

Appendix A-1

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA Teachers

Effective July 1, 2027

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	75,348.65	76,089.77	77,677.83	82,469.57	87,481.46
2	76,089.77	76,830.83	80,007.02	84,976.59	89,988.57
3	76,830.83	77,677.83	82,469.57	87,481.46	92,495.57
4	77,677.83	80,007.02	84,976.59	89,988.57	95,627.19
5	78,524.77	82,469.57	87,481.46	92,495.57	98,134.25
6	79,253.53	84,223.10	89,235.09	94,873.72	99,887.77
7	81,716.09	86,727.98	91,742.08	97,380.76	102,392.68
8	84,223.10	89,235.09	94,873.72	99,887.77	104,899.72
9	86,727.98	91,742.08	97,380.76	102,392.68	107,404.64
10	88,481.58	94,873.72	99,887.77	104,899.72	110,538.43
11	88,481.58	96,627.27	101,634.94	106,653.30	112,289.81
12	88,481.58	99,134.31	104,146.23	109,784.95	114,809.59
13	88,481.58	99,134.31	106,653.30	112,289.81	117,306.04
14	88,481.58	99,134.31	106,653.30	114,798.97	119,808.81
15	88,481.58	99,134.31	106,653.30	117,306.04	122,315.88
16	88,538.58	99,191.34	106,710.32	117,363.06	122,372.88
17	88,538.58	99,191.34	106,710.32	117,363.06	122,372.88
18	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
19	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
20	90,235.12	100,885.74	108,404.69	119,055.31	124,071.51
21	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
22	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
23	92,737.87	103,392.76	110,909.61	121,562.38	126,574.28
24	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
25	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
26	95,247.05	105,899.80	113,418.76	124,071.51	129,081.31
27	95,247.05	105,899.80	113,418.76	126,574.28	135,685.57

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-2

Board Approval: 3/24/2026

2027-2028

AEA - Adult Education

Based on 177 Days

Effective July 1, 2027

Time Base: Hourly Hourly Rate	(yrs of Experience) Step	Time Base: Annual	
		BA or Less-177	BA+Units-177
56.92	0	69,344.94	70,926.65
56.92	1	69,344.94	70,926.65
56.92	2	69,344.94	70,926.65
56.92	3	69,344.94	70,926.65
56.92	4	69,344.94	70,926.65
56.92	5	69,344.94	70,926.65
59.75	6	71,773.74	73,434.54
59.75	7	71,773.74	73,434.54
59.75	8	71,773.74	73,434.54
59.75	9	71,773.74	73,434.54
59.75	10	71,773.74	73,434.54
62.59	11	74,202.55	75,942.44
62.59	12	74,202.55	75,942.44
62.59	13	74,202.55	75,942.44
62.59	14	74,202.55	75,942.44
62.59	15	74,202.55	75,942.44
65.72	16	76,949.57	78,776.43
65.72	17	76,949.57	78,776.43
65.72	18	76,949.57	78,776.43
65.72	19	76,949.57	78,776.43
65.72	20	76,949.57	78,776.43
69.04	21	80,625.10	82,543.32
69.04	22	80,625.10	82,543.32
69.04	23	80,625.10	82,543.32
69.04	24	80,625.10	82,543.32
69.04	25	80,625.10	82,543.32
72.48	26+	84,484.41	86,498.56

Regular Teachers

Based on 1168.2 annual hours (177 x 6 hrs/day = 1062 + 106.20 hours prep time)

Full time = 30 hours/week per quarter not including breaks and school closures.

