2022
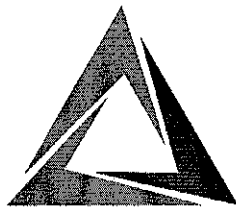# San Diego County Schools
Classified Support Employee Salary Survey

san diego county office of

EDUCATION

FUTURE WITHOUT BOUNDARIES℠

BOARD OF EDUCATION
District 1 - Dr. Gregg Robinson
District 2 - Guadalupe González
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District 4 - Paulette Donnellon
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SAN DIEGO COUNTY SUPERINTENDENT OF SCHOOLS
Dr. Paul Gothold

TABLE OF CONTENTS

INTRODUCTION

Classified Support Employee Salary Survey

The purpose of this study is to provide a general overview of current compensation practices for classified support staff in San Diego County school districts in a manner that is useful to all participating school districts. The cooperation of these districts is appreciated and was essential to the success of the project.

This report contains a compilation of information from participating San Diego County school districts. The benchmark job classes used in the report were chosen by a group of San Diego County human resources administrators. The data shown reflects the full-time monthly rates and other terms and conditions of employment in effect on January 1, 2022 as reported by the districts, but not including pay for longevity.

While great care has been taken to honor the information provided by the participating districts, there is always a possibility of an error. It is hoped that such errors, if any, will not distort the overall validity of the report.

Participating School Districts for 2022:

County Office of Education	San Diego County Office of Education
Elementary School Districts	Alpine Union School District
	Cajon Valley Union School District
	Cardiff Elementary School District
	Chula Vista Elementary School District
	Del Mar Union School District
	Encinitas Union School District
	Escondido Union School district
	Fallbrook Union Elementary School District
	Jamul-Dulzura Union School District
	La Mesa-Spring Valley Schools
	Lemon Grove School District
	National School District
	Rancho Santa Fe School District
	San Pasqual Union School District
	San Ysidro School District
	Santee School District
	South Bay Union School District
High School Districts	Escondido Union High School District
	Grossmont Union High School District
	San Dieguito Union High School District
	Sweetwater Union High School District
Unified School Districts	Carlsbad Unified School District
	Coronado Unified School District
	Mountain Empire Unified School District
	Oceanside Unified School District
	Poway Unified School District
	Ramona Unified School District
	San Diego Unified School District
	San Marcos Unified School District
	Vista Unified School District
	Warner Unified School District

TELEPHONE OPERATOR/RECEPTIONIST/INFORMATION CLERK

District	Title	Min	Max	Steps
Oceanside USD	Bilingual Office Assistant	3,202	4,852	22
Encinitas Union ESD	District Administrative Assistant	3,455	4,448	6
SDCOE	Information Clerk	3,471	4,430	6
Carlsbad USD	Office Assistant	3,085	4,342	20
San Dieguito Union HSD	Receptionist	3,143	4,212	7
Grossmont Union HSD	Office Assistant	3,315	4,205	6
San Pasqual Union ESD	Receptionist	3,205	4,091	6
Santee ESD	School Office Reception/Clerk	3,357	4,082	5
Lemon Grove ESD	Bilingual Receptionist	3,371	4,070	5
Chula Vista ESD	HR Technician I Switchboard Operator	3,138	4,040	7
Escondido Union HSD	Bilingual Receptionist	2,986	4,002	7
Vista USD	Receptionist	2,976	4,002	7
San Diego USD	Clerk Typist II	3,257	3,959	5
South Bay Union ESD	Receptionist	2,930	3,927	7
Sweetwater Union HSD	Office Assistant II	3,166	3,894	8
Coronado USD	Office Assistant I	2,775	3,889	11
Fallbrook Union ESD	Receptionist - Bilingual	2,879	3,870	7
Escondido Union ESD	Telephone Operator and Information Clerk	2,796	3,569	6

| | | MEAN | 3,139 | 4,105 |
| | | MEDIAN | 3,155 | 4,055 |

OFFICE ASSISTANT I

District	Title	Min	Max	Steps
Oceanside USD	Office Assistant	3,057	4,633	22
SDCOE	Office Assistant I	3,304	4,217	6
Grossmont Union HSD	Office Assistant	3,315	4,205	6
Coronado USD	Office Assistant II	2,898	4,059	11
Vista USD	Office Assistant	2,903	3,904	7
South Bay Union ESD	Office Assistant	2,858	3,831	7
San Marcos USD	Typist Clerk I	2,934	3,745	6
La Mesa-Spring Valley Schools	Office Assistant I	2,879	3,671	6
Escondido Union HSD	Clerk II	2,705	3,625	7
Sweetwater Union HSD	Office Assistant I	2,870	3,532	8
Santee ESD	Clerk Typist I	2,899	3,525	5
Mountain Empire USD	Clerk I	2,600	3,475	22
Chula Vista ESD	Clerk I	2,676	3,437	7
Lemon Grove ESD	General Clerk Typist I	2,750	3,371	5
Escondido Union ESD	Office Aide	2,597	3,314	6
San Diego USD	School Clerical Assistant	2,678	3,257	5
Ramona USD	Clerk I	2,600	3,133	6

	MEAN	2,854	3,702
	MEDIAN	2,870	3,625

OFFICE ASSISTANT II

District	Title	Min	Max	Steps
San Diego USD	Administrative Aide	4,584	5,572	No response
Del Mar Union ESD	Office Assistant	3,453	4,860	8
Vista USD	School Support Secretary II	3,366	4,528	7
SDCOE	Office Assistant II	3,471	4,430	6
Fallbrook Union ESD	Typist Clerk II	3,246	4,358	7
Coronado USD	Office Assistant III	3,016	4,278	11
Grossmont Union HSD	Office Assistant	3,315	4,205	6
San Marcos USD	Typist Clerk II	3,247	4,148	6
La Mesa-Spring Valley Schools	Office Assistant II	3,151	4,016	6
Chula Vista ESD	Clerk II	3,077	3,960	7
Sweetwater Union HSD	Office Assistant II	3,166	3,894	8
Lemon Grove ESD	General Clerk Typist II	3,196	3,883	5
Escondido Union HSD	Clerk III	2,870	3,847	7
Escondido Union ESD	Clerk Typist III	3,011	3,843	6
Santee ESD	Clerk Typist II	3,118	3,789	5
Poway USD	Office Assistant II	2,938	3,580	5

		MEAN	3,264	4,199
		MEDIAN	3,181	4,082

HEALTH CLERK

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Nurse	5,276	7,703	20
Carlsbad USD	Health Technician	3,583	5,035	20
Fallbrook Union ESD	Health Care Specialist	3,681	4,918	7
Chula Vista ESD	Attendance Secretary/Health Specialist	3,609	4,656	7
San Dieguito Union HSD	Health Technician	3,385	4,536	7
Vista USD	Health Attendance Technician	3,366	4,528	7
Del Mar Union ESD	Health Aide Technician	3,052	4,295	8
San Marcos USD	Health Aide	3,337	4,251	6
Santee ESD	Health Clerk	3,357	4,082	5
Coronado USD	Health Technician	2,898	4,059	11
Cardiff ESD	Health Office Assistant	3,172	4,047	6
San Ysidro ESD	Health Clerk	2,850	3,907	5
Lemon Grove ESD	Health Clerk	3,196	3,883	5
Escondido Union HSD	Health Office Clerk	2,870	3,847	7
Escondido Union ESD	School Health Clerk	3,011	3,843	6
South Bay Union ESD	Health Clerk	2,858	3,831	7
Mountain Empire USD	Health Services Assistant	2,600	3,612	22
Alpine Union ESD	Health Clerk	2,707	3,455	6
San Diego USD	Health Assistant	2,509	3,127	6

MEAN	3,227	4,296	
MEDIAN	3,172	4,059	

HEALTH TECHNICIAN

District	Title	Min	Max	Steps
Oceanside USD	Health Technician	3,511	5,332	22
San Dieguito Union HSD	Student Health Care Specialist	3,830	5,132	7
Vista USD	Licensed Vocational Nurse	3,809	5,123	7
Carlsbad USD	Health Technician	3,583	5,035	20
Escondido Union HSD	Site Nurse	3,713	4,976	7
Fallbrook Union ESD	Health Care Specialist	3,681	4,918	7
Chula Vista ESD	Licensed Vocational Nurse	3,792	4,887	7
Encinitas Union ESD	Health Technician II (LVN)	3,730	4,804	6
SDCOE	Health Services Technician	3,738	4,770	6
Escondido Union ESD	School Health Technician	4,245	4,457	2
Coronado USD	Licensed Health Technician	3,139	4,397	11
Sweetwater Union HSD	Health Technician	3,490	4,293	8
San Diego USD	Health Technician	3,363	4,190	6
Lemon Grove ESD	Health Clerk Lead	3,371	4,070	5
La Mesa-Spring Valley Schools	Health/Attendance Technician	3,151	4,016	6
Poway USD	Health Services Technician	3,243	3,951	5
Alpine Union ESD	Health Care Technician	2,985	3,810	6
Ramona USD	Health Technician	2,880	3,504	6
Jamul-Dulzura Union ESD	Attendance/Health Office Technician	2,687	3,430	6

MEAN	3,471	4,479	
MEDIAN	3,511	4,457	

ACCOUNT CLERK

District	Title	Min	Max	Steps
Fallbrook Union ESD	Accounting Specialist	4,575	6,116	7
Lemon Grove ESD	Accountant I	4,953	6,002	5
San Ysidro ESD	Accounting Technician III	4,274	5,856	5
Cardiff ESD	Payroll/Accounts Payable Technician	4,326	5,519	6
Chula Vista ESD	Accounting Technician IV	4,271	5,516	7
Coronado USD	Accounting Assistant III	3,985	5,499	11
Del Mar Union ESD	Accounting Technician	3,907	5,498	8
San Dieguito Union HSD	Accounting Technician	4,023	5,392	7
Vista USD	Fiscal Services Technician	4,002	5,382	7
Carlsbad USD	Accounting Technician	3,753	5,287	20
Oceanside USD	Account Clerk	3,433	5,204	22
NATIONAL ESD	ACCOUNTING TECHNICIAN/ACCOUNTS PAYABLE	4,238	5,176	5
San Pasqual Union ESD	Business Assistant	4,002	5,108	6
La Mesa-Spring Valley Schools	Account Technician	3,978	5,067	6
Encinitas Union ESD	Accounting Technician	3,920	5,047	6
South Bay Union ESD	Senior Accounting Technician	3,739	5,011	7
SDCOE	Account Clerk II	3,831	4,889	6
Poway USD	Accounting Technician	3,951	4,813	5
Escondido Union ESD	Accounting Technician II	3,761	4,800	6
Grossmont Union HSD	Senior Account Clerk	3,752	4,763	6
Sweetwater Union HSD	Accounting Assistant	3,756	4,621	8
Santee ESD	Accounting Assistant II	3,702	4,501	5
Ramona USD	Accountant II	3,598	4,423	6
Mountain Empire USD	Accounting Technician I & II	2,600	4,422	22
San Marcos USD	Account Clerk I	3,337	4,251	6
Escondido Union HSD	Accounts Clerk	3,169	4,247	7
San Diego USD	Accounting Clerk	3,420	4,158	5
Jamul-Dulzura Union ESD	Account Payable Technician	3,004	3,834	6

