

Memorandum

PHOENIX UNION HIGH SCHOOL DISTRICT, NO. 210
2526 WEST OSBORN ROAD
PHOENIX, ARIZONA 85017

DATE: September 29, 1986
TO: All Classified Personnel
FROM: Roger Hocken ~~AR~~
SUBJECT: 1986-87 CLASSIFIED HANDBOOK REVISIONS

#830645

Attached are copies of revisions of applicable sections of the 1986-87 Classified Handbook. These revisions were approved by the Governing Board on September 4, 1986.

RH:wp-14730

att.

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
1	HOURLY	4.76	5.05	5.36	5.69	6.04	6.41	6.80	7.21	7.65
	ANNUAL									
	9	7768	8242	8748	9286	9857	10461	11098	11767	12485
	10	8530	9050	9605	10196	10824	11487	12186	12920	13709
	12	9939	10544	11192	11881	12612	13384	14198	15054	15973
2	HOURLY	4.90	5.20	5.52	5.86	6.22	6.60	7.00	7.43	7.88
	ANNUAL									
	9	7997	8486	9009	9564	10151	10771	11424	12126	12860
	10	8781	9318	9892	10501	11146	11827	12544	13315	14121
	12	10231	10858	11526	12236	12987	13781	14616	15514	16453
3	HOURLY	5.05	5.36	5.69	6.04	6.41	6.80	7.21	7.65	8.12
	ANNUAL (7 1/2 HRS)	7727	8201	8706	9241	9807	10404	11031	11705	12424
	9	8242	8748	9286	9857	10461	11098	11767	12485	13252
	10	9050	9605	10196	10824	11487	12186	12920	13709	14551
	12	10544	11192	11881	12612	13384	14198	15054	15973	16955
4	HOURLY	5.20	5.52	5.86	6.22	6.60	7.00	7.43	7.88	8.36
	ANNUAL									
	9	8486	9009	9564	10151	10771	11424	12126	12860	13644
	10	9318	9892	10501	11146	11827	12544	13315	14121	14981
	12	10858	11526	12236	12987	13781	14616	15514	16453	17456
5	HOURLY	5.36	5.69	6.04	6.41	6.80	7.21	7.65	8.12	8.61
	ANNUAL									
	9	8748	9286	9857	10461	11098	11767	12485	13252	14052
	10	9605	10196	10824	11487	12186	12920	13709	14551	15429
	12	11192	11881	12612	13384	14198	15054	15973	16955	17978
6	HOURLY	5.52	5.86	6.22	6.60	7.00	7.43	7.88	8.36	8.87
	ANNUAL									
	9	9009	9564	10151	10771	11424	12126	12860	13644	14476
	10	9892	10501	11146	11827	12544	13315	14121	14981	15895
	12	11526	12236	12987	13781	14616	15514	16453	17456	18521
7	HOURLY	5.69	6.04	6.41	6.80	7.21	7.65	8.12	8.61	9.14
	ANNUAL									
	9	9286	9857	10461	11098	11767	12485	13252	14052	14916
	10	10196	10824	11487	12186	12920	13709	14551	15429	16379
	12	11881	12612	13384	14198	15054	15973	16955	17978	19084

