

MOU
 By and Between
 La Mesa-Spring Valley Schools
 And
 California School Employees Association (CSEA)
 And Its La Mesa-Spring Valley Chapter 419

Implementation of new salary ranges, job descriptions, and reclassifications

August 29, 2017

As a result of the 2017 Classification and Compensation Study, the La Mesa-Spring Valley Schools and CSEA and its La Mesa Spring Valley Chapter 419 have agreed to the following salary ranges, job descriptions (attached), and changes to existing job descriptions (attached) and reclassifications(attached).

The reclassifications shall first be applied to the applicable employees. The following changes to the salary ranges shall then be applied as whole numbers in three equal parts over a period of three years, except when a total increase in salary is not divisible by three in which case the largest whole number shall be applied in the third year. The first increase shall be applied no later than 60 days from CSEA La Mesa Spring Valley Chapter 419 ratification approval of this agreement, the second increase shall be applied on July 1, 2018, and the third and final increase shall be applied on July 1, 2019.

For example: An increase of two (2) ranges shall be applied in two equal parts over a period of two years. An increase of three (3) ranges shall be applied in three equal parts over a period of three years. An increase of four (4) ranges shall be applied as follows: 1 range in year 1, 1 range in year 2, 2 ranges in year 3. An increase of eight (8) ranges shall be applied as follows: 2 ranges in year 1, 3 ranges in year 2, 3 ranges in year 3.

Administrative Services

(Administrative Support, Business Support, Technology, Supervisory, Director)

Administrative Support Present	Proposed	Current Salary Range	New Salary Range
1. Office Assistant I	<i>Office Assistant I</i>	17	31
2. Health Technician	<i>Health/Attendance Technician</i>	34	40
3. Office Assistant II	<i>Office Assistant II</i>	34	40
4. School Office Assistant	<i>School Office Assistant</i>	34	40
5. School Office Assistant	<i>Accounting Assistant *</i>	34	41
6. Child Nutrition Assistant	<i>Child Nutrition Assistant</i>	40	43
7. Office Assistant II	<i>Student Data Technician *</i>	34	46
8. Office Assistant II	<i>Instructional Media Technician *</i>	34	46
9. Office Assistant II	<i>Administrative Assistant I</i>	34	55
10. Secretary	<i>Administrative Assistant II</i>	51	60

11. School Office Manager	School Office Manager	56	60
12. Employee Attendance Technician	Human Resources Technician-Subs	53	64
13. Human Resources Technician	Human Resources Technician	53	64
14. Human Resources Specialist	Human Resources Specialist	78	72
15. Human Resources Specialist	Human Resources Analyst	78	88
16. Community Services Facilitator	Community Services Facilitator	82	92

Business Support Present	Proposed	Current Salary Range	New Salary Range
1. Accounting Technician	Account Technician	47	64
2. ESS Account Technician	ESS Account Technician	52	64
3. Payroll & Benefits Technician	Payroll -- Benefits Technician	52	67
4. Buyer	Buyer	62	67
5. Payroll & Benefits Specialist	Payroll Benefits Specialist	63	72
6. Accounting Specialist	Accounting Specialist	64	72
7. Child Nutrition Accounting Spc	Child Nutrition Services Acct Spc	64	72
8. Senior Accountant	Senior Accountant (abolish)	81	91
9. Business Services Analyst	Business Services/Budget Analyst	86	91

Technology Present	Proposed	Current Salary Range	New Salary Range
1. Computer Repair Technician	Computer Repair Technician	48	54
2. Data Support Technician	Data Support Technician	56	62
3. Computer Support Technician	Computer Support Technician	63	69
4. Technology Support Technician	Information Technology Support Technician	72	78
5. Technology Support Specialist	Technology Support Specialist	78	84
6. Programmer/Analyst	Programmer Analyst	98	98
7. Database Administrator	Database Administrator	104	104
8. Network Engineer	Network Engineer	107	107

Instructional Services
(Health, Instructional Support)

Health Present	Proposed	Current Salary Range	New Salary Range
1. Health Aide	<i>Classroom Health Assistant</i>	24	29
2. Licensed Vocational Nurse	<i>Licensed Vocational Nurse</i>	56	61
3. Speech/Language Pathology Assistant	<i>Speech- Language Pathology Assistant</i>	69	69
4. Certified Occupational Therapy Assistant	<i>Certified Occupational Therapy Assistant</i>	69	70
5. Nurse Facilitator	<i>Nurse Facilitator</i>	71	76
6. Occupational Therapist	<i>Occupational Therapist</i>	111	112

Instructional Support Present	Proposed	Current Salary Range	New Salary Range
1. Paraprofessional-Preschool	<i>Paraprofessional-Preschool</i>	14	21
2. Paraprofessional	<i>Paraprofessional</i>	14	21
3. Paraprofessional-Special Education	<i>Paraprofessional-Special Education</i>	21	30
4. Paraprofessional-Bilingual	<i>Paraprofessional-Bilingual</i>	21	30
5. Extended School Services Site Lead	<i>Extended School Services Site Lead</i>	28	35
6. Paraprofessional-Special Education	<i>Paraprofessional-Speech-Language</i>	27	36
7. Special Education Behavioral Assistant	<i>Special Education Program Behavior Assistant</i>	27	36
8. Paraprofessional, Special Education Communication Facilitator	<i>Paraprofessional, Special Education Communication Facilitator</i>	27	36
9. Parent/Community Liaison	<i>Parent/Community Liaison</i>	31	41
10. Special Education, Bilingual Testing Facilitator and Interpreter	<i>Special Education, Bilingual Testing Facilitator and Interpreter</i>	31	41
11. Library and Learning Resources Technician	<i>Library and Learning Resources Technician</i>	37	49
12. District Translator/Interpreter	<i>District Translator/Interpreter</i>	51	53
13. Interpreter for the Deaf	<i>Interpreter for the Deaf</i>	65	74

Maintenance & Operations
(Custodial/Grounds, Duplicating, Trades, Warehouse)

Custodial/Grounds Present	Proposed	Current Salary Range	New Salary Range
1. Custodian	<i>Custodian</i>	26	41
2. Gardener	<i>Gardener</i>	38	43

8. Central Kitchen Manager	Central Kitchen Manager	51/41(Y)	64
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Transportation Services
(Transportation)

Transportation Present	Proposed	Current Salary Range	New Salary Range
1. School Bus Attendant	School Bus Attendant	18	23
2. School Bus Driver	School Bus Driver	42	48
3. Transportation Scheduler/Driver	Transportation Scheduler/School Bus Driver	49	56
4. Driver/Trainer/Dispatcher	School Bus Trainer/Dispatcher	60	60
5. Dispatcher	Dispatcher	62	66

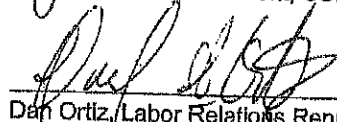
*Reclassification


Tina Sardina, Assistant Superintendent, Human Resources

9/1/17
Date


Ahmad Swinton, President, CSEA Chapter 419

9/1/17
Date


Dan Ortiz, Labor Relations Representative, CSEA

9/1/17 *used*
Date