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OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Memo

To Board of Education

From Tara Gard, Deputy Superintendent, Business & Operations
Jenine Lindsey, General Counsel

Board Meeting Date May 13, 2026

Subject Board of Education of Resolution No. 2026-0019 Approving District Salary Schedules for SEIU Local 1021 unit members and public disclosure of AB 1200 pursuant to AB 1200 and Government Code section 3540.2.

Action Adoption by the Board of Education of Resolution No. 2026-0019 Approving District Salary Schedules for SEIU Local 1021 unit members and public disclosure of AB 1200 pursuant to AB 1200 and Government Code section 3540.2.

Background & Discussion

To ensure District salary schedules comply with applicable California laws and regulations, including California Code of Regulations, title 2, section 570.5(a), and Government Code section 20636(b)(1).

Specifically, OUSD is required to maintain Board-approved salary schedules each time there is a salary increase. The PAR review required that:

- All classification salary schedules adhere to California Code of Regulations section 570.5; and
- All classification salary schedules include effective dates, time base, revisions, positions, and Board approval.

Pursuant to CCR section 570.5, a salary schedule, among other requirements, must:

- Be duly approved and adopted by the employer's governing body in accordance with applicable public meeting 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 applicable time base, including hourly, daily, bi-weekly, monthly, bi-monthly, or annual compensation;
- Be publicly accessible and available for review;
- Include an effective date and dates of revision;
- Be retained and available for public inspection for at least five years; and
- Not reference another document in lieu of disclosing the pay rate.

Government Code section 3547.5 further requires that, before a public school employer enters into a written agreement with an exclusive representative, the major provisions of the agreement and the associated fiscal impacts for the current and subsequent fiscal years be publicly disclosed. Additionally, pursuant to AB 1200 and Government Code section 3540.2, school districts with qualified or negative certifications must provide the county office of education an opportunity to review and comment on the fiscal impact of collective bargaining agreements.

The updated SEIU salary schedules attached to this item incorporate the negotiated compensation increases and are being presented for Board approval to ensure continued compliance with CalPERS reporting requirements, CCR section 570.5, and the Tentative Agreement approved between the District and SEIU Local 1021.

Recommendation

Adoption by the Board of Education of Resolution No. 2026-0019 Approving District Salary Schedules for SEIU Local 1021 unit members and public disclosure of AB 1200 pursuant to AB 1200 and Government Code section 3540.2.

Fiscal Impact

For fiscal impacts, see the AB 1200 Public Disclosures attached

Attachment

SEIU Local 1021 Salary Schedules (OSEA and OCDPA)
AB 1200 Public Disclosure SEIU Tentative Agreement

Alameda County Office of Education - Business Advisory Services

Public Disclosure of Collective Bargaining Agreements
General Instructions

Requirement to Disclose for Public Review:

Assembly Bill 1200 Public Disclosure of Proposed Collective Bargaining Agreements requires local educational agencies to publically disclose the provision of all collective bargaining agreements before entering into a written agreement. Government Code (GC) Section 3547.5 states:

"Before a public school employer enters into a written agreement with an exclusive representative

► Please make the disclosure document available for public review prior to the governing board taking

► If the District would like a formal letter indicating ACOE review, please indicate on the form and provide

► The manner in which the public is made aware of the proposed agreement and its availability for public

Requirement to Submit to ACOE:

► Districts with a qualified or negative certification MUST submit documents to the County Office for

► Within 45 days of adopting a collective bargaining agreement, the superintendent of the school district

► All required documents to be submitted to the County Office with each collective bargaining are

What to Disclose:

► Any time a contract is reopened with an impact on "any area of the existing contract", financial or non-

► If the only change is non-financial and in language only, please describe the agreement in the Narrative

► Please complete separate documents for each collective bargaining agreement, but if more than one

► The District must conduct a fiscal impact analysis of the settlement for ALL FUNDS affected, and

► Attach a copy of the proposed bargaining agreement to each disclosure form. Tentative Agreements submitted to the County Office should be signed by all the necessary and represented parties.

CERTIFICATION FORMS:

Certificate of Affordability

- The **Certificate of Affordability** - Certification of the District's Ability to Afford the costs of a Collective
- The Superintendent's and CBO's certifications are meant to be independent of one another.
- The certifications serve as additional information provided to the board regarding the affordability of the
- The certifications should be accompanied by:
  - The fiscal planning assumptions that are used in making the certification.
  - Any qualifying comments made by the Superintendent and/or CBO that speak to the agreement's
- The absence of a certification signature or a check on the "I am unable to certify" line does not prevent a
- The Alameda County Office of Education (ACOE) will process any payroll adjustments reflected in an agreement, even if the superintendent and/or CBO do not provide certifying signatures. However, the absence of a certification signature or if the "I am unable to certify" box is checked serves as an alert to the ACOE to carefully analyze and review the district's ability to fund the agreement.
- Within 45 days of adopting a collective bargaining agreement, or prior to, or with its next interim report

Certification of Board Action

- The **Certification of Board Action** must be signed by the District Superintendent at the time of public
- After the Governing Board takes action on the proposed agreement, Certification of Board Action must

Alameda County Office of Education - Business Advisory Services

Public Disclosure of Collective Bargaining Agreements
Specific Instructions

* Complete Page 1 for each Bargaining Unit.
* If multiple bargaining unit agreements are settled concurrently, show combined fiscal impact in pages 2-5.
* The MYP should combine the impact of all bargaining units.
* If a settlement results in significant impact to funds other than the General Fund, please provide disclosure (pages 1 - 5) for the other funds.
* Is a Retroactive payroll anticipated? If so, please provide a cashflow with an estimated timeline of when this will impact the District's General Fund cash.

Certificate of Affordability

In Year 1, include the costs associated with any one-time payments in the One-time line and the on-going cost to be incurred in Year 1 in the On-going line.
In Year 2, include any one-time costs to be paid in year 2, and the ongoing cost, above the most recently approved MYP .
In Year 3, include any one-time costs to be paid in year 3, and the ongoing cost, above the most recently approved MYP.
The "Total" line and "Cumulative cost over 3 years" column will be auto-calculated.

e.g.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	600,000	-	-	600,000
On-going	1,000,000	1,015,000	1,030,225	3,045,225

In this example, there is a one-time payment that totals $600,000 in the current year, plus an ongoing increase to the salary schedule that will cost $1,000,000 in the current year. The ongoing increase will cost $1,000,000 + a step and column of an additional 1.5% in year 2. In Year 3, the Year 2 amount is increased by another 1.5%. The Cumulative cost column provides an estimate of the total cost of this settlement over the current and two subsequent years.

Please indicate whether budget revisions will be necessary.

If revisions will be necessary, provide the details in the table below, or, if more detail is needed, in an attachment.

The Certificate of Affordability - Certification of the District's Ability to Afford the costs of a Collective Bargaining Agreement - must be signed by the District Superintendent and Chief Business Official (CBO) at the time of public disclosure. "I hereby certify" or "I am unable to certify" must be checked by both signers.

The Superintendent's and CBO's certifications are meant to be independent of one another.

The certifications serve as additional information provided to the board regarding the affordability of the proposed agreement before the board takes action on the agreement.

The certifications should be accompanied by:
- The fiscal planning assumptions that are used in making the certification.
- Any qualifying comments made by the Superintendent and/or CBO that speak to the agreement's affordability within the context of the district's entire budget.

The absence of a certification signature or a check on the "I am unable to certify" line does not prevent a board from taking action on an agreement. However, if a board approves an agreement missing a certification signature or with the "I am unable to certify" checked, it is still expected to adopt the budget revisions needed to pay for the agreement.

ACOE will process any payroll adjustments reflected in an agreement, even if the superintendent and/or CBO do not provide certifying signatures. However, the absence of a certification signature or if the "I am unable to certify" box is checked serves as an alert to the ACOE to carefully analyze and review the district's ability to fund the agreement.

Within 45 days of adopting a collective bargaining agreement, or prior to, or with its next interim report submission (or budget submission if the agreement is adopted after the submittal of the district's Second Interim Report), whichever comes first, any budget revisions to the school district's current year budget that are necessary to fulfill the terms of the agreement must be forwarded to the ACOE. If a school district does not adopt all of the revisions to its budget needed in the current fiscal year to meet the costs of a collective bargaining agreement, the County Superintendent of Schools is required to issue a qualified or negative certification of the district's next interim report (Ed Code Section 42142).

Page 1: Fiscal Impact

Please fill in highlighted (yellow) cells only. Other cells will automatically calculate.
If a letter is requested from the Alameda County Superintendent to the District Board, please indicate and allow 10 working days.

A. Proposed Changes in Compensation

The purpose of this table is to isolate the various components of a settlement and the timing of when the financial components take effect. Also, it ensures that related costs are reflected in the total cost.

FY - Fill in the Fiscal Year. The "Annual Cost" column and the "Year 1" column are the current fiscal year.

Annual Cost column: Enter the costs for the bargaining unit prior to the proposed agreement. Please use the latest approved budget. If the costs of the settlement are already included in the budget, back-out the settlement costs to indicate the costs prior to settlement.

Year 1, Year 2 and Year 3: Year 1 is current fiscal year. For an on-going agreement that increases the salary schedule in Year 1, the step and column associated with the additional salary should be entered in Year 2 and Year 3. For a multiyear agreement that is implemented over several years, indicate the additional cost in the year the cost goes into effect, i.e., an additional % increase in Year 2 or Year 3..

Line 1: Salary Schedule, including salary increase in first year of implementation, plus step and column on the settlement amount in subsequent years. Report only the cost of salaries excluding statutory and health /welfare benefits.

Line 2: Other Compensation. Report only the cost of “other compensation” provided in the agreement, such as stipends. Exclude statutory and health/welfare benefits.

Line 2a: Description of Other Compensation: Indicate Specific changes in "Other Compensation" for each affected year. E.g., one-time $100 per employee.

Line 3. Statutory Benefits. Report only the cost of statutory benefits associated with the agreement excluding health/welfare benefits.

Line 4. Health/Welfare Benefits. Report only the cost of health/welfare benefits associated with the agreement, excluding the cost of salaries and statutory benefits.

Line 5. Total Cost of Negotiated Settlement - automatically adds lines 1 through 4.

Line 6. Total number of represented employees. Enter the full-time equivalent (FTE) employees for the affected bargaining unit.

Line 7: Total compensation average cost per employee. Automatically calculates average based on total cost and total FTE.

Page 2A: Unrestricted General Fund Revised Budget

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

Column 1: Please input the latest Board-Approved UNRESTRICTED General Fund budget. If the settlement was already included, back out the settlement to show the pre-settlement amounts.

Column 2: Please input the current fiscal year costs of the settlement. This should come from Page 1, Section A. Proposed Change in Compensation, Year 1 column.

Column 3: Please input any other revisions due to the Settlement. If other bargaining unit agreements are pending or recently settled, Column 3 can by used to show the revisions necessary for the other units.

Column 4: Automatically calculated. This column should reflect the current budget, as adjusted for all agreements.

Reserve Requirement: Please input district's reserve percentage in box on page 2A (cell P24)

Data entered on Page 2A and 2B, Unrestricted and Restricted General Fund, will automatically populate page 2C, Combined General Fund as well as the first column (current year) of the Multiyear Projections (MYP), Page 5.

Page 2B: Restricted General Fund Revised Budget

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Column 1: Please input the latest Board-Approved RESTRICTED General Fund budget. If the settlement was already included, back out the settlement to show the pre-settlement amounts.

Column 2: Please input the current fiscal year costs of the settlement. This should come from Page 1, Section A. Proposed Change in Compensation, Year 1 column.

Column 3: Please input any other revisions due to the Settlement. If other bargaining unit agreements are pending or recently settled, then Column 3 can by used to show the revisions necessary for the other units.

Column 4: Automatically calculated. This column should reflect the current budget, as adjusted for all agreements.

Data entered on Page 2A and 2B, Unrestricted and Restricted General Fund, will automatically populate page 2C, Combined General Fund as well as the first column (current year) of the Multiyear Projections (MYP), Page 3.

Page 2C: Combined General Fund Revised Budget

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

This page will self-populated from Page 2A and 2B. HOWEVER, PLEASE REVIEW FOR ACCURACY.

Page 3: Revised Multi-Year Projections

E. Revised MYP Including the Effects of Collective Bargaining

Year 1 will auto-populate from Page 2C Combined General Fund Total New Budget column.

Year 2 & Year 3 - these columns should tie to the most recent Board-approved MYP, with adjustments as needed and identified on the Certificate of Affordability.

Expenditures - Step & Column Adjustment - the salary amount will auto populate from prior year; input the Step & Column estimate for all salaries (including any amount related to the settlement) here.

Expenditures - Settlement-Related Costs (+/-) - for years 2 and Year 3, input any changes related to the settlement here; e.g., reversing a one-time bonus or including an increase that starts in Year 2 or Year 3.

Expenditures - Other Adjustments - staffing changes or other adjustments not directly related to the settlement should be input here. Also, explain these adjustments on Page 3, Funding Source, #17.

F. State Reserve Standard

1.a., b., c. will auto populate from MYP Table above.

2 a. & b. will auto populate from table above.

2 c. & d. - Please INPUT information from Fund 17

3 - Auto-calculates whether reserve has been met. Please provide an explanation if reserve is less than requirement.

4. Please provide a cash flow projection if a retroactive payment is anticipated.

Page 4: Narrative

B. Narrative Description of Agreement

Questions are self-explanatory. Complete this section even if there are is no monetary component to the agreement.

Page 5: Funding Source

C. Source of Funding for Proposed Agreement:

Questions are self-explanatory.

Name of District: Oakland Unified

Name of Bargaining Unit: SEIU Local 1021

Certificated or Classified: Classified

The proposed agreement covers the period beginning: 11/1/2024 (date) and ending: 6/30/2027 (date)

The Governing Board will take action on: 1/28/2025 (date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

A. Proposed Changes in Compensation

	Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement	Annual Cost Prior to Proposed Agreement 2025-26	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only) Year 1 Increase/(Decrease) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1	**Salary Schedule** Increase (Decrease)	$ 430,854,675	$ 4,196,670	$ 2,863,466	$ 733,362
			0.97%	0.66%	0.17%
2	**Step & Column** Increase (Decrease) due to movement plus any changes due to settlement				
			0.00%	0.00%	0.00%
3a	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.				
			0.00%	0.00%	0.00%
3b	**Description of Other Compensation** (Listed on Line 3 above)				
4	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 245,492,228	$ 2,182,268	$ 1,489,002	$ 381,348
			0.89%	0.61%	0.16%
5	**Health/Welfare Increases**				
			0.00%	0.00%	0.00%
6	**Total Cost of Negotiated Settlement** (Add Items 1 through 5 to equal 6)	$ 676,346,903	$ 6,378,938	$ 4,352,468	$ 1,114,710
			0.94%	0.64%	0.16%
7	**Total number of represented Employees** (Use FTEs)	1123.5			
8	**Total Compensation Average Cost per Employee**	$ 602,000	$ -	$ -	$ -
			0.00%	0.00%	0.00%

Name of District: Oakland Unified

Name of Bargaining Unit: SEIU Local 1021

The Governing Board will take action on: 1/28/2025

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement 2025	Column 2 Adjustments as a result of Settlement	Column 3 Other Revisions due to Settlement and/or Other Unit Agreements	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 493,188,357	$ -	$ -	$ 493,188,357
Federal Revenue (8100-8299)	$ -	$ -	$ -	$ -
Other State Revenue (8300-8599)	$ 11,628,096	$ -	$ -	$ 11,628,096
Other Local Revenue (8600-8799)	$ 17,767,555	$ -	$ -	$ 17,767,555
Total Revenues	**$ 522,584,008**	**$ -**	**$ -**	**$ 522,584,008**
Expenditures				
Certificated Salaries (1000-1999)	$ 179,713,479	$ -	$ -	$ 179,713,479
Classified Salaries (2000-2999)	$ 71,475,709	$ 1,770,056	$ -	$ 73,245,765
Employee Benefits (3000-3999)	$ 125,968,312	$ 925,739	$ -	$ 126,894,051
Books and Supplies (4000-4999)	$ 24,767,844	$ (2,695,795)	$ -	$ 22,072,049
Services & Operating Expenses (5000-5999)	$ 66,287,540	$ -	$ -	$ 66,287,540
Capital Outlay (6000-6599)	$ 2,126,326	$ -	$ -	$ 2,126,326
Other Outgo (7100-7299 & 7400-7499)	$ 26,000	$ -	$ -	$ 26,000
Direct Support/Indirect Cost (7300-7399)	$ (13,906,027)	$ -	$ -	$ (13,906,027)
Total Expenditures	**$ 456,459,183**	**$ 0**	**$ -**	**$ 456,459,183**
Operating Surplus (Deficit)	$ 66,124,826	$ (0)	$ -	$ 66,124,825
Other Sources and Transfers In (8910-8979)	$ 15,000	$ -	$ -	$ 15,000
Other Uses and Transfers Out (7610-7699)	$ 3,000,000	$ -	$ -	$ 3,000,000
Contributions (8980-8999)	$ (99,952,014)	$ -	$ -	$ (99,952,014)
Current Year Increase (Decrease) In Fund Balance	**$ (36,812,188)**	**$ (0)**	**$ -**	**$ (36,812,188)**
Beginning Balance	$ 55,845,233			$ 55,845,233
Pr. Year Audit Adj./Restatements (9793-9795)				$ -
Current Year Ending Balance	$ 19,033,045	$ (0)	$ -	$ 19,033,045
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	$ 150,000	$ 150,000	$ 150,000	$ 450,000
Reserved for Economic Uncertainties (9789)	$ 29,431,769.27	$ 0.01	$ -	$ 29,431,769
Designated Amounts (9775-9780)				$ -
Unappropriated Amounts (9790)	$ (10,548,724)	$ (150,000)	$ (150,000)	$ (10,848,724)

Comments (Major changes):

Specific Instructions for:
Public Disclosure of Collective Bargaining Agreement, Page 2A

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

Column 1: Please input the latest Board-Approved UNRESTRICTED General Fund budget. If the settlement was already included, back out the settlement to show the pre-settlement amounts.

Column 2: Please input the current fiscal year costs of the settlement. This should come from Page 1, Section A. Proposed Change in Compensation, Year 1 column.

Column 3: Please input any other revisions due to the Settlement. If other bargaining unit agreements are pending or recently settled, then Column 3 can by used to show the revisions necessary for the other units.

Column 4: Automatically calculated. This column should reflect the current budget, as adjusted for all agreements.

Data entered on Page 2A and 2B, Unrestricted and Restricted General Fund, will automatically populate page 2C, Combined General Fund as well as the first column (current year) of the Multiyear Projections (MYP), Page 3.

Reserve Requirement: Please input district's reserve percentage here: 3%

Name of District: **Oakland Unified**

Name of Bargaining Unit: **SEIU Local 1021**

The Governing Board will take action on: **1/28/2025**

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement 2025	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 4,829,684	$ -	$ -	$ 4,829,684
Federal Revenue (8100-8299)	$ 75,559,657	$ -	$ -	$ 75,559,657
Other State Revenue (8300-8599)	$ 173,963,367	$ -	$ -	$ 173,963,367
Other Local Revenue (8600-8799)	$ 74,370,198	$ -	$ -	$ 74,370,198
Total Revenues	**$ 328,722,907**	**$ -**	**$ -**	**$ 328,722,907**
Expenditures				
Certificated Salaries (1000-1999)	$ 103,593,698	$ -	$ -	$ 103,593,698
Classified Salaries (2000-2999)	$ 76,071,789	$ 2,426,614	$ -	$ 78,498,403
Employee Benefits (3000-3999)	$ 119,523,917	$ 1,269,119	$ -	$ 120,793,036
Books and Supplies (4000-4999)	$ 46,633,408	$ (3,695,733)	$ -	$ 42,937,675
Services & Operating Expenses (5000-5999)	$ 148,353,480	$ -	$ -	$ 148,353,480
Capital Outlay (6000-6599)	$ 9,424,532	$ -	$ -	$ 9,424,532
Other Outgo (7100-7299 & 7400-7499)	$ 6,653,290	$ -	$ -	$ 6,653,290
Direct Support/Indirect Cost (7300-7399)	$ 11,345,680	$ -	$ -	$ 11,345,680
Total Expenditures	**$ 521,599,793**	**$ 0**	**$ -**	**$ 521,599,793**
Operating Surplus (Deficit)	$ (192,876,886)	$ (0)	$ -	$ (192,876,887)
Other Sources and Transfers In (8910-8979)	$ -	$ -	$ -	$ -
Other Uses and Transfers Out (7610-7699)	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ 99,952,014	$ -	$ -	$ 99,952,014
Current Year Increase (Decrease) In Fund Balance	$ (92,924,873)	$ (0)	$ -	$ (92,924,873)
Beginning Balance	$ 200,760,265			$ 200,760,265
Pr. Year Audit Adj./Restatements (9793-9795)				$ -
Current Year Ending Balance	$ 107,835,393	$ (0)	$ -	$ 107,835,392
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	$ 107,835,393	$ -	$ -	$ 107,835,393
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	$ -	$ -	$ -	$ -
Unappropriated Amounts (9790)	$ 0			$ (0)

Comments (Major changes):

Name of District: Oakland Unified

Name of Bargaining Unit: SEIU Local 1021

The Governing Board will take action on: 1/28/2025

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement As of:	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 498,018,041	$ -	$ -	$ 498,018,041
Federal Revenue (8100-8299)	$ 75,559,657	$ -	$ -	$ 75,559,657
Other State Revenue (8300-8599)	$ 185,591,463	$ -	$ -	$ 185,591,463
Other Local Revenue (8600-8799)	$ 92,137,754	$ -	$ -	$ 92,137,754
Total Revenues	**$ 851,306,915**	**$ -**	**$ -**	**$ 851,306,915**
Expenditures				
Certificated Salaries (1000-1999)	$ 283,307,177	$ -	$ -	$ 283,307,177
Classified Salaries (2000-2999)	$ 147,547,497	$ 4,196,670	$ -	$ 151,744,167
Employee Benefits (3000-3999)	$ 245,492,228	$ 2,194,858	$ -	$ 247,687,087
Books and Supplies (4000-4999)	$ 71,401,252	$ (6,391,528)	$ -	$ 65,009,724
Services & Operating Expenses (5000-5999)	$ 214,641,020	$ -	$ -	$ 214,641,020
Capital Outlay (6000-6599)	$ 11,550,858	$ -	$ -	$ 11,550,858
Other Outgo (7100-7299 & 7400-7499)	$ 6,679,290	$ -	$ -	$ 6,679,290
Direct Support/Indirect Cost (7300-7399)	$ (2,560,347)	$ -	$ -	$ (2,560,347)
Total Expenditures	**$ 978,058,976**	**$ 0**	**$ -**	**$ 978,058,976**
Operating Surplus (Deficit)	$ (126,752,061)	$ (0)	$ -	$ (126,752,061)
Other Sources and Transfers In (8910-8979)	$ 15,000	$ -	$ -	$ 15,000
Other Uses and Transfers Out (7610-7699)	$ 3,000,000	$ -	$ -	$ 3,000,000
Contributions (8980-8999)	$ -	$ -	$ -	$ -
Current Year Increase (Decrease) In Fund Balance	$ (129,737,061)	$ (0)	$ -	$ (129,737,061)
Beginning Balance	$ 256,605,499			$ 256,605,499
Pr. Year Audit Adj./Restatements (9793-9795)	$ -			$ -
Current Year Ending Balance	$ 126,868,438	$ (0)	$ -	$ 126,868,437
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	$ 107,985,393	$ 150,000	$ 150,000	$ 107,835,393
Reserved for Economic Uncertainties (9789)	$ 29,431,769	$ 0	$ -	$ 29,431,769
Designated Amounts (9775-9780)	$ -	$ -	$ -	$ -
Unappropriated Amounts - Unrestricted (9790)	$ (10,548,724)	$ (150,000)	$ (150,000)	$ (10,848,724)
Unappropriated Amounts - Restricted (9790)	$ 0	$ -	$ -	$ (0)
Unrestricted Reserves Percentage	1.92%			1.89%

Comments (Major changes):

Name of District: Oakland Unified

Name of Bargaining Unit: SEIU Local 1021

The Governing Board will take action on: 1/28/2025

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
Revenues	**FY 2025-26**	**FY 2026-27**	**FY 2027-28**
LCFF Revenue Sources	498,018,041	495,402,233	510,816,210
Federal Revenue	75,559,657	70,404,979	70,404,979
Other State Revenue	185,591,463	182,412,055	164,596,841
Local Revenue	92,137,754	91,652,824	91,732,824
Other Financing Sources	15,000	15,000	15,000
Other Adjustments			
Total Revenue	851,321,915	839,887,092	837,565,854
Expenditures			
Certificated Salaries	283,307,177	283,307,177	286,565,826
Step & Column Adjustment		5,666,144	5,731,317
Settlement-Related Costs (+/-)		0	0
Other Adjustments		(2,407,495)	(4,548,575)
Total Certificated Salaries	283,307,177	286,565,826	287,748,567
Classified Salaries	151,744,167	151,744,167	159,221,246
Step & Column Adjustment		2,950,950	3,043,222
Settlement-Related Costs (+/-)		2,863,466	733,362
Other Adjustments		1,662,663	(7,092,029)
Total Classified Salaries	151,744,167	159,221,246	155,905,801
Employee Benefits	247,687,087	251,295,858	252,188,592
Settlement-Related Costs (+/-)		1,497,593	383,548
Books & Supplies	65,009,724	51,275,367	46,077,792
Services, Other Operating Exp	214,641,020	215,972,960	216,301,250
Capital Outlay	11,550,858	10,038,597	10,026,597
Other Outgo (Excluding Transfers of Indirect Costs)	6,679,290	6,679,290	6,679,290
Other Outgo - Transfers of Indirect Costs	(2,560,347)	(3,297,879)	(4,101,137)
Other Financing Uses	3,000,000	3,000,000	3,000,000
Other Adjustments		(118,974,193)	(106,480,508)
Total Expenditures	981,058,976	863,274,664	867,729,792
Net Increase(Decrease) in Fund Balance	(129,737,061)	(23,387,572)	(30,163,938)
Beginning Fund Balance	256,605,499	126,868,437	103,480,865
Audit Adjustments/Restatements	0		
Ending Balance	126,868,437	103,480,865	73,316,927
Components of Ending Balance			
Revolving & Stores	150,000	150,000	150,000
Restricted Balance & Other Designations	107,835,393	73,872,751	43,941,059
Required Reserve	29,431,769	25,898,240	26,031,894
Unrestricted Balance (Incl Revolving)	(10,548,725)	3,559,874	3,193,974
ADA Assumption:	30,563	30,419	30,274

Comments (Major changes):

Other Adjustments include projected reductions required for solvency as reflected on the District's First Interim MYP.

