

**Gilroy Unified School District**  
**7810 Arroyo Circle**  
**Gilroy, CA 95020**

**Confidential Employee Salary Schedule**  
**2023-2024 School Year (Effective July 1, 2023)**

Position	Payroll Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Confidential Administrative Assistant<sub>1</sub></b> (Human Resources 1.00 FTE) (Business Services 1.00 FTE)	<b>C-1</b>	Yearly	<b>\$61,096</b>	<b>\$64,330</b>	<b>\$67,729</b>	<b>\$71,334</b>	<b>\$75,144</b>	<b>\$79,069</b>
		Monthly	\$5,091.33	\$5,360.83	\$5,644.08	\$5,944.50	\$6,262.00	\$6,589.08
		Hourly	\$29.26	\$30.81	\$32.44	\$34.16	\$35.99	\$37.87
<b>Personnel Technician</b> (Human Resources 3.00 FTE)	<b>C-2</b>	Yearly	<b>\$64,275</b>	<b>\$67,690</b>	<b>\$71,314</b>	<b>\$74,991</b>	<b>\$79,048</b>	<b>\$83,269</b>
		Monthly	\$5,356.25	\$5,640.83	\$5,942.83	\$6,249.25	\$6,587.33	\$6,939.08
		Hourly	\$30.78	\$32.42	\$34.15	\$35.92	\$37.86	\$39.88
<b>Executive Assistant to the Superintendent *</b> (Superintendent's Office, 1.00 FTE)	<b>C-3</b>	Yearly	<b>\$80,151</b>	<b>\$84,410</b>	<b>\$88,892</b>	<b>\$93,578</b>	<b>\$98,550</b>	<b>\$103,742</b>
		Monthly	\$6,679.25	\$7,034.17	\$7,407.67	\$7,798.17	\$8,212.50	\$8,645.17
		Hourly	\$38.39	\$40.43	\$42.57	\$44.82	\$47.20	\$49.68

\*\$200 stipend for providing clerical support at all evening board meetings and evening Superintendent Parent Advisory Meetings (SPAC)

**Longevity Service Compensation:**

After 3 years of service, 3% increase in salary. (Total 3%)  
 After 6 years of service, 3% increase in salary. (Total 6%)  
 After 9 years of service, 3% increase in salary. (Total 9%)  
 After 12 years of service, 3% increase in salary. (Total 12%)  
 After 15 years of service, 3% increase in salary. (Total 15%)  
 After 18 years of service, 3% increase in salary. (Total 18%)  
 After 21 years of service, 3% increase in salary. (Total 21%)

**Additional Compensation:**

1. Vacation time: 20 days per year (no carry over of vacation time to next fiscal year)
2. May be paid an additional "5" days per year for completion of special projects/assignments.
3. District pays 1% of each member's base salary to cover costs of professional organization dues/professional growth.
4. Professional Growth Increments may be earned above current salary by Confidential Employees as follows:
  - Professional Growth Stipend to be paid annually in September as follows: \$350.00 for each successfully completed 9 units of course work.
5. Stipends for Degrees:
  - \$1,000 for Master's Degree
  - \$1,500 for Doctorate Degree
6. Health and Welfare Benefits available: (see reverse side for details)
  - \$100,000 Life Insurance (Term Life)
  - Delta Dental Plan
  - Vision Service Plan
  - Employee Assistance Plan
  - Medical Insurance Plans: Various medical plans under CalPERS.
7. All Confidential Employees may participate in the IRC 125 Plan.
8. Refund of yearly employee SDI contributions (December)

Adopted by Board of Education – January 11, 2024

Effective: July 1, 2023

Position title change from Administrative Secretary effective 1/12/2024