Master's Degree/Doctoral Degree/National Board Certification: (3.2% of annual salary BA or Less, Step 0)

\$ 2,219.04

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-3

2027-2028

Time Base: Annual

Board Approval: 3/24/2026

Based on 261 Days

AEA Child Development

Effective July 1, 2027

Step	Class 0 12 Units	Class 1 24 Units	Class 02 60 Units	Class 3 90 Units	Class 4 BA Units	Class 5 BA plus 15	Class 6 BA plus 30	Class 7 BA plus 45	Class 8 BA plus 60
1	48,210.86	49,949.95	51,760.23	53,581.92	54,919.24	59,415.12	64,050.14	68,703.34	73,340.81
2	48,256.48	49,995.86	51,806.34	53,628.28	54,990.35	59,484.15	64,117.14	68,770.38	73,407.62
3	51,288.49	53,029.95	54,837.92	56,602.31	59,415.12	64,050.14	68,703.34	73,340.81	77,980.58
4	53,453.26	54,548.10	55,668.03	58,182.54	61,733.75	66,377.96	71,015.21	75,659.19	80,299.20
5	53,453.26	56,078.01	57,894.93	59,716.66	64,050.14	68,703.34	73,340.81	77,980.58	82,615.04
6	53,453.26	56,078.01	58,675.58	60,486.10	65,624.47	70,261.71	74,905.69	79,545.73	84,180.45
7	53,453.26	56,078.01	58,675.58	62,022.21	67,949.86	72,587.34	77,227.09	81,861.56	86,510.57
8	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	79,545.73	84,180.45	88,826.94
9	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	86,510.57	91,145.80
10	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	88,826.94	93,473.16
11	53,453.26	56,078.01	58,675.58	62,022.21	70,261.71	74,905.69	81,861.56	88,826.94	95,036.32

Head Teacher Stipend

Teacher Scale + \$3,000/ year (\$250/month)

Asst. Head Teacher Stipend

Teacher Scale + \$935/ year (\$77.92/month)

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-4

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 191 Days

AEA Counselors

Effective July 1, 2027

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	77,374.15	78,135.19	79,765.94	84,686.49	89,833.11
2	78,135.19	78,896.17	82,157.75	87,260.91	92,407.62
3	78,896.17	79,765.94	84,686.49	89,833.11	94,982.01
4	79,765.94	82,157.75	87,260.91	92,407.62	98,197.81
5	80,635.65	84,686.49	89,833.11	94,982.01	100,772.27
6	81,384.00	86,487.16	91,633.88	97,424.09	102,572.93
7	83,912.76	89,059.38	94,208.26	99,998.52	105,145.17
8	86,487.16	91,633.88	97,424.09	102,572.93	107,719.60
9	89,059.38	94,208.26	99,998.52	105,145.17	110,291.86
10	90,860.12	97,424.09	102,572.93	107,719.60	113,509.89
11	90,860.12	99,224.78	104,367.06	109,520.32	115,308.35
12	90,860.12	101,799.21	106,945.86	112,736.16	117,895.87
13	90,860.12	101,799.21	109,520.32	115,308.35	120,459.43
14	90,860.12	101,799.21	109,520.32	117,884.96	123,029.48
15	90,860.12	101,799.21	109,520.32	120,459.43	125,603.94
16	90,918.65	101,857.77	109,578.88	120,517.98	125,662.47
17	90,918.65	101,857.77	109,578.88	120,517.98	125,662.47
18	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
19	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
20	92,660.80	103,597.72	111,318.79	122,255.72	127,406.77
21	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
22	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
23	95,230.82	106,172.14	113,891.05	124,830.19	129,976.81
24	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
25	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
26	97,807.45	108,746.57	116,467.65	127,406.77	132,551.24
27	97,807.45	108,746.57	116,467.65	129,976.81	139,333.03

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-5

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA ROP/CTE

Effective July 1, 2027

STEP	minus BA	with BA
1	71,812.49	71,812.49
2	71,812.49	71,812.49
3	71,812.49	71,812.49
4	71,812.49	74,424.75
5	71,812.49	77,041.72
6	73,671.28	78,893.45
7	76,288.23	81,508.07
8	78,907.58	84,122.69
9	81,529.24	86,734.96
10	84,278.18	89,347.22
11	86,179.35	91,201.29
12	88,803.37	93,813.54
13	91,418.03	96,428.23
14	94,042.06	98,917.97
15	95,912.66	100,901.63
16	95,912.66	100,901.63
17	95,912.66	100,901.63
18	100,821.50	105,810.51
19	100,821.50	105,810.51
20	100,821.50	105,810.51
21	101,970.99	106,959.98
22	101,970.99	106,959.98
23	101,970.99	106,959.98
24	103,120.50	108,010.54
25	103,120.50	108,010.54
26	103,120.50	108,010.54
27	103,120.50	108,010.54

