# **TENTATIVE AGREEMENT**

### BETWEEN RAVENSWOOD CITY SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 303

#### 2022-2025 Successor Contract Negotiations

This Tentative Agreement settles and completes successor contract negotiations for the 2022-2023 school year and establishes a new contract term from July 1, 2022, through June 30, 2025. The following articles and MOUs are included in this agreement and attached to this document:

### I. Article 6: Wages and Benefits

- a. New Section 6.1.5, the following language shall be added:
  - 6.1.5 <u>2021-2022 salary increase.</u> Effective July 1, 2021 and included in this agreement as Appendix C-3, the 2019-2020 Salary Schedule shall be increased by seven and one-half percent (7.5%).
    - 6.1.5.1 Each bargaining unit member who completed the 2021-2022 school year and returns to the District for the 2022-2023 school year shall receive a one-time, off-the-salary schedule payment of two and one-half percent (2.5%), which shall be based on a unit member's rate of pay during the 2021-2022 school year.
    - 6.1.5.2 Each bargaining unit who was employed as of July 1, 2021 but did not return to the District prior to the date of this agreement shall be entitled to receive the seven and one-half percent (7.5%) increase to the 2021-2022 Salary Schedule.
- b. New Section 6.1.6, the following shall be added:
  - 6.1.6 <u>2021-2022 salary schedule revision</u>. Effective July 1, 2021 and included in this agreement as <u>Appendix C-4, the 2021-2022 Salary Schedule shall be replaced by a new Salary Schedule</u> <u>which shall include eighteen (18) Rungs.</u>
    - 6.1.6.1 The first Rung of all bargaining unit classifications shall be increased by five percent (5%) of the first step on the 2019-2020 Salary Schedule. The final Rung of all bargaining unit classifications shall be increased by fifteen and one-half percent (15.5%) of the 2019-2020 Salary Schedule.
    - 6.1.6.2 <u>The growth between Rungs one (1) and five (5) shall be four and one-half percent</u> (4.5%), and a set amount of approximately one percent (1%) between Rungs six (6) <u>and eighteen (18).</u>
    - 6.1.6.3 Each bargaining unit member shall be placed on the nearest Rung on the 2021-2022 Salary Schedule which guarantees, at a minimum, a seven and one-half percent (7.5%) increase over the unit member's 2019-2020 rate of pay. Unit members shall automatically advance one (1) Rung upon completion of the previous year.

- c. New Section 6.1.7, the following language shall be added:
  - 6.1.7 <u>2022-2023 salary increase</u>. Effective July 1, 2022 and included in this agreement as Appendix <u>C-5, the 2021-2022 Salary Schedule shall be increased by five and six tenths percent (5.6%)</u>. <u>All currently employed unit members will receive a salary adjustment and retroactive</u> <u>payment to July 1, 2022</u>.
    - 6.1.7.1 In addition to the above, any unit member who was in active paid status during the 2021-2022 school year, and retired or resigned on or after November 1, 2022 shall be eligible to receive retroactive payment for the salary increase. The parties recognize that there were only two retirements at the District and that both employees retired on or after November 1, 2022.
- d. Additional language shall be added to Section 6.2.1 to include:
  - 6.2.1 <u>Effective May 13, 2022 the District shall offer eligible bargaining unit members with the same</u> vision insurance option that is offered to the District's teachers' union (RTA). The District shall pay the full cost of any single employee premium for such benefits.
- e. New Section 6.2.3.3, the following language shall be added:
  - 6.2.3.3 <u>Supplemental District Contribution for Two-Party or Family Medical Insurance</u>

Effective beginning July 1, 2022, the District's contribution toward two-party or family health insurance plans shall be between sixty-five percent (65%) and seventy-five percent (75%) of the costs associated with the two-party or family health insurance rates. The Parties shall determine the District's actual contribution, which shall be no less than 65% and no greater than 75%, on an annual basis during the parties' contract negotiations.

2022-2023 school year contribution.

Effective July 1, 2022 the District's contribution towards two-party or family insurance for the 2022-2023 school year shall be seventy-five (75%) of the CalPERS two-party or family Bay Area Region Kaiser rate. Eligible unit member(s) who select health insurance or health insurance coverage with premiums in excess of the District's contribution will pay, through payroll deduction, any additional premiums or costs associated with the unit member's selected coverage or benefits.

f. Section 6.14 shall be modified as follows:

### 6.14 Longevity

*Effective July 1, 2022, the stipend based system of longevity shall be replaced with ongoing salary advancement as reflected in the CSEA salary schedule. See MOU in Appendices of this agreement.* 

<u>Prior to</u> July 1, 2022, Eligible unit members shall receive the following longevity stipends:

a. Beginning with the 8th year of service, unit members will receive \$25 per month;

b. Beginning with the 12th year of service, unit members will receive \$100 per month;

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- c. Beginning with the 15th year of service, unit members will receive \$125 per month;
- d. Beginning with the 20th year of service, unit members will receive \$155 per month;
- e. Beginning with the 25th year of service, unit members will receive \$185 per month.

### II. Article 11: Holidays

a. Section 11.1 shall be modified to include "Juneteenth (June 19)" as a holiday.

### III. Article 12: Leaves

a. Section 12.1.6 shall be modified as follows:

## 12.1.6 Notification of Absence and Return to Work

<u>Absent an emergency</u>, no later than two (2) hours before the start of the unit member's work day, a unit member shall report the unit member's absence for the day through the <u>District's</u> <u>absence management system</u> Frontline, formerly, AESOP system. The unit member shall contact the school site administrator or the unit member's immediate supervisor no later than the end of the unit member's scheduled work day on the day before returning to work to notify the District that the unit member is returning.

b. Section 12.12.13 shall be modified as follows:

12.12.13 Dual Parent Employment

<u>Effective July 1, 2022</u> where both parents are District employees, allowable leave for the birth, adoption, or foster care placement of a child is limited to a total of shall be 12 work weeks in a 12-month period between for each of the two (2) unit members. Their family care and medical leave entitlement is not limited or combined for any other qualifying purpose.

# IV. Article 16: Layoff and Resignations

a. Section 16.2.1 shall be modified as follows:

<u>Procedures for issuing layoff notices are set forth in section 45117 of the</u> <u>Education Code.</u> The District shall comply with the layoff notice requirements of Education Code section 45117 when notifying unit members of layoff. The layoff notice will include a copy of the Board of Trustees resolution, relevant Education Code sections, this Article 16, Layoffs, and may include other information relevant to the unit member's layoff.

# V. MOU Regarding 2021-2022 Salary/Longevity Adjustments – see Attached

### VI. Article 18.4 Term of Agreement

a. Section 18.4 shall be modified as follows:

18.4 Term of Agreement

This Agreement shall take effect on July 1, 2022 July 9, 2019 (the date approved by the Governing **Board**, except as specifically described in any article, and shall remain in full force and effect, up to and including June 30, 2025 2022.

18.4.1 Designated Reopeners 2019-2020 School Year Unless the parties mutually agree to reopen any specific section or article, the parties agree not to reopen this Agreement for the 2019-2020 school year.

18.4.1 18.4.2 Designated Reopener – 2023-2024-2020-2021 School Year For the 2020-2021 school year, The parties agree to reopen only Article 6, Wages and Benefits.

