

Board Office Use: Legislative File Info.	
File ID Number	20-0148
Introduction Date	05/27/2020
Enactment Number	20-0732
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 AFSCME Positions

**Action Requested** Adoption by the Board of Education of Resolution No. 1920-2012– District Salary Schedules for AFSCME Positions Effective:

- July 1, 2005 (2.5% reduction)
- July 1, 2013 (2%)
- July 1, 2014 (2.0%)
- January 1, 2015 (1.25%)
- February 1, 2015 (1%)
- May 1, 2015 (Minimum Wage Increase)
- June 30, 2015 (2.5%)
- July 1, 2015 (2.67273%)
- January 1, 2016 (1.54%)
- July 1, 2016 (3.07%)
- January 1, 2017 (.33%)

**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. 1920-2012 – District Salary Schedules for AFSCME Positions Effective:

July 1, 2005 (2.5% reduction)  
July 1, 2013 (2%)  
July 1, 2014 (2.0%)  
January 1, 2015 (1.25%)  
February 1, 2015 (1%)  
May 1, 2015 (Minimum Wage Increase)  
June 30, 2015 (2.5%)  
July 1, 2015 (2.67273%)  
January 1, 2016 (1.54%)  
July 1, 2016 (3.07%)  
January 1, 2017 (.33%)

### **Fiscal Impact**

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

### **Attachments**

- Aide, Special Education: July 1, 2005 (2.5% reduction)
- Food Service Associate: July 1, 2005 (2.5% reduction)
- Food Service Manager: July 1, 2005 (2.5% reduction)
- Aide, Special Education: July 1, 2013 (2.0%)
- Food Service Associate: July 1, 2013 (2.0%)
- Food Service Manager: July 1, 2013 (2.0%)
- Aide, Special Education: July 1, 2014 (2.0%)
- Para-Educator: July 1, 2014 (2.0%)
- Food Service Associate: July 1, 2014 (2.0%)
- Food Service Manager: July 1, 2014 (2.0%)



- Aide, Special Education: January 1, 2015 (1.25%)
- Para-Educator: January 1, 2015 (1.25%)
- Food Service Associate: January 1, 2015 (1.25%)
- Food Service Manager: January 1, 2015 (1.25%)
- Aide, Special Education: February 1, 2015 (1.0%)
- Para-Educator: February 1, 2015 (1.0%)
- Food Service Associate: February 1, 2015 (1.0%)
- Food Service Manager: February 1, 2015 (1.0%)
- Food Service Associate: March 2, 2015 (Minimum Wage Increase)
- Food Service Manager: March 2, 2015 (Minimum Wage Increase)
- Aide, Special Education: June 30, 2015 (2.5%)
- Para-Educator: June 30, 2015 (2.5%)
- Food Service Associate: June 30, 2015 (2.5%)
- Food Service Manager: June 30, 2015 (2.5%)
- Aide, Special Education: July 1, 2015 (2.67273%)
- Para-Educator: July 1, 2015 (2.67273%)
- Food Service Associate: July 1, 2015 (2.67273%)
- Food Service Manager: July 1, 2015 (2.67273%)
- Aide, Special Education: January 1, 2016 (1.54%)
- Para-Educator: January 1, 2016 (1.54%)
- Food Service Associate: January 1, 2016 (1.54%)
- Food Service Manager: January 1, 2016 (1.54%)
- Aide, Special Education: July 1, 2016 (3.07%)
- Para-Educator: July 1, 2016 (3.07%)
- Food Service Associate: July 1, 2016 (3.07%)
- Food Service Manager: July 1, 2016 (3.07%)
- Central Kitchen Manager I: July 1, 2016 (3.07%)
- Central Kitchen Manager II: July 1, 2016 (3.07%)
- Aide, Special Education: January 1, 2017 (.33%)
- Para-Educator: January 1, 2017 (.33%)
- Food Service Associate: January 1, 2017 (.33%)
- Food Service Manager: January 1, 2017 (.33%)
- Central Kitchen Manager I: January 1, 2017 (.33%)
- Central Kitchen Manager II: January 1, 2017 (.33%)

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1920-2012**

**- District Salary Schedules for AFSCME 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 District Salary Schedules for AFSCME Positions Effective:

July 1, 2005 (2.5% reduction)  
July 1, 2013 (2%)  
July 1, 2014 (2.0%)  
January 1, 2015 (1.25%)  
February 1, 2015 (1%)  
May 1, 2015 (Minimum Wage Increase)  
June 30, 2015 (2.5%)  
July 1, 2015 (2.67273%)  
January 1, 2016 (1.54%)  
July 1, 2016 (3.07%)  
January 1, 2017 (.33%)

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.

<b>Legislative File</b>	
File ID Number:	20-0148
Introduction Date:	05/27/2020
Enactment Number:	20-0732
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: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JULY 1, 2005					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 20,128.68	\$ 21,133.13	\$ 22,187.30	\$ 23,291.19	\$ 24,474.65
MONTHLY	\$ 2,012.87	\$ 2,113.31	\$ 2,218.73	\$ 2,329.12	\$ 2,447.46
DAILY	\$ 99.65	\$ 104.62	\$ 109.84	\$ 115.30	\$ 121.16
HOURLY	\$ 13.29	\$ 13.95	\$ 14.65	\$ 15.37	\$ 16.15

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Effective 7/1/2005 a 2.5% reduction

Revision

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE FOOD SERVICES						
EFFECTIVE JULY 1, 2005						
FSA	Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>						
<b>Range 01</b>						
ANNUAL	\$ 14,599.26	\$ 15,325.25	\$ 16,100.96	\$ 16,906.50	\$ 17,741.88	
MONTHLY	\$ 1,459.93	\$ 1,532.52	\$ 1,610.10	\$ 1,690.65	\$ 1,774.19	
DAILY	\$ 72.27	\$ 75.87	\$ 79.71	\$ 83.70	\$ 87.83	
HOURLY	\$ 9.64	\$ 10.12	\$ 10.63	\$ 11.16	\$ 11.71	
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>						
<b>Range 02</b>						
ANNUAL	\$ 15,494.31	\$ 16,260.08	\$ 17,085.51	\$ 17,940.78	\$ 18,825.89	
MONTHLY	\$ 1,549.43	\$ 1,626.01	\$ 1,708.55	\$ 1,794.08	\$ 1,882.59	
DAILY	\$ 75.95	\$ 79.71	\$ 83.75	\$ 87.95	\$ 92.28	
HOURLY	\$ 10.13	\$ 10.63	\$ 11.17	\$ 11.73	\$ 12.30	
<b>Range 03</b>						
ANNUAL	\$ 16,260.08	\$ 17,085.51	\$ 17,940.78	\$ 18,825.89	\$ 19,760.72	
MONTHLY	\$ 1,626.01	\$ 1,708.55	\$ 1,794.08	\$ 1,882.59	\$ 1,976.07	
DAILY	\$ 79.71	\$ 83.75	\$ 87.95	\$ 92.28	\$ 96.87	
HOURLY	\$ 10.63	\$ 11.17	\$ 11.73	\$ 12.30	\$ 12.92	
<b>Range 04</b>						
ANNUAL	\$ 17,165.07	\$ 18,030.29	\$ 18,925.34	\$ 19,860.17	\$ 20,854.67	
MONTHLY	\$ 1,716.51	\$ 1,803.03	\$ 1,892.53	\$ 1,986.02	\$ 2,085.47	
DAILY	\$ 84.14	\$ 88.38	\$ 92.77	\$ 97.35	\$ 102.23	
HOURLY	\$ 11.22	\$ 11.78	\$ 12.37	\$ 12.98	\$ 13.63	

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Effective 7/1/2005 a 2.5% reduction

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JULY 1, 2013					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 20,531.33	\$ 21,555.87	\$ 22,631.13	\$ 23,757.11	\$ 24,964.23
MONTHLY	\$ 2,053.13	\$ 2,155.59	\$ 2,263.11	\$ 2,375.71	\$ 2,496.42
DAILY	\$ 101.64	\$ 106.71	\$ 112.04	\$ 117.61	\$ 123.59
HOURLY	\$ 13.55	\$ 14.23	\$ 14.94	\$ 15.68	\$ 16.48

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 2% on 10/23/2013 effective 7/1/2013

Revision



OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JULY 1, 2013					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>					
<b>Range 01</b>					
ANNUAL	\$ 14,891.30	\$ 15,631.81	\$ 16,423.04	\$ 17,244.70	\$ 18,096.79
MONTHLY	\$ 1,489.13	\$ 1,563.18	\$ 1,642.30	\$ 1,724.47	\$ 1,809.68
DAILY	\$ 73.72	\$ 77.39	\$ 81.30	\$ 85.37	\$ 89.59
HOURLY	\$ 9.83	\$ 10.32	\$ 10.84	\$ 11.38	\$ 11.95
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>					
<b>Range 02</b>					
ANNUAL	\$ 15,804.26	\$ 16,585.34	\$ 17,427.29	\$ 18,299.67	\$ 19,202.48
MONTHLY	\$ 1,580.43	\$ 1,658.53	\$ 1,742.73	\$ 1,829.97	\$ 1,920.25
DAILY	\$ 77.47	\$ 81.30	\$ 85.43	\$ 89.70	\$ 94.13
HOURLY	\$ 10.33	\$ 10.84	\$ 11.39	\$ 11.96	\$ 12.55
<b>Range 03</b>					
ANNUAL	\$ 16,585.34	\$ 17,427.29	\$ 18,299.67	\$ 19,202.48	\$ 20,156.01
MONTHLY	\$ 1,658.53	\$ 1,742.73	\$ 1,829.97	\$ 1,920.25	\$ 2,015.60
DAILY	\$ 81.30	\$ 85.43	\$ 89.70	\$ 94.13	\$ 98.80
HOURLY	\$ 10.84	\$ 11.39	\$ 11.96	\$ 12.55	\$ 13.17
<b>Range 04</b>					
ANNUAL	\$ 17,508.44	\$ 18,390.96	\$ 19,303.92	\$ 20,257.45	\$ 21,271.84
MONTHLY	\$ 1,750.84	\$ 1,839.10	\$ 1,930.39	\$ 2,025.74	\$ 2,127.18
DAILY	\$ 85.83	\$ 90.15	\$ 94.63	\$ 99.30	\$ 104.27
HOURLY	\$ 11.44	\$ 12.02	\$ 12.62	\$ 13.24	\$ 13.90

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2% on 10/23/2013 effective 7/1/2013

