

Board Office Use: Legislative File Info.	
File ID Number	20-0145
Introduction Date	05/27/2020
Enactment Number	20-0730
Enactment Date	5/27/2020 os

Memo

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief of Talent

Board Meeting Date Subject

District Salary Schedules for SEIU White Collar and 10 Month Para Professional Positions

Action Requested

Adoption by the Board of Education of Resolution No. 1920-2009 – District Salary Schedules for SEIU White Collar and 10 Month Para Professional Positions Effective:

- July 1, 2007 (2.25%)
- July 1, 2013 (2.0%)
- Jan 1, 2015 (3.0%)
- May 1, 2016 (3.09%)
- June 30, 2015 (2.5%)
- March 1, 2017 (3.40%)
- January 1, 2019 (3.0%)
- January 1, 2020 (2.0%)

Background and Discussion

A one paragraph explanation of the the MOU.

The California Public Employees Retirement System (CalPERS) Office of Audit Services conducted a Public Agency Review (PAR) of Oakland Unified School District (OUSD) salary schedules and reporting to CalPERS.

The Talent and Payroll Divisions have been working closely with the Audit Compliance & Resolution Unit at CalPERS' Employer Account Management Division to ensure all OUSD pay schedules comply with California regulations. 2 C.C.R. 570.5 (a); see also Cal. Gov't Code 20636 (b)(1). Specifically, OUSD must have a Board approved salary schedule each time there is a salary increase. The PAR review requested:

- All classifications pay schedules from July 2012 adhere to California Code of Regulations 570.5.
- All classifications pay schedules include effective dates, time base, revisions, positions and Board approval.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws;
- Identify the position title for every employee position;
- Show the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and the date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

Recommendation

Adoption by the Board of Education of Resolution No. 1920-2009 – District Salary Schedules for SEIU White Collar and 10 Month Para Professional Positions Effective:

- July 1, 2007 (2.25%)
- July 1, 2013 (2.0%)
- Jan 1, 2015 (3.0%)
- May 1, 2016 (3.09%)
- June 30, 2015 (2.5%)
- March 1, 2017 (3.40%)
- January 1, 2019 (3.0%)
- January 1, 2020 (2.0%)

Fiscal Impact

There are no new anticipated fiscal impacts as a result of this salary schedule.

Attachments

- SEIU White Collar: July 1, 2007 (2.25%)
- 10 Month Para Professional: July 1, 2007 (2.25%)
- SEIU White Collar: July 1, 2013 (2.0%)
- 10 Month Para Professional: July 1, 2013 (2.0%)
- SEIU White Collar: Jan 1, 2015 (3.0%)
- 10 Month Para Professional: Jan 1, 2015 (3.0%)
- SEIU White Collar: June 30, 2015 (2.5%)
- 10 Month Para Professional: June 30, 2015 (2.5%)
- SEIU White Collar: May 1, 2016 (3.09%)
- 10 Month Para Professional: May 1, 2016 (3.09%)
- SEIU White Collar: March 1, 2017 (3.40%)
- 10 Month Para Professional: March 1, 2017 (3.40%)
- SEIU White Collar: January 1, 2019 (3.0%)
- 10 Month Para Professional: January 1, 2019 (3.0%)



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

- SEIU White Collar: January 1, 2020 (2.0%)
- 10 Month Para Professional: January 1, 2020 (2.0%)

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1920-2009**

- District Salary Schedules for SEIU White Collar and 10 Month Para Professional Positions -

WHEREAS, it is the goal of the Oakland Unified School District to ensure organizational effectiveness, efficiency and accountability to further student achievement; and

WHEREAS, California Public Employees Retirement System, Office of Audit Services conducted a Public Review of Oakland Unified School District salary schedules reporting to California Public Employees Retirement System to ensure all OUSD pay schedules comply with California regulations; and

WHEREAS, OUSD must have a Board approved salary schedule each time there is a salary increase; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approve District Salary Schedules for SEIU White Collar and 10 Month Para Professional Positions Effective:

July 1, 2007 (2.25%)
July 1, 2013 (2.0%)
Jan 1, 2015 (3.0%)
June 30, 2015 (2.5%)
May 1, 2016 (3.09%)
March 1, 2017 (3.40%)
January 1, 2019 (3.0%)
January 1, 2020 (2.0%)

Passed by the following vote:

PREFERENTIAL AYE: Student Director Smith-Dahl and Student Director Garibo

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, Jumoke Hinton Hodge, Gary Yee, Vice President Shanthi Gonzales, President Jody London

NOES: James Harris, Roseann Torres

ABSTAINED: None

RECUSE: None

ABSENT: None

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on May 27, 2020.

Legislative File	
File ID Number:	20-0145
Introduction Date:	05/27/2020
Enactment Number:	20-0730
Enactment Date:	5/27/2020
By:	OS

OAKLAND UNIFIED SCHOOL DISTRICT



Jody London
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 2/1/2019									
HUMAN RESOURCES SERVICES AND SUPPORT									
SALARY SCHEDULE WHITE COLLAR (SEIU)									
Periods: 12, Days/Year: 261, Hours/Day: 7.5									
Effective July 1, 2007									
WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Range 09									
Reserved for unassigned job classifications	ANNUAL	\$ 17,838.80	\$ 18,697.61	\$ 19,689.34	\$ 20,695.38	\$ 21,740.27	\$ 22,893.53	\$ 22,893.53	\$ 23,985.45
	MONTHLY	\$ 1,486.57	\$ 1,558.13	\$ 1,640.78	\$ 1,724.61	\$ 1,811.69	\$ 1,907.79	\$ 1,907.79	\$ 1,998.79
	DAILY	\$ 68.35	\$ 71.64	\$ 75.44	\$ 79.29	\$ 83.30	\$ 87.71	\$ 87.71	\$ 91.90
	HOURLY	\$ 9.11	\$ 9.55	\$ 10.06	\$ 10.57	\$ 11.11	\$ 11.70	\$ 11.70	\$ 12.25
Range 12									
ACADEMIC MENTOR NOON SUPERVISOR LIFEGUARD CLERK PE ATTENDANT CLERK BILINGUAL	ANNUAL	\$ 19,225.17	\$ 20,243.48	\$ 21,212.71	\$ 22,316.90	\$ 23,408.82	\$ 24,598.89	\$ 24,598.89	\$ 25,801.23
	MONTHLY	\$ 1,602.10	\$ 1,686.96	\$ 1,767.73	\$ 1,859.74	\$ 1,950.73	\$ 2,049.91	\$ 2,049.91	\$ 2,150.10
	DAILY	\$ 73.66	\$ 77.56	\$ 81.27	\$ 85.51	\$ 89.69	\$ 94.25	\$ 94.25	\$ 98.86
	HOURLY	\$ 9.82	\$ 10.34	\$ 10.84	\$ 11.40	\$ 11.96	\$ 12.57	\$ 12.57	\$ 13.18
Range 13									
ATTENDANCE CLERK ASSISTANT	ANNUAL	\$ 19,691.38	\$ 20,697.42	\$ 21,740.27	\$ 22,819.92	\$ 23,985.45	\$ 25,212.33	\$ 25,212.33	\$ 26,402.40
	MONTHLY	\$ 1,640.95	\$ 1,724.79	\$ 1,811.69	\$ 1,901.66	\$ 1,998.79	\$ 2,101.03	\$ 2,101.03	\$ 2,200.20
	DAILY	\$ 75.45	\$ 79.30	\$ 83.30	\$ 87.43	\$ 91.90	\$ 96.60	\$ 96.60	\$ 101.16
	HOURLY	\$ 10.06	\$ 10.57	\$ 11.11	\$ 11.66	\$ 12.25	\$ 12.88	\$ 12.88	\$ 13.49
Range 14									
CLERK TYPIST BILINGUAL CLERK TYPIST	ANNUAL	\$ 20,243.48	\$ 21,212.71	\$ 22,316.90	\$ 23,408.82	\$ 24,598.89	\$ 25,801.23	\$ 25,801.23	\$ 27,052.64
	MONTHLY	\$ 1,686.96	\$ 1,767.73	\$ 1,859.74	\$ 1,950.73	\$ 2,049.91	\$ 2,150.10	\$ 2,150.10	\$ 2,254.39
	DAILY	\$ 77.56	\$ 81.27	\$ 85.51	\$ 89.69	\$ 94.25	\$ 98.86	\$ 98.86	\$ 103.65
	HOURLY	\$ 10.34	\$ 10.84	\$ 11.40	\$ 11.96	\$ 12.57	\$ 13.18	\$ 13.18	\$ 13.82
Range 16									
CLERK INTERMEDIATE LIBRARY CLERK	ANNUAL	\$ 21,212.71	\$ 22,316.90	\$ 23,408.82	\$ 24,598.89	\$ 25,825.77	\$ 27,138.53	\$ 27,138.53	\$ 28,500.36
	MONTHLY	\$ 1,767.73	\$ 1,859.74	\$ 1,950.73	\$ 2,049.91	\$ 2,152.15	\$ 2,261.54	\$ 2,261.54	\$ 2,375.03
	DAILY	\$ 81.27	\$ 85.51	\$ 89.69	\$ 94.25	\$ 98.95	\$ 103.98	\$ 103.98	\$ 109.20
	HOURLY	\$ 10.84	\$ 11.40	\$ 11.96	\$ 12.57	\$ 13.19	\$ 13.86	\$ 13.86	\$ 14.56
Range 17									
RECEPTIONIST	ANNUAL	\$ 21,740.27	\$ 22,819.92	\$ 23,985.45	\$ 25,126.45	\$ 26,402.40	\$ 27,751.96	\$ 27,751.96	\$ 29,162.87
	MONTHLY	\$ 1,811.69	\$ 1,901.66	\$ 1,998.79	\$ 2,093.87	\$ 2,200.20	\$ 2,312.66	\$ 2,312.66	\$ 2,430.24
	DAILY	\$ 83.30	\$ 87.43	\$ 91.90	\$ 96.27	\$ 101.16	\$ 106.33	\$ 106.33	\$ 111.74
	HOURLY	\$ 11.11	\$ 11.66	\$ 12.25	\$ 12.84	\$ 13.49	\$ 14.18	\$ 14.18	\$ 14.90
Range 18									
CLERK TYP INTERM BILINGUAL CLERK TYPIST INTERMEDIATE	ANNUAL	\$ 22,316.90	\$ 23,408.82	\$ 24,598.89	\$ 25,887.11	\$ 27,052.64	\$ 28,414.48	\$ 28,414.48	\$ 29,837.66
	MONTHLY	\$ 1,859.74	\$ 1,950.73	\$ 2,049.91	\$ 2,157.26	\$ 2,254.39	\$ 2,367.87	\$ 2,367.87	\$ 2,486.47
	DAILY	\$ 85.51	\$ 89.69	\$ 94.25	\$ 99.18	\$ 103.65	\$ 108.87	\$ 108.87	\$ 114.32
	HOURLY	\$ 11.40	\$ 11.96	\$ 12.57	\$ 13.22	\$ 13.82	\$ 14.52	\$ 14.52	\$ 15.24
Range 19									
LIBRARY CLERK SENIOR ASST MIL PROPERTY CUST MAIL SERVICES CLERK	ANNUAL	\$ 22,819.92	\$ 23,985.45	\$ 25,126.45	\$ 26,402.40	\$ 27,751.96	\$ 29,211.95	\$ 29,211.95	\$ 30,647.39
	MONTHLY	\$ 1,901.66	\$ 1,998.79	\$ 2,093.87	\$ 2,200.20	\$ 2,312.66	\$ 2,434.33	\$ 2,434.33	\$ 2,553.95
	DAILY	\$ 87.43	\$ 91.90	\$ 96.27	\$ 101.16	\$ 106.33	\$ 111.92	\$ 111.92	\$ 117.42
	HOURLY	\$ 11.66	\$ 12.25	\$ 12.84	\$ 13.49	\$ 14.18	\$ 14.92	\$ 14.92	\$ 15.66
Range 20									
SCHOOL SECURITY OFFICER I	ANNUAL	\$ 23,408.82	\$ 24,598.89	\$ 25,825.77	\$ 27,052.64	\$ 28,414.48	\$ 29,788.58	\$ 29,788.58	\$ 31,346.72
	MONTHLY	\$ 1,950.73	\$ 2,049.91	\$ 2,152.15	\$ 2,254.39	\$ 2,367.87	\$ 2,482.38	\$ 2,482.38	\$ 2,612.23
	DAILY	\$ 89.69	\$ 94.25	\$ 98.95	\$ 103.65	\$ 108.87	\$ 114.13	\$ 114.13	\$ 120.10
	HOURLY	\$ 11.96	\$ 12.57	\$ 13.19	\$ 13.82	\$ 14.52	\$ 15.22	\$ 15.22	\$ 16.01
Range 21									
Reserved for unassigned job classifications	ANNUAL	\$ 23,985.45	\$ 25,126.45	\$ 26,402.40	\$ 27,751.96	\$ 29,162.87	\$ 30,573.78	\$ 30,573.78	\$ 32,131.92
	MONTHLY	\$ 1,998.79	\$ 2,093.87	\$ 2,200.20	\$ 2,312.66	\$ 2,430.24	\$ 2,547.82	\$ 2,547.82	\$ 2,677.66
	DAILY	\$ 91.90	\$ 96.27	\$ 101.16	\$ 106.33	\$ 111.74	\$ 117.14	\$ 117.14	\$ 123.11
	HOURLY	\$ 12.25	\$ 12.84	\$ 13.49	\$ 14.18	\$ 14.90	\$ 15.62	\$ 15.62	\$ 16.41
Range 22									
TEXTBOOK CLERK SENIOR TYP CLERK CANTONESE BIL SENIOR TYP CLERK SPANISH BIL CLK TYP AST ELM CLERK ELEMENTARY SMALL CLERK TYPIST SR	ANNUAL	\$ 24,598.89	\$ 25,825.77	\$ 27,052.64	\$ 28,414.48	\$ 29,899.00	\$ 31,346.72	\$ 31,346.72	\$ 32,929.39
	MONTHLY	\$ 2,049.91	\$ 2,152.15	\$ 2,254.39	\$ 2,367.87	\$ 2,491.58	\$ 2,612.23	\$ 2,612.23	\$ 2,744.12
	DAILY	\$ 94.25	\$ 98.95	\$ 103.65	\$ 108.87	\$ 114.56	\$ 120.10	\$ 120.10	\$ 126.17
	HOURLY	\$ 12.57	\$ 13.19	\$ 13.82	\$ 14.52	\$ 15.27	\$ 16.01	\$ 16.01	\$ 16.82
Range 23									
ATTENDANCE CLERK LEAD, MAIL SERVICES CLERK ELEMENTARY LARGE SECRETARY ELEMENTARY SMALL	ANNUAL	\$ 25,126.45	\$ 26,402.40	\$ 27,751.96	\$ 29,162.87	\$ 30,573.78	\$ 32,046.04	\$ 32,046.04	\$ 33,763.66
	MONTHLY	\$ 2,093.87	\$ 2,200.20	\$ 2,312.66	\$ 2,430.24	\$ 2,547.82	\$ 2,670.50	\$ 2,670.50	\$ 2,813.64
	DAILY	\$ 96.27	\$ 101.16	\$ 106.33	\$ 111.74	\$ 117.14	\$ 122.78	\$ 122.78	\$ 129.36
	HOURLY	\$ 12.84	\$ 13.49	\$ 14.18	\$ 14.90	\$ 15.62	\$ 16.37	\$ 16.37	\$ 17.25
Range 24									
CLERK TYPIST INTERM SCHOOL	ANNUAL	\$ 25,825.77	\$ 27,052.64	\$ 28,414.48	\$ 29,899.00	\$ 31,346.72	\$ 32,929.39	\$ 32,929.39	\$ 34,585.67

Reserved for unassigned job classifications	ANNUAL	\$ 66,816.76	\$ 70,157.96	\$ 73,665.80	\$ 77,349.50	\$ 81,217.23	\$ 85,278.20	\$ 85,278.20	\$ 89,541.59
	MONTHLY	\$ 5,568.06	\$ 5,846.50	\$ 6,138.82	\$ 6,445.79	\$ 6,768.10	\$ 7,106.52	\$ 7,106.52	\$ 7,461.80
	DAILY	\$ 256.00	\$ 268.80	\$ 282.24	\$ 296.36	\$ 311.18	\$ 326.74	\$ 326.74	\$ 343.07
	HOURLY	\$ 34.13	\$ 35.84	\$ 37.63	\$ 39.51	\$ 41.49	\$ 43.56	\$ 43.56	\$ 45.74
	Range 59								
Reserved for unassigned job classifications	ANNUAL	\$ 68,487.36	\$ 71,912.39	\$ 75,508.16	\$ 79,282.86	\$ 83,247.71	\$ 87,409.90	\$ 87,409.90	\$ 91,780.65
	MONTHLY	\$ 5,707.28	\$ 5,992.70	\$ 6,292.35	\$ 6,606.90	\$ 6,937.31	\$ 7,284.16	\$ 7,284.16	\$ 7,648.39
	DAILY	\$ 262.40	\$ 275.53	\$ 289.30	\$ 303.77	\$ 318.96	\$ 334.90	\$ 334.90	\$ 351.65
	HOURLY	\$ 34.99	\$ 36.74	\$ 38.57	\$ 40.50	\$ 42.53	\$ 44.65	\$ 44.65	\$ 46.89
	Range 60								
Reserved for unassigned job classifications	ANNUAL	\$ 70,199.87	\$ 73,710.79	\$ 77,395.51	\$ 81,265.29	\$ 85,329.32	\$ 89,595.78	\$ 89,595.78	\$ 94,074.91
	MONTHLY	\$ 5,849.99	\$ 6,142.57	\$ 6,449.63	\$ 6,772.11	\$ 7,110.78	\$ 7,466.32	\$ 7,466.32	\$ 7,839.58
	DAILY	\$ 268.97	\$ 282.42	\$ 296.53	\$ 311.36	\$ 326.93	\$ 343.28	\$ 343.28	\$ 360.44
	HOURLY	\$ 35.86	\$ 37.66	\$ 39.54	\$ 41.51	\$ 43.59	\$ 45.77	\$ 45.77	\$ 48.06
	Range 61								
Reserved for unassigned job classifications	ANNUAL	\$ 71,955.33	\$ 75,553.15	\$ 79,330.91	\$ 83,296.79	\$ 87,462.04	\$ 91,834.83	\$ 91,834.83	\$ 96,426.42
	MONTHLY	\$ 5,996.28	\$ 6,296.10	\$ 6,610.91	\$ 6,941.40	\$ 7,288.50	\$ 7,652.90	\$ 7,652.90	\$ 8,035.54
	DAILY	\$ 275.69	\$ 289.48	\$ 303.95	\$ 319.14	\$ 335.10	\$ 351.86	\$ 351.86	\$ 369.45
	HOURLY	\$ 36.76	\$ 38.60	\$ 40.53	\$ 42.55	\$ 44.68	\$ 46.91	\$ 46.91	\$ 49.26
	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 73,753.73	\$ 77,441.52	\$ 81,314.36	\$ 85,379.41	\$ 89,648.95	\$ 94,131.14	\$ 94,131.14	\$ 98,837.24
	MONTHLY	\$ 6,146.14	\$ 6,453.46	\$ 6,776.20	\$ 7,114.95	\$ 7,470.75	\$ 7,844.26	\$ 7,844.26	\$ 8,236.44
	DAILY	\$ 282.58	\$ 296.71	\$ 311.55	\$ 327.12	\$ 343.48	\$ 360.66	\$ 360.66	\$ 378.69
	HOURLY	\$ 37.68	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 48.09	\$ 50.49
	Range 63								
Reserved for unassigned job classifications	ANNUAL	\$ 75,598.13	\$ 79,377.94	\$ 83,346.89	\$ 87,514.18	\$ 91,890.04	\$ 96,484.70	\$ 96,484.70	\$ 101,308.37
	MONTHLY	\$ 6,299.84	\$ 6,614.83	\$ 6,945.57	\$ 7,292.85	\$ 7,657.50	\$ 8,040.39	\$ 8,040.39	\$ 8,442.36
	DAILY	\$ 289.65	\$ 304.13	\$ 319.34	\$ 335.30	\$ 352.07	\$ 369.67	\$ 369.67	\$ 388.15
	HOURLY	\$ 38.62	\$ 40.55	\$ 42.58	\$ 44.71	\$ 46.94	\$ 49.29	\$ 49.29	\$ 51.75
	Range 64								
DATEBASE ADMINISTRATOR	ANNUAL	\$ 77,489.57	\$ 81,366.50	\$ 85,427.47	\$ 89,697.00	\$ 94,187.37	\$ 98,886.31	\$ 98,886.31	\$ 103,842.89
SENIOR NETWORK ADMINISTRATOR	MONTHLY	\$ 6,457.46	\$ 6,780.54	\$ 7,118.96	\$ 7,474.75	\$ 7,848.95	\$ 8,240.53	\$ 8,240.53	\$ 8,653.57
SENIOR NETWORK ENGINEER	DAILY	\$ 296.89	\$ 311.75	\$ 327.31	\$ 343.67	\$ 360.87	\$ 378.87	\$ 378.87	\$ 397.87
SOFTWARE DEVELOPER IV	HOURLY	\$ 39.59	\$ 41.57	\$ 43.64	\$ 45.82	\$ 48.12	\$ 50.52	\$ 50.52	\$ 53.05
INFO SYSTEMS SPECIALIST IV									
OCCUPATIONAL THERAPIST									

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.

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 DIFERENTIAL.

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
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.

3.87% COLA - Implemented 05/31/2002.

