

TENTATIVE AGREEMENT
Between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS SAUGUS CHAPTER #112
And the
SAUGUS UNION SCHOOL DISTRICT

The following Tentative Agreement reflects the full and complete agreement of the California School Employees Association and its Saugus Chapter #112 (hereinafter "Association") and the Saugus Union School District (hereinafter "District") regarding the 2020/2021 & 2021/2022 reopener negotiations.

The parties agree to the attached article changes to take effect upon ratification of this Tentative Agreement by the parties:

1. The parties agree to the Article changes as attached hereto. Any subject or topic discussed by the parties during the negotiations that culminated in this agreement, but in not included herein, is considered withdrawn by the parties. All other terms of the Collective Bargaining Agreement will remain as stated, except as modified by this agreement.
2. This Agreement becomes final upon ratification of the Association membership (pursuant to Association Policy 610) and adoption by the Saugus Union School Board.

Dated: 3/8/2022

FOR THE ASSOCIATION:

DocuSigned by:
Sylvia Arnone
5BF2A502E76343E...

DocuSigned by:
Katie Bohlig
65AEC297B09410...

DocuSigned by:
Jessica Morrow
225CC8EEA39242E...

DocuSigned by:
Antonio Arana
75646BC7C5F44BB...

DocuSigned by:
Dee Re
3C34AC702664443...

DocuSigned by:
Justin Renolds
6A13933E76984AA...

DocuSigned by:
Teresa Auer
EAF0F4414E884B2...

FOR THE DISTRICT:

DocuSigned by:
Jennifer Stevenson
27644F060525402...

DocuSigned by:
Pete Bland
BDE58715E2034DD...

DocuSigned by:
Barbara Tapia
DAB61A603B114D9...

DocuSigned by:
Michelle Velikorodnyy
83E794CC65EA40C...

Tentative Agreement
California School Employees Association
And its Saugus Chapter #112
Proposal – Article 19
To Saugus Unified School District

CSEA Proposal
May 28th 2021

Article 19 - Vacations

19.1.3 It will be the responsibility of the immediate supervisor and employee to monitor all vacation balances. Vacation schedules shall be by mutual agreement between the employee and the employee's immediate supervisor. The supervisor shall approve or deny in writing any vacation request in advance of said dates. If a mutual agreement cannot be reached, the employee and the supervisor will meet with the Superintendent and a CSEA Representative. **Supervisors shall respond to a member's request for vacation leave within five business days of the employee submitting the request in the computerized absence management system. Said response must also be delivered via the computerized absence management system. Should the supervisor not render a decision within five days of submission, the request shall be considered approved.**

All Representatives Must Sign & Date Below:

CSEA:

DocuSigned by: <i>Sylvia Arnone</i> 5BF2A502E76343E...	6/2/2021
DocuSigned by: <i>Jessica Morrow</i> 225CC8EEA39242E...	6/2/2021
DocuSigned by: <i>Antonio Arana</i> 75848BC7C5F44BB...	6/2/2021
DocuSigned by: <i>Barbara E. DeSantis</i> 62FA5AB73D7C468...	6/2/2021
DocuSigned by: <i>David Bruceda</i> 3C34AC702664443...	6/2/2021
DocuSigned by: <i>Justin Reynolds</i> 6A13933E76984AA...	6/2/2021
DocuSigned by: <i>Teresa Auer</i> EAF0F4414E884B2...	6/2/2021

District:

DocuSigned by: <i>Jennifer Stevenson</i> 27644F060525402...	6/2/2021
DocuSigned by: <i>Pete Bland</i> BDE58715E2034DD...	6/4/2021
DocuSigned by: <i>Jon Baker</i> FCBA9CE0978946A...	6/2/2021



SAUGUS
Union School District
Excellence in Elementary Education

Human Resources

Jennifer Stevenson, Ed. D., Assistant Superintendent

24930 Avenue Stanford, Santa Clarita, California 91355

Phone: 661-294-5300 / www.saugusd.org

**TENTATIVE AGREEMENT:
2020-2021 PROPOSAL – ARTICLE 29
TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
AND ITS CHAPTER 112**