0

F. State Reserve Standard

1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

		Year 1	Year 2	Year 3
a.	Total Expenditures including Transfers Out and Other Uses	981,058,976	863,274,664	867,729,792
b.	Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c.	REU Amount:	$ 29,431,769	$ 25,898,240	$ 26,031,894

2. Budgeted <u>Unrestricted</u> Reserve (After Impact of Proposed Agreement)

a.	General Fund Unrestricted REU	$ 29,431,769	$ 25,898,240	$ 26,031,894
b.	General Fund Unrestricted Unassigned/Unappropriated	$ (10,548,725)	$ 3,559,874	$ 3,193,974
c.	Special Reserve Fund 17- REU	$ -	$ -	$ -
d.	Special Reserve Fund 17- Unassigned/Unappropriated	$ -	$ -	$ -
g.	Total District Budgeted Unrestricted Reserves	$ 18,883,045	$ 29,458,114	$ 29,225,868

3. Has the minimum state-required reserve been met? **No** **Yes** **Yes**

If NO, how do you plan to restore your reserves?

Yes, with proposed reductions as calculated during First Interim.

4. Is a retroactive payroll anticipated? If yes, please provide a cashflow with an estimated timeline of when this will impact the District's General Fund cash.

Yes. The 2024-25 and catchup for 2025-26 will be made using Object 4394, which currently has $17,524,195 in Fund 01 reserved to finalize the AFSCME final year of 2026-27 payment. There will be a final adjustment in 2027-28.THis agreement does impact other Funds, which are not modeled on this AB1200.

Name of District: Oakland Unified

Name of Bargaining Unit: SEIU Local 1021

The Governing Board will take action on: 1/28/2025

B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was approved?** For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

A . Wages 1. Ongoing Compensation for School/Fiscal Years 2024-25, 2025-26 and 2026-27 (a) Effective July 1, 2025 all unit members' salary schedules shall be increased by fourteen percent (14%). (b) Effective July 1, 2026 all unit members' salary schedules shall be increased by two percent (2%). 2. Salary Schedule Adjustment Effective January 1, 2027 all unit members will be paid a minimum hourly rate per hour such that if any of the salary schedule increases in sections (a) and (b) above bring the hourly rate below $25 dollars, the unit members shall be paid

9. **Were any additional steps, columns or ranges added to the schedules?**
(If yes, please explain.)

No

10. **Please include additional comments and explanations as necessary.**
(If more room is necessary, please attach additional sheet.)

Effective January 1, 2026, all Central Culture Climate Ambassadors shall receive a monthly cell phone stipend of fifty dollars ($50). The Parties acknowledge that this cell phone stipend is based on the Culture and Climate Ambassadors unique duties and current programmatic need.

11. **Proposed negotiated changes in non-compensation Items**
(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Cell phone stipend - 99.5 FTE x $600 = $60K/year

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

Article 3.4 4. All compensation included in this section is contingent upon a determination by the Alameda County Office of Education that the combined financial impact of all tentative agreements with OUSD Labor partners reached in the 2021-2022 school year do not endanger the fiscal well-being of the District. The Board's ratification of the Agreement shall occur

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

N/A

Name of District: **Oakland Unified**

Name of Bargaining Unit: **SEIU Local 1021**

The Governing Board will take action on: **1/28/2025**

C. Source of Funding for Proposed Agreement

14. **Source of Funding for Proposed Agreement**

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

All Salary adjustments will be initially funded by a reserve in the respective Fund and Resource codes for each position, in 4394. An amount of 15% increase was budgeted for each position, though unaware at the time of the final negotiated outcomes.

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (I.e., what will allow the district to afford this contract on an ongoing basis)?

The District will need to make necesary adjustments.

15. **What are the Specific Impacts (Positive or Negative) on Instructional and Support Programs to Accommodate the Settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (e.g. counselors, librarians, custodial staff, etc.).

N/A

16. **Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)?** "Deficit spending" is when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Increase in the out eyears.

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent Year	$ (119,719,025)	The District reflected the amount required to
2nd Subsequent Year	$ (118,121,112)	The District reflected the amount required to

Additional Explanation (if necessary)

Oakland Unified **School District**

Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

CERTIFICATE OF AFFORDABILITY

Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to public disclosure and included as part of the public disclosure documentation.

The District projects the total monetary cost of the settlement to be as follows:

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	-	-	-	-
On-going	6,391,529	4,361,058	1,116,910	11,869,497
Total	6,391,529	4,361,058	1,116,910	11,869,497

Please check one of the following:

___ No budget revisions are necessary for the District to afford this settlement.

_X_ Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.

Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	**6,391,529**	**4,361,058**	**1,116,910**
Ending Fund Balance Increase (Decrease)	**(6,391,529)**	**(4,361,058)**	**(1,116,910)**

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Oakland Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

Denise Gail Saddler

District Superintendent (Signature)

March 30, 2026

Date

Denise Saddler

District Superintendent (Type Name)

Nhonnguyen

Chief Financial Officer (Signature)

3/19/2026

Date

Ryan Nguyen

Chief Financial Officer (Type Name)

Oakland Unified **School District**

Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code 3547.5.

District Superintendent (or Designee) (Signature)	**Date**

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on **1/28/2025**, took action to approve the proposed Agreement with the **SEIU Local 1021** Bargaining Unit.

President (or Clerk), Governing Board (Signature)	**Date**

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	16.50	16.50	16.50	16.50	16.50	16.50	17.22	17.22
			Annual	32,298.75	32,298.75	32,298.75	32,298.75	32,298.75	32,298.75	33,708.15	33,708.15
14	Early Literacy Reading Tutor	261	*Hourly*	16.50	16.50	16.50	16.50	16.50	17.22	18.07	18.07
			Annual	32,298.75	32,298.75	32,298.75	32,298.75	32,298.75	33,708.15	35,372.03	35,372.03
17	Receptionist Receptionist - Bilingual	261	*Hourly*	16.50	16.50	16.50	16.78	17.64	18.54	19.47	19.47
			Annual	32,298.75	32,298.75	32,298.75	32,846.85	34,530.30	36,292.05	38,112.53	38,112.53
18	Clerk Typist Intermediate - Bilingual	261	*Hourly*	16.50	16.50	16.50	17.29	18.07	18.97	19.92	19.92
			Annual	32,298.75	32,298.75	32,298.75	33,845.18	35,372.03	37,133.78	38,993.40	38,993.40
20	School Enrichment Recess Coach	261	*Hourly*	16.50	16.50	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	32,298.75	32,298.75	33,747.30	35,372.03	37,133.78	38,934.68	40,970.48	40,970.48
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	16.78	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	32,846.85	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	44,141.63
24	Maintenance Control Specialist	261	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	33,747.30	35,372.03	37,133.78	39,091.28	40,970.48	43,045.43	45,218.25	45,218.25
25	Secretary Middle	261	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	46,236.15
27	Community Servicer Worker I Dispatcher, Security and Safety	261	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,294.88	48,585.15	48,585.15
28	Culture Keeper	261	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	36,350.78	39,091.28	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	49,818.38
29	Principal Account Clerk Secretary High	261	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	50,934.15
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	54,907.88
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	53,478.90	56,180.25	56,180.25
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	57,628.80
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	261	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	44,141.63	46,236.15	48,526.43	50,934.15	53,518.05	56,238.98	59,018.63	59,018.63
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	261	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	60,467.18	60,467.18

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	261	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
	Specialist, Enrollment - ECE		Annual	47,410.65	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	63,520.88
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	261	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
	Support Specialist - Nutrition Svcs		Annual	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	66,692.03	66,692.03
42		261	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
	Specialist, School Technology		Annual	52,304.40	54,907.88	57,609.23	60,428.03	63,501.30	66,672.45	69,980.63	69,980.63
43		261	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
	Computer Technician Senior		Annual	53,518.05	56,180.25	58,920.75	61,974.45	64,989.00	68,316.75	71,683.65	71,683.65
44	Administrative Assistant II Administrative Assistant II - Bilingual	261	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
	Assistant Risk Management Dept		Annual	54,907.88	57,609.23	60,428.03	63,501.30	66,692.03	70,019.78	73,543.28	73,543.28
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	261	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
	Specialist, College Career Readiness		Annual	56,180.25	58,901.18	61,954.88	64,989.00	68,316.75	71,761.95	75,324.60	75,324.60
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	261	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
	Stu Welcome Center Counselor II		Annual	60,428.03	63,501.30	66,692.03	70,019.78	73,504.13	77,145.08	80,962.20	80,962.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	261	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
	Specialist, Nutr Svcs Good Fd Prch		Annual	61,954.88	64,989.00	68,316.75	71,761.95	75,383.33	79,161.30	83,095.88	83,095.88
49	Liaison, Clinic	261	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
	Network Infrastructure Specialist		Annual	64,989.00	68,316.75	71,761.95	75,383.33	79,141.73	83,056.73	87,226.20	87,226.20
50	Network Administrator I	261	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
	Specialist, Instructional Materials		Annual	66,692.03	70,019.78	73,504.13	77,282.10	81,020.93	85,092.53	89,262.00	89,262.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	261	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
	Specialist, Refugee Asylum Program		Annual	71,801.10	75,383.33	79,141.73	83,213.33	87,226.20	91,571.85	96,132.83	96,132.83

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
			Annual	81,060.08	85,170.83	89,379.45	93,822.98	98,540.55	103,395.15	108,602.10	108,602.10
56	Specialist, Master Sched Develop	261	*Hourly*	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
			Annual	83,095.88	87,284.93	91,669.73	96,328.58	100,928.70	105,998.63	111,303.45	111,303.45
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	261	*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
			Annual	85,209.98	89,457.75	93,940.43	98,618.85	103,532.18	108,699.98	114,122.25	114,122.25
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	261	*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
			Annual	101,281.05	106,350.98	111,675.38	117,254.25	123,107.18	129,253.73	135,733.05	135,733.05
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
			Annual	103,884.53	109,071.90	114,513.75	120,229.65	126,258.75	132,561.90	139,197.83	139,197.83

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	16.50	16.50	16.50	16.50	16.50	16.50	17.22	17.22
			Annual	34,320.00	34,320.00	34,320.00	34,320.00	34,320.00	34,320.00	35,817.60	35,817.60
14	Early Literacy Reading Tutor	260	*Hourly*	16.50	16.50	16.50	16.50	16.50	17.22	18.07	18.07
			Annual	34,320.00	34,320.00	34,320.00	34,320.00	34,320.00	35,817.60	37,585.60	37,585.60
17	Receptionist Receptionist - Bilingual	260	*Hourly*	16.50	16.50	16.50	16.78	17.64	18.54	19.47	19.47
			Annual	34,320.00	34,320.00	34,320.00	34,902.40	36,691.20	38,563.20	40,497.60	40,497.60
18	Clerk Typist Intermediate - Bilingual	260	*Hourly*	16.50	16.50	16.50	17.29	18.07	18.97	19.92	19.92
			Annual	34,320.00	34,320.00	34,320.00	35,963.20	37,585.60	39,457.60	41,433.60	41,433.60
20	School Enrichment Recess Coach	260	*Hourly*	16.50	16.50	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	34,320.00	34,320.00	35,859.20	37,585.60	39,457.60	41,371.20	43,534.40	43,534.40
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	16.78	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	34,902.40	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	46,904.00
24	Maintenance Control Specialist	260	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	35,859.20	37,585.60	39,457.60	41,537.60	43,534.40	45,739.20	48,048.00	48,048.00
25	Secretary Middle	260	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	49,129.60
27	Community Servicer Worker I Dispatcher, Security and Safety	260	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,192.00	51,625.60	51,625.60
28	Culture Keeper	260	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	38,625.60	41,537.60	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	52,936.00
29	Principal Account Clerk Secretary High	260	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	54,121.60
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	58,344.00
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	56,825.60	59,696.00	59,696.00
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	61,235.20
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	260	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	46,904.00	49,129.60	51,563.20	54,121.60	56,867.20	59,758.40	62,712.00	62,712.00
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	260	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	64,251.20	64,251.20

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	260	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
	Specialist, Enrollment - ECE		Annual	50,377.60	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	67,496.00
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	260	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
	Support Specialist - Nutrition Svcs		Annual	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	70,865.60	70,865.60
42		260	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
	Specialist, School Technology		Annual	55,577.60	58,344.00	61,214.40	64,209.60	67,475.20	70,844.80	74,360.00	74,360.00
43		260	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
	Computer Technician Senior		Annual	56,867.20	59,696.00	62,608.00	65,852.80	69,056.00	72,592.00	76,169.60	76,169.60
44	Administrative Assistant II Administrative Assistant II - Bilingual	260	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
	Assistant Risk Management Dept		Annual	58,344.00	61,214.40	64,209.60	67,475.20	70,865.60	74,401.60	78,145.60	78,145.60
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	260	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
	Specialist, College Career Readiness		Annual	59,696.00	62,587.20	65,832.00	69,056.00	72,592.00	76,252.80	80,038.40	80,038.40
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	260	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
	Stu Welcome Center Counselor II		Annual	64,209.60	67,475.20	70,865.60	74,401.60	78,104.00	81,972.80	86,028.80	86,028.80
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	260	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
	Specialist, Nutr Svcs Good Fd Prch		Annual	65,832.00	69,056.00	72,592.00	76,252.80	80,100.80	84,115.20	88,296.00	88,296.00
49	Liaison, Clinic	260	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
	Network Infrastructure Specialist		Annual	69,056.00	72,592.00	76,252.80	80,100.80	84,094.40	88,254.40	92,684.80	92,684.80
50	Network Administrator I	260	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
	Specialist, Instructional Materials		Annual	70,865.60	74,401.60	78,104.00	82,118.40	86,091.20	90,417.60	94,848.00	94,848.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	260	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
	Specialist, Refugee Asylum Program		Annual	76,294.40	80,100.80	84,094.40	88,420.80	92,684.80	97,302.40	102,148.80	102,148.80

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
			Annual	86,132.80	90,500.80	94,972.80	99,694.40	104,707.20	109,865.60	115,398.40	115,398.40
56	Specialist, Master Sched Develop	260	*Hourly*	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
			Annual	88,296.00	92,747.20	97,406.40	102,356.80	107,244.80	112,632.00	118,268.80	118,268.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	260	*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
			Annual	90,542.40	95,056.00	99,819.20	104,790.40	110,011.20	115,502.40	121,264.00	121,264.00
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	260	*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
			Annual	107,619.20	113,006.40	118,664.00	124,592.00	130,811.20	137,342.40	144,227.20	144,227.20
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
			Annual	110,385.60	115,897.60	121,680.00	127,753.60	134,160.00	140,857.60	147,908.80	147,908.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	16.89	16.89	16.89	16.89	16.89	16.89	17.22	17.22
			Annual	33,062.18	33,062.18	33,062.18	33,062.18	33,062.18	33,062.18	33,708.15	33,708.15
14	Early Literacy Reading Tutor	261	*Hourly*	16.89	16.89	16.89	16.89	16.89	17.22	18.07	18.07
			Annual	33,062.18	33,062.18	33,062.18	33,062.18	33,062.18	33,708.15	35,372.03	35,372.03
17	Receptionist Receptionist - Bilingual	261	*Hourly*	16.89	16.89	16.89	16.89	17.64	18.54	19.47	19.47
			Annual	33,062.18	33,062.18	33,062.18	33,062.18	34,530.30	36,292.05	38,112.53	38,112.53
20	School Enrichment Recess Coach	261	*Hourly*	16.89	16.89	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	33,062.18	33,062.18	33,747.30	35,372.03	37,133.78	38,934.68	40,970.48	40,970.48
23	Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	16.89	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	33,062.18	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	44,141.63
24	Maintenance Control Specialist	261	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	33,747.30	35,372.03	37,133.78	39,091.28	40,970.48	43,045.43	45,218.25	45,218.25
25	Secretary Middle	261	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	46,236.15
27	Community Servicer Worker I Dispatcher, Security and Safety	261	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,294.88	48,585.15	48,585.15
28	Culture Keeper	261	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	36,350.78	39,091.28	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	49,818.38
29	Secretary High	261	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	50,934.15
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	54,907.88
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	53,478.90	56,180.25	56,180.25
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	57,628.80
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	261	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	44,141.63	46,236.15	48,526.43	50,934.15	53,518.05	56,238.98	59,018.63	59,018.63
36	Central Culture Climate Ambassador	261	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	60,467.18	60,467.18
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant Specialist, Enrollment - ECE	261	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
			Annual	47,410.65	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	63,520.88

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	261	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
			Annual	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	66,692.03	66,692.03
42	Specialist, School Technology	261	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
			Annual	52,304.40	54,907.88	57,609.23	60,428.03	63,501.30	66,672.45	69,980.63	69,980.63
43	Computer Technician Senior	261	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
			Annual	53,518.05	56,180.25	58,920.75	61,974.45	64,989.00	68,316.75	71,683.65	71,683.65
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
			Annual	54,907.88	57,609.23	60,428.03	63,501.30	66,692.03	70,019.78	73,543.28	73,543.28
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	261	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
			Annual	56,180.25	58,901.18	61,954.88	64,989.00	68,316.75	71,761.95	75,324.60	75,324.60
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness Stu Welcome Center Counselor II	261	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
			Annual	60,428.03	63,501.30	66,692.03	70,019.78	73,504.13	77,145.08	80,962.20	80,962.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement Specialist, Nutr Svcs Good Fd Prch	261	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
			Annual	61,954.88	64,989.00	68,316.75	71,761.95	75,383.33	79,161.30	83,095.88	83,095.88
49	Network Infrastructure Specialist	261	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
			Annual	64,989.00	68,316.75	71,761.95	75,383.33	79,141.73	83,056.73	87,226.20	87,226.20
50	Network Administrator I Specialist, Instructional Materials	261	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
			Annual	66,692.03	70,019.78	73,504.13	77,282.10	81,020.93	85,092.53	89,262.00	89,262.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	261	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
			Annual	71,801.10	75,383.33	79,141.73	83,213.33	87,226.20	91,571.85	96,132.83	96,132.83
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
			Annual	81,060.08	85,170.83	89,379.45	93,822.98	98,540.55	103,395.15	108,602.10	108,602.10

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
56		261									
			Hourly	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
	Specialist, Master Sched Develop		Annual	83,095.88	87,284.93	91,669.73	96,328.58	100,928.70	105,998.63	111,303.45	111,303.45
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan	261									
	Specialist, Target Stu Grp Interven		*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
	Student Info Sys Specialist III		Annual	85,209.98	89,457.75	93,940.43	98,618.85	103,532.18	108,699.98	114,122.25	114,122.25
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer	261									
	Software Developer IV		*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
	Specialist, Operations		Annual	101,281.05	106,350.98	111,675.38	117,254.25	123,107.18	129,253.73	135,733.05	135,733.05
65		261									
	Occupatioanl Therapist		*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
	Physical Therapist		Annual	103,884.53	109,071.90	114,513.75	120,229.65	126,258.75	132,561.90	139,197.83	139,197.83

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	16.89	16.89	16.89	16.89	16.89	16.89	17.22	17.22
			Annual	35,131.20	35,131.20	35,131.20	35,131.20	35,131.20	35,131.20	35,817.60	35,817.60
14	Early Literacy Reading Tutor	260	*Hourly*	16.89	16.89	16.89	16.89	16.89	17.22	18.07	18.07
			Annual	35,131.20	35,131.20	35,131.20	35,131.20	35,131.20	35,817.60	37,585.60	37,585.60
17	Receptionist Receptionist - Bilingual	260	*Hourly*	16.89	16.89	16.89	16.89	17.64	18.54	19.47	19.47
			Annual	35,131.20	35,131.20	35,131.20	35,131.20	36,691.20	38,563.20	40,497.60	40,497.60
20	School Enrichment Recess Coach	260	*Hourly*	16.89	16.89	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	35,131.20	35,131.20	35,859.20	37,585.60	39,457.60	41,371.20	43,534.40	43,534.40
23	Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	16.89	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	35,131.20	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	46,904.00
24	Maintenance Control Specialist	260	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	35,859.20	37,585.60	39,457.60	41,537.60	43,534.40	45,739.20	48,048.00	48,048.00
25	Secretary Middle	260	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	49,129.60
27	Community Servicer Worker I Dispatcher, Security and Safety	260	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,192.00	51,625.60	51,625.60
28	Culture Keeper	260	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	38,625.60	41,537.60	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	52,936.00
29	Secretary High	260	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	54,121.60
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	58,344.00
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	56,825.60	59,696.00	59,696.00
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	61,235.20
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	260	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	46,904.00	49,129.60	51,563.20	54,121.60	56,867.20	59,758.40	62,712.00	62,712.00
36	Central Culture Climate Ambassador	260	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	64,251.20	64,251.20
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant Specialist, Enrollment - ECE	260	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
			Annual	50,377.60	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	67,496.00

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	260	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
			Annual	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	70,865.60	70,865.60
42	Specialist, School Technology	260	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
			Annual	55,577.60	58,344.00	61,214.40	64,209.60	67,475.20	70,844.80	74,360.00	74,360.00
43	Computer Technician Senior	260	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
			Annual	56,867.20	59,696.00	62,608.00	65,852.80	69,056.00	72,592.00	76,169.60	76,169.60
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	260	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
			Annual	58,344.00	61,214.40	64,209.60	67,475.20	70,865.60	74,401.60	78,145.60	78,145.60
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	260	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
			Annual	59,696.00	62,587.20	65,832.00	69,056.00	72,592.00	76,252.80	80,038.40	80,038.40
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness Stu Welcome Center Counselor II	260	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
			Annual	64,209.60	67,475.20	70,865.60	74,401.60	78,104.00	81,972.80	86,028.80	86,028.80
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement Specialist, Nutr Svcs Good Fd Prch	260	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
			Annual	65,832.00	69,056.00	72,592.00	76,252.80	80,100.80	84,115.20	88,296.00	88,296.00
49	Network Infrastructure Specialist	260	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
			Annual	69,056.00	72,592.00	76,252.80	80,100.80	84,094.40	88,254.40	92,684.80	92,684.80
50	Network Administrator I Specialist, Instructional Materials	260	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
			Annual	70,865.60	74,401.60	78,104.00	82,118.40	86,091.20	90,417.60	94,848.00	94,848.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	260	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
			Annual	76,294.40	80,100.80	84,094.40	88,420.80	92,684.80	97,302.40	102,148.80	102,148.80
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
			Annual	86,132.80	90,500.80	94,972.80	99,694.40	104,707.20	109,865.60	115,398.40	115,398.40