Board approved increase of 2.25% on 11/29/2006 eff. 07/01/2007

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019

HUMAN RESOURCES SERVICES AND SUPPORT

SEIU

SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS

Periods: 10, Days/Year: 205, Hours/Day: 7.5

Effective July 1, 2007

K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 15,039.47	\$ 16,286.80	\$ 17,544.35	\$ 18,781.45	\$ 20,020.59	\$ 21,889.54
MONTHLY	\$ 1,503.95	\$ 1,628.68	\$ 1,754.43	\$ 1,878.14	\$ 2,002.06	\$ 2,188.95
DAILY	\$ 73.36	\$ 79.45	\$ 85.58	\$ 91.62	\$ 97.66	\$ 106.78
HOURLY	\$ 9.78	\$ 10.59	\$ 11.41	\$ 12.22	\$ 13.02	\$ 14.24
Range 02						
ANNUAL	\$ 15,427.98	\$ 16,685.53	\$ 17,994.20	\$ 19,221.08	\$ 20,509.30	\$ 22,451.85
MONTHLY	\$ 1,542.80	\$ 1,668.55	\$ 1,799.42	\$ 1,922.11	\$ 2,050.93	\$ 2,245.19
DAILY	\$ 75.26	\$ 81.39	\$ 87.78	\$ 93.76	\$ 100.05	\$ 109.52
HOURLY	\$ 10.03	\$ 10.85	\$ 11.70	\$ 12.50	\$ 13.34	\$ 14.60
Range 03						
ANNUAL	\$ 16,440.16	\$ 17,799.94	\$ 19,173.57	\$ 20,554.33	\$ 21,909.98	\$ 23,954.78
MONTHLY	\$ 1,644.02	\$ 1,779.99	\$ 1,917.36	\$ 2,055.43	\$ 2,191.00	\$ 2,395.48
DAILY	\$ 80.20	\$ 86.83	\$ 93.53	\$ 100.27	\$ 106.88	\$ 116.85
HOURLY	\$ 10.69	\$ 11.58	\$ 12.47	\$ 13.37	\$ 14.25	\$ 15.58
Range 04						
ANNUAL	\$ 16,849.11	\$ 18,229.35	\$ 19,650.48	\$ 21,051.17	\$ 22,482.53	\$ 24,578.44
MONTHLY	\$ 1,684.91	\$ 1,822.94	\$ 1,965.05	\$ 2,105.12	\$ 2,248.25	\$ 2,457.84
DAILY	\$ 82.19	\$ 88.92	\$ 95.86	\$ 102.69	\$ 109.67	\$ 119.89
HOURLY	\$ 10.96	\$ 11.86	\$ 12.78	\$ 13.69	\$ 14.62	\$ 15.99
Range 05						
ANNUAL	\$ 17,953.30	\$ 19,425.56	\$ 19,650.48	\$ 21,051.17	\$ 23,934.33	\$ 26,163.16
MONTHLY	\$ 1,795.33	\$ 1,942.56	\$ 1,965.05	\$ 2,105.12	\$ 2,393.43	\$ 2,616.32
DAILY	\$ 87.58	\$ 94.76	\$ 95.86	\$ 102.69	\$ 116.75	\$ 127.63
HOURLY	\$ 11.68	\$ 12.63	\$ 12.78	\$ 13.69	\$ 15.57	\$ 17.02
Range 06						
ANNUAL	\$ 18,403.16	\$ 19,916.31	\$ 21,439.68	\$ 22,973.28	\$ 24,537.55	\$ 26,827.72
MONTHLY	\$ 1,840.32	\$ 1,991.63	\$ 2,143.97	\$ 2,297.33	\$ 2,453.75	\$ 2,682.77
DAILY	\$ 89.77	\$ 97.15	\$ 104.58	\$ 112.06	\$ 119.70	\$ 130.87
HOURLY	\$ 11.97	\$ 12.95	\$ 13.94	\$ 14.94	\$ 15.96	\$ 17.45

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

Board approved increase of 2.25% on 11/29/2006 eff. 07/01/2007

Revision:

SENIOR TYP CLERK CANTONESE BIL	ANNUAL	\$ 25,090.96	\$ 26,342.38	\$ 27,593.80	\$ 28,982.88	\$ 30,497.10	\$ 31,973.77	\$ 31,973.77	\$ 33,588.10
SENIOR TYP CLERK SPANISH BIL	MONTHLY	\$ 2,090.91	\$ 2,195.20	\$ 2,299.48	\$ 2,415.24	\$ 2,541.42	\$ 2,664.48	\$ 2,664.48	\$ 2,799.01
CLK TYP AST ELM	DAILY	\$ 96.13	\$ 100.93	\$ 105.72	\$ 111.05	\$ 116.85	\$ 122.50	\$ 122.50	\$ 128.69
CLERK ELEMENTARY SMALL	HOURLY	\$ 12.82	\$ 13.46	\$ 14.10	\$ 14.81	\$ 15.58	\$ 16.33	\$ 16.33	\$ 17.16
CLERK TYPIST SR									
	Range 23								
ATTENDANCE CLERK	ANNUAL	\$ 25,629.08	\$ 26,930.55	\$ 28,307.11	\$ 29,746.25	\$ 31,185.38	\$ 32,687.08	\$ 32,687.08	\$ 34,439.07
LEAD, MAIL SERVICES	MONTHLY	\$ 2,135.76	\$ 2,244.21	\$ 2,358.93	\$ 2,478.85	\$ 2,598.78	\$ 2,723.92	\$ 2,723.92	\$ 2,869.92
CLERK ELEMENTARY LARGE	DAILY	\$ 98.20	\$ 103.18	\$ 108.46	\$ 113.97	\$ 119.48	\$ 125.24	\$ 125.24	\$ 131.95
SECRETARY ELEMENTARY SMALL	HOURLY	\$ 13.09	\$ 13.76	\$ 14.46	\$ 15.20	\$ 15.93	\$ 16.70	\$ 16.70	\$ 17.59
	Range 24								
CLERK TYPIST INTERM SCHOOL	ANNUAL	\$ 26,342.38	\$ 27,593.80	\$ 28,982.88	\$ 30,497.10	\$ 31,973.77	\$ 33,588.10	\$ 33,588.10	\$ 35,277.52
SECRETARY	MONTHLY	\$ 2,195.20	\$ 2,299.48	\$ 2,415.24	\$ 2,541.42	\$ 2,664.48	\$ 2,799.01	\$ 2,799.01	\$ 2,939.79
MAINTENANCE CONTROL SPEC	DAILY	\$ 100.93	\$ 105.72	\$ 111.05	\$ 116.85	\$ 122.50	\$ 128.69	\$ 128.69	\$ 135.16
ELEM SCHL TYPST CLRK BIL SPNSH	HOURLY	\$ 13.46	\$ 14.10	\$ 14.81	\$ 15.58	\$ 16.33	\$ 17.16	\$ 17.16	\$ 18.02
	Range 25								
LEAD DUPLICATING EQUIPMNT OPRTR	ANNUAL	\$ 26,930.55	\$ 28,307.11	\$ 29,746.25	\$ 31,185.38	\$ 32,687.08	\$ 34,439.07	\$ 34,439.07	\$ 36,078.43
SECRETARY MIDDLE	MONTHLY	\$ 2,244.21	\$ 2,358.93	\$ 2,478.85	\$ 2,598.78	\$ 2,723.92	\$ 2,869.92	\$ 2,869.92	\$ 3,006.54
	DAILY	\$ 103.18	\$ 108.46	\$ 113.97	\$ 119.48	\$ 125.24	\$ 131.95	\$ 131.95	\$ 138.23
	HOURLY	\$ 13.76	\$ 14.46	\$ 15.20	\$ 15.93	\$ 16.70	\$ 17.59	\$ 17.59	\$ 18.43
	Range 26								
TRANSCRIBER BRAILLE/MEDIA	ANNUAL	\$ 27,593.80	\$ 28,982.88	\$ 30,497.10	\$ 31,973.77	\$ 33,588.10	\$ 35,277.52	\$ 35,277.52	\$ 37,004.48
SCHOOL TREASURER	MONTHLY	\$ 2,299.48	\$ 2,415.24	\$ 2,541.42	\$ 2,664.48	\$ 2,799.01	\$ 2,939.79	\$ 2,939.79	\$ 3,083.71
INVENTORY CONTROL CLERK	DAILY	\$ 105.72	\$ 111.05	\$ 116.85	\$ 122.50	\$ 128.69	\$ 135.16	\$ 135.16	\$ 141.78
	HOURLY	\$ 14.10	\$ 14.81	\$ 15.58	\$ 16.33	\$ 17.16	\$ 18.02	\$ 18.02	\$ 18.90
	Range 27								
DISPTACHER, SECURITY AND SAFET	ANNUAL	\$ 28,307.11	\$ 29,746.25	\$ 31,185.38	\$ 32,687.08	\$ 34,439.07	\$ 36,128.49	\$ 36,128.49	\$ 37,918.02
COMMUNITY SERVICE WORKER I	MONTHLY	\$ 2,358.93	\$ 2,478.85	\$ 2,598.78	\$ 2,723.92	\$ 2,869.92	\$ 3,010.71	\$ 3,010.71	\$ 3,159.83
SCHOOL SECURITY OFFICER II	DAILY	\$ 108.46	\$ 113.97	\$ 119.48	\$ 125.24	\$ 131.95	\$ 138.42	\$ 138.42	\$ 145.28
	HOURLY	\$ 14.46	\$ 15.20	\$ 15.93	\$ 16.70	\$ 17.59	\$ 18.46	\$ 18.46	\$ 19.37
	Range 28								
SECRETARY SENIOR	ANNUAL	\$ 28,357.17	\$ 30,497.10	\$ 31,973.77	\$ 33,588.10	\$ 35,277.52	\$ 37,004.48	\$ 37,004.48	\$ 38,869.10
	MONTHLY	\$ 2,363.10	\$ 2,541.42	\$ 2,664.48	\$ 2,799.01	\$ 2,939.79	\$ 3,083.71	\$ 3,083.71	\$ 3,239.09
	DAILY	\$ 108.65	\$ 116.85	\$ 122.50	\$ 128.69	\$ 135.16	\$ 141.78	\$ 141.78	\$ 148.92
	HOURLY	\$ 14.49	\$ 15.58	\$ 16.33	\$ 17.16	\$ 18.02	\$ 18.90	\$ 18.90	\$ 19.86
	Range 29								
PRINCIPAL ACCOUNT CLERK	ANNUAL	\$ 29,746.25	\$ 31,185.38	\$ 32,687.08	\$ 34,439.07	\$ 36,078.43	\$ 37,867.96	\$ 37,867.96	\$ 39,757.60
SECRETARY HIGH	MONTHLY	\$ 2,478.85	\$ 2,598.78	\$ 2,723.92	\$ 2,869.92	\$ 3,006.54	\$ 3,155.66	\$ 3,155.66	\$ 3,313.13
	DAILY	\$ 113.97	\$ 119.48	\$ 125.24	\$ 131.95	\$ 138.23	\$ 145.09	\$ 145.09	\$ 152.33
	HOURLY	\$ 15.20	\$ 15.93	\$ 16.70	\$ 17.59	\$ 18.43	\$ 19.35	\$ 19.35	\$ 20.31
	Range 30								
INTERVENTION SPECIALIST	ANNUAL	\$ 30,497.10	\$ 31,973.77	\$ 33,588.10	\$ 35,277.52	\$ 37,004.48	\$ 38,869.10	\$ 38,869.10	\$ 40,821.31
INTERVENTION SPECIALIST SUB	MONTHLY	\$ 2,541.42	\$ 2,664.48	\$ 2,799.01	\$ 2,939.79	\$ 3,083.71	\$ 3,239.09	\$ 3,239.09	\$ 3,401.78
	DAILY	\$ 116.85	\$ 122.50	\$ 128.69	\$ 135.16	\$ 141.78	\$ 148.92	\$ 148.92	\$ 156.40
	HOURLY	\$ 15.58	\$ 16.33	\$ 17.16	\$ 18.02	\$ 18.90	\$ 19.86	\$ 19.86	\$ 20.85
	Range 32								
COMPUTER TECH I	ANNUAL	\$ 31,973.77	\$ 33,588.10	\$ 35,277.52	\$ 37,004.48	\$ 38,869.10	\$ 40,821.31	\$ 40,821.31	\$ 42,848.61
ENDUSER SUPPORT SPECIALIST II	MONTHLY	\$ 2,664.48	\$ 2,799.01	\$ 2,939.79	\$ 3,083.71	\$ 3,239.09	\$ 3,401.78	\$ 3,401.78	\$ 3,570.72
BENEFIT SPECIALIST	DAILY	\$ 122.50	\$ 128.69	\$ 135.16	\$ 141.78	\$ 148.92	\$ 156.40	\$ 156.40	\$ 164.17
	HOURLY	\$ 16.33	\$ 17.16	\$ 18.02	\$ 18.90	\$ 19.86	\$ 20.85	\$ 20.85	\$ 21.89
	Range 33								
GRAPHIC ILLUSTRATOR	ANNUAL	\$ 32,687.08	\$ 34,439.07	\$ 36,078.43	\$ 37,867.96	\$ 39,757.60	\$ 41,747.36	\$ 41,747.36	\$ 43,837.23
PROGRAM ASSISTANT I	MONTHLY	\$ 2,723.92	\$ 2,869.92	\$ 3,006.54	\$ 3,155.66	\$ 3,313.13	\$ 3,478.95	\$ 3,478.95	\$ 3,653.10
PURCHASING ASSISTANT	DAILY	\$ 125.24	\$ 131.95	\$ 138.23	\$ 145.09	\$ 152.33	\$ 159.95	\$ 159.95	\$ 167.96
SERVICE TEAM ASST I, PAYROLL	HOURLY	\$ 16.70	\$ 17.59	\$ 18.43	\$ 19.35	\$ 20.31	\$ 21.33	\$ 21.33	\$ 22.39
COMMUNITY RELATIONS AST I BIL									
SPECIALIST-TESTING & PLACEMENT									
TRANSLATOR									
COMMUNITY RELATIONS ASST I									
	Range 34								
ACCOUNTANT I	ANNUAL	\$ 33,588.10	\$ 35,277.52	\$ 37,004.48	\$ 38,869.10	\$ 40,821.31	\$ 42,848.61	\$ 42,848.61	\$ 44,976.02

Reserved for unassigned job classifications	ANNUAL	\$ 48,354.86	\$ 50,707.53	\$ 53,322.99	\$ 56,001.03	\$ 58,829.24	\$ 61,782.59	\$ 61,782.59	\$ 64,848.57
	MONTHLY	\$ 4,029.57	\$ 4,225.63	\$ 4,443.58	\$ 4,666.75	\$ 4,902.44	\$ 5,148.55	\$ 5,148.55	\$ 5,404.05
	DAILY	\$ 185.27	\$ 194.28	\$ 204.30	\$ 214.56	\$ 225.40	\$ 236.71	\$ 236.71	\$ 248.46
	HOURLY	\$ 24.70	\$ 25.90	\$ 27.24	\$ 28.61	\$ 30.05	\$ 31.56	\$ 31.56	\$ 33.13
	Range 49								
NETWORK INFRASTRUCTURE SPEC LIAISON, CLINIC	ANNUAL	\$ 50,707.53	\$ 53,322.99	\$ 56,001.03	\$ 58,829.24	\$ 61,757.56	\$ 64,823.54	\$ 64,823.54	\$ 68,064.72
	MONTHLY	\$ 4,225.63	\$ 4,443.58	\$ 4,666.75	\$ 4,902.44	\$ 5,146.46	\$ 5,401.96	\$ 5,401.96	\$ 5,672.06
	DAILY	\$ 194.28	\$ 204.30	\$ 214.56	\$ 225.40	\$ 236.62	\$ 248.37	\$ 248.37	\$ 260.78
	HOURLY	\$ 25.90	\$ 27.24	\$ 28.61	\$ 30.05	\$ 31.55	\$ 33.12	\$ 33.12	\$ 34.77
	Range 50								
SPEC INSTRUCTIONAL MATERIALS NETWORK ADMINISTRATOR I APPLICATIONS SPECIALIST SPECIALIST RESTORATIVE JUSTICE	ANNUAL	\$ 52,034.03	\$ 54,636.98	\$ 57,352.56	\$ 60,305.91	\$ 63,234.24	\$ 66,387.81	\$ 66,387.81	\$ 69,666.53
	MONTHLY	\$ 4,336.17	\$ 4,553.08	\$ 4,779.38	\$ 5,025.49	\$ 5,269.52	\$ 5,532.32	\$ 5,532.32	\$ 5,805.54
	DAILY	\$ 199.36	\$ 209.34	\$ 219.74	\$ 231.06	\$ 242.28	\$ 254.36	\$ 254.36	\$ 266.92
	HOURLY	\$ 26.58	\$ 27.91	\$ 29.30	\$ 30.81	\$ 32.30	\$ 33.91	\$ 33.91	\$ 35.59
	Range 53								
ANLYST CUSTODIAL SERV FACILITI JR INFO SYSTEMS SPECIALIST NETWORK INFRASTRCTUR SPCLST II TCHNGY BUS AN I DATA ANALYST I SPECIALISTHOMELESSYOUTHPROGRAM SPECIALISTREFUGEEASYLEEPROGRAM SPCLSTFOSTRYOUTHDELINQUENTPRGRM TECH SUPPORT SPECIALIST II	ANNUAL	\$ 56,038.57	\$ 58,829.24	\$ 61,757.56	\$ 64,936.17	\$ 68,060.55	\$ 71,456.06	\$ 71,456.06	\$ 75,022.61
	MONTHLY	\$ 4,669.88	\$ 4,902.44	\$ 5,146.46	\$ 5,411.35	\$ 5,671.71	\$ 5,954.67	\$ 5,954.67	\$ 6,251.88
	DAILY	\$ 214.71	\$ 225.40	\$ 236.62	\$ 248.80	\$ 260.77	\$ 273.78	\$ 273.78	\$ 287.44
	HOURLY	\$ 28.63	\$ 30.05	\$ 31.55	\$ 33.17	\$ 34.77	\$ 36.50	\$ 36.50	\$ 38.33
	Range 55								
SPECIALIST STATE & LOCAL TESTI SPECIALISTHEALTHSVCSDATAMGMT SPECSLPPADATASYSTEMSMANAGEMENT	ANNUAL	\$ 63,259.27	\$ 66,450.39	\$ 69,754.13	\$ 73,233.08	\$ 76,887.23	\$ 80,691.54	\$ 80,691.54	\$ 84,758.66
	MONTHLY	\$ 5,271.61	\$ 5,537.53	\$ 5,812.84	\$ 6,102.76	\$ 6,407.27	\$ 6,724.30	\$ 6,724.30	\$ 7,063.22
	DAILY	\$ 242.37	\$ 254.60	\$ 267.26	\$ 280.59	\$ 294.59	\$ 309.16	\$ 309.16	\$ 324.75
	HOURLY	\$ 32.32	\$ 33.95	\$ 35.63	\$ 37.41	\$ 39.28	\$ 41.22	\$ 41.22	\$ 43.30
	Range 56								
OPTIONS SPECIALIST OPERATIONS SUPPORT COACH	ANNUAL	\$ 64,848.57	\$ 68,102.26	\$ 71,531.15	\$ 75,185.30	\$ 78,776.87	\$ 82,718.84	\$ 82,718.84	\$ 86,848.53
	MONTHLY	\$ 5,404.05	\$ 5,675.19	\$ 5,960.93	\$ 6,265.44	\$ 6,564.74	\$ 6,893.24	\$ 6,893.24	\$ 7,237.38
	DAILY	\$ 248.46	\$ 260.93	\$ 274.07	\$ 288.07	\$ 301.83	\$ 316.93	\$ 316.93	\$ 332.75
	HOURLY	\$ 33.13	\$ 34.79	\$ 36.54	\$ 38.41	\$ 40.24	\$ 42.26	\$ 42.26	\$ 44.37
	Range 57								
ANALYTICS SPCLSTCHARTERSCHOOLS ASSESSMENT TOOLS MANAGER DATA ANALYST TECH SERVICES DATA ANALYST DATA ANALYST II INFO SYSTEMS SPEC III NETWORK ENGINEER	ANNUAL	\$ 66,487.93	\$ 69,791.68	\$ 73,295.65	\$ 76,962.31	\$ 80,791.66	\$ 84,846.26	\$ 84,846.26	\$ 89,063.54
	MONTHLY	\$ 5,540.66	\$ 5,815.97	\$ 6,107.97	\$ 6,413.53	\$ 6,732.64	\$ 7,070.52	\$ 7,070.52	\$ 7,421.96
	DAILY	\$ 254.74	\$ 267.40	\$ 280.83	\$ 294.87	\$ 309.55	\$ 325.08	\$ 325.08	\$ 341.24
	HOURLY	\$ 33.97	\$ 35.65	\$ 37.44	\$ 39.32	\$ 41.27	\$ 43.34	\$ 43.34	\$ 45.50
	Range 64								
DATEBASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV OCCUPATIONAL THERAPIST	ANNUAL	\$ 79,039.67	\$ 82,994.15	\$ 87,136.35	\$ 91,491.29	\$ 96,071.49	\$ 100,864.43	\$ 100,864.43	\$ 105,920.16
	MONTHLY	\$ 6,586.64	\$ 6,916.18	\$ 7,261.36	\$ 7,624.27	\$ 8,005.96	\$ 8,405.37	\$ 8,405.37	\$ 8,826.68
	DAILY	\$ 302.83	\$ 317.99	\$ 333.86	\$ 350.54	\$ 368.09	\$ 386.45	\$ 386.45	\$ 405.82
	HOURLY	\$ 40.38	\$ 42.40	\$ 44.51	\$ 46.74	\$ 49.08	\$ 51.53	\$ 51.53	\$ 54.11

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.

