

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	22-1649
Introduction Date	June 29, 2022
Enactment Number	22-1316
Enactment Date	6/29/2022 os



**MEMO**

**To:** Board of Education

**From:** Kyla Johnson-Trammell, Superintendent  
Lisa Grant-Dawson, Chief Business Officer  
Preston Thomas, Chief of Systems and Services  
Joshua Daniels, General Counsel  
Jenine Lindsey, Executive Director of Labor Strategy & ADR

**Board Meeting Date:** June 29, 2022

**Subject:** AB 1200 Public Disclosure, Certification of Cost and Board Ratification of Tentative Agreements between Tentative Agreement Between AFSCME Local 257 and the Oakland Unified School District.

**Action Requested and Recommendation** Approval of the tentative agreements between AFSCME Local 257 and OUSD pending compliance with Government Code section 3547.5, all applicable AB 1200 disclosure requirements, and all necessary follow-up actions as determined by the Alameda County Office of Education (“ACOE”).

**Background and Discussion** On May 11, 2022 the AFSCME and OUSD reached a tentative agreement on reopener negotiations. The tentative agreement includes on-going salary schedule adjustments for AFSCME members, one-time compensation and revised CBA provisions including but not limited to the duration section of the CBA. Attached to this memo and legislative file is the tentative agreement including all major provisions, is attached in its entirety.

Government Code 3547.5(a) states: “Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.”



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AB 1200 (specifically Government Code section 3540.2) requires: “A school district that has a qualified or negative certification . . . shall allow the county office of education in which the school district is located at least 10 working days to review and comment on any proposed agreement made between the exclusive representative and the public school employer, or designated representatives of the employer, pursuant to this chapter. The school district shall provide the county superintendent of schools with all information relevant to yield an understanding of the financial impact of that agreement.” In response, “[t]he county superintendent of schools shall notify the school district, the county board of education, the district superintendent, the governing board of the school district, and each parent and teacher organization of the district within those 10 days if, in his or her opinion, the agreement reviewed pursuant to subdivision (a) would endanger the fiscal well-being of the school district.”

## Fiscal Impact

The on-going increases are funded primarily by ongoing resources which are tied to the District's recent budget reductions effective July 1, 2022.

### Summary of Projected Cost

The ongoing compensation in 2022-23 will be funded by the General Fund (\$4,184,904) and Fund 13 (\$506,629) for the Nutrition Services staff. The ongoing compensation increases in 2023-24 will be funded by the General Fund (\$567,250) and Fund 13 (\$449,998). In 2024-25, the ongoing compensation increases will be funded by Fund 13 ( \$141,267) and the General Fund (\$501,807). The one time payments will be funded by ESSER III. One time payments will be funded from the District's one time COVID Fund Resources 3213 ESSER III.

Additional information, details and updates to the projections above, if any, will be provided through the *AB 1200 Public Disclosure and Certification of Cost*.

## Attachments

- *May 11, 2022 Tentative Agreement between OUSD and AFSCME Local 257*

**Tentative Agreement  
Between  
American Federation of State, County, and Municipal Employees, Local 257  
and  
Oakland Unified School District**

**ARTICLE 13 COMPENSATION**

**1. One Time Compensation:**

- a.** In light of the change/increase in workload due to the COVID-19 pandemic, for the 2020-21 school year, unit members employed by the District at the time of ratification of this Agreement by the Board of Education shall receive one-time compensation as follows:
- b.** In lieu of an ongoing salary increase in the 2020-21 school year, unit members employed by the District at the time of ratification of this Agreement by the Board of Education shall receive one-time compensation as follows:
  - i.** All unit members shall receive a one-time off schedule payment equal to 6% of their annual base salary as of May 15, 2022. Payment of the stipend shall be disbursed in a pay warrant separate from unit member's regular salary within 60 days of the District's receipt of one time dollars from the state or federal government for operating schools during the Coronavirus pandemic or within 60 days of ratification of the Agreement by AFSCME and OUSD, whichever date is sooner.
  - ii.** A one-time off schedule \$1500 payment to unit members with .5 FTE or greater. Unit members with less than a .5 FTE shall receive a one-time off schedule payment of \$850.00. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.
  - iii.** A one-time off schedule \$200 payment to unit members to reimburse for purchase of PPE. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.
  - iv.** A one-time off schedule payment equal to one day of the unit member's base salary (daily rate) as of May 15, 2022 to unit members in lieu of a self-care/mental health day. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.

