SAN LEANDRO UNIFIED SCHOOL DISTRICT

2019 - 2020 CSEA SALARY SCHEDULE

12 MONTH and HOURLY

STEPS RANGE	1	Hr Rate	2	Hr Rate	3	Hr Rate	4	Hr Rate	5	Hr Rate	8YR 2.50%	Hr Rate	13YR 5%	Hr Rate	18YR 7.50%	Hr Rate	23YR 10%	Hr Rate	28YR 12.50%	Hr Rate
27	2725	16.77	2863	17.62	3005	18.49	3154	19.41	3313	20.39	3,396	20.90	3,479	21.41	3,561	21.92	3,644	22.43	3,727	22.94
28	2795	17.20	2935	18.06	3081	18.96	3236	19.91	3395	20.89	3,480	21.41	3,565	21.93	3,650	22.46	3,735	22.98	3,819	23.50
29	2864	17.62	3007	18.50	3155	19.42	3316	20.41	3481	21.42	3,568	21.96	3,655	22.49	3,742	23.03	3,829	23.56	3,916	24.10
30	2936	18.07	3083	18.97	3236	19.91	3399	20.92	3568	21.96	3,657	22.51	3,746	23.06	3,836	23.61	3,925	24.16	4,014	24.71
31	3010	18.52	3157	19.43	3318	20.42	3481	21.42	3659	22.52	3,750	23.08	3,842	23.65	3,933	24.21	4,025	24.77	4,116	25.34
32	3083	18.97	3238	19.93	3401	20.93	3572	21.98	3750	23.08	3,844	23.66	3,938	24.23	4,031	24.81	4,125	25.39	4,219	25.97
33	3162	19.46	3319	20.42	3486	21.45	3660	22.52	3843	23.65	3,939	24.24	4,035	24.83	4,131	25.42	4,227	26.02	4,323	26.61
34	3241	19.94	3403	20.94	3573	21.99	3752	23.09	3939	24.24	4,037	24.85	4,136	25.45	4,234	26.06	4,333	26.66	4,431	27.27
35	3324	20.46	3488	21.46	3663	22.54	3848	23.68	4036	24.84	4,137	25.46	4,238	26.08	4,339	26.70	4,440	27.32	4,541	27.95
36	3407	20.97	3579	22.02	3754	23.10	3942	24.26	4140	25.48	4,244	26.12	4,347	26.75	4,451	27.39	4,554	28.03	4,658	28.67
37	3490	21.48	3666	22.56	3849	23.69	4039	24.86	4239	26.09	4,345	26.74	4,451	27.39	4,557	28.05	4,663	28.70	4,769	29.35
38	3580	22.03	3757	23.12	3944	24.27	4141	25.48	4347	26.75	4,456	27.42	4,564	28.09	4,673	28.76	4,782	29.43	4,890	30.09
39	3667	22.57	3852	23.70	4042	24.87	4246	26.13	4457	27.43	4,568	28.12	4,680	28.80	4,791	29.49	4,903	30.17	5,014	30.86
40	3759	23.13	3945	24.28	4143	25.50	4353	26.79	4571	28.13	4,685	28.83	4,800	29.54	4,914	30.24	5,028	30.94	5,142	31.65
41	3853	23.71	4044	24.89	4248	26.14	4459	27.44	4682	28.81	4,799	29.53	4,916	30.25	5,033	30.97	5,150	31.69	5,267	32.41
42	3947	24.29	4145	25.51	4354	26.79	4572	28.14	4802	29.55	4,922	30.29	5,042	31.03	5,162	31.77	5,282	32.51	5,402	33.24
43	4048	24.91	4250	26.15	4461	27.45	4685	28.83	4920	30.28	5,043	31.04	5,166	31.79	5,289	32.55	5,412	33.31	5,535	34.07
44	4149	25.53	4356	26.81	4575	28.15	4804	29.56	5044	31.04	5,170	31.82	5,296	32.59	5,422	33.37	5,548	34.14	5,675	34.92
45	4252	26.17	4463	27.46	4690	28.86	4922	30.29	5168	31.80	5,297	32.60	5,426	33.39	5,556	34.19	5,685	34.98	5,814	35.78
46	4358	26.82	4577	28.17	4806	29.58	5046	31.05	5297	32.60	5,429	33.42	5,562	34.23	5,694	35.05	5,827	35.86	5,959	36.68
47	4466	27.48	4691	28.87	4924	30.30	5173	31.83	5431	33.42	5,567	34.26	5,703	35.09	5,838	35.93	5,974	36.76	6,110	37.60
48	4579	28.18	4810	29.60	5049	31.07	5300	32.62	5568	34.26	5,707	35.12	5,846	35.97	5,986	36.83	6,125	37.69	6,264	38.54
49	4696	28.90	4930	30.34	5177	31.86	5435	33.45	5708	35.13	5,851	36.01	5,993	36.89	6,136	37.76	6,279	38.64	6,422	39.52
50	4811	29.61	5055	31.11	5305	32.65	5571	34.28	5850	36.00	5,996	36.90	6,143	37.80	6,289	38.70	6,435	39.60	6,581	40.50
51	4934	30.36	5180	31.88	5437	33.46	5712	35.15	5998	36.91	6,148	37.83	6,298	38.76	6,448	39.68	6,598	40.60	6,748	41.52
52	5058	31.13	5309	32.67	5576	34.31	5854	36.02	6148	37.83	6,302	38.78	6,455	39.72	6,609	40.67	6,763	41.61	6,917	42.56
53	5182	31.89	5440	33.48	5713	35.16	6001	36.93	6301	38.78	6,459	39.75	6,616	40.72	6,774	41.69	6,931	42.66	7,089	43.63
54	5311	32.68	5579	34.33	5857	36.04	6151	37.85	6459	39.75	6,620	40.74	6,782	41.74	6,943	42.73	7,105	43.73	7,266	44.72
55	5443	33.50	5718	35.19	6003	36.94	6305	38.80	6622	40.75	6,788	41.77	6,953	42.79	7,119	43.81	7,284	44.83	7,450	45.84
56	5581	34.34	5862	36.07	6154	37.87	6461	39.76	6786	41.76	6,956	42.80	7,125	43.85	7,295	44.89	7,465	45.94	7,634	46.98
57	5720	35.20	6007	36.97	6308	38.82	6626	40.78	6956	42.81	7,130	43.88	7,304	44.95	7,478	46.02	7,652	47.09	7,826	48.16