	MEAN	3,831	5,014
	MEDIAN	3,869	5,057

PAYROLL CLERK

District	Title	Min	Max	Steps
San Ysidro ESD	Senior Payroll and Benefits Accountant	5,353	7,335	5
Lemon Grove ESD	Confidential Senior Payroll/Benefits Technician	5,831	7,044	5
Fallbrook Union ESD	Payroll Technician	497	6,587	7
South Bay Union ESD	Senior Payroll Technician - Confidential Salary	6,057	6,579	6
SDCOE	Payroll Services Technician	4,903	6,257	6
Coronado USD	Accounting Assistant IV	4,383	6,049	11
Oceanside USD	Payroll Specialist	3,848	5,995	22
Carlsbad USD	Payroll Technician	4,252	5,985	20
San Dieguito Union HSD	Payroll Technician	4,441	5,952	7
Chula Vista ESD	Payroll Specialist III	4,476	5,787	7
Encinitas Union ESD	Payroll Technician	4,448	5,718	6
Cardiff ESD	Payroll/Accounts Payable Technician	4,326	5,519	6
San Marcos USD	Accounting Technician	4,321	5,516	6
Del Mar Union ESD	Payroll Technician	3,907	5,498	8
Grossmont Union HSD	Payroll Technician	4,232	5,385	6
Vista USD	Payroll Technician	4,002	5,382	7
NATIONAL ESD	PAYROLL BENEFITS SPECIALIST	4,340	5,295	5
La Mesa-Spring Valley Schools	Payroll & Benefits Specialist	4,094	5,225	6
Sweetwater Union HSD	Payroll Technician I	4,243	5,220	8
Escondido Union HSD	Payroll Technician	3,863	5,177	7
Escondido Union ESD	Payroll Technician	3,951	5,043	6
Poway USD	Payroll Technician	4,050	4,934	5
Ramona USD	Payroll Accountant	3,846	4,768	6
Jamul-Dulzura Union ESD	Business/Benefits Technician	3,621	4,619	6
San Diego USD	Payroll Benefits Clerk	3,420	4,158	5

		MEAN	4,188	5,641
		MEDIAN	4,243	5,516

BUYER

District	Title	Min	Max	Steps
San Ysidro ESD	Buyer	5,117	7,012	5
San Diego USD	Buyer	5,307	6,449	5
Carlsbad USD	Senior Buyer	4,579	6,443	20
San Marcos USD	Buyer	4,763	6,089	6
Coronado USD	Accounting Assistant IV	4,383	6,049	11
Oceanside USD	Buyer	3,940	5,995	22
Rancho Santa Fe ESD	Purchasing Technician	3,709	5,801	20
Lemon Grove ESD	Purchasing Specialist	4,720	5,726	5
South Bay Union ESD	Buyer	4,123	5,525	7
Sweetwater Union HSD	Buyer	4,454	5,479	8
Vista USD	Buyer	4,002	5,382	7
SDCOE	Purchasing Assistant	4,125	5,265	6
La Mesa-Spring Valley Schools	Buyer	4,094	5,225	6
NATIONAL ESD	BUYER/STOREKEEPER	4,238	5,176	5
Escondido Union ESD	Buyer	4,050	5,169	6
Chula Vista ESD	Buyer	3,970	5,122	7
Ramona USD	Buyer	4,019	5,002	6
Poway USD	Buyer	4,050	4,934	5
Escondido Union HSD	Buyer	3,499	4,689	7
Grossmont Union HSD	Buyer I	3,839	4,480	6

		MEAN	4,249	5,551
		MEDIAN	4,109	5,431

ATTENDANCE CLERK/TECHNICIAN

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Attendance Clerk/Receptionist	4,672	7,307	20
Chula Vista ESD	Attendance Accounting Technician	4,576	5,907	7
San Ysidro ESD	Outreach Consultant	4,086	5,598	5
Vista USD	Attendance Technician	4,002	5,382	7
Oceanside USD	Attendance Clerk	3,131	4,749	22
Carlsbad USD	Attendance Assistant	3,324	4,675	20
SDCOE	Attendance Clerk	3,647	4,654	6
San Dieguito Union HSD	Secretary	3,469	4,649	7
Fallbrook Union ESD	School Clerk	3,416	4,574	7
Grossmont Union HSD	Attendance Technician	3,575	4,535	6
San Marcos USD	Typist Clerk III	3,476	4,446	6
San Diego USD	Attendance Specialist	3,591	4,365	5
Sweetwater Union HSD	Attendance Technician	3,490	4,293	8
Poway USD	Attendance Accounting Asst III	3,492	4,255	5
Escondido Union HSD	Student Attendance Technician	3,169	4,247	7
Coronado USD	No response	3,016	4,227	11
Lemon Grove ESD	Human Resources Personnel Clerk	3,371	4,070	5
South Bay Union ESD	Attendance Secretary	3,001	4,022	7
La Mesa-Spring Valley Schools	Health/Attendance Technician	3,151	4,016	6
Warner USD	High School Office/Attendance Clerk	2,871	3,861	13
Santee ESD	Student Attendance Clerk	3,118	3,789	5
Mountain Empire USD	Clerk II	2,600	3,758	22
Ramona USD	Attendance Technician I	2,880	3,504	6
Alpine Union ESD	School Office Clerk	2,707	3,455	6

		Min	Max	
	MEAN	3,410	4,514	
	MEDIAN	3,394	4,329	

SCHOOL OFFICE ASSISTANT

District	Title	Min	Max	Steps
San Pasqual Union ESD	Secretary/Health Clerk	3,905	4,983	6
Del Mar Union ESD	School Office Assistant	3,453	4,860	8
SDCOE	School Office Assistant	3,647	4,654	6
San Dieguito Union HSD	Secretary	3,469	4,649	7
Fallbrook Union ESD	School Clerk	3,416	4,574	7
San Marcos USD	Typist Clerk III	3,476	4,446	6
Carlsbad USD	School Office Assistant	3,085	4,337	20
Sweetwater Union HSD	Senior Office Assistant	3,490	4,293	8
NATIONAL ESD	OFFICE TECHNICIAN-SCHOOL	3,478	4,238	5
Encinitas Union ESD	School Service Secretary	3,283	4,232	6
Grossmont Union HSD	Office Assistant	3,315	4,205	6
Vista USD	School Support Secretary I	3,050	4,102	7
Escondido Union HSD	Counseling Secretary	3,046	4,082	7
Chula Vista ESD	School Health Clerk	3,138	4,040	7
La Mesa-Spring Valley Schools	School Office Assistant	3,151	4,016	6
Poway USD	Office Specialist	3,243	3,950	5
Warner USD	Elementary Receptionist	2,871	3,861	13
Escondido Union ESD	School Clerk	3,011	3,843	6
South Bay Union ESD	Office Assistant	2,858	3,831	7
San Diego USD	Clerk Typist II	2,955	3,591	5
Mountain Empire USD	Clerk I	2,600	3,475	22
Ramona USD	Clerk III	2,754	3,352	6

		Min	Max
MEAN		3,213	4,164
MEDIAN		3,197	4,154

SECRETARY

District	Title	Min	Max	Steps
Del Mar Union ESD	Administrative Assistant	3,907	5,498	8
Carlsbad USD	Administrative Assistant	3,850	5,422	20
Fallbrook Union ESD	Secretary III	3,768	5,035	7
Oceanside USD	Secretary	3,273	4,969	22
Chula Vista ESD	School Secretary	3,792	4,887	7
Santee ESD	Secretary II (School)	3,978	4,837	5
SDCOE	Program Secretary	3,738	4,770	6
Grossmont Union HSD	Administrative Assistant I	3,752	4,763	6
Escondido Union ESD	Secretary II	3,669	4,682	6
San Dieguito Union HSD	Secretary	3,469	4,649	7
La Mesa-Spring Valley Schools	Administrative Assistant I	3,638	4,643	6
Vista USD	Staff Secretary I	3,451	4,641	7
Sweetwater Union HSD	Administrative Secretary	3,665	4,508	8
Lemon Grove ESD	School Secretary	3,708	4,499	5
Escondido Union HSD	Secretary II	3,297	4,419	7
Coronado USD	School Administrative Assistant I	3,139	4,397	11
Jamul-Dulzura Union ESD	School Secretary	3,361	4,288	6
San Marcos USD	Secretary I	3,305	4,212	6
Ramona USD	Administrative Assistant III	3,366	4,114	6
San Ysidro ESD	Administrative Clerk II	2,982	4,086	5
San Diego USD	Secretary I	3,339	4,059	5
Poway USD	School Secretary	3,324	4,049	5
South Bay Union ESD	Secretary/District Translator	2,858	3,831	7

		MEAN	3,506	4,576
		MEDIAN	3,469	4,641

SCHOOL OFFICE MANAGER

District	Title	Min	Max	Steps
Del Mar Union ESD	School Administrative Assistant	3,907	5,498	8
Sweetwater Union HSD	School Administrative Assistant	4,454	5,479	8
Carlsbad USD	Administrative Assistant, Administrative Assistant-Elementary, Admini	3,850	5,422	20
Grossmont Union HSD	Administrative Assistant III	4,232	5,385	6
Vista USD	School Administrative Secretary	4,002	5,382	7
San Marcos USD	Office Manager I/School Secretary	4,183	5,346	6
Encinitas Union ESD	Office Manager	4,126	5,309	6
Cardiff ESD	School Office Manager	3,902	4,980	6
Escondido Union HSD	School Administrative Secretary	3,713	4,976	7
San Diego USD	Elementary School Assistant	4,059	4,933	5
NATIONAL ESD	ADMINISTRATIVE ASSISTANT-SCHOOL	4,028	4,921	5
Fallbrook Union ESD	Administrative School Secretary	3,681	4,918	7
Coronado USD	School Administrative Assistant II	3,501	4,901	11
South Bay Union ESD	Administrative School Secretary	3,648	4,889	7
La Mesa-Spring Valley Schools	School Office Manager	3,822	4,873	6
Lemon Grove ESD	School Secretary Lead	3,883	4,720	5
Poway USD	School Administrative Assistant	3,855	4,696	5
San Ysidro ESD	School Administrative Assistant	3,414	4,677	5
Mountain Empire USD	School Office Services Coordinator I & II	2,748	4,612	22
Escondido Union ESD	School Office Manager (elementary)	3,492	4,457	6
Ramona USD	Administrative Assistant IV	3,598	4,423	6
Alpine Union ESD	School Administrative Assistant	3,134	4,000	6