- 2. On-going Compensation Salary Schedule Adjustments:** Pursuant to the side letter agreement between the Parties dated regarding salary schedule

adjustments, the Parties agree to Salary Schedule adjustments for Custodians and Nutrition Service Workers shall as follows:

- a. Custodians and Lead Custodians:
  - i. Effective July 1, 2022, the salary schedules for Custodians and Lead Custodians bargaining unit members shall be adjusted as shown below in **Table A- Custodians, Lead Custodians, CDC Custodians Effective 7/1/2022.**

**Table A- Custodians, Lead Custodians, CDC Custodians - Effective 7/1/2022**

Range 01	Custodian		
	Step 1	Step 2	Step 3
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81
DAILY	\$ 165.10	\$ 169.23	\$ 173.46
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13

Range 02	Custodian Leads, CDC Custodians		
	Step 1	Step 2	Step 3
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26
DAILY	\$ 170.03	\$ 174.28	\$ 178.63
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82

- ii. **The increase between Steps 1, 2 and 3. shall be 2.5%.**
- iii. Effective July 1, 2022, Custodians shall be placed on the New **Custodians, Lead Custodians, CDC Custodians** Salary Schedule Effective 7/1/2022 (shown above) as follows:
  - a. Custodians hired on or after March 2, 2020 shall be placed on Range 1 Step 1 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** effective July 1, 2022.
  - b. Custodians hired on or before March 1, 2020, shall be placed on Range 1 Step ~~2~~ **3** of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule.**
- iv. Effective July 1, 2022, Lead Custodians and Custodian CDCs shall be placed on the salary schedule as follows:

- c. Unit members hired **into a Lead Custodian or Custodian CDC position** effective on or after March 2, 2020 shall be placed on Range 2 Step 1 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule.**
- d. Custodians hired **into a Lead Custodian or Custodian CDC position** on or before March 1, 2020, shall be placed on Range 2 Step 2 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule.**
- v. Additional Salary Schedule Adjustments
  - 1. Effective July 1, 2023 the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** (shown above) shall be adjusted as follows:
    - a. An additional step (~~Step 3~~) (**Step 4**) shall be added to the salary schedule shown in **Table-B Custodians, Lead Custodians, CDC Custodians Salary Schedule.**
    - b. The increase between Steps 1, 2, 3 and 4 shall be 2.5%.

**Table B- Custodian, Custodian Leads, Custodian CDC Salary Schedule - Effective July 1, 2023**

Range 01	July 1, 2022			July 1, 2024
	Step 1	Step 2	Step 3	Step 4
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76	\$ 46,405.60
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81	\$ 3,867.13
DAILY	\$ 165.10	\$ 169.23	\$ 173.46	\$ 177.80
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13	\$ 23.71

Range 02	Step 1	Step 2	Step 3	Step 4
	July 1, 2022			January 1, 2024
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09	\$ 47,788.66
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26	\$ 6,371.82
DAILY	\$ 170.03	\$ 174.28	\$ 178.63	\$ 183.10
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.41

2. Effective July 1, 2024, the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** shall be adjusted as follows:

- a. An additional step shall be added to the salary schedule ~~(Step 4)~~ **(Step 5)**
- b. The increase between Steps 1, 2, 3, 4 and 5 shall be **2.5%. Table C-Custodians, Lead Custodians, CDC Custodians Salary Schedule** Salary Schedule Effective July 1, 2024 below.

