbaum Barrientos Luz A Translator/Interpreter District Office Translator Translator Maintenance/Operations Warehouse Worker		ook Junnue E			Supervisor Custodial Groun
Trinchero Suzanne L Senior Accountant D.O.: Information Supervisor, Transportation Frates Emil Supervisor, Transportation Transportation Supervisor, Transportation Frates Emil Supervisor, Transportation Transportation Supervisor, Transportation Belynda G Systems Support Specialist D.O.: Information Technology Systems Support Specialist Santa Cruz High School Textbook/Media Assist Aceves Anthony Media Textbook Clerk Soquel High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Sheinbaum Luz A Translator/Interpreter District Office Translator Barrientos Luz A Translator/Interpreter Maintenance/Operations Warehouse Worker	roungs	Paul			
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Flippo Belynda G Systems Support Specialist D.O.: Information Technology Descriptions Support Specialist D.O.: Information Technology Description Systems Support Specialist D.O.: Information Technology Description Specialist D.O.: Information Technology Description Specialist D.O.: Information Technology Description Descript	on	Emil	on Transporta	tion	
Aceves Anthony Media Textbook Clerk Santa Cruz High School Textbook/Media Assist Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Barrientos Luz A Translator/Interpreter District Office Translator Warehouse Person Maintenance/Operations Warehouse Worker	list	Belynda G	ist D.O.: Infor	rmation Technology	
Roberts John M Media Textbook Clerk Soquel High School Textbook/Media Assist Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Barrientos Luz A Translator/Interpreter District Office Translator Warehouse Person Maintenance/Operations Warehouse Worker		Anthony	Santa Cruz	z High School	
Sheinbaum Grainne K Media Textbook Clerk Harbor High School Textbook/Media Assist Barrientos Luz A Translator/Interpreter District Office Translator Warehouse Person Maintenance/Operations Warehouse Worker		John M	Soquel Hi	gh School	· · · · · · · · · · · · · · · · · · ·
Barrientos Luz A Translator/Interpreter District Office Translator Warehouse Person Maintenance/Operations Warehouse Worker		C. dans V	Harbor Hi	gh School	
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TOTAL		Steve P	Maintena	nce/Operations	AND THE RESERVE OF THE PARTY OF
Davis Worker-K			Food Serv	vices	Warehouse Worker-Food Services

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 Mouitor
Martinez Garzia	Perla	Yard Duty	Gault Elementary	Yard Duty Monifor
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
Репту	Theresa	Yard Duty	Westlake Elementary	Yard Duty Monifor
Ramirez	Denise A	Yard Duty	Westlake Elementary	Yard Duty Moultor:
Scholz-Gross	Ursula M	Yard Duty	Gault Elementary	Yard Duty Monitor.
Shannon	Martee P	Yard Duty	Gault Elementary	Yard Duty-Monitor

EMPLOYEE LAST NAI	ME FIRST NAME	PRESENT CLASSIFICATION		PROPOSED CLASS
Heaster	Molly R	Accounts Payable Technician	2.0	No Questionnaire
Kianpour	Dahria K	Administrative:Assistant	D.O.: Hithian resource	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	Вгеппа А	Administrative Secretary	Maintenance/Operations	Administrative Assistant
Gonzalez	Elizabeth M	Attendance Technician.	Santa Cruz High School	Attendance Technician
Hemandez Luna	Maribel	Aftendance: Technician	Branciforte Small Schools	Attendance Technician
	Kelly C	Affendance Technician	Soquel High School	Attendance Technician
Moker	Celia B	Attendance Technician	Harbor High School	Attendance Technician
Reyes	Nereyda R	Attendance Technician	Mission Hill Middle School	Attendance Technician
Robles Vazquez	Fe E	Attendance Technician	Branciforte Middle School	Attendance Technician
Silva-Robles	Kristi A	Benefits Coordinator	District Office	Benefits Specialist
Gilmore	Stephen M	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Arnold Jr.	Robert J	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Chacanaca	Darin C	Campus Supervisor	Soquel High School	Campus Safety Supervisor
Fox	Jeanette R	Campus Supervisor.	Harbor High School	Campus Safety Supervisor
Grothe	Katherine A	Campus Supervisor.	Branciforte Middle Schoo	Campus Safety Supervisor
Olander Tompkins	Erik K	Campus Supervisor	Santa Cruz High School	Campus Safety Supervisor
Redding		Campus Supervisor	Branciforte Small Schools	Campus Safety Supervisor
Reinero	Eden	Campus Supervisor	Mission Hill Middle	Campus Safety Supervisor
Rodriguez	Michael	Campus Supervisor	School Santa Cruz High School	Campus Safety Supervisor
Trumbull	Jesse J	Campus Supervisor	Harbor High School	Campus Safety Supervisor
Urbach Jr	Howard A	Career Development Specialist	Transition Programs -	Career Development Specialist
Bautista	Patricia E		Harbor Transition Programs -	Career Development Specialist
Bennett	Sarah E	Career Development Specialist	Harbor Transition Programs -	Career Development Specialist
Higgins	Tamara H	Garcer Development Specialist	Harbor Transition Programs -	
Juarez	Consuelo	Carcer Development Specialist	Harbor	Career Development Specialist
Linneman	Devon M	Carcer Development Specialist	Transition Programs - Harbor	Career Development Specialist
Marlatt	Monica A	Career Development Specialist	Transition Programs - Harbor	Career Development Specialist
Mariau Navaroli	Gina M	Central Kitchen Coordinator	Food Services	Central Kitchen Coordinator

MPLOYEE LAST NAM	E FIRST NAME	PRESENT GLASSIFICATION	Gault Elementary	Office Assistant
Seatton	Sheri L	Clerical Assistant	L	Office Assistant
Chase	Elise M	Clerical Assistant	<u> </u>	Office Assistant
Cordero	Lisa A	Clerical Assistant		Office Assistant
Dewitt	Dawn M	Glérical Assistant		Office Assistant
uhl	Frances A	Clerical-Assistant	Delayeaga Elementary	Office Assistant
Marizette	Gail E	Clerical Assistant	Bay View Elementary	Office Assistant
Yebbien	Lori L	Cletical Assistant	Delayeaga Elementary	Program Support Assistant
Diaz	Beatriz	Clerical Specialist	D.O.: Academic Equity	Program Support Assistant
Pennell	Debbie	Clerical Specialist	Adult Education	
Souvey	Patricia A	Clerical Specialist	Transportation	Program Support Assistant
Fennell-Tortoledo	Alex W	Gusfodian	Bay View Elementary	Day Custodian
	Christian	Custodiaus	Santa Cruz High School	Day Custodian
Rodriguez	Enrique	Custodian	Branciforte Small Schools	Night Custodian
Iniguez		Custodian	Delayeaga Elementary	Night Custodian
Jaramillo Moreno	Antonio	Custodian	Harbor High School	No Questionnaire
Diaz	Pedro		Branciforte Middle Schoo	No Questionnaire
Flores	Miguel	Custodian -	Mission Hill Middle	No Questionnaire
Garcia	Sergio J	Custodian	School Soquel High School	No Questionnaire
Harris	Daniel O	Gustodian	Santa Cruz High School	No Questionnaire
Lara	Christopher S	Custodian	Westlake Elementary	No Questionnaire
Martinez	Mark B	Custodian		No Questionnaire
Mena	David F	Custodian	Gault Elementary	
Perez	Ricardo P	Custodian	Santa Cruz High School	
Ruvalcaba Jr	Braulio	Gustodian	Soquel High School	No Questionnaire
Young Jr	Donald F	Custodian	Westlake Elementary	No Questionnaire
	Donald F	Custodian	Delaveaga Elementary	No Questionnaire
Young Jr	Junnue E	Data & Assessment Specialist	District Office	Student Data Assessment Specialis
Partida-Cook		Delivery Person/Utility Worker	Food Services	Delivery Driver-Food Services & Nutrition
Netto	John J	Director of IT	Information Technolog	y Director-Information Technology
Gomez	Curtis	Director, Classified Personnel	District Office	Director-Classified Personnel
Houser	Keneé		District Office	Director-Finance
Robbins	Cheryl	Director, Finance		Director-Food Service & Nutrition
Hedrick-Farr	Amy	Directon, Pood Service & Nutriti	Maintenance/Operatio	Director-Maintenance, Operations
Miller	Treyor	Director; MOT	Maintenance/Operatio	ns Transportation