MEAN	3,783	4,945	
MEDIAN	3,852	4,920	

ADMINISTRATIVE ASSISTANT

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Administrative Assistant to the Principals	5,159	8,068	20
Fallbrook Union ESD	Administrative Assistant	4,927	6,586	7
Oceanside USD	Administrative Secretary II	4,231	6,435	22
San Ysidro ESD	Administrative Secretary III	4,677	6,408	5
Del Mar Union ESD	Program Assistant	4,531	6,376	8
San Diego USD	Administrative Assistant I	5,055	6,142	5
Coronado USD	Administrative Assistant II	4,383	6,049	11
Oceanside USD	Administrative Secretary I	3,940	5,995	22
Grossmont Union HSD	Executive Assistant	4,666	5,935	6
Vista USD	Administrative Secretary I	4,310	5,796	7
Chula Vista ESD	Secretary to Executive Director	4,376	5,632	7
Encinitas Union ESD	Administrative Secretary	4,342	5,581	6
Sweetwater Union HSD	Senior Administrative Assistant	4,454	5,479	8
South Bay Union ESD	Administrative Assistant	3,927	5,262	7
SDCOE	Administrative Assistant I	4,025	5,137	6
San Dieguito Union HSD	Administrative Assistant II	3,830	5,132	7
San Marcos USD	Administrative Secretary I	3,982	5,085	6
NATIONAL ESD	ADMININSTRATIVE ASSISTANT/DEPARTMENT PROGRAM	4,028	4,921	5
Santee ESD	Secretary II (Department)	3,978	4,837	5
Escondido Union HSD	Educational Services Secretary	3,569	4,783	7
Poway USD	Administrative Assistant II	3,855	4,696	5
Mountain Empire USD	Administrative Secretary	2,864	4,422	22
Alpine Union ESD	Administrative Assistant-Programs	3,455	4,410	6
Ramona USD	Administrative Assistant V	3,518	4,321	6
Lemon Grove ESD	Program Secretary	3,537	4,288	5

		Min	Max	
	MEAN	4,145	5,511	
	MEDIAN	4,028	5,479	

ADMINISTRATIVE ASSISTANT - CONFIDENTIAL

District	Title	Min	Max	Steps
Carlsbad USD	Executive Assistant - Confidential	4,287	6,033	20
Chula Vista ESD	Administrative Assistant II	5,269	6,768	6
Encinitas Union ESD	Executive Assistant	5,326	6,808	6
Escondido Union ESD	Administrative Assistant-Confidential	4,606	5,878	6
Escondido Union HSD	Administrative Assistant II (supports Asst Sups)	5,585	6,958	6
Fallbrook Union ESD	Administrative Assistant - Confidential	5,009	6,693	7
Grossmont Union HSD	Executive Assistant II-Confidential	5,346	6,823	6
La Mesa-Spring Valley Schools	Executive Assistant I	4,965	6,281	6
Lemon Grove ESD	Confidential Administrative Secretary II	5,032	6,117	5
NATIONAL ESD	ADMINISTRATIVE ASSISTANT-DO	4,857	5,917	5
Oceanside USD	Executive Assistant	4,260	5,437	6
Poway USD	Executive Assistant to the Associate Superintendent	5,477	6,674	5
Ramona USD	Executive Assistant to the Assistant Superintendent	5,237	6,225	8
San Diego USD	Confidential Administrative Assistant II	6,004	7,661	6
San Dieguito Union HSD	Executive Assistant	6,650	7,849	5
San Marcos USD	Administrative Assistant I/Confidential	3,905	4,979	6
San Ysidro ESD	Administrative Confidential Secretary	4,452	6,430	5
SDCOE	Executive Assistant I - Confidential	5,768	7,362	6
Sweetwater Union HSD	Senior Administrative Assistant (Confidential)	4,949	5,738	6
Vista USD	Administrative Secretary I - Confidential	4,907	6,579	7
Warner USD	Fiscal/Personnel Specialist	3,922	5,275	20

	MEAN	5,039	6,404
	MEDIAN	5,009	6,430

ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT

District	Title	Min	Max	Steps
San Diego USD	Confidential Executive Assistant to the Superintendent	7,848	10,015	6
Rancho Santa Fe ESD	Executive Assistant to the Superintendent	6,049	9,460	20
San Marcos USD	Executive Assistant to Superintendent (Management)	7,017	9,216	6
South Bay Union ESD	Executive Assistant to the Superintendent	7,488	9,111	6
Santee ESD	Executive Assistant	7,134	9,105	6
Del Mar Union ESD	Executive Assistant	7,205	8,846	8
Fallbrook Union ESD	Executive Assistant-Management	7,402	8,727	7
San Dieguito Union HSD	Assistant to the Board and Superintendent	7,366	8,726	5
Encinitas Union ESD	Executive Assistant to the Superintendent	6,774	8,645	6
SDCOE	Executive Assistant III	6,525	8,328	6
Carlsbad USD	Executive Assistant - Superintendent	5,910	8,316	20
Coronado USD	Executive Assistant, Confidential	6,590	8,230	10
Cardiff ESD	Executive Assistant to the Superintendent	6,410	8,181	6
Grossmont Union HSD	Senior Executive Assistant to the Superintendent/Clerk to the Govern	6,145	7,843	6
San Ysidro ESD	Senior Executive Secretary to the Superintendent	5,603	7,843	4
Poway USD	Executive Assistant to the Superintendent II	6,351	7,740	5
Escondido Union HSD	Executive Assistant to the Superintendent (Confidential)	6,165	7,680	6
Vista USD	Executive Assistant	5,692	7,627	7
Escondido Union ESD	Executive Assistant to the Superintendent	5,991	7,467	6
La Mesa-Spring Valley Schools	Executive Assistant II to the Superintendent	5,836	7,398	6
Lemon Grove ESD	Confidential Executive Administrative & Communications Specialist	6,117	7,393	6
Sweetwater Union HSD	Executive Assistant to the Superintendent (Confidential)	6,320	7,328	6
Chula Vista ESD	Assistant to the Superintendent & Board of Education	5,619	7,218	6
Ramona USD	Executive Assistant to the Superintendent	5,781	6,872	8
Oceanside USD	Executive Assistant to the Superintendent	4,831	6,165	6
Alpine Union ESD	Executive Assistant to the Superintendent	4,804	6,131	6
Jamul-Dulzura Union ESD	Supt.Secretary/HR	5,490	6,061	6
NATIONAL ESD	ADMINISTRATIVE ASSISTANT TO THE OFFICE OF THE SUPERIN	4,857	5,917	5
Warner USD	Executive Secretary Confidential	3,922	5,275	20
San Pasqual Union ESD	Superintendent Assistant	4,002	5,108	6

		Min	Max
	MEAN	6,108	7,732
	MEDIAN	6,131	7,792

HUMAN RESOURCES TECHNICIAN

District	Title	Min	Max	Steps
San Ysidro ESD	Personnel Technician	4,678	6,739	5
Poway USD	Human Resources Technician	5,087	6,196	5
SDCOE	Human Resources Technician I	4,442	5,669	6
Coronado USD	No response	3,985	5,499	11
Del Mar Union ESD	Human Resources Technician	3,907	5,498	8
La Mesa-Spring Valley Schools	Human Resources Specialist	4,299	5,476	6
San Dieguito Union HSD	Human Resources Technician	4,023	5,392	7
San Diego USD	Human Resources Specialist	4,365	5,307	5
Carlsbad USD	Human Resources Technician	3,753	5,287	20
San Marcos USD	Human Resources Support Technician	4,113	5,248	6
Oceanside USD	Human Resources Technician	3,433	5,204	22
Escondido Union HSD	Personnel Technician II	3,863	5,177	7
Grossmont Union HSD	Personnel Technician	3,938	5,000	6
Vista USD	Human Resources Technician	3,716	4,998	7
Sweetwater Union HSD	Human Resources Technician	4,040	4,969	8
Santee ESD	Personnel Technician	4,082	4,962	5
Lemon Grove ESD	Human Resources Technician	4,070	4,953	5
Encinitas Union ESD	HR Technician	3,827	4,932	6
Chula Vista ESD	HR Technician IV	3,841	4,905	6
Escondido Union ESD	Personnel Technician Classified	3,761	4,800	6
South Bay Union ESD	Human Resources Technician	3,561	4,773	7
Alpine Union ESD	Human Resources Technician	3,671	4,686	6
Fallbrook Union ESD	Personnel Services Technician	3,499	4,683	7
NATIONAL ESD	HUMAN RESOURCES OFFICE TECHNICIAN	3,478	4,238	5
Ramona USD	Personnel Technician	3,218	3,915	6

		MEAN	3,946	5,140
		MEDIAN	3,907	5,000

HUMAN RESOURCES ANALYST

District	Title	Min	Max	Steps
San Diego USD	Confidential Human Resources Analyst	7,118	9,084	6
Sweetwater Union HSD	Personnel Analyst (Confidential)	6,969	8,079	6
Oceanside USD	Human Resources Analyst	5,079	7,637	22
Escondido Union ESD	Personnel Analyst II	5,896	7,525	6
Del Mar Union ESD	HUMAN RESOURCES SPECIALIST	6,073	7,381	8
Rancho Santa Fe ESD	Human Resource/Payroll/Benefits	4,715	7,374	20
San Marcos USD	Human Resources Analyst	5,535	7,144	6
Vista USD	Human Resources Analyst	5,134	6,905	7
San Dieguito Union HSD	Human Resources Analyst	5,150	6,902	7
Fallbrook Union ESD	Confidential Personnel Technician	5,009	6,693	7
Encinitas Union ESD	HR Specialist	5,190	6,649	6
Poway USD	Human Resources Analyst	5,314	6,476	5
Lemon Grove ESD	Confidential Human Resources Specialist	5,292	6,405	5
La Mesa-Spring Valley Schools	Human Resources Analyst	5,018	6,405	6
Carlsbad USD	Human Resources Analyst	4,287	6,033	20
NATIONAL ESD	HUMAN RESOURCES SPECIALIST	4,857	5,917	5
Alpine Union ESD	Human Resources/Credential Analyst	4,592	5,860	6
Grossmont Union HSD	Personnel Specialist I	4,232	5,385	6
Chula Vista ESD	HR Analyst	4,035	5,145	6

