



COLLECTIVE BARGAINING AGREEMENT

BETWEEN AND FOR THE

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021

AND

SAN FRANCISCO UNIFIED SCHOOL DISTRICT

FOR

JULY 1, 2017 – JUNE 30, 2020

BOARD OF EDUCATION
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Preamble

The District and members of SEIU Local 1021 mutually benefit from a clear, well-enforced agreement regarding conditions of employment within the discretion of the District. This Agreement supports the efficient operations of the District and bargaining unit members' vital contribution to fostering a successful, intersectional, equitable learning environment for the children and families of San Francisco.

The procedures for resolving differences between the District and Union contained in this agreement are intended to contribute to labor harmony in the public interest.

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1.0 Recognition

The San Francisco Unified School District (hereinafter District) voluntarily recognizes the Service Employees International Union Local 1021, (hereinafter Union) as exclusive representative of the appropriate Blue Collar and Student Nutrition Services and the appropriate Clerical and Technical Services bargaining unit pursuant to Section 33050 of the Rules and Regulations of the Educational Employment Relations Act. The classifications in these bargaining units are designated in Appendix A of this Agreement. The District affirms that the Union has made a showing of majority support in these bargaining units.

1.1 Placement of New Classifications

The Union shall provide the District with a list of new classifications that it proposes for unit inclusion. After reviewing said list, the District and the Union shall meet to discuss the appropriateness of the possible unit modification, potential conflicts in District designations of management and confidential positions, and the recognition procedures of the Public Employment Relations Board (PERB). Except for instances of appropriateness and designation conflicts, the District shall not attempt to block the Union's request for a PERB unit modification.

If there are newly created classifications in the future about which the District and the Union cannot agree regarding unit inclusion or exclusion, the matter shall be submitted to the Public employment Relations Board for possible unit modification.

2.0 Term of Agreement

The term of agreement shall be July 1, 2017 through June 30, 2020.

2.1 Savings Clause

Should any provision(s) of this Agreement be declared invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect. In the event of such invalidation the parties agree to meet and negotiate within thirty (30) days for the purpose of mutual agreement upon a satisfactory replacement.

2.2 Full Agreement

This is a full agreement on all matters within the scope of representation for the duration of this Agreement. The parties without qualification waive the right to meet and confer on existing practice even if they are not contained in this Agreement. In the event that any new practice, subject or matter arises during the term of this Agreement, the Union shall be provided advance notice and an opportunity to meet and confer and seek to reach an agreement.

2.3 Automatic Economic Reopener

Notwithstanding any other provisions of this Article of Agreement, the District and the Union agree that if Local 1021 and the City subsequently renegotiate an economic component of their current MOU, said component will not automatically apply to SFUSD. However, said component in the City-Union MOU will result in an automatic reopener of negotiations between the Union and the District on that issue.

3.0 Non Discrimination

No employee shall be discriminated against because of actual or perceived race, religious creed, color, national origin, ancestry, age, marital status, domestic partner status, pregnancy, physical or mental disability, medical condition, genetic information, military or veteran status, gender or gender identity, gender expression, sex or sexual orientation, ethnicity, political affiliation, affiliation with an employee organization, or other non-merit/non-job related factors provided the individual's ability to perform the task is not impaired thereby. No employee shall be subject to sexual harassment.

Prohibited sex discrimination includes discrimination based on an employee's or job applicant's pregnancy, childbirth, breastfeeding, or any related medical condition.

The District also prohibits discrimination in compensation, terms, conditions, and other privileges of employment and the taking of any adverse employment action, including, but not limited to, termination or the denial of employment, promotion, job assignment, or training, against an employee or job applicant based in whole or in part of any of the categories listed above.

Any employee who believes they or another employee has been subjected to discrimination should immediately report the incident to any of the following persons and/or offices:

- the employee's immediate supervisor;
- the District's Human Resources Department (Executive Director of Talent Management or Chief Administrative Officer);
- the District's Labor Relations Department (Senior Labor Relations Representative or Chief of Labor Relations);
or
- the District's Office of Equity (Director).

The District will immediately provide the Union with a notification of the complaint to facilitate timely investigation. The District will conduct an investigation and provide a report of findings and action within 20 business days.

No employee shall be retaliated against for reporting or filing a complaint of discrimination as defined above.

To the extent possible, discrimination complaints will be treated in strict confidence by both the Union and the District.

Disciplinary actions against employees found to have violated this Article may include progressive discipline appropriate to the severity and nature of the proven misconduct.

If a complaint alleges discrimination by a non-District employee, interim measures and/or final corrective actions to be considered, as contemplated by Administrative Regulations, shall include excluding such person(s) from contact with the complainant and/or their worksite.

The District and the Union agree this Article shall be administered and enforced consistent with all relevant Board Policies, Administrative Regulations, and relevant statutes.

4.0 Translation and Distribution**4.1 Translation**

Upon ratification of this agreement by the Board of Education, the District and Union shall cause the Agreement to be translated into Spanish and Chinese. The District and Union will, within 90 days, correct any translation issues or errors by mutual agreement. The cost of this translation shall be borne equally by the parties.

4.2 English Language Agreement Governs Disputes

If any conflicts or disputes arise regarding the translation or proper interpretation of any term or provision of this agreement, the intent, and language of the English language version of the agreement shall prevail.

4.3 Distribution Online

The District and Union will post the completed contracts to their websites in each language as soon as practicable after ratification.

4.4 Distribution in Print

The District and Union will share the cost of printing sufficient contracts, in each language, to distribute to current bargaining unit members and other District employees as needed. These contracts will be printed in a format mutually agreeable to the parties.

The Union has the right to use District Mail to distribute contracts to worksites.

5.0 Compensation Benefits and Health & Welfare Benefits

The salary schedule hourly rates in effect as of June 30, 2017 shall be adjusted during the term of this agreement in the following manner:

- a. 2017-2018 – Five percent (5%) increase effective July 1, 2017,
- b. 2018-2019 – Four (4%) increase effective July 1, 2018

If total unrestricted general fund revenues as projected in the 2018-2019 Second Interim Budget Report and Multiyear Projections exceed the projected revenues as stated in the 2018-2019 Adopted Budget and Multiyear Projections, the parties shall meet and confer to adjust the 2019-2020 salary agreement if both parties agree that sufficient funds are available. Any such adjustments shall be prospective only.

If the parties engage in the foregoing meet and confer process, either party may reopen the contract on two non-economic articles for the 2019-2020 school year.

- c. 2019-2020 – Three percent (3%) increase effective July 1, 2019

5.0.1 Lump Sum Payment

On ratification by both parties, each member of the SEIU bargaining unit will receive a one-time lump sum payment of five hundred dollars (\$500).

5.0.2 Salary Schedule Adjustment

5.0.2.1 Effective July 1, 2017, Class 7450 will be adjusted to the salary schedule equivalent to one grade above the schedule for class 1930, from \$25.0125 (step 1) to \$30.2611 (step 5).

5.0.2.2 Effective July 1, 2017, Class 2585 will be adjusted to the salary schedule equivalent to one grade below the schedule for class 2586, from \$22.5540 (step 1) to \$27.2741 (step 5).

5.0.2.3 Prior to July 1, 2018, classifications that had no incumbents in previous contracts and was left out of salary schedule adjustments will be corrected to include those adjustments.

5.0.2.4 Establish a committee made up of representation from SEIU and the District to examine the following:

- Staffing allocations based on the number of meals served
- Comparable salaries for similar jobs from a mutually agreed upon list of similar employers.

The committee will recommend changes, if any, to the present salary schedule for 2615 and 2616 SNS workers to the Superintendent/designee and the SEIU President/designee.

5.1 Longevity Premium

Eligible unit members shall receive a 30 cents per hour premium for longevity pay. Eligibility for said longevity pay shall be those unit members with:

5.1.1 Ten (10) or more but less than fifteen (15) consecutive years of experience in the District, or any combination of ten or more but less than fifteen (15) years of service in the District and any other classification included in the Civil Service System of San Francisco.

5.1.2 Effective July 1, 2017, eligible unit members will receive a 60 cents per hour premium for longevity pay. Eligibility for this rate of longevity pay shall be made to those unit members with:

5.1.2.1 Fifteen (15) or more consecutive years of service in the District, or any combination of fifteen (15) years of service in the District and any other classification included in the Civil Service System of San Francisco. This provision shall be implemented prospectively effective July 1, 2018.

5.1.3 Effective prospectively July 1, 2018 employees with a current District assignment of less than four (4) hours per day shall qualify for sections 5.1.1 and 5.1.2.

5.2 Retirement Contribution

5.2.1 Effective 7/1/2011, represented employees agree to pay their own employee retirement contribution in an amount equal to seven and one-half percent (7.5%) of covered gross salary in accordance with the City Charter. For employees who became members for SFERS prior to November 2, 1976 (Charter Section A8.509 Miscellaneous Plan), the unit member shall also pick up the remaining one-half (0.5%) of the total eight percent (8%) employee retirement contribution to SFERS.

5.2.2 In exchange for the unit member pick up of the 7.5% employee retirement contribution, the District agrees to a 6.12% adjustment to the salary schedule for those unit members who are also members of the retirement system. For unit members who became members of SFERS prior to November 2, 1976 and have an employee contribution of 8% the District agrees to an adjustment to the salary schedule of 6.62%, except that those members who have elected a reduced contribution shall only receive an adjustment in an amount equal to their percent contribution.

5.2.3 These member contributions shall be made on a pre-tax basis consistent with the Internal Revenue Code and implementing regulations.

5.2.4 Unit members who becomes eligible for membership in the retirement system during the term of this agreement shall be moved to the salary schedule that has been adjusted to reflect the unit member pick-up of 7.5% employee retirement contribution, retroactively to the date of entry into the retirement system.

5.2.5 To the extent authorized State law, rule changes by the City’s Retirement Board regarding the crediting of accrued sick leave for retirement purposes shall be incorporated herein by reference.

5.2.6 Early Retirement

If eligible, the District shall participate in any applicable retirement program if the program is implemented in the City and County of San Francisco pursuant to Charter Section A8.401-7.

5.3 Health Benefits

Effective January 1, 2014, the District shall increase its dependent health care contribution to an amount equal to the HSS-established 75% formula/calculation of the lowest health plan coverage available through HSS at the family rate level.

5.3.1 Health Insurance Coverage

Every January 1, regularly scheduled provisional/temporary employees working twenty (20) or more but less than thirty (30) hours per week, or as-needed employees who have worked intermittently on average twenty (20) or more but less than thirty (30) hours per week within a twelve (12) month period, measured from July 1st through June 30th, are eligible for medical benefits (health, vision, dental) through the Health Service System.

Additionally, every January 1st, regularly scheduled provisional/temporary employees working at least thirty (30) hours a week within a twelve (12) month period, measured from July 1st through June 30th, are eligible for employee, and if applicable dependent medical benefits (health, vision, dental). Eligibility will be determined on year-to-year basis for qualifying employees.

5.3.1.1 Each eligible employee will select a health plan from those currently offered to City employees, unless the employee wishes to be exempt from coverage.

The health plans currently offered are:

City Health Kaiser Permanente

Blue Shield

5.3.1.2 Permanent exempt unit members working less than four (4) hours per day/twenty (20) hours per week, shall be entitled to one of the following medical insurance options, as determined by the District.

- A District premium contribution equal to 75% of the employee-only Kaiser premium for those who enroll in an HSS medical insurance plan and who agree to pay the remaining 25% of the premium, or
- Coverage under an option offered by the City as a result of an Ordinance it may enact requiring agencies receiving City funds to either provide employees with some type of medical insurance coverage or participate in one of the coverage options contained in said Ordinance.

5.3.1.3 The District shall provide 100% employee only Kaiser Premium coverage for permanent exempt workers in the Student Nutrition Program.

5.3.1.4 For the 2017-2018, 2018-2019, 2019-2020 school years, the District agrees to continue to pay the increased costs of the employer portion of the medical benefits, as defined by the Health Service System every year through a process known as the 10 county average.

5.3.1.5 District Fringe Benefits Contribution

The District shall contribute \$30.09/pay period for single party coverage for those employees enrolled in the most expensive plan.

5.4 Dental

Delta Dental Care Program #652 is available for school district employees who have a Civil Service classification and qualify for health insurance coverage.

The District shall provide general dental coverage in the amount of \$2,000 for those who select the Delta Dental preferred dentist option. Those who do not select the Delta Dental preferred dentist option shall continue to receive \$1,500 in coverage.

5.4.1 Delta Orthodontia Coverage

The District shall provide orthodontia up to \$750 lifetime for each bargaining unit member and each of their covered dependent as soon as administratively available.

5.4.2 Details of the benefits and contribution rates of each plan are available from the Health Service System office or at SFUSD Benefits office.

5.4.3 Retiree Dental

Upon retirement the District will extend to retired employees the option to purchase dental coverage at the group COBRA rate for up to eighteen (18) months. This coverage will be a continuation of active employee coverage and is the same coverage provided to current employees.

5.5 Additional Insurance Coverage

5.5.1 Long Term Disability Coverage

The District shall provide all permanent employees with a fully paid Income Protection Plan, which shall be integrated with sick leave or other leave provisions, at the option of the employee.

5.5.2 Group Life and Accidental Death and Dismemberment

The District shall provide permanent unit members a fully paid Group Life and Accidental Dismemberment Policy providing a \$25,000 level term insurance coverage until retirement or separation from employment, plus a \$25,000 accidental death benefit.

5.5.2.1 Family Care on Death of Employee

In conjunction with the City and County's Health Service Systems eligibility rules, the District will contact and provide next-of-kin with benefit continuation information.

5.5.2.1.1 Survivors of deceased employees hired prior to January 8, 2009 shall receive survivor benefits equal to lifetime retiree health benefits pending final approval from the Health Service System.

5.5.2.1.2 Survivors of deceased employees hired after January 9, 2009 are not eligible for survivor benefits per the Health Service System's eligibility rules. However, they are eligible for COBRA benefits for up to eighteen (18) months after the loss of active employee coverage, and will be contacted by the District's Benefits team with regards to this process.

5.5.3 Continuous Service and Recesses (Temporary Employees)

5.5.3.1 The winter, spring, and autumn (Thanksgiving) recesses will not represent a break in continuous services for temporary employees for purposes of qualifying for benefits under this article.

5.5.4 Worker's Compensation

5.5.4.1 Worker's Compensation benefits shall be integrated with sick leave or other leave provisions at the option of the employee. Said benefits shall not exceed 100% of the employee's normal salary. There shall be no accelerated replacement of sick leave benefits that may have been used for this purpose.

5.5.4.2 Whenever possible the District will offer light or modified duty assignments.

5.5.5 District Paid Fringe Benefits While on Unpaid Leave

The District will pay any and all employer contributions for employee health and dental benefits for those employees who are on a paid or protected leave.

In addition, the District will continue payment of all employer contributions for employee health and dental benefits for an employee on a holdover list during the time period that the employee verifies that they do not have alternative health care coverage. The verification process shall be established by the Department of Human Resources and the Union.

When protected and paid leaves expire, and 12 additional weeks have passed, the District will cease paying these employer contributions.

Protected Leaves are defined as approved sick leave, workers' compensation leave, family care leave, or mandatory administrative leave.

Following expiration of the employee's family care leave, the employee may request personal leave due to hardship (pursuant to the procedures of the Department of Human Resources).

5.5.6 State Disability

5.5.6.1 Employees on State Disability may choose to have their sick leave benefits integrated with their disability payment by informing the Leaves and Separations in the Human Resources Department.

5.5.6.1.1 Said provision shall be promulgated each semester in OASIS and posted on employment information boards at each worksite.

5.6 Employee Assistance Program (EAP)

5.6.1 Drug and/or Alcohol Dependence – Through the Employee Assistance Program (EAP) employees may receive information, brief treatment, and referral for chemical dependency and other personal problems that may affect individuals' work or private lives.

5.6.2 Employees with chemical dependency problems shall be permitted to use sick leave (with or without pay), vacation, and or compensatory time to access the EAP and other treatment services. If the treating service requirements conflict with an employee's ability to perform their duties as assigned, and therefore they must be off work for an extended period of time, the employee and treatment service must, upon the employee's return to work provide the District with verification that the employee successfully completed the program as directed.

5.7 Pay Premium and Additional Compensation

In addition to the provision of 5.0, the following pay premiums and additional compensation rates provisions shall be in effect during the term of this Agreement.

5.7.1 Bilingual Pay Premium

Each fiscal year, the Superintendent, or designee, shall designate District positions that are eligible for the bilingual pay premium. Positions which require translating or interpreting to or from a foreign language including sign language for the hearing impaired and Braille for the visually impaired shall be designated eligible for the bilingual pay premium. Employees meeting the premium criteria skills shall receive a \$75 premium per pay period.

5.7.1.1 In order to qualify for designation to receive the bilingual premium, a position must be required to provide non-English services, including Braille and sign language, for at least twenty-five percent (25%) of a regular job assignment.

5.7.1.2 If any employee is hired into a position which is designated bilingual, or for which non-English language requirements are listed in the job posting, that employee will be presumed qualified for this premium unless a contradicting analysis has been completed.

5.7.2 Out-of-Class Pay

5.7.2.1 A unit member who is directed and approved by their Program Director to perform a substantial portion of the duties and responsibilities of a higher class for five (5) consecutive days within a twenty (20) day period shall receive 5% above his/her regular pay rate, retroactive to the first day of the acting assignment.

5.7.2.2 Out of class pay and assignment of out of class duties shall normally be discontinued after a six-month period except for extraordinary circumstances related to health and safety of students or employees as approved by the Chief Administrative Officer. All assignments in excess of six months shall require a determination by the Chief of Human Resources as to whether the position shall be reclassified.

5.7.2.3 Reclassification and selection to reclassified positions are subject to the civil service rules. If a position is not reclassified, the employee shall not be required to perform out-of-class duties.

5.7.2.4 The District shall not deliberately reassign duties during the five (5) consecutive day period merely to avoid the 5% additional payment.

5.7.2.5 The District will not rotate supervisory assignments for the purpose of avoiding out-of-class compensation.

5.7.2.6 If an employee working out of class performs overtime work, the out of class premium will be applied to those hours as well.

5.7.3 Night Duty

The night duty differential shall be 8%. To be eligible for the night duty premium, employee must work at least one (1) hour of their shift hours between 5 p.m. to 7 a.m.; those employees voluntarily participating in an authorized flextime program shall be exempted from said night duty premium.

5.7.4 Supervisory Differential Adjustment

The appointing officer/designee is hereby authorized to adjust the compensation of a supervisory employee schedule of compensation is set herein subject to the following conditions:

5.7.4.1 The supervisor, as part of the regular responsibilities as a supervisor, directs, is accountable for and is in charge of the work of their subordinate or subordinates.

5.7.4.2 The organization is a permanent one approved by the appointing officer/designee where applicable, and is a matter of record based upon review and investigation by the Civil Service Commission.

5.7.4.3 The classification of both the supervisor and the subordinate are appropriate to the organization and have a normal, logical relationship to each other in terms of their respective duties and levels of responsibility and accountability in the organization.

5.7.4.4 The compensation schedule of the supervisor is less than one full step (approximately 5%) over the compensation schedule, exclusive of extra pay, of the employee supervised. In determining the compensation schedule of a classification being paid a flat rate, the flat rate will be converted to a bi-weekly rate and the compensation schedule the top step of which is closest to the flat rate so converted shall be deemed to be the compensation schedule of the flat rate classification.

5.7.4.5 The adjustment of the compensation schedule of the supervisor shall be to the nearest compensation schedule representing, but not exceeding, one full step (approximately 5%) over the compensation schedule, exclusive of extra pay, of the employee supervised.

5.7.4.6 The decision of the Appointing Officer/Designee as to whether the compensation schedule of the supervisory employee shall be adjusted in accordance with this section shall be final.

5.7.4.7 Compensation adjustments are effective retroactive to the beginning of the current fiscal year of the date in the current fiscal year upon which the employee became eligible for such adjustment under these provisions.

5.7.4.8 In no event will the Appointing Officer/Designee approve a supervisory salary adjustment in excess of 2 full steps (approximately 10%) over the supervisor's current basic compensation. If in the following fiscal year a salary in equity continues to exist, the Appointing Officer/Designee may again review the circumstances and may grant an additional salary adjustment not to exceed 2 full steps (approximately 10%).

5.7.4.9 An employee shall be eligible for supervisory differential adjustments only if they actually supervise the technical content of subordinate work and possess education and/or experience appropriate to the technical assignment.

5.7.5 Standby Pay

5.7.5.1 Employees who, as part of the duties of their positions are required by the appointing officer to be on standby when normally off duty to be instantly available on call for immediate emergency service for the performance of their regular duties, shall be paid 25 percent (25%) of their regular straight time rate of pay for the period of the standby service, except that employees shall be paid ten percent (10%) of their regular straight time rate of pay for the period of such standby service when outfitted by their department with an electronic paging service or cellular phone. When such employees are called to perform their regular duties in emergencies during the period of such standby service, they shall be paid while engaged in such emergency service the usual rate of pay for such service, including overtime if applicable. Notwithstanding the provisions of this section, standby pay shall not be allowed in classes whose duties are primarily administrative in nature.

5.7.5.2 The provision of this Section authorizing standby pay does not apply to classifications designated by a "Z" symbol and which would qualify for designation as executive under the duties test provisions of the Federal Fair Labor Standards Act. Provided, however that if such compensation is expressly requested and approved in accordance with the procedures in this section as set forth below, employees in the classification categories referenced in this subsection shall be eligible for standby compensation.

5.7.6 Callback/Holdover pay

Unit members called into work on a day off or called back into their work location(s) following the completion of their work day and departure from their place of employment shall be granted a minimum of four (4) hours compensation at the applicable rate or shall be compensated for all hours actually worked at the applicable rate, whichever is greater. The section shall not apply to employees who are called back to duty when on a standby status, pursuant to section 5.7.5 of the Collective Bargaining Agreement. The employee's workday shall not be adjusted to avoid the payment of this minimum. Full time employees who are held over to work after having worked their regularly scheduled shift shall be compensated at overtime per section 5.7.9 of the Collective Bargaining Agreement.

5.7.7 Lead Person Pay

5.7.7.1 Employees designated by their supervisor as lead workers shall be entitled to a ten dollar (\$10.00) per day premium only in situations involving:

5.7.7.1.1 Regularly assigned to plan, design, sketch, layout detail, and estimate or order materials when said work is outside the regular job description and duties of the class.

5.7.7.1.2 When assigned to team maintenance and only when the supervisor recommends that said assignment meets the description in section 5.7.7.1.1 above.

5.7.8 Log Cabin School Differential

A unit member assigned to work at Log Cabin School in La Honda shall be entitled to a seven and one-half percent (7.5%) salary differential.

5.7.9 Overtime

Overtime shall be defined as service authorized by the Superintendent or their designee in excess of eight hours in any day, or in excess of forty hours in any week. Overtime service shall be paid for in cash unless the employee and the supervising manager mutually agree to compensatory time in advance of the work performed. If paid in cash, it shall be at one and one half times the base hourly pay rate. Compensatory time shall be earned at one and one-half

(1.5) times the period of overtime that is worked. On a monthly basis the District shall provide to SEIU Local 1021 a complete list of names of unit members that were paid overtime for the month in question.

5.7.10 Mileage

5.7.10.1 A unit member whose job classification is assigned to multiple District sites or who is required and directed to use his/her private vehicle in the performance of District duties, and who submits the appropriate claim forms, shall be reimbursed at the prevailing IRS rate.

5.7.10.2 Reimbursement shall not apply in situations in which a unit member elects to work in multiple positions at multiple sites in a position number that is not assigned to multiple sites. This limitation shall not apply, however, to the unit member who is receiving reimbursement under these circumstances as of the date of ratification of this 2017-2020 Agreement.

5.7.11 Committee on Communications Technology

Within 60 days of ratification, the District and the Union will convene a committee to examine the need for mobile communication with bargaining unit members. Based on the results of such examination the committee will evaluate options for providing communications equipment or appropriate proportional reimbursement and establishing workplace protocols for the use of personal communications devices.

5.7.11.1 Every effort will be made by the parties to complete the work of the committee by June 30, 2018.

5.7.11.2 On completion, the policies generated by the committee will be incorporated into this agreement.

5.8 Correcting Payroll Errors

5.8.1 In the event of a payroll error that represents 50% or more of an employee's net paycheck, a corrected check will be issued by the District within 1 to 3 work days provided: the error is brought to the attention of the Payroll Department within three (3) days of the pay day when the error occurred; and also provided that the Payroll Department receives the documentation for correction at the approximate time that it receives notice of the error.

5.8.2 If the amount of the payroll error represents 25% to 49% of the employee's net paycheck, the new check will be issued within 5 workdays and all other provision of Section 5.8.1 shall apply.

5.8.3 If the amount of the payroll error is less than 25% of the employee's net pay check, the correction will be made on the next regular payroll.

5.9 Payment Policy

5.9.1 Electronic Payroll System – All bargaining unit members shall be paid exclusively by electronic means according to the following terms:

5.9.2 Bargaining unit members shall be paid through direct deposit to their existing accounts.

5.9.3 Bargaining unit members not already receiving pay in this manner may provide the requisite information to the Payroll Department to enable implementation of payment by direct deposit.

5.9.4 Bargaining unit members who elect not to receive salary payments through direct deposit shall be paid through alternative electronic means (such as a "pay card"). Unit members shall be entitled to make at least one free

withdrawal from the designated financial institution each time a deposit is made by the District to the pay card. A list of pay card recipients shall be provided to the Union within thirty (30) days of the implementation of this program.

5.9.5 All electronic pay warrants shall be accessible via the unit member's District user name and password through a secure website provided by the District.

5.9.5.1 All bargaining unit members shall have access to a District computer and printer during non-duty time within normal business hours at the work site or alternate District locations for the purpose of verifying salary deposits, viewing itemized wage statements ("pay stub") and printing hard copies thereof.

5.10 Duty-Free Lunch

A unit member assigned to work six (6) or more hours per day shall be entitled to not less than a thirty (30) minute duty-free lunch period without pay; said period shall be scheduled by the employee, subject to the approval of the immediate supervisor. Should the need for District efficiency cause the lunch period to be cancelled, the District shall make a reasonable effort to reschedule it within the unit member's normal starting and ending time of service. In any event, a unit member shall be paid for all hours actually worked.

6.0 Temporary Positions

6.1 The District and the Union agree to review temporary positions to determine if such positions may be made permanent in nature. The District agrees to facilitate the transition of temporary employees to permanent positions.

6.2 The District will make every effort to develop, update, and administer examinations in all covered classification. The District and Union agree to prioritize this work to facilitate hiring in classifications that have the highest numbers of temporary workers.

6.3 Non-Permanent Employee Benefits

6.3.1 Employees assigned fewer than 20 hours per week

Temporary employees regularly assigned to less than 20 hours per week shall not be entitled to District benefit contributions.

6.3.2 Employees working between 20 and 30 hours per week

Every January 1st, regularly scheduled provisional/temporary employees working twenty (20) or more but less than thirty (30) hours per week, or as needed employees who have worked intermittently on average twenty (20) or more but less than thirty (30) hours per week within a twelve (12) month period measured from July 1st – June 30th of the preceding year are eligible for employee only medical benefits (health, vision, dental) through the Health Service System.

6.3.3 Employees working 30 or more hours per week

Additionally, every January 1st, regularly scheduled provisional/temporary employees working at least thirty (30) hours a week, or as needed employees who have worked intermittently on average for thirty (30) or more hours per week within the twelve (12) month period measured from July 1st – June 30th of the preceding year are eligible for employee and, if applicable, dependent medical benefits (health, vision, dental). Eligibility will be determined on a year-to-year basis for qualifying employees.

6.3.4 Temporary employees regularly assigned to at least twenty (20), but less than forty (40) hours per week will receive pro-rated District contributions for premiums, vacation pay, holiday pay, sick pay, and available city

Retirement coverage. If acceptable to the carrier, said part time employees may purchase life and/or long-term disability insurance through the District at the employee's expense.

6.3.5 The following sections (6.3.6 through and including 6.3.6.4) shall be effective prospectively on July 1, 2016.

6.3.6 Pay Step Advancement for Temporary and Provisional Employees

Temporary employees who are regularly scheduled to work shall qualify to advance to the next pay step of said classification as follows:

6.3.6.1 If initially employed in the classification at step 1, the employee shall qualify to advance to step 2 after six (6) months of service and to succeeding step annually thereafter on the anniversary date of movement to step 2.

6.3.6.2 If initially employed in the classification at step 2 or higher, the employee shall qualify to advance to succeeding steps annually thereafter on the employee's date of hire in the classification.

6.3.6.3 As-needed temporary employees who have worked 1040 hours within a two year period in their classification shall qualify to advance to the next pay step of said classification on the 1041st hour, and annually thereafter.

6.3.6.4 Those employees currently employed who were appointed above step 1, working at least 6 hours per day, who have not yet reached 1040 hours shall be advanced to the next step on their 1041st, and annually thereafter.

7.0 Personnel Files

7.1 There shall be only one personnel file for each employee which shall be kept confidential. Materials in personnel files of employees which may serve as a basis for affecting the status of their employment are to be made available for inspection by the person involved. Such materials shall not include rating reports, or records which (1) were obtained prior to the employment of the person involved, (2) were prepared by identifiable examination committee members, (3) were obtained in connection with a promotional examination. Every employee shall have the right to inspect such materials upon request, provided that the request is made at a time when such person is not actually required to render services to the employing District. A representative chosen by the employee may accompany them at this time. Such review shall take place during normal business hours, and the employee shall be released from duty for this purpose without salary reduction.

If an employee is unable to view their personnel file during normal business hours of the Human Resources Office, they may designate in writing a union representative to perform the review on their behalf. Such designation will be valid for one review only.

7.2 Other than formal evaluations, derogatory materials in a personnel file that are at least three (3) years old, and where there has been no repeated incident(s) of the problem(s) that gave rise to such materials during said time period, shall be placed in a sealed envelope. Said sealed material shall not be opened except by court order, or with the unit member's consent.

7.3 Documents used for discipline purposes which have not already been sent to the personnel file shall be destroyed by close of business June 30th unless these materials are sent to the personnel file in accordance with section 7.4.

7.4 Information of a derogatory nature shall not be entered or filed unless and until the employee is given a copy and an opportunity to review and comment thereon. An employee shall have the right to enter, and have attached to any such derogatory statement, their own comments thereon. Anonymous or uncorroborated material shall not be filed.

8.0 Union Security

8.1 An employee shall, as a condition of continued employment, within thirty (30) days of employment, with the District execute a payroll deduction form, including an initiation fee established by the Union, and thereby become a member in good standing in the Union; or execute a payroll deduction form, and thereby pay to the Union a monthly service fee equal to the regular monthly dues; or, in the case of an employee who certifies they cannot join or support an employee organization because of religious convictions shall execute a payroll deduction authorization form, and thereby pay sums equal to Union dues to one of the following:

- Hospitality House;
- San Francisco School Volunteers;
- American Cancer Society;
- American Heart Association; and
- Local independent charities exempt from taxation as provided in Government Code §3546.3

All employees covered by these provisions will be informed as to their obligations under this section of the agreement.

8.2 Upon seven (7) days' notice to the District from the Union that an employee described above has failed to maintain their membership in good standing or has failed to maintain their current charitable contribution payments to one of the charities designated above, the District shall notify each such employee in writing, with a copy to the Union, that (1) they are in violation of the Collective Bargaining Agreement between the District and the Union, and (2) failure to complete the payroll deduction authorization form within seven (7) days shall result in an automatic service fee payroll deduction.

8.3 The District shall furnish the Union on a monthly basis the names, classifications, and work locations of all employees subject to this Agreement. Newly hired or separated employees will be so indicated in this report.

8.4 The District shall also furnish the Union verification of employee contribution transmitted to charitable organizations.

8.5 This District shall also provide the Union with a list of those employees, both permanent and temporary, who are not currently paying either Union dues or agency fees.

8.6 Lists provided in Section 8.3 through 8.5 shall be in a format mutually agreed by the Union and the District.

8.7 Pursuant to Education Code §45168, the employee may pay the service fees directly to the Union in lieu of salary deduction.

8.8 The Union agrees to indemnify and hold the District harmless from any and all claims, demands, suits or other action arising from this organizational security agreement.

8.9 The District agrees to maintain the Union rights to payroll deduction and maintenance of membership.

9.0 Union Rights

9.1 Bulletin Boards

The Union shall have the right to post notices of activities and matters of Union business on employee bulletin board space provided in each school building, or center, in areas frequented by employees.

9.2 District Mail

The Union may use the District mail service and employee mailboxes for communications to employees subject to reasonable regulations, the provisions of the Education Code and District policy manuals, and the rulings issued by PERB or courts of competent jurisdiction.

9.3 Access

Upon timely notification to Labor Relations, a Union representative shall be allowed reasonable contact with workers on District grounds and facilities. Said contact shall not interfere with employee work.

9.3.1 In fulfilling its role as exclusive bargaining agent, the Union shall have reasonable access to District buildings, owned or leased, that are regularly used by bargaining unit members in the performance of District duties. This provision shall not apply to District properties that are leased entirely for commercial purposes.

9.4 Copy of Opportunities, Announcements, Site to do's and other Important Stuff (OASIS)

The Union shall be provided with a timely copy of each OASIS notice.

9.4.1 Internet Access

SEIU Local 1021 Unit members shall be provided with a District e-mail account and a password and shall be granted access to a District workplace computer for use permitted by the District's Technology Acceptable Use and Security Policy, to view District e-mail and official District communications.

9.5 Copy of all Official Circulars

All official District circulars which deal with bargaining unit working conditions covered by the Agreement shall be posted in each school or work location in the District in a timely manner after issuance, with a copy forwarded to the Union.

9.6 Board Agendas and Minutes

The District shall make the agenda and minutes of each meeting, including public and non-confidential support materials, of the Board of Education available to the Union at approximately the same time that they are made available to the Board members.

9.7 Posting of Vacancies

All District recruitments for positions in SEIU classes shall be posted on the District website and published in OASIS, a copy of which shall be posted in the school staff room/lounge. OASIS shall also include all CSC examination announcements for District-only classifications.

9.7.1 Qualified employees shall be fairly considered for the positions in accordance with Civil Service Rules. Employee seniority will be given reasonable weight and cannot be disregarded by decision makers.

9.7.2 The parties acknowledge that San Francisco's Department of Human Resources is the agency charged with official civil service exam announcements and such announcements are available on the internet and telephone hot line.

9.8 Shop Stewards

The Union shall furnish the Labor Relations Department with an accurate list of shop stewards and designated officers of the Union in areas as designated by the Union by July 1st of each year. The Union may submit an amendment to the list at any time. Only employees on this list are empowered to act as shop stewards.

9.8.1 Shop stewards and designated officers of the Union shall be granted reasonable release time to investigate and process grievances, disciplinary appeals and attend meetings with District management without loss of pay or benefits. Shop stewards shall notify Labor Relations prior to release for Union Business. Such notification of release time shall normally be made in advance of the meeting date and shall include the area or work location where they will be investigating or processing grievances, disciplinary appeals or meetings with District management.

9.8.2 In emergency situations, where immediate disciplinary action must be taken because of a violation of law or board policy, a shop steward shall not unreasonably be denied the right to leave their post or duty to represent the employee.

9.8.3 Except in emergency situations, an investigation, disciplinary or grievance meeting shall be rescheduled if a shop steward is denied release time.

9.8.4 A shop steward may interview an employee during the employee's regular work time in order to investigate or process a grievance or disciplinary appeal with the approval of the employee's supervisor, which shall not unreasonably be withheld.

9.8.5 Shop stewards shall be responsible for the performance of their workload, consistent with release time approved pursuant to rules established herein.

9.9 Release Time for Union Officer(s)

A designated Union officer(s) shall be released from District duties upon Union request. Such leaves shall normally begin at the beginning of the semester for school-term employees or July 1st for year-round employees. Members shall be credited with service time for salary increment and benefit purposes. The Union shall reimburse the District for the full economic package of the released officer(s) no later than June 30th of the year the leave is granted.

9.9.1 The District shall grant reasonable requests for short-term leaves for Union business, other than bargaining, providing a written request is submitted by the Union at least two (2) days in advance, if practicable and providing that adequate substitutes are available, if needed. The Union shall reimburse the District for the full economic package of the released union member.

9.10 Employment Transaction List

The District shall send to the Union president or designee an electronic list of employee transactions whenever these list are generated for Board agendas.