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
56		260									
			Hourly	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
	Specialist, Master Sched Develop		Annual	88,296.00	92,747.20	97,406.40	102,356.80	107,244.80	112,632.00	118,268.80	118,268.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan	260									
	Specialist, Target Stu Grp Interven		*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
	Student Info Sys Specialist III		Annual	90,542.40	95,056.00	99,819.20	104,790.40	110,011.20	115,502.40	121,264.00	121,264.00
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer	260									
	Software Developer IV		*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
	Specialist, Operations		Annual	107,619.20	113,006.40	118,664.00	124,592.00	130,811.20	137,342.40	144,227.20	144,227.20
65		260									
	Occupatioanl Therapist		*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
	Physical Therapist		Annual	110,385.60	115,897.60	121,680.00	127,753.60	134,160.00	140,857.60	147,908.80	147,908.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule

Board approved 14% increase 2/25/26 effective 7/1/25

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	19.25	19.25	19.25	19.25	19.25	19.25	19.63	19.63
			Annual	37,681.88	37,681.88	37,681.88	37,681.88	37,681.88	37,681.88	38,425.73	38,425.73
14	Early Literacy Reading Tutor	261	*Hourly*	19.25	19.25	19.25	19.25	19.25	19.63	20.60	20.60
			Annual	37,681.88	37,681.88	37,681.88	37,681.88	37,681.88	38,425.73	40,324.50	40,324.50
17	Receptionist Receptionist - Bilingual	261	*Hourly*	19.25	19.25	19.25	19.25	20.11	21.14	22.20	22.20
			Annual	37,681.88	37,681.88	37,681.88	37,681.88	39,365.33	41,381.55	43,456.50	43,456.50
20	School Enrichment Recess Coach	261	*Hourly*	19.25	19.25	19.65	20.60	21.63	22.67	23.86	23.86
			Annual	37,681.88	37,681.88	38,464.88	40,324.50	42,340.73	44,376.53	46,705.95	46,705.95
23	Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	19.25	20.11	21.14	22.20	23.28	24.41	25.71	25.71
			Annual	37,681.88	39,365.33	41,381.55	43,456.50	45,570.60	47,782.58	50,327.33	50,327.33
24	Maintenance Control Specialist	261	*Hourly*	19.65	20.60	21.63	22.77	23.86	25.07	26.33	26.33
			Annual	38,464.88	40,324.50	42,340.73	44,572.28	46,705.95	49,074.53	51,540.98	51,540.98
25	Secretary Middle	261	*Hourly*	20.11	21.14	22.20	23.28	24.41	25.71	26.93	26.93
			Annual	39,365.33	41,381.55	43,456.50	45,570.60	47,782.58	50,327.33	52,715.48	52,715.48
27	Dispatcher, Security and Safety	261	*Hourly*	21.14	22.20	23.28	24.41	25.71	26.96	28.29	28.29
			Annual	41,381.55	43,456.50	45,570.60	47,782.58	50,327.33	52,774.20	55,377.68	55,377.68
28	Culture Keeper	261	*Hourly*	21.17	22.77	23.86	25.07	26.33	27.61	29.01	29.01
			Annual	41,440.28	44,572.28	46,705.95	49,074.53	51,540.98	54,046.58	56,787.08	56,787.08
29	Secretary High	261	*Hourly*	22.20	23.28	24.41	25.71	26.93	28.26	29.66	29.66
			Annual	43,456.50	45,570.60	47,782.58	50,327.33	52,715.48	55,318.95	58,059.45	58,059.45
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	23.86	25.07	26.33	27.61	29.01	30.46	31.98	31.98
			Annual	46,705.95	49,074.53	51,540.98	54,046.58	56,787.08	59,625.45	62,600.85	62,600.85
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	24.41	25.71	26.93	28.26	29.66	31.14	32.72	32.72
			Annual	47,782.58	50,327.33	52,715.48	55,318.95	58,059.45	60,956.55	64,049.40	64,049.40
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	25.07	26.33	27.61	29.01	30.46	31.98	33.56	33.56
			Annual	49,074.53	51,540.98	54,046.58	56,787.08	59,625.45	62,600.85	65,693.70	65,693.70
35	Site-Based Culture Climate Ambassador	261	*Hourly*	25.71	26.93	28.26	29.66	31.17	32.75	34.37	34.37
			Annual	50,327.33	52,715.48	55,318.95	58,059.45	61,015.28	64,108.13	67,279.28	67,279.28
36	Central Culture Climate Ambassador	261	*Hourly*	26.33	27.61	29.01	30.46	31.98	33.56	35.21	35.21
			Annual	51,540.98	54,046.58	56,787.08	59,625.45	62,600.85	65,693.70	68,923.58	68,923.58
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	261	*Hourly*	27.61	29.01	30.46	31.98	33.55	35.19	36.99	36.99
			Annual	54,046.58	56,787.08	59,625.45	62,600.85	65,674.13	68,884.43	72,407.93	72,407.93

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule

Board approved 14% increase 2/25/26 effective 7/1/25

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	261	*Hourly*	29.01	30.46	31.98	33.55	35.19	36.99	38.84	38.84
			Annual	56,787.08	59,625.45	62,600.85	65,674.13	68,884.43	72,407.93	76,029.30	76,029.30
42	Specialist, School Technology	261	*Hourly*	30.46	31.98	33.55	35.19	36.98	38.83	40.76	40.76
			Annual	59,625.45	62,600.85	65,674.13	68,884.43	72,388.35	76,009.73	79,787.70	79,787.70
43	Computer Technician Senior	261	*Hourly*	31.17	32.72	34.31	36.09	37.85	39.79	41.75	41.75
			Annual	61,015.28	64,049.40	67,161.83	70,646.18	74,091.38	77,888.93	81,725.63	81,725.63
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	31.98	33.55	35.19	36.98	38.84	40.78	42.83	42.83
			Annual	62,600.85	65,674.13	68,884.43	72,388.35	76,029.30	79,826.85	83,839.73	83,839.73
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	261	*Hourly*	32.72	34.30	36.08	37.85	39.79	41.79	43.87	43.87
			Annual	64,049.40	67,142.25	70,626.60	74,091.38	77,888.93	81,803.93	85,875.53	85,875.53
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness Stu Welcome Center Counselor II	261	*Hourly*	35.19	36.98	38.84	40.78	42.81	44.93	47.15	47.15
			Annual	68,884.43	72,388.35	76,029.30	79,826.85	83,800.58	87,950.48	92,296.13	92,296.13
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement Specialist, Nutr Svcs Good Fd Prch	261	*Hourly*	36.08	37.85	39.79	41.79	43.90	46.10	48.39	48.39
			Annual	70,626.60	74,091.38	77,888.93	81,803.93	85,934.25	90,240.75	94,723.43	94,723.43
49	Network Infrastructure Specialist	261	*Hourly*	37.85	39.79	41.79	43.90	46.09	48.37	50.80	50.80
			Annual	74,091.38	77,888.93	81,803.93	85,934.25	90,221.18	94,684.28	99,441.00	99,441.00
50	Network Administrator I Specialist, Instructional Materials	261	*Hourly*	38.84	40.78	42.81	45.01	47.18	49.56	51.98	51.98
			Annual	76,029.30	79,826.85	83,800.58	88,107.08	92,354.85	97,013.70	101,750.85	101,750.85
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	261	*Hourly*	41.82	43.90	46.09	48.46	50.80	53.33	55.99	55.99
			Annual	81,862.65	85,934.25	90,221.18	94,860.45	99,441.00	104,393.48	109,600.43	109,600.43
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	47.21	49.60	52.05	54.64	57.39	60.21	63.25	63.25
			Annual	92,413.58	97,092.00	101,887.88	106,957.80	112,340.93	117,861.08	123,811.88	123,811.88

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule

Board approved 14% increase 2/25/26 effective 7/1/25

Range	Classification	Days		1	2	3	4	5	6	7	8
56	Specialist, Master Sched Develop	261	*Hourly*	48.39	50.83	53.39	56.10	58.78	61.73	64.82	64.82
			Annual	94,723.43	99,499.73	104,510.93	109,815.75	115,061.85	120,836.48	126,885.15	126,885.15
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	261	*Hourly*	49.62	52.10	54.71	57.43	60.29	63.30	66.46	66.46
			Annual	97,131.15	101,985.75	107,094.83	112,419.23	118,017.68	123,909.75	130,095.45	130,095.45
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	261	*Hourly*	58.98	61.94	65.04	68.29	71.69	75.27	79.05	79.05
			Annual	115,453.35	121,247.55	127,315.80	133,677.68	140,333.18	147,341.03	154,740.38	154,740.38
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	60.50	63.52	66.69	70.02	73.53	77.20	81.07	81.07
			Annual	118,428.75	124,340.40	130,545.68	137,064.15	143,934.98	151,119.00	158,694.53	158,694.53

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule - CalPERS

Board approved 14% increase 2/25/26 effective 7/1/25

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	19.25	19.25	19.25	19.25	19.25	19.25	19.63	19.63
			Annual	40,040.00	40,040.00	40,040.00	40,040.00	40,040.00	40,040.00	40,830.40	40,830.40
14	Early Literacy Reading Tutor	260	*Hourly*	19.25	19.25	19.25	19.25	19.25	19.63	20.60	20.60
			Annual	40,040.00	40,040.00	40,040.00	40,040.00	40,040.00	40,830.40	42,848.00	42,848.00
17	Receptionist Receptionist - Bilingual	260	*Hourly*	19.25	19.25	19.25	19.25	20.11	21.14	22.20	22.20
			Annual	40,040.00	40,040.00	40,040.00	40,040.00	41,828.80	43,971.20	46,176.00	46,176.00
20	School Enrichment Recess Coach	260	*Hourly*	19.25	19.25	19.65	20.60	21.63	22.67	23.86	23.86
			Annual	40,040.00	40,040.00	40,872.00	42,848.00	44,990.40	47,153.60	49,628.80	49,628.80
23	Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	19.25	20.11	21.14	22.20	23.28	24.41	25.71	25.71
			Annual	40,040.00	41,828.80	43,971.20	46,176.00	48,422.40	50,772.80	53,476.80	53,476.80
24	Maintenance Control Specialist	260	*Hourly*	19.65	20.60	21.63	22.77	23.86	25.07	26.33	26.33
			Annual	40,872.00	42,848.00	44,990.40	47,361.60	49,628.80	52,145.60	54,766.40	54,766.40
25	Secretary Middle	260	*Hourly*	20.11	21.14	22.20	23.28	24.41	25.71	26.93	26.93
			Annual	41,828.80	43,971.20	46,176.00	48,422.40	50,772.80	53,476.80	56,014.40	56,014.40
27	Dispatcher, Security and Safety	260	*Hourly*	21.14	22.20	23.28	24.41	25.71	26.96	28.29	28.29
			Annual	43,971.20	46,176.00	48,422.40	50,772.80	53,476.80	56,076.80	58,843.20	58,843.20
28	Culture Keeper	260	*Hourly*	21.17	22.77	23.86	25.07	26.33	27.61	29.01	29.01
			Annual	44,033.60	47,361.60	49,628.80	52,145.60	54,766.40	57,428.80	60,340.80	60,340.80
29	Secretary High	260	*Hourly*	22.20	23.28	24.41	25.71	26.93	28.26	29.66	29.66
			Annual	46,176.00	48,422.40	50,772.80	53,476.80	56,014.40	58,780.80	61,692.80	61,692.80
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	23.86	25.07	26.33	27.61	29.01	30.46	31.98	31.98
			Annual	49,628.80	52,145.60	54,766.40	57,428.80	60,340.80	63,356.80	66,518.40	66,518.40
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	24.41	25.71	26.93	28.26	29.66	31.14	32.72	32.72
			Annual	50,772.80	53,476.80	56,014.40	58,780.80	61,692.80	64,771.20	68,057.60	68,057.60
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	25.07	26.33	27.61	29.01	30.46	31.98	33.56	33.56
			Annual	52,145.60	54,766.40	57,428.80	60,340.80	63,356.80	66,518.40	69,804.80	69,804.80
35	Site-Based Culture Climate Ambassador	260	*Hourly*	25.71	26.93	28.26	29.66	31.17	32.75	34.37	34.37
			Annual	53,476.80	56,014.40	58,780.80	61,692.80	64,833.60	68,120.00	71,489.60	71,489.60
36	Central Culture Climate Ambassador	260	*Hourly*	26.33	27.61	29.01	30.46	31.98	33.56	35.21	35.21
			Annual	54,766.40	57,428.80	60,340.80	63,356.80	66,518.40	69,804.80	73,236.80	73,236.80
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	260	*Hourly*	27.61	29.01	30.46	31.98	33.55	35.19	36.99	36.99
			Annual	57,428.80	60,340.80	63,356.80	66,518.40	69,784.00	73,195.20	76,939.20	76,939.20

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule - CalPERS

Board approved 14% increase 2/25/26 effective 7/1/25

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	260	*Hourly*	29.01	30.46	31.98	33.55	35.19	36.99	38.84	38.84
	Support Specialist - Nutrition Svcs		Annual	60,340.80	63,356.80	66,518.40	69,784.00	73,195.20	76,939.20	80,787.20	80,787.20
42	Specialist, School Technology	260	*Hourly*	30.46	31.98	33.55	35.19	36.98	38.83	40.76	40.76
			Annual	63,356.80	66,518.40	69,784.00	73,195.20	76,918.40	80,766.40	84,780.80	84,780.80
43	Computer Technician Senior	260	*Hourly*	31.17	32.72	34.31	36.09	37.85	39.79	41.75	41.75
			Annual	64,833.60	68,057.60	71,364.80	75,067.20	78,728.00	82,763.20	86,840.00	86,840.00
44	Administrative Assistant II	260	Daily	255.84	268.40	281.52	295.84	310.72	326.24	342.64	342.64
	Administrative Assistant II - Bilingual		*Hourly*	31.98	33.55	35.19	36.98	38.84	40.78	42.83	42.83
	Assistant Risk Management Dept		Annual	66,518.40	69,784.00	73,195.20	76,918.40	80,787.20	84,822.40	89,086.40	89,086.40
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	260	*Hourly*	32.72	34.30	36.08	37.85	39.79	41.79	43.87	43.87
	Specialist, College Career Readiness		Annual	68,057.60	71,344.00	75,046.40	78,728.00	82,763.20	86,923.20	91,249.60	91,249.60
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness	260	*Hourly*	35.19	36.98	38.84	40.78	42.81	44.93	47.15	47.15
	Stu Welcome Center Counselor II		Annual	73,195.20	76,918.40	80,787.20	84,822.40	89,044.80	93,454.40	98,072.00	98,072.00
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	260	*Hourly*	36.08	37.85	39.79	41.79	43.90	46.10	48.39	48.39
	Specialist, Nutr Svcs Good Fd Prch		Annual	75,046.40	78,728.00	82,763.20	86,923.20	91,312.00	95,888.00	100,651.20	100,651.20
49	Network Infrastructure Specialist	260	*Hourly*	37.85	39.79	41.79	43.90	46.09	48.37	50.80	50.80
			Annual	78,728.00	82,763.20	86,923.20	91,312.00	95,867.20	100,609.60	105,664.00	105,664.00
50	Network Administrator I Specialist, Instructional Materials	260	*Hourly*	38.84	40.78	42.81	45.01	47.18	49.56	51.98	51.98
			Annual	80,787.20	84,822.40	89,044.80	93,620.80	98,134.40	103,084.80	108,118.40	108,118.40
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	260	*Hourly*	41.82	43.90	46.09	48.46	50.80	53.33	55.99	55.99
	Specialist, Refugee Asylum Program		Annual	86,985.60	91,312.00	95,867.20	100,796.80	105,664.00	110,926.40	116,459.20	116,459.20
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, State & Local Testing	260	*Hourly*	47.21	49.60	52.05	54.64	57.39	60.21	63.25	63.25
	Specialist, Student Engagement		Annual	98,196.80	103,168.00	108,264.00	113,651.20	119,371.20	125,236.80	131,560.00	131,560.00

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU WTCL Salary Schedule - CalPERS

Board approved 14% increase 2/25/26 effective 7/1/25

Range	Classification	Days		1	2	3	4	5	6	7	8
56		260									
			Hourly	48.39	50.83	53.39	56.10	58.78	61.73	64.82	64.82
	Specialist, Master Sched Develop		Annual	100,651.20	105,726.40	111,051.20	116,688.00	122,262.40	128,398.40	134,825.60	134,825.60
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan	260									
	Specialist, Target Stu Grp Interven		*Hourly*	49.62	52.10	54.71	57.43	60.29	63.30	66.46	66.46
	Student Info Sys Specialist III		Annual	103,209.60	108,368.00	113,796.80	119,454.40	125,403.20	131,664.00	138,236.80	138,236.80
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer	260									
	Software Developer IV		*Hourly*	58.98	61.94	65.04	68.29	71.69	75.27	79.05	79.05
	Specialist, Operations		Annual	122,678.40	128,835.20	135,283.20	142,043.20	149,115.20	156,561.60	164,424.00	164,424.00
65		260									
	Occupatioanl Therapist		*Hourly*	60.50	63.52	66.69	70.02	73.53	77.20	81.07	81.07
	Physical Therapist		Annual	125,840.00	132,121.60	138,715.20	145,641.60	152,942.40	160,576.00	168,625.60	168,625.60

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	19.64	19.64	19.64	19.64	19.64	19.64	20.02	20.02
			Annual	38,445.30	38,445.30	38,445.30	38,445.30	38,445.30	38,445.30	39,189.15	39,189.15
14	Early Literacy Reading Tutor	261	*Hourly*	19.64	19.64	19.64	19.64	19.64	20.02	21.01	21.01
			Annual	38,445.30	38,445.30	38,445.30	38,445.30	38,445.30	39,189.15	41,127.08	41,127.08
17	Receptionist Receptionist - Bilingual	261	*Hourly*	19.64	19.64	19.64	19.64	20.51	21.56	22.64	22.64
			Annual	38,445.30	38,445.30	38,445.30	38,445.30	40,148.33	42,203.70	44,317.80	44,317.80
20	School Enrichment Recess Coach	261	*Hourly*	19.64	19.64	20.04	21.01	22.06	23.12	24.34	24.34
			Annual	38,445.30	38,445.30	39,228.30	41,127.08	43,182.45	45,257.40	47,645.55	47,645.55
23	Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	19.64	20.51	21.56	22.64	23.75	24.90	26.22	26.22
			Annual	38,445.30	40,148.33	42,203.70	44,317.80	46,490.63	48,741.75	51,325.65	51,325.65
24	Maintenance Control Specialist	261	*Hourly*	20.04	21.01	22.06	23.23	24.34	25.57	26.86	26.86
			Annual	39,228.30	41,127.08	43,182.45	45,472.73	47,645.55	50,053.28	52,578.45	52,578.45
25	Secretary Middle	261	*Hourly*	20.51	21.56	22.64	23.75	24.90	26.22	27.47	27.47
			Annual	40,148.33	42,203.70	44,317.80	46,490.63	48,741.75	51,325.65	53,772.53	53,772.53
27	Dispatcher, Security and Safety	261	*Hourly*	21.56	22.64	23.75	24.90	26.22	27.50	28.86	28.86
			Annual	42,203.70	44,317.80	46,490.63	48,741.75	51,325.65	53,831.25	56,493.45	56,493.45
28	Culture Keeper	261	*Hourly*	21.59	23.23	24.34	25.57	26.86	28.16	29.59	29.59
			Annual	42,262.43	45,472.73	47,645.55	50,053.28	52,578.45	55,123.20	57,922.43	57,922.43
32	Assistant Newcomer Learning Lab Instructional Support Specialist	261	*Hourly*	24.34	25.57	26.86	28.16	29.59	31.07	32.62	32.62
			Annual	47,645.55	50,053.28	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	63,853.65
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	24.90	26.22	27.47	28.83	30.25	31.76	33.37	33.37
			Annual	48,741.75	51,325.65	53,772.53	56,434.73	59,214.38	62,170.20	65,321.78	65,321.78
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	25.57	26.86	28.16	29.59	31.07	32.62	34.23	34.23
			Annual	50,053.28	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	67,005.23	67,005.23
35	Site-Based Culture Climate Ambassador	261	*Hourly*	26.22	27.47	28.83	30.25	31.79	33.41	35.06	35.06
			Annual	51,325.65	53,772.53	56,434.73	59,214.38	62,228.93	65,400.08	68,629.95	68,629.95
36	Central Culture Climate Ambassador	261	*Hourly*	26.86	28.16	29.59	31.07	32.62	34.23	35.91	35.91
			Annual	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	67,005.23	70,293.83	70,293.83
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	261	*Hourly*	28.16	29.59	31.07	32.62	34.22	35.89	37.73	37.73
			Annual	55,123.20	57,922.43	60,819.53	63,853.65	66,985.65	70,254.68	73,856.48	73,856.48

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	261	*Hourly*	29.59	31.07	32.62	34.22	35.89	37.73	39.62	39.62
			Annual	57,922.43	60,819.53	63,853.65	66,985.65	70,254.68	73,856.48	77,556.15	77,556.15
42	Specialist, School Technology	261	*Hourly*	31.07	32.62	34.22	35.89	37.72	39.61	41.58	41.58
			Annual	60,819.53	63,853.65	66,985.65	70,254.68	73,836.90	77,536.58	81,392.85	81,392.85
43	Computer Technician Senior	261	*Hourly*	31.79	33.37	35.00	36.81	38.61	40.59	42.59	42.59
			Annual	62,228.93	65,321.78	68,512.50	72,055.58	75,579.08	79,454.93	83,369.93	83,369.93
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	32.62	34.22	35.89	37.72	39.62	41.60	43.69	43.69
			Annual	63,853.65	66,985.65	70,254.68	73,836.90	77,556.15	81,432.00	85,523.18	85,523.18
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	261	*Hourly*	33.37	34.99	36.80	38.61	40.59	42.63	44.75	44.75
			Annual	65,321.78	68,492.93	72,036.00	75,579.08	79,454.93	83,448.23	87,598.13	87,598.13
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness Stu Welcome Center Counselor II	261	*Hourly*	35.89	37.72	39.62	41.60	43.67	45.83	48.09	48.09
			Annual	70,254.68	73,836.90	77,556.15	81,432.00	85,484.03	89,712.23	94,136.18	94,136.18
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Nutr Svcs Good Fd Prch	261	*Hourly*	36.80	38.61	40.59	42.63	44.78	47.02	49.36	49.36
			Annual	72,036.00	75,579.08	79,454.93	83,448.23	87,656.85	92,041.65	96,622.20	96,622.20
49	Network Infrastructure Specialist	261	*Hourly*	38.61	40.59	42.63	44.78	47.01	49.34	51.82	51.82
			Annual	75,579.08	79,454.93	83,448.23	87,656.85	92,022.08	96,583.05	101,437.65	101,437.65
50	Network Administrator I Specialist, Instructional Materials	261	*Hourly*	39.62	41.60	43.67	45.91	48.12	50.55	53.02	53.02
			Annual	77,556.15	81,432.00	85,484.03	89,868.83	94,194.90	98,951.63	103,786.65	103,786.65
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	261	*Hourly*	42.66	44.78	47.01	49.43	51.82	54.40	57.11	57.11
			Annual	83,506.95	87,656.85	92,022.08	96,759.23	101,437.65	106,488.00	111,792.83	111,792.83
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	48.15	50.59	53.09	55.73	58.54	61.41	64.52	64.52
			Annual	94,253.63	99,029.93	103,923.68	109,091.48	114,592.05	120,210.08	126,297.90	126,297.90

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26

Range	Classification	Days		1	2	3	4	5	6	7	8
56	Specialist, Master Sched Develop	261	*Hourly*	49.36	51.85	54.46	57.22	59.96	62.96	66.12	66.12
			Annual	96,622.20	101,496.38	106,605.45	112,008.15	117,371.70	123,244.20	129,429.90	129,429.90
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	261	*Hourly*	50.61	53.14	55.80	58.58	61.50	64.57	67.79	67.79
			Annual	99,069.08	104,021.55	109,228.50	114,670.35	120,386.25	126,395.78	132,698.93	132,698.93
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	261	*Hourly*	60.16	63.18	66.34	69.66	73.12	76.78	80.63	80.63
			Annual	117,763.20	123,674.85	129,860.55	136,359.45	143,132.40	150,296.85	157,833.23	157,833.23
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	61.71	64.79	68.02	71.42	75.00	78.74	82.69	82.69
			Annual	120,797.33	126,826.43	133,149.15	139,804.65	146,812.50	154,133.55	161,865.68	161,865.68