	MEAN	5,237	6,789
	MEDIAN	5,134	6,693

INSTRUCTIONAL AIDE

District	Title	Min	Max	Steps
Oceanside USD	Instructional Assistant-Early Childhood Education	2,854	4,327	22
Rancho Santa Fe ESD	Paraprofessional I	2,763	4,034	20
SDCOE	Classroom Assistant-Alt Ed	3,145	4,014	6
San Dieguito Union HSD	Instructional Assistant (not in use)	2,919	3,911	7
San Pasqual Union ESD	Instructional Aide	2,903	3,893	6
Del Mar Union ESD	Instructional Aide	2,632	3,703	8
Grossmont Union HSD	Instructional Aide II (Classroom)	2,872	3,647	6
Encinitas Union ESD	Instructional Assistant	2,818	3,636	6
Warner USD	Instructional Aide	2,697	3,628	13
Vista USD	Instructional Assistant I - After School Program	2,696	3,625	7
San Marcos USD	Instructional Aide	2,795	3,579	6
San Ysidro ESD	Instructional Aide	2,605	3,570	5
Sweetwater Union HSD	Instructional Assistant	2,870	3,532	8
Fallbrook Union ESD	Classroom Assistant	2,606	3,499	7
Cardiff ESD	Instructional Aide I	2,742	3,498	6
Mountain Empire USD	Paraeducator	2,600	3,475	22
South Bay Union ESD	Instructional Assistant	2,652	3,475	7
San Diego USD	Instructional Assistant	2,767	3,447	6
Chula Vista ESD	Instructional Assistant	2,676	3,437	7
La Mesa-Spring Valley Schools	Paraprofessional	2,745	3,333	5
Poway USD	Instructional Assistant	2,728	3,324	5
Escondido Union ESD	Paraeducator I	2,597	3,314	6
Santee ESD	Instructional Assistant I	2,691	3,274	5
Alpine Union ESD	Instructional Assistant	2,600	3,059	6
Ramona USD	Instructional Para-Educator	2,600	2,932	6
Lemon Grove ESD	Classroom Assistant	2,610	2,882	3

		MEAN	2,738	3,540
		MEDIAN	2,713	3,516

INSTRUCTIONAL AIDE - SPECIAL EDUCATION (MILD/MODERATE/DHH/VI)

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Special Education Aide - All Levels	3,078	4,855	20
San Pasqual Union ESD	Special Education Instructional Aide	2,903	4,515	6
San Dieguito Union HSD	Instructional Assistant Special Education	3,302	4,425	7
Carlsbad USD	Instructional Assistant - Special Education	3,085	4,337	20
Oceanside USD	Special Education Paraprofessional I	2,854	4,327	22
SDCOE	Instructional Aide - DHH/VI	3,304	4,217	6
NATIONAL ESD	INSTRUCTIONAL ASSISTANT-SPECIAL EDUCATION	3,229	3,932	5
Encinitas Union ESD	Instructional Assistant Specialized Care I	3,043	3,920	6
Mountain Empire USD	Special Education Classroom Assistant	2,600	3,910	22
San Ysidro ESD	Instructional Aide Special Education	2,850	3,908	5
Del Mar Union ESD	Special Education Instructional Assistant I	2,765	3,891	8
Grossmont Union HSD	Special Education Aide (Mild/Moderate)	3,016	3,826	6
Vista USD	Instructional Assistant II - LH/CH/RSP	2,833	3,809	7
Escondido Union HSD	Instructional Assistant III	2,814	3,771	7
Cardiff ESD	Instructional Aide II	2,952	3,766	6
South Bay Union ESD	Special Education Instructional Assistant	2,790	3,739	7
Fallbrook Union ESD	Special Education Program Assistant	2,742	3,681	7
Escondido Union ESD	Paraeducator Special Ed I	2,866	3,658	6
La Mesa-Spring Valley Schools	Paraprofessional-Special Education	2,858	3,637	6
Chula Vista ESD	Instructional Assistant Special Education	2,807	3,610	7
San Marcos USD	Instructional Aide/Mild Mod	2,795	3,579	9
Sweetwater Union HSD	Instructional Aide - Special Education	2,870	3,532	8
Jamul-Dulzura Union ESD	Special Day Class Aide	2,720	3,472	6
Santee ESD	Instructional Assistant - Special Ed I	2,827	3,437	5
Poway USD	Instructional Assistant I-Special Education	2,797	3,407	5
Coronado USD	Instructional Assistant	2,601	3,383	11
Alpine Union ESD	Instructional Assistant Special Education	2,643	3,373	6
Lemon Grove ESD	Classroom Professional	2,750	3,371	5
San Diego USD	Special Education Assistant	2,509	3,127	6
Ramona USD	Special Education Para-Educator I	2,600	2,998	6

		MEAN	2,860	3,780
		MEDIAN	2,830	3,753

INSTRUCTIONAL AIDE - SPECIAL EDUCATION (BEHAVIORAL INTERVENTION)

District	Title	Min	Max	Steps
San Pasqual Union ESD	Behavior Specialist	4,205	5,366	6
Sweetwater Union HSD	Behavioral Support Specialist	4,040	4,969	8
San Dieguito Union HSD	Instructional Assistant Special Education-Behavior Intervention	3,469	4,649	7
Carlsbad USD	Instructional Assistant - Behavioral Intervention	3,241	4,560	20
Del Mar Union ESD	Behavior Support Interventionist	3,207	4,513	8
SDCOE	Special Education Classroom Behavior Intervention Aide	3,471	4,430	6
Coronado USD	Registered Behavior Technician	3,139	4,397	11
San Marcos USD	Behavior Interventionist	3,437	4,389	6
La Mesa-Spring Valley Schools	Behavior Intervention Technician	3,333	4,254	6
Vista USD	Instructional Assistant - Behavioral Intervention	3,126	4,204	7
NATIONAL ESD	INTRUCTIONAL ASSISTANT-HEALTH CARE	3,395	4,134	5
Encinitas Union ESD	Instructional Assistant Specialized Care II	3,199	4,126	6
Escondido Union HSD	Instructional Assistant V	3,046	4,082	7
Fallbrook Union ESD	Behavior Technician	3,030	4,059	7
Escondido Union ESD	Paraeducator Special Ed SCSB	3,164	4,038	6
South Bay Union ESD	Behavior Intervention Specialist	3,001	4,022	7
Grossmont Union HSD	Behavior Intervention Assistant	3,160	4,015	6
San Diego USD	Special Education Behavior Technician	3,203	3,991	6
Chula Vista ESD	Instructional Assistant Behavioral Specialist	2,994	3,858	7
Poway USD	Behavioral Intervention Instructional Assistant	3,012	3,669	5
Ramona USD	Special Education Para-Educator III	2,944	3,584	6
Alpine Union ESD	Instructional Assistant Special Education	2,643	3,373	6
Lemon Grove ESD	Specialized Academic/Behavioral Assistant	3,029	3,078	5

		MEAN	3,239	4,163
		MEDIAN	3,164	4,126

CAMPUS SUPERVISOR

District	Title	Min	Max	Steps
Carlsbad USD	Campus Safety Assistant	3,085	4,337	20
Oceanside USD	Campus Supervision Assistant	2,854	4,327	22
Fallbrook Union ESD	Campus Supervisor	3,181	4,260	7
SDCOE	Campus Youth Advocate	3,304	4,217	6
San Dieguito Union HSD	Campus Supervisor	3,143	4,212	7
Vista USD	Campus Assistant II	3,126	4,204	7
Escondido Union HSD	Campus Security	2,986	4,002	7
San Marcos USD	Campus Supervisor	3,094	3,952	6
Grossmont Union HSD	Campus Supervisor	3,086	3,919	6
Sweetwater Union HSD	Campus Assistant	3,166	3,894	8
Coronado USD	Campus Security Assistant	2,601	3,717	11
Poway USD	Campus Security Specialist	3,012	3,669	5
San Diego USD	Campus Security Assistant	2,906	3,619	6
Alpine Union ESD	Campus Safety Assistant	3,542	3,542	6
Escondido Union ESD	Campus Supervisor	2,728	3,482	6
San Ysidro ESD	Campus Aide	2,940	3,414	5
Del Mar Union ESD	Noon Duty	2,807	3,355	8
Ramona USD	Campus Security	2,754	3,352	6
NATIONAL ESD	CAMPUS STUDENT SUPERVISOR	2,717	3,303	5
Mountain Empire USD	Supervision Specialist	2,600	3,220	22
South Bay Union ESD	Supervision Assistant	2,600	3,001	7
Santee ESD	Campus Aide	2,385	2,899	5
Lemon Grove ESD	Cafeteria/Playground Assistant	2,610	2,882	3

		Min	Max	
MEAN		2,923	3,686	
MEDIAN		2,940	3,669	

LIBRARY/MEDIA TECHNICIAN

District	Title	Min	Max	Steps
San Pasqual Union ESD	Library Clerk	4,529	5,779	6
Rancho Santa Fe ESD	Library Media Technician	3,614	5,276	20
San Dieguito Union HSD	Learning Commons Technician I	3,830	5,132	7
Oceanside USD	Library Media Technician	3,353	5,080	22
Carlsbad USD	Library Media Technician	3,583	5,035	20
Del Mar Union ESD	Library Media Specialist	3,453	4,860	8
Vista USD	Library Media Technician	3,537	4,757	7
Cardiff ESD	Library Assistant	3,619	4,618	6
Grossmont Union HSD	Library Technician	3,575	4,535	6
San Marcos USD	Library Media Technician I	3,540	4,514	6
Santee ESD	Instructional Media Technician	3,789	4,501	5
San Ysidro ESD	Instructional Media Resource Aide	3,263	4,471	5
Fallbrook Union ESD	School Library Technician	3,337	4,464	7
Chula Vista ESD	Library Technology Technician	3,448	4,452	7
La Mesa-Spring Valley Schools	Library and Learning Resources Technician	3,428	4,377	6
NATIONAL ESD	Library Media Technician	3,562	4,340	5
Sweetwater Union HSD	Library/Media Technician	3,490	4,293	8
Escondido Union HSD	Library Media Technician	3,169	4,247	7
Encinitas Union ESD	Site Library Media Aide	3,283	4,232	6
South Bay Union ESD	Instructional Media Resource Technician	3,151	4,223	7
Poway USD	Library Media Technician Secondary	3,407	4,151	5
Mountain Empire USD	Library Media Technician	2,637	4,071	22
Coronado USD	No response	2,898	4,056	11
Escondido Union ESD	School Library Technician	3,164	4,038	6
Ramona USD	Instructional Media/Computer Technician I	3,291	4,010	6
Lemon Grove ESD	Media Specialist	3,196	3,883	5
Warner USD	Library Media Tech	2,871	3,861	13
Alpine Union ESD	Library Media Specialist	2,775	3,542	6
Jamul-Dulzura Union ESD	Library/Media Tech	2,754	3,515	6
San Diego USD	Library Assistant	2,509	3,127	6

