



CSEA Pay Increases 2021/22 to 2022/23

San Dieguito Union High School District
Board Meeting
March 15, 2023
Prepared by Trustee Michael Allman



Summary

1. Classified employee pay is determined from a Pay Table based on Job Range and years of seniority.
2. Pay raises happen automatically every year based on changes in seniority, with 5% increases provided each year for up to 7 years of seniority and smaller increases or no increase beginning with 8 years or more seniority.
3. The Proposal is to increase the Pay Table by 6.7% year-over-year, which generates a pay rate increase year-over-year of between 6.7% and 12.1% depending on seniority, and a median increase of 8.2%. This should not be called a 5% pay increase.
4. More than 35% of employees will receive raises in excess of 12% over last year.
5. Lower wage earners will see greater percentage increases than higher wage earners



Classified Employee Pay is Based on Job Range and Years of Seniority

- Pay for Classified Employees is governed by a collective bargaining agreement between the District and the California School Employees Association Union (CSEA)
- Each position is assigned to a “Range”, and individual hourly base wages are determined based on the Range assigned to specific job titles and the employee years of seniority
- Reference is made to Appendix B in the Master Contract to determine hourly pay rates

APPENDIX "B"
CLASSIFIED SALARIES

Effective July 1, 2019

2019-2020

RANGE	STEP							
	1	2	3	4	5	6	7	
47	54,626	57,357	60,225	63,237	66,398	69,718	73,204	Hourly Rate
	4,552	4,780	5,019	5,270	5,533	5,810	6,100	
	26.26	27.58	28.95	30.40	31.92	33.52	35.19	
48	55,992	58,791	61,731	64,817	68,058	71,461	75,034	Hourly Rate
	4,666	4,899	5,144	5,401	5,672	5,955	6,253	
	26.92	28.27	29.68	31.16	32.72	34.36	36.07	
49	57,392	60,261	63,274	66,438	69,760	73,248	76,910	Hourly Rate
	4,783	5,022	5,273	5,536	5,813	6,104	6,409	
	27.59	28.97	30.42	31.94	33.54	35.22	36.98	
50	58,826	61,768	64,856	68,099	71,504	75,079	78,833	Hourly Rate
	4,902	5,147	5,405	5,675	5,959	6,257	6,569	
	28.28	29.70	31.18	32.74	34.38	36.10	37.90	
51	60,297	63,312	66,477	69,801	73,291	76,956	80,804	Hourly Rate
	5,025	5,276	5,540	5,817	6,108	6,413	6,734	
	28.99	30.44	31.96	33.56	35.24	37.00	38.85	



Pay Raises Happen Automatically Every Year Based on Changes in Seniority

Ranges are from 23 – 67

- Pay automatically increases each year as employees move from one Step to the next.
- For example, an employee working a job in Range 48 with 3 years of seniority earns \$29.68 / hour, and this automatically increases the following year to \$31.16 / hour.
- The increase each year is consistent year-on-year and across each range – 5% increases per year.
- After Step 7 employees’ pay increases by 2.5% after years 10, 15, 20, 25, and 30 as part of a “longevity increase”.

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	28.99	30.44	31.96	33.56	35.24	37.00	38.85	Hourly Rate



The Proposal is to Increase the Entire Table by 5% from July 1, 2022, and by an Additional 1.64% from January 1, 2023

Prior Pay Schedule

Proposed Pay Schedule

APPENDIX "B" CLASSIFIED SALARIES

San Dieguito Union High School District
Classified Employees Salary Schedule
Effective January 1, 2023
Pending Board Approved March 15, 2023

