Los Gatos Union School District
Confidential Salary Schedule
2024-2025 DRAFT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 month (260 days)										
• Business Services Analyst	$99,536	$104,515	$109,740	$115,226	$120,987	$127,035	$133,387	$140,058	$147,059	$154,413
• Business Services Technician	$81,876	$85,970	$90,267	$94,782	$99,523	$104,497	$109,722	$115,209	$120,969	$127,017
• Executive Assistant	$99,841	$104,834	$110,077	$115,580	$121,360	$127,426	$133,796	$140,487	$147,509	$154,886
• Human Resources Analyst	$99,536	$104,515	$109,740	$115,226	$120,987	$127,035	$133,387	$140,058	$147,059	$154,413
• IT Systems Administrator	$99,536	$104,515	$109,740	$115,226	$120,987	$127,035	$133,387	$140,058	$147,059	$154,413

Anniversary Date:

(1) If the employee's first day of work is on or after March 1, he/she shall move to the next higher step on the NEXT SUCCEEDING July 1.

(2) If the employee's first day of work is before March 1, he/she shall move to the next higher step on the NEXT July 1.

(3) Advancement:
    (a) Advancement for each step is calculated at 5% effective December 1, 2015
    (b) Advancement to Step 6 requires three years of full time service at Step 5
    (c) Advancement between Steps 6-10 requires three years of full time service at each step.
    (d) Years credited for advancement from Steps 5 includes the year an employee is placed at a step as defined by Anniversary Date above.

(4) Holidays/Vacations:
    Confidential 12-month employees receive 16 holidays (add'l fixed holiday to account for leap year) and 21 days of vacation annually

(5) Professional Growth:
    Confidential Unit members may earn Professional Growth credit after 3 years of continuous service and completion of 30 hours of professional growth classes. Each Professional Growth credit is $125.00 per month and is prorated to the employee's FTE. Subsequent increments may be earned after each additional two-year period of continuous and regular employment and the completion of thirty (30) additional hours.

(6) Lead Stipend is $383.40 per month (indexed to the salary schedule)

5% increase 7/1/24
Board Approved 3/10/22