	MEAN	3,335	4,381
	MEDIAN	3,380	4,358

COMPUTER TECHNICIAN

District	Title	Min	Max	Steps
Grossmont Union HSD	Microcomputer Support Technician	6,102	7,767	6
Del Mar Union ESD	Technology Services Analyst	5,178	7,287	8
Poway USD	Systems Administrator	5,867	7,150	5
Oceanside USD	System Support Technician	4,638	6,973	No response
San Dieguito Union HSD	Information Technology (IT) Support Technician	5,025	6,734	7
Fallbrook Union ESD	System Support Technician	4,927	6,586	7
Encinitas Union ESD	Information System Technician II	5,047	6,483	6
SDCOE	Computer Support Technician	5,025	6,413	6
Vista USD	Systems Support Technician	4,757	6,398	7
San Pasqual Union ESD	Computer Equipment Tech	6,344	6,344	1
Sweetwater Union HSD	Information Technology Support Technician	5,155	6,343	8
Carlsbad USD	Computer Technician	4,467	6,287	20
NATIONAL ESD	COMPUTER SYSTEMS TECHNICIAN	4,921	5,995	5
Escondido Union ESD	Computer Technician II	4,696	5,994	6
San Ysidro ESD	Information Computer Specialist	4,274	5,856	5
La Mesa-Spring Valley Schools	Information Technology Support Technician	4,554	5,813	6
South Bay Union ESD	Computer Technician	4,223	5,660	7
San Marcos USD	System Support Technician I	4,166	5,310	6
Santee ESD	Computer Support Technician I	4,286	5,210	5
Ramona USD	Computer Technician II	4,113	5,134	6
Cardiff ESD	Tech Support Specialist I	3,983	5,079	6
San Diego USD	Network Systems & Media Technician	4,158	5,055	5
Chula Vista ESD	Computer Support Technician I	3,892	5,011	7
Jamul-Dulzura Union ESD	Network Technician	3,805	4,857	6
Lemon Grove ESD	Helpdesk Technician	3,883	4,720	5
Mountain Empire USD	IT Technician I	2,864	4,422	22
Escondido Union HSD	Computer Support Technician	3,233	4,332	7
Coronado USD	Technology Resource Specialist	3,016	4,227	11
Warner USD	Network Technician	2,958	3,978	13

		MEAN	4,467	5,773
		MEDIAN	4,467	5,856

COMPUTER ANALYST/PROGRAMMER

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Sr Systems Analyst	6,642	10,388	20
Chula Vista ESD	Senior Programmer Analyst	6,886	8,857	7
San Diego USD	Senior Systems Analyst/Programmer	7,288	8,857	5
Poway USD	Program Analyst III	6,975	8,499	5
Grossmont Union HSD	Programmer Analyst	6,410	8,160	6
Del Mar Union ESD	Senior Programmer Analyst	5,659	7,963	8
NATIONAL ESD	DATA ANALYST	6,455	7,855	5
Oceanside USD	Systems/Network/Database Analyst	5,196	7,813	33
La Mesa-Spring Valley Schools	Network Engineer	6,049	7,720	6
SDCOE	Web Developer/Programmer	5,971	7,625	6
Sweetwater Union HSD	Programmer Analyst	6,117	7,526	8
Carlsbad USD	Data Administrator	5,309	7,472	20
South Bay Union ESD	Technology Information Systems Analyst	5,390	7,224	7
San Ysidro ESD	Information Systems Analyst	5,117	7,012	5
San Marcos USD	System Support Technician IV, Analyst	4,902	6,261	6
Alpine Union ESD	Technology Resource Specialist	4,592	5,860	6
Ramona USD	Information System Support Specialist	3,846	4,768	6
Coronado USD	Computer Technician	3,258	4,563	11

		Min	Max	
MEAN		5,670	7,468	
MEDIAN		5,815	7,672	

NETWORK SYSTEMS TECHNICIAN

District	Title	Min	Max	Steps
SDCOE	Network Analyst	6,755	8,621	6
Rancho Santa Fe ESD	Desktop/Network Support Analyst	5,357	8,378	20
Del Mar Union ESD	IT Network Analyst	5,945	8,366	8
Encinitas Union ESD	Network Admin./Systems Admin.	6,474	8,263	6
Grossmont Union HSD	Network Specialist II	6,410	8,160	6
Carlsbad USD	Network Administrator	5,578	7,850	20
San Dieguito Union HSD	Network Technician	5,827	7,809	7
Vista USD	Network Analyst	5,796	7,795	7
Escondido Union ESD	IT Engineer-Network	6,012	7,673	6
San Diego USD	Data Communications Specialist	6,142	7,465	5
Lemon Grove ESD	Network Analyst	6,002	7,307	5
Cardiff ESD	Tech Support Specialist II	5,250	6,697	6
Sweetwater Union HSD	Network Analyst	5,414	6,661	8
NATIONAL ESD	COMPUTER SYSTEMS SPECIALIST	5,432	6,611	5
San Marcos USD	System Support Technician V, Engineer	5,164	6,590	6
Fallbrook Union ESD	Network Support Specialist	4,927	6,586	7
Chula Vista ESD	Network Technician	5,034	6,501	7
Jamul-Dulzura Union ESD	Network Systems Techncian	5,061	6,462	6
Escondido Union HSD	Network Support Technician	4,351	5,830	7
La Mesa-Spring Valley Schools	Network Administrator	4,554	5,813	6
Poway USD	LAN Administrator	4,470	5,448	5
Santee ESD	Information Technology System Technician	4,286	5,210	5
South Bay Union ESD	Information Systems Technician	3,831	5,134	7
Mountain Empire USD	IT Technician II	3,254	5,023	22
Warner USD	Education Technology Lead	3,480	4,680	13

		MEAN	5,232	6,837
		MEDIAN	5,357	6,661

CUSTODIAN

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Custodian	3,067	4,796	20
SDCOE	Custodian	3,647	4,654	6
Oceanside USD	Custodian	2,989	4,531	No response
Carlsbad USD	Custodian	3,162	4,449	20
Fallbrook Union ESD	Custodian	3,246	4,358	7
Del Mar Union ESD	Night Custodian	3,052	4,295	8
San Ysidro ESD	Custodian	3,119	4,274	5
Encinitas Union ESD	Night Site Custodian	3,283	4,232	6
San Dieguito Union HSD	Custodian	3,143	4,212	7
Vista USD	Custodian	3,126	4,204	7
San Marcos USD	Custodian I	3,247	4,186	6
Grossmont Union HSD	Custodian	3,262	4,164	6
La Mesa-Spring Valley Schools	Custodian	3,174	4,053	6
Cardiff ESD	Custodian I	3,172	4,047	6
Chula Vista ESD	Custodian I	3,138	4,040	7
NATIONAL ESD	CUSTODIAN-NIGHT	3,303	4,028	5
South Bay Union ESD	Custodian	3,001	4,022	7
Santee ESD	Custodian II	3,274	3,978	5
Warner USD	Lead Custodian	2,958	3,978	13
Sweetwater Union HSD	Custodian	3,166	3,894	8
Lemon Grove ESD	Custodian Night	3,196	3,883	5
Poway USD	Custodian	3,164	3,854	5
Escondido Union HSD	Custodian	2,870	3,847	7
Escondido Union ESD	Custodian I	2,938	3,750	6
Coronado USD	(blank)	2,601	3,717	11
San Diego USD	Custodian	2,959	3,596	5
Alpine Union ESD	Custodian	2,775	3,542	6
Ramona USD	Custodian I	2,880	3,504	6
Mountain Empire USD	Custodian	2,600	3,475	22
Jamul-Dulzura Union ESD	Utility Worker III	2,587	3,302	6
San Pasqual Union ESD	Custodian	2,730	3,042	6

	MEAN	3,059	3,997
	MEDIAN	3,126	4,028

ELEMENTARY SCHOOL DAY CUSTODIAN

District	Title	Min	Max	Steps
Rancho Santa Fe ESD	Custodian/Painter	3,360	5,256	20
Oceanside USD	Day Lead Custodian I	3,273	4,969	22
Cardiff ESD	Senior Custodian	3,851	4,916	6
Del Mar Union ESD	Plant Manager	3,453	4,860	8
San Marcos USD	Head Custodian I	3,746	4,787	1
Poway USD	Lead Custodian	3,580	4,361	5
Fallbrook Union ESD	Custodian	3,246	4,358	7
Chula Vista ESD	Custodian II	3,378	4,346	7
South Bay Union ESD	Head Custodian	3,230	4,329	7
NATIONAL ESD	CUSTODIAN-DAY	3,478	4,238	5
Encinitas Union ESD	Site Custodian	3,283	4,232	6
La Mesa-Spring Valley Schools	Senior Custodian	3,300	4,219	6
Vista USD	Custodian	3,126	4,204	7
Santee ESD	Site Custodian	3,437	4,177	5
Lemon Grove ESD	Custodian Senior	3,371	4,070	5
Coronado USD	Lead Custodian	2,898	4,059	11
Escondido Union ESD	Custodian II	3,164	4,038	6
San Diego USD	Building Services Supervisor I	3,262	3,965	5
Warner USD	Custodian	2,871	3,861	13
Ramona USD	Lead Custodian (Small Crew)	3,149	3,828	6
Alpine Union ESD	Custodian	2,775	3,642	6