June 1, 2021 @ 2:00pm

Article 29 – Summer School

The District proposes adding the following language taken from a Memorandum of Understanding with CSEA Chapter 112, dated January 27, 2020:

Assignment of unit members to Extended School Year shall be based on qualifications and/or experience as related to the job classifications and job descriptions. Attendance records, and experience with the Regional Autism, BASES, Moderate-Severe, Mild-Moderate Special education programs, and/or students shall be used to determine summer school placement. When experience, qualifications, and attendance are approximately equal, assignment shall be determined by seniority.

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DocuSigned by: <i>David Brucda</i> 3C34AC702664443...	6/2/2021
DocuSigned by: <i>Justin Reynolds</i> 6A13992FE76984AA	6/2/2021

District:

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DocuSigned by: <i>Pete Bland</i> BDE58715E2034DD...	6/4/2021
DocuSigned by: <i>Jon Baker</i> FCBA9CE0978946A...	6/2/2021

GOVERNING BOARD: Laura Arrowsmith · David Barlavi · Katherine Cooper · Christopher M. Trunkey · Matthew Watson SUPERINTENDENT: Colleen Hawkins, Ed.D.

DocuSigned by:
Teresa Auer
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RESPECT | INTEGRITY | LEARNING | TEAMWORK | ENTHUSIASM
6/2/2021

California School Employees Association
And its Saugus Chapter #112
And the
Saugus Unified School District
Tentative Agreement

Article 21 Salary

The District and CSEA agree to a new Salary Schedule A & B. All bargaining unit members, whether remaining on Salary Schedule A or being placed on Salary Schedule B, will receive at least the agreed upon 5.5% salary increase retroactive to July 1, 2021. Placement on Salary Schedule B will also be retroactive to July 1, 2021.

Dated: 3/8/2022

For CSEA:

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Michelle Velikorodnyy
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California School Employees Association
And its Saugus Chapter #112
And the
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Article 27 Health and Welfare Benefits

Article 27.1.2

The District will provide all eligible employees and their eligible dependents with a choice of insurance plans. The plans will be provided by California Public Employees Retirement System (PERS). The following terms shall be in effect:

The District's contribution to the medical benefit shall not exceed ~~\$650~~ \$672 for medical only per calendar month per employee. Association members electing to receive cash in lieu of health benefits shall receive \$325 a month upon showing proof of alternate minimum essential coverage, through a plan not obtained on the individual market, for the employee and his or her expected family (as long as required by law). Compensation in lieu of health and welfare benefits for part-time employees will be determined by percentage of eligibility (see 27.1.2.1 and 27.1.2.2).

DocuSigned by:
Jennifer Stevenson
Dated: 27844F060525402

For CSEA:

DocuSigned by:
Sylvia Arnone
5BF2A502E76343E...

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**TENTATIVE AGREEMENT:
PROPOSAL – ARTICLE 10
TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
AND ITS CHAPTER 112**

February 22, 2022

The Saugus Union School District (“District”) proposes the following to the California School Employees Association and its Chapter 112 (“CSEA”).

Article 10 – Hours of Employment

10.11 Declared Emergency/Natural Disaster

- When it is determined by the District that emergency conditions necessitate the closure of one or more sites, or regular schedules altered, a reasonable effort will be made to notify affected classified employees.
- When a single site is affected by a Declared Emergency/Natural Disasters, affected classified employees may be temporarily reassigned to other sites or asked to remain on duty as authorized by the Superintendent or an Assistant Superintendent.
- Days will be treated as regularly scheduled workdays for all regular classified employees and will be paid accordingly with no loss of time or leave.
- Regular classified employees directed not to work during the emergency who had previously scheduled vacation or PN time will not be charged for vacation or PN leave.
- Classified employees who were directed to work by a Cabinet member on these days will be paid a total of two (2) times their hourly rate in effect at that time for the hours actually worked **This rate of pay shall not exceed twenty (20) days unless extended by the Superintendent.**

In the event the Campus is on a lockdown and bargaining unit members are directed to remain on campus, they shall be compensated.