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-6

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 195 Days/8 Hours per day

AEA Psychologists

Effective July 1, 2027

STEP	Salary
1	135,259.71
2	141,576.10
3	148,208.84
4	155,173.52
5	162,486.44
6	164,173.02
7	165,859.61
8	167,546.18
9	167,546.18
10+	167,546.18

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

Appendix A-7

Board Approval: 3/24/2026

2027-2028

Time Base: Annual

Based on 186 Days

AEA Speech and Language Pathologists

Effective July 1, 2027

STEP	Salary
1	100,620.55
2	103,127.64
3	105,634.65
4	108,766.28
5	111,273.32
6	114,165.52
7	116,670.43
8	119,177.47
9	121,682.38
10	124,816.18
11	126,567.54
12	129,087.34
13	131,583.79
14	134,086.55
15	136,593.64
16	136,650.63
17	136,650.63
18	138,349.26
19	138,349.26
20	138,349.26
21	140,852.03
22	140,852.03
23	140,852.03
24	143,359.06
25	143,359.06
26	143,359.06
27	149,963.31

(Stipend for Masters has been incorporated into the salary schedule)

PhD/Certificate of Clinical Competence

Annual Stipend for each (3.3% of A-1, Column 1, Step 1) \$ 2,486.51

Hourly Rate \$ 50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	\$ 753.49
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	\$ 1,506.97
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	\$ 2,260.46

**Alameda Unified School District
CSEA Office Technical Unit Salary Schedule
Base 7/1/2026 with 3% Effective 7/1/2027**

Monthly rates based on a 261 day work year

Time Base Hourly (H)

(9% Shift Differential applies to certain shifts, see Article 11, Section L)

(H=Hourly, M=Monthly)