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	19.64	19.64	19.64	19.64	19.64	19.64	20.02	20.02
			Annual	40,851.20	40,851.20	40,851.20	40,851.20	40,851.20	40,851.20	41,641.60	41,641.60
14	Early Literacy Reading Tutor	260	*Hourly*	19.64	19.64	19.64	19.64	19.64	20.02	21.01	21.01
			Annual	40,851.20	40,851.20	40,851.20	40,851.20	40,851.20	41,641.60	43,700.80	43,700.80
17	Receptionist Receptionist - Bilingual	260	*Hourly*	19.64	19.64	19.64	19.64	20.51	21.56	22.64	22.64
			Annual	40,851.20	40,851.20	40,851.20	40,851.20	42,660.80	44,844.80	47,091.20	47,091.20
20	School Enrichment Recess Coach	260	*Hourly*	19.64	19.64	20.04	21.01	22.06	23.12	24.34	24.34
			Annual	40,851.20	40,851.20	41,683.20	43,700.80	45,884.80	48,089.60	50,627.20	50,627.20
23	Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	19.64	20.51	21.56	22.64	23.75	24.90	26.22	26.22
			Annual	40,851.20	42,660.80	44,844.80	47,091.20	49,400.00	51,792.00	54,537.60	54,537.60
24	Maintenance Control Specialist	260	*Hourly*	20.04	21.01	22.06	23.23	24.34	25.57	26.86	26.86
			Annual	41,683.20	43,700.80	45,884.80	48,318.40	50,627.20	53,185.60	55,868.80	55,868.80
25	Secretary Middle	260	*Hourly*	20.51	21.56	22.64	23.75	24.90	26.22	27.47	27.47
			Annual	42,660.80	44,844.80	47,091.20	49,400.00	51,792.00	54,537.60	57,137.60	57,137.60
27	Dispatcher, Security and Safety	260	*Hourly*	21.56	22.64	23.75	24.90	26.22	27.50	28.86	28.86
			Annual	44,844.80	47,091.20	49,400.00	51,792.00	54,537.60	57,200.00	60,028.80	60,028.80
28	Culture Keeper	260	*Hourly*	21.59	23.23	24.34	25.57	26.86	28.16	29.59	29.59
			Annual	44,907.20	48,318.40	50,627.20	53,185.60	55,868.80	58,572.80	61,547.20	61,547.20
32	Assistant Newcomer Learning Lab Instructional Support Specialist	260	*Hourly*	24.34	25.57	26.86	28.16	29.59	31.07	32.62	32.62
			Annual	50,627.20	53,185.60	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	67,849.60
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	24.90	26.22	27.47	28.83	30.25	31.76	33.37	33.37
			Annual	51,792.00	54,537.60	57,137.60	59,966.40	62,920.00	66,060.80	69,409.60	69,409.60
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	25.57	26.86	28.16	29.59	31.07	32.62	34.23	34.23
			Annual	53,185.60	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	71,198.40	71,198.40
35	Site-Based Culture Climate Ambassador	260	*Hourly*	26.22	27.47	28.83	30.25	31.79	33.41	35.06	35.06
			Annual	54,537.60	57,137.60	59,966.40	62,920.00	66,123.20	69,492.80	72,924.80	72,924.80
36	Central Culture Climate Ambassador	260	*Hourly*	26.86	28.16	29.59	31.07	32.62	34.23	35.91	35.91
			Annual	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	71,198.40	74,692.80	74,692.80
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	260	*Hourly*	28.16	29.59	31.07	32.62	34.22	35.89	37.73	37.73
			Annual	58,572.80	61,547.20	64,625.60	67,849.60	71,177.60	74,651.20	78,478.40	78,478.40

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	260	*Hourly*	29.59	31.07	32.62	34.22	35.89	37.73	39.62	39.62
			Annual	61,547.20	64,625.60	67,849.60	71,177.60	74,651.20	78,478.40	82,409.60	82,409.60
42	Specialist, School Technology	260	*Hourly*	31.07	32.62	34.22	35.89	37.72	39.61	41.58	41.58
			Annual	64,625.60	67,849.60	71,177.60	74,651.20	78,457.60	82,388.80	86,486.40	86,486.40
43	Computer Technician Senior	260	*Hourly*	31.79	33.37	35.00	36.81	38.61	40.59	42.59	42.59
			Annual	66,123.20	69,409.60	72,800.00	76,564.80	80,308.80	84,427.20	88,587.20	88,587.20
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	260	*Hourly*	32.62	34.22	35.89	37.72	39.62	41.60	43.69	43.69
			Annual	67,849.60	71,177.60	74,651.20	78,457.60	82,409.60	86,528.00	90,875.20	90,875.20
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	260	*Hourly*	33.37	34.99	36.80	38.61	40.59	42.63	44.75	44.75
			Annual	69,409.60	72,779.20	76,544.00	80,308.80	84,427.20	88,670.40	93,080.00	93,080.00
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness Stu Welcome Center Counselor II	260	*Hourly*	35.89	37.72	39.62	41.60	43.67	45.83	48.09	48.09
			Annual	74,651.20	78,457.60	82,409.60	86,528.00	90,833.60	95,326.40	100,027.20	100,027.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Nutr Svcs Good Fd Prch	260	*Hourly*	36.80	38.61	40.59	42.63	44.78	47.02	49.36	49.36
			Annual	76,544.00	80,308.80	84,427.20	88,670.40	93,142.40	97,801.60	102,668.80	102,668.80
49	Network Infrastructure Specialist	260	*Hourly*	38.61	40.59	42.63	44.78	47.01	49.34	51.82	51.82
			Annual	80,308.80	84,427.20	88,670.40	93,142.40	97,780.80	102,627.20	107,785.60	107,785.60
50	Network Administrator I Specialist, Instructional Materials	260	*Hourly*	39.62	41.60	43.67	45.91	48.12	50.55	53.02	53.02
			Annual	82,409.60	86,528.00	90,833.60	95,492.80	100,089.60	105,144.00	110,281.60	110,281.60
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	260	*Hourly*	42.66	44.78	47.01	49.43	51.82	54.40	57.11	57.11
			Annual	88,732.80	93,142.40	97,780.80	102,814.40	107,785.60	113,152.00	118,788.80	118,788.80
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	48.15	50.59	53.09	55.73	58.54	61.41	64.52	64.52
			Annual	100,152.00	105,227.20	110,427.20	115,918.40	121,763.20	127,732.80	134,201.60	134,201.60

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26

Range	Classification	Days		1	2	3	4	5	6	7	8
56		260									
			Hourly	49.36	51.85	54.46	57.22	59.96	62.96	66.12	66.12
	Specialist, Master Sched Develop		Annual	102,668.80	107,848.00	113,276.80	119,017.60	124,716.80	130,956.80	137,529.60	137,529.60
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Specialist, Behavior	260									
	Specialist, Strategic Resource Plan		*Hourly*	50.61	53.14	55.80	58.58	61.50	64.57	67.79	67.79
	Specialist, Target Stu Grp Interven		Annual	105,268.80	110,531.20	116,064.00	121,846.40	127,920.00	134,305.60	141,003.20	141,003.20
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer	260									
	Software Developer IV		*Hourly*	60.16	63.18	66.34	69.66	73.12	76.78	80.63	80.63
	Specialist, Operations		Annual	125,132.80	131,414.40	137,987.20	144,892.80	152,089.60	159,702.40	167,710.40	167,710.40
65		260									
	Occupatioanl Therapist		*Hourly*	61.71	64.79	68.02	71.42	75.00	78.74	82.69	82.69
	Physical Therapist		Annual	128,356.80	134,763.20	141,481.60	148,553.60	156,000.00	163,779.20	171,995.20	171,995.20

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50
14	Early Literacy Reading Tutor	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50
17	Receptionist Receptionist - Bilingual	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50
20	School Enrichment Recess Coach	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50
23	Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	26.22	26.22
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	51,325.65	51,325.65
24	Maintenance Control Specialist	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.57	26.86	26.86
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	50,053.28	52,578.45	52,578.45
25	Secretary Middle	261	*Hourly*	25.00	25.00	25.00	25.00	25.00	26.22	27.47	27.47
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	48,937.50	51,325.65	53,772.53	53,772.53
27	Dispatcher, Security and Safety	261	*Hourly*	25.00	25.00	25.00	25.00	26.22	27.50	28.86	28.86
			Annual	48,937.50	48,937.50	48,937.50	48,937.50	51,325.65	53,831.25	56,493.45	56,493.45
28	Culture Keeper	261	*Hourly*	25.00	25.00	25.00	25.57	26.86	28.16	29.59	29.59
			Annual	48,937.50	48,937.50	48,937.50	50,053.28	52,578.45	55,123.20	57,922.43	57,922.43
32	Assistant Newcomer Learning Lab Instructional Support Specialist	261	*Hourly*	25.00	25.57	26.86	28.16	29.59	31.07	32.62	32.62
			Annual	48,937.50	50,053.28	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	63,853.65
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	25.00	26.22	27.47	28.83	30.25	31.76	33.37	33.37
			Annual	48,937.50	51,325.65	53,772.53	56,434.73	59,214.38	62,170.20	65,321.78	65,321.78
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	25.57	26.86	28.16	29.59	31.07	32.62	34.23	34.23
			Annual	50,053.28	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	67,005.23	67,005.23
35	Site-Based Culture Climate Ambassador	261	*Hourly*	26.22	27.47	28.83	30.25	31.79	33.41	35.06	35.06
			Annual	51,325.65	53,772.53	56,434.73	59,214.38	62,228.93	65,400.08	68,629.95	68,629.95
36	Central Culture Climate Ambassador	261	*Hourly*	26.86	28.16	29.59	31.07	32.62	34.23	35.91	35.91
			Annual	52,578.45	55,123.20	57,922.43	60,819.53	63,853.65	67,005.23	70,293.83	70,293.83
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	261	*Hourly*	28.16	29.59	31.07	32.62	34.22	35.89	37.73	37.73
			Annual	55,123.20	57,922.43	60,819.53	63,853.65	66,985.65	70,254.68	73,856.48	73,856.48

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	261	*Hourly*	29.59	31.07	32.62	34.22	35.89	37.73	39.62	39.62
			Annual	57,922.43	60,819.53	63,853.65	66,985.65	70,254.68	73,856.48	77,556.15	77,556.15
42	Specialist, School Technology	261	*Hourly*	31.07	32.62	34.22	35.89	37.72	39.61	41.58	41.58
			Annual	60,819.53	63,853.65	66,985.65	70,254.68	73,836.90	77,536.58	81,392.85	81,392.85
43	Computer Technician Senior	261	*Hourly*	31.79	33.37	35.00	36.81	38.61	40.59	42.59	42.59
			Annual	62,228.93	65,321.78	68,512.50	72,055.58	75,579.08	79,454.93	83,369.93	83,369.93
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	32.62	34.22	35.89	37.72	39.62	41.60	43.69	43.69
			Annual	63,853.65	66,985.65	70,254.68	73,836.90	77,556.15	81,432.00	85,523.18	85,523.18
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	261	*Hourly*	33.37	34.99	36.80	38.61	40.59	42.63	44.75	44.75
			Annual	65,321.78	68,492.93	72,036.00	75,579.08	79,454.93	83,448.23	87,598.13	87,598.13
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness Stu Welcome Center Counselor II	261	*Hourly*	35.89	37.72	39.62	41.60	43.67	45.83	48.09	48.09
			Annual	70,254.68	73,836.90	77,556.15	81,432.00	85,484.03	89,712.23	94,136.18	94,136.18
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Nutr Svcs Good Fd Prch	261	*Hourly*	36.80	38.61	40.59	42.63	44.78	47.02	49.36	49.36
			Annual	72,036.00	75,579.08	79,454.93	83,448.23	87,656.85	92,041.65	96,622.20	96,622.20
49	Network Infrastructure Specialist	261	*Hourly*	38.61	40.59	42.63	44.78	47.01	49.34	51.82	51.82
			Annual	75,579.08	79,454.93	83,448.23	87,656.85	92,022.08	96,583.05	101,437.65	101,437.65
50	Network Administrator I Specialist, Instructional Materials	261	*Hourly*	39.62	41.60	43.67	45.91	48.12	50.55	53.02	53.02
			Annual	77,556.15	81,432.00	85,484.03	89,868.83	94,194.90	98,951.63	103,786.65	103,786.65
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	261	*Hourly*	42.66	44.78	47.01	49.43	51.82	54.40	57.11	57.11
			Annual	83,506.95	87,656.85	92,022.08	96,759.23	101,437.65	106,488.00	111,792.83	111,792.83
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	48.15	50.59	53.09	55.73	58.54	61.41	64.52	64.52
			Annual	94,253.63	99,029.93	103,923.68	109,091.48	114,592.05	120,210.08	126,297.90	126,297.90

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

Range	Classification	Days		1	2	3	4	5	6	7	8
56	Specialist, Master Sched Develop	261	*Hourly*	49.36	51.85	54.46	57.22	59.96	62.96	66.12	66.12
			Annual	96,622.20	101,496.38	106,605.45	112,008.15	117,371.70	123,244.20	129,429.90	129,429.90
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	261	*Hourly*	50.61	53.14	55.80	58.58	61.50	64.57	67.79	67.79
			Annual	99,069.08	104,021.55	109,228.50	114,670.35	120,386.25	126,395.78	132,698.93	132,698.93
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	261	*Hourly*	60.16	63.18	66.34	69.66	73.12	76.78	80.63	80.63
			Annual	117,763.20	123,674.85	129,860.55	136,359.45	143,132.40	150,296.85	157,833.23	157,833.23
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	61.71	64.79	68.02	71.42	75.00	78.74	82.69	82.69
			Annual	120,797.33	126,826.43	133,149.15	139,804.65	146,812.50	154,133.55	161,865.68	161,865.68

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
14	Early Literacy Reading Tutor	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
17	Receptionist Receptionist - Bilingual	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
20	School Enrichment Recess Coach	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
23	Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00	26.22	26.22
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	54,537.60	54,537.60
24	Maintenance Control Specialist	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.57	26.86	26.86
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	53,185.60	55,868.80	55,868.80
25	Secretary Middle	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	26.22	27.47	27.47
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	54,537.60	57,137.60	57,137.60
27	Dispatcher, Security and Safety	260	*Hourly*	25.00	25.00	25.00	25.00	26.22	27.50	28.86	28.86
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	54,537.60	57,200.00	60,028.80	60,028.80
28	Culture Keeper	260	*Hourly*	25.00	25.00	25.00	25.57	26.86	28.16	29.59	29.59
			Annual	52,000.00	52,000.00	52,000.00	53,185.60	55,868.80	58,572.80	61,547.20	61,547.20
32	Assistant Newcomer Learning Lab Instructional Support Specialist	260	*Hourly*	25.00	25.57	26.86	28.16	29.59	31.07	32.62	32.62
			Annual	52,000.00	53,185.60	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	67,849.60
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	25.00	26.22	27.47	28.83	30.25	31.76	33.37	33.37
			Annual	52,000.00	54,537.60	57,137.60	59,966.40	62,920.00	66,060.80	69,409.60	69,409.60
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	25.57	26.86	28.16	29.59	31.07	32.62	34.23	34.23
			Annual	53,185.60	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	71,198.40	71,198.40
35	Site-Based Culture Climate Ambassador	260	*Hourly*	26.22	27.47	28.83	30.25	31.79	33.41	35.06	35.06
			Annual	54,537.60	57,137.60	59,966.40	62,920.00	66,123.20	69,492.80	72,924.80	72,924.80
36	Central Culture Climate Ambassador	260	*Hourly*	26.86	28.16	29.59	31.07	32.62	34.23	35.91	35.91
			Annual	55,868.80	58,572.80	61,547.20	64,625.60	67,849.60	71,198.40	74,692.80	74,692.80
38	Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Specialist, Enrollment - ECE	260	*Hourly*	28.16	29.59	31.07	32.62	34.22	35.89	37.73	37.73
			Annual	58,572.80	61,547.20	64,625.60	67,849.60	71,177.60	74,651.20	78,478.40	78,478.40

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

Range	Classification	Days		1	2	3	4	5	6	7	8
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs	260	*Hourly*	29.59	31.07	32.62	34.22	35.89	37.73	39.62	39.62
			Annual	61,547.20	64,625.60	67,849.60	71,177.60	74,651.20	78,478.40	82,409.60	82,409.60
42	Specialist, School Technology	260	*Hourly*	31.07	32.62	34.22	35.89	37.72	39.61	41.58	41.58
			Annual	64,625.60	67,849.60	71,177.60	74,651.20	78,457.60	82,388.80	86,486.40	86,486.40
43	Computer Technician Senior	260	*Hourly*	31.79	33.37	35.00	36.81	38.61	40.59	42.59	42.59
			Annual	66,123.20	69,409.60	72,800.00	76,564.80	80,308.80	84,427.20	88,587.20	88,587.20
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	260	*Hourly*	32.62	34.22	35.89	37.72	39.62	41.60	43.69	43.69
			Annual	67,849.60	71,177.60	74,651.20	78,457.60	82,409.60	86,528.00	90,875.20	90,875.20
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	260	*Hourly*	33.37	34.99	36.80	38.61	40.59	42.63	44.75	44.75
			Annual	69,409.60	72,779.20	76,544.00	80,308.80	84,427.20	88,670.40	93,080.00	93,080.00
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, Wellness Stu Welcome Center Counselor II	260	*Hourly*	35.89	37.72	39.62	41.60	43.67	45.83	48.09	48.09
			Annual	74,651.20	78,457.60	82,409.60	86,528.00	90,833.60	95,326.40	100,027.20	100,027.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Nutr Svcs Good Fd Prch	260	*Hourly*	36.80	38.61	40.59	42.63	44.78	47.02	49.36	49.36
			Annual	76,544.00	80,308.80	84,427.20	88,670.40	93,142.40	97,801.60	102,668.80	102,668.80
49	Network Infrastructure Specialist	260	*Hourly*	38.61	40.59	42.63	44.78	47.01	49.34	51.82	51.82
			Annual	80,308.80	84,427.20	88,670.40	93,142.40	97,780.80	102,627.20	107,785.60	107,785.60
50	Network Administrator I Specialist, Instructional Materials	260	*Hourly*	39.62	41.60	43.67	45.91	48.12	50.55	53.02	53.02
			Annual	82,409.60	86,528.00	90,833.60	95,492.80	100,089.60	105,144.00	110,281.60	110,281.60
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	260	*Hourly*	42.66	44.78	47.01	49.43	51.82	54.40	57.11	57.11
			Annual	88,732.80	93,142.40	97,780.80	102,814.40	107,785.60	113,152.00	118,788.80	118,788.80
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	48.15	50.59	53.09	55.73	58.54	61.41	64.52	64.52
			Annual	100,152.00	105,227.20	110,427.20	115,918.40	121,763.20	127,732.80	134,201.60	134,201.60

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

Range	Classification	Days		1	2	3	4	5	6	7	8
56	Specialist, Master Sched Develop	260	*Hourly*	49.36	51.85	54.46	57.22	59.96	62.96	66.12	66.12
			Annual	102,668.80	107,848.00	113,276.80	119,017.60	124,716.80	130,956.80	137,529.60	137,529.60
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	260	*Hourly*	50.61	53.14	55.80	58.58	61.50	64.57	67.79	67.79
			Annual	105,268.80	110,531.20	116,064.00	121,846.40	127,920.00	134,305.60	141,003.20	141,003.20
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	260	*Hourly*	60.16	63.18	66.34	69.66	73.12	76.78	80.63	80.63
			Annual	125,132.80	131,414.40	137,987.20	144,892.80	152,089.60	159,702.40	167,710.40	167,710.40
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	61.71	64.79	68.02	71.42	75.00	78.74	82.69	82.69
			Annual	128,356.80	134,763.20	141,481.60	148,553.60	156,000.00	163,779.20	171,995.20	171,995.20

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 OCDPA Salary Schedule - CalPERS

Board approved 2% increase 7/2/19 effective 1/1/20

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	CDC Instructional Assistant ***0-14 units***	260	*Hourly*	11.03	11.69	12.36	13.03	13.69	14.36
			Annual	22,942.40	24,315.20	25,708.80	27,102.40	28,475.20	29,868.80
2	CDC Instructional Assistant ***15-29 units***	260	*Hourly*	11.69	12.36	13.03	13.69	14.36	14.98
			Annual	24,315.20	25,708.80	27,102.40	28,475.20	29,868.80	31,158.40
3	CDC Instructional Assistant ***30-44 units***	260	*Hourly*	12.36	13.03	13.69	14.36	14.98	15.63
			Annual	25,708.80	27,102.40	28,475.20	29,868.80	31,158.40	32,510.40
4	CDC Instructional Assistant ***45-59 units***	260	*Hourly*	13.03	13.69	14.36	14.98	15.63	16.33
			Annual	27,102.40	28,475.20	29,868.80	31,158.40	32,510.40	33,966.40
5	CDC Instructional Assistant ***60-74 units***	260	*Hourly*	13.69	14.36	14.98	15.63	16.33	17.01
			Annual	28,475.20	29,868.80	31,158.40	32,510.40	33,966.40	35,380.80
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	14.36	14.98	15.63	16.33	17.01	17.64
			Annual	29,868.80	31,158.40	32,510.40	33,966.40	35,380.80	36,691.20
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	14.98	15.63	16.33	17.01	17.64	18.31
			Annual	31,158.40	32,510.40	33,966.40	35,380.80	36,691.20	38,084.80
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	15.63	16.33	17.01	17.64	18.31	19.01
			Annual	32,510.40	33,966.40	35,380.80	36,691.20	38,084.80	39,540.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$10.38
15	$20.81
20	$31.20
25	$41.57
30	$52.00
35	$62.40
40*	$72.80

*For the 2018-19 and 2019-20 school year only, unit members with 40 or more years of services shall receive an additional 5% monthly base salary stipend.