9.11 New Employee Orientation

9.11.1 In-Person On-Boarding Procedures – New Employee Orientations

The District agrees that each newly hired employee shall be provided notice to participate in an in-person orientation meeting(s), as small as one individual, within the first thirty (30) calendar days from date of hire during regular working hours and onsite without loss in compensation. The District shall notify each newly hired employee at the

time of on-boarding of the date and time of the Union orientation. The District shall also provide the Union with the names of the noticed new employees for each scheduled Union orientation prior to the orientation.

9.11.1.1 The schedule for these orientation shall be established on a yearly basis and made available via the OASIS bulletin notification system.

9.11.1.2 Union designee(s), including but not limited to, unpaid Union field representative, officers, stewards, and members, shall conduct the sessions covered under this agreement. The following ratios shall be followed for this representation paid for by the District:

1-15 employees = 1 officer/steward/member

16-25 employees = 2 officer/steward/member

25 or more employees = to be determined based on new employees' primary language needs, and other specialized factors

9.11.2 Meeting with Union Designee(s)

Newly hired employees who do not attend a scheduled orientation shall be granted release time without loss in compensation to meet with the Union designee(s) for 30 minutes during their regular working hours and onsite.

9.11.3 Neutrality

The Employer representatives shall be absent from the room during any sessions, meetings, or trainings, conducted by the Union, with Newly Hired Employees.

9.11.4 Facility and Resource Access

The Union shall have a right to access and use the Employer's facilities, on-site audio-visual equipment, and Wi-Fi to conduct sessions and separate meeting with newly hired employees.

9.11.5 Employee Information

The employer shall provide the Union designee(s) with electronic notification in malleable electronic format of the name, job title, department, work location, work, home and personal cellular telephone numbers, home address, and personal and work email addresses of any newly hired employee within seven (7) calendar days of the date of hire, or by the first pay period.

9.11.6 Notice of Newly Hired Employee(s)

The District agree to send the name and contact information of the new employee and date of notice regarding the Union orientation to the Union at the time of the actual on-boarding of the new employee.

9.11.7 The District and the Union agree that this agreement shall be subject to all relevant sections of the Contract/MOU, including but not limited to, the grievance process.

10.0 Career Development and Training

To ensure the District has a public workforce that is educated, trained and prepared to provide quality services to its community, the District and Union supports educational and training opportunities for classified staff.

10.1 Training Provisions

Training shall be conducted both during and after working hours. Job-related workshops shall not be limited to those offered by the District.

10.1.1 All in-service workshops shall be publicized at all sites employing classified staff.

10.1.2 The District will equitably compensate unit members who act as instructors consistent with pay for members of other bargaining units, including possible payment or paid time for preparation, if necessary.

10.1.3 Upon satisfactory completion of the in-service, employees shall be issued a Certificate of Completion.

10.1.4 Job-related technology training will be conducted during paid time in an appropriate setting conducive to concentration and learning.

10.1.5 Trainings may be conducted by qualified and experienced unit members as available.

10.2 Training for Library Technical Assistants

The District and appropriate instructional and Library staff shall meet, design and implement a series of in-service courses in skills appropriate to the Library Technical Assistant classification, and leading to a Certificate of Completion.

10.3 Job-Related Workshops

10.3.1 Upon prior written approval of the Department head, an employee may participate in job-related workshops offered by the District or outside agencies during their regular work day. The employee's request to attend such workshops must include information regarding tuition, if any. Tuition for these pre-approved workshops will be paid for by the District.

10.3.2 When directed by a supervisor, an employee shall attend a workshop or training during their regular workday or may attend a workshop or training after business hours on paid time. Pay or compensatory time shall be taken in compliance with the Fair Labor Standards Act and other applicable regulations. Tuition for these workshops will be paid for by the District.

10.3.3 Upon prior written approval of a supervisor, an employee may attend a job-related conference during paid time.

10.4 Professional Development

The District shall mandate a total of eight (8) paid hours of professional development for each bargaining unit member over the course of each school year, which shall include both in-person and on-line professional development, on a unit basis. The scheduling of the hours in each unit will occur in consultation with the unit Supervisor in order to avoid disruption of District operations. Attendance at scheduled sessions shall be mandatory for all bargaining unit members. Chapter Officers, as identified by the Union, shall have the right to attend and address unit members during all in-person sessions for up to 30 minutes immediately following the lunch break.

The content of these sessions for full year employees shall be developed in consultation with the Union. These sessions may include but not be limited to the following:

Understanding your Employees Benefits (e.g., Life Insurance)
 CPR
 Team Building
 Retirement
 How do I get Information from Human Resources (SFUSD)?
 Employee Assistance Program
 Health Service System
 Career Development (Promotions)
 Emergency Preparedness training
 Sexual Harassment Training

10.5 Emergency Preparedness Training

All bargaining unit members shall undergo training in emergency preparedness (including the District's Disaster Policy and Procedures – i.e., earthquakes, fires, blackouts, etc.) – in order that they will be able to respond as Emergency Disaster Workers when the need arises.

10.5.1 Within 60 days of hire of a new emergency manager, the emergency manager, the Union and appropriate district staff will meet to discuss an emergency preparedness training plan which addresses all unit members.

10.6 Professional Growth/Tuition Reimbursement Plan

The District shall establish a pool of \$20,000/year for the purpose of reimbursing tuition cost to bargaining unit members. Classes to be reimbursed will be approved in advance by the District's Department of Human Resources. Each member shall be eligible for no more than \$1,000 per year of reimbursement as described herein upon verification of completion of classes (e.g. transcripts or sufficient written/electronic proof).

10.7 Certification Renewal

Employees shall be granted time off, without loss of pay, to complete mandatory requirement for certification renewal that are necessary for continued District employment in their classification. Training conducted by the district for mandatory certifications will be provided during the employees' paid time.

At this time, the following bargaining classifications are impacted by this provision: 7218, 1930, 2615, 2616, 2630, 2634, 2656, 2672, 2674, and 3616. When additional classifications are added to the bargaining unit, they will be included in this if applicable.

10.8 City University

The District will participate in the City University program and work with the Union to identify courses that will provide additional opportunities for career development and services improvement within the District.

11.0 Subcontracting of Work

11.1 Prior to formal issuance of a Request for Proposal (RFP), a copy shall be sent to the Union. Prior to final action on said RFP, the District shall make available for inspection any and all pertinent background and/or documentation reasonably related to the Union's representational rights for the service to be subcontracted. The District agrees to meet with the Union upon request to discuss and attempt to resolve issues related to possible alternatives to subcontracting. These meetings shall be conducted in good faith with an aim of preserving promotional opportunities for unit members, maintaining good morale and providing cost effective services to the District.

11.2 Except in temporary overflow situations or those covered herein, the District shall not utilize non-bargaining unit workers to perform bargaining unit work.

11.3 The District shall meet with the Union upon request to discuss and attempt to resolve issues related to utilizing unpaid volunteers, GA workers, SWAP or GAIN workers to perform bargaining unit work. In no event shall any of the foregoing workers be utilized to permanently replace vacant bargaining unit positions.

11.4 There shall be no layoffs or reductions in assigned time of unit members as a result of any subcontracting of work. The District will not subcontract work with the intent of eliminating bargaining unit positions, nor eliminate bargaining unit position with the intent of subcontracting work.

11.5 Ongoing work of the District is to be performed by civil service workers in accordance with Civil Service and Charter requirements. If bargaining unit positions become vacant through natural attrition, the District shall have the right to utilize outside contractors, consistent with section 11.4 above, to perform the duties of said vacated positions in an effort to provide efficient and cost effective services to the school community. In this event the parties shall utilize the process described in Section 11.1 above. The District will make every effort to fill vacated positions expeditiously.

11.5.1 In the case of any contracting out of bargaining unit work as contemplated herein such work will be performed by available union labor and paid according to applicable law, provided it does not interfere with the District's statutory obligation to use the lowest responsible bidder.

11.5.2 Notwithstanding any other provision contained herein, the District shall not subcontract bargaining unit services performed by any of the following departments during the term of this agreement; library services, custodial services, student nutritional services, warehouse worker, office/clerical workers, and school health services.

12.0 Holidays and Vacations

12.1 Holidays

Holidays observed by the San Francisco Unified School District by miscellaneous employees are those established by the Board of Education:

- Independence Day
- Labor Day
- Indigenous People's Day (or substitution thereof)
- Veterans' Day
- Thanksgiving Day
- Autumn (Thanksgiving) Recess (substitution for Admission Day)
- Christmas Holiday
- New Year's Holiday
- Martin Luther King Jr' Observance
- President's Day
- Memorial Day

12.1.1 Regular employees of the District who are not normally assigned to duty during the Winter Recess period shall be paid for the December 25 and/or January 1 holidays provided they were in paid status the day before or the day after said recess.

12.2 Paid Floating Holiday

12.2.1 Bargaining unit members shall have five (5) floating holidays (including Lunar New Year) per fiscal year. Bargaining unit members have the right to flexibly schedule two (2) of the five (5) floating holidays.

12.2.2 All floating holidays must be designated by unit member prior to the end of the unit member’s work year and must be taken prior to June 30.

12.2.3 An employee may request the scheduling of the other three (3) floating holidays from their supervisor who is designated as responsible for vacation approval. While each request will be considered on an individual basis, school-term employees will not normally be approved to take a floating holiday on student attendance days.

12.3 Vacation

12.3.1 The San Francisco Unified School District provides annual vacations for all classified employees who have completed one (1) year or more continuous service. Vacation is accrued and awarded each pay period in accordance with the following table.

<u>Number of Years of Service</u>	<u>Award</u>
1 – 5	.0385 x number of hours worked
After 5 – 15	.0577 x number of hours worked
After 15 and over	.0770 x number of hours worked

12.3.1.1 The additional award of vacation after five (5) and fifteen (15) years will not be made and cannot be taken until employee have reached his/her anniversary date in the fifth (5th) and fifteenth (15th) years of service. The maximum vacation awarded in any 12 month period and the maximum accumulations permitted are as follows:

<u>Years of Service</u>	<u>12-month Award Maximum</u>	<u>Equivalent of Days</u>	<u>Number Maximum Accumulation</u>
1 – 5	80 hours	10	320 hours (40 days)
5 – 15	120 hours	15	360 hours (45 days)
15 and over	160 hours	20	400 hours (50 days)

13.0 Leave of Absence

13.1 All leaves of absence are governed by the following general provisions:

13.1.1 Leave requests must be approved by the department head.

13.1.2 A request for leave of more than five (5) working days must be made on the prescribed form.

13.1.3 A temporary appointee is limited to a personal leave not to exceed one (1) month.

13.1.4 In the case of parental leave, a permanent employee may extend the leave up to an additional six (6) months, beyond leaves provided by law.

13.1.5 Witness and jury duty leave provisions shall be governed by Civil Service Commission rules.

13.2 SICK LEAVE WITH PAY

13.2.1 Employees who work a full year earn thirteen (13) working days per year (104 hours) at a rate of 0.05 hours of leave per hour worked for full-year employees. Unused sick leave may be accumulated from year to year up to a maximum accumulation of one hundred and thirty (130) working days (1040 hours).

13.2.2 No sick leave with pay is allowed during the first ninety (90) days of employment unless sick leave credits have been earned previously.

13.2.3 Employees must notify their supervisor when they are unable to report for duty because of illness and of the appropriate date of return to work. Sick leave protects loss of income while incapacitated. Sick leave may be used for following reasons:

13.2.3.1 Inability to work because of illness or injury, not job-incurred.

13.2.3.2 Medical and dental appointments.

13.2.3.3 Absence due to quarantine declared by the Department of Public Health or other authority.

13.2.3.4 Death of an immediate family member or other relatives as defined in section 13.5.

13.2.3.5 Absence due to pregnancy or convalescence period following childbirth.

13.2.4 An employee who is absent for more than five (5) consecutive working days, must submit a statement signed by a doctor, chiropractor, dentist, podiatrist, licensed clinical psychologist or Christian Science practitioner with information sufficient to certify the illness.

13.2.5 In cases of a pattern of alleged leave abuse, a departmental head may require an employee to furnish certification by one of the professionals specified in 13.2.4 for any amount of absence due to illness or require consultation with a district-approved doctor at district expense.

13.3 Illness During Vacation

13.3.1 Employees who are hospitalized, become ill or suffer an accident during a paid vacation which would have necessitated their being absent from normal duties, as certified by the attending physician's written report, may upon return to duty request that such time be charged against accrued sick leave instead of vacation.

13.3.2 Such requests, along with appropriate documentation, shall be submitted in writing to the appropriate supervisor, and shall not be denied without cause.

13.4 Catastrophic Sick Leave Transfer Program

13.4.1 **Purpose** – The Catastrophic Sick Leave Transfer Program is a resource to provide relief to those classified employees represented by SEIU 1021 who have suffered catastrophic illness or injury. Catastrophic illness or injury means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family and requires the employee to take time off from work for an extended period of time to take care of that family member. In order to qualify for the catastrophic sick leave transfer program:

13.4.1.1 All entitled sick leave and extended sick leave and/or any other paid time needs to be exhausted prior to application for sick leave from the bank.

13.4.1.2 The illness or injury must be certified by the attending physician who verifies that the illness or injury lasts for at least 30 days and totally incapacitates the employee (or their family member) from all work.

13.4.2 **Eligibility for Participation** – All classified members of the bargaining unit represented by SEIU 1021 shall be eligible to participate in the Catastrophic Sick Leave Transfer Program. Recipients are prohibited from working while on Catastrophic Leave.

13.4.2.1 Process

13.4.2.1.1 Recipient:

13.4.2.1.1.1 The recipient must have exhausted all paid leave to receive hours from the bank.

13.4.2.1.1.2 The recipient must apply for participation to the Catastrophic Sick Leave Transfer Program to the Union. Such application shall include medical reports certification that the illness/injury is catastrophic as defined above.

13.4.2.1.1.3 A classified recipient may receive no more than the average or regularly scheduled number of hours worked daily times 100 from this bank per injury or illness.

13.4.2.1.2 The Union:

13.4.2.1.2.1 SEIU shall inform their membership on a case-by-case basis when the need for donated time arises.

13.4.2.1.2.2 SEIU shall be responsible for collecting donated time. Employees shall authorize donations in writing, signed, and dated. SEIU shall compile the list of donated time in order of donations received and a breakdown of how many sick leave and accrued and earned vacation hours members wish to donate, SEIU shall then submit the list to the District along with supporting written authorizations.

13.4.2.1.2.3 One the first-round list is receive by the District, no more donations will be added. In the event more donations are needed, the process shall repeat itself.

13.4.2.1.3 The District:

13.4.2.1.3.1 The District will convert the donated hours to dollar amounts, based on the pay rate(s) of the donor workers. Thereafter, the District will deduct the designated sick leave and accrued and earned vacation time from donors, according to the list, and credit it to the worker on leave, according to the pay rate of the worker on leave.

13.4.2.1.3.2 Donated hours shall be utilized in the order received, two (2) hours at a time per donor on a rotating basis as needed. Donated accrued and earned vacation time from all donors shall be utilized first before any donated sick leave is used.

13.4.2.1.3.3 At the completion of the Catastrophic Leave, the District will return to SEIU the original authorization forms that now indicate hours were used and unused per each donor. The Union will be responsible for sharing this balance with donor members.

13.5 Bereavement Leave

13.5.1 The purpose of Bereavement Leave utilization shall be for absence due to the death of a member of the bargaining unit member's family. Family shall mean parents, parents of the domestic partner, grandparents, step-parents, spouse, domestic partner, children of the unit member, adopted child of the unit member, step-children of the unit member, siblings of the unit member, parents-in-law, son-in-law and daughter-in-law of unit member, grandchildren of the unit member, a child for who the employee has parenting responsibilities, aunt, uncle or any relative of the bargaining unit member living in the immediate household of the bargaining unit member.

13.5.2 Such leave shall not exceed three (3) working days and shall be taken within thirty (30) calendar days after the death unless another arrangement is mutually agreed to by the employee and supervisor; however, two (2) additional working days shall be granted if extended travel is required as a result of the death.

13.5.3 For absence because of the death of any other person to whom the employee may be reasonably deemed to owe respect; leave shall be for not more than one (1) working day; however two (2) additional working days; shall be granted if extended travel is required as a result of the person's death.

13.6 Family Care and Medical Leave

The San Francisco Unified School District and SEIU, Local 1021 acknowledge the obligation of the District to comply with the Family Medical Leave Act, the California Family Rights Act, and the National Defense Authorization Act, as well as the rules and regulations implementing such laws. Information about applying for FMLA and CFRA leaves can be found on the SFUSD Intranet webpage.

13.6.1 For purposes of this section and consistent with current law, the term "parent" means biological, foster, in-law, or adoptive parent, a stepparent, or a legal guardian.

13.6.2 For the purposes of this section and consistent with current law, the term "child," means a biological, adopted, and foster child, a stepchild, a legal ward, or a child of an employee standing in loco parentis who is either under eighteen (18) years of age or an adult dependent child.

14.0 Work Assignments

The Union recognizes the Charter authority of the Superintendent in assigning employees under their direction. The following does not negate the authority of the Superintendent under the City Charter and Civil Service, but is an effort to establish acceptable procedures to be followed in making assignments. The following also does not limit the authority of the Appointing Officer to determine if and when a vacant position will be filled.

14.1 The District, realizing staffing reductions could result in increased workload pressure upon employees, agrees to attempt to equitably distribute the workload among employees and any increased workload will be duly considered in performance evaluations and promotional interviews.

14.1.1 The District acknowledges that employees may not be able to accomplish the additional work created by staffing reduction and increased workload in the same standard as their prior workload.

14.2 The District will provide specifically requested information relating to staff levels and workload in a given department upon written request to the Chief of Human Resources.

14.3 When requested by the Union, upon mutual agreement of the District, the District will perform a desk audit of positions and meet with the Union to evaluate options for classifications and workload adjustments.

- 14.4 When requested by the Union, the District and the Union will meet at reasonable intervals to evaluate strategies to increase recruitment and retention. Such strategies shall not include matters that are properly the subject of negotiations.
- 14.5 No member in the bargaining unit shall be requested to serve in place of a certificated personnel.
- 14.6 Training in new procedures and equipment will be provided in the normal course of business.
- 14.7 Employees who are required to perform work-related duties beyond their normal workday shall be compensated in accordance with section 5.5.9 (overtime) of this Agreement.
- 14.7.1 Advance notice will normally be given to an employee required to work overtime or extra time. Volunteers for such assignments will normally be sought, on a rotational seniority basis among qualified members in the department or site. The supervisor will make an effort to equalize overtime among volunteers on an annual basis. Employees shall work overtime and extra time assignments, but may be excused from this obligation at the discretion of the District.
- 14.8 No employee shall be required to perform personal errands for other members of the staff.
- 14.9 Members of the bargaining unit will receive consideration in the filling of vacancies for the summer school program on the basis of program needs and seniority. All things being equal, seniority will be the governing factor.
- 14.10 In the event that regular, additional work hours are available at a job site, a bargaining unit member working four (4) hours per day, or less, shall receive, upon request, priority consideration for having an increase in their assigned hours.
- 14.11 An employee whose regularly assigned schedule is changed by the District will be given 15 work days' notice of such change. When a change in regularly assigned schedules impacts more than 5 unit members, the union will be concurrently notified in advance of the change. Involuntary changes in regularly assigned schedules will be made on a reverse seniority basis.
- 14.12 Confidential Employee Work Assignments
- The District shall notify the Union on or before July 15th of each year as to what unit classifications and number of employees are with "confidential" status as of that date. Thereafter, the District shall notify the Union thirty (30) days prior to any additional designation of unit classification as "confidential." Upon request, the District will meet and confer with the Union.
- 14.13 Voluntary Reduced Work Week
- 14.13.1 Employees in any classification, upon the recommendation of the Superintendent and subject to the approval of the Director of Human Resources, may voluntarily elect to work a reduced work week for a specific period of time. Such reduced work week shall not be less than twenty (20) hours per week for a period of not less than three (3), nor more than six (6) continuous months during the fiscal year.
- 14.13.2 Pay, vacation, holidays and sick pay shall be reduced in accordance with such reduced work week. Voluntary reduction of hours shall have no effect on health service coverage, dental coverage, salary step increases and seniority for layoff purposes.

15.0 Substitutes and As Needed Employees

15.1 The District will maintain a current “as needed” employee list in order to provide a substitute pool of absent clerical and custodial employees. These “as needed” employees would be in addition to permanent employees who currently work as substitutes. The District will budget \$100,000 a year with the express purpose of using these funds to maintain a substitute pool in the clerical and custodial divisions. These employees should not be utilized to fill permanent vacancies or long-term vacancies without replacements being added to said pool.

15.2 When assigning the foregoing substitutes, priority shall be given to elementary school sites to which only one clerk and one administrator have been assigned.

16.0 Clerical Provisions

16.1 Comfort Standards

A goal of the District is to provide working environments for unit members that are safe, healthy and avoid exposure to repetitive strain risks. The parties recognize the desirability for comfortable and ergonomically correct work station standards for employees. Employees will not be assigned to a location that is incompatible with their ergonomic accommodations.

16.2 Career Pathways and Promotional Provisions

Promotional preference will be given to internal candidates who:

- Have reached step 5 in their classification,
- Have at least two (2) recent (within three (3) years of this application) performance evaluations of at least “competent and effective”, and
- Meet the minimum qualification of the position.

An employee who has not been evaluated within three (3) years of the application shall be deemed to have met the performance evaluation criterion set forth above unless there is disciplinary documentation in the personnel file regarding events within that time period.

16.2.1 Applicants meeting these criteria will be interviewed for promotions and will be prioritized for interviews and considerations for the position before any external candidates are interviewed.

For permanent civil service positions, interviews will be conducted when internal applicants are reachable on the civil service list.

If there are more than 5 internal applicants meeting the criteria, at least those 5 with the greatest years of service to the district will be interviewed.

16.3 Clerical workers shall be provided with a written description of the work per site to be completed during their shift and when break periods are to occur. By mutual agreement between the supervisor and the employee break periods may be left to the discretion of the worker. Except where essential services will be impacted, the length of the unpaid lunch period will always be left to the discretion of the worker, but shall not exceed one (1) hour.

17.0 Custodial Positions

17.1 Transfers

17.1.1 Whenever, in the judgment of the Director of Custodial Services, it is for the best interest of the service, a classified employee holding permanent appointment in a regular Civil Service position in one school may, upon their written request, be transferred to a position of the same Civil Service classification in another school.

17.1.2 In making a transfer under this procedure, all other things being equal, preference shall be given to the employee who has the longest service as a permanent employee of the School District.

17.1.3 The District agrees to post and accept bids twice a year on all vacant positions to be filled. A waiting period of two (2) weeks after such posting will be observed, during which time applicants may apply in writing to the Director of Custodial Services for vacancies.

17.1.4 The Principal or Appointing Officer shall be given an opportunity to interview candidates for vacancies. The transfer shall be made effective at the proper time unless disapproved for cause by both the principal and the Director of Custodial Services.

17.1.5 Such a transferee shall not be entitled to more than one transfer in any school year except under special permission of the Director of Custodial Services.

17.1.6 The department will provide the union with a complete list of positions, bids, and winning bids as well as a copy of the bid packet sent to each classification. In any case where the most senior worker did not win the bid for a position, the department will provide a satisfactory explanation.

17.1.7 Any transfer necessitated for the good of the service shall be made based upon program needs, affirmative action and seniority. All things being equal, seniority will be the governing factor.

17.1.8 Any employee transferred for disciplinary reasons shall be entitled, at the employee's request, to a conference with the Director of Custodial Services and Union representation.

17.2 Temporary Changes

Temporary changes in shift assignment will be made based upon program needs and seniority. All things being equal, changes shall be made in inverse order of seniority.

17.3 Reporting Time

The Union and the District agree that the reporting time for Custodians working in schools with three (3) or more custodians on both the day and swing shift shall, unless mutually agreeable to the Department and the employee, be the same during the Winter and Spring vacations as it is regularly.

17.4 Furniture Removal

Where it can be performed safely, a custodian may move furniture between rooms on a floor of the school, so long as they are provided with the appropriate equipment.

When furniture needs to be moved between floors, between buildings, or if the custodians do not have the training or equipment to perform the work safely, a work order will be placed by the supervisor to have warehouse workers perform the work.

17.5 Asbestos Safety

The District will comply with the annual training requirements provided for in Asbestos Hazard Emergency Response Act of 1987 and Cal-OSHA Hazardous Communications.

17.6 In-Year Vacations for Custodians

17.6.1 The District shall provide up to 35 in-year vacations per year, exclusive of the blackout periods at the beginning and end of the student instructional calendar. "In-year," as used herein shall mean the period between on or about October 1st and on or about May 15th of any school year.

17.6.2 Custodians may submit a written request for an in-year vacation.

17.6.3 Provided that District efficiency is not adversely impacted, in-year vacation requests (as described herein) may be approved.

17.6.4 Approvals will be based on District seniority, as excepted as provided for below; ties in seniority will be broken by lot.

17.6.5 After an eligible custodian has received an in-year vacation, they shall drop to the bottom of the seniority list when future requests are being considered.

17.6.5.1 If more in-year vacations are requested than can be granted, as contemplated herein, preference will be given to "most senior" custodians who have not previously been granted in-year vacation.

17.6.5.2 "Most Senior" as used herein, shall be calculated as follows:

17.6.5.2.1 All District custodians, other than as-needed, shall be ranked on the basis of District hire date.

17.6.5.2.2 Those custodians in the upper half of said ranking shall be considered "most senior."

17.6.6 Notwithstanding any other provision contained herein, not more than one (1) eligible custodian at any job site may be on an in-year vacation at any given time.

17.6.7 Nothing contained herein shall be construed to eliminate custodial vacations during recesses.

17.6.8 Custodial vacations will generally not be approved during the following blackout periods:

- Two weeks before the last day of school
- The date the site administrators report for duty through two weeks after the first instructional day.

17.7 Custodial Recycling and Other Duties

Custodians in the normal course of their duties will handle and remove from the classroom material already set aside for recycling; however, recycling and composting programs at District sites shall not be the work/responsibility of the custodian(s). Custodians will not be expected to sort compostable or recyclable items that have been placed in the trash.

17.8 Custodial Work – Supervision & Duties

When a custodian at any school site receives multiple or conflicting requests for services at the same time, the custodian may request direction on how to proceed from the site administrator or designee. If a site administrator or designee is not available, the custodian will request direction from the custodial supervisor.

17.8.1 Custodians will not be required to load or unload the personal items of any District employee. Custodians shall not be required to clean skylights or exterior windows. No custodian shall be required to work on any ladder over 12 feet.

17.8.2 Custodial Substitute Duties

If the department is unable to cover an absent custodian's entire shift, the custodial supervisor will provide a written abbreviated, prioritized run appropriate to the number of hours that will be performed. The department will maintain a file of these abbreviated runs for reference and efficient service and make them available for inspection by the Union.

17.9 Work Pursuant to a Permit

When a custodian works a shift pursuant to a facilities use permit, the primary job of that custodian will be to serve the needs of the permitted activity. Additional assignments may be given to the custodian so long as they do not interfere with providing service to the permit holder.

17.10 Handbook

The policies stated in the custodial handbook shall not contradict an expressed term of this Agreement. The District will forward a copy of the handbook to the Union in advance for its reaction and input.

18.0 Student Nutrition Services

18.1 Assignment

Any changes in hour or site assignment for Student Nutrition Service employees will be based on program needs and seniority. All things being equal, seniority will be the governing factor.

18.2 Annual Bidding Process for Upcoming School Year

Every spring, all known open positions for the upcoming school year will be filled using a bidding process that includes three major steps: (1) Building the List of Openings by Site, (2) Submitting Choices, and (3) Filling Open Positions. At each step in the process, SNS management will provide packets of written information to SNS employees, which will be available in English, Chinese, and Spanish.

Employees will be notified of their assignment for the upcoming school year before the end of the current school year.

18.2.1 Building the List of Openings

18.2.1.1 Every spring SNS management will send a Bidding Survey to all SNS employees asking them to indicate their plans for the coming school year and to return it within a two-week time frame.

18.2.1.1.1 SNS employees will use the Bidding Survey to indicate whether they:

- (a) will not be participating in the bidding process because they would like to stay in their current position for the coming school year;
- (b) want their current position added to the list of openings for the bidding process because they would like to move to a different position via the bidding process for the coming school year; or
- (c) are not planning to work in SNS in the coming year so want their current position added to the list of openings for the bidding process.

18.2.1.1.2 The Bidding Survey will include language to help employees understand some of the implications of participating in the bidding process. For example:

- (a) Employee who chose to participate in the bidding process for the upcoming school year will be giving up their current year assignment.
- (b) While employees can add their current assignment to their list of choices in the bidding process, there is no guarantee that everyone will get one of their choices.
- (c) Employees with higher seniority are more likely to get one of their choices than employees with lower seniority.

18.2.1.2 When a position has a change in hours

Employees working in a regularly scheduled position that will experience a change in hours for the coming school year will also receive a Notice of Schedule Change Form that describes the changes for the coming year, and they will be asked to fill out the form and return it to SNS management with the same two-week time frame as the Bidding Survey. By completing the Notice of Schedule Change Form SNS employees will indicate whether they are:

- (a) interested in keeping their current position with the new hours in the coming year, or
- (b) want the position with the new hours added to the list of openings for the coming year because they would like to move to a different position via the bidding process.

18.2.1.3 Seniority List Sorted by Total Seniority

SNS management will also send the Seniority List of all SNS employees. Employees with higher seniority will be more likely to get one of their choices than employees with lower seniority, so reviewing the Seniority List will help employees understand where they will be positioned in the bidding process. Employees who have any questions about their place on the Seniority List can follow-up with Human Resources.

If errors are found in the Seniority List, a new list will be sent to employees before bidding is completed.

18.2.1.4 Creation of Bidding List

SNS management will compile all the responses from the Bidding Survey and Notice of Schedule Change Form to create a list for the coming school year. A position will be considered open for the coming school year if:

- (a) it is a new position;
- (b) the regularly scheduled employee has indicated that they would like to move to a different position in the coming school year;
- (c) the regularly scheduled employee has indicated that they are not planning to work in SNS in the coming school year; or
- (d) there is no regularly scheduled employee in the position (including positions which were vacated during the school year and currently filled by temporarily assigned employees).

18.2.2 Submitting Choices

18.2.2.1 SNS management will provide all employees participating in the bidding process for the coming school year with an Openings and Bidding Form asking them to list their top choices and return it within a two-week time frame.

18.2.2.2 The Opening and Bidding Form will include the name of the school and the hours for all positions.

18.2.2.3 Each employee will have the option of listing up to five choices in order of priority on the Opening and Bidding Form, and may include their current position as one of their choices.

18.2.3 Filling Open Positions

18.2.3.1 Positions will be filled based on Seniority, and SNS management will make every effort to assign all employees to their highest ranked choice.

18.2.3.1.1 SNS management will create a list of employees who submitted an Opening and Bidding Form and sorted it in order from highest to lowest seniority. If employees have the same seniority date, the last three digits of their social security number will be used as a tie-breaker with largest three-digit number ranked the highest.

18.2.3.1.2 The employee ranked highest on the list noted above will be assigned to their highest ranked choice with an opening. Then the next person on the list will be assigned to their highest ranked choice with an opening, and this process will be repeated until every employee's Opening and Bidding Form has been reviewed.

18.2.3.1.3 Employees who are not assigned to one of their choices via the foregoing process will be assigned to an unfilled opening based on seniority and proximity to home. The employee ranked highest on the seniority list will be assigned to the unfilled position that is closest to their home address. The employee with the next highest seniority will be assigned to the unfilled position that is closest to their home, and this process will be repeated until all openings are filled.

18.2.3.2 Before the end of the current school year, SNS management will mail assignments for the upcoming school year to all employees, and will work directly with SNS employees to explore ways to address any concerns about their assignments.

18.2.3.3 SNS management will provide copies of the following to the Union: (1) packets of written information sent to SNS employees; (2) a ranked list of employees who submitted an Openings and Bidding Form that is used to fill openings via the bidding process; (3) a list of employees who did not get assigned to one of their choices via the bidding process; (4) list of all assignment offers from the bidding process; and (5) a list of each worker's bids.

18.3 Annual Bidding Process for Summer Meals

18.3.1 Positions to support summer meals will be filled using a bidding process that is very similar to the Bidding Process for the Upcoming School Year. Packets of written information sent to SNS employees will be available in English, Chinese, and Spanish.

Employees will be notified of summer assignments at least ten (10) working days before the start of summer service.

18.3.1.1 Every spring SNS management will send a Summer Survey to all SNS employees asking them to indicate their interest in working over the summer and to return the survey within a two-week time frame.

18.3.1.2 SNS management will send all employees who indicated they want to work over the summer a Summer Opening and Bidding Form asking them to list their top choices and return it within a two-week time frame. The Summer Openings and Bidding Form will include the following information for all open positions; the name of the school, the meals served, and the hours for the position. Each employee will have the option of listing up to five choices in order of priority.

18.3.1.3 SNS management will make every effort to assign all employees to their first choice. If it is not possible to offer every employee his or her first choice, positions will be filled based on seniority using the same process described under Bidding Process for the Upcoming School Year.

18.3.1.4 Ten (10) working days before the start of summer service, SNS management will mail summer assignments to employees, and will work directly with SNS employees to explore ways to address any concerns about summer assignments.

18.3.2 SNS management will provide copies of the following with the Union: (1) packets of written information sent to SNS employees; (2) a ranked list of employees who submitted an Summer Openings and Bidding Form that is used to fill openings via the bidding process; (3) a list of employees who did not get assigned to one of their choices via the bidding process; (4) a list of all summer assignment offers from the bidding process; and (5) a list of each worker's bids.

18.4 Filling Openings Outside the Annual Bidding Process for the Upcoming School Year

18.4.1 If a permanent position opens up during the school year, the opening will be considered a temporary assignment until the next Annual Bidding Process for the Upcoming School Year.

18.4.2 If additional hours are added to a position during the school year and the employee in that position does not want the additional hours, the additional hours will be filled as a temporary assignment until the next Annual Bidding Process for the Upcoming School Year.

18.5 Temporary Assignment

Subject to the needs of SNS as determined by the Director of SNS, any temporary change in assignment shall be based on seniority, with the temporary change of assignment offered voluntarily first to the most senior. If there are no volunteers, then the employee with least seniority will be assigned. Said assignment will be made in writing to the employee and the Union, and shall include the starting and ending date.

18.6 Emergency Site Coverage

SNS will designate between 5-10 regularly assigned employees who will receive training to provide emergency site coverage, including expansion programs such as Breakfast in the Classroom, mobile carts, vending machine, bulk serving, etc. These employees will receive the same hours as their regular assignment, unless the emergency shift being covered is a longer shift. A 2615 Student Employee covering for a Lead 2616 Student Nutrition Employee will receive out of class pay. A 2616 covering for a 2616 will receive one and one half times the regular pay.

18.7 Access to Phones

Employee in all work locations shall be provided reasonable access to a land-line or mobile telephone or comparable means of communication for the conduct of District business, including the exchange of text or picture messages if required by the supervisor, and for use in the event of emergencies. Such usage shall not interfere with the transaction of Departmental business.

18.8 Care and Cleaning of Cafeteria

SNS workers are responsible for the care and cleaning of the cafeteria and service of all meals to students. Care and cleaning includes wiping down dining furniture and chairs, cleaning of student food sharing table, disposing of left over milk, maintaining posters and signage on the walls, cleaning of coolers and other preparation equipment and areas, and maintaining any trash enclosures.

These duties shall include breakfast, lunch and supper programs.

These duties does not include taking out trash bins, cleaning the floors, walls, or windows, except in the kitchen or preparation area. SNS workers will not be expected to sort compostable or recyclable items that have been placed in the trash.

Workers shall be provided with a written description of the work per site to be completed during their shift and when break periods are to occur.

18.9 Work During a Split Shift

SNS workers with a split shift shall be entitled to a duty-free unpaid nonworking period. If an SNS worker is asked by their immediate supervisor to work during a duty-free, unpaid, nonworking period, they will be paid for all hours actually worked in minimum increments of fifteen (15) minutes.

When an SNS worker is asked by their immediate supervisor to cover split shifts at multiple work sites in a day, SNS will calculate the travel time between sites and the employee will be paid for the travel time at their regular pay rate. Employees who use public transit to travel between assigned sites will be reimbursed for the cost of their travel.