<u>18.4.2</u> 18.4.3 Designated Reopener – <u>2024-2025</u> <del>2021-2022</del> School Year For the 2021-2022 school year, The parties agree to reopen only Article 6 Wages and Benefits.

18.5 Successor Agreement Bargaining

The parties agree to "sunshine" proposals for a successor collective bargaining agreement as soon as possible, prior to beginning successor negotiations., no later than, February 2022.

Date:

DocuSigned by: Randolph Jackson Sr.

Randy Jackson, President, CSEA Chapter 303

-DocuSigned by: Margaret Thompson

Margaret Thompson, CSEA Negotiations Team

-DocuSigned by:

Maria Elena Iyala <sup>9035AF18CB0C4E1...</sup> Maria Elena Ayala, CSEA Negotiations Team

DocuSigned by: Mark Westerberg

Mark Westerberg, CSEA LRR

-DocuSigned by:

William Eger

Will Eger, CBO, District

DocuSigned by Upal Q Duh 7704C5C654B5490

Opal Okikiade, CSEA Negotiations Team

-DocuSigned by: Frankie Drake

Frankie Drake, CSEA Negotiations Team

-DocuSianed by: Moliammad Islam

Mohammad Islam, CSEA Negotiations Team

DocuSigned by: Gina Sudaria

Gina Sudaria, Superintendent, District

CSEA Ratification Date:

Governing Board Approval Date:\_\_\_\_

DocuSign Envelope ID: 0FBF9FC5-8ABD-46F8-AAB9-8CE03130225A

DocuSigned by:

