



**SIERRA SANDS
UNIFIED SCHOOL DISTRICT**

Dave Ostash
Assistant Superintendent
Human Resources

113 W. Felspar Avenue • Ridgecrest, CA • 93555 • 760 499-1620 •
Website: www.ssusdschools.org

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SIERRA SANDS UNIFIED SCHOOL DISTRICT
AND
CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION, CH. 188**

The Sierra Sands Unified School District (hereafter "District") and the California School Employees Association, Chapter 188 (hereafter "Association" or "CSEA") agree to the following terms in response to the new Federal Minimum Wage law change to \$10/hour, beginning January 1, 2016:

1. Nature of Agreement:

- Eliminate Ranges 8-9.
- Place FSA I on Range 10.
- Place FSA II and FS Teller on Range 12.
- Adjust Range 10, Step A to \$10/hr.
- Adjust Range 11, Step A to \$10.10/hr.

2. Duration:

- This agreement shall commence on January 1, 2016 and only be in effect until such time as a contractual agreement is reached for 2015-2016 negotiations.

FOR THE DISTRICT

D. Ostash
Dave Ostash,
SSUSD Assistant Superintendent
of Human Resources

1/26/16
Date

FOR THE ASSOCIATION

Leonard Verduzco
Leonard Verduzco,
President, CSEA Chapter 188

1/26/16
Date

Board of Education

Amy Castillo-Covert • Bill Farris • Tim Johnson • Kurt Rockwell • Michael Scott

Classified Salary Schedule
 To Meet MOU Eff 1/1/16
 Corrected 10B-10EL7 1/21/16 Retro 1/1/16
 Minimum Wage

POSITIONS	Range	Eliminated Ranges 8-9			Move FSA I to Range 10			Move FSA II to Range 11, St A to \$10.00			Adj Range 11, St A to \$10.10			6% (7th)			6% (11th)			6% (15th)			6% (19)			6% (23)			6% (26)			6% (28)		
		A	B	C	D	E	L1	L2	L3	L4	L5	L6	L7																					
FSA I, Noon Duty(Elem), Trans Monitor, Crossing Guard	10	\$10.00	\$10.21	\$10.72	\$11.26	\$11.82	\$12.53	\$13.28	\$14.08	\$14.92	\$15.82	\$16.77	\$17.77																					
	11	\$10.10	\$10.61	\$11.14	\$11.69	\$12.28	\$13.01	\$13.79	\$14.62	\$15.50	\$16.43	\$17.41	\$18.46																					
FSA II, FS Teller	12	\$10.20	\$10.71	\$11.25	\$11.81	\$12.40	\$13.15	\$13.93	\$14.77	\$15.66	\$16.60	\$17.59	\$18.65																					
Paraprofessional, Paraprofessional/Bilingual	13	\$10.45	\$10.98	\$11.53	\$12.10	\$12.71	\$13.47	\$14.28	\$15.13	\$16.04	\$17.00	\$18.02	\$19.11																					
FSA III	14	\$10.73	\$11.26	\$11.83	\$12.42	\$13.04	\$13.82	\$14.65	\$15.53	\$16.46	\$17.45	\$18.50	\$19.61																					
Noon Duty(Secondary)	15	\$10.99	\$11.54	\$12.12	\$12.72	\$13.36	\$14.16	\$15.01	\$15.91	\$16.87	\$17.88	\$18.95	\$20.09																					
Cik II/Combo, Libr/Media/Asst I, Comp/Para, Primary Intervention Aide, B/A Inst aide, Instruc Aide-Assessment Technician	16	\$11.26	\$11.83	\$12.42	\$13.04	\$13.69	\$14.51	\$15.38	\$16.31	\$17.29	\$18.32	\$19.42	\$20.59																					
Receptionist	17	\$11.55	\$12.13	\$12.73	\$13.37	\$14.04	\$14.88	\$15.77	\$16.72	\$17.72	\$18.79	\$19.92	\$21.11																					
Clerk Typist, Utility Clerk, Van Driver	18	\$11.84	\$12.43	\$13.05	\$13.70	\$14.39	\$15.25	\$16.17	\$17.13	\$18.16	\$19.25	\$20.41	\$21.63																					
	19	\$12.13	\$12.74	\$13.38	\$14.05	\$14.75	\$15.63	\$16.57	\$17.56	\$18.62	\$19.74	\$20.92	\$22.18																					
Regr I, Cust,Cik III, Cik/Trans, Libr Spec, StuSupv, LibSpec, CCCTech	20	\$12.44	\$13.06	\$13.72	\$14.40	\$15.12	\$16.03	\$16.99	\$18.01	\$19.09	\$20.24	\$21.45	\$22.74																					
School Bus Driver I	21	\$12.76	\$13.40	\$14.07	\$14.77	\$15.51	\$16.44	\$17.43	\$18.47	\$19.58	\$20.76	\$22.00	\$23.32																					
Adm Sec I, Bi IntCik, FSM I, InfoMediaAsst, Gmdswkr	22	\$13.05	\$13.70	\$14.38	\$15.10	\$15.86	\$16.81	\$17.82	\$18.89	\$20.02	\$21.22	\$22.50	\$23.85																					
Acct Clk II, Warehouse Worker	23	\$13.42	\$14.10	\$14.80	\$15.54	\$16.32	\$17.30	\$18.33	\$19.43	\$20.60	\$21.84	\$23.15	\$24.53																					
AcctCkl III, FSMII, AudV/Cik, HdCust, InSuEqTec, Mthpr, Reg II, SBDII	24	\$13.74	\$14.43	\$15.15	\$15.91	\$16.71	\$17.71	\$18.77	\$19.90	\$21.09	\$22.36	\$23.70	\$25.12																					
	25	\$14.09	\$14.79	\$15.53	\$16.31	\$17.12	\$18.15	\$19.24	\$20.39	\$21.62	\$22.91	\$24.29	\$25.75																					
SchOfcMgr, LibTextTech, SupServSecry, Auto/Diesel Mech I	26	\$14.42	\$15.14	\$15.90	\$16.69	\$17.53	\$18.58	\$19.69	\$20.87	\$22.13	\$23.45	\$24.86	\$26.35																					
AcctCik IV, FS Ofc Asst, AdmSec II,	27	\$14.80	\$15.53	\$16.31	\$17.13	\$17.98	\$19.06	\$20.21	\$21.42	\$22.70	\$24.07	\$25.51	\$27.04																					
Head Custodian II, State Cert Bus Driver Instructor	28	\$15.16	\$15.92	\$16.71	\$17.55	\$18.43	\$19.53	\$20.71	\$21.95	\$23.26	\$24.66	\$26.14	\$27.71																					
	29	\$15.54	\$16.31	\$17.13	\$17.99	\$18.89	\$20.02	\$21.22	\$22.49	\$23.84	\$25.27	\$26.79	\$28.40																					
Paraprofessional/Work/JobCoach, Para/Work Job Developer	30	\$15.95	\$16.75	\$17.58	\$18.46	\$19.39	\$20.55	\$21.78	\$23.09	\$24.47	\$25.94	\$27.50	\$29.15																					

Classified Salary Schedule
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POSITIONS	Range	A	B	C	D	E	L1	L2	L3	L4	L5	L6	L7
Buyer	31	\$16.34	\$17.15	\$18.01	\$18.91	\$19.86	\$21.05	\$22.31	\$23.65	\$25.07	\$26.57	\$28.17	\$29.86
	32	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.56	\$22.86	\$24.23	\$25.68	\$27.23	\$28.86	\$30.59
Dup/Rep Tech, A/D Mech II	33	\$17.14	\$17.99	\$18.89	\$19.84	\$20.83	\$22.08	\$23.40	\$24.81	\$26.30	\$27.88	\$29.55	\$31.32
CompRepairTech, SoftwareSupportTech	34	\$17.59	\$18.47	\$19.40	\$20.37	\$21.39	\$22.67	\$24.03	\$25.47	\$27.00	\$28.62	\$30.34	\$32.16
Automated Syst Spec, Skilled Craftsperson, Perf Arts Ctr Tech	35	\$18.03	\$18.93	\$19.88	\$20.87	\$21.91	\$23.23	\$24.62	\$26.10	\$27.67	\$29.33	\$31.08	\$32.95
Lead Mechanic, Transportation Technician	36	\$18.47	\$19.40	\$20.37	\$21.39	\$22.46	\$23.80	\$25.23	\$26.74	\$28.35	\$30.05	\$31.85	\$33.76
Senior Skilled Craftsperson,	37	\$18.95	\$19.90	\$20.90	\$21.94	\$23.04	\$24.42	\$25.89	\$27.44	\$29.09	\$30.83	\$32.68	\$34.64
	38	\$19.42	\$20.39	\$21.41	\$22.48	\$23.61	\$25.02	\$26.53	\$28.12	\$29.80	\$31.59	\$33.49	\$35.50
Lead Maint, Research Asst., Network Service Tech	39	\$19.91	\$20.91	\$21.95	\$23.05	\$24.20	\$25.66	\$27.20	\$28.83	\$30.56	\$32.39	\$34.34	\$36.40