

**OFFICE OF CHRISTINE LIZARDI FRAZIER  
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE  
2016 - 2017  
Effective July 1, 2016**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Account Clerk I	38.0	X		
Account Clerk II	40.5			
Account Clerk III	42.5			
Accountant	47.0			
Administrative Secretary I	43.5			
Administrative Secretary II	45.5			X
Administrative Secretary/Legislative Assistant	45.0			
Air Conditioning/Heating Mechanic II	50.0			
Animal Keeper I	36.0	X		
Animal Keeper II	37.0			
Animal Keeper III	39.0			
Application Integration Solutions Specialist I	52.0			
Assessment Facilitator - Special Education (Bilingual)	40.5			
Automotive Parts Technician	40.5	X		
Automotive Service Worker	35.5	X		
Benefit Technician Assistant	40.5	X		
Brailist	38.0			
Broadcast Microwave Telecommunications Technician I	54.5			
Business Information Systems Analyst	58.5			
Campus Supervisor	36.5	X		
Career Associate	38.0			
Caretaker - KEEP	42.0	X		
Caretaker/School Bus Driver - KEEP	43.0			
Certified Occupational Therapy Assistant (COTA)	53.0			
Child & Family Services Facilitator	50.0			
Child Care Facilitator	48.0		X	X
Child Development Aide	32.5			
Child Development Associate	32.5			
Child Development Center Aide	30.5	X		
Claims Assistant	42.5	X		
Claims Examiner I	43.5			
Claims Examiner II	46.5			
Claims Examiner III	49.5			
Clerk Typist I	34.0	X		
Clerk Typist II	35.5	X		
Clerk Typist III	37.5			
Contract Review Analyst - Workers' Compensation	52.5		X	X
Cook	36.5			
Cook/School Bus Driver - KEEP	37.5			
Credentials Technician	42.5			
CSIS - Administrative Secretary	45.0			
CSIS - Business Analyst	58.5			
CSIS - Client Support Technician	47.0			
CSIS - Data Analyst	58.5		X	X
CSIS - Database Programmer/Analyst	59.5		X	X
CSIS - Database Specialist	60.0		X	X
CSIS - Field Support Specialist	54.0			
CSIS - Field Support Technician	48.5			
CSIS - Implementation Specialist	60.0		X	X

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CSIS - Network Support Technician	51.0			
CSIS - Network Systems Engineer	59.5		X	X
CSIS - Network Systems Specialist	55.0		X	X
CSIS - Programmer/Analyst	58.5		X	X
CSIS - Project Manager	56.0		X	X
CSIS - Project Technician	47.5			
CSIS - Testing Analyst	58.5		X	X
CSIS - Testing Specialist	56.0		X	X
CSIS - Usability Designer/Engineer	58.5		X	X
Custodian I	38.5	X		
Custodian II	40.0			
Database Specialist I	50.0	X		
Database Specialist II	55.0			
Database Specialist III	57.5		X	X
Defined Benefit Specialist I	43.5	X		
Dispatcher	45.5			
Early Learning Coach I	52.5	X		
Early Learning Coach II	54.0			
Early Start Instructional Assistant	38.0			
Early Start Instructional Assistant - Bilingual/Bicultural	39.0			
Early Start Instructional Assistant - Sign Language	39.0			
Educational Assistant - Construction	34.5	X		
Educational Associate	46.0			
Educational Associate - Technology	50.0			
Employee Benefits Technician I	43.5			
Employee Benefits Technician II	46.5			
Employee Benefits Technician III	49.5			
Executive Secretary I	47.5			X
Executive Secretary II	49.5			X
External District Payroll Technician	43.5			
Facilities and Communication Systems Specialist	55.0			
Facilities Planner	57.5			