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE FOOD SERVICE MANAGERS						
EFFECTIVE JULY 1, 2013						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Range 01</b>						
ANNUAL	\$ 18,390.96	\$ 19,303.92	\$ 20,257.45	\$ 21,271.84	\$ 22,336.95	\$ 22,336.95
MONTHLY	\$ 1,839.10	\$ 1,930.39	\$ 2,025.74	\$ 2,127.18	\$ 2,233.70	\$ 2,233.70
DAILY	\$ 89.71	\$ 94.17	\$ 98.82	\$ 103.77	\$ 108.96	\$ 108.96
HOURLY	\$ 11.96	\$ 12.56	\$ 13.18	\$ 13.84	\$ 14.53	\$ 14.53
<b>Range 02</b>						
ANNUAL	\$ 19,303.92	\$ 20,257.45	\$ 21,271.84	\$ 22,336.95	\$ 23,452.79	\$ 23,452.79
MONTHLY	\$ 1,930.39	\$ 2,025.74	\$ 2,127.18	\$ 2,233.70	\$ 2,345.28	\$ 2,345.28
DAILY	\$ 94.17	\$ 98.82	\$ 103.77	\$ 108.96	\$ 114.40	\$ 114.40
HOURLY	\$ 12.56	\$ 13.18	\$ 13.84	\$ 14.53	\$ 15.25	\$ 15.25
<b>Range 03</b>						
ANNUAL	\$ 20,257.45	\$ 21,271.84	\$ 22,336.95	\$ 23,452.79	\$ 24,649.77	\$ 24,649.77
MONTHLY	\$ 2,025.74	\$ 2,127.18	\$ 2,233.70	\$ 2,345.28	\$ 2,464.98	\$ 2,464.98
DAILY	\$ 98.82	\$ 103.77	\$ 108.96	\$ 114.40	\$ 120.24	\$ 120.24
HOURLY	\$ 13.18	\$ 13.84	\$ 14.53	\$ 15.25	\$ 16.03	\$ 16.03
<b>Range 04</b>						
ANNUAL	\$ 21,271.84	\$ 22,336.95	\$ 23,452.79	\$ 24,649.77	\$ 25,877.19	\$ 25,877.19
MONTHLY	\$ 2,127.18	\$ 2,233.70	\$ 2,345.28	\$ 2,464.98	\$ 2,587.72	\$ 2,587.72
DAILY	\$ 103.77	\$ 108.96	\$ 114.40	\$ 120.24	\$ 126.23	\$ 126.23
HOURLY	\$ 13.84	\$ 14.53	\$ 15.25	\$ 16.03	\$ 16.83	\$ 16.83
<b>Range 05</b>						
ANNUAL	\$ 22,336.95	\$ 23,452.79	\$ 24,649.77	\$ 25,877.19	\$ 27,165.47	\$ 27,165.47
MONTHLY	\$ 2,233.70	\$ 2,345.28	\$ 2,464.98	\$ 2,587.72	\$ 2,716.55	\$ 2,716.55
DAILY	\$ 108.96	\$ 114.40	\$ 120.24	\$ 126.23	\$ 132.51	\$ 132.51
HOURLY	\$ 14.53	\$ 15.25	\$ 16.03	\$ 16.83	\$ 17.67	\$ 17.67
<b>Range 06</b>						
ANNUAL	\$ 23,452.79	\$ 24,649.77	\$ 25,877.19	\$ 27,165.47	\$ 28,504.47	\$ 28,504.47
MONTHLY	\$ 2,345.28	\$ 2,464.98	\$ 2,587.72	\$ 2,716.55	\$ 2,850.45	\$ 2,850.45
DAILY	\$ 114.40	\$ 120.24	\$ 126.23	\$ 132.51	\$ 139.05	\$ 139.05
HOURLY	\$ 15.25	\$ 16.03	\$ 16.83	\$ 17.67	\$ 18.54	\$ 18.54
<b>Range 07</b>						
ANNUAL	\$ 24,649.77	\$ 25,877.19	\$ 27,165.47	\$ 28,504.47	\$ 29,934.76	\$ 29,934.76
MONTHLY	\$ 2,464.98	\$ 2,587.72	\$ 2,716.55	\$ 2,850.45	\$ 2,993.48	\$ 2,993.48
DAILY	\$ 120.24	\$ 126.23	\$ 132.51	\$ 139.05	\$ 146.02	\$ 146.02
HOURLY	\$ 16.03	\$ 16.83	\$ 17.67	\$ 18.54	\$ 19.47	\$ 19.47
<b>Range 08</b>						
ANNUAL	\$ 25,877.19	\$ 27,165.47	\$ 28,504.47	\$ 29,934.76	\$ 31,344.77	\$ 31,344.77
MONTHLY	\$ 2,587.72	\$ 2,716.55	\$ 2,850.45	\$ 2,993.48	\$ 3,134.48	\$ 3,134.48
DAILY	\$ 126.23	\$ 132.51	\$ 139.05	\$ 146.02	\$ 152.90	\$ 152.90
HOURLY	\$ 16.83	\$ 17.67	\$ 18.54	\$ 19.47	\$ 20.39	\$ 20.39

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2% on 10/23/2013 effective 7/1/2013

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JULY 1, 2014					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 20,941.96	\$ 21,986.99	\$ 23,083.75	\$ 24,232.25	\$ 25,463.52
MONTHLY	\$ 1,745.16	\$ 1,832.25	\$ 1,923.65	\$ 2,019.35	\$ 2,121.96
DAILY	\$ 103.67	\$ 108.85	\$ 114.28	\$ 119.96	\$ 126.06
HOURLY	\$ 13.82	\$ 14.51	\$ 15.24	\$ 15.99	\$ 16.81

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 2% on 08/12/2015 eff. 07/01/2014

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JULY 1, 2014

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 21,989.06	\$ 23,086.33	\$ 24,237.94	\$ 25,443.87	\$ 26,736.69	\$ 28,073.52	\$ 29,477.20	\$ 30,951.06
MONTHLY	\$ 1,832.42	\$ 1,923.86	\$ 2,019.83	\$ 2,120.32	\$ 2,228.06	\$ 2,339.46	\$ 2,456.43	\$ 2,579.26
DAILY	\$ 108.86	\$ 114.29	\$ 119.99	\$ 125.96	\$ 132.36	\$ 138.98	\$ 145.93	\$ 153.22
HOURLY	\$ 14.51	\$ 15.24	\$ 16.00	\$ 16.79	\$ 17.65	\$ 18.53	\$ 19.46	\$ 20.43
<b>Range 02 AA</b>								
ANNUAL	\$ 22,868.61	\$ 24,009.79	\$ 25,207.45	\$ 26,461.62	\$ 27,806.16	\$ 29,196.47	\$ 30,656.29	\$ 32,189.10
MONTHLY	\$ 1,905.72	\$ 2,000.82	\$ 2,100.62	\$ 2,205.13	\$ 2,317.18	\$ 2,433.04	\$ 2,554.69	\$ 2,682.42
DAILY	\$ 113.21	\$ 118.86	\$ 124.79	\$ 131.00	\$ 137.65	\$ 144.54	\$ 151.76	\$ 159.35
HOURLY	\$ 15.09	\$ 15.85	\$ 16.64	\$ 17.47	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 23,783.36	\$ 24,970.18	\$ 26,215.75	\$ 27,520.08	\$ 28,918.41	\$ 30,364.33	\$ 31,882.54	\$ 33,476.67
MONTHLY	\$ 1,981.95	\$ 2,080.85	\$ 2,184.65	\$ 2,293.34	\$ 2,409.87	\$ 2,530.36	\$ 2,656.88	\$ 2,789.72
DAILY	\$ 117.74	\$ 123.61	\$ 129.78	\$ 136.24	\$ 143.16	\$ 150.32	\$ 157.83	\$ 165.73
HOURLY	\$ 15.70	\$ 16.48	\$ 17.30	\$ 18.17	\$ 19.09	\$ 20.04	\$ 21.04	\$ 22.10
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 24,734.69	\$ 25,968.99	\$ 27,264.39	\$ 28,620.88	\$ 30,075.14	\$ 31,578.89	\$ 33,157.84	\$ 34,815.73
MONTHLY	\$ 2,061.22	\$ 2,164.08	\$ 2,272.03	\$ 2,385.07	\$ 2,506.26	\$ 2,631.57	\$ 2,763.15	\$ 2,901.31
DAILY	\$ 122.45	\$ 128.56	\$ 134.97	\$ 141.69	\$ 148.89	\$ 156.33	\$ 164.15	\$ 172.36
HOURLY	\$ 16.33	\$ 17.14	\$ 18.00	\$ 18.89	\$ 19.85	\$ 20.84	\$ 21.89	\$ 22.98
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 25,724.08	\$ 27,007.74	\$ 28,354.96	\$ 29,765.72	\$ 31,278.15	\$ 32,842.05	\$ 34,484.16	\$ 36,208.37
MONTHLY	\$ 2,143.67	\$ 2,250.65	\$ 2,362.91	\$ 2,480.48	\$ 2,606.51	\$ 2,736.84	\$ 2,873.68	\$ 3,017.36
DAILY	\$ 127.35	\$ 133.70	\$ 140.37	\$ 147.36	\$ 154.84	\$ 162.58	\$ 170.71	\$ 179.25
HOURLY	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.65	\$ 20.65	\$ 21.68	\$ 22.76	\$ 23.90

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

Paraeducator Stipends (Determined Annually by Assignment)

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 2% on 08/12/2015 eff. 07/01/2014

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JULY 1, 2014					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
<b>Range 01</b>					
ANNUAL	\$ 19,394.55	\$ 20,365.00	\$ 21,382.83	\$ 21,382.83	\$ 21,382.83
MONTHLY	\$ 1,939.45	\$ 2,036.50	\$ 2,138.28	\$ 2,138.28	\$ 2,138.28
DAILY	\$ 96.01	\$ 100.82	\$ 105.86	\$ 105.86	\$ 105.86
HOURLY	\$ 12.80	\$ 13.44	\$ 14.11	\$ 14.11	\$ 14.11
Periods: 10, Days/Year: 204, Hours/Day: 7.5					
<b>Range 03</b>					
ANNUAL	\$ 21,592.46	\$ 22,672.40	\$ 23,804.35	\$ 23,804.35	\$ 23,804.35
MONTHLY	\$ 2,159.25	\$ 2,267.24	\$ 2,380.44	\$ 2,380.44	\$ 2,380.44
DAILY	\$ 105.85	\$ 111.14	\$ 116.69	\$ 116.69	\$ 116.69
HOURLY	\$ 14.11	\$ 14.82	\$ 15.56	\$ 15.56	\$ 15.56

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2% on 08/12/2015 eff. 07/01/2014

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JULY 1, 2014					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 23,921.85	\$ 25,117.94	\$ 26,373.83	\$ 26,373.83	\$ 26,373.83
MONTHLY	\$ 2,392.18	\$ 2,511.79	\$ 2,637.38	\$ 2,637.38	\$ 2,637.38
DAILY	\$ 116.69	\$ 122.53	\$ 128.65	\$ 128.65	\$ 128.65
HOURLY	\$ 15.56	\$ 16.34	\$ 17.15	\$ 17.15	\$ 17.15
<b>Range 04</b>					
ANNUAL	\$ 25,142.77	\$ 26,399.91	\$ 27,719.90	\$ 27,719.90	\$ 27,719.90
MONTHLY	\$ 2,514.28	\$ 2,639.99	\$ 2,771.99	\$ 2,771.99	\$ 2,771.99
DAILY	\$ 122.65	\$ 128.78	\$ 135.22	\$ 135.22	\$ 135.22
HOURLY	\$ 16.35	\$ 17.17	\$ 18.03	\$ 18.03	\$ 18.03
<b>Range 05</b>					
ANNUAL	\$ 26,394.73	\$ 27,714.47	\$ 29,100.19	\$ 29,100.19	\$ 29,100.19
MONTHLY	\$ 2,639.47	\$ 2,771.45	\$ 2,910.02	\$ 2,910.02	\$ 2,910.02
DAILY	\$ 128.75	\$ 135.19	\$ 141.95	\$ 141.95	\$ 141.95
HOURLY	\$ 17.17	\$ 18.03	\$ 18.93	\$ 18.93	\$ 18.93
<b>Range 06</b>					
ANNUAL	\$ 27,708.78	\$ 29,094.21	\$ 30,548.93	\$ 30,548.93	\$ 30,548.93
MONTHLY	\$ 2,770.88	\$ 2,909.42	\$ 3,054.89	\$ 3,054.89	\$ 3,054.89
DAILY	\$ 135.16	\$ 141.92	\$ 149.02	\$ 149.02	\$ 149.02
HOURLY	\$ 18.02	\$ 18.92	\$ 19.87	\$ 19.87	\$ 19.87
<b>Range 07</b>					
ANNUAL	\$ 29,074.56	\$ 30,528.28	\$ 32,054.70	\$ 32,054.70	\$ 32,054.70
MONTHLY	\$ 2,907.46	\$ 3,052.83	\$ 3,205.47	\$ 3,205.47	\$ 3,205.47
DAILY	\$ 141.83	\$ 148.92	\$ 156.36	\$ 156.36	\$ 156.36
HOURLY	\$ 18.91	\$ 19.86	\$ 20.85	\$ 20.85	\$ 20.85
<b>Range 08</b>					
ANNUAL	\$ 30,533.46	\$ 32,060.13	\$ 33,663.13	\$ 33,663.13	\$ 33,663.13
MONTHLY	\$ 3,053.35	\$ 3,206.01	\$ 3,366.31	\$ 3,366.31	\$ 3,366.31
DAILY	\$ 148.94	\$ 156.39	\$ 164.21	\$ 164.21	\$ 164.21
HOURLY	\$ 19.86	\$ 20.85	\$ 21.89	\$ 21.89	\$ 21.89

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2% on 08/12/2015 eff. 07/01/2014

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JANUARY 1, 2015					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 21,203.73	\$ 22,261.83	\$ 23,372.30	\$ 24,535.15	\$ 25,781.81
MONTHLY	\$ 1,766.98	\$ 1,855.15	\$ 1,947.69	\$ 2,044.60	\$ 2,148.48
DAILY	\$ 104.97	\$ 110.21	\$ 115.70	\$ 121.46	\$ 127.63
HOURLY	\$ 14.00	\$ 14.69	\$ 15.43	\$ 16.19	\$ 17.02