Joan O'Mill

Joan O'Neill, Director of HR, District

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Position/Title Position/Title School Support Suif Child Nutrition & Education Worker																			
Position/Title 7 <i>Month Ticle Douy Schedule</i> School Support Suff Child Nutrition & Education Worker	Percent Change Be	tween Rungs	4.50%	4.50%	4.50%	4.50%	1.00%	1.00%	0.90%	0.90%	%06:0	0.90%	0.90%	%06'0	0.90%	0.90%	%06'0	0.90%	0.90%
<b>) Month (201 Day) Schedule</b> School Support Staff Child Nutrition & Education Worker	Range Rung 1	Rung 1	Rung 2	Rung 3	Rung 4	Rung 5	Rung 6	Rung 7	Rung 8	Rung 9	_	Rung 11	Rung 12	Rung 13	Rung 14	Rung 15	Rung 16	Rung 17	Rung 18
School Support Staff Child Nutrition & Education Worker																			
Child Nutrition & Education Worker	15	\$17.50	\$18.28	\$19.11	\$19.97	\$20.87	\$21.07	\$21.27	\$21.47	\$21.67	\$21.87	\$22.07	\$22.27	\$22.47	\$22.67	\$22.87	\$23.07	\$23.27	\$23.47
	20	\$20.09	\$21.00	\$21.94	\$22.93	\$23.96	\$24.19	<b>\$</b> 24.42	\$24.65	\$24.88	\$25.11	\$25.34	\$25.57	\$25.80	\$26.03	\$26.26	\$26.49	\$26.72	\$26.95
Instructional Aide	20	\$20.09	\$21.00	\$21.94	\$22.93	\$23.96	\$24.19	\$24.42	\$24.65	\$24.88	\$25.11	\$25.34	\$25.57	\$25.80	\$26.03	\$26.26	\$26.49	\$26.72	\$26.95
Campus Relations Coordinator	22	\$20.63	\$21.56	\$22.53	\$23.55	\$24.61	\$24.84	\$25.08	\$25.32	\$25.55	\$25.79	\$26.03	\$26.26	\$26.50	\$26.73	\$26.97	\$27.21	\$27.44	\$27.68
Paraeducator I - Special Education	22	\$20.63	\$21.56	\$22.53	\$23.55	\$24.61	\$24.84	\$25.08	\$25.32	\$25.55	\$25.79	\$26.03	\$26.26	\$26.50	\$26.73	\$26.97	\$27.21	\$27.44	\$27.68
After School Program Class Leader	22	\$20.63	\$21.56	\$22.53	\$23.55	\$24.61	\$24.84	\$25.08	\$25.32	\$25.55	\$25.79	\$26.03	\$26.26	\$26.50	\$26.73	\$26.97	\$27.21	\$27.44	\$27.68
Small Group Instructor	25A	\$22.16	\$23.16	\$24.20	\$25.29	\$26.43	\$26.69	\$26.94	\$27.19	\$27.45	\$27.70	\$27.96	\$28.21	\$28.46	\$28.72	\$28.97	\$29.22	\$29.48	\$29.73
Health Aide	26A	\$22.69	\$23.71	\$24.77	\$25.89	\$27.05	\$27.31	\$27.57	\$27.83	\$28.09	\$28.35	\$28.61	\$28.87	\$29.13	\$29.39	\$29.65	\$29.91	\$30.17	\$30.43
Child Nutrition & Education Manager	26A	\$22.69	\$23.71	\$24.77	\$25.89	\$27.05	\$27.31	\$27.57	\$27.83	\$28.09	\$28.35	\$28.61	\$28.87	\$29.13	\$29.39	\$29.65	\$29.91	\$30.17	\$30.43
Paraeducator II - Snecial Education	26A	\$22.69	\$23.71	\$24.77	\$25.89	\$27.05	\$27.31	527.57	\$27.83	\$28.09	\$28.35	\$28.61	\$28.87	\$29.13	\$29.39	\$29.65	19.955	\$30.17	\$30.43
Van Driver	28	\$23.79	\$24.87	\$75 QR	\$27.15	\$28.38	\$28.65	528 97	\$29.19	\$29.47	\$79.74	\$30.01	\$30.28	\$30.56	530.83	\$31.10	\$31.37	\$31.65	\$31.92
Makersnare School Tinkerer	47.5	\$26.19	\$27.37	\$28.60	\$29.80	\$31.23	\$31.53	531.83	\$32.13	\$32.43	\$32.73	\$33.03	\$33.33	\$33.63	\$33.93	534.23	53.4 53	534.83	\$35.13
Environmental and Sustainability Changemaker	326	\$26.19	\$27.37	\$28.60	\$29.89	\$31.23	\$31.53	531.83	\$32.13	\$32.43	\$32.73	\$33.03	533.33	533.63	\$33.93	\$34.23	53453	\$34.83	\$35.13
Driver/Onerator	36.0	C18 87	\$30.11	531.47	537.80	53A 37	534.70	\$35.03	¢35.36	\$35.60	\$36.07	\$36.35	\$36.68	\$37.01	537 3A	537.67	\$38 DD	\$38.33	538.66
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Speech Language Pathology Assistant	38A	\$30.21	\$31.57	\$33.00	\$34.48	\$36.03	\$36.38	\$36.72	\$37.07	\$37.42	\$37.76	\$38.11	\$38.45	\$38.80	\$39.15	\$39.49	\$39.84	\$40.18	\$40.53
Occupational Therapist	×	\$55.19	\$57.67	\$60.27	\$62.98	\$65.82	\$66.45	\$67.08	\$67.71	\$68.34	\$68.98	\$69.61	\$70.24	\$70.87	\$71.50	\$72.14	\$72.77	\$73.40	\$74.03
Speech Language Pathologist	٨	\$65.00	\$67.92	\$70.98	\$74.17	\$77.51	\$78.26	\$79.00	\$79.74	\$80.49	\$81.23	\$81.98	\$82.72	\$83.47	\$84.21	\$84.96	\$85.70	\$86.44	\$87.19
School Based Mental Health Therapist	Z	\$65.00	\$67.92	\$70.98	\$74.17	\$77.51	\$78.26	\$79.00	\$79.74	\$80.49	\$81.23	\$81.98	\$82.72	\$83.47	\$84.21	\$84.96	\$85.70	\$86.44	\$87.19
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Translator / Interpreter - 223	32B	\$25.97	\$27.14	\$28.36	\$29.64	\$30.97	\$31.27	\$31.56	\$31.86	\$32.16	\$32.46	\$32.75	\$33.05	\$33.35	\$33.65	\$33.94	\$34.24	\$34.54	\$34.84
After School Program Site Coordinator	35	\$27.91	\$29.16	\$30.48	\$31.85	\$33.28	\$33.60	\$33.92	\$34.24	\$34.56	\$34.88	\$35.20	\$35.52	\$35.84	\$36.16	\$36.48	\$36.80	\$37.12	\$37.44
Operations Coordinator	38B	\$29.96	\$31.31	\$32.72	\$34.19	\$35.73	\$36.07	\$36.41	\$36.76	\$37.10	\$37.44	\$37.79	\$38.13	\$38.47	\$38.82	\$39.16	\$39.50	\$39.84	\$40.19
Outreach Coordinator	388	\$29.96	\$31.31	\$32.72	\$34.19	\$35.73	\$36.07	\$36.41	\$36.76	\$37.10	\$37.44	\$37.79	\$38.13	\$38.47	\$38.82	\$39.16	\$39.50	\$39.84	\$40.19
Student Culture Coordinator	388	\$29.96	\$31.31	\$32.72	\$34.19	\$35.73	\$36.07	\$36.41	\$36.76	\$37.10	\$37.44	\$37.79	\$38.13	\$38.47	\$38.82	\$39.16	\$39.50	\$39.84	\$40.19
Administrative Assistant	398	\$31.11	\$32.51	\$33.98	\$35.51	\$37.10	\$37.46	\$37.82	\$38.17	\$38.53	\$38.88	\$39.24	\$39.60	\$39.95	\$40.31	\$40.67	\$41.02	\$41.38	\$41.73
12 Month (246 Dav) Schedule																			