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 DIFERENTIAL.

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
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.

3.87% COLA - Implemented 05/31/2002.

Includes 2% increase effective 7/1/2013

Board approved increase of 1.5% on 10/23/2013 eff. 07/01/2013

Board approved increase of 0.5% on 10/23/2013 eff. 07/01/2013

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019

HUMAN RESOURCES SERVICES AND SUPPORT

SEIU

SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS

Periods: 10, Days/Year: 205, Hours/Day: 7.5

Effective July 1, 2013

K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 15,340.32	\$ 16,612.60	\$ 17,895.30	\$ 19,157.15	\$ 20,421.08	\$ 22,327.41
MONTHLY	\$ 1,534.03	\$ 1,661.26	\$ 1,789.53	\$ 1,915.71	\$ 2,042.11	\$ 2,232.74
DAILY	\$ 74.83	\$ 81.04	\$ 87.29	\$ 93.45	\$ 99.62	\$ 108.91
HOURLY	\$ 9.98	\$ 10.80	\$ 11.64	\$ 12.46	\$ 13.28	\$ 14.52
Range 02						
ANNUAL	\$ 15,736.60	\$ 17,019.31	\$ 18,354.16	\$ 19,605.58	\$ 20,919.57	\$ 22,900.98
MONTHLY	\$ 1,573.66	\$ 1,701.93	\$ 1,835.42	\$ 1,960.56	\$ 2,091.96	\$ 2,290.10
DAILY	\$ 76.76	\$ 83.02	\$ 89.53	\$ 95.64	\$ 102.05	\$ 111.71
HOURLY	\$ 10.24	\$ 11.07	\$ 11.94	\$ 12.75	\$ 13.61	\$ 14.89
Range 03						
ANNUAL	\$ 16,769.02	\$ 18,156.01	\$ 19,557.12	\$ 20,965.49	\$ 22,348.27	\$ 24,433.97
MONTHLY	\$ 1,676.90	\$ 1,815.60	\$ 1,955.71	\$ 2,096.55	\$ 2,234.83	\$ 2,443.40
DAILY	\$ 81.80	\$ 88.57	\$ 95.40	\$ 102.27	\$ 109.02	\$ 119.19
HOURLY	\$ 10.91	\$ 11.81	\$ 12.72	\$ 13.64	\$ 14.54	\$ 15.89
Range 04						
ANNUAL	\$ 17,186.16	\$ 18,594.01	\$ 20,043.57	\$ 21,472.28	\$ 22,932.27	\$ 25,070.11
MONTHLY	\$ 1,718.62	\$ 1,859.40	\$ 2,004.36	\$ 2,147.23	\$ 2,293.23	\$ 2,507.01
DAILY	\$ 83.83	\$ 90.70	\$ 97.77	\$ 104.74	\$ 111.86	\$ 122.29
HOURLY	\$ 11.18	\$ 12.09	\$ 13.04	\$ 13.97	\$ 14.92	\$ 16.31
Range 05						
ANNUAL	\$ 18,312.44	\$ 19,814.15	\$ 20,043.57	\$ 21,472.28	\$ 24,413.11	\$ 26,686.52
MONTHLY	\$ 1,831.24	\$ 1,981.41	\$ 2,004.36	\$ 2,147.23	\$ 2,441.31	\$ 2,668.65
DAILY	\$ 89.33	\$ 96.65	\$ 97.77	\$ 104.74	\$ 119.09	\$ 130.18
HOURLY	\$ 11.91	\$ 12.89	\$ 13.04	\$ 13.97	\$ 15.88	\$ 17.36
Range 06						
ANNUAL	\$ 18,771.30	\$ 20,314.71	\$ 21,868.56	\$ 23,432.83	\$ 25,028.39	\$ 27,364.38
MONTHLY	\$ 1,877.13	\$ 2,031.47	\$ 2,186.86	\$ 2,343.28	\$ 2,502.84	\$ 2,736.44
DAILY	\$ 91.57	\$ 99.10	\$ 106.68	\$ 114.31	\$ 122.09	\$ 133.48
HOURLY	\$ 12.21	\$ 13.21	\$ 14.22	\$ 15.24	\$ 16.28	\$ 17.80

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

**Board approved increase of 1.5% on 10/23/2013 eff. 07/01/2013
Board approved increase of 0.5% on 10/23/2013 eff. 07/01/2013**

Revision:

SENIOR TYP CLERK CANTONESE BIL	ANNUAL	\$ 25,843.69	\$ 27,132.65	\$ 28,421.61	\$ 29,852.37	\$ 31,412.01	\$ 32,932.98	\$ 32,932.98	\$ 34,595.74
SENIOR TYP CLERK SPANISH BIL	MONTHLY	\$ 2,153.64	\$ 2,261.05	\$ 2,368.47	\$ 2,487.70	\$ 2,617.67	\$ 2,744.42	\$ 2,744.42	\$ 2,882.98
CLK TYP AST ELM	DAILY	\$ 99.02	\$ 103.96	\$ 108.90	\$ 114.38	\$ 120.35	\$ 126.18	\$ 126.18	\$ 132.55
CLERK ELEMENTARY SMALL	HOURLY	\$ 13.20	\$ 13.86	\$ 14.52	\$ 15.25	\$ 16.05	\$ 16.82	\$ 16.82	\$ 17.67
CLERK TYPIST SR	Range 23								
ATTENDANCE CLERK	ANNUAL	\$ 26,397.95	\$ 27,738.47	\$ 29,156.32	\$ 30,638.64	\$ 32,120.94	\$ 33,667.69	\$ 33,667.69	\$ 35,472.24
LEAD, MAIL SERVICES	MONTHLY	\$ 2,199.83	\$ 2,311.54	\$ 2,429.69	\$ 2,553.22	\$ 2,676.75	\$ 2,805.64	\$ 2,805.64	\$ 2,956.02
CLERK ELEMENTARY LARGE	DAILY	\$ 101.14	\$ 106.28	\$ 111.71	\$ 117.39	\$ 123.07	\$ 128.99	\$ 128.99	\$ 135.91
SECRETARY ELEMENTARY SMALL	HOURLY	\$ 13.49	\$ 14.17	\$ 14.89	\$ 15.65	\$ 16.41	\$ 17.20	\$ 17.20	\$ 18.12
	Range 24								
CLERK TYPIST INTERM SCHOOL	ANNUAL	\$ 27,132.65	\$ 28,421.61	\$ 29,852.37	\$ 31,412.01	\$ 32,932.98	\$ 34,595.74	\$ 34,595.74	\$ 36,335.85
SECRETARY	MONTHLY	\$ 2,261.05	\$ 2,368.47	\$ 2,487.70	\$ 2,617.67	\$ 2,744.42	\$ 2,882.98	\$ 2,882.98	\$ 3,027.99
MAINTENANCE CONTROL SPEC	DAILY	\$ 103.96	\$ 108.90	\$ 114.38	\$ 120.35	\$ 126.18	\$ 132.55	\$ 132.55	\$ 139.22
ELEM SCHL TYPST CLRK BIL SPNSH	HOURLY	\$ 13.86	\$ 14.52	\$ 15.25	\$ 16.05	\$ 16.82	\$ 17.67	\$ 17.67	\$ 18.56
	Range 25								
LEAD DUPLICATING EQUIPMNT OPRTR	ANNUAL	\$ 27,738.47	\$ 29,156.32	\$ 30,638.64	\$ 32,120.94	\$ 33,667.69	\$ 35,472.24	\$ 35,472.24	\$ 37,160.78
SECRETARY MIDDLE	MONTHLY	\$ 2,311.54	\$ 2,429.69	\$ 2,553.22	\$ 2,676.75	\$ 2,805.64	\$ 2,956.02	\$ 2,956.02	\$ 3,096.73
	DAILY	\$ 106.28	\$ 111.71	\$ 117.39	\$ 123.07	\$ 128.99	\$ 135.91	\$ 135.91	\$ 142.38
	HOURLY	\$ 14.17	\$ 14.89	\$ 15.65	\$ 16.41	\$ 17.20	\$ 18.12	\$ 18.12	\$ 18.98
	Range 26								
TRANSCRIBER BRAILLE/MEDIA	ANNUAL	\$ 28,421.61	\$ 29,852.37	\$ 31,412.01	\$ 32,932.98	\$ 34,595.74	\$ 36,335.85	\$ 36,335.85	\$ 38,114.61
SCHOOL TREASURER	MONTHLY	\$ 2,368.47	\$ 2,487.70	\$ 2,617.67	\$ 2,744.42	\$ 2,882.98	\$ 3,027.99	\$ 3,027.99	\$ 3,176.22
INVENTORY CONTROL CLERK	DAILY	\$ 108.90	\$ 114.38	\$ 120.35	\$ 126.18	\$ 132.55	\$ 139.22	\$ 139.22	\$ 146.03
	HOURLY	\$ 14.52	\$ 15.25	\$ 16.05	\$ 16.82	\$ 17.67	\$ 18.56	\$ 18.56	\$ 19.47
	Range 27								
DISPTACHER, SECURITY AND SAFET	ANNUAL	\$ 29,156.32	\$ 30,638.64	\$ 32,120.94	\$ 33,667.69	\$ 35,472.24	\$ 37,212.34	\$ 37,212.34	\$ 39,055.56
COMMUNITY SERVICE WORKER I	MONTHLY	\$ 2,429.69	\$ 2,553.22	\$ 2,676.75	\$ 2,805.64	\$ 2,956.02	\$ 3,101.03	\$ 3,101.03	\$ 3,254.63
SCHOOL SECURITY OFFICER II	DAILY	\$ 111.71	\$ 117.39	\$ 123.07	\$ 128.99	\$ 135.91	\$ 142.58	\$ 142.58	\$ 149.64
	HOURLY	\$ 14.89	\$ 15.65	\$ 16.41	\$ 17.20	\$ 18.12	\$ 19.01	\$ 19.01	\$ 19.95
	Range 28								
SECRETARY SENIOR	ANNUAL	\$ 29,207.89	\$ 31,412.01	\$ 32,932.98	\$ 34,595.74	\$ 36,335.85	\$ 38,114.61	\$ 38,114.61	\$ 40,035.17
	MONTHLY	\$ 2,433.99	\$ 2,617.67	\$ 2,744.42	\$ 2,882.98	\$ 3,027.99	\$ 3,176.22	\$ 3,176.22	\$ 3,336.26
	DAILY	\$ 111.91	\$ 120.35	\$ 126.18	\$ 132.55	\$ 139.22	\$ 146.03	\$ 146.03	\$ 153.39
	HOURLY	\$ 14.92	\$ 16.05	\$ 16.82	\$ 17.67	\$ 18.56	\$ 19.47	\$ 19.47	\$ 20.45
	Range 29								
PRINCIPAL ACCOUNT CLERK	ANNUAL	\$ 30,638.64	\$ 32,120.94	\$ 33,667.69	\$ 35,472.24	\$ 37,160.78	\$ 39,004.00	\$ 39,004.00	\$ 40,950.33
SECRETARY HIGH	MONTHLY	\$ 2,553.22	\$ 2,676.75	\$ 2,805.64	\$ 2,956.02	\$ 3,096.73	\$ 3,250.33	\$ 3,250.33	\$ 3,412.53
	DAILY	\$ 117.39	\$ 123.07	\$ 128.99	\$ 135.91	\$ 142.38	\$ 149.44	\$ 149.44	\$ 156.90
	HOURLY	\$ 15.65	\$ 16.41	\$ 17.20	\$ 18.12	\$ 18.98	\$ 19.93	\$ 19.93	\$ 20.92
	Range 30								
INTERVENTION SPECIALIST	ANNUAL	\$ 31,412.01	\$ 32,932.98	\$ 34,595.74	\$ 36,335.85	\$ 38,114.61	\$ 40,035.17	\$ 40,035.17	\$ 42,045.95
INTERVENTION SPECIALIST SUB	MONTHLY	\$ 2,617.67	\$ 2,744.42	\$ 2,882.98	\$ 3,027.99	\$ 3,176.22	\$ 3,336.26	\$ 3,336.26	\$ 3,503.83
	DAILY	\$ 120.35	\$ 126.18	\$ 132.55	\$ 139.22	\$ 146.03	\$ 153.39	\$ 153.39	\$ 161.10
	HOURLY	\$ 16.05	\$ 16.82	\$ 17.67	\$ 18.56	\$ 19.47	\$ 20.45	\$ 20.45	\$ 21.48
	Range 32								
COMPUTER TECH I	ANNUAL	\$ 32,932.98	\$ 34,595.74	\$ 36,335.85	\$ 38,114.61	\$ 40,035.17	\$ 42,045.95	\$ 42,045.95	\$ 44,134.07
ENDUSER SUPPORT SPECIALIST II	MONTHLY	\$ 2,744.42	\$ 2,882.98	\$ 3,027.99	\$ 3,176.22	\$ 3,336.26	\$ 3,503.83	\$ 3,503.83	\$ 3,677.84
BENEFIT SPECIALIST	DAILY	\$ 126.18	\$ 132.55	\$ 139.22	\$ 146.03	\$ 153.39	\$ 161.10	\$ 161.10	\$ 169.10
INSTRUCTIONAL SUPP SPECIALIST	HOURLY	\$ 16.82	\$ 17.67	\$ 18.56	\$ 19.47	\$ 20.45	\$ 21.48	\$ 21.48	\$ 22.55
	Range 33								
GRAPHIC ILLUSTRATOR	ANNUAL	\$ 33,667.69	\$ 35,472.24	\$ 37,160.78	\$ 39,004.00	\$ 40,950.33	\$ 42,999.78	\$ 42,999.78	\$ 45,152.35
PROGRAM ASSISTANT I	MONTHLY	\$ 2,805.64	\$ 2,956.02	\$ 3,096.73	\$ 3,250.33	\$ 3,412.53	\$ 3,583.32	\$ 3,583.32	\$ 3,762.70
PURCHASING ASSISTANT	DAILY	\$ 128.99	\$ 135.91	\$ 142.38	\$ 149.44	\$ 156.90	\$ 164.75	\$ 164.75	\$ 173.00
COMMUNITY RELATIONS AST I BIL	HOURLY	\$ 17.20	\$ 18.12	\$ 18.98	\$ 19.93	\$ 20.92	\$ 21.97	\$ 21.97	\$ 23.07
SPECIALIST-TESTING & PLACEMENT									
TRANSLATOR									
COMMUNITY RELATIONS ASST I									
	Range 34								
ACCOUNTANT I	ANNUAL	\$ 34,595.74	\$ 36,335.85	\$ 38,114.61	\$ 40,035.17	\$ 42,045.95	\$ 44,134.07	\$ 44,134.07	\$ 46,325.30

Reserved for unassigned job classifications	ANNUAL	\$ 73,394.72	\$ 77,064.51	\$ 80,917.84	\$ 84,963.05	\$ 89,211.62	\$ 93,671.89	\$ 93,671.89	\$ 98,355.33
	MONTHLY	\$ 6,116.23	\$ 6,422.04	\$ 6,743.15	\$ 7,080.25	\$ 7,434.30	\$ 7,805.99	\$ 7,805.99	\$ 8,196.28
	DAILY	\$ 281.21	\$ 295.27	\$ 310.03	\$ 325.53	\$ 341.81	\$ 358.90	\$ 358.90	\$ 376.84
	HOURLY	\$ 37.49	\$ 39.37	\$ 41.34	\$ 43.40	\$ 45.57	\$ 47.85	\$ 47.85	\$ 50.25
	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 75,229.09	\$ 78,990.65	\$ 82,940.97	\$ 87,087.34	\$ 91,442.28	\$ 96,014.13	\$ 96,014.13	\$ 100,814.37
	MONTHLY	\$ 6,269.09	\$ 6,582.55	\$ 6,911.75	\$ 7,257.28	\$ 7,620.19	\$ 8,001.18	\$ 8,001.18	\$ 8,401.20
	DAILY	\$ 288.23	\$ 302.65	\$ 317.78	\$ 333.67	\$ 350.35	\$ 367.87	\$ 367.87	\$ 386.26
	HOURLY	\$ 38.43	\$ 40.35	\$ 42.37	\$ 44.49	\$ 46.71	\$ 49.05	\$ 49.05	\$ 51.50
	Range 63								
Reserved for unassigned job classifications	ANNUAL	\$ 77,110.40	\$ 80,965.81	\$ 85,014.15	\$ 89,264.81	\$ 93,728.21	\$ 98,414.77	\$ 98,414.77	\$ 103,334.94
	MONTHLY	\$ 6,425.87	\$ 6,747.15	\$ 7,084.51	\$ 7,438.73	\$ 7,810.68	\$ 8,201.23	\$ 8,201.23	\$ 8,611.24
	DAILY	\$ 295.44	\$ 310.21	\$ 325.72	\$ 342.01	\$ 359.11	\$ 377.07	\$ 377.07	\$ 395.92
	HOURLY	\$ 39.39	\$ 41.36	\$ 43.43	\$ 45.60	\$ 47.88	\$ 50.28	\$ 50.28	\$ 52.79
	Range 64								
DATABASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV OCCUPATIONAL THERAPIST	ANNUAL	\$ 81,410.86	\$ 85,483.97	\$ 89,750.44	\$ 94,236.03	\$ 98,953.63	\$ 103,890.36	\$ 103,890.36	\$ 109,097.76
	MONTHLY	\$ 6,784.24	\$ 7,123.66	\$ 7,479.20	\$ 7,853.00	\$ 8,246.14	\$ 8,657.53	\$ 8,657.53	\$ 9,091.48
	DAILY	\$ 311.92	\$ 327.52	\$ 343.87	\$ 361.06	\$ 379.13	\$ 398.05	\$ 398.05	\$ 418.00
	HOURLY	\$ 41.59	\$ 43.67	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07	\$ 53.07	\$ 55.73

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.

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 DIFERENTIAL.

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
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.

Board approved increase of 3.0% on 03/11/2015 eff. 01/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019						
HUMAN RESOURCES SERVICES AND SUPPORT						
SEIU						
SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
Effective January 1, 2015						
K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 15,800.53	\$ 17,110.98	\$ 18,432.16	\$ 19,731.86	\$ 21,033.71	\$ 22,997.23
MONTHLY	\$ 1,580.05	\$ 1,711.10	\$ 1,843.22	\$ 1,973.19	\$ 2,103.37	\$ 2,299.72
DAILY	\$ 77.08	\$ 83.47	\$ 89.91	\$ 96.25	\$ 102.60	\$ 112.18
HOURLY	\$ 10.28	\$ 11.13	\$ 11.99	\$ 12.83	\$ 13.68	\$ 14.96
Range 02						
ANNUAL	\$ 16,208.70	\$ 17,529.89	\$ 18,904.78	\$ 20,193.75	\$ 21,547.16	\$ 23,588.01
MONTHLY	\$ 1,620.87	\$ 1,752.99	\$ 1,890.48	\$ 2,019.38	\$ 2,154.72	\$ 2,358.80
DAILY	\$ 79.07	\$ 85.51	\$ 92.22	\$ 98.51	\$ 105.11	\$ 115.06
HOURLY	\$ 10.54	\$ 11.40	\$ 12.30	\$ 13.13	\$ 14.01	\$ 15.34
Range 03						
ANNUAL	\$ 17,272.09	\$ 18,700.69	\$ 20,143.83	\$ 21,594.45	\$ 23,018.72	\$ 25,166.99
MONTHLY	\$ 1,727.21	\$ 1,870.07	\$ 2,014.38	\$ 2,159.45	\$ 2,301.87	\$ 2,516.70
DAILY	\$ 84.25	\$ 91.22	\$ 98.26	\$ 105.34	\$ 112.29	\$ 122.77
HOURLY	\$ 11.23	\$ 12.16	\$ 13.10	\$ 14.05	\$ 14.97	\$ 16.37
Range 04						
ANNUAL	\$ 17,701.74	\$ 19,151.83	\$ 20,644.88	\$ 22,116.45	\$ 23,620.24	\$ 25,822.21
MONTHLY	\$ 1,770.17	\$ 1,915.18	\$ 2,064.49	\$ 2,211.65	\$ 2,362.02	\$ 2,582.22
DAILY	\$ 86.35	\$ 93.42	\$ 100.71	\$ 107.89	\$ 115.22	\$ 125.96
HOURLY	\$ 11.51	\$ 12.46	\$ 13.43	\$ 14.38	\$ 15.36	\$ 16.79
Range 05						
ANNUAL	\$ 18,861.81	\$ 20,408.57	\$ 20,644.88	\$ 22,116.45	\$ 25,145.50	\$ 27,487.12
MONTHLY	\$ 1,886.18	\$ 2,040.86	\$ 2,064.49	\$ 2,211.65	\$ 2,514.55	\$ 2,748.71
DAILY	\$ 92.01	\$ 99.55	\$ 100.71	\$ 107.89	\$ 122.66	\$ 134.08
HOURLY	\$ 12.27	\$ 13.27	\$ 13.43	\$ 14.38	\$ 16.35	\$ 17.88
Range 06						
ANNUAL	\$ 19,334.44	\$ 20,924.15	\$ 22,524.62	\$ 24,135.81	\$ 25,779.24	\$ 28,185.31
MONTHLY	\$ 1,933.44	\$ 2,092.42	\$ 2,252.46	\$ 2,413.58	\$ 2,577.92	\$ 2,818.53
DAILY	\$ 94.31	\$ 102.07	\$ 109.88	\$ 117.74	\$ 125.75	\$ 137.49
HOURLY	\$ 12.58	\$ 13.61	\$ 14.65	\$ 15.70	\$ 16.77	\$ 18.33

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

Board approved increase of 3.0% on 03/11/2015 eff. 01/01/2015

Revision:

SENIOR TYP CLERK CANTONESE BIL	ANNUAL	\$ 27,308.32	\$ 28,670.33	\$ 30,032.33	\$ 31,544.18	\$ 33,192.21	\$ 34,799.37	\$ 34,799.37	\$ 36,556.37
SENIOR TYP CLERK SPANISH BIL	MONTHLY	\$ 2,275.69	\$ 2,389.19	\$ 2,502.69	\$ 2,628.68	\$ 2,766.02	\$ 2,899.95	\$ 2,899.95	\$ 3,046.36
CLK TYP AST ELM	DAILY	\$ 104.63	\$ 109.85	\$ 115.07	\$ 120.86	\$ 127.17	\$ 133.33	\$ 133.33	\$ 140.06
CLERK ELEMENTARY SMALL	HOURLY	\$ 13.95	\$ 14.65	\$ 15.34	\$ 16.11	\$ 16.96	\$ 17.78	\$ 17.78	\$ 18.68
CLERK TYPIST SR									
	Range 23								
LEAD, MAIL SERVICES	ANNUAL	\$ 27,893.99	\$ 29,310.48	\$ 30,808.68	\$ 32,375.01	\$ 33,941.31	\$ 35,575.72	\$ 35,575.72	\$ 37,482.54
CLERK ELEMENTARY LARGE	MONTHLY	\$ 2,324.50	\$ 2,442.54	\$ 2,567.39	\$ 2,697.92	\$ 2,828.44	\$ 2,964.64	\$ 2,964.64	\$ 3,123.55
SECRETARY ELEMENTARY SMALL	DAILY	\$ 106.87	\$ 112.30	\$ 118.04	\$ 124.04	\$ 130.04	\$ 136.31	\$ 136.31	\$ 143.61
SPECIALIST, ATTENDANCE BILINGU	HOURLY	\$ 14.25	\$ 14.97	\$ 15.74	\$ 16.54	\$ 17.34	\$ 18.17	\$ 18.17	\$ 19.15
SPECIALIST, ATTENDANCE									
	Range 24								
CLERK TYPIST INTERM SCHOOL	ANNUAL	\$ 28,670.33	\$ 30,032.33	\$ 31,544.18	\$ 33,192.21	\$ 34,799.37	\$ 36,556.37	\$ 36,556.37	\$ 38,395.09
MAINTENANCE CONTROL SPEC	MONTHLY	\$ 2,389.19	\$ 2,502.69	\$ 2,628.68	\$ 2,766.02	\$ 2,899.95	\$ 3,046.36	\$ 3,046.36	\$ 3,199.59
ELEM SCHL TYPST CLRK BIL SPNSH	DAILY	\$ 109.85	\$ 115.07	\$ 120.86	\$ 127.17	\$ 133.33	\$ 140.06	\$ 140.06	\$ 147.11
	HOURLY	\$ 14.65	\$ 15.34	\$ 16.11	\$ 16.96	\$ 17.78	\$ 18.68	\$ 18.68	\$ 19.61
	Range 25								
LEAD DUPLICATING EQUIPMNT OPRTR	ANNUAL	\$ 29,310.48	\$ 30,808.68	\$ 32,375.01	\$ 33,941.31	\$ 35,575.72	\$ 37,482.54	\$ 37,482.54	\$ 39,266.77
SECRETARY MIDDLE	MONTHLY	\$ 2,442.54	\$ 2,567.39	\$ 2,697.92	\$ 2,828.44	\$ 2,964.64	\$ 3,123.55	\$ 3,123.55	\$ 3,272.23
	DAILY	\$ 112.30	\$ 118.04	\$ 124.04	\$ 130.04	\$ 136.31	\$ 143.61	\$ 143.61	\$ 150.45
	HOURLY	\$ 14.97	\$ 15.74	\$ 16.54	\$ 17.34	\$ 18.17	\$ 19.15	\$ 19.15	\$ 20.06
	Range 26								
TRANSCRIBER BRAILLE/MEDIA	ANNUAL	\$ 30,032.33	\$ 31,544.18	\$ 33,192.21	\$ 34,799.37	\$ 36,556.37	\$ 38,395.09	\$ 38,395.09	\$ 40,274.66
SCHOOL TREASURER	MONTHLY	\$ 2,502.69	\$ 2,628.68	\$ 2,766.02	\$ 2,899.95	\$ 3,046.36	\$ 3,199.59	\$ 3,199.59	\$ 3,356.22
INVENTORY CONTROL CLERK	DAILY	\$ 115.07	\$ 120.86	\$ 127.17	\$ 133.33	\$ 140.06	\$ 147.11	\$ 147.11	\$ 154.31
	HOURLY	\$ 15.34	\$ 16.11	\$ 16.96	\$ 17.78	\$ 18.68	\$ 19.61	\$ 19.61	\$ 20.57
	Range 27								
DISPTACHER, SECURITY AND SAFET	ANNUAL	\$ 30,808.68	\$ 32,375.01	\$ 33,941.31	\$ 35,575.72	\$ 37,482.54	\$ 39,321.26	\$ 39,321.26	\$ 41,268.94
COMMUNITY SERVICE WORKER I	MONTHLY	\$ 2,567.39	\$ 2,697.92	\$ 2,828.44	\$ 2,964.64	\$ 3,123.55	\$ 3,276.77	\$ 3,276.77	\$ 3,439.08
SCHOOL SECURITY OFFICER II	DAILY	\$ 118.04	\$ 124.04	\$ 130.04	\$ 136.31	\$ 143.61	\$ 150.66	\$ 150.66	\$ 158.12
	HOURLY	\$ 15.74	\$ 16.54	\$ 17.34	\$ 18.17	\$ 19.15	\$ 20.09	\$ 20.09	\$ 21.08
	Range 28								
SECRETARY SENIOR	ANNUAL	\$ 30,863.17	\$ 33,192.21	\$ 34,799.37	\$ 36,556.37	\$ 38,395.09	\$ 40,274.66	\$ 40,274.66	\$ 42,304.06
	MONTHLY	\$ 2,571.93	\$ 2,766.02	\$ 2,899.95	\$ 3,046.36	\$ 3,199.59	\$ 3,356.22	\$ 3,356.22	\$ 3,525.34
	DAILY	\$ 118.25	\$ 127.17	\$ 133.33	\$ 140.06	\$ 147.11	\$ 154.31	\$ 154.31	\$ 162.08
	HOURLY	\$ 15.77	\$ 16.96	\$ 17.78	\$ 18.68	\$ 19.61	\$ 20.57	\$ 20.57	\$ 21.61
	Range 29								
PRINCIPAL ACCOUNT CLERK	ANNUAL	\$ 32,375.01	\$ 33,941.31	\$ 35,575.72	\$ 37,482.54	\$ 39,266.77	\$ 41,214.45	\$ 41,214.45	\$ 43,271.09
SECRETARY HIGH	MONTHLY	\$ 2,697.92	\$ 2,828.44	\$ 2,964.64	\$ 3,123.55	\$ 3,272.23	\$ 3,434.54	\$ 3,434.54	\$ 3,605.92
	DAILY	\$ 124.04	\$ 130.04	\$ 136.31	\$ 143.61	\$ 150.45	\$ 157.91	\$ 157.91	\$ 165.79
	HOURLY	\$ 16.54	\$ 17.34	\$ 18.17	\$ 19.15	\$ 20.06	\$ 21.05	\$ 21.05	\$ 22.11
	Range 30								
INTERVENTION SPECIALIST	ANNUAL	\$ 33,192.21	\$ 34,799.37	\$ 36,556.37	\$ 38,395.09	\$ 40,274.66	\$ 42,304.06	\$ 42,304.06	\$ 44,428.80
INTERVENTION SPECIALIST SUB	MONTHLY	\$ 2,766.02	\$ 2,899.95	\$ 3,046.36	\$ 3,199.59	\$ 3,356.22	\$ 3,525.34	\$ 3,525.34	\$ 3,702.40
	DAILY	\$ 127.17	\$ 133.33	\$ 140.06	\$ 147.11	\$ 154.31	\$ 162.08	\$ 162.08	\$ 170.23
	HOURLY	\$ 16.96	\$ 17.78	\$ 18.68	\$ 19.61	\$ 20.57	\$ 21.61	\$ 21.61	\$ 22.70
	Range 32								
ASSISTANT NEWCOMER LEARNING LAB	ANNUAL	\$ 34,799.37	\$ 36,556.37	\$ 38,395.09	\$ 40,274.66	\$ 42,304.06	\$ 44,428.80	\$ 44,428.80	\$ 46,635.26
COMPUTER TECH I	MONTHLY	\$ 2,899.95	\$ 3,046.36	\$ 3,199.59	\$ 3,356.22	\$ 3,525.34	\$ 3,702.40	\$ 3,702.40	\$ 3,886.27
ENDUSER SUPPORT SPECIALIST II	DAILY	\$ 133.33	\$ 140.06	\$ 147.11	\$ 154.31	\$ 162.08	\$ 170.23	\$ 170.23	\$ 178.68
BENEFIT SPECIALIST	HOURLY	\$ 17.78	\$ 18.68	\$ 19.61	\$ 20.57	\$ 21.61	\$ 22.70	\$ 22.70	\$ 23.82
INSTRUCTIONAL SUPP SPECIALIST									
	Range 33								
GRAPHIC ILLUSTRATOR	ANNUAL	\$ 35,575.72	\$ 37,482.54	\$ 39,266.77	\$ 41,214.45	\$ 43,271.09	\$ 45,436.69	\$ 45,436.69	\$ 47,711.25
PROGRAM ASSISTANT I	MONTHLY	\$ 2,964.64	\$ 3,123.55	\$ 3,272.23	\$ 3,434.54	\$ 3,605.92	\$ 3,786.39	\$ 3,786.39	\$ 3,975.94
PURCHASING ASSISTANT	DAILY	\$ 136.31	\$ 143.61	\$ 150.45	\$ 157.91	\$ 165.79	\$ 174.09	\$ 174.09	\$ 182.80
COMMUNITY RELATIONS AST I BIL	HOURLY	\$ 18.17	\$ 19.15	\$ 20.06	\$ 21.05	\$ 22.11	\$ 23.21	\$ 23.21	\$ 24.37
SPECIALIST-TESTING & PLACEMENT									
TRANSLATOR									
LIBRARY TECHNICIAN									
COMMUNITY RELATIONS ASST I									
	Range 34								
ACCOUNTANT I	ANNUAL	\$ 36,556.37	\$ 38,395.09	\$ 40,274.66	\$ 42,304.06	\$ 44,428.80	\$ 46,635.26	\$ 46,635.26	\$ 48,950.67

COMPUTER OPERATOR SR COMPUTER TECHNICIAN II TECHNICIAN FINGERPRINT	MONTHLY	\$ 3,046.36	\$ 3,199.59	\$ 3,356.22	\$ 3,525.34	\$ 3,702.40	\$ 3,886.27	\$ 3,886.27	\$ 4,079.22
	DAILY	\$ 140.06	\$ 147.11	\$ 154.31	\$ 162.08	\$ 170.23	\$ 178.68	\$ 178.68	\$ 187.55
	HOURLY	\$ 18.68	\$ 19.61	\$ 20.57	\$ 21.61	\$ 22.70	\$ 23.82	\$ 23.82	\$ 25.01
	Range 35								
	ANNUAL	\$ 37,482.54	\$ 39,266.77	\$ 41,214.45	\$ 43,271.09	\$ 45,477.55	\$ 47,765.73	\$ 47,765.73	\$ 50,122.00
EXTENDED DAY SITE LIAISON JOB COACH/WORKABILITY	MONTHLY	\$ 3,123.55	\$ 3,272.23	\$ 3,434.54	\$ 3,605.92	\$ 3,789.80	\$ 3,980.48	\$ 3,980.48	\$ 4,176.83
	DAILY	\$ 143.61	\$ 150.45	\$ 157.91	\$ 165.79	\$ 174.24	\$ 183.01	\$ 183.01	\$ 192.04
	HOURLY	\$ 19.15	\$ 20.06	\$ 21.05	\$ 22.11	\$ 23.23	\$ 24.40	\$ 24.40	\$ 25.61
	Range 36								
SPECIALIST TRANSLATOR ARABIC SPECIALIST TRANSLATOR CAMBODIA SPECIALIST TRANSLATOR VIETNAME TECHNICIAN, VIDEO SPECIALIST TRANSLATOR CHINESE SPECIALIST TRANSLATOR SPANISH SPECIALIST, RECORDS MANAGEMENT STUDENT ATTENDANCE COMPL OFFCR	ANNUAL	\$ 38,395.09	\$ 40,274.66	\$ 42,304.06	\$ 44,428.80	\$ 46,635.26	\$ 48,950.67	\$ 48,950.67	\$ 51,347.82
	MONTHLY	\$ 3,199.59	\$ 3,356.22	\$ 3,525.34	\$ 3,702.40	\$ 3,886.27	\$ 4,079.22	\$ 4,079.22	\$ 4,278.98
	DAILY	\$ 147.11	\$ 154.31	\$ 162.08	\$ 170.23	\$ 178.68	\$ 187.55	\$ 187.55	\$ 196.73
	HOURLY	\$ 19.61	\$ 20.57	\$ 21.61	\$ 22.70	\$ 23.82	\$ 25.01	\$ 25.01	\$ 26.23
	Range 38								
TECHNCN, STUDIO & MASTER CONTROL BUYER COMMUNITY RELATIONS AST II BIL SERVICE TEAM ASST I WHITE CLR INTERPRETER FOR DEAF II COMMUNITY RELATIONS ASSIST II SPCLST CAREER TECHNICAL EDUCAT OUTREACH CONSULTANT LIAISON FAMILY PARENT PROGRAM ASSISTANT MCKINNEY VEN SPECIALIST, TESTING & PLACEMENT	ANNUAL	\$ 40,274.66	\$ 42,304.06	\$ 44,428.80	\$ 46,635.26	\$ 48,923.44	\$ 51,320.57	\$ 51,320.57	\$ 53,949.25
	MONTHLY	\$ 3,356.22	\$ 3,525.34	\$ 3,702.40	\$ 3,886.27	\$ 4,076.95	\$ 4,276.71	\$ 4,276.71	\$ 4,495.77
	DAILY	\$ 154.31	\$ 162.08	\$ 170.23	\$ 178.68	\$ 187.45	\$ 196.63	\$ 196.63	\$ 206.70
	HOURLY	\$ 20.57	\$ 21.61	\$ 22.70	\$ 23.82	\$ 24.99	\$ 26.22	\$ 26.22	\$ 27.56
	Range 40								
SPECIALIST, TRANSPORTATION SUPPORT SPECIALIST-NUTRTRN SRVS ADM ASST I BIL TECHNICAL SKILLS ASSIST ADMINISTRATIVE ASSISTANT I STUDENT ASSIGNMENT COUNSELOR	ANNUAL	\$ 42,317.68	\$ 44,428.80	\$ 46,635.26	\$ 48,923.44	\$ 51,320.57	\$ 53,949.25	\$ 53,949.25	\$ 56,632.42
	MONTHLY	\$ 3,526.47	\$ 3,702.40	\$ 3,886.27	\$ 4,076.95	\$ 4,276.71	\$ 4,495.77	\$ 4,495.77	\$ 4,719.37
	DAILY	\$ 162.14	\$ 170.23	\$ 178.68	\$ 187.45	\$ 196.63	\$ 206.70	\$ 206.70	\$ 216.98
	HOURLY	\$ 21.62	\$ 22.70	\$ 23.82	\$ 24.99	\$ 26.22	\$ 27.56	\$ 27.56	\$ 28.93
	Range 42								
SPECIALIST, SCHOOL TECHNOLOGY	ANNUAL	\$ 44,428.80	\$ 46,635.26	\$ 48,923.44	\$ 51,320.57	\$ 53,922.02	\$ 56,605.17	\$ 56,605.17	\$ 59,424.54
	MONTHLY	\$ 3,702.40	\$ 3,886.27	\$ 4,076.95	\$ 4,276.71	\$ 4,493.50	\$ 4,717.10	\$ 4,717.10	\$ 4,952.04
	DAILY	\$ 170.23	\$ 178.68	\$ 187.45	\$ 196.63	\$ 206.60	\$ 216.88	\$ 216.88	\$ 227.68
	HOURLY	\$ 22.70	\$ 23.82	\$ 24.99	\$ 26.22	\$ 27.55	\$ 28.92	\$ 28.92	\$ 30.36
	Range 43								
COMPUTER TECHNICIAN SR	ANNUAL	\$ 45,477.55	\$ 47,711.25	\$ 50,053.90	\$ 52,648.54	\$ 55,188.69	\$ 58,035.29	\$ 58,035.29	\$ 60,881.89
	MONTHLY	\$ 3,789.80	\$ 3,975.94	\$ 4,171.16	\$ 4,387.38	\$ 4,599.06	\$ 4,836.27	\$ 4,836.27	\$ 5,073.49
	DAILY	\$ 174.24	\$ 182.80	\$ 191.78	\$ 201.72	\$ 211.45	\$ 222.36	\$ 222.36	\$ 233.26
	HOURLY	\$ 23.23	\$ 24.37	\$ 25.57	\$ 26.90	\$ 28.19	\$ 29.65	\$ 29.65	\$ 31.10
	Range 44								
ASSISTANT RISK-MANAGEMENT DEPT ADM ASST II BIL ADMINISTRATIVE ASSISTANT II	ANNUAL	\$ 46,635.26	\$ 48,923.44	\$ 51,320.57	\$ 53,935.64	\$ 56,632.42	\$ 59,465.40	\$ 59,465.40	\$ 62,461.82
	MONTHLY	\$ 3,886.27	\$ 4,076.95	\$ 4,276.71	\$ 4,494.64	\$ 4,719.37	\$ 4,955.45	\$ 4,955.45	\$ 5,205.15
	DAILY	\$ 178.68	\$ 187.45	\$ 196.63	\$ 206.65	\$ 216.98	\$ 227.84	\$ 227.84	\$ 239.32
	HOURLY	\$ 23.82	\$ 24.99	\$ 26.22	\$ 27.55	\$ 28.93	\$ 30.38	\$ 30.38	\$ 31.91
	Range 45								
SPECSCHOOLBUSINESSTECHSUPPORT INTERPRETER FOR DEAF III LIAISON REGIONAL FAM ENGAGEMEN TECHSTATEFEDERALCOMPLIANCE ACCOUNTS PAYABLE TECHNICIAN II PAYROLL TECHNICIAN II SITE LIAISON WORK-BASED LEARNING SPEC, COLLEGE & CAREER READINE PROGRAM ASSISTANT III LEAD,ALARM MONITOR DISPATCHER	ANNUAL	\$ 47,711.25	\$ 50,040.28	\$ 52,614.48	\$ 55,202.30	\$ 58,021.67	\$ 60,949.99	\$ 60,949.99	\$ 63,960.04
	MONTHLY	\$ 3,975.94	\$ 4,170.02	\$ 4,384.54	\$ 4,600.19	\$ 4,835.14	\$ 5,079.17	\$ 5,079.17	\$ 5,330.00
	DAILY	\$ 182.80	\$ 191.73	\$ 201.59	\$ 211.50	\$ 222.31	\$ 233.52	\$ 233.52	\$ 245.06
	HOURLY	\$ 24.37	\$ 25.56	\$ 26.88	\$ 28.20	\$ 29.64	\$ 31.14	\$ 31.14	\$ 32.67
	Range 46								
LIAISON STUDENT ENGAGEMENT PROGRAM SPECIALIST-HEALTH EDUC SPECIALIST-DIST PARENT ADVISRY COMMNTY COORD/PROGRAM ASST SPEC TRANSITIONAL STUDENT FMLY ADMINISTRATIVE ASSISTANT III ADMINISTRATIVEASSTIIIIBILINGUAL CASE MANAGER	ANNUAL	\$ 51,320.57	\$ 53,935.64	\$ 56,632.42	\$ 59,465.40	\$ 62,420.96	\$ 65,526.34	\$ 65,526.34	\$ 68,767.94
	MONTHLY	\$ 4,276.71	\$ 4,494.64	\$ 4,719.37	\$ 4,955.45	\$ 5,201.75	\$ 5,460.53	\$ 5,460.53	\$ 5,730.66
	DAILY	\$ 196.63	\$ 206.65	\$ 216.98	\$ 227.84	\$ 239.16	\$ 251.06	\$ 251.06	\$ 263.48
	HOURLY	\$ 26.22	\$ 27.55	\$ 28.93	\$ 30.38	\$ 31.89	\$ 33.47	\$ 33.47	\$ 35.13