8 hours/day Position	Range	Base	Step					Longevity Increments					
			A	B	C	D	E	8-14Yrs (Plus 3%)	15-19Yrs (Plus 3%)	20-24Yrs (Plus 3%)	25-29Yrs (Plus 3%)	30-33Yrs (Plus 3%)	Over 33Yrs (Plus 3%)
Campus Security	25	M	4,238.64	4,454.40	4,671.90	4,917.24	5,162.58	5,317.44	5,477.52	5,641.08	5,809.86	5,983.86	6,163.08
		H	24.36	25.60	26.85	28.26	29.67	30.56	31.48	32.42	33.39	34.39	35.42
Health Office Assistant Media/Textbook Technician	29	M	4,671.90	4,917.24	5,164.32	5,428.80	5,700.24	5,870.76	6,046.50	6,227.46	6,413.64	6,606.78	6,805.14
		H	26.85	28.26	29.68	31.20	32.76	33.74	34.75	35.79	36.86	37.97	39.11
Student Support Provider	30	M	4,798.92	5,044.26	5,296.56	5,564.52	5,842.92	6,018.66	6,199.62	6,385.80	6,577.20	6,773.82	6,977.40
		H	27.58	28.99	30.44	31.98	33.58	34.59	35.63	36.70	37.80	38.93	40.10
School Office Assistant Office Assistant District	31	M	4,917.24	5,164.32	5,428.80	5,700.24	5,987.34	6,166.56	6,351.00	6,542.40	6,739.02	6,940.86	7,149.66
		H	28.26	29.68	31.20	32.76	34.41	35.44	36.50	37.60	38.73	39.89	41.09
Parent Liaison	32	M	5,044.26	5,296.56	5,564.52	5,842.92	6,142.20	6,326.64	6,516.30	6,711.18	6,913.02	7,120.08	7,334.10
		H	28.99	30.44	31.98	33.58	35.30	36.36	37.45	38.57	39.73	40.92	42.15
School Treasurer; Records Technician-SpEd/Transportation HR -BTSA/PAR Personnel Tech.; Student Services Assistant	33	M	5,164.32	5,428.80	5,700.24	5,987.34	6,284.88	6,472.80	6,667.68	6,867.78	7,073.10	7,285.38	7,504.62
		H	29.68	31.20	32.76	34.41	36.12	37.20	38.32	39.47	40.65	41.87	43.13
School Attendance Specialist Accounting Assistant	34	M	5,296.56	5,564.52	5,842.92	6,142.20	6,453.66	6,646.80	6,846.90	7,052.22	7,264.50	7,482.00	7,706.46
		H	30.44	31.98	33.58	35.30	37.09	38.20	39.35	40.53	41.75	43.00	44.29
Transition Services Specialist Accountability Specialist; College Career Center Tech	35	M	5,428.80	5,700.24	5,987.34	6,284.88	6,610.26	6,808.62	7,012.20	7,222.74	7,440.24	7,662.96	7,892.64
		H	31.20	32.76	34.41	36.12	37.99	39.13	40.30	41.51	42.76	44.04	45.36
Accounting Technician-Food Services; Accounting Technician Office Specialist; CWA Specialist; Testing Specialist	36	M	5,564.52	5,842.92	6,142.20	6,453.66	6,772.08	6,975.66	7,184.46	7,400.22	7,622.94	7,850.88	8,085.78
		H	31.98	33.58	35.30	37.09	38.92	40.09	41.29	42.53	43.81	45.12	46.47
Assistive Technology Spec. Technology Assistant	37	M	5,700.24	5,987.34	6,288.36	6,613.74	6,946.08	7,154.88	7,368.90	7,589.88	7,817.82	8,052.72	8,294.58
		H	32.76	34.41	36.14	38.01	39.92	41.12	42.35	43.62	44.93	46.28	47.67
Department Office Specialist; Department Office Manager Human Resources Specialist	38	M	5,842.92	6,142.20	6,453.66	6,772.08	7,116.60	7,330.62	7,549.86	7,776.06	8,009.22	8,249.34	8,496.42
		H	33.58	35.30	37.09	38.92	40.90	42.13	43.39	44.69	46.03	47.41	48.83
School Office Manager	39	M	5,987.34	6,284.88	6,610.26	6,949.56	7,299.30	7,518.54	7,744.74	7,977.90	8,218.02	8,465.10	8,719.14
		H	34.41	36.12	37.99	39.94	41.95	43.21	44.51	45.85	47.23	48.65	50.11
Licensed Vocational Nurse	41	M	6,284.88	6,610.26	6,949.56	7,280.16	7,645.56	7,875.24	8,111.88	8,355.48	8,606.04	8,863.56	9,129.78
		H	36.12	37.99	39.94	41.84	43.94	45.26	46.62	48.02	49.46	50.94	52.47
Accountant-Payroll; Accountant-Revenue; Digital Communications Specialist Budget Analyst-MOF; Budget Analyst-SpEd	42	M	6,453.66	6,772.08	7,116.60	7,469.82	7,838.70	8,073.60	8,315.46	8,564.28	8,821.80	9,086.28	9,359.46
		H	37.09	38.92	40.90	42.93	45.05	46.40	47.79	49.22	50.70	52.22	53.79
Technology Support Specialist	43	M	6,612.00	6,942.60	7,297.56	7,654.26	8,040.54	8,282.40	8,531.22	8,787.00	9,051.48	9,322.92	9,603.06
		H	38.00	39.90	41.94	43.99	46.21	47.60	49.03	50.50	52.02	53.58	55.19
Leaves Specialist; Database Administrator-Special Ed Databases Database Administrator-Applications	44	M	6,772.08	7,116.60	7,482.00	7,857.84	8,254.56	8,501.64	8,757.42	9,020.16	9,291.60	9,570.00	9,857.10
		H	38.92	40.90	43.00	45.16	47.44	48.86	50.33	51.84	53.40	55.00	56.65
Systems Analyst; Media Technology Specialist Instructional Technology (IT) Technician; Network Technician	46	M	7,114.86	7,480.26	7,850.88	8,249.34	8,675.64	8,936.64	9,204.60	9,481.26	9,764.88	10,057.20	10,358.22
		H	40.89	42.99	45.12	47.41	49.86	51.36	52.90	54.49	56.12	57.80	59.53
Data Systems Specialist Network Administrator	48	M	7,476.78	7,859.58	8,249.34	8,665.20	9,114.12	9,387.30	9,669.18	9,959.76	10,259.04	10,567.02	10,883.70
		H	42.97	45.17	47.41	49.80	52.38	53.95	55.57	57.24	58.96	60.73	62.55

