

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2022-2023 - effective 7/1/2022 - with 3% raise**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 45,167	\$ 45,167	\$ 51,189	\$ 52,724	\$ 54,307	\$ 55,936	\$ 57,613
2			\$ 52,212	\$ 53,778	\$ 55,392	\$ 57,054	\$ 58,766
3			\$ 53,257	\$ 54,855	\$ 56,500	\$ 58,196	\$ 59,940
4			\$ 54,322	\$ 55,952	\$ 57,629	\$ 59,359	\$ 61,140
5			\$ 55,409	\$ 57,071	\$ 58,783	\$ 60,546	\$ 62,363
6			\$ 56,517	\$ 58,212	\$ 59,959	\$ 61,758	\$ 63,609
7			\$ 57,648	\$ 59,376	\$ 61,157	\$ 62,992	\$ 64,882
8			\$ 58,799	\$ 60,564	\$ 62,381	\$ 64,252	\$ 66,180
9			\$ 59,975	\$ 61,776	\$ 63,628	\$ 65,537	\$ 67,503
10			\$ 61,175	\$ 63,010	\$ 64,901	\$ 66,848	\$ 68,853
11				\$ 64,270	\$ 66,199	\$ 68,185	\$ 70,231
12				\$ 65,556	\$ 67,522	\$ 69,549	\$ 71,636
13					\$ 68,873	\$ 70,940	\$ 73,067
14					\$ 70,250	\$ 72,358	\$ 74,529
15	Masters	\$ 1,000.00			\$ 71,655	\$ 73,805	\$ 76,020
16	Doctorate	\$ 2,000.00			\$ 73,088	\$ 75,282	\$ 77,540
17					\$ 74,550	\$ 76,788	\$ 79,091
18					\$ 76,041	\$ 78,323	\$ 80,672
19					\$ 77,561	\$ 79,889	\$ 82,286
20					\$ 79,114	\$ 81,488	\$ 83,931
21					\$ 80,696	\$ 83,117	\$ 85,610
22					\$ 82,310	\$ 84,779	\$ 87,322
23					\$ 83,956	\$ 86,476	\$ 89,068
24					\$ 85,634	\$ 88,204	\$ 90,851

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Certificated Salary Schedule now covers the Technology Coordinator, Teacher on Special Assignment.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED COUNSELOR SALARY SCHEDULE
2022-2023 - effective 7/1/2022 - with 3% raise**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 49,683	\$ 49,683	\$ 56,308	\$ 57,997	\$ 59,737	\$ 61,529	\$ 63,374
2			\$ 57,434	\$ 59,156	\$ 60,931	\$ 62,760	\$ 64,643
3			\$ 58,583	\$ 60,340	\$ 62,150	\$ 64,015	\$ 65,935
4			\$ 59,754	\$ 61,548	\$ 63,392	\$ 65,295	\$ 67,254
5			\$ 60,950	\$ 62,778	\$ 64,661	\$ 66,600	\$ 68,599
6			\$ 62,169	\$ 64,033	\$ 65,954	\$ 67,933	\$ 69,970
7			\$ 63,412	\$ 65,313	\$ 67,273	\$ 69,291	\$ 71,370
8			\$ 64,679	\$ 66,620	\$ 68,619	\$ 70,678	\$ 72,797
9			\$ 65,973	\$ 67,953	\$ 69,990	\$ 72,090	\$ 74,253
10			\$ 67,293	\$ 69,311	\$ 71,391	\$ 73,533	\$ 75,739
11				\$ 70,698	\$ 72,819	\$ 75,003	\$ 77,254
12				\$ 72,112	\$ 74,275	\$ 76,504	\$ 78,799
13					\$ 75,760	\$ 78,034	\$ 80,374
14					\$ 77,276	\$ 79,594	\$ 81,982
15	Masters	\$ 1,000.00			\$ 78,821	\$ 81,186	\$ 83,622
16	Doctorate	\$ 2,000.00			\$ 80,397	\$ 82,810	\$ 85,294
17					\$ 82,005	\$ 84,466	\$ 87,000
18					\$ 83,645	\$ 86,156	\$ 88,739
19					\$ 85,318	\$ 87,878	\$ 90,514
20					\$ 87,025	\$ 89,637	\$ 92,325
21					\$ 88,766	\$ 91,429	\$ 94,171
22					\$ 90,541	\$ 93,257	\$ 96,054
23					\$ 92,351	\$ 95,123	\$ 97,975
24					\$ 94,198	\$ 97,025	\$ 99,936