		MEAN	3,297	4,315
		MEDIAN	3,283	4,232

GROUNDSKEEPER

District	Title	Min	Max	Steps
San Diego USD	Planner/Estimator/Inspector (Grounds)	6,151	7,475	5
Carlsbad USD	Grounds Maintenance Worker	3,491	4,909	20
SDCOE	Gardener	3,831	4,889	6
Rancho Santa Fe ESD	Groundskeeper	3,067	4,796	20
Oceanside USD	Groundskeeper I	3,130	4,749	22
Mountain Empire USD	Grounds & Landscape Specialist I & II	2,600	4,701	22
Warner USD	Groundskeeper/Maintenence	2,871	4,634	13
San Dieguito Union HSD	Grounds Maintenance Worker I	3,385	4,536	7
Santee ESD	Grounds Maintenance Worker II	3,702	4,501	5
Fallbrook Union ESD	Groundskeeper I	3,337	4,464	7
NATIONAL ESD	Groundskeeper	3,651	4,454	5
Encinitas Union ESD	Grounds/Maintenance Assistant	3,368	4,342	6
Vista USD	Grounds Maintenance Worker	3,204	4,310	7
Sweetwater Union HSD	Gardener	3,490	4,293	8
San Ysidro ESD	Gardener	3,119	4,274	5
Chula Vista ESD	Gardener/Groundskeeper - Entry Level	3,295	4,235	7
South Bay Union ESD	Landscape Maintenance Person	3,151	4,223	7
San Marcos USD	Groundskeeper I	3,305	4,212	6
Lemon Grove ESD	Grounds Worker	3,371	4,070	5
Grossmont Union HSD	Groundskeeper	3,183	4,062	6
Coronado USD	Grounds Maintenance Worker	2,898	4,059	11
Escondido Union HSD	Groundskeeper	2,986	4,002	7
Poway USD	Groundskeeper I	3,243	3,951	5
Escondido Union ESD	Grounds Maintenance Worker I	3,086	3,939	6
Alpine Union ESD	Grounds/Maintenance Worker	2,775	3,542	6
Ramona USD	Groundskeeper I	2,880	3,504	6
San Pasqual Union ESD	Groundskeeper	2,695	3,276	6
Jamul-Dulzura Union ESD	Utility Worker II	2,556	3,261	6

		MEAN	3,279	4,345
		MEDIAN	3,194	4,284

FOOD SERVICE WORKER

District	Title	Min	Max	Steps
Del Mar Union ESD	Child Nutrition Services Worker	2,905	4,088	8
Fallbrook Union ESD	Cafeteria Assistant	2,947	3,968	7
Oceanside USD	Nutrition Services Assistant	2,609	3,948	22
Warner USD	Assistant Cook/Cashier	2,784	3,745	13
Carlsbad USD	Nutrition Services Assistant	2,659	3,742	20
San Ysidro ESD	Child Nutrition Specialist	2,725	3,735	5
SDCOE	Food Services Worker	2,849	3,637	6
Mountain Empire USD	Food & Nutrition Assistant I & II	2,600	3,613	22
San Dieguito Union HSD	Nutrition Services Assistant I	2,644	3,543	7
Vista USD	Child Nutrition Services Assistant I	2,630	3,537	7
Escondido Union HSD	Student Nutrition Assistant	2,600	3,484	7
NATIONAL ESD	CHILD NUTRITION SERVICES ASSISTANT	2,849	3,478	5
Santee ESD	Food Service Worker I-A	2,827	3,437	5
Chula Vista ESD	CNS I	2,676	3,437	7
Jamul-Dulzura Union ESD	Food Service Worker	2,654	3,387	6
Alpine Union ESD	Child Nutrition Assistant	2,913	3,373	6
Encinitas Union ESD	Food Services Worker I	2,609	3,368	6
La Mesa-Spring Valley Schools	Child Nutrition Services I	2,745	3,333	5
Cardiff ESD	Food Service Worker	2,612	3,326	6
Grossmont Union HSD	Food Service Assistant I	2,604	3,310	6
South Bay Union ESD	Child Nutrition Assistant	2,634	3,309	7
San Marcos USD	CHILD NUTRITION SERVICES ASSISTANT	2,600	3,305	6
Escondido Union ESD	Nutrition Services Assistant I	2,533	3,233	6
Coronado USD	Child Nutrition Services Worker	2,601	3,214	11
Sweetwater Union HSD	Nutrition Services Assistant I	2,603	3,202	8
San Pasqual Union ESD	Food Service Worker	2,629	3,196	6
Poway USD	Food and Nutrition Asst I	2,600	3,164	5
Lemon Grove ESD	Nutrition Services Assistant	2,610	3,029	4
Ramona USD	Food Service I	2,600	2,932	6
San Diego USD	Food Service Worker I	2,318	2,818	5

		MEAN	2,672	3,430
		MEDIAN	2,630	3,380

FOOD SERVICE MANAGER

District	Title	Min	Max	Steps
Alpine Union ESD	Food Services Director	4,810	6,139	6
Oceanside USD	Nutrition Services Area Supervisor	3,940	5,995	22
Fallbrook Union ESD	CNS Central Kitchen Production Lead	3,768	5,035	7
Sweetwater Union HSD	Nutrition Services Supervisor	4,076	4,868	7
Cardiff ESD	Nutrition Services Manager	3,805	4,652	6
San Dieguito Union HSD	Nutrition Services Supervisor	3,870	4,722	5
San Ysidro ESD	Lead Child Nutrition Specialist	3,414	4,677	5
Vista USD	Child Nutrition Services Lead I	3,284	4,417	7
NATIONAL ESD	CHILD NUTRITION SERVICES SITE MANAGER	3,562	4,340	5
Carlsbad USD	Nutrition Services Lead I	3,085	4,337	20
La Mesa-Spring Valley Schools	Elementary Kitchen Manager II	3,300	4,219	6
Warner USD	Cafeteria Manager/Cook	3,132	4,213	13
Escondido Union ESD	Nutrition Services Manager II	3,164	4,038	6
South Bay Union ESD	Kitchen Lead	3,001	4,022	7
Escondido Union HSD	Student Nutrition Kitchen Lead I	2,986	4,002	7
San Pasqual Union ESD	Food Service Manager	3,051	3,893	6
Chula Vista ESD	CNS III	2,933	3,778	7
San Marcos USD	Child Nutrition Services Elementary Site Manager	2,934	3,745	6
Lemon Grove ESD	Nutrition Services Site Lead	2,882	3,537	5
Poway USD	Food and Nutrition Asst III	2,797	3,407	5
Coronado USD	Lead Child Nutrition Services Worker	2,601	3,214	11
Ramona USD	Lead Food Service (Small Crew)	2,634	3,204	6
San Diego USD	Food Service Site Leader	2,433	2,959	5

		MEAN	3,281	4,244
		MEDIAN	3,132	4,213

BUS DRIVER

District	Title	Min	Max	Steps
Alpine Union ESD	Bus Driver	4,821	5,860	6
Oceanside USD	School Bus Driver	3,433	5,204	22
San Dieguito Union HSD	School Bus Driver	3,645	4,885	7
San Diego USD	School Bus Driver	3,965	4,819	5
Vista USD	Bus Driver	3,537	4,757	7
San Marcos USD	Bus Driver	3,669	4,684	6
Fallbrook Union ESD	Bus Driver	3,499	4,683	7
San Ysidro ESD	Bus Driver	3,414	4,677	5
South Bay Union ESD	Bus Driver	3,475	4,656	7
Grossmont Union HSD	Bus Driver	3,655	4,647	6
Jamul-Dulzura Union ESD	Bus Driver	3,621	4,619	6
La Mesa-Spring Valley Schools	School Bus Driver	3,602	4,597	6
Sweetwater Union HSD	Bus Driver	3,665	4,508	8
NATIONAL ESD	School Bus Driver	3,651	4,454	5
Chula Vista ESD	Bus Driver	3,448	4,452	7
Warner USD	Bus Driver	3,306	4,445	13
Escondido Union HSD	School Bus Driver	3,297	4,419	7
Santee ESD	Bus Driver I	3,608	4,387	5
Lemon Grove ESD	Bus Driver	3,537	4,288	5
Poway USD	Bus Driver	3,492	4,255	5
Mountain Empire USD	Bus Driver	2,748	4,242	22
San Pasqual Union ESD	Bus Driver/Maint/Custodian	2,903	3,990	6
Ramona USD	Bus Driver	3,149	3,828	6

MEAN	3,528	4,581
MEDIAN	3,537	4,597

DELIVERY DRIVER

District	Title	Min	Max	Steps
SDCOE	Delivery Worker	4,442	5,669	6
Grossmont Union HSD	Storekeeper	3,938	5,000	6
Oceanside USD	Delivery Driver	3,273	4,969	22
Carlsbad USD	Warehouse Worker	3,491	4,909	20
Vista USD	Warehouse Worker/Delivery Driver	3,451	4,641	7
San Diego USD	Truck Driver	3,686	4,480	5
Fallbrook Union ESD	Custodian/Delivery Person	3,336	4,464	7
Encinitas Union ESD	Food Services Delivery Person	3,455	4,448	6
San Marcos USD	Warehouse Driver I	3,476	4,446	6
La Mesa-Spring Valley Schools	Warehouse Worker/Delivery Driver	3,428	4,377	6
Poway USD	Warehouse Worker	3,580	4,361	5
Chula Vista ESD	Delivery Driver / Storekeeper II	3,378	4,346	7
NATIONAL ESD	CHILD NUTRITION SERVICES DELIVERY	3,562	4,340	5
Sweetwater Union HSD	Warehouse/Delivery Worker I	3,490	4,293	8
South Bay Union ESD	Warehouse Delivery Driver	3,151	4,223	7
Escondido Union ESD	Warehouse Worker I	3,243	4,139	6
San Ysidro ESD	Delivery Person	2,982	4,086	5
Lemon Grove ESD	Nutrition Services Transport Specialist	3,371	4,070	5
Escondido Union HSD	Warehouse Assistant	2,870	3,847	7
Ramona USD	Food & Nutrition Services Warehouse/Delivery III	3,078	3,745	6
Mountain Empire USD	Delivery Driver	2,600	3,475	22
Alpine Union ESD	Deliver Services Transporter	2,913	3,373	6
Coronado USD	Child Nutrition Services Delivery Driver	2,601	3,214	11