Circtordian	750	\$21.73	\$27.71	\$73.73	574 BU	475 Q7	\$26.17	\$26.41	\$26.66	\$26.91	\$27.16	\$27.41	\$77.66	\$27 91	\$28.16	\$78.41	\$28.65	478 GU	\$29.15
Administrative Secretary	260	\$22.24	\$23.24	\$24.29	\$25.38	\$26.52	\$26.78	\$27.03	527.29	\$27.54	\$27.80	\$28.05	\$28.31	\$28.56	\$28.82	\$29.07	\$29.33	\$29.58	\$29.84
Maintenance I	29	\$23.88	\$24.96	\$26.08	\$27.26	\$28.48	\$28.76	\$29.03	\$29.30	\$29.58	\$29.85	\$30.12	\$30.40	\$30.67	\$30.94	\$31.22	\$31.49	\$31.76	\$32.04
Warehouse Manager	ec.	\$73.88	\$24 96	\$26.08	\$27.26	\$2R.4R	\$28.76	529.03	05.9430	\$29.58	\$79.85	\$30.12	530.40	530.67	230 94	531.22	531.49	531.76	\$32.04
Translator / Interpreter - 246	32C	\$25.68	\$26.84	\$28.04	\$29.31	\$30.62	\$30.92	\$31.21	\$31.51	\$31.80	\$32.09	\$32.39	\$32.68	\$32.98	\$33.27	\$33.56	\$33.86	\$34.15	\$34.45
Pavroll Specialist	360	\$28.25	\$29.52	\$30.85	\$32.24	\$33.69	\$34.01	\$34.34	\$34.66	\$34.99	\$35.31	\$35.63	\$35.96	\$36.28	\$36.60	\$36.93	\$37.25	\$37.57	\$37.90
Maintenance II	380	539.67	\$30.95	537 35	533 8U	\$35.37	535.66	\$36.00	536 3A	536.68	\$37.07	537 36	\$37.70	538.04	538.38	538.71	\$39.05	\$39.39	\$39.73
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Accountant	300	\$30.77	\$37.15	09:555	535 11	\$36.69	\$37.05	\$37.40	\$37.75	538 10	538.45	\$38.81	\$30.16	\$39.51	98 955	540.22	\$40.57	540 92	76 142
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Mathematical and and any and any and any and any and any and any any and any	Position/Title	Range	Rung 1	Rung 2								Rung 11	Rung 12	Rung 13	Rung 14	Rung 15	Rung 16		ung 18
(i)         (i) <th>10 Month (201 Day) Schedule</th> <th></th>	10 Month (201 Day) Schedule																		
(m)         (m) <th>School Support Staff*</th> <th>15</th> <th>\$1,055.06</th> <th>\$1,102.54</th> <th>\$1,152.15</th> <th>\$1,204.00</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>_</th> <th></th> <th>\$1,354.84</th> <th>\$1,366.93</th> <th>\$1,379.01</th> <th>\$1,391.09</th> <th>\$1,403.18</th> <th>\$1,415.26</th>	School Support Staff*	15	\$1,055.06	\$1,102.54	\$1,152.15	\$1,204.00						_		\$1,354.84	\$1,366.93	\$1,379.01	\$1,391.09	\$1,403.18	\$1,415.26
Image: bit is a constrained by the constrained	Child Nutrition & Education Worker	20	\$3,028.79	\$3,165.08	\$3,307.51	\$3,456.35								\$3,889.38	\$3,924.07	\$3,958.76	\$3,993.44	\$4,028.13	\$4,062.82
(m)         21         31.010	Instructional Aide	20	\$3,028.79	\$3,165.08	\$3,307.51	\$3,456.35								\$3,889.38	\$3,924.07	\$3,958.76	\$3,993.44	\$4,028.13	\$4,062.82
Internation         2         31.03         32.03         30.043 <th>Campus Relations Coordinator</th> <th>22</th> <th>\$3,110.69</th> <th>\$3,250.67</th> <th>\$3,396.95</th> <th>\$3,549.82</th> <th></th> <th></th> <th></th> <th>•,</th> <th></th> <th></th> <th></th> <th>\$3,994.56</th> <th>\$4,030.18</th> <th>\$4,065.81</th> <th>\$4,101.43</th> <th>\$4,137.06</th> <th>\$4,172.68</th>	Campus Relations Coordinator	22	\$3,110.69	\$3,250.67	\$3,396.95	\$3,549.82				•,				\$3,994.56	\$4,030.18	\$4,065.81	\$4,101.43	\$4,137.06	\$4,172.68
(i)         (i) <th>Paraeducator I - Special Education</th> <th>22</th> <th>\$3,110.69</th> <th>\$3,250.67</th> <th>\$3,396.95</th> <th>\$3,549.82</th> <th></th> <th></th> <th></th> <th>•,</th> <th></th> <th></th> <th></th> <th>\$3,994.56</th> <th>\$4,030.18</th> <th>\$4,065.81</th> <th>\$4,101.43</th> <th>\$4,137.06</th> <th>\$4,172.68</th>	Paraeducator I - Special Education	22	\$3,110.69	\$3,250.67	\$3,396.95	\$3,549.82				•,				\$3,994.56	\$4,030.18	\$4,065.81	\$4,101.43	\$4,137.06	\$4,172.68
1         3	After School Program Class Leader	22	\$3,110.69	\$3,250.67	\$3,396.95	\$3,549.82								\$3,994.56	\$4,030.18	\$4,065.81	\$4,101.43	\$4,137.06	\$4,172.68
Minute         Minute<	Small Group Instructor	25A	\$3,341.36	\$3,491.72	\$3,648.85	\$3,813.05								\$4,290.77	\$4,329.04	\$4,367.30	\$4,405.57	\$4,443.84	\$4,482.10
Minute         Display         Synta	Health Aide	26A	\$3,419.92	\$3,573.82	\$3,734.64	\$3,902.70								\$4,391.65	\$4,430.82	\$4,469.99	\$4,509.15	\$4,548.32	\$4,587.49
Image: constraint con	Child Nutrition & Education Manager	26A	\$3,419.92	\$3,573.82	\$3,734.64	\$3,902.70								\$4,391.65	\$4,430.82	\$4,469.99	\$4,509.15	\$4,548.32	\$4,587.49
1         2         3	Paraeducator II - Special Education	26A	\$3,419,92	\$3,573,82	\$3.734.64	\$3,902.70	,							\$4,391.65	\$4,430.82	\$4,469,99	\$4.509.15	\$4.548.32	\$4,587,49
Important         10         59411         51121         51060         5473613         5473613         5473613 </th <th>Van Driver **</th> <th>28</th> <th>\$2,391.38</th> <th>\$2,498.99</th> <th>\$2,611.45</th> <th>\$2,728.96</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>\$3,070.87</th> <th>\$3,098.25</th> <th>\$3,125.64</th> <th>\$3,153.03</th> <th>\$3,180.42</th> <th>\$3,207.80</th>	Van Driver **	28	\$2,391.38	\$2,498.99	\$2,611.45	\$2,728.96								\$3,070.87	\$3,098.25	\$3,125.64	\$3,153.03	\$3,180.42	\$3,207.80
Image: constraint         20         200401         54.010	Makerspace School Tinkerer	32A	\$3,948.14	\$4,125.81	\$4,311.47	\$4,505.49	,						,	\$5,069.96	\$5,115.18	\$5,160.39	\$5,205.61	\$5.250.83	\$5,296.04
