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**LABOR MANAGEMENT & EMPLOYEE RELATIONS**

# Memo

**To** Board of Education

**From** Marion McWilliams, General Counsel  
Jenine Lindsey, Director of Labor Strategy

**Board Meeting Date** May 23, 2018

**Subject** **Approval of Side Letter of Agreement, as Agreement between Oakland Unified School District (“District”) and Service Employees International Union Local 1021 regarding New Salary Schedules for 10 Month Employees**

**Action Requested** Approval by the Board of Education of Side Letter Agreement, as Agreement between Oakland Unified School District and Service Employees International Union Local 1021, providing for new White Collar Salary Schedules for 10 Month Employees effective July 1, 2018.

**Summary** The new salary schedules reflect the work year of various 10 month classifications within the SEIU bargaining unit currently placed on 12 month salary schedules. There is a shared interest between the District and SEIU in creating salary schedules to accurately reflect the work year of various 10 Month classifications within the SEIU bargaining unit.

**Fiscal Impact** No additional cost to the District

**Recommendation** Approval by the Board of Education of Side Letter Agreement, as Agreement between Oakland Unified School District and Service Employees International Union Local 1021, providing for new White Collar Salary Schedules for 10 Month Employees effective July 1, 2018.

**Attachments** Side Letter of Agreement between the District and SEIU  
Salary Schedules

## **SIDE LETTER OF AGREEMENT**

**between the  
Service Employees International Union  
and the  
Oakland Unified School District  
Regarding New WTCL Salary Schedules for 10 Month Employees**

This side letter agreement is entered into between the Service Employees International Union Local 1021 ("SEIU") and the Oakland Unified School District (the "District") collectively referred to as the "Parties"). While the Parties are currently within a closed contract, there is a shared interest in creating salary schedules to accurately depict the work year of various 10 month classifications within the SEIU bargaining unit. Therefore, the Parties agree as follows:

### **A. Transition from WTCL 261 (12 Month) to New (10 Month) Salary Schedules Effective July 1, 2018**

1. Classifications with a current work year of 218 days shall be placed on the salary schedule in *Attachment A- WTCL 218 7/1/2018*.
2. Classifications with a current work year of 207 days shall be placed on the salary schedule in *Attachment B- WTCL 207 7/1/2018*.
3. Classifications with a current work year of 205 days shall be placed on the salary schedule in *Attachment C- WTCL 205 7/1/2018*.

### **B. Impact to Employee Salaries and Retirement**

The Parties agree that unit members holding classifications enumerated on the above listed new salary schedules will incur no impact to their monthly or annual salaries. Furthermore, the Parties agree that adjustments to retirement pensions through the Public Employee Retirement System ("PERS") shall be made effective July 1, 2018 resulting in a favorable impact to unit members in the enumerated classifications (full-time/1.0 FTE employees may receive a full year of service credit due to the transition).

### **C. First Pay Warrant for 10 Month Employees**

Effective with the 2018-19 fiscal year, the first pay warrant for 10 month unit members shall be August 31st.

In witness whereof the parties hereto have executed this agreement this 8th day of May, 2018.

**FOR THE SEIU LOCAL 1021**

By: [Signature]  
Bettie Reed-Smith, President

By: [Signature]  
Kaden Kratzer, Education Team Field Director

**FOR THE DISTRICT**

By: [Signature]  
Jenine Lindsey, Director of Labor Strategy

By: [Signature]  
Tara Gard, Deputy Chief of Talent Talent Division

Approved as to form and content:

By: [Signature]  
Marion McWilliams, General Counsel

[Signature]

\_\_\_\_\_  
Aimee Eng  
President, Board of Education

[Signature]

\_\_\_\_\_  
Kyla R. Johnson-Trammell  
Secretary, Board of Education

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ATTACHMENT A

ATTACHMENT A-WTCL 218 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 218 Hours/Day: 7.5								
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 09</b>								
ANNUAL						\$ 21,899.36	\$ 21,899.36	\$ 22,943.87
MONTHLY						\$ 2,189.94	\$ 2,189.94	\$ 2,294.39
DAILY						\$ 100.46	\$ 100.46	\$ 105.25
HOURLY						\$ 13.39	\$ 13.39	\$ 14.03
<b>Range 12</b>								
ANNUAL				\$ 22,392.28	\$ 23,530.67	\$ 23,530.67	\$ 24,680.80	\$ 24,680.80
MONTHLY				\$ 2,239.23	\$ 2,353.07	\$ 2,353.07	\$ 2,468.08	\$ 2,468.08
DAILY				\$ 102.72	\$ 107.94	\$ 107.94	\$ 113.21	\$ 113.21
HOURLY				\$ 13.70	\$ 14.39	\$ 14.39	\$ 15.10	\$ 15.10
<b>Range 13</b>								
ANNUAL			\$ 21,828.95	\$ 22,943.87	\$ 24,117.46	\$ 24,117.46	\$ 25,255.86	\$ 25,255.86
MONTHLY			\$ 2,182.90	\$ 2,294.39	\$ 2,411.75	\$ 2,411.75	\$ 2,525.59	\$ 2,525.59
DAILY			\$ 100.13	\$ 105.25	\$ 110.63	\$ 110.63	\$ 115.85	\$ 115.85
HOURLY			\$ 13.35	\$ 14.03	\$ 14.75	\$ 14.75	\$ 15.45	\$ 15.45
<b>Range 14</b>								
ANNUAL			\$ 22,392.28	\$ 23,530.67	\$ 24,680.80	\$ 24,680.80	\$ 25,877.86	\$ 25,877.86
MONTHLY			\$ 2,239.23	\$ 2,353.07	\$ 2,468.08	\$ 2,468.08	\$ 2,587.79	\$ 2,587.79
DAILY			\$ 102.72	\$ 107.94	\$ 113.21	\$ 113.21	\$ 118.71	\$ 118.71
HOURLY			\$ 13.70	\$ 14.39	\$ 15.10	\$ 15.10	\$ 15.83	\$ 15.83
<b>Range 16</b>								
ANNUAL		\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,960.02	\$ 25,960.02	\$ 27,262.71	\$ 27,262.71
MONTHLY		\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,596.00	\$ 2,596.00	\$ 2,726.27	\$ 2,726.27
DAILY		\$ 102.72	\$ 107.94	\$ 113.32	\$ 119.08	\$ 119.08	\$ 125.06	\$ 125.06
HOURLY		\$ 13.70	\$ 14.39	\$ 15.11	\$ 15.88	\$ 15.88	\$ 16.67	\$ 16.67
<b>Range 17</b>								
ANNUAL	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 26,546.81	\$ 27,896.47	\$ 27,896.47
MONTHLY	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,654.68	\$ 2,789.65	\$ 2,789.65
DAILY	\$ 100.13	\$ 105.25	\$ 110.25	\$ 115.85	\$ 121.77	\$ 121.77	\$ 127.97	\$ 127.97
HOURLY	\$ 13.35	\$ 14.03	\$ 14.70	\$ 15.45	\$ 16.24	\$ 16.24	\$ 17.06	\$ 17.06
<b>Range 18</b>								
ANNUAL	\$ 22,392.28	\$ 23,530.67	\$ 24,762.95	\$ 25,877.86	\$ 27,180.57	\$ 27,180.57	\$ 28,541.95	\$ 28,541.95
MONTHLY	\$ 2,239.23	\$ 2,353.07	\$ 2,476.30	\$ 2,587.79	\$ 2,718.06	\$ 2,718.06	\$ 2,854.19	\$ 2,854.19
DAILY	\$ 102.72	\$ 107.94	\$ 113.59	\$ 118.71	\$ 124.68	\$ 124.68	\$ 130.93	\$ 130.93
HOURLY	\$ 13.70	\$ 14.39	\$ 15.15	\$ 15.83	\$ 16.62	\$ 16.62	\$ 17.46	\$ 17.46
<b>Range 19</b>								
ANNUAL	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,943.40	\$ 27,943.40	\$ 29,316.51
MONTHLY	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,794.34	\$ 2,794.34	\$ 2,931.65
DAILY	\$ 100.13	\$ 105.25	\$ 110.25	\$ 115.85	\$ 121.77	\$ 128.18	\$ 128.18	\$ 134.48

# ATTACHMENT A

ATTACHMENT A-WTCL 218 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 218					Hours/Day: 7.5				
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
HOURLY	\$ 13.35	\$ 14.03	\$ 14.70	\$ 15.45	\$ 16.24	\$ 17.09	\$ 17.09	\$ 17.93	
<b>Range 20</b>									
ANNUAL	\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,494.99	\$ 28,494.99	\$ 29,985.46	
MONTHLY	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,849.50	\$ 2,849.50	\$ 2,998.55	
DAILY	\$ 102.72	\$ 107.94	\$ 113.32	\$ 118.71	\$ 124.68	\$ 130.71	\$ 130.71	\$ 137.55	
HOURLY	\$ 13.70	\$ 14.39	\$ 15.11	\$ 15.83	\$ 16.62	\$ 17.43	\$ 17.43	\$ 18.34	
<b>Range 21</b>									
ANNUAL	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 29,246.10	\$ 30,736.57	
MONTHLY	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 2,924.61	\$ 3,073.66	
DAILY	\$ 105.25	\$ 110.25	\$ 115.85	\$ 121.77	\$ 127.97	\$ 134.16	\$ 134.16	\$ 140.99	
HOURLY	\$ 14.03	\$ 14.70	\$ 15.45	\$ 16.24	\$ 17.06	\$ 17.89	\$ 17.89	\$ 18.80	
<b>Range 22</b>									
ANNUAL	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 29,985.46	\$ 31,499.40	
MONTHLY	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 2,998.55	\$ 3,149.94	
DAILY	\$ 107.94	\$ 113.32	\$ 118.71	\$ 124.68	\$ 131.20	\$ 137.55	\$ 137.55	\$ 144.49	
HOURLY	\$ 14.39	\$ 15.11	\$ 15.83	\$ 16.62	\$ 17.49	\$ 18.34	\$ 18.34	\$ 19.27	
<b>Range 23</b>									
ANNUAL	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 30,654.41	\$ 32,297.46	
MONTHLY	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,065.44	\$ 3,229.75	
DAILY	\$ 110.25	\$ 115.85	\$ 121.77	\$ 127.97	\$ 134.16	\$ 140.62	\$ 140.62	\$ 148.15	
HOURLY	\$ 14.70	\$ 15.45	\$ 16.24	\$ 17.06	\$ 17.89	\$ 18.75	\$ 18.75	\$ 19.75	
<b>Range 24</b>									
ANNUAL	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 31,499.40	\$ 33,083.77	
MONTHLY	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,149.94	\$ 3,308.38	
DAILY	\$ 113.32	\$ 118.71	\$ 124.68	\$ 131.20	\$ 137.55	\$ 144.49	\$ 144.49	\$ 151.76	
HOURLY	\$ 15.11	\$ 15.83	\$ 16.62	\$ 17.49	\$ 18.34	\$ 19.27	\$ 19.27	\$ 20.23	
<b>Range 25</b>									
ANNUAL	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 32,297.46	\$ 33,834.87	
MONTHLY	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,229.75	\$ 3,383.49	
DAILY	\$ 115.85	\$ 121.77	\$ 127.97	\$ 134.16	\$ 140.62	\$ 148.15	\$ 148.15	\$ 155.21	
HOURLY	\$ 15.45	\$ 16.24	\$ 17.06	\$ 17.89	\$ 18.75	\$ 19.75	\$ 19.75	\$ 20.69	
<b>Range 26</b>									
ANNUAL	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 33,083.77	\$ 34,703.33	
MONTHLY	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,308.38	\$ 3,470.33	
DAILY	\$ 118.71	\$ 124.68	\$ 131.20	\$ 137.55	\$ 144.49	\$ 151.76	\$ 151.76	\$ 159.19	
HOURLY	\$ 15.83	\$ 16.62	\$ 17.49	\$ 18.34	\$ 19.27	\$ 20.23	\$ 20.23	\$ 21.23	
<b>Range 27</b>									
ANNUAL	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,881.82	\$ 33,881.82	\$ 35,560.07	
MONTHLY	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,388.18	\$ 3,388.18	\$ 3,556.01	