18.10 No Loss of Pay for Incumbents

“Incumbents in the classification” includes any employee working in any of the affected classification, irrespective of their status – e.g., temporary, service as needed, etc. – on or after July 1, 2010. The effect of this provision is that no employee who so qualifies will be placed at the new lower steps upon rehire.

No incumbents, as defined herein will lose pay as a result of the reorganization and will be placed at that step in the new step system which is at least equal to their present salary.

Any “incumbent” as described in this section currently paid above the top step of the classification shall be grand-parented into their current salary level and shall suffer no reduction in salary as a result of implementation of this reorganization.

18.11 Out of Class Pay for School Lunchroom Helper Assigned to Lead

If a 2615 School Lunchroom Helper is assigned to fill a 2616 Lead Student Nutrition Worker opening because there are not enough 2616's to fill all Lead Openings, the 2615 Lunchroom Helper's salary will be adjusted to include out of class pay for the duration of their assignment in a Lead role. The District shall provide classification 2615 when assigned “In Charge” at a satellite location a salary adjustment to the equivalent salary step in the salary schedule which is two grades above the salary schedule for class 2615.

18.12 In-Year Vacations for School-Term SNS Employees

18.12.1 The District may provide In-Year vacations for up to thirty-five (35) school-term employees per year as long as the operational needs of the district are not negatively impacted. Such vacations may not be taken during the two (2) weeks prior to the commencement, and the first eight (8) weeks of the student instructional year.

18.12.2 SNS employees shall submit a written request on a district form for an in-year vacation to their immediate supervisor at least two (2) weeks prior to the vacation dates requested.

18.12.3 In-year vacation request may be approved so long as the operational needs of the District are not adversely affected.

18.12.4 Approvals will be based on District seniority subject to section 18.12.5 below. Ties in seniority will be broken by the last three digits of the social security number.

18.12.5 After an eligible SNS employee has received an in-year vacation, he/she shall drop to the bottom of the seniority list if future requests for that school year are submitted.

18.12.6 No more than one (1) eligible SNS employee at any job site may be on an in-year vacation at any given time.

18.12.7 Nothing contained herein shall be construed to eliminate SNS employee vacations during recesses.

18.12.8 School-term SNS employees who work a summer assignment that does not allow for a break of at least ten (10) workdays between the end of the summer assignment and the commencement of the student instructional year may apply for a vacation during the blackout period as defined by 18.12.1

18.13 Training and Professional Development

18.13.1 External Training

Required tools and materials for culinary arts coursework will be reimbursed out of the tuition reimbursement fund pursuant to section 10.7 of this Agreement.

18.13.2 Internal Training

SNS will make an ongoing and concerted effort to train employees in the variety of duties performed by workers in their class. These efforts may include training sessions and work experience at a variety of sites and with a variety of programs.

18.14 Summer Assignments

Employees assigned to work during the summer shall receive, on a pro rata basis, not less than the compensation and benefits that are applicable to the classification of the summer assignment or service during the regular school year.

19.0 Child Development Program Provisions

19.1 Filling of Vacancies

Any vacancies for 2672 – Assistant Houseparent or 2674 – Houseparent will be posted at 20 Cook Street and at every center. Civil Service permanent employees shall have the opportunity to transfer into vacant positions based on program needs and seniority. All things being equal, seniority shall be the basis of such transfer.

19.1.1 In the absence of a Civil Service list, temporary employees shall be offered any vacant regular assignment based on program needs and length of service. All things being equal, length of service shall be the basis for such assignment. This shall follow permanent employees being offered the opportunity to transfer. Any employee who cannot be contacted for a period of five (5) working days shall be considered to have waived the position.

19.1.2 Between opportunity for transfer, and as needed from time to time for substitute temporary openings shall be filled on the basis of seniority or length of service and program needs. All things being equal, seniority or length of service shall be the basis for substitute assignments.

19.2 Long Term Temporary Assignment

When the District assigns long-term additional “as-needed” hours (commonly referred to as “blue sheet” hours) to houseparents with regularly scheduled assignments, such additional hours assigned for at least 20 consecutive days will include applicable accruals and entitlements of sick leave, vacation, holidays and retirement contribution retroactive to the first day of such assignment.

20.0 Library Technical Assistants

20.1 General Provisions

20.1.1 The District shall not distribute the duties currently performed by Library Technical Assistants to any other members of the bargaining unit without meeting and conferring with the Union. Meeting and conferring shall, upon notice from the District of its intent to distribute the duties of Library Technical Assistants to other members of the bargaining unit and the Union’s request to meet and confer, consist of discussions in which the District and the Union exchange information regarding the impact on bargaining unit members and endeavor to reach agreement on the distribution of duties currently assigned to Library Technical Assistants. If unable to reach agreement, the District may proceed with the action.

20.1.2 Library Technical Assistants shall not be assigned to perform work outside of the scope of their Job Descriptions.

20.1.3 The Library Technicians shall be evaluated annually.

20.1.4 Library Technicians shall be eligible to attend pertinent classes, workshops and presentations of the District master calendar.

20.1.5 Library Technicians vacancies shall be normally posted for 5 days and circulated in the W.A.D.

21.0 Uniforms

21.1 Annual Funds for Employees Uniforms

The District shall allocate funds annually for the purpose of providing uniforms and safety shoes to warehouse workers, asbestos workers, window washers, custodial workers, and unit members working with duplication/reproduction equipment. Said uniforms and shoes may not be worn or used for any purpose other than performing assigned District duties.

21.1.1 Asbestos Workers, Warehouse Workers, and Window Washers

The District shall allocate up to \$15,000 per year for the purpose of providing uniforms and safety shoes for warehouse workers, asbestos workers, and window washers.

21.1.2 Document Publishing and Distribution Center

The District shall allocate up to \$600 per year to provide uniforms and safety shoes for the two (2) unit members working with duplications/reproduction equipment. Said provisions for the Document Publishing and Distribution Center shall be consistent with the current District practices for warehouse workers.

21.1.3 Student Nutrition

The District shall allocate up to \$20,000 per year to provide shirts, smocks, aprons and non-skid shoe covers for student nutrition workers. Funds remaining in the allocation after these items have been purchased shall be spent on safety equipment; this may include shoes, tension mats, etc.

21.1.4 Houseparents

The District shall allocate up to \$10,000 per year to provide shirts, smocks, aprons and non-skid shoe covers for houseparents. Funds remaining in the allocation after these items have been purchased shall be spent on safety equipment; this may include shoes, tension mats, etc.

21.1.5 Custodial Workers

The District shall allocate \$30,000 per year to provide custodians with uniforms and shoes.

21.2 Uniform Review Committee

The Union and the District shall appoint representatives to serve on the committee that will make final recommendations regarding uniform based on their assessment of the needs of district workers. This committee shall meet within 60 days of ratification in 2013 and one month prior to submitting requests for proposals thereafter.

22.0 No Strike/No Lock-out

In conjunction with the terms and conditions provided for in this Agreement, the Union agrees that it will not instigate, participate in, condone or support any work stoppages by bargaining unit members or other District employees. The District further agrees that it shall not lockout any unit member during the term of this Agreement.

23.0 Grievance Procedures

This grievance procedure applies to those conditions of employment within the discretion of the District. A grievance is defined as an allegation by an employee, group of employees, or Union regarding disputes that may arise involving the interpretation, application or violation of terms and conditions set forth by this Agreement provided that such condition of employment is within the scope of representation as defined in the Educational Employment Relations Act and other statutes and provided further that such condition of employment is within the Charter authority of the San Francisco Unified School District to so implement.

23.1 The Union and the District agree that everyone concerned will benefit when prompt and confidential resolution of grievance is encouraged. Therefore, the following procedure to accomplish this purpose is hereby established.

23.1.1 A grievance shall be a claimed violation, misinterpretation, or inequitable application of the terms and conditions of this agreement.

23.1.2 Since it is important that grievances be processed as rapidly as possible, the number of days stated below at each step shall be regarded as a maximum and every effort shall be made to expedite the process. The time limits specified may be extended by mutual agreement of the parties.

23.1.3 If a grievance hearing, at any step, is held on school time, the grievant(s) and the Union representatives shall be released with pay.

23.1.4 No grievance material shall be placed in the personnel file of employees exercising their rights under the grievance procedure. Neither shall such material be utilized in the evaluation reports, the promotional process, or in any recommendation for job placement.

23.1.5 All grievances shall commence at the informal step (23.2.1), except if a grievance arises from the action of an authority higher than the employee's site supervisor, the grievance may be filed at step 2 of the grievance procedure within the timeline set forth in section 23.2.2.2.

23.2 Grievance Procedure Steps

23.2.1 Informal Step

An employee having a grievance may first discuss it with the employee's site supervisor and try to work out a satisfactory solution in an informal manner with the supervisor.

23.2.2 Step One

23.2.2.1 If a solution, satisfactory to both the grievant and the site supervisor, is not accomplished by informal discussion, the grievant shall have the right to consult with, and be assisted by, a representative of the grievant's own choice in this and all succeeding steps of this grievance procedure.

23.2.2.2 If the grievant desires to pursue this grievance beyond the Informal Step, the grievant shall, within twenty-two (22) working days after the act, occurrence, event or circumstances alleged to constitute a grievance submit a Letter of Grievance, Step One, to the site supervisor and the Labor Relations Office.

23.2.2.3 The Letter of Grievance – Step One, shall contain:

- a. the date of the informal discussion;
- b. the date of the submission of the Letter of Grievance to the site supervisor;
- c. the specific provision(s) granting the condition of employment that the grievant alleges the District has violated;
- d. a full and complete explanation of the circumstances of the grievance; and
- e. the remedy sought by the grievant.

23.2.2.4 The site supervisor shall, within fifteen (15) working days of the receipt of the Letter of Grievance, investigate the grievance and submit a decision to the grievant, the Labor Relations Office and the Union.

23.2.2.5 The decision shall be in writing, and shall contain:

- a. the date of receipt of the Letter of Grievance;
- b. the date of the submission of the decision to the grievant;
- c. the decision of the site supervisor, with supporting reasons therefore; and
- d. the Step One Letter of Grievance must be submitted at each step and may not be amended by the Grievant to set forth new matters.

23.2.3 Step Two

23.2.3.1 If the grievant is dissatisfied with the decision at Step One the grievant may, within fifteen (15) working days of receipt of the decision, file a written appeal to the Labor Relations Office.

23.2.3.2 The Step One Letter of Grievance shall be submitted to Step Two. The Letter may not be amended by the grievant to set forth new matters.

23.2.3.3 The Labor Relations Office shall within fifteen (15) working days of the receipt of the appeal, investigate the grievance, including affording the grievant and/or the Union an opportunity to be heard, and submit a decision to the grievant and the Union.

23.2.3.4 The decision shall be in writing, and shall contain:

- a. the date of receipt of the appeal;
- b. the date of decision to grievant; and
- c. the decision of the Labor Relations Office with the supporting reasons therefore.

23.2.4 Step Three

23.2.4.1 Within fifteen (15) working days of receipt of the decision at Step II, a written request shall be submitted to the Labor Relations Office that the grievance be heard and resolved by an arbitrator.

23.2.4.2 The arbitrator shall be selected by mutual agreement between the grievant, or their representative, and the Labor Relations Representative. If the grievant, or their representative, and the Labor Relations Representative are unable to agree on the selection of an arbitrator the Union shall request the California State Mediation and Conciliation Service (CSMCS) to submit a list seven (7) arbitrators who have had considerable experience as an arbitrator in public employment disputes. The grievant, or their representative, and the Labor Relations Representative shall then alternately delete names from such list until only one (1) name remains; and that person shall serve as the arbitrator. Whether the Union/grievant or the Labor Relations Representative deletes the first name, shall be determined by lot.

23.2.4.3 Except when a statement of facts mutually agreeable to the grievant and the Superintendent's designee is submitted to the arbitrator, it shall be the duty of the arbitrator to hear and consider facts submitted by the parties.

23.2.4.4 The District and Union will make every effort to schedule the arbitration hearing as soon as practicable.

23.2.4.5 After said arbitration, or review of mutually agreeable statement of facts, it shall be the duty of the arbitrator to make written findings of fact(s) which resolve the grievance.

23.2.4.6 The decision of the arbitrator shall be final and binding upon the parties.

23.2.4.7 The arbitrator's authority shall be limited to a decision, based on submitted facts and applicable law, of whether the District has violated the terms and conditions set forth in this Agreement. Further the arbitrator shall have no power to decide any issue not submitted, nor add to, subtract from, or modify the term of this agreement.

The grievance procedure may not be utilized to challenge or change Board of Education policies and administrative regulations, and the arbitrator shall have no jurisdiction to consider or act upon such challenges, except insofar as such policies and administrative regulations are specifically incorporated in this Agreement.

23.2.4.8 Each party (employee, group of employees, or Union and the Superintendent's designee) to arbitration before an arbitrator shall bear its own expenses in connection therewith. All fees and expenses of the arbitrator and a reporter, if any, shall be borne and paid in full by the unsuccessful party.

In the event the arbitrator shall make a compromise decision, the party or parties who shall pay the fees and expenses of the arbitrator, and a reporter, if any, shall be determined on a proportional basis by the arbitrator. The arbitrator's compensation and expenses shall be born equally by the worker or the Union and the District.

23.2.5 The Effect of Failure of Timely Action

Failure of the grievant to submit an appeal within the required time limit at any step shall constitute an abandonment of the grievance, except where the parties agree in writing to an extension. Failure of the District to respond within the time limit in any step shall permit a lodging of an appeal at the next step of this procedure within the time allotted had the decision been given.

The District and the Union agree that shop stewards and union officers shall attempt to resolve grievances at the lowest possible step and that the Shop Stewards, union officers and District management relationship should be positive. To this end, the District agrees to provide the Local 1021 Stewards Council two (2) hours per month to review grievances and participate in Labor-Management training sessions on personnel procedures and contract interpretation. This time shall not be paid by the District.

24.0 Employee Protection

24.1 Assault or Threat of Harm

An employee who is physically attacked, verbally assaulted and/or threatened with bodily harm on district property or assignment shall immediately notify the appropriate site administrator and may contact appropriate authorities.

24.1.1 The site administrator shall immediately notify the proper authorities and take immediate action and every precaution to ensure the safety of the employee in the performance of their assigned duties.

24.1.2 The District will make every effort to reduce the risk of retaliatory action that may result from reporting an assault.

24.2 Accidental Injury and Workplace Hazards

24.2.1 The District acknowledges its responsibility to provide a safe and healthful work environment for District employees. The District agrees to investigate and give consideration to departmental recommendations to improve the working environment for represented employees. The District agrees to maintain safety standards for represented employees as required by the pertinent provisions of Cal-OSHA.

24.2.2 In case of an accident on the job, the District shall make available the necessary accident reports and provide assistance in completing the correct form if requested. Bargaining unit members shall not be required to participate in work activities under conditions which may physically endanger their personal safety or well-being.

24.2.3 Employees will not be required or permitted to violate posted restricted areas that may result in exposure to hazardous materials or personal risk beyond that included in their job description.

24.2.4 If bargaining unit member has a good faith belief that a project to which they have been assigned presents health and/or safety risks beyond those normally associated with their classification, said unit member may request a review of the project or assigned work by the District Safety Officer or his designee. Such request shall not be unreasonably denied.

24.2.5 Material Safety Data sheets and hazardous materials surveys shall be available and accessible for inspection by employees, and their Union Representative.

24.3 An employee who is assigned to be a member of the Emergency Response Team in accordance with the District or Site Emergency Preparedness Plan(s) shall receive a copy of the Plan(s) to review their assigned duties. Such employees shall receive training on implementation of the Plan(s) within 30 days of the start of the school semester and updated as needed.

24.4 The District and the Union shall establish a Union-Management Safety Committee designed to investigate ways to minimize job-related injuries/illnesses, including such issues related to computer use.

24.5 Health Services Guidelines for Infectious Diseases

Current copies of the Health Service Guidelines for Infectious Diseases will be available in all schools and facilities.

25.0 Parent Conferences

With supporting documentation, bargaining unit members will be provided with up to 2 hours per semester per child of released time without loss of pay to attend parent conferences for their children, or students for whom they act as legal guardian or have significant parenting responsibilities. Said released time shall include travel time.

25.1.1 Release Time for IEP meetings

With supporting documentation that the conference cannot be scheduled outside their work hours, bargaining unit members who have children enrolled in non-SFUSD schools will have sufficient release time without loss of pay to attend IEP conferences called by their child's school.

Bargaining unit members who have children enrolled in SFUSD schools will have the right to flexibly schedule IEP conferences outside of their work hours.

26.0 Probationary Periods

26.1 All permanent appointees shall serve a six month probationary period. This period will be calculated as six (6) months after the date of hire, and excludes any time off for leave, vacation, other types of time off (not including legal holidays), or overtime. Other exception include:

- a. Employees who move from a part-time to a full-time position within a classification shall be subject to a three (3) month probationary period in the full-time position;

- b. Employees who move to a new department in the same class or former class will serve a three (3) month probationary period;

26.1.1 An employee who is appointed to a permanent position shall have their probationary period reduced by the time served by that employee in the same classification in the same department, but all such probationary periods shall be at least 45 days.

26.1.2 When an employee is reinstated to a permanent position in a former class in a department other than the department in which the probationary period had been completed (in the former class) the employee shall serve three (3) months probationary time.

26.1.3 A six (6) month probation will be required following promotion to a higher classification.

26.1.4 When an employee's position changes by permanent transfer to the same class in another department, by disability transfer, reduction in force due to technical advances, automation or the installation of new equipment, the employee shall serve three (3) months' probation time.

26.1.5 When an employee is returned as permanent following layoff, involuntary leave or resignation to a class or department other than the one left, the employee shall serve three (3) months probationary time.

26.1.6 A current regularly scheduled provisional employee who receives a permanent appointment in his or her class in another department shall have his or her probationary period reduced by the time served by that employee in the same classification, but all such probationary periods shall be at least three (3) months.

26.1.7 A probationary period may be extended by mutual agreement, in writing, between the Union and the District.

26.1.8 An employee who is granted a leave while serving a probationary period shall have such probationary period extended by the period of such leave in order to complete the required period of service. Disability leave shall extend the probationary period in all cases.

27.0 Furlough

27.1 Neither party waives its position regarding whether Civil Service Commission Rule 120.30.1(4) permits the District to impose furloughs without bargaining. SEIU asserts it does not; the District asserts it does.

28.0 Layoffs

Layoffs shall be in accordance with Civil Service Rule 121. Nothing herein shall restrict or waive the Union's right to meet and confer with the Civil Service Commission on any proposed changes or notifications in the layoff rules and procedures.

28.1 Reason of Layoff

Layoff shall occur for lack of work or lack of funds.

28.2 Notice of Layoff

28.2.1 Any layoffs of permanent employees, or release of temporary employees for lack of work or lack of funds in a classification for which there has not been a civil service test in the preceding three (3) years, shall take place upon

thirty (30) days written notice. The District will make every effort to provide such notice not less than forty-five (45) days prior to the effective date of the layoff.

28.2.2 While temporary employees will normally receive a thirty (30) day notice, in situations of financial urgency declared by a vote of the Board of Education, no advance notice of layoff to said employees shall be required.

28.2.3 Any notice of layoff shall specify the reason for layoff, the identity by name and classification of the employee designated for layoff and information on their displacement rights, if any, and reemployment rights.

28.2.4 Prior to layoff notices being issued, the District shall provide the Union with seniority lists of classifications to be affected, including a list of bumping rights of employees subject to layoff. If the Union wishes to contest said lists, it shall be done within two weeks by a written appeal plus supporting data to the Superintendent of Schools. The Superintendent shall render a decision within two weeks after receipt of the Union appeal.

28.2.5 The unit member's immediate supervisor will give notices of layoff in a professional, courteous and confidential manner.

28.3 Notification of Reemployment

Notice of Reemployment after layoff shall be in accordance with Civil Service Rule 112.

28.4 Holiday Pay for Employees Laid Off

An employee who is laid off at the close of business the day before a holiday who has worked not less than five (5) immediately previous consecutive work days shall be paid for the holiday.

29.0 Discipline and Dismissal of Permanent Unit Members

Discipline and dismissal of permanent unit members shall take place in accordance with the appropriate provisions of the Education Code. Unit members may be disciplined for the following causes:

1. Willful or negligent violation of District policies, rules and regulations or the rules and regulations of a federal, state or local government agency which are applicable to public schools.
2. Failure to perform adequately the duties of the position held and/or failure to maintain licenses or certificates required by law. District requirements, or job description.
3. Immoral or unprofessional conduct.
4. Dishonesty.
5. Conviction of a felony or of any crime involving the illegal use, possession or intent to distribute controlled substances which would be a violation of the law in California, or of any crime involving moral turpitude.
6. Possession of, or ingesting, or being under the influence of alcohol, or a controlled substance (including prescription drugs where unreported) which could impact the safety of the employee or others on District property or while performing services for the District.
7. Evident unfitness for service with children.
8. Physical or mental incapacity to perform adequately on the job.

29.1 Guidelines for Disciplinary Action

The following guidelines shall be recognized in the discipline and/or dismissal of unit members:

- a. The District's rules, regulations and policies shall be reasonable and related to the efficient operation of the District.
- b. Rules, orders and penalties should be applied fairly and equitably.
- c. Disciplinary action should be appropriate and reasonable related to the nature of the offense.

29.1.1 Progressive discipline shall be utilized except for conduct which is of such a nature that progressive discipline normally would not result in corrective conduct or the conduct is so egregious that immediate action is warranted.

29.1.1.1 The elements of progressive discipline shall be administered in a timely manner.

29.1.2 Initially the immediate supervisor shall discuss the unit member's acts or omissions prior to issuing a verbal reprimand.

29.1.3 The immediate supervisor will provide the unit member with a follow up written notice of communication (e.g., email) confirming the verbal reprimand. This communication shall not be placed in the employee's personnel file unless it is later attached to a written reprimand or notice of suspension as set forth in this Article.

29.1.4 If a verbal reprimand does not result in corrective conduct, a written reprimand may be issued.

29.1.5 If suspension without pay is recommended as a disciplinary action it shall be preceded by a written reprimand. Exceptions may occur where conduct is of such a nature that written reprimands normally would not result in corrective conduct or where there has been no improvement after the first written reprimand.

29.1.6 Normally, any initial suspension of a unit member pending a disciplinary hearing shall be with pay.

29.1.7 Emergency Suspension - The Union and the District recognize that emergency situations can occur involving the health and welfare of students, employees, or the public.

29.1.8 If the unit member's presence would lead to a clear and present danger to the lives, safety, or health of students, employees, or the public, the District may suspend the unit member without pay immediately after informing the unit member of the reason for the suspension.

29.1.9 Within three (3) workdays, the District shall hold an informal hearing as described in Section 29.2.1 and serve on the employee a written notice of discipline and notice of right to a formal hearing in accordance with this Article.

29.1.10 If, as a result of either the informal or formal hearing, the suspension is found unwarranted or of undue length, the unit member shall be reimbursed the appropriate back pay.

29.1.11 a unit member may be represented, upon request, at any disciplinary meeting or hearing.

29.2 Disciplinary Procedure

29.2.1 Informal Hearing

By mutual agreement, an employee against whom disciplinary action is being recommended may meet with the Superintendent or their designee prior to written notification of official charges. The employee shall be informed orally of the reasons for disciplinary action and the action to be taken and given an opportunity to respond. The employee may be represented at the hearing by a representative of their choice.

29.2.2 If no agreement is reached at the informal hearing the District will give written notification of official charges and notice of a right to a formal hearing.

29.2.3 Written Notice

When the District seeks the imposition of any disciplinary punishment, notice of such discipline shall be made in writing and served in person or by registered or certified mail to the employee at the last known address. A copy of the notice shall be mailed to the Union at the same time unless the employee requests otherwise.

29.2.4 Statement of Charges

A statement of the specific charges against the employee shall be written in ordinary and concise language, shall include the cause and the specific acts and omissions, including times, dates, and location, on which the disciplinary action is based and shall state the penalty proposed.

29.2.5 No disciplinary action shall be taken for any cause which arose prior to the employee's becoming permanent, nor for any cause which arose more than two (2) years preceding the date of the filing of the notice of cause, unless such cause was concealed or not disclosed by such employee when it could be reasonably assumed that the employee should have disclosed the facts to the District.

29.2.6 The employee may, upon request, have copies of materials upon which the charges are based.

29.2.7 Right to a Hearing

The Unit member may request a hearing in writing either by mail or personal delivery within five (5) workdays after service of the statement of charges. A card or letter shall be provided to the employee, the signing of which shall constitute a demand for a hearing and a denial of all charges. In the absence of a request for a hearing within the five (5) workdays, the disciplinary action shall be effective without a hearing on the date set forth in the written notice.

29.2.8 If, after requesting a hearing, the employee fails to appear for the hearing, the disciplinary action shall be effective without a hearing on the date set forth in the written notice.

29.3 Hearing

29.3.1 A hearing shall be held before the Superintendent or their designee.

29.3.2 The employee may be represented at the hearing by a representative of their choice.

29.3.3 The Superintendent or designee shall render a written decision within ten (10) workdays.

29.3.4 The decision of the Superintendent or designee shall be submitted to the governing board for action unless the matter is moved to arbitration. The request for arbitration shall be made within fifteen (15) days after receiving the decision of the Superintendent or designee.

29.4 Arbitration

The Union has the exclusive right to appeal the Superintendent/designee's decision to arbitration.

29.4.1 The Union and the District agree to meet for the purpose of mutually selecting a panel of arbitrators. Until the panel is established, CSMCS's rules regarding arbitrator selection will apply.

29.4.2 Technical rules of evidence shall not apply at the arbitration.

29.4.3 The cost of the arbitration and the reporter, if any, shall be borne equally by the District and the Union.

29.4.4 The arbitrator shall submit a written decision, including the findings of fact and determination of the issues, within thirty (30) calendar days. A copy shall be sent to the employee, the Union and to the Superintendent.

29.4.4.1 For discipline issued after ratification of this CBA, binding arbitration for suspension; advisory arbitration for termination – the Board of Education may accept or reject findings of arbitrator. The parties will meet within 30 days to discuss establishing an expedited arbitration process for suspensions.

29.4.4.2 If an advisory arbitration decision on a dismissal is rejected upon review by the District's Board, the District will pay the arbitrator's fee and costs incurred by the Union.

29.5 Release of Probationary Classified Employees

Probationary employees are excluded from the provisions of the disciplinary article. At any time prior to the expiration of the probationary period, the District may, at its discretion, release a probationary employee.

30.0 Insurability

30.1 Condition of Employment and Continued Employment

Eligibility under the District's Standard policy for insurability at the time of employment and for continued eligibility while employed. An applicant or unit member shall not be eligible for the District's Standard policy for insurability in the following circumstances:

- a. Three (3) or more accidents in the last three (3) years in which the applicant/unit member has been at fault or cited by a law enforcement agency, or
- b. One (1) or more type A violations in the last three (3) years; Type A violations are defined as follows:
 1. Driving under the influence of alcohol or drugs (whether or not they are prescriptions)
 2. Negligent homicide arising out of a use of a vehicle (commonly known as vehicular manslaughter)
 3. Operating motor vehicle during period of license suspension or revocation
 4. Operating motor vehicle for the commission of felony
 5. Aggravated assault with a motor vehicle
 6. Operating motor vehicle without owner's authority (grand theft auto)
 7. Permitting unlicensed person to drive
 8. Reckless driving
 9. Speed contest (Exhibition of Speed)
 10. Hit and run – either bodily injury or property damage
- c. Any combination of four (4) or more of the following during the past three (3) years

1. At-fault/cited accidents while operating a motor vehicle
2. Type B (moving violations)

30.1.1 Possession of a valid operator's license issued by the California Department of Motor Vehicle and maintenance of said license while employed.

30.2 Discipline/discharge due to ineligibility

- a. As long as the efficiency of District operation is not impaired, a permanent unit member who has their license suspended shall be transferred to an available assignment in their classification which does not require a valid driver's license for operation of a motor vehicle. In the absence of said available position, the unit member shall be subject to separation from District service, as provided for in Article 30.2.1 below.
- b. As long as the efficiency of District operation is not impaired, a permanent unit member who becomes ineligible for the District's standard vehicle coverage (as defined herein) shall be transferred to an available assignment in their classification which does not require operation of a vehicle. In the absence of said available position, the unit member shall be subject to separation from District service, as provided for in Article 30.2.1 below.
- c. A permanent unit member who has their license revoked by California Department of Motor Vehicles shall be subject to separation from District service, as provided for in Article 30.2.1 below.

30.2.1 Special Employment Status

- a. However, prior to any dismissal action contemplated in 30.2a, 30.2b and 30.2c above, the employee shall be placed in a special employment status for at least thirty (30) working days during which he/she shall be required to make their own transportation arrangement in order to properly fulfill District duties.
- b. If said thirty (30) workday period results in satisfactory and efficiency service to the District, the possibility of dismissal action shall be deferred until such time, if any, that satisfactory and efficient service by the unit member in the special employment status is no longer being rendered.
- c. If said service becomes unsatisfactory or inefficient, the unit member shall be given written notice thereof and a ten (10) workday period in which to make the desired improvement.
- d. If the service is corrected, the deferral process described in Article 30.2.1a above shall be reinstated and the special employment status process described herein shall continue.
- e. Failure to make the desired improvement within said period shall result in the District placing the permanent unit member on an unpaid leave of absence for up to 36 months.
 1. During said 36 month period, if the permanent unit member on unpaid leave presents verification to the District that their vehicle operator's license has been reinstated by the California Department of Motor Vehicles or that they has become eligible for the District's standard vehicle insurance coverage, the unit member shall be reinstated to the first vacant position in their classification; or re-employed by the District in place of any of its temporary or as needed employees in said class. Upon completion of said 36 month period, if the unit member has not been reinstated or re-employed, as provided for herein, they shall be dismissed from District service.

31.0 Charter School Notification Requirements

Current charter schools: By June 1st of each year, the District will provide the Union with a list of all charter schools currently authorized by the Board of Education to operate as charter schools within the District. This list will specify the charter expiration date.

No later than three months before the charter expiration date, the District will notify the Union if a charter school must apply for a charter renewal.

New charter schools: With respect to charter proposals submitted to the District after the effective date of the contract, the District will notify the Union of the petition within one week of the submission with the name of the entity and the type of charter authorization the entity seeks.

32.0 Commuter Benefit Program

32.1 The District shall make available to bargaining unit members participation in the District's commuter program.

32.2 The District shall seek out transportation options that free unit members from reliance on fossil fuel vehicles, including vehicle and bicycle sharing options, and notify members of those opportunities from time to time in OASIS.

32.3 In an effort to reduce congestion and pollution and provide efficient services, the District will consider out-of-town commuters for priority in any alternative scheduling program that may be established.

33.0 Disbursement of SF Quality Teacher and Education Act Revenues

This Agreement between the Service Employees International Union, Local 1021 and the San Francisco Unified School District shall not interfere or change the terms of the side letter agreement made between the Service Employees International Union, Local 1021 and the San Francisco Unified School District on March 6, 2008 entitled "Disbursement of SF Quality Teacher and Education Act Revenues". Furthermore, this side letter shall not be subject to reopener negotiations.