EMPLOYEE LAST NAME	FIRST NAME	PRESENT CEASSIFICATION	LOCATION	PROPOSED CLASS
Morin	Paula R		District Office	Виуег
Kramer	Todd A		Itinerant: Information Technology	Educational Technology Specialist
Scott	Jillian M	Education Technology Specialist	Branciforte Middle School	Educational Technology Specialist
Wells	Jon S	Party of the Control	Itinerant: Information Technology	Educational Technology Specialist
White	Christopher J		Itinerant: Information Technology	Educational Technology Specialist
Alvarez	Sandra E		Food Services	Food Service Worker I
Carreno Contreras	Eunice M	Rood 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	Rood 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 Sérvice Worker I
Brockmann	Leslee	Food Service Worker	Food Services	No Questionnaire
Flores	Asela	Food Service Worken	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
Rackiey	Theron M	Grounds Specialist - Trigation	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 Gustodian	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	Нипал 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

EMPLOYEE LAST NA	AME FIRST NAME	PRESENT CLASSIFICATION	701	Paraeducator-Life Lab
haffer-Tropeano	Lidia F	Inst Technician - Life Lab	Dolay caga Zioman	
Ellis IV	Cassius M	Instructional Specialist - Band	is Danie Green	No Questionnaire
Salinas	Ron	Instructional Specialist Band	Dania Oral 125	No Questionnaire
Salter	Jack D	Instructional Specialist = Band	Banta Graz Inga B	No Questionnaire
	Lupe I	Instructional Technician	Gaut Demonary	No Questionnaire
Benitez	Irene	instructional Technician	Soquel High School	No Questionnaire
	Leslie A	Instructional Technician	Soquel High School	No Questionnaire
	Fiona K	Instructional Technician	Westlake Elementary	No Questionnaire
Hubbard	Katherine M	Instructional Technician	Bay View Elementary	No Questionnaire
Limas	Rosalie	Instructional Electroician	Westlake Elementary	No Questionnaire
Lucero	Laura A	Instructional Technician	Bay View Elementary	No Questionnaire
Marquez	Belinda F	Instructional-Technician	Bay View Elementary	No Questionnaire
	Marion L	Instructional Technician	Branciforte Middle School	No Questionnaire
Noguera	Panuncio	Instructional Technician	Harbor High School	No Questionnaire
Silva	Marialouise N	Instructional Technician	Mission Hill Middle School	No Questionnaire
Soto	Christina R	Instructional Technician	Bay View Elementary	No Questionnaire
Stocker	Brian D	Instructional Technician	Branciforte Small Schools	No Questionnaire
Voenell		Instructional Technician	Santa Cruz High School	Paraeducator
Mitchell	Marjorie J	Instructional Technician	Santa Cruz High School	Paraeducator
Tolentino	Angelica	Instructional Technician	Santa Cruz High School	Paraeducator-Life Lab
Forbes	Leticia C	Austractional Fechnician	Branciforte Middle Schoo	1 Paraeducator-Special Education
Aceves Gagne	Marina A		Westlake Elementary	Paraeducator-Special Education
Adam	Monika	Instructional Technician	Gault Elementary	Paraeducator-Special Education
Anderson	Katherine S	Instructional Technician	Branciforte Small Schools	<u> </u>
Ashton	Gerri A	Instructional Technician ,		ol Paraeducator-Special Education
Bjornlie	Dena L	Instructional Technician	Table 1	Paraeducator-Special Education
Coddington	Veronica J	Instructional Pechnician	Delayeaga Elementary Mission Hill Middle	Paraeducator-Special Education
Corbella	Judy H	Instructional Pechnician	School	Paraeducator-Special Education
Delcon	Elizabeth M	Instructional Technician	Delaveaga Elementary	
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 Scho	
Merkel	Andrea A	Instructional Technician	Soquel High School	Paraeducator-Special Education
Mullowney	Thomas G	Instructional Technician	Harbor High School	Paraeducator-Special Education
Мигау	Cindy S	Instructional Technician	Santa Cruz High School	Paraeducator-Special Education