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
8	HOURLY	5.86	6.22	6.60	7.00	7.43	7.88	8.36	8.87	9.41
	ANNUAL									
	9	9564	10151	10771	11424	12126	12860	13644	14476	15357
	10	10501	11146	11827	12544	13315	14121	14981	15895	16863
	12	12236	12987	13781	14616	15514	16453	17456	18521	19648
9	HOURLY	6.04	6.41	6.80	7.21	7.65	8.12	8.61	9.14	9.69
	ANNUAL									
	9	9857	10461	11098	11767	12485	13252	14052	14916	15814
	10	10824	11487	12186	12920	13709	14551	15429	16379	17364
	12	12612	13384	14198	15054	15973	16955	17978	19084	20233
10	HOURLY	6.22	6.60	7.00	7.43	7.88	8.36	8.87	9.41	9.98
	ANNUAL									
	9	10151	10771	11424	12126	12860	13644	14476	15357	16287
	10	11146	11827	12544	13315	14121	14981	15895	16863	17884
	12	12987	13781	14616	15514	16453	17456	18521	19648	20838
11	HOURLY	6.41	6.80	7.21	7.65	8.12	8.61	9.14	9.69	10.28
	ANNUAL									
	9	10461	11098	11767	12485	13252	14052	14916	15814	16777
	10	11487	12186	12920	13709	14551	15429	16379	17364	18422
	12	13384	14198	15054	15973	16955	17978	19084	20233	21465
12	HOURLY	6.60	7.00	7.43	7.88	8.36	8.87	9.41	9.98	10.59
	ANNUAL									
	9	10771	11424	12126	12860	13644	14476	15357	16287	17283
	10	11827	12544	13315	14121	14981	15895	16863	17884	18977
	12	13781	14616	15514	16453	17456	18521	19648	20838	22112
13	HOURLY	6.80	7.21	7.65	8.12	8.61	9.14	9.69	10.28	10.91
	ANNUAL									
	9	11098	11767	12485	13252	14052	14916	15814	16777	17805
	10	12186	12920	13709	14551	15429	16379	17364	18422	19551
	12	14198	15054	15973	16955	17978	19084	20233	21465	22780
14	HOURLY	7.00	7.43	7.88	8.36	8.87	9.41	9.98	10.59	11.24
	ANNUAL									
	9	11424	12126	12860	13644	14476	15357	16287	17283	18344
	10	12544	13315	14121	14981	15895	16863	17884	18977	20142
	12	14616	15514	16453	17456	18521	19648	20838	22112	23469

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
15	HOURLY	7.21	7.65	8.12	8.61	9.14	9.69	10.28	10.91	11.58
	ANNUAL									
	9	11767	12485	13252	14052	14916	15814	16777	17805	18899
	10	12920	13709	14551	15429	16379	17364	18422	19551	20751
	12	15054	15973	16955	17978	19084	20233	21465	22780	24179
16	HOURLY	7.43	7.88	8.36	8.87	9.41	9.98	10.59	11.24	11.93
	ANNUAL									
	9	12126	12860	13644	14476	15357	16287	17283	18344	19470
	10	13315	14121	14981	15895	16863	17884	18977	20142	21379
	12	15514	16453	17456	18521	19648	20838	22112	23469	24910
17	HOURLY	7.65	8.12	8.61	9.14	9.69	10.28	10.91	11.58	12.29
	ANNUAL									
	9	12485	13252	14052	14916	15814	16777	17805	18899	20057
	10	13709	14551	15429	16379	17364	18422	19551	20751	22024
	12	15973	16955	17978	19084	20233	21465	22780	24179	25662
18	HOURLY	7.88	8.36	8.87	9.41	9.98	10.59	11.24	11.93	12.66
	ANNUAL									
	9	12860	13644	14476	15357	16287	17283	18344	19470	20661
	10	14121	14981	15895	16863	17884	18977	20142	21379	22687
	12	16453	17456	18521	19648	20838	22112	23469	24910	26434
19	HOURLY	8.12	8.61	9.14	9.69	10.28	10.91	11.58	12.29	13.04
	ANNUAL									
	9	13252	14052	14916	15814	16777	17805	18899	20057	21281
	10	14551	15429	16379	17364	18422	19551	20751	22024	23368
	12	16955	17978	19084	20233	21465	22780	24179	25662	27228
20	HOURLY	8.36	8.87	9.41	9.98	10.59	11.24	11.93	12.66	13.43
	ANNUAL									
	9	13644	14476	15357	16287	17283	18344	19470	20661	21918
	10	14981	15895	16863	17884	18977	20142	21379	22687	24067
	12	17456	18521	19648	20838	22112	23469	24910	26434	28042
21	HOURLY	8.61	9.14	9.69	10.28	10.91	11.58	12.29	13.04	13.83
	ANNUAL									
	9	14052	14916	15814	16777	17805	18899	20057	21281	22571
	10	15429	16379	17364	18422	19551	20751	22024	23368	24783
	12	17978	19084	20233	21465	22780	24179	25662	27228	28877