**Alameda Unified School District
CSEA Paraprofessional Unit Salary Schedule
Base 7/1/2026 with 3% Effective 7/1/2027**

Time base Hourly (H) Position	Range	Step						<i>Longevity Increments</i>					
		Year 1 A	Year 2 B	Year 3 C	Year 4 D	Years 5-6 E	Years 7-8 F	<i>8-14Yrs (Plus 3%)</i>	<i>15-19Yrs (Plus 3%)</i>	<i>20-24Yrs (Plus 3%)</i>	<i>25-29Yrs (Plus 3%)</i>	<i>30-33Yrs (Plus 3%)</i>	<i>Over 33Yrs (Plus 3%)</i>
Paraprofessional - Childcare	1	20.32	20.92	21.73	22.81	24.00	25.14	25.89	26.67	27.47	28.29	29.14	30.01
Paraprofessional - General Education; Library/Media Center	2	21.66	22.28	23.20	24.35	25.54	26.82	27.62	28.45	29.30	30.18	31.09	32.02
Paraprofessional - Special Education; Bilingual*	3	23.01	23.67	24.62	25.83	27.13	28.51	29.37	30.25	31.16	32.09	33.05	34.04
Paraprofessional - Special Needs	4	24.16	24.78	25.78	27.09	28.45	29.85	30.75	31.67	32.62	33.60	34.61	35.65
Paraprofessional - Behavior Intervention	5	24.75	25.45	26.48	27.80	29.18	30.66	31.58	32.53	33.51	34.52	35.56	36.63
Paraprofessional - Behavior Technician	7	27.25	28.06	29.18	30.64	32.16	33.76	34.77	35.81	36.88	37.99	39.13	40.30
Paraprofessional - Registered Behavior Technician	9	30.09	30.92	32.16	33.76	35.43	37.26	38.38	39.53	40.72	41.94	43.20	44.50
Paraprofessional - Educational Interpreter	14	36.02	37.03	38.52	40.42	42.45	44.58	45.92	47.30	48.72	50.18	51.69	53.24

* Additional \$0.80/hour Bilingual Stipend for ELD Paraprofessionals

CSEA 860, Maintenance
Base 7/1/2026 with 3% Effective 7/1/2027

Time Base: Hourly

(H=Hourly, M=Monthly)