EMPLOYEE LAST NA	ME FIRST NAME	PRESENT CLASSIFICATION	BOCITION -	PROPOSED CLASS
Novak	Theresa A	Instructional Technician	Tim cor rings	Paraeducator-Special Education
Shanahan	Camille M	Instructional Pechnician	Bodge High Sense	Paraeducator-Special Education
Stiga	John P	Instructional Technician	Harbor High School	Paraeducator-Special Education
Tweddle	Barbara	Instructional Technician	Soquel High School	Paraeducator-Special Education
	Claire J	Instructional Fechnician:	Santa Cruz High School	Paraeducator-Special Education
Utrecht	Julie E	Instructional Technician	Harbor High School	Paraeducator-Special Education
Williams	Cassandra J	Instructional Technician ASES	Bay View Elementary	No Questionnaire
Alfaro	Sandra L	Instructional Technician - ASES	Bay View Elementary	No Questionnaire
Delgado	Jacqueline F	Instructional Technician ASES	Gault Elementary	No Questionnaixe
Kianpour	Estephany	Instructional Technician ASES	Mission Hill Middle	No Questionnaire
Naranjo Huerta		Instructional Technician - ASES:	Branciforte Middle School	No Questionnaire
Noguera	Marion L	Instructional Technician - ASES	Mission Hill Middle	No Questionnaire
Perez	Katya C	Instructional Technician - ASES	School Bay View Elementary	No Questionnaire
Sedano	Dessire	Instructional Technician - ASES	Categorical Programs	Paraeducator-After School Program
Medlen	Kristi M		Gault Elementary	Paraeducator-After School Program
Moreno	Eduardo	Instructional Technician :- ASES	Branciforte Middle School	
Portillo	Jose A	Instructional Technician ASES Instructional Technician Elementar		No Questionnaire
DeMarco	Roxana M	Intervention: Instructional Technician Elementar		No Questionnaire
Espinoza-Saldana	Efrain	Intervention		
Manako	Annie J	Instructional Technician - Elementar Intervention		No Questionnaire
Attard	Emma C	Instructional Technician - Elementar Intervention	题	Paraeducator-Academic Intervention
Chavez	Andrey L	Instructional Technician - Elementar Intervention	Westlake Elementary	Paraeducator-Academic Intervention
	Caitlin E	Instructional Technician Elementar Intervention	Delayeaga Elementary	Paraeducator-Academic Intervention
Hendrix	Fabrice	Instructional Technician - Llementar	Bay View Elementary	Paraeducator-Academic Intervention
Hubert		Intervention Instructional Technician - Elementa	Gault Elementary	Paraeducator-Academic Intervention
Hurley	Patricia J	Intervention Instructional Technician - Elementa	Westlake Elementary	Paraeducator-Academic Interventi
Kimble	Taylor N	Intervention Instructional Fechnician Elementa	期7	Paraeducator-Academic Interventi
Lawrence	Gloriana A	Intervention Instructional Technician - Elementa		Paraeducator-Academic Interventi
Mansnerus	Lidia I	Intervention # 12 20 22 22 22 22 22 22 22 22 22 22 22 22		Paraeducator-Academic Interventi
Medina	Hannah B	Instructional Technician - Elementa Intervention	3	
Musch	Katrin S	Instructional Technician Elementa Intervention		Paraeducator-Academic Interventi
	Theresa	Instructional Technician - Elementa Intervention	Westlake Elementary	Paraeducator-Academic Intervent
Репу	Paula C	Instructional Technician - Llementa	Gault Elementary	Paraeducator-Academic Intervent
Reidt		Intervention :	Bay View Elementary	Paraeducator-Academic Intervent
Roenning	Elizabeth	Intervention / Instructional Technician Elementa	ry Gault Elementary	Paraeducator-Academic Intervent
Shannon	Martee P	Intervention	THE PARTY NAMED IN COLUMN TO THE PARTY NAMED	<u> </u>

EMPLOYEE LAST NA	ME FIRST NAME		7001112011	PROPOSED CLASS
Ruiz	Alejandra L	Instructional Technician Home (Based Preschool)	Zategorious x 10g-	Paraeducator-Home Based Preschool
Martinez Garzia	Perla	Instructional Technician PBS		No Questionnaire
Page II	James M	Instructional Technician PBS	January Tingh Server	No Questionnaire
Rodriguez	Joleen F	Instructional Technician PBS	THE COLUMN	No Questionnaire
Zektser Cruz	Nicole J	Instructional Technician PBS	DOVE LOTE OF THE PARTY OF THE P	No Questionnaire
Dyer	Lisa J	Instructional Technician PBS	Day 11011 Execution	Behavior Intervention Facilitator
	Mireya	Instructional Technician PBS	Branciforte Middle School	Behavior Intervention Facilitator
Gaona	Kimberely L	Instructional Technician PBS	Harbor High School	Behavior Intervention Facilitator
Kidd	Jason A	Instructional Technician-PBS	Harbor High School	Behavior Intervention Facilitator
Koopmans	Troy K		Bay View Elementary	Behavior Intervention Facilitator
Linsdale			Branciforte Middle School	Behavior Intervention Facilitator
McCombie-Murray	Paula K	THE CHARLES AND THE COMMENT OF THE C	Bay View Elementary	Behavior Intervention Facilitator
МсІпетпеу	Teresa M	Instructional Technician PBS	Westlake Elementary	Behavior Intervention Facilitator
Miller	Lisa A	Instructional Technician PBS:	Harbor High School	Behavior Intervention Facilitator
Teachout	Jon D		Harbor High School	Behavior Intervention Facilitator
Wetzel	Dawn	Instructional Technician PBS	D.O.: Finance	Lead Accounting Technician
Lerman	Bernette M	Lead Account Lechnician	D.O.: Finance	Lead Accounting Technician
Tanner	Brenda G	Lead Account Technician		Food Service Worker III
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	Fead Food Service Worker	Food Services	
Szeremet	Julic A	Fead School Bus Driver	Transportation	No Questionnaire
Kosta	Nathan A	Lead Technology-Specialist	District Office	Lead Technology Specialist
Cusirramos	Mirella	Learning Assistant	Delayeaga Elementary	No Questionnaire
Delgado	Sandra L	Learning Assistant	Bay View Elementary	No Questionnaire
Garcia	Karina L	Léarning Assistant	Branciforte Middle Schoo	-
Kimpton	Reyena R	Learning Assistant	Branciforte Small Schools	No Questionnaire
	Denise A	Learning Assistant	Westlake Elementary	No Questionnaire
Ramirez	Audrey L	Learning-Assistant	Westlake Elementary	Paraeducator
Chavez	Susan A	Learning Assistant	Westlake Elementary	Paraeducator
Ferreira	Mary S	Learning Assistant	Bay View Elementary	Paraeducator
Helm		Dearning Assistant	Gault Elementary	Paraeducator
Hemandez	Maria V	Learning Assistant	Gault Elementary	Paraeducator
Hurley	Patricia J	Learning Assistant	Bay View Elementary	Paraeducator
Manako	Annie J	Learning Assistance		

EMPLOYEE LAST NA	ME FIRST NAME	PRESENT CLASSIFICATION	LOCATION	PROPOSED CLASS
Manriquez	Angela E	Learning Assistant	Gault Elémentary	Paraeducator
Milazzo	Sheri L	Learning Assistant	Delaveaga Elementary	Paraeducator
Viusch	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 Assi:	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 Specialis	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
	Amanda K	Mental Health Specialist	Special Education	Mental Health Specialist
Nisewaner		Mental Health Specialist	Itinerant: Special Ed	Mental Health Specialist
San Chirico Miller	Veronica C		Special Education	Mental Health Specialist
Shuts	Victoria L	Mental Health Specialist	E OPOOIAI DAMORIO	