This section shall sunset and be removed from the Agreement effective June 30, 2020.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 OCDPA Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	14.52	15.22	15.88	16.57	17.31	18.03
			Annual	28,089.13	29,446.27	30,726.82	32,068.11	33,487.29	34,891.95
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	15.22	15.88	16.57	17.31	18.03	18.69
			Annual	29,446.27	30,726.82	32,068.11	33,487.29	34,891.95	36,171.19
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	15.88	16.57	17.31	18.03	18.69	19.41
			Annual	30,726.82	32,068.11	33,487.29	34,891.95	36,171.19	37,559.99
8	CDC Instructional Assistant ***105+ units***	258	Hourly	16.57	17.31	18.03	18.69	19.41	20.15
			Annual	32,068.11	33,487.29	34,891.95	36,171.19	37,559.99	38,995.02

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 OCDPA Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	14.52	15.22	15.88	16.57	17.31	18.03
			Annual	30,201.60	31,657.60	33,030.40	34,465.60	36,004.80	37,502.40
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	15.22	15.88	16.57	17.31	18.03	18.69
			Annual	31,657.60	33,030.40	34,465.60	36,004.80	37,502.40	38,875.20
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	15.88	16.57	17.31	18.03	18.69	19.41
			Annual	33,030.40	34,465.60	36,004.80	37,502.40	38,875.20	40,372.80
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	16.57	17.31	18.03	18.69	19.41	20.15
			Annual	34,465.60	36,004.80	37,502.40	38,875.20	40,372.80	41,912.00

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 OCDPA Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	15.97	15.97	15.97	16.57	17.31	18.03
			Annual	30,901.95	30,901.95	30,901.95	32,068.11	33,487.29	34,891.95
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	15.97	15.97	16.57	17.31	18.03	18.69
			Annual	30,901.95	30,901.95	32,068.11	33,487.29	34,891.95	36,171.19
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	15.97	16.57	17.31	18.03	18.69	19.41
			Annual	30,901.95	32,068.11	33,487.29	34,891.95	36,171.19	37,559.99
8	CDC Instructional Assistant ***105+ units***	258	Hourly	16.57	17.31	18.03	18.69	19.41	20.15
			Annual	32,068.11	33,487.29	34,891.95	36,171.19	37,559.99	38,995.02

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 OCDPA Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	15.97	15.97	15.97	16.57	17.31	18.03
			Annual	33,217.60	33,217.60	33,217.60	34,465.60	36,004.80	37,502.40
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	15.97	15.97	16.57	17.31	18.03	18.69
			Annual	33,217.60	33,217.60	34,465.60	36,004.80	37,502.40	38,875.20
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	15.97	16.57	17.31	18.03	18.69	19.41
			Annual	33,217.60	34,465.60	36,004.80	37,502.40	38,875.20	40,372.80
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	16.57	17.31	18.03	18.69	19.41	20.15
			Annual	34,465.60	36,004.80	37,502.40	38,875.20	40,372.80	41,912.00

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	16.33	16.33	16.33	16.95	17.70	18.44
			Annual	31,597.24	31,597.24	31,597.24	32,789.64	34,240.75	35,677.02
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	16.33	16.33	16.95	17.70	18.44	19.11
			Annual	31,597.24	31,597.24	32,789.64	34,240.75	35,677.02	36,985.04
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	16.33	16.95	17.70	18.44	19.11	19.85
			Annual	31,597.24	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09
8	CDC Instructional Assistant ***105+ units***	258	Hourly	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09	39,872.41

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	16.33	16.33	16.33	16.95	17.70	18.44
			Annual	33,966.40	33,966.40	33,966.40	35,256.00	36,816.00	38,355.20
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	16.33	16.33	16.95	17.70	18.44	19.11
			Annual	33,966.40	33,966.40	35,256.00	36,816.00	38,355.20	39,748.80
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	16.33	16.95	17.70	18.44	19.11	19.85
			Annual	33,966.40	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00	42,868.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	16.50	16.50	16.50	16.95	17.70	18.44
			Annual	31,927.50	31,927.50	31,927.50	32,789.64	34,240.75	35,677.02
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	16.50	16.50	16.95	17.70	18.44	19.11
			Annual	31,927.50	31,927.50	32,789.64	34,240.75	35,677.02	36,985.04
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	16.50	16.95	17.70	18.44	19.11	19.85
			Annual	31,927.50	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09
8	CDC Instructional Assistant ***105+ units***	258	Hourly	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09	39,872.41

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	16.50	16.50	16.50	16.95	17.70	18.44
			Annual	34,320.00	34,320.00	34,320.00	35,256.00	36,816.00	38,355.20
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	16.50	16.50	16.95	17.70	18.44	19.11
			Annual	34,320.00	34,320.00	35,256.00	36,816.00	38,355.20	39,748.80
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	16.50	16.95	17.70	18.44	19.11	19.85
			Annual	34,320.00	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00	42,868.80

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	16.89	16.89	16.89	16.95	17.70	18.44
			Annual	32,682.15	32,682.15	32,682.15	32,789.64	34,240.75	35,677.02
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	16.89	16.89	16.95	17.70	18.44	19.11
			Annual	32,682.15	32,682.15	32,789.64	34,240.75	35,677.02	36,985.04
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	16.89	16.95	17.70	18.44	19.11	19.85
			Annual	32,682.15	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09
8	CDC Instructional Assistant ***105+ units***	258	Hourly	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	32,789.64	34,240.75	35,677.02	36,985.04	38,405.09	39,872.41

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 OCDPA Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	16.89	16.89	16.89	16.95	17.70	18.44
			Annual	35,131.20	35,131.20	35,131.20	35,256.00	36,816.00	38,355.20
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	16.89	16.89	16.95	17.70	18.44	19.11
			Annual	35,131.20	35,131.20	35,256.00	36,816.00	38,355.20	39,748.80
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	16.89	16.95	17.70	18.44	19.11	19.85
			Annual	35,131.20	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	16.95	17.70	18.44	19.11	19.85	20.61
			Annual	35,256.00	36,816.00	38,355.20	39,748.80	41,288.00	42,868.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 OCDPA Salary Schedule

Board approved 14% increase 2/25/26 effective 7/1/25

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	Hourly	19.25	19.25	19.25	19.32	20.17	21.02
			Annual	37,257.65	37,257.65	37,257.65	37,380.19	39,034.46	40,671.80
6	CDC Instructional Assistant ***75-89 units***	258	Hourly	19.25	19.25	19.32	20.17	21.02	21.79
			Annual	37,257.65	37,257.65	37,380.19	39,034.46	40,671.80	42,162.95
7	CDC Instructional Assistant ***90-104 units***	258	Hourly	19.25	19.32	20.17	21.02	21.79	22.63
			Annual	37,257.65	37,380.19	39,034.46	40,671.80	42,162.95	43,781.80
8	CDC Instructional Assistant ***105+ units***	258	Hourly	19.32	20.17	21.02	21.79	22.63	23.49
			Annual	37,380.19	39,034.46	40,671.80	42,162.95	43,781.80	45,454.55

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 OCDPA Salary Schedule - CalPERS

Board approved 14% increase 2/25/26 effective 7/1/25

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	19.25	19.25	19.25	19.32	20.17	21.02
			Annual	40,040.00	40,040.00	40,040.00	40,185.60	41,953.60	43,721.60
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	19.25	19.25	19.32	20.17	21.02	21.79
			Annual	40,040.00	40,040.00	40,185.60	41,953.60	43,721.60	45,323.20
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	19.25	19.32	20.17	21.02	21.79	22.63
			Annual	40,040.00	40,185.60	41,953.60	43,721.60	45,323.20	47,070.40
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	19.32	20.17	21.02	21.79	22.63	23.49
			Annual	40,185.60	41,953.60	43,721.60	45,323.20	47,070.40	48,859.20

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 OCDPA Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	*Hourly*	19.64	19.64	19.64	19.70	20.57	21.44
			Annual	38,003.40	38,003.40	38,003.40	38,119.50	39,802.95	41,486.40
6	CDC Instructional Assistant ***75-89 units***	258	*Hourly*	19.64	19.64	19.70	20.57	21.44	22.23
			Annual	38,003.40	38,003.40	38,119.50	39,802.95	41,486.40	43,015.05
7	CDC Instructional Assistant ***90-104 units***	258	*Hourly*	19.64	19.70	20.57	21.44	22.23	23.08
			Annual	38,003.40	38,119.50	39,802.95	41,486.40	43,015.05	44,659.80
8	CDC Instructional Assistant ***105+ units***	258	*Hourly*	19.70	20.57	21.44	22.23	23.08	23.96
			Annual	38,119.50	39,802.95	41,486.40	43,015.05	44,659.80	46,362.60

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 OCDPA Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	19.64	19.64	19.64	19.70	20.57	21.44
			Annual	40,851.20	40,851.20	40,851.20	40,976.00	42,785.60	44,595.20
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	19.64	19.64	19.70	20.57	21.44	22.23
			Annual	40,851.20	40,851.20	40,976.00	42,785.60	44,595.20	46,238.40
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	19.64	19.70	20.57	21.44	22.23	23.08
			Annual	40,851.20	40,976.00	42,785.60	44,595.20	46,238.40	48,006.40
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	19.70	20.57	21.44	22.23	23.08	23.96
			Annual	40,976.00	42,785.60	44,595.20	46,238.40	48,006.40	49,836.80

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 OCDPA Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

CDCI (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/258 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	258	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00
6	CDC Instructional Assistant ***75-89 units***	258	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00
7	CDC Instructional Assistant ***90-104 units***	258	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00
8	CDC Instructional Assistant ***105+ units***	258	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00	48,375.00

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

Minimum Wage

Effective January 1, 2027, all unit members will be paid a minimum hourly rate per hour such that if any of the salary schedule increases bring the hourly rate below $25 dollars, the unit members shall be paid $25 per hour. If any increases result in a salary schedule hourly rate above $25 per hour, the unit member shall be paid the corresponding hourly rate.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 OCDPA Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

CDCI (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
5	CDC Instructional Assistant ***0-74 units***	260	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
6	CDC Instructional Assistant ***75-89 units***	260	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
7	CDC Instructional Assistant ***90-104 units***	260	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
8	CDC Instructional Assistant ***105+ units***	260	*Hourly*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*	*25.00*
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

Minimum Wage

Effective January 1, 2027, all unit members will be paid a minimum hourly rate per hour such that if any of the salary schedule increases bring the hourly rate below $25 dollars, the unit members shall be paid $25 per hour. If any increases result in a salary schedule hourly rate above $25 per hour, the unit member shall be paid the corresponding hourly rate.

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU Para Salary Schedule

Board approved 2% increase 7/2/19 effective 1/1/20

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly *Annual*	11.80 18,137.19	12.77 19,641.44	13.76 21,158.00	14.73 22,649.91	15.70 24,144.28	17.17 26,398.17
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly *Annual*	12.10 18,605.72	13.09 20,122.29	14.11 21,700.51	15.08 23,180.10	16.09 24,733.66	17.61 27,076.32
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly *Annual*	12.90 19,826.37	13.96 21,466.24	15.04 23,122.80	16.12 24,787.94	17.19 26,422.85	18.79 28,888.81
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly *Annual*	13.22 20,319.56	14.30 21,984.10	15.41 23,697.95	16.51 25,387.14	17.63 27,113.31	19.28 29,640.92
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly *Annual*	14.08 21,651.18	15.24 23,426.69	15.41 23,697.95	16.51 25,387.14	18.77 28,864.14	20.52 31,552.05
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly *Annual*	14.43 22,193.71	15.62 24,018.51	16.82 25,855.67	18.02 27,705.13	19.25 29,591.60	21.04 32,353.49

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$10.38
15	$20.81
20	$31.20
25	$41.57
30	$52.00
35	$62.40
40*	$72.80

*For the 2018-19 and 2019-20 school year only, unit members with 40 or more years of services shall receive an additional 5% monthly base salary stipend.

This section shall sunset and be removed from the Agreement effective June 30, 2020.

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU Para Salary Schedule - CalPERS

Board approved 2% increase 7/2/19 effective 1/1/20

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	11.80	12.77	13.76	14.73	15.70	17.17
			Annual	24,544.00	26,561.60	28,620.80	30,638.40	32,656.00	35,713.60
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	12.10	13.09	14.11	15.08	16.09	17.61
			Annual	25,168.00	27,227.20	29,348.80	31,366.40	33,467.20	36,628.80
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	12.90	13.96	15.04	16.12	17.19	18.79
			Annual	26,832.00	29,036.80	31,283.20	33,529.60	35,755.20	39,083.20
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	13.22	14.30	15.41	16.51	17.63	19.28
			Annual	27,497.60	29,744.00	32,052.80	34,340.80	36,670.40	40,102.40
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	14.08	15.24	15.41	16.51	18.77	20.52
			Annual	29,286.40	31,699.20	32,052.80	34,340.80	39,041.60	42,681.60
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	14.43	15.62	16.82	18.02	19.25	21.04
			Annual	30,014.40	32,489.60	34,985.60	37,481.60	40,040.00	43,763.20

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$10.38
15	$20.81
20	$31.20
25	$41.57
30	$52.00
35	$62.40
40*	$72.80

*For the 2018-19 and 2019-20 school year only, unit members with 40 or more years of services shall receive an additional 5% monthly base salary stipend.

This section shall sunset and be removed from the Agreement effective June 30, 2020.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU Para Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	12.50	13.54	14.59	15.62	16.65	18.20
			Annual	19,225.42	20,819.93	22,427.48	24,008.90	25,592.94	27,982.06
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	12.83	13.87	14.96	15.98	17.05	18.67
			Annual	19,722.06	21,329.63	23,002.54	24,570.91	26,217.68	28,700.90
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	13.67	14.80	15.94	17.09	18.22	19.92
			Annual	21,015.95	22,754.21	24,510.17	26,275.22	28,008.22	30,622.14
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	14.01	15.16	16.34	17.50	18.69	20.44
			Annual	21,538.73	23,303.15	25,119.83	26,910.37	28,740.11	31,419.38
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	14.93	16.15	16.34	17.50	19.90	21.75
			Annual	22,950.25	24,832.29	25,119.83	26,910.37	30,595.99	33,445.17
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	15.30	16.56	17.83	19.10	20.40	22.31
			Annual	23,525.33	25,459.62	27,407.01	29,367.44	31,367.10	34,294.70

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU Para Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	12.50	13.54	14.59	15.62	16.65	18.20
			Annual	26,000.00	28,163.20	30,347.20	32,489.60	34,632.00	37,856.00
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	12.83	13.87	14.96	15.98	17.05	18.67
			Annual	26,686.40	28,849.60	31,116.80	33,238.40	35,464.00	38,833.60
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	13.67	14.80	15.94	17.09	18.22	19.92
			Annual	28,433.60	30,784.00	33,155.20	35,547.20	37,897.60	41,433.60
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	14.01	15.16	16.34	17.50	18.69	20.44
			Annual	29,140.80	31,532.80	33,987.20	36,400.00	38,875.20	42,515.20
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	14.93	16.15	16.34	17.50	19.90	21.75
			Annual	31,054.40	33,592.00	33,987.20	36,400.00	41,392.00	45,240.00
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	15.30	16.56	17.83	19.10	20.40	22.31
			Annual	31,824.00	34,444.80	37,086.40	39,728.00	42,432.00	46,404.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU Para Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	15.97	15.97	15.97	15.97	16.65	18.20
			Annual	24,553.88	24,553.88	24,553.88	24,553.88	25,592.94	27,982.06
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	15.97	15.97	15.97	15.98	17.05	18.67
			Annual	24,553.88	24,553.88	24,553.88	24,570.91	26,217.68	28,700.90
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	15.97	15.97	15.97	17.09	18.22	19.92
			Annual	24,553.88	24,553.88	24,553.88	26,275.22	28,008.22	30,622.14
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	15.97	15.97	16.34	17.50	18.69	20.44
			Annual	24,553.88	24,553.88	25,119.83	26,910.37	28,740.11	31,419.38
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	15.97	16.15	16.34	17.50	19.90	21.75
			Annual	24,553.88	24,832.29	25,119.83	26,910.37	30,595.99	33,445.17
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	15.97	16.56	17.83	19.10	20.40	22.31
			Annual	24,553.88	25,459.62	27,407.01	29,367.44	31,367.10	34,294.70

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU Para Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	15.97	15.97	15.97	15.97	16.65	18.20
			Annual	33,217.60	33,217.60	33,217.60	33,217.60	34,632.00	37,856.00
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	15.97	15.97	15.97	15.98	17.05	18.67
			Annual	33,217.60	33,217.60	33,217.60	33,238.40	35,464.00	38,833.60
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	15.97	15.97	15.97	17.09	18.22	19.92
			Annual	33,217.60	33,217.60	33,217.60	35,547.20	37,897.60	41,433.60
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	15.97	15.97	16.34	17.50	18.69	20.44
			Annual	33,217.60	33,217.60	33,987.20	36,400.00	38,875.20	42,515.20
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	15.97	16.15	16.34	17.50	19.90	21.75
			Annual	33,217.60	33,592.00	33,987.20	36,400.00	41,392.00	45,240.00
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	15.97	16.56	17.83	19.10	20.40	22.31
			Annual	33,217.60	34,444.80	37,086.40	39,728.00	42,432.00	46,404.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	16.33	16.33	16.33	16.33	17.02	18.61
			Annual	25,106.34	25,106.34	25,106.34	25,106.34	26,168.78	28,611.66
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	16.33	16.33	16.33	16.34	17.44	19.09
			Annual	25,106.34	25,106.34	25,106.34	25,123.76	26,807.58	29,346.67
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	16.33	16.33	16.33	17.47	18.63	20.36
			Annual	25,106.34	25,106.34	25,106.34	26,866.41	28,638.40	31,311.14
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	16.33	16.33	16.71	17.90	19.11	20.90
			Annual	25,106.34	25,106.34	25,685.03	27,515.85	29,386.76	32,126.32
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	16.33	16.51	16.71	17.90	20.35	22.24
			Annual	25,106.34	25,391.02	25,685.03	27,515.85	31,284.40	34,197.69
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	16.33	16.93	18.23	19.53	20.86	22.81
			Annual	25,106.34	26,032.46	28,023.67	30,028.21	32,072.86	35,066.33

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260	Hourly	16.33	16.33	16.33	16.33	17.02	18.61
			Annual	33,966.40	33,966.40	33,966.40	33,966.40	35,401.60	38,708.80
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260	*Hourly*	16.33	16.33	16.33	16.34	17.44	19.09
			Annual	33,966.40	33,966.40	33,966.40	33,987.20	36,275.20	39,707.20
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260	*Hourly*	16.33	16.33	16.33	17.47	18.63	20.36
			Annual	33,966.40	33,966.40	33,966.40	36,337.60	38,750.40	42,348.80
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260	*Hourly*	16.33	16.33	16.71	17.90	19.11	20.90
			Annual	33,966.40	33,966.40	34,756.80	37,232.00	39,748.80	43,472.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260	*Hourly*	16.33	16.51	16.71	17.90	20.35	22.24
			Annual	33,966.40	34,340.80	34,756.80	37,232.00	42,328.00	46,259.20
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260	*Hourly*	16.33	16.93	18.23	19.53	20.86	22.81
			Annual	33,966.40	35,214.40	37,918.40	40,622.40	43,388.80	47,444.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	16.50	16.50	16.50	16.50	17.02	18.61
			Annual	25,368.75	25,368.75	25,368.75	25,368.75	26,168.78	28,611.66
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	16.50	16.50	16.50	16.50	17.44	19.09
			Annual	25,368.75	25,368.75	25,368.75	25,368.75	26,807.58	29,346.67
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	16.50	16.50	16.50	17.47	18.63	20.36
			Annual	25,368.75	25,368.75	25,368.75	26,866.41	28,638.40	31,311.14
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	16.50	16.50	16.71	17.90	19.11	20.90
			Annual	25,368.75	25,368.75	25,685.03	27,515.85	29,386.76	32,126.32
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	16.50	16.51	16.71	17.90	20.35	22.24
			Annual	25,368.75	25,391.02	25,685.03	27,515.85	31,284.40	34,197.69
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	16.50	16.93	18.23	19.53	20.86	22.81
			Annual	25,368.75	26,032.46	28,023.67	30,028.21	32,072.86	35,066.33

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/24 for $16.50 minimum wage rate

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	16.50	16.50	16.50	16.50	17.02	18.61
			Annual	34,320.00	34,320.00	34,320.00	34,320.00	35,401.60	38,708.80
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	16.50	16.50	16.50	16.50	17.44	19.09
			Annual	34,320.00	34,320.00	34,320.00	34,320.00	36,275.20	39,707.20
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	16.50	16.50	16.50	17.47	18.63	20.36
			Annual	34,320.00	34,320.00	34,320.00	36,337.60	38,750.40	42,348.80
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	16.50	16.50	16.71	17.90	19.11	20.90
			Annual	34,320.00	34,320.00	34,756.80	37,232.00	39,748.80	43,472.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	16.50	16.51	16.71	17.90	20.35	22.24
			Annual	34,320.00	34,340.80	34,756.80	37,232.00	42,328.00	46,259.20
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	16.50	16.93	18.23	19.53	20.86	22.81
			Annual	34,320.00	35,214.40	37,918.40	40,622.40	43,388.80	47,444.80

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	16.89	16.89	16.89	16.89	17.02	18.61
			Annual	25,968.38	25,968.38	25,968.38	25,968.38	26,168.78	28,611.66
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	16.89	16.89	16.89	16.89	17.44	19.09
			Annual	25,968.38	25,968.38	25,968.38	25,968.38	26,807.58	29,346.67
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	16.89	16.89	16.89	17.47	18.63	20.36
			Annual	25,968.38	25,968.38	25,968.38	26,866.41	28,638.40	31,311.14
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	16.89	16.89	16.89	17.90	19.11	20.90
			Annual	25,968.38	25,968.38	25,968.38	27,515.85	29,386.76	32,126.32
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	16.89	16.89	16.89	17.90	20.35	22.24
			Annual	25,968.38	25,968.38	25,968.38	27,515.85	31,284.40	34,197.69
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	16.89	16.93	18.23	19.53	20.86	22.81
			Annual	25,968.38	26,032.46	28,023.67	30,028.21	32,072.86	35,066.33

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU Para Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23, updated effective 1/1/25 for $16.89 minimum wage rate

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	16.89	16.89	16.89	16.89	17.02	18.61
			Annual	35,131.20	35,131.20	35,131.20	35,131.20	35,401.60	38,708.80
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	16.89	16.89	16.89	16.89	17.44	19.09
			Annual	35,131.20	35,131.20	35,131.20	35,131.20	36,275.20	39,707.20
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	16.89	16.89	16.89	17.47	18.63	20.36
			Annual	35,131.20	35,131.20	35,131.20	36,337.60	38,750.40	42,348.80
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	16.89	16.89	16.89	17.90	19.11	20.90
			Annual	35,131.20	35,131.20	35,131.20	37,232.00	39,748.80	43,472.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	16.89	16.89	16.89	17.90	20.35	22.24
			Annual	35,131.20	35,131.20	35,131.20	37,232.00	42,328.00	46,259.20
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	16.89	16.93	18.23	19.53	20.86	22.81
			Annual	35,131.20	35,214.40	37,918.40	40,622.40	43,388.80	47,444.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU Para Salary Schedule

Board approved 14% increase 2/25/26 effective 7/1/25

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	Hourly	19.25	19.25	19.25	19.25	19.40	21.21
			Annual	29,603.95	29,603.95	29,603.95	29,603.95	29,832.41	32,617.29
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	Hourly	19.25	19.25	19.25	19.25	19.88	21.76
			Annual	29,603.95	29,603.95	29,603.95	29,603.95	30,560.64	33,455.20
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	Hourly	19.25	19.25	19.25	19.92	21.23	23.22
			Annual	29,603.95	29,603.95	29,603.95	30,627.71	32,647.78	35,694.70
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	Hourly	19.25	19.25	19.25	20.40	21.79	23.82
			Annual	29,603.95	29,603.95	29,603.95	31,368.07	33,500.91	36,624.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	Hourly	19.25	19.25	19.25	20.40	23.20	25.36
			Annual	29,603.95	29,603.95	29,603.95	31,368.07	35,664.22	38,985.37
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	Hourly	19.25	19.30	20.78	22.26	23.78	26.00
			Annual	29,603.95	29,677.00	31,946.98	34,232.16	36,563.06	39,975.62

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2025/2026 SEIU Para Salary Schedule - CalPERS

Board approved 14% increase 2/25/26 effective 7/1/25

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	19.25	19.25	19.25	19.25	19.40	21.21
			Annual	40,040.00	40,040.00	40,040.00	40,040.00	40,352.00	44,116.80
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	19.25	19.25	19.25	19.25	19.88	21.76
			Annual	40,040.00	40,040.00	40,040.00	40,040.00	41,350.40	45,260.80
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	19.25	19.25	19.25	19.92	21.23	23.22
			Annual	40,040.00	40,040.00	40,040.00	41,433.60	44,158.40	48,297.60
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	19.25	19.25	19.25	20.40	21.79	23.82
			Annual	40,040.00	40,040.00	40,040.00	42,432.00	45,323.20	49,545.60
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	19.25	19.25	19.25	20.40	23.20	25.36
			Annual	40,040.00	40,040.00	40,040.00	42,432.00	48,256.00	52,748.80
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260	*Hourly*	0.00	0.00	0.00	0.00	0.00	0.00
			Hourly	19.25	19.30	20.78	22.26	23.78	26.00
			Annual	40,040.00	40,144.00	43,222.40	46,300.80	49,462.40	54,080.00

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU Para Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205							
			Hourly	19.64	19.64	19.64	19.64	19.79	21.63
			Annual	30,196.50	30,196.50	30,196.50	30,196.50	30,427.13	33,256.13
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205							
			Hourly	19.64	19.64	19.64	19.64	20.28	22.20
			Annual	30,196.50	30,196.50	30,196.50	30,196.50	31,180.50	34,132.50
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205							
			Hourly	19.64	19.64	19.64	20.32	21.65	23.68
			Annual	30,196.50	30,196.50	30,196.50	31,242.00	33,286.88	36,408.00
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205							
			Hourly	19.64	19.64	19.64	20.81	22.23	24.30
			Annual	30,196.50	30,196.50	30,196.50	31,995.38	34,178.63	37,361.25
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205							
			Hourly	19.64	19.64	19.64	20.81	23.66	25.87
			Annual	30,196.50	30,196.50	30,196.50	31,995.38	36,377.25	39,775.13
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205							
			Hourly	19.64	19.69	21.20	22.71	24.26	26.52
			Annual	30,196.50	30,273.38	32,595.00	34,916.63	37,299.75	40,774.50

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU Para Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260							
			Hourly	19.64	19.64	19.64	19.64	19.79	21.63
			Annual	40,851.20	40,851.20	40,851.20	40,851.20	41,163.20	44,990.40
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260							
			Hourly	19.64	19.64	19.64	19.64	20.28	22.20
			Annual	40,851.20	40,851.20	40,851.20	40,851.20	42,182.40	46,176.00
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260							
			Hourly	19.64	19.64	19.64	20.32	21.65	23.68
			Annual	40,851.20	40,851.20	40,851.20	42,265.60	45,032.00	49,254.40
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260							
			Hourly	19.64	19.64	19.64	20.81	22.23	24.30
			Annual	40,851.20	40,851.20	40,851.20	43,284.80	46,238.40	50,544.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260							
			Hourly	19.64	19.64	19.64	20.81	23.66	25.87
			Annual	40,851.20	40,851.20	40,851.20	43,284.80	49,212.80	53,809.60
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260							
			Hourly	19.64	19.69	21.20	22.71	24.26	26.52
			Annual	40,851.20	40,955.20	44,096.00	47,236.80	50,460.80	55,161.60

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU Para Salary Schedule

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

K12I (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 10 months/205 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	26.39
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	40,574.63
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	205	*Hourly*	25.00	25.00	25.00	25.00	25.00	27.05
			Annual	38,437.50	38,437.50	38,437.50	38,437.50	38,437.50	41,589.38

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Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

Minimum Wage

Effective January 1, 2027, all unit members will be paid a minimum hourly rate per hour such that if any of the salary schedule increases bring the hourly rate below $25 dollars, the unit members shall be paid $25 per hour. If any increases result in a salary schedule hourly rate above $25 per hour, the unit member shall be paid the corresponding hourly rate.

