

**MADERA COUNTY SUPERINTENDENT OF SCHOOLS**  
**1105 South Madera Avenue, Madera, California 93637**

**2020-2021 INTERNAL CLASSIFIED SALARY SCHEDULE**

Effective July 1, 2020

**259 Paid Days @ 8 Hours per Day**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Program Administrative Assistant	40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33
Program Administrative Assistant, Special Events	40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33
Senior Secretary	40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33
Senior School Secretary	40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33
Translator/Interpreter	40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33
Accounting Technician I	41	3185.70	3332.47	3506.86	3691.61	3874.64	4069.75
Receptionist/Accounting Support	41	3185.70	3332.47	3506.86	3691.61	3874.64	4069.75
School Administrative Assistant	41	3185.70	3332.47	3506.86	3691.61	3874.64	4069.75
Accounting Technician II	43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41
Administrative Assistant	43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41
Computer/Application Support Technician	43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41
Medi-Cal Administrative Activities (MAA) Coder	43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41
Warehouse & Inventory Control Technician	43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41
Accounting Technician III	46	3601.83	3776.22	3971.33	4173.35	4384.01	4603.29
Digital Media Technician	46	3601.83	3776.22	3971.33	4173.35	4384.01	4603.29
Human Resources/Credentials Technician	46	3601.83	3776.22	3971.33	4173.35	4384.01	4603.29
Student Services Liaison	46	3601.83	3776.22	3971.33	4173.35	4384.01	4603.29
Administrative Assistant II	48	3776.22	3971.33	4173.35	4384.01	4603.29	4832.94
Application Support Technician	48	3776.22	3971.33	4173.35	4384.01	4603.29	4832.94
Attendance Specialist	48	3776.22	3971.33	4173.35	4384.01	4603.29	4832.94
Career & Alt Ed Counseling Specialist	48	3776.22	3971.33	4173.35	4384.01	4603.29	4832.94
SELPA Data Management Technician	49	3874.64	4069.75	4280.41	4491.06	4713.80	4958.99
Senior Administrative Assistant	54	4384.01	4603.29	4832.94	5081.58	5335.40	5604.76
PC/Network Technician	55	4491.06	4713.80	4958.99	5209.35	5473.53	5748.07
Senior Business and Administrative Services Assistant	55	4491.06	4713.80	4958.99	5209.35	5473.53	5748.07
Application Support Specialist	56	4603.29	4832.94	5081.58	5335.40	5604.76	5889.66
Executive Assistant	56	4603.29	4832.94	5081.58	5335.40	5604.76	5889.66
Fiscal Analyst	57	4713.80	4958.99	5209.35	5473.53	5748.07	6045.06
Senior Application Specialist	57	4713.80	4958.99	5209.35	5473.53	5748.07	6045.06
Budget Analyst	60	5081.58	5335.40	5604.76	5889.66	6184.92	6511.26
Business Systems Specialist	60	5081.58	5335.40	5604.76	5889.66	6184.92	6511.26

**Positions Less Than 259 Paid Days**

	<b>12 Month Positions</b>						
<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
* Senior School Secretary	40	2887.18	3026.96	3181.20	3351.51	3513.78	3695.33
* School Administrative Assistant	41	2964.30	3100.87	3263.14	3435.05	3605.36	3786.91

\* Based on 241 paid days @ 8 hours per day

- 12 Vacation Days
- 13 Holidays
- 216 Work Days

**Positions Less Than 8 Hours per Day**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Office Assistant	32	546.72	573.8	603.47	633.51	666.52	698.79

Based on 204 paid days @ 2 hours per day

Payments for a Master's Degree and/or Doctorate Degree shall be applied and pro-rated (if applicable) on the first of the month following the conferral date of the degree provided that official transcripts are submitted to Human Resources no later than the end of that fiscal year. When official transcripts are submitted late to Human Resources (in a subsequent fiscal year), the payment shall be applied retroactively effective July 1st of that current fiscal year regardless of the conferral date.

Master's Degree	= \$1000.00
Doctorate Degree	= \$1000.00
Both Degrees	= \$2000.00

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\$50 monthly payment for designated employees providing oral Spanish translation services.

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\$75 monthly payment for designated employees providing oral and written Spanish translation services.

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Effective the month following completion of eight (8) years of continuous, full-time, satisfactory service with the MCSOS, exclusive of approved leave without pay, any employee in the classified service shall, in addition to the employee's current salary, receive longevity pay.