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times) the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 1.25% on 08/12/2015 eff. 01/01/2015

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JANUARY 1, 2015

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 22,263.92	\$ 23,374.91	\$ 24,540.92	\$ 25,761.92	\$ 27,070.90	\$ 28,424.44	\$ 29,845.67	\$ 31,337.95
MONTHLY	\$ 1,855.33	\$ 1,947.91	\$ 2,045.08	\$ 2,146.83	\$ 2,255.91	\$ 2,368.70	\$ 2,487.14	\$ 2,611.50
DAILY	\$ 110.22	\$ 115.72	\$ 121.49	\$ 127.53	\$ 134.01	\$ 140.72	\$ 147.75	\$ 155.14
HOURLY	\$ 14.70	\$ 15.43	\$ 16.20	\$ 17.00	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.69
<b>Range 02 AA</b>								
ANNUAL	\$ 23,154.47	\$ 24,309.91	\$ 25,522.55	\$ 26,792.39	\$ 28,153.74	\$ 29,561.43	\$ 31,039.50	\$ 32,591.46
MONTHLY	\$ 1,929.54	\$ 2,025.83	\$ 2,126.88	\$ 2,232.70	\$ 2,346.14	\$ 2,463.45	\$ 2,586.62	\$ 2,715.96
DAILY	\$ 114.63	\$ 120.35	\$ 126.35	\$ 132.64	\$ 139.37	\$ 146.34	\$ 153.66	\$ 161.34
HOURLY	\$ 15.28	\$ 16.05	\$ 16.85	\$ 17.68	\$ 18.58	\$ 19.51	\$ 20.49	\$ 21.51
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 24,080.65	\$ 25,282.31	\$ 26,543.45	\$ 27,864.08	\$ 29,279.89	\$ 30,743.88	\$ 32,281.07	\$ 33,895.12
MONTHLY	\$ 2,006.72	\$ 2,106.86	\$ 2,211.95	\$ 2,322.01	\$ 2,439.99	\$ 2,561.99	\$ 2,690.09	\$ 2,824.59
DAILY	\$ 119.21	\$ 125.16	\$ 131.40	\$ 137.94	\$ 144.95	\$ 152.20	\$ 159.81	\$ 167.80
HOURLY	\$ 15.89	\$ 16.69	\$ 17.52	\$ 18.39	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 25,043.88	\$ 26,293.60	\$ 27,605.19	\$ 28,978.64	\$ 30,451.08	\$ 31,973.63	\$ 33,572.32	\$ 35,250.93
MONTHLY	\$ 2,086.99	\$ 2,191.13	\$ 2,300.43	\$ 2,414.89	\$ 2,537.59	\$ 2,664.47	\$ 2,797.69	\$ 2,937.58
DAILY	\$ 123.98	\$ 130.17	\$ 136.66	\$ 143.46	\$ 150.75	\$ 158.29	\$ 166.20	\$ 174.51
HOURLY	\$ 16.53	\$ 17.36	\$ 18.22	\$ 19.13	\$ 20.10	\$ 21.10	\$ 22.16	\$ 23.27
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 26,045.63	\$ 27,345.34	\$ 28,709.40	\$ 30,137.79	\$ 31,669.12	\$ 33,252.58	\$ 34,915.21	\$ 36,660.97
MONTHLY	\$ 2,170.47	\$ 2,278.78	\$ 2,392.45	\$ 2,511.48	\$ 2,639.09	\$ 2,771.05	\$ 2,909.60	\$ 3,055.08
DAILY	\$ 128.94	\$ 135.37	\$ 142.13	\$ 149.20	\$ 156.78	\$ 164.62	\$ 172.85	\$ 181.49
HOURLY	\$ 17.19	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.90	\$ 21.95	\$ 23.05	\$ 24.20

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

**Paraeducator Stipends (Determined Annually by Assignment)**

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 1.25% on 08/12/2015 eff. 01/01/2015

Revision:



OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JANUARY 1, 2015					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>					
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 19,636.98	\$ 20,619.56	\$ 21,650.12	\$ 21,650.12	\$ 21,650.12
<b>MONTHLY</b>	\$ 1,963.70	\$ 2,061.96	\$ 2,165.01	\$ 2,165.01	\$ 2,165.01
<b>DAILY</b>	\$ 97.21	\$ 102.08	\$ 107.18	\$ 107.18	\$ 107.18
<b>HOURLY</b>	\$ 12.96	\$ 13.61	\$ 14.29	\$ 14.29	\$ 14.29
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>					
<b>Range 03</b>					
<b>ANNUAL</b>	\$ 21,862.37	\$ 22,955.80	\$ 24,101.91	\$ 24,101.91	\$ 24,101.91
<b>MONTHLY</b>	\$ 2,186.24	\$ 2,295.58	\$ 2,410.19	\$ 2,410.19	\$ 2,410.19
<b>DAILY</b>	\$ 107.17	\$ 112.53	\$ 118.15	\$ 118.15	\$ 118.15
<b>HOURLY</b>	\$ 14.29	\$ 15.00	\$ 15.75	\$ 15.75	\$ 15.75

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1.25% on 08/12/2015 eff. 01/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JANUARY 1, 2015					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 24,220.87	\$ 25,431.91	\$ 26,703.51	\$ 26,703.51	\$ 26,703.51
MONTHLY	\$ 2,422.09	\$ 2,543.19	\$ 2,670.35	\$ 2,670.35	\$ 2,670.35
DAILY	\$ 118.15	\$ 124.06	\$ 130.26	\$ 130.26	\$ 130.26
HOURLY	\$ 15.75	\$ 16.54	\$ 17.37	\$ 17.37	\$ 17.37
<b>Range 04</b>					
ANNUAL	\$ 25,457.05	\$ 26,729.90	\$ 28,066.40	\$ 28,066.40	\$ 28,066.40
MONTHLY	\$ 2,545.70	\$ 2,672.99	\$ 2,806.64	\$ 2,806.64	\$ 2,806.64
DAILY	\$ 124.18	\$ 130.39	\$ 136.91	\$ 136.91	\$ 136.91
HOURLY	\$ 16.56	\$ 17.39	\$ 18.25	\$ 18.25	\$ 18.25
<b>Range 05</b>					
ANNUAL	\$ 26,724.67	\$ 28,060.90	\$ 29,463.94	\$ 29,463.94	\$ 29,463.94
MONTHLY	\$ 2,672.47	\$ 2,806.09	\$ 2,946.39	\$ 2,946.39	\$ 2,946.39
DAILY	\$ 130.36	\$ 136.88	\$ 143.73	\$ 143.73	\$ 143.73
HOURLY	\$ 17.38	\$ 18.25	\$ 19.16	\$ 19.16	\$ 19.16
<b>Range 06</b>					
ANNUAL	\$ 28,055.14	\$ 29,457.89	\$ 30,930.79	\$ 30,930.79	\$ 30,930.79
MONTHLY	\$ 2,805.51	\$ 2,945.79	\$ 3,093.08	\$ 3,093.08	\$ 3,093.08
DAILY	\$ 136.85	\$ 143.70	\$ 150.88	\$ 150.88	\$ 150.88
HOURLY	\$ 18.25	\$ 19.16	\$ 20.12	\$ 20.12	\$ 20.12
<b>Range 07</b>					
ANNUAL	\$ 29,437.99	\$ 30,909.89	\$ 32,455.39	\$ 32,455.39	\$ 32,455.39
MONTHLY	\$ 2,943.80	\$ 3,090.99	\$ 3,245.54	\$ 3,245.54	\$ 3,245.54
DAILY	\$ 143.60	\$ 150.78	\$ 158.32	\$ 158.32	\$ 158.32
HOURLY	\$ 19.15	\$ 20.10	\$ 21.11	\$ 21.11	\$ 21.11
<b>Range 08</b>					
ANNUAL	\$ 30,915.12	\$ 32,460.88	\$ 34,083.92	\$ 34,083.92	\$ 34,083.92
MONTHLY	\$ 3,091.51	\$ 3,246.09	\$ 3,408.39	\$ 3,408.39	\$ 3,408.39
DAILY	\$ 150.81	\$ 158.35	\$ 166.26	\$ 166.26	\$ 166.26
HOURLY	\$ 20.11	\$ 21.11	\$ 22.17	\$ 22.17	\$ 22.17

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1.25% on 08/12/2015 eff. 01/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE FEBRUARY 1, 2015					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 21,415.77	\$ 22,484.44	\$ 23,606.02	\$ 24,780.50	\$ 26,039.63
<b>MONTHLY</b>	\$ 1,784.65	\$ 1,873.70	\$ 1,967.17	\$ 2,065.04	\$ 2,169.97
<b>DAILY</b>	\$ 106.02	\$ 111.31	\$ 116.86	\$ 122.68	\$ 128.91
<b>HOURLY</b>	\$ 14.14	\$ 14.84	\$ 15.58	\$ 16.36	\$ 17.19

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 1% on 08/12/2015 eff. 02/01/2015

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE FEBRUARY 1, 2015

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 22,486.56	\$ 23,608.66	\$ 24,786.33	\$ 26,019.54	\$ 27,341.61	\$ 28,708.68	\$ 30,144.13	\$ 31,651.33
MONTHLY	\$ 1,873.88	\$ 1,967.39	\$ 2,065.53	\$ 2,168.29	\$ 2,278.47	\$ 2,392.39	\$ 2,512.01	\$ 2,637.61
DAILY	\$ 111.32	\$ 116.87	\$ 122.70	\$ 128.81	\$ 135.35	\$ 142.12	\$ 149.23	\$ 156.69
HOURLY	\$ 14.84	\$ 15.58	\$ 16.36	\$ 17.17	\$ 18.05	\$ 18.95	\$ 19.90	\$ 20.89
<b>Range 02 AA</b>								
ANNUAL	\$ 23,386.02	\$ 24,553.01	\$ 25,777.77	\$ 27,060.31	\$ 28,435.27	\$ 29,857.04	\$ 31,349.89	\$ 32,917.38
MONTHLY	\$ 1,948.83	\$ 2,046.08	\$ 2,148.15	\$ 2,255.03	\$ 2,369.61	\$ 2,488.09	\$ 2,612.49	\$ 2,743.11
DAILY	\$ 115.77	\$ 121.55	\$ 127.61	\$ 133.96	\$ 140.77	\$ 147.81	\$ 155.20	\$ 162.96
HOURLY	\$ 15.44	\$ 16.21	\$ 17.02	\$ 17.86	\$ 18.77	\$ 19.71	\$ 20.69	\$ 21.73
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 24,321.46	\$ 25,535.13	\$ 26,808.89	\$ 28,142.72	\$ 29,572.69	\$ 31,051.32	\$ 32,603.88	\$ 34,234.07
MONTHLY	\$ 2,026.79	\$ 2,127.93	\$ 2,234.07	\$ 2,345.23	\$ 2,464.39	\$ 2,587.61	\$ 2,716.99	\$ 2,852.84
DAILY	\$ 120.40	\$ 126.41	\$ 132.72	\$ 139.32	\$ 146.40	\$ 153.72	\$ 161.41	\$ 169.48
HOURLY	\$ 16.05	\$ 16.85	\$ 17.70	\$ 18.58	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 25,294.32	\$ 26,556.53	\$ 27,881.24	\$ 29,268.43	\$ 30,755.59	\$ 32,293.37	\$ 33,908.04	\$ 35,603.44
MONTHLY	\$ 2,107.86	\$ 2,213.04	\$ 2,323.44	\$ 2,439.04	\$ 2,562.97	\$ 2,691.11	\$ 2,825.67	\$ 2,966.95
DAILY	\$ 125.22	\$ 131.47	\$ 138.03	\$ 144.89	\$ 152.26	\$ 159.87	\$ 167.86	\$ 176.25
HOURLY	\$ 16.70	\$ 17.53	\$ 18.40	\$ 19.32	\$ 20.30	\$ 21.32	\$ 22.38	\$ 23.50
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 26,306.09	\$ 27,618.79	\$ 28,996.49	\$ 30,439.17	\$ 31,985.82	\$ 33,585.10	\$ 35,264.36	\$ 37,027.58
MONTHLY	\$ 2,192.17	\$ 2,301.57	\$ 2,416.37	\$ 2,536.60	\$ 2,665.48	\$ 2,798.76	\$ 2,938.70	\$ 3,085.63
DAILY	\$ 130.23	\$ 136.73	\$ 143.55	\$ 150.69	\$ 158.35	\$ 166.26	\$ 174.58	\$ 183.30
HOURLY	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.11	\$ 22.17	\$ 23.28	\$ 24.44

