



Putting
Children
First

BOARD OF EDUCATION MEETING AND WORKSHOP Special Board Meeting

Board of Education Members

Tara Jeane, President (Trustee Area 1)
Taylor Kayatta, Vice President (Trustee Area 6)
April Ybarra, Second Vice President (Trustee Area 4)
Jasjit Singh (Trustee Area 2)
Jose Navarro (Trustee Area 3)
Chinua Rhodes (Trustee Area 5)
Michael Benjamin (Trustee Area 7)
Owen Naqica, Student Board Member

Thursday, June 25, 2026

5:00 p.m. Open Session

5:17 p.m. Closed Session

Serna Center

Community Conference Rooms
5735 47th Avenue
Sacramento, CA 95824

AGENDA

2025/26-32

Allotted Time

5:00 p.m. **1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL**

5:02 p.m. **2.0 PUBLIC COMMENT ON AGENDA ITEMS ONLY**

NOTICE OF PUBLIC COMMENT AND DEADLINE FOR SUBMISSION

Members of the public may address the Board on-agenda items only. Public comment may be (1) emailed to publiccomment@scusd.edu; (2) submitted in writing through the District's website at <https://www.scusd.edu/submit-public-comment>; or (3) provided in-person at the meeting. The submission deadline for written public comments shall be no later than noon on the day of the meeting. If you intend to address the Board in-person, please fill out a yellow card available at the entrance. Speakers may be called in the order that requests are received, or grouped by subject area. We ask that comments are limited to two (2) minutes with no more than 15 minutes per single topic so that as many people as possible may be heard. Individual with comments on general school district issues that are not listed on the agenda for this special board meeting may be addressed at a regularly scheduled meeting of the governing board. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to district staff or calendar the issue for future discussion.

5:17 p.m. **3.0 CLOSED SESSION**

While the Brown Act creates broad public access rights to the meetings of the Board of Education, it also recognizes the legitimate need to conduct some of its meetings outside of the public eye. Closed session meetings are specifically defined and limited in scope. They primarily involve personnel issues, pending litigation, labor negotiations, and real property matters.

3.1 Government Code 54957- Public Employee Appointment

(a) Approve- Assistant Superintendent, Human Resources and Labor Relations

(b) Approve- Chief Business Officer

- (c) Approve- Instructional Assistant Superintendent
- (d) Approve- Capital City, Principal

5:52 p.m. **4.0 CALL BACK TO ORDER**

5:54 p.m. **5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION**

5:56 p.m. **6.0 CONSENT AGENDA**

**Action
2 minutes**

Generally routine items are approved by one motion without discussion. The Superintendent or a Board member may request an item be pulled from the consent agenda and voted upon separately.

6.1a Approve Job Descriptions (Dan Schallock)

6.1b Approve Salary Schedules (Dan Schallock)

6.1c Approve Labor Partner Agreements (Dan Schallock)

5:58 p.m. **7.0 FUTURE BOARD MEETING DATES / LOCATIONS**

✓ *July 23, 2026, 5:00 p.m. Closed Session, 6:30 p.m. Open Session, Serna Center, 5735 47th Avenue, Community Room, Regular Workshop Meeting*

✓ *August 6, 2026, 5:00 p.m. Closed Session, 6:30 p.m. Open Session, Serna Center, 5735 47th Avenue, Community Room, Regular Workshop Meeting*

6:00 p.m. **8.0 ADJOURNMENT**

NOTE: The Sacramento City Unified School District encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Board of Education Office at (916) 643-9314 at least 48 hours before the scheduled Board of Education meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54953.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. §12132)] Any public records distributed to the Board of Education relating to an open session item will be available for public inspection at the Serna Center, at 5735 47th Avenue, Sacramento, during normal business hours or on the District's website at www.scusd.edu.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 6.1a

Meeting Date: June 25, 2026

Subject: Approve Job Descriptions

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: The recommendation is to approve new and/or revised job descriptions.

Background/Rationale: In alignment with the reorganization of the District's central office, the job descriptions below have been revised to meet the District's fiscal and organizational needs. These updates reflect current realignment, responsibilities and operational needs, and have gone through the appropriate internal district steps and processes.

Financial Considerations: The job description/s below have gone through an internal District review process that includes approval by Business Services, Cabinet, and Human Resources.

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached: Job Descriptions:

Revised Job Description:

- | | |
|---|---------------------------------------|
| • Director II, Facilities Maintenance, Operations, and Transportation | Facilities Support Services |
| • Executive Director, Community Engagement & Communication | Community Engagement & Communications |
| • Executive Director, Technology Services | Technology Services |
| • Human Resource, Generalist | Human Resource Services |
| • Human Resource Services Technician | Human Resource Services |
| • Manager II, District Operations and Compliance | Facilities Support Services |
| • Transportation Services Program Specialist | Transportation Services |

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Director II Employee Relations

Approved by: Cancy McArn, Superintendent

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Director II, Facilities Maintenance, Operations, and Transportation	CLASSIFICATION:	Non-Represented Management, Classified
SERIES:	Director II	FLSA:	Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Months
DEPARTMENT:	Assigned Location	SALARY:	Range 17 Salary Schedule A
REPORTS TO:	Assigned Supervisor	CABINET APPROVAL:	6-25-2026
		HR APPROVAL:	6-25-2026
		BOARD APPROVAL:	TBD

BASIC FUNCTION:

Plan, control, and direct the maintenance, operations, and transportation of the District; manage the district's grounds, custodial, skilled maintenance, automotive shop, transportation, safety, and environmental functions; oversee and administer maintenance, operations, and transportation budgets; and supervise and evaluate the performance of assigned personnel.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Assists in planning, organizing, and directing the maintenance and care of district facilities. **E**

Coordinates long and short range and emergency work scheduling with appropriate administrative and support staff personnel. **E**

Coordinates and expedites ongoing work projects and logistical planning. **E**

Develop plans and specifications for routine and special projects within area of assignment. **E**

Plan, coordinate, and manage a comprehensive custodial care program for the buildings owned or operated by the District; ensure compliance with applicable health and safety standards. **E**

Provide technical supervision and planning for custodial staff assigned to division schools and facilities. **E**

Confer with administrators and supervisors regarding the care, cleaning, and maintenance of facilities; coordinate school inspections, work assignments, and reassignments; and recommend actions for improvement with site administrators and other staff as appropriate. **E**

Administration of district transportation policies. **E**

Direct the routing, scheduling, and supervision of school bus drivers to ensure the smooth operation of a variety of school bus routes for regular and special education students. **E**

Direct the District's transportation maintenance activities including preventive maintenance schedules, ongoing repairs, and maintenance staff. **E**

Direct the department's safety and training needs to ensure that school bus drivers and bus attendants are sufficiently trained and meet the state guidelines in original and renewal training, direct routine in-service programs. **E**

Analyze and study schedules and routes; prepare long-range plans for equipment and staffing needs; and prepare justifications for department needs. **E**

Advise District staff on transportation-related matters; interpret state and District student transportation laws, policies, and procedures for school personnel, parents, and others. **E**

Establish and maintain a relationship with proper agencies regarding school transportation issues including California Highway Patrol and California Department of Education. **E**

Provide technical expertise, information, and assistance to assigned leadership regarding assigned functions, unusual trends, or problems, and recommend appropriate corrective action; formulate and develop department policies, procedures, and programs to assure an economical, safe, and efficient work environment. **E**

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Proper methods, techniques, materials, tools, and equipment used in modern custodial and maintenance work.
- Modern cleaning methods include methods of cleaning floors, blackboards, carpets, furniture, walls, and fixtures.
- Requirements for maintaining buildings in a safe, clean, and orderly condition.
- Planning, organization, control, and direction of the transportation services, operations, and vehicle maintenance activities of the District.
- Traffic laws, school bus regulations, PUC requirements, applicable Education Codes, and Department of Transportation regulations.
- School bus driver training requirements.
- Methods, practices, materials, and equipment utilized in facilities maintenance.
- School facility maintenance within the State of California.
- Knowledge of building construction, repair, and maintenance.
- Knowledge of the operation and installation of building mechanical utility systems, such as heating, cooling, ventilating, plumbing, and electrical.
- Terms, procedures, and practices used in the maintenance and operations of school buildings and facilities.
- Environmental and communication systems, common to large facilities.
- Knowledge of modern production control and building inspection methods and procedures.
- Knowledge of building trade terminology, tools, and equipment.
- Knowledge of work and building safety standards and practices.

- Skill in creating, reading, and interpreting construction specifications, architectural drawings, diagrams, and schematics.
- Principles, practices, procedures, rules, codes, regulations, techniques, and strategies working with CDE, OPSC, DGS, AHERA, ADA, CAL-OSHA and local agencies.
- Applicable sections of the State Education Code and other applicable laws.
- Principles of budget preparation and control.
- Industry standards and costs.
- Appropriate safety precautions and procedures.
- Planning and organization of District safety and security programs.
- Proper lifting techniques.
- Record-keeping and report preparation techniques.
- Inventory methods and practices.
- Basic budgeting practices regarding monitoring and control.
- Applicable laws, codes, regulations, policies, and procedures related to assigned activities.
- District organization, operations, policies, and objectives.

ABILITY TO:

- Plan, organize, control, and direct the maintenance, operations, and transportation services of the school district.
- Manage the grounds, custodial, skilled maintenance, automotive shop, transportation, and other functions.
- Train and evaluate the performance of assigned staff.
- Estimate materials and labor costs.
- Lay-out, schedule, direct and control a diversified maintenance, operations, and transportation program.
- Develop and enforce work standards.
- Communicate effectively both orally and in writing.
- Interpret, apply, and explain rules, regulations, policies, and procedures.
- Establish and maintain cooperative and effective working relationships with others.
- Operate a computer and assigned office equipment.
- Analyze situations accurately and adopt an effective course of action.
- Meet schedules and timelines.
- Work independently with little direction.
- Plan and organize work.
- Prepare comprehensive narrative and statistical reports.
- Direct the maintenance of a variety of reports and files related to assigned activities.
- Prepare and administer large and complex maintenance department budget.
- Drive a vehicle to conduct work.
- Interpersonal skills utilizing tact, patience, and courtesy.
- Principles and techniques of providing successful conflict management skills.
- Skill in the preparation and transmission of verbal and written reports and communications.
- Skill in coordinating and working in an effective and cooperative manner with others.
- Skill in the techniques of problem-solving and decision-making.
- Principles and practices of administration, supervision, and training.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to bachelor's degree in public administration or related discipline and a minimum of five years of progressively responsible experience in school facility, operations, or transportation management.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license; provide personal automobile and proof of insurance.

WORKING CONDITIONS:

ENVIRONMENT:

Indoor, outdoor, office and shop environment, driving a vehicle to conduct work, noise from equipment operation.

PHYSICAL DEMANDS:

Exchange information and make presentations operate assigned tools and equipment, ability to evaluate needed repairs, safety issues and monitor work projects, moving over rough or uneven surfaces, stationary for extended periods of time to conduct inspections.

HAZARDS:

Working around and with machinery having moving parts, exposure to potential hazards of inspecting maintenance sites, potential exposure to hazardous substances and materials, Occasional contact with dissatisfied or frustrated individuals.

HEALTH BENEFITS: Management employees purchase their own health benefits with District-offered plans.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Executive Director, Community Engagement & Communications	CLASSIFICATION:	Non-Represented Management –Classified
SERIES:	None	FLSA:	Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Months
DEPARTMENT:	Community Engagement & Communications Office	SALARY:	Range 23 Salary Schedule A
REPORTS TO:	Chief of Staff	BOARD APPROVAL:	TBD, 01-12-10
		CABINET REVISION:	6-25-26, 02-11-15

BASIC FUNCTION:

Provide leadership and direction for the district's public relations and marketing programs, cable television operation, media relations, employee communications, and corporate and governmental relations on a local, state, and national basis. Serve as a liaison between the press/media and the district. Communicate the district's vision, mission, goals, objectives, results, and challenges to parents and the community. Build and maintain public support for the Sacramento City Unified School District (SCUSD) in collaboration with the Superintendent, provide leadership and direction for the effective and efficient day-to-day operations of Public Relations (media relations, employee communications, and marketing), provide leadership and oversight for additional district departments and initiatives as assigned by the Superintendent.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Leadership

- Communicate and represent the district's vision and perspective internally and to the general public/community, as designated by the Superintendent. **E**
- Build and maintain public support for public education and the school system in collaboration with the Superintendent, Superintendent's Cabinet, Executive Staff, and SCUSD administration. **E**
- Develop, direct, and evaluate the district's public relations, marketing, communications, and public affairs strategy; execute effective campaigns/programs on a local, state, and national basis, with major emphasis on employee communications and communications between the district and the community. **E**
- Serve as public relations advisor. **E**
- Provide professional public relations assistance to SCUSD administration pursuant to Board Policies and Administrative Regulations. **E**
- Identify community issues and concerns and develop strategies for dealing effectively and proactively with community issues and concerns; interact with diverse stakeholder groups.
- Assist in problem solving between and among offices in issues involving the Superintendent's input and district-wide initiatives with major employee and community impacts. **E**
- Represent the SCUSD administration at various community functions and on local, state, and national non-profit and professional boards. **E**
- Serve as liaison to community leaders and groups. **E**

Administration and Management

- Plan and administer district-wide functions as designated by the Superintendent. E
- Develop and monitor program's annual objectives, performance measures, and budgets. E
- Plan, develop, and maintain effective processes and channels of communication with internal and external audiences. E
- Develop communication strategies, tactics, and action plans for all major SCUSD initiatives, and serve as a public relations consultant to key district committees and task forces. E
- Work collaboratively with administrators, staff members, and community volunteers in planning/developing public relations programs and strategies for both one-way and two-way communications with diverse constituents. E
- Manage the operations of the Public Relations Department, with direct responsibility for department personnel, budget, materials, and equipment. E
- Supervise, evaluate, and hold accountable the performance and professionalism of assigned staff; interview and select employees, and recommend transfers, reassignments, terminations, and disciplinary actions; plan, coordinate, and arrange for appropriate professional development opportunities for assigned staff. E
- Provide appropriate professional development opportunities for department managers/directors. E

Media Relations

- Lead the development and delivery of news to broadcast, print, and online media to create media coverage of the school district on a daily basis. E
- Serve as a liaison between the district and the media, and serve as the district's spokesperson, handling sensitive and controversial issues. E
- Develop, coordinate, and monitor the crisis communication plan and implementation. E
- Organize press conferences and the release of information to the media and the public. E
- Develop and maintain working relationships with community leaders, organizations, and members of the media. E

Public Engagement

- Represent SCUSD at community, state, and national functions, as requested. E
- Organize and plan regular meetings of various SCUSD advisory groups. E
- Make the community aware of SCUSD needs and goals; oversee fund development, corporate and philanthropic grants management, and in-kind donations. E
- Develop processes and systems for garnering public input and support on key initiatives and issues. E
- Communicate to the public the rationale for Superintendent and Board of Education decisions. E

Marketing/Communications

- Develop and maintain brand image, positioning, and messaging for SCUSD; develop and maintain image and identity standards for SCUSD. E
- Secure the development of public opinion polls and solicit feedback from SCUSD community members through formal and informal means regarding district initiatives, programs, and decisions. E
- Provide analysis of results and recommend public relations/marketing strategies and tactics. E
- Develop district-wide advertising and public relations campaigns and collateral materials to market SCUSD. E
- Provide support and direction in effective communications and marketing to school-based customers. E
- Manage the development and production of district marketing communications, including print and electronic publications, collateral materials, presentations, website content, social networking sites, new media productions, advertising, media relations, and broadcasts for staff and the community. E
- Build capacity of SCUSD administrators and departments in communications by providing training on variety of topics, including public engagement, marketing, and media. E

Employee Communications

- Develop overall strategy and plan for district-level employee communications. **E**
- Maintain open line of communication between the Superintendent and SCUSD employees using a variety of tactics and techniques. **E**
- Coach and facilitate the work of Executive Staff, managers, and supervisors in communicating more effectively with employees. **E**
- Communicate to staff the rationale for Superintendent and Board of Education decisions. **E**

Decision Making

- Authority to set overall direction for public relations program, provide guidance on decisions, and take action regarding media relations, marketing and employee communications within policies and regulations set by the Board of Education and Superintendent. **E**
- Work collaboratively with and provide communication expertise to Executive Staff on a variety of SCUSD projects and initiatives. **E**
- Decisions made have a direct impact on employees and public perception regarding SCUSD. **E**

Internal and External Audience

- Communicate and collaborate with the Executive Staff, Board of Education, other administrators, and district personnel to coordinate activities and programs, resolve issues and conflicts, and exchange information; model district standards of ethics and professionalism.
- Communicate and collaborate with the media (local, state, and national), business leaders, SCUSD donors and business partners, Chamber of Commerce, elected officials, government leaders, community/faith leaders, District Advisory Committee/Parent Teachers Association/parent leaders, parents, patrons/community members, and other education leaders to coordinate activities and programs, resolve issues and conflicts, and exchange information. **E**

Perform related duties as assigned.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to: Bachelor's degree in communications, English, public relations, journalism, marketing, or related field, and four (4) years' experience in public relations and marketing management strategy development. Master's degree or equivalent experience and professional development in communications, marketing, public policy administration, or related field preferred.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license; provide personal automobile and proof of insurance.

KNOWLEDGE AND ABILITIES:**KNOWLEDGE OF:**

- Current public education trends, issues, and research.
- Current literature and best practices in public relations, marketing, communications, community relations, and public affairs.
- Sacramento City and County community concerns and dynamics, politics, issues, leaders, and influencers.
- SCUSD leadership, staff, curriculum and instructional programs, policies, procedures, practices, and budget.
- Brown Act, laws related to freedom of press, and free access to public information.
- Legal entitlements and restraints.
- Public speaking techniques.
- Communicate with a diverse socio-economic population.
- Correct English usage, grammar, spelling, punctuation, and vocabulary.
- Technical aspects of field of specialty.
- Budget preparation and control.

- Applicable laws, codes, regulations, policies, and procedures.
- School district organization, operations, policies, and objectives.
- Interpersonal skills using tact, patience, and courtesy.
- Effective oral and written communication skills.
- Principles and practices of management, supervision, and training.
- Evaluation approaches, strategies, and techniques.
- Operation of a computer and related software.

ABILITY TO:

- Develop and implement comprehensive public relations strategies and activities.
- Generate print and broadcast media coverage.
- Translate and project education objectives into broad terms of public understanding and circulation.
- Work with and maintain strict confidentiality on all privileged executive matters.
- Deliver critical, accurate and difficult information to decision-makers to mitigate District liability and support informed strategic action.
- Prepare and deliver oral presentations.
- Serve as a spokesperson for the district.
- Establish and maintain cooperative and effective working relationships with others.
- Work independently with little direction.
- Communicate effectively, both orally and in writing.
- Read, interpret, apply, and explain rules, regulations, policies, and procedures.
- Analyze situations accurately and adopt an effective course of action.
- Plan and organize work to meet schedules and timelines.
- Prepare comprehensive narrative and statistical reports.
- Supervise and evaluate the performance of assigned staff.
- Operate a computer terminal and related software.
- Meet state and district standards of professional conduct as outlined in Board Policy.

WORKING CONDITIONS:**SAMPLE ENVIRONMENT:**

Office environment; drive a vehicle to conduct work.

SAMPLE PHYSICAL ABILITIES:

Make presentations, and exchange information in person and communicate on the telephone; operate a computer keyboard and other office productivity machinery ability to observe details at close range; ability to prepare a variety of financial and statistical documents, records and reports, perform essential job functions that involve working with digital information displayed on computer systems; remain stationary for extended periods of time; retrieve and store files; move light objects.

HEALTH BENEFITS: District pays a portion of the employee's health benefits through District-offered plans.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Executive Director, Technology Services	CLASSIFICATION:	Non-Represented Management –Classified
SERIES:	None	FLSA:	Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Months
DEPARTMENT:	Technology Services	SALARY:	Range 23 Salary Schedule A
REPORTS TO:	Chief of Staff	CABINET APPROVAL:	6-24-26, 02-11-15
		BOARD APPROVAL:	TBD

BASIC FUNCTION:

Responsible for the strategic leadership, development, and management of the District’s information technology (IT) system focusing on innovation, efficiency, and implementation of effective 21st century telecommunication and technology practices that will aid the District in providing the highest quality educational programs and services. Provide direction and coordination of all technology/information services to support operational services and instructional programs; develop, review, and communicate information systems and telecommunications policies district-wide, and provide leadership and oversight for additional district departments and initiatives as assigned by the Superintendent.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Plan, develop, direct, coordinate, and maintain a robust and comprehensive infrastructure, architecture, and program that support the use of technology and information effectively and efficiently in an integrated manner for both instructional and administrative functions. **E**

Provide technology vision and leadership for developing and implementing IT initiatives supporting school system goals with emphasis on integrating technology-based teaching and learning in all classrooms. **E**

Provide a leadership role in improving the District’s business processes and IT infrastructures to achieve a more productive, efficient, and valuable use of information and technology-based instructional and administrative investments within the system. **E**

Work very closely with Assessment, Research and Evaluation staff to ensure that technology infrastructure design support complex and dynamic data needs. **E**

Provide technical oversight and instituting controls for information technology contractual services. **E**

Institute quality controls such as a system of check and balances with contractors, consultants, and others who share in the process of IT development within the District. **E**

Perform the day-to-day operational aspects, including ensuring that information technology systems are fully operational and integrated where appropriate; overseeing IT purchases, implementation, and various related services including information security. **E**

Serve as an advocate and agent of change within the school district and work with divisions, departments, and offices to assist them in applying technology to their respective areas of responsibility. **E**

Approve, coordinate, and control all projects related to selection, acquisition, development and installation of major information systems for the District. **E**

Develop and maintain IT policies and standards for IT infrastructure and protection of IT assets. Ensure the integrity, security, and privacy of information entrusted to or maintained by the District's information systems. **E**

Develop and maintain an enterprise-wide information system recovery plan to ensure timely and effective restoration of IT services in the event of a disaster. **E**

Negotiate IT service-level agreements with user organizations and monitor IT systems performance to and hold IT staff accountable for meeting those service levels. **E**

Establish/maintain a customer help desk function for daily operations, and project specific help for major rollouts and critical District calendar events. **E**

Monitor Federal and State legislative initiatives, regulations, and programs, and represent District interests as changes impact the District. Develop and/or represent the District in new initiatives requiring legislative support or action. **E**

Provide strategic and tactical direction to the District for information technology ensuring that the information systems infrastructure effectively supports the District's vision and strategic plan. **E**

Coordinate, integrate, develop, and maintain all database, software, and information systems and applications; develop, implement, and update internal technology procedures and processes to assure smooth and efficient delivery of services, encourage effective and efficient management controls, and compliance with laws, policies, and regulations. **E**

Coordinate the collection and analysis of critical District information systems including student achievement data, human resources/labor relations data, operational data, and fiscal data to ensure accuracy of information and the integrity and credibility of the District. **E**

Develop, implement and oversee an online employee portfolio portal that provides employees 24 hour access to evaluations, compliance training, and professional development; ensure that technology has the hardware and capacity to support this employee development support service. **E**

Ensure appropriate equipment, materials, and human capital resources are available to meet District technology needs and goals; maximize the use of resources in support of Board-adopted District goals; review, evaluate, and make recommendations for procurement of computer hardware and software for classroom, computer laboratory, and business use. **E**

Monitor, direct, and control the storage of and access to critical District data to assure confidentiality and security; direct all departmental activities; monitor and direct the physical maintenance of the District's computer, applications, telecommunications assets, and printing/media in support of the delivery of technology. **E**

Prepare and present agendas and reports to the Board as requested by the Chief of Staff; interpret impact of proposals as necessary; make presentations to the Board, Superintendent's Cabinet, site personnel, and community groups as requested. **E**

Conduct and attend meetings, resolve ad-hoc problems, provide directives and guidance for staff, District personnel, and the public; execute special assignments. **E**

Develop and prepare the annual departmental budget; analyze and review budgetary and financial data; control and authorize expenditures in accordance with established limitations. **E**

Supervise, evaluate, and hold accountable the performance and professionalism of assigned staff; interview and select employees, and recommend transfers, reassignments, terminations, and disciplinary actions; plan, coordinate, and arrange for appropriate training of assigned staff in support of professional learning. **E**

Direct the preparation and maintenance of a variety of narrative and statistical reports, records, files, and correspondence related to assigned services, activities, and operations; operate a computer to input data and generate reports; maintain a longitudinal collection of data for reporting to State and Federal agencies or for District purposes. **E**

Communicate and collaborate with other administrators, District personnel, outside organizations, vendors, contractors, and members of the public to coordinate activities and programs, resolve issues and conflicts, and exchange information; model district standards of ethics and professionalism. **E**

Perform related duties consistent with the scope and intent of the position. **E**

TRAINING, EDUCATION AND EXPERIENCE:

Any combination equivalent to: bachelor's degree in computer science, information systems, or related field. Four (4) years progressively responsible experience in management and development of complex information systems. Advanced degrees are preferred. Preference will be given for experience in an educational environment, including recent experience in information systems, telecommunications, network planning and implementation, applications, and end-user support. Prior administrative experience in a school district is preferred.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license, provide personal automobile, and proof of insurance; Administrative Services Credential preferred. Must be willing to attend evening/weekend meetings and/or activities.