SHCL BASED FACIL RESTOR PRACTI PRGM SPLST VIOLENCE PREVENTION									
	Range 47								
PRODUCER	ANNUAL	\$ 52,628.11	\$ 55,188.69	\$ 58,035.29	\$ 60,949.99	\$ 64,028.14	\$ 67,242.49	\$ 67,242.49	\$ 70,579.41
DISTRICT REGISTRAR	MONTHLY	\$ 4,385.68	\$ 4,599.06	\$ 4,836.27	\$ 5,079.17	\$ 5,335.68	\$ 5,603.54	\$ 5,603.54	\$ 5,881.62
OPERATIONS,ENGINEER	DAILY	\$ 201.64	\$ 211.45	\$ 222.36	\$ 233.52	\$ 245.32	\$ 257.63	\$ 257.63	\$ 270.42
	HOURLY	\$ 26.89	\$ 28.19	\$ 29.65	\$ 31.14	\$ 32.71	\$ 34.35	\$ 34.35	\$ 36.06
	Range 49								
NETWORK INFRASTRUCTURE SPEC LIAISON, CLINIC	ANNUAL	\$ 55,188.69	\$ 58,035.29	\$ 60,949.99	\$ 64,028.14	\$ 67,215.24	\$ 70,552.17	\$ 70,552.17	\$ 74,079.78
	MONTHLY	\$ 4,599.06	\$ 4,836.27	\$ 5,079.17	\$ 5,335.68	\$ 5,601.27	\$ 5,879.35	\$ 5,879.35	\$ 6,173.31
	DAILY	\$ 211.45	\$ 222.36	\$ 233.52	\$ 245.32	\$ 257.53	\$ 270.31	\$ 270.31	\$ 283.83
	HOURLY	\$ 28.19	\$ 29.65	\$ 31.14	\$ 32.71	\$ 34.34	\$ 36.04	\$ 36.04	\$ 37.84
	Range 50								
SPECIALIST, SCHOOL GOVERNANCE SPEC INSTRUCTIONAL MATERIALS NETWORK ADMINISTRATOR I APPLICATIONS SPECIALIST SPECIALIST RESTORATIVE JUSTICE POSIT BEHAVIOR SUPP SYSTEM COAC	ANNUAL	\$ 56,632.42	\$ 59,465.40	\$ 62,420.96	\$ 65,635.31	\$ 68,822.42	\$ 72,254.67	\$ 72,254.67	\$ 75,823.15
	MONTHLY	\$ 4,719.37	\$ 4,955.45	\$ 5,201.75	\$ 5,469.61	\$ 5,735.20	\$ 6,021.22	\$ 6,021.22	\$ 6,318.60
	DAILY	\$ 216.98	\$ 227.84	\$ 239.16	\$ 251.48	\$ 263.69	\$ 276.84	\$ 276.84	\$ 290.51
	HOURLY	\$ 28.93	\$ 30.38	\$ 31.89	\$ 33.53	\$ 35.16	\$ 36.91	\$ 36.91	\$ 38.73
	Range 53								
ANLYST CUSTODIAL SERV FACILITI JR INFO SYSTEMS SPECIALIST NETWORK INFRASTRCTUR SPCLST II TCHNGY BUS AN I DATA ANALYST I SPECIALISTHOMELESSYOUTHPROGRAM SPECIALISTREFUGEEASYLEEPROGRAM SPCLSTFOSTRYOUTHDELINQUENTPRGRM ANLYST WK COMP REASON ACCOMMOD SPEC UNACCOMPANIED IMMIG CHILD FACILITATOR RESTORATIVE JUSTIC TECH SUPPORT SPECIALIST II	ANNUAL	\$ 60,990.85	\$ 64,028.14	\$ 67,215.24	\$ 70,674.76	\$ 74,075.25	\$ 77,770.82	\$ 77,770.82	\$ 81,652.56
	MONTHLY	\$ 5,082.57	\$ 5,335.68	\$ 5,601.27	\$ 5,889.56	\$ 6,172.94	\$ 6,480.90	\$ 6,480.90	\$ 6,804.38
	DAILY	\$ 233.68	\$ 245.32	\$ 257.53	\$ 270.78	\$ 283.81	\$ 297.97	\$ 297.97	\$ 312.85
	HOURLY	\$ 31.16	\$ 32.71	\$ 34.34	\$ 36.10	\$ 37.84	\$ 39.73	\$ 39.73	\$ 41.71
	Range 55								
SOFTWARE DEVELOPER II SPECIALIST STATE & LOCAL TESTI SPECIALISTHEALTHSVCSDATAMGMT SPECSELPADATASYSTEMSMANAGEMENT INFORMATION SYSTEM SPEC II SPECIALIST, EDUCATOR EFFECTIVEN	ANNUAL	\$ 68,849.66	\$ 72,322.79	\$ 75,918.48	\$ 79,704.88	\$ 83,681.96	\$ 87,822.47	\$ 87,822.47	\$ 92,249.01
	MONTHLY	\$ 5,737.47	\$ 6,026.90	\$ 6,326.54	\$ 6,642.07	\$ 6,973.50	\$ 7,318.54	\$ 7,318.54	\$ 7,687.42
	DAILY	\$ 263.79	\$ 277.10	\$ 290.88	\$ 305.38	\$ 320.62	\$ 336.48	\$ 336.48	\$ 353.44
	HOURLY	\$ 35.17	\$ 36.95	\$ 38.78	\$ 40.72	\$ 42.75	\$ 44.86	\$ 44.86	\$ 47.13
	Range 56								
SPECIALIST, MSTR SCHD DEVELOPM	ANNUAL	\$ 70,579.41	\$ 74,120.64	\$ 77,852.54	\$ 81,829.63	\$ 85,738.60	\$ 90,028.93	\$ 90,028.93	\$ 94,523.57
	MONTHLY	\$ 5,881.62	\$ 6,176.72	\$ 6,487.71	\$ 6,819.14	\$ 7,144.88	\$ 7,502.41	\$ 7,502.41	\$ 7,876.96
	DAILY	\$ 270.42	\$ 283.99	\$ 298.29	\$ 313.52	\$ 328.50	\$ 344.94	\$ 344.94	\$ 362.16
	HOURLY	\$ 36.06	\$ 37.86	\$ 39.77	\$ 41.80	\$ 43.80	\$ 45.99	\$ 45.99	\$ 48.29
	Range 57								
ANALYTICS SPCLSTCHARTERSCHOOLS ASSESSMENT TOOLS MANAGER DATA ANALYST TECH SERVICES DATA ANALYST DATA ANALYST II INFO SYSTEMS SPEC III RESRCHASSOCIATEDISPROPRITIONLTY DATA ASSESSMENT PARTNER ANALYTICS SPCLST GIS MAPPING RESEACHASSOCIATEEARLYCHILDHOOD NETWORK ENGINEER	ANNUAL	\$ 72,363.65	\$ 75,959.36	\$ 79,772.98	\$ 83,763.68	\$ 87,931.44	\$ 92,344.35	\$ 92,344.35	\$ 96,934.33
	MONTHLY	\$ 6,030.30	\$ 6,329.95	\$ 6,647.75	\$ 6,980.31	\$ 7,327.62	\$ 7,695.36	\$ 7,695.36	\$ 8,077.86
	DAILY	\$ 277.26	\$ 291.03	\$ 305.64	\$ 320.93	\$ 336.90	\$ 353.81	\$ 353.81	\$ 371.40
	HOURLY	\$ 36.97	\$ 38.80	\$ 40.75	\$ 42.79	\$ 44.92	\$ 47.17	\$ 47.17	\$ 49.52
	Range 58								
Reserved for unassigned job classifications	ANNUAL	\$ 72,015.78	\$ 75,616.96	\$ 79,397.75	\$ 83,368.08	\$ 87,536.76	\$ 91,913.70	\$ 91,913.70	\$ 96,508.84
	MONTHLY	\$ 6,001.32	\$ 6,301.41	\$ 6,616.48	\$ 6,947.34	\$ 7,294.73	\$ 7,659.48	\$ 7,659.48	\$ 8,042.40
	DAILY	\$ 275.92	\$ 289.72	\$ 304.21	\$ 319.42	\$ 335.39	\$ 352.16	\$ 352.16	\$ 369.77
	HOURLY	\$ 36.79	\$ 38.63	\$ 40.56	\$ 42.59	\$ 44.72	\$ 46.95	\$ 46.95	\$ 49.30
	Range 59								
Reserved for unassigned job classifications	ANNUAL	\$ 73,816.37	\$ 77,507.90	\$ 81,383.46	\$ 85,451.86	\$ 89,725.23	\$ 94,211.27	\$ 94,211.27	\$ 98,922.11
	MONTHLY	\$ 6,151.36	\$ 6,458.99	\$ 6,781.96	\$ 7,120.99	\$ 7,477.10	\$ 7,850.94	\$ 7,850.94	\$ 8,243.51
	DAILY	\$ 282.82	\$ 296.97	\$ 311.81	\$ 327.40	\$ 343.77	\$ 360.96	\$ 360.96	\$ 379.01
	HOURLY	\$ 37.71	\$ 39.60	\$ 41.58	\$ 43.65	\$ 45.84	\$ 48.13	\$ 48.13	\$ 50.53
	Range 60								
Reserved for unassigned job classifications	ANNUAL	\$ 75,662.14	\$ 79,446.23	\$ 83,417.66	\$ 87,588.55	\$ 91,968.80	\$ 96,567.24	\$ 96,567.24	\$ 101,394.89
	MONTHLY	\$ 6,305.18	\$ 6,620.52	\$ 6,951.47	\$ 7,299.05	\$ 7,664.07	\$ 8,047.27	\$ 8,047.27	\$ 8,449.57

	DAILY	\$ 289.89	\$ 304.39	\$ 319.61	\$ 335.59	\$ 352.37	\$ 369.99	\$ 369.99	\$ 388.49
	HOURLY	\$ 38.65	\$ 40.59	\$ 42.61	\$ 44.75	\$ 46.98	\$ 49.33	\$ 49.33	\$ 51.80
	Range 61								
Reserved for unassigned job classifications	ANNUAL	\$ 77,554.18	\$ 81,431.95	\$ 85,503.66	\$ 89,778.12	\$ 94,267.47	\$ 98,980.51	\$ 98,980.51	\$ 103,929.37
	MONTHLY	\$ 6,462.85	\$ 6,786.00	\$ 7,125.30	\$ 7,481.51	\$ 7,855.62	\$ 8,248.38	\$ 8,248.38	\$ 8,660.78
	DAILY	\$ 297.14	\$ 312.00	\$ 327.60	\$ 343.98	\$ 361.18	\$ 379.24	\$ 379.24	\$ 398.20
	HOURLY	\$ 39.62	\$ 41.60	\$ 43.68	\$ 45.86	\$ 48.16	\$ 50.56	\$ 50.56	\$ 53.09
	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 79,492.52	\$ 83,467.25	\$ 87,641.44	\$ 92,022.80	\$ 96,624.54	\$ 101,455.49	\$ 101,455.49	\$ 106,527.77
	MONTHLY	\$ 6,624.38	\$ 6,955.60	\$ 7,303.45	\$ 7,668.57	\$ 8,052.05	\$ 8,454.62	\$ 8,454.62	\$ 8,877.31
	DAILY	\$ 304.57	\$ 319.80	\$ 335.79	\$ 352.58	\$ 370.21	\$ 388.72	\$ 388.72	\$ 408.15
	HOURLY	\$ 40.61	\$ 42.64	\$ 44.77	\$ 47.01	\$ 49.36	\$ 51.83	\$ 51.83	\$ 54.42
	Range 63								
Reserved for unassigned job classifications	ANNUAL	\$ 81,480.43	\$ 85,554.35	\$ 89,832.12	\$ 94,323.67	\$ 99,040.02	\$ 103,992.18	\$ 103,992.18	\$ 109,191.19
	MONTHLY	\$ 6,790.04	\$ 7,129.53	\$ 7,486.01	\$ 7,860.31	\$ 8,253.33	\$ 8,666.02	\$ 8,666.02	\$ 9,099.27
	DAILY	\$ 312.19	\$ 327.79	\$ 344.18	\$ 361.39	\$ 379.46	\$ 398.44	\$ 398.44	\$ 418.36
	HOURLY	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.12	\$ 53.12	\$ 55.78
	Range 64								
DATABASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV PHYSICAL THERAPIST* OCCUPATIONAL THERAPIST*	ANNUAL	\$ 86,024.62	\$ 90,328.56	\$ 94,836.82	\$ 99,576.62	\$ 104,561.58	\$ 109,778.09	\$ 109,778.09	\$ 115,280.60
	MONTHLY	\$ 7,168.72	\$ 7,527.38	\$ 7,903.07	\$ 8,298.05	\$ 8,713.46	\$ 9,148.17	\$ 9,148.17	\$ 9,606.72
	DAILY	\$ 329.60	\$ 346.09	\$ 363.36	\$ 381.52	\$ 400.62	\$ 420.61	\$ 420.61	\$ 441.69
	HOURLY	\$ 43.95	\$ 46.14	\$ 48.45	\$ 50.87	\$ 53.42	\$ 56.08	\$ 56.08	\$ 58.89
	Range 65								
PHYSICAL THERAPIST** OCCUPATIONAL THERAPIST**	ANNUAL	\$ 88,218.25	\$ 92,631.94	\$ 97,255.16	\$ 102,115.82	\$ 107,227.90	\$ 112,577.43	\$ 112,577.43	\$ 118,220.26
	MONTHLY	\$ 7,351.52	\$ 7,719.33	\$ 8,104.60	\$ 8,509.65	\$ 8,935.66	\$ 9,381.45	\$ 9,381.45	\$ 9,851.69
	DAILY	\$ 338.00	\$ 354.91	\$ 372.63	\$ 391.25	\$ 410.83	\$ 431.33	\$ 431.33	\$ 452.95
	HOURLY	\$ 45.07	\$ 47.32	\$ 49.68	\$ 52.17	\$ 54.78	\$ 57.51	\$ 57.51	\$ 60.39

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.

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 DIFERENTIAL.

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
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.

*PT and OT with a BS/BA degree hired after September 1, 2016

**PT and OT holding a Master or Doctorate Degree as of September 1, 2016. All PT and OT employed as of December 14, 2016

Board approved increase of 3.09% on 04/27/2016 eff. 05/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019

HUMAN RESOURCES SERVICES AND SUPPORT

SEIU

SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS

Periods: 10, Days/Year: 205, Hours/Day: 7.5

Effective May 1, 2016

K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 16,695.99	\$ 18,080.70	\$ 19,476.76	\$ 20,850.11	\$ 22,225.74	\$ 24,300.54
MONTHLY	\$ 1,669.60	\$ 1,808.07	\$ 1,947.68	\$ 2,085.01	\$ 2,222.57	\$ 2,430.05
DAILY	\$ 81.44	\$ 88.20	\$ 95.01	\$ 101.71	\$ 108.42	\$ 118.54
HOURLY	\$ 10.86	\$ 11.76	\$ 12.67	\$ 13.56	\$ 14.46	\$ 15.81
Range 02						
ANNUAL	\$ 17,127.29	\$ 18,523.35	\$ 19,976.16	\$ 21,338.18	\$ 22,768.29	\$ 24,924.80
MONTHLY	\$ 1,712.73	\$ 1,852.34	\$ 1,997.62	\$ 2,133.82	\$ 2,276.83	\$ 2,492.48
DAILY	\$ 83.55	\$ 90.36	\$ 97.44	\$ 104.09	\$ 111.06	\$ 121.58
HOURLY	\$ 11.14	\$ 12.05	\$ 12.99	\$ 13.88	\$ 14.81	\$ 16.21
Range 03						
ANNUAL	\$ 18,250.94	\$ 19,760.50	\$ 21,285.43	\$ 22,818.26	\$ 24,323.25	\$ 26,593.27
MONTHLY	\$ 1,825.09	\$ 1,976.05	\$ 2,128.54	\$ 2,281.83	\$ 2,432.32	\$ 2,659.33
DAILY	\$ 89.03	\$ 96.39	\$ 103.83	\$ 111.31	\$ 118.65	\$ 129.72
HOURLY	\$ 11.87	\$ 12.85	\$ 13.84	\$ 14.84	\$ 15.82	\$ 17.30
Range 04						
ANNUAL	\$ 18,704.94	\$ 20,237.21	\$ 21,814.88	\$ 23,369.84	\$ 24,958.86	\$ 27,285.62
MONTHLY	\$ 1,870.49	\$ 2,023.72	\$ 2,181.49	\$ 2,336.98	\$ 2,495.89	\$ 2,728.56
DAILY	\$ 91.24	\$ 98.72	\$ 106.41	\$ 114.00	\$ 121.75	\$ 133.10
HOURLY	\$ 12.17	\$ 13.16	\$ 14.19	\$ 15.20	\$ 16.23	\$ 17.75
Range 05						
ANNUAL	\$ 19,930.76	\$ 21,565.17	\$ 21,814.88	\$ 23,369.84	\$ 26,570.56	\$ 29,044.88
MONTHLY	\$ 1,993.08	\$ 2,156.52	\$ 2,181.49	\$ 2,336.98	\$ 2,657.06	\$ 2,904.49
DAILY	\$ 97.22	\$ 105.20	\$ 106.41	\$ 114.00	\$ 129.61	\$ 141.68
HOURLY	\$ 12.96	\$ 14.03	\$ 14.19	\$ 15.20	\$ 17.28	\$ 18.89
Range 06						
ANNUAL	\$ 20,430.17	\$ 22,109.97	\$ 23,801.15	\$ 25,503.65	\$ 27,240.21	\$ 29,782.64
MONTHLY	\$ 2,043.02	\$ 2,211.00	\$ 2,380.11	\$ 2,550.36	\$ 2,724.02	\$ 2,978.26
DAILY	\$ 99.66	\$ 107.85	\$ 116.10	\$ 124.41	\$ 132.88	\$ 145.28
HOURLY	\$ 13.29	\$ 14.38	\$ 15.48	\$ 16.59	\$ 17.72	\$ 19.37

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

Board approved increase of 3.09% on 04/27/2016 eff. 05/01/2016

Revision:

SENIOR TYP CLERK CANTONESE BIL	ANNUAL	\$ 26,489.78	\$ 27,810.97	\$ 29,132.15	\$ 30,598.68	\$ 32,197.31	\$ 33,756.30	\$ 33,756.30	\$ 35,460.63
SENIOR TYP CLERK SPANISH BIL	MONTHLY	\$ 2,207.48	\$ 2,317.58	\$ 2,427.68	\$ 2,549.89	\$ 2,683.11	\$ 2,813.03	\$ 2,813.03	\$ 2,955.05
CLK TYP AST ELM	DAILY	\$ 101.49	\$ 106.56	\$ 111.62	\$ 117.24	\$ 123.36	\$ 129.33	\$ 129.33	\$ 135.86
CLERK ELEMENTARY SMALL	HOURLY	\$ 13.53	\$ 14.21	\$ 14.88	\$ 15.63	\$ 16.45	\$ 17.24	\$ 17.24	\$ 18.12
CLERK TYPIST SR	Range 23								
ATTENDANCE CLERK	ANNUAL	\$ 27,057.90	\$ 28,431.93	\$ 29,885.23	\$ 31,404.61	\$ 32,923.96	\$ 34,509.38	\$ 34,509.38	\$ 36,359.05
LEAD, MAIL SERVICES	MONTHLY	\$ 2,254.82	\$ 2,369.33	\$ 2,490.44	\$ 2,617.05	\$ 2,743.66	\$ 2,875.78	\$ 2,875.78	\$ 3,029.92
CLERK ELEMENTARY LARGE	DAILY	\$ 103.67	\$ 108.93	\$ 114.50	\$ 120.32	\$ 126.15	\$ 132.22	\$ 132.22	\$ 139.31
SECRETARY ELEMENTARY SMALL	HOURLY	\$ 13.82	\$ 14.52	\$ 15.27	\$ 16.04	\$ 16.82	\$ 17.63	\$ 17.63	\$ 18.57
SPECIALIST, ATTENDANCE BILINGU	Range 24								
CLERK TYPIST INTERM SCHOOL	ANNUAL	\$ 27,810.97	\$ 29,132.15	\$ 30,598.68	\$ 32,197.31	\$ 33,756.30	\$ 35,460.63	\$ 35,460.63	\$ 37,244.25
SECRETARY	MONTHLY	\$ 2,317.58	\$ 2,427.68	\$ 2,549.89	\$ 2,683.11	\$ 2,813.03	\$ 2,955.05	\$ 2,955.05	\$ 3,103.69
MAINTENANCE CONTROL SPEC	DAILY	\$ 106.56	\$ 111.62	\$ 117.24	\$ 123.36	\$ 129.33	\$ 135.86	\$ 135.86	\$ 142.70
ELEM SCHL TYPST CLRK BIL SPNSH	HOURLY	\$ 14.21	\$ 14.88	\$ 15.63	\$ 16.45	\$ 17.24	\$ 18.12	\$ 18.12	\$ 19.03
	Range 25								
LEAD DUPLICATING EQUIPMNT OPRTR	ANNUAL	\$ 28,431.93	\$ 29,885.23	\$ 31,404.61	\$ 32,923.96	\$ 34,509.38	\$ 36,359.05	\$ 36,359.05	\$ 38,089.80
SECRETARY MIDDLE	MONTHLY	\$ 2,369.33	\$ 2,490.44	\$ 2,617.05	\$ 2,743.66	\$ 2,875.78	\$ 3,029.92	\$ 3,029.92	\$ 3,174.15
	DAILY	\$ 108.93	\$ 114.50	\$ 120.32	\$ 126.15	\$ 132.22	\$ 139.31	\$ 139.31	\$ 145.94
	HOURLY	\$ 14.52	\$ 15.27	\$ 16.04	\$ 16.82	\$ 17.63	\$ 18.57	\$ 18.57	\$ 19.46
	Range 26								
TRANSCRIBER BRAILLE/MEDIA	ANNUAL	\$ 29,132.15	\$ 30,598.68	\$ 32,197.31	\$ 33,756.30	\$ 35,460.63	\$ 37,244.25	\$ 37,244.25	\$ 39,067.48
SCHOOL TREASURER	MONTHLY	\$ 2,427.68	\$ 2,549.89	\$ 2,683.11	\$ 2,813.03	\$ 2,955.05	\$ 3,103.69	\$ 3,103.69	\$ 3,255.62
INVENTORY CONTROL CLERK	DAILY	\$ 111.62	\$ 117.24	\$ 123.36	\$ 129.33	\$ 135.86	\$ 142.70	\$ 142.70	\$ 149.68
	HOURLY	\$ 14.88	\$ 15.63	\$ 16.45	\$ 17.24	\$ 18.12	\$ 19.03	\$ 19.03	\$ 19.96
	Range 27								
DISPTACHER, SECURITY AND SAFET	ANNUAL	\$ 29,885.23	\$ 31,404.61	\$ 32,923.96	\$ 34,509.38	\$ 36,359.05	\$ 38,142.65	\$ 38,142.65	\$ 40,031.95
COMMUNITY SERVICE WORKER I	MONTHLY	\$ 2,490.44	\$ 2,617.05	\$ 2,743.66	\$ 2,875.78	\$ 3,029.92	\$ 3,178.55	\$ 3,178.55	\$ 3,336.00
SCHOOL SECURITY OFFICER II	DAILY	\$ 114.50	\$ 120.32	\$ 126.15	\$ 132.22	\$ 139.31	\$ 146.14	\$ 146.14	\$ 153.38
	HOURLY	\$ 15.27	\$ 16.04	\$ 16.82	\$ 17.63	\$ 18.57	\$ 19.49	\$ 19.49	\$ 20.45
	Range 28								
SECRETARY SENIOR	ANNUAL	\$ 29,938.09	\$ 32,197.31	\$ 33,756.30	\$ 35,460.63	\$ 37,244.25	\$ 39,067.48	\$ 39,067.48	\$ 41,036.05
	MONTHLY	\$ 2,494.84	\$ 2,683.11	\$ 2,813.03	\$ 2,955.05	\$ 3,103.69	\$ 3,255.62	\$ 3,255.62	\$ 3,419.67
	DAILY	\$ 114.71	\$ 123.36	\$ 129.33	\$ 135.86	\$ 142.70	\$ 149.68	\$ 149.68	\$ 157.23
	HOURLY	\$ 15.29	\$ 16.45	\$ 17.24	\$ 18.12	\$ 19.03	\$ 19.96	\$ 19.96	\$ 20.96
	Range 29								
PRINCIPAL ACCOUNT CLERK	ANNUAL	\$ 31,404.61	\$ 32,923.96	\$ 34,509.38	\$ 36,359.05	\$ 38,089.80	\$ 39,979.10	\$ 39,979.10	\$ 41,974.09
SECRETARY HIGH	MONTHLY	\$ 2,617.05	\$ 2,743.66	\$ 2,875.78	\$ 3,029.92	\$ 3,174.15	\$ 3,331.59	\$ 3,331.59	\$ 3,497.84
	DAILY	\$ 120.32	\$ 126.15	\$ 132.22	\$ 139.31	\$ 145.94	\$ 153.18	\$ 153.18	\$ 160.82
	HOURLY	\$ 16.04	\$ 16.82	\$ 17.63	\$ 18.57	\$ 19.46	\$ 20.42	\$ 20.42	\$ 21.44
	Range 30								
INTERVENTION SPECIALIST	ANNUAL	\$ 32,197.31	\$ 33,756.30	\$ 35,460.63	\$ 37,244.25	\$ 39,067.48	\$ 41,036.05	\$ 41,036.05	\$ 43,097.10
INTERVENTION SPECIALIST SUB	MONTHLY	\$ 2,683.11	\$ 2,813.03	\$ 2,955.05	\$ 3,103.69	\$ 3,255.62	\$ 3,419.67	\$ 3,419.67	\$ 3,591.42
	DAILY	\$ 123.36	\$ 129.33	\$ 135.86	\$ 142.70	\$ 149.68	\$ 157.23	\$ 157.23	\$ 165.12
	HOURLY	\$ 16.45	\$ 17.24	\$ 18.12	\$ 19.03	\$ 19.96	\$ 20.96	\$ 20.96	\$ 22.02
	Range 32								
COMPUTER TECH I	ANNUAL	\$ 33,756.30	\$ 35,460.63	\$ 37,244.25	\$ 39,067.48	\$ 41,036.05	\$ 43,097.10	\$ 43,097.10	\$ 45,237.42
ENDUSER SUPPORT SPECIALIST II	MONTHLY	\$ 2,813.03	\$ 2,955.05	\$ 3,103.69	\$ 3,255.62	\$ 3,419.67	\$ 3,591.42	\$ 3,591.42	\$ 3,769.79
BENEFIT SPECIALIST	DAILY	\$ 129.33	\$ 135.86	\$ 142.70	\$ 149.68	\$ 157.23	\$ 165.12	\$ 165.12	\$ 173.32
INSTRUCTIONAL SUPP SPECIALIST	HOURLY	\$ 17.24	\$ 18.12	\$ 19.03	\$ 19.96	\$ 20.96	\$ 22.02	\$ 22.02	\$ 23.11
	Range 33								
GRAPHIC ILLUSTRATOR	ANNUAL	\$ 34,509.38	\$ 36,359.05	\$ 38,089.80	\$ 39,979.10	\$ 41,974.09	\$ 44,074.77	\$ 44,074.77	\$ 46,281.16
PROGRAM ASSISTANT I	MONTHLY	\$ 2,875.78	\$ 3,029.92	\$ 3,174.15	\$ 3,331.59	\$ 3,497.84	\$ 3,672.90	\$ 3,672.90	\$ 3,856.76
PURCHASING ASSISTANT	DAILY	\$ 132.22	\$ 139.31	\$ 145.94	\$ 153.18	\$ 160.82	\$ 168.87	\$ 168.87	\$ 177.32
COMMUNITY RELATIONS AST I BIL	HOURLY	\$ 17.63	\$ 18.57	\$ 19.46	\$ 20.42	\$ 21.44	\$ 22.52	\$ 22.52	\$ 23.64
SPECIALIST-TESTING & PLACEMENT									
TRANSLATOR									
COMMUNITY RELATIONS ASST I	Range 34								
ACCOUNTANT I	ANNUAL	\$ 35,460.63	\$ 37,244.25	\$ 39,067.48	\$ 41,036.05	\$ 43,097.10	\$ 45,237.42	\$ 45,237.42	\$ 47,483.43
COMPUTER OPERATOR SR	MONTHLY	\$ 2,955.05	\$ 3,103.69	\$ 3,255.62	\$ 3,419.67	\$ 3,591.42	\$ 3,769.79	\$ 3,769.79	\$ 3,956.95

WORKERS COMPENSATION ASSISTANT COMPUTER TECHNICIAN II	DAILY	\$ 135.86	\$ 142.70	\$ 149.68	\$ 157.23	\$ 165.12	\$ 173.32	\$ 173.32	\$ 181.93
	HOURLY	\$ 18.12	\$ 19.03	\$ 19.96	\$ 20.96	\$ 22.02	\$ 23.11	\$ 23.11	\$ 24.26
	Range 35								
EXTENDED DAY SITE LIAISON EMPLOY ASSISTANT JOB COACH/WORKABILITY	ANNUAL	\$ 36,359.05	\$ 38,089.80	\$ 39,979.10	\$ 41,974.09	\$ 44,114.41	\$ 46,334.01	\$ 46,334.01	\$ 48,619.66
	MONTHLY	\$ 3,029.92	\$ 3,174.15	\$ 3,331.59	\$ 3,497.84	\$ 3,676.20	\$ 3,861.17	\$ 3,861.17	\$ 4,051.64
	DAILY	\$ 139.31	\$ 145.94	\$ 153.18	\$ 160.82	\$ 169.02	\$ 177.52	\$ 177.52	\$ 186.28
	HOURLY	\$ 18.57	\$ 19.46	\$ 20.42	\$ 21.44	\$ 22.54	\$ 23.67	\$ 23.67	\$ 24.84
	Range 36								
SPECIALIST TRANSLATOR ARABIC SPECIALIST TRANSLATOR CAMBODIA SPECIALIST TRANSLATOR VIETNAME TECHNICIAN, VIDEO SPECIALIST TRANSLATOR CHINESE SPECIALIST TRANSLATOR SPANISH SPECIALIST, RECORDS MANAGEMENT STUDENT ATTENDANCE COMPL OFFCR	ANNUAL	\$ 37,244.25	\$ 39,067.48	\$ 41,036.05	\$ 43,097.10	\$ 45,237.42	\$ 47,483.43	\$ 47,483.43	\$ 49,808.73
	MONTHLY	\$ 3,103.69	\$ 3,255.62	\$ 3,419.67	\$ 3,591.42	\$ 3,769.79	\$ 3,956.95	\$ 3,956.95	\$ 4,150.73
	DAILY	\$ 142.70	\$ 149.68	\$ 157.23	\$ 165.12	\$ 173.32	\$ 181.93	\$ 181.93	\$ 190.84
	HOURLY	\$ 19.03	\$ 19.96	\$ 20.96	\$ 22.02	\$ 23.11	\$ 24.26	\$ 24.26	\$ 25.45
	Range 38								
TECHNCN, STUDIO&MASTER CONTROL BUYER COMMUNITY RELATIONS AST II BIL SERVICE TEAM ASST I WHITE CLR INTERPRETER FOR DEAF II COMMUNITY RELATIONS ASSIST II SPCLST CAREER TECHNICAL EDUCAT OUTREACH CONSULTANT LIAISON FAMILY PARENT PROGRAM ASSISTANT MCKINNEY VEN SPECIALIST, TESTING & PLACEMENT	ANNUAL	\$ 39,067.48	\$ 41,036.05	\$ 43,097.10	\$ 45,237.42	\$ 47,457.02	\$ 49,782.29	\$ 49,782.29	\$ 52,332.18
	MONTHLY	\$ 3,255.62	\$ 3,419.67	\$ 3,591.42	\$ 3,769.79	\$ 3,954.75	\$ 4,148.52	\$ 4,148.52	\$ 4,361.02
	DAILY	\$ 149.68	\$ 157.23	\$ 165.12	\$ 173.32	\$ 181.83	\$ 190.74	\$ 190.74	\$ 200.51
	HOURLY	\$ 19.96	\$ 20.96	\$ 22.02	\$ 23.11	\$ 24.24	\$ 25.43	\$ 25.43	\$ 26.73
	Range 40								
SUPPORT SPECIALIST-NUTRTN SRVS ADM ASST I BIL TECHNICAL SKILLS ASSIST ADMINISTRATIVE ASSISTANT I	ANNUAL	\$ 41,049.26	\$ 43,097.10	\$ 45,237.42	\$ 47,457.02	\$ 49,782.29	\$ 52,332.18	\$ 52,332.18	\$ 54,934.93
	MONTHLY	\$ 3,420.77	\$ 3,591.42	\$ 3,769.79	\$ 3,954.75	\$ 4,148.52	\$ 4,361.02	\$ 4,361.02	\$ 4,577.91
	DAILY	\$ 157.28	\$ 165.12	\$ 173.32	\$ 181.83	\$ 190.74	\$ 200.51	\$ 200.51	\$ 210.48
	HOURLY	\$ 20.97	\$ 22.02	\$ 23.11	\$ 24.24	\$ 25.43	\$ 26.73	\$ 26.73	\$ 28.06
	Range 42								
Reserved for unassigned job classifications	ANNUAL	\$ 43,097.10	\$ 45,237.42	\$ 47,457.02	\$ 49,782.29	\$ 52,305.77	\$ 54,908.50	\$ 54,908.50	\$ 57,643.36
	MONTHLY	\$ 3,591.42	\$ 3,769.79	\$ 3,954.75	\$ 4,148.52	\$ 4,358.81	\$ 4,575.71	\$ 4,575.71	\$ 4,803.61
	DAILY	\$ 165.12	\$ 173.32	\$ 181.83	\$ 190.74	\$ 200.41	\$ 210.38	\$ 210.38	\$ 220.86
	HOURLY	\$ 22.02	\$ 23.11	\$ 24.24	\$ 25.43	\$ 26.72	\$ 28.05	\$ 28.05	\$ 29.45
	Range 43								
COMPUTER TECHNICIAN SR	ANNUAL	\$ 44,114.41	\$ 46,281.16	\$ 48,553.59	\$ 51,070.46	\$ 53,534.48	\$ 56,295.75	\$ 56,295.75	\$ 59,057.03
	MONTHLY	\$ 3,676.20	\$ 3,856.76	\$ 4,046.13	\$ 4,255.87	\$ 4,461.21	\$ 4,691.31	\$ 4,691.31	\$ 4,921.42
	DAILY	\$ 169.02	\$ 177.32	\$ 186.03	\$ 195.67	\$ 205.11	\$ 215.69	\$ 215.69	\$ 226.27
	HOURLY	\$ 22.54	\$ 23.64	\$ 24.80	\$ 26.09	\$ 27.35	\$ 28.76	\$ 28.76	\$ 30.17
	Range 44								
ADM ASST II BIL ADMINISTRATIVE ASSISTANT II	ANNUAL	\$ 45,237.42	\$ 47,457.02	\$ 49,782.29	\$ 52,318.98	\$ 54,934.93	\$ 57,682.99	\$ 57,682.99	\$ 60,589.61
	MONTHLY	\$ 3,769.79	\$ 3,954.75	\$ 4,148.52	\$ 4,359.92	\$ 4,577.91	\$ 4,806.92	\$ 4,806.92	\$ 5,049.13
	DAILY	\$ 173.32	\$ 181.83	\$ 190.74	\$ 200.46	\$ 210.48	\$ 221.01	\$ 221.01	\$ 232.14
	HOURLY	\$ 23.11	\$ 24.24	\$ 25.43	\$ 26.73	\$ 28.06	\$ 29.47	\$ 29.47	\$ 30.95
	Range 45								
SPECSCHOOLBUSINESSTECHSUPPORT INTERPRETER FOR DEAF III LIAISON REGIONAL FAM ENGAGEMENT TECHSTATEFEDERALCOMPLIANCE ACCOUNTS PAYABLE TECHNICIAN II PAYROLL TECHNICIAN II SPEC, COLLEGE & CAREER READINE PROGRAM ASSISTANT III LEAD,ALARM MONITOR DISPATCHER	ANNUAL	\$ 46,281.16	\$ 48,540.38	\$ 51,037.43	\$ 53,547.68	\$ 56,282.53	\$ 59,123.09	\$ 59,123.09	\$ 62,042.91
	MONTHLY	\$ 3,856.76	\$ 4,045.03	\$ 4,253.12	\$ 4,462.31	\$ 4,690.21	\$ 4,926.92	\$ 4,926.92	\$ 5,170.24
	DAILY	\$ 177.32	\$ 185.98	\$ 195.55	\$ 205.16	\$ 215.64	\$ 226.53	\$ 226.53	\$ 237.71
	HOURLY	\$ 23.64	\$ 24.80	\$ 26.07	\$ 27.36	\$ 28.75	\$ 30.20	\$ 30.20	\$ 31.69
	Range 46								
LIAISON STUDENT ENGAGEMENT PROGRAM SPECIALIST-HEALTH EDUC SPECIALIST-DIST PARENT ADVISRY COMMNTY COORD/PROGRAM ASST SPEC TRANSITIONAL STUDENT FMLY ADMINISTRATIVE ASSISTANT III ADMINISTRATIVEASSTIIIBILINGUAL CASE MANAGER SHCL BASED FACIL RESTOR PRACTI PRGM SPLST VIOLENCE PREVENTION	ANNUAL	\$ 49,782.29	\$ 52,318.98	\$ 54,934.93	\$ 57,682.99	\$ 60,549.97	\$ 63,562.27	\$ 63,562.27	\$ 66,706.70
	MONTHLY	\$ 4,148.52	\$ 4,359.92	\$ 4,577.91	\$ 4,806.92	\$ 5,045.83	\$ 5,296.86	\$ 5,296.86	\$ 5,558.89
	DAILY	\$ 190.74	\$ 200.46	\$ 210.48	\$ 221.01	\$ 231.99	\$ 243.53	\$ 243.53	\$ 255.58
	HOURLY	\$ 25.43	\$ 26.73	\$ 28.06	\$ 29.47	\$ 30.93	\$ 32.47	\$ 32.47	\$ 34.08

	Range 61								
Reserved for unassigned job classifications	ANNUAL	\$ 75,229.59	\$ 78,991.12	\$ 82,940.79	\$ 87,087.13	\$ 91,441.91	\$ 96,013.69	\$ 96,013.69	\$ 100,814.21
	MONTHLY	\$ 6,269.13	\$ 6,582.59	\$ 6,911.73	\$ 7,257.26	\$ 7,620.16	\$ 8,001.14	\$ 8,001.14	\$ 8,401.18
	DAILY	\$ 288.24	\$ 302.65	\$ 317.78	\$ 333.67	\$ 350.35	\$ 367.87	\$ 367.87	\$ 386.26
	HOURLY	\$ 38.43	\$ 40.35	\$ 42.37	\$ 44.49	\$ 46.71	\$ 49.05	\$ 49.05	\$ 51.50
	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 77,109.82	\$ 80,965.42	\$ 85,014.49	\$ 89,264.52	\$ 93,728.34	\$ 98,414.49	\$ 98,414.49	\$ 103,334.73
	MONTHLY	\$ 6,425.82	\$ 6,747.12	\$ 7,084.54	\$ 7,438.71	\$ 7,810.69	\$ 8,201.21	\$ 8,201.21	\$ 8,611.23
	DAILY	\$ 295.44	\$ 310.21	\$ 325.73	\$ 342.01	\$ 359.11	\$ 377.07	\$ 377.07	\$ 395.92
	HOURLY	\$ 39.39	\$ 41.36	\$ 43.43	\$ 45.60	\$ 47.88	\$ 50.28	\$ 50.28	\$ 52.79
	Range 63								
Reserved for unassigned job classifications	ANNUAL	\$ 79,038.16	\$ 82,989.96	\$ 87,139.51	\$ 91,496.43	\$ 96,071.41	\$ 100,875.14	\$ 100,875.14	\$ 105,918.31
	MONTHLY	\$ 6,586.51	\$ 6,915.83	\$ 7,261.63	\$ 7,624.70	\$ 8,005.95	\$ 8,406.26	\$ 8,406.26	\$ 8,826.53
	DAILY	\$ 302.83	\$ 317.97	\$ 333.87	\$ 350.56	\$ 368.09	\$ 386.49	\$ 386.49	\$ 405.82
	HOURLY	\$ 40.38	\$ 42.40	\$ 44.52	\$ 46.74	\$ 49.08	\$ 51.53	\$ 51.53	\$ 54.11
	Range 64								
DATEBASE ADMINISTRATOR	ANNUAL	\$ 83,446.13	\$ 87,621.07	\$ 91,994.20	\$ 96,591.93	\$ 101,427.47	\$ 106,487.62	\$ 106,487.62	\$ 111,825.20
SENIOR NETWORK ADMINISTRATOR	MONTHLY	\$ 6,953.84	\$ 7,301.76	\$ 7,666.18	\$ 8,049.33	\$ 8,452.29	\$ 8,873.97	\$ 8,873.97	\$ 9,318.77
SENIOR NETWORK ENGINEER	DAILY	\$ 319.72	\$ 335.71	\$ 352.47	\$ 370.08	\$ 388.61	\$ 408.00	\$ 408.00	\$ 428.45
SOFTWARE DEVELOPER IV	HOURLY	\$ 42.63	\$ 44.76	\$ 47.00	\$ 49.34	\$ 51.81	\$ 54.40	\$ 54.40	\$ 57.13
INFO SYSTEMS SPECIALIST IV									
OCCUPATIONAL THERAPIST									

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.

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 DIFERENTIAL.

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
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.