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

**Paraeducator Stipends (Determined Annually by Assignment)**

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 1.00% on 08/12/2015 eff. 02/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE FEBRUARY 1, 2015					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>					
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 19,833.35	\$ 20,825.76	\$ 21,866.62	\$ 21,866.62	\$ 21,866.62
<b>MONTHLY</b>	\$ 1,983.33	\$ 2,082.58	\$ 2,186.66	\$ 2,186.66	\$ 2,186.66
<b>DAILY</b>	\$ 98.18	\$ 103.10	\$ 108.25	\$ 108.25	\$ 108.25
<b>HOURLY</b>	\$ 13.09	\$ 13.75	\$ 14.43	\$ 14.43	\$ 14.43
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>					
<b>Range 03</b>					
<b>ANNUAL</b>	\$ 22,080.99	\$ 23,185.36	\$ 24,342.93	\$ 24,342.93	\$ 24,342.93
<b>MONTHLY</b>	\$ 2,208.10	\$ 2,318.54	\$ 2,434.29	\$ 2,434.29	\$ 2,434.29
<b>DAILY</b>	\$ 108.24	\$ 113.65	\$ 119.33	\$ 119.33	\$ 119.33
<b>HOURLY</b>	\$ 14.43	\$ 15.15	\$ 15.91	\$ 15.91	\$ 15.91

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1% on 08/12/2015 eff. 02/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE FEBRUARY 1, 2015					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 24,463.08	\$ 25,686.23	\$ 26,970.54	\$ 26,970.54	\$ 26,970.54
MONTHLY	\$ 2,446.31	\$ 2,568.62	\$ 2,697.05	\$ 2,697.05	\$ 2,697.05
DAILY	\$ 119.33	\$ 125.30	\$ 131.56	\$ 131.56	\$ 131.56
HOURLY	\$ 15.91	\$ 16.71	\$ 17.54	\$ 17.54	\$ 17.54
<b>Range 04</b>					
ANNUAL	\$ 25,711.62	\$ 26,997.20	\$ 28,347.06	\$ 28,347.06	\$ 28,347.06
MONTHLY	\$ 2,571.16	\$ 2,699.72	\$ 2,834.71	\$ 2,834.71	\$ 2,834.71
DAILY	\$ 125.42	\$ 131.69	\$ 138.28	\$ 138.28	\$ 138.28
HOURLY	\$ 16.72	\$ 17.56	\$ 18.44	\$ 18.44	\$ 18.44
<b>Range 05</b>					
ANNUAL	\$ 26,991.91	\$ 28,341.51	\$ 29,758.58	\$ 29,758.58	\$ 29,758.58
MONTHLY	\$ 2,699.19	\$ 2,834.15	\$ 2,975.86	\$ 2,975.86	\$ 2,975.86
DAILY	\$ 131.67	\$ 138.25	\$ 145.16	\$ 145.16	\$ 145.16
HOURLY	\$ 17.56	\$ 18.43	\$ 19.36	\$ 19.36	\$ 19.36
<b>Range 06</b>					
ANNUAL	\$ 28,335.69	\$ 29,752.47	\$ 31,240.10	\$ 31,240.10	\$ 31,240.10
MONTHLY	\$ 2,833.57	\$ 2,975.25	\$ 3,124.01	\$ 3,124.01	\$ 3,124.01
DAILY	\$ 138.22	\$ 145.13	\$ 152.39	\$ 152.39	\$ 152.39
HOURLY	\$ 18.43	\$ 19.35	\$ 20.32	\$ 20.32	\$ 20.32
<b>Range 07</b>					
ANNUAL	\$ 29,732.37	\$ 31,218.99	\$ 32,779.94	\$ 32,779.94	\$ 32,779.94
MONTHLY	\$ 2,973.24	\$ 3,121.90	\$ 3,277.99	\$ 3,277.99	\$ 3,277.99
DAILY	\$ 145.04	\$ 152.29	\$ 159.90	\$ 159.90	\$ 159.90
HOURLY	\$ 19.34	\$ 20.31	\$ 21.32	\$ 21.32	\$ 21.32
<b>Range 08</b>					
ANNUAL	\$ 31,224.27	\$ 32,785.49	\$ 34,424.76	\$ 34,424.76	\$ 34,424.76
MONTHLY	\$ 3,122.43	\$ 3,278.55	\$ 3,442.48	\$ 3,442.48	\$ 3,442.48
DAILY	\$ 152.31	\$ 159.93	\$ 167.93	\$ 167.93	\$ 167.93
HOURLY	\$ 20.31	\$ 21.32	\$ 22.39	\$ 22.39	\$ 22.39

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1% on 08/12/2015 eff. 02/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE MARCH 2, 2015					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
<b>Range 01</b>					
ANNUAL	\$ 19,014.26	\$ 19,965.69	\$ 20,963.56	\$ 20,963.56	\$ 20,963.56
MONTHLY	\$ 1,901.43	\$ 1,996.57	\$ 2,096.36	\$ 2,096.36	\$ 2,096.36
DAILY	\$ 94.13	\$ 98.84	\$ 103.78	\$ 103.78	\$ 103.78
HOURLY	\$ 12.55	\$ 13.18	\$ 13.84	\$ 13.84	\$ 13.84
Periods: 10, Days/Year: 204, Hours/Day: 7.5					
<b>Range 03</b>					
ANNUAL	\$ 21,169.08	\$ 22,227.84	\$ 23,337.60	\$ 23,337.60	\$ 23,337.60
MONTHLY	\$ 2,116.91	\$ 2,222.78	\$ 2,333.76	\$ 2,333.76	\$ 2,333.76
DAILY	\$ 103.77	\$ 108.96	\$ 114.40	\$ 114.40	\$ 114.40
HOURLY	\$ 13.84	\$ 14.53	\$ 15.25	\$ 15.25	\$ 15.25

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved minimum wage increase eff. March 2, 2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE FOOD SERVICE MANAGERS						
EFFECTIVE MARCH 2, 2015						
Periods: 10, Days/Year: 205, Hours/Day: 7.5						
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Range 03</b>						
ANNUAL	\$ 23,452.79	\$ 24,625.43	\$ 25,856.70	\$ 25,856.70	\$ 25,856.70	
MONTHLY	\$ 2,345.28	\$ 2,462.54	\$ 2,585.67	\$ 2,585.67	\$ 2,585.67	
DAILY	\$ 114.40	\$ 120.12	\$ 126.13	\$ 126.13	\$ 126.13	
HOURLY	\$ 15.25	\$ 16.02	\$ 16.82	\$ 16.82	\$ 16.82	
<b>Range 04</b>						
ANNUAL	\$ 24,649.77	\$ 25,882.26	\$ 27,176.37	\$ 27,176.37	\$ 27,176.37	
MONTHLY	\$ 2,464.98	\$ 2,588.23	\$ 2,717.64	\$ 2,717.64	\$ 2,717.64	
DAILY	\$ 120.24	\$ 126.25	\$ 132.57	\$ 132.57	\$ 132.57	
HOURLY	\$ 16.03	\$ 16.83	\$ 17.68	\$ 17.68	\$ 17.68	
<b>Range 05</b>						
ANNUAL	\$ 25,877.19	\$ 27,171.05	\$ 28,529.60	\$ 28,529.60	\$ 28,529.60	
MONTHLY	\$ 2,587.72	\$ 2,717.11	\$ 2,852.96	\$ 2,852.96	\$ 2,852.96	
DAILY	\$ 126.23	\$ 132.54	\$ 139.17	\$ 139.17	\$ 139.17	
HOURLY	\$ 16.83	\$ 17.67	\$ 18.56	\$ 18.56	\$ 18.56	
<b>Range 06</b>						
ANNUAL	\$ 27,165.47	\$ 28,523.74	\$ 29,949.93	\$ 29,949.93	\$ 29,949.93	
MONTHLY	\$ 2,716.55	\$ 2,852.37	\$ 2,994.99	\$ 2,994.99	\$ 2,994.99	
DAILY	\$ 132.51	\$ 139.14	\$ 146.10	\$ 146.10	\$ 146.10	
HOURLY	\$ 17.67	\$ 18.55	\$ 19.48	\$ 19.48	\$ 19.48	
<b>Range 07</b>						
ANNUAL	\$ 28,504.47	\$ 29,929.69	\$ 31,426.18	\$ 31,426.18	\$ 31,426.18	
MONTHLY	\$ 2,850.45	\$ 2,992.97	\$ 3,142.62	\$ 3,142.62	\$ 3,142.62	
DAILY	\$ 139.05	\$ 146.00	\$ 153.30	\$ 153.30	\$ 153.30	
HOURLY	\$ 18.54	\$ 19.47	\$ 20.44	\$ 20.44	\$ 20.44	
<b>Range 08</b>						
ANNUAL	\$ 29,934.76	\$ 31,431.50	\$ 33,003.07	\$ 33,003.07	\$ 33,003.07	
MONTHLY	\$ 2,993.48	\$ 3,143.15	\$ 3,300.31	\$ 3,300.31	\$ 3,300.31	
DAILY	\$ 146.02	\$ 153.32	\$ 160.99	\$ 160.99	\$ 160.99	
HOURLY	\$ 19.47	\$ 20.44	\$ 21.47	\$ 21.47	\$ 21.47	

NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved minimum wage increase eff. March 2, 2015

Revision:



OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JUNE 30, 2015					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 21,951.17	\$ 23,046.56	\$ 24,196.17	\$ 25,400.02	\$ 26,690.62
MONTHLY	\$ 1,829.26	\$ 1,920.55	\$ 2,016.35	\$ 2,116.67	\$ 2,224.22
DAILY	\$ 108.67	\$ 114.09	\$ 119.78	\$ 125.74	\$ 132.13
HOURLY	\$ 14.49	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.62

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times) the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 2.5% on 08/12/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JUNE 30, 2015

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 23,048.72	\$ 24,198.88	\$ 25,405.99	\$ 26,670.03	\$ 28,025.15	\$ 29,426.40	\$ 30,897.73	\$ 32,442.61
MONTHLY	\$ 1,920.73	\$ 2,016.57	\$ 2,117.17	\$ 2,222.50	\$ 2,335.43	\$ 2,452.20	\$ 2,574.81	\$ 2,703.55
DAILY	\$ 114.10	\$ 119.80	\$ 125.77	\$ 132.03	\$ 138.74	\$ 145.68	\$ 152.96	\$ 160.61
HOURLY	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.50	\$ 19.42	\$ 20.39	\$ 21.41
<b>Range 02</b>								
ANNUAL	\$ 23,970.67	\$ 25,166.84	\$ 26,422.22	\$ 27,736.82	\$ 29,146.15	\$ 30,603.47	\$ 32,133.64	\$ 33,740.31
MONTHLY	\$ 1,997.56	\$ 2,097.24	\$ 2,201.85	\$ 2,311.40	\$ 2,428.85	\$ 2,550.29	\$ 2,677.80	\$ 2,811.69
DAILY	\$ 118.67	\$ 124.59	\$ 130.80	\$ 137.31	\$ 144.29	\$ 151.50	\$ 159.08	\$ 167.03
HOURLY	\$ 15.82	\$ 16.61	\$ 17.44	\$ 18.31	\$ 19.24	\$ 20.20	\$ 21.21	\$ 22.27
<b>Range 03</b>								
ANNUAL	\$ 24,929.50	\$ 26,173.51	\$ 27,479.11	\$ 28,846.29	\$ 30,312.00	\$ 31,827.60	\$ 33,418.98	\$ 35,089.93
MONTHLY	\$ 2,077.46	\$ 2,181.13	\$ 2,289.93	\$ 2,403.86	\$ 2,526.00	\$ 2,652.30	\$ 2,784.91	\$ 2,924.16
DAILY	\$ 123.41	\$ 129.57	\$ 136.04	\$ 142.80	\$ 150.06	\$ 157.56	\$ 165.44	\$ 173.71
HOURLY	\$ 16.46	\$ 17.28	\$ 18.14	\$ 19.04	\$ 20.01	\$ 21.01	\$ 22.06	\$ 23.16
<b>Range 04</b>								
ANNUAL	\$ 25,926.67	\$ 27,220.45	\$ 28,578.27	\$ 30,000.14	\$ 31,524.48	\$ 33,100.70	\$ 34,755.74	\$ 36,493.52
MONTHLY	\$ 2,160.56	\$ 2,268.37	\$ 2,381.52	\$ 2,500.01	\$ 2,627.04	\$ 2,758.39	\$ 2,896.31	\$ 3,041.13
DAILY	\$ 128.35	\$ 134.75	\$ 141.48	\$ 148.52	\$ 156.06	\$ 163.86	\$ 172.06	\$ 180.66
HOURLY	\$ 17.11	\$ 17.97	\$ 18.86	\$ 19.80	\$ 20.81	\$ 21.85	\$ 22.94	\$ 24.09
<b>Range 05</b>								
ANNUAL	\$ 26,963.74	\$ 28,309.26	\$ 29,721.40	\$ 31,200.15	\$ 32,785.46	\$ 34,424.73	\$ 36,145.97	\$ 37,953.27
MONTHLY	\$ 2,246.98	\$ 2,359.11	\$ 2,476.78	\$ 2,600.01	\$ 2,732.12	\$ 2,868.73	\$ 3,012.16	\$ 3,162.77
DAILY	\$ 133.48	\$ 140.14	\$ 147.14	\$ 154.46	\$ 162.30	\$ 170.42	\$ 178.94	\$ 187.89
HOURLY	\$ 17.80	\$ 18.69	\$ 19.62	\$ 20.59	\$ 21.64	\$ 22.72	\$ 23.86	\$ 25.05