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
22	HOURLY	8.87	9.41	9.98	10.59	11.24	11.93	12.66	13.43	14.24
	ANNUAL									
	9	14476	15357	16287	17283	18344	19470	20661	21918	23240
	10	15895	16863	17884	18977	20142	21379	22687	24067	25518
	12	18521	19648	20838	22112	23469	24910	26434	28042	29733
23	HOURLY	9.14	9.69	10.28	10.91	11.58	12.29	13.04	13.83	14.67
	ANNUAL									
	9	14916	15814	16777	17805	18899	20057	21281	22571	23941
	10	16379	17364	18422	19551	20751	22024	23368	24783	26289
	12	19084	20233	21465	22780	24179	25662	27228	28877	30631
24	HOURLY	9.41	9.98	10.59	11.24	11.93	12.66	13.43	14.24	15.11
	ANNUAL									
	9	15357	16287	17283	18344	19470	20661	21918	23240	24660
	10	16863	17884	18977	20142	21379	22687	24067	25518	27077
	12	19648	20838	22112	23469	24910	26434	28042	29733	31550
25	HOURLY	9.69	10.28	10.91	11.58	12.29	13.04	13.83	14.67	15.56
	ANNUAL									
	9	15814	16777	17805	18899	20057	21281	22571	23941	25394
	10	17364	18422	19551	20751	22024	23368	24783	26289	27884
	12	20233	21465	22780	24179	25662	27228	28877	30631	32489
26	HOURLY	9.98	10.59	11.24	11.93	12.66	13.43	14.24	15.11	16.03
	ANNUAL									
	9	16287	17283	18344	19470	20661	21918	23240	24660	26161
	10	17884	18977	20142	21379	22687	24067	25518	27077	28726
	12	20838	22112	23469	24910	26434	28042	29733	31550	33471
27	HOURLY	10.28	10.91	11.58	12.29	13.04	13.83	14.67	15.56	16.51
	ANNUAL									
	9	16777	17805	18899	20057	21281	22571	23941	25394	26944
	10	18422	19551	20751	22024	23368	24783	26289	27884	29586
	12	21465	22780	24179	25662	27228	28877	30631	32489	34473
28	HOURLY	10.59	11.24	11.93	12.66	13.43	14.24	15.11	16.03	17.01
	ANNUAL									
	9	17283	18344	19470	20661	21918	23240	24660	26161	27760
	10	18977	20142	21379	22687	24067	25518	27077	28726	30482
	12	22112	23469	24910	26434	28042	29733	31550	33471	35517

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
29	HOURLY	10.91	11.58	12.29	13.04	13.83	14.67	15.56	16.51	17.52
	ANNUAL									
	9	17805	18899	20057	21281	22571	23941	25394	26944	28593
	10	19551	20751	22024	23368	24783	26289	27884	29586	31396
	12	22780	24179	25662	27228	28877	30631	32489	34473	36582
30	HOURLY	11.24	11.93	12.66	13.43	14.24	15.11	16.03	17.01	18.05
	ANNUAL									
	9	18344	19470	20661	21918	23240	24660	26161	27760	29458
	10	20142	21379	22687	24067	25518	27077	28726	30482	32346
	12	23469	24910	26434	28042	29733	31550	33471	35517	37688
31	HOURLY	11.58	12.29	13.04	13.83	14.67	15.56	16.51	17.52	18.54
	ANNUAL									
	9	18899	20057	21281	22571	23941	25394	26944	28593	30339
	10	20751	22024	23368	24783	26289	27884	29586	31396	33313
	12	24179	25662	27228	28877	30631	32489	34473	36582	38816
32	HOURLY	11.93	12.66	13.43	14.24	15.11	16.03	17.01	18.05	19.15
	ANNUAL									
	9	19470	20661	21918	23240	24660	26161	27760	29458	31253
	10	21379	22687	24067	25518	27077	28726	30482	32346	34317
	12	24910	26434	28042	29733	31550	33471	35517	37688	39985
33	HOURLY	12.29	13.04	13.83	14.67	15.56	16.51	17.52	18.59	19.72
	ANNUAL									
	9	20057	21281	22571	23941	25394	26944	28593	30339	32183
	10	22024	23368	24783	26289	27884	29586	31396	33313	35338
	12	25662	27228	28877	30631	32489	34473	36582	38816	41175
34	HOURLY	12.66	13.43	14.24	15.11	16.03	17.01	18.05	19.15	20.31
	ANNUAL									
	9	20661	21918	23240	24660	26161	27760	29458	31253	33146
	10	22687	24067	25518	27077	28726	30482	32346	34317	36396
	12	26434	28042	29733	31550	33471	35517	37688	39985	42407
35	HOURLY	13.04	13.83	14.67	15.56	16.51	17.52	18.59	19.72	20.92
	ANNUAL									
	9	21281	22571	23941	25394	26944	28593	30339	32183	34141
	10	23368	24783	26289	27884	29586	31396	33313	35338	37489
	12	27228	28877	30631	32489	34473	36582	38816	41175	43681