MEAN	3,339	4,301
MEDIAN	3,378	4,346

STOREKEEPER/WAREHOUSE WORKER

District	Title	Min	Max	Steps
San Marcos USD	Warehouse Supervisor	4,763	6,089	6
Oceanside USD	Lead Warehouse Worker	4,026	6,053	22
Sweetwater Union HSD	Storekeeper (Supervisory)	4,957	5,919	7
Encinitas Union ESD	Warehouse Lead Person	4,126	5,309	6
NATIONAL ESD	BUYER/STOREKEEPER	4,238	5,176	5
Del Mar Union ESD	Warehouse Worker	3,628	5,106	8
SDCOE	Operations Distribution Worker	3,927	5,012	6
Vista USD	Storekeeper	3,716	4,998	7
Carlsbad USD	Warehouse Worker	3,491	4,909	20
San Ysidro ESD	Warehouse Distribution Associate	3,570	4,893	5
Grossmont Union HSD	Warehouse Delivery Worker	3,839	4,880	6
La Mesa-Spring Valley Schools	Storekeeper	3,822	4,873	6
Poway USD	Storekeeper	3,951	4,813	5
Santee ESD	Craftsworker I / Storekeeper	3,887	4,726	5
Escondido Union HSD	Warehouse Technician	3,499	4,689	7
Chula Vista ESD	Storekeeper II	3,609	4,656	7
South Bay Union ESD	Storekeeper	3,475	4,656	7
Lemon Grove ESD	Storekeeper Delivery Driver	3,708	4,499	5
Escondido Union ESD	Warehouse Worker II	3,407	4,348	6
San Diego USD	Stock Clerk	3,343	4,064	5
Coronado USD	Shipping and Receiving Assistant	2,898	4,056	11
Ramona USD	District Office Warehouse/Delivery III	3,078	3,745	6

		MEAN	3,771	4,885
		MEDIAN	3,712	4,877

HEATING, VENTILATION, AND REFRIGERATION TECHNICIAN

District	Title	Min	Max	Steps
Oceanside USD	HVAC Technician	4,331	6,587	22
San Diego USD	Refrigeration Mechanic-Air Conditioning	5,315	6,458	5
San Dieguito Union HSD	HVAC Technician	4,783	6,409	7
Carlsbad USD	Skilled Maintenance Worker - HVAC	4,467	6,286	20
Vista USD	HVAC AR Mechanic	4,528	6,089	7
Grossmont Union HSD	HVAC & Boiler Mechanic	4,782	6,088	6
Sweetwater Union HSD	HCAC & Refrigeration Technician	4,912	6,040	8
South Bay Union ESD	RefrigeratioNo responseC Mechanic	4,329	5,801	7
Lemon Grove ESD	HVAC MaintenanceTechnician	4,720	5,726	5
Poway USD	HVAC & Refrigeration Technician	4,696	5,723	5
San Ysidro ESD	Maintenance/HVAC	4,086	5,598	5
Ramona USD	HVAC Technician II	4,395	5,532	6
Santee ESD	HVAV Technician III	4,501	5,470	5
Escondido Union ESD	HVAC Technician	4,255	5,430	6
Fallbrook Union ESD	Maintenance Services Technician	4,059	5,417	7
Chula Vista ESD	Trades I-HVAC	4,162	5,375	7
NATIONAL ESD	HVAC/MAINTENANCE	4,340	5,295	5
Alpine Union ESD	Maintenance/Landscape Technician	3,059	3,905	6
	MEAN	4,429	5,735	
	MEDIAN	4,431	5,725	

HEAVY-DUTY VEHICLE MECHANIC

District	Title	Min	Max	Steps
Oceanside USD	Lead Equipment Mechanic	4,533	6,816	No response
SDCOE	Mechanic II	5,150	6,573	6
San Dieguito Union HSD	Vehicle and Equipment Mechanic	4,783	6,409	7
Carlsbad USD	Skilled Maintenance Worker - Mechanic	4,467	6,286	20
San Marcos USD	Bus Mechcanic	4,902	6,261	6
Vista USD	Vehicle and Equipment Mechanic	4,528	6,089	7
Grossmont Union HSD	Heavy Duty Mechanic	4,782	6,088	6
La Mesa-Spring Valley Schools	Heavy Equipment Technician	4,692	5,980	6
Alpine Union ESD	Mechanic	4,592	5,860	6
Escondido Union HSD	Fleet Mechanic	4,351	5,830	7
Chula Vista ESD	Heavy Equipment Mechanic	4,476	5,787	7
Sweetwater Union HSD	Fleet/Heavy Equipment Technician	4,678	5,754	8
Poway USD	Vehicle Maintenance Technician III	4,696	5,723	5
San Diego USD	Equipment Repair Technician I	4,705	5,719	5
San Ysidro ESD	Mechanic	4,086	5,598	5
Santee ESD	Heavy Duty Diesel Mechanic	4,501	5,470	5
Fallbrook Union ESD	Mechanic III	4,059	5,417	7
South Bay Union ESD	Heavy Duty Mechanic	4,022	5,390	7
NATIONAL ESD	EQUIPMENT MECHANIC/MAINTENANCE WORKER	4,340	5,295	5
Mountain Empire USD	Heavy Duty Mechanic	2,987	4,612	22
Ramona USD	Vehicle & Equipment TechniciaNo responsessistant Diesel Techniciai	3,679	4,537	6

		MEAN	4,429	5,785
		MEDIAN	4,528	5,787

GENERAL MAINTENANCE WORKER

District	Title	Min	Max	Steps
Jamul-Dulzura Union ESD	Lead Maintenance Worker	4,203	6,462	6
Oceanside USD	Maintenance Worker	3,940	5,995	22
Lemon Grove ESD	Maintenance Technician	4,499	5,451	5
Carlsbad USD	Maintenance Worker	3,850	5,422	20
Chula Vista ESD	General Maintenance	4,075	5,259	7
Santee ESD	Craftsworker II	4,286	5,210	5
San Diego USD	Building Maintenance Worker	4,267	5,187	5
San Dieguito Union HSD	Maintenance Worker II	3,830	5,132	7
Grossmont Union HSD	General Maintenance Worker	4,025	5,127	6
Del Mar Union ESD	Maintenance Worker I	3,628	5,106	8
Coronado USD	Maintenance Worker II	3,501	4,901	11
SDCOE	Maintenance Worker	3,831	4,889	6
South Bay Union ESD	Maintenance Tradesperson	3,648	4,889	7
San Marcos USD	Maintenance Worker I	3,746	4,787	No response
Sweetwater Union HSD	General Maintenance Worker	3,756	4,621	8
Vista USD	Maintenance Worker	3,366	4,528	7
San Ysidro ESD	Maintenance Person	3,264	4,471	5
Poway USD	Maintenance Worker I	3,669	4,470	5
Escondido Union HSD	Custodial Lead I	3,297	4,419	7
Escondido Union ESD	Maintenance Worker I	3,324	4,242	6
Mountain Empire USD	Maintenance Specialist	2,748	4,242	22
Ramona USD	Maintenance I	3,366	4,114	6
Alpine Union ESD	Maintenance/Landscape Technician	3,059	3,905	6
Warner USD	Maintenance/Groundskeeper	2,871	3,861	13

MEAN	3,669	4,862
MEDIAN	3,708	4,889

SKILLED MAINTENANCE WORKER

District	Title	Min	Max	Steps
Oceanside USD	Carpenter/Electrician/Plumber/Locksmith/Painter	4,331	6,587	22
Grossmont Union HSD	Maintenance Leadworker	5,144	6,540	6
San Dieguito Union HSD	Skilled Maintenance Worker	4,783	6,409	7
San Ysidro ESD	Lead Maintenance Person	4,677	6,408	5
Carlsbad USD	Skilled Maintenance Worker	4,467	6,287	20
SDCOE	Skilled Maintenance Worker	4,783	6,105	6
Del Mar Union ESD	Maintenance Worker III	4,313	6,069	8
Coronado USD	Lead Maintenance Worker	4,383	6,049	11
La Mesa-Spring Valley Schools	Skilled Maintenance Worker III	4,692	5,980	6
Fallbrook Union ESD	Lead Maintenance Services Technician	4,464	5,966	7
Escondido Union HSD	Maintenance Technician	4,351	5,830	7
Lemon Grove ESD	Plumber Maintenance Technician	4,720	5,726	5
San Marcos USD	Maintenance Worker III	4,379	5,588	6
Santee ESD	Craftsworker III	4,501	5,470	5
South Bay Union ESD	Senior Maintenance Tradesperson	4,022	5,390	7
Encinitas Union ESD	Skilled Maintenance Worker	4,126	5,309	6
NATIONAL ESD	SKILLS TRADES/MAINTENANCE WORKER	4,340	5,295	5
Sweetwater Union HSD	Building Maintenance Worker	4,243	5,220	8
Vista USD	Maintenance Technician	3,809	5,123	7
Poway USD	Maintenance Worker II	4,050	4,934	5
San Diego USD	Skilled Trades Helper	3,965	4,819	5
Mountain Empire USD	Maintenance Specialist - Senior	3,117	4,813	22
Alpine Union ESD	Lead Maintenance Worker	3,671	4,686	6
Escondido Union ESD	Maintenance Worker II	3,579	4,568	6
Ramona USD	Maintenance II	3,598	4,423	6

		MEAN	4,260	5,584	
		MEDIAN	4,340	5,588	

STIPENDS

District	Education/Professional Growth	Shift Differential	Bilingual	Other
Alpine Union ESD	Professional Growth Increment 1 $720 Professional Growth Increment 2 $720 Professional Growth Increment 3 $720 Professional Growth Increment 4 $720 Professional Growth Increment 5 $720			
Cajon Valley Union ESD	$1,000 Professional Growth reimbursement			
Carlsbad USD			Bilingual stipend 1% of annual salary for Range 7, Step 1	
Chula Vista ESD	2% AA Degree 4% BA Degree or higher			
Coronado USD	Professional Growth Differential - 2.5% for 15 units; 2.5%, 10%	Split Shift Differential 5% Shift Differential 5%		Responsibility Factor - District Lead/CNS Woker and Lead Custodian 5%; Supplemental Salary for verified trade skills $100 per trade max of $200
Escondido Union ESD	Associates degree $500 annual Bachelors degree $1500 annual Special Education $280 annual			
Escondido Union HSD	Professional Growth $38.32 per increment monthly - max 7 - prorated by hours worked (if referring to question 6)		Bilingual stipend 5% (if referring to question #6)	
Grossmont Union HSD	Educational Incentive $1200 stipend			Cell Phone Stipend (at management's request) $360 monthly stipend (30.00/month); Benefit Waiver $1200 stipend – paid 10thly (10 months of the year)
La Mesa-Spring Valley Schools		Shift Differential 5% in addition to regular rate of pay	Bilingual Stipend 5% in addition to regular rate of pay	
Lemon Grove ESD			Lead Bilingual Instructional Assistant 5% above base salary	Lead Media Specialist 5% above base salary
Mountain Empire USD			Bilingual Bilingual - 5% of base salary	Medical Support Medical Support - 5% of base salary
NATIONAL ESD		NIGHT DIFFERENTIAL		
Oceanside USD	Professional Growth Award $432.03 annually per award up to 8 award max			Confidential Employee Stipend $571.92 received annually
San Diego USD		Shift Differential 5% Hazard Pay Differential 5% Split Shift Differential 5%	Bilingual Pay Differential 5%	Telecommunications Differential 5%; Heavy Hauling Differential 7.6%; Community Based Instruction 5%; Police K-9 Handler 3.5%; For Police Services Only - Various Training, Instruction, and Certification Stipends 3.5% - 6%
San Dieguito Union HSD		Shift Differential 25% of base		
San Marcos USD			Written and Oral Translation 5.9% of Base Salary; Oral Translation 1.5% of Base Salary	