MPLOYEE LAST NAM	E FIRST NAME	PRESENT/CLASSIFICATION	30 chilon	PROPOSED CLASS
ibson	Laurie K	Occupational Therapist	tinerant: Special Ed	Occupational Therapist
'uson	Kim	Occupational Therapist	tinerant; Special Ed	Occupational Therapist
	Molly R	Payroll Technician	D.O.: Finance	Payroll Technician
	Michelle A	Payroll-Fechnician	D.O.: Finance	Payroll Technician
ossoyan-Rix	Michele	Payroll Technician	D.O., 1	Payroll Technician
Berdan	Jory V			Human Resources Specialist- Personnel Commission
	Christina M			Human Resources Technician
Butler	Yolanda		D.O.: Human Resources	Human Resources Technician
Jomez	Michelle A		D.O.: Human Resources	Human Resources Technician
Greenwood			Bay View Elementary	No Questionnaire
Valencia-Maldonado	Martha B		Itinerant: Student Services	Primary Intervention Student Assistant
Fitch	Marina L	Filmary Trice Caro	Itinerant: Student Services	Primary Intervention Student Assistant
White O'Hagan	Meghan L	The second of th	Delayeaga Elementary	Primary Intervention Student
Zavaleta Buendia	Lorena	Primary Infervention Student Asst	Delayeaga Elementary	Assistant School Administrative Assistant IV
Ваттапсо	Margarita P	Principal's Secretary		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 Mission Hill Middle	School Administrative Assistant IV
Hernandez	Alejandra	Principal's Secretary	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	
Orozco	Elizabeth O	Principal's Secretary	Branciforte Middle School	School Administrative Assistant I
Paulsen	Kelly A	Principalls Scoretary	Harbor High School	School Administrative Assistant IV
Pruett	Kathleen M	Principal's Secretary	Santa Cruz High School	School Administrative Assistant P
Weng	Viyada T	Principal's Secretary	Soquel High School	School Administrative Assistant P
Brito	Anna M	Program Accounts Specialist : 7	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	Analilia	Program Coordinator, ASES	Mission Hill Middle School	No Questionnaire
Vega	Israel	Program Goordinator, ASES	Bay View Elementary	No Questionnaire Program Coordinator-After School
Geffken	Donna M	Program Goordinator, ASES	Branciforte Middle 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

MPLOYEE LAST NAME		School Bus Driver	Transportation	No Questionnaire
arkin	Timothy M		Transportation	No Questionnaire
epulyeda	Іппа С	School Bus Driver		No Questionnaire
Ingor	John F	School Bus Driver	Transportation	School Bus Driver
Castaneda	Frances	School Bus Driver	Transportation	School Bus Driver
aami	Richard V	School Bus Driver	Transportation	
Sihler	Kris L	School Bus Driver	Transportation	School Bus Driver
Beatton	Sheri L	School Health Glerk	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
uhl	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
	Susan M	School Health Clerk	Santa Cruz High School	Health Office Assistant
Stroud	Lori M	School Health Clerk	Harbor High School	Health Office Assistant
Vienna ———————————————————————————————————	Erin E	School Health Clerk	Soquel High School	No Questionnaire
Gould		School Health Clerk	Bay View Elementary	No Questionnaire
Schultz	Gretchen S	School Registrar	Harbor High School	Registrar
Anaya-Mendez	Yesenia		Soquel High School	Registrar
Smith	Jennifer S	School Registrar	Mission Hill Middle	No Questionnaire
Robles Vazquez	Nereyda R	School/Community. Goordinator:	School School	Parent/Community Outreach
Barrientos	Vickie L	School/Community Coordinator.	Gault Elementary	Coordinator Parent/Community Outreach
Campos Solorio	Miriam	School/Community Coordinator.	Branciforte Small Schools	Coordinator Parent/Community Outreach
Gonzales	Elisa A	School/Community Coordinator,	Categorical Programs	Coordinator Parent/Community Outreach
Guzman	Julia J	School/Community Coordinator	Harbor High School	Coordinator Parent/Community Outreach
Lopez	Arturo	School/Gommunity Coordinator	Bay View Elementary	Coordinator
	Reyna M	School/Community Coordinator	Branciforte Small Schools	
Ruiz	Fe E	School/Community/Coordinator	Branciforte Middle Schoo	
Silva-Robles		School/Community Coordinator	District Office	Parent/Community Outreach Coordinator
Switzer	Patty	School/Community Coordinator	Delaveaga Elementary	Parent/Community Outreach Coordinator
Weckler	Rosario		MET.	School Administrative Assistant
Elliott Perkins	Pamela R	Secretary II	Branciforte Small Schools	
Homan	Sara E	Secretary II	Mission Hill Middle	School Administrative Assistant
Johnson	LomaL	Secretary II	School	School Administrative Assistant
Rodriguez	Leslie M	Secretary II	Santa Cruz High School	
Diaz Uribe	Italia S	Secretary III	Harbor High School	School Administrative Assistant
Manousos	Janet D	Secretary III	Santa Cruz High School	School Administrative Assistant

MPLOYEE LAST NA	ME FIRST NAME	PRESENT CLASSIFICATION	DOCATION	PROPOSED CLASS School Administrative Assistant III
(artinez	Ana	Secretary.III	Soquel High School	School Administrative Assistant III
ose	Lauren G	Secretary: III	Santa Cruz High School	School Administrative Assistant III
alencia	Natalie H	Secretary III	Harbor High School	
Valton	Cheryl C	Secretary III	Soquel High School	School Administrative Assistant III
	Suzanne L	Senior-Accountant	D.O.: Finance	Supervisor-Finance
 Elrod	Edward L	Senior Custodian	Santa Cruz High School	Day Custodian
_opez	Teodoro	Senior Custodian	Branciforte Middle School	
Munoz	Andy	Senior Custodian 11, 11	Soquel High School	Day Custodian
Poynter	Barbara A	Senior Custodian	Branciforte Small Schools	Day Custodian
Robles-Ruiz	Rođrigo	Senior Custodian	Harbor High School	Day Custedian
Flores	Ellery-George T	Senior Custodian	Itinerant: Adult Ed	No Questionnaire
	Steve H	Senior Gustodian	Delaveaga Elementary	No Questionnaire
Huerta	Moises	Seulor Gustodian	Gault Elementary	No Questionnaire
Mena Flores	Miguel A	Senior Custodian	Mission Hill Middle School	No Questionnaire
Ortiz-Flores	Andrew	Senior Custodian	Soquel High School	No Questionnaire
Segura-Munoz		Senior Custodian	Westlake Elementary	No Questionnaire
Sisolak Villafane	Aaron P.	Senior Food Service Worker	Food Services	Food Service Worker II
Bernal	M Guadalupe R	Semor 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-Rood Service Worker	Food Services	Food Service Worker II
Waier	Rose L		Food Services	No Questionnaire
Alley	Mary M	Senior-Food-Service Worker	Soquel High School	Site Accounting Technician
Lambert	Beatriz E	Site Accounts Specialist	Harbor High School	Site Accounting Technician
Souvey	Patricia A	Site Accounts Specialist		Site Program Coordinator
Diaz	Beatriz	Site Program Goordinator	Curriculum	Site Program Coordinator
Franks	Dorothy J	Sife Program Coordinator	Westlake Elementary	Site Program Coordinator
Zamora	Beatris	Site Program Coordinator	District Office	Supervisor-Custodial, Grounds &
Lipscomb	Paul	Supervisor-Custodial, Grounds &. Maintenance	Maintenance/Operations	Maintenance
	Emil	Supervisor, Fransportation	Transportation	Supervisor-Transportation
Frates	Electra Z	Systems Support Specialist	D.O.: Information Technology	No Questionnaire
Karamargin	Belynda G	Systems Support Specialist,	D.O.: Information Technology	Systems Support Specialist
Flippo	Lyndsey C	Theater Technician	Harbor High School	No Questionnaire
Gould	Luz A	Translator/Interpreter	District Office	Translator
Barrientos		Warehouse Person	Maintenance/Operation	s Warehouse Worker
Davis	Steve P	Warehouse Person	Food Services	Warehouse Worker-Food Service
Martinez	Manuel	Kaj chusci-t-hous in the control of	<u> </u>	