Appendix A – Salary Schedules

Appendix A1 – Salary Schedule (Worked Less Than 1040 hours in any School Year – Not Qualified for Retirement) Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Rate	\$22.98	\$24.11	\$25.27	\$26.50	\$27.80
	Bi-Weekly Rate	\$1,838.73	\$1,929.12	\$2,021.24	\$2,120.14	\$2,224.22
1203 Senior Personnel Clerk	Hourly Rate	\$28.28	\$29.69	\$31.18	\$32.74	\$34.37
	Bi-Weekly Rate	\$2,262.25	\$2,375.36	\$2,494.13	\$2,618.83	\$2,749.78
1204 Senior Personnel Clerk	Hourly Rate	\$26.63	\$27.93	\$29.32	\$30.77	\$32.26
	Bi-Weekly Rate	\$2,130.40	\$2,234.43	\$2,345.30	\$2,461.30	\$2,580.68
1220 Payroll Clerk	Hourly Rate	\$26.50	\$27.80	\$29.17	\$30.62	\$32.11
	Bi-Weekly Rate	\$2,120.14	\$2,224.22	\$2,333.38	\$2,449.34	\$2,568.74
1222 Sr Payroll/Personnel Clerk	Hourly Rate	\$29.04	\$30.47	\$31.96	\$33.54	\$35.18
	Bi-Weekly Rate	\$2,323.15	\$2,437.43	\$2,556.83	\$2,683.02	\$2,814.38
1402 Junior Clerk	Hourly Rate	\$18.80	\$19.72	\$20.68	\$21.70	\$22.75
	Bi-Weekly Rate	\$1,504.39	\$1,577.75	\$1,654.50	\$1,736.38	\$1,819.94
1404 Clerk	Hourly Rate	\$20.68	\$21.70	\$22.75	\$23.88	\$25.03
	Bi-Weekly Rate	\$1,654.50	\$1,736.38	\$1,819.94	\$1,910.37	\$2,002.46
1406 Senior Clerk	Hourly Rate	\$21.41	\$22.47	\$23.57	\$24.71	\$25.91
	Bi-Weekly Rate	\$1,712.98	\$1,797.67	\$1,885.59	\$1,976.79	\$2,072.87
1408 Principal Clerk	Hourly Rate	\$28.34	\$29.72	\$31.19	\$32.73	\$34.35
	Bi-Weekly Rate	\$2,266.85	\$2,377.70	\$2,495.42	\$2,618.21	\$2,747.85
1410 Clerk	Hourly Rate	\$32.09	\$33.66	\$35.34	\$37.12	\$38.97
	Bi-Weekly Rate	\$2,566.84	\$2,693.14	\$2,827.32	\$2,969.42	\$3,117.79
1422 Junior Clerk Typist	Hourly Rate	\$17.70	\$18.55	\$19.46	\$20.41	\$21.42
	Bi-Weekly Rate	\$1,415.77	\$1,484.08	\$1,557.03	\$1,633.10	\$1,713.84
1424 Clerk Typist	Hourly Rate	\$21.49	\$22.54	\$23.65	\$24.80	\$26.01
	Bi-Weekly Rate	\$1,719.30	\$1,802.91	\$1,891.60	\$1,983.72	\$2,080.94
1426 Senior Clerk Typist	Hourly Rate	\$23.54	\$24.69	\$25.88	\$27.14	\$28.48
	Bi-Weekly Rate	\$1,883.08	\$1,975.18	\$2,070.70	\$2,171.34	\$2,278.78
1430 Transcriber Typist	Hourly Rate	\$21.18	\$22.17	\$23.25	\$24.38	\$25.58
	Bi-Weekly Rate	\$1,694.26	\$1,773.93	\$1,859.90	\$1,950.28	\$2,046.62
1432 Sr. Transcriber Typist	Hourly Rate	\$23.21	\$24.33	\$25.53	\$26.77	\$28.10
	Bi-Weekly Rate	\$1,856.78	\$1,946.56	\$2,042.43	\$2,141.37	\$2,247.90
1436 Brailist	Hourly Rate	\$22.54	\$23.65	\$24.80	\$26.01	\$27.27
	Bi-Weekly Rate	\$1,802.91	\$1,891.60	\$1,983.72	\$2,080.94	\$2,181.54
1444 Secretary I	Hourly Rate	\$21.09	\$22.12	\$23.20	\$24.33	\$25.51
	Bi-Weekly Rate	\$1,687.27	\$1,769.46	\$1,856.29	\$1,946.25	\$2,040.82

Appendix A1a – Salary Schedule (Worked Less Than 1040 Hours in any School Year – Not Qualified for Retirement) Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
1446 Secretary II	Hourly Rate	\$26.12	\$27.27	\$28.61	\$30.00	\$31.49
	Bi-Weekly Rate	\$2,089.36	\$2,181.54	\$2,289.01	\$2,399.90	\$2,519.30
1450 Executive Secretary I	Hourly Rate	\$28.34	\$29.72	\$31.19	\$32.73	\$34.32
	Bi-Weekly Rate	\$2,266.89	\$2,377.70	\$2,495.42	\$2,618.21	\$2,745.82
1452 Executive Secretary II	Hourly Rate	\$30.80	\$32.32	\$33.91	\$35.58	\$37.35
	Bi-Weekly Rate	\$2,463.67	\$2,585.81	\$2,712.77	\$2,846.33	\$2,987.99
1458 Legal Secretary I	Hourly Rate	\$30.47	\$31.96	\$33.54	\$35.18	\$36.91
	Bi-Weekly Rate	\$2,437.44	\$2,556.83	\$2,683.02	\$2,814.38	\$2,952.54
1460 Sr Legal Stenographer	Hourly Rate	\$30.42	\$31.92	\$33.51	\$35.18	\$36.94
	Bi-Weekly Rate	\$2,433.42	\$2,553.45	\$2,680.91	\$2,814.29	\$2,955.08
1486 Education Credential Tech	Hourly Rate	\$27.32	\$28.64	\$30.06	\$31.55	\$33.10
	Bi-Weekly Rate	\$2,185.21	\$2,291.07	\$2,405.05	\$2,523.91	\$2,647.66
1630 Account Clerk	Hourly Rate	\$22.22	\$23.30	\$24.46	\$25.65	\$26.89
	Bi-Weekly Rate	\$1,777.30	\$1,864.31	\$1,956.42	\$2,051.94	\$2,150.86
1632 Senior Account Clerk	Hourly Rate	\$25.65	\$26.89	\$28.21	\$29.59	\$31.06
	Bi-Weekly Rate	\$2,051.94	\$2,150.86	\$2,256.62	\$2,367.47	\$2,485.19
1634 Principal Account Clerk	Hourly Rate	\$26.93	\$28.23	\$29.62	\$31.07	\$32.62
	Bi-Weekly Rate	\$2,154.52	\$2,258.37	\$2,369.44	\$2,485.83	\$2,609.42
1706 Telephone Operator	Hourly Rate	\$16.92	\$16.90	\$17.73	\$18.58	\$19.49
	Bi-Weekly Rate	\$1,353.66	\$1,352.22	\$1,418.70	\$1,486.44	\$1,559.19
1708 Sr. Telephone Operator	Hourly Rate	\$17.73	\$18.58	\$19.49	\$20.45	\$21.45
	Bi-Weekly Rate	\$1,418.70	\$1,486.44	\$1,559.19	\$1,635.70	\$1,715.99
1720 Data Entry Operator	Hourly Rate	\$15.11	\$15.87	\$16.64	\$17.44	\$18.30
	Bi-Weekly Rate	\$1,208.86	\$1,269.29	\$1,331.05	\$1,395.42	\$1,463.74
1721 Sr. Data Entry Operator	Hourly Rate	\$17.23	\$18.06	\$18.94	\$19.87	\$20.84
	Bi-Weekly Rate	\$1,378.57	\$1,445.05	\$1,515.29	\$1,589.29	\$1,667.06
1760 Offset Machine Operator	Hourly Rate	\$26.27	\$27.58	\$28.96	\$30.41	\$31.93
	Bi-Weekly Rate	\$2,101.38	\$2,206.46	\$2,316.78	\$2,432.59	\$2,554.26
1762 Sr. Offset Machine Op	Hourly Rate	\$19.04	\$19.96	\$20.95	\$21.97	\$23.05
	Bi-Weekly Rate	\$1,522.82	\$1,596.82	\$1,675.85	\$1,757.38	\$1,843.94
1764 Mail/Reproduction Supr	Hourly Rate	\$31.21	\$32.77	\$34.41	\$36.13	\$37.94
	Bi-Weekly Rate	\$2,496.87	\$2,621.76	\$2,752.82	\$2,890.46	\$3,035.02
1802 Research Assistant	Hourly Rate	\$28.52	\$29.92	\$31.41	\$32.93	\$34.56
	Bi-Weekly Rate	\$2,281.27	\$2,393.66	\$2,512.50	\$2,634.63	\$2,764.90

Appendix A1a – Salary Schedule (Worked Less Than 1040 Hours in any School Year – Not Qualified for Retirement) Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
1804 Statistician	Hourly Rate	\$31.24	\$32.79	\$34.40	\$36.09	\$37.90
	Bi-Weekly Rate	\$2,499.48	\$2,623.25	\$2,751.88	\$2,887.03	\$3,031.94
1820 Jr. Admin. Analyst	Hourly Rate	\$26.28	\$27.58	\$28.92	\$30.35	\$31.85
	Bi-Weekly Rate	\$2,102.16	\$2,206.38	\$2,313.85	\$2,427.84	\$2,548.34
1822 Administrative Analyst	Hourly Rate	\$34.07	\$35.74	\$37.53	\$39.41	\$41.38
	Bi-Weekly Rate	\$2,725.86	\$2,859.34	\$3,002.63	\$3,152.46	\$3,310.38
1823 Sr. Admin Analyst	Hourly Rate	\$39.79	\$41.79	\$43.88	\$46.08	\$48.38
	Bi-Weekly Rate	\$3,183.38	\$3,342.96	\$3,510.67	\$3,686.54	\$3,870.53
1840 Jr. Management Asst	Hourly Rate	\$27.19	\$28.52	\$29.92	\$31.41	\$32.93
	Bi-Weekly Rate	\$2,175.44	\$2,281.27	\$2,393.66	\$2,512.50	\$2,634.63
1842 Management Assistant	Hourly Rate	\$30.80	\$32.32	\$33.91	\$35.58	\$37.35
	Bi-Weekly Rate	\$2,463.67	\$2,585.81	\$2,712.81	\$2,846.35	\$2,988.01
1844 Sr. Management Asst	Hourly Rate	\$34.31	\$36.06	\$37.82	\$39.65	\$41.68
	Bi-Weekly Rate	\$2,744.75	\$2,885.17	\$3,025.38	\$3,171.66	\$3,334.79
1853 Control Clerk EDP	Hourly Rate	\$22.64	\$23.75	\$24.92	\$26.14	\$27.40
	Bi-Weekly Rate	\$1,811.42	\$1,900.12	\$1,993.95	\$2,091.14	\$2,191.78
1930 Warehouse Worker	Hourly Rate	\$23.57	\$24.71	\$25.91	\$27.19	\$28.52
	Bi-Weekly Rate	\$1,885.59	\$1,976.79	\$2,072.87	\$2,175.44	\$2,281.27
1939 School Warehouse Supr	Hourly Rate	\$30.06	\$31.55	\$33.10	\$34.72	\$36.45
	Bi-Weekly Rate	\$2,405.14	\$2,523.91	\$2,647.66	\$2,777.94	\$2,916.35
1950 Assistant Purchaser	Hourly Rate	\$25.33	\$26.56	\$27.88	\$29.26	\$30.68
	Bi-Weekly Rate	\$2,026.18	\$2,125.13	\$2,230.55	\$2,340.89	\$2,454.46
2302 Nursing Assistant	Hourly Rate	\$26.89	\$28.21	\$29.59	\$31.06	\$32.58
	Bi-Weekly Rate	\$2,150.86	\$2,256.62	\$2,367.47	\$2,485.19	\$2,606.27
2585 Health Worker I	Hourly Rate	\$23.68	\$24.82	\$26.03	\$27.30	\$28.64
	Bi-Weekly Rate	\$1,894.54	\$1,985.90	\$2,082.46	\$2,184.15	\$2,291.02
2586 Health Worker II	Hourly Rate	\$23.43	\$24.56	\$25.76	\$27.01	\$28.34
	Bi-Weekly Rate	\$1,874.55	\$1,964.94	\$2,060.46	\$2,161.08	\$2,266.85
2587 Health Worker III	Hourly Rate	\$26.89	\$28.21	\$29.59	\$31.06	\$32.58
	Bi-Weekly Rate	\$2,150.86	\$2,256.62	\$2,367.47	\$2,485.19	\$2,606.27
2630 School Lunchroom Cook	Hourly Rate	\$21.70	\$22.75	\$23.88	\$25.03	\$26.27
	Bi-Weekly Rate	\$1,736.38	\$1,819.94	\$1,910.37	\$2,002.46	\$2,101.40
2632 Cook Manager Elementary	Hourly Rate	\$17.44	\$18.30	\$19.20	\$20.14	\$21.11
	Bi-Weekly Rate	\$1,395.42	\$1,463.74	\$1,536.02	\$1,610.90	\$1,688.44

Appendix A1a – Salary Schedule (Worked Less Than 1040 Hours in any School Year – Not Qualified for Retirement) Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
2634 Cook Manager Secondary	Hourly Rate	\$26.14	\$27.40	\$28.76	\$30.15	\$31.64
	Bi-Weekly Rate	\$2,091.14	\$2,191.78	\$2,300.95	\$2,411.81	\$2,531.22
2656 Chef - SFUSD	Hourly Rate	\$29.29	\$30.75	\$32.29	\$33.90	\$35.60
	Bi-Weekly Rate	\$2,343.11	\$2,459.94	\$2,583.24	\$2,711.79	\$2,848.09
2672 CC Asst House Parent	Hourly Rate	\$21.19	\$22.22	\$23.30	\$24.46	\$25.65
	Bi-Weekly Rate	\$1,695.44	\$1,777.30	\$1,864.31	\$1,956.42	\$2,051.94
2674 Children's Ctr House Parent	Hourly Rate	\$22.75	\$23.88	\$25.03	\$26.27	\$27.53
	Bi-Weekly Rate	\$1,819.94	\$1,910.37	\$2,002.46	\$2,101.40	\$2,202.04
2708 Custodian	Hourly Rate	\$21.60	\$22.64	\$23.75	\$24.92	\$26.14
	Bi-Weekly Rate	\$1,727.86	\$1,811.42	\$1,900.12	\$1,993.95	\$2,091.14
2716 Custodial Asst Supervisor	Hourly Rate	\$23.75	\$24.92	\$26.14	\$27.40	\$28.76
	Bi-Weekly Rate	\$1,900.12	\$1,993.95	\$2,091.14	\$2,191.78	\$2,300.95
2727 School Custodian Supr I	Hourly Rate	\$26.14	\$27.40	\$28.76	\$30.15	\$31.64
	Bi-Weekly Rate	\$2,091.14	\$2,191.78	\$2,300.95	\$2,411.81	\$2,531.22
2730 School Custodial Serv Supr I	Hourly Rate	\$28.75	\$30.14	\$31.64	\$33.16	\$34.80
	Bi-Weekly Rate	\$2,300.26	\$2,410.97	\$2,531.05	\$2,652.96	\$2,784.35
2732 Custodial Supvr II	Hourly Rate	\$22.28	\$23.38	\$24.54	\$25.75	\$27.02
	Bi-Weekly Rate	\$1,782.46	\$1,870.27	\$1,963.10	\$2,059.68	\$2,161.29
2977 Ed Integration Specialists	Hourly Rate	\$34.65	\$36.39	\$38.20	\$39.99	\$42.13
	Bi-Weekly Rate	\$2,772.07	\$2,910.98	\$3,056.22	\$3,198.99	\$3,370.39
3535 Radio Announcer Operator	Hourly Rate	\$27.99	\$29.37	\$30.80	\$32.32	\$33.91
	Bi-Weekly Rate	\$2,238.94	\$2,349.69	\$2,463.67	\$2,585.81	\$2,712.81
3616 Library Tech Asst I	Hourly Rate	\$27.80	\$29.17	\$30.62	\$32.11	\$33.69
	Bi-Weekly Rate	\$2,224.22	\$2,333.38	\$2,449.34	\$2,568.74	\$2,694.96
3618 Library Tech Asst II	Hourly Rate	\$23.16	\$24.30	\$25.50	\$26.75	\$28.08
	Bi-Weekly Rate	\$1,852.72	\$1,944.28	\$2,039.62	\$2,139.97	\$2,246.59
5295 School Facilities Planner	Hourly Rate	\$39.55	\$41.52	\$43.60	\$45.78	\$48.06
	Bi-Weekly Rate	\$3,163.69	\$3,321.43	\$3,487.99	\$3,662.15	\$3,845.12
7218 Asbestos Worker II	Hourly Rate	\$37.88	\$39.71	\$41.67	\$43.69	\$45.86
	Bi-Weekly Rate	\$3,030.52	\$3,177.08	\$3,333.56	\$3,495.02	\$3,668.92
7302 Audio Visual Equip. Tech	Hourly Rate	\$19.13	\$20.05	\$21.04	\$22.06	\$23.16
	Bi-Weekly Rate	\$1,530.34	\$1,604.35	\$1,683.37	\$1,764.91	\$1,852.72
7304 Comp Repair & Maint Tech	Hourly Rate	\$23.83	\$25.02	\$26.25	\$27.53	\$28.91
	Bi-Weekly Rate	\$1,906.65	\$2,001.99	\$2,099.83	\$2,202.67	\$2,313.06

Appendix A1a – Salary Schedule (Worked Less Than 1040 Hours in any School Year – Not Qualified for Retirement) Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
7359 Piano Tuner	Hourly Rate	\$28.34	\$29.72	\$31.19	\$32.73	\$34.35
	Bi-Weekly Rate	\$2,266.85	\$2,377.70	\$2,495.42	\$2,618.21	\$2,747.85
7383 Sewing Mach Repairer	Hourly Rate	\$22.16	\$23.22	\$24.37	\$25.60	\$26.84
	Bi-Weekly Rate	\$1,772.53	\$1,857.93	\$1,949.91	\$2,047.95	\$2,147.01
7384 Typewriter Repairer	Hourly Rate	\$20.15	\$21.15	\$22.17	\$23.27	\$24.43
	Bi-Weekly Rate	\$1,611.70	\$1,692.16	\$1,773.69	\$1,861.49	\$1,954.31
7385 Sr. Typewriter Repairer	Hourly Rate	\$22.16	\$23.22	\$24.37	\$25.59	\$26.84
	Bi-Weekly Rate	\$1,772.53	\$1,857.93	\$1,949.91	\$2,047.15	\$2,147.01
7392 Window Cleaner	Hourly Rate	\$29.17	\$30.62	\$32.11	\$33.69	\$35.35
	Bi-Weekly Rate	\$2,333.38	\$2,449.34	\$2,568.74	\$2,694.96	\$2,828.00
7450 Shade & Drapery Worker	Hourly Rate	\$24.66	\$25.85	\$27.10	\$28.45	\$29.83
	Bi-Weekly Rate	\$1,972.46	\$2,067.85	\$2,168.37	\$2,275.67	\$2,386.37
7451 Sr. Shade & Drapery Worker	Hourly Rate	\$24.66	\$25.85	\$27.10	\$28.45	\$29.83
	Bi-Weekly Rate	\$1,972.46	\$2,067.85	\$2,168.37	\$2,275.67	\$2,386.37
7515 Asbestos Worker I	Hourly Rate	\$25.33	\$25.33	\$25.33	\$25.33	\$25.33
	Bi-Weekly Rate	\$2,026.26	\$2,026.26	\$2,026.26	\$2,026.26	\$2,026.26
9176 School Trans Scheduler	Hourly Rate	\$27.72	\$29.09	\$30.51	\$32.02	\$33.58
	Bi-Weekly Rate	\$2,217.79	\$2,326.87	\$2,440.87	\$2,561.38	\$2,686.74

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Rate	\$17.0805	\$17.9283	\$18.7928	\$19.7219	\$20.6812	\$21.7047	\$22.7492	\$23.8796
	Bi-Weekly Rate	\$2,217.79	\$1,434.26	\$1,503.42	\$1,577.75	\$1,654.50	\$1,736.38	\$1,819.94	\$1,910.37
2616 Lead SNS Worker Elementary/ Secondary	Hourly Rate	\$20.7080	\$21.7153	\$22.7900	\$23.8869	\$25.0734			
	Bi-Weekly Rate	\$2,217.79	\$1,737.22	\$1,823.20	\$1,910.95	\$2,005.87			

Appendix A1b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Rate	\$24.3907	\$25.5898	\$26.8119	\$28.1237	\$29.5041
	Bi-Weekly Rate	\$1,951.26	\$2,047.18	\$2,144.95	\$2,249.90	\$2,360.33
1203 Personnel Technician	Hourly Rate	\$30.0087	\$31.5091	\$33.0846	\$34.7388	\$36.4757
	Bi-Weekly Rate	\$2,400.70	\$2,520.73	\$2,646.77	\$2,779.10	\$2,918.06
1204 Senior Personnel Clerk	Hourly Rate	\$28.2598	\$29.6397	\$31.1105	\$32.6492	\$34.2327
	Bi-Weekly Rate	\$2,260.78	\$2,371.18	\$2,488.84	\$2,611.94	\$2,738.62
1220 Payroll Clerk	Hourly Rate	\$28.1237	\$29.5041	\$30.9523	\$32.4907	\$34.0744
	Bi-Weekly Rate	\$2,249.90	\$2,360.33	\$2,476.18	\$2,599.26	\$2,725.95
1222 Sr Payroll/Personnel Clerk	Hourly Rate	\$30.8167	\$32.3323	\$33.9164	\$35.5904	\$37.3328
	Bi-Weekly Rate	\$2,465.34	\$2,586.58	\$2,713.31	\$2,847.23	\$2,986.62
1402 Junior Clerk	Hourly Rate	\$19.9556	\$20.9288	\$21.9468	\$23.0331	\$24.1416
	Bi-Weekly Rate	\$1,596.45	\$1,674.30	\$1,755.74	\$1,842.65	\$1,931.33
1404 Clerk	Hourly Rate	\$21.9468	\$23.0331	\$24.1416	\$25.3411	\$26.5629
	Bi-Weekly Rate	\$1,755.74	\$1,842.65	\$1,931.33	\$2,027.29	\$2,125.03
1406 Senior Clerk	Hourly Rate	\$22.7231	\$23.8462	\$25.0126	\$26.2222	\$27.4967
	Bi-Weekly Rate	\$1,817.85	\$1,907.70	\$2,001.01	\$2,097.78	\$2,199.74
1408 Principal Clerk	Hourly Rate	\$30.0697	\$31.5403	\$33.1018	\$34.7305	\$36.4503
	Bi-Weekly Rate	\$2,405.58	\$2,523.22	\$2,648.14	\$2,778.44	\$2,916.02
1410 Clerk	Hourly Rate	\$34.0494	\$35.7246	\$37.5045	\$39.3893	\$41.3575
	Bi-Weekly Rate	\$2,723.95	\$2,857.97	\$3,000.36	\$3,151.14	\$3,308.60
1422 Junior Clerk Typist	Hourly Rate	\$17.6971	\$18.5510	\$19.4629	\$20.4138	\$21.4230
	Bi-Weekly Rate	\$1,415.77	\$1,484.08	\$1,557.03	\$1,633.10	\$1,713.84
1424 Clerk Typist	Hourly Rate	\$22.8064	\$23.9157	\$25.0922	\$26.3138	\$27.6035
	Bi-Weekly Rate	\$1,824.51	\$1,913.26	\$2,007.38	\$2,105.10	\$2,208.28
1426 Senior Clerk Typist	Hourly Rate	\$24.9791	\$26.2008	\$27.4677	\$28.8027	\$30.2281
	Bi-Weekly Rate	\$1,998.33	\$2,096.06	\$2,197.42	\$2,304.22	\$2,418.25
1430 Transcriber Typist	Hourly Rate	\$21.1783	\$22.1741	\$23.2488	\$24.3785	\$25.5827
	Bi-Weekly Rate	\$1,694.26	\$1,773.93	\$1,859.90	\$1,950.28	\$2,046.62
1432 Sr. Transcriber Typist	Hourly Rate	\$23.2097	\$24.3320	\$25.5304	\$26.7671	\$28.0988
	Bi-Weekly Rate	\$1,856.78	\$1,946.56	\$2,042.43	\$2,141.37	\$2,247.90
1436 Brailist	Hourly Rate	\$23.9157	\$25.0922	\$29.3138	\$27.6035	\$28.9384
	Bi-Weekly Rate	\$1,913.26	\$2,007.38	\$2,345.10	\$2,208.28	\$2,315.07
1444 Secretary I	Hourly Rate	\$20.1552	\$21.1369	\$22.1741	\$23.2488	\$24.3785
	Bi-Weekly Rate	\$1,612.42	\$1,690.95	\$1,773.93	\$1,859.90	\$1,950.28

Classification		Step				
		1	2	3	4	5
1446 Secretary II	Hourly Rate	\$27.6035	\$28.9384	\$30.3636	\$31.8345	\$33.4185
	Bi-Weekly Rate	\$2,208.28	\$2,315.07	\$2,429.09	\$2,546.76	\$2,673.48
1450 Executive Secretary I	Hourly Rate	\$30.0703	\$31.5403	\$33.1018	\$34.7305	\$36.4233
	Bi-Weekly Rate	\$2,405.62	\$2,523.22	\$2,648.14	\$2,778.44	\$2,913.86
1452 Executive Secretary II	Hourly Rate	\$32.6808	\$34.3006	\$35.9849	\$37.7565	\$39.6355
	Bi-Weekly Rate	\$2,614.46	\$2,744.05	\$2,878.79	\$3,020.52	\$3,170.84
1458 Legal Secretary I	Hourly Rate	\$32.3324	\$33.9164	\$35.5904	\$37.3328	\$39.1654
	Bi-Weekly Rate	\$2,586.59	\$2,713.31	\$2,847.23	\$2,986.62	\$3,133.23
1460 Sr Legal Stenographer	Hourly Rate	\$30.4177	\$31.9181	\$33.5114	\$35.1786	\$36.9385
	Bi-Weekly Rate	\$2,433.42	\$2,553.45	\$2,680.91	\$2,814.29	\$2,955.08
1486 Education Credential Tech	Hourly Rate	\$28.9869	\$30.3911	\$31.9027	\$33.4799	\$35.1213
	Bi-Weekly Rate	\$2,318.95	\$2,431.29	\$2,552.22	\$2,678.39	\$2,809.70
1630 Account Clerk	Hourly Rate	\$23.5761	\$24.7298	\$25.9518	\$27.2190	\$28.5310
	Bi-Weekly Rate	\$1,886.09	\$1,978.38	\$2,076.14	\$2,177.52	\$2,282.48
1632 Senior Account Clerk	Hourly Rate	\$27.2190	\$28.5310	\$29.9338	\$31.4043	\$32.9660
	Bi-Weekly Rate	\$2,177.52	\$2,282.48	\$2,394.70	\$2,512.34	\$2,637.28
1634 Principal Account Clerk	Hourly Rate	\$28.5796	\$29.9572	\$31.4306	\$32.9744	\$34.6140
	Bi-Weekly Rate	\$2,286.37	\$2,396.58	\$2,514.45	\$2,637.95	\$2,769.12
1706 Telephone Operator	Hourly Rate	\$16.9207	\$16.9027	\$17.7337	\$18.5805	\$19.4899
	Bi-Weekly Rate	\$1,353.66	\$1,352.22	\$1,418.70	\$1,486.44	\$1,559.19
1708 Sr. Telephone Operator	Hourly Rate	\$17.7337	\$18.5805	\$19.4899	\$20.4463	\$21.4499
	Bi-Weekly Rate	\$1,418.70	\$1,486.44	\$1,559.19	\$1,635.70	\$1,715.99
1720 Data Entry Operator	Hourly Rate	\$15.1107	\$15.8661	\$16.6381	\$17.4428	\$18.2968
	Bi-Weekly Rate	\$1,208.86	\$1,269.29	\$1,331.05	\$1,395.42	\$1,463.74
1721 Sr. Data Entry Operator	Hourly Rate	\$17.2321	\$18.0631	\$18.9411	\$19.8661	\$20.8383
	Bi-Weekly Rate	\$1,378.57	\$1,445.05	\$1,515.29	\$1,589.29	\$1,667.06
1760 Offset Machine Operator	Hourly Rate	\$27.8747	\$29.2688	\$30.7322	\$32.2684	\$33.8820
	Bi-Weekly Rate	\$2,229.98	\$2,341.50	\$2,458.58	\$2,581.47	\$2,710.56
1762 Sr. Offset Machine Op	Hourly Rate	\$19.0352	\$19.9603	\$20.9481	\$21.9672	\$23.0493
	Bi-Weekly Rate	\$1,522.82	\$1,596.82	\$1,675.85	\$1,757.38	\$1,843.94
1764 Mail/Reproduction Supr	Hourly Rate	\$33.1210	\$34.7776	\$36.5163	\$38.3421	\$40.2596
	Bi-Weekly Rate	\$2,649.68	\$2,782.21	\$2,921.30	\$3,067.37	\$3,220.77
1802 Research Assistant	Hourly Rate	\$30.2611	\$31.7518	\$33.3285	\$34.9484	\$36.6763
	Bi-Weekly Rate	\$2,420.89	\$2,540.14	\$2,666.28	\$2,795.87	\$2,934.10
1804 Statistician	Hourly Rate	\$33.1557	\$34.7971	\$36.5039	\$38.2965	\$40.2187
	Bi-Weekly Rate	\$2,652.46	\$2,783.77	\$2,920.31	\$3,063.72	\$3,217.50

Classification		Step				
		1	2	3	4	5
1820 Jr. Admin. Analyst	Hourly Rate	\$27.8856	\$29.2676	\$30.6932	\$32.2054	\$33.8036
	Bi-Weekly Rate	\$2,230.85	\$2,341.41	\$2,455.46	\$2,576.43	\$2,704.29
1822 Administrative Analyst	Hourly Rate	\$36.1583	\$37.9290	\$39.8299	\$41.8173	\$43.9124
	Bi-Weekly Rate	\$2,892.66	\$3,034.32	\$3,186.39	\$3,345.38	\$3,512.99
1823 Sr. Admin Analyst	Hourly Rate	\$42.2277	\$44.3442	\$46.5691	\$48.9020	\$51.3427
	Bi-Weekly Rate	\$3,378.22	\$3,547.54	\$3,725.53	\$3,912.16	\$4,107.42
1840 Jr. Management Asst	Hourly Rate	\$28.8573	\$30.2611	\$31.7518	\$33.3285	\$34.9484
	Bi-Weekly Rate	\$2,308.58	\$2,420.89	\$2,540.14	\$2,666.28	\$2,795.87
1842 Management Assistant	Hourly Rate	\$32.6808	\$34.3006	\$35.9853	\$37.7565	\$39.6357
	Bi-Weekly Rate	\$2,614.46	\$2,744.05	\$2,878.82	\$3,020.52	\$3,170.86
1844 Sr. Management Asst	Hourly Rate	\$36.4089	\$38.2717	\$40.1318	\$42.0718	\$44.2361
	Bi-Weekly Rate	\$2,912.71	\$3,061.74	\$3,210.54	\$3,365.74	\$3,538.89
1853 Control Clerk EDP	Hourly Rate	\$24.0285	\$25.2051	\$26.4497	\$27.7391	\$29.0743
	Bi-Weekly Rate	\$1,922.28	\$2,016.41	\$2,115.98	\$2,219.13	\$2,325.94
1930 Warehouse Worker	Hourly Rate	\$25.0126	\$26.2222	\$27.4967	\$28.8573	\$30.2611
	Bi-Weekly Rate	\$2,001.01	\$2,097.78	\$2,199.74	\$2,308.58	\$2,420.89
1939 School Warehouse Supr	Hourly Rate	\$31.9043	\$33.4799	\$35.1213	\$36.8492	\$38.6854
	Bi-Weekly Rate	\$2,552.34	\$2,678.39	\$2,809.70	\$2,947.94	\$3,094.83
1950 Assistant Purchaser	Hourly Rate	\$26.9783	\$28.2958	\$29.6995	\$31.1686	\$32.6808
	Bi-Weekly Rate	\$2,158.26	\$2,263.66	\$2,375.96	\$2,493.49	\$2,614.46
2302 Nursing Assistant	Hourly Rate	\$28.5310	\$29.9338	\$31.4043	\$32.9660	\$34.5721
	Bi-Weekly Rate	\$2,282.48	\$2,394.70	\$2,512.34	\$2,637.28	\$2,765.77
2585 Health Worker I	Hourly Rate	\$23.6817	\$24.8238	\$26.0307	\$27.3019	\$28.6378
	Bi-Weekly Rate	\$1,894.54	\$1,985.90	\$2,082.46	\$2,184.15	\$2,291.02
2586 Health Worker II	Hourly Rate	\$24.8658	\$26.0650	\$27.3322	\$28.6670	\$30.0697
	Bi-Weekly Rate	\$1,989.26	\$2,085.20	\$2,186.58	\$2,293.36	\$2,405.58
2587 Health Worker III	Hourly Rate	\$28.5310	\$29.9338	\$31.4043	\$32.9660	\$34.5721
	Bi-Weekly Rate	\$2,282.48	\$2,394.70	\$2,512.34	\$2,637.28	\$2,765.77
2630 School Lunchroom Cook	Hourly Rate	\$23.0331	\$24.1416	\$25.3411	\$26.5629	\$27.8750
	Bi-Weekly Rate	\$1,842.65	\$1,931.33	\$2,027.29	\$2,125.03	\$2,230.00
2632 Cook Manager Elementary	Hourly Rate	\$17.4428	\$18.2968	\$19.2003	\$20.1363	\$21.1055
	Bi-Weekly Rate	\$1,395.42	\$1,463.74	\$1,536.02	\$1,610.90	\$1,688.44
2634 Cook Manager Secondary	Hourly Rate	\$27.7391	\$29.0743	\$30.5221	\$31.9929	\$33.5768
	Bi-Weekly Rate	\$2,219.13	\$2,325.94	\$2,441.77	\$2,559.43	\$2,686.14
2656 Chef - SFUSD	Hourly Rate	\$31.0815	\$32.6311	\$34.2672	\$35.9717	\$37.7798
	Bi-Weekly Rate	\$2,486.52	\$2,610.49	\$2,741.38	\$2,877.74	\$3,022.38

Classification		Step				
		1	2	3	4	5
2672 CC Asst House Parent	Hourly Rate	\$22.4900	\$23.5761	\$24.7298	\$25.9518	\$27.2190
	Bi-Weekly Rate	\$1,799.20	\$1,886.09	\$1,978.38	\$2,076.14	\$2,177.52
2674 Children's Ctr House Parent	Hourly Rate	\$24.1416	\$25.3411	\$26.5629	\$27.8750	\$29.2101
	Bi-Weekly Rate	\$1,931.33	\$2,027.29	\$2,125.03	\$2,230.00	\$2,336.81
2708 Custodian	Hourly Rate	\$22.9201	\$24.0285	\$25.2051	\$26.4497	\$27.7391
	Bi-Weekly Rate	\$1,833.61	\$1,922.28	\$2,016.41	\$2,115.98	\$2,219.13
2716 Custodial Asst Supervisor	Hourly Rate	\$25.2051	\$26.4497	\$27.7391	\$29.0743	\$30.5221
	Bi-Weekly Rate	\$2,016.41	\$2,115.98	\$2,219.13	\$2,325.94	\$2,441.77
2727 School Custodian Supr I	Hourly Rate	\$27.7391	\$29.0743	\$30.5221	\$31.9929	\$33.5768
	Bi-Weekly Rate	\$2,219.13	\$2,325.94	\$2,441.77	\$2,559.43	\$2,686.14
2730 School Custodial Serv Supr I	Hourly Rate	\$30.5130	\$31.9817	\$33.5744	\$35.1921	\$36.9345
	Bi-Weekly Rate	\$2,441.04	\$2,558.54	\$2,685.95	\$2,815.37	\$2,954.76
2732 Custodial Supvr II	Hourly Rate	\$22.2808	\$23.3784	\$24.5387	\$25.7460	\$27.0161
	Bi-Weekly Rate	\$1,782.46	\$1,870.27	\$1,963.10	\$2,059.68	\$2,161.29
2977 Ed Integration Specialists	Hourly Rate	\$36.7713	\$38.6141	\$40.5408	\$42.4346	\$44.7082
	Bi-Weekly Rate	\$2,941.70	\$3,089.13	\$3,243.26	\$3,394.77	\$3,576.66
3535 Radio Announcer Operator	Hourly Rate	\$29.6695	\$31.1686	\$32.6808	\$34.3006	\$35.9853
	Bi-Weekly Rate	\$2,373.56	\$2,493.49	\$2,614.46	\$2,744.05	\$2,878.82
3616 Library Tech Asst I	Hourly Rate	\$29.5041	\$30.9523	\$32.4907	\$34.0744	\$35.7486
	Bi-Weekly Rate	\$2,360.33	\$2,476.18	\$2,599.26	\$2,725.95	\$2,859.89
3618 Library Tech Asst II	Hourly Rate	\$23.1590	\$24.3035	\$25.4952	\$26.7496	\$28.0824
	Bi-Weekly Rate	\$1,852.72	\$1,944.28	\$2,039.62	\$2,139.97	\$2,246.59
5295 School Facilities Planner	Hourly Rate	\$42.1241	\$44.2244	\$46.4422	\$48.7611	\$51.1973
	Bi-Weekly Rate	\$3,369.93	\$3,537.95	\$3,715.38	\$3,900.89	\$4,095.78
7218 Asbestos Worker II	Hourly Rate	\$40.1998	\$42.1440	\$44.2197	\$46.3615	\$48.6682
	Bi-Weekly Rate	\$3,215.98	\$3,371.52	\$3,537.58	\$3,708.92	\$3,893.46
7302 Audio Visual Equip. Tech	Hourly Rate	\$19.1293	\$20.0544	\$21.0421	\$22.0614	\$23.1590
	Bi-Weekly Rate	\$1,530.34	\$1,604.35	\$1,683.37	\$1,764.91	\$1,852.72
7304 Comp Repair & Maint Tech	Hourly Rate	\$23.8331	\$25.0249	\$26.2479	\$27.5334	\$28.9133
	Bi-Weekly Rate	\$1,906.65	\$2,001.99	\$2,099.83	\$2,202.67	\$2,313.06
7359 Piano Tuner	Hourly Rate	\$30.0697	\$31.5403	\$33.1018	\$34.7305	\$36.4503
	Bi-Weekly Rate	\$2,405.58	\$2,523.22	\$2,648.14	\$2,778.44	\$2,916.02
7383 Sewing Mach Repairer	Hourly Rate	\$22.1566	\$23.2241	\$24.3739	\$25.5994	\$26.8376
	Bi-Weekly Rate	\$1,772.53	\$1,857.93	\$1,949.91	\$2,047.95	\$2,147.01
7384 Typewriter Repairer	Hourly Rate	\$20.1463	\$21.1520	\$22.1711	\$23.2686	\$24.4289
	Bi-Weekly Rate	\$1,611.70	\$1,692.16	\$1,773.69	\$1,861.49	\$1,954.31

Classification		Step				
		1	2	3	4	5
7385 Sr. Typewriter Repairer	Hourly Rate	\$22.1566	\$23.2241	\$24.3739	\$25.5894	\$26.8376
	Bi-Weekly Rate	\$1,772.53	\$1,857.93	\$1,949.91	\$2,047.15	\$2,147.01
7392 Window Cleaner	Hourly Rate	\$30.9523	\$32.4907	\$34.0744	\$35.7486	\$37.5135
	Bi-Weekly Rate	\$2,476.18	\$2,599.26	\$2,725.95	\$2,859.89	\$3,001.08
7450 Shade & Drapery Worker	Hourly Rate	\$26.2631	\$27.5331	\$28.8715	\$30.3002	\$31.7742
	Bi-Weekly Rate	\$2,101.05	\$2,202.65	\$2,309.72	\$2,424.02	\$2,541.94
7451 Sr. Shade & Drapery Worker	Hourly Rate	\$27.1034	\$28.4587	\$29.8817	\$31.0708	\$32.9446
	Bi-Weekly Rate	\$2,168.28	\$2,276.70	\$2,390.54	\$2,485.66	\$2,635.56
7515 Asbestos Worker I	Hourly Rate	\$25.3283	\$25.3283	\$25.3283	\$25.3283	\$25.3283
	Bi-Weekly Rate	\$2,026.26	\$2,026.26	\$2,026.26	\$2,026.26	\$2,026.26
9176 School Trans Scheduler	Hourly Rate	\$29.4190	\$30.8658	\$32.3783	\$33.9766	\$35.6394
	Bi-Weekly Rate	\$2,353.52	\$2,469.26	\$2,590.26	\$2,718.13	\$2,851.15

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Rate	\$18.1257	\$19.0255	\$19.9429	\$20.9288	\$21.9468	\$23.0331	\$24.1416	\$25.3411
	Bi-Weekly Rate	\$ 1,450.06	\$ 1,522.04	\$ 1,595.43	\$ 1,674.30	\$ 1,755.74	\$ 1,842.65	\$ 1,931.33	\$ 2,027.29
2616 Lead SNS Worker Elementary/ Secondary	Hourly Rate	\$21.9752	\$23.0442	\$24.1848	\$25.3487	\$26.6078			
	Bi-Weekly Rate	\$ 1,758.02	\$ 1,843.54	\$ 1,934.78	\$ 2,027.90	\$ 2,128.62			

Appendix A1c – Salary Schedule to Offset 8% Employee Retirement Pickup – Effective July 1, 2017 – 5%