SUPPORT SERVICES SALARY SCHEDULE
1986-1987

RANGE		STEPS						PROFESSIONAL GROWTH		
		1	2	3	4	5	6	1	2	3
36	HOURLY	13.43	14.24	15.11	16.03	17.01	18.05	19.15	20.31	21.55
	ANNUAL									
	9	21918	23240	24660	26161	27760	29458	31253	33146	35170
	10	24067	25518	27077	28726	30482	32346	34317	36396	38618
	12	28042	29733	31550	33471	35517	37688	39985	42407	44996
37	HOURLY	13.83	14.67	15.56	16.51	17.52	18.59	19.72	20.92	22.20
	ANNUAL									
	9	22571	23941	25394	26944	28593	30339	32183	34141	36230
	10	24783	26289	27884	29586	31396	33313	35338	37489	39782
	12	28877	30631	32489	34473	36582	38816	41175	43681	46354

SUPPORT SERVICES SALARY SCHEDULE
1986-87

- 1) Professional Growth columns on the salary schedule indicated amounts above the top step are applicable only when an employee has reached the top of the range on which the employee's position is located and (a) is eligible for one, two or three professional growth increments as outlined in the Professional Growth Chapter in the Classified Handbook; or (b) possesses an Associate, Bachelor's or Master's degree as outlined in the Placement on the Salary Schedule Chapter in the Classified Handbook.
- 2) The annual salary for Food Services personnel is determined by using the hourly rate as identified in the above schedule and multiplying it by the number of hours worked per day times the applicable number of days in the work year.
- 3) Employees achieving fifteen (15) years of service credit or more during the 1986-87 year, will receive a longevity increment of \$400. Employees achieving 20 years of service credit or more during the 1986-87 year will receive a second longevity increment of \$400. Employees achieving 25 years of service credit or more during the 1986-87 year, will receive a third longevity increment of \$400.
- 4) In the event that the District qualifies during the 1986-87 school year for "sudden Growth" money (as defined in A.R.S. 15-948), the funds generated by the sudden growth formula will be distributed according to the following:
 - a) The District will retain the first \$750,000 of sudden growth money to fund the additional 1% on base salary increase effective for the 1986-87 school year and the adjustment of ESP and Counselor ratios.
 - b) Sudden growth funds over \$750,000 will be distributed to all employees on a one-time basis not to exceed 1 1/2% of the employee's 1985-86 salary schedule base. This amount will be paid prior to December 25, 1986.
 - c) The above funds to be distributed as identified above will be distributed in accordance with additional required employee assignments as determined by local campus staff to effectively reduce student dropout and absence rates.

If the 1986-87 100th day adjusted ADM/ADM is at least 18,405 the 1987-88 salary schedule base will be adjusted to reflect the percentage increase received in December 1986, not to exceed 1% of the 1985-86 salary schedule base.