Facilities Support Operations Specialist	57.5			
Facilities Use and Planning Assistant I	40.5	X		
Facilities Use and Planning Assistant II	43.5			
Family Advocate	34.5	X		
Family Advocate II	38.0			
Family Advocate II - Special Projects	38.0			
Family Services Aide	34.5	X		
Feeding Aide	32.5	X		
Fingerprint Technician	38.0	X		
Flexible Spending Account Specialist I	43.5	X		
Flexible Spending Account Specialist II	46.5			
Flexible Spending Account Specialist III	49.5		X	X
Floor Care Technician	40.0			
Food Production Lead	38.0			
Food Production Planner	37.0			
Food Service Assistant - KEEP	34.0	X		
Food Service Assistant	34.0	X		
Foster Youth Specialist	40.0			

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Graphic Artist I	43.0			
Grounds Worker I	39.0	X		
Grounds Worker II	40.5			
Human Resources Assistant	38.5	X		
Human Resources Specialist	49.0			
Human Resources Technician I	40.5	X		
Human Resources Technician II	42.5			
Human Resources Technician III	44.0			
Information Systems Technician	44.5			
Instructional Aide I - Alternative Education	34.5	X		
Instructional Aide I - Reader	34.5	X		
Instructional Aide I - Special Education	34.5	X		
Instructional Aide I - Valley Oaks Charter School	34.5	X		
Instructional Aide II - Bilingual / Bicultural	35.5			
Instructional Aide II - Braille Transcriber	35.5			
Instructional Aide II - Migrant Education Extended Day	35.5			
Instructional Aide II - Sign Language	37.5			
Instructional Aide III - Health	36.0			
Instructional Aide III - Speech Therapy	36.5			
Instructional Aide V - Interpreter for the Deaf	43.0			
Instructional Resource Clerk I	34.5	X		
Instructional Resource Clerk II	38.0			
Instructional Resource Technician	37.5			
Interpreter/Translator	40.0			
Labor Compliance Technician I	38.0	X		
Labor Compliance Technician II	40.5			
Lead Accountant	47.5			
Lead Claims Examiner - Property & Liability	52.5			
Lead Claims Examiner - Workers' Compensation	52.5			
Lead Cook	39.5			
Lead Cook/School Bus Driver	40.5			
Lead Custodian	46.0			
Lead Instructional Resource Clerk	40.5			
Lead Mechanic	48.5			
Lead Naturalist - KEEP	42.0			
Lead Naturalist/School Bus Driver - KEEP	43.0			
Lead School Bus Driver	43.0			
Lead Warehouse Operations	41.0			
Legal Secretary	46.5			
Legal Transcriber/Receptionist	43.0			
Local Facilitator - Safe Schools/Healthy Students	43.0			
Mail Courier/Driver	38.5	X		
Maintenance Worker I	40.0	X		
Maintenance Worker II	42.5			
Mechanic I	40.5	X		
Mechanic II	47.0			
Medi-Cal Administrative Activities (MAA) Account Technician	43.5			
Mental Health Clinician	54.0			
Migrant Community Liaison	43.5			
Migrant Education School Readiness Assistant	40.0			

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Naturalist - KEEP	39.5	X		
Naturalist/School Bus Driver - KEEP	40.5			
Network Systems Engineer I	52.0	X		
Network Systems Engineer II	55.0			
Network Systems Engineer III	57.5			
Office Assistant - CALM	35.0	X		
Offset Press Operator	38.0	X		
Paraprofessional - Assessment	35.5	X		
Paraprofessional - Title I	35.5	X		
Payroll Technician	43.5			
Prevention Services Facilitator - KCNC	50.0			
Prevention Specialist - Kern County Gang Prevention Project	54.0			