OAKLAND UNIFIED SCHOOL DISTRICT

2026/2027 SEIU Para Salary Schedule - CalPERS

Board approved 2% increase 2/25/26 effective 7/1/26 and $25 minimum wage rate effective 1/1/27

K12I (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6
1	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***without 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
2	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***without 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
3	Child Care Assistant Community Assistant Health Assistant Instructional Assitant ***with 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
4	Community Asst - Bilingual Instructional Asst - Bilingual Instructional Asst - Computer Lab I Instructional Asst - Interpret Deaf/Blind Instructional Asst - Special Ed ***with 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	25.00
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
5	Instructional Assistant with Reading Class or Mental Health Training ***without 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	26.39
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	54,891.20
6	Instructional Assistant with Reading Class or Mental Health Training ***with 60 units***	260	*Hourly*	25.00	25.00	25.00	25.00	25.00	27.05
			Annual	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00	56,264.00

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

Minimum Wage

Effective January 1, 2027, all unit members will be paid a minimum hourly rate per hour such that if any of the salary schedule increases bring the hourly rate below $25 dollars, the unit members shall be paid $25 per hour. If any increases result in a salary schedule hourly rate above $25 per hour, the unit member shall be paid the corresponding hourly rate.

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule

Board approved 2% increase 7/2/19 effective 1/1/20

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly* Annual	11.84 23,176.80	12.47 24,410.03	13.07 25,584.53	13.75 26,915.63	14.42 28,227.15	15.16 29,675.70	15.16 29,675.70	15.89 31,104.68
14	Clerk Typist Clerk Typist - Bilingual Early Literacy Reading Tutor Trans Kinder Reading Tutor	261	*Hourly* Annual	12.47 24,410.03	13.07 25,584.53	13.75 26,915.63	14.42 28,227.15	15.16 29,675.70	15.89 31,104.68	15.89 31,104.68	16.67 32,631.53
16	Library Clerk	261	*Hourly* Annual	13.07 25,584.53	13.75 26,915.63	14.42 28,227.15	15.16 29,675.70	15.91 31,143.83	16.72 32,729.40	16.72 32,729.40	17.55 34,354.13
17	Receptionist Receptionist - Bilingual	261	*Hourly* Annual	13.39 26,210.93	14.06 27,522.45	14.78 28,931.85	15.48 30,302.10	16.27 31,848.53	17.10 33,473.25	17.10 33,473.25	17.96 35,156.70
18	Clerk Typist Intermediate Clerk Typist Intermediate - Bilingual	261	*Hourly* Annual	13.75 26,915.63	14.42 28,227.15	15.16 29,675.70	15.95 31,222.13	16.67 32,631.53	17.50 34,256.25	17.50 34,256.25	18.38 35,978.85
19	Library Services Clerk - Senior Mail Services Clerk	261	*Hourly* Annual	14.06 27,522.45	14.78 28,931.85	15.48 30,302.10	16.27 31,848.53	17.10 33,473.25	17.99 35,215.43	17.99 35,215.43	18.88 36,957.60
20	School Enrichment Recess Coach School Security Officer I	261	*Hourly* Annual	14.42 28,227.15	15.16 29,675.70	15.91 31,143.83	16.67 32,631.53	17.50 34,256.25	18.35 35,920.13	18.35 35,920.13	19.31 37,799.33
22	Textbook Clerk	261	*Hourly* Annual	15.16 29,675.70	15.91 31,143.83	16.67 32,631.53	17.50 34,256.25	18.42 36,057.15	19.31 37,799.33	19.31 37,799.33	20.29 39,717.68
23	Lead, Mail Services Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly* Annual	15.48 30,302.10	16.27 31,848.53	17.10 33,473.25	17.96 35,156.70	18.84 36,879.30	19.75 38,660.63	19.75 38,660.63	20.80 40,716.00
24	Maintenance Control Specialist	261	*Hourly* Annual	15.91 31,143.83	16.67 32,631.53	17.50 34,256.25	18.42 36,057.15	19.31 37,799.33	20.29 39,717.68	20.29 39,717.68	21.31 41,714.33
25	Secretary Middle	261	*Hourly* Annual	16.27 31,848.53	17.10 33,473.25	17.96 35,156.70	18.84 36,879.30	19.75 38,660.63	20.80 40,716.00	20.80 40,716.00	21.79 42,653.93
26	School Treasurer	261	*Hourly* Annual	16.67 32,631.53	17.50 34,256.25	18.42 36,057.15	19.31 37,799.33	20.29 39,717.68	21.31 41,714.33	21.31 41,714.33	22.35 43,750.13
27	Community Servicer Worker I Dispatcher, Security and Safety School Security Officer II	261	*Hourly* Annual	17.10 33,473.25	17.96 35,156.70	18.84 36,879.30	19.75 38,660.63	20.80 40,716.00	21.82 42,712.65	21.82 42,712.65	22.90 44,826.75
29	Principal Account Clerk Secretary High	261	*Hourly* Annual	17.96 35,156.70	18.84 36,879.30	19.75 38,660.63	20.80 40,716.00	21.79 42,653.93	22.87 44,768.03	22.87 44,768.03	24.01 46,999.58
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly* Annual	19.31 37,799.33	20.29 39,717.68	21.31 41,714.33	22.35 43,750.13	23.48 45,962.10	24.65 48,252.38	24.65 48,252.38	25.88 50,660.10
33	Community Relations Asst I Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly* Annual	19.75 38,660.63	20.80 40,716.00	21.79 42,653.93	22.87 44,768.03	24.01 46,999.58	25.21 49,348.58	25.21 49,348.58	26.48 51,834.60

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule

Board approved 2% increase 7/2/19 effective 1/1/20

Range	Classification	Days		1	2	3	4	5	6	7	8
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	261	*Hourly*	20.29	21.31	22.35	23.48	24.65	25.88	25.88	27.16
			Annual	39,717.68	41,714.33	43,750.13	45,962.10	48,252.38	50,660.10	50,660.10	53,165.70
35	Extended Day Site Liaison	261	*Hourly*	20.80	21.79	22.87	24.01	25.23	26.51	26.51	27.82
			Annual	40,716.00	42,653.93	44,768.03	46,999.58	49,387.73	51,893.33	51,893.33	54,457.65
36	Stu Attendance Compliance Officer Technician, Video	261	*Hourly*	21.31	22.35	23.48	24.65	25.88	27.16	27.16	28.50
			Annual	41,714.33	43,750.13	45,962.10	48,252.38	50,660.10	53,165.70	53,165.70	55,788.75
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant Program Asst - McKinney-Vento Specialist, Enrollment - ECE	261	*Hourly*	22.35	23.48	24.65	25.88	27.15	28.48	28.48	29.94
			Annual	43,750.13	45,962.10	48,252.38	50,660.10	53,146.13	55,749.60	55,749.60	58,607.55
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs Technical Skills Assistant	261	*Hourly*	23.48	24.65	25.88	27.15	28.48	29.94	29.94	31.43
			Annual	45,962.10	48,252.38	50,660.10	53,146.13	55,749.60	58,607.55	58,607.55	61,524.23
42	Specialist, School Technology	261	*Hourly*	24.65	25.88	27.15	28.48	29.93	31.42	31.42	32.98
			Annual	48,252.38	50,660.10	53,146.13	55,749.60	58,587.98	61,504.65	61,504.65	64,558.35
43	Computer Technician Senior	261	*Hourly*	25.23	26.48	27.77	29.21	30.63	32.20	32.20	33.78
			Annual	49,387.73	51,834.60	54,359.78	57,178.58	59,958.23	63,031.50	63,031.50	66,124.35
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	25.88	27.15	28.48	29.93	31.43	33.00	33.00	34.66
			Annual	50,660.10	53,146.13	55,749.60	58,587.98	61,524.23	64,597.50	64,597.50	67,846.95
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	261	*Hourly*	26.48	27.76	29.20	30.63	32.20	33.82	33.82	35.50
			Annual	51,834.60	54,340.20	57,159.00	59,958.23	63,031.50	66,202.65	66,202.65	69,491.25
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Network Attendance Liaison, Region Family Engagement Program Specialist, Health Ed SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness Stu Welcome Center Counselor II	261	*Hourly*	28.48	29.93	31.43	33.00	34.64	36.36	36.36	38.16
			Annual	55,749.60	58,587.98	61,524.23	64,597.50	67,807.80	71,174.70	71,174.70	74,698.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement Specialist, Nutr Svcs Good Fd Prch	261	*Hourly*	29.20	30.63	32.20	33.82	35.53	37.31	37.31	39.17
			Annual	57,159.00	59,958.23	63,031.50	66,202.65	69,549.98	73,034.33	73,034.33	76,675.28
49	Liaison, Clinic Liaison, Student Engagement Network Infrastructure Specialist	261	*Hourly*	30.63	32.20	33.82	35.53	37.30	39.15	39.15	41.11
			Annual	59,958.23	63,031.50	66,202.65	69,549.98	73,014.75	76,636.13	76,636.13	80,472.83

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule

Board approved 2% increase 7/2/19 effective 1/1/20

Range	Classification	Days		1	2	3	4	5	6	7	8
50	Network Administrator I Positive Behavior Support Sys Coach Specialist, Instructional Materials Specialist, School Governance	261	*Hourly*	31.43	33.00	34.64	36.42	38.19	40.10	40.10	42.08
			Annual	61,524.23	64,597.50	67,807.80	71,292.15	74,756.93	78,495.75	78,495.75	82,371.60
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Homeless Youth Program Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	261	*Hourly*	33.84	35.53	37.30	39.22	41.11	43.16	43.16	45.31
			Annual	66,241.80	69,549.98	73,014.75	76,773.15	80,472.83	84,485.70	84,485.70	88,694.33
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	38.21	40.14	42.13	44.23	46.44	48.74	48.74	51.19
			Annual	74,796.08	78,574.05	82,469.48	86,580.23	90,906.30	95,408.55	95,408.55	100,204.43
56	Specialist, Master Sched Develop	261	*Hourly*	39.17	41.14	43.21	45.41	47.58	49.96	49.96	52.46
			Annual	76,675.28	80,531.55	84,583.58	88,890.08	93,137.85	97,796.70	97,796.70	102,690.45
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	261	*Hourly*	40.16	42.16	44.27	46.48	48.80	51.24	51.24	53.79
			Annual	78,613.20	82,528.20	86,658.53	90,984.60	95,526.00	100,302.30	100,302.30	105,293.93
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV	261	*Hourly*	47.74	50.12	52.63	55.26	58.03	60.92	60.92	63.97
			Annual	93,451.05	98,109.90	103,023.23	108,171.45	113,593.73	119,250.90	119,250.90	125,221.28
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	48.96	51.41	53.97	56.67	59.51	62.48	62.48	65.61
			Annual	95,839.20	100,635.08	105,646.28	110,931.53	116,490.83	122,304.60	122,304.60	128,431.58

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$10.38
15	$20.81
20	$31.20
25	$41.57
30	$52.00
35	$62.40
40*	$72.80

*For the 2018-19 and 2019-20 school year only, unit members with 40 or more years of services shall receive an additional 5% monthly base salary stipend.

This section shall sunset and be removed from the Agreement effective June 30, 2020.

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 7/2/19 effective 1/1/20

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	11.84	12.47	13.07	13.75	14.42	15.16	15.16	15.89
			Annual	24,627.20	25,937.60	27,185.60	28,600.00	29,993.60	31,532.80	31,532.80	33,051.20
14	Clerk Typist Clerk Typist - Bilingual Early Literacy Reading Tutor Trans Kinder Reading Tutor	260	*Hourly*	12.47	13.07	13.75	14.42	15.16	15.89	15.89	16.67
			Annual	25,937.60	27,185.60	28,600.00	29,993.60	31,532.80	33,051.20	33,051.20	34,673.60
16	Library Clerk	260	*Hourly*	13.07	13.75	14.42	15.16	15.91	16.72	16.72	17.55
			Annual	27,185.60	28,600.00	29,993.60	31,532.80	33,092.80	34,777.60	34,777.60	36,504.00
17	Receptionist Receptionist - Bilingual	260	*Hourly*	13.39	14.06	14.78	15.48	16.27	17.10	17.10	17.96
			Annual	27,851.20	29,244.80	30,742.40	32,198.40	33,841.60	35,568.00	35,568.00	37,356.80
18	Clerk Typist Intermediate Clerk Typist Intermediate - Bilingual	260	*Hourly*	13.75	14.42	15.16	15.95	16.67	17.50	17.50	18.38
			Annual	28,600.00	29,993.60	31,532.80	33,176.00	34,673.60	36,400.00	36,400.00	38,230.40
19	Library Services Clerk - Senior Mail Services Clerk	260	*Hourly*	14.06	14.78	15.48	16.27	17.10	17.99	17.99	18.88
			Annual	29,244.80	30,742.40	32,198.40	33,841.60	35,568.00	37,419.20	37,419.20	39,270.40
20	School Enrichment Recess Coach School Security Officer I	260	*Hourly*	14.42	15.16	15.91	16.67	17.50	18.35	18.35	19.31
			Annual	29,993.60	31,532.80	33,092.80	34,673.60	36,400.00	38,168.00	38,168.00	40,164.80
22	Textbook Clerk	260	*Hourly*	15.16	15.91	16.67	17.50	18.42	19.31	19.31	20.29
			Annual	31,532.80	33,092.80	34,673.60	36,400.00	38,313.60	40,164.80	40,164.80	42,203.20
23	Lead, Mail Services Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	15.48	16.27	17.10	17.96	18.84	19.75	19.75	20.80
			Annual	32,198.40	33,841.60	35,568.00	37,356.80	39,187.20	41,080.00	41,080.00	43,264.00
24	Maintenance Control Specialist	260	*Hourly*	15.91	16.67	17.50	18.42	19.31	20.29	20.29	21.31
			Annual	33,092.80	34,673.60	36,400.00	38,313.60	40,164.80	42,203.20	42,203.20	44,324.80
25	Secretary Middle	260	*Hourly*	16.27	17.10	17.96	18.84	19.75	20.80	20.80	21.79
			Annual	33,841.60	35,568.00	37,356.80	39,187.20	41,080.00	43,264.00	43,264.00	45,323.20
26	School Treasurer	260	*Hourly*	16.67	17.50	18.42	19.31	20.29	21.31	21.31	22.35
			Annual	34,673.60	36,400.00	38,313.60	40,164.80	42,203.20	44,324.80	44,324.80	46,488.00
27	Community Servicer Worker I Dispatcher, Security and Safety School Security Officer II	260	*Hourly*	17.10	17.96	18.84	19.75	20.80	21.82	21.82	22.90
			Annual	35,568.00	37,356.80	39,187.20	41,080.00	43,264.00	45,385.60	45,385.60	47,632.00
29	Principal Account Clerk Secretary High	260	*Hourly*	17.96	18.84	19.75	20.80	21.79	22.87	22.87	24.01
			Annual	37,356.80	39,187.20	41,080.00	43,264.00	45,323.20	47,569.60	47,569.60	49,940.80
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	19.31	20.29	21.31	22.35	23.48	24.65	24.65	25.88
			Annual	40,164.80	42,203.20	44,324.80	46,488.00	48,838.40	51,272.00	51,272.00	53,830.40
33	Community Relations Asst I Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	19.75	20.80	21.79	22.87	24.01	25.21	25.21	26.48
			Annual	41,080.00	43,264.00	45,323.20	47,569.60	49,940.80	52,436.80	52,436.80	55,078.40

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 7/2/19 effective 1/1/20

Range	Classification	Days		1	2	3	4	5	6	7	8
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	260	*Hourly*	20.29	21.31	22.35	23.48	24.65	25.88	25.88	27.16
			Annual	42,203.20	44,324.80	46,488.00	48,838.40	51,272.00	53,830.40	53,830.40	56,492.80
35	Extended Day Site Liaison	260	*Hourly*	20.80	21.79	22.87	24.01	25.23	26.51	26.51	27.82
			Annual	43,264.00	45,323.20	47,569.60	49,940.80	52,478.40	55,140.80	55,140.80	57,865.60
36	Stu Attendance Compliance Officer Technician, Video	260	*Hourly*	21.31	22.35	23.48	24.65	25.88	27.16	27.16	28.50
			Annual	44,324.80	46,488.00	48,838.40	51,272.00	53,830.40	56,492.80	56,492.80	59,280.00
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant Program Asst - McKinney-Vento Specialist, Enrollment - ECE	260	*Hourly*	22.35	23.48	24.65	25.88	27.15	28.48	28.48	29.94
			Annual	46,488.00	48,838.40	51,272.00	53,830.40	56,472.00	59,238.40	59,238.40	62,275.20
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor Support Specialist - Nutrition Svcs Technical Skills Assistant	260	*Hourly*	23.48	24.65	25.88	27.15	28.48	29.94	29.94	31.43
			Annual	48,838.40	51,272.00	53,830.40	56,472.00	59,238.40	62,275.20	62,275.20	65,374.40
42	Specialist, School Technology	260	*Hourly*	24.65	25.88	27.15	28.48	29.93	31.42	31.42	32.98
			Annual	51,272.00	53,830.40	56,472.00	59,238.40	62,254.40	65,353.60	65,353.60	68,598.40
43	Computer Technician Senior	260	*Hourly*	25.23	26.48	27.77	29.21	30.63	32.20	32.20	33.78
			Annual	52,478.40	55,078.40	57,761.60	60,756.80	63,710.40	66,976.00	66,976.00	70,262.40
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	260	*Hourly*	25.88	27.15	28.48	29.93	31.43	33.00	33.00	34.66
			Annual	53,830.40	56,472.00	59,238.40	62,254.40	65,374.40	68,640.00	68,640.00	72,092.80
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans Specialist, College Career Readiness	260	*Hourly*	26.48	27.76	29.20	30.63	32.20	33.82	33.82	35.50
			Annual	55,078.40	57,740.80	60,736.00	63,710.40	66,976.00	70,345.60	70,345.60	73,840.00
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Network Attendance Liaison, Region Family Engagement Program Specialist, Health Ed SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness Stu Welcome Center Counselor II	260	*Hourly*	28.48	29.93	31.43	33.00	34.64	36.36	36.36	38.16
			Annual	59,238.40	62,254.40	65,374.40	68,640.00	72,051.20	75,628.80	75,628.80	79,372.80
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement Specialist, Nutr Svcs Good Fd Prch	260	*Hourly*	29.20	30.63	32.20	33.82	35.53	37.31	37.31	39.17
			Annual	60,736.00	63,710.40	66,976.00	70,345.60	73,902.40	77,604.80	77,604.80	81,473.60
49	Liaison, Clinic Liaison, Student Engagement Network Infrastructure Specialist	260	*Hourly*	30.63	32.20	33.82	35.53	37.30	39.15	39.15	41.11
			Annual	63,710.40	66,976.00	70,345.60	73,902.40	77,584.00	81,432.00	81,432.00	85,508.80

OAKLAND UNIFIED SCHOOL DISTRICT

2019/2020 SEIU WTCL Salary Schedule - CalPERS

Board approved 2% increase 7/2/19 effective 1/1/20

Range	Classification	Days		1	2	3	4	5	6	7	8
50	Network Administrator I Positive Behavior Support Sys Coach Specialist, Instructional Materials Specialist, School Governance	260	*Hourly*	31.43	33.00	34.64	36.42	38.19	40.10	40.10	42.08
			Annual	65,374.40	68,640.00	72,051.20	75,753.60	79,435.20	83,408.00	83,408.00	87,526.40
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Homeless Youth Program Specialist, Unacomp Imm Child Specialist, Refugee Asylum Program	260	*Hourly*	33.84	35.53	37.30	39.22	41.11	43.16	43.16	45.31
			Annual	70,387.20	73,902.40	77,584.00	81,577.60	85,508.80	89,772.80	89,772.80	94,244.80
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	38.21	40.14	42.13	44.23	46.44	48.74	48.74	51.19
			Annual	79,476.80	83,491.20	87,630.40	91,998.40	96,595.20	101,379.20	101,379.20	106,475.20
56	Specialist, Master Sched Develop	260	*Hourly*	39.17	41.14	43.21	45.41	47.58	49.96	49.96	52.46
			Annual	81,473.60	85,571.20	89,876.80	94,452.80	98,966.40	103,916.80	103,916.80	109,116.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	260	*Hourly*	40.16	42.16	44.27	46.48	48.80	51.24	51.24	53.79
			Annual	83,532.80	87,692.80	92,081.60	96,678.40	101,504.00	106,579.20	106,579.20	111,883.20
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV	260	*Hourly*	47.74	50.12	52.63	55.26	58.03	60.92	60.92	63.97
			Annual	93,093.00	97,734.00	102,628.50	107,757.00	113,158.50	118,794.00	118,794.00	124,741.50
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	48.96	51.41	53.97	56.67	59.51	62.48	62.48	65.61
			Annual	101,836.80	106,932.80	112,257.60	117,873.60	123,780.80	129,958.40	129,958.40	136,468.80

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$10.38
15	$20.81
20	$31.20
25	$41.57
30	$52.00
35	$62.40
40*	$72.80

*For the 2018-19 and 2019-20 school year only, unit members with 40 or more years of services shall receive an additional 5% monthly base salary stipend.