Classification		Step				
		1	2	3	4	5
1426 Senior Clerk Typist	Hourly Rate	\$23.9018	\$25.0706	\$26.2830	\$27.5605	\$28.9244
	Bi-Weekly Rate	\$1,912.14	\$2,005.65	\$2,102.64	\$2,204.84	\$2,313.95
1446 Secretary II	Hourly Rate	\$26.4132	\$27.6901	\$29.0539	\$30.4616	\$31.9771
	Bi-Weekly Rate	\$2,113.05	\$2,215.21	\$2,324.31	\$2,436.92	\$2,558.17
3616 Library Tech Asst I	Hourly Rate	\$28.2316	\$29.6174	\$31.0893	\$32.6046	\$34.2067
	Bi-Weekly Rate	\$2,258.53	\$2,369.39	\$2,487.15	\$2,608.37	\$2,736.53

AppendixA2a- Salary Schedule (Worked Less Than 1040 Hours in any School Year – Not Qualified for Retirement) Effective July 1, 2018 – 4%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Base Rate	\$23.9035	\$25.0786	\$26.2761	\$27.5619	\$28.9149
	Prop G Add-on	\$0.93	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$24.8335	\$26.0486	\$27.2961	\$28.6319	\$30.0349
	Bi-Weekly Rate	\$1,986.68	\$2,083.89	\$2,183.69	\$2,290.55	\$2,402.79
1203 Senior Personnel Clerk	Hourly Base Rate	\$29.4092	\$30.8797	\$32.4237	\$34.0448	\$35.7471
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.39
	Hourly Rate	\$30.5492	\$32.0797	\$33.6837	\$35.3648	\$37.1371
	Bi-Weekly Rate	\$2,443.94	\$2,566.38	\$2,694.70	\$2,829.18	\$2,970.97
1204 Senior Personnel Clerk	Hourly Base Rate	\$27.6952	\$29.0476	\$30.4890	\$31.9970	\$33.5488
	Prop G Add-on	\$1.07	\$1.13	\$1.18	\$1.24	\$1.30
	Hourly Rate	\$28.7652	\$30.1776	\$31.6690	\$33.2370	\$34.8488
	Bi-Weekly Rate	\$2,301.22	\$2,414.21	\$2,533.52	\$2,658.96	\$2,787.90
1220 Payroll Clerk	Hourly Base Rate	\$27.5619	\$28.9149	\$30.3340	\$31.8415	\$33.3936
	Prop G Add-on	\$1.07	\$1.12	\$1.18	\$1.23	\$1.29
	Hourly Rate	\$28.6319	\$30.0349	\$31.5140	\$33.0715	\$34.6836
	Bi-Weekly Rate	\$2,290.55	\$2,402.79	\$2,521.12	\$2,645.72	\$2,774.69
1222 Sr Payroll/Personnel Clerk	Hourly Base Rate	\$30.2010	\$31.6866	\$33.2388	\$34.8793	\$36.5870
	Prop G Add-on	\$1.17	\$1.23	\$1.29	\$1.35	\$1.42
	Hourly Rate	\$31.3710	\$32.9166	\$34.5288	\$36.2293	\$38.0070
	Bi-Weekly Rate	\$2,509.68	\$2,633.33	\$2,762.30	\$2,898.34	\$3,040.56
1402 Junior Clerk	Hourly Base Rate	\$19.5571	\$20.5108	\$21.5084	\$22.5729	\$23.6592
	Prop G Add-on	\$0.76	\$0.79	\$0.83	\$0.87	\$0.92
	Hourly Rate	\$20.3171	\$21.3008	\$22.3384	\$23.4429	\$24.5792
	Bi-Weekly Rate	\$1,625.37	\$1,704.06	\$1,787.07	\$1,875.43	\$1,966.34
1404 Clerk	Hourly Base Rate	\$21.5084	\$22.5729	\$23.6592	\$24.8348	\$26.0320
	Prop G Add-on	\$0.83	\$0.87	\$0.92	\$0.96	\$1.01
	Hourly Rate	\$22.3384	\$23.4429	\$24.5792	\$25.7948	\$27.0420
	Bi-Weekly Rate	\$1,787.07	\$1,875.43	\$1,966.34	\$2,063.58	\$2,163.36
1406 Senior Clerk	Hourly Base Rate	\$22.2688	\$23.3697	\$24.5127	\$25.6983	\$26.9473
	Prop G Add-on	\$0.86	\$0.91	\$0.95	\$1.00	\$1.04
	Hourly Rate	\$23.1288	\$24.2797	\$25.4627	\$26.6983	\$27.9873
	Bi-Weekly Rate	\$1,850.30	\$1,942.38	\$2,037.02	\$2,135.86	\$2,238.98

Classification		Step				
		1	2	3	4	5
1408 Principal Clerk	Hourly Base Rate	\$29.4690	\$30.9102	\$32.4404	\$34.0367	\$35.7220
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$30.6090	\$32.1102	\$33.7004	\$35.3567	\$37.1020
	Bi-Weekly Rate	\$2,448.72	\$2,568.82	\$2,696.03	\$2,828.54	\$2,968.16
1410 Clerk	Hourly Base Rate	\$33.3689	\$35.0109	\$36.7552	\$38.6024	\$40.5313
	Prop G Add-on	\$1.29	\$1.36	\$1.42	\$1.50	\$1.57
	Hourly Rate	\$34.6589	\$36.3709	\$38.1752	\$40.1024	\$42.1013
	Bi-Weekly Rate	\$2,772.71	\$2,909.67	\$3,054.02	\$3,208.19	\$3,368.10
1422 Junior Clerk Typist	Hourly Base Rate	\$18.4050	\$19.2930	\$20.2414	\$21.2304	\$22.2799
	Prop G Add-on	\$0.71	\$0.75	\$0.78	\$0.82	\$0.86
	Hourly Rate	\$19.1150	\$20.0430	\$21.0214	\$22.0504	\$23.1399
	Bi-Weekly Rate	\$1,529.20	\$1,603.44	\$1,681.71	\$1,764.03	\$1,851.19
1424 Clerk Typist	Hourly Base Rate	\$22.3508	\$23.4379	\$24.5908	\$25.7884	\$27.0522
	Prop G Add-on	\$0.87	\$0.91	\$0.95	\$1.00	\$1.05
	Hourly Rate	\$23.2208	\$24.3479	\$25.5408	\$26.7884	\$28.1022
	Bi-Weekly Rate	\$1,857.66	\$1,947.83	\$2,043.26	\$2,143.07	\$2,248.18
1426 Senior Clerk Typist	Hourly Base Rate	\$24.4800	\$25.6774	\$26.9190	\$28.2274	\$29.6241
	Prop G Add-on	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15
	Hourly Rate	\$25.4300	\$26.6674	\$27.9590	\$29.3174	\$30.7741
	Bi-Weekly Rate	\$2,034.40	\$2,133.39	\$2,236.72	\$2,345.39	\$2,461.93
1430 Transcriber Typist	Hourly Base Rate	\$22.0254	\$23.0611	\$24.1788	\$25.3536	\$26.6060
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$22.8754	\$23.9511	\$25.1188	\$26.3336	\$27.6360
	Bi-Weekly Rate	\$1,830.03	\$1,916.09	\$2,009.50	\$2,106.69	\$2,210.88
1432 Sr. Transcriber Typist	Hourly Base Rate	\$24.1381	\$25.3053	\$26.5516	\$27.8378	\$29.2228
	Prop G Add-on	\$0.94	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.0781	\$26.2853	\$27.5816	\$28.9178	\$30.3528
	Bi-Weekly Rate	\$2,006.25	\$2,102.82	\$2,206.53	\$2,313.42	\$2,428.22
1436 Brailist	Hourly Base Rate	\$23.4379	\$24.5908	\$25.7884	\$27.0522	\$28.3601
	Prop G Add-on	\$0.91	\$0.95	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$24.3479	\$25.5408	\$26.7884	\$28.1022	\$29.4601
	Bi-Weekly Rate	\$1,947.83	\$2,043.26	\$2,143.07	\$2,248.18	\$2,356.81
1444 Secretary I	Hourly Base Rate	\$21.9345	\$23.0030	\$24.1317	\$25.3012	\$26.5306
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$22.7845	\$23.8930	\$25.0717	\$26.2812	\$27.5606
	Bi-Weekly Rate	\$1,822.76	\$1,911.44	\$2,005.74	\$2,102.50	\$2,204.85

Classification		Step				
		1	2	3	4	5
1446 Secretary II	Hourly Base Rate	\$27.1617	\$28.3601	\$29.7571	\$31.1986	\$32.7508
	Prop G Add-on	\$1.05	\$1.10	\$1.15	\$1.21	\$1.27
	Hourly Rate	\$28.2117	\$29.4601	\$30.9071	\$32.4086	\$34.0208
	Bi-Weekly Rate	\$2,256.94	\$2,356.81	\$2,472.57	\$2,592.69	\$2,721.66
1450 Executive Secretary I	Hourly Base Rate	\$29.4695	\$30.9102	\$32.4404	\$34.0367	\$35.6957
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$30.6095	\$32.1102	\$33.7004	\$35.3567	\$37.0757
	Bi-Weekly Rate	\$2,448.76	\$2,568.82	\$2,696.03	\$2,828.54	\$2,966.06
1452 Executive Secretary II	Hourly Base Rate	\$32.0277	\$33.6155	\$35.2660	\$37.0023	\$38.8439
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.51
	Hourly Rate	\$33.2677	\$34.9155	\$36.6360	\$38.4323	\$40.3539
	Bi-Weekly Rate	\$2,661.42	\$2,793.24	\$2,930.88	\$3,074.58	\$3,228.31
1458 Legal Secretary I	Hourly Base Rate	\$31.6867	\$33.2388	\$34.8793	\$36.5870	\$38.3830
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$32.9167	\$34.5288	\$36.2293	\$38.0070	\$39.8730
	Bi-Weekly Rate	\$2,633.34	\$2,762.30	\$2,898.34	\$3,040.56	\$3,189.84
1460 Sr Legal Stenographer	Hourly Base Rate	\$31.6344	\$33.1948	\$34.8519	\$36.5857	\$38.4160
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$32.8644	\$34.4848	\$36.2019	\$38.0057	\$39.9060
	Bi-Weekly Rate	\$2,629.15	\$2,758.78	\$2,896.15	\$3,040.46	\$3,192.48
1486 Education Credential Tech	Hourly Base Rate	\$28.4077	\$29.7839	\$31.2656	\$32.8109	\$34.4195
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$29.5077	\$30.9339	\$32.4756	\$34.0809	\$35.7495
	Bi-Weekly Rate	\$2,360.62	\$2,474.71	\$2,598.05	\$2,726.47	\$2,859.96
1630 Account Clerk	Hourly Base Rate	\$23.1050	\$24.2361	\$25.4334	\$26.6752	\$27.9611
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.03	\$1.08
	Hourly Rate	\$24.0050	\$25.1761	\$26.4234	\$27.7052	\$29.0411
	Bi-Weekly Rate	\$1,920.40	\$2,014.09	\$2,113.87	\$2,216.42	\$2,323.29
1632 Senior Account Clerk	Hourly Base Rate	\$26.6752	\$27.9611	\$29.3360	\$30.7771	\$32.3075
	Prop G Add-on	\$1.03	\$1.08	\$1.14	\$1.19	\$1.25
	Hourly Rate	\$27.7052	\$29.0411	\$30.4760	\$31.9671	\$33.5575
	Bi-Weekly Rate	\$2,216.42	\$2,323.29	\$2,438.08	\$2,557.37	\$2,684.60
1634 Principal Account Clerk	Hourly Base Rate	\$28.0088	\$29.3588	\$30.8027	\$32.3158	\$33.9225
	Prop G Add-on	\$1.09	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.0988	\$30.4988	\$31.9927	\$33.5658	\$35.2325
	Bi-Weekly Rate	\$2,327.90	\$2,439.90	\$2,559.42	\$2,685.26	\$2,818.60

Classification		Step				
		1	2	3	4	5
1706 Telephone Operator	Hourly Base Rate	\$18.5752	\$19.4976	\$20.4562	\$22.5637	\$22.4819
	Prop G Add-on	\$0.72	\$0.76	\$0.79	\$0.87	\$0.87
	Hourly Rate	\$19.2952	\$20.2576	\$21.2462	\$23.4337	\$23.3519
	Bi-Weekly Rate	\$1,543.62	\$1,620.61	\$1,699.70	\$1,874.70	\$1,868.15
1708 Sr. Telephone Operator	Hourly Base Rate	\$18.4430	\$19.3237	\$20.2695	\$21.2642	\$22.3079
	Prop G Add-on	\$0.71	\$0.75	\$0.79	\$0.82	\$0.86
	Hourly Rate	\$19.1530	\$20.0737	\$21.0595	\$22.0842	\$23.1679
	Bi-Weekly Rate	\$1,532.24	\$1,605.90	\$1,684.76	\$1,766.74	\$1,853.43
1720 Data Entry Operator	Hourly Base Rate	\$15.7151	\$16.5007	\$17.3036	\$18.1405	\$19.0287
	Prop G Add-on	\$0.61	\$0.64	\$0.67	\$0.70	\$0.74
	Hourly Rate	\$16.3251	\$17.1407	\$17.9736	\$18.8405	\$19.7687
	Bi-Weekly Rate	\$1,306.01	\$1,371.26	\$1,437.89	\$1,507.24	\$1,581.50
1721 Sr. Data Entry Operator	Hourly Base Rate	\$17.9214	\$18.7856	\$19.6987	\$20.6607	\$21.6718
	Prop G Add-on	\$0.69	\$0.73	\$0.76	\$0.80	\$0.84
	Hourly Rate	\$18.6114	\$19.5156	\$20.4587	\$21.4607	\$22.5118
	Bi-Weekly Rate	\$1,488.91	\$1,561.25	\$1,636.70	\$1,716.86	\$1,800.94
1760 Offset Machine Operator	Hourly Base Rate	\$27.3180	\$28.6840	\$30.1182	\$31.6237	\$33.2053
	Prop G Add-on	\$1.06	\$1.11	\$1.17	\$1.23	\$1.29
	Hourly Rate	\$28.3780	\$29.7940	\$31.2882	\$32.8537	\$34.4953
	Bi-Weekly Rate	\$2,270.24	\$2,383.52	\$2,503.06	\$2,628.30	\$2,759.62
1762 Sr. Offset Machine Op	Hourly Base Rate	\$19.7966	\$20.7587	\$21.7860	\$22.8459	\$23.9713
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$20.5666	\$21.5587	\$22.6260	\$23.7359	\$24.9013
	Bi-Weekly Rate	\$1,645.33	\$1,724.70	\$1,810.08	\$1,898.87	\$1,992.10
1764 Mail/Reproduction Supr	Hourly Base Rate	\$32.4593	\$34.0829	\$35.7867	\$37.5760	\$39.4552
	Prop G Add-on	\$1.26	\$1.32	\$1.39	\$1.46	\$1.53
	Hourly Rate	\$33.7193	\$35.4029	\$37.1767	\$39.0360	\$40.9852
	Bi-Weekly Rate	\$2,697.54	\$2,832.23	\$2,974.14	\$3,122.88	\$3,278.82
1802 Research Assistant	Hourly Base Rate	\$29.6565	\$31.1176	\$32.6626	\$34.2502	\$35.9436
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$30.8065	\$32.3276	\$33.9326	\$35.5802	\$37.3336
	Bi-Weekly Rate	\$2,464.52	\$2,586.21	\$2,714.61	\$2,846.42	\$2,986.69
1804 Statistician	Hourly Base Rate	\$32.4932	\$34.1022	\$35.7744	\$37.5314	\$39.4153
	Prop G Add-on	\$1.26	\$1.32	\$1.39	\$1.45	\$1.53
	Hourly Rate	\$33.7532	\$35.4222	\$37.1644	\$38.9814	\$40.9453
	Bi-Weekly Rate	\$2,700.26	\$2,833.78	\$2,973.15	\$3,118.51	\$3,275.62

Classification		Step				
		1	2	3	4	5
1820 Jr. Admin. Analyst	Hourly Base Rate	\$27.3281	\$28.6829	\$30.0800	\$31.5619	\$33.1284
	Prop G Add-on	\$1.06	\$1.11	\$1.17	\$1.22	\$1.28
	Hourly Rate	\$28.3881	\$29.7929	\$31.2500	\$32.7819	\$34.4084
	Bi-Weekly Rate	\$2,271.05	\$2,383.43	\$2,500.00	\$2,622.55	\$2,752.67
1822 Administrative Analyst	Hourly Base Rate	\$35.4361	\$37.1714	\$39.0342	\$40.9819	\$43.0350
	Prop G Add-on	\$1.37	\$1.44	\$1.51	\$1.59	\$1.67
	Hourly Rate	\$36.8061	\$38.6114	\$40.5442	\$42.5719	\$44.7050
	Bi-Weekly Rate	\$2,944.49	\$3,088.91	\$3,243.54	\$3,405.75	\$3,576.40
1823 Sr. Admin Analyst	Hourly Base Rate	\$41.3840	\$43.4585	\$45.6387	\$47.9251	\$50.3169
	Prop G Add-on	\$1.60	\$1.68	\$1.77	\$1.86	\$1.95
	Hourly Rate	\$42.9840	\$45.1385	\$47.4087	\$49.7851	\$52.2669
	Bi-Weekly Rate	\$3,438.72	\$3,611.08	\$3,792.70	\$3,982.81	\$4,181.35
1840 Jr. Management Asst	Hourly Base Rate	\$28.2807	\$29.6565	\$31.1176	\$32.6626	\$34.2502
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$29.3807	\$30.8065	\$32.3276	\$33.9326	\$35.5802
	Bi-Weekly Rate	\$2,350.46	\$2,464.52	\$2,586.21	\$2,714.61	\$2,846.42
1842 Management Assistant	Hourly Base Rate	\$32.0277	\$33.6155	\$35.2665	\$37.0023	\$38.8441
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.51
	Hourly Rate	\$33.2677	\$34.9155	\$36.6365	\$38.4323	\$40.3541
	Bi-Weekly Rate	\$2,661.42	\$2,793.24	\$2,930.92	\$3,074.58	\$3,228.33
1844 Sr. Management Asst	Hourly Base Rate	\$35.6818	\$37.5072	\$39.3300	\$41.2315	\$43.3523
	Prop G Add-on	\$1.38	\$1.45	\$1.52	\$1.60	\$1.68
	Hourly Rate	\$37.0618	\$38.9572	\$40.8500	\$42.8315	\$45.0323
	Bi-Weekly Rate	\$2,964.94	\$3,116.58	\$3,268.00	\$3,426.52	\$3,602.58
1853 Control Clerk EDP	Hourly Base Rate	\$23.5484	\$24.7016	\$25.9214	\$27.1849	\$28.4932
	Prop G Add-on	\$0.91	\$0.96	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$24.4584	\$25.6616	\$26.9214	\$28.2349	\$29.5932
	Bi-Weekly Rate	\$1,956.67	\$2,052.93	\$2,153.71	\$2,258.79	\$2,367.46
1930 Warehouse Worker	Hourly Base Rate	\$24.5127	\$25.6983	\$26.9473	\$28.2807	\$29.6565
	Prop G Add-on	\$0.95	\$1.00	\$1.04	\$1.10	\$1.15
	Hourly Rate	\$25.4627	\$26.6983	\$27.9873	\$29.3807	\$30.8065
	Bi-Weekly Rate	\$2,037.02	\$2,135.86	\$2,238.98	\$2,350.46	\$2,464.52
1939 School Warehouse Supr	Hourly Base Rate	\$31.2669	\$32.8109	\$34.4195	\$36.1132	\$37.9126
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$32.4769	\$34.0809	\$35.7495	\$37.5132	\$39.3826
	Bi-Weekly Rate	\$2,598.15	\$2,726.47	\$2,859.96	\$3,001.06	\$3,150.61

Classification		Step				
		1	2	3	4	5
1950 Assistant Purchaser	Hourly Base Rate	\$26.3403	\$27.6267	\$28.9972	\$30.4315	\$31.9079
	Prop G Add-on	\$1.02	\$1.07	\$1.12	\$1.18	\$1.24
	Hourly Rate	\$27.3603	\$28.6967	\$30.1172	\$31.6115	\$33.1479
	Bi-Weekly Rate	\$2,188.82	\$2,295.74	\$2,409.38	\$2,528.92	\$2,651.83
2302 Nursing Assistant	Hourly Base Rate	\$27.9611	\$29.3360	\$30.7771	\$32.3075	\$33.8815
	Prop G Add-on	\$1.08	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.0411	\$30.4760	\$31.9671	\$33.5575	\$35.1915
	Bi-Weekly Rate	\$2,323.29	\$2,438.08	\$2,557.37	\$2,684.60	\$2,815.32
2585 Health Worker I	Hourly Base Rate	\$24.6290	\$25.8168	\$27.0719	\$28.3940	\$29.7833
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$25.5790	\$26.8168	\$28.1219	\$29.4940	\$30.9333
	Bi-Weekly Rate	\$2,046.32	\$2,145.34	\$2,249.75	\$2,359.52	\$2,474.66
2586 Health Worker II	Hourly Base Rate	\$24.3692	\$25.5443	\$26.7859	\$28.0940	\$29.4690
	Prop G Add-on	\$0.94	\$0.99	\$1.04	\$1.09	\$1.14
	Hourly Rate	\$25.3092	\$26.5343	\$27.8259	\$29.1840	\$30.6090
	Bi-Weekly Rate	\$2,024.74	\$2,122.74	\$2,226.07	\$2,334.72	\$2,448.72
2587 Health Worker III	Hourly Base Rate	\$27.9611	\$29.3360	\$30.7771	\$32.3075	\$33.8815
	Prop G Add-on	\$1.08	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.0411	\$30.4760	\$31.9671	\$33.5575	\$35.1915
	Bi-Weekly Rate	\$2,323.29	\$2,438.08	\$2,557.37	\$2,684.60	\$2,815.32
2630 School Lunchroom Cook	Hourly Base Rate	\$22.5729	\$23.6592	\$24.8348	\$26.0320	\$27.3182
	Prop G Add-on	\$0.87	\$0.92	\$0.96	\$1.01	\$1.06
	Hourly Rate	\$23.4429	\$24.5792	\$25.7948	\$27.0420	\$28.3782
	Bi-Weekly Rate	\$1,875.43	\$1,966.34	\$2,063.58	\$2,163.36	\$2,270.26
2632 Cook Manager Elementary	Hourly Base Rate	\$18.1405	\$19.0287	\$19.9683	\$20.9418	\$21.9497
	Prop G Add-on	\$0.70	\$0.74	\$0.77	\$0.81	\$0.85
	Hourly Rate	\$18.8405	\$19.7687	\$20.7383	\$21.7518	\$22.7997
	Bi-Weekly Rate	\$1,507.24	\$1,581.50	\$1,659.06	\$1,740.14	\$1,823.98
2634 Cook Manager Secondary	Hourly Base Rate	\$27.1849	\$28.4932	\$29.9124	\$31.3535	\$32.9059
	Prop G Add-on	\$1.05	\$1.10	\$1.16	\$1.21	\$1.28
	Hourly Rate	\$28.2349	\$29.5932	\$31.0724	\$32.5635	\$34.1859
	Bi-Weekly Rate	\$2,258.79	\$2,367.46	\$2,485.79	\$2,605.08	\$2,734.87
2650 Cook Assistant	Hourly Base Rate	\$23.6340	\$24.8170	\$26.0520	\$27.3520	\$28.7170
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$24.5540	\$25.7770	\$27.0620	\$28.4120	\$29.8270
	Bi-Weekly Rate	\$1,964.32	\$2,062.16	\$2,164.96	\$2,272.96	\$2,386.16

Classification		Step				
		1	2	3	4	5
2656 Chef - SFUSD	Hourly Base Rate	\$30.4605	\$31.9793	\$33.5821	\$35.2533	\$37.0251
	Prop G Add-on	\$1.18	\$1.24	\$1.30	\$1.37	\$1.43
	Hourly Rate	\$31.6405	\$33.2193	\$34.8821	\$36.6233	\$38.4551
	Bi-Weekly Rate	\$2,531.24	\$2,657.54	\$2,790.57	\$2,929.86	\$3,076.41
2672 CC Asst House Parent	Hourly Base Rate	\$22.0407	\$23.1050	\$24.2361	\$25.4334	\$26.6752
	Prop G Add-on	\$0.85	\$0.90	\$0.94	\$0.99	\$1.03
	Hourly Rate	\$22.8907	\$24.0050	\$25.1761	\$26.4234	\$27.7052
	Bi-Weekly Rate	\$1,831.26	\$1,920.40	\$2,014.09	\$2,113.87	\$2,216.42
2674 Children's Ctr House Parent	Hourly Base Rate	\$23.6592	\$24.8348	\$26.0320	\$27.3182	\$28.6265
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$24.5792	\$25.7948	\$27.0420	\$28.3782	\$29.7365
	Bi-Weekly Rate	\$1,966.34	\$2,063.58	\$2,163.36	\$2,270.26	\$2,378.92
2708 Custodian	Hourly Base Rate	\$22.4621	\$23.5484	\$24.7016	\$25.9214	\$27.1849
	Prop G Add-on	\$0.87	\$0.91	\$0.96	\$1.00	\$1.05
	Hourly Rate	\$23.3321	\$24.4584	\$25.6616	\$26.9214	\$28.2349
	Bi-Weekly Rate	\$1,866.57	\$1,956.67	\$2,052.93	\$2,153.71	\$2,258.79
2716 Custodial Asst Supervisor	Hourly Base Rate	\$24.7016	\$25.9214	\$27.1849	\$28.4932	\$29.9124
	Prop G Add-on	\$0.96	\$1.00	\$1.05	\$1.10	\$1.16
	Hourly Rate	\$25.6616	\$26.9214	\$28.2349	\$29.5932	\$31.0724
	Bi-Weekly Rate	\$2,052.93	\$2,153.71	\$2,258.79	\$2,367.46	\$2,485.79
2727 School Custodian Supr I	Hourly Base Rate	\$27.1849	\$28.4932	\$29.9124	\$31.3535	\$32.9059
	Prop G Add-on	\$1.05	\$1.10	\$1.16	\$1.21	\$1.28
	Hourly Rate	\$28.2349	\$29.5932	\$31.0724	\$32.5635	\$34.1859
	Bi-Weekly Rate	\$2,258.79	\$2,367.46	\$2,485.79	\$2,605.08	\$2,734.87
2730 School Custodial Serv Supr I	Hourly Base Rate	\$29.9034	\$31.3426	\$32.9036	\$34.4889	\$36.1966
	Prop G Add-on	\$1.16	\$1.21	\$1.28	\$1.34	\$1.40
	Hourly Rate	\$31.0634	\$32.5526	\$34.1836	\$35.8289	\$37.5966
	Bi-Weekly Rate	\$2,485.07	\$2,604.21	\$2,734.69	\$2,866.31	\$3,007.73
2732 Custodial Supvr II	Hourly Base Rate	\$23.1720	\$24.3135	\$25.5202	\$26.7758	\$28.0967
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.04	\$1.09
	Hourly Rate	\$24.0720	\$25.2535	\$26.5102	\$27.8158	\$29.1867
	Bi-Weekly Rate	\$1,925.76	\$2,020.28	\$2,120.82	\$2,225.26	\$2,334.94
2977 Ed Integration Specialists	Hourly Base Rate	\$38.2422	\$40.1587	\$42.1624	\$44.1320	\$46.4965
	Prop G Add-on	\$1.48	\$1.56	\$1.63	\$1.71	\$1.80
	Hourly Rate	\$39.7222	\$41.7187	\$43.7924	\$45.8420	\$48.2965
	Bi-Weekly Rate	\$3,177.78	\$3,337.50	\$3,503.39	\$3,667.36	\$3,863.72

Classification		Step				
		1	2	3	4	5
3535 Radio Announcer Operator	Hourly Base Rate	\$29.1062	\$30.5459	\$32.0277	\$33.6155	\$35.2665
	Prop G Add-on	\$1.13	\$1.18	\$1.24	\$1.30	\$1.37
	Hourly Rate	\$30.2362	\$31.7259	\$33.2677	\$34.9155	\$36.6365
	Bi-Weekly Rate	\$2,418.90	\$2,538.07	\$2,661.42	\$2,793.24	\$2,930.92
3616 Library Tech Asst I	Hourly Base Rate	\$28.9149	\$30.3340	\$31.8415	\$33.3936	\$35.0345
	Prop G Add-on	\$1.12	\$1.18	\$1.23	\$1.29	\$1.36
	Hourly Rate	\$30.0349	\$31.5140	\$33.0715	\$34.6836	\$36.3945
	Bi-Weekly Rate	\$2,402.79	\$2,521.12	\$2,645.72	\$2,774.69	\$2,911.56
3618 Library Tech Asst II	Hourly Base Rate	\$24.0854	\$25.2756	\$26.5150	\$27.8196	\$29.2057
	Prop G Add-on	\$0.93	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.0154	\$26.2556	\$27.5450	\$28.8996	\$30.3357
	Bi-Weekly Rate	\$2,001.23	\$2,100.45	\$2,203.60	\$2,311.97	\$2,426.86
5295 School Facilities Planner	Hourly Base Rate	\$41.1279	\$43.1786	\$45.3439	\$47.6080	\$49.9866
	Prop G Add-on	\$1.59	\$1.67	\$1.76	\$1.84	\$1.94
	Hourly Rate	\$42.7179	\$44.8486	\$47.1039	\$49.4480	\$51.9266
	Bi-Weekly Rate	\$3,417.43	\$3,587.89	\$3,768.31	\$3,955.84	\$4,154.13
7218 Asbestos Worker II	Hourly Base Rate	\$39.3968	\$41.3020	\$43.3363	\$45.4353	\$47.6960
	Prop G Add-on	\$1.53	\$1.60	\$1.68	\$1.76	\$1.85
	Hourly Rate	\$40.9268	\$42.9020	\$45.0163	\$47.1953	\$49.5460
	Bi-Weekly Rate	\$3,274.14	\$3,432.16	\$3,601.30	\$3,775.62	\$3,963.68
7302 Audio Visual Equip. Tech	Hourly Base Rate	\$19.8945	\$20.8566	\$21.8838	\$22.9439	\$24.0854
	Prop G Add-on	\$0.77	\$0.81	\$0.85	\$0.89	\$0.93
	Hourly Rate	\$20.6645	\$21.6666	\$22.7338	\$23.8339	\$25.0154
	Bi-Weekly Rate	\$1,653.16	\$1,733.33	\$1,818.70	\$1,906.71	\$2,001.23
7304 Comp Repair & Maint Tech	Hourly Base Rate	\$24.7864	\$26.0259	\$27.2978	\$28.6347	\$30.0698
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$25.7464	\$27.0359	\$28.3578	\$29.7447	\$31.2398
	Bi-Weekly Rate	\$2,059.71	\$2,162.87	\$2,268.62	\$2,379.58	\$2,499.18
7359 Piano Tuner	Hourly Base Rate	\$29.4690	\$30.9102	\$32.4404	\$34.0367	\$35.7220
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$30.6090	\$32.1102	\$33.7004	\$35.3567	\$37.1020
	Bi-Weekly Rate	\$2,448.72	\$2,568.82	\$2,696.03	\$2,828.54	\$2,968.16
7383 Sewing Mach Repairer	Hourly Base Rate	\$23.0429	\$24.1531	\$25.3489	\$26.6234	\$27.9111
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$23.9329	\$25.0931	\$26.3289	\$27.6534	\$28.9911
	Bi-Weekly Rate	\$1,914.63	\$2,007.45	\$2,106.31	\$2,212.27	\$2,319.29

Classification		Step				
		1	2	3	4	5
7384 Typewriter Repairer	Hourly Base Rate	\$20.9522	\$21.9981	\$23.0579	\$24.1993	\$25.4061
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$21.7622	\$22.8481	\$23.9479	\$25.1393	\$26.3861
	Bi-Weekly Rate	\$1,740.98	\$1,827.85	\$1,915.83	\$2,011.14	\$2,110.89
7385 Sr. Typewriter Repairer	Hourly Base Rate	\$23.0429	\$24.1531	\$25.3489	\$26.6130	\$27.9111
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$23.9329	\$25.0931	\$26.3289	\$27.6430	\$28.9911
	Bi-Weekly Rate	\$1,914.63	\$2,007.45	\$2,106.31	\$2,211.44	\$2,319.29
7392 Window Cleaner	Hourly Base Rate	\$30.3340	\$31.8415	\$33.3936	\$35.0345	\$36.7640
	Prop G Add-on	\$1.18	\$1.23	\$1.29	\$1.36	\$1.42
	Hourly Rate	\$31.5140	\$33.0715	\$34.6836	\$36.3945	\$38.1840
	Bi-Weekly Rate	\$2,521.12	\$2,645.72	\$2,774.69	\$2,911.56	\$3,054.72
7450 Shade & Drapery Worker	Hourly Base Rate	\$25.6420	\$26.8820	\$28.1888	\$29.5836	\$31.0228
	Prop G Add-on	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20
	Hourly Rate	\$26.6320	\$27.9220	\$29.2788	\$30.7336	\$32.2228
	Bi-Weekly Rate	\$2,130.56	\$2,233.76	\$2,342.30	\$2,458.69	\$2,577.82
7451 Sr. Shade & Drapery Worker	Hourly Base Rate	\$25.64	\$26.88	\$28.19	\$29.58	\$31.02
	Prop G Add-on	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20
	Hourly Rate	\$26.6320	\$27.9220	\$29.2788	\$30.7336	\$32.2228
	Bi-Weekly Rate	\$2,130.56	\$2,233.76	\$2,342.30	\$2,458.69	\$2,577.82
7515 Asbestos Worker I	Hourly Base Rate	\$26.3414	\$26.3414	\$26.3414	\$26.3414	\$26.3414
	Prop G Add-on	\$1.02	\$1.02	\$1.02	\$1.02	\$1.02
	Hourly Rate	\$27.3614	\$27.3614	\$27.3614	\$27.3614	\$27.3614
	Bi-Weekly Rate	\$2,188.91	\$2,188.91	\$2,188.91	\$2,188.91	\$2,188.91
9176 School Trans Scheduler	Hourly Base Rate	\$28.8313	\$30.2493	\$31.7313	\$33.2979	\$34.9277
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$29.9513	\$31.4193	\$32.9613	\$34.5879	\$36.2777
	Bi-Weekly Rate	\$2,396.10	\$2,513.54	\$2,636.90	\$2,767.03	\$2,902.22

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Base Rate	\$17.7637	\$18.6454	\$19.5445	\$20.5108	\$21.5084	\$22.5729	\$23.6592	\$24.8348
	Prop G Add-on	\$0.69	\$0.72	\$0.76	\$0.79	\$0.83	\$0.87	\$0.92	\$0.96
	Hourly Rate	\$18.4537	\$19.3654	\$20.3045	\$21.3008	\$22.3384	\$23.4429	\$24.5792	\$25.7948
	Bi-Weekly Rate	\$1,476.30	\$1,549.23	\$1,624.36	\$1,704.06	\$1,787.07	\$1,875.43	\$1,966.34	\$2,063.58
2616 Lead SNS Worker Elementary/ Secondary	Hourly Base Rate	\$21.5363	\$22.5839	\$23.7016	\$24.8424	\$26.0763			
	Prop G Add-on	\$0.83	\$0.88	\$0.92	\$0.96	\$1.01			
	Hourly Rate	\$22.3663	\$23.4639	\$24.6216	\$25.8024	\$27.0863			
	Bi-Weekly Rate	\$1,789.30	\$1,877.11	\$1,969.73	\$2,064.19	\$2,166.90			