Note: Monthly rate is based on a 12 month full time employee (260 days x 7.5 hour per day /12 month x hourly rate)

Work Year: 260 days

3.25% increase effective July 1, 2019

Board Approved:

San Leandro Unified School District
Personnel Services Department

CSEA Bargaining Unit Classifications

Classification	Range	Classification	Range
Accounting Clerk	32	Nutrition Assistant	27
Accounting Specialist	48	Nutrition Delivery	38
Accounting Technician	46	Nutrition Technician	33
Administrative Assistant - Department/Program	43	Office Assistant	32
Administrative Assistant - School	43	Office Specialist	38
Administrative Secretary	40	Office Technician	36
Assess. Inst. Materials & Multimedia Assistant	38	Para Educator	27
Assess. Inst. Materials & Multimedia Specialist	52	Para Educator - Computer	27
Campus Supervisor	38	Para Educator - ELD	28
Choral Accompanist	35	Para Educator - Mild/Moderate	30
Computer Support Assistant	38	Para Educator - Moderate/Severe	35
Data Support Technician	46	Parent Facilitators	38
Payroll Specialist	48	Personnel Services Specialist	40
Employee Benefits Specialist	48	Preschool Teacher 12 ECU	39
Human Resources Technician	36	Preschool Teacher 20 ECU	47
Information Data Specialist	50	Program Coordinator	42
Library & Multimedia Technician	32	Purchasing Assistant	38
Library & Multimedia Specialist	38	Registrar	38
Network Engineer	57	Video Production Specialist	54

Board Approval: 8/20/19

San Leandro Unified School District

2019-2020 Classified Management Salary Schedule

Position	Escape Row#	Step 1	Step 2	Step 3	Step 4	Step 5
	Range	260 days	260 days	260 days	260 days	260 days
Director, Business Service	10	146,923	153,762	160,919	168,415	176,263
Director, Bond	10	146,923	153,762	160,919	168,415	176,263
Director of Facilities&Operations	10	146,923	153,762	160,919	168,415	176,263
Director, Food Service	10	146,923	153,762	160,919	168,415	176,263
Director, Safe & Emergency	10	146,923	153,762	160,919	168,415	176,263
Chief Technology Officer	10	146,923	153,762	160,919	168,415	176,263
Pubilc Information Officer	20	113,999	119,188	124,613	130,292	136,231
Dir, Buildg & Grounds	20	113,999	119,188	124,613	130,292	136,231
Director, Fiscal Service	21	126,863	132,053	137,482	143,158	149,100
Manager, Student Health & Wellness	21	126,863	132,053	137,482	143,158	149,100
Accounting Manager	40	104,683	109,399	114,334	119,491	124,885
Grant Coordinator	40	104,683	109,399	114,334	119,491	124,885
Maintenance/Operation Manager	40	104,683	109,399	114,334	119,491	124,885
Personnel Services Coordinator	40	104,683	109,399	114,334	119,491	124,885
Student Enrollment Manager	40	104,683	109,399	114,334	119,491	124,885
Executive Manager-Food Serv	41	105,625	110,418	115,430	120,673	126,204
Theater Facilities Supervisor	50	90,225	94,221	98,395	102,759	107,316
Maintenance/Operation Sup.	50	90,225	94,221	98,395	102,759	107,316
Comm. Outreach Spec.	75	92,498	97,051	101,830	106,850	112,120