**Table C- Custodian, Custodian Leads, Custodian CDC Salary Schedule - Effective 7/1/2024**

Range 01	Custodian				
	July 1, 2022			July 1, 2023	July 1, 2024
	Step 1	Step 2	Step 3	Step 4	Step 5
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76	\$ 46,405.60	\$ 47,565.74
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81	\$ 3,867.13	\$ 3,963.81
DAILY	\$ 165.10	\$ 169.23	\$ 173.46	\$ 177.80	\$ 182.24
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13	\$ 23.71	\$ 24.30

Range 02	OUSD PROPOSAL CUSTODIAN CDC and DAY AND NIGHT LEAD CUSTODIAN				
	Step 1	Step 2	Step 3	Step 4	Step 5
	July 1, 2022			July 1, 2023	July 1, 2024
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09	\$ 47,788.66	\$ 48,983.38
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26	\$ 3,971.82	\$ 4,058.38
DAILY	\$ 170.03	\$ 174.28	\$ 178.63	\$ 183.10	\$ 187.68
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.41	\$ 25.02

**b. Head Custodians:**

- i. Effective July 1, 2022, the salary schedules Head Custodians shall be adjusted as shown in **Table D-Custodian Salary Schedule**.
  - 1. Head Custodians shall be placed on Step 2 of the new salary schedule range for their classification (Head I, II, or III) (shown below) effective July 1, 2022.

**Table D-Head Custodian Salary Schedule Effective July 1, 2022**

<b>HEAD CUSTODIAN I</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	
ANNUAL	<del>\$ 39,865.83</del>	<del>\$ 43,092.22</del>	<del>\$ 45,246.83</del>	
MONTHLY	<del>\$ 3,322.15</del>	<del>\$ 3,591.02</del>	<del>\$ 3,770.57</del>	
DAILY	<del>\$ 152.74</del>	<del>\$ 165.10</del>	<del>\$ 173.36</del>	
HOURLY	<del>\$ 20.37</del>	<del>\$ 22.01</del>	<del>\$ 23.11</del>	
<b>PROPOSAL HEAD CUSTODIAN I:</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
ANNUAL	\$ 46,160.38	\$ 49,883.95	\$ 50,891.82	\$ 53,436.41
MONTHLY	\$ 3,846.70	\$ 4,157.00	\$ 4,240.99	\$ 4,453.03
DAILY	\$ 176.86	\$ 185.70	\$ 194.99	\$ 204.74
HOURLY	\$23.58	\$24.76	\$26.00	\$27.30
<b>HEAD CUSTODIAN II</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	
ANNUAL	<del>\$ 41,677.91</del>	<del>\$ 44,992.69</del>	<del>\$ 47,242.33</del>	
MONTHLY	<del>\$ 3,473.16</del>	<del>\$ 3,749.39</del>	<del>\$ 3,936.86</del>	
DAILY	<del>\$ 159.69</del>	<del>\$ 172.39</del>	<del>\$ 181.04</del>	
HOURLY	<del>\$ 21.29</del>	<del>\$ 22.98</del>	<del>\$ 24.13</del>	
<b>Proposal Head Custodian II</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
ANNUAL	\$ 48,006.80	\$ 50,407.14	\$ 52,927.49	\$ 55,573.87
MONTHLY	\$ 4,000.57	\$ 4,200.59	\$ 4,410.62	\$ 4,631.16
DAILY	\$ 183.93	\$ 193.13	\$ 202.79	\$ 212.93
HOURLY	\$ 24.52	\$ 25.75	\$ 27.04	\$ 28.39
<b>HEAD CUSTODIAN III</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	
ANNUAL	<del>\$ 43,534.19</del>	<del>\$ 47,011.03</del>	<del>\$ 49,361.58</del>	
MONTHLY	<del>\$ 3,627.85</del>	<del>\$ 3,917.59</del>	<del>\$ 4,113.47</del>	
DAILY	<del>\$ 166.80</del>	<del>\$ 180.12</del>	<del>\$ 189.12</del>	
HOURLY	<del>\$ 22.24</del>	<del>\$ 24.02</del>	<del>\$ 25.22</del>	
<b>Proposal Head Custodian III</b>				
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
ANNUAL	\$ 49,927.07	\$ 52,423.42	\$ 55,044.59	\$ 57,796.82
MONTHLY	\$ 4,160.59	\$ 4,368.62	\$ 4,587.05	\$ 4,816.40
DAILY	\$ 191.29	\$ 200.86	\$ 210.90	\$ 221.44
HOURLY	\$ 25.51	\$ 26.78	\$ 28.12	\$ 29.53