All Representatives Must Sign & date Below:

CSEA:

DocuSigned by:
Sylvia Arnone
5BF2A502E76343E...

2/22/2022

DocuSigned by:
Jessica Morrow
225CC8EFA39242E...

2/22/2022

District:

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Jennifer Stevenson
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2/22/2022

DocuSigned by:
Pete Bland
BDE68715E2034DD...

2/22/2022

GOVERNING BOARD: Laura Arrowsmith · David Barlavi · Katherine Cooper · Christopher M. Trunkey · Matthew Watson **SUPERINTENDENT:** Colleen Hawkins, Ed.D.

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DocuSigned by:
Antonio Arana 2/22/2022
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DocuSigned by:
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[Signature] 2/22/2022
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Human Resources

**TENTATIVE AGREEMENT:
JOB DESCRIPTIONS AND SALARY SCHEDULE
To the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
AND ITS CHAPTER 112**

February 22, 2022

Job Descriptions

Saugus Union School District and CSEA Chapter 112 agree to adopt the attached revised job descriptions with recommended salary grade placement on the new salary schedule (Schedule B).

- Job titles and duties have been changed to reflect current duties and responsibilities.
- Health Care Physical Assistants (HCPA), Special Education Instructional Assistants (SIA), and Special Education Program Paraeducator Behavior Management (Severe) job descriptions have been made obsolete. HCPA, SIA, and Special Education Program Paraeducator Behavior Management (Severe) will be reclassified as Special Education Paraeducators.
- SELPA job descriptions have been made obsolete. The SELPA program moved to the William S. Hart School District.

Salary Schedule

Saugus Union School District and CSEA Chapter 112 agree to the attached "square" salary schedule (Schedule B). Wages begin at \$15.00 per hour to align with the new minimum wage that will be effective January 1, 2022. The salary grades increase by 3.5% each level. The length of service increases by 5% each step.

The District will place current employees on Schedule B on a step within the salary grade for their job classification that is not less than their current rate of pay.

Employees who, at the time of this agreement, earn more than the highest step on Schedule B for their job classification on the salary schedule will be "grandfathered" in at their current rate of pay (Schedule A). Additionally, employees hired into their current job classification prior to July 1, 2021 whose Step 6 on Schedule A is greater than Step 6 on

Schedule B will be “grandfathered” in at their current rate of pay (Schedule A). These employees will receive the same negotiated salary increases as their other bargaining unit members and will continue to receive their longevity pay. Employees in this category who are not already on step 6 will continue to move over a step each year until on step 6. If these employees accept a position in a different job classification, they will be placed on Salary Schedule B.

All employees, whether remaining on Salary Schedule A or being placed on Salary Schedule B, will receive at least the agreed upon 5.5% salary increase.

Placement on Salary Schedule B will be retroactive to July 1, 2021.

Dated: 3/8/2022

For CSEA:

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Classified Personnel Salary Schedule (A)
2018 - 2022