# ATTACHMENT A

ATTACHMENT A- WTCL 218 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 218 Hours/Day: 7.5									
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DAILY	\$ 121.77	\$ 127.97	\$ 134.16	\$ 140.62	\$ 148.15	\$ 155.42	\$ 155.42	\$ 163.12	
HOURLY	\$ 16.24	\$ 17.06	\$ 17.89	\$ 18.75	\$ 19.75	\$ 20.72	\$ 20.72	\$ 21.75	
<b>Range 28</b>									
ANNUAL	\$ 26,593.77	\$ 28,800.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 34,703.33	\$ 36,452.00	
MONTHLY	\$ 2,659.38	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,470.33	\$ 3,645.20	
DAILY	\$ 121.99	\$ 131.20	\$ 137.55	\$ 144.49	\$ 151.76	\$ 159.19	\$ 159.19	\$ 167.21	
HOURLY	\$ 16.27	\$ 17.48	\$ 18.34	\$ 19.27	\$ 20.23	\$ 21.23	\$ 21.23	\$ 22.29	
<b>Range 29</b>									
ANNUAL	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 35,513.12	\$ 37,285.25	
MONTHLY	\$ 2,789.85	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,551.31	\$ 3,728.53	
DAILY	\$ 127.97	\$ 134.16	\$ 140.62	\$ 148.15	\$ 155.21	\$ 162.90	\$ 162.90	\$ 171.03	
HOURLY	\$ 17.06	\$ 17.89	\$ 18.75	\$ 19.75	\$ 20.69	\$ 21.72	\$ 21.72	\$ 22.80	
<b>Range 30</b>									
ANNUAL	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 36,452.00	\$ 38,282.82	
MONTHLY	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,645.20	\$ 3,828.28	
DAILY	\$ 131.20	\$ 137.55	\$ 144.49	\$ 151.76	\$ 159.19	\$ 167.21	\$ 167.21	\$ 175.61	
HOURLY	\$ 17.49	\$ 18.34	\$ 19.27	\$ 20.23	\$ 21.23	\$ 22.29	\$ 22.29	\$ 23.41	
<b>Range 32</b>									
ANNUAL	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 38,282.82	\$ 40,184.05	
MONTHLY	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 3,828.28	\$ 4,018.40	
DAILY	\$ 137.55	\$ 144.49	\$ 151.76	\$ 159.19	\$ 167.21	\$ 175.61	\$ 175.61	\$ 184.33	
HOURLY	\$ 18.34	\$ 19.27	\$ 20.23	\$ 21.23	\$ 22.29	\$ 23.41	\$ 23.41	\$ 24.58	
<b>Range 33</b>									
ANNUAL	\$ 30,654.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,151.28	\$ 39,151.28	\$ 41,111.19	
MONTHLY	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,915.13	\$ 3,915.13	\$ 4,111.12	
DAILY	\$ 140.62	\$ 148.15	\$ 155.21	\$ 162.90	\$ 171.03	\$ 179.59	\$ 179.59	\$ 188.58	
HOURLY	\$ 18.75	\$ 19.75	\$ 20.69	\$ 21.72	\$ 22.80	\$ 23.95	\$ 23.95	\$ 25.14	
<b>Range 34</b>									
ANNUAL	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 40,184.05	\$ 42,179.16	
MONTHLY	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,018.40	\$ 4,217.92	
DAILY	\$ 144.49	\$ 151.76	\$ 159.19	\$ 167.21	\$ 175.61	\$ 184.33	\$ 184.33	\$ 193.48	
HOURLY	\$ 19.27	\$ 20.23	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58	\$ 24.58	\$ 25.80	
<b>Range 35</b>									
ANNUAL	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,186.49	\$ 41,158.14	\$ 41,158.14	\$ 43,188.46	
MONTHLY	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,918.65	\$ 4,115.81	\$ 4,115.81	\$ 4,318.85	
DAILY	\$ 148.15	\$ 155.21	\$ 162.90	\$ 171.03	\$ 179.75	\$ 188.80	\$ 188.80	\$ 198.11	
HOURLY	\$ 19.75	\$ 20.69	\$ 21.72	\$ 22.80	\$ 23.97	\$ 25.17	\$ 25.17	\$ 26.41	
<b>Range 36</b>									
ANNUAL	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,179.16	\$ 42,179.16	\$ 44,244.70	

# ATTACHMENT A

ATTACHMENT A-WTCL 218 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
WTCL	Days/Year: 216					Hours/Day: 7.6			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MONTHLY	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,217.92	\$ 4,217.92	\$ 4,424.47	
DAILY	\$ 151.76	\$ 159.19	\$ 167.21	\$ 175.61	\$ 184.33	\$ 193.48	\$ 193.48	\$ 202.96	
HOURLY	\$ 20.23	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58	\$ 25.80	\$ 25.80	\$ 27.06	
<b>Range 38</b>									
ANNUAL	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 44,221.22	\$ 46,486.27	
MONTHLY	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,422.12	\$ 4,648.63	
DAILY	\$ 159.19	\$ 167.21	\$ 175.61	\$ 184.33	\$ 193.37	\$ 202.85	\$ 202.85	\$ 213.24	
HOURLY	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58	\$ 25.78	\$ 27.05	\$ 27.05	\$ 28.43	
<b>Range 40</b>									
ANNUAL	\$ 36,483.74	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,486.27	\$ 46,486.27	\$ 48,798.26	
MONTHLY	\$ 3,648.37	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,648.63	\$ 4,648.63	\$ 4,879.83	
DAILY	\$ 167.26	\$ 175.61	\$ 184.33	\$ 193.37	\$ 202.85	\$ 213.24	\$ 213.24	\$ 223.85	
HOURLY	\$ 22.30	\$ 23.41	\$ 24.58	\$ 25.78	\$ 27.05	\$ 28.43	\$ 28.43	\$ 29.85	
<b>Range 42</b>									
ANNUAL	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,462.81	\$ 48,774.79	\$ 48,774.79	\$ 51,204.14	
MONTHLY	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,646.28	\$ 4,877.48	\$ 4,877.48	\$ 5,120.41	
DAILY	\$ 175.61	\$ 184.33	\$ 193.37	\$ 202.85	\$ 213.13	\$ 223.74	\$ 223.74	\$ 234.88	
HOURLY	\$ 23.41	\$ 24.58	\$ 25.78	\$ 27.05	\$ 28.42	\$ 29.83	\$ 29.83	\$ 31.32	
<b>Range 43</b>									
ANNUAL	\$ 39,186.49	\$ 41,111.19	\$ 43,129.78	\$ 45,365.49	\$ 47,554.26	\$ 50,007.07	\$ 50,007.07	\$ 52,459.89	
MONTHLY	\$ 3,918.65	\$ 4,111.12	\$ 4,312.98	\$ 4,536.55	\$ 4,755.43	\$ 5,000.71	\$ 5,000.71	\$ 5,245.99	
DAILY	\$ 179.75	\$ 188.58	\$ 197.84	\$ 208.10	\$ 218.14	\$ 229.39	\$ 229.39	\$ 240.64	
HOURLY	\$ 23.97	\$ 25.14	\$ 26.38	\$ 27.75	\$ 29.09	\$ 30.59	\$ 30.59	\$ 32.09	
<b>Range 44</b>									
ANNUAL	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 51,239.35	\$ 53,821.27	
MONTHLY	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,123.94	\$ 5,382.13	
DAILY	\$ 184.33	\$ 193.37	\$ 202.85	\$ 213.19	\$ 223.85	\$ 235.04	\$ 235.04	\$ 246.89	
HOURLY	\$ 24.58	\$ 25.78	\$ 27.05	\$ 28.42	\$ 29.85	\$ 31.34	\$ 31.34	\$ 32.92	
<b>Range 45</b>									
ANNUAL	\$ 41,111.19	\$ 43,118.04	\$ 45,338.15	\$ 47,565.99	\$ 49,995.33	\$ 52,518.57	\$ 52,518.57	\$ 55,112.23	
MONTHLY	\$ 4,111.12	\$ 4,311.80	\$ 4,533.61	\$ 4,756.60	\$ 4,999.53	\$ 5,251.86	\$ 5,251.86	\$ 5,511.22	
DAILY	\$ 188.58	\$ 197.79	\$ 207.96	\$ 218.19	\$ 229.34	\$ 240.91	\$ 240.91	\$ 252.81	
HOURLY	\$ 25.14	\$ 26.37	\$ 27.73	\$ 29.09	\$ 30.58	\$ 32.12	\$ 32.12	\$ 33.71	
<b>Range 46</b>									
ANNUAL	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 53,788.06	\$ 56,461.87	\$ 56,461.87	\$ 59,255.04	
MONTHLY	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,378.61	\$ 5,646.19	\$ 5,646.19	\$ 5,925.50	
DAILY	\$ 202.85	\$ 213.19	\$ 223.85	\$ 235.04	\$ 246.73	\$ 259.00	\$ 259.00	\$ 271.81	
HOURLY	\$ 27.05	\$ 28.42	\$ 29.85	\$ 31.34	\$ 32.90	\$ 34.53	\$ 34.53	\$ 36.24	
<b>Range 47</b>									

# ATTACHMENT A

ATTACHMENT A-WTCL 218 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 218 Hours/Day: 7.5									
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ANNUAL	\$ 45,347.89	\$ 47,554.26	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,940.61	\$ 57,940.61	\$ 57,940.61	\$ 60,815.93
MONTHLY	\$ 4,534.79	\$ 4,755.43	\$ 5,000.71	\$ 5,251.86	\$ 5,517.09	\$ 5,794.06	\$ 5,794.06	\$ 5,794.06	\$ 6,081.59
DAILY	\$ 208.02	\$ 218.14	\$ 229.39	\$ 240.91	\$ 253.08	\$ 265.78	\$ 265.78	\$ 265.78	\$ 278.97
HOURLY	\$ 27.74	\$ 29.09	\$ 30.59	\$ 32.12	\$ 33.74	\$ 35.44	\$ 35.44	\$ 35.44	\$ 37.20
<b>Range 49</b>									
ANNUAL	\$ 47,554.26	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,917.14	\$ 60,792.46	\$ 60,792.46	\$ 60,792.46	\$ 63,832.08
MONTHLY	\$ 4,755.43	\$ 5,000.71	\$ 5,251.86	\$ 5,517.09	\$ 5,791.71	\$ 6,079.25	\$ 6,079.25	\$ 6,079.25	\$ 6,383.21
DAILY	\$ 218.14	\$ 229.39	\$ 240.91	\$ 253.08	\$ 265.67	\$ 278.86	\$ 278.86	\$ 278.86	\$ 292.81
HOURLY	\$ 29.09	\$ 30.59	\$ 32.12	\$ 33.74	\$ 35.42	\$ 37.18	\$ 37.18	\$ 37.18	\$ 39.04
<b>Range 50</b>									
ANNUAL	\$ 48,798.26	\$ 51,239.35	\$ 53,786.06	\$ 56,555.76	\$ 59,301.99	\$ 62,259.44	\$ 62,259.44	\$ 62,259.44	\$ 65,334.28
MONTHLY	\$ 4,879.83	\$ 5,123.94	\$ 5,378.61	\$ 5,655.58	\$ 5,930.20	\$ 6,225.94	\$ 6,225.94	\$ 6,225.94	\$ 6,533.43
DAILY	\$ 223.85	\$ 235.04	\$ 246.73	\$ 259.43	\$ 272.03	\$ 285.59	\$ 285.59	\$ 285.59	\$ 299.70
HOURLY	\$ 29.85	\$ 31.34	\$ 32.90	\$ 34.59	\$ 36.27	\$ 38.08	\$ 38.08	\$ 38.08	\$ 39.96
<b>Range 53</b>									
ANNUAL	\$ 52,553.78	\$ 55,170.91	\$ 57,917.14	\$ 60,898.08	\$ 63,828.17	\$ 67,012.52	\$ 67,012.52	\$ 67,012.52	\$ 70,357.29
MONTHLY	\$ 5,255.38	\$ 5,517.09	\$ 5,791.71	\$ 6,089.81	\$ 6,382.82	\$ 6,701.25	\$ 6,701.25	\$ 6,701.25	\$ 7,035.73
DAILY	\$ 241.07	\$ 253.08	\$ 265.67	\$ 279.35	\$ 292.79	\$ 307.40	\$ 307.40	\$ 307.40	\$ 322.74
HOURLY	\$ 32.14	\$ 33.74	\$ 35.42	\$ 37.25	\$ 39.04	\$ 40.99	\$ 40.99	\$ 40.99	\$ 43.03
<b>Range 55</b>									
ANNUAL	\$ 59,325.46	\$ 62,318.13	\$ 65,416.43	\$ 68,679.04	\$ 72,105.96	\$ 75,673.70	\$ 75,673.70	\$ 75,673.70	\$ 79,487.90
MONTHLY	\$ 5,932.55	\$ 6,231.81	\$ 6,541.64	\$ 6,867.90	\$ 7,210.60	\$ 7,567.37	\$ 7,567.37	\$ 7,567.37	\$ 7,948.79
DAILY	\$ 272.14	\$ 285.86	\$ 300.08	\$ 315.04	\$ 330.76	\$ 347.13	\$ 347.13	\$ 347.13	\$ 364.62
HOURLY	\$ 36.28	\$ 38.12	\$ 40.01	\$ 42.01	\$ 44.10	\$ 46.28	\$ 46.28	\$ 46.28	\$ 48.62
<b>Range 56</b>									
ANNUAL	\$ 60,815.93	\$ 63,867.29	\$ 67,082.94	\$ 70,509.86	\$ 73,878.09	\$ 77,574.93	\$ 77,574.93	\$ 77,574.93	\$ 81,447.81
MONTHLY	\$ 6,081.59	\$ 6,386.73	\$ 6,708.29	\$ 7,050.99	\$ 7,387.81	\$ 7,757.49	\$ 7,757.49	\$ 7,757.49	\$ 8,144.78
DAILY	\$ 278.97	\$ 292.97	\$ 307.72	\$ 323.44	\$ 338.89	\$ 355.85	\$ 355.85	\$ 355.85	\$ 373.61
HOURLY	\$ 37.20	\$ 39.06	\$ 41.03	\$ 43.13	\$ 45.19	\$ 47.45	\$ 47.45	\$ 47.45	\$ 49.82
<b>Range 57</b>									
ANNUAL	\$ 62,353.34	\$ 65,451.65	\$ 68,737.72	\$ 72,176.37	\$ 75,767.59	\$ 79,570.05	\$ 79,570.05	\$ 79,570.05	\$ 83,525.08
MONTHLY	\$ 6,235.33	\$ 6,545.16	\$ 6,873.77	\$ 7,217.64	\$ 7,576.76	\$ 7,957.01	\$ 7,957.01	\$ 7,957.01	\$ 8,352.51
DAILY	\$ 286.02	\$ 300.24	\$ 315.31	\$ 331.08	\$ 347.56	\$ 365.00	\$ 365.00	\$ 365.00	\$ 383.14
HOURLY	\$ 38.14	\$ 40.03	\$ 42.04	\$ 44.14	\$ 46.34	\$ 48.67	\$ 48.67	\$ 48.67	\$ 51.09
<b>Range 58</b>									
ANNUAL	\$ 82,053.60	\$ 85,156.61	\$ 88,414.39	\$ 91,835.49	\$ 95,427.50	\$ 99,198.97	\$ 99,198.97	\$ 99,198.97	\$ 103,156.45
MONTHLY	\$ 6,205.36	\$ 6,515.66	\$ 6,841.44	\$ 7,183.55	\$ 7,542.75	\$ 7,919.90	\$ 7,919.90	\$ 7,919.90	\$ 8,315.84
DAILY	\$ 284.85	\$ 298.88	\$ 313.83	\$ 329.52	\$ 346.00	\$ 363.30	\$ 363.30	\$ 363.30	\$ 381.46
HOURLY	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.94	\$ 46.13	\$ 48.44	\$ 48.44	\$ 48.44	\$ 50.86
<b>Range 59</b>									