MAINTENANCE AND OPERATIONS PERSONNEL
SALARY SCHEDULE 1986-87

<u>Job Title</u>	<u>Rate per Hour</u>	<u>Annual Salary</u>
Carpenter	\$12.17	\$25,411
Electrician	12.17	25,411
Glazier	12.17	25,411
Grounds Equipment Operator	12.17	25,411
Locksmith	12.17	25,411
Machinist	12.17	25,411
Office Machine Repair	12.17	25,411
Painter	12.17	25,411
Plumber	12.17	25,411
Refrigeration	12.17	25,411
Sheet Metal	12.17	25,411
Welder	12.17	25,411
Operating Engineer	12.17	25,411
Building Maintenance Worker		
New Employee - First Year	7.64	15,952
After First Year	9.20	19,210
Night Sweeper Operator	9.52	19,878
Sanitation Truck Operator	9.52	19,878
Laborer/Mover	6.28	13,113

Craft and Engineer Trainee

Trainee Schedule

Employees achieving fifteen (15) years of service credit or more during the 1986-87 year, will receive a longevity increment of \$400. Employees achieving twenty (20) year of service credit or more will receive a second longevity increment of \$400. Employees achieving twenty-five (25) years of service credit or more will receive a third longevity increment of \$400. In the event that the District qualifies during the 1986-87 school year for "sudden Growth" money (as defined in A.R.S. 15-948), the funds generated by the sudden growth formula will be distributed according to the following:

- a) The District will retain the first \$750,000 of sudden growth money to fund the additional 1% on base salary increase effective for the 1986-87 school year and the adjustment of ESP and Counselor ratios.
- b) Sudden growth funds over \$750,000 will be distributed to all employees on a one-time basis not to exceed 1 1/2% of the employee's 1985-86 salary schedule base. This amount will be paid prior to December 25, 1986.
- c) The above funds to be distributed as identified above will be distributed in accordance with additional required employee assignments as determined by local campus staff to effectively reduce student dropout and absence rates.

If the 1986-87 100th day adjusted ADM/ADM is at least 18,405 the 1987-88 salary schedule base will be adjusted to reflect the percentage increase received in December 1986, not to exceed 1% of the 1985-86 salary schedule base.

TRAINEE SALARY SCHEDULE
1986-87

	<u>Hourly</u>	<u>Annual</u>
<u>Step I</u> No prior experience or classroom training	\$6.23	\$13,008
<u>Step II</u> Satisfactory completion of not less than two prescribed courses and one year of on-the-job training.	7.02	14,658
<u>Step III</u> Satisfactory completion of four prescribed courses and one year of on-the-job training at Step II.	7.62	15,911
<u>Step IV</u> Satisfactory completion of six prescribed courses and one year of on-the-job training at Step III.	8.30	17,330
<u>Step V</u> Satisfactory completion of all prescribed courses and one year of on-the-job training at Step IV.	9.52	19,878

Step II - Two courses
Step III - Four courses
Step IV - Six courses

In the event that the District qualifies during the 1986-87 school year for "sudden Growth" money (as defined in A.R.S. 15-948), the funds generated by the sudden growth formula will be distributed according to the following:

- a) The District will retain the first \$750,000 of sudden growth money to fund the additional 1% on base salary increase effective for the 1986-87 school year and the adjustment of ESP and Counselor ratios.
- b) Sudden growth funds over \$750,000 will be distributed to all employees on a one-time basis not to exceed 1 1/2% of the employee's 1985-86 salary schedule base. This amount will be paid prior to December 25, 1986.
- c) The above funds to be distributed as identified above will be distributed in accordance with additional required employee assignments as determined by local campus staff to effectively reduce student dropout and absence rates.

If the 1986-87 100th day adjusted ADM/ADM is at least 18,405 the 1987-88 salary schedule base will be adjusted to reflect the percentage increase received in December 1986, not to exceed 1% of the 1985-86 salary schedule base.