Longevity increments for employees hired prior to December 1, 2018, shall be as follows:

- 5% longevity pay after 8 years of continuous service (5.0%)
- Additionally 5.0% granted after 11 years of continuous service (10.25%)
- Additionally 5.0% granted after 14 years of continuous service (15.76%)

Longevity increments for employees hired on or after December 1, 2018, shall be as follows:

Commencing with the 9th year of service	= \$ 500.00 per annum level
At the 12th year of service	= \$ 750.00 per annum level
At the 15th year of service	= \$1000.00 per annum level
At the 18th year of service	= \$1500.00 per annum level
At the 20th year of service	= \$2000.00 per annum level
At the 26th year of services	= \$2500.00 per annum level

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In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$11,850 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

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Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCOE for each employee and eligible dependents after retirement provided the employee qualifies according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

# 2020-2021 INTERNAL CLASSIFIED SALARY SCHEDULE

259 Paid Days @ 8 Hours per Day

Effective July 1, 2020

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	HOURLY	O.T.
26	2187.69	2299.92	2422.51	2545.11	2671.15	2809.29	12.67	19.01
27	2246.39	2356.90	2479.49	2608.99	2738.49	2878.35	13.01	19.52
28	2299.92	2422.51	2545.11	2671.15	2809.29	2949.15	13.32	19.98
29	2356.90	2479.49	2608.99	2738.49	2878.35	3026.85	13.65	20.48
30	2422.51	2545.11	2671.15	2809.29	2949.15	3102.82	14.03	21.05
31	2479.49	2608.99	2738.49	2878.35	3026.85	3185.70	14.36	21.54
32	2545.11	2671.15	2809.29	2949.15	3102.82	3253.04	14.74	22.11
33	2608.99	2738.49	2878.35	3026.85	3185.70	3332.47	15.11	22.67
34	2671.15	2809.29	2949.15	3102.82	3253.04	3418.80	15.47	23.21
35	2738.49	2878.35	3026.85	3185.70	3332.47	3506.86	15.86	23.79
36	2809.29	2949.15	3102.82	3253.04	3418.80	3601.83	16.27	24.41
37	2878.35	3026.85	3185.70	3332.47	3506.86	3691.61	16.67	25.01
38	2949.15	3102.82	3253.04	3418.80	3601.83	3776.22	17.08	25.62
39	3026.85	3185.70	3332.47	3506.86	3691.61	3874.64	17.53	26.30
40	3102.82	3253.04	3418.80	3601.83	3776.22	3971.33	17.97	26.96
41	3185.70	3332.47	3506.86	3691.61	3874.64	4069.75	18.45	27.68
42	3253.04	3418.80	3601.83	3776.22	3971.33	4173.35	18.84	28.26
43	3332.47	3506.86	3691.61	3874.64	4069.75	4280.41	19.30	28.95
44	3418.80	3601.83	3776.22	3971.33	4173.35	4384.01	19.80	29.70
45	3506.86	3691.61	3874.64	4069.75	4280.41	4491.06	20.31	30.47
46	3601.83	3776.22	3971.33	4173.35	4384.01	4603.29	20.86	31.29
47	3691.61	3874.64	4069.75	4280.41	4491.06	4713.80	21.38	32.07
48	3776.22	3971.33	4173.35	4384.01	4603.29	4832.94	21.87	32.81
49	3874.64	4069.75	4280.41	4491.06	4713.80	4958.99	22.44	33.66
50	3971.33	4173.35	4384.01	4603.29	4832.94	5081.58	23.00	34.50
51	4069.75	4280.41	4491.06	4713.80	4958.99	5209.35	23.57	35.36
52	4173.35	4384.01	4603.29	4832.94	5081.58	5335.40	24.17	36.26
53	4280.41	4491.06	4713.80	4958.99	5209.35	5473.53	24.79	37.19
54	4384.01	4603.29	4832.94	5081.58	5335.40	5604.76	25.39	38.09
55	4491.06	4713.80	4958.99	5209.35	5473.53	5748.07	26.01	39.02
56	4603.29	4832.94	5081.58	5335.40	5604.76	5889.66	26.66	39.99
57	4713.80	4958.99	5209.35	5473.53	5748.07	6045.06	27.30	40.95
58	4832.94	5081.58	5335.40	5604.76	5889.66	6184.92	27.99	41.99
59	4958.99	5209.35	5473.53	5748.07	6045.06	6343.77	28.72	43.08
60	5081.58	5335.40	5604.76	5889.66	6184.92	6511.26	29.43	44.15
61	5209.35	5473.53	5748.07	6045.06	6343.77	6563.06	30.17	45.26
62	5335.40	5604.76	5889.66	6184.92	6511.26	6730.55	30.90	46.35
63	5473.53	5748.07	6045.06	6343.77	6563.06	6898.03	31.70	47.55
64	5604.76	5889.66	6184.92	6511.26	6730.55	7068.97	32.46	48.69
65	5748.07	6045.06	6343.77	6563.06	6898.03	7243.37	33.29	49.94