# ATTACHMENT A

ATTACHMENT A- WTCL 218 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
WTCL	Days/Year: 218							
	Hours/Day: 7.5							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ANNUAL	\$ 63,805.10	\$ 66,785.98	\$ 70,125.42	\$ 73,631.02	\$ 77,313.24	\$ 81,178.71	\$ 81,178.71	\$ 85,237.88
MONTHLY	\$ 6,380.51	\$ 6,678.60	\$ 7,012.54	\$ 7,363.10	\$ 7,731.32	\$ 8,117.87	\$ 8,117.87	\$ 8,523.79
DAILY	\$ 291.77	\$ 306.36	\$ 321.68	\$ 337.76	\$ 354.65	\$ 372.38	\$ 372.38	\$ 391.00
HOURLY	\$ 38.90	\$ 40.85	\$ 42.89	\$ 45.03	\$ 47.29	\$ 49.65	\$ 49.65	\$ 52.13
<b>Range 60</b>								
ANNUAL	\$ 65,195.54	\$ 68,456.17	\$ 71,878.22	\$ 75,472.13	\$ 79,246.45	\$ 83,208.77	\$ 83,208.77	\$ 87,368.59
MONTHLY	\$ 6,519.55	\$ 6,845.82	\$ 7,187.82	\$ 7,547.21	\$ 7,924.65	\$ 8,320.88	\$ 8,320.88	\$ 8,736.86
DAILY	\$ 299.06	\$ 314.02	\$ 329.72	\$ 346.20	\$ 363.52	\$ 381.69	\$ 381.69	\$ 400.77
HOURLY	\$ 39.87	\$ 41.87	\$ 43.96	\$ 46.16	\$ 48.47	\$ 50.89	\$ 50.89	\$ 53.44
<b>Range 61</b>								
ANNUAL	\$ 66,825.86	\$ 70,167.20	\$ 73,675.65	\$ 77,358.82	\$ 81,227.14	\$ 85,288.21	\$ 85,288.21	\$ 89,552.48
MONTHLY	\$ 6,682.59	\$ 7,016.72	\$ 7,367.57	\$ 7,735.88	\$ 8,122.71	\$ 8,528.82	\$ 8,528.82	\$ 8,955.25
DAILY	\$ 306.54	\$ 321.87	\$ 337.96	\$ 354.86	\$ 372.60	\$ 391.23	\$ 391.23	\$ 410.79
HOURLY	\$ 40.87	\$ 42.92	\$ 45.06	\$ 47.31	\$ 49.68	\$ 52.16	\$ 52.16	\$ 54.77
<b>Range 62</b>								
ANNUAL	\$ 68,496.05	\$ 71,920.95	\$ 75,517.71	\$ 79,292.98	\$ 83,258.15	\$ 87,420.82	\$ 87,420.82	\$ 91,791.43
MONTHLY	\$ 6,849.61	\$ 7,192.09	\$ 7,551.77	\$ 7,929.30	\$ 8,325.81	\$ 8,742.08	\$ 8,742.08	\$ 9,179.14
DAILY	\$ 314.20	\$ 329.91	\$ 346.41	\$ 363.73	\$ 381.92	\$ 401.01	\$ 401.01	\$ 421.08
HOURLY	\$ 41.89	\$ 43.99	\$ 46.19	\$ 48.50	\$ 50.92	\$ 53.47	\$ 53.47	\$ 56.14
<b>Range 63</b>								
ANNUAL	\$ 70,208.97	\$ 73,719.33	\$ 77,405.34	\$ 81,275.56	\$ 85,339.48	\$ 89,606.60	\$ 89,606.60	\$ 94,086.41
MONTHLY	\$ 7,020.90	\$ 7,371.93	\$ 7,740.53	\$ 8,127.56	\$ 8,533.95	\$ 8,960.66	\$ 8,960.66	\$ 9,408.64
DAILY	\$ 322.06	\$ 338.16	\$ 355.07	\$ 372.82	\$ 391.47	\$ 411.04	\$ 411.04	\$ 431.59
HOURLY	\$ 42.94	\$ 45.09	\$ 47.34	\$ 49.71	\$ 52.20	\$ 54.81	\$ 54.81	\$ 57.55
<b>Range 64</b>								
ANNUAL	\$ 74,124.54	\$ 77,833.11	\$ 81,717.73	\$ 85,801.86	\$ 90,097.23	\$ 94,592.12	\$ 94,592.12	\$ 99,333.45
MONTHLY	\$ 7,412.45	\$ 7,783.31	\$ 8,171.77	\$ 8,580.19	\$ 9,009.72	\$ 9,459.21	\$ 9,459.21	\$ 9,933.35
DAILY	\$ 340.02	\$ 357.03	\$ 374.85	\$ 393.59	\$ 413.29	\$ 433.91	\$ 433.91	\$ 455.66
HOURLY	\$ 45.44	\$ 47.71	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99	\$ 57.99	\$ 60.89
<b>Range 65</b>								
ANNUAL	\$ 76,014.73	\$ 79,817.85	\$ 83,801.53	\$ 87,989.80	\$ 92,394.71	\$ 97,004.22	\$ 97,004.22	\$ 101,866.46
MONTHLY	\$ 7,601.47	\$ 7,981.79	\$ 8,380.15	\$ 8,798.98	\$ 9,239.47	\$ 9,700.42	\$ 9,700.42	\$ 10,186.65
DAILY	\$ 348.69	\$ 366.14	\$ 384.41	\$ 403.62	\$ 423.83	\$ 444.97	\$ 444.97	\$ 467.28
HOURLY	\$ 46.60	\$ 48.93	\$ 51.37	\$ 53.94	\$ 56.64	\$ 59.47	\$ 59.47	\$ 62.45

**SHIFT DIFERENTIAL**

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS 3:00 PM AND 10:00 PM SHALL RECEIVE AN ADDITIONAL 47 CENTS PER HOURS, AS A SHIFT DIFERENTIAL.

# ATTACHMENT A

<b>ATTACHMENT A- WTCL 218 7/1/2018</b>								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 218					Hours/Day: 7.5			
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS AFTER 10:00 PM AND BEFORE 3:00 AM SHALL RECEIVE AN ADDITIONAL 71 CENTS PER HOUR, FOR A SHIFT DIFFERENTIAL.

**LONGEVITY PAY**

REGULAR EMPLOYEES IN THE UNIT WHO HAVE BEEN EMPLOYED ON A HALF-TIME OR MORE BASIS SHALL RECEIVE THE FOLLOWING LONGEVITY PAY: (3.75 HOURS OR MORE)

EFFECTIVE 7/1/81

NUMBER OF YEARS

CONTINUOUS SERVICE	AMOUNT PER MONTH
10 YEARS	\$10.38
15 YEARS	\$20.81
20 YEARS	\$31.20
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

**BILINGUAL POSITIONS:** By virtue of the bilingual requirement, persons selected for bilingual positions shall receive a \$60 stipend per month.

Range 58, 59, 60, 61, 62 and 63 are unassigned Job Classifications.

Range 84 is Occupational Therapist - Special Ed.

Salary Schedule WTCL 261 Days 7.5 Hours.

3.87% COLA - Implemented 05/31/2002.

Includes 2% Increase effective 7/1/2013

**Classifications As Of 5/2/2018**

<u>Classification</u>	<u>Range</u>
ADM ASST I BIL	40
ADM ASST II BIL	44
ADMIN AST I	40
ADMINISTRATIVE ASSISTANT I	40
ADMINISTRATIVE ASSISTANT II	44
ADMINISTRATIVE ASSISTANT III	46
ADMINISTRATIVEASSTIIIBILINGUAL	46
CLERK	12
CLERK BILINGUAL	12
CLERK ELEMENTARY LARGE	23
CLERK ELEMENTARY SMALL	22
CLERK TYP INTERM BILINGUAL	18
CLERK TYPIST	14
CLERK TYPIST BILNGUAL	14
COMM COORD/PROG ASST	46
COMMUNITY RELATIONS AST II BIL	38
ELEM SCHL TYPST CLRK BIL SPNSH	24
LIBRARY CLERK	16
LIBRARY CLERK SENIOR	19
LIBRARY CLERK SR	19
LIBRARY TECHNICIAN	33
PROGRAM ASSISTANT I	33
RECEPTIONIST	17
SECRETARY ELEMENTARY SMALL	23
SECRETARY MIDDLE	24

# ATTACHMENT A

ATTACHMENT A-WTCL 218 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 218					Hours/Day: 7.5				
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
SPECIALIST, ATTENDANCE									13
SPECIALIST, ATTENDANCE BILINGU									12
TEXTBOOK CLERK									22