KNOWLEDGE AND ABILITIES:**KNOWLEDGE OF:**

- Planning, organization, control, administration, and direction of the technology, education, and assessment, research, and evaluation services of the District.
- Understanding of the systems design and development process, including requirements analysis, feasibility studies, software design, programming, pilot testing, installation, training, evaluation and operational management.
- Envisioning new ways to leverage technology to improve the performance of core instructional and business processes, including those directly related to educational service delivery.
- Project management, including the development of budgets, timelines, and allocation of staff.
- Education/computer/information systems technology, application design, telecommunication systems, and printing/media services.
- Curriculum development and technology applications.
- Computer technology and its application in office automation.
- Methodologies for managing technical change on a proactive basis.
- Problem solving skills.
- Budget preparation and control.
- Applicable laws, codes, regulations, policies, and procedures.
- District organization, operations, and objectives.
- Interpersonal skills using tact, patience, and courtesy.
- Effective oral and written communication skills.
- Principles and practices of management, supervision, and training.
- Evaluation approaches, strategies, and techniques.
- Operation of a computer and related software.

ABILITY TO:

- Plan, organize, control, and administer the technology, education, assessment, research, and evaluation services of the District.
- Access and use databases on mainframes and on microcomputers.
- Use statistical software for measurement, testing, and evaluation.
- Work with and maintain strict confidentiality on all privileged executive matters.
- Deliver critical, accurate and difficult information to decision-makers to mitigate District liability and support informed strategic action.
- Provide technical information and assistance to others concerning feasibility, acquisition, implementation, and maintenance of information and telecommunications systems and services.
- Maintain up-to-date knowledge of technology standards, industry trends, emerging technologies, and software development best practices.
- Invest in the belief that all students can learn at the highest levels.
- Maintain records and prepare comprehensive narrative and statistical reports.
- Establish and maintain cooperation and effective working relationships with others.
- Work independently on complex assignments with little direction to meet schedules and timelines.

- Lead and work with school improvement initiatives that close student achievement gaps between racial, ethnic, and economic groups by working with all of the diverse communities.
- Communicate clearly and effectively, both orally and in writing, to a variety of audiences. Interpret, apply, and explain rules, regulations, policies, and procedures.
- Analyze and resolve critical issues with significant organizational impact.
- Plan and organize work to meet schedules and timelines.
- Supervise and evaluate the performance of assigned staff.
- Operate a computer and related software.
- Meet State and District standards of professional conduct as outlined in Board Policy.

WORKING CONDITIONS:**SAMPLE ENVIRONMENT:**

Office environment; drive a vehicle to conduct work; fast-paced work; constant interruptions.

SAMPLE PHYSICAL ABILITIES:

Hear and speak to make presentations, and exchange information in person and on the telephone; dexterity of hands and fingers to operate a computer keyboard; see to read, prepare documents and reports, monitor a variety of activities, and view a computer monitor; sit or stand for extended periods of time; bend at the waist, and reach overhead, above the shoulders, and horizontally to retrieve and store files; lift light objects; physical, mental, and emotional stamina to endure long hours under sometimes stressful conditions.

HEALTH BENEFITS: District pays a portion of the employee's health benefits through District-offered plans.

**SACRAMENTO CITY UNIFIED SCHOOL
DISTRICT
Position Description**

TITLE:	Human Resource, Generalist	CLASSIFICATION:	Classified Non-Management (SEIU/Office-Technical)
SERIES:	None	FLSA:	Non-Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Months
DEPARTMENT:	Human Resource Services	SALARY:	Range 42 Salary Schedule C
REPORTS TO:	Assigned Supervisor	BOARD APPROVAL:	TBD
		HR APPROVAL:	6-15-2026

BASIC FUNCTION:

Perform a variety of routine and diverse customer service and administrative duties in support of Human Resources operations. Serve as the primary point of contact for visitors and callers, providing information, directing inquiries, and ensuring a high level of service. Support HR processes including onboarding, compliance, recordkeeping, and employee services while maintaining confidentiality and professionalism. Work effectively in a fast-paced environment with frequent interruptions, shifting priorities, and detailed information. Meet state and district standards of professional conduct as outlined in Board Policy working with detailed information; adapting to changing priorities; working with frequent interruptions; accuracy and attention to detail; exercising good judgment; multitasking; ability to read, write and communicate clearly in English; meeting deadlines and schedules; and organizing tasks. Confidential records management. Handle inquiries, route communication, maintain professionalism. Maintain Department of Justice (DOJ) fingerprint clearance tracking, California Department of Justice Fingerprint Certified

Essential duties and responsibilities:

Incumbents may perform any combination of the essential functions below. This description is not intended to be exhaustive but reflects principal job elements.

Provide excellent customer service by establishing positive relationships with district personnel, representatives from external organizations, and the public.

Process new employees with appropriate documentation new employee packet, tuberculosis testing, employee orientation, lifting test as needed, and other district documentation; schedule, coordinate, and facilitate individual or group new employee orientations; distribute materials, and provide district and department information.

Biometric Scanning: Operating Live Scan systems to capture and transmit digital fingerprints. Fingerprint individuals using Live Scan system for identification, comparison and record keeping purposes. E

Takes prints using manual rolling process, for identification, comparison and record keeping purposes. (E)

Interview individuals to obtain demographic and vital statistics information, i.e., height, weight, date of birth, place of birth and identifying marks. (E)

Documents demographic and other relevant information by entering the information into the computer database and on a log sheet. (E)

Searches fingerprints using Automated Fingerprint Identification System for comparison and identification purposes. (E)

Assigns appropriate tracking number for identification and record keeping. (E)

Takes photographs Police Department employees for identification and record keeping purposes. (E)

Checks the names of individuals fingerprinted and photographed, on a computer database for outstanding warrants and registrations of sex, narcotics and arson offenders. (E)

Transmits fingerprint and other identification information to Department of Justice via NATMS (Network AFIS Transaction Management System) for criminal identification purposes. (E)

Reviews incoming Criminal Identification and Information (CII) and Federal Bureau of Investigation (FBI) "rap sheets" from Federal and State law enforcement agencies for duplicate tracking numbers. (E)

Check the name of individuals fingerprinted against the sex offender database.

Interacts with other law enforcement agencies to exchange fingerprint and other relevant identification information. (E)

Retrieves fingerprint and other relevant information from bureau files or computer databases for authorized individuals and agencies. (E)

Reviews fingerprint and other bureau identification files on a routine basis for eliminating obsolete records. (E)

Document Verification: Checking applicant identification, reviewing required forms for completeness, and documenting demographic data.

Compliance & Security: Managing confidential records, troubleshooting equipment, and strictly adhering to Department of Justice (DOJ)/FBI data transmission protocols.

Customer Service: Assisting job applicants, teachers, and school volunteers through the fingerprinting process.

Prepare verifications of employment for jury duty, student loans, immigration, adoptions, social security, and other special circumstances; receive, research, complete, and return unemployment claim forms to appropriate agency. Maintain accurate and confidential testing records.

Responding to EDD (Employment Development Department) Notices of Claim Filed: Responding accurately and promptly.

Providing Separation Information: Noting the accurate nature of separation for documentation and reporting to the EDD.

Verifying Wages & Earnings: Employers must verify the claimant's base-period wages to ensure the calculated benefit amounts are correct.

Using SIDES (State Information Data Exchange System): Employee utilizes this electronic interface for managing notices and submitting required forms securely.

Managing State Disability and Paid Family Leave: For Disability Insurance, and Paid Family Leave, process and return the necessary forms to the EDD verifying the employee's state of health, employment status, or any sick/vacation pay.

Schedule and administer clerical skills software testing, report test score results, and communicate with applicants the results of testing;

Coordinate and administer bilingual proficiency assessments in accordance with established District procedures and standards.

Prepare, issue, and maintain records of bilingual certification documentation for employees who successfully meet qualification requirements.

Review, verify, and update personnel records to ensure the accuracy, completeness, and integrity of employee information.

Audit, process, and maintain electronic personnel files for newly hired employees, ensuring compliance with District, state, and federal recordkeeping requirements.

Maintain and safeguard confidential personnel records in accordance with applicable laws, regulations, and District policies.

Process subpoenas and other authorized records requests; conduct comprehensive file audits and retrieve personnel information from active and archived records in compliance with legal requirements.

Digitize, organize, and maintain electronic personnel records to ensure accessibility, accuracy, and long-term records retention.

Operate a computer and related software to input, update, and access a variety of records and information; operate standard office equipment.

Perform a variety of duties and special projects as assigned from verbal or written instructions; prepare and maintain logs, files, and records; review and verify the accuracy and completeness of various documents; Follow initial instructions and within the scope of the assignment, exercise good judgment and discretion in handling problems that may arise.

Provide guidance and support on Human Resources policies, procedures, and system.

Maintain, organize process Department of Justice Fingerprint clearances.

Prepare and maintain daily visitor logs and contact information, monitor visitor sign in and out of the building; lift light objects.

Work with school improvement initiatives that close student achievement gaps between racial, ethnic, and economic groups by working with all of the diverse communities.

Prepare, review, and verify documents for completeness and accuracy.

Promote teamwork by sharing knowledge, provide cross-training for other employees, cooperate with others, participate in meetings and work groups, and support the goals and objective of the district and as assigned by supervisor. Perform related duties as assigned.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to: graduation from high school, and two years of customer service or office experience. Fingerprint Rolling Certification is required within sixty days of hire (California law requires any individual who rolls fingerprints manually or electronically for licensure, certification and/or employment purposes to be certified by the state Department of Justice (Penal Code section 11102.1)).

LICENSES AND OTHER REQUIREMENTS:

Overall scores in computer software testing program preferred as follows:

Keyboarding..... 45 Correct WPM

Word..... 60% Overall Score

Excel..... 60% Overall Score

KNOWLEDGE AND ABILITIES:**KNOWLEDGE OF:**

- Customer service principles and practices.
- Reception and telephone etiquette.
- Office procedures, recordkeeping, and filing systems.
- District policies, procedures, and terminology.
- Computer systems and standard office software.
- English grammar, spelling, punctuation, and vocabulary.
- Health and safety regulations.

ABILITY TO:

- Deliver high-quality customer service in a professional environment.
- Communicate effectively both verbally and in writing.
- Maintain confidentiality and handle sensitive information with discretion.
- Prioritize tasks and meet deadlines in a fast-paced setting.
- Work effectively with frequent interruptions and changing priorities.
- Establish and maintain cooperative working relationships.
- Interpret and apply policies, rules, and procedures with sound judgment.
- Operate office equipment and computer systems.
- Organize and maintain accurate records and documentation.
- Follow oral and written instructions in English.
- Lift light objects in accordance with safety guidelines.

SAMPLE ENVIRONMENT:

- Frequent interaction with staff, applicants, and the public.
- Fast-paced office environment with multiple priorities and interruptions.
- Commitment to professionalism and adherence to district policies.

SAMPLE PHYSICAL ABILITIES:

Hear and speak to exchange information in person and on the telephone; see to read, prepare and proofread documents, and view a computer monitor; sit or stand for extended periods of time; dexterity of hands and fingers to operate a computer keyboard and other office equipment; bend at the waist and reach overhead, above the shoulders and horizontally to retrieve and store files and supplies; lift light objects.

SAMPLE HAZARDS:

Occasional contact with dissatisfied or abusive individuals.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

Position Description

TITLE:	Human Resource Services Technician	CLASSIFICATION:	Classified Non-Management (SEIU/Office-Technical)
SERIES:	None	FLSA:	Non-Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Month
DEPARTMENT:	Human Resource Services	SALARY:	Range: 52 Salary Schedule: C
REPORTS TO:	Assigned Supervisor	CABINET APPROVAL:	6-15-2026
		HR APPROVAL:	6-15-2026
		BOARD APPROVAL:	TBD

Basic Function:

Under the direction of an assigned supervisor, the Human Resources Services Technician provides direct support to school sites, departments, and Human Resources staff, exercising independent judgment, analytical skills, and discretion in handling confidential information. This role delivers high-quality customer service while supporting a wide range of human resources activities across the employee lifecycle—from onboarding through offboarding—for certificated, classified, management, and substitute employees.

Responsibilities include recruitment and staffing support, leave of absence administration, workforce data tracking and reporting, and maintenance of confidential personnel records. Provide guidance to administrators, employees, and applicants regarding Human Resources policies, procedures, and timelines while ensuring compliance with applicable laws, Board Policies, Administrative Regulations, and collective bargaining agreements.

The position provides technical and analytical support for Human Resources operations, including maintaining records, processing documentation, researching and analyzing personnel data. In coordination with schools and departments, the technician supports Substitute Office functions and helps ensure compliance with applicable laws, regulations, policies, and collective bargaining agreements.

Essential duties and responsibilities

Incumbents may perform any combination of the essential functions below. This description is not intended to be exhaustive, but reflects principal job elements.

Employee Lifecycle Management:

- Provide end-to-end Human Resource support for employees from hire through separation and beyond.
- Manage off-boarding procedures and maintain accurate confidential employee records.
- Classified, certificated and substitutes transcript evaluation for salary placement.
- Process employee education verifications.
- Evaluates out of state and country transcripts for position requirements and salary placement.
- Collaborates with various district departments and personnel (e.g. analysts, directors, Payroll, Benefits and Retirements departments, etc.) for the purpose of providing information and assistance and gathering information for job functions.
- Communicates with a variety of internal and external individuals (e.g. accounting, school sites, parents/students, public and government agencies, other educational entities, etc.) for the purpose of providing and/or acquiring accurate and current information.
- Compile, prepare and submit substitute applications and credential verification to forward to Supervisor for applicant screening.
- Prepares and submits applicable Substitute reports to Supervisor, as requested, for various HRS reporting purposes, Substitute staffing analysis, and recruitment and hiring needs.

Data Administration:

- Process and update applicable salary schedule changes and adjustments.
- Administer, process and maintain employee longevity pay and track eligibility.
- Process certificated and classified per diem payments, including summer school assignments.
- Complete required substitute essential function to validate personnel/payroll data for all substitutes for monthly transmittals to Payroll services.
- Maintains a variety of employment files, records, and pertinent information (e.g. applicants, seniority and eligibility lists, salary, probationary period, etc.) for ensuring accuracy of employee compensation, maintaining eligibility for position, and complying with mandated requirements.

Records & Compliance:

- Maintain and update personnel files in compliance with policies and regulations.
- Track and record professional development activities.
- Set-up and maintain the Automated Subfinder system assisting school sites and departments with substitute employees.
- Coordinate and create substitute position(s) to support school sites and departments that require a substitute.
- Coordinate and maintain substitute attendance records.
- Process classified and certificated substitute evaluation data to the employee system.
- Monitoring of classified 195 day fiscal year rule per Ed code/identify certificated substitute for potential 75% status to initiate required notices.
- Process, collect and assemble confidential and/or legal information, including evaluations, disciplinary matters involving personnel, and other sensitive issues relating to personnel.

HR Transactions & Reporting:

- Prepare, organize, process bi-weekly Board employee transactions.
- Process and manage work shift changes.
- Process and maintain employee status updates.
- Process Labor Partner agreements and related documentation preparing and maintaining accurate records; planning and managing projects; operating standard office equipment; and utilizing

pertinent software applications; troubleshooting; customer service; analysis of data; and reconciling.

- Perform Sub Pay Essential Functions related to substitute pay, hours, shift changes, long term daily rate reports, payroll exceptions, lunch deduct, specialized programs, yearly roll-over process, add on codes, pay cycles, exception reports, set up, resignations, terminations and substitute releases.
- Develop, design, and maintain substitute database systems; track Summer School, Children Center, Special Education, and deep cleaning custodial programs, and all other information associated with the employee system of record.

Recruitment, Staffing, and Onboarding

- Coordinate recruitment processes including posting vacancies, screening applications, preparing interview materials, and facilitating hiring recommendations.
- Support recruitment and retention strategies, including outreach, job fairs, and hard-to-fill position initiatives.
- Prepare employment offers contracts; onboarding documentation; and coordinate new hire processing and orientation activities.
- Maintain applicant tracking systems and ensure compliance with hiring procedures and timelines.

Leave of Absence Administration

- Process, track, and monitor leaves of absence (FMLA, CFRA, medical, personal, industrial, and other statutory leaves).
- Communicate with employees and administrators regarding leave eligibility, timelines, rights, and responsibilities.
- Ensure compliance with federal and state laws, collective bargaining agreements, and District procedures.
- Maintain accurate leave records and coordinate with payroll, benefits, and risk management as needed.

Customer Service & Training:

- Serve as a primary Human Resources contact for school sites and department staff.
- Provide guidance and support on Human Resources policies, procedures, and systems.
- Organize, Plan and deliver training to school office personnel and department staff on Human Resource processes and procedures.
- Balance and resolve complex Substitute Management system discrepancies in person, on phone or via remote computer access; reconcile and analyze personnel/payroll information for substitute payroll.
- Perform tasks that will improve the efficiency and effectiveness of staff that will use the application system.
- Assist in the identification of areas that may benefit from improvement, perform part of the analysis to develop improvement strategies, and then implement part of those strategies in a team environment.
- Promote teamwork by sharing knowledge, provide cross-training for other employees, cooperate with others, participate in meetings and work groups, and support the goals and objective of the district and as assigned by supervisor.
- Assist with the development and implementation of training resources for all users of the Substitute Management system.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to: associate's degree, and four years' responsible clerical experience or any combination equivalent to: associate's degree, and two years' responsible experience in a clerical human resources position.

Knowledge and Abilities:

- Human Resources practices and procedures, particularly in an educational setting.
- Salary schedules, contract administration, and personnel recordkeeping.
- Applicable laws, regulations, and compliance requirements.
- Strong organizational and time management skills with attention to detail.
- Ability to manage multiple tasks and deadlines in a fast-paced environment.
- Excellent customer service and communication skills.
- Ability to interpret complex documents such as transcripts and contracts business.
- Telephone technique and etiquette; common office machines; bookkeeping/accounting practices; codes/laws/rules/regulations/policies; rules of grammar, spelling and punctuation; office methods and practices.
- Recordkeeping and record retention practices; district and personnel policies and procedures; reconciling techniques.
- Proficiency in Human Resources systems and standard office software.
- Plan and organize work to meet schedules and timelines.

Ability To:

- Maintain confidentiality.
- Perform the basic function of the position.
- Provide excellent customer service.
- Prepare reports and documents as directed.
- Establish and maintain cooperative and effective working relationships with others.
- Operate a computer, related software, and standard office equipment.
- Prioritize work to meet schedules and timelines.
- Work with school improvement initiatives that close student achievement gaps between racial, ethnic, and economic groups by working with all of the diverse communities.
- Communicate effectively, both orally and in writing.
- Prepare employee Board transaction reports.
- Multi-task and complete work with many interruptions.
- Learn and interpret specific laws, rules, and policies, and to apply them with good judgment in a variety of situations.
- Meet state and district standards of professional conduct as outlined in Board Policy.
- Working with detailed information; adapting to changing priorities; working with frequent interruptions; accuracy and attention to detail; exercising good judgment; multitasking; meeting deadlines and schedules; and organizing tasks
- Fast paced work with deadlines; constant interruptions and high demand to multi-task and complete essential functions within stringent timelines.
- Maintain high regard for exemplary customer service

Working Conditions:**SAMPLE ENVIRONMENT:**

Office environment with frequent interaction with school sites and district departments. May require handling employee and confidential and sensitive information.

SAMPLE PHYSICAL ABILITIES:

Exchange information in person and communicate on the telephone; working with digital information displayed on computer systems; operate a computer keyboard; remain stationary for extended periods of

time; retrieve files from cabinets and shelves; communicate to exchange information; retrieve files and move light objects.

SAMPLE HAZARDS:

Occasional contact with dissatisfied or abusive individuals.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Manager, District Operations and Compliance	CLASSIFICATION:	Non-Represented Management, Classified
SERIES:	Manager II	FLSA:	Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 Months
DEPARTMENT:	Facilities Support Services	SALARY:	Range 11 Salary Schedule A
REPORTS TO:	Assigned Supervisor	CABINET APPROVAL:	6-22-26, 02-27-14
		HR APPROVAL:	6-23-2026
		BOARD APPROVAL:	TBD

BASIC FUNCTION:

Under direction, plan, coordinate and manage a comprehensive custodial care program for the buildings owned or operated by the District; plan and present in-service training programs; evaluate and test custodial products and equipment; train and supervise the performance of assigned staff; and assist and advise site administrators with regard to building care and cleaning of the site and personnel issues. Plan, coordinate, supervise, and assure the safety and compliance of school buildings to all codes and regulations that pertain to public school buildings.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Plan, coordinate, and manage a comprehensive custodial care program for the buildings owned or operated by the District; assure compliance with applicable health and safety standards. **E**

Provide technical supervision and planning to assigned staff. **E**

Confer with administrators and supervisors regarding the care, cleaning, and maintenance of facilities; coordinate school inspections, work assignments, and reassignments; and recommend actions for improvement with site administrators and other staff as appropriate. **E**

Communicate with administrators, personnel, and outside organizations to coordinate activities, resolve issues and conflicts, and exchange information. **E**

Develop and conduct a variety of informational and instructional meetings and programs for custodial staff to assure safe and proper work practices, cleanliness and appearance; conduct in-service programs for the proper operation and maintenance of custodial equipment; and develop and conduct staff orientations and trainings for new personnel. **E**

In collaboration with Human Resource Services, plan, coordinate, and manage the screening, hiring, and evaluation of department staff and matters requiring corrective personnel action, in accordance with District policies and procedures. **E**

Train and supervise the performance of assigned staff; interview and select employees; and recommend transfers, reassignment, termination, and disciplinary actions. **E**

Conduct scheduled site inspections; inspect completed work by custodial staff for accuracy and compliance with instructions and established standards; drive a vehicle to conduct work; and assist administrators in the development of custodial standards. **E**

Plan, coordinate, and manage, as District Representative, all fire inspections with proper Authorities Having Jurisdiction (AHJ). **E**

Plan, coordinate, and manage, as District Representative, all Williams site walks and investigate and report on any Williams Act reports regarding facilities. **E**

Act as District Representative in all matters relating to OSHA reports, complaints, inspections, and responses in coordination with other appropriate departments. **E**

Coordinate the requisitioning and purchase of custodial supplies and equipment; assist in the preparation and development of the departmental budget; and control and authorize expenditures in accordance with established limitations. **E**

Manage, oversee, and coordinate the Civic Permit process. **E**

Monitor elevator repairs, fire suppression, and extinguisher servicing to ensure compliance with applicable regulations. **E**

Prepare and maintain a variety of records and reports related to assigned activities and personnel. **E**

Research, test, and demonstrate new custodial supplies and equipment; make recommendations regarding the purchase of new supplies and equipment. **E**

Operate and maintain a variety of custodial equipment including a floor stripper, buffer, vacuum cleaner, and small power and hand tools; operate a computer and assigned office equipment. **E**

Provide technical expertise, information, and assistance to the Director regarding assigned functions; participate in the formulation and development of policies, procedures, and programs as requested. **E**

Respond to or coordinate a response to emergency calls after hours. **E**

Attend and conduct a variety of meetings as assigned. **E**

Assist in the preparation of the annual budget for the planning functions of the district; analyze and review budgetary and financial data; and monitor and authorize expenditures in accordance with established guidelines. **E**
Lead and work with school improvement initiatives that close student achievement gaps between racial, ethnic, and economic groups by working with all of the diverse communities. **E**

Provide a positive climate of interaction and communication between school staff, families, and the community, as related to Facilities Support Services. **E**

Perform related duties consistent with the scope and intent of the position.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to: graduation from high school and five years of increasingly responsible experience in custodial work including three years serving in a lead or supervisory capacity.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license; provide personal automobile and proof of insurance. Floor and arm lift 53-pounds.