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- c. Food Service Workers:** Effective July 1, 2022, the salary schedules for Food Service workers shall be adjusted as shown below:
- i. The salary schedules for Food Service Assistants, and Food Service Managers shall be adjusted as shown in **Attachment E- Food Service Worker Salary Schedule Adjustments Effective 7/1/2022.**
  - ii. Effective July 1, 2022, current Food Service Assistants and Food Service Managers shall be placed on the new salary schedules above as follows:
    - 1. Food Service Assistant I and Food Service Assistant IIIs on steps 1 and 2 of the current salary schedule, shall be placed on step 2 of the new salary schedule effective July 1, 2022 ( For FSA I- Range 1; For FSA IIIs- Range 3).
    - 2. Food Service Assistant Is and Food Service Assistant IIIs on Steps 3, 4 and 5 of the current salary schedule, shall be placed on Step 4 of the new salary schedule effective July 1, 2022.
    - 3. Food Service Managers shall be placed on the new FSM salary schedule at their current range at Step 3.
    - 4. Effective July 1, 2022, the salary schedules for the Central Kitchen Manager, Sanitation Utility Technician (Lead) and Custodian Utility Technician classifications shall be increased by 6%.
    - 5. Effective July 1, 2022 the salary schedules for Production Assistants and Production Cooks shall be increased by 1% and additional step (step 5 at 5% higher than step 4) shall be added to the salary schedule.
- d.** Effective July 1, 2022, the salary schedules for Paraeducators shall be increased by 6%.
- e.** Effective July 1, 2022, the salary schedules for Licensed Vocational Nurses shall be increased by 6%.
- f.** Effective July 1, 2022, the salary schedules for 504 Technicians shall be increased by 6%.

**3. Other One-time Payments for paraeducators who return to the District in 2022-23:**



- a. To support retention of qualified Paraeducators, paraeducators placed on Range 05 of the Para salary schedule (AA + 45 units) as of May 1, 2022 shall receive a one time off schedule payment of \$1000.
- b. Paraeducator assigned to the YAP program as of May 1, 2022 shall receive a one-time off schedule payment of \$1000.
- c. To be eligible for the stipend A or B above the Paraeducator must return for the 2022-23 school year and be actively employed as of September 1, 2022.

**4. Bilingual Stipends**

- a. The bilingual stipend for paraeducators shall be increased from \$600 annually to \$800 annually for the 2022-23 and 2023-24 school year.
- b. Eligibility shall be determined by the District based on: 1) Program need; and 2) Completion of the District's bilingual exam administered by the Talent Division.

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 within 15 days of receipt of the AB 1200 letter from ACOE with such a determination.

**ARTICLE 7 ASSIGNMENTS, PROMOTIONS, TRANSFERS & VACANCIES**  
**Effective July 1, 2022, Sections 7.02 shall be replaced with the following provisions in light of the above salary schedule adjustments .**

**Section 7.02 Vacancies and Promotions**

(a) All vacancies shall be posted for seven (7) working days and all permanent positions will contain the phrase "Agency Shop Position." The District may, at its sole discretion, post certain positions as "open until filled." **Internal candidate** selections will be based upon the following order of applicants:

- 1) lateral transfer requests;
- 2) current **qualified** District employees;
- 3) substitute employees **or** outside applicants. All postings shall be as follows:
  - i) Made available on the District's website;
  - ii) Electronically provided to the Union;
  - iii) Posted on EdJoin and in the District's Administration Building; and
  - iv) Posted in the main office of Custodial Services, Nutrition Services and Programs for Exceptional Children.