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

**Paraeducator Stipends (Determined Annually by Assignment)**

Specialized Medical Procedures	Add an additional 5% pay to each step of the salary range
Lead Paraeducator	Add an additional 5% pay to each step of the salary range
Bilingual (Biliterate)	Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 2.5% on 08/12/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JUNE 30, 2015					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>					
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 20,329.18	\$ 21,346.40	\$ 22,413.28	\$ 22,413.28	\$ 22,413.28
<b>MONTHLY</b>	\$ 2,032.92	\$ 2,134.64	\$ 2,241.33	\$ 2,241.33	\$ 2,241.33
<b>DAILY</b>	\$ 100.64	\$ 105.68	\$ 110.96	\$ 110.96	\$ 110.96
<b>HOURLY</b>	\$ 13.42	\$ 14.09	\$ 14.79	\$ 14.79	\$ 14.79
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>					
<b>Range 03</b>					
<b>ANNUAL</b>	\$ 22,633.02	\$ 23,764.99	\$ 24,951.50	\$ 24,951.50	\$ 24,951.50
<b>MONTHLY</b>	\$ 2,263.30	\$ 2,376.50	\$ 2,495.15	\$ 2,495.15	\$ 2,495.15
<b>DAILY</b>	\$ 110.95	\$ 116.50	\$ 122.31	\$ 122.31	\$ 122.31
<b>HOURLY</b>	\$ 14.79	\$ 15.53	\$ 16.31	\$ 16.31	\$ 16.31

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2.5% on 08/12/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JUNE 30, 2015					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 25,074.65	\$ 26,328.39	\$ 27,644.81	\$ 27,644.81	\$ 27,644.81
MONTHLY	\$ 2,507.47	\$ 2,632.84	\$ 2,764.48	\$ 2,764.48	\$ 2,764.48
DAILY	\$ 122.32	\$ 128.43	\$ 134.85	\$ 134.85	\$ 134.85
HOURLY	\$ 16.31	\$ 17.12	\$ 17.98	\$ 17.98	\$ 17.98
<b>Range 04</b>					
ANNUAL	\$ 26,354.41	\$ 27,672.13	\$ 29,055.74	\$ 29,055.74	\$ 29,055.74
MONTHLY	\$ 2,635.44	\$ 2,767.21	\$ 2,905.57	\$ 2,905.57	\$ 2,905.57
DAILY	\$ 128.56	\$ 134.99	\$ 141.74	\$ 141.74	\$ 141.74
HOURLY	\$ 17.14	\$ 18.00	\$ 18.90	\$ 18.90	\$ 18.90
<b>Range 05</b>					
ANNUAL	\$ 27,666.71	\$ 29,050.05	\$ 30,502.55	\$ 30,502.55	\$ 30,502.55
MONTHLY	\$ 2,766.67	\$ 2,905.00	\$ 3,050.25	\$ 3,050.25	\$ 3,050.25
DAILY	\$ 134.96	\$ 141.71	\$ 148.79	\$ 148.79	\$ 148.79
HOURLY	\$ 17.99	\$ 18.89	\$ 19.84	\$ 19.84	\$ 19.84
<b>Range 06</b>					
ANNUAL	\$ 29,044.08	\$ 30,496.28	\$ 32,021.10	\$ 32,021.10	\$ 32,021.10
MONTHLY	\$ 2,904.41	\$ 3,049.63	\$ 3,202.11	\$ 3,202.11	\$ 3,202.11
DAILY	\$ 141.68	\$ 148.76	\$ 156.20	\$ 156.20	\$ 156.20
HOURLY	\$ 18.89	\$ 19.83	\$ 20.83	\$ 20.83	\$ 20.83
<b>Range 07</b>					
ANNUAL	\$ 30,475.68	\$ 31,999.46	\$ 33,599.44	\$ 33,599.44	\$ 33,599.44
MONTHLY	\$ 3,047.57	\$ 3,199.95	\$ 3,359.94	\$ 3,359.94	\$ 3,359.94
DAILY	\$ 148.66	\$ 156.09	\$ 163.90	\$ 163.90	\$ 163.90
HOURLY	\$ 19.82	\$ 20.81	\$ 21.85	\$ 21.85	\$ 21.85
<b>Range 08</b>					
ANNUAL	\$ 32,004.88	\$ 33,605.13	\$ 35,285.38	\$ 35,285.38	\$ 35,285.38
MONTHLY	\$ 3,200.49	\$ 3,360.51	\$ 3,528.54	\$ 3,528.54	\$ 3,528.54
DAILY	\$ 156.12	\$ 163.93	\$ 172.12	\$ 172.12	\$ 172.12
HOURLY	\$ 20.82	\$ 21.86	\$ 22.95	\$ 22.95	\$ 22.95

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2.5% on 08/12/2015 eff. 06/30/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
AFSCME					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JULY 1, 2015					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 22,537.86	\$ 23,662.53	\$ 24,842.87	\$ 26,078.89	\$ 27,403.99
MONTHLY	\$ 1,878.16	\$ 1,971.88	\$ 2,070.24	\$ 2,173.24	\$ 2,283.67
DAILY	\$ 111.57	\$ 117.14	\$ 122.98	\$ 129.10	\$ 135.66
HOURLY	\$ 14.88	\$ 15.62	\$ 16.40	\$ 17.21	\$ 18.09

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 2.67273% on 08/12/2015 eff. 07/01/2015

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JULY 1, 2015

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 23,664.75	\$ 24,845.65	\$ 26,085.02	\$ 27,382.84	\$ 28,774.18	\$ 30,212.89	\$ 31,723.54	\$ 33,309.72
MONTHLY	\$ 2,366.48	\$ 2,484.56	\$ 2,608.50	\$ 2,738.28	\$ 2,877.42	\$ 3,021.29	\$ 3,172.35	\$ 3,330.97
DAILY	\$ 117.15	\$ 123.00	\$ 129.13	\$ 135.56	\$ 142.45	\$ 149.57	\$ 157.05	\$ 164.90
HOURLY	\$ 15.62	\$ 16.40	\$ 17.22	\$ 18.07	\$ 18.99	\$ 19.94	\$ 20.94	\$ 21.99
<b>Range 02 AA</b>								
ANNUAL	\$ 24,611.34	\$ 25,839.48	\$ 27,128.41	\$ 28,478.15	\$ 29,925.15	\$ 31,421.41	\$ 32,992.48	\$ 34,642.10
MONTHLY	\$ 2,461.13	\$ 2,583.95	\$ 2,712.84	\$ 2,847.81	\$ 2,992.52	\$ 3,142.14	\$ 3,299.25	\$ 3,464.21
DAILY	\$ 121.84	\$ 127.92	\$ 134.30	\$ 140.98	\$ 148.14	\$ 155.55	\$ 163.33	\$ 171.50
HOURLY	\$ 16.25	\$ 17.06	\$ 17.91	\$ 18.80	\$ 19.75	\$ 20.74	\$ 21.78	\$ 22.87
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 25,595.79	\$ 26,873.06	\$ 28,213.55	\$ 29,617.27	\$ 31,122.16	\$ 32,678.27	\$ 34,312.17	\$ 36,027.78
MONTHLY	\$ 2,559.58	\$ 2,687.31	\$ 2,821.35	\$ 2,961.73	\$ 3,112.22	\$ 3,267.83	\$ 3,431.22	\$ 3,602.78
DAILY	\$ 126.71	\$ 133.03	\$ 139.67	\$ 146.62	\$ 154.07	\$ 161.77	\$ 169.86	\$ 178.36
HOURLY	\$ 16.89	\$ 17.74	\$ 18.62	\$ 19.55	\$ 20.54	\$ 21.57	\$ 22.65	\$ 23.78
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 26,619.62	\$ 27,947.98	\$ 29,342.09	\$ 30,801.96	\$ 32,367.04	\$ 33,985.39	\$ 35,684.67	\$ 37,468.89
MONTHLY	\$ 2,661.96	\$ 2,794.80	\$ 2,934.21	\$ 3,080.20	\$ 3,236.70	\$ 3,398.54	\$ 3,568.47	\$ 3,746.89
DAILY	\$ 131.78	\$ 138.36	\$ 145.26	\$ 152.48	\$ 160.23	\$ 168.24	\$ 176.66	\$ 185.49
HOURLY	\$ 17.57	\$ 18.45	\$ 19.37	\$ 20.33	\$ 21.36	\$ 22.43	\$ 23.55	\$ 24.73
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 27,684.41	\$ 29,065.89	\$ 30,515.77	\$ 32,034.04	\$ 33,661.73	\$ 35,344.81	\$ 37,112.06	\$ 38,967.66
MONTHLY	\$ 2,768.44	\$ 2,906.59	\$ 3,051.58	\$ 3,203.40	\$ 3,366.17	\$ 3,534.48	\$ 3,711.21	\$ 3,896.77
DAILY	\$ 137.05	\$ 143.89	\$ 151.07	\$ 158.58	\$ 166.64	\$ 174.97	\$ 183.72	\$ 192.91
HOURLY	\$ 18.27	\$ 19.19	\$ 20.14	\$ 21.14	\$ 22.22	\$ 23.33	\$ 24.50	\$ 25.72

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

**Paraeducator Stipends (Determined Annually by Assignment)**

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 2.67273% on 08/12/2015 eff. 07/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JULY 1, 2015					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Periods: 10, Days/Year: 202, Hours/Day: 7.5</b>					
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 20,872.52	\$ 21,916.93	\$ 23,012.33	\$ 23,012.33	\$ 23,012.33
<b>MONTHLY</b>	\$ 2,087.25	\$ 2,191.69	\$ 2,301.23	\$ 2,301.23	\$ 2,301.23
<b>DAILY</b>	\$ 103.33	\$ 108.50	\$ 113.92	\$ 113.92	\$ 113.92
<b>HOURLY</b>	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.19	\$ 15.19
<b>Periods: 10, Days/Year: 204, Hours/Day: 7.5</b>					
<b>Range 03</b>					
<b>ANNUAL</b>	\$ 23,237.94	\$ 24,400.17	\$ 25,618.38	\$ 25,618.38	\$ 25,618.38
<b>MONTHLY</b>	\$ 2,323.79	\$ 2,440.02	\$ 2,561.84	\$ 2,561.84	\$ 2,561.84
<b>DAILY</b>	\$ 113.91	\$ 119.61	\$ 125.58	\$ 125.58	\$ 125.58
<b>HOURLY</b>	\$ 15.19	\$ 15.95	\$ 16.74	\$ 16.74	\$ 16.74