This section shall sunset and be removed from the Agreement effective June 30, 2020.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	12.55	13.22	13.85	14.58	15.29	16.07	16.84	16.84
			Annual	24,566.63	25,878.15	27,111.38	28,540.35	29,930.18	31,457.03	32,964.30	32,964.30
14	Early Literacy Reading Tutor	261	*Hourly*	13.22	13.85	14.58	15.29	16.07	16.84	17.67	17.67
			Annual	25,878.15	27,111.38	28,540.35	29,930.18	31,457.03	32,964.30	34,589.03	34,589.03
17	Receptionist Receptionist - Bilingual	261	*Hourly*	14.19	14.90	15.67	16.41	17.25	18.13	19.04	19.04
			Annual	27,776.93	29,166.75	30,674.03	32,122.58	33,766.88	35,489.48	37,270.80	37,270.80
18	Clerk Typist Intermediate - Bilingual	261	*Hourly*	14.58	15.29	16.07	16.91	17.67	18.55	19.48	19.48
			Annual	28,540.35	29,930.18	31,457.03	33,101.33	34,589.03	36,311.63	38,132.10	38,132.10
19	Library Services Clerk - Senior	261	*Hourly*	14.90	15.67	16.41	17.25	18.13	19.07	20.01	20.01
			Annual	29,166.75	30,674.03	32,122.58	33,766.88	35,489.48	37,329.53	39,169.58	39,169.58
20	School Enrichment Recess Coach School Security Officer I	261	*Hourly*	15.29	16.07	16.86	17.67	18.55	19.45	20.47	20.47
			Annual	29,930.18	31,457.03	33,003.45	34,589.03	36,311.63	38,073.38	40,070.03	40,070.03
22	Textbook Clerk	261	*Hourly*	16.07	16.86	17.67	18.55	19.53	20.47	21.51	21.51
			Annual	31,457.03	33,003.45	34,589.03	36,311.63	38,229.98	40,070.03	42,105.83	42,105.83
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	16.41	17.25	18.13	19.04	19.97	20.94	22.05	22.05
			Annual	32,122.58	33,766.88	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	43,162.88
24	Maintenance Control Specialist	261	*Hourly*	16.86	17.67	18.55	19.53	20.47	21.51	22.59	22.59
			Annual	33,003.45	34,589.03	36,311.63	38,229.98	40,070.03	42,105.83	44,219.93	44,219.93
25	Secretary Middle	261	*Hourly*	17.25	18.13	19.04	19.97	20.94	22.05	23.10	23.10
			Annual	33,766.88	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	45,218.25	45,218.25
27	Community Servicer Worker I Dispatcher, Security and Safety School Security Officer II	261	*Hourly*	18.13	19.04	19.97	20.94	22.05	23.13	24.27	24.27
			Annual	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	45,276.98	47,508.53	47,508.53
28	Culture Keeper^	261	*Hourly*	18.16	19.53	20.47	21.51	22.59	23.69	24.89	24.89
			Annual	23,176.80	24,410.03	25,584.53	26,915.63	28,227.15	29,675.70	29,675.70	31,104.68
29	Principal Account Clerk Secretary High	261	*Hourly*	19.04	19.97	20.94	22.05	23.10	24.24	25.45	25.45
			Annual	37,270.80	39,091.28	40,990.05	43,162.88	45,218.25	47,449.80	49,818.38	49,818.38
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	20.47	21.51	22.59	23.69	24.89	26.13	27.43	27.43
			Annual	40,070.03	42,105.83	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	53,694.23
33	Community Relations Asst I Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	20.94	22.05	23.10	24.24	25.45	26.72	28.07	28.07
			Annual	40,990.05	43,162.88	45,218.25	47,449.80	49,818.38	52,304.40	54,947.03	54,947.03
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	261	*Hourly*	21.51	22.59	23.69	24.89	26.13	27.43	28.79	28.79
			Annual	42,105.83	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	56,356.43	56,356.43
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador^	261	*Hourly*	22.05	23.10	24.24	25.45	26.74	28.10	29.49	29.49
			Annual	43,162.88	45,218.25	47,449.80	49,818.38	52,343.55	55,005.75	57,726.68	57,726.68

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22

Range	Classification	Days		1	2	3	4	5	6	7	8
36	Central Culture Climate Ambassador^	261	*Hourly*	22.59	23.69	24.89	26.13	27.43	28.79	30.21	30.21
	Stu Attendance Compliance Officer		Annual	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	56,356.43	59,136.08	59,136.08
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual	261									
	Outreach Consultant		*Hourly*	23.69	24.89	26.13	27.43	28.78	30.19	31.74	31.74
	Specialist, Enrollment - ECE		Annual	46,373.18	48,722.18	51,149.48	53,694.23	56,336.85	59,096.93	62,131.05	62,131.05
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation	261									
	Student Assignment Counselor		*Hourly*	24.89	26.13	27.43	28.78	30.19	31.74	33.32	33.32
	Support Specialist - Nutrition Svcs		Annual	48,722.18	51,149.48	53,694.23	56,336.85	59,096.93	62,131.05	65,223.90	65,223.90
42		261									
			Hourly	26.13	27.43	28.78	30.19	31.73	33.31	34.96	34.96
	Specialist, School Technology		Annual	51,149.48	53,694.23	56,336.85	59,096.93	62,111.48	65,204.33	68,434.20	68,434.20
43		261									
			Hourly	26.74	28.07	29.44	30.96	32.47	34.13	35.81	35.81
	Computer Technician Senior		Annual	52,343.55	54,947.03	57,628.80	60,604.20	63,560.03	66,809.48	70,098.08	70,098.08
44	Administrative Assistant II	261									
	Administrative Assistant II - Bilingual		*Hourly*	27.43	28.78	30.19	31.73	33.32	34.98	36.74	36.74
	Assistant Risk Management Dept		Annual	53,694.23	56,336.85	59,096.93	62,111.48	65,223.90	68,473.35	71,918.55	71,918.55
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning	261									
	Specialist, Career Pathway Trans		*Hourly*	28.07	29.43	30.95	32.47	34.13	35.85	37.63	37.63
	Specialist, College Career Readiness		Annual	54,947.03	57,609.23	60,584.63	63,560.03	66,809.48	70,176.38	73,660.73	73,660.73
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming	261									
	Specialist, Wellness		*Hourly*	30.19	31.73	33.32	34.98	36.72	38.54	40.45	40.45
	Stu Welcome Center Counselor II		Annual	59,096.93	62,111.48	65,223.90	68,473.35	71,879.40	75,442.05	79,180.88	79,180.88
47	District Registrar ECE Family Navigator Operations Engineer Producer	261									
	Specialist, Dist Family Engagement		*Hourly*	30.95	32.47	34.13	35.85	37.66	39.55	41.52	41.52
	Specialist, Nutr Svcs Good Fd Prch		Annual	60,584.63	63,560.03	66,809.48	70,176.38	73,719.45	77,419.13	81,275.40	81,275.40
49		261									
	Liaison, Clinic		*Hourly*	32.47	34.13	35.85	37.66	39.54	41.50	43.58	43.58
	Network Infrastructure Specialist		Annual	63,560.03	66,809.48	70,176.38	73,719.45	77,399.55	81,236.25	85,307.85	85,307.85
50		261									
	Network Administrator I		*Hourly*	33.32	34.98	36.72	38.61	40.48	42.51	44.60	44.60
	Specialist, Instructional Materials		Annual	65,223.90	68,473.35	71,879.40	75,579.08	79,239.60	83,213.33	87,304.50	87,304.50

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22

Range	Classification	Days		1	2	3	4	5	6	7	8
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	261	*Hourly*	35.87	37.66	39.54	41.57	43.58	45.75	48.03	48.03
	Specialist, Refugee Asylum Program		Annual	70,215.53	73,719.45	77,399.55	81,373.28	85,307.85	89,555.63	94,018.73	94,018.73
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing	261	*Hourly*	40.50	42.55	44.66	46.88	49.23	51.66	54.26	54.26
	Specialist, Student Engagement		Annual	79,278.75	83,291.63	87,421.95	91,767.60	96,367.73	101,124.45	106,213.95	106,213.95
56		261	*Hourly*	41.52	43.61	45.80	48.13	50.43	52.96	55.61	55.61
	Specialist, Master Sched Develop		Annual	81,275.40	85,366.58	89,653.50	94,214.48	98,716.73	103,669.20	108,856.58	108,856.58
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	261	*Hourly*	42.57	44.69	46.93	49.27	51.73	54.31	57.02	57.02
	Student Info Sys Specialist III		Annual	83,330.78	87,480.68	91,865.48	96,446.03	101,261.48	106,311.83	111,616.65	111,616.65
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer	261	*Hourly*	50.60	53.13	55.79	58.58	61.51	64.58	64.58	67.81
	Software Developer IV		Annual	99,049.50	104,001.98	109,208.93	114,670.35	120,405.83	126,415.35	126,415.35	132,738.08
65	Occupatioanl Therapist	261	*Hourly*	51.90	54.49	57.21	60.07	63.08	66.23	66.23	69.55
	Physical Therapist		Annual	101,594.25	106,664.18	111,988.58	117,587.03	123,479.10	129,645.23	129,645.23	136,144.13

^effective 12/15/22

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	12.55	13.22	13.85	14.58	15.29	16.07	16.84	16.84
			Annual	26,104.00	27,497.60	28,808.00	30,326.40	31,803.20	33,425.60	35,027.20	35,027.20
14	Early Literacy Reading Tutor	260	*Hourly*	13.22	13.85	14.58	15.29	16.07	16.84	17.67	17.67
			Annual	27,497.60	28,808.00	30,326.40	31,803.20	33,425.60	35,027.20	36,753.60	36,753.60
17	Receptionist Receptionist - Bilingual	260	*Hourly*	14.19	14.90	15.67	16.41	17.25	18.13	19.04	19.04
			Annual	29,515.20	30,992.00	32,593.60	34,132.80	35,880.00	37,710.40	39,603.20	39,603.20
18	Clerk Typist Intermediate - Bilingual	260	*Hourly*	14.58	15.29	16.07	16.91	17.67	18.55	19.48	19.48
			Annual	30,326.40	31,803.20	33,425.60	35,172.80	36,753.60	38,584.00	40,518.40	40,518.40
19	Library Services Clerk - Senior	260	*Hourly*	14.90	15.67	16.41	17.25	18.13	19.07	20.01	20.01
			Annual	30,992.00	32,593.60	34,132.80	35,880.00	37,710.40	39,665.60	41,620.80	41,620.80
20	School Enrichment Recess Coach School Security Officer I	260	*Hourly*	15.29	16.07	16.86	17.67	18.55	19.45	20.47	20.47
			Annual	31,803.20	33,425.60	35,068.80	36,753.60	38,584.00	40,456.00	42,577.60	42,577.60
22	Textbook Clerk	260	*Hourly*	16.07	16.86	17.67	18.55	19.53	20.47	21.51	21.51
			Annual	33,425.60	35,068.80	36,753.60	38,584.00	40,622.40	42,577.60	44,740.80	44,740.80
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	16.41	17.25	18.13	19.04	19.97	20.94	22.05	22.05
			Annual	34,132.80	35,880.00	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	45,864.00
24	Maintenance Control Specialist	260	*Hourly*	16.86	17.67	18.55	19.53	20.47	21.51	22.59	22.59
			Annual	35,068.80	36,753.60	38,584.00	40,622.40	42,577.60	44,740.80	46,987.20	46,987.20
25	Secretary Middle	260	*Hourly*	17.25	18.13	19.04	19.97	20.94	22.05	23.10	23.10
			Annual	35,880.00	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	48,048.00	48,048.00
27	Community Servicer Worker I Dispatcher, Security and Safety School Security Officer II	260	*Hourly*	18.13	19.04	19.97	20.94	22.05	23.13	24.27	24.27
			Annual	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	48,110.40	50,481.60	50,481.60
28	Culture Keeper^	260	*Hourly*	18.16	19.53	20.47	21.51	22.59	23.69	24.89	24.89
			Annual	37,772.80	40,622.40	42,577.60	44,740.80	46,987.20	49,275.20	51,771.20	51,771.20
29	Principal Account Clerk Secretary High	260	*Hourly*	19.04	19.97	20.94	22.05	23.10	24.24	25.45	25.45
			Annual	39,603.20	41,537.60	43,555.20	45,864.00	48,048.00	50,419.20	52,936.00	52,936.00
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	20.47	21.51	22.59	23.69	24.89	26.13	27.43	27.43
			Annual	42,577.60	44,740.80	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	57,054.40
33	Community Relations Asst I Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	20.94	22.05	23.10	24.24	25.45	26.72	28.07	28.07
			Annual	43,555.20	45,864.00	48,048.00	50,419.20	52,936.00	55,577.60	58,385.60	58,385.60
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	260	*Hourly*	21.51	22.59	23.69	24.89	26.13	27.43	28.79	28.79
			Annual	44,740.80	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	59,883.20	59,883.20
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador^	260	*Hourly*	22.05	23.10	24.24	25.45	26.74	28.10	29.49	29.49
			Annual	45,864.00	48,048.00	50,419.20	52,936.00	55,619.20	58,448.00	61,339.20	61,339.20

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22

Range	Classification	Days		1	2	3	4	5	6	7	8
36	Central Culture Climate Ambassador^	260	*Hourly*	22.59	23.69	24.89	26.13	27.43	28.79	30.21	30.21
	Stu Attendance Compliance Officer		Annual	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	59,883.20	62,836.80	62,836.80
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual	260									
	Outreach Consultant		*Hourly*	23.69	24.89	26.13	27.43	28.78	30.19	31.74	31.74
	Specialist, Enrollment - ECE		Annual	49,275.20	51,771.20	54,350.40	57,054.40	59,862.40	62,795.20	66,019.20	66,019.20
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation	260									
	Student Assignment Counselor		*Hourly*	24.89	26.13	27.43	28.78	30.19	31.74	33.32	33.32
	Support Specialist - Nutrition Svcs		Annual	51,771.20	54,350.40	57,054.40	59,862.40	62,795.20	66,019.20	69,305.60	69,305.60
42		260									
			Hourly	26.13	27.43	28.78	30.19	31.73	33.31	34.96	34.96
	Specialist, School Technology		Annual	54,350.40	57,054.40	59,862.40	62,795.20	65,998.40	69,284.80	72,716.80	72,716.80
43		260									
			Hourly	26.74	28.07	29.44	30.96	32.47	34.13	35.81	35.81
	Computer Technician Senior		Annual	55,619.20	58,385.60	61,235.20	64,396.80	67,537.60	70,990.40	74,484.80	74,484.80
44	Administrative Assistant II	260									
	Administrative Assistant II - Bilingual		*Hourly*	27.43	28.78	30.19	31.73	33.32	34.98	36.74	36.74
	Assistant Risk Management Dept		Annual	57,054.40	59,862.40	62,795.20	65,998.40	69,305.60	72,758.40	76,419.20	76,419.20
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning	260									
	Specialist, Career Pathway Trans		*Hourly*	28.07	29.43	30.95	32.47	34.13	35.85	37.63	37.63
	Specialist, College Career Readiness		Annual	58,385.60	61,214.40	64,376.00	67,537.60	70,990.40	74,568.00	78,270.40	78,270.40
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming	260									
	Specialist, Wellness		*Hourly*	30.19	31.73	33.32	34.98	36.72	38.54	40.45	40.45
	Stu Welcome Center Counselor II		Annual	62,795.20	65,998.40	69,305.60	72,758.40	76,377.60	80,163.20	84,136.00	84,136.00
47	District Registrar ECE Family Navigator Operations Engineer Producer	260									
	Specialist, Dist Family Engagement		*Hourly*	30.95	32.47	34.13	35.85	37.66	39.55	41.52	41.52
	Specialist, Nutr Svcs Good Fd Prch		Annual	64,376.00	67,537.60	70,990.40	74,568.00	78,332.80	82,264.00	86,361.60	86,361.60
49		260									
	Liaison, Clinic		*Hourly*	32.47	34.13	35.85	37.66	39.54	41.50	43.58	43.58
	Network Infrastructure Specialist		Annual	67,537.60	70,990.40	74,568.00	78,332.80	82,243.20	86,320.00	90,646.40	90,646.40
50		260									
	Network Administrator I		*Hourly*	33.32	34.98	36.72	38.61	40.48	42.51	44.60	44.60
	Specialist, Instructional Materials		Annual	69,305.60	72,758.40	76,377.60	80,308.80	84,198.40	88,420.80	92,768.00	92,768.00

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22

Range	Classification	Days		1	2	3	4	5	6	7	8
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	260	*Hourly*	35.87	37.66	39.54	41.57	43.58	45.75	48.03	48.03
	Specialist, Refugee Asylum Program		Annual	74,609.60	78,332.80	82,243.20	86,465.60	90,646.40	95,160.00	99,902.40	99,902.40
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing	260	*Hourly*	40.50	42.55	44.66	46.88	49.23	51.66	54.26	54.26
	Specialist, Student Engagement		Annual	84,240.00	88,504.00	92,892.80	97,510.40	102,398.40	107,452.80	112,860.80	112,860.80
56		260	*Hourly*	41.52	43.61	45.80	48.13	50.43	52.96	55.61	55.61
	Specialist, Master Sched Develop		Annual	86,361.60	90,708.80	95,264.00	100,110.40	104,894.40	110,156.80	115,668.80	115,668.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	260	*Hourly*	42.57	44.69	46.93	49.27	51.73	54.31	57.02	57.02
	Student Info Sys Specialist III		Annual	88,545.60	92,955.20	97,614.40	102,481.60	107,598.40	112,964.80	118,601.60	118,601.60
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV	260	*Hourly*	50.60	53.13	55.79	58.58	61.51	64.58	64.58	67.81
			Annual	105,248.00	110,510.40	116,043.20	121,846.40	127,940.80	134,326.40	134,326.40	141,044.80
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	51.90	54.49	57.21	60.07	63.08	66.23	66.23	69.55
			Annual	107,952.00	113,339.20	118,996.80	124,945.60	131,206.40	137,758.40	137,758.40	144,664.00

^effective 12/15/22

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	15.97	15.97	15.97	15.97	15.97	16.07	16.84	16.84
			Annual	31,261.28	31,261.28	31,261.28	31,261.28	31,261.28	31,457.03	32,964.30	32,964.30
14	Early Literacy Reading Tutor	261	*Hourly*	15.97	15.97	15.97	15.97	16.07	16.84	17.67	17.67
			Annual	31,261.28	31,261.28	31,261.28	31,261.28	31,457.03	32,964.30	34,589.03	34,589.03
17	Receptionist Receptionist - Bilingual	261	*Hourly*	15.97	15.97	15.97	16.41	17.25	18.13	19.04	19.04
			Annual	31,261.28	31,261.28	31,261.28	32,122.58	33,766.88	35,489.48	37,270.80	37,270.80
18	Clerk Typist Intermediate - Bilingual	261	*Hourly*	15.97	15.97	16.07	16.91	17.67	18.55	19.48	19.48
			Annual	31,261.28	31,261.28	31,457.03	33,101.33	34,589.03	36,311.63	38,132.10	38,132.10
20	School Enrichment Recess Coach	261	*Hourly*	15.97	16.07	16.86	17.67	18.55	19.45	20.47	20.47
			Annual	31,261.28	31,457.03	33,003.45	34,589.03	36,311.63	38,073.38	40,070.03	40,070.03
22	Textbook Clerk	261	*Hourly*	16.07	16.86	17.67	18.55	19.53	20.47	21.51	21.51
			Annual	31,457.03	33,003.45	34,589.03	36,311.63	38,229.98	40,070.03	42,105.83	42,105.83
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	16.41	17.25	18.13	19.04	19.97	20.94	22.05	22.05
			Annual	32,122.58	33,766.88	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	43,162.88
24	Maintenance Control Specialist	261	*Hourly*	16.86	17.67	18.55	19.53	20.47	21.51	22.59	22.59
			Annual	33,003.45	34,589.03	36,311.63	38,229.98	40,070.03	42,105.83	44,219.93	44,219.93
25	Secretary Middle	261	*Hourly*	17.25	18.13	19.04	19.97	20.94	22.05	23.10	23.10
			Annual	33,766.88	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	45,218.25	45,218.25
27	Community Servicer Worker I Dispatcher, Security and Safety	261	*Hourly*	18.13	19.04	19.97	20.94	22.05	23.13	24.27	24.27
			Annual	35,489.48	37,270.80	39,091.28	40,990.05	43,162.88	45,276.98	47,508.53	47,508.53
28	Culture Keeper	261	*Hourly*	18.16	19.53	20.47	21.51	22.59	23.69	24.89	24.89
			Annual	35,548.20	38,229.98	40,070.03	42,105.83	44,219.93	46,373.18	48,722.18	48,722.18
29	Principal Account Clerk Secretary High	261	*Hourly*	19.04	19.97	20.94	22.05	23.10	24.24	25.45	25.45
			Annual	37,270.80	39,091.28	40,990.05	43,162.88	45,218.25	47,449.80	49,818.38	49,818.38
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	20.47	21.51	22.59	23.69	24.89	26.13	27.43	27.43
			Annual	40,070.03	42,105.83	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	53,694.23
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	20.94	22.05	23.10	24.24	25.45	26.72	28.07	28.07
			Annual	40,990.05	43,162.88	45,218.25	47,449.80	49,818.38	52,304.40	54,947.03	54,947.03
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	261	*Hourly*	21.51	22.59	23.69	24.89	26.13	27.43	28.79	28.79
			Annual	42,105.83	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	56,356.43	56,356.43
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	261	*Hourly*	22.05	23.10	24.24	25.45	26.74	28.10	29.49	29.49
			Annual	43,162.88	45,218.25	47,449.80	49,818.38	52,343.55	55,005.75	57,726.68	57,726.68
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	261	*Hourly*	22.59	23.69	24.89	26.13	27.43	28.79	30.21	30.21
			Annual	44,219.93	46,373.18	48,722.18	51,149.48	53,694.23	56,356.43	59,136.08	59,136.08

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	261	*Hourly*	23.69	24.89	26.13	27.43	28.78	30.19	31.74	31.74
	Specialist, Enrollment - ECE		Annual	46,373.18	48,722.18	51,149.48	53,694.23	56,336.85	59,096.93	62,131.05	62,131.05
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	261	*Hourly*	24.89	26.13	27.43	28.78	30.19	31.74	33.32	33.32
	Support Specialist - Nutrition Svcs		Annual	48,722.18	51,149.48	53,694.23	56,336.85	59,096.93	62,131.05	65,223.90	65,223.90
42		261	*Hourly*	26.13	27.43	28.78	30.19	31.73	33.31	34.96	34.96
	Specialist, School Technology		Annual	51,149.48	53,694.23	56,336.85	59,096.93	62,111.48	65,204.33	68,434.20	68,434.20
43		261	*Hourly*	26.74	28.07	29.44	30.96	32.47	34.13	35.81	35.81
	Computer Technician Senior		Annual	52,343.55	54,947.03	57,628.80	60,604.20	63,560.03	66,809.48	70,098.08	70,098.08
44	Administrative Assistant II Administrative Assistant II - Bilingual Assistant Risk Management Dept	261	*Hourly*	27.43	28.78	30.19	31.73	33.32	34.98	36.74	36.74
			Annual	53,694.23	56,336.85	59,096.93	62,111.48	65,223.90	68,473.35	71,918.55	71,918.55
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	261	*Hourly*	28.07	29.43	30.95	32.47	34.13	35.85	37.63	37.63
	Specialist, College Career Readiness		Annual	54,947.03	57,609.23	60,584.63	63,560.03	66,809.48	70,176.38	73,660.73	73,660.73
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	261	*Hourly*	30.19	31.73	33.32	34.98	36.72	38.54	40.45	40.45
	Stu Welcome Center Counselor II		Annual	59,096.93	62,111.48	65,223.90	68,473.35	71,879.40	75,442.05	79,180.88	79,180.88
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	261	*Hourly*	30.95	32.47	34.13	35.85	37.66	39.55	41.52	41.52
	Specialist, Nutr Svcs Good Fd Prch		Annual	60,584.63	63,560.03	66,809.48	70,176.38	73,719.45	77,419.13	81,275.40	81,275.40
49	Liaison, Clinic	261	*Hourly*	32.47	34.13	35.85	37.66	39.54	41.50	43.58	43.58
	Network Infrastructure Specialist		Annual	63,560.03	66,809.48	70,176.38	73,719.45	77,399.55	81,236.25	85,307.85	85,307.85
50	Network Administrator I	261	*Hourly*	33.32	34.98	36.72	38.61	40.48	42.51	44.60	44.60
	Specialist, Instructional Materials		Annual	65,223.90	68,473.35	71,879.40	75,579.08	79,239.60	83,213.33	87,304.50	87,304.50
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	261	*Hourly*	35.87	37.66	39.54	41.57	43.58	45.75	48.03	48.03
	Specialist, Refugee Asylum Program		Annual	70,215.53	73,719.45	77,399.55	81,373.28	85,307.85	89,555.63	94,018.73	94,018.73

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	261	*Hourly*	40.50	42.55	44.66	46.88	49.23	51.66	54.26	54.26
			Annual	79,278.75	83,291.63	87,421.95	91,767.60	96,367.73	101,124.45	106,213.95	106,213.95
56	Specialist, Master Sched Develop	261	*Hourly*	41.52	43.61	45.80	48.13	50.43	52.96	55.61	55.61
			Annual	81,275.40	85,366.58	89,653.50	94,214.48	98,716.73	103,669.20	108,856.58	108,856.58
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	261	*Hourly*	42.57	44.69	46.93	49.27	51.73	54.31	57.02	57.02
			Annual	83,330.78	87,480.68	91,865.48	96,446.03	101,261.48	106,311.83	111,616.65	111,616.65
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	261	*Hourly*	50.60	53.13	55.79	58.58	61.51	64.58	67.81	67.81
			Annual	99,049.50	104,001.98	109,208.93	114,670.35	120,405.83	126,415.35	132,738.08	132,738.08
65	Occupatioanl Therapist Physical Therapist	261	*Hourly*	51.90	54.49	57.21	60.07	63.08	66.23	69.55	69.55
			Annual	101,594.25	106,664.18	111,988.58	117,587.03	123,479.10	129,645.23	136,144.13	136,144.13