KNOWLEDGE AND ABILITIES:**KNOWLEDGE OF:**

- Proper methods, techniques, materials, tools, and equipment used in modern custodial and maintenance work. Modern cleaning methods including methods of cleaning floors, blackboards, carpets, furniture, walls, and fixtures.
- Requirements of maintaining buildings in a safe, clean, and orderly condition.
- Principles and practices of administration, supervision, and training.
- Appropriate safety precautions and procedures.
- Proper lifting techniques.
- Record-keeping and report preparation techniques.
- Inventory methods and practices.
- Basic budgeting practices regarding monitoring and control.
- Oral and written communication skills.
- Interpersonal skills using tact, patience, and courtesy.
- Planning and organization of District safety and security programs.
- Security procedures and equipment.
- Applicable laws, codes, regulations, policies and procedures related to assigned activities.
- District organization, operations, policies and objectives.
- Operation of a computer, assigned software, and variety of office equipment.

ABILITY TO:

- Plan, organize, and manage the operations and activities of the Custodial Services Department.
- Train and supervise the performance of assigned personnel.
- Confer with site administrators and supervisor regarding custodial needs, schedules, and concerns. Communicate effectively both orally and in writing.
- Observe and enforce health and safety regulations.
- Research and test new custodial supplies and equipment.
- See to read a variety of materials and inspect custodial activities.
- Work professionally as a District Representative to outside agencies
- Demonstrate various cleaning materials and methods.
- Enforce District rules and regulations.
- Interpret, apply, and explain rules, regulations, policies and procedures.
- Assure compliance with established rules, guidelines, regulations and schedules.
- Initiate effective and timely responses to incidents.
- Maintain confidentiality and demonstrate discretion and diplomacy.
- Establish and maintain cooperative and effective working relationships with others.
- Operate a computer and assigned office equipment.
- Analyze situations accurately and adopt an effective course of action.
- Plan and organize work.
- Maintain records and prepare reports.
- Speak, read, and write English at a level required for satisfactory performance.
- Prepare and present oral presentations.
- Maintain consistent, punctual, and regular attendance.

- Operate custodial equipment and a computer keyboard.
- Communicate to exchange information and make presentations.
- Remain stationary for extended periods of time.
- Use proper lifting methods.
- Work independently with little direction.

WORKING CONDITIONS:**SAMPLE ENVIRONMENT:**

Indoor and outdoor work environment; emergency call-out; and drive a vehicle to conduct work.

SAMPLE PHYSICAL ABILITIES:

Make presentations, and exchange information in person and communicate on the telephone; operate a computer keyboard; observe details at close range, prepare documents and reports, and view a computer monitor; remain stationary for extended periods of time; move to conduct inspections; retrieve and store files; and move light objects.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Transportation Services Program Specialist	CLASSIFICATION:	Classified Non- Management (SEIU/Operations-Support)
SERIES:	None	FLSA:	Non-Exempt
JOB CLASS CODE:	TBD	WORK YEAR:	12 months
DEPARTMENT:	Transportation Services	SALARY:	Range 56 Salary Schedule C
REPORTS TO:	Assigned Supervisor	CABINET APPROVAL:	6-3-2026
		HR APPROVAL:	6-4-2026
		BOARD APPROVAL:	TBD

BASIC FUNCTION:

Under the direction of the Director coordinate, plan, and direct appropriate related duties for the Transportation Services Department to include preparation, monitoring, and reconciliation of the budget for one or more of the department's major fund sources, centralized site ordering, monitoring of records as related to the school buses to align with current local, state, and federal laws and regulations as well as mandated by California Highway Patrol and Department of Education.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Regulatory Compliance & Reporting

- Compile, process, and maintain records related to vehicle maintenance, inspections, and compliance with California Highway Patrol (CHP) regulations.
- Prepare documentation and reports for CHP Terminal Inspections; monitor and advise on required filings.
- Maintain and monitor documentation for the State Board of Equalization, including tax returns, permit usage, and compliance with Sacramento County Environmental Management Department standards.
- Track and manage Environmental Services Manifests, bid forms, and eligibility justifications.
- Maintain and update District Drug and Alcohol Testing Program records in accordance with California law.

Fleet & Maintenance Support

- Track mileage and upkeep of commercial fleet vehicles used in school-related programs and activities.
- Maintain detailed maintenance records using **transportation routing and fleet software**.
- Generate customized maintenance and inspection reports based on compiled fleet data.

Financial Duties

- Perform **Accounts Payable and Receivable** tasks, **reconciliations**, and assist with budget tracking related to transportation funding.

Technology & Data Management

- Operate computers, scanners, and other office equipment to **input, access, and generate reports** from databases.
- Maintain and store electronic and physical documents efficiently and securely.
- Generate custom **queries, lists, and summaries** for transportation records.

Customer Service & Teamwork

- Provide exceptional customer service by building **positive relationships** with staff and stakeholders.
- Collaborate with team members; share knowledge, support departmental goals, and contribute to a professional and cooperative work environment.

Other Duties:

- Assist in **special projects and tasks** as assigned.
- **Lift and move light objects** as necessary.
- Maintain **confidentiality** and uphold **district policies and procedures** at all times.

TRAINING, EDUCATION, AND EXPERIENCE:

Any combination equivalent to an associate's degree in finance, business administration, or a related field, and/or four years of progressively responsible experience in finance, advanced administrative support, inventory control, or purchasing, preferably within school transportation services.

LICENSES AND OTHER REQUIREMENTS:

Drug and alcohol training certification is preferred.

KNOWLEDGE AND ABILITIES:**KNOWLEDGE OF:**

- Financial statement preparation and analysis.
- General account and budget principles and procedures, including the California school district budgeting, and accounting.
- Problem solving skills.
- Department of Education codes and regulations as pertaining to school buses.
- California Highway Patrol School Bus Program.
- Planning and organizational management of parts inventory and distribution.
- Detailed familiarity with computer-based applications for inventory, student, and vehicle tracking software, word processing, and spreadsheet analysis.

- Report writing methods and techniques
- Reading and writing English communication skills.
- Interpersonal skills using tact, patience, and courtesy.
- Correct English usage, grammar, spelling, punctuation, and vocabulary.
- District organization, operations, policies, and objectives.
- Operation of a computer terminal, related software, and other office equipment.

ABILITY TO:

- Understand and follow complex oral and written instructions and complete assignments in an independent and efficient manner.
- Read, interpret, apply, and explain rules, regulations, policies, and procedures.
- Maintain records and prepare written reports.
- Detailed oriented with time management and organizational skills.
- Perform effective public speaking skills.
- Communicate effectively and maintain cooperative and effective working relationships with others.
- Analyze situations accurately and adopt an effective course of action.
- Analyze operational programs and recommend program improvements.
- Maintain confidentiality as appropriate.
- Operation of a computer and related software to enter data, maintain records, and generate reports.
- Perform arithmetical calculations with speed and accuracy.
- Plan and organize work.
- Analyze reports, research, and record keeping techniques.
- Compose reports, procedures, and correspondence and written materials independently.
- Work independently with little or no direction and meet schedules and timelines.
- Meet district standards of professional conduct as outlined in Board Policy.
- Access light objects according to safety regulations.

WORKING CONDITIONS:**SAMPLE ENVIRONMENT:**

Office environment and other Transportation Department areas as needed.

SAMPLE PHYSICAL ABILITIES:

Communicate to make presentations, and exchange information in person and on the telephone; operate a computer; understand documents and reports and view a computer monitor; stationary position for extended periods of time; retrieve and store files; obtain light objects.

SAMPLE HAZARDS:

Occasional contact with dissatisfied or abusive individuals. At times, be subjected to noise, fumes, odors, gases and vapors.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 6.1b

Meeting Date: June 25, 2026

Subject: Approve Salary Schedules

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: Approve 2026/2027 Salary Schedule, updated June 15, 2026:
SEIU

Background/Rationale: The District has a need to ensure salary schedules are updated, as needed, to align with job descriptions in order to meet evolving district needs. Given the creation of additional and revised job descriptions, the associated salary schedules have been updated to incorporate revised salary rates and position classifications.

Financial Considerations: N/A

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached:

Salary Schedules:

- **SEIU** – Updated 2025/2026 and 2026/2027 salary schedules with the negotiated increases and new classifications.

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Director II, Employee Relations

Approved by: Cancy McArn, Superintendent



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2025)

OFFICE-TECHNICAL UNIT

Job Class Code	Salary Range	Job Class Title
0501	36	Account Clerk I
0500	41	Account Clerk II
9673	49	Accounting Specialist
0505	44	Accounting Technician
1515	47	Administrative Secretary I
1510	48	Administrative Secretary II
9467	42	Admissions and Family Services Technician
9455	41	Adult Education Account Clerk
0595	44	Adult Education Accounting Technician
0597	35	Adult Education Customer Relations Clerk
9460	50	Adult Education Data Information Technician
0545	48	Adult Education Program Technician
9465	50	Adult Education Specialist
9614	41	Adult Education Testing Proctor
9575	57	Applications Specialist I
9580	65	Applications Specialist II
9697	46	Assessment Technician
0586	38	Attendance Technician I
0587	41	Attendance Technician II
0518	41	Buyer I
9753	47	Buyer II
9822	65	Buyer III
0578	50	Child Development Data Information Technician
0537	59	Child Development Facilities/Licensing Specialist
0536	44	Child Development Program Accounting Technician

Job Class Code	Salary Range	Job Class Title
0539	48	Child Development Program Technician
9615	42	Child Development Specialist I
9616	45	Child Development Specialist II
0524	29	Clerk I
0522	33	Clerk II
0520	38	Clerk III
0534	43	Controller, High School
0535	49	Controller-Bookkeeper, Adult Education
9684	48	Controller-Bookkeeper, High School
0485	38	Customer Service Specialist
9645	48	Division Budget Technician
0589	45	Employee Benefits Technician
9689	48	Family and Community Engagement (FACE) Program Technician
9631	44	Fiscal Services Technician I
9632	49	Fiscal Services Technician II
9634	52	Fund Specialist
9743	38	Health Services Clerk
1526	42	Health Services Technician
9661	51	Lead Accounts Payable Technician
9633	51	Lead Payroll Technician
9878	58	Lead Print Shop Technician
0546	41	Library Media Technical Assistant
0486	55	Library Services Applications Specialist
9617	45	Library/Textbook Acquisitions Technician
9618	41	Library/Textbook Services Technician
9664	48	Linked Learning/Career Technical Preparation Program Technician

Job Class Code	Salary Range	Job Class Title
9683	48	Linked Learning Specialist
0557	47	Management Information Technician
9877	52	Materials Lab and Mail Technician
9827	50	Matriculation and Orientation Center Specialist
9638	42	Matriculation and Orientation Center Technician
9754	60	Network Specialist I
9755	68	Network Specialist II
0770	45	Nutrition Services Inventory Control Facilitator
9629	48	Nutrition Services Program Technician
9774	50	Nutrition Services Program Technician II
9789	56	Nutrition Services Program Specialist
9788	54	Nutrition Services Purchasing and Warehouse Specialist
1545	39	Office Technician I
1540	41	Office Technician II
1535	42	Office Technician III
9440	43	Office Technician IV
9640	48	Open Enrollment Technician
1012	56	Performance Management Specialist
9682	42	Personnel Technician I
0550	49	Personnel Technician II
0582	59	Personnel Technician III
0579	51	Personnel Technician, Substitute Services
1000	47	Planning Technician
1508	35	Print Shop and Mail Technician I
1509	45	Print Shop Technician II
1599	45	Program Records Technician, Capital Asset Management Services
1001	45	Program Records Technician, Planning and Construction

Job Class Code	Salary Range	Job Class Title
9680	45	Program Records Technician, Special Education
0555	34	Pupil Personnel Records Technician
9854	47	Registered Behavior Technician
0560	53	Registrar
9469	47	Research Assistant
0559	38	Research Technician I
0558	41	Research Technician II
9574	51	Risk Management Specialist
9639	42	Safe Schools Technician
0800	60	Safety Technician
0570	37	School Bookkeeper
1530	44	School Office Manager I
1525	44	School Office Manager II
1520	45	School Office Manager III
1640	45	Site Computer Support Technician I
1650	53	Site Computer Support Technician II
1660	59	Site Computer Support Technician III
9674	55	Special Education Applications Specialist
9628	47	Special Education Legal Technician
9676	48	Special Education Program Technician
9830	51	Specialty Programs and Advanced Learning Specialist
9688	44	State and Federal Accounting Technician
1534	41	Technology Office Assistant
9541	53	Technology Support Specialist I
9542	59	Technology Support Specialist II
9545	49	Telephone Operations Specialist I
9546	55	Telephone Operations Specialist II
1013	45	Transportation Over-Enrollment Technician
9442	42	Transportation Services Technician
9441	42	Transportation Trip Scheduler
0598	41	Warehouse Records Clerk

Office-Technical Unit -
Revisions and Updates:



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C
Placement of Classifications on Ranges
(Effective 7/1/2025)

PROFESSIONAL UNIT

Job Class Code	Salary Range	Job Class Title
9584	70	Accountant (Exempt)
9583	72	Applications Specialist III
1003	69	Construction/Bond Accounting Specialist
1004	69	Contract Specialist (Exempt)
9569	65	Early Periodic Screening, Diagnosis, and Treatment (EPSDT) Specialist
9570	66	Education Entrepreneur
1011	68	Facilities Project Technician
1005	70	Gang Violence Prevention and Intervention Specialist (Exempt)
9571	66	Internship Specialist
9760	69	Medi-Cal Reimbursement Program Specialist
9566	74	Network Specialist III
9756	88	Occupational Therapist
9935	72	Physical Therapist
9573	69	Planning Specialist
9875	73	Professional Development Specialist
9572	65	Student and Family Support Specialist
9567	74	Systems Applications Development Specialist
9543	67	Technology Support Specialist III
9448	72	Webmaster/Communications Specialist (Exempt)
1010	65	Youth Services Specialist

Professional Unit -
Revisions and Updates:



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2025)

AIDE-PARAPROFESSIONAL UNIT

Job Class Code	Salary Range	Job Class Title
1600	48	Assessor-Translator, Matriculation and Orientation Center
0747	51	Attendance, Drop-Out, and Drug Intervention Specialist
0944	34	Campus Monitor
1586	37	Campus Supervisor I
1587	38	Campus Supervisor II
0537	39	Career Information Technician
0975	52	Case Worker
1602	55	Certified Occupational Therapy Assistant
9936	55	Certified Physical Therapy Assistant
1320	46	Child Welfare and Attendance Liaison
0798	46	Child Welfare and Attendance Specialist
0997	51	Community of Caring and Prevention/Intervention Program Assistant
1604	45	Employment Coach, Special Education
1590	42	Family Advocate
1303	51	Family Partnership Facilitator
9711	51	Foster Youth Services Program Associate
9871	50	Infant Toddler Caregiver

Job Class Code	Salary Range	Job Class Title
0976	46	Job Developer, Employment Service
0950	29	Laboratory Assistant, Vocational Adult Education
1588	45	Lead Campus Supervisor
0978	47	Media Technician
9685	51	Ombudsperson
1305	46	Parent Advisor
0946	42	School Intervention Staff Assistant
0947	43	School Intervention Monitor, Special Education
0945	46	Security Officer
1614	55	Speech-Language Pathology Assistant
0949	42	Student Outreach Worker
1616	45	Transition Assistant, Special Education
0933	29	Walking Attendant
9904	29	Yard Monitor
0734	42	Youth and Family Mental Health Advocate
0979	37	Youth Employment Services Technician
1301	51	Youth Services Program Associate



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2025)

AIDE-PARAPROFESSIONAL UNIT: CAREER LATTICE

Job Class Code	Salary Range	Job Class Title
9712	--	Child Care Attendant, Child Development
	29	Child Care Attendant, Child Development I
	29	Child Care Attendant, Child Development II
1583	--	Educational Assistant
	31	Educational Assistant I
	35	Educational Assistant II
	39	Educational Assistant III
	43	Educational Assistant IV
0736	--	Health Aide
	35	Health Aide I
	41	Health Aide II
	47	Health Aide III
0939	--	Health Aide, Special Education
	35	Health Aide I, Special Education
	41	Health Aide II, Special Education
	47	Health Aide III, Special Education
1465	--	Home Visitor, First 5 Home-Based Program
	34	Home Visitor I, First 5 Home-Based Program
	38	Home Visitor II, First 5 Home-Based Program
	42	Home Visitor III, First 5 Home-Based Program
	46	Home Visitor IV, First 5 Home-Based Program
1606	--	Home Visitor, Head Start/Early Head Start Home-Based Program
	34	Home Visitor I, Head Start/Early Head Start Home-Based Program

Job Class Code	Salary Range	Job Class Title
	38	Home Visitor II, Head Start/Early Head Start Home-Based Program
	42	Home Visitor III, Head Start/Early Head Start Home-Based Program
	46	Home Visitor IV, Head Start/Early Head Start Home-Based Program
1589	--	IEP Designated Instructional Paraprofessional-Special Education
	29	IEP Designated Instructional Paraprofessional I-Special Education
	33	IEP Designated Instructional Paraprofessional II-Special Education
	37	IEP Designated Instructional Paraprofessional III-Special Education
	41	IEP Designated Instructional Teacher Associate-Special Education
0948	--	Instructional Aide
	29	Instructional Aide
	32	Instructional Assistant I
	36	Instructional Assistant II
	40	Teacher Associate
1584	--	Instructional Aide (D/HOH)
	29	Instructional Aide (D/HOH)
	33	Instructional Assistant I (D/HOH)
	37	Instructional Assistant II (D/HOH)
	41	Teacher Associate (D/HOH)
9757	--	Instructional Aide, Child Development
	29	Instructional Aide, Child Development
	33	Instructional Assistant I, Child Development
	37	Instructional Assistant II, Child Development
	41	Teacher Associate, Child Development

Job Class Code	Salary Range	Job Class Title
0936	--	Instructional Aide, Computer Lab Assistant
	31	Instructional Aide, Computer Lab Assistant
	35	Instructional Assistant I, Computer Lab Assistant
	39	Instructional Assistant II, Computer Lab Assistant
	43	Teacher Associate, Computer Lab Assistant
0935	--	Instructional Aide, Special Education
	29	Instructional Aide, Special Education
	33	Instructional Assistant I, Special Education
	37	Instructional Assistant II, Special Education
	41	Teacher Associate, Special Education
0938	--	Interpreter for the Deaf
	50	Interpreter for the Deaf I
	53	Interpreter for the Deaf II
0940	--	School Community Liaison
	30	School Community Liaison I
	34	School Community Liaison II
	38	School Community Liaison III
	42	School Community Liaison IV
0937	--	Teacher Assistant Bilingual
	37	Teacher Assistant Bilingual I
	39	Teacher Assistant Bilingual II
		Teacher Assistant, Bilingual/Computer Lab Assistant
0783	40	Teacher Assistant, Bilingual I/Computer Lab Assistant
0785	42	Teacher Assistant, Bilingual II/Computer Lab Assistant
0973	44	Teacher Candidate
9908	--	Visual and Performing Arts (VAPA) Assistant
	31	VAPA Assistant I
	35	VAPA Assistant II
	39	VAPA Assistant III
	43	VAPA Assistant IV

Career Lattice = Bold



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2025)

OPERATIONS SUPPORT SERVICES UNIT

Job Class Code	Salary Range	Job Class Title
0901	37	Automotive Service Attendant
0915	29	Bus Attendant
0925	53	Bus Vehicle Mechanic
0610	34	Custodian
0619	35	Carpet/Floor Maintenance Worker
9801	36	Food Production Assistant, Central Kitchen
9799	40	Food Production Lead, Central Kitchen
9800	40	Food Sanitation Facility Technician, Central Kitchen
9802	35	Food Service Assistant
9803	37	Food Service Lead, School Site
9804	39	Food Service Lead, Comprehensive High School
9450	49	Lead Transportation Dispatcher
9843	78	Hazardous Materials and Risk Compliance Lead Worker
9709	59	Pest Control Specialist
0613	35	Swimming Pool Custodian
0459	32	Tool Room Worker
0928	55	Transportation Lead Mechanic
0460	45	Transportation Parts and Inventory Control Worker
0922	46	Transportation Scheduler/Dispatcher
9808	36	Van Driver
0998	48	Warehouse Worker



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule C1, C2
 Placement of Classifications on Ranges by **FLAT RATE**
(Effective 7/1/2025)

OPERATIONS SUPPORT SERVICES UNIT

Work Shift	Employees Regularly Assigned Hours End Between	Percent Pay Differential of Regular Rate
1 st Shift	8:00 a.m. and 9:00 p.m.	NA
2 nd Shift	9:01 p.m. and 2:00 a.m.	5%
3 rd Shift	2:01 a.m. and 8:00 a.m.	8.5%

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1 st Shift	Flat Rate 2 nd Shift (5% Diff)	Flat Rate 3 rd Shift (8.5% Diff)
0874	180	Assistant Supervisor, HVAC Technician / Plumber	\$48.04	\$50.44	\$52.12
1014	140	Building Automation and HVAC Systems Technician	\$45.74	\$48.03	\$49.63
0811	160	Carpenter	\$46.51	\$48.84	\$50.46
0821	170	Electrician	\$47.51	\$49.89	\$51.55
0671	200	Electrician Assistant Supervisor	\$49.88	\$52.37	\$54.12
0672	130	Electronics Assistant Supervisor	\$48.86	\$51.30	\$53.01
0824	110	Electronics Technician	\$46.53	\$48.86	\$50.49
0628	190	Facilities Maintenance Assistant Supervisor	\$48.85	\$51.29	\$53.00
9710	55	Facilities Maintenance Laborer I	\$33.89	\$35.58	\$36.77
9711	155	Facilities Maintenance Laborer II	\$46.35	\$48.67	\$50.29
0818	80	Fire Alarm Technician	\$39.04	\$40.99	\$42.36
0625	120	Floor and Tile Repair	\$44.71	\$46.95	\$48.51
0626	120	Glazier-Drapery	\$44.71	\$46.95	\$48.51
0621	50	Grounds Equipment Repair Person	\$33.12	\$34.78	\$35.94
0999	140	HVAC Technician	\$45.74	\$48.03	\$49.63

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1st Shift	Flat Rate 2nd Shift (5% Diff)	Flat Rate 3rd Shift (8.5% Diff)
0819	85	Lead Fire Alarm Technician	\$40.73	\$42.77	\$44.19
0623	160	Locksmith	\$46.51	\$48.84	\$50.46
9713	199	Maintenance and Grounds Assistant Supervisor	\$49.87	\$52.36	\$54.11
09706	150	Painter	\$45.98	\$48.28	\$49.89
0674	185	Painter Assistant Supervisor	\$48.28	\$50.69	\$52.38
0863	150	Painter, Sign	\$45.98	\$48.28	\$49.89
0871	140	Plumber	\$45.74	\$48.03	\$49.63
0675	180	Plumber Assistant Supervisor	\$48.04	\$50.44	\$52.12
0831	140	Refrigeration Mechanic/Cafeteria Equipment Repair	\$45.74	\$48.03	\$49.63
0881	70	Roofer	\$40.75	\$42.79	\$44.21
0888	80	Sprinkler Fitter/Plumber Assistant	\$39.04	\$40.99	\$42.36
0891	100	Welder	\$43.98	\$46.18	\$47.72

Salary Schedules C1, C1-2, C1-3

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1st Shift	Flat Rate 2nd Shift (5% Diff)	Flat Rate 3rd Shift (8.5% Diff)
9937	020	HVAC Engineer *	\$6337	\$6654	\$6876
Hourly Rate			\$36.56	\$38.39	\$39.67
0630	010	Power Equipment Machinist *	\$6474	\$6798	\$7024
Hourly Rate			\$37.35	\$39.22	\$40.52

Salary Schedules C2, C2-2, C2-3

*Classifications on the C2 Salary Schedule are paid on a monthly rate.