18-1037  
 5-23-18

ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2016								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 207		Hours/Day: 7.5		
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 09</b>								
ANNUAL					\$ 20,796.18	\$ 21,899.38	\$ 21,899.36	\$ 22,943.87
MONTHLY					\$ 2,079.62	\$ 2,189.94	\$ 2,189.94	\$ 2,294.39
DAILY					\$ 100.46	\$ 105.79	\$ 105.79	\$ 110.84
HOURLY					\$ 13.40	\$ 14.11	\$ 14.11	\$ 14.78
<b>Range 12</b>								
ANNUAL				\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 23,530.67	\$ 24,680.80
MONTHLY				\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,353.07	\$ 2,468.08
DAILY				\$ 103.13	\$ 108.18	\$ 113.67	\$ 113.67	\$ 119.23
HOURLY				\$ 13.75	\$ 14.42	\$ 15.16	\$ 15.16	\$ 15.90
<b>Range 13</b>								
ANNUAL			\$ 20,796.18	\$ 21,828.95	\$ 22,943.87	\$ 24,117.46	\$ 24,117.46	\$ 25,255.86
MONTHLY			\$ 2,079.62	\$ 2,182.90	\$ 2,294.39	\$ 2,411.75	\$ 2,411.75	\$ 2,525.59
DAILY			\$ 100.46	\$ 105.45	\$ 110.84	\$ 116.51	\$ 116.51	\$ 122.01
HOURLY			\$ 13.40	\$ 14.06	\$ 14.78	\$ 15.53	\$ 15.53	\$ 16.27
<b>Range 14</b>								
ANNUAL			\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,680.80	\$ 24,680.80	\$ 25,877.86
MONTHLY			\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,468.08	\$ 2,468.08	\$ 2,587.79
DAILY			\$ 103.13	\$ 108.18	\$ 113.67	\$ 119.23	\$ 119.23	\$ 125.01
HOURLY			\$ 13.75	\$ 14.42	\$ 15.16	\$ 15.90	\$ 15.90	\$ 16.67
<b>Range 16</b>								
ANNUAL		\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,960.02	\$ 25,960.02	\$ 27,262.71
MONTHLY		\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,596.00	\$ 2,596.00	\$ 2,726.27
DAILY		\$ 103.13	\$ 108.18	\$ 113.67	\$ 119.34	\$ 125.41	\$ 125.41	\$ 131.70
HOURLY		\$ 13.75	\$ 14.42	\$ 15.16	\$ 15.91	\$ 16.72	\$ 16.72	\$ 17.56
<b>Range 17</b>								
ANNUAL	\$ 20,796.18	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 26,546.81	\$ 27,896.47
MONTHLY	\$ 2,079.62	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,654.68	\$ 2,789.65
DAILY	\$ 100.46	\$ 105.45	\$ 110.84	\$ 118.11	\$ 122.01	\$ 128.25	\$ 128.25	\$ 134.77
HOURLY	\$ 13.40	\$ 14.06	\$ 14.78	\$ 15.48	\$ 16.27	\$ 17.10	\$ 17.10	\$ 17.97
<b>Range 18</b>								
ANNUAL	\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,762.95	\$ 25,877.86	\$ 27,180.57	\$ 27,180.57	\$ 28,541.95
MONTHLY	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,476.30	\$ 2,587.79	\$ 2,718.06	\$ 2,718.06	\$ 2,854.19
DAILY	\$ 103.13	\$ 108.18	\$ 113.67	\$ 119.63	\$ 125.01	\$ 131.31	\$ 131.31	\$ 137.88
HOURLY	\$ 13.75	\$ 14.42	\$ 15.16	\$ 15.95	\$ 16.67	\$ 17.51	\$ 17.51	\$ 18.38
<b>Range 19</b>								
ANNUAL	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,943.40	\$ 27,943.40	\$ 29,316.51
MONTHLY	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,794.34	\$ 2,794.34	\$ 2,931.65
DAILY	\$ 105.45	\$ 110.84	\$ 116.11	\$ 122.01	\$ 128.25	\$ 134.99	\$ 134.99	\$ 141.63
HOURLY	\$ 14.06	\$ 14.78	\$ 15.48	\$ 16.27	\$ 17.10	\$ 18.00	\$ 18.00	\$ 18.88

# ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 207	Hours/Day: 7.5			
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 20</b>								
ANNUAL	\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,494.99	\$ 28,494.99	\$ 29,985.46
MONTHLY	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,849.50	\$ 2,849.50	\$ 2,998.55
DAILY	\$ 108.18	\$ 113.67	\$ 119.34	\$ 125.01	\$ 131.31	\$ 137.66	\$ 137.66	\$ 144.86
HOURLY	\$ 14.42	\$ 15.16	\$ 15.91	\$ 16.67	\$ 17.51	\$ 18.35	\$ 18.35	\$ 19.31
<b>Range 21</b>								
ANNUAL	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 29,246.10	\$ 30,736.57
MONTHLY	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 2,924.61	\$ 3,073.66
DAILY	\$ 110.64	\$ 116.11	\$ 122.01	\$ 128.25	\$ 134.77	\$ 141.29	\$ 141.29	\$ 148.49
HOURLY	\$ 14.78	\$ 15.48	\$ 16.27	\$ 17.10	\$ 17.97	\$ 18.84	\$ 18.84	\$ 19.80
<b>Range 22</b>								
ANNUAL	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 29,985.46	\$ 31,499.40
MONTHLY	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 2,998.55	\$ 3,149.94
DAILY	\$ 113.67	\$ 119.34	\$ 125.01	\$ 131.31	\$ 138.17	\$ 144.86	\$ 144.86	\$ 152.17
HOURLY	\$ 15.16	\$ 15.91	\$ 16.67	\$ 17.51	\$ 18.42	\$ 19.31	\$ 19.31	\$ 20.29
<b>Range 23</b>								
ANNUAL	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 30,654.41	\$ 32,287.46
MONTHLY	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,065.44	\$ 3,229.75
DAILY	\$ 116.11	\$ 122.01	\$ 128.25	\$ 134.77	\$ 141.29	\$ 148.09	\$ 148.09	\$ 156.03
HOURLY	\$ 15.48	\$ 16.27	\$ 17.10	\$ 17.97	\$ 18.84	\$ 19.75	\$ 19.75	\$ 20.80
<b>Range 24</b>								
ANNUAL	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 31,499.40	\$ 33,083.77
MONTHLY	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,149.94	\$ 3,308.38
DAILY	\$ 119.34	\$ 125.01	\$ 131.31	\$ 138.17	\$ 144.86	\$ 152.17	\$ 152.17	\$ 159.82
HOURLY	\$ 15.91	\$ 16.67	\$ 17.51	\$ 18.42	\$ 19.31	\$ 20.29	\$ 20.29	\$ 21.31
<b>Range 25</b>								
ANNUAL	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 32,297.46	\$ 33,834.87
MONTHLY	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,229.75	\$ 3,383.49
DAILY	\$ 122.01	\$ 128.25	\$ 134.77	\$ 141.29	\$ 148.09	\$ 156.03	\$ 156.03	\$ 163.45
HOURLY	\$ 16.27	\$ 17.10	\$ 17.97	\$ 18.84	\$ 19.75	\$ 20.80	\$ 20.80	\$ 21.79
<b>Range 26</b>								
ANNUAL	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 33,083.77	\$ 34,703.33
MONTHLY	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,308.38	\$ 3,470.33
DAILY	\$ 125.01	\$ 131.31	\$ 138.17	\$ 144.86	\$ 152.17	\$ 159.82	\$ 159.82	\$ 167.65
HOURLY	\$ 16.67	\$ 17.51	\$ 18.42	\$ 19.31	\$ 20.29	\$ 21.31	\$ 21.31	\$ 22.35
<b>Range 27</b>								
ANNUAL	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,881.82	\$ 33,881.82	\$ 35,560.07
MONTHLY	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,388.18	\$ 3,388.18	\$ 3,556.01
DAILY	\$ 128.25	\$ 134.77	\$ 141.29	\$ 148.09	\$ 156.03	\$ 163.68	\$ 163.68	\$ 171.79
HOURLY	\$ 17.10	\$ 17.97	\$ 18.84	\$ 19.75	\$ 20.80	\$ 21.82	\$ 21.82	\$ 22.91

# ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 207		Hours/Day: 7.5		
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 28</b>								
ANNUAL	\$ 26,593.77	\$ 28,600.82	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 34,703.33	\$ 36,452.00
MONTHLY	\$ 2,659.38	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,470.33	\$ 3,645.20
DAILY	\$ 128.47	\$ 138.17	\$ 144.86	\$ 152.17	\$ 159.82	\$ 167.65	\$ 167.65	\$ 176.10
HOURLY	\$ 17.13	\$ 18.42	\$ 19.31	\$ 20.29	\$ 21.31	\$ 22.35	\$ 22.35	\$ 23.48
<b>Range 29</b>								
ANNUAL	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 35,513.12	\$ 37,285.25
MONTHLY	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,551.31	\$ 3,728.53
DAILY	\$ 134.77	\$ 141.29	\$ 148.09	\$ 156.03	\$ 163.45	\$ 171.56	\$ 171.56	\$ 180.12
HOURLY	\$ 17.97	\$ 18.84	\$ 19.75	\$ 20.80	\$ 21.79	\$ 22.87	\$ 22.87	\$ 24.02
<b>Range 30</b>								
ANNUAL	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 36,452.00	\$ 38,282.82
MONTHLY	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,645.20	\$ 3,828.28
DAILY	\$ 138.17	\$ 144.86	\$ 152.17	\$ 159.82	\$ 167.65	\$ 176.10	\$ 176.10	\$ 184.94
HOURLY	\$ 18.42	\$ 19.31	\$ 20.29	\$ 21.31	\$ 22.35	\$ 23.48	\$ 23.48	\$ 24.66
<b>Range 32</b>								
ANNUAL	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 38,282.82	\$ 40,184.05
MONTHLY	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 3,828.28	\$ 4,018.40
DAILY	\$ 144.86	\$ 152.17	\$ 159.82	\$ 167.65	\$ 176.10	\$ 184.94	\$ 184.94	\$ 194.13
HOURLY	\$ 19.31	\$ 20.29	\$ 21.31	\$ 22.35	\$ 23.48	\$ 24.66	\$ 24.66	\$ 25.88
<b>Range 33</b>								
ANNUAL	\$ 30,654.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,151.28	\$ 39,151.28	\$ 41,111.19
MONTHLY	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,915.13	\$ 3,915.13	\$ 4,111.12
DAILY	\$ 148.09	\$ 156.03	\$ 163.45	\$ 171.56	\$ 180.12	\$ 189.14	\$ 189.14	\$ 198.60
HOURLY	\$ 19.75	\$ 20.80	\$ 21.79	\$ 22.87	\$ 24.02	\$ 25.22	\$ 25.22	\$ 26.48
<b>Range 34</b>								
ANNUAL	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 40,184.05	\$ 42,179.16
MONTHLY	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,018.40	\$ 4,217.92
DAILY	\$ 152.17	\$ 159.82	\$ 167.65	\$ 176.10	\$ 184.94	\$ 194.13	\$ 194.13	\$ 203.76
HOURLY	\$ 20.29	\$ 21.31	\$ 22.35	\$ 23.48	\$ 24.66	\$ 25.88	\$ 25.88	\$ 27.17
<b>Range 35</b>								
ANNUAL	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,186.49	\$ 41,158.14	\$ 41,158.14	\$ 43,188.46
MONTHLY	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,918.65	\$ 4,115.81	\$ 4,115.81	\$ 4,318.85
DAILY	\$ 156.03	\$ 163.45	\$ 171.56	\$ 180.12	\$ 189.31	\$ 198.83	\$ 198.83	\$ 208.64
HOURLY	\$ 20.80	\$ 21.79	\$ 22.87	\$ 24.02	\$ 25.24	\$ 26.51	\$ 26.51	\$ 27.82
<b>Range 36</b>								
ANNUAL	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,179.16	\$ 42,179.16	\$ 44,244.70
MONTHLY	\$ 3,308.38	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,217.92	\$ 4,217.92	\$ 4,424.47
DAILY	\$ 159.82	\$ 167.65	\$ 176.10	\$ 184.94	\$ 194.13	\$ 203.76	\$ 203.76	\$ 213.74
HOURLY	\$ 21.31	\$ 22.35	\$ 23.48	\$ 24.66	\$ 25.88	\$ 27.17	\$ 27.17	\$ 28.50

# ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 207					Hours/Day: 7.5			
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 38</b>								
ANNUAL	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 44,221.22	\$ 46,486.27
MONTHLY	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,422.12	\$ 4,648.63
DAILY	\$ 167.65	\$ 176.10	\$ 184.94	\$ 194.13	\$ 203.65	\$ 213.63	\$ 213.63	\$ 224.57
HOURLY	\$ 22.35	\$ 23.48	\$ 24.66	\$ 25.88	\$ 27.15	\$ 28.48	\$ 28.48	\$ 29.94
<b>Range 40</b>								
ANNUAL	\$ 36,483.74	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,486.27	\$ 46,486.27	\$ 48,798.26
MONTHLY	\$ 3,648.37	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,648.63	\$ 4,648.63	\$ 4,879.83
DAILY	\$ 176.15	\$ 184.94	\$ 194.13	\$ 203.65	\$ 213.63	\$ 224.57	\$ 224.57	\$ 235.74
HOURLY	\$ 23.49	\$ 24.66	\$ 25.88	\$ 27.15	\$ 28.48	\$ 29.94	\$ 29.94	\$ 31.43
<b>Range 42</b>								
ANNUAL	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,462.81	\$ 48,774.79	\$ 48,774.79	\$ 51,204.14
MONTHLY	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,646.28	\$ 4,877.48	\$ 4,877.48	\$ 5,120.41
DAILY	\$ 184.94	\$ 194.13	\$ 203.65	\$ 213.63	\$ 224.46	\$ 235.63	\$ 235.63	\$ 247.36
HOURLY	\$ 24.66	\$ 25.88	\$ 27.15	\$ 28.48	\$ 29.93	\$ 31.42	\$ 31.42	\$ 32.98
<b>Range 43</b>								
ANNUAL	\$ 39,186.49	\$ 41,111.19	\$ 43,129.78	\$ 45,365.49	\$ 47,554.26	\$ 50,007.07	\$ 50,007.07	\$ 52,459.89
MONTHLY	\$ 3,918.65	\$ 4,111.12	\$ 4,312.98	\$ 4,536.55	\$ 4,755.43	\$ 5,000.71	\$ 5,000.71	\$ 5,245.99
DAILY	\$ 189.31	\$ 198.60	\$ 208.36	\$ 219.16	\$ 229.73	\$ 241.58	\$ 241.58	\$ 253.43
HOURLY	\$ 25.24	\$ 26.48	\$ 27.78	\$ 29.22	\$ 30.63	\$ 32.21	\$ 32.21	\$ 33.79
<b>Range 44</b>								
ANNUAL	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 51,239.35	\$ 53,821.27
MONTHLY	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,123.94	\$ 5,382.13
DAILY	\$ 194.13	\$ 203.65	\$ 213.63	\$ 224.51	\$ 235.74	\$ 247.53	\$ 247.53	\$ 260.01
HOURLY	\$ 25.88	\$ 27.15	\$ 28.48	\$ 29.94	\$ 31.43	\$ 33.00	\$ 33.00	\$ 34.67
<b>Range 45</b>								
ANNUAL	\$ 41,111.19	\$ 43,118.04	\$ 45,336.15	\$ 47,585.99	\$ 49,995.33	\$ 52,518.57	\$ 52,518.57	\$ 55,112.23
MONTHLY	\$ 4,111.12	\$ 4,311.80	\$ 4,533.61	\$ 4,756.60	\$ 4,999.53	\$ 5,251.86	\$ 5,251.86	\$ 5,511.22
DAILY	\$ 198.60	\$ 208.30	\$ 219.02	\$ 229.79	\$ 241.52	\$ 253.71	\$ 253.71	\$ 266.24
HOURLY	\$ 26.48	\$ 27.77	\$ 29.20	\$ 30.64	\$ 32.20	\$ 33.83	\$ 33.83	\$ 35.50
<b>Range 46</b>								
ANNUAL	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 53,786.06	\$ 56,461.87	\$ 56,461.87	\$ 59,255.04
MONTHLY	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,378.61	\$ 5,646.19	\$ 5,646.19	\$ 5,925.50
DAILY	\$ 213.63	\$ 224.51	\$ 235.74	\$ 247.53	\$ 259.84	\$ 272.76	\$ 272.76	\$ 286.26
HOURLY	\$ 28.48	\$ 29.94	\$ 31.43	\$ 33.00	\$ 34.64	\$ 36.37	\$ 36.37	\$ 38.17
<b>Range 47</b>								
ANNUAL	\$ 45,347.89	\$ 47,554.26	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,940.61	\$ 57,940.61	\$ 60,815.93
MONTHLY	\$ 4,534.79	\$ 4,755.43	\$ 5,000.71	\$ 5,251.86	\$ 5,517.09	\$ 5,794.06	\$ 5,794.06	\$ 6,081.59
DAILY	\$ 219.07	\$ 229.73	\$ 241.58	\$ 253.71	\$ 266.53	\$ 279.91	\$ 279.91	\$ 293.80
HOURLY	\$ 29.21	\$ 30.63	\$ 32.21	\$ 33.83	\$ 35.54	\$ 37.32	\$ 37.32	\$ 39.17

ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 207		Hours/Day: 7.5		
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 49</b>								
ANNUAL	\$ 47,554.26	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,917.14	\$ 60,792.46	\$ 60,792.46	\$ 63,832.08
MONTHLY	\$ 4,755.43	\$ 5,000.71	\$ 5,251.86	\$ 5,517.09	\$ 5,791.71	\$ 6,079.25	\$ 6,079.25	\$ 6,383.21
DAILY	\$ 229.73	\$ 241.58	\$ 253.71	\$ 266.53	\$ 279.79	\$ 293.68	\$ 293.68	\$ 308.37
HOURLY	\$ 30.63	\$ 32.21	\$ 33.83	\$ 35.54	\$ 37.31	\$ 39.16	\$ 39.16	\$ 41.12
<b>Range 50</b>								
ANNUAL	\$ 48,798.26	\$ 51,239.35	\$ 53,786.06	\$ 56,555.76	\$ 59,301.99	\$ 62,259.44	\$ 62,259.44	\$ 65,334.28
MONTHLY	\$ 4,879.83	\$ 5,123.94	\$ 5,378.61	\$ 5,655.58	\$ 5,930.20	\$ 6,225.94	\$ 6,225.94	\$ 6,533.43
DAILY	\$ 235.74	\$ 247.53	\$ 259.84	\$ 273.22	\$ 286.48	\$ 300.77	\$ 300.77	\$ 315.62
HOURLY	\$ 31.43	\$ 33.00	\$ 34.64	\$ 36.43	\$ 38.20	\$ 40.10	\$ 40.10	\$ 42.08
<b>Range 53</b>								
ANNUAL	\$ 52,553.78	\$ 55,170.91	\$ 57,917.14	\$ 60,898.08	\$ 63,828.17	\$ 67,012.52	\$ 67,012.52	\$ 70,357.29
MONTHLY	\$ 5,255.38	\$ 5,517.09	\$ 5,791.71	\$ 6,089.81	\$ 6,382.82	\$ 6,701.25	\$ 6,701.25	\$ 7,035.73
DAILY	\$ 253.88	\$ 266.53	\$ 279.79	\$ 294.19	\$ 308.35	\$ 323.73	\$ 323.73	\$ 339.89
HOURLY	\$ 33.85	\$ 35.54	\$ 37.31	\$ 39.23	\$ 41.11	\$ 43.16	\$ 43.16	\$ 45.32
<b>Range 55</b>								
ANNUAL	\$ 59,325.46	\$ 62,318.13	\$ 65,416.43	\$ 68,679.04	\$ 72,105.96	\$ 75,673.70	\$ 75,673.70	\$ 79,487.90
MONTHLY	\$ 5,932.55	\$ 6,231.81	\$ 6,541.64	\$ 6,867.90	\$ 7,210.60	\$ 7,567.37	\$ 7,567.37	\$ 7,948.79
DAILY	\$ 288.60	\$ 301.05	\$ 316.02	\$ 331.78	\$ 348.34	\$ 365.57	\$ 365.57	\$ 384.00
HOURLY	\$ 38.21	\$ 40.14	\$ 42.14	\$ 44.24	\$ 46.45	\$ 48.74	\$ 48.74	\$ 51.20
<b>Range 56</b>								
ANNUAL	\$ 60,815.93	\$ 63,867.29	\$ 67,082.94	\$ 70,509.86	\$ 73,878.09	\$ 77,574.93	\$ 77,574.93	\$ 81,447.81
MONTHLY	\$ 6,081.59	\$ 6,386.73	\$ 6,708.29	\$ 7,050.99	\$ 7,387.81	\$ 7,757.49	\$ 7,757.49	\$ 8,144.78
DAILY	\$ 293.80	\$ 308.54	\$ 324.07	\$ 340.83	\$ 356.90	\$ 374.76	\$ 374.76	\$ 393.47
HOURLY	\$ 39.17	\$ 41.14	\$ 43.21	\$ 45.42	\$ 47.59	\$ 49.97	\$ 49.97	\$ 52.46
<b>Range 57</b>								
ANNUAL	\$ 62,353.34	\$ 65,451.65	\$ 68,737.72	\$ 72,176.37	\$ 75,767.59	\$ 79,570.05	\$ 79,570.05	\$ 83,525.08
MONTHLY	\$ 6,235.33	\$ 6,545.16	\$ 6,873.77	\$ 7,217.64	\$ 7,578.76	\$ 7,957.01	\$ 7,957.01	\$ 8,352.51
DAILY	\$ 301.22	\$ 316.19	\$ 332.07	\$ 348.88	\$ 366.03	\$ 384.40	\$ 384.40	\$ 403.50
HOURLY	\$ 40.16	\$ 42.16	\$ 44.28	\$ 46.49	\$ 48.80	\$ 51.25	\$ 51.25	\$ 53.80
<b>Range 58</b>								
ANNUAL	\$ 62,053.60	\$ 65,156.61	\$ 68,414.39	\$ 71,835.49	\$ 75,427.50	\$ 79,198.97	\$ 79,198.97	\$ 83,158.45
MONTHLY	\$ 6,205.36	\$ 6,515.66	\$ 6,841.44	\$ 7,183.55	\$ 7,542.75	\$ 7,919.90	\$ 7,919.90	\$ 8,315.84
DAILY	\$ 299.78	\$ 314.77	\$ 330.50	\$ 347.03	\$ 364.38	\$ 382.60	\$ 382.60	\$ 401.73
HOURLY	\$ 39.97	\$ 41.97	\$ 44.07	\$ 46.27	\$ 48.58	\$ 51.01	\$ 51.01	\$ 53.58
<b>Range 59</b>								
ANNUAL	\$ 63,605.10	\$ 66,785.98	\$ 70,125.42	\$ 73,631.02	\$ 77,313.24	\$ 81,178.71	\$ 81,178.71	\$ 85,237.88
MONTHLY	\$ 6,360.51	\$ 6,678.80	\$ 7,012.54	\$ 7,363.10	\$ 7,731.32	\$ 8,117.87	\$ 8,117.87	\$ 8,523.79
DAILY	\$ 307.27	\$ 322.64	\$ 338.77	\$ 355.71	\$ 373.49	\$ 392.17	\$ 392.17	\$ 411.78
HOURLY	\$ 40.97	\$ 43.02	\$ 45.17	\$ 47.43	\$ 49.80	\$ 52.29	\$ 52.29	\$ 54.90