Position	Range		Step					Longevity Increments					
			A	B	C	D	E	3% 7-12yrs	3% 13-17yrs	3% 18-22yrs	3% 23-27yrs	3% 28-32yrs	3% >32yrs
Custodian	33	M	4,473.54	4,692.78	4,936.38	5,181.72	5,439.24	5,602.80	5,771.58	5,945.58	6,124.80	6,309.24	6,498.90
		H	25.71	26.97	28.37	29.78	31.26	32.20	33.17	34.17	35.20	36.26	37.35
Grounds & Facility Attendant	34	M	4,586.64	4,812.84	5,059.92	5,313.96	5,576.70	5,743.74	5,916.00	6,093.48	6,276.18	6,464.10	6,657.24
		H	26.36	27.66	29.08	30.54	32.05	33.01	34.00	35.02	36.07	37.15	38.26
Asst. Head Custodian HS	35	M	4,698.00	4,936.38	5,185.20	5,439.24	5,712.42	5,882.94	6,058.68	6,239.64	6,427.56	6,620.70	6,819.06
		H	27.00	28.37	29.80	31.26	32.83	33.81	34.82	35.86	36.94	38.05	39.19
Head Custodian-Elem.; Head Custodian-Cont.HS, WCDC, Gardener	37	M	4,941.60	5,188.68	5,446.20	5,719.38	6,001.26	6,180.48	6,366.66	6,558.06	6,754.68	6,956.52	7,165.32
		H	28.40	29.82	31.30	32.87	34.49	35.52	36.59	37.69	38.82	39.98	41.18
General Maintenance-Delivery/Mail Driver; Stage Tech./Trade Asst.	38	M	5,068.62	5,319.18	5,583.66	5,865.54	6,159.60	6,344.04	6,533.70	6,730.32	6,932.16	7,140.96	7,354.98
		H	29.13	30.57	32.09	33.71	35.40	36.46	37.55	38.68	39.84	41.04	42.27
Custodian Head - Middle School	39	M	5,192.16	5,449.68	5,724.60	6,011.70	6,316.20	6,505.86	6,700.74	6,902.58	7,109.64	7,323.66	7,542.90
		H	29.84	31.32	32.90	34.55	36.30	37.39	38.51	39.67	40.86	42.09	43.35
Custodian Head - High School	41	M	5,453.16	5,719.38	6,016.92	6,319.68	6,632.88	6,831.24	7,036.56	7,247.10	7,464.60	7,689.06	7,920.48
		H	31.34	32.87	34.58	36.32	38.12	39.26	40.44	41.65	42.90	44.19	45.52
Gardener Crew Chief <i>Food Service Warehouse Technician</i>	42	M	5,595.84	5,874.24	6,163.08	6,476.28	6,798.18	7,001.76	7,212.30	7,428.06	7,650.78	7,880.46	8,117.10
		H	32.16	33.76	35.42	37.22	39.07	40.24	41.45	42.69	43.97	45.29	46.65
Preventive Maintenance Technician General Maintenance-Mechanic	46	M	6,163.08	6,462.36	6,796.44	7,147.92	7,501.14	7,725.60	7,957.02	8,195.40	8,440.74	8,694.78	8,955.78
		H	35.42	37.14	39.06	41.08	43.11	44.40	45.73	47.10	48.51	49.97	51.47
Pool Maintenance Technician	49	M	6,603.30	6,932.16	7,274.94	7,640.34	8,023.14	8,263.26	8,510.34	8,766.12	9,028.86	9,300.30	9,578.70
		H	37.95	39.84	41.81	43.91	46.11	47.49	48.91	50.38	51.89	53.45	55.05
Lead Production Cook (FS)	52	M	7,161.84	7,509.84	7,899.60	8,294.58	8,712.18	8,973.18	9,242.88	9,519.54	9,804.90	10,098.96	10,401.72
		H	41.16	43.16	45.40	47.67	50.07	51.57	53.12	54.71	56.35	58.04	59.78
<i>Food Service Operations Manager</i>	56	M	7,910.04	8,305.02	8,722.62	9,157.62	9,615.24	9,904.08	10,201.62	10,507.86	10,822.80	11,148.18	11,482.26
		H	45.46	47.73	50.13	52.63	55.26	56.92	58.63	60.39	62.20	64.07	65.99
Maintenance Specialist (Carpenter; Electrician;Painter;HVAC;Plumber)	59	M	8,600.82	9,011.46	9,483.00	9,958.02	10,455.66	10,768.86	11,092.50	11,424.84	11,767.62	12,120.84	12,484.50
		H	49.43	51.79	54.50	57.23	60.09	61.89	63.75	65.66	67.63	69.66	71.75
Maintenance Lead (Carpenter; Electrician;Painter;HVAC;Plumber)	63	M	9,493.44	9,968.46	10,466.10	10,995.06	11,534.46	11,880.72	12,237.42	12,604.56	12,982.14	13,371.90	13,773.84
		H	54.56	57.29	60.15	63.19	66.29	68.28	70.33	72.44	74.61	76.85	79.16
Maintenance Operations Lead; Custodial Operations Lead General Maintenance Lead	66	M	10,473.06	11,003.76	11,562.30	12,131.28	12,738.54	13,121.34	13,514.58	13,920.00	14,337.60	14,767.38	15,211.08
		H	60.19	63.24	66.45	69.72	73.21	75.41	77.67	80.00	82.40	84.87	87.42