Monute         Signal         Signal<	Enviornmental and Sustainability Changemaker	32A	\$3,948,14	\$4,125,81	\$4 311 47	\$4,505,49								\$5,069.96	\$5,115,18	\$5,160.39	\$5,205,61	\$5.250.83	\$5.296.04
Modeler         Bit         5,574;8         5,770;8         5,7417         5,760;6         5,7417         5,760;6         5,60	Driver/Onerator **	364	\$7,896,18	\$3.026.51	\$3 162 70	\$3 305 02								53 719 10	\$3 752 26	\$3 785 43	\$3 818 60	\$3.851.77	53 884 94
Montion         Montion <t< th=""><th></th><th>vor.</th><th>A FF &amp; DD</th><th>10.010.00</th><th>0 - 0 - 1 0 - 0</th><th>40-100-10</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>01 010 10</th><th>01-10-10-</th><th></th><th>000 DOL 10</th><th></th><th></th></t<>		vor.	A FF & DD	10.010.00	0 - 0 - 1 0 - 0	40-100-10								01 010 10	01-10-10-		000 DOL 10		
Image: constrained by the state of	speech Language Pathology Assistant	38A	34.955,94	C8:6C/ '6C	44,974.04	88./61,c¢						_		UI-648,c¢	97-106'64	54.5C6,C¢	8c.cUU,0¢	97.750,95	76'60T'9¢
Not         Y         97943         50/7033         50/7001         51.186.8         51.196.4         51.236.5         51.266.7 <th>Occupational Therapist</th> <th>×</th> <th>\$8,319.89</th> <th>\$8,694.29</th> <th>\$9,085.53</th> <th>\$9,494.38</th> <th>0,</th> <th></th> <th>0</th> <th></th> <th></th> <th></th> <th></th> <th>\$10,683.89</th> <th>\$10,779.18</th> <th>\$10,874.46</th> <th>\$10,969.75</th> <th>\$11,065.03</th> <th>\$11,160.31</th>	Occupational Therapist	×	\$8,319.89	\$8,694.29	\$9,085.53	\$9,494.38	0,		0					\$10,683.89	\$10,779.18	\$10,874.46	\$10,969.75	\$11,065.03	\$11,160.31
Immute         Z         Sp/Rad         S10/2016         S11/Rad         S11/R	Speech Language Pathologist	~	\$9.798.43	\$10,239,36								,		\$12,582,54	\$12,694.75	\$12,806.97	\$12.919.19	\$13,031,40	\$13,143.62
Speciality         30         S.772.88         S.332.21         S.103.16         S.476.16         S.476.18         S.476.18         S.476.18         S.476.18         S.476.18         S.476.18         S.476.18         S.476.18         S.476.13         S.476.13 <ths.476.13< th=""> <ths.476.13< th=""> <ths.< th=""><th>School Based Mental Health Therapist</th><th>Z</th><th>\$9,798.43</th><th>\$10,239.36</th><th></th><th></th><th></th><th></th><th></th><th>-</th><th></th><th>,</th><th></th><th>\$12,582.54</th><th>\$12,694.75</th><th>\$12,806.97</th><th>\$12,919.19</th><th>\$13,031.40</th><th>\$13,143.62</th></ths.<></ths.476.13<></ths.476.13<>	School Based Mental Health Therapist	Z	\$9,798.43	\$10,239.36						-		,		\$12,582.54	\$12,694.75	\$12,806.97	\$12,919.19	\$13,031.40	\$13,143.62
Speciality         30         3732.88         549.101         54,701.01         55,701.0																			
Special         30         37,788         8,19,213         8,41,016         8,77,50         8,44,17         8,49,05         8,44,17         8,47,03         8,47,125         8,47,126         8,44,137         8,47,127         8,54,130         8,44,177         8,47,126         8,47,126         8,47,126         8,47,126         8,47,126         8,44,137         8,40,127         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016         8,50,016<	11 Month (223 Day) Schedule																		
33         3,3,4,4,5         3,4,1,13         3,4,1,13         3,4,1,13         3,4,1,13         5,4,1,13 <th13,4,14< th="">         5,1,1,13         <th14,< th=""><th>Library Instructional Media Specialist</th><th>30</th><th>\$3,762.88</th><th>\$3,932.21</th><th>\$4,109.16</th><th>\$4,294.08</th><th></th><th>•,</th><th>_</th><th></th><th></th><th></th><th></th><th></th><th>\$4,875.16</th><th>\$4,918.25</th><th>\$4,961.35</th><th>\$5,004.44</th><th>\$5,047.54</th></th14,<></th13,4,14<>	Library Instructional Media Specialist	30	\$3,762.88	\$3,932.21	\$4,109.16	\$4,294.08		•,	_						\$4,875.16	\$4,918.25	\$4,961.35	\$5,004.44	\$5,047.54
Coordinator         35         9,4,3,43         8,4,4,31         8,4,4,33         8,3,0,20         5,3,1,37         5,3,0,37         5,3,4,0,0         5,4,4,05         5,5,4,6,5         5,5,9,3,3         5,5,4,30         5,4,4,16         5,5,9,3,3         5,5,4,30         5,4,4,16         5,5,9,3,3         5,5,4,30         5,4,4,16         5,5,9,3,3         5,5,4,30         5,5,4,30         5,5,9,3,3	Translator / Interpreter - 223	328	\$3,948.62	\$4,126.31	\$4,311.99	\$4,506.03									\$5,115.80	\$5,161.02	\$5,206.24	\$5,251.46	\$5,296.68
388         9,455.25         6,470.44         5,188.25         5,546.35         5,560.36         5,560.36         5,560.36         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,560.35         5,500.35	After School Program Site Coordinator	35	\$4,243.36	\$4,434.31	\$4,633.86	\$4,842.38								\$5,449.06	\$5,497.66	\$5,546.26	\$5,594.85	\$5,643.45	\$5,692.05
	Operations Coordinator	388	\$4,555.25	\$4,760.23	\$4,974.44	\$5,198.29								\$5,849.57	\$5,901.74	\$5,953.91	\$6,006.08	\$6,058.24	\$6,110.41
or         338         9,455.23         5,470.23         5,470.23         5,546.13         5,566.16         5,566.16         5,566.16         5,566.16         5,566.17         5,560.17         5,561.21         5,561.21         5,561.21         5,561.21         5,560.13         5,561.21         5,513.20         5,513.21         5,501.21         5,513.20         5,513.21         5,501.23         5,501.	Outreach Coordinator	388	\$4,555.25	\$4,760.23	\$4,974.44	\$5,198.29									\$5,901.74	\$5,953.91	\$6,006.08	\$6,058.24	\$6,110.41