Appendix A2B – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2018 – 4%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Base Rate	\$25.3663	\$26.6134	\$27.8844	\$29.2486	\$30.6843
	Prop G Add-on	\$0.98	\$1.03	\$1.08	\$1.13	\$1.19
	Hourly Rate	\$26.3463	\$27.6434	\$28.9644	\$30.3786	\$31.8743
	Bi-Weekly Rate	\$2,107.70	\$2,211.47	\$2,317.15	\$2,430.29	\$2,549.94
1203 Personnel Technician	Hourly Base Rate	\$31.2090	\$32.7695	\$34.4080	\$36.1284	\$37.9347
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$32.4190	\$34.0395	\$35.7380	\$37.5284	\$39.4047
	Bi-Weekly Rate	\$2,593.52	\$2,723.16	\$2,859.04	\$3,002.27	\$3,152.38
1204 Senior Personnel Clerk	Hourly Base Rate	\$29.3902	\$30.8253	\$32.3549	\$33.9552	\$35.6020
	Prop G Add-on	\$1.14	\$1.19	\$1.25	\$1.32	\$1.38
	Hourly Rate	\$30.5302	\$32.0153	\$33.6049	\$35.2752	\$36.9820
	Bi-Weekly Rate	\$2,442.42	\$2,561.22	\$2,688.39	\$2,822.02	\$2,958.56
1220 Payroll Clerk	Hourly Base Rate	\$29.2486	\$30.6843	\$32.1904	\$33.7903	\$35.4374
	Prop G Add-on	\$1.13	\$1.19	\$1.25	\$1.31	\$1.37
	Hourly Rate	\$30.3786	\$31.8743	\$33.4404	\$35.1003	\$36.8074
	Bi-Weekly Rate	\$2,430.29	\$2,549.94	\$2,675.23	\$2,808.02	\$2,944.59
1222 Sr Payroll/Personnel Clerk	Hourly Base Rate	\$32.0494	\$33.6256	\$35.2731	\$37.0140	\$38.8261
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.50
	Hourly Rate	\$33.2894	\$34.9256	\$36.6431	\$38.4440	\$40.3261
	Bi-Weekly Rate	\$2,663.15	\$2,794.05	\$2,931.45	\$3,075.52	\$3,226.09
1402 Junior Clerk	Hourly Base Rate	\$20.7538	\$21.7660	\$22.8247	\$23.9544	\$25.1073
	Prop G Add-on	\$0.80	\$0.84	\$0.88	\$0.93	\$0.97
	Hourly Rate	\$21.5538	\$22.6060	\$23.7047	\$24.8844	\$26.0773
	Bi-Weekly Rate	\$1,724.30	\$1,808.48	\$1,896.38	\$1,990.75	\$2,086.18
1404 Clerk	Hourly Base Rate	\$22.8247	\$23.9544	\$25.1073	\$26.3547	\$27.6254
	Prop G Add-on	\$0.88	\$0.93	\$0.97	\$1.02	\$1.07
	Hourly Rate	\$23.7047	\$24.8844	\$26.0773	\$27.3747	\$28.6954
	Bi-Weekly Rate	\$1,896.38	\$1,990.75	\$2,086.18	\$2,189.98	\$2,295.63
1406 Senior Clerk	Hourly Base Rate	\$23.6320	\$24.8000	\$26.0131	\$27.2711	\$28.5966
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$24.5520	\$25.7600	\$27.0231	\$28.3311	\$29.7066
	Bi-Weekly Rate	\$1,964.16	\$2,060.80	\$2,161.85	\$2,266.49	\$2,376.53
1408 Principal Clerk	Hourly Base Rate	\$31.2725	\$32.8019	\$34.4259	\$36.1197	\$37.9083
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$32.4825	\$34.0719	\$35.7559	\$37.5197	\$39.3783
	Bi-Weekly Rate	\$2,598.60	\$2,725.75	\$2,860.47	\$3,001.58	\$3,150.26

Classification		Step				
		1	2	3	4	5
1410 Clerk	Hourly Base Rate	\$35.4114	\$37.1536	\$39.0047	\$40.9649	\$43.0118
	Prop G Add-on	\$1.37	\$1.44	\$1.51	\$1.59	\$1.67
	Hourly Rate	\$36.7814	\$38.5936	\$40.5147	\$42.5549	\$44.6818
	Bi-Weekly Rate	\$2,942.51	\$3,087.49	\$3,241.18	\$3,404.39	\$3,574.54
1422 Junior Clerk Typist	Hourly Base Rate	\$18.4050	\$19.2930	\$20.2414	\$21.2304	\$22.2799
	Prop G Add-on	\$0.71	\$0.75	\$0.78	\$0.82	\$0.86
	Hourly Rate	\$19.1150	\$20.0430	\$21.0214	\$22.0504	\$23.1399
	Bi-Weekly Rate	\$1,529.20	\$1,603.44	\$1,681.71	\$1,764.03	\$1,851.19
1424 Clerk Typist	Hourly Base Rate	\$23.7187	\$24.8723	\$26.0959	\$27.3664	\$28.7076
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$24.6387	\$25.8323	\$27.1059	\$28.4264	\$29.8176
	Bi-Weekly Rate	\$1,971.10	\$2,066.58	\$2,168.47	\$2,274.11	\$2,385.41
1426 Senior Clerk Typist	Hourly Base Rate	\$25.9783	\$27.2488	\$28.5664	\$29.9548	\$31.4372
	Prop G Add-on	\$1.01	\$1.06	\$1.11	\$1.16	\$1.22
	Hourly Rate	\$26.9883	\$28.3088	\$29.6764	\$31.1148	\$32.6572
	Bi-Weekly Rate	\$2,159.06	\$2,264.70	\$2,374.11	\$2,489.18	\$2,612.58
1430 Transcriber Typist	Hourly Base Rate	\$22.0254	\$23.0611	\$24.1788	\$25.3536	\$26.6060
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$22.8754	\$23.9511	\$25.1188	\$26.3336	\$27.6360
	Bi-Weekly Rate	\$1,830.03	\$1,916.09	\$2,009.50	\$2,106.69	\$2,210.88
1432 Sr. Transcriber Typist	Hourly Base Rate	\$24.1381	\$25.3053	\$26.5516	\$27.8378	\$29.2228
	Prop G Add-on	\$0.94	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.0781	\$26.2853	\$27.5816	\$28.9178	\$30.3528
	Bi-Weekly Rate	\$2,006.25	\$2,102.82	\$2,206.53	\$2,313.42	\$2,428.22
1436 Brailist	Hourly Base Rate	\$24.8723	\$26.0959	\$30.4864	\$28.7076	\$30.0959
	Prop G Add-on	\$0.96	\$1.01	\$1.18	\$1.11	\$1.17
	Hourly Rate	\$25.8323	\$27.1059	\$31.6664	\$29.8176	\$31.2659
	Bi-Weekly Rate	\$2,066.58	\$2,168.47	\$2,533.31	\$2,385.41	\$2,501.27
1444 Secretary I	Hourly Base Rate	\$20.9614	\$21.9824	\$23.0611	\$24.1788	\$25.3536
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$21.7714	\$22.8324	\$23.9511	\$25.1188	\$26.3336
	Bi-Weekly Rate	\$1,741.71	\$1,826.59	\$1,916.09	\$2,009.50	\$2,106.69
1446 Secretary II	Hourly Base Rate	\$28.7076	\$30.0959	\$31.5781	\$33.1079	\$34.7552
	Prop G Add-on	\$1.11	\$1.17	\$1.22	\$1.28	\$1.35
	Hourly Rate	\$29.8176	\$31.2659	\$32.7981	\$34.3879	\$36.1052
	Bi-Weekly Rate	\$2,385.41	\$2,501.27	\$2,623.85	\$2,751.03	\$2,888.42

Classification		Step				
		1	2	3	4	5
1450 Executive Secretary I	Hourly Base Rate	\$31.2731	\$32.8019	\$34.4259	\$36.1197	\$37.8802
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$32.4831	\$34.0719	\$35.7559	\$37.5197	\$39.3502
	Bi-Weekly Rate	\$2,598.65	\$2,725.75	\$2,860.47	\$3,001.58	\$3,148.02
1452 Executive Secretary II	Hourly Base Rate	\$33.9880	\$35.6726	\$37.4243	\$39.2668	\$41.2209
	Prop G Add-on	\$1.32	\$1.38	\$1.45	\$1.52	\$1.60
	Hourly Rate	\$35.3080	\$37.0526	\$38.8743	\$40.7868	\$42.8209
	Bi-Weekly Rate	\$2,824.64	\$2,964.21	\$3,109.94	\$3,262.94	\$3,425.67
1458 Legal Secretary I	Hourly Base Rate	\$33.6257	\$35.2731	\$37.0140	\$38.8261	\$40.7320
	Prop G Add-on	\$1.30	\$1.37	\$1.43	\$1.50	\$1.58
	Hourly Rate	\$34.9257	\$36.6431	\$38.4440	\$40.3261	\$42.3120
	Bi-Weekly Rate	\$2,794.06	\$2,931.45	\$3,075.52	\$3,226.09	\$3,384.96
1460 Sr Legal Stenographer	Hourly Base Rate	\$31.6344	\$33.1948	\$34.8519	\$36.5857	\$38.4160
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$32.8644	\$34.4848	\$36.2019	\$38.0057	\$39.9060
	Bi-Weekly Rate	\$2,629.15	\$2,758.78	\$2,896.15	\$3,040.46	\$3,192.48
1486 Education Credential Tech	Hourly Base Rate	\$30.1464	\$31.6067	\$33.1788	\$34.8191	\$36.5262
	Prop G Add-on	\$1.17	\$1.22	\$1.29	\$1.35	\$1.42
	Hourly Rate	\$31.3164	\$32.8267	\$34.4688	\$36.1691	\$37.9462
	Bi-Weekly Rate	\$2,505.31	\$2,626.14	\$2,757.50	\$2,893.53	\$3,035.70
1630 Account Clerk	Hourly Base Rate	\$24.5191	\$25.7190	\$26.9899	\$28.3078	\$29.6722
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$25.4691	\$26.7190	\$28.0399	\$29.4078	\$30.8222
	Bi-Weekly Rate	\$2,037.53	\$2,137.52	\$2,243.19	\$2,352.62	\$2,465.78
1632 Senior Account Clerk	Hourly Base Rate	\$28.31	\$29.67	\$31.13	\$32.66	\$34.28
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$29.4078	\$30.8222	\$32.3412	\$33.9305	\$35.6146
	Bi-Weekly Rate	\$2,352.62	\$2,465.78	\$2,587.30	\$2,714.44	\$2,849.17
1634 Principal Account Clerk	Hourly Base Rate	\$29.7228	\$31.1555	\$32.6878	\$34.2934	\$35.9986
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$30.8728	\$32.3655	\$33.9578	\$35.6234	\$37.3886
	Bi-Weekly Rate	\$2,469.82	\$2,589.24	\$2,716.62	\$2,849.87	\$2,991.09
1706 Telephone Operator	Hourly Base Rate	\$19.7891	\$20.7686	\$21.7897	\$22.8792	\$24.0232
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$20.5591	\$21.5686	\$22.6297	\$23.7692	\$24.9532
	Bi-Weekly Rate	\$1,644.73	\$1,725.49	\$1,810.38	\$1,901.54	\$1,996.26

Classification		Step				
		1	2	3	4	5
1708 Sr. Telephone Operator	Hourly Base Rate	\$18.4430	\$19.3237	\$20.2695	\$21.2642	\$22.3079
	Prop G Add-on	\$0.71	\$0.75	\$0.79	\$0.82	\$0.86
	Hourly Rate	\$19.1530	\$20.0737	\$21.0595	\$22.0842	\$23.1679
	Bi-Weekly Rate	\$1,532.24	\$1,605.90	\$1,684.76	\$1,766.74	\$1,853.43
1720 Data Entry Operator	Hourly Base Rate	\$15.7151	\$16.5007	\$17.3036	\$18.1405	\$19.0287
	Prop G Add-on	\$0.61	\$0.64	\$0.67	\$0.70	\$0.74
	Hourly Rate	\$16.3251	\$17.1407	\$17.9736	\$18.8405	\$19.7687
	Bi-Weekly Rate	\$1,306.01	\$1,371.26	\$1,437.89	\$1,507.24	\$1,581.50
1721 Sr. Data Entry Operator	Hourly Base Rate	\$17.9214	\$18.7856	\$19.6987	\$20.6607	\$21.6718
	Prop G Add-on	\$0.69	\$0.73	\$0.76	\$0.80	\$0.84
	Hourly Rate	\$18.6114	\$19.5156	\$20.4587	\$21.4607	\$22.5118
	Bi-Weekly Rate	\$1,488.91	\$1,561.25	\$1,636.70	\$1,716.86	\$1,800.94
1760 Offset Machine Operator	Hourly Base Rate	\$28.9897	\$30.4396	\$31.9615	\$33.5591	\$35.2373
	Prop G Add-on	\$1.12	\$1.18	\$1.24	\$1.30	\$1.37
	Hourly Rate	\$30.1097	\$31.6196	\$33.2015	\$34.8591	\$36.6073
	Bi-Weekly Rate	\$2,408.78	\$2,529.57	\$2,656.12	\$2,788.73	\$2,928.58
1762 Sr. Offset Machine Op	Hourly Base Rate	\$19.7966	\$20.7587	\$21.7860	\$22.8459	\$23.9713
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$20.5666	\$21.5587	\$22.6260	\$23.7359	\$24.9013
	Bi-Weekly Rate	\$1,645.33	\$1,724.70	\$1,810.08	\$1,898.87	\$1,992.10
1764 Mail/Reproduction Supr	Hourly Base Rate	\$34.4458	\$36.1687	\$37.9770	\$39.8758	\$41.8700
	Prop G Add-on	\$1.33	\$1.40	\$1.47	\$1.55	\$1.62
	Hourly Rate	\$35.7758	\$37.5687	\$39.4470	\$41.4258	\$43.4900
	Bi-Weekly Rate	\$2,862.06	\$3,005.50	\$3,155.76	\$3,314.06	\$3,479.20
1802 Research Assistant	Hourly Base Rate	\$31.4715	\$33.0219	\$34.6616	\$36.3463	\$38.1434
	Prop G Add-on	\$1.22	\$1.28	\$1.34	\$1.41	\$1.48
	Hourly Rate	\$32.6915	\$34.3019	\$36.0016	\$37.7563	\$39.6234
	Bi-Weekly Rate	\$2,615.32	\$2,744.15	\$2,880.13	\$3,020.50	\$3,169.87
1804 Statistician	Hourly Base Rate	\$34.4819	\$36.1890	\$37.9641	\$39.8284	\$41.8274
	Prop G Add-on	\$1.34	\$1.40	\$1.47	\$1.54	\$1.62
	Hourly Rate	\$35.8219	\$37.5890	\$39.4341	\$41.3684	\$43.4474
	Bi-Weekly Rate	\$2,865.75	\$3,007.12	\$3,154.73	\$3,309.47	\$3,475.79
1820 Jr. Admin. Analyst	Hourly Base Rate	\$29.0010	\$30.4383	\$31.9209	\$33.4936	\$35.1557
	Prop G Add-on	\$1.12	\$1.18	\$1.24	\$1.30	\$1.36
	Hourly Rate	\$30.1210	\$31.6183	\$33.1609	\$34.7936	\$36.5157
	Bi-Weekly Rate	\$2,409.68	\$2,529.46	\$2,652.87	\$2,783.49	\$2,921.26

Classification		Step				
		1	2	3	4	5
1822 Administrative Analyst	Hourly Base Rate	\$37.6046	\$39.4462	\$41.4231	\$43.4900	\$45.6689
	Prop G Add-on	\$1.46	\$1.53	\$1.61	\$1.69	\$1.77
	Hourly Rate	\$39.0646	\$40.9762	\$43.0331	\$45.1800	\$47.4389
	Bi-Weekly Rate	\$3,125.17	\$3,278.10	\$3,442.65	\$3,614.40	\$3,795.11
1823 Sr. Admin Analyst	Hourly Base Rate	\$43.9168	\$46.1180	\$48.4319	\$50.8581	\$53.3964
	Prop G Add-on	\$1.70	\$1.79	\$1.88	\$1.97	\$2.07
	Hourly Rate	\$45.6168	\$47.9080	\$50.3119	\$52.8281	\$55.4664
	Bi-Weekly Rate	\$3,649.34	\$3,832.64	\$4,024.95	\$4,226.25	\$4,437.31
1840 Jr. Management Asst	Hourly Base Rate	\$30.0116	\$31.4715	\$33.0219	\$34.6616	\$36.3463
	Prop G Add-on	\$1.16	\$1.22	\$1.28	\$1.34	\$1.41
	Hourly Rate	\$31.1716	\$32.6915	\$34.3019	\$36.0016	\$37.7563
	Bi-Weekly Rate	\$2,493.73	\$2,615.32	\$2,744.15	\$2,880.13	\$3,020.50
1842 Management Assistant	Hourly Base Rate	\$33.9880	\$35.6726	\$37.4247	\$39.2668	\$41.2211
	Prop G Add-on	\$1.32	\$1.38	\$1.45	\$1.52	\$1.60
	Hourly Rate	\$35.3080	\$37.0526	\$38.8747	\$40.7868	\$42.8211
	Bi-Weekly Rate	\$2,824.64	\$2,964.21	\$3,109.98	\$3,262.94	\$3,425.69
1844 Sr. Management Asst	Hourly Base Rate	\$37.8653	\$39.8026	\$41.7371	\$43.7547	\$46.0055
	Prop G Add-on	\$1.47	\$1.54	\$1.62	\$1.70	\$1.78
	Hourly Rate	\$39.3353	\$41.3426	\$43.3571	\$45.4547	\$47.7855
	Bi-Weekly Rate	\$3,146.82	\$3,307.41	\$3,468.57	\$3,636.38	\$3,822.84
1853 Control Clerk EDP	Hourly Base Rate	\$24.99	\$26.21	\$27.51	\$28.85	\$30.24
	Prop G Add-on	\$0.97	\$1.02	\$1.07	\$1.12	\$1.17
	Hourly Rate	\$25.9596	\$27.2333	\$28.5777	\$29.9687	\$31.4073
	Bi-Weekly Rate	\$2,076.77	\$2,178.66	\$2,286.22	\$2,397.50	\$2,512.58
1930 Warehouse Worker	Hourly Base Rate	\$26.0131	\$27.2711	\$28.5966	\$30.0116	\$31.4715
	Prop G Add-on	\$1.01	\$1.06	\$1.11	\$1.16	\$1.22
	Hourly Rate	\$27.0231	\$28.3311	\$29.7066	\$31.1716	\$32.6915
	Bi-Weekly Rate	\$2,161.85	\$2,266.49	\$2,376.53	\$2,493.73	\$2,615.32
1939 School Warehouse Supr	Hourly Base Rate	\$33.1805	\$34.8191	\$36.5262	\$38.3232	\$40.2328
	Prop G Add-on	\$1.29	\$1.35	\$1.42	\$1.49	\$1.56
	Hourly Rate	\$34.4705	\$36.1691	\$37.9462	\$39.8132	\$41.7928
	Bi-Weekly Rate	\$2,757.64	\$2,893.53	\$3,035.70	\$3,185.06	\$3,343.42
1950 Assistant Purchaser	Hourly Base Rate	\$28.0574	\$29.4276	\$30.8875	\$32.4153	\$33.9880
	Prop G Add-on	\$1.09	\$1.14	\$1.20	\$1.26	\$1.32
	Hourly Rate	\$29.1474	\$30.5676	\$32.0875	\$33.6753	\$35.3080
	Bi-Weekly Rate	\$2,331.79	\$2,445.41	\$2,567.00	\$2,694.02	\$2,824.64

Classification		Step				
		1	2	3	4	5
2302 Nursing Assistant	Hourly Base Rate	\$29.6722	\$31.1312	\$32.6605	\$34.2846	\$35.9550
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$30.8222	\$32.3412	\$33.9305	\$35.6146	\$37.3450
	Bi-Weekly Rate	\$2,465.78	\$2,587.30	\$2,714.44	\$2,849.17	\$2,987.60
2585 Health Worker I	Hourly Base Rate	\$24.6290	\$25.8168	\$27.0719	\$28.3940	\$29.7833
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$25.5790	\$26.8168	\$28.1219	\$29.4940	\$30.9333
	Bi-Weekly Rate	\$2,046.32	\$2,145.34	\$2,249.75	\$2,359.52	\$2,474.66
2586 Health Worker II	Hourly Base Rate	\$25.8604	\$27.1076	\$28.4255	\$29.8137	\$31.2725
	Prop G Add-on	\$1.00	\$1.05	\$1.10	\$1.16	\$1.21
	Hourly Rate	\$26.8604	\$28.1576	\$29.5255	\$30.9737	\$32.4825
	Bi-Weekly Rate	\$2,148.83	\$2,252.61	\$2,362.04	\$2,477.90	\$2,598.60
2587 Health Worker III	Hourly Base Rate	\$29.6722	\$31.1312	\$32.6605	\$34.2846	\$35.9550
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$30.8222	\$32.3412	\$33.9305	\$35.6146	\$37.3450
	Bi-Weekly Rate	\$2,465.78	\$2,587.30	\$2,714.44	\$2,849.17	\$2,987.60
2630 School Lunchroom Cook	Hourly Base Rate	\$23.9544	\$25.1073	\$26.3547	\$27.6254	\$28.9900
	Prop G Add-on	\$0.93	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$24.8844	\$26.0773	\$27.3747	\$28.6954	\$30.1100
	Bi-Weekly Rate	\$1,990.75	\$2,086.18	\$2,189.98	\$2,295.63	\$2,408.80
2632 Cook Manager Elementary	Hourly Base Rate	\$18.1405	\$19.0287	\$19.9683	\$20.9418	\$21.9497
	Prop G Add-on	\$0.70	\$0.74	\$0.77	\$0.81	\$0.85
	Hourly Rate	\$18.8405	\$19.7687	\$20.7383	\$21.7518	\$22.7997
	Bi-Weekly Rate	\$1,507.24	\$1,581.50	\$1,659.06	\$1,740.14	\$1,823.98
2634 Cook Manager Secondary	Hourly Base Rate	\$28.8487	\$30.2373	\$31.7430	\$33.2726	\$34.9199
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$29.9687	\$31.4073	\$32.9730	\$34.5626	\$36.2699
	Bi-Weekly Rate	\$2,397.50	\$2,512.58	\$2,637.84	\$2,765.01	\$2,901.59
2650 Cook Assistant	Hourly Base Rate	\$23.6340	\$24.8170	\$26.0520	\$27.3520	\$28.7170
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$24.5540	\$25.7770	\$27.0620	\$28.4120	\$29.8270
	Bi-Weekly Rate	\$1,964.32	\$2,062.16	\$2,164.96	\$2,272.96	\$2,386.16
2656 Chef - SFUSD	Hourly Base Rate	\$32.3248	\$33.9363	\$35.6379	\$37.4106	\$39.2910
	Prop G Add-on	\$1.25	\$1.32	\$1.38	\$1.45	\$1.52
	Hourly Rate	\$33.5748	\$35.2563	\$37.0179	\$38.8606	\$40.8110
	Bi-Weekly Rate	\$2,685.98	\$2,820.50	\$2,961.43	\$3,108.85	\$3,264.88

Classification		Step				
		1	2	3	4	5
2672 CC Asst House Parent	Hourly Base Rate	\$23.3896	\$24.5191	\$25.7190	\$26.9899	\$28.3078
	Prop G Add-on	\$0.91	\$0.95	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$24.2996	\$25.4691	\$26.7190	\$28.0399	\$29.4078
	Bi-Weekly Rate	\$1,943.97	\$2,037.53	\$2,137.52	\$2,243.19	\$2,352.62
2674 Children's Ctr House Parent	Hourly Base Rate	\$25.1073	\$26.3547	\$27.6254	\$28.9900	\$30.3785
	Prop G Add-on	\$0.97	\$1.02	\$1.07	\$1.12	\$1.18
	Hourly Rate	\$26.0773	\$27.3747	\$28.6954	\$30.1100	\$31.5585
	Bi-Weekly Rate	\$2,086.18	\$2,189.98	\$2,295.63	\$2,408.80	\$2,524.68
2708 Custodian	Hourly Base Rate	\$23.8369	\$24.9896	\$26.2133	\$27.5077	\$28.8487
	Prop G Add-on	\$0.92	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$24.7569	\$25.9596	\$27.2333	\$28.5777	\$29.9687
	Bi-Weekly Rate	\$1,980.55	\$2,076.77	\$2,178.66	\$2,286.22	\$2,397.50
2716 Custodial Asst Supervisor	Hourly Base Rate	\$26.2133	\$27.5077	\$28.8487	\$30.2373	\$31.7430
	Prop G Add-on	\$1.02	\$1.07	\$1.12	\$1.17	\$1.23
	Hourly Rate	\$27.2333	\$28.5777	\$29.9687	\$31.4073	\$32.9730
	Bi-Weekly Rate	\$2,178.66	\$2,286.22	\$2,397.50	\$2,512.58	\$2,637.84
2727 School Custodian Supr I	Hourly Base Rate	\$28.8487	\$30.2373	\$31.7430	\$33.2726	\$34.9199
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$29.9687	\$31.4073	\$32.9730	\$34.5626	\$36.2699
	Bi-Weekly Rate	\$2,397.50	\$2,512.58	\$2,637.84	\$2,765.01	\$2,901.59
2730 School Custodial Serv Supr I	Hourly Base Rate	\$31.7335	\$33.2610	\$34.9174	\$36.5998	\$38.4119
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$32.9635	\$34.5510	\$36.2674	\$38.0198	\$39.9019
	Bi-Weekly Rate	\$2,637.08	\$2,764.08	\$2,901.39	\$3,041.58	\$3,192.15
2732 Custodial Supvr II	Hourly Base Rate	\$23.1720	\$24.3135	\$25.5202	\$26.7758	\$28.0967
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.04	\$1.09
	Hourly Rate	\$24.0720	\$25.2535	\$26.5102	\$27.8158	\$29.1867
	Bi-Weekly Rate	\$1,925.76	\$2,020.28	\$2,120.82	\$2,225.26	\$2,334.94
2977 Ed Integration Specialists	Hourly Base Rate	\$38.2422	\$40.1587	\$42.1624	\$44.1320	\$46.4965
	Prop G Add-on	\$1.48	\$1.56	\$1.63	\$1.71	\$1.80
	Hourly Rate	\$39.7222	\$41.7187	\$43.7924	\$45.8420	\$48.2965
	Bi-Weekly Rate	\$3,177.78	\$3,337.50	\$3,503.39	\$3,667.36	\$3,863.72
3535 Radio Announcer Operator	Hourly Base Rate	\$30.8563	\$32.4153	\$33.9880	\$35.6726	\$37.4247
	Prop G Add-on	\$1.20	\$1.26	\$1.32	\$1.38	\$1.45
	Hourly Rate	\$32.0563	\$33.6753	\$35.3080	\$37.0526	\$38.8747
	Bi-Weekly Rate	\$2,564.50	\$2,694.02	\$2,824.64	\$2,964.21	\$3,109.98

Classification		Step				
		1	2	3	4	5
3616 Library Tech Asst I	Hourly Base Rate	\$30.6843	\$32.1904	\$33.7903	\$35.4374	\$37.1785
	Prop G Add-on	\$1.19	\$1.25	\$1.31	\$1.37	\$1.44
	Hourly Rate	\$31.8743	\$33.4404	\$35.1003	\$36.8074	\$38.6185
	Bi-Weekly Rate	\$2,549.94	\$2,675.23	\$2,808.02	\$2,944.59	\$3,089.48
3618 Library Tech Asst II	Hourly Base Rate	\$24.0854	\$25.2756	\$26.5150	\$27.8196	\$29.2057
	Prop G Add-on	\$0.93	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.0154	\$26.2556	\$27.5450	\$28.8996	\$30.3357
	Bi-Weekly Rate	\$2,001.23	\$2,100.45	\$2,203.60	\$2,311.97	\$2,426.86
5295 School Facilities Planner	Hourly Base Rate	\$43.8091	\$45.9934	\$48.2999	\$50.7115	\$53.2452
	Prop G Add-on	\$1.70	\$1.78	\$1.87	\$1.97	\$2.06
	Hourly Rate	\$45.5091	\$47.7734	\$50.1699	\$52.6815	\$55.3052
	Bi-Weekly Rate	\$3,640.73	\$3,821.87	\$4,013.59	\$4,214.52	\$4,424.42
7218 Asbestos Worker II	Hourly Base Rate	\$41.8078	\$43.8298	\$45.9885	\$48.2160	\$50.6149
	Prop G Add-on	\$1.62	\$1.70	\$1.78	\$1.87	\$1.96
	Hourly Rate	\$43.4278	\$45.5298	\$47.7685	\$50.0860	\$52.5749
	Bi-Weekly Rate	\$3,474.22	\$3,642.38	\$3,821.48	\$4,006.88	\$4,205.99
7302 Audio Visual Equip. Tech	Hourly Base Rate	\$19.8945	\$20.8566	\$21.8838	\$22.9439	\$24.0854
	Prop G Add-on	\$0.77	\$0.81	\$0.85	\$0.89	\$0.93
	Hourly Rate	\$20.6645	\$21.6666	\$22.7338	\$23.8339	\$25.0154
	Bi-Weekly Rate	\$1,653.16	\$1,733.33	\$1,818.70	\$1,906.71	\$2,001.23
7304 Comp Repair & Maint Tech	Hourly Base Rate	\$24.7864	\$26.0259	\$27.2978	\$28.6347	\$30.0698
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$25.7464	\$27.0359	\$28.3578	\$29.7447	\$31.2398
	Bi-Weekly Rate	\$2,059.71	\$2,162.87	\$2,268.62	\$2,379.58	\$2,499.18
7359 Piano Tuner	Hourly Base Rate	\$31.2725	\$32.8019	\$34.4259	\$36.1197	\$37.9083
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$32.4825	\$34.0719	\$35.7559	\$37.5197	\$39.3783
	Bi-Weekly Rate	\$2,598.60	\$2,725.75	\$2,860.47	\$3,001.58	\$3,150.26
7383 Sewing Mach Repairer	Hourly Base Rate	\$23.0429	\$24.1531	\$25.3489	\$26.6234	\$27.9111
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$23.9329	\$25.0931	\$26.3289	\$27.6534	\$28.9911
	Bi-Weekly Rate	\$1,914.63	\$2,007.45	\$2,106.31	\$2,212.27	\$2,319.29
7384 Typewriter Repairer	Hourly Base Rate	\$20.9522	\$21.9981	\$23.0579	\$24.1993	\$25.4061
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$21.7622	\$22.8481	\$23.9479	\$25.1393	\$26.3861
	Bi-Weekly Rate	\$1,740.98	\$1,827.85	\$1,915.83	\$2,011.14	\$2,110.89

Classification		Step				
		1	2	3	4	5
7385 Sr. Typewriter Repairer	Hourly Base Rate	\$23.0429	\$24.1531	\$25.3489	\$26.6130	\$27.9111
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$23.9329	\$25.0931	\$26.3289	\$27.6430	\$28.9911
	Bi-Weekly Rate	\$1,914.63	\$2,007.45	\$2,106.31	\$2,211.44	\$2,319.29
7392 Window Cleaner	Hourly Base Rate	\$32.1904	\$33.7903	\$35.4374	\$37.1785	\$39.0140
	Prop G Add-on	\$1.25	\$1.31	\$1.37	\$1.44	\$1.51
	Hourly Rate	\$33.4404	\$35.1003	\$36.8074	\$38.6185	\$40.5240
	Bi-Weekly Rate	\$2,675.23	\$2,808.02	\$2,944.59	\$3,089.48	\$3,241.92
7450 Shade & Drapery Worker	Hourly Base Rate	\$27.3136	\$28.6344	\$30.0264	\$31.5122	\$33.0452
	Prop G Add-on	\$1.06	\$1.11	\$1.16	\$1.22	\$1.28
	Hourly Rate	\$28.3736	\$29.7444	\$31.1864	\$32.7322	\$34.3252
	Bi-Weekly Rate	\$2,269.89	\$2,379.55	\$2,494.91	\$2,618.58	\$2,746.02
7451 Sr. Shade & Drapery Worker	Hourly Base Rate	\$28.1875	\$29.5970	\$31.0770	\$32.6136	\$34.2624
	Prop G Add-on	\$1.09	\$1.15	\$1.20	\$1.25	\$1.33
	Hourly Rate	\$29.2775	\$30.7470	\$32.2770	\$33.8636	\$35.5924
	Bi-Weekly Rate	\$2,342.20	\$2,459.76	\$2,582.16	\$2,718.09	\$2,847.39
7515 Asbestos Worker I	Hourly Base Rate	\$26.3414	\$26.3414	\$26.3414	\$26.3414	\$26.3414
	Prop G Add-on	\$1.02	\$1.02	\$1.02	\$1.02	\$1.02
	Hourly Rate	\$27.3614	\$27.3614	\$27.3614	\$27.3614	\$27.3614
	Bi-Weekly Rate	\$2,188.91	\$2,188.91	\$2,188.91	\$2,188.91	\$2,188.91
9176 School Trans Scheduler	Hourly Base Rate	\$30.5958	\$32.1004	\$33.6734	\$35.3357	\$37.0650
	Prop G Add-on	\$1.19	\$1.24	\$1.30	\$1.37	\$1.44
	Hourly Rate	\$31.7858	\$33.3404	\$34.9734	\$36.7057	\$38.5050
	Bi-Weekly Rate	\$2,542.86	\$2,667.23	\$2,797.87	\$2,936.46	\$3,080.40

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Base Rate	\$18.8507	\$19.7865	\$20.7406	\$21.7660	\$22.8247	\$23.9544	\$25.1073	\$26.3547
	Prop G Add-on	\$0.73	\$0.77	\$0.80	\$0.84	\$0.88	\$0.93	\$0.97	\$1.02
	Hourly Rate	\$19.5807	\$20.5565	\$21.5406	\$22.6060	\$23.7047	\$24.8844	\$26.0773	\$27.3747
	Bi-Weekly Rate	\$1,566.46	\$1,644.52	\$1,723.25	\$1,808.48	\$1,896.38	\$1,990.75	\$2,086.18	\$2,189.98
2616 Lead SNS Worker Elementary/ Secondary	Hourly Base Rate	\$22.8542	\$23.9660	\$25.1522	\$26.3626	\$27.6721			
	Prop G Add-on	\$0.89	\$0.93	\$0.97	\$1.02	\$1.07			
	Hourly Rate	\$23.7442	\$24.8960	\$26.1222	\$27.3826	\$28.7421			
	Bi-Weekly Rate	\$1,899.54	\$1,991.68	\$2,089.78	\$2,190.61	\$2,299.37			

Salary Schedule to Offset 8% Employee Retirement Pickup – Effective July 1, 2018 – 4%

Classification		Step				
		1	2	3	4	5
1426 Senior Clerk Typist	Hourly Base Rate	\$24.8579	\$26.0734	\$27.3343	\$28.6629	\$30.0814
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$25.8179	\$27.0834	\$28.3943	\$29.7729	\$31.2514
	Bi-Weekly Rate	\$2,065.43	\$2,166.67	\$2,271.54	\$2,381.83	\$2,500.11
1446 Secretary II	Hourly Base Rate	\$27.4697	\$28.7977	\$30.2161	\$31.6801	\$33.2562
	Prop G Add-on	\$1.06	\$1.12	\$1.17	\$1.23	\$1.29
	Hourly Rate	\$28.5297	\$29.9177	\$31.3861	\$32.9101	\$34.5462
	Bi-Weekly Rate	\$2,282.38	\$2,393.42	\$2,510.89	\$2,632.81	\$2,763.70
3616 Library Tech Asst I	Hourly Base Rate	\$29.3609	\$30.8021	\$32.3329	\$33.9088	\$35.5750
	Prop G Add-on	\$1.14	\$1.19	\$1.25	\$1.31	\$1.38
	Hourly Rate	\$30.5009	\$31.9921	\$33.5829	\$35.2188	\$36.9550
	Bi-Weekly Rate	\$2,440.07	\$2,559.37	\$2,686.63	\$2,817.50	\$2,956.40

