



		STEPS																	
BUSINESS SERVICES	Work Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Accounting/Purchasing Coordinator	12	\$4,765	\$4,860	\$4,957	\$5,056	\$5,158	\$5,261	\$5,366	\$5,473	\$5,582	\$5,694	\$5,809	\$5,925	\$6,042	\$6,162	\$6,284	\$6,408	\$6,536	\$6,666
Accounts Receivable/Payroll Technician	12	\$4,345	\$4,432	\$4,521	\$4,611	\$4,703	\$4,798	\$4,893	\$4,990	\$5,090	\$5,192	\$5,296	\$5,402	\$5,510	\$5,619	\$5,730	\$5,844	\$5,959	\$6,077
Accounts Receivable/Payroll Technician PT Hourly	12	\$25.07	\$25.56	\$26.08	\$26.60	\$27.13	\$27.67	\$28.23	\$28.80	\$29.37	\$29.96	\$30.55	\$31.17	\$31.78	\$32.41	\$33.06	\$33.71	\$34.38	\$35.07
ADMINISTRATIVE SUPPORT	Work Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Administrative Assistant	12	\$3,904	\$3,982	\$4,061	\$4,143	\$4,225	\$4,310	\$4,396	\$4,484	\$4,574	\$4,665	\$4,759	\$4,854	\$4,951	\$5,050	\$5,151	\$5,254	\$5,359	\$5,466
Career Guidance Specialist	11	\$4,807	\$4,903	\$5,001	\$5,101	\$5,204	\$5,308	\$5,414	\$5,522	\$5,632	\$5,745	\$5,860	\$5,977	\$6,097	\$6,219	\$6,343	\$6,470	\$6,599	\$6,731
Career Guidance Specialist Hourly	11	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.86	\$32.49	\$33.14	\$33.81	\$34.48	\$35.17	\$35.88	\$36.59	\$37.33	\$38.07	\$38.83
Clerical Technician Hourly	12	\$17.81	\$18.16	\$18.53	\$18.90	\$19.27	\$19.66	\$20.05	\$20.45	\$20.86	\$21.28	\$21.71	\$22.14	\$22.58	\$23.03	\$23.49	\$23.96	\$24.44	\$24.93
Clerical Technician	12	\$3,087	\$3,149	\$3,212	\$3,276	\$3,342	\$3,408	\$3,477	\$3,546	\$3,617	\$3,689	\$3,763	\$3,838	\$3,915	\$3,994	\$4,073	\$4,155	\$4,238	\$4,323
Executive Assistant & Registrar/Office Manager	12	\$4,538	\$4,629	\$4,721	\$4,816	\$4,912	\$5,010	\$5,110	\$5,213	\$5,317	\$5,423	\$5,532	\$5,642	\$5,755	\$5,870	\$5,988	\$6,107	\$6,230	\$6,354
Executive Assistant II	12	\$4,820	\$4,916	\$5,015	\$5,115	\$5,217	\$5,322	\$5,428	\$5,537	\$5,647	\$5,760	\$5,876	\$5,993	\$6,113	\$6,235	\$6,360	\$6,487	\$6,617	\$6,749
Human Resources & Benefits Specialist	12	\$5,730	\$5,844	\$5,961	\$6,081	\$6,202	\$6,326	\$6,453	\$6,582	\$6,713	\$6,848	\$6,985	\$7,124	\$7,267	\$7,412	\$7,560	\$7,712	\$7,866	\$8,023
Instructional Assistant	10	\$15.49	\$15.80	\$16.12	\$16.44	\$16.77	\$17.11	\$17.45	\$17.80	\$18.15	\$18.52	\$18.89	\$19.26	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27	\$21.70
Job Placement Service Coordinator	11	\$4,807	\$4,903	\$5,001	\$5,101	\$5,204	\$5,308	\$5,414	\$5,522	\$5,632	\$5,745	\$5,860	\$5,977	\$6,097	\$6,219	\$6,343	\$6,470	\$6,599	\$6,731
Public Information Officer	12	\$4,704	\$4,798	\$4,894	\$4,992	\$5,092	\$5,194	\$5,298	\$5,404	\$5,512	\$5,622	\$5,735	\$5,849	\$5,966	\$6,086	\$6,207	\$6,331	\$6,458	\$6,587
Special Projects Coordinator/Administrative Assistant	12	\$3,904	\$3,982	\$4,061	\$4,143	\$4,225	\$4,310	\$4,396	\$4,484	\$4,574	\$4,665	\$4,759	\$4,854	\$4,951	\$5,050	\$5,151	\$5,254	\$5,359	\$5,466
Telecommunications/Office Support Technician Hourly	12	\$18.89	\$19.27	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27	\$21.70	\$22.13	\$22.57	\$23.02	\$23.48	\$23.95	\$24.43	\$24.92	\$25.42	\$25.93	\$26.45