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2.67273% on 08/12/2015 eff. 07/01/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JULY 1, 2015					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 25,744.83	\$ 27,032.07	\$ 28,383.68	\$ 28,383.68	\$ 28,383.68
MONTHLY	\$ 2,574.48	\$ 2,703.21	\$ 2,838.37	\$ 2,838.37	\$ 2,838.37
DAILY	\$ 125.58	\$ 131.86	\$ 138.46	\$ 138.46	\$ 138.46
HOURLY	\$ 16.74	\$ 17.58	\$ 18.46	\$ 18.46	\$ 18.46
<b>Range 04</b>					
ANNUAL	\$ 27,058.79	\$ 28,411.73	\$ 29,832.32	\$ 29,832.32	\$ 29,832.32
MONTHLY	\$ 2,705.88	\$ 2,841.17	\$ 2,983.23	\$ 2,983.23	\$ 2,983.23
DAILY	\$ 131.99	\$ 138.59	\$ 145.52	\$ 145.52	\$ 145.52
HOURLY	\$ 17.60	\$ 18.48	\$ 19.40	\$ 19.40	\$ 19.40
<b>Range 05</b>					
ANNUAL	\$ 28,406.17	\$ 29,826.48	\$ 31,317.80	\$ 31,317.80	\$ 31,317.80
MONTHLY	\$ 2,840.62	\$ 2,982.65	\$ 3,131.78	\$ 3,131.78	\$ 3,131.78
DAILY	\$ 138.57	\$ 145.50	\$ 152.77	\$ 152.77	\$ 152.77
HOURLY	\$ 18.48	\$ 19.40	\$ 20.37	\$ 20.37	\$ 20.37
<b>Range 06</b>					
ANNUAL	\$ 29,820.35	\$ 31,311.37	\$ 32,876.94	\$ 32,876.94	\$ 32,876.94
MONTHLY	\$ 2,982.04	\$ 3,131.14	\$ 3,287.69	\$ 3,287.69	\$ 3,287.69
DAILY	\$ 145.47	\$ 152.74	\$ 160.38	\$ 160.38	\$ 160.38
HOURLY	\$ 19.40	\$ 20.37	\$ 21.38	\$ 21.38	\$ 21.38
<b>Range 07</b>					
ANNUAL	\$ 31,290.21	\$ 32,854.72	\$ 34,497.46	\$ 34,497.46	\$ 34,497.46
MONTHLY	\$ 3,129.02	\$ 3,285.47	\$ 3,449.75	\$ 3,449.75	\$ 3,449.75
DAILY	\$ 152.64	\$ 160.27	\$ 168.28	\$ 168.28	\$ 168.28
HOURLY	\$ 20.35	\$ 21.37	\$ 22.44	\$ 22.44	\$ 22.44
<b>Range 08</b>					
ANNUAL	\$ 32,860.29	\$ 34,503.30	\$ 36,228.46	\$ 36,228.46	\$ 36,228.46
MONTHLY	\$ 3,286.03	\$ 3,450.33	\$ 3,622.85	\$ 3,622.85	\$ 3,622.85
DAILY	\$ 160.29	\$ 168.31	\$ 176.72	\$ 176.72	\$ 176.72
HOURLY	\$ 21.37	\$ 22.44	\$ 23.56	\$ 23.56	\$ 23.56

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 2.67273% on 08/12/2015 eff. 07/01/2015

Revision:



OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JANUARY 1, 2016					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 22,884.94	\$ 24,026.93	\$ 25,225.45	\$ 26,480.50	\$ 27,826.01
MONTHLY	\$ 2,288.49	\$ 2,402.69	\$ 2,522.54	\$ 2,648.05	\$ 2,782.60
DAILY	\$ 113.29	\$ 118.95	\$ 124.88	\$ 131.09	\$ 137.75
HOURLY	\$ 15.11	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.37

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 1.54% on 08/12/2015 eff. 01/01/2016

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JANUARY 1, 2016

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 24,029.19	\$ 25,228.27	\$ 26,486.73	\$ 27,804.54	\$ 29,217.30	\$ 30,678.17	\$ 32,212.08	\$ 33,822.69
MONTHLY	\$ 2,402.92	\$ 2,522.83	\$ 2,648.67	\$ 2,780.45	\$ 2,921.73	\$ 3,067.82	\$ 3,221.21	\$ 3,382.27
DAILY	\$ 118.96	\$ 124.89	\$ 131.12	\$ 137.65	\$ 144.64	\$ 151.87	\$ 159.47	\$ 167.44
HOURLY	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.29	\$ 20.25	\$ 21.26	\$ 22.33
<b>Range 02 AA</b>								
ANNUAL	\$ 24,990.35	\$ 26,237.41	\$ 27,546.19	\$ 28,916.71	\$ 30,386.00	\$ 31,905.30	\$ 33,500.57	\$ 35,175.59
MONTHLY	\$ 2,499.04	\$ 2,623.74	\$ 2,754.62	\$ 2,891.67	\$ 3,038.60	\$ 3,190.53	\$ 3,350.06	\$ 3,517.56
DAILY	\$ 123.71	\$ 129.89	\$ 136.37	\$ 143.15	\$ 150.43	\$ 157.95	\$ 165.84	\$ 174.14
HOURLY	\$ 16.50	\$ 17.32	\$ 18.18	\$ 19.09	\$ 20.06	\$ 21.06	\$ 22.11	\$ 23.22
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 25,989.97	\$ 27,286.90	\$ 28,648.04	\$ 30,073.38	\$ 31,601.44	\$ 33,181.51	\$ 34,840.58	\$ 36,582.61
MONTHLY	\$ 2,599.00	\$ 2,728.69	\$ 2,864.80	\$ 3,007.34	\$ 3,160.14	\$ 3,318.15	\$ 3,484.06	\$ 3,658.26
DAILY	\$ 128.66	\$ 135.08	\$ 141.82	\$ 148.88	\$ 156.44	\$ 164.26	\$ 172.48	\$ 181.10
HOURLY	\$ 17.16	\$ 18.01	\$ 18.91	\$ 19.85	\$ 20.86	\$ 21.90	\$ 23.00	\$ 24.15
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 27,029.57	\$ 28,378.37	\$ 29,793.96	\$ 31,276.31	\$ 32,865.49	\$ 34,508.77	\$ 36,234.21	\$ 38,045.92
MONTHLY	\$ 2,702.96	\$ 2,837.84	\$ 2,979.40	\$ 3,127.63	\$ 3,286.55	\$ 3,450.88	\$ 3,623.42	\$ 3,804.59
DAILY	\$ 133.81	\$ 140.49	\$ 147.49	\$ 154.83	\$ 162.70	\$ 170.84	\$ 179.38	\$ 188.35
HOURLY	\$ 17.84	\$ 18.73	\$ 19.67	\$ 20.64	\$ 21.69	\$ 22.78	\$ 23.92	\$ 25.11
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 28,110.75	\$ 29,513.51	\$ 30,985.72	\$ 32,527.37	\$ 34,180.12	\$ 35,889.12	\$ 37,683.58	\$ 39,567.76
MONTHLY	\$ 2,811.08	\$ 2,951.35	\$ 3,098.57	\$ 3,252.74	\$ 3,418.01	\$ 3,588.91	\$ 3,768.36	\$ 3,956.78
DAILY	\$ 139.16	\$ 146.11	\$ 153.39	\$ 161.03	\$ 169.21	\$ 177.67	\$ 186.55	\$ 195.88
HOURLY	\$ 18.55	\$ 19.48	\$ 20.45	\$ 21.47	\$ 22.56	\$ 23.69	\$ 24.87	\$ 26.12

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

Paraeducator Stipends (Determined Annually by Assignment)

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 1.54% on 08/12/2015 eff. 01/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JANUARY 1, 2016					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
<b>Range 01</b>					
ANNUAL	\$ 21,193.96	\$ 22,254.45	\$ 23,366.72	\$ 23,366.72	\$ 23,366.72
MONTHLY	\$ 2,119.40	\$ 2,225.45	\$ 2,336.67	\$ 2,336.67	\$ 2,336.67
DAILY	\$ 104.92	\$ 110.17	\$ 115.68	\$ 115.68	\$ 115.68
HOURLY	\$ 13.99	\$ 14.69	\$ 15.42	\$ 15.42	\$ 15.42
Periods: 10, Days/Year: 204, Hours/Day: 7.5					
<b>Range 03</b>					
ANNUAL	\$ 23,595.80	\$ 24,775.93	\$ 26,012.91	\$ 26,012.91	\$ 26,012.91
MONTHLY	\$ 2,359.58	\$ 2,477.59	\$ 2,601.29	\$ 2,601.29	\$ 2,601.29
DAILY	\$ 115.67	\$ 121.45	\$ 127.51	\$ 127.51	\$ 127.51
HOURLY	\$ 15.42	\$ 16.19	\$ 17.00	\$ 17.00	\$ 17.00

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1.54% on 08/12/2015 eff. 01/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 5/17/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JANUARY 1, 2016					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 26,141.30	\$ 27,448.37	\$ 28,820.79	\$ 28,820.79	\$ 28,820.79
MONTHLY	\$ 2,614.13	\$ 2,744.84	\$ 2,882.08	\$ 2,882.08	\$ 2,882.08
DAILY	\$ 127.52	\$ 133.89	\$ 140.59	\$ 140.59	\$ 140.59
HOURLY	\$ 17.00	\$ 17.85	\$ 18.75	\$ 18.75	\$ 18.75
<b>Range 04</b>					
ANNUAL	\$ 27,475.50	\$ 28,849.28	\$ 30,291.74	\$ 30,291.74	\$ 30,291.74
MONTHLY	\$ 2,747.55	\$ 2,884.93	\$ 3,029.17	\$ 3,029.17	\$ 3,029.17
DAILY	\$ 134.03	\$ 140.73	\$ 147.76	\$ 147.76	\$ 147.76
HOURLY	\$ 17.87	\$ 18.76	\$ 19.70	\$ 19.70	\$ 19.70
<b>Range 05</b>					
ANNUAL	\$ 28,843.62	\$ 30,285.81	\$ 31,800.09	\$ 31,800.09	\$ 31,800.09
MONTHLY	\$ 2,884.36	\$ 3,028.58	\$ 3,180.01	\$ 3,180.01	\$ 3,180.01
DAILY	\$ 140.70	\$ 147.74	\$ 155.12	\$ 155.12	\$ 155.12
HOURLY	\$ 18.76	\$ 19.70	\$ 20.68	\$ 20.68	\$ 20.68
<b>Range 06</b>					
ANNUAL	\$ 30,279.59	\$ 31,793.56	\$ 33,383.24	\$ 33,383.24	\$ 33,383.24
MONTHLY	\$ 3,027.96	\$ 3,179.36	\$ 3,338.32	\$ 3,338.32	\$ 3,338.32
DAILY	\$ 147.71	\$ 155.09	\$ 162.85	\$ 162.85	\$ 162.85
HOURLY	\$ 19.69	\$ 20.68	\$ 21.71	\$ 21.71	\$ 21.71
<b>Range 07</b>					
ANNUAL	\$ 31,772.08	\$ 33,360.68	\$ 35,028.72	\$ 35,028.72	\$ 35,028.72
MONTHLY	\$ 3,177.21	\$ 3,336.07	\$ 3,502.87	\$ 3,502.87	\$ 3,502.87
DAILY	\$ 154.99	\$ 162.74	\$ 170.87	\$ 170.87	\$ 170.87
HOURLY	\$ 20.66	\$ 21.70	\$ 22.78	\$ 22.78	\$ 22.78
<b>Range 08</b>					
ANNUAL	\$ 33,366.33	\$ 35,034.65	\$ 36,786.38	\$ 36,786.38	\$ 36,786.38
MONTHLY	\$ 3,336.63	\$ 3,503.47	\$ 3,678.64	\$ 3,678.64	\$ 3,678.64
DAILY	\$ 162.76	\$ 170.90	\$ 179.45	\$ 179.45	\$ 179.45
HOURLY	\$ 21.70	\$ 22.79	\$ 23.93	\$ 23.93	\$ 23.93

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY**

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 1.54% on 08/12/2015 eff. 01/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JULY 1, 2016					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 23,587.51	\$ 24,764.56	\$ 25,999.87	\$ 27,293.45	\$ 28,680.27
MONTHLY	\$ 2,358.75	\$ 2,476.46	\$ 2,599.99	\$ 2,729.35	\$ 2,868.03
DAILY	\$ 116.77	\$ 122.60	\$ 128.71	\$ 135.12	\$ 141.98
HOURLY	\$ 15.57	\$ 16.35	\$ 17.16	\$ 18.02	\$ 18.93

