

**SAN LORENZO UNIFIED SCHOOL DISTRICT
2005-2006 CONFIDENTIAL SALARY SCHEDULE**

APPENDIX A

1. Employees serving in confidential positions shall be compensated in accordance with the salary schedule rates and regulations presented below. EFFECTIVE JULY 1, 2005

STEP	E	F	G	H	I	J
1	-	25,641	29,099	32,599	36,018	39,477
2	-	27,369	30,830	34,289	37,749	41,207
3	-	29,099	32,559	36,018	39,477	42,935
4	-	30,830	34,289	37,749	41,207	44,666
5	-	32,559	36,018	39,477	42,935	46,393
6	-	34,289	37,749	41,207	44,666	48,124
7	32,559	36,018	39,477	42,935	46,393	49,853
8	34,289	37,749	41,207	44,666	48,124	51,585
9	36,018	39,477	42,935	46,393	49,853	53,313
37	83,078	86,539	89,997	93,457	96,914	100,375 **

2. Position Range and Work-Year Placements. Personnel shall be placed on the confidential salary schedule based upon position level and experience. Salary range, duty days and work-year adjustment factor by position are as follows:

Job Title	Range	Duty Days	Work Year Factor
Secretary to the Superintendent (Conf)	9	12 mos.	1.11
Certificated Personnel Assistant (Conf)	8	12 mos.	1.11
Classified Personnel Assistant (Conf)	8	12 mos.	1.11
Administrative Secretary II (Conf)	7	12 mos.	1.11
Personnel Secretary (Conf)	3	12 mos.	1.11
Senior Office Assistant (Conf)	1	12 mos.	1.11

To obtain annual salary, multiply the appropriate range and step amount in the salary rate table by the work-year factor in the table above.

3. Placement on Confidential Schedule

- a. Placement on a new salary range resulting from promotion shall be made by advancing the staff member to the step that will provide a daily rate increase and a minimum of 5% per year more than the staff member would have received in his/her previous position classification. In no instance, however, shall the salary received exceed the schedule range maximum for the position.
- b. Initial minimum placement for confidential employees will be Column F of the appropriate range.

4. Advancement On The Schedule. Confidential personnel shall advance on this schedule in accordance with the Merit System Regulations, subject to modifications approved by the Board of Education in accordance with the provisions of Education Code Sections 45160, 45162, 45241 and 45268.

5. Longevity Increment **. After 10 years of service in the District, confidential staff shall be entitled to one anniversary increment amount of 2% of Range 37, Step J. After 15 years of service in the District, confidential staff shall be entitled to an anniversary increment in the amount of 3% of Range 37, Step J. After 20 years of service in the District, confidential staff shall be entitled to an anniversary increment in the amount of 4% of Range 37, Step J. After 25 years of service in the District, the longevity increment will be increased from 4% of Range 37, Step J to 6% of Range 37, Step J.

6. Duty Days. The Superintendent shall establish annually the basic work year for confidential employees. All other required duty days must be worked on days that the District Offices are open. The Superintendent may make exceptions to the required duty day schedule.