Prevention Specialist - Safe Schools/Healthy Students Grant	54.0			
Prevention Specialist - School Community Partnership	54.0			
Print Production/Service Technician	42.0			
Production Clerk	35.5	X		
Program Facilitator I	35.5	X		
Program Facilitator II	40.5			
Program Quality Specialist - Early Childhood	46.5			
Program Support Facilitator	37.0			
Project Facilitator - Information and Health Education	42.0			
Project Facilitator - Instructional Services	42.0			
Project Facilitator - School/Community Partnership	42.0			
Project Facilitator - SELPA	42.0			
Property and Liability Adjuster I	55.5	X		
Property and Liability Adjuster II	59.0		X	X
Publications Technician	43.0			
Regional Support Services Aide I	40.0	X		
Regional Support Services Aide II	45.0			
Registered Veterinary Technician	41.5			
Research Associate - Child Development & Family Services	50.0			
Retirement Technician I	40.5			
Retirement Technician II	42.5			
Route Driver	36.5	X		
Safety and Loss Control Specialist I	47.0	X		
Safety and Loss Control Specialist II	52.5			
Safety and Loss Control Specialist III	55.0		X	X
School Bus Driver	40.0	X		
School Clerk	37.5			
School District Facility Services Manager	54.5		X	X
School Readiness Program Manager	54.0		X	X
School Secretary	39.5			
Seasonal Cook - KEEP	36.5	X		
Seasonal Lead Cook - KEEP	39.5			
Seasonal Lead Naturalist - KEEP	42.0			
Seasonal Lead Naturalist/Bus Driver - KEEP	43.0			
Seasonal Naturalist - KEEP	39.5	X		
Seasonal School Bus Driver - KEEP	40.0			
Secretary I	38.0	X		
Secretary II	40.5			

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Senior Broadcast Engineer	54.5		X	X
Senior Digital Television Media Producer	46.0			
Senior Legal Secretary	48.5			
Shop Foreman	50.5			
Sign Language Specialist	39.0			
SISC Account Manager	55.0		X	X
Special Projects Facilitator - KCNC	42.0			
Special Services Analyst	52.0			
Special Services Facilitator	43.5			
Student Data Attendance Clerk I	39.5	X		
Student Data Attendance Clerk II	40.5			
Student Data Attendance Specialist	42.5			
Student Program Assessment Specialist	48.5			
Support Services Aide - Migrant Education Extended Day	40.0			
Technical Writer - FCMAT	52.5			
Technology Assistant	43.5			
Technology Support Planner	45.5			
Telecommunications System Specialist	55.0			
Transportation Aide	34.5	X		
Transportation Instructor I	43.0			
Transportation Instructor II	47.0			
Transportation Planner	47.0			
Underwriter/Data Analyst I	47.0			
Underwriter/Data Analyst III	55.0			
User Support Technician	46.0			
User Support Technician Assistant	40.0	X		
Utility Building and Grounds Worker	39.0			
Utility Worker	38.5	X		
Warehouse/Delivery Worker	40.0			
Web Developer	52.5			
Word Processing Specialist I	38.5	X		
Zoo Assistant - CALM	40.5			

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
30.5	12THLY	1914.00	1947.00	1996.00	2086.00	2185.00	2294.00
	HOURLY	11.00	11.19	11.46	12.00	12.55	13.18
32.0	12THLY	1947.00	2043.00	2137.00	2234.00	2341.00	2457.00
	HOURLY	11.19	11.74	12.28	12.84	13.45	14.14
32.5	12THLY	1996.00	2086.00	2185.00	2288.00	2400.00	2517.00
	HOURLY	11.46	12.00	12.55	13.15	13.80	14.47
33.0	12THLY	2043.00	2137.00	2234.00	2344.00	2457.00	2580.00