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of 3.07% on 08/12/2015 eff. 07/01/2016

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JULY 1, 2016

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 24,766.89	\$ 26,002.78	\$ 27,299.87	\$ 28,658.14	\$ 30,114.28	\$ 31,619.99	\$ 33,200.99	\$ 34,861.04
MONTHLY	\$ 2,476.69	\$ 2,600.28	\$ 2,729.99	\$ 2,865.81	\$ 3,011.43	\$ 3,162.00	\$ 3,320.10	\$ 3,486.10
DAILY	\$ 122.61	\$ 128.73	\$ 135.15	\$ 141.87	\$ 149.08	\$ 156.53	\$ 164.36	\$ 172.58
HOURLY	\$ 16.35	\$ 17.16	\$ 18.02	\$ 18.92	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
<b>Range 02 AA</b>								
ANNUAL	\$ 25,757.56	\$ 27,042.89	\$ 28,391.86	\$ 29,804.45	\$ 31,318.85	\$ 32,884.80	\$ 34,529.04	\$ 36,255.48
MONTHLY	\$ 2,575.76	\$ 2,704.29	\$ 2,839.19	\$ 2,980.45	\$ 3,131.88	\$ 3,288.48	\$ 3,452.90	\$ 3,625.55
DAILY	\$ 127.51	\$ 133.88	\$ 140.55	\$ 147.55	\$ 155.04	\$ 162.80	\$ 170.94	\$ 179.48
HOURLY	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.67	\$ 20.67	\$ 21.71	\$ 22.79	\$ 23.93
<b>Range 03 AA+15 Units</b>								
ANNUAL	\$ 26,787.86	\$ 28,124.61	\$ 29,527.53	\$ 30,996.63	\$ 32,571.61	\$ 34,200.19	\$ 35,910.19	\$ 37,705.70
MONTHLY	\$ 2,678.79	\$ 2,812.46	\$ 2,952.75	\$ 3,099.66	\$ 3,257.16	\$ 3,420.02	\$ 3,591.02	\$ 3,770.57
DAILY	\$ 132.61	\$ 139.23	\$ 146.18	\$ 153.45	\$ 161.25	\$ 169.31	\$ 177.77	\$ 186.66
HOURLY	\$ 17.68	\$ 18.56	\$ 19.49	\$ 20.46	\$ 21.50	\$ 22.57	\$ 23.70	\$ 24.89
<b>Range 04 AA+30 Units</b>								
ANNUAL	\$ 27,859.37	\$ 29,249.59	\$ 30,708.64	\$ 32,236.50	\$ 33,874.46	\$ 35,568.19	\$ 37,346.60	\$ 39,213.93
MONTHLY	\$ 2,785.94	\$ 2,924.96	\$ 3,070.86	\$ 3,223.65	\$ 3,387.45	\$ 3,556.82	\$ 3,734.66	\$ 3,921.39
DAILY	\$ 137.92	\$ 144.80	\$ 152.02	\$ 159.59	\$ 167.70	\$ 176.08	\$ 184.88	\$ 194.13
HOURLY	\$ 18.39	\$ 19.31	\$ 20.27	\$ 21.28	\$ 22.36	\$ 23.48	\$ 24.65	\$ 25.88
<b>Range 05 AA+45 Units</b>								
ANNUAL	\$ 28,973.75	\$ 30,419.57	\$ 31,936.98	\$ 33,525.96	\$ 35,229.45	\$ 36,990.92	\$ 38,840.47	\$ 40,782.49
MONTHLY	\$ 2,897.38	\$ 3,041.96	\$ 3,193.70	\$ 3,352.60	\$ 3,522.94	\$ 3,699.09	\$ 3,884.05	\$ 4,078.25
DAILY	\$ 143.43	\$ 150.59	\$ 158.10	\$ 165.97	\$ 174.40	\$ 183.12	\$ 192.28	\$ 201.89
HOURLY	\$ 19.12	\$ 20.08	\$ 21.08	\$ 22.13	\$ 23.25	\$ 24.42	\$ 25.64	\$ 26.92

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

Paraeducator Stipends (Determined Annually by Assignment)

- Specialized Medical Procedures Add an additional 5% pay to each step of the salary range
- Lead Paraeducator Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate) Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of 3.07% on 08/12/2015 eff. 07/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JULY 1, 2016					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
<b>Range 01</b>					
ANNUAL	\$ 21,844.62	\$ 22,937.66	\$ 24,084.08	\$ 24,084.08	\$ 24,084.08
MONTHLY	\$ 2,184.46	\$ 2,293.77	\$ 2,408.41	\$ 2,408.41	\$ 2,408.41
DAILY	\$ 108.14	\$ 113.55	\$ 119.23	\$ 119.23	\$ 119.23
HOURLY	\$ 14.42	\$ 15.14	\$ 15.90	\$ 15.90	\$ 15.90
Periods: 10, Days/Year: 204, Hours/Day: 7.5					
<b>Range 03</b>					
ANNUAL	\$ 24,320.19	\$ 25,536.55	\$ 26,811.50	\$ 26,811.50	\$ 26,811.50
MONTHLY	\$ 2,432.02	\$ 2,553.66	\$ 2,681.15	\$ 2,681.15	\$ 2,681.15
DAILY	\$ 119.22	\$ 125.18	\$ 131.43	\$ 131.43	\$ 131.43
HOURLY	\$ 15.90	\$ 16.69	\$ 17.52	\$ 17.52	\$ 17.52

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 3.07% on 08/12/2015 eff. 07/01/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JULY 1, 2016					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 26,943.84	\$ 28,291.03	\$ 29,705.58	\$ 29,705.58	\$ 29,705.58
MONTHLY	\$ 2,694.38	\$ 2,829.10	\$ 2,970.56	\$ 2,970.56	\$ 2,970.56
DAILY	\$ 131.43	\$ 138.01	\$ 144.91	\$ 144.91	\$ 144.91
HOURLY	\$ 17.52	\$ 18.40	\$ 19.32	\$ 19.32	\$ 19.32
<b>Range 04</b>					
ANNUAL	\$ 28,319.00	\$ 29,734.95	\$ 31,221.69	\$ 31,221.69	\$ 31,221.69
MONTHLY	\$ 2,831.90	\$ 2,973.49	\$ 3,122.17	\$ 3,122.17	\$ 3,122.17
DAILY	\$ 138.14	\$ 145.05	\$ 152.30	\$ 152.30	\$ 152.30
HOURLY	\$ 18.42	\$ 19.34	\$ 20.31	\$ 20.31	\$ 20.31
<b>Range 05</b>					
ANNUAL	\$ 29,729.12	\$ 31,215.58	\$ 32,776.35	\$ 32,776.35	\$ 32,776.35
MONTHLY	\$ 2,972.91	\$ 3,121.56	\$ 3,277.64	\$ 3,277.64	\$ 3,277.64
DAILY	\$ 145.02	\$ 152.27	\$ 159.88	\$ 159.88	\$ 159.88
HOURLY	\$ 19.34	\$ 20.30	\$ 21.32	\$ 21.32	\$ 21.32
<b>Range 06</b>					
ANNUAL	\$ 31,209.17	\$ 32,769.62	\$ 34,408.11	\$ 34,408.11	\$ 34,408.11
MONTHLY	\$ 3,120.92	\$ 3,276.96	\$ 3,440.81	\$ 3,440.81	\$ 3,440.81
DAILY	\$ 152.24	\$ 159.85	\$ 167.84	\$ 167.84	\$ 167.84
HOURLY	\$ 20.30	\$ 21.31	\$ 22.38	\$ 22.38	\$ 22.38
<b>Range 07</b>					
ANNUAL	\$ 32,747.48	\$ 34,384.85	\$ 36,104.10	\$ 36,104.10	\$ 36,104.10
MONTHLY	\$ 3,274.75	\$ 3,438.49	\$ 3,610.41	\$ 3,610.41	\$ 3,610.41
DAILY	\$ 159.74	\$ 167.73	\$ 176.12	\$ 176.12	\$ 176.12
HOURLY	\$ 21.30	\$ 22.36	\$ 23.48	\$ 23.48	\$ 23.48
<b>Range 08</b>					
ANNUAL	\$ 34,390.68	\$ 36,110.22	\$ 37,915.72	\$ 37,915.72	\$ 37,915.72
MONTHLY	\$ 3,439.07	\$ 3,611.02	\$ 3,791.57	\$ 3,791.57	\$ 3,791.57
DAILY	\$ 167.76	\$ 176.15	\$ 184.95	\$ 184.95	\$ 184.95
HOURLY	\$ 22.37	\$ 23.49	\$ 24.66	\$ 24.66	\$ 24.66

NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of 3.07% on 08/12/2015 eff. 07/01/2016

Revision:



OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/11/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE CENTRAL KITCHEN MGR I					
EFFECTIVE JULY 1, 2016					
Periods: 12, Days/Year: 205, Hours/Day: 7.5					
CKM2	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 39,823.55	\$ 41,814.72	\$ 43,905.46	\$ 46,100.73	\$ 48,405.76
<b>MONTHLY</b>	\$ 3,318.63	\$ 3,484.56	\$ 3,658.79	\$ 3,841.73	\$ 4,033.81
<b>DAILY</b>	\$ 152.58	\$ 160.21	\$ 168.22	\$ 176.63	\$ 236.13
<b>HOURLY</b>	\$ 20.34	\$ 21.36	\$ 22.43	\$ 23.55	\$ 31.48

Board approved increase of 3.07% on August 12, 2015 eff. July 1, 2016

Revision

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/11/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE CENTRAL KITCHEN MGR II					
EFFECTIVE JULY 1, 2016					
Periods: 12, Days/Year: 261, Hours/Day: 7.5					
CKM2	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 53,244.34	\$ 55,906.56	\$ 58,701.88	\$ 61,636.97	\$ 64,718.83
<b>MONTHLY</b>	\$ 4,437.03	\$ 4,658.88	\$ 4,891.82	\$ 5,136.41	\$ 5,393.24
<b>DAILY</b>	\$ 204.00	\$ 214.20	\$ 224.91	\$ 236.16	\$ 247.96
<b>HOURLY</b>	\$ 27.20	\$ 28.56	\$ 29.99	\$ 31.49	\$ 33.06

Board approved increase of 3.07% on August 12, 2015 eff. July 1, 2016

Revision

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/26/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE SPECIAL ED (PARA) AND CUSTODIAL HEALTH AIDE					
EFFECTIVE JANUARY 1, 2017					
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
AIDE	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
ANNUAL	\$ 23,665.35	\$ 24,846.28	\$ 26,085.67	\$ 27,383.52	\$ 28,774.91
MONTHLY	\$ 2,366.53	\$ 2,484.63	\$ 2,608.57	\$ 2,738.35	\$ 2,877.49
DAILY	\$ 117.16	\$ 123.00	\$ 129.14	\$ 135.56	\$ 142.45
HOURLY	\$ 15.62	\$ 16.40	\$ 17.22	\$ 18.07	\$ 18.99

Salary rates for Aide, Special Education (PARA) AND CUSTODIAL HEALTH AIDE are based on 7.5 hours per day for 202 days per year including 13 holidays and 8 vacation days.

The first salary increase for all employees placed on steps 1-3 will be after six(6) full calendar months of active service. After that increase, employees will receive one step increase annually until last step is reached.

Special Rates associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Shift Differential: Lead Aide, Special Education shall receive \$15.24 per month during winter, spring and summer recess periods.

A full-time employee whose regular work assignment begins at or after 12:00 noon shall receive a paid lunch not to exceed 30 minutes (in lieu or shift differential).

A full-time employee whose regular work assignment begins after 10:00 p.m. and prior to 3:00 a.m. shall receive a paid lunch not to exceed 30 minutes, plus an additional \$2.55 per day.

Assuming responsibility for the classroom beyond 2 hours: One designated Aide will be compensated at the rate of one-and-one-half (1 1/2 times)the Aide's regular rate. Designation of Aides for assuming this responsibility will be on a rotating basis.