- (b) No posting shall occur during winter or spring recess, except when immediate District needs, as determined by the District, require posting during these periods. ~~No posting shall occur for ten (10) month employees during the winter, spring and summer recess.~~
- (c) The District may at its sole discretion hire external candidates, if internal candidates are not selected pursuant to sections (a) and (b) above.
- (d) Employees whose most recent overall evaluation reflects less than satisfactory performance and/or who are currently on progressive discipline shall not be eligible to apply for promotional opportunities.
- (e) The Human Resources Division shall notify all unit members not selected for the position in writing within ten (10) working days after the decision is made.
- (f) The selection shall be based upon the employee's qualifications and experience. In the event that two candidates are equally-qualified, seniority will govern.
- (g) If no qualified bargaining unit member ~~one in the Union~~ applies for a Custodian, Orderly or Sweeper Operator, the vacant or promotional position, the position shall be open to outside hires.
- (h) No bargaining unit employee shall remain in an acting position and/or a vacant position for longer than ninety (90) consecutive days.
  - (i) Assignment to split shift work shall be made by placing the least senior employee in those openings. When a straight shift assignment becomes available, it shall be filled by the most senior employee who (is not currently on progressive discipline and who does have a satisfactory rating on their most current performance evaluation) works the split shift and who wishes to fill the opening.

Section 7.04 **Lead Custodian:** The Lead Custodian classification is promotional. ~~All Lead Custodians monthly stipend shall be \$50.00 per month.~~

Section 7.05 **Night Lead Custodian:** The Night .Lead custodian classification is promotional.  
 Night Leads are assigned to work at high schools only and the position is selected by Custodial Services and by the Head Custodians. ~~Effective July 1, 2015, all Night Lead Custodians monthly stipend shall be \$100.00 per month.~~

**Duration of the Agreement**

Article 29 – Duration of the Agreement: This Contract of Agreement shall be effective ~~July 1, 2008~~ July 1, 2022, except for those provisions which have been assigned other effective dates, and shall remain in full force and effect to and including ~~June 30, 2011~~ June 30, 2024, and from year to year thereafter unless either party serves written notice of


the desire to amend, modify or terminate this Contract of Agreement ninety (90) days prior to the first day of July of any subsequent year.

For the 2022-23 school year, either Party may reopen up to four (4) articles. For the 2023-24 school year, either Party may reopen up to three (3) articles.


**AFSCME LOCAL 257**

By:   
Nola Taylor, President

**OAKLAND UNIFIED SCHOOL DISTRICT**

By:   
Preston Thomas, Chief Systems and Services Officer (CSSO)


**AFSCME LOCAL 257**

By:   
Jo Bates, Business Agent


**OAKLAND UNIFIED SCHOOL DISTRICT**

By:   
Tara Gard, Chief of Talent

**AFSCME LOCAL 257**

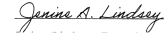
By:   
LaTosha Hill, 1st Vice President


**OAKLAND UNIFIED SCHOOL DISTRICT**


By:   
Gia White, Labor Analyst III

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**OAKLAND UNIFIED SCHOOL DISTRICT**