Appendix A3a – Salary Schedule (Worked Less Than 1040 Hours in any School Year– Not Qualified For Retirement) Effective JULY 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Base Rate	\$24.6206	\$25.8310	\$27.0644	\$28.3888	\$29.7823
	Prop G Add-on	\$0.93	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$25.5506	\$26.8010	\$28.0844	\$29.4588	\$30.9023
	Bi-Weekly Rate	\$2,044.05	\$2,144.08	\$2,246.75	\$2,356.70	\$2,472.18
1203 Senior Personnel Clerk	Hourly Base Rate	\$30.2915	\$31.8061	\$33.3964	\$35.0661	\$36.8195
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.39
	Hourly Rate	\$31.4315	\$33.0061	\$34.6564	\$36.3861	\$38.2095
	Bi-Weekly Rate	\$2,514.52	\$2,640.49	\$2,772.51	\$2,910.89	\$3,056.76
1204 Senior Personnel Clerk	Hourly Base Rate	\$28.5261	\$29.9190	\$31.4037	\$32.9569	\$34.5553
	Prop G Add-on	\$1.07	\$1.13	\$1.18	\$1.24	\$1.30
	Hourly Rate	\$29.5961	\$31.0490	\$32.5837	\$34.1969	\$35.8553
	Bi-Weekly Rate	\$2,367.69	\$2,483.92	\$2,606.70	\$2,735.75	\$2,868.42
1220 Payroll Clerk	Hourly Base Rate	\$28.3888	\$29.7823	\$31.2440	\$32.7967	\$34.3954
	Prop G Add-on	\$1.07	\$1.12	\$1.18	\$1.23	\$1.29
	Hourly Rate	\$29.4588	\$30.9023	\$32.4240	\$34.0267	\$35.6854
	Bi-Weekly Rate	\$2,356.70	\$2,472.18	\$2,593.92	\$2,722.14	\$2,854.83
1222 Sr Payroll/Personnel Clerk	Hourly Base Rate	\$31.1070	\$32.6372	\$34.2360	\$35.9257	\$37.6846
	Prop G Add-on	\$1.17	\$1.23	\$1.29	\$1.35	\$1.42
	Hourly Rate	\$32.2770	\$33.8672	\$35.5260	\$37.2757	\$39.1046
	Bi-Weekly Rate	\$2,582.16	\$2,709.38	\$2,842.08	\$2,982.06	\$3,128.37
1402 Junior Clerk	Hourly Base Rate	\$20.1438	\$21.1261	\$22.1537	\$23.2501	\$24.3690
	Prop G Add-on	\$0.76	\$0.79	\$0.83	\$0.87	\$0.92
	Hourly Rate	\$20.9038	\$21.9161	\$22.9837	\$24.1201	\$25.2890
	Bi-Weekly Rate	\$1,672.30	\$1,753.29	\$1,838.70	\$1,929.61	\$2,023.12
1404 Clerk	Hourly Base Rate	\$22.1537	\$23.2501	\$24.3690	\$25.5798	\$26.8130
	Prop G Add-on	\$0.83	\$0.87	\$0.92	\$0.96	\$1.01
	Hourly Rate	\$22.9837	\$24.1201	\$25.2890	\$26.5398	\$27.8230
	Bi-Weekly Rate	\$1,838.70	\$1,929.61	\$2,023.12	\$2,123.18	\$2,225.84
1406 Senior Clerk	Hourly Base Rate	\$22.9369	\$24.0708	\$25.2481	\$26.4692	\$27.7557
	Prop G Add-on	\$0.86	\$0.91	\$0.95	\$1.00	\$1.04
	Hourly Rate	\$23.7969	\$24.9808	\$26.1981	\$27.4692	\$28.7957
	Bi-Weekly Rate	\$1,903.75	\$1,998.46	\$2,095.85	\$2,197.54	\$2,303.66
1408 Principal Clerk	Hourly Base Rate	\$30.3531	\$31.8375	\$33.4136	\$35.0578	\$36.7937
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$31.4931	\$33.0375	\$34.6736	\$36.3778	\$38.1737
	Bi-Weekly Rate	\$2,519.45	\$2,643.00	\$2,773.89	\$2,910.22	\$3,053.90

Classification		Step				
		1	2	3	4	5
1410 Clerk	Hourly Base Rate	\$34.3700	\$36.0612	\$37.8579	\$39.7605	\$41.7472
	Prop G Add-on	\$1.29	\$1.36	\$1.42	\$1.50	\$1.57
	Hourly Rate	\$35.6600	\$37.4212	\$39.2779	\$41.2605	\$43.3172
	Bi-Weekly Rate	\$2,852.80	\$2,993.70	\$3,142.23	\$3,300.84	\$3,465.38
1422 Junior Clerk Typist	Hourly Base Rate	\$18.9572	\$19.8718	\$20.8486	\$21.8673	\$22.9483
	Prop G Add-on	\$0.71	\$0.75	\$0.78	\$0.82	\$0.86
	Hourly Rate	\$19.6672	\$20.6218	\$21.6286	\$22.6873	\$23.8083
	Bi-Weekly Rate	\$1,573.38	\$1,649.74	\$1,730.29	\$1,814.98	\$1,904.66
1424 Clerk Typist	Hourly Base Rate	\$23.0213	\$24.1410	\$25.3285	\$26.5621	\$27.8638
	Prop G Add-on	\$0.87	\$0.91	\$0.95	\$1.00	\$1.05
	Hourly Rate	\$23.8913	\$25.0510	\$26.2785	\$27.5621	\$28.9138
	Bi-Weekly Rate	\$1,911.30	\$2,004.08	\$2,102.28	\$2,204.97	\$2,313.10
1426 Senior Clerk Typist	Hourly Base Rate	\$25.2144	\$26.4477	\$27.7266	\$29.0742	\$30.5128
	Prop G Add-on	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15
	Hourly Rate	\$26.1644	\$27.4377	\$28.7666	\$30.1642	\$31.6628
	Bi-Weekly Rate	\$2,093.15	\$2,195.02	\$2,301.33	\$2,413.14	\$2,533.02
1430 Transcriber Typist	Hourly Base Rate	\$22.6862	\$23.7529	\$24.9042	\$26.1142	\$27.4042
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$23.5362	\$24.6429	\$25.8442	\$27.0942	\$28.4342
	Bi-Weekly Rate	\$1,882.90	\$1,971.43	\$2,067.54	\$2,167.54	\$2,274.74
1432 Sr. Transcriber Typist	Hourly Base Rate	\$24.8622	\$26.0645	\$27.3481	\$28.6729	\$30.0995
	Prop G Add-on	\$0.94	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.8022	\$27.0445	\$28.3781	\$29.7529	\$31.2295
	Bi-Weekly Rate	\$2,064.18	\$2,163.56	\$2,270.25	\$2,380.23	\$2,498.36
1436 Brailist	Hourly Base Rate	\$24.1410	\$25.3285	\$26.5621	\$27.8638	\$29.2109
	Prop G Add-on	\$0.91	\$0.95	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$25.0510	\$26.2785	\$27.5621	\$28.9138	\$30.3109
	Bi-Weekly Rate	\$2,004.08	\$2,102.28	\$2,204.97	\$2,313.10	\$2,424.87
1444 Secretary I	Hourly Base Rate	\$22.5925	\$23.6931	\$24.8557	\$26.0602	\$27.3265
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$23.4425	\$24.5831	\$25.7957	\$27.0402	\$28.3565
	Bi-Weekly Rate	\$1,875.40	\$1,966.65	\$2,063.66	\$2,163.22	\$2,268.52
1446 Secretary II	Hourly Base Rate	\$27.98	\$29.21	\$30.65	\$32.13	\$33.73
	Prop G Add-on	\$1.05	\$1.10	\$1.15	\$1.21	\$1.27
	Hourly Rate	\$29.0266	\$30.3109	\$31.7998	\$33.3446	\$35.0033
	Bi-Weekly Rate	\$2,322.13	\$2,424.87	\$2,543.98	\$2,667.57	\$2,800.26

Classification		Step				
		1	2	3	4	5
1446 Secretary II	Hourly Base Rate	\$27.98	\$29.21	\$30.65	\$32.13	\$33.73
	Prop G Add-on	\$1.05	\$1.10	\$1.15	\$1.21	\$1.27
	Hourly Rate	\$29.0266	\$30.3109	\$31.7998	\$33.3446	\$35.0033
	Bi-Weekly Rate	\$2,322.13	\$2,424.87	\$2,543.98	\$2,667.57	\$2,800.26
1450 Executive Secretary I	Hourly Base Rate	\$30.3536	\$31.8375	\$33.4136	\$35.0578	\$36.7666
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$31.4936	\$33.0375	\$34.6736	\$36.3778	\$38.1466
	Bi-Weekly Rate	\$2,519.49	\$2,643.00	\$2,773.89	\$2,910.22	\$3,051.73
1452 Executive Secretary II	Hourly Base Rate	\$32.9885	\$34.6240	\$36.3240	\$38.1124	\$40.0092
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.51
	Hourly Rate	\$34.2285	\$35.9240	\$37.6940	\$39.5424	\$41.5192
	Bi-Weekly Rate	\$2,738.28	\$2,873.92	\$3,015.52	\$3,163.39	\$3,321.54
1458 Legal Secretary I	Hourly Base Rate	\$32.6373	\$34.2360	\$35.9257	\$37.6846	\$39.5345
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$33.8673	\$35.5260	\$37.2757	\$39.1046	\$41.0245
	Bi-Weekly Rate	\$2,709.38	\$2,842.08	\$2,982.06	\$3,128.37	\$3,281.96
1460 Sr Legal Stenographer	Hourly Base Rate	\$32.5834	\$34.1906	\$35.8975	\$37.6833	\$39.5685
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$33.8134	\$35.4806	\$37.2475	\$39.1033	\$41.0585
	Bi-Weekly Rate	\$2,705.07	\$2,838.45	\$2,979.80	\$3,128.26	\$3,284.68
1486 Education Credential Tech	Hourly Base Rate	\$29.2599	\$30.6774	\$32.2036	\$33.7952	\$35.4521
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$30.3599	\$31.8274	\$33.4136	\$35.0652	\$36.7821
	Bi-Weekly Rate	\$2,428.79	\$2,546.19	\$2,673.09	\$2,805.22	\$2,942.57
1630 Account Clerk	Hourly Base Rate	\$23.7982	\$24.9632	\$26.1964	\$27.4755	\$28.7999
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.03	\$1.08
	Hourly Rate	\$24.6982	\$25.9032	\$27.1864	\$28.5055	\$29.8799
	Bi-Weekly Rate	\$1,975.86	\$2,072.26	\$2,174.91	\$2,280.44	\$2,390.39
1632 Senior Account Clerk	Hourly Base Rate	\$27.4755	\$28.7999	\$30.2161	\$31.7004	\$33.2767
	Prop G Add-on	\$1.03	\$1.08	\$1.14	\$1.19	\$1.25
	Hourly Rate	\$28.5055	\$29.8799	\$31.3561	\$32.8904	\$34.5267
	Bi-Weekly Rate	\$2,280.44	\$2,390.39	\$2,508.49	\$2,631.23	\$2,762.14
1634 Principal Account Clerk	Hourly Base Rate	\$28.8491	\$30.2396	\$31.7268	\$33.2853	\$34.9402
	Prop G Add-on	\$1.09	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.9391	\$31.3796	\$32.9168	\$34.5353	\$36.2502
	Bi-Weekly Rate	\$2,395.13	\$2,510.37	\$2,633.34	\$2,762.82	\$2,900.02

Classification		Step				
		1	2	3	4	5
1706 Telephone Operator	Hourly Base Rate	\$18.1254	\$18.1062	\$18.9963	\$19.9034	\$20.8776
	Prop G Add-on	\$0.72	\$0.76	\$0.79	\$0.87	\$0.87
	Hourly Rate	\$18.8454	\$18.8662	\$19.7863	\$20.7734	\$21.7476
	Bi-Weekly Rate	\$1,507.63	\$1,509.30	\$1,582.90	\$1,661.87	\$1,739.81
1708 Sr. Telephone Operator	Hourly Base Rate	\$18.9963	\$19.9034	\$20.8776	\$21.9021	\$22.9771
	Prop G Add-on	\$0.71	\$0.75	\$0.79	\$0.82	\$0.86
	Hourly Rate	\$19.7063	\$20.6534	\$21.6676	\$22.7221	\$23.8371
	Bi-Weekly Rate	\$1,576.50	\$1,652.27	\$1,733.41	\$1,817.77	\$1,906.97
1720 Data Entry Operator	Hourly Base Rate	\$16.1866	\$16.9957	\$17.8227	\$18.6847	\$19.5996
	Prop G Add-on	\$0.61	\$0.64	\$0.67	\$0.70	\$0.74
	Hourly Rate	\$16.7966	\$17.6357	\$18.4927	\$19.3847	\$20.3396
	Bi-Weekly Rate	\$1,343.73	\$1,410.86	\$1,479.42	\$1,550.78	\$1,627.17
1721 Sr. Data Entry Operator	Hourly Base Rate	\$18.4590	\$19.3492	\$20.2897	\$21.2805	\$22.3220
	Prop G Add-on	\$0.69	\$0.73	\$0.76	\$0.80	\$0.84
	Hourly Rate	\$19.1490	\$20.0792	\$21.0497	\$22.0805	\$23.1620
	Bi-Weekly Rate	\$1,531.92	\$1,606.34	\$1,683.98	\$1,766.44	\$1,852.96
1760 Offset Machine Operator	Hourly Base Rate	\$28.1375	\$29.5445	\$31.0217	\$32.5724	\$34.2015
	Prop G Add-on	\$1.06	\$1.11	\$1.17	\$1.23	\$1.29
	Hourly Rate	\$29.1975	\$30.6545	\$32.1917	\$33.8024	\$35.4915
	Bi-Weekly Rate	\$2,335.80	\$2,452.36	\$2,575.34	\$2,704.19	\$2,839.32
1762 Sr. Offset Machine Op	Hourly Base Rate	\$20.3905	\$21.3815	\$22.4396	\$23.5313	\$24.6904
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$21.1605	\$22.1815	\$23.2796	\$24.4213	\$25.6204
	Bi-Weekly Rate	\$1,692.84	\$1,774.52	\$1,862.37	\$1,953.70	\$2,049.63
1764 Mail/Reproduction Supr	Hourly Base Rate	\$33.4331	\$35.1054	\$36.8603	\$38.7033	\$40.6389
	Prop G Add-on	\$1.26	\$1.32	\$1.39	\$1.46	\$1.53
	Hourly Rate	\$34.6931	\$36.4254	\$38.2503	\$40.1633	\$42.1689
	Bi-Weekly Rate	\$2,775.45	\$2,914.03	\$3,060.02	\$3,213.06	\$3,373.51
1802 Research Assistant	Hourly Base Rate	\$30.5462	\$32.0511	\$33.6425	\$35.2777	\$37.0219
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$31.6962	\$33.2611	\$34.9125	\$36.6077	\$38.4119
	Bi-Weekly Rate	\$2,535.70	\$2,660.89	\$2,793.00	\$2,928.62	\$3,072.95
1804 Statistician	Hourly Base Rate	\$33.4680	\$35.1253	\$36.8476	\$38.6573	\$40.5978
	Prop G Add-on	\$1.26	\$1.32	\$1.39	\$1.45	\$1.53
	Hourly Rate	\$34.7280	\$36.4453	\$38.2376	\$40.1073	\$42.1278
	Bi-Weekly Rate	\$2,778.24	\$2,915.62	\$3,059.01	\$3,208.58	\$3,370.22

Classification		Step				
		1	2	3	4	5
1820 Jr. Admin. Analyst	Hourly Base Rate	\$28.1479	\$29.5434	\$30.9824	\$32.5088	\$34.1223
	Prop G Add-on	\$1.06	\$1.11	\$1.17	\$1.22	\$1.28
	Hourly Rate	\$29.2079	\$30.6534	\$32.1524	\$33.7288	\$35.4023
	Bi-Weekly Rate	\$2,336.63	\$2,452.27	\$2,572.19	\$2,698.30	\$2,832.18
1822 Administrative Analyst	Hourly Base Rate	\$36.4992	\$38.2865	\$40.2052	\$42.2114	\$44.3261
	Prop G Add-on	\$1.37	\$1.44	\$1.51	\$1.59	\$1.67
	Hourly Rate	\$37.8692	\$39.7265	\$41.7152	\$43.8014	\$45.9961
	Bi-Weekly Rate	\$3,029.54	\$3,178.12	\$3,337.22	\$3,504.11	\$3,679.69
1823 Sr. Admin Analyst	Hourly Base Rate	\$42.6255	\$44.7623	\$47.0079	\$49.3629	\$51.8264
	Prop G Add-on	\$1.60	\$1.68	\$1.77	\$1.86	\$1.95
	Hourly Rate	\$44.2255	\$46.4423	\$48.7779	\$51.2229	\$53.7764
	Bi-Weekly Rate	\$3,538.04	\$3,715.38	\$3,902.23	\$4,097.83	\$4,302.11
1840 Jr. Management Asst	Hourly Base Rate	\$29.1291	\$30.5462	\$32.0511	\$33.6425	\$35.2777
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$30.2291	\$31.6962	\$33.2611	\$34.9125	\$36.6077
	Bi-Weekly Rate	\$2,418.33	\$2,535.70	\$2,660.89	\$2,793.00	\$2,928.62
1842 Management Assistant	Hourly Base Rate	\$32.9885	\$34.6240	\$36.3245	\$38.1124	\$40.0094
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.51
	Hourly Rate	\$34.2285	\$35.9240	\$37.6945	\$39.5424	\$41.5194
	Bi-Weekly Rate	\$2,738.28	\$2,873.92	\$3,015.56	\$3,163.39	\$3,321.55
1844 Sr. Management Asst	Hourly Base Rate	\$36.7523	\$38.6324	\$40.5099	\$42.4684	\$44.6529
	Prop G Add-on	\$1.38	\$1.45	\$1.52	\$1.60	\$1.68
	Hourly Rate	\$38.1323	\$40.0824	\$42.0299	\$44.0684	\$46.3329
	Bi-Weekly Rate	\$3,050.58	\$3,206.59	\$3,362.39	\$3,525.47	\$3,706.63
1853 Control Clerk EDP	Hourly Base Rate	\$24.2549	\$25.4426	\$26.6990	\$28.0004	\$29.3480
	Prop G Add-on	\$0.91	\$0.96	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$25.1649	\$26.4026	\$27.6990	\$29.0504	\$30.4480
	Bi-Weekly Rate	\$2,013.19	\$2,112.21	\$2,215.92	\$2,324.03	\$2,435.84
1930 Warehouse Worker	Hourly Base Rate	\$25.2481	\$26.4692	\$27.7557	\$29.1291	\$30.5462
	Prop G Add-on	\$0.95	\$1.00	\$1.04	\$1.10	\$1.15
	Hourly Rate	\$26.1981	\$27.4692	\$28.7957	\$30.2291	\$31.6962
	Bi-Weekly Rate	\$2,095.85	\$2,197.54	\$2,303.66	\$2,418.33	\$2,535.70
1939 School Warehouse Supr	Hourly Base Rate	\$32.2049	\$33.7952	\$35.4521	\$37.1966	\$39.0500
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$33.4149	\$35.0652	\$36.7821	\$38.5966	\$40.5200
	Bi-Weekly Rate	\$2,673.19	\$2,805.22	\$2,942.57	\$3,087.73	\$3,241.60

Classification		Step				
		1	2	3	4	5
1950 Assistant Purchaser	Hourly Base Rate	\$27.1305	\$28.4555	\$29.8671	\$31.3444	\$32.8651
	Prop G Add-on	\$1.02	\$1.07	\$1.12	\$1.18	\$1.24
	Hourly Rate	\$28.1505	\$29.5255	\$30.9871	\$32.5244	\$34.1051
	Bi-Weekly Rate	\$2,252.04	\$2,362.04	\$2,478.97	\$2,601.95	\$2,728.41
2302 Nursing Assistant	Hourly Base Rate	\$28.7999	\$30.2161	\$31.7004	\$33.2767	\$34.8979
	Prop G Add-on	\$1.08	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.8799	\$31.3561	\$32.8904	\$34.5267	\$36.2079
	Bi-Weekly Rate	\$2,390.39	\$2,508.49	\$2,631.23	\$2,762.14	\$2,896.63
2585 Health Worker I	Hourly Base Rate	\$25.3679	\$26.5913	\$27.8841	\$29.2458	\$30.6768
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$26.3179	\$27.5913	\$28.9341	\$30.3458	\$31.8268
	Bi-Weekly Rate	\$2,105.43	\$2,207.30	\$2,314.73	\$2,427.66	\$2,546.14
2586 Health Worker II	Hourly Base Rate	\$25.1003	\$26.3106	\$27.5895	\$28.9368	\$30.3531
	Prop G Add-on	\$0.94	\$0.99	\$1.04	\$1.09	\$1.14
	Hourly Rate	\$26.0403	\$27.3006	\$28.6295	\$30.0268	\$31.4931
	Bi-Weekly Rate	\$2,083.22	\$2,184.05	\$2,290.36	\$2,402.14	\$2,519.45
2587 Health Worker III	Hourly Base Rate	\$28.7999	\$30.2161	\$31.7004	\$33.2767	\$34.8979
	Prop G Add-on	\$1.08	\$1.14	\$1.19	\$1.25	\$1.31
	Hourly Rate	\$29.8799	\$31.3561	\$32.8904	\$34.5267	\$36.2079
	Bi-Weekly Rate	\$2,390.39	\$2,508.49	\$2,631.23	\$2,762.14	\$2,896.63
2630 School Lunchroom Cook	Hourly Base Rate	\$23.2501	\$24.3690	\$25.5798	\$26.8130	\$28.1377
	Prop G Add-on	\$0.87	\$0.92	\$0.96	\$1.01	\$1.06
	Hourly Rate	\$24.1201	\$25.2890	\$26.5398	\$27.8230	\$29.1977
	Bi-Weekly Rate	\$1,929.61	\$2,023.12	\$2,123.18	\$2,225.84	\$2,335.82
2632 Cook Manager Elementary	Hourly Base Rate	\$18.6847	\$19.5996	\$20.5673	\$21.5701	\$22.6082
	Prop G Add-on	\$0.70	\$0.74	\$0.77	\$0.81	\$0.85
	Hourly Rate	\$19.3847	\$20.3396	\$21.3373	\$22.3801	\$23.4582
	Bi-Weekly Rate	\$1,550.78	\$1,627.17	\$1,706.98	\$1,790.41	\$1,876.66
2634 Cook Manager Secondary	Hourly Base Rate	\$28.0004	\$29.3480	\$30.8098	\$32.2941	\$33.8931
	Prop G Add-on	\$1.05	\$1.10	\$1.16	\$1.21	\$1.28
	Hourly Rate	\$29.0504	\$30.4480	\$31.9698	\$33.5041	\$35.1731
	Bi-Weekly Rate	\$2,324.03	\$2,435.84	\$2,557.58	\$2,680.33	\$2,813.85
2650 Cook Assistant	Hourly Base Rate	\$24.3430	\$25.5615	\$26.8336	\$28.1726	\$29.5785
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$25.2630	\$26.5215	\$27.8436	\$29.2326	\$30.6885
	Bi-Weekly Rate	\$2,021.04	\$2,121.72	\$2,227.49	\$2,338.61	\$2,455.08

Classification		Step				
		1	2	3	4	5
2656 Chef - SFUSD	Hourly Base Rate	\$31.3743	\$32.9387	\$34.5896	\$36.3109	\$38.1359
	Prop G Add-on	\$1.18	\$1.24	\$1.30	\$1.37	\$1.43
	Hourly Rate	\$32.5543	\$34.1787	\$35.8896	\$37.6809	\$39.5659
	Bi-Weekly Rate	\$2,604.34	\$2,734.30	\$2,871.17	\$3,014.47	\$3,165.27
2672 CC Asst House Parent	Hourly Base Rate	\$22.7019	\$23.7982	\$24.9632	\$26.1964	\$27.4755
	Prop G Add-on	\$0.85	\$0.90	\$0.94	\$0.99	\$1.03
	Hourly Rate	\$23.5519	\$24.6982	\$25.9032	\$27.1864	\$28.5055
	Bi-Weekly Rate	\$1,884.15	\$1,975.86	\$2,072.26	\$2,174.91	\$2,280.44
2674 Children's Ctr House Parent	Hourly Base Rate	\$24.3690	\$25.5798	\$26.8130	\$28.1377	\$29.4853
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$25.2890	\$26.5398	\$27.8230	\$29.1977	\$30.5953
	Bi-Weekly Rate	\$2,023.12	\$2,123.18	\$2,225.84	\$2,335.82	\$2,447.62
2708 Custodian	Hourly Base Rate	\$23.1360	\$24.2549	\$25.4426	\$26.6990	\$28.0004
	Prop G Add-on	\$0.87	\$0.91	\$0.96	\$1.00	\$1.05
	Hourly Rate	\$24.0060	\$25.1649	\$26.4026	\$27.6990	\$29.0504
	Bi-Weekly Rate	\$1,920.48	\$2,013.19	\$2,112.21	\$2,215.92	\$2,324.03
2716 Custodial Asst Supervisor	Hourly Base Rate	\$25.4426	\$26.6990	\$28.0004	\$29.3480	\$30.8098
	Prop G Add-on	\$0.96	\$1.00	\$1.05	\$1.10	\$1.16
	Hourly Rate	\$26.4026	\$27.6990	\$29.0504	\$30.4480	\$31.9698
	Bi-Weekly Rate	\$2,112.21	\$2,215.92	\$2,324.03	\$2,435.84	\$2,557.58
2727 School Custodian Supr I	Hourly Base Rate	\$28.0004	\$29.3480	\$30.8098	\$32.2941	\$33.8931
	Prop G Add-on	\$1.05	\$1.10	\$1.16	\$1.21	\$1.28
	Hourly Rate	\$29.0504	\$30.4480	\$31.9698	\$33.5041	\$35.1731
	Bi-Weekly Rate	\$2,324.03	\$2,435.84	\$2,557.58	\$2,680.33	\$2,813.85
2730 School Custodial Serv Supr I	Hourly Base Rate	\$30.8005	\$32.2829	\$33.8907	\$35.5236	\$37.2825
	Prop G Add-on	\$1.16	\$1.21	\$1.28	\$1.34	\$1.40
	Hourly Rate	\$31.9605	\$33.4929	\$35.1707	\$36.8636	\$38.6825
	Bi-Weekly Rate	\$2,556.84	\$2,679.43	\$2,813.66	\$2,949.09	\$3,094.60
2732 Custodial Supvr II	Hourly Base Rate	\$23.8672	\$25.0429	\$26.2858	\$27.5791	\$28.9396
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.04	\$1.09
	Hourly Rate	\$24.7672	\$25.9829	\$27.2758	\$28.6191	\$30.0296
	Bi-Weekly Rate	\$1,981.38	\$2,078.63	\$2,182.06	\$2,289.53	\$2,402.37
2977 Ed Integration Specialists	Hourly Base Rate	\$39.3895	\$41.3635	\$43.4273	\$45.4560	\$47.8914
	Prop G Add-on	\$1.48	\$1.56	\$1.63	\$1.71	\$1.80
	Hourly Rate	\$40.8695	\$42.9235	\$45.0573	\$47.1660	\$49.6914
	Bi-Weekly Rate	\$3,269.56	\$3,433.88	\$3,604.58	\$3,773.28	\$3,975.31

Classification		Step				
		1	2	3	4	5
3535 Radio Announcer Operator	Hourly Base Rate	\$29.9794	\$31.4623	\$32.9885	\$34.6240	\$36.3245
	Prop G Add-on	\$1.13	\$1.18	\$1.24	\$1.30	\$1.37
	Hourly Rate	\$31.1094	\$32.6423	\$34.2285	\$35.9240	\$37.6945
	Bi-Weekly Rate	\$2,488.75	\$2,611.38	\$2,738.28	\$2,873.92	\$3,015.56
3616 Library Tech Asst I	Hourly Base Rate	\$29.7823	\$31.2440	\$32.7967	\$34.3954	\$36.0855
	Prop G Add-on	\$1.12	\$1.18	\$1.23	\$1.29	\$1.36
	Hourly Rate	\$30.9023	\$32.4240	\$34.0267	\$35.6854	\$37.4455
	Bi-Weekly Rate	\$2,472.18	\$2,593.92	\$2,722.14	\$2,854.83	\$2,995.64
3618 Library Tech Asst II	Hourly Base Rate	\$24.8080	\$26.0339	\$27.3105	\$28.6542	\$30.0819
	Prop G Add-on	\$0.93	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.7380	\$27.0139	\$28.3405	\$29.7342	\$31.2119
	Bi-Weekly Rate	\$2,059.04	\$2,161.11	\$2,267.24	\$2,378.74	\$2,496.95
5295 School Facilities Planner	Hourly Base Rate	\$42.3617	\$44.4740	\$46.7042	\$49.0362	\$51.4862
	Prop G Add-on	\$1.59	\$1.67	\$1.76	\$1.84	\$1.94
	Hourly Rate	\$43.9517	\$46.1440	\$48.4642	\$50.8762	\$53.4262
	Bi-Weekly Rate	\$3,516.14	\$3,691.52	\$3,877.14	\$4,070.10	\$4,274.10
7218 Asbestos Worker II	Hourly Base Rate	\$40.5787	\$42.5411	\$44.6364	\$46.7984	\$49.1269
	Prop G Add-on	\$1.53	\$1.60	\$1.68	\$1.76	\$1.85
	Hourly Rate	\$42.1087	\$44.1411	\$46.3164	\$48.5584	\$50.9769
	Bi-Weekly Rate	\$3,368.70	\$3,531.29	\$3,705.31	\$3,884.67	\$4,078.15
7302 Audio Visual Equip. Tech	Hourly Base Rate	\$20.4913	\$21.4823	\$22.5403	\$23.6322	\$24.8080
	Prop G Add-on	\$0.77	\$0.81	\$0.85	\$0.89	\$0.93
	Hourly Rate	\$21.2613	\$22.2923	\$23.3903	\$24.5222	\$25.7380
	Bi-Weekly Rate	\$1,700.90	\$1,783.38	\$1,871.22	\$1,961.78	\$2,059.04
7304 Comp Repair & Maint Tech	Hourly Base Rate	\$25.5300	\$26.8067	\$28.1167	\$29.4937	\$30.9719
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$26.4900	\$27.8167	\$29.1767	\$30.6037	\$32.1419
	Bi-Weekly Rate	\$2,119.20	\$2,225.34	\$2,334.14	\$2,448.30	\$2,571.35
7359 Piano Tuner	Hourly Base Rate	\$30.3531	\$31.8375	\$33.4136	\$35.0578	\$36.7937
	Prop G Add-on	\$1.14	\$1.20	\$1.26	\$1.32	\$1.38
	Hourly Rate	\$31.4931	\$33.0375	\$34.6736	\$36.3778	\$38.1737
	Bi-Weekly Rate	\$2,519.45	\$2,643.00	\$2,773.89	\$2,910.22	\$3,053.90
7383 Sewing Mach Repairer	Hourly Base Rate	\$23.7342	\$24.8777	\$26.1094	\$27.4221	\$28.7484
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$24.6242	\$25.8177	\$27.0894	\$28.4521	\$29.8284
	Bi-Weekly Rate	\$1,969.94	\$2,065.42	\$2,167.15	\$2,276.17	\$2,386.27

Classification		Step				
		1	2	3	4	5
7384 Typewriter Repairer	Hourly Base Rate	\$21.5808	\$22.6580	\$23.7496	\$24.9253	\$26.1683
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$22.3908	\$23.5080	\$24.6396	\$25.8653	\$27.1483
	Bi-Weekly Rate	\$1,791.26	\$1,880.64	\$1,971.17	\$2,069.22	\$2,171.86
7385 Sr. Typewriter Repairer	Hourly Base Rate	\$23.7342	\$24.8777	\$26.1094	\$27.4114	\$28.7484
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$24.6242	\$25.8177	\$27.0894	\$28.4414	\$29.8284
	Bi-Weekly Rate	\$1,969.94	\$2,065.42	\$2,167.15	\$2,275.31	\$2,386.27
7392 Window Cleaner	Hourly Base Rate	\$31.2440	\$32.7967	\$34.3954	\$36.0855	\$37.8669
	Prop G Add-on	\$1.18	\$1.23	\$1.29	\$1.36	\$1.42
	Hourly Rate	\$32.4240	\$34.0267	\$35.6854	\$37.4455	\$39.2869
	Bi-Weekly Rate	\$2,593.92	\$2,722.14	\$2,854.83	\$2,995.64	\$3,142.95
7450 Shade & Drapery Worker	Hourly Base Rate	\$26.4113	\$27.6885	\$29.0345	\$30.4711	\$31.9535
	Prop G Add-on	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20
	Hourly Rate	\$27.4013	\$28.7285	\$30.1245	\$31.6211	\$33.1535
	Bi-Weekly Rate	\$2,192.10	\$2,298.28	\$2,409.96	\$2,529.69	\$2,652.28
7451 Sr. Shade & Drapery Worker	Hourly Base Rate	\$26.4113	\$27.6885	\$29.0345	\$30.4711	\$31.9535
	Prop G Add-on	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20
	Hourly Rate	\$27.4013	\$28.7285	\$30.1245	\$31.6211	\$33.1535
	Bi-Weekly Rate	\$2,192.10	\$2,298.28	\$2,409.96	\$2,529.69	\$2,652.28
7515 Asbestos Worker I	Hourly Base Rate	\$27.1316	\$27.1316	\$27.1316	\$27.1316	\$27.1316
	Prop G Add-on	\$1.02	\$1.02	\$1.02	\$1.02	\$1.02
	Hourly Rate	\$28.1516	\$28.1516	\$28.1516	\$28.1516	\$28.1516
	Bi-Weekly Rate	\$2,252.13	\$2,252.13	\$2,252.13	\$2,252.13	\$2,252.13
9176 School Trans Scheduler	Hourly Base Rate	\$29.6962	\$31.1568	\$32.6832	\$34.2968	\$35.9755
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$30.8162	\$32.3268	\$33.9132	\$35.5868	\$37.3255
	Bi-Weekly Rate	\$2,465.30	\$2,586.14	\$2,713.06	\$2,846.94	\$2,986.04

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Base Rate	\$18.2966	\$19.2048	\$20.1308	\$21.1261	\$22.1537	\$23.2501	\$24.3690	\$25.5798
	Prop G Add-on	\$0.69	\$0.72	\$0.76	\$0.79	\$0.83	\$0.87	\$0.92	\$0.96
	Hourly Rate	\$18.9866	\$19.9248	\$20.8908	\$21.9161	\$22.9837	\$24.1201	\$25.2890	\$26.5398
	Bi-Weekly Rate	\$1,518.93	\$1,593.98	\$1,671.26	\$1,753.29	\$1,838.70	\$1,929.61	\$2,023.12	\$2,123.18
2616 Lead SNS Worker Elementary/ Secondary	Hourly Base Rate	\$22.1824	\$23.2614	\$24.4126	\$25.5877	\$26.8586			
	Prop G Add-on	\$0.83	\$0.88	\$0.92	\$0.96	\$1.01			
	Hourly Rate	\$23.0124	\$24.1414	\$25.3326	\$26.5477	\$27.8686			
	Bi-Weekly Rate	\$1,840.99	\$1,931.31	\$2,026.61	\$2,123.82	\$2,229.49			

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1202 Personnel Clerk	Hourly Base Rate	\$26.1273	\$27.4118	\$28.7209	\$30.1261	\$31.6048
	Prop G Add-on	\$0.98	\$1.03	\$1.08	\$1.13	\$1.19
	Hourly Rate	\$27.1073	\$28.4418	\$29.8009	\$31.2561	\$32.7948
	Bi-Weekly Rate	\$2,168.58	\$2,275.34	\$2,384.07	\$2,500.49	\$2,623.58
1203 Personnel Technician	Hourly Base Rate	\$32.1453	\$33.7526	\$35.4402	\$37.2123	\$39.0727
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$33.3553	\$35.0226	\$36.7702	\$38.6123	\$40.5427
	Bi-Weekly Rate	\$2,668.42	\$2,801.81	\$2,941.62	\$3,088.98	\$3,243.42
1204 Senior Personnel Clerk	Hourly Base Rate	\$30.2719	\$31.7501	\$33.3255	\$34.9739	\$36.6701
	Prop G Add-on	\$1.14	\$1.19	\$1.25	\$1.32	\$1.38
	Hourly Rate	\$31.4119	\$32.9401	\$34.5755	\$36.2939	\$38.0501
	Bi-Weekly Rate	\$2,512.95	\$2,635.21	\$2,766.04	\$2,903.51	\$3,044.01
1220 Payroll Clerk	Hourly Base Rate	\$30.1261	\$31.6048	\$33.1561	\$34.8040	\$36.5005
	Prop G Add-on	\$1.13	\$1.19	\$1.25	\$1.31	\$1.37
	Hourly Rate	\$31.2561	\$32.7948	\$34.4061	\$36.1140	\$37.8705
	Bi-Weekly Rate	\$2,500.49	\$2,623.58	\$2,752.49	\$2,889.12	\$3,029.64
1222 Sr Payroll/Personnel Clerk	Hourly Base Rate	\$33.0109	\$34.6344	\$36.3313	\$38.1244	\$39.9909
	Prop G Add-on	\$1.24	\$1.30	\$1.37	\$1.43	\$1.50
	Hourly Rate	\$34.2509	\$35.9344	\$37.7013	\$39.5544	\$41.4909
	Bi-Weekly Rate	\$2,740.07	\$2,874.75	\$3,016.10	\$3,164.35	\$3,319.27
1402 Junior Clerk	Hourly Base Rate	\$21.3764	\$22.4190	\$23.5094	\$24.6730	\$25.8605
	Prop G Add-on	\$0.80	\$0.84	\$0.88	\$0.93	\$0.97
	Hourly Rate	\$22.1764	\$23.2590	\$24.3894	\$25.6030	\$26.8305
	Bi-Weekly Rate	\$1,774.11	\$1,860.72	\$1,951.15	\$2,048.24	\$2,146.44
1404 Clerk	Hourly Base Rate	\$23.5094	\$24.6730	\$25.8605	\$27.1453	\$28.4542
	Prop G Add-on	\$0.88	\$0.93	\$0.97	\$1.02	\$1.07
	Hourly Rate	\$24.3894	\$25.6030	\$26.8305	\$28.1653	\$29.5242
	Bi-Weekly Rate	\$1,951.15	\$2,048.24	\$2,146.44	\$2,253.22	\$2,361.94
1406 Senior Clerk	Hourly Base Rate	\$24.3410	\$25.5440	\$26.7935	\$28.0892	\$29.4545
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$25.2610	\$26.5040	\$27.8035	\$29.1492	\$30.5645
	Bi-Weekly Rate	\$2,020.88	\$2,120.32	\$2,224.28	\$2,331.94	\$2,445.16
1408 Principal Clerk	Hourly Base Rate	\$32.2107	\$33.7860	\$35.4587	\$37.2033	\$39.0455
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$33.4207	\$35.0560	\$36.7887	\$38.6033	\$40.5155
	Bi-Weekly Rate	\$2,673.66	\$2,804.48	\$2,943.10	\$3,088.26	\$3,241.24