Effective July 1, 2019

2019-2020

RANGE	STEP						
	1	2	3	4	5	6	7
47	54,626	57,357	60,225	63,237	66,398	69,718	73,204
	4,552	4,780	5,019	5,270	5,533	5,810	6,100
	26.26	27.58	28.95	30.40	31.92	33.52	35.19
48	55,992	58,791	61,731	64,817	68,058	71,461	75,034
	4,666	4,899	5,144	5,401	5,672	5,955	6,253
	26.92	28.27	29.68	31.16	32.72	34.36	36.07
49	57,392	60,261	63,274	66,438	69,760	73,248	76,910
	4,783	5,022	5,273	5,536	5,813	6,104	6,409
	27.59	28.97	30.42	31.94	33.54	35.22	36.98
50	58,826	61,768	64,856	68,099	71,504	75,079	78,833
	4,902	5,147	5,405	5,675	5,959	6,257	6,569
	28.28	29.70	31.18	32.74	34.38	36.10	37.90
51	60,297	63,312	66,477	69,801	73,291	76,956	80,804
	5,025	5,276	5,540	5,817	6,108	6,413	6,734
	28.99	30.44	31.96	33.56	35.24	37.00	38.85

RANGE	STEP						
	1	2	3	4	5	6	7
47	58,298	61,213	64,274	67,487	70,862	74,405	78,125
	4,858	5,101	5,356	5,624	5,905	6,200	6,510
	28.03	29.43	30.90	32.45	34.07	35.77	37.56
48	59,756	62,743	65,880	69,174	72,633	76,265	80,078
	4,980	5,229	5,490	5,765	6,053	6,355	6,673
	28.73	30.17	31.67	33.26	34.92	36.67	38.50
49	61,249	64,312	67,527	70,904	74,449	78,171	82,080
	5,104	5,359	5,627	5,909	6,204	6,514	6,840
	29.45	30.92	32.47	34.09	35.79	37.58	39.46
50	62,781	65,920	69,216	72,676	76,310	80,126	84,132
	5,232	5,493	5,768	6,056	6,359	6,677	7,011
	30.18	31.69	33.28	34.94	36.69	38.52	40.45
51	64,350	67,568	70,946	74,493	78,218	82,129	86,235
	5,363	5,631	5,912	6,208	6,518	6,844	7,186
	30.94	32.48	34.11	35.81	37.60	39.49	41.46

Each Pay Rate is Increased by Approximately 6.72% Year-over-Year



Examples of Pay Increases

Everyone Receives at Least a 6.7% Increase
Some Receive as Much as a 12.1% Increase

Range 49 with
5 years Experience

Range 49 with
21 years Experience

Range 49 with
12 years Experience

Range 49 with
9 years Experience

2021/22 Pay Rate: \$31.94/hr
Prior Schedule Step 4

2021/22 Pay Rate: \$39.75/hr
Prior Schedule Step 7 = \$36.98
Plus 7.5% longevity increase

2021/22 Pay Rate: \$37.90/hr
Prior Schedule Step 7 = \$36.98
Plus 2.5% longevity increase

2021/22 Pay Rate: \$36.98/hr
Prior Schedule Step 7 = \$36.98

2022/23 Pay Rate: \$35.79/hr
New Schedule Step 5 = \$35.79

2022/23 Pay Rate: \$43.01/hr
New Schedule Step 7 = \$39.46
Plus 9.0% longevity increase

2022/23 Pay Rate: \$40.64/hr
New Schedule Step 7 = \$39.46
Plus 3.0% longevity increase