By:   
Jenine Lindsey, Executive Director, Labor Relations

  
Gary Yee, President, BOE

  
Kyla Johnson-Trammell, Superintendent & Secretary, BOE

**TABLE F - FOOD SERVICE WORKERS SALARY SCHEDULE ADJUSTMENTS**

<b>NUTRITION SERVICES ASSISTANT I SALARY SCHEDULE</b>					
<b>Effective July 1, 2022</b>					
<b>10 MONTHS / 202 DAYS / 7.5 HOURS</b>					
<b>STEPS</b>					
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>01</b>					
<b>ANNUAL</b>	\$ 23,012.54	\$ 24,164.03	\$ 25,371.73	\$ 25,371.73	\$ 25,371.73
<b>MONTHLY</b>	\$ 2,301.25	\$ 2,416.40	\$ 2,537.17	\$ 2,537.17	\$ 2,537.17
<b>DAILY</b>	\$ 113.92	\$ 119.62	\$ 125.60	\$ 125.60	\$ 125.60
<b>HOURLY</b>	\$ 15.19	\$ 15.95	\$ 16.75	\$ 16.75	\$ 16.75
<b>Annual</b>	\$24,393.29	\$25,125.09	\$25,878.84	\$26,655.21	\$27,454.86
<b>Monthly</b>	\$2,439.33	\$2,512.51	\$2,587.88	\$2,665.52	\$2,745.49
<b>Daily</b>	\$120.76	\$124.38	\$128.11	\$131.96	\$135.92
<b>Hourly Effective July 1, 2022-23</b>	\$16.10	\$16.58	\$17.08	\$17.59	\$18.12
<b>Hourly Effective July 1, 2023-24 +1%</b>	\$16.10	\$16.75	\$17.42	\$18.11	\$18.84
<b>Hourly Effective July 1, 2024-25 +1%</b>	\$16.10	\$16.91	\$17.75	\$18.64	\$19.57
<b>NUTRITION SERVICES ASSISTANT III SALARY SCHEDULE</b>					
<b>Effective July 1, 2022</b>					
<b>10 MONTHS / 204 DAYS / 7.5 HOURS</b>					
<b>STEPS</b>					
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>03</b>					
<b>ANNUAL</b>	\$ 25,620.47	\$ 26,901.86	\$ 28,244.98	\$ 28,244.98	\$ 28,244.98
<b>MONTHLY</b>	\$ 2,562.05	\$ 2,690.19	\$ 2,824.50	\$ 2,824.50	\$ 2,824.50
<b>DAILY</b>	\$ 125.59	\$ 131.87	\$ 138.46	\$ 138.46	\$ 138.46
<b>HOURLY</b>	\$ 16.75	\$ 17.58	\$ 18.46	\$ 18.46	\$ 18.46
<b>Annual</b>	\$26,638.12	\$27,437.26	\$28,260.38	\$29,108.19	\$29,981.44
<b>Monthly</b>	\$2,663.81	\$2,743.73	\$2,826.04	\$2,910.82	\$2,998.14
<b>Daily</b>	\$131.87	\$135.83	\$139.90	\$144.10	\$148.42
<b>Hourly Effective July 1, 2022-23</b>	\$17.58	\$18.11	\$18.65	\$19.21	\$19.79
<b>Hourly Effective July 1, 2023-24 +1%</b>	\$17.58	\$18.29	\$19.02	\$19.78	\$20.57
<b>Hourly Effective July 1, 2024-25 +1%</b>	\$17.58	\$18.46	\$19.39	\$20.35	\$21.37
<b>NUTRITION SERVICES MANAGERS SALARY SCHEDULE</b>					
<b>10 MONTH - 205 DAYS/YEAR - 7.5 HOURS/DAY</b>					
<b>RANGE 01-MANAGER 3</b>					
<b>STEPS</b>					
<b>Range 01- Manager 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	
<b>ANNUAL</b>	\$ 28,384.39	\$ 29,803.64	\$ 31,293.79	\$ 31,293.79	
<b>MONTHLY</b>	\$ 2,838.44	\$ 2,980.36	\$ 3,129.38	\$ 3,129.38	