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- Position is 8 hours per day/190 days per year.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE**

**Teacher on Special Assignment - District Reading Program Coordinator
2022-2023 - effective 7/1/2022 - with 3% raise**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 50,076	\$ 50,076	\$ 56,753	\$ 58,456	\$ 60,210	\$ 62,016	\$ 63,875
2			\$ 57,888	\$ 59,624	\$ 61,413	\$ 63,256	\$ 65,154
3			\$ 59,046	\$ 60,817	\$ 62,642	\$ 64,521	\$ 66,456
4			\$ 60,227	\$ 62,034	\$ 63,894	\$ 65,812	\$ 67,786
5			\$ 61,432	\$ 63,275	\$ 65,172	\$ 67,127	\$ 69,142
6			\$ 62,660	\$ 64,540	\$ 66,476	\$ 68,471	\$ 70,524
7			\$ 63,914	\$ 65,830	\$ 67,805	\$ 69,839	\$ 71,934
8			\$ 65,191	\$ 67,147	\$ 69,162	\$ 71,237	\$ 73,373
9			\$ 66,494	\$ 68,491	\$ 70,544	\$ 72,660	\$ 74,840
10			\$ 67,825	\$ 69,860	\$ 71,956	\$ 74,114	\$ 76,338
11				\$ 71,257	\$ 73,395	\$ 75,597	\$ 77,865
12				\$ 72,682	\$ 74,862	\$ 77,109	\$ 79,422
13					\$ 76,359	\$ 78,651	\$ 81,010
14					\$ 77,887	\$ 80,224	\$ 82,631
15	Masters	\$ 1,000.00			\$ 79,444	\$ 81,828	\$ 84,283
16	Doctorate	\$ 2,000.00			\$ 81,033	\$ 83,465	\$ 85,969
17					\$ 82,654	\$ 85,134	\$ 87,688
18					\$ 84,306	\$ 86,837	\$ 89,441
19					\$ 85,992	\$ 88,573	\$ 91,230
20					\$ 87,713	\$ 90,346	\$ 93,055
21					\$ 89,468	\$ 92,152	\$ 94,916
22					\$ 91,257	\$ 93,995	\$ 96,814
23					\$ 93,081	\$ 95,876	\$ 98,750
24					\$ 94,943	\$ 97,792	\$ 100,726

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- Position is 7.5 hours per day/204 days per year.
- The time base for each of the above salary values is annually.

POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CTE/ROP Employees
SALARY SCHEDULE
2022-2023 - effective 7/1/2022 - with 3% raise

Step/Column	1 CTE credential	2+ CTE credentials
1	\$ 45,657	\$ 47,940
2	\$ 47,940	\$ 50,337
3	\$ 49,379	\$ 51,847
4	\$ 50,860	\$ 53,403
5	\$ 52,386	\$ 55,005
6	\$ 53,957	\$ 56,655

Board Approved: XX/XX/XXXX

- 5% between Steps 1 and 2; 3% between all other Steps
- The time base for each of the above salary values is annually.

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ADMINISTRATOR - SALARY SCHEDULE
2022-2023 - effective 7/1/2022**

Experience	Salary	Merit 1	Merit 2	Merit 3	Merit 4	Merit 5	Merit 6	Merit 7
Step 1	\$ 82,140							
Step 2	\$ 84,941	\$ 87,047						
Step 3	\$ 87,749	\$ 89,855	\$ 91,961					
Step 4	\$ 90,557	\$ 92,663	\$ 94,769	\$ 96,875				
Step 5	\$ 93,365	\$ 95,472	\$ 97,577	\$ 99,683				
Step 6	\$ 96,173	\$ 98,279	\$ 100,385	\$ 101,618	\$ 102,865	\$ 104,112	\$ 105,359	\$ 106,605
Step 7	\$ 97,616	\$ 99,753	\$ 101,891	\$ 103,142	\$ 104,408	\$ 105,673	\$ 106,939	\$ 108,205
Step 8	\$ 99,080	\$ 101,249	\$ 103,419	\$ 104,689	\$ 105,974	\$ 107,259	\$ 108,543	\$ 109,828
Step 9	\$ 100,566	\$ 102,768	\$ 104,970	\$ 106,260	\$ 107,564	\$ 108,867	\$ 110,171	\$ 111,475
Step 10	\$ 102,075	\$ 104,310	\$ 106,545	\$ 107,854	\$ 109,177	\$ 110,500	\$ 111,824	\$ 113,147
Step 11	\$ 103,606	\$ 105,874	\$ 108,143	\$ 109,471	\$ 110,815	\$ 112,158	\$ 113,501	\$ 114,844
Step 12	\$ 105,160	\$ 107,463	\$ 109,765	\$ 111,114	\$ 112,477	\$ 113,840	\$ 115,204	\$ 116,567
Step 13	\$ 106,737	\$ 109,074	\$ 111,412	\$ 112,780	\$ 114,164	\$ 115,548	\$ 116,932	\$ 118,316
Step 14	\$ 108,338	\$ 110,711	\$ 113,083	\$ 114,472	\$ 115,877	\$ 117,281	\$ 118,686	\$ 120,090