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1410 Clerk	Hourly Base Rate	\$36.4737	\$38.2682	\$40.1748	\$42.1938	\$44.3022
	Prop G Add-on	\$1.37	\$1.44	\$1.51	\$1.59	\$1.67
	Hourly Rate	\$37.8437	\$39.7082	\$41.6848	\$43.7838	\$45.9722
	Bi-Weekly Rate	\$3,027.50	\$3,176.66	\$3,334.78	\$3,502.70	\$3,677.78
1422 Junior Clerk Typist	Hourly Base Rate	\$18.9572	\$19.8718	\$20.8486	\$21.8673	\$22.9483
	Prop G Add-on	\$0.71	\$0.75	\$0.78	\$0.82	\$0.86
	Hourly Rate	\$19.6672	\$20.6218	\$21.6286	\$22.6873	\$23.8083
	Bi-Weekly Rate	\$1,573.38	\$1,649.74	\$1,730.29	\$1,814.98	\$1,904.66
1424 Clerk Typist	Hourly Base Rate	\$24.4303	\$25.6185	\$26.8788	\$28.1874	\$29.5688
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$25.3503	\$26.5785	\$27.8888	\$29.2474	\$30.6788
	Bi-Weekly Rate	\$2,028.02	\$2,126.28	\$2,231.10	\$2,339.79	\$2,454.30
1426 Senior Clerk Typist	Hourly Base Rate	\$26.7576	\$28.0663	\$29.4234	\$30.8534	\$32.3803
	Prop G Add-on	\$1.01	\$1.06	\$1.11	\$1.16	\$1.22
	Hourly Rate	\$27.7676	\$29.1263	\$30.5334	\$32.0134	\$33.6003
	Bi-Weekly Rate	\$2,221.41	\$2,330.10	\$2,442.67	\$2,561.07	\$2,688.02
1430 Transcriber Typist	Hourly Base Rate	\$22.6862	\$23.7529	\$24.9042	\$26.1142	\$27.4042
	Prop G Add-on	\$0.85	\$0.89	\$0.94	\$0.98	\$1.03
	Hourly Rate	\$23.5362	\$24.6429	\$25.8442	\$27.0942	\$28.4342
	Bi-Weekly Rate	\$1,882.90	\$1,971.43	\$2,067.54	\$2,167.54	\$2,274.74
1432 Sr. Transcriber Typist	Hourly Base Rate	\$24.8622	\$26.0645	\$27.3481	\$28.6729	\$30.0995
	Prop G Add-on	\$0.94	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.8022	\$27.0445	\$28.3781	\$29.7529	\$31.2295
	Bi-Weekly Rate	\$2,064.18	\$2,163.56	\$2,270.25	\$2,380.23	\$2,498.36
1436 Brailist	Hourly Base Rate	\$25.6185	\$26.8788	\$31.4010	\$29.5688	\$30.9988
	Prop G Add-on	\$0.96	\$1.01	\$1.18	\$1.11	\$1.17
	Hourly Rate	\$26.5785	\$27.8888	\$32.5810	\$30.6788	\$32.1688
	Bi-Weekly Rate	\$2,126.28	\$2,231.10	\$2,606.48	\$2,454.30	\$2,573.50
1444 Secretary I	Hourly Base Rate	\$21.5902	\$22.6419	\$23.7529	\$24.9042	\$26.1142
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$22.4002	\$23.4919	\$24.6429	\$25.8442	\$27.0942
	Bi-Weekly Rate	\$1,792.02	\$1,879.35	\$1,971.43	\$2,067.54	\$2,167.54
1446 Secretary II	Hourly Base Rate	\$29.5688	\$30.9988	\$32.5254	\$34.1011	\$35.7979
	Prop G Add-on	\$1.11	\$1.17	\$1.22	\$1.28	\$1.35
	Hourly Rate	\$30.6788	\$32.1688	\$33.7454	\$35.3811	\$37.1479
	Bi-Weekly Rate	\$2,454.30	\$2,573.50	\$2,699.63	\$2,830.49	\$2,971.83

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1450 Executive Secretary I	Hourly Base Rate	\$32.2113	\$33.7860	\$35.4587	\$37.2033	\$39.0166
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$33.4213	\$35.0560	\$36.7887	\$38.6033	\$40.4866
	Bi-Weekly Rate	\$2,673.70	\$2,804.48	\$2,943.10	\$3,088.26	\$3,238.93
1452 Executive Secretary II	Hourly Base Rate	\$35.0076	\$36.7428	\$38.5470	\$40.4448	\$42.4575
	Prop G Add-on	\$1.32	\$1.38	\$1.45	\$1.52	\$1.60
	Hourly Rate	\$36.3276	\$38.1228	\$39.9970	\$41.9648	\$44.0575
	Bi-Weekly Rate	\$2,906.21	\$3,049.82	\$3,199.76	\$3,357.18	\$3,524.60
1458 Legal Secretary I	Hourly Base Rate	\$34.6345	\$36.3313	\$38.1244	\$39.9909	\$41.9540
	Prop G Add-on	\$1.30	\$1.37	\$1.43	\$1.50	\$1.58
	Hourly Rate	\$35.9345	\$37.7013	\$39.5544	\$41.4909	\$43.5340
	Bi-Weekly Rate	\$2,874.76	\$3,016.10	\$3,164.35	\$3,319.27	\$3,482.72
1460 Sr Legal Stenographer	Hourly Base Rate	\$32.5834	\$34.1906	\$35.8975	\$37.6833	\$39.5685
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$33.8134	\$35.4806	\$37.2475	\$39.1033	\$41.0585
	Bi-Weekly Rate	\$2,705.07	\$2,838.45	\$2,979.80	\$3,128.26	\$3,284.68
1486 Education Credential Tech	Hourly Base Rate	\$31.0508	\$32.5549	\$34.1742	\$35.8637	\$37.6220
	Prop G Add-on	\$1.17	\$1.22	\$1.29	\$1.35	\$1.42
	Hourly Rate	\$32.2208	\$33.7749	\$35.4642	\$37.2137	\$39.0420
	Bi-Weekly Rate	\$2,577.66	\$2,701.99	\$2,837.14	\$2,977.10	\$3,123.36
1630 Account Clerk	Hourly Base Rate	\$25.2547	\$26.4906	\$27.7996	\$29.1570	\$30.5624
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$26.2047	\$27.4906	\$28.8496	\$30.2570	\$31.7124
	Bi-Weekly Rate	\$2,096.38	\$2,199.25	\$2,307.97	\$2,420.56	\$2,536.99
1632 Senior Account Clerk	Hourly Base Rate	\$29.1570	\$30.5624	\$32.0651	\$33.6403	\$35.3131
	Prop G Add-on	\$1.10	\$1.15	\$1.21	\$1.27	\$1.33
	Hourly Rate	\$30.2570	\$31.7124	\$33.2751	\$34.9103	\$36.6431
	Bi-Weekly Rate	\$2,420.56	\$2,536.99	\$2,662.01	\$2,792.82	\$2,931.45
1634 Principal Account Clerk	Hourly Base Rate	\$30.6145	\$32.0902	\$33.6684	\$35.3222	\$37.0786
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$31.7645	\$33.3002	\$34.9384	\$36.6522	\$38.4686
	Bi-Weekly Rate	\$2,541.16	\$2,664.02	\$2,795.07	\$2,932.18	\$3,077.49
1706 Telephone Operator	Hourly Base Rate	\$20.3828	\$21.3917	\$22.4434	\$23.5656	\$24.7439
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$21.1528	\$22.1917	\$23.2834	\$24.4556	\$25.6739
	Bi-Weekly Rate	\$1,692.22	\$1,775.34	\$1,862.67	\$1,956.45	\$2,053.91

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1708 Sr. Telephone Operator	Hourly Base Rate	\$19.00	\$19.90	\$20.88	\$21.90	\$22.98
	Prop G Add-on	\$0.71	\$0.75	\$0.79	\$0.82	\$0.86
	Hourly Rate	\$19.7063	\$20.6534	\$21.6676	\$22.7221	\$23.8371
	Bi-Weekly Rate	\$1,576.50	\$1,652.27	\$1,733.41	\$1,817.77	\$1,906.97
1720 Data Entry Operator	Hourly Base Rate	\$16.1866	\$16.9957	\$17.8227	\$18.6847	\$19.5996
	Prop G Add-on	\$0.61	\$0.64	\$0.67	\$0.70	\$0.74
	Hourly Rate	\$16.7966	\$17.6357	\$18.4927	\$19.3847	\$20.3396
	Bi-Weekly Rate	\$1,343.73	\$1,410.86	\$1,479.42	\$1,550.78	\$1,627.17
1721 Sr. Data Entry Operator	Hourly Base Rate	\$18.4590	\$19.3492	\$20.2897	\$21.2805	\$22.3220
	Prop G Add-on	\$0.69	\$0.73	\$0.76	\$0.80	\$0.84
	Hourly Rate	\$19.1490	\$20.0792	\$21.0497	\$22.0805	\$23.1620
	Bi-Weekly Rate	\$1,531.92	\$1,606.34	\$1,683.98	\$1,766.44	\$1,852.96
1760 Offset Machine Operator	Hourly Base Rate	\$29.8594	\$31.3528	\$32.9203	\$34.5659	\$36.2944
	Prop G Add-on	\$1.12	\$1.18	\$1.24	\$1.30	\$1.37
	Hourly Rate	\$30.9794	\$32.5328	\$34.1603	\$35.8659	\$37.6644
	Bi-Weekly Rate	\$2,478.35	\$2,602.62	\$2,732.82	\$2,869.27	\$3,013.15
1762 Sr. Offset Machine Op	Hourly Base Rate	\$20.3905	\$21.3815	\$22.4396	\$23.5313	\$24.6904
	Prop G Add-on	\$0.77	\$0.80	\$0.84	\$0.89	\$0.93
	Hourly Rate	\$21.1605	\$22.1815	\$23.2796	\$24.4213	\$25.6204
	Bi-Weekly Rate	\$1,692.84	\$1,774.52	\$1,862.37	\$1,953.70	\$2,049.63
1764 Mail/Reproduction Supr	Hourly Base Rate	\$35.4792	\$37.2538	\$39.1163	\$41.0721	\$43.1261
	Prop G Add-on	\$1.33	\$1.40	\$1.47	\$1.55	\$1.62
	Hourly Rate	\$36.8092	\$38.6538	\$40.5863	\$42.6221	\$44.7461
	Bi-Weekly Rate	\$2,944.74	\$3,092.30	\$3,246.90	\$3,409.77	\$3,579.69
1802 Research Assistant	Hourly Base Rate	\$32.4156	\$34.0126	\$35.7014	\$37.4367	\$39.2877
	Prop G Add-on	\$1.22	\$1.28	\$1.34	\$1.41	\$1.48
	Hourly Rate	\$33.6356	\$35.2926	\$37.0414	\$38.8467	\$40.7677
	Bi-Weekly Rate	\$2,690.85	\$2,823.41	\$2,963.31	\$3,107.74	\$3,261.42
1804 Statistician	Hourly Base Rate	\$35.5164	\$37.2747	\$39.1030	\$41.0233	\$43.0822
	Prop G Add-on	\$1.34	\$1.40	\$1.47	\$1.54	\$1.62
	Hourly Rate	\$36.8564	\$38.6747	\$40.5730	\$42.5633	\$44.7022
	Bi-Weekly Rate	\$2,948.51	\$3,093.98	\$3,245.84	\$3,405.06	\$3,576.18
1820 Jr. Admin. Analyst	Hourly Base Rate	\$29.8710	\$31.3514	\$32.8785	\$34.4984	\$36.2104
	Prop G Add-on	\$1.12	\$1.18	\$1.24	\$1.30	\$1.36
	Hourly Rate	\$30.9910	\$32.5314	\$34.1185	\$35.7984	\$37.5704
	Bi-Weekly Rate	\$2,479.28	\$2,602.51	\$2,729.48	\$2,863.87	\$3,005.63

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
1822 Administrative Analyst	Hourly Base Rate	\$38.7327	\$40.6296	\$42.6658	\$44.7947	\$47.0390
	Prop G Add-on	\$1.46	\$1.53	\$1.61	\$1.69	\$1.77
	Hourly Rate	\$40.1927	\$42.1596	\$44.2758	\$46.4847	\$48.8090
	Bi-Weekly Rate	\$3,215.42	\$3,372.77	\$3,542.06	\$3,718.78	\$3,904.72
1823 Sr. Admin Analyst	Hourly Base Rate	\$45.2343	\$47.5015	\$49.8849	\$52.3838	\$54.9983
	Prop G Add-on	\$1.70	\$1.79	\$1.88	\$1.97	\$2.07
	Hourly Rate	\$46.9343	\$49.2915	\$51.7649	\$54.3538	\$57.0683
	Bi-Weekly Rate	\$3,754.74	\$3,943.32	\$4,141.19	\$4,348.30	\$4,565.46
1840 Jr. Management Asst	Hourly Base Rate	\$30.9119	\$32.4156	\$34.0126	\$35.7014	\$37.4367
	Prop G Add-on	\$1.16	\$1.22	\$1.28	\$1.34	\$1.41
	Hourly Rate	\$32.0719	\$33.6356	\$35.2926	\$37.0414	\$38.8467
	Bi-Weekly Rate	\$2,565.75	\$2,690.85	\$2,823.41	\$2,963.31	\$3,107.74
1842 Management Assistant	Hourly Base Rate	\$35.0076	\$36.7428	\$38.5474	\$40.4448	\$42.4577
	Prop G Add-on	\$1.32	\$1.38	\$1.45	\$1.52	\$1.60
	Hourly Rate	\$36.3276	\$38.1228	\$39.9974	\$41.9648	\$44.0577
	Bi-Weekly Rate	\$2,906.21	\$3,049.82	\$3,199.79	\$3,357.18	\$3,524.62
1844 Sr. Management Asst	Hourly Base Rate	\$39.0013	\$40.9967	\$42.9892	\$45.0673	\$47.3857
	Prop G Add-on	\$1.47	\$1.54	\$1.62	\$1.70	\$1.78
	Hourly Rate	\$40.4713	\$42.5367	\$44.6092	\$46.7673	\$49.1657
	Bi-Weekly Rate	\$3,237.70	\$3,402.94	\$3,568.74	\$3,741.38	\$3,933.26
1853 Control Clerk EDP	Hourly Base Rate	\$25.7393	\$26.9997	\$28.3329	\$29.7142	\$31.1444
	Prop G Add-on	\$0.97	\$1.02	\$1.07	\$1.12	\$1.17
	Hourly Rate	\$26.7093	\$28.0197	\$29.4029	\$30.8342	\$32.3144
	Bi-Weekly Rate	\$2,136.74	\$2,241.58	\$2,352.23	\$2,466.74	\$2,585.15
1930 Warehouse Worker	Hourly Base Rate	\$26.7935	\$28.0892	\$29.4545	\$30.9119	\$32.4156
	Prop G Add-on	\$1.01	\$1.06	\$1.11	\$1.16	\$1.22
	Hourly Rate	\$27.8035	\$29.1492	\$30.5645	\$32.0719	\$33.6356
	Bi-Weekly Rate	\$2,224.28	\$2,331.94	\$2,445.16	\$2,565.75	\$2,690.85
1939 School Warehouse Supr	Hourly Base Rate	\$34.1759	\$35.8637	\$37.6220	\$39.4729	\$41.4398
	Prop G Add-on	\$1.29	\$1.35	\$1.42	\$1.49	\$1.56
	Hourly Rate	\$35.4659	\$37.2137	\$39.0420	\$40.9629	\$42.9998
	Bi-Weekly Rate	\$2,837.27	\$2,977.10	\$3,123.36	\$3,277.03	\$3,439.98
1950 Assistant Purchaser	Hourly Base Rate	\$28.8991	\$30.3104	\$31.8141	\$33.3878	\$35.0076
	Prop G Add-on	\$1.09	\$1.14	\$1.20	\$1.26	\$1.32
	Hourly Rate	\$29.9891	\$31.4504	\$33.0141	\$34.6478	\$36.3276
	Bi-Weekly Rate	\$2,399.13	\$2,516.03	\$2,641.13	\$2,771.82	\$2,906.21

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
2302 Nursing Assistant	Hourly Base Rate	\$30.5624	\$32.0651	\$33.6403	\$35.3131	\$37.0337
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$31.7124	\$33.2751	\$34.9103	\$36.6431	\$38.4237
	Bi-Weekly Rate	\$2,536.99	\$2,662.01	\$2,792.82	\$2,931.45	\$3,073.90
2585 Health Worker I	Hourly Base Rate	\$25.3679	\$26.5913	\$27.8841	\$29.2458	\$30.6768
	Prop G Add-on	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15
	Hourly Rate	\$26.3179	\$27.5913	\$28.9341	\$30.3458	\$31.8268
	Bi-Weekly Rate	\$2,105.43	\$2,207.30	\$2,314.73	\$2,427.66	\$2,546.14
2586 Health Worker II	Hourly Base Rate	\$26.6362	\$27.9208	\$29.2783	\$30.7081	\$32.2107
	Prop G Add-on	\$1.00	\$1.05	\$1.10	\$1.16	\$1.21
	Hourly Rate	\$27.6362	\$28.9708	\$30.3783	\$31.8681	\$33.4207
	Bi-Weekly Rate	\$2,210.90	\$2,317.66	\$2,430.26	\$2,549.45	\$2,673.66
2587 Health Worker III	Hourly Base Rate	\$30.5624	\$32.0651	\$33.6403	\$35.3131	\$37.0337
	Prop G Add-on	\$1.15	\$1.21	\$1.27	\$1.33	\$1.39
	Hourly Rate	\$31.7124	\$33.2751	\$34.9103	\$36.6431	\$38.4237
	Bi-Weekly Rate	\$2,536.99	\$2,662.01	\$2,792.82	\$2,931.45	\$3,073.90
2630 School Lunchroom Cook	Hourly Base Rate	\$24.6730	\$25.8605	\$27.1453	\$28.4542	\$29.8597
	Prop G Add-on	\$0.93	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$25.6030	\$26.8305	\$28.1653	\$29.5242	\$30.9797
	Bi-Weekly Rate	\$2,048.24	\$2,146.44	\$2,253.22	\$2,361.94	\$2,478.38
2632 Cook Manager Elementary	Hourly Base Rate	\$18.6847	\$19.5996	\$20.5673	\$21.5701	\$22.6082
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$19.6047	\$20.5596	\$21.5773	\$22.6301	\$23.7182
	Bi-Weekly Rate	\$1,568.38	\$1,644.77	\$1,726.18	\$1,810.41	\$1,897.46
2634 Cook Manager Secondary	Hourly Base Rate	\$29.7142	\$31.1444	\$32.6953	\$34.2708	\$35.9675
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$30.8342	\$32.3144	\$33.9253	\$35.5608	\$37.3175
	Bi-Weekly Rate	\$2,466.74	\$2,585.15	\$2,714.02	\$2,844.86	\$2,985.40
2650 Cook Assistant	Hourly Base Rate	\$24.3430	\$25.5615	\$26.8336	\$28.1726	\$29.5785
	Prop G Add-on	\$0.92	\$0.96	\$1.01	\$1.06	\$1.11
	Hourly Rate	\$25.2630	\$26.5215	\$27.8436	\$29.2326	\$30.6885
	Bi-Weekly Rate	\$2,021.04	\$2,121.72	\$2,227.49	\$2,338.61	\$2,455.08
2656 Chef - SFUSD	Hourly Base Rate	\$33.2945	\$34.9544	\$36.7070	\$38.5329	\$40.4697
	Prop G Add-on	\$1.25	\$1.32	\$1.38	\$1.45	\$1.52
	Hourly Rate	\$34.5445	\$36.2744	\$38.0870	\$39.9829	\$41.9897
	Bi-Weekly Rate	\$2,763.56	\$2,901.95	\$3,046.96	\$3,198.63	\$3,359.18

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
2672 CC Asst House Parent	Hourly Base Rate	\$24.0913	\$25.2547	\$26.4906	\$27.7996	\$29.1570
	Prop G Add-on	\$0.91	\$0.95	\$1.00	\$1.05	\$1.10
	Hourly Rate	\$25.0013	\$26.2047	\$27.4906	\$28.8496	\$30.2570
	Bi-Weekly Rate	\$2,000.10	\$2,096.38	\$2,199.25	\$2,307.97	\$2,420.56
2674 Children's Ctr House Parent	Hourly Base Rate	\$25.8605	\$27.1453	\$28.4542	\$29.8597	\$31.2899
	Prop G Add-on	\$0.97	\$1.02	\$1.07	\$1.12	\$1.18
	Hourly Rate	\$26.8305	\$28.1653	\$29.5242	\$30.9797	\$32.4699
	Bi-Weekly Rate	\$2,146.44	\$2,253.22	\$2,361.94	\$2,478.38	\$2,597.59
2708 Custodian	Hourly Base Rate	\$24.5520	\$25.7393	\$26.9997	\$28.3329	\$29.7142
	Prop G Add-on	\$0.92	\$0.97	\$1.02	\$1.07	\$1.12
	Hourly Rate	\$25.4720	\$26.7093	\$28.0197	\$29.4029	\$30.8342
	Bi-Weekly Rate	\$2,037.76	\$2,136.74	\$2,241.58	\$2,352.23	\$2,466.74
2716 Custodial Asst Supervisor	Hourly Base Rate	\$26.9997	\$28.3329	\$29.7142	\$31.1444	\$32.6953
	Prop G Add-on	\$1.02	\$1.07	\$1.12	\$1.17	\$1.23
	Hourly Rate	\$28.0197	\$29.4029	\$30.8342	\$32.3144	\$33.9253
	Bi-Weekly Rate	\$2,241.58	\$2,352.23	\$2,466.74	\$2,585.15	\$2,714.02
2727 School Custodian Supr I	Hourly Base Rate	\$29.7142	\$31.1444	\$32.6953	\$34.2708	\$35.9675
	Prop G Add-on	\$1.12	\$1.17	\$1.23	\$1.29	\$1.35
	Hourly Rate	\$30.8342	\$32.3144	\$33.9253	\$35.5608	\$37.3175
	Bi-Weekly Rate	\$2,466.74	\$2,585.15	\$2,714.02	\$2,844.86	\$2,985.40
2730 School Custodial Serv Supr I	Hourly Base Rate	\$32.6855	\$34.2588	\$35.9649	\$37.6978	\$39.5643
	Prop G Add-on	\$1.23	\$1.29	\$1.35	\$1.42	\$1.49
	Hourly Rate	\$33.9155	\$35.5488	\$37.3149	\$39.1178	\$41.0543
	Bi-Weekly Rate	\$2,713.24	\$2,843.90	\$2,985.19	\$3,129.42	\$3,284.34
2732 Custodial Supvr II	Hourly Base Rate	\$23.8672	\$25.0429	\$26.2858	\$27.5791	\$28.9396
	Prop G Add-on	\$0.90	\$0.94	\$0.99	\$1.04	\$1.09
	Hourly Rate	\$24.7672	\$25.9829	\$27.2758	\$28.6191	\$30.0296
	Bi-Weekly Rate	\$1,981.38	\$2,078.63	\$2,182.06	\$2,289.53	\$2,402.37
2977 Ed Integration Specialists	Hourly Base Rate	\$39.3895	\$41.3635	\$43.4273	\$45.4560	\$47.8914
	Prop G Add-on	\$1.48	\$1.56	\$1.63	\$1.71	\$1.80
	Hourly Rate	\$40.8695	\$42.9235	\$45.0573	\$47.1660	\$49.6914
	Bi-Weekly Rate	\$3,269.56	\$3,433.88	\$3,604.58	\$3,773.28	\$3,975.31
3535 Radio Announcer Operator	Hourly Base Rate	\$31.7820	\$33.3878	\$35.0076	\$36.7428	\$38.5474
	Prop G Add-on	\$1.20	\$1.26	\$1.32	\$1.38	\$1.45
	Hourly Rate	\$32.9820	\$34.6478	\$36.3276	\$38.1228	\$39.9974
	Bi-Weekly Rate	\$2,638.56	\$2,771.82	\$2,906.21	\$3,049.82	\$3,199.79

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
3616 Library Tech Asst I	Hourly Base Rate	\$31.6048	\$33.1561	\$34.8040	\$36.5005	\$38.2939
	Prop G Add-on	\$1.19	\$1.25	\$1.31	\$1.37	\$1.44
	Hourly Rate	\$32.7948	\$34.4061	\$36.1140	\$37.8705	\$39.7339
	Bi-Weekly Rate	\$2,623.58	\$2,752.49	\$2,889.12	\$3,029.64	\$3,178.71
3618 Library Tech Asst II	Hourly Base Rate	\$24.8080	\$26.0339	\$27.3105	\$28.6542	\$30.0819
	Prop G Add-on	\$0.93	\$0.98	\$1.03	\$1.08	\$1.13
	Hourly Rate	\$25.7380	\$27.0139	\$28.3405	\$29.7342	\$31.2119
	Bi-Weekly Rate	\$2,059.04	\$2,161.11	\$2,267.24	\$2,378.74	\$2,496.95
5295 School Facilities Planner	Hourly Base Rate	\$45.1234	\$47.3732	\$49.7489	\$52.2328	\$54.8426
	Prop G Add-on	\$1.70	\$1.78	\$1.87	\$1.97	\$2.06
	Hourly Rate	\$46.8234	\$49.1532	\$51.6189	\$54.2028	\$56.9026
	Bi-Weekly Rate	\$3,745.87	\$3,932.26	\$4,129.51	\$4,336.22	\$4,552.21
7218 Asbestos Worker II	Hourly Base Rate	\$43.0620	\$45.1447	\$47.3682	\$49.6625	\$52.1333
	Prop G Add-on	\$1.62	\$1.70	\$1.78	\$1.87	\$1.96
	Hourly Rate	\$44.6820	\$46.8447	\$49.1482	\$51.5325	\$54.0933
	Bi-Weekly Rate	\$3,574.56	\$3,747.58	\$3,931.86	\$4,122.60	\$4,327.46
7302 Audio Visual Equip. Tech	Hourly Base Rate	\$20.4913	\$21.4823	\$22.5403	\$23.6322	\$24.8080
	Prop G Add-on	\$0.77	\$0.81	\$0.85	\$0.89	\$0.93
	Hourly Rate	\$21.2613	\$22.2923	\$23.3903	\$24.5222	\$25.7380
	Bi-Weekly Rate	\$1,700.90	\$1,783.38	\$1,871.22	\$1,961.78	\$2,059.04
7304 Comp Repair & Maint Tech	Hourly Base Rate	\$25.5300	\$26.8067	\$28.1167	\$29.4937	\$30.9719
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$26.4900	\$27.8167	\$29.1767	\$30.6037	\$32.1419
	Bi-Weekly Rate	\$2,119.20	\$2,225.34	\$2,334.14	\$2,448.30	\$2,571.35
7359 Piano Tuner	Hourly Base Rate	\$32.21	\$33.79	\$35.46	\$37.20	\$39.05
	Prop G Add-on	\$1.21	\$1.27	\$1.33	\$1.40	\$1.47
	Hourly Rate	\$33.4207	\$35.0560	\$36.7887	\$38.6033	\$40.5155
	Bi-Weekly Rate	\$2,673.66	\$2,804.48	\$2,943.10	\$3,088.26	\$3,241.24
7383 Sewing Mach Repairer	Hourly Base Rate	\$23.7342	\$24.8777	\$26.1094	\$27.4221	\$28.7484
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$24.6242	\$25.8177	\$27.0894	\$28.4521	\$29.8284
	Bi-Weekly Rate	\$1,969.94	\$2,065.42	\$2,167.15	\$2,276.17	\$2,386.27
7384 Typewriter Repairer	Hourly Base Rate	\$21.5808	\$22.6580	\$23.7496	\$24.9253	\$26.1683
	Prop G Add-on	\$0.81	\$0.85	\$0.89	\$0.94	\$0.98
	Hourly Rate	\$22.3908	\$23.5080	\$24.6396	\$25.8653	\$27.1483
	Bi-Weekly Rate	\$1,791.26	\$1,880.64	\$1,971.17	\$2,069.22	\$2,171.86

Appendix A3b – Salary Schedule to Offset 7.5% Employee Retirement Pickup – Effective July 1, 2019 – 3%

Classification		Step				
		1	2	3	4	5
7385 Sr. Typewriter Repairer	Hourly Base Rate	\$23.7342	\$24.8777	\$26.1094	\$27.4114	\$28.7484
	Prop G Add-on	\$0.89	\$0.94	\$0.98	\$1.03	\$1.08
	Hourly Rate	\$24.6242	\$25.8177	\$27.0894	\$28.4414	\$29.8284
	Bi-Weekly Rate	\$1,969.94	\$2,065.42	\$2,167.15	\$2,275.31	\$2,386.27
7392 Window Cleaner	Hourly Base Rate	\$33.1561	\$34.8040	\$36.5005	\$38.2939	\$40.1844
	Prop G Add-on	\$1.25	\$1.31	\$1.37	\$1.44	\$1.51
	Hourly Rate	\$34.4061	\$36.1140	\$37.8705	\$39.7339	\$41.6944
	Bi-Weekly Rate	\$2,752.49	\$2,889.12	\$3,029.64	\$3,178.71	\$3,335.55
7450 Shade & Drapery Worker	Hourly Base Rate	\$28.1330	\$29.4934	\$30.9272	\$32.4576	\$34.0366
	Prop G Add-on	\$1.06	\$1.11	\$1.16	\$1.22	\$1.28
	Hourly Rate	\$29.1930	\$30.6034	\$32.0872	\$33.6776	\$35.3166
	Bi-Weekly Rate	\$2,335.44	\$2,448.27	\$2,566.98	\$2,694.21	\$2,825.33
7451 Sr. Shade & Drapery Worker	Hourly Base Rate	\$29.0331	\$30.4849	\$32.0093	\$33.2830	\$35.2903
	Prop G Add-on	\$1.09	\$1.15	\$1.20	\$1.25	\$1.33
	Hourly Rate	\$30.1231	\$31.6349	\$33.2093	\$34.5330	\$36.6203
	Bi-Weekly Rate	\$2,409.85	\$2,530.79	\$2,656.74	\$2,762.64	\$2,929.62
7515 Asbestos Worker I	Hourly Base Rate	\$27.1316	\$27.1316	\$27.1316	\$27.1316	\$27.1316
	Prop G Add-on	\$1.02	\$1.02	\$1.02	\$1.02	\$1.02
	Hourly Rate	\$28.1516	\$28.1516	\$28.1516	\$28.1516	\$28.1516
	Bi-Weekly Rate	\$2,252.13	\$2,252.13	\$2,252.13	\$2,252.13	\$2,252.13
9176 School Trans Scheduler	Hourly Base Rate	\$31.5137	\$33.0634	\$34.6836	\$36.3958	\$38.1770
	Prop G Add-on	\$1.19	\$1.24	\$1.30	\$1.37	\$1.44
	Hourly Rate	\$32.7037	\$34.3034	\$35.9836	\$37.7658	\$39.6170
	Bi-Weekly Rate	\$2,616.30	\$2,744.27	\$2,878.69	\$3,021.26	\$3,169.36

Classification		Step							
		1	2	3	4	5	6	7	8
2615 SNS Worker	Hourly Base Rate	\$19.4162	\$20.3801	\$21.3628	\$22.4190	\$23.5094	\$24.6730	\$25.8605	\$27.1453
	Prop G Add-on	\$0.73	\$0.77	\$0.80	\$0.84	\$0.88	\$0.93	\$0.97	\$1.02
	Hourly Rate	\$20.1462	\$21.1501	\$22.1628	\$23.2590	\$24.3894	\$25.6030	\$26.8305	\$28.1653
	Bi-Weekly Rate	\$1,611.70	\$1,692.01	\$1,773.02	\$1,860.72	\$1,951.15	\$2,048.24	\$2,146.44	\$2,253.22
2616 Lead SNS Worker Elementary/ Secondary	Hourly Base Rate	\$23.5398	\$24.6850	\$25.9068	\$27.1535	\$28.5023			
	Prop G Add-on	\$0.89	\$0.93	\$0.97	\$1.02	\$1.07			
	Hourly Rate	\$24.4298	\$25.6150	\$26.8768	\$28.1735	\$29.5723			
	Bi-Weekly Rate	\$1,954.38	\$2,049.20	\$2,150.14	\$2,253.88	\$2,365.78			

Appendix A3c – Salary Schedule to Offset 8% Employee Retirement Pickup - Effective July 1, 2019 - 3%

Classification		Step				
		1	2	3	4	5
1426 Senior Clerk Typist	Hourly Base Rate	\$25.6036	\$26.8556	\$28.1543	\$29.5228	\$30.9838
	Prop G Add-on	\$0.96	\$1.01	\$1.06	\$1.11	\$1.17
	Hourly Rate	\$26.5636	\$27.8656	\$29.2143	\$30.6328	\$32.1538
	Bi-Weekly Rate	\$2,125.09	\$2,229.25	\$2,337.14	\$2,450.62	\$2,572.30
1446 Secretary II	Hourly Base Rate	\$28.2938	\$29.6616	\$31.1226	\$32.6305	\$34.2539
	Prop G Add-on	\$1.06	\$1.12	\$1.17	\$1.23	\$1.29
	Hourly Rate	\$29.3538	\$30.7816	\$32.2926	\$33.8605	\$35.5439
	Bi-Weekly Rate	\$2,348.30	\$2,462.53	\$2,583.41	\$2,708.84	\$2,843.51
3616 Library Tech Asst I	Hourly Base Rate	\$30.2417	\$31.7262	\$33.3029	\$34.9261	\$36.6423
	Prop G Add-on	\$1.14	\$1.19	\$1.25	\$1.31	\$1.38
	Hourly Rate	\$31.3817	\$32.9162	\$34.5529	\$36.2361	\$38.0223
	Bi-Weekly Rate	\$2,510.54	\$2,633.30	\$2,764.23	\$2,898.89	\$3,041.78

Signatures

In witness whereof, the parties have executed this agreement on September 13, 2016 and approved by the SFUSD Chapter of SEIU Local 1021 on October 26, 2017 and Board of Education on November 12, 2017.

SAN FRANCISCO UNIFIED SCHOOL DISTRICT:

Carmelo Sgarlato
Chief, Labor Relations

Carrie Slaughter
Director, Labor Relations

Angie Sagastume
Executive Director, Human Resources

Daniel Menezes
Chief of Human Resources

Mimi Chwang
Sr. Labor Relations Representative, Labor Relations

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021:

Joshua Davidson - President

Rafael Picazo – Vice President

Jesse Tangk – Field Representative

Lorraine Bowser

Jeannie Butler

Jeanette Coleman

Beatrice Hernandez de Montecino

Ryan Fettes

Shem Korngold

Anthony Mills

Kenneth Tsui

Barbara White

Carol Wood

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