<b>DAILY</b>	\$ 138.46	\$ 145.38	\$ 152.65	\$ 152.65	
<b>HOURLY</b>	\$ 18.46	\$ 19.38	\$ 20.35	\$ 20.35	
<b>RANGE 01-MANAGER 3</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		Effective July 1, 2022			Effective July 1, 2023
<b>Annual</b>	\$29,796.75	\$31,286.59	\$32,850.92	\$34,493.46	\$36,218.14
<b>Monthly</b>	\$2,979.68	\$3,128.66	\$3,285.09	\$3,449.35	\$3,621.81
<b>Daily</b>	\$145.35	\$152.62	\$160.25	\$168.26	\$176.67
<b>Hourly</b>	<b>\$19.38</b>	<b>\$20.35</b>	<b>\$21.37</b>	<b>\$22.43</b>	<b>\$23.56</b>
<b>NEW RANGE 02-MANAGER 4</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Range 02- Manager 4</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>4</b>	
<b>ANNUAL</b>	\$ 29,833.07	\$ 31,324.73	\$ 32,890.96	\$ 32,890.96	
<b>MONTHLY</b>	\$ 2,983.31	\$ 3,132.47	\$ 3,289.10	\$ 3,289.10	
<b>DAILY</b>	\$ 145.53	\$ 152.80	\$ 160.44	\$ 160.44	
<b>HOURLY</b>	\$ 19.40	\$ 20.37	\$ 21.39	\$ 21.39	
<b>NEW RANGE 02-MANAGER 4</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		Effective July 1, 2022			Effective July 1, 2023
<b>Annual</b>	\$31,324.73	\$32,890.96	\$34,535.51	\$36,262.29	\$38,075.40
<b>Monthly</b>	\$3,132.47	\$3,289.10	\$3,453.55	\$3,626.23	\$3,807.54
<b>Daily</b>	\$152.80	\$160.44	\$168.47	\$176.89	\$185.73
<b>Hourly</b>	<b>\$20.37</b>	<b>\$21.39</b>	<b>\$22.46</b>	<b>\$23.59</b>	<b>\$24.76</b>
<b>NEW RANGE 03-MANAGER 5</b>					
<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>ANNUAL</b>	\$ 31,318.59	\$ 32,884.52	\$ 34,528.74	\$ 34,528.74	\$ 34,528.74
<b>MONTHLY</b>	\$ 3,131.86	\$ 3,288.45	\$ 3,452.87	\$ 3,452.87	\$ 3,452.87
<b>DAILY</b>	\$ 152.77	\$ 160.41	\$ 168.43	\$ 168.43	\$ 168.43
<b>HOURLY</b>	\$ 20.37	\$ 21.39	\$ 22.46	\$ 22.46	\$ 22.46
<b>NEW RANGE 03-MANAGER 5</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		Effective July 1, 2022			Effective July 1, 2023
<b>Annual</b>	\$32,887.13	\$34,531.48	\$36,258.06	\$38,070.96	\$39,974.51
<b>Monthly</b>	\$3,288.71	\$3,453.15	\$3,625.81	\$5,076.13	\$3,997.45
<b>Daily</b>	\$160.43	\$168.45	\$176.87	\$185.71	\$195.00
<b>Hourly</b>	<b>\$21.39</b>	<b>\$22.46</b>	<b>\$23.58</b>	<b>\$24.76</b>	<b>\$26.00</b>
<b>RANGE 04-MANAGER 6</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Range 06</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>ANNUAL</b>	\$ 32,877.77	\$ 34,521.65	\$ 36,247.74	\$ 36,247.74	\$ 36,247.74
<b>MONTHLY</b>	\$ 3,287.78	\$ 3,452.17	\$ 3,624.77	\$ 3,624.77	\$ 3,624.77
<b>DAILY</b>	\$ 160.38	\$ 168.40	\$ 176.82	\$ 176.82	\$ 176.82
<b>HOURLY</b>	\$ 21.38	\$ 22.45	\$ 23.58	\$ 23.58	\$ 23.58