Stipends associated ONLY with the position AIDE, SPECIAL EDUCATION (PARA):

Aide Special Medical Procedure (CDH 1788, 5%)

Aide Special Education Certificate (CDH 1789, 5%)

Floater Aide, Special Education (CDH 1831, 5%)

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) [No longer available, used for grandfathering purposes only]

Lead Aide (CDH 1781, \$182.88 annual amount)

Board approved increase of .33% on 08/12/2015 eff. 01/01/2017

Revision:

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE PARA EDUCATOR I

EFFECTIVE JANUARY 1, 2017

Periods: 10, Days/Year: 202, Hours/Day: 7.5

PAR1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Range 01</b>								
ANNUAL	\$ 24,848.62	\$ 26,088.59	\$ 27,389.96	\$ 28,752.71	\$ 30,213.65	\$ 31,724.33	\$ 33,310.56	\$ 34,976.08
MONTHLY	\$ 2,484.86	\$ 2,608.86	\$ 2,739.00	\$ 2,875.27	\$ 3,021.37	\$ 3,172.43	\$ 3,331.06	\$ 3,497.61
DAILY	\$ 123.01	\$ 129.15	\$ 135.59	\$ 142.34	\$ 149.57	\$ 157.05	\$ 164.90	\$ 173.15
HOURLY	\$ 16.40	\$ 17.22	\$ 18.08	\$ 18.98	\$ 19.94	\$ 20.94	\$ 21.99	\$ 23.09
<b>Range 02</b>								
ANNUAL	\$ 25,842.56	\$ 27,132.14	\$ 28,485.55	\$ 29,902.81	\$ 31,422.20	\$ 32,993.31	\$ 34,642.98	\$ 36,375.12
MONTHLY	\$ 2,584.26	\$ 2,713.21	\$ 2,848.55	\$ 2,990.28	\$ 3,142.22	\$ 3,299.33	\$ 3,464.30	\$ 3,637.51
DAILY	\$ 127.93	\$ 134.32	\$ 141.02	\$ 148.03	\$ 155.56	\$ 163.33	\$ 171.50	\$ 180.07
HOURLY	\$ 17.06	\$ 17.91	\$ 18.80	\$ 19.74	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01
<b>Range 03</b>								
ANNUAL	\$ 26,876.26	\$ 28,217.42	\$ 29,624.97	\$ 31,098.92	\$ 32,679.09	\$ 34,313.05	\$ 36,028.69	\$ 37,830.13
MONTHLY	\$ 2,687.63	\$ 2,821.74	\$ 2,962.50	\$ 3,109.89	\$ 3,267.91	\$ 3,431.30	\$ 3,602.87	\$ 3,783.01
DAILY	\$ 133.05	\$ 139.69	\$ 146.66	\$ 153.96	\$ 161.78	\$ 169.87	\$ 178.36	\$ 187.28
HOURLY	\$ 17.74	\$ 18.63	\$ 19.55	\$ 20.53	\$ 21.57	\$ 22.65	\$ 23.78	\$ 24.97
<b>Range 04</b>								
ANNUAL	\$ 27,951.31	\$ 29,346.11	\$ 30,809.97	\$ 32,342.88	\$ 33,986.25	\$ 35,685.56	\$ 37,469.84	\$ 39,343.33
MONTHLY	\$ 2,795.13	\$ 2,934.61	\$ 3,081.00	\$ 3,234.29	\$ 3,398.62	\$ 3,568.56	\$ 3,746.98	\$ 3,934.33
DAILY	\$ 138.37	\$ 145.28	\$ 152.52	\$ 160.11	\$ 168.25	\$ 176.66	\$ 185.49	\$ 194.77
HOURLY	\$ 18.45	\$ 19.37	\$ 20.34	\$ 21.35	\$ 22.43	\$ 23.55	\$ 24.73	\$ 25.97
<b>Range 05</b>								
ANNUAL	\$ 29,069.36	\$ 30,519.96	\$ 32,042.37	\$ 33,636.59	\$ 35,345.70	\$ 37,112.99	\$ 38,968.64	\$ 40,917.07
MONTHLY	\$ 2,906.94	\$ 3,052.00	\$ 3,204.24	\$ 3,363.66	\$ 3,534.57	\$ 3,711.30	\$ 3,896.86	\$ 4,091.71
DAILY	\$ 143.91	\$ 151.09	\$ 158.63	\$ 166.52	\$ 174.98	\$ 183.73	\$ 192.91	\$ 202.56
HOURLY	\$ 19.19	\$ 20.15	\$ 21.15	\$ 22.20	\$ 23.33	\$ 24.50	\$ 25.72	\$ 27.01

Salary rates for ParaEducator are based on 7.5 hours per day or 202 days per year including 13 holidays and 8 vacation days.

Paraeducator Stipends (Determined Annually by Assignment)

- Specialized Medical Procedures                      Add an additional 5% pay to each step of the salary range
- Lead Paraeducator                                              Add an additional 5% pay to each step of the salary range
- Bilingual (Biliterate)                                              Add an additional \$600.00 per school year

On Track or Community Immersion Program (CIP) (CDH 1776, 5%) (No longer available, used for grandfathering purposes only)

Board approved increase of .33% on 08/12/2015 eff. 01/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 4/5/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICES					
EFFECTIVE JANUARY 1, 2017					
FSA	Step 1	Step 2	Step 3	Step 4	Step 5
Periods: 10, Days/Year: 202, Hours/Day: 7.5					
<b>Range 01</b>					
ANNUAL	\$ 21,916.70	\$ 23,013.36	\$ 24,163.55	\$ 24,163.55	\$ 24,163.55
MONTHLY	\$ 2,191.67	\$ 2,301.34	\$ 2,416.36	\$ 2,416.36	\$ 2,416.36
DAILY	\$ 108.50	\$ 113.93	\$ 119.62	\$ 119.62	\$ 119.62
HOURLY	\$ 14.47	\$ 15.19	\$ 15.95	\$ 15.95	\$ 15.95
Periods: 10, Days/Year: 204, Hours/Day: 7.5					
<b>Range 03</b>					
ANNUAL	\$ 24,400.45	\$ 25,620.82	\$ 26,899.98	\$ 26,899.98	\$ 26,899.98
MONTHLY	\$ 2,440.04	\$ 2,562.08	\$ 2,690.00	\$ 2,690.00	\$ 2,690.00
DAILY	\$ 119.61	\$ 125.59	\$ 131.86	\$ 131.86	\$ 131.86
HOURLY	\$ 15.95	\$ 16.75	\$ 17.58	\$ 17.58	\$ 17.58

FSA I annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 181. The total number of paid days, including holidays and vacation days is 202.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

FSA II, FSA III, FSA Tech annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 183. The total number of paid days, including holidays and vacation days is 204.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

Satellite Lead annual salary is based on the number of work days scheduled for the current year plus 13 holidays and 8 vacation days.

For 1997-98\* the number of scheduled work days is 184. The total number of paid days, including holidays and vacation days is 205.

Vacation days in excess of 8 are paid in the final pay warrant for the school year.

**NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY.**

The first Salary increase For new hires on this salary schedule will be after six(6) full calendar months of active service and attainment of permanent status.

Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of .33% on 08/12/2015 eff. 01/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE FOOD SERVICE MANAGERS					
EFFECTIVE JANUARY 1, 2017					
Periods: 10, Days/Year: 205, Hours/Day: 7.5					
FSMG	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 03</b>					
ANNUAL	\$ 27,032.75	\$ 28,384.39	\$ 29,803.61	\$ 29,803.61	\$ 29,803.61
MONTHLY	\$ 2,703.28	\$ 2,838.44	\$ 2,980.36	\$ 2,980.36	\$ 2,980.36
DAILY	\$ 131.87	\$ 138.46	\$ 145.38	\$ 145.38	\$ 145.38
HOURLY	\$ 17.58	\$ 18.46	\$ 19.38	\$ 19.38	\$ 19.38
<b>Range 04</b>					
ANNUAL	\$ 28,412.45	\$ 29,833.07	\$ 31,324.72	\$ 31,324.72	\$ 31,324.72
MONTHLY	\$ 2,841.24	\$ 2,983.31	\$ 3,132.47	\$ 3,132.47	\$ 3,132.47
DAILY	\$ 138.60	\$ 145.53	\$ 152.80	\$ 152.80	\$ 152.80
HOURLY	\$ 18.48	\$ 19.40	\$ 20.37	\$ 20.37	\$ 20.37
<b>Range 05</b>					
ANNUAL	\$ 29,827.23	\$ 31,318.59	\$ 32,884.52	\$ 32,884.52	\$ 32,884.52
MONTHLY	\$ 2,982.72	\$ 3,131.86	\$ 3,288.45	\$ 3,288.45	\$ 3,288.45
DAILY	\$ 145.50	\$ 152.77	\$ 160.41	\$ 160.41	\$ 160.41
HOURLY	\$ 19.40	\$ 20.37	\$ 21.39	\$ 21.39	\$ 21.39
<b>Range 06</b>					
ANNUAL	\$ 31,312.16	\$ 32,877.76	\$ 34,521.65	\$ 34,521.65	\$ 34,521.65
MONTHLY	\$ 3,131.22	\$ 3,287.78	\$ 3,452.17	\$ 3,452.17	\$ 3,452.17
DAILY	\$ 152.74	\$ 160.38	\$ 168.40	\$ 168.40	\$ 168.40
HOURLY	\$ 20.37	\$ 21.38	\$ 22.45	\$ 22.45	\$ 22.45
<b>Range 07</b>					
ANNUAL	\$ 32,855.55	\$ 34,498.32	\$ 36,223.25	\$ 36,223.25	\$ 36,223.25
MONTHLY	\$ 3,285.56	\$ 3,449.83	\$ 3,622.32	\$ 3,622.32	\$ 3,622.32
DAILY	\$ 160.27	\$ 168.28	\$ 176.70	\$ 176.70	\$ 176.70
HOURLY	\$ 21.37	\$ 22.44	\$ 23.56	\$ 23.56	\$ 23.56
<b>Range 08</b>					
ANNUAL	\$ 34,504.17	\$ 36,229.38	\$ 38,040.84	\$ 38,040.84	\$ 38,040.84
MONTHLY	\$ 3,450.42	\$ 3,622.94	\$ 3,804.08	\$ 3,804.08	\$ 3,804.08
DAILY	\$ 168.31	\$ 176.73	\$ 185.57	\$ 185.57	\$ 185.57
HOURLY	\$ 22.44	\$ 23.56	\$ 24.74	\$ 24.74	\$ 24.74

NOTE: ALL ANNUAL RATES ARE BASED ON A 7-1/2 HOURS DAY

The first Salary increase For new hires on this salary schedule will be after six (6) full calendar months of active service and attainment of permanent status. Subsequent increases thereafter occur on yearly intervals of active service until top step is reached.

Board approved increase of .33% on 08/12/2015 eff. 01/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/11/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE CENTRAL KITCHEN MGR I					
EFFECTIVE JANUARY 1, 2017					
Periods: 12, Days/Year: 261, Hours/Day: 7.5					
CKM2	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 39,954.97	\$ 41,952.70	\$ 44,050.35	\$ 46,252.86	\$ 48,565.50
<b>MONTHLY</b>	\$ 3,329.58	\$ 3,496.06	\$ 3,670.86	\$ 3,854.41	\$ 4,047.13
<b>DAILY</b>	\$ 153.08	\$ 160.74	\$ 168.78	\$ 177.21	\$ 236.90
<b>HOURLY</b>	\$ 20.41	\$ 21.43	\$ 22.50	\$ 23.63	\$ 31.59

Board approved increase of .33% on August 12, 2015 eff. January 1, 2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 3/11/2019					
HUMAN RESOURCES SERVICES AND SUPPORT					
SALARY SCHEDULE CENTRAL KITCHEN MGR II					
EFFECTIVE JANUARY 1, 2017					
Periods: 12, Days/Year: 261, Hours/Day: 7.5					
CKM2	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Range 01</b>					
<b>ANNUAL</b>	\$ 53,420.05	\$ 56,091.05	\$ 58,895.60	\$ 61,840.38	\$ 64,932.40
<b>MONTHLY</b>	\$ 4,451.67	\$ 4,674.25	\$ 4,907.97	\$ 5,153.36	\$ 5,411.03
<b>DAILY</b>	\$ 204.67	\$ 214.91	\$ 225.65	\$ 236.94	\$ 248.78
<b>HOURLY</b>	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	\$ 33.17

Board approved increase of .33% on August 12, 2015 eff. January 1, 2017

Revision