**MADERA COUNTY SUPERINTENDENT OF SCHOOLS**  
**1105 South Madera Avenue, Madera, California 93637**

**2020-2021 INTERNAL CLASSIFIED**  
**Grant Programs SALARY SCHEDULE**

Effective July 1, 2020

**184 Work Days -- 11 Month Position**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
*Early Start Family Resource Center Support Specialist 2 Hours/Day	36	615.30	645.93	679.59	712.49	748.80	788.89

\*Based on 208 paid days/11 month position  
 11 vacation days  
 13 holidays  
 184 workdays

**180 Work Days -- 12 Month Position**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
*Early Childhood Education Technician 8 Hours/Day	42	2574.80	2706.00	2850.87	2988.90	3143.33	3303.23

\*Based on 205 paid days/12 month position  
 12 vacation days  
 13 holidays  
 180 workdays

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# INTERNAL CLASSIFIED SALARY SCHEDULE

## 2020-2021 Hourly Rates

Effective July 1, 2020

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
26	12.67	13.32	14.03	14.74	15.47	16.27
27	13.01	13.68	14.36	15.11	15.86	16.67
28	13.32	14.03	14.74	15.47	16.27	17.08
29	13.65	14.36	15.11	15.86	16.67	17.53
30	14.03	14.74	15.47	16.27	17.08	17.97
31	14.36	15.11	15.86	16.67	17.53	18.45
32	14.74	15.47	16.27	17.08	17.97	18.84
33	15.11	15.86	16.67	17.53	18.45	19.30
34	15.47	16.27	17.08	17.97	18.84	19.80
35	15.86	16.67	17.53	18.45	19.30	20.31
36	16.27	17.08	17.97	18.84	19.80	20.86
37	16.67	17.53	18.45	19.30	20.31	21.38
38	17.08	17.97	18.84	19.80	20.86	21.87
39	17.53	18.45	19.30	20.31	21.38	22.44
40	17.97	18.84	19.80	20.86	21.87	23.00
41	18.45	19.30	20.31	21.38	22.44	23.57
42	18.84	19.80	20.86	21.87	23.00	24.17
43	19.30	20.31	21.38	22.44	23.57	24.79
44	19.80	20.86	21.87	23.00	24.17	25.39
45	20.31	21.38	22.44	23.57	24.79	26.01
46	20.86	21.87	23.00	24.17	25.39	26.66
47	21.38	22.44	23.57	24.79	26.01	27.30
48	21.87	23.00	24.17	25.39	26.66	27.99
49	22.44	23.57	24.79	26.01	27.30	28.72
50	23.00	24.17	25.39	26.66	27.99	29.43
51	23.57	24.79	26.01	27.30	28.72	30.17
52	24.17	25.39	26.66	27.99	29.43	30.90
53	24.79	26.01	27.30	28.72	30.17	31.70
54	25.39	26.66	27.99	29.43	30.90	32.46
55	26.01	27.30	28.72	30.17	31.70	33.29
56	26.66	27.99	29.62	30.90	32.46	34.11
57	27.30	28.72	30.17	31.70	33.29	35.01
58	27.99	29.43	30.90	32.46	34.11	35.82
59	28.72	30.17	31.70	33.29	35.01	36.74
60	29.43	30.90	32.46	34.11	35.82	37.71
61	30.17	31.70	33.29	35.01	36.74	38.58
62	30.90	32.46	34.11	35.82	37.71	39.56
63	31.70	33.29	35.01	36.74	38.58	40.55
64	32.46	34.11	35.82	37.71	39.56	41.56
65	33.29	35.01	36.74	38.58	40.55	42.60
66	34.11	35.82	37.71	39.56	41.56	43.62
67	35.01	36.74	38.58	40.55	42.60	44.70
68	35.82	37.71	39.56	41.56	43.62	45.85