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
001	\$1,872	\$10.81	\$2,127	\$12.27	\$2,310	\$13.32	\$2,515	\$14.53	\$2,640	\$15.24	\$2,780	\$16.03
Campus Supervisor	\$2,600	\$15.00	\$2,600	\$15.00	\$2,600	\$15.00	\$2,600	\$15.00	\$2,703	\$15.60	\$2,843	\$16.41
002	\$2,600	\$15.00	\$2,600	\$15.00	\$2,600	\$15.00	\$2,761	\$15.92	\$2,904	\$16.75	\$3,045	\$17.58
003	\$2,600	\$15.00	\$2,600	\$15.00	\$2,711	\$15.63	\$2,904	\$16.75	\$3,045	\$17.58	\$3,196	\$18.44
004	\$2,600	\$15.00	\$2,630	\$15.17	\$2,831	\$16.34	\$3,016	\$17.40	\$3,179	\$18.35	\$3,345	\$19.30
005	\$2,600	\$15.00	\$2,681	\$15.49	\$2,822	\$16.31	\$3,001	\$17.32	\$3,167	\$18.24	\$3,323	\$19.18
006	\$2,692	\$15.54	\$2,831	\$16.34	\$3,080	\$17.77	\$3,265	\$18.85	\$3,462	\$19.97	\$3,632	\$20.95
007	\$2,814	\$16.26	\$2,959	\$17.11	\$3,108	\$17.95	\$3,322	\$19.14	\$3,511	\$20.26	\$3,687	\$21.29
008	\$2,911	\$16.81	\$3,060	\$17.64	\$3,222	\$18.58	\$3,431	\$19.81	\$3,628	\$20.92	\$3,804	\$21.96
009	\$3,000	\$17.32	\$3,148	\$18.18	\$3,322	\$19.14	\$3,520	\$20.32	\$3,720	\$21.47	\$3,907	\$22.56
010	\$3,081	\$17.79	\$3,242	\$18.75	\$3,412	\$19.68	\$3,611	\$20.85	\$3,832	\$22.10	\$4,027	\$23.21
011	\$3,162	\$18.23	\$3,329	\$19.26	\$3,511	\$20.26	\$3,720	\$21.47	\$3,956	\$22.84	\$4,151	\$23.99
012	\$3,249	\$18.78	\$3,427	\$19.77	\$3,606	\$20.84	\$3,827	\$22.06	\$4,058	\$23.42	\$4,261	\$24.62
013	\$3,327	\$19.23	\$3,509	\$20.26	\$3,688	\$21.29	\$3,924	\$22.68	\$4,153	\$23.99	\$4,365	\$25.14
014	\$3,431	\$19.81	\$3,610	\$20.85	\$3,791	\$21.88	\$4,030	\$23.22	\$4,274	\$24.66	\$4,480	\$25.88
015	\$3,509	\$20.26	\$3,688	\$21.29	\$3,877	\$22.42	\$4,110	\$23.74	\$4,367	\$25.23	\$4,584	\$26.50
016	\$3,593	\$20.77	\$3,789	\$21.86	\$3,985	\$23.02	\$4,237	\$24.45	\$4,479	\$25.88	\$4,707	\$27.17
017	\$3,672	\$21.22	\$3,863	\$22.29	\$4,071	\$23.51	\$4,334	\$25.00	\$4,580	\$26.48	\$4,809	\$27.74
018	\$3,764	\$21.72	\$3,957	\$22.85	\$4,164	\$24.03	\$4,436	\$25.56	\$4,693	\$27.10	\$4,922	\$28.41
019	\$3,846	\$22.20	\$4,050	\$23.39	\$4,270	\$24.66	\$4,524	\$26.14	\$4,792	\$27.65	\$5,033	\$29.03
020	\$3,941	\$22.76	\$4,140	\$23.92	\$4,359	\$25.13	\$4,625	\$26.70	\$4,888	\$28.22	\$5,135	\$29.58
021	\$4,020	\$23.19	\$4,236	\$24.44	\$4,448	\$25.64	\$4,721	\$27.28	\$5,000	\$28.87	\$5,252	\$30.30
022	\$4,097	\$23.67	\$4,315	\$24.90	\$4,554	\$26.27	\$4,827	\$27.85	\$5,131	\$29.58	\$5,388	\$31.06
023	\$4,184	\$24.14	\$4,404	\$25.41	\$4,634	\$26.79	\$4,917	\$28.36	\$5,212	\$30.12	\$5,471	\$31.59
024	\$4,275	\$24.67	\$4,500	\$25.97	\$4,737	\$27.34	\$5,054	\$29.16	\$5,326	\$30.73	\$5,588	\$32.29
025	\$4,357	\$25.11	\$4,584	\$26.50	\$4,825	\$27.83	\$5,135	\$29.58	\$5,413	\$31.23	\$5,682	\$32.80
026	\$4,443	\$25.62	\$4,681	\$27.00	\$4,917	\$28.36	\$5,222	\$30.15	\$5,544	\$31.97	\$5,821	\$33.61
027	\$4,532	\$26.16	\$4,774	\$27.54	\$5,014	\$28.93	\$5,326	\$30.74	\$5,655	\$32.62	\$5,937	\$34.25
028	\$5,177	\$29.86	\$5,399	\$31.14	\$5,620	\$32.43	\$5,891	\$33.99	\$6,171	\$35.60	\$6,422	\$37.05
030	\$6,467	\$37.31	\$6,651	\$38.37	\$6,835	\$39.43	\$7,020	\$40.49	\$7,203	\$41.57	\$7,388	\$42.63