Board approved increase of 2.5% on 09/09/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019						
HUMAN RESOURCES SERVICES AND SUPPORT						
SEIU						
SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
Effective June 30, 2015						
K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 16,195.54	\$ 17,538.75	\$ 18,892.96	\$ 20,225.16	\$ 21,559.55	\$ 23,572.16
MONTHLY	\$ 1,619.55	\$ 1,753.88	\$ 1,889.30	\$ 2,022.52	\$ 2,155.96	\$ 2,357.22
DAILY	\$ 79.00	\$ 85.55	\$ 92.16	\$ 98.66	\$ 105.17	\$ 114.99
HOURLY	\$ 10.53	\$ 11.41	\$ 12.29	\$ 13.15	\$ 14.02	\$ 15.33
Range 02						
ANNUAL	\$ 16,613.92	\$ 17,968.14	\$ 19,377.40	\$ 20,698.59	\$ 22,085.84	\$ 24,177.71
MONTHLY	\$ 1,661.39	\$ 1,796.81	\$ 1,937.74	\$ 2,069.86	\$ 2,208.58	\$ 2,417.77
DAILY	\$ 81.04	\$ 87.65	\$ 94.52	\$ 100.97	\$ 107.74	\$ 117.94
HOURLY	\$ 10.81	\$ 11.69	\$ 12.60	\$ 13.46	\$ 14.36	\$ 15.73
Range 03						
ANNUAL	\$ 17,703.89	\$ 19,168.21	\$ 20,647.43	\$ 22,134.31	\$ 23,594.19	\$ 25,796.16
MONTHLY	\$ 1,770.39	\$ 1,916.82	\$ 2,064.74	\$ 2,213.43	\$ 2,359.42	\$ 2,579.62
DAILY	\$ 86.36	\$ 93.50	\$ 100.72	\$ 107.97	\$ 115.09	\$ 125.83
HOURLY	\$ 11.51	\$ 12.47	\$ 13.43	\$ 14.40	\$ 15.35	\$ 16.78
Range 04						
ANNUAL	\$ 18,144.28	\$ 19,630.63	\$ 21,161.00	\$ 22,669.36	\$ 24,210.75	\$ 26,467.77
MONTHLY	\$ 1,814.43	\$ 1,963.06	\$ 2,116.10	\$ 2,266.94	\$ 2,421.07	\$ 2,646.78
DAILY	\$ 88.51	\$ 95.76	\$ 103.22	\$ 110.58	\$ 118.10	\$ 129.11
HOURLY	\$ 11.80	\$ 12.77	\$ 13.76	\$ 14.74	\$ 15.75	\$ 17.21
Range 05						
ANNUAL	\$ 19,333.36	\$ 20,918.78	\$ 21,161.00	\$ 22,669.36	\$ 25,774.14	\$ 28,174.30
MONTHLY	\$ 1,933.34	\$ 2,091.88	\$ 2,116.10	\$ 2,266.94	\$ 2,577.41	\$ 2,817.43
DAILY	\$ 94.31	\$ 102.04	\$ 103.22	\$ 110.58	\$ 125.73	\$ 137.44
HOURLY	\$ 12.57	\$ 13.61	\$ 13.76	\$ 14.74	\$ 16.76	\$ 18.32
Range 06						
ANNUAL	\$ 19,817.80	\$ 21,447.25	\$ 23,087.74	\$ 24,739.21	\$ 26,423.72	\$ 28,889.94
MONTHLY	\$ 1,981.78	\$ 2,144.73	\$ 2,308.77	\$ 2,473.92	\$ 2,642.37	\$ 2,888.99
DAILY	\$ 96.67	\$ 104.62	\$ 112.62	\$ 120.68	\$ 128.90	\$ 140.93
HOURLY	\$ 12.89	\$ 13.95	\$ 15.02	\$ 16.09	\$ 17.19	\$ 18.79

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

Board approved increase of 2.5% on 09/09/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 1/29/2019
HUMAN RESOURCES SERVICES AND SUPPORT
SALARY SCHEDULE WHITE COLLAR (SEIU)
Periods: 12, Days/Year: 261, Hours/Day: 7.5
Effective March 1, 2017

WTCL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 09								
Reserved for unassigned job classifications	ANNUAL	\$ 20,476.96	\$ 21,462.79	\$ 22,601.18	\$ 23,755.99	\$ 24,955.42	\$ 26,279.23	\$ 27,532.64
	MONTHLY	\$ 1,706.41	\$ 1,788.57	\$ 1,883.43	\$ 1,979.67	\$ 2,079.62	\$ 2,189.94	\$ 2,294.39
	DAILY	\$ 78.46	\$ 82.23	\$ 86.59	\$ 91.02	\$ 95.61	\$ 100.69	\$ 105.49
	HOURLY	\$ 10.46	\$ 10.96	\$ 11.55	\$ 12.14	\$ 12.75	\$ 13.42	\$ 14.07
Range 12								
ACADEMIC MENTOR NOON SUPERVISOR LIFEGUARD CLERK PE ATTENDANT CLERK BILINGUAL	ANNUAL	\$ 22,068.37	\$ 23,237.26	\$ 24,349.84	\$ 25,617.33	\$ 26,870.73	\$ 28,236.80	\$ 29,616.96
	MONTHLY	\$ 1,839.03	\$ 1,936.44	\$ 2,029.15	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,468.08
	DAILY	\$ 84.55	\$ 89.03	\$ 93.29	\$ 98.15	\$ 102.95	\$ 108.19	\$ 113.47
	HOURLY	\$ 11.27	\$ 11.87	\$ 12.44	\$ 13.09	\$ 13.73	\$ 14.42	\$ 15.13
Range 13								
Reserved for unassigned job classifications	ANNUAL	\$ 22,603.53	\$ 23,758.34	\$ 24,955.42	\$ 26,194.74	\$ 27,532.64	\$ 28,940.96	\$ 30,307.03
	MONTHLY	\$ 1,883.63	\$ 1,979.86	\$ 2,079.62	\$ 2,182.90	\$ 2,294.39	\$ 2,411.75	\$ 2,525.59
	DAILY	\$ 86.60	\$ 91.03	\$ 95.61	\$ 100.36	\$ 105.49	\$ 110.88	\$ 116.12
	HOURLY	\$ 11.55	\$ 12.14	\$ 12.75	\$ 13.38	\$ 14.07	\$ 14.78	\$ 15.48
Range 14								
CLERK TYPIST BILINGUAL CLERK TYPIST TRANS KINDER READING TUTOR	ANNUAL	\$ 23,237.26	\$ 24,349.84	\$ 25,617.33	\$ 26,870.73	\$ 28,236.80	\$ 29,616.96	\$ 31,053.43
	MONTHLY	\$ 1,936.44	\$ 2,029.15	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,468.08	\$ 2,587.79
	DAILY	\$ 89.03	\$ 93.29	\$ 98.15	\$ 102.95	\$ 108.19	\$ 113.47	\$ 118.98
	HOURLY	\$ 11.87	\$ 12.44	\$ 13.09	\$ 13.73	\$ 14.42	\$ 15.13	\$ 15.86
Range 16								
LIBRARY CLERK	ANNUAL	\$ 24,350.12	\$ 25,617.33	\$ 26,870.73	\$ 28,236.80	\$ 29,645.12	\$ 31,152.02	\$ 32,715.25
	MONTHLY	\$ 2,029.18	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,596.00	\$ 2,726.27
	DAILY	\$ 93.30	\$ 98.15	\$ 102.95	\$ 108.19	\$ 113.58	\$ 119.36	\$ 125.35
	HOURLY	\$ 12.44	\$ 13.09	\$ 13.73	\$ 14.42	\$ 15.14	\$ 15.91	\$ 16.71
Range 17								
RECEPTIONIST	ANNUAL	\$ 24,955.42	\$ 26,194.74	\$ 27,532.64	\$ 28,842.38	\$ 30,307.03	\$ 31,856.18	\$ 33,475.76
	MONTHLY	\$ 2,079.62	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65
	DAILY	\$ 95.61	\$ 100.36	\$ 105.49	\$ 110.51	\$ 116.12	\$ 122.05	\$ 128.26
	HOURLY	\$ 12.75	\$ 13.38	\$ 14.07	\$ 14.73	\$ 15.48	\$ 16.27	\$ 17.10
Range 18								
CLERK TYP INTERM BILINGUAL CLERK TYPIST INTERMEDIATE	ANNUAL	\$ 25,617.33	\$ 26,870.73	\$ 28,236.80	\$ 29,715.55	\$ 31,053.43	\$ 32,616.68	\$ 34,250.34
	MONTHLY	\$ 2,134.78	\$ 2,239.23	\$ 2,353.07	\$ 2,476.30	\$ 2,587.79	\$ 2,718.06	\$ 2,854.19
	DAILY	\$ 98.15	\$ 102.95	\$ 108.19	\$ 113.85	\$ 118.98	\$ 124.97	\$ 131.23
	HOURLY	\$ 13.09	\$ 13.73	\$ 14.42	\$ 15.18	\$ 15.86	\$ 16.66	\$ 17.50
Range 19								
LIBRARY CLERK SENIOR MAIL SERVICES CLERK RESOURCE ASSISTANT	ANNUAL	\$ 26,194.74	\$ 27,532.64	\$ 28,842.38	\$ 30,307.03	\$ 31,856.18	\$ 33,532.08	\$ 35,179.81
	MONTHLY	\$ 2,182.90	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,794.34	\$ 2,931.65
	DAILY	\$ 100.36	\$ 105.49	\$ 110.51	\$ 116.12	\$ 122.05	\$ 128.48	\$ 134.79
	HOURLY	\$ 13.38	\$ 14.07	\$ 14.73	\$ 15.48	\$ 16.27	\$ 17.13	\$ 17.97
Range 20								
SCHOOL SECURITY OFFICER I SCHOOL ENRICHMENT RECESS COACH	ANNUAL	\$ 26,870.73	\$ 28,236.80	\$ 29,645.12	\$ 31,053.43	\$ 32,616.68	\$ 34,193.99	\$ 35,982.55
	MONTHLY	\$ 2,239.23	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,849.50	\$ 2,998.55
	DAILY	\$ 102.95	\$ 108.19	\$ 113.58	\$ 118.98	\$ 124.97	\$ 131.01	\$ 137.86
	HOURLY	\$ 13.73	\$ 14.42	\$ 15.14	\$ 15.86	\$ 16.66	\$ 17.47	\$ 18.38
Range 21								
Reserved for unassigned job classifications	ANNUAL	\$ 27,532.64	\$ 28,842.38	\$ 30,307.03	\$ 31,856.18	\$ 33,475.76	\$ 35,095.32	\$ 36,883.88
	MONTHLY	\$ 2,294.39	\$ 2,403.53	\$ 2,525.59	\$ 2,654.68	\$ 2,789.65	\$ 2,924.61	\$ 3,073.66
	DAILY	\$ 105.49	\$ 110.51	\$ 116.12	\$ 122.05	\$ 128.26	\$ 134.46	\$ 141.32
	HOURLY	\$ 14.07	\$ 14.73	\$ 15.48	\$ 16.27	\$ 17.10	\$ 17.93	\$ 18.84
Range 22								
TEXTBOOK CLERK SENIOR TYP CLERK CANTONESE BIL SENIOR TYP CLERK SPANISH BIL CLK TYP AST ELM CLERK ELEMENTARY SMALL	ANNUAL	\$ 28,236.80	\$ 29,645.12	\$ 31,053.43	\$ 32,616.68	\$ 34,320.74	\$ 35,982.55	\$ 37,799.28
	MONTHLY	\$ 2,353.07	\$ 2,470.43	\$ 2,587.79	\$ 2,718.06	\$ 2,860.06	\$ 2,998.55	\$ 3,149.94
	DAILY	\$ 108.19	\$ 113.58	\$ 118.98	\$ 124.97	\$ 131.50	\$ 137.86	\$ 144.82
	HOURLY	\$ 14.42	\$ 15.14	\$ 15.86	\$ 16.66	\$ 17.53	\$ 18.38	\$ 19.31

	Range 63								
Reserved for unassigned job classifications	ANNUAL	\$ 84,250.77	\$ 88,463.19	\$ 92,886.41	\$ 97,530.67	\$ 102,407.38	\$ 107,527.92	\$ 107,527.92	\$ 112,903.69
	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	\$ 322.80	\$ 338.94	\$ 355.89	\$ 373.68	\$ 392.37	\$ 411.98	\$ 411.98	\$ 432.58
	HOURLY	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82	\$ 52.32	\$ 54.93	\$ 54.93	\$ 57.68
	Range 64								
DATEBASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV BUSINESS INTELLIGENCE DATA ARCHITECT PHYSICAL THERAPIST* OCCUPATIONAL THERAPIST*	ANNUAL	\$ 88,949.45	\$ 93,399.73	\$ 98,061.27	\$ 102,962.23	\$ 108,116.67	\$ 113,510.54	\$ 113,510.54	\$ 119,200.14
	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	\$ 340.80	\$ 357.85	\$ 375.71	\$ 394.49	\$ 414.24	\$ 434.91	\$ 434.91	\$ 456.71
	HOURLY	\$ 45.44	\$ 47.71	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99	\$ 57.99	\$ 60.89
	Range 65								
PHYSICAL THERAPIST** OCCUPATIONAL THERAPIST**	ANNUAL	\$ 91,217.67	\$ 95,781.43	\$ 100,561.84	\$ 105,587.76	\$ 110,873.65	\$ 116,405.06	\$ 116,405.06	\$ 122,239.75
	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	\$ 349.49	\$ 366.98	\$ 385.29	\$ 404.55	\$ 424.80	\$ 446.00	\$ 446.00	\$ 468.35
	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.

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 DIFERENTIAL.

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
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.

Salary Schedule WTCL 261 Days 7.5 Hours.

*PT and OT with a BS/BA degree hired after September 1, 2016

**PT and OT holding a Master or Doctorate Degree as of September 1, 2016. All PT and OT employed as of December 14, 2016

Board approved increase of 3.40% on 12/14/2016 eff. 03/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019

HUMAN RESOURCES SERVICES AND SUPPORT

SEIU

SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS

Periods: 10, Days/Year: 205, Hours/Day: 7.5

Effective March 1, 2017

K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 17,263.65	\$ 18,695.45	\$ 20,138.97	\$ 21,559.02	\$ 22,981.42	\$ 25,126.76
MONTHLY	\$ 1,726.36	\$ 1,869.54	\$ 2,013.90	\$ 2,155.90	\$ 2,298.14	\$ 2,512.68
DAILY	\$ 84.21	\$ 91.20	\$ 98.24	\$ 105.17	\$ 112.10	\$ 122.57
HOURLY	\$ 11.23	\$ 12.16	\$ 13.10	\$ 14.02	\$ 14.95	\$ 16.34
Range 02						
ANNUAL	\$ 17,709.62	\$ 19,153.15	\$ 20,655.35	\$ 22,063.68	\$ 23,542.41	\$ 25,772.24
MONTHLY	\$ 1,770.96	\$ 1,915.31	\$ 2,065.54	\$ 2,206.37	\$ 2,354.24	\$ 2,577.22
DAILY	\$ 86.39	\$ 93.43	\$ 100.76	\$ 107.63	\$ 114.84	\$ 125.72
HOURLY	\$ 11.52	\$ 12.46	\$ 13.43	\$ 14.35	\$ 15.31	\$ 16.76
Range 03						
ANNUAL	\$ 18,871.47	\$ 20,432.36	\$ 22,009.14	\$ 23,594.08	\$ 25,150.24	\$ 27,497.44
MONTHLY	\$ 1,887.15	\$ 2,043.24	\$ 2,200.91	\$ 2,359.41	\$ 2,515.02	\$ 2,749.74
DAILY	\$ 92.06	\$ 99.67	\$ 107.36	\$ 115.09	\$ 122.68	\$ 134.13
HOURLY	\$ 12.27	\$ 13.29	\$ 14.31	\$ 15.35	\$ 16.36	\$ 17.88
Range 04						
ANNUAL	\$ 19,340.91	\$ 20,925.28	\$ 22,556.58	\$ 24,164.42	\$ 25,807.46	\$ 28,213.33
MONTHLY	\$ 1,934.09	\$ 2,092.53	\$ 2,255.66	\$ 2,416.44	\$ 2,580.75	\$ 2,821.33
DAILY	\$ 94.35	\$ 102.07	\$ 110.03	\$ 117.88	\$ 125.89	\$ 137.63
HOURLY	\$ 12.58	\$ 13.61	\$ 14.67	\$ 15.72	\$ 16.79	\$ 18.35
Range 05						
ANNUAL	\$ 20,608.40	\$ 22,298.39	\$ 22,556.58	\$ 24,164.42	\$ 27,473.96	\$ 30,032.41
MONTHLY	\$ 2,060.84	\$ 2,229.84	\$ 2,255.66	\$ 2,416.44	\$ 2,747.40	\$ 3,003.24
DAILY	\$ 100.53	\$ 108.77	\$ 110.03	\$ 117.88	\$ 134.02	\$ 146.50
HOURLY	\$ 13.40	\$ 14.50	\$ 14.67	\$ 15.72	\$ 17.87	\$ 19.53
Range 06						
ANNUAL	\$ 21,124.80	\$ 22,861.71	\$ 24,610.39	\$ 26,370.77	\$ 28,166.38	\$ 30,795.25
MONTHLY	\$ 2,112.48	\$ 2,286.17	\$ 2,461.04	\$ 2,637.08	\$ 2,816.64	\$ 3,079.53
DAILY	\$ 103.05	\$ 111.52	\$ 120.05	\$ 128.64	\$ 137.40	\$ 150.22
HOURLY	\$ 13.74	\$ 14.87	\$ 16.01	\$ 17.15	\$ 18.32	\$ 20.03

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
25 YEARS	\$41.57
30 YEARS	\$52.00
35 YEARS	\$62.40
40 YEARS	\$72.80

Salary Placement

**Instructional Assistant
Community Assistant
Health Assistant
Child Care Assistant
Range 1 - Without 60 Units
Range 3 - With 60 Units**

**Instructional Assistant Bilingual
Instructional Assistant Spec. Ed.
Community Assistant Bilingual
Instructional Assist. Computer Lab I
Instructional Assist. Interpreter for Deaf and Blind Teacher
Range 2 - Without 60 Units
Range 4 - With 60 Units**

**IA's with Reading Class or Mental Health Training
Range 5 - without 60 Units
Range 6 - with 60 Units**

Board approved increase of 3.40% on 12/14/2016 eff. 03/01/2017

Revision:

	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 84,661.12	\$ 88,894.29	\$ 93,339.89	\$ 98,006.12	\$ 102,907.07	\$ 108,052.13	\$ 108,052.13	\$ 113,454.21
	MONTHLY	\$ 7,055.09	\$ 7,407.86	\$ 7,778.32	\$ 8,167.18	\$ 8,575.59	\$ 9,004.34	\$ 9,004.34	\$ 9,454.52
	DAILY	\$ 324.37	\$ 340.59	\$ 357.62	\$ 375.50	\$ 394.28	\$ 413.99	\$ 413.99	\$ 434.69
	HOURLY	\$ 43.25	\$ 45.41	\$ 47.68	\$ 50.07	\$ 52.57	\$ 55.20	\$ 55.20	\$ 57.96
Reserved for unassigned job classifications	ANNUAL	\$ 86,778.29	\$ 91,117.09	\$ 95,673.00	\$ 100,456.59	\$ 105,479.60	\$ 110,753.76	\$ 110,753.76	\$ 116,290.80
	MONTHLY	\$ 7,231.52	\$ 7,593.09	\$ 7,972.75	\$ 8,371.38	\$ 8,789.97	\$ 9,229.48	\$ 9,229.48	\$ 9,690.90
	DAILY	\$ 332.48	\$ 349.11	\$ 366.56	\$ 384.89	\$ 404.14	\$ 424.34	\$ 424.34	\$ 445.56
	HOURLY	\$ 44.33	\$ 46.55	\$ 48.88	\$ 51.32	\$ 53.88	\$ 56.58	\$ 56.58	\$ 59.41
DATEBASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV BUSINESS INTELLIGENCE DATA ARCHITECT PHYSICAL THERAPIST* OCCUPATIONAL THERAPIST*	ANNUAL	\$ 91,617.94	\$ 96,201.72	\$ 101,003.11	\$ 106,051.09	\$ 111,360.17	\$ 116,915.86	\$ 116,915.86	\$ 122,776.15
	MONTHLY	\$ 7,634.83	\$ 8,016.81	\$ 8,416.93	\$ 8,837.59	\$ 9,280.01	\$ 9,742.99	\$ 9,742.99	\$ 10,231.35
	DAILY	\$ 351.03	\$ 368.59	\$ 386.99	\$ 406.33	\$ 426.67	\$ 447.95	\$ 447.95	\$ 470.41
	HOURLY	\$ 46.80	\$ 49.15	\$ 51.60	\$ 54.18	\$ 56.89	\$ 59.73	\$ 59.73	\$ 62.72
PHYSICAL THERAPIST** OCCUPATIONAL THERAPIST**	ANNUAL	\$ 93,954.20	\$ 98,654.87	\$ 103,578.69	\$ 108,755.39	\$ 114,199.86	\$ 119,897.21	\$ 119,897.21	\$ 125,906.94
	MONTHLY	\$ 7,829.52	\$ 8,221.24	\$ 8,631.56	\$ 9,062.95	\$ 9,516.65	\$ 9,991.43	\$ 9,991.43	\$ 10,492.25
	DAILY	\$ 359.98	\$ 377.99	\$ 396.85	\$ 416.69	\$ 437.55	\$ 459.38	\$ 459.38	\$ 482.40
	HOURLY	\$ 48.00	\$ 50.40	\$ 52.91	\$ 55.56	\$ 58.34	\$ 61.25	\$ 61.25	\$ 64.32

Board approved increase of 3.0% on 07/02/2019 eff. 01/01/2019

Revision:

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.

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 DIFERENTIAL.

Longevity Pay: 3.75 hours or more

EFFECTIVE 7/1/91

NUMBER OF YEARS

CONTINUOUS SERVICE

PER MONTH

10 yrs	\$10.38
15 yrs	\$20.81
20 yrs	\$31.20
25 yrs	\$41.57
30 yrs	\$52.00
35 yrs	\$62.40
40 yrs	\$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.

Salary Schedule WTCL 261 Days 7.5 Hours.