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
	Lisa A	Yard Duty	Westlake Elementary	Yard Duty Monitor
Miller	Katrin S	Yard Duty	Westlake Elementary	Yard Duty Monitor
Musch	Velia V	Yard Duty	Bay View Elementary	Yard Duty Monitor
Naranjo	Theresa	Yard Duty	Westlake Elementary	Yard Duty Monitor
Репу	Denise A	Xard Duty	Westlake Elementary	Yard Duty Monitor
Ramirez	Ursula M	Yard Duty	Gault Elementary	Yard Duty Monitor
Scholz-Gross Shannon	Martee P	Yard Duty	Gault Elementary	Yard Duty Monitor

SANTA CRUZ CITY SCHOOLS

ALPHABETICAL LIST OF CLASSES (Exhibit B)



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

Accounting Technician

Administrative Assistant

Administrative Assistant (C)

Attendance Technician

Behavior Intervention Facilitator

Benefits Specialist

Buyer

Campus Safety Supervisor

Career Development Specialist

Central Kitchen Coordinator

Day Custodian

Delivery Driver-Food Services & Nutrition

Director- Classified Personnel

Director-Finance

Director-Food Service & Nutrition

Director-Information Technology

Director-Maintenance, Operations & Transportation

Educational Technology Specialist

Executive Assistant I

Executive Assistant II

Food Service Worker I

Food Service Worker II

Food Service Worker III

Grant Coordinator

Grounds/Irrigation Specialist

Groundskeeper I

Groundskeeper III

Head Custodian

Health Office Assistant

Human Resources Specialist-Personnel Commission

Human Resources Technician

Lead Accounting Technician

Lead Technology Specialist

Library/Media Assistant

Maintenance Specialist

Manager-Human Resources

Mental Health Specialist

Night Custodian

Occupational Therapist

Office Assistant

Paraeducator

Paraeducator-Academic Intervention

Paraeducator-After School Programs

Paraeducator-Home Based Preschool

Paraeducator-Life Lab

Paraeducator-Special Education

Parent/Community Outreach Coordinator

Payroll Technician

Primary Intervention Student Assistant

Program Account Technician-FSN

Program Coordinator-After School Programs

Program Support Assistant

Registrar

School Administrative Assistant II

School Administrative Assistant III

School Administrative Assistant IV

School Bus Driver

Site Accounting Technician

Site Program Coordinator

Student Data Assessment Specialist

Supervisor-Custodial, Grounds & Maintenance

Supervisor-Finance

Supervisor-Transportation

Systems Support Specialist

Textbook/Media Assistant

Translator

Warehouse Worker

Warehouse Worker-Food Service & Nutrition

Yard Duty Monitor

SANTA CRUZ CITY SCHOOLS ALPHABETICAL LIST OF CURRENT CLASSIFICATIONS 2018

Accounts Payable Technician

Administrative Assistant

Administrative Assistant-Superintendent

Administrative Secretary

Attendance Technician

Benefits Coordinator

Campus Supervisor

Career Development Specialist

Central Kitchen Coordinator

Clerical Assistant

Clerical Specialist

Custodian

Data & Assessment Specialist

Delivery Person/Utility Worker

Director-Information Technology

Director-Classified Personnel

Director-Finance

Director-Food Service

Director-MOT

District Buyer

Education Technology Specialist

Food Service Worker

Grant Coordinator

Grounds Specialist-Irrigation

Groundskeeper I

Groundskeeper II

Groundskeeper III

Head Custodian

Human Resources Manager

Instructional Specialist-Band

Instructional Technician

Instructional Technician - ASES

Instructional Technician-Elementary Intervention

Instructional Technician-Home Based Preschool

Instructional Technician-Life Lab

Instructional Technician-PBS

Lead Account Technician

Lead Food Service Worker

Lead School Bus Driver

Lead Technology Specialist

Learning Assistant

Library/Media Service Assistant

Maintenance Specialist

Media Textbook Clerk

Mental Health Specialist

Occupational Therapist

Payroll Technician

Personnel Assistant

Personnel Technician II

Primary Intervention Student Assistant

Principal's Secretary

Program Accounts Specialist

Program Coordinator-ASES

School Bus Driver

School Health Clerk

School Registrar

School/Community Coordinator

Secretary II

Secretary III

Senior Accountant

Senior Custodian

Senior Food Service Worker

Site Accounts Specialist

Site Program Coordinator

Supervisor-Custodial, Grounds & Maintenance

Supervisor-Transportation

Systems Support Specialist

Theater Technician

Translator/Interpreter

Warehouse Person

Yard Duty

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)



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)



SANTA CRUZ CITY SCHOOLS SALARY SURVEY BENCHMARKS EXHIBIT D 2018

Accounting Technician

Administrative Assistant

Behavior Intervention Facilitator

Benefits Specialist

Buyer

Campus Safety Supervisor

Central Kitchen Coordinator

Day Custodian

Delivery Driver-Food Services

Director - Finance

Director - Maintenance, Operations & Transportation

Director - Personnel Commission Services

Director of Technology

Executive Assistant II

Food Service Worker I

Grant Coordinator

Groundskeeper I

Health Office Assistant

Human Resources Technician

Library/Media Assistant

Maintenance Specialist

Mental Health Specialist

Occupational Therapist

Office Assistant

Paraeducator

Paraeducator - Special Education

Parent/Community Support Coordinator

Payroll Technician

Program Coordinator - After School Program

Registrar

School Administrative Assistant IV

School Bus Driver

Site Accounting Technician

Systems Support Specialist

Translator

Warehouse Worker

SANTA CRUZ CITY SCHOOLS

SURVEY CRITERIA & PARTICIPANTS (Exhibit E)



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

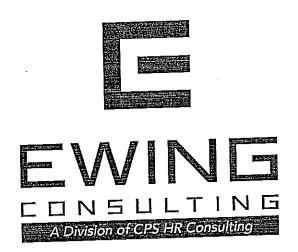
Combined Santa Cruz City Schools approximate enrollment - 6,788 students

PARTICIPANTS

u 111120	<u> 2016-2017</u>
School Districts	<u>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 Monterrey 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)



CLASSIFICATION: ACCOUNTING TECHNICIAN

		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	Accounting Specialist	\$17.38	\$22.19
Pajaro Valley Unified School District Aromas-San Juan Unified School District	Purchasing/Accounts Payable Technician	\$17.14	\$20.83
Atomas-ban Juan Chilled Bolloof Dibates		•	10

**MEDIAN:

\$23.43

SCCSD:

\$25.26

CLASSIFICATION: ADMINISTRATIVE ASSISTANT

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		

**MEDIAN:

\$23.99

SCCSD:

\$25.26

N/A = No Applicable Data

^{*}Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: BEHAVIOR INTERVENTION FACILITATOR

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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 Distric	t 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

CLASSIFICATION: BENEFITS SPECIALIST

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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)		Living many
Scotts Valley Unified School District	N/A		

**MEDIAN:

\$25.94

SCCSD:

\$30.82

CLASSIFICATION: BUYER

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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	## 1 PA 1	
North Monterey County Unified School Distric	t N/A	-1311	
Salinas City Elementary School District	N/A		
San Lorenzo Valley Unified School District	N/A	mayoring and made	
Scotts Valley Unified School District	N/A	ipit, pero yelin dala lang	

**MEDIAN:

\$25.70

SCCSD:

\$27.89

N/A = No Applicable Data

^{*}Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: CAMPUS SAFETY SUPERVISOR

CIMISSIN TOTAL		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	Campus Monitor	\$14.55	\$17.75
Monterey Peninsula Unified School District	Campus Supervisor	\$14.31	\$17.40
Salinas City Elementary School District	Campus Supervisor	\$14.01	\$17.34
Aromas-San Juan Unified School District		\$13.26	\$16.92
Alisal Union Elementary School District	Campus Supervisor II	\$12.99	\$16.57
Salinas Union High School District	Campus Supervisor	\$14.50	\$16.06
San Luis Coastal Unified School District	Campus Monitor	\$11.18	\$14.28
Scotts Valley Unified School District	9-12 Yard Supervisor	ψ.1.10	+-11-1
		**MEDIAN	T: \$17.37

SCCSD:

\$21.81

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: CENTRAL KITCHEN COORDINATOR

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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

CLASSIFICATION: DAY CUSTODIAN

CDADSIII CIXII CIX		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	Custodian	\$15.69	\$20.02
San Lorenzo Valley Unified School District	Custodian	\$16.29	\$19.90
Aromas-San Juan Unified School District	Custodian	\$15.38	\$19.64
Pajaro Valley Unified School District		\$16.09	\$19.60
Monterey Peninsula Unified School District	Custodian	\$17.54	\$19.34
San Luis Coastal Unified School District	Custodian I	\$13.62	\$17.39
Scotts Valley Unified School District	Facilities Specialist I (custodial)		
Salinas City Elementary School District	Custodian	\$15.42	\$15.74
		**MEDIAN	: \$19.77

\$22.35

SCCSD:

N/A = No Applicable Data
*Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: DELIVERY DRIVER - FOOD SERVICES

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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	Migral Migral and	

**MEDIAN:

\$20.02

SCCSD:

\$18.82

N/A = No Applicable Data

^{*}Maximum does not include longevity

CLASSIFICATION: FOOD SERVICE ASSISTANT I

•		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	Food Service Assistant II (entry-level class)	\$13.54	\$17.29
San Lorenzo Valley Unified School District	Nutrition Services Assistant I	\$13.85	\$16.87
Monterey Peninsula Unified School District	Food & Nutrition Services Assistant	\$12.93	\$16.51
Pajaro Valley Unified School District		\$12.66	\$16.16
Salinas Union High School District	Food Services Assistant I	\$13.29	\$16.15
Salinas City Elementary School District	Food Service Associate I		\$15.48
San Luis Coastal Unified School District	Food Service Worker I	\$14.05	
Scotts Valley Unified School District	Food Service Assistant I	\$11.18	\$14.28
		**MEDIAN	s: \$16.69

N/A = No Applicable Data
*Maximum does not include longevity

\$17.05

SCCSD:

^{**}Median of the Maximum column

CLASSIFICATION: GROUNDSKEEPER I

		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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	Groundsworker	\$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		

**MEDIAN:

\$20.20

SCCSD:

\$20.24

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: HEALTH OFFICE ASSISTANT

		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		417.02
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		
		· · · · · · · · · · · · · · · · · · ·	

**MEDIAN:

\$19.64

SCCSD:

\$20.24

N/A ≃ No Applicable Data *Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: HUMAN RESOURCES TECHNICIAN

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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 Distric	t N/A	age of the first first	MANAGEM AND THE
Aromas-San Juan Unified School District	N/A		
Scotts Valley Unified School District	N/A		

**MEDIAN:

\$24.62

(c) confidential classification

SCCSD:

\$25.26

N/A = No Applicable Data

^{*}Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: LIBRARY MEDIA ASSISTANT

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

CLASSIFICATION: MAINTENANCE SPECIALIST

		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	Maintenance Specialist	\$19.67	\$25.10
Pajaro Valley Unified School District	Maintenance Worker III	\$20.26	\$24.62
Salinas City Elementary School District	Maintenance Worker	\$18.29	\$23.33
Alisal Union Elementary School District		\$15.81	\$20.18
Scotts Valley Unified School District	Facilities Specialist III		
Aromas-San Juan Unified School District	N/A		
San Luis Coastal Unified School District	N/A		

**MEDIAN:

\$25.14

SCCSD:

\$26.57

CLASSIFICATION: MENTAL HEALTH SPECIALIST

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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	M	
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		Et by pa may
Monterey Peninsula Unified School District North Monterey County Unified School District Salinas City Elementary School District Salinas Union High School District San Luis Coastal Unified School District	N/A N/A N/A N/A N/A N/A		

**MEDIAN:

ISD

SCCSD:

\$42.58

CLASSIFICATION: OFFICE ASSISTANT

		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
North Monterey County Unified School District	Clerk Typist	\$15.51	\$20.39
San Luis Coastal Unified School District	Secretary Clerk	\$16.90	\$18.62
P	Office Assistant	\$14.23	\$18.15
San Lorenzo Valley Unified School District	Support Services Clerk	\$14.70	\$17.86
Aromas-San Juan Unified School District	· · · · · · · · · · · · · · · · · · ·	\$13.97	\$17.84
Salinas Union High School District	Typist Clerk I	\$13.96	\$17.82
Scotts Valley Unified School District	District Office Assistant	\$13.26	\$16.92
Alisal Union Elementary School District	Clerk I		\$16.87
Monterey Peninsula Unified School District	Clerk I	\$13.85	
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

CLASSIFICATION: OCCUPATIONAL THERAPIST

CLASSIFICATION: OCCUPATIONAL TREES		SALARY RA	NGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM M	AXIMUM*
•	Occupational Therapist	\$42.35	\$56.74
Pajaro Valley Unified School District		\$36.77	\$48.05
San Lorenzo Valley Unified School District	Occupational Therapist	\$38.15	\$42.07
San Luis Coastal Unified School District	Occupational Therapist	\$33.00	\$40.77
Alisal Union Elementary School District	Occupational Therapist		
Monterey Peninsula Unified School District	N/A		
Aromas-San Juan Unified School District	N/A	6. cg as \$4.00	
North Monterey County Unified School Distri	ict N/A		
Salinas City Elementary School District	N/A		
Salinas Union High School District	N/A		
Scotts Valley Unified School District	N/A		——————————————————————————————————————
Soom tand, size		**MEDIAN:	\$45.06

**MEDIAN:

\$42.58 SCCSD:

