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.;	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
Head Custodian-Cont.HS, WCDC, Gardener		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;	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
Stage Tech./Trade Asst.		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	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
Food Service Warehouse Technician		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	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
General Maintenance-Mechanic		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
Food Service Operations Manager	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	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
(Carpenter; Electrician;Painter;HVAC;Plumber)		H	49.43	51.79	54.50	57.23	60.09	61.89	63.75	65.66	67.63	69.66	71.75
Environmental Health & Safety Technician;	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
Maint Lead (Carpenter; Electrician;Painter;HVAC;Plumber)		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	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
General Maintenance Lead		H	60.19	63.24	66.45	69.72	73.21	75.41	77.67	80.00	82.40	84.87	87.42

Effective July 1, 2027

BOE Approval: 3/24/2026

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	5,115.60	5,380.08	5,648.04	5,928.18	6,105.66	6,288.36	6,476.28	6,671.16	6,871.26	7,076.58
		28.02	29.40	30.92	32.46	34.07	35.09	36.14	37.22	38.34	39.49	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