Revisions and Updates:

- 9937 HVAC Engineer new classification (previously 0826 Engineer)



Service Employees International Union (SEIU)
2025-26 School Year
Salary Schedule CB-H
Hourly Rate
(Effective 7/1/2025)

BUS DRIVERS UNIT

Job Class Code	CB-H Salary Range	Job Class Title
0920	41	Bus Driver
9712	43	Delegated Behind-the-Wheel Trainer
0904	49	School Bus Driver Instructor

SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	Hour	Hour	Hour	Hour	Hour
Bus Drivers 41	\$26.68	\$29.36	\$32.28	\$35.51	\$39.05
Delegated Trainers 43	\$28.02	\$30.81	\$33.90	\$37.29	\$41.02
School Bus Driver Instructor 49	\$29.36	\$32.29	\$35.52	\$39.06	\$42.96

* Salary Schedule (CB-H) as of 12/1/2022

Delegated Behind-the-Wheel Trainers and Bus drivers on "L" Calendar are 10 month employees (L Calendar = 194 days)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,412	\$19.68	\$3,565	\$20.57	\$3,725	\$21.49	\$3,893	\$22.46	\$4,068	\$23.47
30	\$3,479	\$20.07	\$3,636	\$20.98	\$3,800	\$21.92	\$3,971	\$22.91	\$4,148	\$23.93
31	\$3,550	\$20.48	\$3,710	\$21.40	\$3,876	\$22.36	\$4,050	\$23.37	\$4,233	\$24.42
32	\$3,621	\$20.89	\$3,784	\$21.83	\$3,955	\$22.82	\$4,133	\$23.84	\$4,319	\$24.92
33	\$3,692	\$21.30	\$3,860	\$22.27	\$4,032	\$23.26	\$4,214	\$24.31	\$4,403	\$25.40
34	\$3,767	\$21.73	\$3,936	\$22.71	\$4,114	\$23.73	\$4,299	\$24.80	\$4,492	\$25.92
35	\$3,842	\$22.17	\$4,015	\$23.16	\$4,195	\$24.20	\$4,384	\$25.29	\$4,582	\$26.43
36	\$3,919	\$22.61	\$4,094	\$23.62	\$4,279	\$24.69	\$4,473	\$25.81	\$4,674	\$26.97
37	\$3,997	\$23.06	\$4,178	\$24.10	\$4,366	\$25.19	\$4,561	\$26.31	\$4,767	\$27.50
38	\$4,077	\$23.52	\$4,261	\$24.58	\$4,452	\$25.68	\$4,652	\$26.84	\$4,861	\$28.04
39	\$4,159	\$23.99	\$4,345	\$25.07	\$4,541	\$26.20	\$4,746	\$27.38	\$4,959	\$28.61
40	\$4,242	\$24.47	\$4,433	\$25.58	\$4,633	\$26.73	\$4,842	\$27.93	\$5,059	\$29.19
41	\$4,327	\$24.96	\$4,523	\$26.09	\$4,725	\$27.26	\$4,937	\$28.48	\$5,159	\$29.76
42	\$4,413	\$25.46	\$4,611	\$26.60	\$4,820	\$27.81	\$5,036	\$29.05	\$5,262	\$30.36
43	\$4,501	\$25.97	\$4,703	\$27.13	\$4,914	\$28.35	\$5,136	\$29.63	\$5,366	\$30.96
44	\$4,591	\$26.49	\$4,798	\$27.68	\$5,014	\$28.93	\$5,241	\$30.24	\$5,475	\$31.59
45	\$4,684	\$27.02	\$4,895	\$28.24	\$5,114	\$29.50	\$5,345	\$30.84	\$5,586	\$32.23
46	\$4,777	\$27.56	\$4,992	\$28.80	\$5,217	\$30.10	\$5,452	\$31.45	\$5,697	\$32.87
47	\$4,873	\$28.11	\$5,092	\$29.38	\$5,321	\$30.70	\$5,561	\$32.08	\$5,811	\$33.53
48	\$4,969	\$28.67	\$5,194	\$29.97	\$5,427	\$31.31	\$5,671	\$32.72	\$5,926	\$34.19
49	\$5,069	\$29.24	\$5,298	\$30.57	\$5,537	\$31.94	\$5,785	\$33.38	\$6,046	\$34.88
50	\$5,170	\$29.83	\$5,403	\$31.17	\$5,646	\$32.57	\$5,899	\$34.03	\$6,164	\$35.56
51	\$5,274	\$30.43	\$5,512	\$31.80	\$5,760	\$33.23	\$6,019	\$34.73	\$6,289	\$36.28
52	\$5,379	\$31.03	\$5,621	\$32.43	\$5,873	\$33.88	\$6,137	\$35.41	\$6,414	\$37.00
53	\$5,488	\$31.66	\$5,734	\$33.08	\$5,993	\$34.58	\$6,262	\$36.13	\$6,544	\$37.75
54	\$5,597	\$32.29	\$5,849	\$33.74	\$6,111	\$35.26	\$6,386	\$36.84	\$6,674	\$38.50
55	\$5,709	\$32.94	\$5,966	\$34.42	\$6,234	\$35.97	\$6,515	\$37.59	\$6,807	\$39.27
56	\$5,823	\$33.59	\$6,084	\$35.10	\$6,359	\$36.69	\$6,645	\$38.34	\$6,944	\$40.06

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.

As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
57	\$5,939	\$34.26	\$6,207	\$35.81	\$6,486	\$37.42	\$6,778	\$39.10	\$7,083	\$40.86
58	\$6,058	\$34.95	\$6,331	\$36.53	\$6,616	\$38.17	\$6,915	\$39.89	\$7,225	\$41.68
59	\$6,179	\$35.65	\$6,457	\$37.25	\$6,747	\$38.93	\$7,051	\$40.68	\$7,368	\$42.51
60	\$6,304	\$36.37	\$6,586	\$38.00	\$6,883	\$39.71	\$7,192	\$41.49	\$7,515	\$43.36
61	\$6,429	\$37.09	\$6,719	\$38.76	\$7,022	\$40.51	\$7,338	\$42.33	\$7,667	\$44.23
62	\$6,558	\$37.83	\$6,852	\$39.53	\$7,161	\$41.31	\$7,484	\$43.18	\$7,820	\$45.12
63	\$6,689	\$38.59	\$6,991	\$40.33	\$7,304	\$42.14	\$7,634	\$44.04	\$7,977	\$46.02
64	\$6,823	\$39.36	\$7,130	\$41.13	\$7,450	\$42.98	\$7,786	\$44.92	\$8,136	\$46.94
65	\$6,958	\$40.14	\$7,272	\$41.95	\$7,600	\$43.85	\$7,941	\$45.81	\$8,299	\$47.88
66	\$7,098	\$40.95	\$7,417	\$42.79	\$7,751	\$44.72	\$8,100	\$46.73	\$8,465	\$48.84
67	\$7,240	\$41.77	\$7,565	\$43.64	\$7,906	\$45.61	\$8,262	\$47.67	\$8,633	\$49.81
68	\$7,385	\$42.61	\$7,717	\$44.52	\$8,064	\$46.52	\$8,427	\$48.62	\$8,806	\$50.80
69	\$7,533	\$43.46	\$7,872	\$45.42	\$8,225	\$47.45	\$8,596	\$49.59	\$8,983	\$51.83
70	\$7,684	\$44.33	\$8,029	\$46.32	\$8,391	\$48.41	\$8,769	\$50.59	\$9,164	\$52.87
71	\$7,838	\$45.22	\$8,190	\$47.25	\$8,559	\$49.38	\$8,943	\$51.59	\$9,345	\$53.91
72	\$7,994	\$46.12	\$8,354	\$48.20	\$8,729	\$50.36	\$9,122	\$52.63	\$9,532	\$54.99
73	\$8,153	\$47.04	\$8,520	\$49.15	\$8,904	\$51.37	\$9,304	\$53.68	\$9,724	\$56.10
74	\$8,317	\$47.98	\$8,691	\$50.14	\$9,082	\$52.40	\$9,491	\$54.76	\$9,918	\$57.22
75	\$8,483	\$48.94	\$8,865	\$51.14	\$9,264	\$53.45	\$9,681	\$55.85	\$10,116	\$58.36
76	\$8,653	\$49.92	\$9,042	\$52.17	\$9,449	\$54.51	\$9,875	\$56.97	\$10,319	\$59.53
77	\$8,826	\$50.92	\$9,223	\$53.21	\$9,638	\$55.60	\$10,073	\$58.11	\$10,525	\$60.72
78	\$9,002	\$51.93	\$9,407	\$54.27	\$9,831	\$56.72	\$10,272	\$59.26	\$10,736	\$61.94
79	\$9,182	\$52.97	\$9,596	\$55.36	\$10,028	\$57.85	\$10,478	\$60.45	\$10,951	\$63.18
80	\$9,366	\$54.03	\$9,787	\$56.46	\$10,228	\$59.01	\$10,688	\$61.66	\$11,168	\$64.43
81	\$9,553	\$55.11	\$9,983	\$57.59	\$10,433	\$60.19	\$10,903	\$62.90	\$11,394	\$65.73
82	\$9,744	\$56.22	\$10,183	\$58.75	\$10,641	\$61.39	\$11,119	\$64.15	\$11,620	\$67.04
83	\$9,940	\$57.35	\$10,388	\$59.93	\$10,854	\$62.62	\$11,342	\$65.43	\$11,852	\$68.38
84	\$10,138	\$58.49	\$10,594	\$61.12	\$11,070	\$63.87	\$11,569	\$66.74	\$12,090	\$69.75

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
85	\$10,341	\$59.66	\$10,806	\$62.34	\$11,292	\$65.15	\$11,800	\$68.08	\$12,332	\$71.15
86	\$10,548	\$60.85	\$11,022	\$63.59	\$11,518	\$66.45	\$12,037	\$69.44	\$12,579	\$72.57
87	\$10,759	\$62.07	\$11,242	\$64.86	\$11,748	\$67.78	\$12,277	\$70.83	\$12,830	\$74.02
88	\$10,974	\$63.31	\$11,468	\$66.16	\$11,984	\$69.14	\$12,523	\$72.25	\$13,086	\$75.50

Longevity Increment: Effective July 1, 2022, a \$1051 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. **In-Service Growth:** Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. **Hourly Rates:** Computed on the basis of 173.333 average work-hours per month.

Effective 7/1/2025, 2% Increase Applied.

SEIU 2025-26 - Updated tbd

Salary Schedule: C-H (Hourly); C-M (Monthly)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,583	\$20.67	\$3,743	\$21.59	\$3,911	\$22.56	\$4,088	\$23.58	\$4,271	\$24.64
30	\$3,653	\$21.08	\$3,818	\$22.03	\$3,990	\$23.02	\$4,170	\$24.06	\$4,355	\$25.13
31	\$3,728	\$21.51	\$3,896	\$22.48	\$4,070	\$23.48	\$4,253	\$24.54	\$4,445	\$25.64
32	\$3,802	\$21.93	\$3,973	\$22.92	\$4,153	\$23.96	\$4,340	\$25.04	\$4,535	\$26.16
33	\$3,877	\$22.37	\$4,053	\$23.38	\$4,234	\$24.43	\$4,425	\$25.53	\$4,623	\$26.67
34	\$3,955	\$22.82	\$4,133	\$23.84	\$4,320	\$24.92	\$4,514	\$26.04	\$4,717	\$27.21
35	\$4,034	\$23.27	\$4,216	\$24.32	\$4,405	\$25.41	\$4,603	\$26.56	\$4,811	\$27.76
36	\$4,115	\$23.74	\$4,299	\$24.80	\$4,493	\$25.92	\$4,697	\$27.10	\$4,908	\$28.32
37	\$4,197	\$24.21	\$4,387	\$25.31	\$4,584	\$26.45	\$4,789	\$27.63	\$5,005	\$28.88
38	\$4,281	\$24.70	\$4,474	\$25.81	\$4,675	\$26.97	\$4,885	\$28.18	\$5,104	\$29.45
39	\$4,367	\$25.19	\$4,562	\$26.32	\$4,768	\$27.51	\$4,983	\$28.75	\$5,207	\$30.04
40	\$4,454	\$25.70	\$4,655	\$26.86	\$4,865	\$28.07	\$5,084	\$29.33	\$5,312	\$30.65
41	\$4,543	\$26.21	\$4,749	\$27.40	\$4,961	\$28.62	\$5,184	\$29.91	\$5,417	\$31.25
42	\$4,634	\$26.73	\$4,842	\$27.93	\$5,061	\$29.20	\$5,288	\$30.51	\$5,525	\$31.88
43	\$4,726	\$27.27	\$4,938	\$28.49	\$5,160	\$29.77	\$5,393	\$31.11	\$5,634	\$32.50
44	\$4,821	\$27.81	\$5,038	\$29.07	\$5,265	\$30.38	\$5,503	\$31.75	\$5,749	\$33.17
45	\$4,918	\$28.37	\$5,140	\$29.65	\$5,370	\$30.98	\$5,612	\$32.38	\$5,865	\$33.84
46	\$5,016	\$28.94	\$5,242	\$30.24	\$5,478	\$31.60	\$5,725	\$33.03	\$5,982	\$34.51
47	\$5,117	\$29.52	\$5,347	\$30.85	\$5,587	\$32.23	\$5,839	\$33.69	\$6,102	\$35.20
48	\$5,217	\$30.10	\$5,454	\$31.47	\$5,698	\$32.87	\$5,955	\$34.36	\$6,222	\$35.90
49	\$5,322	\$30.70	\$5,563	\$32.09	\$5,814	\$33.54	\$6,074	\$35.04	\$6,348	\$36.62
50	\$5,429	\$31.32	\$5,673	\$32.73	\$5,928	\$34.20	\$6,194	\$35.73	\$6,472	\$37.34
51	\$5,538	\$31.95	\$5,788	\$33.39	\$6,048	\$34.89	\$6,320	\$36.46	\$6,603	\$38.09
52	\$5,648	\$32.58	\$5,902	\$34.05	\$6,167	\$35.58	\$6,444	\$37.18	\$6,735	\$38.86
53	\$5,762	\$33.24	\$6,021	\$34.74	\$6,293	\$36.31	\$6,575	\$37.93	\$6,871	\$39.64
54	\$5,877	\$33.91	\$6,141	\$35.43	\$6,417	\$37.02	\$6,705	\$38.68	\$7,008	\$40.43
55	\$5,994	\$34.58	\$6,264	\$36.14	\$6,546	\$37.77	\$6,841	\$39.47	\$7,147	\$41.23
56	\$6,114	\$35.27	\$6,388	\$36.85	\$6,677	\$38.52	\$6,977	\$40.25	\$7,291	\$42.06

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
57	\$6,236	\$35.98	\$6,517	\$37.60	\$6,810	\$39.29	\$7,117	\$41.06	\$7,437	\$42.91
58	\$6,361	\$36.70	\$6,648	\$38.35	\$6,947	\$40.08	\$7,261	\$41.89	\$7,586	\$43.77
59	\$6,488	\$37.43	\$6,780	\$39.12	\$7,084	\$40.87	\$7,404	\$42.72	\$7,736	\$44.63
60	\$6,619	\$38.19	\$6,915	\$39.89	\$7,227	\$41.69	\$7,552	\$43.57	\$7,891	\$45.53
61	\$6,750	\$38.94	\$7,055	\$40.70	\$7,373	\$42.54	\$7,705	\$44.45	\$8,050	\$46.44
62	\$6,886	\$39.73	\$7,195	\$41.51	\$7,519	\$43.38	\$7,858	\$45.33	\$8,211	\$47.37
63	\$7,023	\$40.52	\$7,341	\$42.35	\$7,669	\$44.24	\$8,016	\$46.25	\$8,376	\$48.32
64	\$7,164	\$41.33	\$7,487	\$43.19	\$7,823	\$45.13	\$8,175	\$47.16	\$8,543	\$49.29
65	\$7,306	\$42.15	\$7,636	\$44.05	\$7,980	\$46.04	\$8,338	\$48.10	\$8,714	\$50.27
66	\$7,453	\$43.00	\$7,788	\$44.93	\$8,139	\$46.96	\$8,505	\$49.07	\$8,888	\$51.28
67	\$7,602	\$43.86	\$7,943	\$45.83	\$8,301	\$47.89	\$8,675	\$50.05	\$9,065	\$52.30
68	\$7,754	\$44.73	\$8,103	\$46.75	\$8,467	\$48.85	\$8,848	\$51.05	\$9,246	\$53.34
69	\$7,910	\$45.63	\$8,266	\$47.69	\$8,636	\$49.82	\$9,026	\$52.07	\$9,432	\$54.42
70	\$8,068	\$46.55	\$8,430	\$48.63	\$8,811	\$50.83	\$9,207	\$53.12	\$9,622	\$55.51
71	\$8,230	\$47.48	\$8,600	\$49.62	\$8,987	\$51.85	\$9,390	\$54.17	\$9,812	\$56.61
72	\$8,394	\$48.43	\$8,772	\$50.61	\$9,165	\$52.88	\$9,578	\$55.26	\$10,009	\$57.74
73	\$8,561	\$49.39	\$8,946	\$51.61	\$9,349	\$53.94	\$9,769	\$56.36	\$10,210	\$58.90
74	\$8,733	\$50.38	\$9,126	\$52.65	\$9,536	\$55.02	\$9,966	\$57.50	\$10,414	\$60.08
75	\$8,907	\$51.39	\$9,308	\$53.70	\$9,727	\$56.12	\$10,165	\$58.64	\$10,622	\$61.28
76	\$9,086	\$52.42	\$9,494	\$54.77	\$9,921	\$57.24	\$10,369	\$59.82	\$10,835	\$62.51
77	\$9,267	\$53.46	\$9,684	\$55.87	\$10,120	\$58.38	\$10,577	\$61.02	\$11,051	\$63.76
78	\$9,452	\$54.53	\$9,877	\$56.98	\$10,323	\$59.56	\$10,786	\$62.23	\$11,273	\$65.04
79	\$9,641	\$55.62	\$10,076	\$58.13	\$10,529	\$60.74	\$11,002	\$63.47	\$11,499	\$66.34
80	\$9,834	\$56.73	\$10,276	\$59.28	\$10,739	\$61.96	\$11,222	\$64.74	\$11,726	\$67.65
81	\$10,031	\$57.87	\$10,482	\$60.47	\$10,955	\$63.20	\$11,448	\$66.05	\$11,964	\$69.02
82	\$10,231	\$59.03	\$10,692	\$61.68	\$11,173	\$64.46	\$11,675	\$67.36	\$12,201	\$70.39
83	\$10,437	\$60.21	\$10,907	\$62.93	\$11,397	\$65.75	\$11,909	\$68.71	\$12,445	\$71.80
84	\$10,645	\$61.41	\$11,124	\$64.18	\$11,624	\$67.06	\$12,147	\$70.08	\$12,695	\$73.24
85	\$10,858	\$62.64	\$11,346	\$65.46	\$11,857	\$68.41	\$12,390	\$71.48	\$12,949	\$74.71

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
86	\$11,075	\$63.89	\$11,573	\$66.77	\$12,094	\$69.77	\$12,639	\$72.92	\$13,208	\$76.20
87	\$11,297	\$65.18	\$11,804	\$68.10	\$12,335	\$71.16	\$12,891	\$74.37	\$13,472	\$77.72
88	\$11,523	\$66.48	\$12,041	\$69.47	\$12,583	\$72.59	\$13,149	\$75.86	\$13,740	\$79.27

Longevity Increment: Effective July 1, 2022, a \$1051 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. In-Service Growth: Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. Hourly Rates: Computed on the basis of 173.333 average work-hours per month.

Effective 7/1/2025, 2% Increase Applied.

Salary Schedule: C-H2 (Hourly); C-M2 (Monthly)

SEIU 2025-26 - Updated tbd

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.