	HOURLY	11.74	12.28	12.84	13.47	14.14	14.83
33.5	12THLY	2086.00	2185.00	2288.00	2400.00	2516.00	2642.00
	HOURLY	12.00	12.55	13.15	13.80	14.46	15.19
34.0	12THLY	2138.00	2234.00	2344.00	2457.00	2576.00	2704.00
	HOURLY	12.28	12.84	13.47	14.14	14.81	15.54
34.5	12THLY	2185.00	2289.00	2400.00	2516.00	2631.00	2765.00
	HOURLY	12.55	13.15	13.80	14.46	15.11	15.90
35.0	12THLY	2234.00	2344.00	2457.00	2576.00	2698.00	2836.00
	HOURLY	12.84	13.47	14.14	14.81	15.50	16.30
35.5	12THLY	2289.00	2400.00	2517.00	2631.00	2762.00	2900.00
	HOURLY	13.15	13.80	14.47	15.11	15.88	16.65
36.0	12THLY	2345.00	2457.00	2577.00	2698.00	2834.00	2973.00
	HOURLY	13.47	14.14	14.82	15.50	16.29	17.08
36.5	12THLY	2401.00	2517.00	2631.00	2762.00	2898.00	3041.00
	HOURLY	13.81	14.47	15.11	15.88	16.64	17.47
37.0	12THLY	2459.00	2577.00	2700.00	2834.00	2968.00	3118.00
	HOURLY	14.14	14.82	15.52	16.29	17.06	17.92
37.5	12THLY	2518.00	2632.00	2764.00	2899.00	3041.00	3191.00
	HOURLY	14.47	15.14	15.89	16.65	17.47	18.34
38.0	12THLY	2578.00	2700.00	2836.00	2968.00	3114.00	3270.00
	HOURLY	14.82	15.52	16.30	17.06	17.90	18.80
38.5	12THLY	2633.00	2765.00	2900.00	3041.00	3182.00	3342.00
	HOURLY	15.14	15.90	16.65	17.47	18.28	19.20
39.0	12THLY	2701.00	2837.00	2970.00	3116.00	3267.00	3431.00
	HOURLY	15.52	16.31	17.06	17.91	18.78	19.72
39.5	12THLY	2765.00	2900.00	3043.00	3185.00	3340.00	3505.00
	HOURLY	15.90	16.65	17.48	18.31	19.19	20.14
40.0	12THLY	2837.00	2971.00	3119.00	3269.00	3424.00	3596.00
	HOURLY	16.31	17.07	17.93	18.79	19.67	20.66
40.5	12THLY	2902.00	3044.00	3186.00	3341.00	3500.00	3676.00
	HOURLY	16.67	17.49	18.31	19.20	20.11	21.13
41.0	12THLY	2971.00	3120.00	3269.00	3425.00	3591.00	3769.00
	HOURLY	17.07	17.93	18.79	19.68	20.62	21.65
41.5	12THLY	3044.00	3186.00	3342.00	3501.00	3674.00	3854.00
	HOURLY	17.49	18.31	19.20	20.12	21.12	22.15
42.0	12THLY	3121.00	3269.00	3425.00	3591.00	3761.00	3948.00
	HOURLY	17.94	18.79	19.68	20.62	21.61	22.68
42.5	12THLY	3186.00	3342.00	3501.00	3674.00	3849.00	4043.00
	HOURLY	18.31	19.20	20.12	21.12	22.13	23.24
43.0	12THLY	3270.00	3425.00	3591.00	3761.00	3944.00	4142.00
	HOURLY	18.80	19.68	20.62	21.61	22.66	23.81
43.5	12THLY	3342.00	3503.00	3675.00	3851.00	4034.00	4236.00
	HOURLY	19.20	20.13	21.13	22.14	23.19	24.35
44.0	12THLY	3427.00	3592.00	3761.00	3945.00	4134.00	4340.00
	HOURLY	19.70	20.64	21.61	22.67	23.77	24.94
44.5	12THLY	3503.00	3676.00	3851.00	4034.00	4238.00	4452.00
	HOURLY	20.13	21.13	22.14	23.19	24.36	25.58

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
45.0	12THLY	3592.00	3764.00	3947.00	4137.00	4341.00	4558.00
	HOURLY	20.64	21.62	22.68	23.78	24.95	26.20
45.5	12THLY	3676.00	3851.00	4036.00	4241.00	4442.00	4665.00
	HOURLY	21.13	22.14	23.20	24.37	25.53	26.82
46.0	12THLY	3764.00	3947.00	4137.00	4344.00	4553.00	4778.00
	HOURLY	21.62	22.68	23.78	24.97	26.16	27.46
46.5	12THLY	3852.00	4036.00	4241.00	4442.00	4666.00	4896.00
	HOURLY	22.14	23.20	24.37	25.53	26.82	28.14
47.0	12THLY	3947.00	4137.00	4344.00	4553.00	4776.00	5016.00
	HOURLY	22.68	23.78	24.97	26.16	27.44	28.82
47.5	12THLY	4036.00	4241.00	4445.00	4666.00	4892.00	5138.00
	HOURLY	23.20	24.37	25.54	26.82	28.12	29.53
48.0	12THLY	4138.00	4344.00	4553.00	4777.00	5010.00	5259.00
	HOURLY	23.79	24.97	26.16	27.45	28.79	30.23