Effective July 1, 2018

Update Board Approved: 1-18-22



SAUGUS
Union School District
Excellence in Elementary Education

**Classified Personnel Salary Schedule (A) w/5.5% Increase
2021-2022**

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
001	\$1,872	\$10.81	\$2,127	\$12.27	\$2,310	\$13.32	\$2,515	\$14.53	\$2,640	\$15.24	\$2,780	\$16.03
Campus Supervisor	\$2,743	\$15.83	\$2,743	\$15.83	\$2,743	\$15.83	\$2,743	\$15.83	\$2,852	\$16.46	\$2,999	\$17.31
002	\$2,743	\$15.83	\$2,743	\$15.83	\$2,743	\$15.83	\$2,913	\$16.80	\$3,064	\$17.67	\$3,212	\$18.55
003	\$2,743	\$15.83	\$2,743	\$15.83	\$2,860	\$16.49	\$3,064	\$17.67	\$3,212	\$18.55	\$3,372	\$19.45
004	\$2,743	\$15.83	\$2,775	\$16.00	\$2,987	\$17.24	\$3,182	\$18.36	\$3,354	\$19.36	\$3,529	\$20.36
005	\$2,743	\$15.83	\$2,828	\$16.34	\$2,977	\$17.21	\$3,166	\$18.27	\$3,341	\$19.24	\$3,506	\$20.23
006	\$2,840	\$16.39	\$2,987	\$17.24	\$3,249	\$18.75	\$3,445	\$19.89	\$3,652	\$21.07	\$3,832	\$22.10
007	\$2,969	\$17.15	\$3,122	\$18.05	\$3,279	\$18.94	\$3,505	\$20.19	\$3,704	\$21.37	\$3,890	\$22.46
008	\$3,071	\$17.73	\$3,228	\$18.61	\$3,399	\$19.60	\$3,620	\$20.90	\$3,828	\$22.07	\$4,013	\$23.17
009	\$3,165	\$18.27	\$3,321	\$19.18	\$3,505	\$20.19	\$3,714	\$21.44	\$3,925	\$22.65	\$4,122	\$23.80
010	\$3,250	\$18.77	\$3,420	\$19.78	\$3,600	\$20.76	\$3,810	\$22.00	\$4,043	\$23.32	\$4,248	\$24.49
011	\$3,336	\$19.23	\$3,512	\$20.32	\$3,704	\$21.37	\$3,925	\$22.65	\$4,174	\$24.10	\$4,379	\$25.31
012	\$3,428	\$19.81	\$3,615	\$20.86	\$3,804	\$21.99	\$4,037	\$23.27	\$4,281	\$24.71	\$4,495	\$25.97
013	\$3,510	\$20.29	\$3,702	\$21.37	\$3,891	\$22.46	\$4,140	\$23.93	\$4,381	\$25.31	\$4,605	\$26.52
014	\$3,620	\$20.90	\$3,809	\$22.00	\$4,000	\$23.08	\$4,252	\$24.50	\$4,509	\$26.02	\$4,726	\$27.30
015	\$3,702	\$21.37	\$3,891	\$22.46	\$4,090	\$23.65	\$4,336	\$25.05	\$4,607	\$26.62	\$4,836	\$27.96
016	\$3,791	\$21.91	\$3,997	\$23.06	\$4,204	\$24.29	\$4,470	\$25.79	\$4,725	\$27.30	\$4,966	\$28.66
017	\$3,874	\$22.39	\$4,075	\$23.52	\$4,295	\$24.80	\$4,572	\$26.38	\$4,832	\$27.94	\$5,073	\$29.27
018	\$3,971	\$22.91	\$4,175	\$24.11	\$4,393	\$25.35	\$4,680	\$26.97	\$4,951	\$28.59	\$5,193	\$29.97
019	\$4,058	\$23.42	\$4,273	\$24.68	\$4,505	\$26.02	\$4,773	\$27.58	\$5,056	\$29.17	\$5,310	\$30.63
020	\$4,158	\$24.01	\$4,368	\$25.24	\$4,599	\$26.51	\$4,879	\$28.17	\$5,157	\$29.77	\$5,417	\$31.21
021	\$4,241	\$24.47	\$4,469	\$25.78	\$4,693	\$27.05	\$4,981	\$28.78	\$5,275	\$30.46	\$5,541	\$31.97
022	\$4,322	\$24.97	\$4,552	\$26.27	\$4,804	\$27.71	\$5,092	\$29.38	\$5,413	\$31.21	\$5,684	\$32.77
023	\$4,414	\$25.47	\$4,646	\$26.81	\$4,889	\$28.26	\$5,187	\$29.92	\$5,499	\$31.78	\$5,772	\$33.33
024	\$4,510	\$26.03	\$4,748	\$27.40	\$4,998	\$28.84	\$5,332	\$30.76	\$5,619	\$32.42	\$5,895	\$34.07
025	\$4,597	\$26.49	\$4,836	\$27.96	\$5,090	\$29.36	\$5,417	\$31.21	\$5,711	\$32.95	\$5,995	\$34.60
026	\$4,687	\$27.03	\$4,938	\$28.49	\$5,187	\$29.92	\$5,509	\$31.81	\$5,849	\$33.73	\$6,141	\$35.46
027	\$4,781	\$27.60	\$5,037	\$29.05	\$5,290	\$30.52	\$5,619	\$32.43	\$5,966	\$34.41	\$6,264	\$36.13
028	\$5,462	\$31.50	\$5,696	\$32.85	\$5,929	\$34.21	\$6,215	\$35.86	\$6,510	\$37.56	\$6,775	\$39.09
030	\$6,823	\$39.36	\$7,017	\$40.48	\$7,211	\$41.60	\$7,406	\$42.72	\$7,599	\$43.86	\$7,794	\$44.97

Effective July 1, 2021

Update Board Approved:



SAUGUS
 Union School District
Excellence in Elementary Education

Classified Salary Schedule (B)