2022/23 Pay Rate: \$39.46/hr
New Schedule Step 7 = \$39.46

Increase 12.1%

Increase: 8.2%

Increase 7.2%

Increase 6.7%

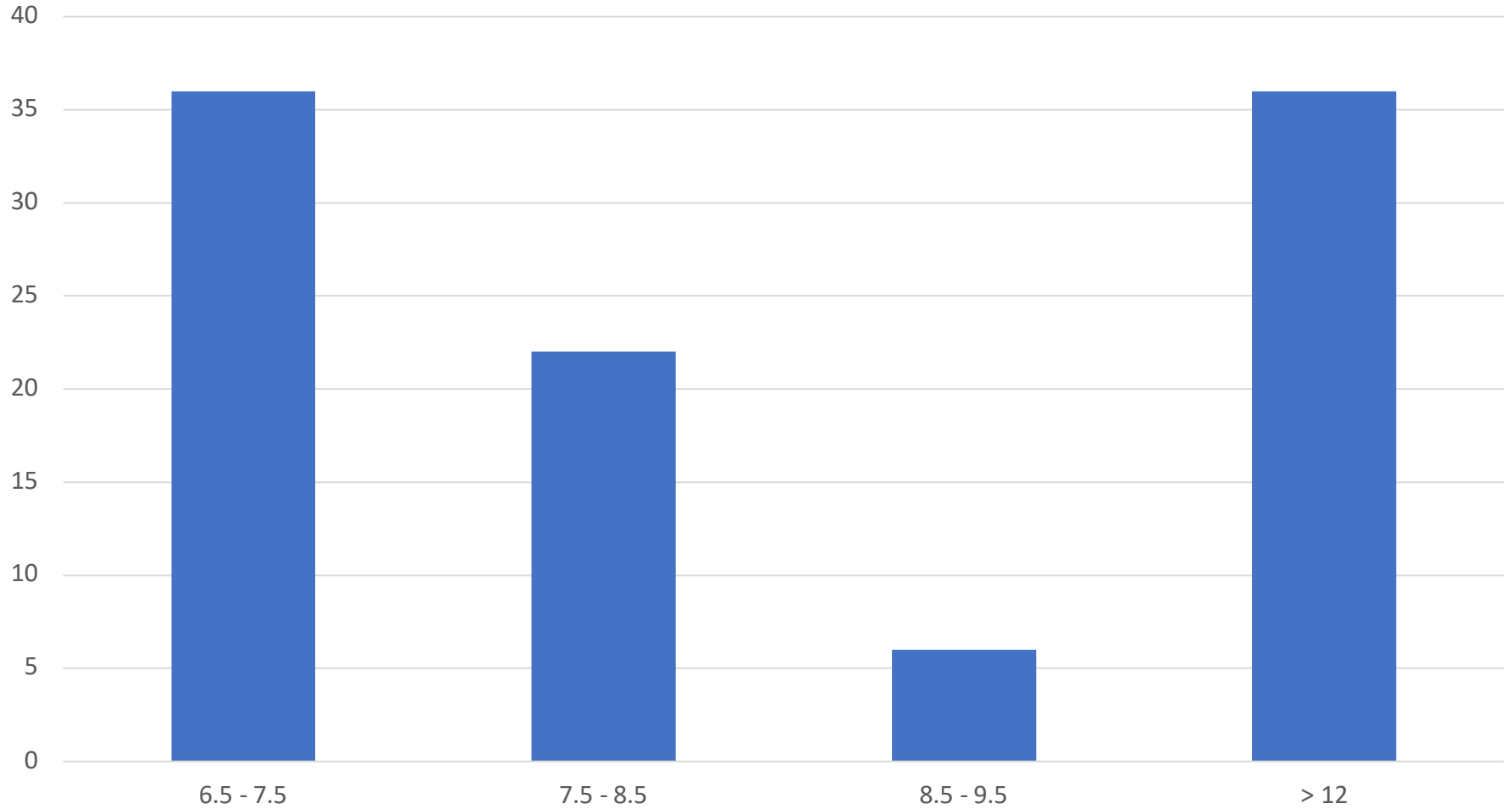


Over 1/3 of Staff will receive more than a 12% increase

Nearly 30% of Staff will receive an increase between 7.5% and 9.5%

