

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