CLASSIFICATION: PARAEDUCATOR

CLASSIFICATION. TARGED 5 112 111		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
North Monterey County Unified School District	Instructional Aide	\$14.77	\$19.42
	Instructional Aide II	\$14.69	\$18.73
Salinas Union High School District	Instructional Aide I	\$13.29	\$18.15
Salinas City Elementary School District	Paraeducator I	\$13.94	\$17.79
Alisal Union Elementary School District	Paraprofessional (Instructional Aid)	\$14.28	\$17.53
Aromas-San Juan Unified School District		\$13.54	\$17.29
San Lorenzo Valley Unified School District	Instructional Assistant	\$13.85	\$16.87
Monterey Peninsula Unified School District	Instructional Assistant	\$12.93	\$16.51
Pajaro Valley Unified School District	Instructional Assistant - General Education	\$14.56	\$16.06
San Luis Coastal Unified School District	Instructional Aide II		\$15.00
Scotts Valley Unified School District	Instructional Aide - General Education	\$11.75	ψ15.00
Soom (mo)		**MEDIAN	: \$17.41

**MEDIAN:

\$17.46 SCCSD:

CLASSIFICATION: PARAEDUCATOR - SPECIAL EDUCATION

CLASSIFICATION: PARAEDUCATOR SIZE		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
	Paraprofessional (Special Education)	\$20.81	\$27.37
North Monterey County Unified School District	rataphotossional (op-	\$19.21	\$24.52
Alisal Union Elementary School District	Paraeducator V	\$18.70	\$22.78
Monterey Peninsula Unified School District	Special Education Assistant II	\$16.55	\$21.13
Pajaro Valley Unified School District	Instructional Assistant - Moderate/Severe	\$16.21	\$20.68
Salinas Union High School District	Paraeducator II		\$19.56
San Lorenzo Valley Unified School District	Instructional Assistant-Special Ed	\$15.32	
San Luis Coastal Unified School District	Paraeducator - Special Education II	\$17.31	\$19.10
	Instructional Assistant - Special Education/Severely Handicapped	\$14.67	\$18.72
Scotts Valley Unified School District	Instructional Aide-Special Ed	\$15.04	\$18.28
Salinas City Elementary School District	Paraprofessional (Instructional Aid) Special Education	\$14.28	\$17.53
Aromas-San Juan Unified School District	Paraprofessional (msu denomal rite) Special		
		**MEDIAN	\$20.12
		o C C C C T	v. \$21.28

SCCSD: \$21.28

CLASSIFICATION: PARENT/COMMUNITY SUPPORT COORDINATOR

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
	Community Liaison Leader	\$18.70	\$22.78
Monterey Peninsula Unified School District North Monterey County Unified School District		\$17.11	\$22.51
	Community Liaison	\$17.45	\$22.28
Salinas Union High School District	School Community Coordinator II	\$17.47	\$21.33
Salinas City Elementary School District 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	29-94-1-16-E-14	
Scotts Valley Unified School District	N/A		
San Lorenzo Valley Unified School District	N/A		
Dut more of the			001.00

**MEDIAN:

\$21.33

SCCSD:

\$22.35

CLASSIFICATION: PAYROLL TECHNICIAN

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

accan. easa

SCCSD: \$25.26

N/A = No Applicable Data
*Maximum does not include longevity

^{**}Median of the Maximum column

CLASSIFICATION: PROGRAM COORDINATOR - AFTER SCHOOL PROGRAM

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM I	//AXIMUM*
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	t N/A		
Pajaro Valley Unified School District	N/A		
	N/A	4000	
Salinas City Elementary School District	N/A	in the same	
Salinas Union High School District San Lorenzo Valley Unified School District	N/A		
	N/A	w y - 15-10	
San Luis Coastal Unified School District	N/A		
Scotts Valley Unified School District	LVAX		

**MEDIAN:

ISD

SCCSD:

\$26.57

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: REGISTRAR

CLASSIFICATION. REGISTRAL		SALARY R	LANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM I	MAXIMUM*
	Registrar III	\$18.33	\$23.41
Salinas Union High School District	Registrar-High School	\$18.15	\$23.19
San Lorenzo Valley Unified School District		\$17.11	\$22.51
North Monterey County Unified School Distric		\$16.96	\$21.65
Pajaro Valley Unified School District	Registrar	\$16.21	\$20.69
Scotts Valley Unified School District	Registrar - High School	\$16.81	\$20.61
Monterey Peninsula Unified School District	Registrar	\$17.31	\$19.10
San Luis Coastal Unified School District	Registrar		417110
Alisal Union Elementary School District	N/A		
Aromas-San Juan Unified School District	N/A		
Salinas City Elementary School District	N/A		444 Laboratory And
		++NATETY AN.	\$21.65

**MEDIAN:

\$21.65

SCCSD:

\$22.90

CLASSIFICATION: SCHOOL ADMINISTRATIVE ASSISTANT IV

(Principal's Secretary)

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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
	School Office Supervisor III	\$19.64	\$23.95
Monterey Peninsula Unified School District	Administrative Assistant III - High School	\$18.72	\$23.89
Pajaro Valley Unified School District	Secondary School Secretary	\$21.62	\$23.26
San Luis Coastal Unified School District		\$16.62	\$21.21
Scotts Valley Unified School District	School/Principal's Secretary	\$16.31	\$19.83
Aromas-San Juan Unified School District	School Secretary/Attendance Clerk	, \$10.51	Ψ17.03
Alisal Union Elementary School District	N/A		
Salinas City Elementary School District	N/A		410000

**MEDIAN:

SALARY RANGES

\$23.92

SCCSD:

\$25.92

N/A = No Applicable Data *Maximum does not include longevity

CLASSIFICATION: SCHOOL BUS DRIVER

CLASSIFICATION SOLUTION		SALARY F	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM]	MAXIMUM*
	Bus Driver	\$19.64	\$23.95
Monterey Peninsula Unified School District		\$17.11	\$22.51
North Monterey County Unified School District		\$17.29	\$22.08
San Lorenzo Valley Unified School District	Bus Operator II	\$17.53	\$21.41
Aromas-San Juan Unified School District	Bus Driver		\$20.83
San Luis Coastal Unified School District	Bus Driver	\$18.90	
Alisal Union Elementary School District	School Driver II	\$16.17	\$20.63
	School Bus Driver	\$16.15	\$20.62
Pajaro Valley Unified School District	Bus Driver	\$16.21	\$19.70
Salinas City Elementary School District			
Scotts Valley Unified School District	N/A		
Salinas Union High School District	N/A		
		ALASSIA STEETING A TAX	¢21 12

**MEDIAN:

\$21.12

SCCSD:

\$22.35

CLASSIFICATION: SITE ACCOUNTING TECHNICIAN

		SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		44.44
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

Ewing Consulting, Inc. Rev. 1/30/2018

CLASSIFICATION: SYSTEMS SUPPORT SPECIALIST

Chablifornia	•	SALARY	RANGES
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Pajaro Valley Unified School District	District Technology Support Technician	\$23.96	\$30.59
	IT Services Technician	\$22.82	\$27.83
Monterey Peninsula Unified School District	Computer Technician	\$23.87	\$26.32
San Luis Coastal Unified School District		\$20.20	\$25.54
San Lorenzo Valley Unified School District	Computer Resource Specialist	\$20.26	\$24.82
Salinas City Elementary School District	IT Support Technician	\$18.84	\$24.78
North Monterey County Unified School District	Computer Systems Technician		\$23.43
Scotts Valley Unified School District	Technology Support and Data Compliance Technician	\$18.36	
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
· · · · · · · · · · · · · · · · · · ·	Technology Assistant I	\$17.14	\$20.83
Aromas-San Juan Unified School District	100000000000000000000000000000000000000		#0.4.B0
		**MEDIAN	\$24.80