398         9,7/30.58         5,5/61.59         5,5/61.30         5,5/61.31         5,6/61.71         5,6/1.20         5,6/1.30         5,6/1.31         5,0/1.75	Student Culture Coordinator	388	\$4,555.25	\$4,760.23	\$4,974.44	\$5,198.29									\$5,901.74	\$5,953.91	\$6,006.08	\$6,058.24	\$6,110.41
25C       \$3,3413       \$3,4913       \$3,4618       \$3,8130       \$3,9464       \$4,0231       \$4,0934       \$4,1173       \$4,1758       \$4,1758       \$4,1723       \$4,1233       \$4,1065       \$4,3613       \$4,4065       \$4,3916       \$4,3817       \$4,3837       \$4,3837       \$4,3916       \$4,3916       \$4,3916       \$4,3916	Administrative Assistant	398	\$4,730.58	\$4,943.46	\$5,165.91	\$5,398.38		•,		•,		•.			\$6,128.90	\$6,183.07	\$6,237.25	\$6,291.43	\$6,345.60
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	12 Month (246 Dav) Schedule																		
	Cistodian	25C	53 341 37	\$3.491.73	53 648 86	\$3.813.06	\$3 084 64		Ĭ	Ī	Ĭ	Ŭ	Ŷ	54 790 78	54 329 D5	54 367 31	\$4 405 5R	54 443 85	\$4.482.12
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Administrative Secretary	260	\$3.419.79	53 573 68	¢3 734 49	<3 902 55								\$4 391 48	\$4.430.65	54.469.81	\$4 5/JR 98	\$4 548 14	\$4 587 31
2         55,0710         54,3713         54,3714         54,3713         54,3713         54,7733         55,7713         54,7733         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7713         55,7710         55,7710         55,7710         55,7710         55,7	Maintenance I	g	\$3.677.10	53 837 34	\$4.010.02	54 190 47									54 757 53	54 799 59	5.4 8.41 6.4	54 883 ZU	\$4 975 75
C         SJARLE         SJARLE <thsjarle< th=""> <thsjarle< th=""></thsjarle<></thsjarle<>		6 6	01-7/0/64		20.010,44	1100114											10-T10/11	01.000,44	C1.070/40
2.4 (3,43/8,10) (3,17,19) (4,17,29) (4,11,14) (4,52,10) (5,12,10) (4,12,12) (5,12,12) (5,17,12)	warenouse intager	67	01.2/0/64	HC:/CO/CC	70'0T0'#¢	24'T20'4/									cc./c//#c	80'66/'#¢	40'T+0'+C	0/-C00/HC	C/ .C25/#C
BC 94.4210 94.74210 94.74210 94.74210 94.74210 94.74210 94.74210 95.74210 55.74210 55.74210 55.74210 55.74721 55.77700 56.77700 55.77700 55.7700 55.7770 55.77700 55.77700 55.77700 55.77700 55.77700 55.77700 55.	Iranslator / Interpreter - 246	320	05.848,54	19.421,94	54,311.64	/9.c0c,Pc									SE.CIT,CC	09.091,65	28.202,22	\$5,251.U4	27.962,24
3C 94,750.0 54,750.0 54,790.0 54,971.6 51,156.6 55,40.02 55,40.29 55,537.3 55,597.9 55,697.4 55,691.6 55,795.1 55,796.6 55,796.5 55,795.1 55,966.6 55,796.5 55,795.1 55,966.6 55,796.5 55,796.1 55,966.6 55,796.5 55,796.1 55,966.6 55,796.5 55,746.8 55,7748.8 57,779.5 57,796.9 55,720.3 55,720.1 55,732.9 55,721.9 55,772.9 55,772.9 55,772.9 55,774.9 55,774.8 55,774.8 57,774.8 55,774.9	Payroll Specialist	360	\$4,343.78	\$4,539.25	\$4,743.52	\$4,956.97									\$5,627.76	\$5,677.51	\$5,727.26	\$5,777.00	\$5,826.75
3C 54,740.76 54,94365 55,166.11 55,34839 55,641.22 55,655.70 55,74938 55,540.06 55,858.24 55,912.42 55,956.60 56,0738 56,0746 55,123.14 55,133.23 55,727.49 55,291.7 39C 54,736.76 54,94365 55,156.11 55,34839 55,546.12 55,565.70 55,749.88 55,906 55,586.45 55,0738 56,0749 56,129.14 55,133.23 55,727.49 55,291.77 45 56,756.76,750.77 55,756.76 57,556.76 57,748.78 57,749.88 55,906 55,556.74 55,912.42 55,956.01 56,0738 56,0749 56,129.14 55,133.24 52,720.47 55,0757.78 57,975.74 75,157.78 57,975.74 75,157.78 57,975.74 75,157.78 57,975.74 75,157.78 57,975.74 75,1757.78 57,975.77 57,975.74 75,1757.78 57,746.74 75,1757.78 57,746.74 75,1757.78 57,746.74 75,1757.78 57,746.74 57,1757.78 57,746.74 57,1757.78 57,7477.78 57,9477.78 57,9477.78 57,9477.78 57,9477.78 57,9477.78 57,9477.78 57,7477.78 57,7477.78 57,7477.78 57,9477.78 57,9477.78 57,9477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,9477.78 57,9477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,7477.78 57,74777.78 57,74777.78 57,74777.78 57,747777777777777777777777777777777777	Maintenance II	38C	\$4,554.08	\$4,759.01	\$4,973.16	\$5,196.96									\$5,900.22	\$5,952.37	\$6,004.53	\$6,056.69	\$6,108.84
39C \$4,730.76 \$4,345 \$5,541.52 \$5,696.70 \$5,541.52 \$5,695.70 \$5,749.88 \$5,804.06 \$5,582.4 \$5,912.42 \$5,966.60 \$6,020.78 \$6,074.96 \$6,129.14 \$6,133.2 \$6,291.67 \$5,127.49 \$5,291.67 \$0,000 \$5,501.67 \$5,502.69 \$5,504.15 \$1,323.24 \$5,504.15 \$1,324.24 \$5,504.16	Technology Specialist	39C	\$4,730.76	\$4,943.65	\$5,166.11	\$5,398.59									\$6,129.14	\$6,183.32	\$6,237.49	\$6,291.67	\$6,345.85
45 56,167.89 56,445,45 56,735,49 57,038,59 57,355,33 57,425,57 57,496,60 57,567,24 57,637,88 57,709,15 57,849,79 57,920,43 57,991,07 58,061,71 58,132,34 58,202,98	Accountant	39C	\$4,730.76	\$4,943.65	\$5,166.11	\$5,398.59		•.		•.					\$6,129.14	\$6,183.32	\$6,237.49	\$6,291.67	\$6,345.85
	Lead Technology Support Specialist	45	\$6,167.89	\$6,445.45	\$6,735.49	\$7,038.59								\$7,920.43	\$7,991.07	\$8,061.71	\$8,132.34	\$8,202.98	\$8,273.62