Step % = 5%		Starting Wage = \$15.00				
Grade% = 3.5%						
	1	2	3	4	5	6
1	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14
2	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.97	\$ 18.87	\$ 19.81
3	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.60	\$ 19.53	\$ 20.51
4	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.21	\$ 21.23
5	\$ 17.21	\$ 18.07	\$ 18.98	\$ 19.93	\$ 20.92	\$ 21.97
6	\$ 17.82	\$ 18.71	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.74
7	\$ 18.44	\$ 19.36	\$ 20.33	\$ 21.35	\$ 22.41	\$ 23.53
8	\$ 19.08	\$ 20.04	\$ 21.04	\$ 22.09	\$ 23.20	\$ 24.36
9	\$ 19.75	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21
10	\$ 20.44	\$ 21.47	\$ 22.54	\$ 23.67	\$ 24.85	\$ 26.09
11	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.00
12	\$ 21.90	\$ 22.99	\$ 24.14	\$ 25.35	\$ 26.62	\$ 27.95
13	\$ 22.67	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
14	\$ 23.46	\$ 24.63	\$ 25.86	\$ 27.16	\$ 28.51	\$ 29.94
15	\$ 24.28	\$ 25.49	\$ 26.77	\$ 28.11	\$ 29.51	\$ 30.99
16	\$ 25.13	\$ 26.39	\$ 27.71	\$ 29.09	\$ 30.55	\$ 32.07
17	\$ 26.01	\$ 27.31	\$ 28.68	\$ 30.11	\$ 31.62	\$ 33.20
18	\$ 26.92	\$ 28.27	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36
19	\$ 27.86	\$ 29.26	\$ 30.72	\$ 32.25	\$ 33.87	\$ 35.56
20	\$ 28.84	\$ 30.28	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80
21	\$ 29.85	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.09
22	\$ 30.89	\$ 32.44	\$ 34.06	\$ 35.76	\$ 37.55	\$ 39.43
23	\$ 31.97	\$ 33.57	\$ 35.25	\$ 37.01	\$ 38.86	\$ 40.81
24	\$ 33.09	\$ 34.75	\$ 36.48	\$ 38.31	\$ 40.22	\$ 42.23
25	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.65	\$ 41.63	\$ 43.71
26	\$ 35.45	\$ 37.22	\$ 39.08	\$ 41.04	\$ 43.09	\$ 45.24
27	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.60	\$ 46.83
28	\$ 37.97	\$ 39.87	\$ 41.87	\$ 43.96	\$ 46.16	\$ 48.46
29	\$ 39.30	\$ 41.27	\$ 43.33	\$ 45.50	\$ 47.77	\$ 50.16
30	\$ 40.68	\$ 42.71	\$ 44.85	\$ 47.09	\$ 49.44	\$ 51.92



SAUGUS
 Union School District
Excellence in Elementary Education