<b>RANGE 04-MANAGER 6</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		Effective July 1, 2022			Effective July 1, 2023
<b>Annual</b>	\$34,516.88	\$36,242.72	\$38,054.85	\$39,957.60	\$41,955.48
<b>Monthly</b>	\$3,451.69	\$3,624.27	\$3,805.49	\$3,995.76	\$4,195.55
<b>Daily</b>	\$168.38	\$176.79	\$185.63	\$194.92	\$204.66
<b>Hourly</b>	<b>\$22.45</b>	<b>\$23.57</b>	<b>\$24.75</b>	<b>\$25.99</b>	<b>\$27.29</b>

<b>RANGE 05-MANAGER 7</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Range 07</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>ANNUAL</b>	\$ 34,498.33	\$ 36,223.24	\$ 38,034.41	\$ 38,034.41	\$ 38,034.41
<b>MONTHLY</b>	\$ 3,449.83	\$ 3,622.32	\$ 3,803.44	\$ 3,803.44	\$ 3,803.44
<b>DAILY</b>	\$ 168.28	\$ 176.70	\$ 185.53	\$ 185.53	\$ 185.53
<b>HOURLY</b>	\$ 22.44	\$ 23.56	\$ 24.74	\$ 24.74	\$ 24.74

<b>RANGE 05-MANAGER 7</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
		Effective July 1, 2022			Effective July 1, 2023
<b>Annual</b>	\$36,223.50	\$38,034.68	\$39,936.41	\$41,933.23	\$44,029.89
<b>Monthly</b>	\$3,622.35	\$3,803.47	\$3,993.64	\$5,591.10	\$4,402.99
<b>Daily</b>	\$176.70	\$185.54	\$194.81	\$204.55	\$214.78
<b>Hourly</b>	<b>\$23.56</b>	<b>\$24.74</b>	<b>\$25.97</b>	<b>\$27.27</b>	<b>\$28.64</b>

<b>NUTRITION SERVICES PRODUCTION ASSISTANTS SALARY SCHEDULE</b>					
<b>Effective July 1, 2022</b>					
<b>10 MONTHS / 204 DAYS / 7.5 HOURS</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>RANGE 01</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>ANNUAL</b>	\$25,620.82	\$26,899.98	\$28,244.98	\$29,657.23	\$29,657.23
<b>MONTHLY</b>	\$2,562.08	\$2,690.00	\$2,824.50	\$2,965.72	\$2,965.72
<b>DAILY</b>	\$125.59	\$131.86	\$138.46	\$145.38	\$145.38
<b>HOURLY</b>	\$16.75	\$17.58	\$18.46	\$19.38	\$19.38
<b>Annual</b>	\$25,620.82	\$26,901.86	\$28,246.95	\$29,659.30	\$31,142.27
<b>Monthly</b>	\$2,562.08	\$2,690.19	\$2,824.70	\$2,965.93	\$3,114.23
<b>Daily</b>	\$125.59	\$131.87	\$138.47	\$145.39	\$152.66
<b>Hourly</b>	<b>\$16.91</b>	<b>\$17.76</b>	<b>\$18.65</b>	<b>\$19.58</b>	<b>\$20.56</b>

<b>NUTRITION SERVICES PRODUCTION COOKS SALARY SCHEDULE</b>					
<b>Effective July 1, 2022</b>					
<b>10 MONTHS / 204 DAYS / 7.5 HOURS</b>					
<b>STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>RANGE 01</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>ANNUAL</b>	\$29,657.23	\$31,140.09	\$32,697.09	\$34,331.94	\$34,331.94
<b>MONTHLY</b>	\$2,965.72	\$3,114.01	\$3,269.71	\$3,433.19	\$3,433.19
<b>DAILY</b>	\$145.38	\$152.65	\$160.28	\$168.29	\$168.29
<b>HOURLY</b>	<b>\$19.38</b>	<b>\$20.35</b>	<b>\$21.37</b>	<b>\$22.44</b>	<b>\$22.44</b>
<b>Annual</b>	\$29,657.23	\$31,140.09	\$32,697.10	\$34,331.95	\$36,048.55