The median increase is about 8.2%

Pay Increase Distribution Percentage of Staff

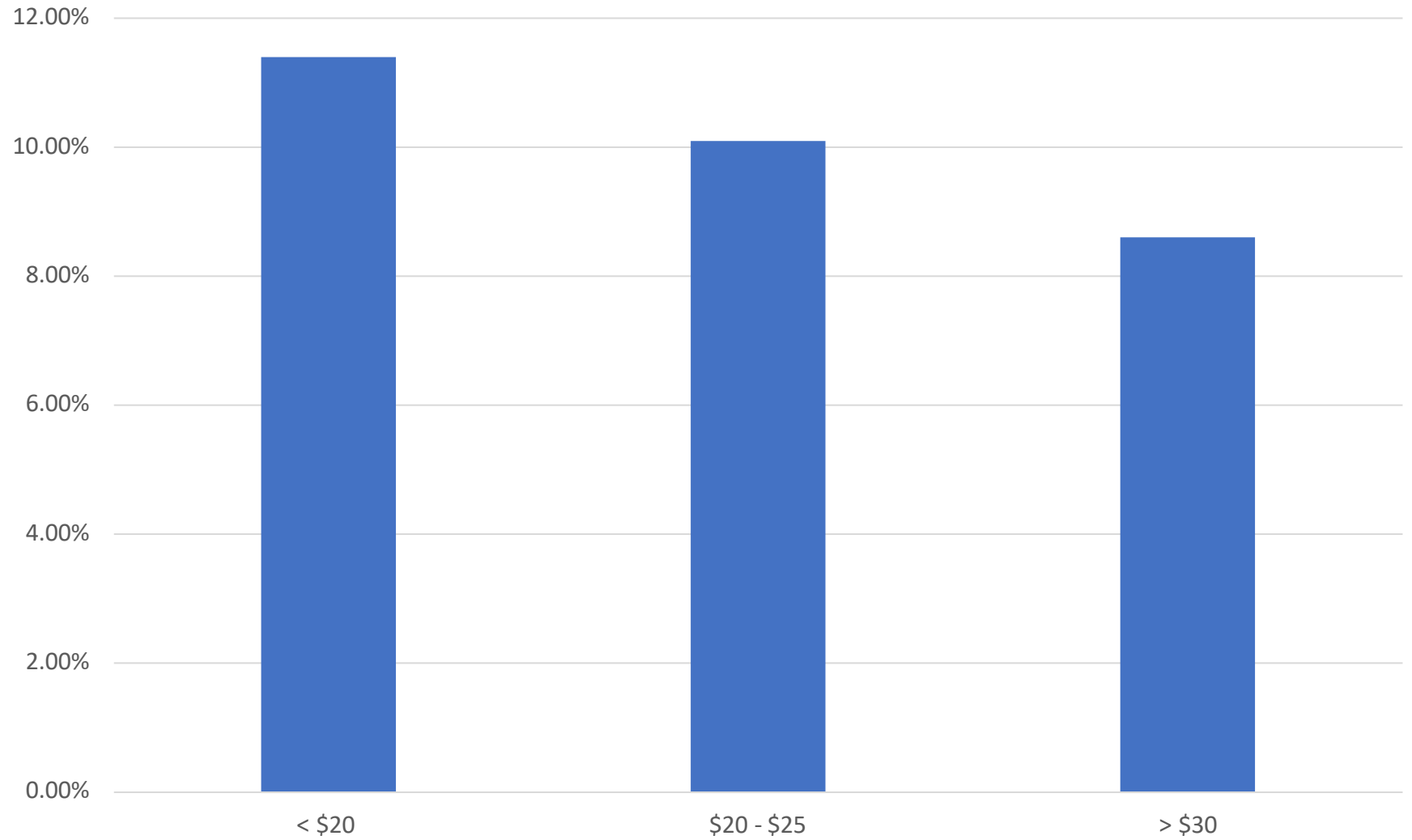


Percent Increase in Pay Rates June 22 to June 23



Lower wage jobs will see the largest percentage increase in wage rates

Average Pay Increase Based on Pay Level



2022 Pay Rates in \$/Hr