# ATTACHMENT B

ATTACHMENT B - WTCL 207 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 207					Hours/Day: 7.5				
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Range 60</b>									
ANNUAL	\$ 65,195.54	\$ 68,456.17	\$ 71,878.22	\$ 75,472.13	\$ 79,246.45	\$ 83,208.77	\$ 83,208.77	\$ 87,368.59	
MONTHLY	\$ 6,519.55	\$ 6,845.62	\$ 7,187.82	\$ 7,547.21	\$ 7,924.65	\$ 8,320.88	\$ 8,320.88	\$ 8,736.86	
DAILY	\$ 314.95	\$ 330.71	\$ 347.24	\$ 364.60	\$ 382.83	\$ 401.97	\$ 401.97	\$ 422.07	
HOURLY	\$ 41.99	\$ 44.09	\$ 46.30	\$ 48.61	\$ 51.04	\$ 53.60	\$ 53.60	\$ 56.28	
<b>Range 61</b>									
ANNUAL	\$ 66,825.86	\$ 70,167.20	\$ 73,675.65	\$ 77,358.82	\$ 81,227.14	\$ 85,288.21	\$ 85,288.21	\$ 89,552.48	
MONTHLY	\$ 6,682.59	\$ 7,016.72	\$ 7,367.57	\$ 7,735.88	\$ 8,122.71	\$ 8,528.82	\$ 8,528.82	\$ 8,955.25	
DAILY	\$ 322.83	\$ 338.97	\$ 355.92	\$ 373.71	\$ 392.40	\$ 412.02	\$ 412.02	\$ 432.62	
HOURLY	\$ 43.04	\$ 45.20	\$ 47.46	\$ 49.83	\$ 52.32	\$ 54.94	\$ 54.94	\$ 57.68	
<b>Range 62</b>									
ANNUAL	\$ 68,496.05	\$ 71,920.95	\$ 75,517.71	\$ 79,292.98	\$ 83,258.15	\$ 87,420.82	\$ 87,420.82	\$ 91,791.43	
MONTHLY	\$ 6,849.61	\$ 7,192.09	\$ 7,551.77	\$ 7,929.30	\$ 8,325.81	\$ 8,742.08	\$ 8,742.08	\$ 9,179.14	
DAILY	\$ 330.90	\$ 347.44	\$ 364.82	\$ 383.06	\$ 402.21	\$ 422.32	\$ 422.32	\$ 443.44	
HOURLY	\$ 44.12	\$ 46.33	\$ 48.64	\$ 51.07	\$ 53.63	\$ 56.31	\$ 56.31	\$ 59.12	
<b>Range 63</b>									
ANNUAL	\$ 70,208.97	\$ 73,719.33	\$ 77,405.34	\$ 81,275.56	\$ 85,339.48	\$ 89,606.60	\$ 89,606.60	\$ 94,086.41	
MONTHLY	\$ 7,020.90	\$ 7,371.93	\$ 7,740.53	\$ 8,127.56	\$ 8,533.95	\$ 8,960.66	\$ 8,960.66	\$ 9,408.64	
DAILY	\$ 339.17	\$ 356.13	\$ 373.94	\$ 392.64	\$ 412.27	\$ 432.88	\$ 432.88	\$ 454.52	
HOURLY	\$ 45.22	\$ 47.48	\$ 49.86	\$ 52.35	\$ 54.97	\$ 57.72	\$ 57.72	\$ 60.60	
<b>Range 64</b>									
ANNUAL	\$ 74,124.54	\$ 77,833.11	\$ 81,717.73	\$ 85,801.86	\$ 90,097.23	\$ 94,592.12	\$ 94,592.12	\$ 99,333.45	
MONTHLY	\$ 7,412.45	\$ 7,783.31	\$ 8,171.77	\$ 8,580.19	\$ 9,009.72	\$ 9,459.21	\$ 9,459.21	\$ 9,933.35	
DAILY	\$ 358.09	\$ 376.01	\$ 394.77	\$ 414.50	\$ 435.25	\$ 456.97	\$ 456.97	\$ 479.87	
HOURLY	\$ 45.44	\$ 47.71	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99	\$ 57.99	\$ 60.89	
<b>Range 65</b>									
ANNUAL	\$ 76,014.73	\$ 79,817.85	\$ 83,801.53	\$ 87,989.80	\$ 92,394.71	\$ 97,004.22	\$ 97,004.22	\$ 101,866.46	
MONTHLY	\$ 7,601.47	\$ 7,981.79	\$ 8,380.15	\$ 8,798.98	\$ 9,239.47	\$ 9,700.42	\$ 9,700.42	\$ 10,186.65	
DAILY	\$ 367.22	\$ 385.59	\$ 404.84	\$ 425.07	\$ 446.35	\$ 468.62	\$ 468.62	\$ 492.11	
HOURLY	\$ 46.60	\$ 48.93	\$ 51.37	\$ 53.94	\$ 56.64	\$ 59.47	\$ 59.47	\$ 62.45	

**SHIFT DIFFERENTIAL**

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS 3:00 PM AND 10:00 PM SHALL RECEIVE AN ADDITIONAL 47 CENTS PER HOUR, AS A

**SHIFT DIFFERENTIAL**

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS AFTER 10:00 PM AND BEFORE 3:00 AM SHALL RECEIVE AN ADDITIONAL 71 CENTS PER HOUR, FOR A SHIFT DIFFERENTIAL.

**LONGEVITY PAY**

REGULAR EMPLOYEES IN THE UNIT WHO HAVE BEEN EMPLOYED ON A HALF-TIME OR MORE BASIS SHALL RECEIVE THE FOLLOWING LONGEVITY PAY: (3.75 HOURS OR MORE)

<b>ATTACHMENT B - WTCL 207 7/1/2018</b>								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 207	Hours/Day: 7.5			
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8

EFFECTIVE 7/1/01

NUMBER OF YEARS

CONTINUOUS SERVICE	AMOUNT PER MONTH
10 YEARS	\$10.38
15 YEARS	\$20.81
20 YEARS	\$31.20
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

**BILINGUAL POSITIONS:** By virtue of the bilingual requirement, persons selected for bilingual positions shall receive a \$60 stipend per month.

Range 58, 59, 60, 61, 62 and 63 are unassigned Job Classifications.

Range 64 is Occupational Therapist - Special Ed.

Salary Schedule WTCL 281 Days 7.5 Hours.

3.87% COLA - Implemented 05/31/2002.

Includes 2% increase effective 7/1/2013

Number of work days 181

**Classifications As Of 5/2/2018**

Range 64	OCCUPATIONAL THERAPIST
Range 12	PE ATTENDANT
Range 27	SCHOOL SECURITY OFFICER II
Range 36	STUDENT ATTENDANCE COMPL OFFCR

181037  
5-23-18

ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 205 Hours/Day: 7.5								
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 09</b>								
ANNUAL					\$ 20,786.18	\$ 21,899.36	\$ 21,899.36	\$ 22,943.87
MONTHLY					\$ 2,079.62	\$ 2,189.94	\$ 2,189.94	\$ 2,294.39
DAILY					\$ 101.44	\$ 106.83	\$ 106.83	\$ 111.92
HOURLY					\$ 13.53	\$ 14.24	\$ 14.24	\$ 14.92
<b>Range 12</b>								
ANNUAL				\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 23,530.67	\$ 24,680.80
MONTHLY				\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,353.07	\$ 2,488.08
DAILY				\$ 104.14	\$ 109.23	\$ 114.78	\$ 114.78	\$ 120.39
HOURLY				\$ 13.88	\$ 14.56	\$ 15.30	\$ 15.30	\$ 16.05
<b>Range 13</b>								
ANNUAL		\$ 20,786.18	\$ 21,828.95	\$ 22,943.87	\$ 24,117.46	\$ 24,117.46	\$ 25,255.86	
MONTHLY		\$ 2,079.62	\$ 2,182.80	\$ 2,294.39	\$ 2,411.75	\$ 2,411.75	\$ 2,525.59	
DAILY		\$ 101.44	\$ 108.48	\$ 111.92	\$ 117.65	\$ 117.65	\$ 123.20	
HOURLY		\$ 13.53	\$ 14.20	\$ 14.92	\$ 15.89	\$ 15.89	\$ 16.43	
<b>Range 14</b>								
ANNUAL		\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,680.80	\$ 24,680.80	\$ 25,877.86	
MONTHLY		\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,488.08	\$ 2,488.08	\$ 2,587.79	
DAILY		\$ 104.14	\$ 109.23	\$ 114.78	\$ 120.39	\$ 120.39	\$ 126.23	
HOURLY		\$ 13.88	\$ 14.58	\$ 15.30	\$ 16.05	\$ 16.05	\$ 16.83	
<b>Range 16</b>								
ANNUAL	\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,960.02	\$ 25,960.02	\$ 27,262.71	
MONTHLY	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,596.00	\$ 2,596.00	\$ 2,726.27	
DAILY	\$ 104.14	\$ 109.23	\$ 114.78	\$ 120.51	\$ 126.63	\$ 126.63	\$ 132.89	
HOURLY	\$ 13.88	\$ 14.56	\$ 15.30	\$ 16.07	\$ 16.88	\$ 16.88	\$ 17.73	
<b>Range 17</b>								
ANNUAL	\$ 20,786.18	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 26,546.81	\$ 27,896.47
MONTHLY	\$ 2,079.62	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,654.68	\$ 2,789.65
DAILY	\$ 101.44	\$ 106.48	\$ 111.92	\$ 117.25	\$ 123.20	\$ 129.50	\$ 129.50	\$ 136.08
HOURLY	\$ 13.53	\$ 14.20	\$ 14.92	\$ 15.83	\$ 16.43	\$ 17.27	\$ 17.27	\$ 18.14
<b>Range 18</b>								
ANNUAL	\$ 21,347.77	\$ 22,392.28	\$ 23,530.67	\$ 24,782.95	\$ 25,877.86	\$ 27,180.57	\$ 27,180.57	\$ 28,541.95
MONTHLY	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,478.30	\$ 2,587.79	\$ 2,718.06	\$ 2,718.06	\$ 2,854.19
DAILY	\$ 104.14	\$ 109.23	\$ 114.78	\$ 120.79	\$ 128.23	\$ 132.59	\$ 132.59	\$ 139.23
HOURLY	\$ 13.88	\$ 14.56	\$ 15.30	\$ 16.11	\$ 16.83	\$ 17.68	\$ 17.68	\$ 18.58
<b>Range 19</b>								
ANNUAL	\$ 21,828.95	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,943.40	\$ 27,943.40	\$ 29,318.51
MONTHLY	\$ 2,182.80	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,794.34	\$ 2,794.34	\$ 2,931.65
DAILY	\$ 106.48	\$ 111.92	\$ 117.25	\$ 123.20	\$ 129.50	\$ 136.31	\$ 136.31	\$ 143.01
HOURLY	\$ 14.20	\$ 14.92	\$ 15.83	\$ 16.43	\$ 17.27	\$ 18.17	\$ 18.17	\$ 19.07

# ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
				Days/Year: 205	Hours/Day: 7.5			
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 20</b>								
ANNUAL	\$ 22,392.28	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,484.99	\$ 28,484.99	\$ 28,985.48
MONTHLY	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,849.50	\$ 2,849.50	\$ 2,998.55
DAILY	\$ 109.23	\$ 114.78	\$ 120.51	\$ 128.23	\$ 132.59	\$ 139.00	\$ 139.00	\$ 148.27
HOURLY	\$ 14.56	\$ 15.30	\$ 16.07	\$ 16.83	\$ 17.68	\$ 18.53	\$ 18.53	\$ 19.50
<b>Range 21</b>								
ANNUAL	\$ 22,943.87	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 29,246.10	\$ 30,738.57
MONTHLY	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 2,924.61	\$ 3,073.86
DAILY	\$ 111.92	\$ 117.25	\$ 123.20	\$ 129.50	\$ 136.08	\$ 142.66	\$ 142.66	\$ 149.93
HOURLY	\$ 14.92	\$ 15.63	\$ 16.43	\$ 17.27	\$ 18.14	\$ 19.02	\$ 19.02	\$ 19.99
<b>Range 22</b>								
ANNUAL	\$ 23,530.67	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 29,985.46	\$ 31,499.40
MONTHLY	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.08	\$ 2,998.55	\$ 2,998.55	\$ 3,149.94
DAILY	\$ 114.78	\$ 120.51	\$ 126.23	\$ 132.59	\$ 139.52	\$ 146.27	\$ 146.27	\$ 153.66
HOURLY	\$ 15.30	\$ 16.07	\$ 16.83	\$ 17.68	\$ 18.60	\$ 19.50	\$ 19.50	\$ 20.49
<b>Range 23</b>								
ANNUAL	\$ 24,035.32	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 30,654.41	\$ 32,297.46
MONTHLY	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,065.44	\$ 3,229.75
DAILY	\$ 117.25	\$ 123.20	\$ 129.50	\$ 136.08	\$ 142.66	\$ 149.53	\$ 149.53	\$ 157.55
HOURLY	\$ 15.63	\$ 16.43	\$ 17.27	\$ 18.14	\$ 19.02	\$ 19.94	\$ 19.94	\$ 21.01
<b>Range 24</b>								
ANNUAL	\$ 24,704.26	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 31,499.40	\$ 33,083.77
MONTHLY	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.08	\$ 2,998.55	\$ 3,149.94	\$ 3,149.94	\$ 3,308.38
DAILY	\$ 120.51	\$ 126.23	\$ 132.59	\$ 139.52	\$ 146.27	\$ 153.66	\$ 153.66	\$ 161.38
HOURLY	\$ 16.07	\$ 16.83	\$ 17.68	\$ 18.60	\$ 19.50	\$ 20.49	\$ 20.49	\$ 21.52
<b>Range 25</b>								
ANNUAL	\$ 25,255.86	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 32,297.46	\$ 33,834.87
MONTHLY	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,229.75	\$ 3,383.49
DAILY	\$ 123.20	\$ 129.50	\$ 136.08	\$ 142.66	\$ 149.53	\$ 157.55	\$ 157.55	\$ 165.05
HOURLY	\$ 16.43	\$ 17.27	\$ 18.14	\$ 19.02	\$ 19.94	\$ 21.01	\$ 21.01	\$ 22.01
<b>Range 26</b>								
ANNUAL	\$ 25,877.86	\$ 27,180.57	\$ 28,600.62	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 33,083.77	\$ 34,703.33
MONTHLY	\$ 2,587.79	\$ 2,718.06	\$ 2,860.08	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,308.38	\$ 3,470.33
DAILY	\$ 126.23	\$ 132.59	\$ 139.52	\$ 146.27	\$ 153.66	\$ 161.38	\$ 161.38	\$ 169.28
HOURLY	\$ 16.83	\$ 17.68	\$ 18.60	\$ 19.50	\$ 20.49	\$ 21.52	\$ 21.52	\$ 22.57
<b>Range 27</b>								
ANNUAL	\$ 26,546.81	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,881.82	\$ 33,881.82	\$ 35,560.07
MONTHLY	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,388.18	\$ 3,388.18	\$ 3,556.01
DAILY	\$ 129.50	\$ 136.08	\$ 142.66	\$ 149.53	\$ 157.55	\$ 165.28	\$ 165.28	\$ 173.48
HOURLY	\$ 17.27	\$ 18.14	\$ 19.02	\$ 19.94	\$ 21.01	\$ 22.04	\$ 22.04	\$ 23.13
<b>Range 28</b>								

# ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 205 Hours/Day: 7.5								
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 29</b>								
ANNUAL	\$ 28,593.77	\$ 28,600.82	\$ 28,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 34,703.33	\$ 36,452.00
MONTHLY	\$ 2,859.38	\$ 2,860.08	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,470.33	\$ 3,645.20
DAILY	\$ 129.73	\$ 139.52	\$ 146.27	\$ 153.66	\$ 161.38	\$ 169.28	\$ 169.28	\$ 177.81
HOURLY	\$ 17.30	\$ 18.60	\$ 19.50	\$ 20.49	\$ 21.52	\$ 22.57	\$ 22.57	\$ 23.71
<b>Range 30</b>								
ANNUAL	\$ 27,896.47	\$ 29,246.10	\$ 30,654.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 35,513.12	\$ 37,285.25
MONTHLY	\$ 2,789.65	\$ 2,924.61	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,551.31	\$ 3,728.53
DAILY	\$ 136.08	\$ 142.66	\$ 149.53	\$ 157.55	\$ 165.05	\$ 173.23	\$ 173.23	\$ 181.88
HOURLY	\$ 18.14	\$ 19.02	\$ 19.94	\$ 21.01	\$ 22.01	\$ 23.10	\$ 23.10	\$ 24.25
<b>Range 32</b>								
ANNUAL	\$ 28,600.82	\$ 28,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 36,452.00	\$ 38,282.82
MONTHLY	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,845.20	\$ 3,845.20	\$ 3,828.28
DAILY	\$ 139.52	\$ 146.27	\$ 153.66	\$ 161.38	\$ 169.28	\$ 177.81	\$ 177.81	\$ 186.75
HOURLY	\$ 18.60	\$ 19.50	\$ 20.49	\$ 21.52	\$ 22.57	\$ 23.71	\$ 23.71	\$ 24.90
<b>Range 33</b>								
ANNUAL	\$ 29,985.46	\$ 31,499.40	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 38,282.82	\$ 40,184.05
MONTHLY	\$ 2,998.55	\$ 3,149.94	\$ 3,308.38	\$ 3,470.33	\$ 3,845.20	\$ 3,828.28	\$ 3,828.28	\$ 4,018.40
DAILY	\$ 146.27	\$ 153.66	\$ 161.38	\$ 169.28	\$ 177.81	\$ 186.75	\$ 186.75	\$ 196.02
HOURLY	\$ 19.50	\$ 20.49	\$ 21.52	\$ 22.57	\$ 23.71	\$ 24.90	\$ 24.90	\$ 26.14
<b>Range 34</b>								
ANNUAL	\$ 30,854.41	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,151.28	\$ 39,151.28	\$ 41,111.19
MONTHLY	\$ 3,065.44	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,915.13	\$ 3,915.13	\$ 4,111.12
DAILY	\$ 149.53	\$ 157.55	\$ 165.05	\$ 173.23	\$ 181.88	\$ 190.98	\$ 190.98	\$ 200.54
HOURLY	\$ 19.94	\$ 21.01	\$ 22.01	\$ 23.10	\$ 24.25	\$ 25.46	\$ 25.46	\$ 26.74
<b>Range 35</b>								
ANNUAL	\$ 32,297.46	\$ 33,834.87	\$ 35,513.12	\$ 37,285.25	\$ 39,186.49	\$ 41,158.14	\$ 41,158.14	\$ 43,188.46
MONTHLY	\$ 3,229.75	\$ 3,383.49	\$ 3,551.31	\$ 3,728.53	\$ 3,918.65	\$ 4,115.81	\$ 4,115.81	\$ 4,318.85
DAILY	\$ 157.55	\$ 165.05	\$ 173.23	\$ 181.88	\$ 191.15	\$ 200.77	\$ 200.77	\$ 210.88
HOURLY	\$ 21.01	\$ 22.01	\$ 23.10	\$ 24.25	\$ 25.49	\$ 26.77	\$ 26.77	\$ 28.09
<b>Range 36</b>								
ANNUAL	\$ 33,083.77	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,179.16	\$ 42,179.16	\$ 44,244.70
MONTHLY	\$ 3,308.38	\$ 3,470.33	\$ 3,845.20	\$ 3,828.28	\$ 4,018.40	\$ 4,217.82	\$ 4,217.82	\$ 4,424.47
DAILY	\$ 161.38	\$ 169.28	\$ 177.81	\$ 186.75	\$ 196.02	\$ 205.75	\$ 205.75	\$ 215.83
HOURLY	\$ 21.52	\$ 22.57	\$ 23.71	\$ 24.90	\$ 26.14	\$ 27.43	\$ 27.43	\$ 28.78
<b>Range 38</b>								

ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018								
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018								
HUMAN RESOURCES SERVICES AND SUPPORT								
SALARY SCHEDULE WHITE COLLAR								
Days/Year: 205 Hours/Day: 7.5								
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ANNUAL	\$ 34,703.33	\$ 36,452.00	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 44,221.22	\$ 46,486.27
MONTHLY	\$ 3,470.33	\$ 3,645.20	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,422.12	\$ 4,648.63
DAILY	\$ 169.28	\$ 177.81	\$ 186.75	\$ 198.02	\$ 205.64	\$ 215.71	\$ 215.71	\$ 226.76
HOURLY	\$ 22.57	\$ 23.71	\$ 24.90	\$ 26.14	\$ 27.42	\$ 28.76	\$ 28.76	\$ 30.23
<b>Range 40</b>								
ANNUAL	\$ 36,463.74	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,486.27	\$ 46,486.27	\$ 48,798.26
MONTHLY	\$ 3,646.37	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,648.63	\$ 4,648.63	\$ 4,879.83
DAILY	\$ 177.87	\$ 186.75	\$ 198.02	\$ 205.64	\$ 215.71	\$ 226.76	\$ 226.76	\$ 238.04
HOURLY	\$ 23.72	\$ 24.90	\$ 26.14	\$ 27.42	\$ 28.76	\$ 30.23	\$ 30.23	\$ 31.74
<b>Range 42</b>								
ANNUAL	\$ 38,282.82	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,462.81	\$ 48,774.79	\$ 48,774.79	\$ 51,204.14
MONTHLY	\$ 3,828.28	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,646.28	\$ 4,877.48	\$ 4,877.48	\$ 5,120.41
DAILY	\$ 186.75	\$ 198.02	\$ 205.64	\$ 215.71	\$ 226.65	\$ 237.93	\$ 237.93	\$ 249.78
HOURLY	\$ 24.90	\$ 26.14	\$ 27.42	\$ 28.76	\$ 30.22	\$ 31.72	\$ 31.72	\$ 33.30
<b>Range 43</b>								
ANNUAL	\$ 39,188.48	\$ 41,111.19	\$ 43,129.78	\$ 45,365.49	\$ 47,554.26	\$ 50,007.07	\$ 50,007.07	\$ 52,459.89
MONTHLY	\$ 3,918.85	\$ 4,111.12	\$ 4,312.98	\$ 4,536.55	\$ 4,755.43	\$ 5,000.71	\$ 5,000.71	\$ 5,245.98
DAILY	\$ 191.15	\$ 200.54	\$ 210.39	\$ 221.30	\$ 231.97	\$ 243.94	\$ 243.94	\$ 255.90
HOURLY	\$ 25.49	\$ 26.74	\$ 28.05	\$ 29.51	\$ 30.93	\$ 32.52	\$ 32.52	\$ 34.12
<b>Range 44</b>								
ANNUAL	\$ 40,184.05	\$ 42,155.70	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 51,239.35	\$ 53,821.27
MONTHLY	\$ 4,018.40	\$ 4,215.57	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,123.94	\$ 5,382.13
DAILY	\$ 198.02	\$ 205.64	\$ 215.71	\$ 226.71	\$ 238.04	\$ 249.95	\$ 249.95	\$ 262.54
HOURLY	\$ 26.14	\$ 27.42	\$ 28.76	\$ 30.23	\$ 31.74	\$ 33.33	\$ 33.33	\$ 35.01
<b>Range 45</b>								
ANNUAL	\$ 41,111.19	\$ 43,118.04	\$ 45,338.15	\$ 47,565.99	\$ 49,995.33	\$ 52,518.57	\$ 52,518.57	\$ 55,112.23
MONTHLY	\$ 4,111.12	\$ 4,311.80	\$ 4,533.61	\$ 4,756.60	\$ 4,999.53	\$ 5,251.88	\$ 5,251.88	\$ 5,511.22
DAILY	\$ 200.54	\$ 210.33	\$ 221.15	\$ 232.03	\$ 243.88	\$ 256.19	\$ 256.19	\$ 268.84
HOURLY	\$ 26.74	\$ 28.04	\$ 29.49	\$ 30.94	\$ 32.52	\$ 34.18	\$ 34.18	\$ 35.85
<b>Range 46</b>								
ANNUAL	\$ 44,221.22	\$ 46,474.54	\$ 48,798.26	\$ 51,239.35	\$ 53,786.08	\$ 56,461.87	\$ 56,461.87	\$ 59,255.04
MONTHLY	\$ 4,422.12	\$ 4,647.45	\$ 4,879.83	\$ 5,123.94	\$ 5,378.61	\$ 5,646.19	\$ 5,646.19	\$ 5,925.50
DAILY	\$ 215.71	\$ 226.71	\$ 238.04	\$ 249.95	\$ 262.37	\$ 275.42	\$ 275.42	\$ 289.05
HOURLY	\$ 28.76	\$ 30.23	\$ 31.74	\$ 33.33	\$ 34.98	\$ 36.72	\$ 36.72	\$ 38.54
<b>Range 47</b>								
ANNUAL	\$ 45,347.89	\$ 47,554.28	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,940.61	\$ 57,940.61	\$ 60,815.93
MONTHLY	\$ 4,534.79	\$ 4,755.43	\$ 5,000.71	\$ 5,251.88	\$ 5,517.09	\$ 5,794.06	\$ 5,794.06	\$ 6,081.59
DAILY	\$ 221.21	\$ 231.97	\$ 243.94	\$ 256.19	\$ 269.13	\$ 282.64	\$ 282.64	\$ 296.66
HOURLY	\$ 29.49	\$ 30.93	\$ 32.52	\$ 34.18	\$ 35.88	\$ 37.68	\$ 37.68	\$ 39.58
<b>Range 49</b>								
ANNUAL	\$ 47,554.26	\$ 50,007.07	\$ 52,518.57	\$ 55,170.91	\$ 57,917.14	\$ 60,792.46	\$ 60,792.46	\$ 63,832.08

# ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 205                      Hours/Day: 7.5									
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MONTHLY	\$ 4,755.43	\$ 5,000.71	\$ 5,251.86	\$ 5,517.09	\$ 5,791.71	\$ 6,079.25	\$ 6,079.25	\$ 6,383.21	\$ 6,383.21
DAILY	\$ 231.97	\$ 243.94	\$ 256.19	\$ 269.13	\$ 282.52	\$ 296.55	\$ 296.55	\$ 311.38	\$ 311.38
HOURLY	\$ 30.93	\$ 32.52	\$ 34.16	\$ 35.88	\$ 37.67	\$ 39.54	\$ 39.54	\$ 41.52	\$ 41.52
<b>Range 50</b>									
ANNUAL	\$ 48,798.26	\$ 51,239.35	\$ 53,788.08	\$ 56,555.76	\$ 59,301.99	\$ 62,259.44	\$ 62,259.44	\$ 65,334.28	\$ 65,334.28
MONTHLY	\$ 4,879.83	\$ 5,123.94	\$ 5,378.81	\$ 5,655.58	\$ 5,930.20	\$ 6,225.94	\$ 6,225.94	\$ 6,533.43	\$ 6,533.43
DAILY	\$ 238.04	\$ 249.95	\$ 262.37	\$ 275.88	\$ 289.28	\$ 303.70	\$ 303.70	\$ 318.70	\$ 318.70
HOURLY	\$ 31.74	\$ 33.33	\$ 34.98	\$ 36.78	\$ 38.57	\$ 40.49	\$ 40.49	\$ 42.48	\$ 42.48
<b>Range 53</b>									
ANNUAL	\$ 52,553.78	\$ 55,170.91	\$ 57,917.14	\$ 60,898.08	\$ 63,828.17	\$ 67,012.52	\$ 67,012.52	\$ 70,357.29	\$ 70,357.29
MONTHLY	\$ 5,255.38	\$ 5,517.09	\$ 5,791.71	\$ 6,089.81	\$ 6,382.82	\$ 6,701.25	\$ 6,701.25	\$ 7,035.73	\$ 7,035.73
DAILY	\$ 256.36	\$ 269.13	\$ 282.52	\$ 297.06	\$ 311.36	\$ 326.89	\$ 326.89	\$ 343.21	\$ 343.21
HOURLY	\$ 34.18	\$ 35.88	\$ 37.67	\$ 39.61	\$ 41.51	\$ 43.59	\$ 43.59	\$ 45.78	\$ 45.78
<b>Range 55</b>									
ANNUAL	\$ 59,325.46	\$ 62,318.13	\$ 65,418.43	\$ 68,679.04	\$ 72,105.96	\$ 75,673.70	\$ 75,673.70	\$ 79,487.90	\$ 79,487.90
MONTHLY	\$ 5,932.55	\$ 6,231.81	\$ 6,541.84	\$ 6,867.90	\$ 7,210.60	\$ 7,567.37	\$ 7,567.37	\$ 7,948.79	\$ 7,948.79
DAILY	\$ 289.39	\$ 303.99	\$ 319.10	\$ 335.02	\$ 351.74	\$ 369.14	\$ 369.14	\$ 387.75	\$ 387.75
HOURLY	\$ 38.59	\$ 40.53	\$ 42.55	\$ 44.67	\$ 46.90	\$ 49.22	\$ 49.22	\$ 51.70	\$ 51.70
<b>Range 56</b>									
ANNUAL	\$ 60,815.93	\$ 63,867.29	\$ 67,082.94	\$ 70,509.86	\$ 73,878.09	\$ 77,574.93	\$ 77,574.93	\$ 81,447.81	\$ 81,447.81
MONTHLY	\$ 6,081.59	\$ 6,386.73	\$ 6,708.29	\$ 7,050.99	\$ 7,387.81	\$ 7,757.49	\$ 7,757.49	\$ 8,144.78	\$ 8,144.78
DAILY	\$ 296.66	\$ 311.55	\$ 327.23	\$ 343.95	\$ 360.38	\$ 378.41	\$ 378.41	\$ 397.31	\$ 397.31
HOURLY	\$ 39.56	\$ 41.54	\$ 43.63	\$ 45.86	\$ 48.05	\$ 50.46	\$ 50.46	\$ 52.97	\$ 52.97
<b>Range 57</b>									
ANNUAL	\$ 62,353.34	\$ 65,451.85	\$ 68,737.72	\$ 72,176.37	\$ 75,767.59	\$ 79,570.05	\$ 79,570.05	\$ 83,525.08	\$ 83,525.08
MONTHLY	\$ 6,235.33	\$ 6,545.16	\$ 6,873.77	\$ 7,217.64	\$ 7,576.76	\$ 7,957.01	\$ 7,957.01	\$ 8,352.51	\$ 8,352.51
DAILY	\$ 304.16	\$ 319.28	\$ 335.31	\$ 352.08	\$ 369.60	\$ 388.15	\$ 388.15	\$ 407.44	\$ 407.44
HOURLY	\$ 40.56	\$ 42.57	\$ 44.71	\$ 46.94	\$ 49.28	\$ 51.75	\$ 51.75	\$ 54.33	\$ 54.33
<b>Range 58</b>									
ANNUAL	\$ 62,053.60	\$ 65,156.61	\$ 68,414.39	\$ 71,835.49	\$ 75,427.50	\$ 79,198.97	\$ 79,198.97	\$ 83,158.45	\$ 83,158.45
MONTHLY	\$ 6,205.36	\$ 6,515.66	\$ 6,841.44	\$ 7,183.55	\$ 7,542.75	\$ 7,919.90	\$ 7,919.90	\$ 8,315.84	\$ 8,315.84
DAILY	\$ 302.70	\$ 317.84	\$ 333.73	\$ 350.42	\$ 367.94	\$ 386.34	\$ 386.34	\$ 405.65	\$ 405.65
HOURLY	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51	\$ 51.51	\$ 54.09	\$ 54.09
<b>Range 59</b>									
ANNUAL	\$ 63,805.10	\$ 66,785.98	\$ 70,125.42	\$ 73,631.02	\$ 77,313.24	\$ 81,178.71	\$ 81,178.71	\$ 85,237.88	\$ 85,237.88
MONTHLY	\$ 6,360.51	\$ 6,678.60	\$ 7,012.54	\$ 7,363.10	\$ 7,731.32	\$ 8,117.87	\$ 8,117.87	\$ 8,523.79	\$ 8,523.79
DAILY	\$ 310.27	\$ 325.79	\$ 342.08	\$ 359.18	\$ 377.14	\$ 395.99	\$ 395.99	\$ 415.79	\$ 415.79
HOURLY	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89	\$ 50.29	\$ 52.80	\$ 52.80	\$ 55.44	\$ 55.44
<b>Range 60</b>									
ANNUAL	\$ 65,195.54	\$ 68,456.17	\$ 71,878.22	\$ 75,472.13	\$ 79,248.45	\$ 83,208.77	\$ 83,208.77	\$ 87,368.59	\$ 87,368.59
MONTHLY	\$ 6,519.55	\$ 6,845.62	\$ 7,187.82	\$ 7,547.21	\$ 7,924.65	\$ 8,320.88	\$ 8,320.88	\$ 8,736.88	\$ 8,736.88

# ATTACHMENT C

ATTACHMENT C - WTCL 205 7/1/2018									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 205					Hours/Day: 7.5				
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DAILY	\$ 318.03	\$ 333.93	\$ 350.83	\$ 368.16	\$ 386.57	\$ 405.90	\$ 405.90	\$ 428.19	
HOURLY	\$ 42.40	\$ 44.52	\$ 46.75	\$ 49.09	\$ 51.54	\$ 54.12	\$ 54.12	\$ 56.83	
<b>Range 61</b>									
ANNUAL	\$ 66,825.86	\$ 70,167.20	\$ 73,875.65	\$ 77,358.82	\$ 81,227.14	\$ 85,288.21	\$ 85,288.21	\$ 89,552.48	
MONTHLY	\$ 5,568.82	\$ 5,847.27	\$ 6,156.30	\$ 6,446.57	\$ 6,768.93	\$ 7,107.35	\$ 7,107.35	\$ 7,462.71	
DAILY	\$ 325.98	\$ 342.28	\$ 359.39	\$ 377.36	\$ 396.23	\$ 416.04	\$ 416.04	\$ 436.84	
HOURLY	\$ 43.46	\$ 45.64	\$ 47.82	\$ 50.31	\$ 52.83	\$ 55.47	\$ 55.47	\$ 58.25	
<b>Range 62</b>									
ANNUAL	\$ 68,496.05	\$ 71,920.95	\$ 75,517.71	\$ 79,292.98	\$ 83,258.15	\$ 87,420.82	\$ 87,420.82	\$ 91,791.43	
MONTHLY	\$ 5,708.00	\$ 5,993.41	\$ 6,293.14	\$ 6,607.75	\$ 6,938.18	\$ 7,285.07	\$ 7,285.07	\$ 7,649.29	
DAILY	\$ 334.13	\$ 350.83	\$ 368.38	\$ 386.80	\$ 406.14	\$ 426.44	\$ 426.44	\$ 447.78	
HOURLY	\$ 44.55	\$ 46.78	\$ 49.12	\$ 51.57	\$ 54.15	\$ 56.86	\$ 56.86	\$ 59.70	
<b>Range 63</b>									
ANNUAL	\$ 70,209.97	\$ 73,719.33	\$ 77,405.34	\$ 81,275.58	\$ 85,339.48	\$ 89,606.80	\$ 89,606.80	\$ 94,086.41	
MONTHLY	\$ 5,850.83	\$ 6,143.28	\$ 6,450.44	\$ 6,772.96	\$ 7,111.62	\$ 7,467.23	\$ 7,467.23	\$ 7,840.53	
DAILY	\$ 342.48	\$ 359.61	\$ 377.59	\$ 396.47	\$ 416.28	\$ 437.11	\$ 437.11	\$ 458.96	
HOURLY	\$ 45.66	\$ 47.95	\$ 50.34	\$ 52.86	\$ 55.51	\$ 58.28	\$ 58.28	\$ 61.19	
<b>Range 64</b>									
ANNUAL	\$ 74,124.54	\$ 77,833.11	\$ 81,717.73	\$ 85,801.86	\$ 90,097.23	\$ 94,592.12	\$ 94,592.12	\$ 99,333.45	
MONTHLY	\$ 6,177.04	\$ 6,486.09	\$ 6,809.81	\$ 7,150.15	\$ 7,508.10	\$ 7,882.68	\$ 7,882.68	\$ 8,277.78	
DAILY	\$ 361.58	\$ 379.67	\$ 398.62	\$ 418.55	\$ 439.50	\$ 461.42	\$ 461.42	\$ 484.55	
HOURLY	\$ 45.44	\$ 47.71	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99	\$ 57.99	\$ 60.89	
<b>Range 65</b>									
ANNUAL	\$ 76,014.73	\$ 79,817.85	\$ 83,801.53	\$ 87,989.80	\$ 92,394.71	\$ 97,004.22	\$ 97,004.22	\$ 101,866.46	
MONTHLY	\$ 6,334.56	\$ 6,651.49	\$ 6,983.46	\$ 7,332.48	\$ 7,699.56	\$ 8,083.68	\$ 8,083.68	\$ 8,488.87	
DAILY	\$ 370.80	\$ 389.38	\$ 408.79	\$ 429.22	\$ 450.71	\$ 473.19	\$ 473.19	\$ 496.81	
HOURLY	\$ 46.80	\$ 48.93	\$ 51.37	\$ 53.94	\$ 56.64	\$ 59.47	\$ 59.47	\$ 62.45	

**SHIFT DIFFERENTIAL**

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS 3:00 PM AND 10:00 PM SHALL RECEIVE AN ADDITIONAL 47 CENTS PER HOUR, AS A SHIFT DIFFERENTIAL.

REGULAR FULL-TIME EMPLOYEES WHOSE WORK ASSIGNMENT BEGINS AFTER 10:00 PM AND BEFORE 3:00 AM SHALL RECEIVE AN ADDITIONAL 71 CENTS PER HOUR, FOR A SHIFT DIFFERENTIAL.

**LONGEVITY PAY**

REGULAR EMPLOYEES IN THE UNIT WHO HAVE BEEN EMPLOYED ON A HALF-TIME OR MORE BASIS SHALL RECEIVE THE FOLLOWING LONGEVITY PAY: (3.75 HOURS OR MORE)

EFFECTIVE 7/1/91

NUMBER OF YEARS

CONTINUOUS SERVICE	AMOUNT PER MONTH
10 YEARS	\$10.38
15 YEARS	\$20.81
20 YEARS	\$31.20



<b>ATTACHMENT C - WTCL 205 7/1/2018</b>									
OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/12/2018									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR									
Days/Year: 205					Hours/Day: 7.5				
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
25 YEARS		\$41.57							
30 YEARS		\$52.00							
35 YEARS		\$62.40							
40 YEARS		\$72.80							

**BILINGUAL POSITIONS:** By virtue of the bilingual requirement, persons selected for bilingual positions shall receive a \$60 stipend per month.

Range 58, 59, 60, 61, 62 and 63 are unassigned Job Classifications.

Range 64 is Occupational Therapist - Special Ed.

Salary Schedule WTCL 261 Days 7.5 Hours.

3.67% COLA - Implemented 05/31/2002.

Includes 2% Increase effective 7/1/2013

Number of work days 181

**Classifications Effective 5/2/2018**

**Range 12**

LIFEGUARD

NOON SUPERVISOR

**Range 20**

SCHOOL SECURITY OFFICER I

SCHOOL, ENRICHMENT, RECESS, COACH

**Range 32**

ASSISTANT, NEWCOMER LEARNING LA

INSTRUCTIONAL SUPP SPECIALIST

**Range 33**

COMMUNITY RELATIONS AST I BIL

**Range 38**

COMMUNITY RELATIONS AST II BIL

INTERPRETER FOR DEAF II

OUTREACH CONSULTANT

**Range 40**

TECHNICAL SKILLS ASSIST

**Range 45**

INTERPRETER FOR DEAF III

**Range 46**

CASE MANAGER

**Range 53**

FACILITATOR RESTORATIVE JUSTIC

**Range 57**

SPECIALIST BEHAVIOR