ICT SERVICES	Work Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Data Processing Technician	12	\$3,112	\$3,174	\$3,237	\$3,302	\$3,368	\$3,435	\$3,504	\$3,574	\$3,646	\$3,719	\$3,793	\$3,869	\$3,946	\$4,025	\$4,106	\$4,188	\$4,271	\$4,357
Technology Technician	12	\$4,807	\$4,903	\$5,001	\$5,101	\$5,204	\$5,308	\$5,414	\$5,522	\$5,632	\$5,745	\$5,860	\$5,977	\$6,097	\$6,219	\$6,343	\$6,470	\$6,599	\$6,731
Technology Technician Hourly	12	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.86	\$32.49	\$33.14	\$33.81	\$34.48	\$35.17	\$35.88	\$36.59	\$37.33	\$38.07	\$38.83
MAINTENANCE & OPERATIONS	Work Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Custodial/Grounds Person	12	\$3,102	\$3,164	\$3,227	\$3,292	\$3,358	\$3,425	\$3,493	\$3,563	\$3,634	\$3,707	\$3,781	\$3,857	\$3,934	\$4,013	\$4,093	\$4,175	\$4,258	\$4,343
Custodial/Maintenance Helper	12	\$3,102	\$3,164	\$3,227	\$3,292	\$3,358	\$3,425	\$3,493	\$3,563	\$3,634	\$3,707	\$3,781	\$3,857	\$3,934	\$4,013	\$4,093	\$4,175	\$4,258	\$4,343
Custodial/Maintenance Helper PT Hourly	12	\$17.90	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.56	\$20.97	\$21.39	\$21.82	\$22.25	\$22.70	\$23.15	\$23.61	\$24.09	\$24.57	\$25.06
Security/Maintenance Lead	12	\$3,434	\$3,503	\$3,573	\$3,644	\$3,717	\$3,792	\$3,867	\$3,945	\$4,024	\$4,104	\$4,186	\$4,270	\$4,355	\$4,442	\$4,531	\$4,622	\$4,714	\$4,809
Security Officer	11	\$3,278	\$3,344	\$3,410	\$3,479	\$3,548	\$3,619	\$3,692	\$3,765	\$3,841	\$3,918	\$3,996	\$4,076	\$4,157	\$4,240	\$4,325	\$4,412	\$4,500	\$4,590
Skilled Maintenance Worker	12	\$3,565	\$3,636	\$3,709	\$3,783	\$3,859	\$3,936	\$4,015	\$4,095	\$4,177	\$4,261	\$4,346	\$4,433	\$4,521	\$4,612	\$4,704	\$4,798	\$4,894	\$4,992
Transportation Supervisor	12	\$3,973	\$4,052	\$4,133	\$4,216	\$4,300	\$4,386	\$4,474	\$4,563	\$4,655	\$4,748	\$4,843	\$4,939	\$5,038	\$5,139	\$5,242	\$5,347	\$5,454	\$5,563



1. \$500 given annually for Master’s degree from an accredited college/university.
2. \$1,000 given annually for Doctorate degree from an accredited college/university.
3. Step placement shall be determined by and at the discretion of Human Resources and/or the Superintendent. Experience, education, ability, and special knowledge shall be factors in step placement.
4. Step advancement is contingent upon completion of one year of service. Progression of this schedule shall be effective on the first day of each fiscal year.
5. **Longevity Stipends:** The employee must be a regular full-time or part-time employee of the ROC. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. The longevity stipend percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay.

10 Years Longevity Stipend	1%
15 Years Longevity Stipend	2%
20 Years Longevity Stipend	3%
25 Years Longevity Stipend	4%
30 Years Longevity Stipend	5%
6. The benefits package approved by the Board of Education is the same for all SoCal ROC employees.