*PT and OT with a BS/BA degree hired after September 1, 2016

**PT and OT holding a Master or Doctorate Degree as of September 1, 2016. All PT and OT employed as of December 14, 2016

OAKLAND UNIFIED SCHOOL DISTRICT						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
Effective January 1, 2019						
K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 17,781.56	\$ 19,256.31	\$ 20,743.14	\$ 22,205.79	\$ 23,670.86	\$ 25,880.56
MONTHLY	\$ 1,778.16	\$ 1,925.63	\$ 2,074.31	\$ 2,220.58	\$ 2,367.09	\$ 2,588.06
DAILY	\$ 86.74	\$ 93.93	\$ 101.19	\$ 108.32	\$ 115.47	\$ 126.25
HOURLY	\$ 11.57	\$ 12.52	\$ 13.49	\$ 14.44	\$ 15.40	\$ 16.83
Range 02						
ANNUAL	\$ 18,240.90	\$ 19,727.74	\$ 21,275.01	\$ 22,725.59	\$ 24,248.69	\$ 26,545.41
MONTHLY	\$ 1,824.09	\$ 1,972.77	\$ 2,127.50	\$ 2,272.56	\$ 2,424.87	\$ 2,654.54
DAILY	\$ 88.98	\$ 96.23	\$ 103.78	\$ 110.86	\$ 118.29	\$ 129.49
HOURLY	\$ 11.86	\$ 12.83	\$ 13.84	\$ 14.78	\$ 15.77	\$ 17.27
Range 03						
ANNUAL	\$ 19,437.62	\$ 21,045.33	\$ 22,669.41	\$ 24,301.90	\$ 25,904.75	\$ 28,322.36
MONTHLY	\$ 1,943.76	\$ 2,104.53	\$ 2,266.94	\$ 2,430.19	\$ 2,590.47	\$ 2,832.24
DAILY	\$ 94.82	\$ 102.66	\$ 110.58	\$ 118.55	\$ 126.36	\$ 138.16
HOURLY	\$ 12.64	\$ 13.69	\$ 14.74	\$ 15.81	\$ 16.85	\$ 18.42
Range 04						
ANNUAL	\$ 19,921.14	\$ 21,553.04	\$ 23,233.28	\$ 24,889.35	\$ 26,581.68	\$ 29,059.73
MONTHLY	\$ 1,992.11	\$ 2,155.30	\$ 2,323.33	\$ 2,488.94	\$ 2,658.17	\$ 2,905.97
DAILY	\$ 97.18	\$ 105.14	\$ 113.33	\$ 121.41	\$ 129.67	\$ 141.75
HOURLY	\$ 12.96	\$ 14.02	\$ 15.11	\$ 16.19	\$ 17.29	\$ 18.90
Range 05						
ANNUAL	\$ 21,226.65	\$ 22,967.34	\$ 23,233.28	\$ 24,889.35	\$ 28,298.18	\$ 30,933.38
MONTHLY	\$ 2,122.67	\$ 2,296.73	\$ 2,323.33	\$ 2,488.94	\$ 2,829.82	\$ 3,093.34
DAILY	\$ 103.54	\$ 112.04	\$ 113.33	\$ 121.41	\$ 138.04	\$ 150.89
HOURLY	\$ 13.81	\$ 14.94	\$ 15.11	\$ 16.19	\$ 18.41	\$ 20.12
Range 06						
ANNUAL	\$ 21,758.54	\$ 23,547.56	\$ 25,348.70	\$ 27,161.89	\$ 29,011.37	\$ 31,719.11
MONTHLY	\$ 2,175.85	\$ 2,354.76	\$ 2,534.87	\$ 2,716.19	\$ 2,901.14	\$ 3,171.91
DAILY	\$ 106.14	\$ 114.87	\$ 123.65	\$ 132.50	\$ 141.52	\$ 154.73
HOURLY	\$ 14.15	\$ 15.32	\$ 16.49	\$ 17.67	\$ 18.87	\$ 20.63

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		Per Month
10 yrs		\$10.38
15 yrs		\$20.81
20 yrs		\$31.20
25 yrs		\$41.57
30 yrs		\$52.00
35 yrs		\$62.40
40 yrs		\$72.80

Salary Placement

Instructional Assistant

Community Assistant

Health Assistant

Child Care Assistant

Range 1 - Without 60 Units

Range 3 - With 60 Units

Instructional Assistant Bilingual

Instructional Assistant Spec. Ed.

Community Assistant Bilingual

Instructional Assist. Computer Lab I

Instructional Assist. Interpreter for Deaf and Blind Teacher

Range 2 - Without 60 Units

Range 4 - With 60 Units

IA's with Reading Class or Mental Health Training

Range 5 - without 60 Units

Range 6 - with 60 Units

Board approved increase of 3.0% on 07/01/2019 eff. 01/01/2019

Revision:

	ANNUAL	\$ 59,952.60	\$ 63,044.91	\$ 66,211.22	\$ 69,555.07	\$ 73,017.29	\$ 76,642.27	\$ 76,642.27	\$ 80,474.38
NETWORK INFRASTRUCTURE SPEC	MONTHLY	\$ 4,996.05	\$ 5,253.74	\$ 5,517.60	\$ 5,796.26	\$ 6,084.77	\$ 6,386.86	\$ 6,386.86	\$ 6,706.20
LIAISON, CLINIC	DAILY	\$ 229.70	\$ 241.55	\$ 253.68	\$ 266.49	\$ 279.76	\$ 293.65	\$ 293.65	\$ 308.33
SPECIALIST, NUTRITION SERVICES PROGRAM	HOURLY	\$ 30.63	\$ 32.21	\$ 33.82	\$ 35.53	\$ 37.30	\$ 39.15	\$ 39.15	\$ 41.11
	Range 50								
SPECIALIST, SCHOOL GOVERNANCE	ANNUAL	\$ 61,520.95	\$ 64,598.47	\$ 67,809.16	\$ 71,300.97	\$ 74,763.20	\$ 78,491.73	\$ 78,491.73	\$ 82,368.24
SPEC INSTRUCTIONAL MATERIALS	MONTHLY	\$ 5,126.75	\$ 5,383.21	\$ 5,650.76	\$ 5,941.75	\$ 6,230.27	\$ 6,540.98	\$ 6,540.98	\$ 6,864.02
NETWORK ADMINISTRATOR I	DAILY	\$ 235.71	\$ 247.50	\$ 259.81	\$ 273.18	\$ 286.45	\$ 300.73	\$ 300.73	\$ 315.59
APPLICATIONS SPECIALIST	HOURLY	\$ 31.43	\$ 33.00	\$ 34.64	\$ 36.42	\$ 38.19	\$ 40.10	\$ 40.10	\$ 42.08
SPECIALIST RESTORATIVE JUSTICE									
POSIT BEHAVIOR SUPP SYSTEM COAC									
	Range 53								
ANLYST CUSTODIAL SERV FACILITI	ANNUAL	\$ 66,255.61	\$ 69,555.07	\$ 73,017.29	\$ 76,775.43	\$ 80,469.45	\$ 84,484.03	\$ 84,484.03	\$ 88,700.84
JR INFO SYSTEMS SPECIALIST	MONTHLY	\$ 5,521.30	\$ 5,796.26	\$ 6,084.77	\$ 6,397.95	\$ 6,705.79	\$ 7,040.34	\$ 7,040.34	\$ 7,391.74
NETWORK INFRASTRCTUR SPCLST II	DAILY	\$ 253.85	\$ 266.49	\$ 279.76	\$ 294.16	\$ 308.31	\$ 323.69	\$ 323.69	\$ 339.85
TCHNGY BUS AN I	HOURLY	\$ 33.85	\$ 35.53	\$ 37.30	\$ 39.22	\$ 41.11	\$ 43.16	\$ 43.16	\$ 45.31
DATA ANALYST I									
SPECIALISTHOMELESSYOUTHPROGRAM									
SPECIALISTREFUGEEASYLEEPGRAM									
SPCLSTFOSTRYOUTHDELNQUENTPRGRM									
ANLYST WK COMP REASON ACCOMMOD									
SPEC UNACCOMPANIED IMMIG CHILD									
FACILITATOR RESTORATIVE JUSTIC									
SR. PROCUREMENT ANALYST									
TECH SUPPORT SPECIALIST II									
	Range 55								
SOFTWARE DEVELOPER II	ANNUAL	\$ 74,792.79	\$ 78,565.72	\$ 82,471.80	\$ 86,585.04	\$ 90,905.42	\$ 95,403.34	\$ 95,403.34	\$ 100,211.98
SPECIALIST STATE & LOCAL TESTI	MONTHLY	\$ 6,232.73	\$ 6,547.14	\$ 6,872.65	\$ 7,215.42	\$ 7,575.45	\$ 7,950.28	\$ 7,950.28	\$ 8,351.00
SPECIALISTHEALTHSVCSDATAMGMT	DAILY	\$ 286.56	\$ 301.02	\$ 315.98	\$ 331.74	\$ 348.30	\$ 365.53	\$ 365.53	\$ 383.95
SPECSLPADATASYSTEMSMANAGEMENT	HOURLY	\$ 38.21	\$ 40.14	\$ 42.13	\$ 44.23	\$ 46.44	\$ 48.74	\$ 48.74	\$ 51.19
INFORMATION SYSTEM SPEC II									
SPECIALIST, CSSS DATA AND SYS MGT									
SPECIALIST, EDUCATOR EFFECTIVEN									
	Range 56								
	ANNUAL	\$ 76,671.86	\$ 80,518.76	\$ 84,572.81	\$ 88,893.19	\$ 93,139.59	\$ 97,800.26	\$ 97,800.26	\$ 102,682.88
SPECIALIST, MSTR SCHD DEVELOPM	MONTHLY	\$ 6,389.32	\$ 6,709.90	\$ 7,047.73	\$ 7,407.77	\$ 7,761.63	\$ 8,150.02	\$ 8,150.02	\$ 8,556.91
	DAILY	\$ 293.76	\$ 308.50	\$ 324.03	\$ 340.59	\$ 356.86	\$ 374.71	\$ 374.71	\$ 393.42
	HOURLY	\$ 39.17	\$ 41.13	\$ 43.20	\$ 45.41	\$ 47.58	\$ 49.96	\$ 49.96	\$ 52.46
	Range 57								
ANALYTICS SPCLSTCHARTERSCHOOLS	ANNUAL	\$ 78,610.11	\$ 82,516.20	\$ 86,659.02	\$ 90,994.19	\$ 95,521.71	\$ 100,315.55	\$ 100,315.55	\$ 105,301.74
ASSESSMENT TOOLS MANAGER	MONTHLY	\$ 6,550.84	\$ 6,876.35	\$ 7,221.58	\$ 7,582.85	\$ 7,960.14	\$ 8,359.63	\$ 8,359.63	\$ 8,775.14
DATA ANALYST	DAILY	\$ 301.19	\$ 316.15	\$ 332.03	\$ 348.64	\$ 365.98	\$ 384.35	\$ 384.35	\$ 403.45
TECH SERVICES DATA ANALYST	HOURLY	\$ 40.16	\$ 42.15	\$ 44.27	\$ 46.48	\$ 48.80	\$ 51.25	\$ 51.25	\$ 53.79
DATA ANALYST II									
INFO SYSTEMS SPEC III									
RESRCHASSOCIATEDISPRORTIONLTY									
DATA ASSESSMENT PARTNER									
ANALYTICS SPCLST GIS MAPPING									
RESEACHASSOCIATEEARLYCHILDHOOD									
SPECIALIST, STRATEGIC RESOURCE PLANNING									
NETWORK ENGINEER									
	Range 58								
Reserved for unassigned job classifications	ANNUAL	\$ 78,232.21	\$ 82,144.24	\$ 86,251.39	\$ 90,564.44	\$ 95,092.96	\$ 99,847.73	\$ 99,847.73	\$ 104,839.52
	MONTHLY	\$ 6,519.35	\$ 6,845.35	\$ 7,187.62	\$ 7,547.04	\$ 7,924.41	\$ 8,320.64	\$ 8,320.64	\$ 8,736.63
	DAILY	\$ 299.74	\$ 314.73	\$ 330.47	\$ 346.99	\$ 364.34	\$ 382.56	\$ 382.56	\$ 401.68
	HOURLY	\$ 39.97	\$ 41.96	\$ 44.06	\$ 46.27	\$ 48.58	\$ 51.01	\$ 51.01	\$ 53.56
	Range 59								
Reserved for unassigned job classifications	ANNUAL	\$ 80,188.23	\$ 84,198.42	\$ 88,408.52	\$ 92,828.10	\$ 97,470.35	\$ 102,343.62	\$ 102,343.62	\$ 107,461.11
	MONTHLY	\$ 6,682.35	\$ 7,016.53	\$ 7,367.38	\$ 7,735.68	\$ 8,122.53	\$ 8,528.64	\$ 8,528.64	\$ 8,955.09
	DAILY	\$ 307.23	\$ 322.60	\$ 338.73	\$ 355.66	\$ 373.45	\$ 392.12	\$ 392.12	\$ 411.73
	HOURLY	\$ 40.96	\$ 43.01	\$ 45.16	\$ 47.42	\$ 49.79	\$ 52.28	\$ 52.28	\$ 54.90
	Range 60								
Reserved for unassigned job classifications	ANNUAL	\$ 82,193.32	\$ 86,304.06	\$ 90,618.31	\$ 95,149.23	\$ 99,907.58	\$ 104,902.96	\$ 104,902.96	\$ 110,147.33
	MONTHLY	\$ 6,849.44	\$ 7,192.01	\$ 7,551.53	\$ 7,929.10	\$ 8,325.63	\$ 8,741.91	\$ 8,741.91	\$ 9,178.94
	DAILY	\$ 314.92	\$ 330.67	\$ 347.20	\$ 364.56	\$ 382.79	\$ 401.93	\$ 401.93	\$ 422.02
	HOURLY	\$ 41.99	\$ 44.09	\$ 46.29	\$ 48.61	\$ 51.04	\$ 53.59	\$ 53.59	\$ 56.27
	Range 61								
Reserved for unassigned job classifications	ANNUAL	\$ 84,248.69	\$ 88,461.19	\$ 92,884.37	\$ 97,527.81	\$ 102,404.68	\$ 107,524.55	\$ 107,524.55	\$ 112,900.60
	MONTHLY	\$ 7,020.72	\$ 7,371.77	\$ 7,740.36	\$ 8,127.32	\$ 8,533.72	\$ 8,960.38	\$ 8,960.38	\$ 9,408.38
	DAILY	\$ 322.79	\$ 338.93	\$ 356.88	\$ 373.67	\$ 392.36	\$ 411.97	\$ 411.97	\$ 432.57
	HOURLY	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82	\$ 52.31	\$ 54.93	\$ 54.93	\$ 57.68

	Range 62								
Reserved for unassigned job classifications	ANNUAL	\$ 86,354.34	\$ 90,672.18	\$ 95,206.68	\$ 99,966.24	\$ 104,965.21	\$ 110,213.17	\$ 110,213.17	\$ 115,723.29
	MONTHLY	\$ 7,196.20	\$ 7,556.01	\$ 7,933.89	\$ 8,330.52	\$ 8,747.10	\$ 9,184.43	\$ 9,184.43	\$ 9,643.61
	DAILY	\$ 330.86	\$ 347.40	\$ 364.78	\$ 383.01	\$ 402.17	\$ 422.27	\$ 422.27	\$ 443.38
	HOURLY	\$ 44.11	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.30	\$ 56.30	\$ 59.12
Reserved for unassigned job classifications	Range 63								
	ANNUAL	\$ 88,513.86	\$ 92,939.43	\$ 97,586.46	\$ 102,465.73	\$ 107,589.19	\$ 112,968.83	\$ 112,968.83	\$ 118,616.61
	MONTHLY	\$ 7,376.15	\$ 7,744.95	\$ 8,132.21	\$ 8,538.81	\$ 8,965.77	\$ 9,414.07	\$ 9,414.07	\$ 9,884.72
	DAILY	\$ 339.13	\$ 356.09	\$ 373.89	\$ 392.59	\$ 412.22	\$ 432.83	\$ 432.83	\$ 454.47
	HOURLY	\$ 45.22	\$ 47.48	\$ 49.85	\$ 52.35	\$ 54.96	\$ 57.71	\$ 57.71	\$ 60.60
DATEBASE ADMINISTRATOR SENIOR NETWORK ADMINISTRATOR SENIOR NETWORK ENGINEER SOFTWARE DEVELOPER IV INFO SYSTEMS SPECIALIST IV BUSINESS INTELLIGENCE DATA ARCHITECT PHYSICAL THERAPIST* OCCUPATIONAL THERAPIST*	Range 64								
	ANNUAL	\$ 93,450.30	\$ 98,125.76	\$ 103,023.17	\$ 108,172.12	\$ 113,587.38	\$ 119,254.17	\$ 119,254.17	\$ 125,231.67
	MONTHLY	\$ 7,787.52	\$ 8,177.15	\$ 8,585.26	\$ 9,014.34	\$ 9,465.61	\$ 9,937.85	\$ 9,937.85	\$ 10,435.97
	DAILY	\$ 358.05	\$ 375.96	\$ 394.72	\$ 414.45	\$ 435.20	\$ 456.91	\$ 456.91	\$ 479.81
	HOURLY	\$ 47.74	\$ 50.13	\$ 52.63	\$ 55.26	\$ 58.03	\$ 60.92	\$ 60.92	\$ 63.98
PHYSICAL THERAPIST** OCCUPATIONAL THERAPIST**	Range 65								
	ANNUAL	\$ 95,833.28	\$ 100,627.97	\$ 105,650.26	\$ 110,930.50	\$ 116,483.86	\$ 122,295.16	\$ 122,295.16	\$ 128,425.08
	MONTHLY	\$ 7,986.11	\$ 8,385.66	\$ 8,804.19	\$ 9,244.21	\$ 9,706.99	\$ 10,191.26	\$ 10,191.26	\$ 10,702.09
	DAILY	\$ 367.18	\$ 385.55	\$ 404.79	\$ 425.02	\$ 446.30	\$ 468.56	\$ 468.56	\$ 492.05
	HOURLY	\$ 48.96	\$ 51.41	\$ 53.97	\$ 56.67	\$ 59.51	\$ 62.48	\$ 62.48	\$ 65.61

Board approved increase of 2.0% on 07/02/2019 eff. 01/01/2020

Revision:

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 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: 3.75 hours or more
EFFECTIVE 7/1/91

NUMBER OF YEARS
CONTINUOUS SERVICE

PER MONTH

10 yrs	\$10.38
15 yrs	\$20.81
20 yrs	\$31.20
25 yrs	\$41.57
30 yrs	\$52.00
35 yrs	\$62.40
40 yrs	\$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.

Salary Schedule WTCL 261 Days 7.5 Hours.

*PT and OT with a BS/BA degree hired after September 1, 2016

**PT and OT holding a Master or Doctorate Degree as of September 1, 2016. All PT and OT employed as of December 14, 2016

OAKLAND UNIFIED SCHOOL DISTRICT						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE 10 MONTH PARAPROFESSIONALS						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
Effective January 1, 2020						
K12I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01						
ANNUAL	\$ 18,137.19	\$ 19,641.44	\$ 21,158.00	\$ 22,649.90	\$ 24,144.28	\$ 26,398.17
MONTHLY	\$ 1,813.72	\$ 1,964.14	\$ 2,115.80	\$ 2,264.99	\$ 2,414.43	\$ 2,639.82
DAILY	\$ 88.47	\$ 95.81	\$ 103.21	\$ 110.49	\$ 117.78	\$ 128.77
HOURLY	\$ 11.80	\$ 12.77	\$ 13.76	\$ 14.73	\$ 15.70	\$ 17.17
Range 02						
ANNUAL	\$ 18,605.72	\$ 20,122.30	\$ 21,700.51	\$ 23,180.10	\$ 24,733.66	\$ 27,076.32
MONTHLY	\$ 1,860.57	\$ 2,012.23	\$ 2,170.05	\$ 2,318.01	\$ 2,473.37	\$ 2,707.63
DAILY	\$ 90.76	\$ 98.16	\$ 105.86	\$ 113.07	\$ 120.65	\$ 132.08
HOURLY	\$ 12.10	\$ 13.09	\$ 14.11	\$ 15.08	\$ 16.09	\$ 17.61
Range 03						
ANNUAL	\$ 19,826.37	\$ 21,466.24	\$ 23,122.80	\$ 24,787.94	\$ 26,422.84	\$ 28,888.81
MONTHLY	\$ 1,982.64	\$ 2,146.62	\$ 2,312.28	\$ 2,478.79	\$ 2,642.28	\$ 2,888.88
DAILY	\$ 96.71	\$ 104.71	\$ 112.79	\$ 120.92	\$ 128.89	\$ 140.92
HOURLY	\$ 12.90	\$ 13.96	\$ 15.04	\$ 16.12	\$ 17.19	\$ 18.79
Range 04						
ANNUAL	\$ 20,319.56	\$ 21,984.10	\$ 23,697.95	\$ 25,387.14	\$ 27,113.32	\$ 29,640.92
MONTHLY	\$ 2,031.96	\$ 2,198.41	\$ 2,369.79	\$ 2,538.71	\$ 2,711.33	\$ 2,964.09
DAILY	\$ 99.12	\$ 107.24	\$ 115.60	\$ 123.84	\$ 132.26	\$ 144.59
HOURLY	\$ 13.22	\$ 14.30	\$ 15.41	\$ 16.51	\$ 17.63	\$ 19.28
Range 05						
ANNUAL	\$ 21,651.19	\$ 23,426.69	\$ 25,387.95	\$ 27,705.13	\$ 29,959.60	\$ 32,353.49
MONTHLY	\$ 2,165.12	\$ 2,342.67	\$ 2,538.79	\$ 2,770.51	\$ 2,959.16	\$ 3,235.35
DAILY	\$ 105.62	\$ 114.28	\$ 126.13	\$ 135.15	\$ 144.35	\$ 157.82
HOURLY	\$ 14.08	\$ 15.24	\$ 16.82	\$ 18.02	\$ 19.25	\$ 21.04
Range 06						
ANNUAL	\$ 22,193.71	\$ 24,018.52	\$ 25,855.67	\$ 27,705.13	\$ 29,591.60	\$ 32,353.49
MONTHLY	\$ 2,219.37	\$ 2,401.85	\$ 2,585.57	\$ 2,770.51	\$ 2,959.16	\$ 3,235.35
DAILY	\$ 108.26	\$ 117.16	\$ 126.13	\$ 135.15	\$ 144.35	\$ 157.82
HOURLY	\$ 14.43	\$ 15.62	\$ 16.82	\$ 18.02	\$ 19.25	\$ 21.04

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		Per Month
10 yrs		\$10.38
15 yrs		\$20.81
20 yrs		\$31.20
25 yrs		\$41.57
30 yrs		\$52.00
35 yrs		\$62.40
40 yrs		\$72.80

Salary Placement

Instructional Assistant

Community Assistant

Health Assistant

Child Care Assistant

Range 1 - Without 60 Units

Range 3 - With 60 Units

Instructional Assistant Bilingual

Instructional Assistant Spec. Ed.

Community Assistant Bilingual

Instructional Assist. Computer Lab I

Instructional Assist. Interpreter for Deaf and Blind Teacher

Range 2 - Without 60 Units

Range 4 - With 60 Units

IA's with Reading Class or Mental Health Training

Range 5 - without 60 Units

Range 6 - with 60 Units

Board approved increase of 2.0% on 07/01/2019 eff. 01/01/2020

Revision: