

PROFESSIONAL/TECHNICAL COMPENSATION 2021-2022

Board May 12, 2021

CLASSIFIED	RANGE
Computer Network Specialist	110
Data Analyst	107
Executive Administration Assistant	102
Maintenance, Operations and Safety Coordinator	107
Technology Support Specialist	107
Instructional Technology Facilitator	107
CERTIFICATED	
Special Projects Coordinator	110
TOA Community Recruiter	107
TOA Curriculum Developer	107
TOA Online Program Specialist	107

All Professional/Technical positions require a specific level of education or specialized knowledge and/or experience to perform the duties and responsibilities assigned and are excluded from any overtime provisions and these positions.

Step Placement

Initial placement on the schedule will be in accordance with established CRY-ROP Personnel/Human Resources policies, as approved by the Governing Board. Employees meeting the minimum requirements for a position will be placed on the range allocated for the position at step one (1). A maximum of one (1) additional step may be granted, placing the employee at step two (2), if the employee exceeds the minimum requirements for the position. The Superintendent may make an exception at their discretion to meet the employment needs of CRY-ROP.

Step Increases

Each eligible Classified, Professional/Technical, Management or Senior Management employee will receive a step increase on July 1 of each year, as approved by the Governing Board, with the following exceptions:

- Employees hired or promoted on or after March 1 will not move to the next step until July 1 following one (1) full year of service in that classification
- Each eligible classified employee will receive a step increase on July 1 of each year, with a positive evaluation, as approved by the Governing Board, unless there are no more steps available on that range.

No step increases will be approved for any other date during the year.

Promotions/Reclassifications

- An employee who receives a promotion to a higher salary range shall be placed on the Salary Schedule under the following conditions:
- If the employee exceeds the minimum requirements for the position, the salary placement will be Step 2.

Or

- The step of the salary range in the higher classification that is next above the rate the employee received in the previous position. Such increase will result in an amount at least equal to one step above the previous classification.

The Superintendent may make an exception of their discretion to meet the employment needs of CRY-ROP.

When a position or class of positions is upgraded, the position or positions shall be placed on the salary schedule in a range which will result in at least two (2) ranges increase above the salary of existing position or positions.

Doctoral Stipend

Doctoral stipend will be applied as an additional 2% of Range/Step placement on the first day of the month following receipt of the proof of eligibility.

Longevity Stipend

Longevity stipend begins July 1 *after the completion* of 10 years, 15 years, 20 years and 25 years of service. The stipend is applied as an additional percentage of Range and Step placement:

- 2% per year, starting July 1 of the 11th year of employment
- 4% per year, starting July 1 of the 16th year of employment
- 6% per year, starting July 1 of the 21st year of employment
- 8% per year, starting July 1 of the 26th year of employment

Longevity calculations start with the original date of hire, and include all years not impacted by breaks in service. See Reinstatement section below.

Reinstatement

Any CRY-ROP employee who voluntarily resigns from his/her position, may be reinstated or reemployed by the Governing Board. Such reinstatement or reemployment occurring within 39 months of his/her last day of paid prior service, shall restore all of the benefits and burdens of a CRY-ROP employee in the class to which he/she reinstated or reemployed and deduct the break in service from the *Original Date of Hire* for the purpose of longevity and years of service calculations. (BP 4117.2, 42172.2 and 4317.2)

*Effective 7/1/19 this provision shall only affect employees with reinstatement dates of 7/1/19 or thereafter.

Vacation Leave

All twelve-month professional/technical employees shall have fifteen (15) days of vacation per fiscal year or prorated share, based on assignment. Those hired before April 1, 2020 will be grandfathered at twenty-two (22) days accordingly. A maximum of five (5) days may be carried over from one year to the next. Any additional days may only be carried over with the prior approval of the Superintendent or designee.

Sick Leave

Twelve (12) days of sick leave (or prorated amount) are provided per fiscal year. A maximum of 7 of these days may be used for Personal Necessity each year.

Overnight Field Trip Chaperone Stipend:

For program related overnight field trips that require additional adult supervision/chaperones, \$75 per overnight stay is provided as compensation through a timesheet. A Program Manager or designee assigns overnight field trip chaperones. An employee responsible for the related program receiving a Board approved CTSO stipend is not eligible for the Overnight Field Trip Chaperone Stipend.

Professional Technical Salary Schedule 2021-2022

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 100	\$57,321.19	\$60,222.82	\$63,271.46	\$66,475.08	\$69,839.41
Range 101	\$60,194.33	\$63,240.69	\$66,443.17	\$69,806.37	\$73,340.50
Range 102	\$63,203.08	\$66,403.29	\$69,765.33	\$73,297.20	\$77,006.84
Range 103	\$66,349.72	\$69,709.49	\$73,237.93	\$76,945.29	\$80,840.72
Range 104	\$69,678.72	\$73,206.02	\$76,912.25	\$80,806.53	\$84,896.83
Range 105	\$73,159.29	\$76,863.24	\$80,755.25	\$84,843.27	\$89,137.57
Range 106	\$76,823.35	\$80,711.93	\$84,798.81	\$89,090.84	\$93,601.69
Range 107	\$80,668.62	\$84,752.09	\$89,042.98	\$93,551.54	\$98,286.89
Range 108	\$84,697.39	\$88,984.85	\$93,490.00	\$98,221.94	\$103,195.48
Range 109	\$88,938.12	\$93,439.85	\$98,170.65	\$103,140.78	\$108,361.64
Range 110	\$93,391.99	\$98,119.36	\$103,087.22	\$108,305.80	\$113,788.78

Effective 7/1/2021