STIPENDS

District	Education/Professional Growth	Shift Differential	Bilingual	Other
San Pasqual Union ESD				Sport Coach 3200 Annual; Cell Phone 180-240 Annual
SDCOE	Professional Growth 5% of base salary per 12 semester units, maximum of 2 increments while in any one job classification	Shift Differential 5% of base salary if 1/2 of shift falls between 5pm and 4am; 7.5% of base salary if 1/2 of shift falls between 9pm and 6am; Bus Driver Differential 5%	Bilingual Stipend 5% of base salary	Pesticide Applicator Differential 5% of base salary; Freon Differential 5% of base salary; Bus Airbrake License Differential 5% of base salary; LVN Differential 5% of base salary; Infant Massage Differential 5% of base salary
South Bay Union ESD		Shift Differential 2.5% of Base Salary		
Sweetwater Union HSD	Professional Growth Stipend $250 per year per increment; maximum of 7 increments	Split Site Differential 5%; Split Shift Differential 5%; Night Shift Differential 2.5%; Bus Driver Split Shift Differential 2.5%		
Vista USD	Professional Growth $30.00 a month		Bilingual $30 a month	
Warner USD				Mileage Level 1 $45 monthly Travel up to 0-25 mile commute (one way); Mileage Level 2 $60 monthly Travel up to 26-40 mile commute (one way); Mileage Level 3 $100 monthly Travel 41+ mile commute (one way)

LONGEVITY

District					
Alpine Union ESD	5% - Step 10 after completion of 9 years of service	5% - Step 15 after completion of 14 years of service	6% - Step 21 after completion of 19 years of service	6.5% - Step 23 after completion of 24 years of service	7.00%
Cajon Valley Union ESD	1.125 - 5 years of service				
Cardiff ESD	3% - 10 years of service	5% - 15 years of service	5% - 20 years of service		
Chula Vista ESD	4.5% - 10 years of service	7.5% - 13 years of service	9.5% - 15 years of service	11.5% - 18 years of service	13.5% - 22 years of service, 15.5% - 25 years of service; 18% - 28 years of service
Coronado USD	1.2% - Years 15-20	1.8% - Years 21-30			
Del Mar Union ESD	5% - After 10 years of service	5% (10% Total) - After 15 years of service	5% (15% Total) - After 20 years of service		
Encinitas Union ESD	2% of Base Salary - 10 - 14 years of service	3% of Base Salary - 15 - 19 years of service	3% of Base Salary - 20+ years of service		
Escondido Union ESD	3.5% of base - 10 years	3.5% of base - 15 years	4.7% of base - 20 years	4.0% of base - 25 years	4.0% of base; increment 6: 4.0% of base - 30 years; increment 6: 35 years
Escondido Union HSD	2.5% - 10 yrs., 12 yrs., 14 yrs. etc. (built into salary schedule)				
Fallbrook Union ESD	1217 - After 9 years	1217 - After 12 years	1217 - After 18 years	1217 - After 21 years	1217 - After 24, After 27, After 30 years
Grossmont Union HSD	2% add on to highest step (6) - 9 years of service	4% add on to highest step (6) - 13 years of service	6% add on to highest step (6) - 17 years of service	8% add on to highest step (6) - 21 years of service	10% add on to highest step (6), then 12% add on to highest step (6) - 25 years of service, then 29 years of service
Jamul-Dulzura Union ESD	3% - 7	7% - 12	12% - 17	17% - 22	22% - 27
La Mesa-Spring Valley Schools	G Step F after 15.0% - 10-10 years	H Step I G + 7.0% - 15-19 years	I Step = H + 5.0% - 20-24 years	J Step = I + 5.0% - 25+ years of service	
Lemon Grove ESD	5% of base salary - Employees hired prior to 9/1/08 an anniversary increment of 1 additional step on the salary schedule when an employee reaches the 10th year of continuous service and again at each 5th year through employees 30th year. Employees hired as of 9/1/08 longevity increases at 11, 18, 25, and 30 years.				
NATIONAL ESD	2.5% - UPON COMPLETION OF 10 YOS =2.5%	7.5% - UPON COMPLETION OF 13 YOS =10%	10% - UPON COMPLETION OF 16 YOS =10%	15% - UPON COMPLETION OF 19 YOS =15%	17.5% & 20% - UPON COMPLETION OF 22 YOS =17.5% & 20%
Oceanside USD	5% - 11th year	10% - 15th year	12.5% - 21st year	15% - 26th year	$571.92 - annually
Poway USD	1.5% - Completion of 5 years	3% - Completion of 10 years	4.5% - Completion of 12.5 years	6% - Completion of 15 years	7.5%, 9%, 10.5%, 12%, 13.5%, 15% - Completion 17.5 yrs,20 yrs,22.5 yrs,25 yrs,27.5 yrs,30 yrs
Ramona USD	3% - 8 years of service	6.09% - 12 years of services	8.21% - 16 years of service	10.38% - 20 years of service	13.69% - 24 years of service
San Diego USD	Annual a: 500.73, b: 1005.44, c: 1506.31 - OTBS Years of service, a: 10-13, b: 14-18, c: 19 or more	Annual a: 211.01, b: 422.99, c: 843.84, d: 1687.91 - DSS Years of service (cents of service) a: 8-9, b: 10-13, c: 14-18, d: 19 or more	Annual a: 166.46, b: 664.46, c: 1662.71 - PARA Years of service; a: 10-12, b: 13-18, c: 19 or more	Annual 5% - Police Svc Assoc. 10 or more years of service	14 years - Sworn: 72.00; Non-Sworn: 747.38; 19+ years - Sworn 1544.22; Non-Sworn 1494.75 - Police Svc Assn Anniversary Annual Stipend
San Dieguito Union HSD	2.5% of base - 10 years of service	2.5% of base - 15 years of service	2.5% of base - 20 years of service	2.5% of base - 25 years of service	2.5% of base - 30 years of service
San Marcos USD	5% of base salary - 10 years of service	10% of Base Salary - 13 years of service	15% of Base Salary - 16 years of service	20% of Base Salary - 19 years of service	25% of Base Salary - 22 years of service
San Pasqual Union ESD	3% of Base Salary - Step 10 and every fifth step thereafter (10,15,20) Max step 25				
San Ysidro ESD	3.6% Longevity - 15 years of district service	3.6% Longevity - 20 years of district service	3.6% Longevity - 25 years of district service	3.6% Longevity - 30 years of district service	

	4% - year 15	4% - year 18	4% - year 21	4% - year 24	4% - year 27
Santee ESD					
SDCOE	4% of base salary - 10 years of service	8% of base salary - 14 years of service	12% of base salary - 19 years of service	17% of base salary - 24 years of service	22% of base salary; 27% of base salary - 29 years of service / 34 years of service
South Bay Union ESD	4% - 10 years of service	4% - 15 years of service	4% - 20 years of service	3% - 25 years of service	
Sweetwater Union HSD	3% - 10 years of service	13 years of service	18 years of service	20 years of service	25 years of service
Vista USD	5% of base - 10 years of service	5% of base - 15 years of service	5% of base - 20 years of service	5% of base - 25 years of service	5% of base - 30 years of service
Warner USD	2000 annual - 15 years of service	4000 annual - 20 years of service			

HOLIDAYS / MAX VACATION DAYS

District Name	Paid Holidays	Maximum Annual Vacation Days Accrued
Alpine Union School District	16	24
Cajon Valley Union School District	17	25
Cardiff Elementary School District	15	20
Carlsbad Unified School District	14	25
Chula Vista Elementary School District	16	10
Coronado Unified School District	18	20
Del Mar Union School District	14	18
Encinitas Union School District	14	13
Escondido Union High School District	15	21
Escondido Union School District	15	21
Fallbrook Union Elementary School District	16	18
Grossmont Union High School District	17	20
Jamul-Dulzura Union School District	16	14
La Mesa-Spring Valley Schools	15	24
Lemon Grove School District	16	13
Mountain Empire Unified School District	14	22
NATIONAL SCHOOL DISTRICT	17	21
Oceanside Unified School District	15	21
Poway Unified School District	16	22
Ramona Unified School District	15	24
Rancho Santa Fe School District	14	20
San Diego County Office of Education	16	22
San Diego Unified School District	14	21
San Dieguito Union High School District	14	24
San Marcos Unified School District	13	24
San Pasqual Union School District	14	20
San Ysidro School District	17	one year's worth
Santee School District	10	22
South Bay Union School District	15	25
Sweetwater Union High School District	17	24
Vista Unified School District	16	24
Warner Unified School District	12	22

MAXIMUM ANNUAL DISTRICT CONTRIBUTION TO BENEFITS

District	Contribution
Alpine Union School District	12,000
Cajon Valley Union School District	21,578
Cardiff Elementary School District	8,592
Carlsbad Unified School District	19,414
Chula Vista Elementary School District	14,000
Coronado Unified School District	20,450
Del Mar Union School District	11,000
Encinitas Union School District	11,160
Escondido Union High School District	23,495
Escondido Union School district	13,519
Fallbrook Union Elementary School District	20,046
Grossmont Union High School District	14,062
Jamul-Dulzura Union School District	8,207
La Mesa-Spring Valley Schools	9,781
Lemon Grove School District	13,453
Mountain Empire Unified School District	18,402
NATIONAL SCHOOL DISTRICT	15,282
Oceanside Unified School District	26,917
Poway Unified School District	23,830
Ramona Unified School District	8,319
Rancho Santa Fe School District	11,400
San Diego County Office of Education	19,323
San Diego Unified School District	37,523
San Dieguito Union High School District	No response
San Marcos Unified School District	20,851
San Pasqual Union School District	10,057
San Ysidro School District	9,500
Santee School District	7,600
South Bay Union School District	14,000
Sweetwater Union High School District	14,130
Vista Unified School District	11,400
Warner Unified School District	11,072