Classified Salary Schedule (B) w/5.5% Increase

Step % = 5%		Starting Wage = \$15.83				
Grade% = 3.5%						
	1	2	3	4	5	6
1	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24	\$ 20.20
2	\$ 16.38	\$ 17.20	\$ 18.06	\$ 18.96	\$ 19.91	\$ 20.90
3	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62	\$ 20.61	\$ 21.64
4	\$ 17.55	\$ 18.42	\$ 19.34	\$ 20.31	\$ 21.33	\$ 22.39
5	\$ 18.16	\$ 19.07	\$ 20.02	\$ 21.02	\$ 22.07	\$ 23.18
6	\$ 18.80	\$ 19.73	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99
7	\$ 19.45	\$ 20.43	\$ 21.45	\$ 22.52	\$ 23.65	\$ 24.83
8	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.70
9	\$ 20.84	\$ 21.88	\$ 22.97	\$ 24.12	\$ 25.33	\$ 26.60
10	\$ 21.57	\$ 22.65	\$ 23.78	\$ 24.97	\$ 26.22	\$ 27.53
11	\$ 22.32	\$ 23.44	\$ 24.61	\$ 25.84	\$ 27.13	\$ 28.49
12	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.75	\$ 28.08	\$ 29.49
13	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.68	\$ 29.07	\$ 30.52
14	\$ 24.75	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.08	\$ 31.59
15	\$ 25.62	\$ 26.90	\$ 28.24	\$ 29.65	\$ 31.14	\$ 32.69
16	\$ 26.51	\$ 27.84	\$ 29.23	\$ 30.69	\$ 32.23	\$ 33.84
17	\$ 27.44	\$ 28.81	\$ 30.25	\$ 31.77	\$ 33.35	\$ 35.02
18	\$ 28.40	\$ 29.82	\$ 31.31	\$ 32.88	\$ 34.52	\$ 36.25
19	\$ 29.39	\$ 30.86	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.52
20	\$ 30.42	\$ 31.94	\$ 33.54	\$ 35.22	\$ 36.98	\$ 38.83
21	\$ 31.49	\$ 33.06	\$ 34.72	\$ 36.45	\$ 38.27	\$ 40.19
22	\$ 32.59	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.61	\$ 41.59
23	\$ 33.73	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.00	\$ 43.05
24	\$ 34.91	\$ 36.66	\$ 38.49	\$ 40.41	\$ 42.44	\$ 44.56
25	\$ 36.13	\$ 37.94	\$ 39.84	\$ 41.83	\$ 43.92	\$ 46.12
26	\$ 37.40	\$ 39.27	\$ 41.23	\$ 43.29	\$ 45.46	\$ 47.73
27	\$ 38.71	\$ 40.64	\$ 42.67	\$ 44.81	\$ 47.05	\$ 49.40
28	\$ 40.06	\$ 42.07	\$ 44.17	\$ 46.38	\$ 48.70	\$ 51.13
29	\$ 41.46	\$ 43.54	\$ 45.71	\$ 48.00	\$ 50.40	\$ 52.92
30	\$ 42.92	\$ 45.06	\$ 47.31	\$ 49.68	\$ 52.16	\$ 54.77