CSEA 860, Maintenance
Base 7/1/2026 with 3% Effective 7/1/2027

*Time Base: Hourly
 with 9% Shift Differential*

Position	Range	Step					Longevity Increments					
		A	B	C	D	E	3% 7-12yrs	3% 13-17yrs	3% 18-22yrs	3% 23-27yrs	3% 28-32yrs	3% >32yrs
Custodian	33	4,875.48 28.02	5,115.60 29.40	5,380.08 30.92	5,648.04 32.46	5,928.18 34.07	6,105.66 35.09	6,288.36 36.14	6,476.28 37.22	6,671.16 38.34	6,871.26 39.49	7,076.58 40.67

**Alameda Unified School District
CSEA 860, Food Service
Base 7/1/2026 with 3% Effective 7/1/2027**

Time Base: Hourly

Position	Range	Step					Longevity Increments					
		A	B	C	D	E	3% 7-12yrs	3% 13-17yrs	3% 18-22yrs	3% 23-27yrs	3% 28-32yrs	3% >32yrs
Food Service Assistant I	23	20.10	21.08	22.08	23.27	24.39	25.12	25.87	26.65	27.45	28.27	29.12
Food Service Assistant II (Van Driver)	26	21.64	22.69	23.84	25.02	26.28	27.07	27.88	28.72	29.58	30.47	31.38
Food Service Manager I	29	23.27	24.42	25.73	26.94	28.28	29.13	30.00	30.90	31.83	32.78	33.76
Food Service Asst III-Cook Food Service Manager II	36	27.68	29.10	30.52	32.04	33.62	34.63	35.67	36.74	37.84	38.98	40.15
Food Service Manager III Central Kitchen	42	32.09	33.67	35.37	37.14	39.01	40.18	41.39	42.63	43.91	45.23	46.59

Executive Cabinet/Administrative and Supervisory/Confidential/Licensed/Unrepresented
2027-2028 Salary Schedule
Base 7/1/2026 with 3% Increase Effective 7/1/2027

Any exempt employee on this schedule with a Master's or PhD Degree is eligible for the following stipends:

Master's Stipend	\$2,486.24	annually	(1.75% of Step A, Principal - Elementary)
PhD Stipend	\$2,486.24	annually	(1.75% of Step A, Principal - Elementary)