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Work year is 210 days.
- Average percentage amongst Steps (1-6) between steps is ~3%; 1.5% between Steps (6-14)
- The time base for each of the above salary values is annually.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ARENA UNION ELEMENTARY SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2022-2023 - effective 7/1/2022**

A	B	C	D	E	F
Food Service Cook I <u>Paraeducator:</u> Regular Ed.	Food Service Cook II Custodian Biling. Com/Sc. Liais. Library Media Tech. <u>N.A. Comm/Sch. Liais.</u> Paraeducator: Special Education I Health Tec. Assistant	Admin. Assistant I Campus Security <u>Instruction Specialist:</u> Construction <u>Paraeducator:</u> Special Ed. II (Mild/Mod.) ELD	Maintenance Bus Driver <u>Paraeducator:</u> Special Ed. III (Mod./Sev.) Special Ed. III (Transition)	Admin Assistant II	Mechanic/ Bus Driver

Step	Range					
1	14.11	14.43	14.79	15.54	16.31	18.75
2	14.18	14.52	15.24	16.00	16.80	19.32
3	14.24	14.96	15.70	16.48	17.31	19.90
4	14.67	15.41	16.17	16.97	17.83	20.50
5	15.11	15.87	16.65	17.49	18.36	21.10
6	15.56	16.34	17.15	18.01	18.90	21.75
7	16.03	16.83	17.67	18.56	19.48	22.40
8	16.51	17.34	18.20	19.11	20.07	23.07
9	17.01	17.86	18.74	19.69	20.66	23.76
10	17.52	18.39	19.31	20.27	21.28	24.48
11	18.04	18.95	19.88	20.88	21.92	25.21
12	18.58	19.52	20.48	21.51	22.57	25.97
13	19.14	20.10	21.09	22.15	23.26	26.74
14	19.71	20.70	21.72	22.81	23.95	27.54
15	20.31	21.32	22.38	23.49	24.67	28.37
16	20.91	21.96	23.05	24.20	25.41	29.23
17	21.54	22.62	23.74	24.93	26.18	30.10
18	22.19	23.30	24.46	25.68	26.95	31.00
19	22.85	24.00	25.19	26.44	27.77	31.93
20	23.54	24.72	25.95	27.24	28.61	32.89
21	24.25	25.46	26.72	28.05	29.46	33.88
22	24.97	26.23	27.52	28.90	30.35	34.89
23	25.72	27.01	28.35	29.77	31.26	35.95
24	26.49	27.82	29.21	30.66	32.20	37.02

Board Approved: XX/XX/XXXX

- The time base for each of the above salary values is hourly.
- Note: Not Compliant with NCLB.
- Professional Growth: \$75 increment per unit of study, 4 units per year. 60 Units Maximum.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
 ARENA UNION ELEMENTARY SCHOOL DISTRICT
 CLASSIFIED DIRECTOR SALARY SCHEDULE
 2022-2023 - effective 7/1/2022**

Step	Food Service Maintenance/ Operations Transportation After School (ASES)
1	\$22.58
2	\$23.27
3	\$23.98
4	\$24.68
5	\$25.44
6	\$26.19
7	\$26.99
8	\$27.78
9	\$28.58
10	\$29.49
11	\$30.37
12	\$31.28
13	\$32.22
14	\$33.18
15	\$34.19
16	\$35.22
17	\$36.27
18	\$37.35
19	\$38.48
20	\$39.63
21	\$40.82
22	\$42.04
23	\$43.30
24	\$44.60

Board Approved XX/XX/XXXX

- 3% between Steps (1-24)
- The time base for each of the above salary values is hourly.

POINT ARENA SCHOOLS
CONFIDENTIAL MANAGEMENT - SALARY SCHEDULE
2022-2023 - effective 7/1/2022

STEPS	HUMAN RESOURCES ANALYST	ACCOUNTING TECHNICIAN	DISTRICT SECRETARY
1	\$ 20.37	\$ 19.15	\$ 16.05
2	\$ 20.97	\$ 19.72	\$ 16.55
3	\$ 21.61	\$ 20.32	\$ 17.06
4	\$ 22.27	\$ 20.93	\$ 17.56
5	\$ 22.91	\$ 21.56	\$ 18.09
6	\$ 23.61	\$ 22.20	\$ 18.63
7	\$ 24.30	\$ 22.86	\$ 19.18
8	\$ 25.04	\$ 23.56	\$ 19.78
9	\$ 25.79	\$ 24.26	\$ 20.35
10	\$ 26.57	\$ 25.00	\$ 20.97
11	\$ 27.38	\$ 25.75	\$ 21.61
12	\$ 28.19	\$ 26.52	\$ 22.25
13	\$ 29.04	\$ 27.31	\$ 22.90
14	\$ 29.91	\$ 28.14	\$ 23.60
15	\$ 30.81	\$ 28.98	\$ 24.30
16	\$ 31.73	\$ 29.85	\$ 25.04
17	\$ 32.69	\$ 30.75	\$ 25.79
18	\$ 33.67	\$ 31.66	\$ 26.56
19	\$ 34.67	\$ 32.62	\$ 27.37
20	\$ 35.72	\$ 33.59	\$ 28.18
21	\$ 36.78	\$ 34.60	\$ 29.03
22	\$ 37.89	\$ 35.64	\$ 29.90
23	\$ 39.03	\$ 36.71	\$ 30.80
24	\$ 40.19	\$ 37.81	\$ 31.72

Board Adopted: XX/XX/XXXX

- 3% between Steps (1-24)
- The time base for each of the above salary values is hourly.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
 ARENA UNION ELEMENTARY SCHOOL DISTRICT
 CLASSIFIED SALARY SCHEDULE
 2022-2023 - effective 7/1/2022**

Mental Health Therapist	
Step	
1	34.03
2	35.03
3	36.08
4	37.18
5	38.28
6	39.43
7	40.61
8	41.83
9	43.10
10	44.39
11	45.72
12	47.09
13	48.50
14	49.96
15	51.45
16	53.00
17	54.60
18	56.23
19	57.91
20	59.65

Board Adopted: XX/XX/XXXX

- 3% between Steps (1-20)
- The time base for each of the above salary values is hourly.

**POINT ARENA SCHOOLS
DISTRICT OFFICE - SALARY SCHEDULE
2022-2023 - effective 7/1/2022**

		BUSINESS MANAGER
	Step	
Trainee	1	\$ 73,077
Trainee	2	\$ 74,173
Permanent	1	\$ 76,398
	2	\$ 78,690
	3	\$ 81,051
	4	\$ 83,482
	5	\$ 85,987
	6	\$ 88,566
	7	\$ 91,223
	8	\$ 93,960
	9	\$ 96,779
	10	\$ 99,682
	11	\$ 102,673
	12	\$ 105,753
	13	\$ 108,925
	14	\$ 112,193
	15	\$ 115,559
	16	\$ 119,026
	17	\$ 122,596
	18	\$ 126,274
19	\$ 130,063	
20	\$ 133,964	

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- An employee will only receive compensation for one advanced degree (Doctorate or Masters degree), not for multiple advanced degrees. Therefore, the maximum advanced degree stipend amount an individual employee is eligible to receive is \$2,000 (for a Doctorate degree).
- The time base for each of the above salary values is annually.
- 1.5% between Trainee Steps (1-2); 3% between Steps (1-20)

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
PRE-SCHOOL SALARY SCHEDULE
2022-2023 - effective 7/1/2022**