Job Title	Proposed Job Title
Accounts Payable Technician	
Accounts Receivable Specialist (New position)	
Apprentice Maintenance Mechanic	Maintenance Technician
Benefits Technician	Benefits Specialist
Bilingual Interpreter Translator (Early Start)	
Bilingual Interpreter/Translator	
Budget Program Accountant	Accountant
Campus Supervisor	
Certified Human Resources Technician	Credential Analyst
Child Care Accounts Receivable Technician	
Classified Human Resources Technician	Safety & Risk Management Technician
Classified Human Resources Technician	
Custodian I	Custodian
Custodian II (Head Custodian)	Head Custodian
District Office Administrative Clerk	Department Secretary
District Office Administrative Secretary	Administrative Secretary - Facilities/Maintenance
Early Start Instructional Assistant	Early Start Program Clerk
Early Start Paraeducator	Early Start Paraeducator/Clerk
Early Start Service Coordinator	
Facilities Accountant II	Facilities Accountant
Fiscal Accountant	Senior Accountant
Gardener	
Health Care Assistant	Health Office Assistant
Health Care LVN	Licensed Vocational Nurse
Health Care/Physical Assistance Aide	
Homeless/Foster Youth Liaison	
HVAC Technician	HVAC Specialist
Information Services Systems Support Technician	Information Services Support Technician
Information Services Systems Technician	Information Services Technician
Instructional Assistant	Paraeducator - General Education
Instructional Assistant - Bilingual	
Instructional Assistant - NCLB	
Instructional Assistant (Music)	Music Specialist
Instructional Assistant - Special Education	
Irrigation Technician (New Position - Board Approves 8/3/21)	
Library Media Specialist	
Maintenance Mechanic	
Maintenance Technician	Maintenance Specialist
Office Manager	School Office Manager

Job Title	Proposed Job Title
Parent Community Liaison	
Payroll Technician	
Purchasing/Contracts/Inventory Technician/Fixed Assts	Procurement Technician
Receptionist/Secretary	Receptionist
Reprographics Technician	Printing Services Technician
School Office Assistant	
Secretary S.E.L.P.A. Administrator	
Secretary to Director of Student Support Services	Administrative Secretary - Ed Services/Student Support Services
SEIS/Medi-Cal Technician	Student Database Analyst
SELPA Accountant	SELPA Accountant
Senior Technology Systems Engineer	Network Administrator
SPED Paraeducator - Behavior Management II	SPED Paraeducator - Behavior Management
SPED Paraeducator - Severe	Special Education Paraeducator
SPED Paraeducator Behavior Management - Severe	
Speech Language Pathologist Assistant	
Substitute Employee Coordinator	
Transportation, Security, and Maintenance Supervisor	Transportation, Security, and Maintenance Supervisor
Warehouse Person	