Longevity Rate: 2% of Step 5 at 6th Year and 4% of Step 5 at 12th Year

Work Year: 225 Work Days, 20 Days Vacation, 15 Holidays = 260 days
Dues for a maximum of 2 professional organizations equal to 3/4 of 1% of prior year salary

Master's: $2,126 (1.5% Elementary Principal under 800, "Step 5)
Doctorate: $3,543 (2.5% Elementary Principal under 800, "Step 5)
One day per month sick leave accumulative
* Salary, fringe, sick leave, and vacation benefits will be prorated based on length of work year

3.25% Increase effective July 1, 2019

9/30/2019

Board Approved:

San Leandro Unified School District

2019-20 Classified Management Salary Schedule

Food Service Manager

Position	Range	Annual Salary				
		Step 1	Step 2	Step 3	Step 4	Step 5
Manager B - 12 month (240 days)	**80**	**65,903**	**68,599**	**71,405**	**74,330**	**77,377**
Manager B - 10 month (217 days)	**81**	**59,587**	**62,024**	**64,561**	**67,206**	**69,960**
Manager A Salary Schedule (198 days)	**85**	**49,254**	**51,213**	**53,252**	**55,377**	**57,588**

Longevity Rate: 2% of Step 5 at 6th year and 4% of Step 5 at 12th year

Manager B 12-Month Work Year: **225 work days, 15 holidays = 240 total paid days**
Manager B 10-Month Work Year **203 work days, 14 holidays = 217 total paid days**
Manager A Work Year: **184 work days, 14 Holidays = 198 total paid days**

Benefit Program:

One day per month sick leave accumulative
Dues for a maximum of 2 professional organizations equal to 3/4 of 1% of prior year salary
Masters = $2,059 (1.5% Elementary Principal under 800, "Step 5")
Doctorate = $3,432 (2.5% Elementary Principal under 800 "Step 5")

3.25% Increase effective July 1, 2019

Board Approved:

San Leandro Unified School District
Confidential Employee Salary Schedule
2019-20

Position	Escape Row #	Step 1	Step 2	Step 3	Step 4	Step 5
		260 days	260 days	260 days	260 days	260 days
Executive Assistant - Cabinet	C1	79,467	82,978	86,646	90,481	94,487
Human Resources Analyst	C1	79,467	82,978	86,646	90,481	94,487
Budget Analyst	C2	69,176	72,317	75,586	79,082	82,719

Longevity Rate: 2% of Step 5 at 6th Year and 4% of Step 5 at 12th Year

Work Year: 225 Work Days + 20 Vacation Days + 15 Holidays = 260 Days
7.5 hours per day
Dues for a maximum of 2 professional organizations equal to 3/4 of 1% of prior year salary

Master's: $2,126 (1.5% Elementary Principal under 800, "Step 5)
Doctorate: $3,543 (2.5% Elementary Principal under 800, "Step 5)
One day per month sick leave accumulative
Salary, sick leave, and vacation benefits will be prorated based on length of work year

3.25% Increase effective July 1, 2019

Board Approved:

San Leandro Unified School District

2019-2020 Certificated Administrative Salary Schedule

Title	Work Days	ESCAPE LINE #	Step 1	Step 2	Step 3	Step 4	Step 5
			Annual	Annual	Annual	Annual	Annual
Senior Director	220 Days	10	**145,382**	**152,146**	**159,229**	**166,644**	**174,409**
Director	220 Days	20	**132,304**	**138,414**	**144,811**	**151,505**	**158,511**
Assistant Director	215 Days	17	**124,770**	**130,481**	**136,456**	**142,707**	**149,248**
Grant Coordinator	215 Days	52	**104,683**	**109,399**	**114,334**	**119,491**	**124,885**
Coordinator	215 Days	55	**112,214**	**117,309**	**122,638**	**128,213**	**134,044**
Disrict Librarian & Multimedia Manager	215 Days	55	**112,214**	**117,309**	**122,638**	**128,213**	**134,044**
Senior High Principal	220 Days	10	**145,382**	**152,146**	**159,229**	**166,644**	**174,409**
Associate Principal	216 Days	35	**126,816**	**132,619**	**138,693**	**145,048**	**151,694**
Senior High AP	206 Days	45	**116,780**	**122,106**	**127,681**	**133,513**	**139,617**
Continuation HS Principal	206 Days	40	**118,506**	**123,927**	**129,597**	**135,532**	**141,739**
Adult School Principal	225 Days	25	**133,409**	**139,540**	**145,957**	**152,675**	**159,704**
Adult School VP	206 Days	65	**120,266**	**125,682**	**131,345**	**137,271**	**143,464**
Middle School Principal	212 Days	26	**125,721**	**131,500**	**137,547**	**143,875**	**150,497**
Middle School VP	203 Days	50	**113,508**	**118,672**	**124,077**	**129,728**	**135,642**
Teaching Vice Principal	203 Days	70	**102,333**	**106,932**	**111,743**	**116,771**	**122,030**
Elem Prin Over 800 Enroll	206 Days	30	**123,271**	**128,922**	**134,837**	**141,027**	**147,503**
Elem Prin Under 800 Enroll	206 Days	41	**118,506**	**123,927**	**129,597**	**135,532**	**141,739**
Elem VP Over 800 Enroll	203 Days	60	**106,075**	**110,867**	**115,877**	**121,119**	**126,600**
Elementary VP Under 800 Enroll	203 Days	72	**102,333**	**106,932**	**111,743**	**116,771**	**122,030**
Curriculum Specialist	215 Days	61	**106,075**	**110,867**	**115,877**	**121,119**	**126,600**

Longevity Rate: 2% of Step 5 at 6th year and 4% of Step 5 at 12th year

ACSA dues or maximum of 1% of prior year's salary towards dues to two other professional organizations.

Master's: $ 2,126 (1.5% Elementary Principal under 800, "Step 5").

Doctorate: $ 3,543 (2.5% Elementary Principal under 800, "Step 5")

Extra Work Hourly Rate: $ 91.74 (Hourly rate for Principal under 800, "Step 5")

3.25% Increase effective July 1, 2019

Board Approved:

San Leandro Unified School District

Deputy, Associate and Assistant Superintendent Salary Schedule

2019-20

Salary Ranges	Step 1	Step 2	Step 3	Step 4	Step 5
Range 1	203,223	212,596	222,393	232,627	243,323
Range 2	188,315	197,021	206,120	215,626	225,562
Range 3	174,464	182,551	191,002	199,835	209,061

Longevity Rate: 2% of Step 5 at 6th Year and 4% of Step 5 at 12th Year

Master's Stipend = $2,126*
Doctorate Stipend = $3,543*

(*Stipends are indexed to Step 5 of the Elementary Principal under 800 range on the certificated management salary schedule: 1.5% for MA and 2.5% for Doctorate.)

3.25% Increase effective July 1, 2019

Board Approved:

SAN LEANDRO UNIFIED SCHOOL DISTRICT
Personnel Services Department

Substitute, Short Term & Unrepresented Employee Hourly and Daily Rates

CERTIFICATED:

			Hourly Rate
Home Instruction Teachers	1-3	years of service	$38.85
	4-6	years of service	$39.45
	7-9	years of service	$40.23
	10+	years of service	$41.23
	Non-Credential		$32.79
	Non-Teaching		$31.31

Psychologist Interns:		Daily Rate
	Year 2	$100
	Year 3	$150

Substitute Teacher:			Daily Rate
	Days	1 - 20	$170
	Days	21 - 40	$175
	Days	41+	$180
	Long Term Rate		$190
	High Impact Rate		$185

NON CERTIFICATED:

	Hourly Rate:
Community Service Attendants	Indexed to CSEA Range 27 Step 1
Playground Supervisor	Indexed to CSEA Range 27 Step 1
Teamster/Trades Substitutes	Indexed to Teamsters Range 38 Step 1
CSEA Job Classification:	Indexed to Step 1of CSEA by classification
Translators	$28.20
Student Workers	$15.00

Board of Education Approval:

Effective Date: October 11, 2019