Note: All roles, other than those with an asterisk are assumed to be 7.5 hours Assuming 3 hours a day \*\*\*Assuming E hours a day

Ravenswood City School District Classified Salary Schedule

								Effective	Effective July 1, 2022									
	Percent Change	Percent Change Between Rungs	4.50%	4.50%	4.50%	4.50%	1.00%	1.00% 0.	5.0 %06.0	0.90% 0.9	%06'0 %06'0	%06.0 %	0.90%	0.90%	%06:0	%06:0	%06.0	%06:0
Position/Title	Range	Rung 1	Rung 2	Rung 3	Rung 4			Rung 7 Rt	Rung 8 Run		Rung 10 Rung 11			3 Rung 14	Rung 15	Rung 16	Rung 17	Rung 18
10 Month (201 Day) Schedule																		
School Support Staff	15	\$26,376.52	\$27,563.47	\$28,803.82	\$30,099.99	\$31,454.49	\$31,756.57						•			~,	\$35,079.42	\$35,381.49
Child Nutrition & Education Worker	20	\$30,287.87	\$31,650.82	\$33,075.11	\$34,563.49	\$36,118.85	\$36,465.72	36,812.59 \$3	537,159.46 \$3	337,506.33 \$37	337,853.21 \$38,2	\$38,200.08 \$38,546.95	6.95 \$38,893.82	3.82 \$39,240.69	.69 \$39,587.56	5 \$39,934.44	\$40,281.31	\$40,628.18
Instructional Aide	20	\$30,287.87	\$31,650.82	\$33,075.11	\$34,563.49	\$36,118.85	\$36,465.72	36,812.59 \$:	537,159.46 \$3	\$37,506.33 \$37	37,853.21 \$38,2	\$38,200.08 \$38,546.95	6.95 \$38,893.82	3.82 \$39,240.69	.69 \$39,587.56	5 \$39,934.44	\$40,281.31	\$40,628.18
Campus Relations Coordinator	22	\$31,106.91	\$32,506.72	\$33,969.53	\$35,498.16	\$37,095.57	\$37,451.82	37,808.08 \$:	38,164.33 \$30	538,520.58 \$38	38,876.83 \$39,2	\$39,233.08 \$39,589.33	9.33 \$39,945.59	5.59 \$40,301.84	.84 \$40,658.09	9 \$41,014.34	\$41,370.59	\$41,726.84
Paraeducator I - Special Education	22	\$31,106.91	\$32,506.72	\$33,969.53	\$35,498.16	\$37,095.57	\$37,451.82	37,808.08 \$:	38,164.33 \$30	38,520.58 \$38	38,876.83 \$39,2	\$39,233.08 \$39,589.33	9.33 \$39,945.59	5.59 \$40,301.84	.84 \$40,658.09	9 \$41,014.34	\$41,370.59	\$41,726.84
After School Program Class Leader	22	\$31,106.91	\$32,506.72	\$33,969.53	\$35,498.16	\$37,095.57	\$37,451.82	37,808.08 \$:	538,164.33 \$30		38,876.83 \$39,2	\$39,233.08 \$39,589.33	9.33 \$39,945.59	5.59 \$40,301.84	.84 \$40,658.09	9 \$41,014.34	\$41,370.59	\$41,726.84
Small Group Instructor	25A	\$33,413.60	\$34,917.22	\$36,488.49	\$38,130.47	\$39,846.35	\$40,229.01	\$40,611.68 \$4		\$41,377.02 \$41		\$42,142.36 \$42,525.03	•.	•,	•		\$44,438.37	\$44,821.04
Health Aide	26A	\$34,199.22	\$35,738.18	\$37,346.40	\$39,026.99	\$40,783.20	\$41,174.87	341,566.54 Sr	\$41,958.20 \$4;	\$42,349.87 \$42	\$42,741.53 \$43,1	\$43,133.20 \$43,524.87	4.87 \$43,916.53	6.53 \$44,308.20	.20 \$44,699.87	7 \$45,091.53	\$45,483.20	\$45,874.86
Child Nutrition & Education Manager	26A	\$34,199.22	\$35,738.18	\$37,346.40	\$39,026.99	\$40,783.20				-,							\$45,483.20	\$45,874.86
Paraeducator II - Special Education	26A	\$34,199.22	\$35,738.18	\$37,346.40	\$39,026.99	\$40,783.20	\$41,174.87	\$41,566.54 S <sup>z</sup>	\$41,958.20 \$4;	\$42,349.87 \$42	\$42,741.53 \$43,1	\$43,133.20 \$43,524.87	4.87 \$43,916.53	6.53 \$44,308.20	.20 \$44,699.87	7 \$45,091.53	\$45,483.20	\$45,874.86
Van Driver **	28	\$23,913.82	\$24,989.94	\$26,114.49	\$27,289.64	\$28,517.68	\$28,791.55	\$29,065.42 \$:	\$29,339.30 \$25	\$29,613.17 \$29	\$29,887.04 \$30,1	\$30,160.92 \$30,434.79	4.79 \$30,708.66	8.66 \$30,982.53	.53 \$31,256.41	1 \$31,530.28	\$31,804.15	\$32,078.03
Makerspace School Tinkerer	32A	\$39,481.43	\$41,258.09	\$43,114.70	\$45,054.86	\$47,082.33	\$47,534.49	347,986.66 \$4	348,438.82 \$4	\$48,890.98 \$45	349,343.14 \$49,7	\$49,795.30 \$50,247.46	7.46 \$50,699.62	9.62 \$51,151.78	.78 \$51,603.94	t \$52,056.10	\$52,508.26	\$52,960.42
Enviornmental and Sustainability Changemaker	32A	\$39,481.43	\$41,258.09	\$43,114.70	\$45,054.86	\$47,082.33	\$47,534.49	\$47,986.66 \$ <sup>4</sup>	548,438.82 \$40	\$48,890.98 \$45	349,343.14 \$49,7	\$49,795.30 \$50,247.46	7.46 \$50,699.62	9.62 \$51,151.78	.78 \$51,603.94	4 \$52,056.10	\$52,508.26	\$52,960.42
Driver/Operator **	36A	\$28,961.80	\$30,265.08	\$31,627.01	\$33,050.23	\$34,537.49	\$34,869.17	35,200.86 \$:	\$35,532.54 \$3!	335,864.23 \$36	36,195.91 \$36,5	\$36,527.59 \$36,859.28	9.28 \$37,190.96	0.96 \$37,522.65	.65 \$37,854.33	3 \$38,186.02	\$38,517.70	\$38,849.39
Speech Language Pathology Assistant	38A	\$45,548.81	\$47,598.51	\$49,740.44	\$51,978.76	\$54,317.80	\$54,839.45	555,361.10 \$1	55,882.75 \$50	56,404.39 \$56	56,926.04 \$57,4	\$57,447.69 \$57,969.34	9.34 \$58,490.98	0.98 \$59,012.63	.63 \$59,534.28	\$60,055.93	\$60,577.57	\$61,099.22
Oremontional Theranist	×	583 198 93	\$86 947 88	590.855.31	62 276 765	\$99.216.27	3100 169 10 S	5101 121 94 \$10	102 074 77 \$10	103 027 61 \$105	103 980 44 \$104 6	2104 933 28 \$105 886 11	611 \$106.838.95	8 95 \$107 791 78	78 \$108 744 62	0 \$109.697.45	\$110.650.29	\$111 603 12
Coasch I sommers Dathologist	>	70 480 705	¢103 303 56	\$107.001.27	\$111 816 33			• •		• •							\$130 214 03	\$131 /36 10
School Based Mental Health Therapist	- 2	\$97.984.27	\$102.393.56	\$107.001.27	\$111,816.33			, .,		,					,		\$130.314.03	\$131.436.19
	ı																	
11 Month (223 Day) Schedule																		
Library Instructional Media Specialist	30	\$41,391.73	\$43,254.35	\$45,200.80	\$47,234.84	\$49,360.40	\$49,834.44				•.		•.	••			\$55,048.86	\$55,522.90
Translator / interpreter - 223	32B	\$43,434.83	\$45,389.39	\$47,431.91	\$49,566.35	\$51,796.84	\$52,294.27	52,791.71 \$									\$57,766.08	\$58,263.52
After School Program Site Coordinator	35	\$46,676.96	\$48,777.42	\$50,972.41	\$53,266.17	\$55,663.14	\$56,197.71	556,732.28 \$1	557,266.85 \$5	557,801.41 \$58	558,335.98 \$58,8	558,870.55 \$59,405.12	5.12 \$59,939.68	9.68 \$60,474.25		2 \$61,543.39	\$62,077.95	\$62,612.52
Operations Coordinator	388	\$50,107.73	\$52,362.57	\$54,718.89	\$57,181.24	\$59,754.39	\$60,328.25	\$60,902.11 \$6	561,475.97 \$6:	\$62,049.83 \$62	62,623.69 \$63,1		1.40 \$64,345.26	5.26 \$64,919.12	.12 \$65,492.98	\$66,066.84	\$66,640.69	\$67,214.55
Outreach Coordinator	388	\$50,107.73	\$52,362.57	\$54,718.89	\$57,181.24	\$59,754.39	\$60,328.25			.,			1.40 \$64,345.26				\$66,640.69	\$67,214.55
Student Culture Coordinator	38B	\$50,107.73	\$52,362.57	\$54,718.89	\$57,181.24	\$59,754.39	\$60,328.25	\$60,902.11 \$6	\$61,475.97 \$6	\$62,049.83 \$62	\$62,623.69 \$63,1	\$63,197.54 \$63,771.40	1.40 \$64,345.26	5.26 \$64,919.12	.12 \$65,492.98	\$ \$66,066.84	\$66,640.69	\$67,214.55
Administrative Assistant	398	\$52,036.37	\$54,378.01	\$56,825.02	\$59,382.15	\$62,054.34	\$62,650.29	63,246.23 \$(	63,842.18 \$6-	64,438.13 \$65	65,034.07 \$65,6	\$65,630.02 \$66,225.96	5.96 \$66,821.91	1.91 \$67,417.86	.86 \$68,013.80	\$68,609.75	\$69,205.70	\$69,801.64
12 Month (246 Dav) Schedule																		
Custodian	25C	\$40,096.43	\$41,900.76	\$43,786.30	\$45,756.68	\$47,815.73	\$48,274.94	i48,734.14 \$4	\$49,193.35 \$49	\$49,652.55 \$50	50,111.75 \$50,5	\$50,570.96 \$51,030.16	0.16 \$51,489.37	9.37 \$51,948.57	.57 \$52,407.77	7 \$52,866.98	\$53,326.18	\$53,785.39
Administrative Secretary	26C	\$41,037.46	\$42,884.15	\$44,813.94	\$46,830.56	\$48,937.94	\$49,407.92	\$49,877.90 \$	\$50,347.88 \$50	50,817.86 \$51		\$51,757.83 \$52,227.81	7.81 \$52,697.79	7.79 \$53,167.77		5 \$54,107.73	\$54,577.71	\$55,047.70
Maintenance I	29	\$44,065.15	\$46,048.09	\$48,120.25	\$50,285.66	\$52,548.52	\$53,053.17	53,557.83 \$	554,062.48 \$5 <sup>z</sup>		\$55,071.79 \$55,5	\$55,576.45 \$56,081.11				7 \$58,099.73	\$58,604.39	\$59,109.04
Warehouse Manager	29	\$44,065.15	\$46,048.09	\$48,120.25	\$50,285.66	\$52,548.52	\$53,053.17		554,062.48 \$54								\$58,604.39	\$59,109.04
Translator / Interpreter - 246	32C	\$47,379.60	\$49,511.68	\$51,739.71	\$54,067.99	\$56,501.05	\$57,043.67						•.		•.		\$63,012.43	\$63,555.04
Payroll Specialist	36C	\$52,125.35	\$54,470.99	\$56,922.19	\$59,483.69	\$62,160.45	\$62,757.42			564,548.31 \$65							\$69,324.04	\$69,921.00
Maintenance II	38C	\$54,648.90	\$57,108.10	\$59,677.97	\$62,363.47	\$65,169.83	\$65,795.70	•.						•,			\$72,680.22	\$73,306.09
Technology Specialist	39C	\$56,769.17	\$59,323.79	\$61,993.36	\$64,783.06	\$67,698.30	\$68,348.44		~,		~,	~,		~,	•••	~	\$75,500.08	\$76,150.23
Accountant	39C	\$56,769.17	\$59,323.79	\$61,993.36	\$64,783.06	\$67,698.30	\$68,348.44			ŝ	~,	0,	vr		••	~,	\$75,500.08	\$76,150.23
Lead Technology Support Specialist	45	\$74,014.73	\$77,345.39	\$80,825.93	\$84,463.10	\$88,263.94	\$89,111.59	:89,959.25 \$!	390,806.90 \$9:	91,654.55 \$92	92,502.21 \$93,3	\$93,349.86 \$94,197.51	7.51 \$95,045.17	5.17 \$95,892.82	.82 \$96,740.47	7 \$97,588.12	\$98,435.78	\$99,283.43

Note: All roles, other than those with an asterisk are assumed to be 7.5 hours

## **MEMORANDUM OF UNDERSTANDING**

# BETWEEN RAVENSWOOD CITY SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 303

This agreement is by and between the Ravenswood City School District (hereafter "District") and the California School Employees Association and its Chapter 303 (hereafter "CSEA"), collectively referred to as "the parties".