48.5	12THLY	4245.00	4445.00	4667.00	4889.00	5134.00	5391.00
	HOURLY	24.39	25.54	26.83	28.10	29.50	30.98
49.0	12THLY	4345.00	4554.00	4777.00	5010.00	5259.00	5524.00
	HOURLY	24.98	26.17	27.45	28.79	30.23	31.75
49.5	12THLY	4446.00	4668.00	4893.00	5135.00	5385.00	5649.00
	HOURLY	25.55	26.84	28.13	29.51	30.95	32.47
50.0	12THLY	4555.00	4778.00	5010.00	5259.00	5518.00	5794.00
	HOURLY	26.17	27.46	28.79	30.23	31.71	33.30
50.5	12THLY	4668.00	4894.00	5137.00	5386.00	5644.00	5927.00
	HOURLY	26.84	28.13	29.52	30.95	32.44	34.05
51.0	12THLY	4778.00	5012.00	5261.00	5516.00	5789.00	6076.00
	HOURLY	27.46	28.80	30.24	31.70	33.27	34.93
51.5	12THLY	4894.00	5137.00	5386.00	5644.00	5924.00	6220.00
	HOURLY	28.13	29.52	30.95	32.44	34.03	35.74
52.0	12THLY	5015.00	5261.00	5516.00	5789.00	6072.00	6374.00
	HOURLY	28.81	30.24	31.70	33.27	34.91	36.64
52.5	12THLY	5138.00	5387.00	5645.00	5925.00	6220.00	6530.00
	HOURLY	29.53	30.96	32.44	34.04	35.74	37.53
53.0	12THLY	5262.00	5518.00	5787.00	6072.00	6371.00	6690.00
	HOURLY	30.24	31.71	33.26	34.91	36.62	38.45
53.5	12THLY	5388.00	5646.00	5926.00	6222.00	6523.00	6846.00
	HOURLY	30.96	32.45	34.05	35.75	37.49	39.34
54.0	12THLY	5521.00	5791.00	6073.00	6371.00	6684.00	7017.00
	HOURLY	31.73	33.28	34.92	36.62	38.41	40.33
54.5	12THLY	5646.00	5926.00	6224.00	6524.00	6847.00	7187.00
	HOURLY	32.45	34.05	35.76	37.49	39.35	41.31
55.0	12THLY	5792.00	6077.00	6372.00	6686.00	7018.00	7371.00
	HOURLY	33.29	34.93	36.63	38.42	40.34	42.36
55.5	12THLY	5927.00	6227.00	6525.00	6848.00	7184.00	7545.00
	HOURLY	34.05	35.77	37.50	39.35	41.29	43.36
56.0	12THLY	6077.00	6374.00	6687.00	7018.00	7361.00	7732.00
	HOURLY	34.93	36.64	38.42	40.34	42.31	44.44
56.5	12THLY	6228.00	6526.00	6850.00	7186.00	7544.00	7920.00
	HOURLY	35.78	37.51	39.37	41.30	43.36	45.53
57.0	12THLY	6376.00	6688.00	7020.00	7362.00	7728.00	8115.00
	HOURLY	36.65	38.44	40.34	42.31	44.41	46.63
57.5	12THLY	6528.00	6853.00	7187.00	7545.00	7910.00	8309.00
	HOURLY	37.52	39.38	41.31	43.36	45.47	47.75
58.0	12THLY	6691.00	7021.00	7363.00	7730.00	8112.00	8514.00
	HOURLY	38.45	40.35	42.32	44.42	46.62	48.92

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
58.5	12THLY	6855.00	7192.00	7546.00	7911.00	8309.00	8722.00
	HOURLY	39.40	41.33	43.37	45.47	47.75	50.15
59.0	12THLY	7025.00	7364.00	7733.00	8115.00	8505.00	8931.00
	HOURLY	40.37	42.32	44.44	46.63	48.88	51.34
59.5	12THLY	7193.00	7548.00	7914.00	8311.00	8716.00	9154.00
	HOURLY	41.34	43.38	45.49	47.76	50.10	52.60
60.0	12THLY	7368.00	7734.00	8116.00	8510.00	8932.00	9379.00
	HOURLY	42.35	44.45	46.65	48.90	51.34	53.90
*F step is a longevity step, which requires 10 years of service with the office and at least one year at step E prior to advancement.							
Longevity stipends for completed years of qualified service are paid as follows:							
15 years = 2% of base salary							
18 years = 4% of base salary							
21 years = 8% of base salary							
Employees hired on or prior to 09/01/1991 are eligible for the following stipend:							
24 years = 12% of base salary							
Employees hired prior to 07/01/1989 are eligible for the following stipends:							
27 years = 16% of base salary							
30 years = 20% of base salary							