

**APPENDIX B - 1**  
**BEVERLY HILLS UNIFIED SCHOOL DISTRICT**  
**CLASSIFIED PERSONNEL-CSEA**  
**SALARY SCHEDULE for 2019-2020**  
Effective July 1, 2019

Range/ Step	1	2	3	4	5	6
11	2510.00	2667.00	2801.00	2950.00	3095.00	3257.00
12	2608.00	2728.00	2874.00	3004.00	3167.00	3320.00
13	2667.00	2801.00	2950.00	3095.00	3257.00	3409.00
14	2728.00	2874.00	3004.00	3167.00	3320.00	3486.00
15	2801.00	2950.00	3095.00	3257.00	3409.00	3592.00
16	2874.00	3004.00	3167.00	3320.00	3486.00	3669.00
17	2950.00	3095.00	3257.00	3409.00	3592.00	3763.00
18	3004.00	3167.00	3320.00	3486.00	3669.00	3848.00
19	3095.00	3257.00	3409.00	3592.00	3763.00	3951.00
20	3167.00	3320.00	3486.00	3669.00	3848.00	4043.00
21	3257.00	3409.00	3592.00	3763.00	3948.00	4144.00
22	3320.00	3486.00	3669.00	3848.00	4043.00	4235.00
23	3409.00	3592.00	3763.00	3948.00	4144.00	4348.00
24	3486.00	3669.00	3848.00	4043.00	4235.00	4449.00
25	3592.00	3763.00	3948.00	4144.00	4348.00	4569.00
26	3669.00	3848.00	4043.00	4235.00	4449.00	4680.00
27	3763.00	3948.00	4144.00	4348.00	4569.00	4794.00
28	3848.00	4043.00	4235.00	4449.00	4680.00	4913.00
29	3948.00	4144.00	4348.00	4569.00	4794.00	5032.00
30	4043.00	4235.00	4449.00	4680.00	4913.00	5144.00
31	4144.00	4348.00	4569.00	4794.00	5032.00	5283.00
32	4235.00	4449.00	4680.00	4913.00	5144.00	5408.00
33	4348.00	4569.00	4794.00	5032.00	5283.00	5544.00
34	4449.00	4680.00	4913.00	5144.00	5408.00	5676.00
35	4569.00	4794.00	5032.00	5283.00	5544.00	5836.00
36	4680.00	4913.00	5144.00	5408.00	5676.00	5963.00
37	4794.00	5032.00	5283.00	5544.00	5836.00	6109.00
38	4913.00	5144.00	5408.00	5676.00	5963.00	6269.00
39	5032.00	5283.00	5544.00	5836.00	6109.00	6413.00
40	5144.00	5408.00	5676.00	5963.00	6269.00	6579.00
41	5283.00	5544.00	5836.00	6109.00	6413.00	6742.00
42	5408.00	5676.00	5963.00	6269.00	6579.00	6906.00
43	5544.00	5836.00	6109.00	6413.00	6742.00	7069.00
44	5676.00	5963.00	6269.00	6579.00	6906.00	7251.00
45	5836.00	6109.00	6413.00	6742.00	7069.00	7442.00

Hourly rate to be computed by dividing monthly rate by 173.33

Overtime rates to be computed by multiplying hourly rate by 1.5

Each Classified employee serving 50% or more of a full time day established for the position to which the employee is assigned, shall receive health & welfare benefits in conformity with board policy. It is agreed that Anthem Blue Cross and Kaiser are suitable PPO and/or HMO providers.

- A. A 3.7% reserve for expenditures is maintained by the District and
- B. A \$400,000 legal contingency fund, which is not a part of the 3.7% reserve fund referred to above shall be maintained and
- C. The County of Los Angeles fiscal condition does not result in any unforeseen loss of District funds or causes District funds to be frozen, withheld, diverted or otherwise to be unavailable to the District.

## RANGE NUMBERS

### FOOD SERVICES

^Catering/Special Services Lead	15
^Food Service Baker	13
^Food Service Cook I	13
Food Service Cook II	15
^Food Service Production Specialist	24
Food Service Worker	12
Food Service Worker/Driver	15
^Lead Food Service Worker	15
Food Service Wrk/Receiving Clerk	15

### GROUNDS

^Groundskeeper	20
^Grounds Supervisor	27
Senior Groundskeeper	21
Lead Senior Groundskeeper	30

### MAINTENANCE

^Journeyman Carpenter	33
Journeyman Electrician	36
Journeyman Mechanic	36
Journeyman Mechanic/AC	38
^Journeyman Painter	33
Journeyman Plumber	38
^Maintenance Worker	28
^Sr. Journeyman Carp./Locksmith	37
Senior Journeyman Electrician	40
Senior Journeyman Painter	38
Senior Journeyman Plumber	40
Senior Journeyman Mechanic/AC	44

### OPERATIONS

Custodian	18
Delivery Driver	22
^Laundry Attendant	14
Lead Custodian	22
Lead Custodian - Athletic Dept.	24
Lead Custodian - HS (Night)	24
Lead Custodian - HS (Day)	27
Locker Room Attendant	20
Athletic Custodian/Lifeguard	23

### MISCELLANEOUS

Athletic Trainer	37
^Lead Security Officer	29
Security Officer	22

**^denotes position currently vacant**

## ADDITIONAL BENEFITS

All classified employees, as covered by this agreement, shall be required to wear a distinctive uniform, the likeness of which shall be determined by a uniform committee made up of two district employees and two bargaining unit members. The cost of the purchase, lease or rental of uniforms, equipment, identification badges, emblems, and cards required by the District shall be borne by the District.

A bargaining unit employee assigned to a night shift shall be paid a four percent (4%) night shift differential in addition to their regular base salary commencing at the beginning of their shift.

Each classified employee shall be entitled to compensation, in addition to his regular salary, based upon the number of years of his continuous employment by the District, as follows:

After ten years of continuous employment	1.6% per month
After fifteen years of continuous employment	2.4% per month
After twenty years of continuous employment	4.0% per month