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	15.97	15.97	15.97	15.97	15.97	16.07	16.84	16.84
			Annual	33,217.60	33,217.60	33,217.60	33,217.60	33,217.60	33,425.60	35,027.20	35,027.20
14	Early Literacy Reading Tutor	260	*Hourly*	15.97	15.97	15.97	15.97	16.07	16.84	17.67	17.67
			Annual	33,217.60	33,217.60	33,217.60	33,217.60	33,425.60	35,027.20	36,753.60	36,753.60
17	Receptionist Receptionist - Bilingual	260	*Hourly*	15.97	15.97	15.97	16.41	17.25	18.13	19.04	19.04
			Annual	33,217.60	33,217.60	33,217.60	34,132.80	35,880.00	37,710.40	39,603.20	39,603.20
18	Clerk Typist Intermediate - Bilingual	260	*Hourly*	15.97	15.97	16.07	16.91	17.67	18.55	19.48	19.48
			Annual	33,217.60	33,217.60	33,425.60	35,172.80	36,753.60	38,584.00	40,518.40	40,518.40
20	School Enrichment Recess Coach	260	*Hourly*	15.97	16.07	16.86	17.67	18.55	19.45	20.47	20.47
			Annual	33,217.60	33,425.60	35,068.80	36,753.60	38,584.00	40,456.00	42,577.60	42,577.60
22	Textbook Clerk	260	*Hourly*	16.07	16.86	17.67	18.55	19.53	20.47	21.51	21.51
			Annual	33,425.60	35,068.80	36,753.60	38,584.00	40,622.40	42,577.60	44,740.80	44,740.80
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	16.41	17.25	18.13	19.04	19.97	20.94	22.05	22.05
			Annual	34,132.80	35,880.00	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	45,864.00
24	Maintenance Control Specialist	260	*Hourly*	16.86	17.67	18.55	19.53	20.47	21.51	22.59	22.59
			Annual	35,068.80	36,753.60	38,584.00	40,622.40	42,577.60	44,740.80	46,987.20	46,987.20
25	Secretary Middle	260	*Hourly*	17.25	18.13	19.04	19.97	20.94	22.05	23.10	23.10
			Annual	35,880.00	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	48,048.00	48,048.00
27	Community Servicer Worker I Dispatcher, Security and Safety	260	*Hourly*	18.13	19.04	19.97	20.94	22.05	23.13	24.27	24.27
			Annual	37,710.40	39,603.20	41,537.60	43,555.20	45,864.00	48,110.40	50,481.60	50,481.60
28	Culture Keeper	260	*Hourly*	18.16	19.53	20.47	21.51	22.59	23.69	24.89	24.89
			Annual	37,772.80	40,622.40	42,577.60	44,740.80	46,987.20	49,275.20	51,771.20	51,771.20
29	Principal Account Clerk Secretary High	260	*Hourly*	19.04	19.97	20.94	22.05	23.10	24.24	25.45	25.45
			Annual	39,603.20	41,537.60	43,555.20	45,864.00	48,048.00	50,419.20	52,936.00	52,936.00
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	20.47	21.51	22.59	23.69	24.89	26.13	27.43	27.43
			Annual	42,577.60	44,740.80	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	57,054.40
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	20.94	22.05	23.10	24.24	25.45	26.72	28.07	28.07
			Annual	43,555.20	45,864.00	48,048.00	50,419.20	52,936.00	55,577.60	58,385.60	58,385.60
34	Computer Operator Senior Culture and Climate Ambassador Fingerprint Technician	260	*Hourly*	21.51	22.59	23.69	24.89	26.13	27.43	28.79	28.79
			Annual	44,740.80	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	59,883.20	59,883.20
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	260	*Hourly*	22.05	23.10	24.24	25.45	26.74	28.10	29.49	29.49
			Annual	45,864.00	48,048.00	50,419.20	52,936.00	55,619.20	58,448.00	61,339.20	61,339.20
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	260	*Hourly*	22.59	23.69	24.89	26.13	27.43	28.79	30.21	30.21
			Annual	46,987.20	49,275.20	51,771.20	54,350.40	57,054.40	59,883.20	62,836.80	62,836.80

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	260	*Hourly*	23.69	24.89	26.13	27.43	28.78	30.19	31.74	31.74
	Specialist, Enrollment - ECE		Annual	49,275.20	51,771.20	54,350.40	57,054.40	59,862.40	62,795.20	66,019.20	66,019.20
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	260	*Hourly*	24.89	26.13	27.43	28.78	30.19	31.74	33.32	33.32
	Support Specialist - Nutrition Svcs		Annual	51,771.20	54,350.40	57,054.40	59,862.40	62,795.20	66,019.20	69,305.60	69,305.60
42		260	*Hourly*	26.13	27.43	28.78	30.19	31.73	33.31	34.96	34.96
	Specialist, School Technology		Annual	54,350.40	57,054.40	59,862.40	62,795.20	65,998.40	69,284.80	72,716.80	72,716.80
43		260	*Hourly*	26.74	28.07	29.44	30.96	32.47	34.13	35.81	35.81
	Computer Technician Senior		Annual	55,619.20	58,385.60	61,235.20	64,396.80	67,537.60	70,990.40	74,484.80	74,484.80
44	Administrative Assistant II Administrative Assistant II - Bilingual	260	*Hourly*	27.43	28.78	30.19	31.73	33.32	34.98	36.74	36.74
	Assistant Risk Management Dept		Annual	57,054.40	59,862.40	62,795.20	65,998.40	69,305.60	72,758.40	76,419.20	76,419.20
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	260	*Hourly*	28.07	29.43	30.95	32.47	34.13	35.85	37.63	37.63
	Specialist, College Career Readiness		Annual	58,385.60	61,214.40	64,376.00	67,537.60	70,990.40	74,568.00	78,270.40	78,270.40
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	260	*Hourly*	30.19	31.73	33.32	34.98	36.72	38.54	40.45	40.45
	Stu Welcome Center Counselor II		Annual	62,795.20	65,998.40	69,305.60	72,758.40	76,377.60	80,163.20	84,136.00	84,136.00
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	260	*Hourly*	30.95	32.47	34.13	35.85	37.66	39.55	41.52	41.52
	Specialist, Nutr Svcs Good Fd Prch		Annual	64,376.00	67,537.60	70,990.40	74,568.00	78,332.80	82,264.00	86,361.60	86,361.60
49	Liaison, Clinic	260	*Hourly*	32.47	34.13	35.85	37.66	39.54	41.50	43.58	43.58
	Network Infrastructure Specialist		Annual	67,537.60	70,990.40	74,568.00	78,332.80	82,243.20	86,320.00	90,646.40	90,646.40
50	Network Administrator I	260	*Hourly*	33.32	34.98	36.72	38.61	40.48	42.51	44.60	44.60
	Specialist, Instructional Materials		Annual	69,305.60	72,758.40	76,377.60	80,308.80	84,198.40	88,420.80	92,768.00	92,768.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	260	*Hourly*	35.87	37.66	39.54	41.57	43.58	45.75	48.03	48.03
	Specialist, Refugee Asylum Program		Annual	74,609.60	78,332.80	82,243.20	86,465.60	90,646.40	95,160.00	99,902.40	99,902.40

OAKLAND UNIFIED SCHOOL DISTRICT

2022/2023 SEIU WTCL Salary Schedule - CalPERS

Board approved 6% increase 4/18/22 effective 7/1/22, updated effective 1/1/23 for $15.97 minimum wage rate

Range	Classification	Days		1	2	3	4	5	6	7	8
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	40.50	42.55	44.66	46.88	49.23	51.66	54.26	54.26
			Annual	84,240.00	88,504.00	92,892.80	97,510.40	102,398.40	107,452.80	112,860.80	112,860.80
56	Specialist, Master Sched Develop	260	*Hourly*	41.52	43.61	45.80	48.13	50.43	52.96	55.61	55.61
			Annual	86,361.60	90,708.80	95,264.00	100,110.40	104,894.40	110,156.80	115,668.80	115,668.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	260	*Hourly*	42.57	44.69	46.93	49.27	51.73	54.31	57.02	57.02
			Annual	88,545.60	92,955.20	97,614.40	102,481.60	107,598.40	112,964.80	118,601.60	118,601.60
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	260	*Hourly*	50.60	53.13	55.79	58.58	61.51	64.58	67.81	67.81
			Annual	105,248.00	110,510.40	116,043.20	121,846.40	127,940.80	134,326.40	141,044.80	141,044.80
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	51.90	54.49	57.21	60.07	63.08	66.23	69.55	69.55
			Annual	107,952.00	113,339.20	118,996.80	124,945.60	131,206.40	137,758.40	144,664.00	144,664.00

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$80.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23

WTCL (7.5 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 7.5 hours/day, 12 months/261 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	261	*Hourly*	16.33	16.33	16.33	16.33	16.33	16.43	17.22	17.22
			Annual	31,965.98	31,965.98	31,965.98	31,965.98	31,965.98	32,161.73	33,708.15	33,708.15
14	Early Literacy Reading Tutor	261	*Hourly*	16.33	16.33	16.33	16.33	16.43	17.22	18.07	18.07
			Annual	31,965.98	31,965.98	31,965.98	31,965.98	32,161.73	33,708.15	35,372.03	35,372.03
17	Receptionist Receptionist - Bilingual	261	*Hourly*	16.33	16.33	16.33	16.78	17.64	18.54	19.47	19.47
			Annual	31,965.98	31,965.98	31,965.98	32,846.85	34,530.30	36,292.05	38,112.53	38,112.53
18	Clerk Typist Intermediate - Bilingual	261	*Hourly*	16.33	16.33	16.43	17.29	18.07	18.97	19.92	19.92
			Annual	31,965.98	31,965.98	32,161.73	33,845.18	35,372.03	37,133.78	38,993.40	38,993.40
20	School Enrichment Recess Coach	261	*Hourly*	16.33	16.43	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	31,965.98	32,161.73	33,747.30	35,372.03	37,133.78	38,934.68	40,970.48	40,970.48
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	261	*Hourly*	16.78	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	32,846.85	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	44,141.63
24	Maintenance Control Specialist	261	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	33,747.30	35,372.03	37,133.78	39,091.28	40,970.48	43,045.43	45,218.25	45,218.25
25	Secretary Middle	261	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	34,530.30	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	46,236.15
27	Community Servicer Worker I Dispatcher, Security and Safety	261	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	36,292.05	38,112.53	39,972.15	41,910.08	44,141.63	46,294.88	48,585.15	48,585.15
28	Culture Keeper	261	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	36,350.78	39,091.28	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	49,818.38
29	Principal Account Clerk Secretary High	261	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	38,112.53	39,972.15	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	50,934.15
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	261	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	40,970.48	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	54,907.88
33	Community Relations Asst I - Bil Library Technician Program Assistant I	261	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	41,910.08	44,141.63	46,236.15	48,526.43	50,934.15	53,478.90	56,180.25	56,180.25
34	Computer Operator Senior Fingerprint Technician	261	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	43,045.43	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	57,628.80
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	261	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	44,141.63	46,236.15	48,526.43	50,934.15	53,518.05	56,238.98	59,018.63	59,018.63
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	261	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	45,218.25	47,410.65	49,818.38	52,304.40	54,907.88	57,628.80	60,467.18	60,467.18

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

Board approved 2.25% increase 4/18/22 effective 9/1/23

Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	261	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
	Specialist, Enrollment - ECE		Annual	47,410.65	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	63,520.88
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	261	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
	Support Specialist - Nutrition Svcs		Annual	49,818.38	52,304.40	54,907.88	57,609.23	60,428.03	63,520.88	66,692.03	66,692.03
42		261	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
	Specialist, School Technology		Annual	52,304.40	54,907.88	57,609.23	60,428.03	63,501.30	66,672.45	69,980.63	69,980.63
43		261	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
	Computer Technician Senior		Annual	53,518.05	56,180.25	58,920.75	61,974.45	64,989.00	68,316.75	71,683.65	71,683.65
44	Administrative Assistant II Administrative Assistant II - Bilingual	261	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
	Assistant Risk Management Dept		Annual	54,907.88	57,609.23	60,428.03	63,501.30	66,692.03	70,019.78	73,543.28	73,543.28
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	261	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
	Specialist, College Career Readiness		Annual	56,180.25	58,901.18	61,954.88	64,989.00	68,316.75	71,761.95	75,324.60	75,324.60
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	261	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
	Stu Welcome Center Counselor II		Annual	60,428.03	63,501.30	66,692.03	70,019.78	73,504.13	77,145.08	80,962.20	80,962.20
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	261	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
	Specialist, Nutr Svcs Good Fd Prch		Annual	61,954.88	64,989.00	68,316.75	71,761.95	75,383.33	79,161.30	83,095.88	83,095.88
49	Liaison, Clinic	261	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
	Network Infrastructure Specialist		Annual	64,989.00	68,316.75	71,761.95	75,383.33	79,141.73	83,056.73	87,226.20	87,226.20
50	Network Administrator I	261	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
	Specialist, Instructional Materials		Annual	66,692.03	70,019.78	73,504.13	77,282.10	81,020.93	85,092.53	89,262.00	89,262.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	261	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
	Specialist, Refugee Asylum Program		Annual	71,801.10	75,383.33	79,141.73	83,213.33	87,226.20	91,571.85	96,132.83	96,132.83

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule

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Range	Classification	Days		1	2	3	4	5	6	7	8
55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing	261	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
	Specialist, Student Engagement		Annual	81,060.08	85,170.83	89,379.45	93,822.98	98,540.55	103,395.15	108,602.10	108,602.10
56		261	*Hourly*	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
	Specialist, Master Sched Develop		Annual	83,095.88	87,284.93	91,669.73	96,328.58	100,928.70	105,998.63	111,303.45	111,303.45
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven	261	*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
	Student Info Sys Specialist III		Annual	85,209.98	89,457.75	93,940.43	98,618.85	103,532.18	108,699.98	114,122.25	114,122.25
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV	261	*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
	Specialist, Operations		Annual	101,281.05	106,350.98	111,675.38	117,254.25	123,107.18	129,253.73	135,733.05	135,733.05
65	Occupatioanl Therapist	261	*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
	Physical Therapist		Annual	103,884.53	109,071.90	114,513.75	120,229.65	126,258.75	132,561.90	139,197.83	139,197.83

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity Stipend (monthly)

Regular employees in the unit who have been continuously employed on a half-time (3.75 hours per day) or more basis shall receive the following longevity stipend, paid monthly:

Years	Monthly Longevity Stipend
10	$15.00
15	$23.50
20	$35.50
25	$46.50
30	$58.50
35	$58.50

Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.

OAKLAND UNIFIED SCHOOL DISTRICT

2023/2024 SEIU WTCL Salary Schedule - CalPERS

Board approved 2.25% increase 4/18/22 effective 9/1/23

WTCL (8 hours/day)

Hourly, daily, monthly and annual rate based on 1.00 FTE - 8 hours/day, 12 months/260 days/year

Range	Classification	Days		1	2	3	4	5	6	7	8
12	Clerk - Bilingual Lifeguard Noon Supervisor PE Attendant	260	*Hourly*	16.33	16.33	16.33	16.33	16.33	16.43	17.22	17.22
			Annual	33,966.40	33,966.40	33,966.40	33,966.40	33,966.40	34,174.40	35,817.60	35,817.60
14	Early Literacy Reading Tutor	260	*Hourly*	16.33	16.33	16.33	16.33	16.43	17.22	18.07	18.07
			Annual	33,966.40	33,966.40	33,966.40	33,966.40	34,174.40	35,817.60	37,585.60	37,585.60
17	Receptionist Receptionist - Bilingual	260	*Hourly*	16.33	16.33	16.33	16.78	17.64	18.54	19.47	19.47
			Annual	33,966.40	33,966.40	33,966.40	34,902.40	36,691.20	38,563.20	40,497.60	40,497.60
18	Clerk Typist Intermediate - Bilingual	260	*Hourly*	16.33	16.33	16.43	17.29	18.07	18.97	19.92	19.92
			Annual	33,966.40	33,966.40	34,174.40	35,963.20	37,585.60	39,457.60	41,433.60	41,433.60
20	School Enrichment Recess Coach	260	*Hourly*	16.33	16.43	17.24	18.07	18.97	19.89	20.93	20.93
			Annual	33,966.40	34,174.40	35,859.20	37,585.60	39,457.60	41,371.20	43,534.40	43,534.40
23	Secretary Elementary Small Specialist, Attendance Specialist, Attendance - Bilingual	260	*Hourly*	16.78	17.64	18.54	19.47	20.42	21.41	22.55	22.55
			Annual	34,902.40	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	46,904.00
24	Maintenance Control Specialist	260	*Hourly*	17.24	18.07	18.97	19.97	20.93	21.99	23.10	23.10
			Annual	35,859.20	37,585.60	39,457.60	41,537.60	43,534.40	45,739.20	48,048.00	48,048.00
25	Secretary Middle	260	*Hourly*	17.64	18.54	19.47	20.42	21.41	22.55	23.62	23.62
			Annual	36,691.20	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	49,129.60
27	Community Servicer Worker I Dispatcher, Security and Safety	260	*Hourly*	18.54	19.47	20.42	21.41	22.55	23.65	24.82	24.82
			Annual	38,563.20	40,497.60	42,473.60	44,532.80	46,904.00	49,192.00	51,625.60	51,625.60
28	Culture Keeper	260	*Hourly*	18.57	19.97	20.93	21.99	23.10	24.22	25.45	25.45
			Annual	38,625.60	41,537.60	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	52,936.00
29	Principal Account Clerk Secretary High	260	*Hourly*	19.47	20.42	21.41	22.55	23.62	24.79	26.02	26.02
			Annual	40,497.60	42,473.60	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	54,121.60
32	Assistant Newcomer Learning Lab Enduser Support Specialist II Instructional Support Specialist	260	*Hourly*	20.93	21.99	23.10	24.22	25.45	26.72	28.05	28.05
			Annual	43,534.40	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	58,344.00
33	Community Relations Asst I - Bil Library Technician Program Assistant I	260	*Hourly*	21.41	22.55	23.62	24.79	26.02	27.32	28.70	28.70
			Annual	44,532.80	46,904.00	49,129.60	51,563.20	54,121.60	56,825.60	59,696.00	59,696.00
34	Computer Operator Senior Fingerprint Technician	260	*Hourly*	21.99	23.10	24.22	25.45	26.72	28.05	29.44	29.44
			Annual	45,739.20	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	61,235.20
35	Extended Day Site Liaison Site-Based Culture Climate Ambassador	260	*Hourly*	22.55	23.62	24.79	26.02	27.34	28.73	30.15	30.15
			Annual	46,904.00	49,129.60	51,563.20	54,121.60	56,867.20	59,758.40	62,712.00	62,712.00
36	Central Culture Climate Ambassador Stu Attendance Compliance Officer	260	*Hourly*	23.10	24.22	25.45	26.72	28.05	29.44	30.89	30.89
			Annual	48,048.00	50,377.60	52,936.00	55,577.60	58,344.00	61,235.20	64,251.20	64,251.20

OAKLAND UNIFIED SCHOOL DISTRICT

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Range	Classification	Days		1	2	3	4	5	6	7	8
38	Buyer Community Relations Asst II Community Relations Asst II - Bil Interpreter For Deaf II Liaison Family Parent Liaison Family Parent - Bilingual Outreach Consultant	260	*Hourly*	24.22	25.45	26.72	28.05	29.43	30.87	32.45	32.45
	Specialist, Enrollment - ECE		Annual	50,377.60	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	67,496.00
40	Administrative Assistant I Administrative Assistant I - Bilingual Specialist, Translator Specialist, Transportation Student Assignment Counselor	260	*Hourly*	25.45	26.72	28.05	29.43	30.87	32.45	34.07	34.07
	Support Specialist - Nutrition Svcs		Annual	52,936.00	55,577.60	58,344.00	61,214.40	64,209.60	67,496.00	70,865.60	70,865.60
42		260	*Hourly*	26.72	28.05	29.43	30.87	32.44	34.06	35.75	35.75
	Specialist, School Technology		Annual	55,577.60	58,344.00	61,214.40	64,209.60	67,475.20	70,844.80	74,360.00	74,360.00
43		260	*Hourly*	27.34	28.70	30.10	31.66	33.20	34.90	36.62	36.62
	Computer Technician Senior		Annual	56,867.20	59,696.00	62,608.00	65,852.80	69,056.00	72,592.00	76,169.60	76,169.60
44	Administrative Assistant II Administrative Assistant II - Bilingual	260	*Hourly*	28.05	29.43	30.87	32.44	34.07	35.77	37.57	37.57
	Assistant Risk Management Dept		Annual	58,344.00	61,214.40	64,209.60	67,475.20	70,865.60	74,401.60	78,145.60	78,145.60
45	Accounts Payable Technician II Interpreter For Deaf III Payroll Technican II Procurement Analyst Program Assitant III Site Liaison Work-Based Learning Specialist, Career Pathway Trans	260	*Hourly*	28.70	30.09	31.65	33.20	34.90	36.66	38.48	38.48
	Specialist, College Career Readiness		Annual	59,696.00	62,587.20	65,832.00	69,056.00	72,592.00	76,252.80	80,038.40	80,038.40
46	Administrative Assistant III Administrative Assistant III - Bilingual Case Manager Community Coordinator/Prog Asst Community Liaison, Charter Schools Liaison, Region Family Engagement SARB Facilitator Specialist, LGBTQ Programming Specialist, Wellness	260	*Hourly*	30.87	32.44	34.07	35.77	37.55	39.41	41.36	41.36
	Stu Welcome Center Counselor II		Annual	64,209.60	67,475.20	70,865.60	74,401.60	78,104.00	81,972.80	86,028.80	86,028.80
47	District Registrar ECE Family Navigator Operations Engineer Producer Specialist, Dist Family Engagement	260	*Hourly*	31.65	33.20	34.90	36.66	38.51	40.44	42.45	42.45
	Specialist, Nutr Svcs Good Fd Prch		Annual	65,832.00	69,056.00	72,592.00	76,252.80	80,100.80	84,115.20	88,296.00	88,296.00
49	Liaison, Clinic Liaison, Clinic	260	*Hourly*	33.20	34.90	36.66	38.51	40.43	42.43	44.56	44.56
	Network Infrastructure Specialist		Annual	69,056.00	72,592.00	76,252.80	80,100.80	84,094.40	88,254.40	92,684.80	92,684.80
50	Network Administrator I	260	*Hourly*	34.07	35.77	37.55	39.48	41.39	43.47	45.60	45.60
	Specialist, Instructional Materials		Annual	70,865.60	74,401.60	78,104.00	82,118.40	86,091.20	90,417.60	94,848.00	94,848.00
53	Accounts Payable Technician III Analyst, Custodian Service Fac Analyst, Payroll Data Analyst I Facilitator Restorative Justice Senior Procurement Analyst Specialist, Unacomp Imm Child	260	*Hourly*	36.68	38.51	40.43	42.51	44.56	46.78	49.11	49.11
	Specialist, Refugee Asylum Program		Annual	76,294.40	80,100.80	84,094.40	88,420.80	92,684.80	97,302.40	102,148.80	102,148.80

OAKLAND UNIFIED SCHOOL DISTRICT

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55	Software Developer II Specialist, CSSS Data & Sys Mgt Specialist, Data Systems Mgt Specialist, Educator Effectiveness Specialist, Health Svcs Data Mgt Specialist, State & Local Testing Specialist, Student Engagement	260	*Hourly*	41.41	43.51	45.66	47.93	50.34	52.82	55.48	55.48
			Annual	86,132.80	90,500.80	94,972.80	99,694.40	104,707.20	109,865.60	115,398.40	115,398.40
56	Specialist, Master Sched Develop	260	*Hourly*	42.45	44.59	46.83	49.21	51.56	54.15	56.86	56.86
			Annual	88,296.00	92,747.20	97,406.40	102,356.80	107,244.80	112,632.00	118,268.80	118,268.80
57	Analytics Specialist, Charter Schools Analytics Specialist, GIS Mapping Data Analyst II Information Systems Specialist II Research Assoc, Disproportionality Research Assoc, ECE Specialist, Behavior Specialist, Strategic Resource Plan Specialist, Target Stu Grp Interven Student Info Sys Specialist III	260	*Hourly*	43.53	45.70	47.99	50.38	52.89	55.53	58.30	58.30
			Annual	90,542.40	95,056.00	99,819.20	104,790.40	110,011.20	115,502.40	121,264.00	121,264.00
64	Business Intelligence Data Architect Database Administrator Occupatioanl Therapist Physical Therapist Senior Network Administrator Senior Network Engineer Software Developer IV Specialist, Operations	260	*Hourly*	51.74	54.33	57.05	59.90	62.89	66.03	69.34	69.34
			Annual	107,619.20	113,006.40	118,664.00	124,592.00	130,811.20	137,342.40	144,227.20	144,227.20
65	Occupatioanl Therapist Physical Therapist	260	*Hourly*	53.07	55.72	58.50	61.42	64.50	67.72	71.11	71.11
			Annual	110,385.60	115,897.60	121,680.00	127,753.60	134,160.00	140,857.60	147,908.80	147,908.80

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Longevity Stipend (monthly)

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25	$46.50
30	$58.50
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Bilingual Stipend (monthly)

Effective July 1, 2022, by virtue of the bilingual requirement, unit members selected for bilingual-designated positions shall receive an $80.00 stipend per month. Part-time unit members shall receive a prorated percentage of the stipend based on the percentage of time they work in the bilingual assignment.