SCCSD:

\$26.57

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: TRANSLATOR

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		upo upo mpi ilek Mila
San Luis Coastal Unified School District	NA		
Scotts Valley Unified School District	NA		

**MEDIAN:

\$21.13

SCCSD:

\$24.07

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: WAREHOUSE WORKER

		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		

**MEDIAN:

\$21.14

SCCSD:

\$21.81

N/A = No Applicable Data

*Maximum does not include longevity

**Median of the Maximum column

Ewing Consulting, Inc. Rev. 1/30/2018

CLASSIFICATION: DIRECTOR - FINANCE

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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 Distric	t 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
	Director I - Business Services	\$100,713	\$111,741
Monterey Peninsula Unified School District	Director of Fiscal Services	\$89,122	\$103,714
San Lorenzo Valley Unified School District	Director of Business Services	\$77,986	\$94,864
Scotts Valley Unified School District Salinas City Elementary School District	N/A (declined to participate)		

\$118,826 **MEDIAN:

> SCCSD: \$122,200

N/A = No Applicable Data *Maximum does not include longevity

**Median of the Maximum column

CLASSIFICATION: DIRECTOR OF INFORMATION TECHNOLOGY

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		\$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

Ewing Consulting, Inc. Rev. 1/30/2018

CLASSIFICATION: DIRECTOR - MAINTENANCE, OPERATIONS, & TRANSPORTATION

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		pr. 191 - 184
Salinas City Elementary School District	N/A (declined to participate)		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Scotts Valley Unified School District	N/A	er er e	

**MEDIAN:

\$112,080

SCCSD:

\$117,839

CLASSIFICATION: DIRECTOR - PERSONNEL COMMISSION SERVICES

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
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		A3
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	\$2.00 mm mm	
Scotts Valley Unified School District	N/A		
Salinas City Elementary School District	N/A (declined to participate)		

**MEDIAN:

ISD

SCCSD:

\$110,436

CLASSIFICATION: EXECUTIVE ASSISTANT III - SUPERINTENDENT

SALARY RANGES

SURVEY PARTICIPANT PARTICIPANT'S CLASSIFICATION			
Executive Assistant III	\$65,400	\$78,096	
Executive Assistant	\$60,264	\$76,914	
Executive Assistant to Superintendent	\$69,202	\$76,274	
	\$26,640	\$75,198	
	\$61,680	\$74,976	
	\$50,844	\$61,356	
	\$47,258	\$61,339	
	\$44,904	\$58,464	
	\$40,040	\$51,085	
N/A (declined to participate)		and the second	
	Executive Assistant III Executive Assistant Executive Assistant to Superintendent Executive Assistant to Superintendent Administrative Assistant to Superintendent Administrative Assistant III - Superintendent t Administrative Assistant to Superintendent Senior Administrative Secretary III Administrative Assistant to Superintendent	Executive Assistant III \$65,400 Executive Assistant \$60,264 Executive Assistant to Superintendent \$69,202 Executive Assistant to Superintendent \$26,640 Administrative Assistant to Superintendent \$61,680 Administrative Assistant III - Superintendent \$50,844 t Administrative Assistant to Superintendent \$47,258 Senior Administrative Secretary III \$44,904 Administrative Assistant to Superintendent \$40,040	

**MEDIAN:

\$74,976

SCCSD:

\$65,645

N/A = No Applicable Data
*Maximum does not include longevity

CLASSIFICATION: GRANT COORDINATOR

SALARY RANGES

SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM I	MAXIMUM*
Alisal Union Elementary School District	N/A		
Aromas-San Juan Unified School District	N/A	<u> </u>	Prince
Monterey Peninsula Unified School District	N/A		ana jan da wa wa
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)	41 M (1) - AA	

**MEDIAN:

ISD

SCCSD:

\$102,733

SANTA CRUZ CITY SCHOOLS

SALARY SURVEY SUMMARY (Exhibit G)



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)



CLASS TITLE/JOB FAMILIES	SCCS CURRENT RANGE	SCCS SALARY STEP 6	SALARY SURVEY MEDIAN	MENDED	SALARY MAX	COMMENTS
ACCOUNTING/FISCAL						
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
CLERICAL/SECRETARIAL SUPPORT						
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
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

CLASS TITLE/JOB FAMILIES	SCCS CURRENT RANGE	SCCS SALARY STEP 6	SALARY SURVEY MEDIAN	RECOM- MENDED RANGE	SALARY MAX	COMMENTS
TUMAN RESOURCES	,			<u></u>		
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
INFORMATION TECHNOLOGY						
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
INSTRUCTIONAL SUPPORT						-
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

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CLASS TITLE/JOB FAMILIES	SCCS CURRENT RANGE	SCCS SALARY STEP 6	SALARY SURVEY MEDIAN	RECOM- MENDED RANGE	SALARY MAX	COMMENTS
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
<u>LIBRARY/MEDIA</u>						
Library/Media Assistant	24	\$20.76	\$20.66	24	\$20.76	Benchmark
Textbook/Media Assistant	22	\$19.77	ŧ	22	\$19.77	Relationship to Library/Media Assistant benchmark
MAINTENANCE, OPERATIONS & TRANSPO	<u>RTATION</u>					
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

CLASS TITLE/JOB FAMILIES	SCCS CURRENT RANGE	SCCS SALARY STEP 6	SALARY SURVEY MEDIAN	RECOM- MENDED RANGE	SALARY MAX	COMMENTS
Vight Custodian	22	\$19.77		22	\$19.77	Relationship to Day Custodian benchmark
NUTRITION SERVICES						4
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
PURCHASING						
Виует	36	\$27.89	\$25.70	36	\$27.89	Benchmark
STUDENT SAFETY						
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

	SCCS CURRENT RANGE	SCCS SALARY STEP 6		RECOM- MENDED RANGE	SALARY MAX	COMMENTS
STUDENT SERVICES						
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

CLASS TITLE/JOB FAMILIES	SCCS CURRENT RANGE	SCCS SALARY STEP 6	SALARY SURVEY MEDIAN	RECOM- MENDED RANGE	SALARY MAX	COMMENTS
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>SCCS</u>	SCCS_	<u>SALARY</u>	RECOM-			
	CURRENT	SALARY	SURVEY	MENDED	SALARY		
CLASS TITLE/JOB FAMILIES	RANGE	<u>STEP 6</u>	<u>MEDIAN</u>	RANGE	MAX	COMMENTS	
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)



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

District -	Highest Annual CAP/ Employee Only*	High Annual CAP/ Empliplus 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	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	531,260.00	Longavity: 6 years at 13%, 10 years at 6.09%, 15 years at 9.27%, 20 years at 2.55%, 25 years at 15:92%	Any Ambunt 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	Bert at □ st. 7 de la company	High Annual CAP/ Empliplus family**	LongeVity Pay 1***	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/Supry 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 Ileu
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 Cas 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