# **BACKGROUND**

For the 2021-2022 school year, the parties negotiated a restructuring of the CSEA salary schedule which included replacement of the previous system of longevity increases and replaced it with a new system of ongoing percentage-based increases. During implementation, salary rung placement was based on unit member base salaries and not inclusive of their previously earned longevity stipends. The parties have agreed, via this MOU to adjust the implementation of the 2021-2022 salary increase by placing unit members at salary rungs which are based on a previous salary rate which was inclusive of base salaries plus previously earned longevity increases.

## **AGREEMENT**

- 1. Effective January 1, 2023, the District will adjust salary rung placements on the 2022-2023 salary schedule to a new salary rate which is inclusive of unit members' base salaries plus longevity stipends earned prior to July 1, 2021.
- 2. For the period of July 1, 2021, through January 1, 2023, the District shall provide a one-time payment to unit members which shall serve as a retroactive adjustment of salary rung placements.
- 3. The attached spreadsheet includes the specific one-time payments to impacted unit members for the period of July 1, 2021 – January 1, 2023 and the adjusted rung placement. If a unit member has reason to believe there is a discrepancy in their longevity calculation and rung placement, they shall notify the District's Human Resources Department and Business Office no later than May 1, 2023. Upon receipt of notification, the District shall notify the CSEA Chapter President and Labor Relations Representative and the parties shall meet to resolve the discrepancy.
- 4. The parties recognize that this Agreement is a product of collective bargaining and is based on salary information provided by the District to CSEA.
- 5. The parties recognize that the lump sum payments and payment for the salary rung adjustments referenced in the attached spreadsheet shall be paid out by the District no later than April 1, 2023.

Date: \_\_\_\_\_

-DocuSigned by:

Randolph Jackson Sr.

Randy Jackson, President, CSEA Chapter 303

DocuSigned by:

Margaret Thompson

Margaret Thompson, CSEA Negotiations Team

DocuSigned by:

Maria Elena Iyala Maria Elena Ayala, CSEA Negotiations Team

DocuSigned by:

Mark Westerberg

Mark Westerberg, CSEA LRR

DocuSigned by:

William Eger \_\_\_\_\_9C9B90721C16444

Will Eger, CBO, District

Gina Sudaria

Gina Sudaria, Superintendent, District

DocuSigned by:

Joan O'Mill

Joan O'Neill, Director of HR, District

DocuSigned by: Upal I Prrh

Opal Okikiade, CSEA Negotiations Team

DocuSigned by:

Frankie Drake E25E3435192949F

Frankie Drake, CSEA Negotiations Team

---- DocuSigned by:

Moliammad Islam

Mohammad Islam, CSEA Negotiations Team

Unit Member Name	S	alary/Longevity	Current	Adjusted
Onit Member Name		Adjustment	Salary Rung	Salary Rung
AGUILAR, LILIANA	\$	660	10	12
ALAS, FIDEL	\$	150	10	10
ALCANTAR, MELISSA	\$	120	10	10
ALEXANDER, MARIAN	\$	930	9	13
AMBRIZ GOMEZ, ANTONIA	\$	150	10	10
ANDRADE, MARTHA	\$	1,023	10	13
ARROYO, DAMIANA	\$	105	9	9
AYALA, MARIA	\$	435	10	11
BAILON, RAYMUNDO	\$	1,023	10	13
BONILLA CHAVARRIA, DELIA	\$	150	10	10
CAPISTRAN, MICAELA	\$	912	10	14
CASTRO, ELIZABETH	\$	822	5	9
CHARLES, CATHY	\$	150	10	10
CHAVEZ, MARIA	\$	750	9	13
CHAVEZ, MARIADELALUZ	\$	1,023	9	12
CHEADLE, KIMBERLY	\$	825	10	12
CUELLAR, ANTONIO	\$	660	10	12
DAWSON, BARBARA	\$	735	10	13
DE GUZMAN, CONSUELO	\$	45	10	10
DIAZ, MARIA	\$	165	12	12
ECHEVERRIA PAIZ, MARIA	\$	150	Inactive	Inactive
FINEASI, KALISI	\$	735	10	13
FITCH, JAMES	\$	930	10	14
FLORES, ISMAEL	\$	1,221	10	13
GODINEZ DE BARRAGAN, EDELMIRA	\$	912	9	13
GUZMAN, RAFAEL	\$	1,023	10	13
HERNANDEZ, GUILLERMO	\$	601	10	12
IBARRA, MARGARITA	\$	930	9	14
ISLAM, MOHAMMAD	\$	825	10	12
JARAMILLO, OLGA	\$	90	9	9
JIMENEZ AL, JUAN J	\$	825	13	15
LAZCANO, NORMA	\$	150	10	10
LEON, JOSE	\$	615	10	12
LEVY WILSON, HELEN	\$	522	10	12
LOPEZ, LUZ	\$	894	9	14
LOPEZ, MARIA GUADALUPE	\$	150	9	9
LUIS, ROSA	\$	600	10	12
LUNA CORONA, IRMA	\$	600	10	12
MACIEL, GUADALUPE	\$	825	12	14
MALDONADO AGUILAR, PRIMITIVO	\$	165	10	10
MALDONADO, JOSE	\$	1,023	10	13
MARTINEZ, ANTONIO	\$	825	10	13
MATTHEWS, TERRY	\$	1,110	10	15
MAUFUALU, LEKINI	\$	90	10	10
MENDOZA, JOVITA	\$	135	Inactive	Inactive
	Ŷ	100	mactive	muctive

MOHAMMED, ROSHNI	\$ 150	10	10
MOSE, JENNIFER	\$ 150	10	10
NORTON, PATRICIA	\$ 1,110	10	14
NUNEZ, ALMA	\$ 876	10	14
OCHOA LOPEZ, MARIA	\$ 600	10	12
OCHOA, ELISANDRA	\$ 720	10	13
OCHOA, GRACIELA	\$ 837	10	14
PRADO, JORGE	\$ 1,023	10	13
PRICE, LOUIS	\$ 1,002	10	15
RAMIREZ MUNOZ, IRMA	\$ 150	10	10
REYES H, MARTIN	\$ 987	10	13
REYES HERNANDEZ, FLORENTINO	\$ 1,023	10	13
REYES, MARIA	\$ 600	10	12
RICO PEREZ, ALMA LAURA	\$ 150	10	10
ROMERO, FELICIANO	\$ 1,221	10	14
SAILELE, TALA	\$ 750	10	13
SALGADO, DAVID	\$ 165	9	9
SANCHEZ, REBECCA	\$ 1,221	10	14
SILVA, MARIA DE LOS	\$ 750	10	13
SWAIN, JULIANNE	\$ 600	10	13
THOMPSON, MARGARET	\$ 660	11	12
TOWNSEND, PATRICIA	\$ 1,110	9	15
VALENCIA, HERMINIO	\$ 735	10	13
VALENCIA, MACLOVIA	\$ 13	10	10
VERGARA, BLANCA	\$ 750	10	13
VICENTE, LIZBETH	\$ 660	12	13
VIZCARDO, JUAN	\$ 1,023	10	13
WASHINGTON, BRENDA	\$ 735	10	12
WHITE, YOLANDA	\$ 930	10	14