Timebase: Annual

Group	Position	Range	Work Days	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Supt	Superintendent (Contract Based)	Supt	261	386,831.58						
Exec. Cabinet	Asst. Supt. Business Services; Asst. Supt. Human Resources; Asst. Supt. Education Services, General Counsel	Ex.Cabinet	261	244,812.73	252,349.86	260,113.11	268,109.26	276,345.27	287,675.22	293,371.79
Administrative and Supervisory/Unrepresented	Senior Director of Construction;	1A	261	171,181.92	179,740.85	188,727.29	198,164.33	208,072.10	216,476.70	225,222.36
	Senior Director for Equity and African American Student Achievement; Senior Director of Sped	1A	225	171,181.92	179,740.85	188,727.29	198,164.33	208,072.10	216,476.70	225,222.36
	Director of Elementary Ed; Secondary Ed; Certificated Personnel	1	225	163,031.30	170,715.70	178,786.32	187,256.27	196,151.90	207,606.13	211,841.12
	Director of Fiscal Services; Maintenance, Operations, Facilities; Classified Personnel, Food Services, Management Information Services	1	261	163,031.30	170,715.70	178,786.32	187,256.27	196,151.90	207,606.13	211,841.12
	Principal 9-12 High School, 6-12 High School	2	220	161,438.89	169,059.33	177,062.02	185,464.96	194,287.76	205,649.21	209,845.00
	Senior Manager Community Affairs; Assessment & Research	3	261	156,455.86	163,828.37	171,569.22	179,696.87	188,231.59	199,227.47	203,296.09
	Principal - Continuation High School; Early College; Middle School	4	210	149,753.98	156,791.17	164,180.63	171,939.01	180,085.87	190,588.88	194,486.40
	Coordinator - Sped	5	215	143,059.99	149,762.14	156,799.67	164,188.80	171,947.78	181,957.64	185,684.29
	Coordinator - Certificated	5	225	143,059.99	149,762.14	156,799.67	164,188.80	171,947.78	181,957.64	185,684.29
	Coordinator - Classified	5	261	143,059.99	149,762.14	156,799.67	164,188.80	171,947.78	181,957.64	185,684.29
	Asst. Principal 9-12 High School; 6-12 High School	6	210	142,301.14	148,966.59	155,963.38	163,311.55	171,025.91	180,980.23	184,687.50
	Principal - Elementary School; Adult School	7	206	142,071.02	148,724.09	155,709.79	163,044.14	170,745.17	180,682.69	184,384.10
	Assistant Principal - Middle School; Dean - Student Support Services	8	205	136,825.07	143,215.48	149,925.26	156,970.97	164,368.33	173,920.69	177,488.15
	Coordinator Bus. Services; Technology Systems Manager; Acct/Purch Manager; Construction Proj Manager; Facilities Maint. Mgr.;Facilities Ops. Mgr.	11	261	128,970.83	134,974.74	141,278.31	147,897.67	154,847.85	163,829.23	167,196.87
	Assistant Principal - Elementary; Program Manager	13	195	127,283.96	133,248.71	139,511.59	146,088.04	152,992.69	161,910.57	165,294.10
	SpEd Program Specialist	14	195	114,271.89	119,552.55	125,093.40	130,917.22	137,028.60	144,942.77	147,941.42
Director of Child Development	15	225	109,876.82	114,954.40	120,282.10	125,881.94	131,758.27	139,368.04	142,251.37	
Accounting Supervisor; Senior Accountant/Buyer, Benefits Specialist; CTE Pathway Specialist	16	261	108,697.80	113,687.31	118,927.04	124,428.58	130,205.17	137,695.77	140,545.89	
Confidential	Senior Executive Assistant - Superintendent	15	261	109,876.82	114,954.40	120,282.10	125,881.94	131,758.27	139,368.04	142,251.37
	Executive Assistant - Business Services; Educational Services	17B	261	96,593.52	100,940.26	105,482.55	110,229.26	115,189.56	121,576.86	124,020.53
	Adm Asst-Bus Svc; Adm Asst-HR; Administrative Secretary Ed Svcs	18	261	89,347.99	93,430.63	97,660.23	102,098.78	106,764.58	112,830.34	115,188.12
Licensed	Behavior Specialist*	19	195 (*217.5)	130,590.50	136,669.29	143,051.51	149,753.39	156,790.63	165,883.93	169,292.25
	Occupational Therapist*	20	190 (*212.5)	97,512.65	102,009.99	106,703.34	111,601.19	116,712.59	123,329.58	125,895.19

(*in addition to work days Salary incl. 8 Vac. And 14.5 paid Holidays)

Unrepresented Hourly
 2027-2028 Salary Schedule
 Base 7/1/2026 with 3% Increase Effective 7/1/2027

Timebase: Hourly

Unrep.	Educational Equity and Family Engagement Coordinator	21	190	48.16	50.55	53.11	55.77	58.44	62.11	65.91
	Wellness & Resource Coordination Liaison	23	200	30.85	32.38	33.93	35.63	37.47	39.72	42.13

Timebase: Hourly

Unrep.	Noon Supervisor		180	19.36
--------	-----------------	--	-----	-------