Step/Col	Associate Teacher	Teacher
1	\$ 25,626	\$ 26,395
2	\$ 26,139	\$ 26,923
3	\$ 26,663	\$ 27,460
4	\$ 27,196	\$ 28,011
5	\$ 27,739	\$ 28,572
6	\$ 28,293	\$ 29,142
7	\$ 28,859	\$ 29,725
8	\$ 29,435	\$ 30,320
9	\$ 30,025	\$ 30,926
10	\$ 30,627	\$ 31,545
11	\$ 31,239	\$ 32,175
12	\$ 31,864	\$ 32,819
13	\$ 32,502	\$ 33,475
14	\$ 33,152	\$ 34,145
15	\$ 33,815	\$ 34,828
16	\$ 34,491	\$ 35,524

Master Teacher	Site Supervisor	Program Director
\$ 40,397	\$ 41,609	\$ 42,858
\$ 41,205	\$ 42,441	\$ 43,714
\$ 42,029	\$ 43,290	\$ 44,587
\$ 42,869	\$ 44,156	\$ 45,480
\$ 43,727	\$ 45,039	\$ 46,390
\$ 44,601	\$ 45,939	\$ 47,318
\$ 45,493	\$ 46,858	\$ 48,264
\$ 46,403	\$ 47,795	\$ 49,229
\$ 47,331	\$ 48,751	\$ 50,214
\$ 48,278	\$ 49,726	\$ 51,218
\$ 49,244	\$ 50,721	\$ 52,242
\$ 50,228	\$ 51,735	\$ 53,287
\$ 51,233	\$ 52,770	\$ 54,353
\$ 52,258	\$ 53,825	\$ 55,440
\$ 53,303	\$ 54,902	\$ 56,549
\$ 54,369	\$ 56,000	\$ 57,680

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
COACHES SALARY SCHEDULE
2022-2023 - effective 7/1/2022**

STEP	
1	\$ 1,180
2	\$ 1,215
3	\$ 1,251
4	\$ 1,288
5	\$ 1,326
6	\$ 1,365
7	\$ 1,405
8	\$ 1,447
9	\$ 1,490
10	\$ 1,534

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: XX/XX/XXXX

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
COACHES SALARY SCHEDULE
2022-2023 - effective 7/1/2022 - with +3% raise**

STEP	Tier 1	Tier 2
1	\$ 2,710	\$ 2,032
2	\$ 2,791	\$ 2,093
3	\$ 2,875	\$ 2,156
4	\$ 2,961	\$ 2,221
5	\$ 3,050	\$ 2,288
6	\$ 3,142	\$ 2,356
7	\$ 3,236	\$ 2,427
8	\$ 3,333	\$ 2,500
9	\$ 3,433	\$ 2,575
10	\$ 3,536	\$ 2,652

<u>EXPLANATION/NOTES:</u>	
Each Coach involved in playoffs, will receive a \$300 stipend for additional time/effort that is required. The Athletic Director is responsible for notifying the District Office.	
Each Coach will receive payment as stated below:	
Football/Volleyball/Soccer	November 10 (Lump Sum)
Basketball/Wrestling	February 10 and March 10 (2 payments)
Baseball/Softball/Tennis/Golf/Track	May 10 (Lump Sum)
Cheerleader Advisor	February 10 (Lump Sum)
Athletic Director	Monthly (10 equal payments)
Activities Director	Monthly (10 equal payments)

Tier 1 starts at 6.0% of Certificated Salary Schedule, column 1. All Varsity Sports and Triathlon.

Tier 2 starts at 4.5% of Certificated Salary Schedule, column 1. All Junior Varsity Sports.

Note: There shall be one \$500.00 stipend available for Assistant Coach(es) per Varsity sport. Assistant Coaches for Junior Varsity sports are not eligible for stipends.

Assistant Varsity Football coach receives a flat stipend of \$1000 per season.

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: XX/XX/XXXX

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
 AFTER SCHOOL EDUCATION & SAFETY PROGRAM (ASES) SALARY
 SCHEDULE
 2022-2023 - effective 7/1/2022**

	ASES* - Assistant to the Director - Credentialed Instructional Staff Member	ASES - Non-Credentialed Instructional Staff Member
	Range 1	Range 2
Hourly Rate Step 1	\$ 25.00	\$ 20.00

Board Approved: XX/XX/XXXX

*This ASES rate applies to the Assistant to the Director and any ASES teaching staff members with a qualified credential related to the subject matter he/she is teaching.

- The time base for each of the above salary values is hourly.