As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,702	\$21.36	\$3,868	\$22.32	\$4,042	\$23.32	\$4,224	\$24.37	\$4,414	\$25.46
30	\$3,775	\$21.78	\$3,945	\$22.76	\$4,123	\$23.79	\$4,309	\$24.86	\$4,501	\$25.96
31	\$3,852	\$22.22	\$4,025	\$23.22	\$4,205	\$24.26	\$4,394	\$25.35	\$4,593	\$26.50
32	\$3,929	\$22.67	\$4,106	\$23.69	\$4,291	\$24.76	\$4,484	\$25.87	\$4,686	\$27.04
33	\$4,006	\$23.11	\$4,188	\$24.16	\$4,375	\$25.24	\$4,572	\$26.38	\$4,777	\$27.56
34	\$4,087	\$23.58	\$4,271	\$24.64	\$4,464	\$25.75	\$4,664	\$26.91	\$4,874	\$28.12
35	\$4,169	\$24.05	\$4,356	\$25.13	\$4,552	\$26.26	\$4,757	\$27.44	\$4,971	\$28.68
36	\$4,252	\$24.53	\$4,442	\$25.63	\$4,643	\$26.78	\$4,853	\$28.00	\$5,071	\$29.26
37	\$4,337	\$25.02	\$4,533	\$26.15	\$4,737	\$27.33	\$4,949	\$28.55	\$5,172	\$29.84
38	\$4,424	\$25.52	\$4,623	\$26.67	\$4,830	\$27.87	\$5,047	\$29.12	\$5,274	\$30.43
39	\$4,513	\$26.03	\$4,714	\$27.20	\$4,927	\$28.42	\$5,149	\$29.71	\$5,381	\$31.04
40	\$4,603	\$26.55	\$4,810	\$27.75	\$5,027	\$29.00	\$5,254	\$30.31	\$5,489	\$31.67
41	\$4,695	\$27.09	\$4,907	\$28.31	\$5,127	\$29.58	\$5,357	\$30.90	\$5,598	\$32.29
42	\$4,788	\$27.62	\$5,003	\$28.86	\$5,230	\$30.17	\$5,464	\$31.52	\$5,709	\$32.94
43	\$4,884	\$28.17	\$5,103	\$29.44	\$5,332	\$30.76	\$5,573	\$32.15	\$5,822	\$33.59
44	\$4,981	\$28.74	\$5,206	\$30.03	\$5,440	\$31.39	\$5,686	\$32.81	\$5,940	\$34.27
45	\$5,082	\$29.32	\$5,311	\$30.64	\$5,549	\$32.01	\$5,799	\$33.46	\$6,061	\$34.97
46	\$5,183	\$29.90	\$5,416	\$31.25	\$5,660	\$32.66	\$5,915	\$34.13	\$6,181	\$35.66
47	\$5,287	\$30.50	\$5,525	\$31.87	\$5,773	\$33.31	\$6,034	\$34.81	\$6,305	\$36.37
48	\$5,391	\$31.10	\$5,635	\$32.51	\$5,888	\$33.97	\$6,153	\$35.50	\$6,430	\$37.09
49	\$5,500	\$31.73	\$5,748	\$33.16	\$6,008	\$34.66	\$6,277	\$36.21	\$6,560	\$37.85
50	\$5,609	\$32.36	\$5,862	\$33.82	\$6,126	\$35.34	\$6,400	\$36.93	\$6,688	\$38.58
51	\$5,722	\$33.01	\$5,981	\$34.50	\$6,250	\$36.06	\$6,531	\$37.68	\$6,824	\$39.37
52	\$5,836	\$33.67	\$6,099	\$35.19	\$6,372	\$36.76	\$6,659	\$38.42	\$6,959	\$40.15
53	\$5,954	\$34.35	\$6,221	\$35.89	\$6,502	\$37.51	\$6,794	\$39.20	\$7,100	\$40.96
54	\$6,073	\$35.04	\$6,346	\$36.61	\$6,630	\$38.25	\$6,929	\$39.97	\$7,241	\$41.78
55	\$6,194	\$35.74	\$6,473	\$37.34	\$6,764	\$39.02	\$7,069	\$40.78	\$7,386	\$42.61
56	\$6,318	\$36.45	\$6,601	\$38.08	\$6,900	\$39.80	\$7,210	\$41.60	\$7,534	\$43.47

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2025-26 School Year
(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
57	\$6,444	\$37.18	\$6,735	\$38.85	\$7,037	\$40.60	\$7,354	\$42.43	\$7,685	\$44.34
58	\$6,573	\$37.92	\$6,869	\$39.63	\$7,178	\$41.41	\$7,503	\$43.29	\$7,839	\$45.23
59	\$6,704	\$38.68	\$7,006	\$40.42	\$7,320	\$42.23	\$7,650	\$44.14	\$7,994	\$46.12
60	\$6,840	\$39.46	\$7,146	\$41.23	\$7,468	\$43.09	\$7,803	\$45.02	\$8,154	\$47.04
61	\$6,975	\$40.24	\$7,290	\$42.06	\$7,619	\$43.96	\$7,962	\$45.93	\$8,319	\$47.99
62	\$7,115	\$41.05	\$7,434	\$42.89	\$7,770	\$44.83	\$8,120	\$46.85	\$8,485	\$48.95
63	\$7,258	\$41.87	\$7,585	\$43.76	\$7,925	\$45.72	\$8,283	\$47.79	\$8,655	\$49.93
64	\$7,403	\$42.71	\$7,736	\$44.63	\$8,083	\$46.63	\$8,448	\$48.74	\$8,828	\$50.93
65	\$7,549	\$43.55	\$7,890	\$45.52	\$8,246	\$47.57	\$8,616	\$49.71	\$9,004	\$51.95
66	\$7,701	\$44.43	\$8,047	\$46.43	\$8,410	\$48.52	\$8,789	\$50.70	\$9,185	\$52.99
67	\$7,855	\$45.32	\$8,208	\$47.35	\$8,578	\$49.49	\$8,964	\$51.72	\$9,367	\$54.04
68	\$8,013	\$46.23	\$8,373	\$48.31	\$8,749	\$50.48	\$9,143	\$52.75	\$9,555	\$55.12
69	\$8,173	\$47.15	\$8,541	\$49.28	\$8,924	\$51.49	\$9,327	\$53.81	\$9,747	\$56.23
70	\$8,337	\$48.10	\$8,711	\$50.26	\$9,104	\$52.52	\$9,514	\$54.89	\$9,943	\$57.36
71	\$8,504	\$49.06	\$8,886	\$51.27	\$9,287	\$53.58	\$9,703	\$55.98	\$10,139	\$58.50
72	\$8,673	\$50.04	\$9,064	\$52.29	\$9,471	\$54.64	\$9,897	\$57.10	\$10,342	\$59.67
73	\$8,846	\$51.03	\$9,244	\$53.33	\$9,661	\$55.74	\$10,095	\$58.24	\$10,551	\$60.87
74	\$9,024	\$52.06	\$9,430	\$54.40	\$9,854	\$56.85	\$10,298	\$59.41	\$10,761	\$62.08
75	\$9,204	\$53.10	\$9,619	\$55.49	\$10,051	\$57.99	\$10,504	\$60.60	\$10,976	\$63.32
76	\$9,389	\$54.16	\$9,811	\$56.60	\$10,252	\$59.15	\$10,714	\$61.81	\$11,196	\$64.59
77	\$9,576	\$55.25	\$10,007	\$57.73	\$10,457	\$60.33	\$10,929	\$63.05	\$11,420	\$65.88
78	\$9,767	\$56.35	\$10,207	\$58.88	\$10,667	\$61.54	\$11,145	\$64.30	\$11,649	\$67.20
79	\$9,962	\$57.48	\$10,412	\$60.07	\$10,880	\$62.77	\$11,369	\$65.59	\$11,882	\$68.55
80	\$10,162	\$58.63	\$10,619	\$61.26	\$11,097	\$64.02	\$11,596	\$66.90	\$12,117	\$69.91
81	\$10,365	\$59.80	\$10,832	\$62.49	\$11,320	\$65.31	\$11,830	\$68.25	\$12,362	\$71.32
82	\$10,572	\$60.99	\$11,049	\$63.74	\$11,545	\$66.61	\$12,064	\$69.60	\$12,608	\$72.74
83	\$10,785	\$62.22	\$11,271	\$65.03	\$11,777	\$67.94	\$12,306	\$71.00	\$12,859	\$74.19
84	\$11,000	\$63.46	\$11,494	\$66.31	\$12,011	\$69.29	\$12,552	\$72.42	\$13,118	\$75.68
85	\$11,220	\$64.73	\$11,725	\$67.64	\$12,252	\$70.68	\$12,803	\$73.86	\$13,380	\$77.19

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2025-26 School Year

(Effective July 1, 2025)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
86	\$11,445	\$66.03	\$11,959	\$68.99	\$12,497	\$72.10	\$13,060	\$75.35	\$13,648	\$78.74
87	\$11,674	\$67.35	\$12,198	\$70.37	\$12,747	\$73.54	\$13,321	\$76.85	\$13,921	\$80.31
88	\$11,907	\$68.69	\$12,443	\$71.79	\$13,003	\$75.02	\$13,587	\$78.39	\$14,198	\$81.91
Longevity Increment: Effective July 1, 2022, a \$1051 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. In-Service Growth: Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. Hourly Rates: Computed on the basis of 173.333 average work-hours per month.										

Effective 7/1/2025 2% Increase Applied.

SEIU 2025-26 - Updated tbd

Salary Schedule: C-H3 (Hourly); C-M3 (Monthly)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$19.68	\$29.52	\$157.44	\$3,412	\$40,944
\$20.07	\$30.11	\$160.56	\$3,479	\$41,748
\$20.48	\$30.72	\$163.84	\$3,550	\$42,600
\$20.57	\$30.86	\$164.56	\$3,565	\$42,780
\$20.89	\$31.34	\$167.12	\$3,621	\$43,452
\$20.98	\$31.47	\$167.84	\$3,636	\$43,632
\$21.30	\$31.95	\$170.40	\$3,692	\$44,304
\$21.40	\$32.10	\$171.20	\$3,710	\$44,520
\$21.49	\$32.24	\$171.92	\$3,725	\$44,700
\$21.73	\$32.60	\$173.84	\$3,767	\$45,204
\$21.83	\$32.75	\$174.64	\$3,784	\$45,408
\$21.92	\$32.88	\$175.36	\$3,800	\$45,600
\$22.17	\$33.26	\$177.36	\$3,842	\$46,104
\$22.27	\$33.41	\$178.16	\$3,860	\$46,320
\$22.36	\$33.54	\$178.88	\$3,876	\$46,512
\$22.46	\$33.69	\$179.68	\$3,893	\$46,716
\$22.61	\$33.92	\$180.88	\$3,919	\$47,028
\$22.71	\$34.07	\$181.68	\$3,936	\$47,232
\$22.82	\$34.23	\$182.56	\$3,955	\$47,460
\$22.91	\$34.37	\$183.28	\$3,971	\$47,652
\$23.06	\$34.59	\$184.48	\$3,997	\$47,964
\$23.16	\$34.74	\$185.28	\$4,015	\$48,180
\$23.26	\$34.89	\$186.08	\$4,032	\$48,384
\$23.37	\$35.06	\$186.96	\$4,050	\$48,600
\$23.47	\$35.21	\$187.76	\$4,068	\$48,816
\$23.52	\$35.28	\$188.16	\$4,077	\$48,924
\$23.62	\$35.43	\$188.96	\$4,094	\$49,128
\$23.73	\$35.60	\$189.84	\$4,114	\$49,368
\$23.84	\$35.76	\$190.72	\$4,133	\$49,596
\$23.93	\$35.90	\$191.44	\$4,148	\$49,776
\$23.99	\$35.99	\$191.92	\$4,159	\$49,908
\$24.10	\$36.15	\$192.80	\$4,178	\$50,136
\$24.20	\$36.30	\$193.60	\$4,195	\$50,340
\$24.31	\$36.47	\$194.48	\$4,214	\$50,568
\$24.42	\$36.63	\$195.36	\$4,233	\$50,796
\$24.47	\$36.71	\$195.76	\$4,242	\$50,904
\$24.58	\$36.87	\$196.64	\$4,261	\$51,132
\$24.69	\$37.04	\$197.52	\$4,279	\$51,348
\$24.80	\$37.20	\$198.40	\$4,299	\$51,588
\$24.92	\$37.38	\$199.36	\$4,319	\$51,828
\$24.96	\$37.44	\$199.68	\$4,327	\$51,924

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$25.07	\$37.61	\$200.56	\$4,345	\$52,140
\$25.19	\$37.79	\$201.52	\$4,366	\$52,392
\$25.29	\$37.94	\$202.32	\$4,384	\$52,608
\$25.40	\$38.10	\$203.20	\$4,403	\$52,836
\$25.46	\$38.19	\$203.68	\$4,413	\$52,956
\$25.58	\$38.37	\$204.64	\$4,433	\$53,196
\$25.68	\$38.52	\$205.44	\$4,452	\$53,424
\$25.81	\$38.72	\$206.48	\$4,473	\$53,676
\$25.92	\$38.88	\$207.36	\$4,492	\$53,904
\$25.97	\$38.96	\$207.76	\$4,501	\$54,012
\$26.09	\$39.14	\$208.72	\$4,523	\$54,276
\$26.20	\$39.30	\$209.60	\$4,541	\$54,492
\$26.31	\$39.47	\$210.48	\$4,561	\$54,732
\$26.43	\$39.65	\$211.44	\$4,582	\$54,984
\$26.49	\$39.74	\$211.92	\$4,591	\$55,092
\$26.60	\$39.90	\$212.80	\$4,611	\$55,332
\$26.73	\$40.10	\$213.84	\$4,633	\$55,596
\$26.84	\$40.26	\$214.72	\$4,652	\$55,824
\$26.97	\$40.46	\$215.76	\$4,674	\$56,088
\$27.02	\$40.53	\$216.16	\$4,684	\$56,208
\$27.13	\$40.70	\$217.04	\$4,703	\$56,436
\$27.26	\$40.89	\$218.08	\$4,725	\$56,700
\$27.38	\$41.07	\$219.04	\$4,746	\$56,952
\$27.50	\$41.25	\$220.00	\$4,767	\$57,204
\$27.56	\$41.34	\$220.48	\$4,777	\$57,324
\$27.68	\$41.52	\$221.44	\$4,798	\$57,576
\$27.81	\$41.72	\$222.48	\$4,820	\$57,840
\$27.93	\$41.90	\$223.44	\$4,842	\$58,104
\$28.04	\$42.06	\$224.32	\$4,861	\$58,332
\$28.11	\$42.17	\$224.88	\$4,873	\$58,476
\$28.24	\$42.36	\$225.92	\$4,895	\$58,740
\$28.35	\$42.53	\$226.80	\$4,914	\$58,968
\$28.48	\$42.72	\$227.84	\$4,937	\$59,244
\$28.61	\$42.92	\$228.88	\$4,959	\$59,508
\$28.67	\$43.01	\$229.36	\$4,969	\$59,628
\$28.80	\$43.20	\$230.40	\$4,992	\$59,904
\$28.93	\$43.40	\$231.44	\$5,014	\$60,168
\$29.05	\$43.58	\$232.40	\$5,036	\$60,432
\$29.19	\$43.79	\$233.52	\$5,059	\$60,708
\$29.24	\$43.86	\$233.92	\$5,069	\$60,828
\$29.38	\$44.07	\$235.04	\$5,092	\$61,104

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$29.50	\$44.25	\$236.00	\$5,114	\$61,368
\$29.63	\$44.45	\$237.04	\$5,136	\$61,632
\$29.76	\$44.64	\$238.08	\$5,159	\$61,908
\$29.83	\$44.75	\$238.64	\$5,170	\$62,040
\$29.97	\$44.96	\$239.76	\$5,194	\$62,328
\$30.10	\$45.15	\$240.80	\$5,217	\$62,604
\$30.24	\$45.36	\$241.92	\$5,241	\$62,892
\$30.36	\$45.54	\$242.88	\$5,262	\$63,144
\$30.43	\$45.65	\$243.44	\$5,274	\$63,288
\$30.57	\$45.86	\$244.56	\$5,298	\$63,576
\$30.70	\$46.05	\$245.60	\$5,321	\$63,852
\$30.84	\$46.26	\$246.72	\$5,345	\$64,140
\$30.96	\$46.44	\$247.68	\$5,366	\$64,392
\$31.03	\$46.55	\$248.24	\$5,379	\$64,548
\$31.17	\$46.76	\$249.36	\$5,403	\$64,836
\$31.31	\$46.97	\$250.48	\$5,427	\$65,124
\$31.45	\$47.18	\$251.60	\$5,452	\$65,424
\$31.59	\$47.39	\$252.72	\$5,475	\$65,700
\$31.66	\$47.49	\$253.28	\$5,488	\$65,856
\$31.80	\$47.70	\$254.40	\$5,512	\$66,144
\$31.94	\$47.91	\$255.52	\$5,537	\$66,444
\$32.08	\$48.12	\$256.64	\$5,561	\$66,732
\$32.23	\$48.35	\$257.84	\$5,586	\$67,032
\$32.29	\$48.44	\$258.32	\$5,597	\$67,164
\$32.43	\$48.65	\$259.44	\$5,621	\$67,452
\$32.57	\$48.86	\$260.56	\$5,646	\$67,752
\$32.72	\$49.08	\$261.76	\$5,671	\$68,052
\$32.87	\$49.31	\$262.96	\$5,697	\$68,364
\$32.94	\$49.41	\$263.52	\$5,709	\$68,508
\$33.08	\$49.62	\$264.64	\$5,734	\$68,808
\$33.23	\$49.85	\$265.84	\$5,760	\$69,120
\$33.38	\$50.07	\$267.04	\$5,785	\$69,420
\$33.53	\$50.30	\$268.24	\$5,811	\$69,732
\$33.59	\$50.39	\$268.72	\$5,823	\$69,876
\$33.74	\$50.61	\$269.92	\$5,849	\$70,188
\$33.88	\$50.82	\$271.04	\$5,873	\$70,476
\$34.03	\$51.05	\$272.24	\$5,899	\$70,788
\$34.19	\$51.29	\$273.52	\$5,926	\$71,112
\$34.26	\$51.39	\$274.08	\$5,939	\$71,268
\$34.42	\$51.63	\$275.36	\$5,966	\$71,592
\$34.58	\$51.87	\$276.64	\$5,993	\$71,916

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$34.73	\$52.10	\$277.84	\$6,019	\$72,228
\$34.88	\$52.32	\$279.04	\$6,046	\$72,552
\$34.95	\$52.43	\$279.60	\$6,058	\$72,696
\$35.10	\$52.65	\$280.80	\$6,084	\$73,008
\$35.26	\$52.89	\$282.08	\$6,111	\$73,332
\$35.41	\$53.12	\$283.28	\$6,137	\$73,644
\$35.56	\$53.34	\$284.48	\$6,164	\$73,968
\$35.65	\$53.48	\$285.20	\$6,179	\$74,148
\$35.81	\$53.72	\$286.48	\$6,207	\$74,484
\$35.97	\$53.96	\$287.76	\$6,234	\$74,808
\$36.13	\$54.20	\$289.04	\$6,262	\$75,144
\$36.28	\$54.42	\$290.24	\$6,289	\$75,468
\$36.37	\$54.56	\$290.96	\$6,304	\$75,648
\$36.53	\$54.80	\$292.24	\$6,331	\$75,972
\$36.69	\$55.04	\$293.52	\$6,359	\$76,308
\$36.84	\$55.26	\$294.72	\$6,386	\$76,632
\$37.00	\$55.50	\$296.00	\$6,414	\$76,968
\$37.09	\$55.64	\$296.72	\$6,429	\$77,148
\$37.25	\$55.88	\$298.00	\$6,457	\$77,484
\$37.42	\$56.13	\$299.36	\$6,486	\$77,832
\$37.59	\$56.39	\$300.72	\$6,515	\$78,180
\$37.75	\$56.63	\$302.00	\$6,544	\$78,528
\$37.83	\$56.75	\$302.64	\$6,558	\$78,696
\$38.00	\$57.00	\$304.00	\$6,586	\$79,032
\$38.17	\$57.26	\$305.36	\$6,616	\$79,392
\$38.34	\$57.51	\$306.72	\$6,645	\$79,740
\$38.50	\$57.75	\$308.00	\$6,674	\$80,088
\$38.59	\$57.89	\$308.72	\$6,689	\$80,268
\$38.76	\$58.14	\$310.08	\$6,719	\$80,628
\$38.93	\$58.40	\$311.44	\$6,747	\$80,964
\$39.10	\$58.65	\$312.80	\$6,778	\$81,336
\$39.27	\$58.91	\$314.16	\$6,807	\$81,684
\$39.36	\$59.04	\$314.88	\$6,823	\$81,876
\$39.53	\$59.30	\$316.24	\$6,852	\$82,224
\$39.71	\$59.57	\$317.68	\$6,883	\$82,596
\$39.89	\$59.84	\$319.12	\$6,915	\$82,980
\$40.06	\$60.09	\$320.48	\$6,944	\$83,328
\$40.14	\$60.21	\$321.12	\$6,958	\$83,496
\$40.33	\$60.50	\$322.64	\$6,991	\$83,892
\$40.51	\$60.77	\$324.08	\$7,022	\$84,264
\$40.68	\$61.02	\$325.44	\$7,051	\$84,612

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$40.86	\$61.29	\$326.88	\$7,083	\$84,996
\$40.95	\$61.43	\$327.60	\$7,098	\$85,176
\$41.13	\$61.70	\$329.04	\$7,130	\$85,560
\$41.31	\$61.97	\$330.48	\$7,161	\$85,932
\$41.49	\$62.24	\$331.92	\$7,192	\$86,304
\$41.68	\$62.52	\$333.44	\$7,225	\$86,700
\$41.77	\$62.66	\$334.16	\$7,240	\$86,880
\$41.95	\$62.93	\$335.60	\$7,272	\$87,264
\$42.14	\$63.21	\$337.12	\$7,304	\$87,648
\$42.33	\$63.50	\$338.64	\$7,338	\$88,056
\$42.51	\$63.77	\$340.08	\$7,368	\$88,416
\$42.61	\$63.92	\$340.88	\$7,385	\$88,620
\$42.79	\$64.19	\$342.32	\$7,417	\$89,004
\$42.98	\$64.47	\$343.84	\$7,450	\$89,400
\$43.18	\$64.77	\$345.44	\$7,484	\$89,808
\$43.36	\$65.04	\$346.88	\$7,515	\$90,180
\$43.46	\$65.19	\$347.68	\$7,533	\$90,396
\$43.64	\$65.46	\$349.12	\$7,565	\$90,780
\$43.85	\$65.78	\$350.80	\$7,600	\$91,200
\$44.04	\$66.06	\$352.32	\$7,634	\$91,608
\$44.23	\$66.35	\$353.84	\$7,667	\$92,004
\$44.33	\$66.50	\$354.64	\$7,684	\$92,208
\$44.52	\$66.78	\$356.16	\$7,717	\$92,604
\$44.72	\$67.08	\$357.76	\$7,751	\$93,012
\$44.92	\$67.38	\$359.36	\$7,786	\$93,432
\$45.12	\$67.68	\$360.96	\$7,820	\$93,840
\$45.22	\$67.83	\$361.76	\$7,838	\$94,056
\$45.42	\$68.13	\$363.36	\$7,872	\$94,464
\$45.61	\$68.42	\$364.88	\$7,906	\$94,872
\$45.81	\$68.72	\$366.48	\$7,941	\$95,292
\$46.02	\$69.03	\$368.16	\$7,977	\$95,724
\$46.12	\$69.18	\$368.96	\$7,994	\$95,928
\$46.32	\$69.48	\$370.56	\$8,029	\$96,348
\$46.52	\$69.78	\$372.16	\$8,064	\$96,768
\$46.73	\$70.10	\$373.84	\$8,100	\$97,200
\$46.94	\$70.41	\$375.52	\$8,136	\$97,632
\$47.04	\$70.56	\$376.32	\$8,153	\$97,836
\$47.25	\$70.88	\$378.00	\$8,190	\$98,280
\$47.45	\$71.18	\$379.60	\$8,225	\$98,700
\$47.67	\$71.51	\$381.36	\$8,262	\$99,144
\$47.88	\$71.82	\$383.04	\$8,299	\$99,588

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$47.98	\$71.97	\$383.84	\$8,317	\$99,804
\$48.20	\$72.30	\$385.60	\$8,354	\$100,248
\$48.41	\$72.62	\$387.28	\$8,391	\$100,692
\$48.62	\$72.93	\$388.96	\$8,427	\$101,124
\$48.84	\$73.26	\$390.72	\$8,465	\$101,580
\$48.94	\$73.41	\$391.52	\$8,483	\$101,796
\$49.15	\$73.73	\$393.20	\$8,520	\$102,240
\$49.38	\$74.07	\$395.04	\$8,559	\$102,708
\$49.59	\$74.39	\$396.72	\$8,596	\$103,152
\$49.81	\$74.72	\$398.48	\$8,633	\$103,596
\$49.92	\$74.88	\$399.36	\$8,653	\$103,836
\$50.14	\$75.21	\$401.12	\$8,691	\$104,292
\$50.36	\$75.54	\$402.88	\$8,729	\$104,748
\$50.59	\$75.89	\$404.72	\$8,769	\$105,228
\$50.80	\$76.20	\$406.40	\$8,806	\$105,672
\$50.92	\$76.38	\$407.36	\$8,826	\$105,912
\$51.14	\$76.71	\$409.12	\$8,865	\$106,380
\$51.37	\$77.06	\$410.96	\$8,904	\$106,848
\$51.59	\$77.39	\$412.72	\$8,943	\$107,316
\$51.83	\$77.75	\$414.64	\$8,983	\$107,796
\$51.93	\$77.90	\$415.44	\$9,002	\$108,024
\$52.17	\$78.26	\$417.36	\$9,042	\$108,504
\$52.40	\$78.60	\$419.20	\$9,082	\$108,984
\$52.63	\$78.95	\$421.04	\$9,122	\$109,464
\$52.87	\$79.31	\$422.96	\$9,164	\$109,968
\$52.97	\$79.46	\$423.76	\$9,182	\$110,184
\$53.21	\$79.82	\$425.68	\$9,223	\$110,676
\$53.45	\$80.18	\$427.60	\$9,264	\$111,168
\$53.68	\$80.52	\$429.44	\$9,304	\$111,648
\$53.91	\$80.87	\$431.28	\$9,345	\$112,140
\$54.03	\$81.05	\$432.24	\$9,366	\$112,392
\$54.27	\$81.41	\$434.16	\$9,407	\$112,884
\$54.51	\$81.77	\$436.08	\$9,449	\$113,388
\$54.76	\$82.14	\$438.08	\$9,491	\$113,892
\$54.99	\$82.49	\$439.92	\$9,532	\$114,384
\$55.11	\$82.67	\$440.88	\$9,553	\$114,636
\$55.36	\$83.04	\$442.88	\$9,596	\$115,152
\$55.60	\$83.40	\$444.80	\$9,638	\$115,656
\$55.85	\$83.78	\$446.80	\$9,681	\$116,172
\$56.10	\$84.15	\$448.80	\$9,724	\$116,688
\$56.22	\$84.33	\$449.76	\$9,744	\$116,928

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$56.46	\$84.69	\$451.68	\$9,787	\$117,444
\$56.72	\$85.08	\$453.76	\$9,831	\$117,972
\$56.97	\$85.46	\$455.76	\$9,875	\$118,500
\$57.22	\$85.83	\$457.76	\$9,918	\$119,016
\$57.35	\$86.03	\$458.80	\$9,940	\$119,280
\$57.59	\$86.39	\$460.72	\$9,983	\$119,796
\$57.85	\$86.78	\$462.80	\$10,028	\$120,336
\$58.11	\$87.17	\$464.88	\$10,073	\$120,876
\$58.36	\$87.54	\$466.88	\$10,116	\$121,392
\$58.49	\$87.74	\$467.92	\$10,138	\$121,656
\$58.75	\$88.13	\$470.00	\$10,183	\$122,196
\$59.01	\$88.52	\$472.08	\$10,228	\$122,736
\$59.26	\$88.89	\$474.08	\$10,272	\$123,264
\$59.53	\$89.30	\$476.24	\$10,319	\$123,828
\$59.66	\$89.49	\$477.28	\$10,341	\$124,092
\$59.93	\$89.90	\$479.44	\$10,388	\$124,656
\$60.19	\$90.29	\$481.52	\$10,433	\$125,196
\$60.45	\$90.68	\$483.60	\$10,478	\$125,736
\$60.72	\$91.08	\$485.76	\$10,525	\$126,300
\$60.85	\$91.28	\$486.80	\$10,548	\$126,576
\$61.12	\$91.68	\$488.96	\$10,594	\$127,128
\$61.39	\$92.09	\$491.12	\$10,641	\$127,692
\$61.66	\$92.49	\$493.28	\$10,688	\$128,256
\$61.94	\$92.91	\$495.52	\$10,736	\$128,832
\$62.07	\$93.11	\$496.56	\$10,759	\$129,108
\$62.34	\$93.51	\$498.72	\$10,806	\$129,672
\$62.62	\$93.93	\$500.96	\$10,854	\$130,248
\$62.90	\$94.35	\$503.20	\$10,903	\$130,836
\$63.18	\$94.77	\$505.44	\$10,951	\$131,412
\$63.31	\$94.97	\$506.48	\$10,974	\$131,688
\$63.59	\$95.39	\$508.72	\$11,022	\$132,264
\$63.87	\$95.81	\$510.96	\$11,070	\$132,840
\$64.15	\$96.23	\$513.20	\$11,119	\$133,428
\$64.43	\$96.65	\$515.44	\$11,168	\$134,016
\$64.86	\$97.29	\$518.88	\$11,242	\$134,904
\$65.15	\$97.73	\$521.20	\$11,292	\$135,504
\$65.43	\$98.15	\$523.44	\$11,342	\$136,104
\$65.73	\$98.60	\$525.84	\$11,394	\$136,728
\$66.16	\$99.24	\$529.28	\$11,468	\$137,616
\$66.45	\$99.68	\$531.60	\$11,518	\$138,216
\$66.74	\$100.11	\$533.92	\$11,569	\$138,828

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2025)

Hourly	Time 1/2	Daily	Monthly	Annually
\$67.04	\$100.56	\$536.32	\$11,620	\$139,440
\$67.78	\$101.67	\$542.24	\$11,748	\$140,976
\$68.08	\$102.12	\$544.64	\$11,800	\$141,600
\$68.38	\$102.57	\$547.04	\$11,852	\$142,224
\$69.14	\$103.71	\$553.12	\$11,984	\$143,808
\$69.44	\$104.16	\$555.52	\$12,037	\$144,444
\$69.75	\$104.63	\$558.00	\$12,090	\$145,080
\$70.83	\$106.25	\$566.64	\$12,277	\$147,324
\$71.15	\$106.73	\$569.20	\$12,332	\$147,984
\$72.25	\$108.38	\$578.00	\$12,523	\$150,276
\$72.57	\$108.86	\$580.56	\$12,579	\$150,948
\$74.02	\$111.03	\$592.16	\$12,830	\$153,960
\$75.50	\$113.25	\$604.00	\$13,086	\$157,032



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2026)

OFFICE-TECHNICAL UNIT

Job Class Code	Salary Range	Job Class Title
0501	36	Account Clerk I
0500	41	Account Clerk II
9673	49	Accounting Specialist
0505	44	Accounting Technician
1515	47	Administrative Secretary I
1510	48	Administrative Secretary II
9467	42	Admissions and Family Services Technician
9455	41	Adult Education Account Clerk
0595	44	Adult Education Accounting Technician
0597	35	Adult Education Customer Relations Clerk
9460	50	Adult Education Data Information Technician
0545	48	Adult Education Program Technician
9465	50	Adult Education Specialist
9614	41	Adult Education Testing Proctor
9575	57	Applications Specialist I
9580	65	Applications Specialist II
9697	46	Assessment Technician
0586	38	Attendance Technician I
0587	41	Attendance Technician II
0518	41	Buyer I
9753	47	Buyer II
9822	65	Buyer III
0578	50	Child Development Data Information Technician
0537	59	Child Development Facilities/Licensing Specialist
0536	44	Child Development Program Accounting Technician

Job Class Code	Salary Range	Job Class Title
0539	48	Child Development Program Technician
9615	42	Child Development Specialist I
9616	45	Child Development Specialist II
0524	29	Clerk I
0522	33	Clerk II
0520	38	Clerk III
0534	43	Controller, High School
0535	49	Controller-Bookkeeper, Adult Education
9684	48	Controller-Bookkeeper, High School
9645	48	Division Budget Technician
0589	45	Employee Benefits Technician
9689	48	Family and Community Engagement (FACE) Program Technician
9631	44	Fiscal Services Technician I
9632	49	Fiscal Services Technician II
9634	52	Fund Specialist
TBD	42	Human Resource, Generalist
TBD	52	Human Resource Services Technician
9743	38	Health Services Clerk
1526	42	Health Services Technician
9661	51	Lead Accounts Payable Technician
9633	51	Lead Payroll Technician
9878	58	Lead Print Shop Technician
0546	41	Library Media Technical Assistant
0486	55	Library Services Applications Specialist
9617	45	Library/Textbook Acquisitions Technician
9618	41	Library/Textbook Services Technician
9664	48	Linked Learning/Career Technical Preparation Program Technician

Job Class Code	Salary Range	Job Class Title
9683	48	Linked Learning Specialist
0557	47	Management Information Technician
9877	52	Materials Lab and Mail Technician
9827	50	Matriculation and Orientation Center Specialist
9638	42	Matriculation and Orientation Center Technician
9754	60	Network Specialist I
9755	68	Network Specialist II
0770	45	Nutrition Services Inventory Control Facilitator
9629	48	Nutrition Services Program Technician
9774	50	Nutrition Services Program Technician II
9789	56	Nutrition Services Program Specialist
9788	54	Nutrition Services Purchasing and Warehouse Specialist
1545	39	Office Technician I
1540	41	Office Technician II
1535	42	Office Technician III
9440	43	Office Technician IV
9640	48	Open Enrollment Technician
1012	56	Performance Management Specialist
0582	59	Personnel Technician III
1000	47	Planning Technician
1508	35	Print Shop and Mail Technician I
1509	45	Print Shop Technician II
1599	45	Program Records Technician, Capital Asset Management Services
1001	45	Program Records Technician, Planning and Construction
9680	45	Program Records Technician, Special Education
0555	34	Pupil Personnel Records Technician

Job Class Code	Salary Range	Job Class Title
9854	47	Registered Behavior Technician
0560	53	Registrar
9469	47	Research Assistant
0559	38	Research Technician I
0558	41	Research Technician II
9574	51	Risk Management Specialist
9639	42	Safe Schools Technician
0800	60	Safety Technician
0570	37	School Bookkeeper
1530	44	School Office Manager I
1525	44	School Office Manager II
1520	45	School Office Manager III
1640	45	Site Computer Support Technician I
1650	53	Site Computer Support Technician II
1660	59	Site Computer Support Technician III
9674	55	Special Education Applications Specialist
9628	47	Special Education Legal Technician
9676	48	Special Education Program Technician
9830	51	Specialty Programs and Advanced Learning Specialist
9688	44	State and Federal Accounting Technician
1534	41	Technology Office Assistant
9541	53	Technology Support Specialist I
9542	59	Technology Support Specialist II
1013	45	Transportation Over-Enrollment Technician
TBD	56	Transportation Services Program Specialist
9442	42	Transportation Services Technician
9441	42	Transportation Trip Scheduler
0598	41	Warehouse Records Clerk

Office-Technical Unit -

Revisions and Updates:

- TBD Human Resource, Generalist – new classification
- TBD Human Resource Services Technician – new classification
- TBD Transportation Services Program Specialist – new classification

Effective 7/1/2026, 2% Increase Applied

Schedule C

SEIU 2026-27 Updated tbd



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C
Placement of Classifications on Ranges
(Effective 7/1/2026)

PROFESSIONAL UNIT

Job Class Code	Salary Range	Job Class Title
9584	70	Accountant (Exempt)
9583	72	Applications Specialist III
1003	69	Construction/Bond Accounting Specialist
1004	69	Contract Specialist (Exempt)
9569	65	Early Periodic Screening, Diagnosis, and Treatment (EPSDT) Specialist
9570	66	Education Entrepreneur
1011	68	Facilities Project Technician
1005	70	Gang Violence Prevention and Intervention Specialist (Exempt)
9571	66	Internship Specialist
9760	69	Medi-Cal Reimbursement Program Specialist
9566	74	Network Specialist III
9756	88	Occupational Therapist
9935	72	Physical Therapist
9573	69	Planning Specialist
9875	73	Professional Development Specialist
9572	65	Student and Family Support Specialist
9567	74	Systems Applications Development Specialist
9543	67	Technology Support Specialist III
9448	72	Webmaster/Communications Specialist (Exempt)
1010	65	Youth Services Specialist

Professional Unit -



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2026)

AIDE-PARAPROFESSIONAL UNIT

Job Class Code	Salary Range	Job Class Title
1600	48	Assessor-Translator, Matriculation and Orientation Center
0747	51	Attendance, Drop-Out, and Drug Intervention Specialist
0944	34	Campus Monitor
1586	37	Campus Supervisor I
1587	38	Campus Supervisor II
0537	39	Career Information Technician
0975	52	Case Worker
1602	55	Certified Occupational Therapy Assistant
9936	55	Certified Physical Therapy Assistant
1320	46	Child Welfare and Attendance Liaison
0798	46	Child Welfare and Attendance Specialist
0997	51	Community of Caring and Prevention/Intervention Program Assistant
1604	45	Employment Coach, Special Education
1590	42	Family Advocate
1303	51	Family Partnership Facilitator
9711	51	Foster Youth Services Program Associate
9871	50	Infant Toddler Caregiver

Job Class Code	Salary Range	Job Class Title
0976	46	Job Developer, Employment Service
0950	29	Laboratory Assistant, Vocational Adult Education
1588	45	Lead Campus Supervisor
0978	47	Media Technician
9685	51	Ombudsperson
1305	46	Parent Advisor
0946	42	School Intervention Staff Assistant
0947	43	School Intervention Monitor, Special Education
0945	46	Security Officer
1614	55	Speech-Language Pathology Assistant
0949	42	Student Outreach Worker
1616	45	Transition Assistant, Special Education
0933	29	Walking Attendant
9904	29	Yard Monitor
0734	42	Youth and Family Mental Health Advocate
0979	37	Youth Employment Services Technician
1301	51	Youth Services Program Associate



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2026)

AIDE-PARAPROFESSIONAL UNIT: CAREER LATTICE

Job Class Code	Salary Range	Job Class Title
9712	--	Child Care Attendant, Child Development
	29	Child Care Attendant, Child Development I
	29	Child Care Attendant, Child Development II
1583	--	Educational Assistant
	31	Educational Assistant I
	35	Educational Assistant II
	39	Educational Assistant III
	43	Educational Assistant IV
0736	--	Health Aide
	35	Health Aide I
	41	Health Aide II
	47	Health Aide III
0939	--	Health Aide, Special Education
	35	Health Aide I, Special Education
	41	Health Aide II, Special Education
	47	Health Aide III, Special Education
1465	--	Home Visitor, First 5 Home-Based Program
	34	Home Visitor I, First 5 Home-Based Program
	38	Home Visitor II, First 5 Home-Based Program
	42	Home Visitor III, First 5 Home-Based Program
	46	Home Visitor IV, First 5 Home-Based Program
1606	--	Home Visitor, Head Start/Early Head Start Home-Based Program
	34	Home Visitor I, Head Start/Early Head Start Home-Based Program

Job Class Code	Salary Range	Job Class Title
	38	Home Visitor II, Head Start/Early Head Start Home-Based Program
	42	Home Visitor III, Head Start/Early Head Start Home-Based Program
	46	Home Visitor IV, Head Start/Early Head Start Home-Based Program
1589	--	IEP Designated Instructional Paraprofessional-Special Education
	29	IEP Designated Instructional Paraprofessional I-Special Education
	33	IEP Designated Instructional Paraprofessional II-Special Education
	37	IEP Designated Instructional Paraprofessional III-Special Education
	41	IEP Designated Instructional Teacher Associate-Special Education
0948	--	Instructional Aide
	29	Instructional Aide
	32	Instructional Assistant I
	36	Instructional Assistant II
	40	Teacher Associate
1584	--	Instructional Aide (D/HOH)
	29	Instructional Aide (D/HOH)
	33	Instructional Assistant I (D/HOH)
	37	Instructional Assistant II (D/HOH)
	41	Teacher Associate (D/HOH)
9757	--	Instructional Aide, Child Development
	29	Instructional Aide, Child Development
	33	Instructional Assistant I, Child Development
	37	Instructional Assistant II, Child Development
	41	Teacher Associate, Child Development

Job Class Code	Salary Range	Job Class Title
0936	--	Instructional Aide, Computer Lab Assistant
	31	Instructional Aide, Computer Lab Assistant
	35	Instructional Assistant I, Computer Lab Assistant
	39	Instructional Assistant II, Computer Lab Assistant
	43	Teacher Associate, Computer Lab Assistant
0935	--	Instructional Aide, Special Education
	29	Instructional Aide, Special Education
	33	Instructional Assistant I, Special Education
	37	Instructional Assistant II, Special Education
	41	Teacher Associate, Special Education
0938	--	Interpreter for the Deaf
	50	Interpreter for the Deaf I
	53	Interpreter for the Deaf II
0940	--	School Community Liaison
	30	School Community Liaison I
	34	School Community Liaison II
	38	School Community Liaison III
	42	School Community Liaison IV
0937	--	Teacher Assistant Bilingual
	37	Teacher Assistant Bilingual I
	39	Teacher Assistant Bilingual II
		Teacher Assistant, Bilingual/Computer Lab Assistant
0783	40	Teacher Assistant, Bilingual I/Computer Lab Assistant
0785	42	Teacher Assistant, Bilingual II/Computer Lab Assistant
0973	44	Teacher Candidate
9908	--	Visual and Performing Arts (VAPA) Assistant
	31	VAPA Assistant I
	35	VAPA Assistant II
	39	VAPA Assistant III
	43	VAPA Assistant IV

Career Lattice = Bold



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C
 Placement of Classifications on Ranges
(Effective 7/1/2026)

OPERATIONS SUPPORT SERVICES UNIT

Job Class Code	Salary Range	Job Class Title
0901	37	Automotive Service Attendant
0915	29	Bus Attendant
0925	53	Bus Vehicle Mechanic
0610	34	Custodian
0619	35	Carpet/Floor Maintenance Worker
9801	36	Food Production Assistant, Central Kitchen
9799	40	Food Production Lead, Central Kitchen
9800	40	Food Sanitation Facility Technician, Central Kitchen
9802	35	Food Service Assistant
9803	37	Food Service Lead, School Site
9804	39	Food Service Lead, Comprehensive High School
9450	49	Lead Transportation Dispatcher
9843	78	Hazardous Materials and Risk Compliance Lead Worker
9709	59	Pest Control Specialist
0613	35	Swimming Pool Custodian
0459	32	Tool Room Worker
0928	55	Transportation Lead Mechanic
0460	45	Transportation Parts and Inventory Control Worker
0922	46	Transportation Scheduler/Dispatcher
9808	36	Van Driver
0998	48	Warehouse Worker



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule C1, C2
 Placement of Classifications on Ranges by **FLAT RATE**
(Effective 7/1/2026)

OPERATIONS SUPPORT SERVICES UNIT

Work Shift	Employees Regularly Assigned Hours End Between	Percent Pay Differential of Regular Rate
1 st Shift	8:00 a.m. and 9:00 p.m.	NA
2 nd Shift	9:01 p.m. and 2:00 a.m.	5%
3 rd Shift	2:01 a.m. and 8:00 a.m.	8.5%

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1 st Shift	Flat Rate 2 nd Shift (5% Diff)	Flat Rate 3 rd Shift (8.5% Diff)
0874	180	Assistant Supervisor, HVAC Technician / Plumber	\$49.00	\$51.45	\$53.17
1014	140	Building Automation and HVAC Systems Technician	\$46.65	\$48.98	\$50.62
0811	160	Carpenter	\$47.44	\$49.81	\$51.47
0821	170	Electrician	\$48.46	\$50.88	\$52.58
0671	200	Electrician Assistant Supervisor	\$50.88	\$53.42	\$55.20
0672	130	Electronics Assistant Supervisor	\$49.84	\$52.33	\$54.08
0824	110	Electronics Technician	\$47.46	\$49.83	\$51.49
0628	190	Facilities Maintenance Assistant Supervisor	\$49.83	\$52.32	\$54.07
9710	55	Facilities Maintenance Laborer I	\$34.57	\$36.30	\$37.51
9711	155	Facilities Maintenance Laborer II	\$47.28	\$49.64	\$51.30
0818	80	Fire Alarm Technician	\$39.82	\$41.81	\$43.20
0625	120	Floor and Tile Repair	\$45.60	\$47.88	\$49.48
0626	120	Glazier-Draper	\$45.60	\$47.88	\$49.48
0621	50	Grounds Equipment Repair Person	\$33.78	\$35.47	\$36.65
0999	140	HVAC Technician	\$46.65	\$48.98	\$50.62

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1 st Shift	Flat Rate 2 nd Shift (5% Diff)	Flat Rate 3 rd Shift (8.5% Diff)
0819	85	Lead Fire Alarm Technician	\$41.54	\$43.62	\$45.07
0623	160	Locksmith	\$47.44	\$49.81	\$51.47
9713	199	Maintenance and Grounds Assistant Supervisor	\$50.87	\$53.41	\$55.19
09706	150	Painter	\$46.90	\$49.25	\$50.89
0674	185	Painter Assistant Supervisor	\$49.25	\$51.71	\$53.44
0863	150	Painter, Sign	\$46.90	\$49.25	\$50.89
0871	140	Plumber	\$46.65	\$48.98	\$50.62
0675	180	Plumber Assistant Supervisor	\$49.00	\$51.45	\$53.17
0831	140	Refrigeration Mechanic/Cafeteria Equipment Repair	\$46.65	\$48.98	\$50.62
0881	70	Roofer	\$41.57	\$43.65	\$45.10
0888	80	Sprinkler Fitter/Plumber Assistant	\$39.82	\$41.81	\$42.93
0891	100	Welder	\$44.86	\$47.10	\$48.67

Salary Schedules C1, C1-2, C1-3

Job Class Code	Range (HR Use Only)	Job Class Title	Flat Rate 1 st Shift	Flat Rate 2 nd Shift (5% Diff)	Flat Rate 3 rd Shift (8.5% Diff)
9937	020	HVAC Engineer *	\$6,464	\$6,787	\$7,013
Hourly Rate			\$37.29	\$39.16	\$40.46
0630	010	Power Equipment Machinist *	\$6,603	\$6,933	\$7,164
Hourly Rate			\$38.09	\$40.00	\$41.33

Salary Schedules C2, C2-2, C2-3

*Classifications on the C2 Salary Schedule are paid on a monthly rate.

Revisions and Updates:

- 9937 HVAC Engineer new classification (previously 0826 Engineer)



Service Employees International Union (SEIU)
2026-27 School Year
Salary Schedule CB-H
Hourly Rate
(Effective 7/1/2026)

BUS DRIVERS UNIT

Job Class Code	CB-H Salary Range	Job Class Title
0920	41	Bus Driver
9712	43	Delegated Behind-the-Wheel Trainer
0904	49	School Bus Driver Instructor

SALARY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	Hour	Hour	Hour	Hour	Hour
Bus Drivers 41	\$27.21	\$29.95	\$32.93	\$36.22	\$39.83
Delegated Trainers 43	\$28.58	\$31.43	\$34.58	\$38.04	\$41.84
School Bus Driver Instructor 49	\$29.95	\$32.94	\$36.23	\$39.84	\$43.82

* Salary Schedule (CB-H) as of 12/1/2022

Delegated Behind-the-Wheel Trainers and Bus drivers on "L" Calendar are 10 month employees (L Calendar = 194 days)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.

As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,480	\$20.08	\$3,636	\$20.98	\$3,800	\$21.92	\$3,971	\$22.91	\$4,149	\$23.94
30	\$3,549	\$20.48	\$3,709	\$21.40	\$3,876	\$22.36	\$4,050	\$23.37	\$4,231	\$24.41
31	\$3,621	\$20.89	\$3,784	\$21.83	\$3,954	\$22.81	\$4,131	\$23.83	\$4,318	\$24.91
32	\$3,693	\$21.31	\$3,860	\$22.27	\$4,034	\$23.27	\$4,216	\$24.32	\$4,405	\$25.41
33	\$3,766	\$21.73	\$3,937	\$22.71	\$4,113	\$23.73	\$4,298	\$24.80	\$4,491	\$25.91
34	\$3,842	\$22.17	\$4,015	\$23.16	\$4,196	\$24.21	\$4,385	\$25.30	\$4,582	\$26.43
35	\$3,919	\$22.61	\$4,095	\$23.63	\$4,279	\$24.69	\$4,472	\$25.80	\$4,674	\$26.97
36	\$3,997	\$23.06	\$4,176	\$24.09	\$4,365	\$25.18	\$4,562	\$26.32	\$4,767	\$27.50
37	\$4,077	\$23.52	\$4,262	\$24.59	\$4,453	\$25.69	\$4,652	\$26.84	\$4,862	\$28.05
38	\$4,159	\$23.99	\$4,346	\$25.07	\$4,541	\$26.20	\$4,745	\$27.38	\$4,958	\$28.60
39	\$4,242	\$24.47	\$4,432	\$25.57	\$4,632	\$26.72	\$4,841	\$27.93	\$5,058	\$29.18
40	\$4,327	\$24.96	\$4,522	\$26.09	\$4,726	\$27.27	\$4,939	\$28.49	\$5,160	\$29.77
41	\$4,414	\$25.47	\$4,613	\$26.61	\$4,820	\$27.81	\$5,036	\$29.05	\$5,262	\$30.36
42	\$4,501	\$25.97	\$4,703	\$27.13	\$4,916	\$28.36	\$5,137	\$29.64	\$5,367	\$30.96
43	\$4,591	\$26.49	\$4,797	\$27.68	\$5,012	\$28.92	\$5,239	\$30.23	\$5,473	\$31.58
44	\$4,683	\$27.02	\$4,894	\$28.23	\$5,114	\$29.50	\$5,346	\$30.84	\$5,585	\$32.22
45	\$4,778	\$27.57	\$4,993	\$28.81	\$5,216	\$30.09	\$5,452	\$31.45	\$5,698	\$32.87
46	\$4,873	\$28.11	\$5,092	\$29.38	\$5,321	\$30.70	\$5,561	\$32.08	\$5,811	\$33.53
47	\$4,970	\$28.67	\$5,194	\$29.97	\$5,427	\$31.31	\$5,672	\$32.72	\$5,927	\$34.19
48	\$5,068	\$29.24	\$5,298	\$30.57	\$5,536	\$31.94	\$5,784	\$33.37	\$6,045	\$34.88
49	\$5,170	\$29.83	\$5,404	\$31.18	\$5,648	\$32.58	\$5,901	\$34.04	\$6,167	\$35.58
50	\$5,273	\$30.42	\$5,511	\$31.79	\$5,759	\$33.23	\$6,017	\$34.71	\$6,287	\$36.27
51	\$5,379	\$31.03	\$5,622	\$32.43	\$5,875	\$33.89	\$6,139	\$35.42	\$6,415	\$37.01
52	\$5,487	\$31.66	\$5,733	\$33.08	\$5,990	\$34.56	\$6,260	\$36.12	\$6,542	\$37.74
53	\$5,598	\$32.30	\$5,849	\$33.74	\$6,113	\$35.27	\$6,387	\$36.85	\$6,675	\$38.51
54	\$5,709	\$32.94	\$5,966	\$34.42	\$6,233	\$35.96	\$6,514	\$37.58	\$6,807	\$39.27
55	\$5,823	\$33.59	\$6,085	\$35.11	\$6,359	\$36.69	\$6,645	\$38.34	\$6,943	\$40.06
56	\$5,939	\$34.26	\$6,206	\$35.80	\$6,486	\$37.42	\$6,778	\$39.10	\$7,083	\$40.86

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
57	\$6,058	\$34.95	\$6,331	\$36.53	\$6,616	\$38.17	\$6,914	\$39.89	\$7,225	\$41.68
58	\$6,179	\$35.65	\$6,458	\$37.26	\$6,748	\$38.93	\$7,053	\$40.69	\$7,370	\$42.52
59	\$6,303	\$36.36	\$6,586	\$38.00	\$6,882	\$39.70	\$7,192	\$41.49	\$7,515	\$43.36
60	\$6,430	\$37.10	\$6,718	\$38.76	\$7,021	\$40.51	\$7,336	\$42.32	\$7,665	\$44.22
61	\$6,558	\$37.83	\$6,853	\$39.54	\$7,162	\$41.32	\$7,485	\$43.18	\$7,820	\$45.12
62	\$6,689	\$38.59	\$6,989	\$40.32	\$7,304	\$42.14	\$7,634	\$44.04	\$7,976	\$46.02
63	\$6,823	\$39.36	\$7,131	\$41.14	\$7,450	\$42.98	\$7,787	\$44.93	\$8,137	\$46.94
64	\$6,959	\$40.15	\$7,273	\$41.96	\$7,599	\$43.84	\$7,942	\$45.82	\$8,299	\$47.88
65	\$7,097	\$40.94	\$7,417	\$42.79	\$7,752	\$44.72	\$8,100	\$46.73	\$8,465	\$48.84
66	\$7,240	\$41.77	\$7,565	\$43.64	\$7,906	\$45.61	\$8,262	\$47.67	\$8,634	\$49.81
67	\$7,385	\$42.61	\$7,716	\$44.52	\$8,064	\$46.52	\$8,427	\$48.62	\$8,806	\$50.80
68	\$7,533	\$43.46	\$7,871	\$45.41	\$8,225	\$47.45	\$8,596	\$49.59	\$8,982	\$51.82
69	\$7,684	\$44.33	\$8,029	\$46.32	\$8,390	\$48.40	\$8,768	\$50.58	\$9,163	\$52.86
70	\$7,838	\$45.22	\$8,190	\$47.25	\$8,559	\$49.38	\$8,944	\$51.60	\$9,347	\$53.93
71	\$7,995	\$46.13	\$8,354	\$48.20	\$8,730	\$50.37	\$9,122	\$52.63	\$9,532	\$54.99
72	\$8,154	\$47.04	\$8,521	\$49.16	\$8,904	\$51.37	\$9,304	\$53.68	\$9,723	\$56.09
73	\$8,316	\$47.98	\$8,690	\$50.13	\$9,082	\$52.40	\$9,490	\$54.75	\$9,918	\$57.22
74	\$8,483	\$48.94	\$8,865	\$51.14	\$9,264	\$53.45	\$9,681	\$55.85	\$10,116	\$58.36
75	\$8,653	\$49.92	\$9,042	\$52.17	\$9,449	\$54.51	\$9,875	\$56.97	\$10,318	\$59.53
76	\$8,826	\$50.92	\$9,223	\$53.21	\$9,638	\$55.60	\$10,073	\$58.11	\$10,525	\$60.72
77	\$9,003	\$51.94	\$9,407	\$54.27	\$9,831	\$56.72	\$10,274	\$59.27	\$10,736	\$61.94
78	\$9,182	\$52.97	\$9,595	\$55.36	\$10,028	\$57.85	\$10,477	\$60.44	\$10,951	\$63.18
79	\$9,366	\$54.03	\$9,788	\$56.47	\$10,229	\$59.01	\$10,688	\$61.66	\$11,170	\$64.44
80	\$9,553	\$55.11	\$9,983	\$57.59	\$10,433	\$60.19	\$10,902	\$62.90	\$11,391	\$65.72
81	\$9,744	\$56.22	\$10,183	\$58.75	\$10,642	\$61.40	\$11,121	\$64.16	\$11,622	\$67.05
82	\$9,939	\$57.34	\$10,387	\$59.93	\$10,854	\$62.62	\$11,341	\$65.43	\$11,852	\$68.38
83	\$10,139	\$58.49	\$10,596	\$61.13	\$11,071	\$63.87	\$11,569	\$66.74	\$12,089	\$69.74
84	\$10,341	\$59.66	\$10,806	\$62.34	\$11,291	\$65.14	\$11,800	\$68.08	\$12,332	\$71.15

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Office-Technical Unit, Professional Unit, and Operations Support Services Unit
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
85	\$10,548	\$60.85	\$11,022	\$63.59	\$11,518	\$66.45	\$12,036	\$69.44	\$12,579	\$72.57
86	\$10,759	\$62.07	\$11,242	\$64.86	\$11,748	\$67.78	\$12,278	\$70.83	\$12,831	\$74.03
87	\$10,974	\$63.31	\$11,467	\$66.16	\$11,983	\$69.13	\$12,523	\$72.25	\$13,087	\$75.50
88	\$11,193	\$64.58	\$11,697	\$67.48	\$12,224	\$70.52	\$12,773	\$73.69	\$13,348	\$77.01

Longevity Increment: Effective July 1, 2022, a \$1072 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. **In-Service Growth:** Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. **Hourly Rates:** Computed on the basis of 173.333 average work-hours per month.

Effective 7/1/2026, 2% Increase Applied.

SEIU 2026-27- Updated tbd

Salary Schedule: C-H (Hourly); C-M (Monthly)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,654	\$21.08	\$3,818	\$22.03	\$3,990	\$23.02	\$4,170	\$24.06	\$4,356	\$25.13
30	\$3,726	\$21.50	\$3,894	\$22.47	\$4,070	\$23.48	\$4,253	\$24.54	\$4,443	\$25.63
31	\$3,802	\$21.93	\$3,973	\$22.92	\$4,152	\$23.95	\$4,338	\$25.03	\$4,534	\$26.16
32	\$3,878	\$22.37	\$4,053	\$23.38	\$4,236	\$24.44	\$4,427	\$25.54	\$4,625	\$26.68
33	\$3,954	\$22.81	\$4,134	\$23.85	\$4,319	\$24.92	\$4,513	\$26.04	\$4,716	\$27.21
34	\$4,034	\$23.27	\$4,216	\$24.32	\$4,406	\$25.42	\$4,604	\$26.56	\$4,811	\$27.76
35	\$4,115	\$23.74	\$4,300	\$24.81	\$4,493	\$25.92	\$4,696	\$27.09	\$4,908	\$28.32
36	\$4,197	\$24.21	\$4,385	\$25.30	\$4,583	\$26.44	\$4,790	\$27.63	\$5,005	\$28.88
37	\$4,281	\$24.70	\$4,475	\$25.82	\$4,676	\$26.98	\$4,885	\$28.18	\$5,105	\$29.45
38	\$4,367	\$25.19	\$4,563	\$26.33	\$4,768	\$27.51	\$4,982	\$28.74	\$5,206	\$30.03
39	\$4,454	\$25.70	\$4,654	\$26.85	\$4,864	\$28.06	\$5,083	\$29.33	\$5,311	\$30.64
40	\$4,543	\$26.21	\$4,748	\$27.39	\$4,962	\$28.63	\$5,186	\$29.92	\$5,418	\$31.26
41	\$4,635	\$26.74	\$4,844	\$27.95	\$5,061	\$29.20	\$5,288	\$30.51	\$5,525	\$31.88
42	\$4,726	\$27.27	\$4,938	\$28.49	\$5,162	\$29.78	\$5,394	\$31.12	\$5,635	\$32.51
43	\$4,821	\$27.81	\$5,037	\$29.06	\$5,263	\$30.36	\$5,501	\$31.74	\$5,747	\$33.16
44	\$4,917	\$28.37	\$5,139	\$29.65	\$5,370	\$30.98	\$5,613	\$32.38	\$5,864	\$33.83
45	\$5,017	\$28.94	\$5,243	\$30.25	\$5,477	\$31.60	\$5,725	\$33.03	\$5,983	\$34.52
46	\$5,117	\$29.52	\$5,347	\$30.85	\$5,587	\$32.23	\$5,839	\$33.69	\$6,102	\$35.20
47	\$5,219	\$30.11	\$5,454	\$31.47	\$5,698	\$32.87	\$5,956	\$34.36	\$6,223	\$35.90
48	\$5,321	\$30.70	\$5,563	\$32.09	\$5,813	\$33.54	\$6,073	\$35.04	\$6,347	\$36.62
49	\$5,429	\$31.32	\$5,674	\$32.73	\$5,930	\$34.21	\$6,196	\$35.75	\$6,475	\$37.36
50	\$5,537	\$31.94	\$5,787	\$33.39	\$6,047	\$34.89	\$6,318	\$36.45	\$6,601	\$38.08
51	\$5,648	\$32.58	\$5,903	\$34.06	\$6,169	\$35.59	\$6,446	\$37.19	\$6,736	\$38.86
52	\$5,761	\$33.24	\$6,020	\$34.73	\$6,290	\$36.29	\$6,573	\$37.92	\$6,869	\$39.63
53	\$5,878	\$33.91	\$6,141	\$35.43	\$6,419	\$37.03	\$6,706	\$38.69	\$7,009	\$40.44
54	\$5,994	\$34.58	\$6,264	\$36.14	\$6,545	\$37.76	\$6,840	\$39.46	\$7,147	\$41.23
55	\$6,114	\$35.27	\$6,389	\$36.86	\$6,677	\$38.52	\$6,977	\$40.25	\$7,290	\$42.06
56	\$6,236	\$35.98	\$6,516	\$37.59	\$6,810	\$39.29	\$7,117	\$41.06	\$7,437	\$42.91

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.

As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
57	\$6,361	\$36.70	\$6,648	\$38.35	\$6,947	\$40.08	\$7,260	\$41.88	\$7,586	\$43.77
58	\$6,488	\$37.43	\$6,781	\$39.12	\$7,085	\$40.88	\$7,406	\$42.73	\$7,739	\$44.65
59	\$6,618	\$38.18	\$6,915	\$39.89	\$7,226	\$41.69	\$7,552	\$43.57	\$7,891	\$45.53
60	\$6,752	\$38.95	\$7,054	\$40.70	\$7,372	\$42.53	\$7,703	\$44.44	\$8,048	\$46.43
61	\$6,886	\$39.73	\$7,196	\$41.52	\$7,520	\$43.38	\$7,859	\$45.34	\$8,211	\$47.37
62	\$7,023	\$40.52	\$7,338	\$42.33	\$7,669	\$44.24	\$8,016	\$46.25	\$8,375	\$48.32
63	\$7,164	\$41.33	\$7,488	\$43.20	\$7,823	\$45.13	\$8,176	\$47.17	\$8,544	\$49.29
64	\$7,307	\$42.16	\$7,637	\$44.06	\$7,979	\$46.03	\$8,339	\$48.11	\$8,714	\$50.27
65	\$7,452	\$42.99	\$7,788	\$44.93	\$8,140	\$46.96	\$8,505	\$49.07	\$8,888	\$51.28
66	\$7,602	\$43.86	\$7,943	\$45.83	\$8,301	\$47.89	\$8,675	\$50.05	\$9,066	\$52.30
67	\$7,754	\$44.73	\$8,102	\$46.74	\$8,467	\$48.85	\$8,848	\$51.05	\$9,246	\$53.34
68	\$7,910	\$45.63	\$8,265	\$47.68	\$8,636	\$49.82	\$9,026	\$52.07	\$9,431	\$54.41
69	\$8,068	\$46.55	\$8,430	\$48.63	\$8,810	\$50.83	\$9,206	\$53.11	\$9,621	\$55.51
70	\$8,230	\$47.48	\$8,600	\$49.62	\$8,987	\$51.85	\$9,391	\$54.18	\$9,814	\$56.62
71	\$8,395	\$48.43	\$8,772	\$50.61	\$9,167	\$52.89	\$9,578	\$55.26	\$10,009	\$57.74
72	\$8,562	\$49.40	\$8,947	\$51.62	\$9,349	\$53.94	\$9,769	\$56.36	\$10,209	\$58.90
73	\$8,732	\$50.38	\$9,125	\$52.64	\$9,536	\$55.02	\$9,965	\$57.49	\$10,414	\$60.08
74	\$8,907	\$51.39	\$9,308	\$53.70	\$9,727	\$56.12	\$10,165	\$58.64	\$10,622	\$61.28
75	\$9,086	\$52.42	\$9,494	\$54.77	\$9,921	\$57.24	\$10,369	\$59.82	\$10,834	\$62.50
76	\$9,267	\$53.46	\$9,684	\$55.87	\$10,120	\$58.38	\$10,577	\$61.02	\$11,051	\$63.76
77	\$9,453	\$54.54	\$9,877	\$56.98	\$10,323	\$59.56	\$10,788	\$62.24	\$11,273	\$65.04
78	\$9,641	\$55.62	\$10,075	\$58.13	\$10,529	\$60.74	\$11,001	\$63.47	\$11,499	\$66.34
79	\$9,834	\$56.73	\$10,277	\$59.29	\$10,740	\$61.96	\$11,222	\$64.74	\$11,729	\$67.67
80	\$10,031	\$57.87	\$10,482	\$60.47	\$10,955	\$63.20	\$11,447	\$66.04	\$11,961	\$69.01
81	\$10,231	\$59.03	\$10,692	\$61.68	\$11,174	\$64.47	\$11,677	\$67.37	\$12,203	\$70.40
82	\$10,436	\$60.21	\$10,906	\$62.92	\$11,397	\$65.75	\$11,908	\$68.70	\$12,445	\$71.80
83	\$10,646	\$61.42	\$11,126	\$64.19	\$11,625	\$67.07	\$12,147	\$70.08	\$12,693	\$73.23
84	\$10,858	\$62.64	\$11,346	\$65.46	\$11,856	\$68.40	\$12,390	\$71.48	\$12,949	\$74.71
85	\$11,075	\$63.89	\$11,573	\$66.77	\$12,094	\$69.77	\$12,638	\$72.91	\$13,208	\$76.20

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
Second Shift, 5% Differential
2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
86	\$11,297	\$65.18	\$11,804	\$68.10	\$12,335	\$71.16	\$12,892	\$74.38	\$13,473	\$77.73
87	\$11,523	\$66.48	\$12,040	\$69.46	\$12,582	\$72.59	\$13,149	\$75.86	\$13,741	\$79.28
88	\$11,753	\$67.81	\$12,282	\$70.86	\$12,835	\$74.05	\$13,412	\$77.38	\$14,015	\$80.86

Longevity Increment: Effective July 1, 2022, a \$1072 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. **In-Service Growth:** Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. **Hourly Rates:** Computed on the basis of 173.333 average work-hours per month.

Effective 7/1/2026, 2% Increase Applied.

Salary Schedule: C-H2 (Hourly); C-M2 (Monthly)

SEIU 2026-27 - Updated tbd

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.
As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour
29	\$3,776	\$21.78	\$3,945	\$22.76	\$4,123	\$23.79	\$4,309	\$24.86	\$4,502	\$25.97
30	\$3,851	\$22.22	\$4,024	\$23.22	\$4,205	\$24.26	\$4,394	\$25.35	\$4,591	\$26.48
31	\$3,929	\$22.67	\$4,106	\$23.69	\$4,290	\$24.75	\$4,482	\$25.86	\$4,685	\$27.03
32	\$4,007	\$23.12	\$4,188	\$24.16	\$4,377	\$25.25	\$4,574	\$26.39	\$4,779	\$27.57
33	\$4,086	\$23.57	\$4,272	\$24.64	\$4,463	\$25.75	\$4,663	\$26.90	\$4,873	\$28.11
34	\$4,169	\$24.05	\$4,356	\$25.13	\$4,553	\$26.27	\$4,758	\$27.45	\$4,971	\$28.68
35	\$4,252	\$24.53	\$4,443	\$25.63	\$4,643	\$26.78	\$4,852	\$27.99	\$5,071	\$29.26
36	\$4,337	\$25.02	\$4,531	\$26.14	\$4,736	\$27.32	\$4,950	\$28.56	\$5,172	\$29.84
37	\$4,424	\$25.52	\$4,624	\$26.68	\$4,832	\$27.87	\$5,047	\$29.12	\$5,275	\$30.43
38	\$4,513	\$26.03	\$4,715	\$27.20	\$4,927	\$28.42	\$5,148	\$29.70	\$5,379	\$31.04
39	\$4,603	\$26.55	\$4,809	\$27.74	\$5,026	\$28.99	\$5,252	\$30.30	\$5,488	\$31.66
40	\$4,695	\$27.09	\$4,906	\$28.31	\$5,128	\$29.58	\$5,359	\$30.92	\$5,599	\$32.30
41	\$4,789	\$27.63	\$5,005	\$28.88	\$5,230	\$30.17	\$5,464	\$31.52	\$5,709	\$32.94
42	\$4,884	\$28.17	\$5,103	\$29.44	\$5,334	\$30.77	\$5,574	\$32.16	\$5,823	\$33.60
43	\$4,981	\$28.74	\$5,205	\$30.03	\$5,438	\$31.37	\$5,684	\$32.79	\$5,938	\$34.26
44	\$5,081	\$29.31	\$5,310	\$30.63	\$5,549	\$32.01	\$5,800	\$33.46	\$6,060	\$34.96
45	\$5,184	\$29.91	\$5,417	\$31.25	\$5,659	\$32.65	\$5,915	\$34.13	\$6,182	\$35.67
46	\$5,287	\$30.50	\$5,525	\$31.87	\$5,773	\$33.31	\$6,034	\$34.81	\$6,305	\$36.37
47	\$5,392	\$31.11	\$5,635	\$32.51	\$5,888	\$33.97	\$6,154	\$35.50	\$6,431	\$37.10
48	\$5,499	\$31.72	\$5,748	\$33.16	\$6,007	\$34.65	\$6,276	\$36.21	\$6,559	\$37.84
49	\$5,609	\$32.36	\$5,863	\$33.83	\$6,128	\$35.35	\$6,403	\$36.94	\$6,691	\$38.60
50	\$5,721	\$33.01	\$5,979	\$34.50	\$6,249	\$36.05	\$6,528	\$37.66	\$6,821	\$39.35
51	\$5,836	\$33.67	\$6,100	\$35.19	\$6,374	\$36.78	\$6,661	\$38.43	\$6,960	\$40.16
52	\$5,953	\$34.35	\$6,220	\$35.89	\$6,499	\$37.50	\$6,792	\$39.19	\$7,098	\$40.95
53	\$6,074	\$35.04	\$6,346	\$36.61	\$6,633	\$38.27	\$6,930	\$39.98	\$7,242	\$41.78
54	\$6,194	\$35.74	\$6,473	\$37.34	\$6,763	\$39.02	\$7,068	\$40.78	\$7,386	\$42.61
55	\$6,318	\$36.45	\$6,602	\$38.09	\$6,900	\$39.80	\$7,210	\$41.60	\$7,533	\$43.46
56	\$6,444	\$37.18	\$6,734	\$38.85	\$7,037	\$40.60	\$7,354	\$42.43	\$7,685	\$44.34

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2026-27 School Year
(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr.

As of January 1, 2026, the minimum wage in California is \$16.90/hr.

Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.

SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
57	\$6,573	\$37.92	\$6,869	\$39.63	\$7,178	\$41.41	\$7,502	\$43.28	\$7,839	\$45.23
58	\$6,704	\$38.68	\$7,007	\$40.42	\$7,322	\$42.24	\$7,653	\$44.15	\$7,996	\$46.13
59	\$6,839	\$39.45	\$7,146	\$41.23	\$7,467	\$43.08	\$7,803	\$45.02	\$8,154	\$47.04
60	\$6,977	\$40.25	\$7,289	\$42.05	\$7,618	\$43.95	\$7,960	\$45.92	\$8,317	\$47.98
61	\$7,115	\$41.05	\$7,436	\$42.90	\$7,771	\$44.83	\$8,121	\$46.85	\$8,485	\$48.95
62	\$7,258	\$41.87	\$7,583	\$43.75	\$7,925	\$45.72	\$8,283	\$47.79	\$8,654	\$49.93
63	\$7,403	\$42.71	\$7,737	\$44.64	\$8,083	\$46.63	\$8,449	\$48.74	\$8,829	\$50.93
64	\$7,551	\$43.56	\$7,891	\$45.53	\$8,245	\$47.57	\$8,617	\$49.71	\$9,004	\$51.95
65	\$7,700	\$44.42	\$8,047	\$46.43	\$8,411	\$48.52	\$8,789	\$50.70	\$9,185	\$52.99
66	\$7,855	\$45.32	\$8,208	\$47.35	\$8,578	\$49.49	\$8,964	\$51.72	\$9,368	\$54.05
67	\$8,013	\$46.23	\$8,372	\$48.30	\$8,749	\$50.48	\$9,143	\$52.75	\$9,555	\$55.12
68	\$8,173	\$47.15	\$8,540	\$49.27	\$8,924	\$51.49	\$9,327	\$53.81	\$9,745	\$56.22
69	\$8,337	\$48.10	\$8,711	\$50.26	\$9,103	\$52.52	\$9,513	\$54.88	\$9,942	\$57.36
70	\$8,504	\$49.06	\$8,886	\$51.27	\$9,287	\$53.58	\$9,704	\$55.99	\$10,141	\$58.51
71	\$8,675	\$50.05	\$9,064	\$52.29	\$9,472	\$54.65	\$9,897	\$57.10	\$10,342	\$59.67
72	\$8,847	\$51.04	\$9,245	\$53.34	\$9,661	\$55.74	\$10,095	\$58.24	\$10,549	\$60.86
73	\$9,023	\$52.06	\$9,429	\$54.40	\$9,854	\$56.85	\$10,297	\$59.40	\$10,761	\$62.08
74	\$9,204	\$53.10	\$9,619	\$55.49	\$10,051	\$57.99	\$10,504	\$60.60	\$10,976	\$63.32
75	\$9,389	\$54.16	\$9,811	\$56.60	\$10,252	\$59.15	\$10,714	\$61.81	\$11,195	\$64.59
76	\$9,576	\$55.25	\$10,007	\$57.73	\$10,457	\$60.33	\$10,929	\$63.05	\$11,420	\$65.88
77	\$9,768	\$56.36	\$10,207	\$58.88	\$10,667	\$61.54	\$11,147	\$64.31	\$11,649	\$67.20
78	\$9,962	\$57.48	\$10,411	\$60.06	\$10,880	\$62.77	\$11,368	\$65.58	\$11,882	\$68.55
79	\$10,162	\$58.63	\$10,620	\$61.27	\$11,098	\$64.03	\$11,596	\$66.90	\$12,119	\$69.92
80	\$10,365	\$59.80	\$10,832	\$62.49	\$11,320	\$65.31	\$11,829	\$68.24	\$12,359	\$71.30
81	\$10,572	\$60.99	\$11,049	\$63.74	\$11,547	\$66.61	\$12,066	\$69.61	\$12,610	\$72.75
82	\$10,784	\$62.21	\$11,270	\$65.02	\$11,777	\$67.94	\$12,305	\$70.99	\$12,859	\$74.19
83	\$11,001	\$63.47	\$11,497	\$66.33	\$12,012	\$69.30	\$12,552	\$72.42	\$13,117	\$75.67
84	\$11,220	\$64.73	\$11,725	\$67.64	\$12,251	\$70.68	\$12,803	\$73.86	\$13,380	\$77.19
85	\$11,445	\$66.03	\$11,959	\$68.99	\$12,497	\$72.10	\$13,059	\$75.34	\$13,648	\$78.74

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)

Third Shift, 8.5% Differential

2026-27 School Year

(Effective July 1, 2026)

As of January 1, 2025, the minimum wage in California is \$16.50/hr. As of January 1, 2026, the minimum wage in California is \$16.90/hr. Per the 2024 Successor Agreement between SCUSD and SEIU, Effective July 1, 2024, the minimum wage for SEIU members is \$20.00/hr.										
SALARY	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
86	\$11,674	\$67.35	\$12,198	\$70.37	\$12,747	\$73.54	\$13,322	\$76.86	\$13,922	\$80.32
87	\$11,907	\$68.69	\$12,442	\$71.78	\$13,002	\$75.01	\$13,587	\$78.39	\$14,199	\$81.92
88	\$12,144	\$70.06	\$12,691	\$73.22	\$13,263	\$76.52	\$13,859	\$79.95	\$14,483	\$83.55
Longevity Increment: Effective July 1, 2022, a \$1072 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited service. In-Service Growth: Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training. Hourly Rates: Computed on the basis of 173.333 average work-hours per month.										

Effective 7/1/2026 2% Increase Applied.

SEIU 2026-27 - Updated tbd

Salary Schedule: C-H3 (Hourly); C-M3 (Monthly)

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$20.08	\$30.12	\$160.64	\$3,480	\$41,760
\$20.48	\$30.72	\$163.84	\$3,549	\$42,588
\$20.89	\$31.34	\$167.12	\$3,621	\$43,452
\$20.98	\$31.47	\$167.84	\$3,636	\$43,632
\$21.31	\$31.97	\$170.48	\$3,693	\$44,316
\$21.40	\$32.10	\$171.20	\$3,709	\$44,508
\$21.73	\$32.60	\$173.84	\$3,766	\$45,192
\$21.83	\$32.75	\$174.64	\$3,784	\$45,408
\$21.92	\$32.88	\$175.36	\$3,800	\$45,600
\$22.17	\$33.26	\$177.36	\$3,842	\$46,104
\$22.27	\$33.41	\$178.16	\$3,860	\$46,320
\$22.36	\$33.54	\$178.88	\$3,876	\$46,512
\$22.61	\$33.92	\$180.88	\$3,919	\$47,028
\$22.71	\$34.07	\$181.68	\$3,937	\$47,244
\$22.81	\$34.22	\$182.48	\$3,954	\$47,448
\$22.91	\$34.37	\$183.28	\$3,971	\$47,652
\$23.06	\$34.59	\$184.48	\$3,997	\$47,964
\$23.16	\$34.74	\$185.28	\$4,015	\$48,180
\$23.27	\$34.91	\$186.16	\$4,034	\$48,408
\$23.37	\$35.06	\$186.96	\$4,050	\$48,600
\$23.52	\$35.28	\$188.16	\$4,077	\$48,924
\$23.63	\$35.45	\$189.04	\$4,095	\$49,140
\$23.73	\$35.60	\$189.84	\$4,113	\$49,356
\$23.83	\$35.75	\$190.64	\$4,131	\$49,572
\$23.94	\$35.91	\$191.52	\$4,149	\$49,788
\$23.99	\$35.99	\$191.92	\$4,159	\$49,908
\$24.09	\$36.14	\$192.72	\$4,176	\$50,112
\$24.21	\$36.32	\$193.68	\$4,196	\$50,352
\$24.32	\$36.48	\$194.56	\$4,216	\$50,592
\$24.41	\$36.62	\$195.28	\$4,231	\$50,772
\$24.47	\$36.71	\$195.76	\$4,242	\$50,904
\$24.59	\$36.89	\$196.72	\$4,262	\$51,144
\$24.69	\$37.04	\$197.52	\$4,279	\$51,348
\$24.80	\$37.20	\$198.40	\$4,298	\$51,576
\$24.91	\$37.37	\$199.28	\$4,318	\$51,816
\$24.96	\$37.44	\$199.68	\$4,327	\$51,924
\$25.07	\$37.61	\$200.56	\$4,346	\$52,152
\$25.18	\$37.77	\$201.44	\$4,365	\$52,380
\$25.30	\$37.95	\$202.40	\$4,385	\$52,620
\$25.41	\$38.12	\$203.28	\$4,405	\$52,860
\$25.47	\$38.21	\$203.76	\$4,414	\$52,968

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$25.57	\$38.36	\$204.56	\$4,432	\$53,184
\$25.69	\$38.54	\$205.52	\$4,453	\$53,436
\$25.80	\$38.70	\$206.40	\$4,472	\$53,664
\$25.91	\$38.87	\$207.28	\$4,491	\$53,892
\$25.97	\$38.96	\$207.76	\$4,501	\$54,012
\$26.09	\$39.14	\$208.72	\$4,522	\$54,264
\$26.20	\$39.30	\$209.60	\$4,541	\$54,492
\$26.32	\$39.48	\$210.56	\$4,562	\$54,744
\$26.43	\$39.65	\$211.44	\$4,582	\$54,984
\$26.49	\$39.74	\$211.92	\$4,591	\$55,092
\$26.61	\$39.92	\$212.88	\$4,613	\$55,356
\$26.72	\$40.08	\$213.76	\$4,632	\$55,584
\$26.84	\$40.26	\$214.72	\$4,652	\$55,824
\$26.97	\$40.46	\$215.76	\$4,674	\$56,088
\$27.02	\$40.53	\$216.16	\$4,683	\$56,196
\$27.13	\$40.70	\$217.04	\$4,703	\$56,436
\$27.27	\$40.91	\$218.16	\$4,726	\$56,712
\$27.38	\$41.07	\$219.04	\$4,745	\$56,940
\$27.50	\$41.25	\$220.00	\$4,767	\$57,204
\$27.57	\$41.36	\$220.56	\$4,778	\$57,336
\$27.68	\$41.52	\$221.44	\$4,797	\$57,564
\$27.81	\$41.72	\$222.48	\$4,820	\$57,840
\$27.93	\$41.90	\$223.44	\$4,841	\$58,092
\$28.05	\$42.08	\$224.40	\$4,862	\$58,344
\$28.11	\$42.17	\$224.88	\$4,873	\$58,476
\$28.23	\$42.35	\$225.84	\$4,894	\$58,728
\$28.36	\$42.54	\$226.88	\$4,916	\$58,992
\$28.49	\$42.74	\$227.92	\$4,939	\$59,268
\$28.60	\$42.90	\$228.80	\$4,958	\$59,496
\$28.67	\$43.01	\$229.36	\$4,970	\$59,640
\$28.81	\$43.22	\$230.48	\$4,993	\$59,916
\$28.92	\$43.38	\$231.36	\$5,012	\$60,144
\$29.05	\$43.58	\$232.40	\$5,036	\$60,432
\$29.18	\$43.77	\$233.44	\$5,058	\$60,696
\$29.24	\$43.86	\$233.92	\$5,068	\$60,816
\$29.38	\$44.07	\$235.04	\$5,092	\$61,104
\$29.50	\$44.25	\$236.00	\$5,114	\$61,368
\$29.64	\$44.46	\$237.12	\$5,137	\$61,644
\$29.77	\$44.66	\$238.16	\$5,160	\$61,920
\$29.83	\$44.75	\$238.64	\$5,170	\$62,040
\$29.97	\$44.96	\$239.76	\$5,194	\$62,328

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$30.09	\$45.14	\$240.72	\$5,216	\$62,592
\$30.23	\$45.35	\$241.84	\$5,239	\$62,868
\$30.36	\$45.54	\$242.88	\$5,262	\$63,144
\$30.42	\$45.63	\$243.36	\$5,273	\$63,276
\$30.57	\$45.86	\$244.56	\$5,298	\$63,576
\$30.70	\$46.05	\$245.60	\$5,321	\$63,852
\$30.84	\$46.26	\$246.72	\$5,346	\$64,152
\$30.96	\$46.44	\$247.68	\$5,367	\$64,404
\$31.03	\$46.55	\$248.24	\$5,379	\$64,548
\$31.18	\$46.77	\$249.44	\$5,404	\$64,848
\$31.31	\$46.97	\$250.48	\$5,427	\$65,124
\$31.45	\$47.18	\$251.60	\$5,452	\$65,424
\$31.58	\$47.37	\$252.64	\$5,473	\$65,676
\$31.66	\$47.49	\$253.28	\$5,487	\$65,844
\$31.79	\$47.69	\$254.32	\$5,511	\$66,132
\$31.94	\$47.91	\$255.52	\$5,536	\$66,432
\$32.08	\$48.12	\$256.64	\$5,561	\$66,732
\$32.22	\$48.33	\$257.76	\$5,585	\$67,020
\$32.30	\$48.45	\$258.40	\$5,598	\$67,176
\$32.43	\$48.65	\$259.44	\$5,622	\$67,464
\$32.58	\$48.87	\$260.64	\$5,648	\$67,776
\$32.72	\$49.08	\$261.76	\$5,672	\$68,064
\$32.87	\$49.31	\$262.96	\$5,698	\$68,376
\$32.94	\$49.41	\$263.52	\$5,709	\$68,508
\$33.08	\$49.62	\$264.64	\$5,733	\$68,796
\$33.23	\$49.85	\$265.84	\$5,759	\$69,108
\$33.37	\$50.06	\$266.96	\$5,784	\$69,408
\$33.53	\$50.30	\$268.24	\$5,811	\$69,732
\$33.59	\$50.39	\$268.72	\$5,823	\$69,876
\$33.74	\$50.61	\$269.92	\$5,849	\$70,188
\$33.89	\$50.84	\$271.12	\$5,875	\$70,500
\$34.04	\$51.06	\$272.32	\$5,901	\$70,812
\$34.19	\$51.29	\$273.52	\$5,927	\$71,124
\$34.26	\$51.39	\$274.08	\$5,939	\$71,268
\$34.42	\$51.63	\$275.36	\$5,966	\$71,592
\$34.56	\$51.84	\$276.48	\$5,990	\$71,880
\$34.71	\$52.07	\$277.68	\$6,017	\$72,204
\$34.88	\$52.32	\$279.04	\$6,045	\$72,540
\$34.95	\$52.43	\$279.60	\$6,058	\$72,696
\$35.11	\$52.67	\$280.88	\$6,085	\$73,020
\$35.27	\$52.91	\$282.16	\$6,113	\$73,356

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$35.42	\$53.13	\$283.36	\$6,139	\$73,668
\$35.58	\$53.37	\$284.64	\$6,167	\$74,004
\$35.65	\$53.48	\$285.20	\$6,179	\$74,148
\$35.80	\$53.70	\$286.40	\$6,206	\$74,472
\$35.96	\$53.94	\$287.68	\$6,233	\$74,796
\$36.12	\$54.18	\$288.96	\$6,260	\$75,120
\$36.27	\$54.41	\$290.16	\$6,287	\$75,444
\$36.36	\$54.54	\$290.88	\$6,303	\$75,636
\$36.53	\$54.80	\$292.24	\$6,331	\$75,972
\$36.69	\$55.04	\$293.52	\$6,359	\$76,308
\$36.85	\$55.28	\$294.80	\$6,387	\$76,644
\$37.01	\$55.52	\$296.08	\$6,415	\$76,980
\$37.10	\$55.65	\$296.80	\$6,430	\$77,160
\$37.26	\$55.89	\$298.08	\$6,458	\$77,496
\$37.42	\$56.13	\$299.36	\$6,486	\$77,832
\$37.58	\$56.37	\$300.64	\$6,514	\$78,168
\$37.74	\$56.61	\$301.92	\$6,542	\$78,504
\$37.83	\$56.75	\$302.64	\$6,558	\$78,696
\$38.00	\$57.00	\$304.00	\$6,586	\$79,032
\$38.17	\$57.26	\$305.36	\$6,616	\$79,392
\$38.34	\$57.51	\$306.72	\$6,645	\$79,740
\$38.51	\$57.77	\$308.08	\$6,675	\$80,100
\$38.59	\$57.89	\$308.72	\$6,689	\$80,268
\$38.76	\$58.14	\$310.08	\$6,718	\$80,616
\$38.93	\$58.40	\$311.44	\$6,748	\$80,976
\$39.10	\$58.65	\$312.80	\$6,778	\$81,336
\$39.27	\$58.91	\$314.16	\$6,807	\$81,684
\$39.36	\$59.04	\$314.88	\$6,823	\$81,876
\$39.54	\$59.31	\$316.32	\$6,853	\$82,236
\$39.70	\$59.55	\$317.60	\$6,882	\$82,584
\$39.89	\$59.84	\$319.12	\$6,914	\$82,968
\$40.06	\$60.09	\$320.48	\$6,943	\$83,316
\$40.15	\$60.23	\$321.20	\$6,959	\$83,508
\$40.32	\$60.48	\$322.56	\$6,989	\$83,868
\$40.51	\$60.77	\$324.08	\$7,021	\$84,252
\$40.69	\$61.04	\$325.52	\$7,053	\$84,636
\$40.86	\$61.29	\$326.88	\$7,083	\$84,996
\$40.94	\$61.41	\$327.52	\$7,097	\$85,164
\$41.14	\$61.71	\$329.12	\$7,131	\$85,572
\$41.32	\$61.98	\$330.56	\$7,162	\$85,944
\$41.49	\$62.24	\$331.92	\$7,192	\$86,304

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$41.68	\$62.52	\$333.44	\$7,225	\$86,700
\$41.77	\$62.66	\$334.16	\$7,240	\$86,880
\$41.96	\$62.94	\$335.68	\$7,273	\$87,276
\$42.14	\$63.21	\$337.12	\$7,304	\$87,648
\$42.32	\$63.48	\$338.56	\$7,336	\$88,032
\$42.52	\$63.78	\$340.16	\$7,370	\$88,440
\$42.61	\$63.92	\$340.88	\$7,385	\$88,620
\$42.79	\$64.19	\$342.32	\$7,417	\$89,004
\$42.98	\$64.47	\$343.84	\$7,450	\$89,400
\$43.18	\$64.77	\$345.44	\$7,485	\$89,820
\$43.36	\$65.04	\$346.88	\$7,515	\$90,180
\$43.46	\$65.19	\$347.68	\$7,533	\$90,396
\$43.64	\$65.46	\$349.12	\$7,565	\$90,780
\$43.84	\$65.76	\$350.72	\$7,599	\$91,188
\$44.04	\$66.06	\$352.32	\$7,634	\$91,608
\$44.22	\$66.33	\$353.76	\$7,665	\$91,980
\$44.33	\$66.50	\$354.64	\$7,684	\$92,208
\$44.52	\$66.78	\$356.16	\$7,716	\$92,592
\$44.72	\$67.08	\$357.76	\$7,752	\$93,024
\$44.93	\$67.40	\$359.44	\$7,787	\$93,444
\$45.12	\$67.68	\$360.96	\$7,820	\$93,840
\$45.22	\$67.83	\$361.76	\$7,838	\$94,056
\$45.41	\$68.12	\$363.28	\$7,871	\$94,452
\$45.61	\$68.42	\$364.88	\$7,906	\$94,872
\$45.82	\$68.73	\$366.56	\$7,942	\$95,304
\$46.02	\$69.03	\$368.16	\$7,976	\$95,712
\$46.13	\$69.20	\$369.04	\$7,995	\$95,940
\$46.32	\$69.48	\$370.56	\$8,029	\$96,348
\$46.52	\$69.78	\$372.16	\$8,064	\$96,768
\$46.73	\$70.10	\$373.84	\$8,100	\$97,200
\$46.94	\$70.41	\$375.52	\$8,137	\$97,644
\$47.04	\$70.56	\$376.32	\$8,154	\$97,848
\$47.25	\$70.88	\$378.00	\$8,190	\$98,280
\$47.45	\$71.18	\$379.60	\$8,225	\$98,700
\$47.67	\$71.51	\$381.36	\$8,262	\$99,144
\$47.88	\$71.82	\$383.04	\$8,299	\$99,588
\$47.98	\$71.97	\$383.84	\$8,316	\$99,792
\$48.20	\$72.30	\$385.60	\$8,354	\$100,248
\$48.40	\$72.60	\$387.20	\$8,390	\$100,680
\$48.62	\$72.93	\$388.96	\$8,427	\$101,124
\$48.84	\$73.26	\$390.72	\$8,465	\$101,580

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$48.94	\$73.41	\$391.52	\$8,483	\$101,796
\$49.16	\$73.74	\$393.28	\$8,521	\$102,252
\$49.38	\$74.07	\$395.04	\$8,559	\$102,708
\$49.59	\$74.39	\$396.72	\$8,596	\$103,152
\$49.81	\$74.72	\$398.48	\$8,634	\$103,608
\$49.92	\$74.88	\$399.36	\$8,653	\$103,836
\$50.13	\$75.20	\$401.04	\$8,690	\$104,280
\$50.37	\$75.56	\$402.96	\$8,730	\$104,760
\$50.58	\$75.87	\$404.64	\$8,768	\$105,216
\$50.80	\$76.20	\$406.40	\$8,806	\$105,672
\$50.92	\$76.38	\$407.36	\$8,826	\$105,912
\$51.14	\$76.71	\$409.12	\$8,865	\$106,380
\$51.37	\$77.06	\$410.96	\$8,904	\$106,848
\$51.60	\$77.40	\$412.80	\$8,944	\$107,328
\$51.82	\$77.73	\$414.56	\$8,982	\$107,784
\$51.94	\$77.91	\$415.52	\$9,003	\$108,036
\$52.17	\$78.26	\$417.36	\$9,042	\$108,504
\$52.40	\$78.60	\$419.20	\$9,082	\$108,984
\$52.63	\$78.95	\$421.04	\$9,122	\$109,464
\$52.86	\$79.29	\$422.88	\$9,163	\$109,956
\$52.97	\$79.46	\$423.76	\$9,182	\$110,184
\$53.21	\$79.82	\$425.68	\$9,223	\$110,676
\$53.45	\$80.18	\$427.60	\$9,264	\$111,168
\$53.68	\$80.52	\$429.44	\$9,304	\$111,648
\$53.93	\$80.90	\$431.44	\$9,347	\$112,164
\$54.03	\$81.05	\$432.24	\$9,366	\$112,392
\$54.27	\$81.41	\$434.16	\$9,407	\$112,884
\$54.51	\$81.77	\$436.08	\$9,449	\$113,388
\$54.75	\$82.13	\$438.00	\$9,490	\$113,880
\$54.99	\$82.49	\$439.92	\$9,532	\$114,384
\$55.11	\$82.67	\$440.88	\$9,553	\$114,636
\$55.36	\$83.04	\$442.88	\$9,595	\$115,140
\$55.60	\$83.40	\$444.80	\$9,638	\$115,656
\$55.85	\$83.78	\$446.80	\$9,681	\$116,172
\$56.09	\$84.14	\$448.72	\$9,723	\$116,676
\$56.22	\$84.33	\$449.76	\$9,744	\$116,928
\$56.47	\$84.71	\$451.76	\$9,788	\$117,456
\$56.72	\$85.08	\$453.76	\$9,831	\$117,972
\$56.97	\$85.46	\$455.76	\$9,875	\$118,500
\$57.22	\$85.83	\$457.76	\$9,918	\$119,016
\$57.34	\$86.01	\$458.72	\$9,939	\$119,268

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$57.59	\$86.39	\$460.72	\$9,983	\$119,796
\$57.85	\$86.78	\$462.80	\$10,028	\$120,336
\$58.11	\$87.17	\$464.88	\$10,073	\$120,876
\$58.36	\$87.54	\$466.88	\$10,116	\$121,392
\$58.49	\$87.74	\$467.92	\$10,139	\$121,668
\$58.75	\$88.13	\$470.00	\$10,183	\$122,196
\$59.01	\$88.52	\$472.08	\$10,229	\$122,748
\$59.27	\$88.91	\$474.16	\$10,274	\$123,288
\$59.53	\$89.30	\$476.24	\$10,318	\$123,816
\$59.66	\$89.49	\$477.28	\$10,341	\$124,092
\$59.93	\$89.90	\$479.44	\$10,387	\$124,644
\$60.19	\$90.29	\$481.52	\$10,433	\$125,196
\$60.44	\$90.66	\$483.52	\$10,477	\$125,724
\$60.72	\$91.08	\$485.76	\$10,525	\$126,300
\$60.85	\$91.28	\$486.80	\$10,548	\$126,576
\$61.13	\$91.70	\$489.04	\$10,596	\$127,152
\$61.40	\$92.10	\$491.20	\$10,642	\$127,704
\$61.66	\$92.49	\$493.28	\$10,688	\$128,256
\$61.94	\$92.91	\$495.52	\$10,736	\$128,832
\$62.07	\$93.11	\$496.56	\$10,759	\$129,108
\$62.34	\$93.51	\$498.72	\$10,806	\$129,672
\$62.62	\$93.93	\$500.96	\$10,854	\$130,248
\$62.90	\$94.35	\$503.20	\$10,902	\$130,824
\$63.18	\$94.77	\$505.44	\$10,951	\$131,412
\$63.31	\$94.97	\$506.48	\$10,974	\$131,688
\$63.59	\$95.39	\$508.72	\$11,022	\$132,264
\$63.87	\$95.81	\$510.96	\$11,071	\$132,852
\$64.16	\$96.24	\$513.28	\$11,121	\$133,452
\$64.44	\$96.66	\$515.52	\$11,170	\$134,040
\$64.58	\$96.87	\$516.64	\$11,193	\$134,316
\$64.86	\$97.29	\$518.88	\$11,242	\$134,904
\$65.14	\$97.71	\$521.12	\$11,291	\$135,492
\$65.43	\$98.15	\$523.44	\$11,341	\$136,092
\$65.72	\$98.58	\$525.76	\$11,391	\$136,692
\$66.16	\$99.24	\$529.28	\$11,467	\$137,604
\$66.45	\$99.68	\$531.60	\$11,518	\$138,216
\$66.74	\$100.11	\$533.92	\$11,569	\$138,828
\$67.05	\$100.58	\$536.40	\$11,622	\$139,464
\$67.48	\$101.22	\$539.84	\$11,697	\$140,364
\$67.78	\$101.67	\$542.24	\$11,748	\$140,976
\$68.08	\$102.12	\$544.64	\$11,800	\$141,600

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Service Employees International Union (SEIU)
2025-26 School Year
(Effective July 1, 2026)

Hourly	Time 1/2	Daily	Monthly	Annually
\$68.38	\$102.57	\$547.04	\$11,852	\$142,224
\$69.13	\$103.70	\$553.04	\$11,983	\$143,796
\$69.44	\$104.16	\$555.52	\$12,036	\$144,432
\$69.74	\$104.61	\$557.92	\$12,089	\$145,068
\$70.52	\$105.78	\$564.16	\$12,224	\$146,688
\$70.83	\$106.25	\$566.64	\$12,278	\$147,336
\$71.15	\$106.73	\$569.20	\$12,332	\$147,984
\$72.25	\$108.38	\$578.00	\$12,523	\$150,276
\$72.57	\$108.86	\$580.56	\$12,579	\$150,948
\$73.69	\$110.54	\$589.52	\$12,773	\$153,276
\$74.03	\$111.05	\$592.24	\$12,831	\$153,972
\$75.50	\$113.25	\$604.00	\$13,087	\$157,044
\$77.01	\$115.52	\$616.08	\$13,348	\$160,176



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 6.1c

Meeting Date: June 25, 2026

Subject: Approve Labor Partner Agreements

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: The recommendation is to approve Labor Partner Agreements.

Background/Rationale: The District has an immediate need to ensure there is no disruption to services provided to students. The District has worked with the SCTA, SEIU, and UPE to ensure we are recruiting staff to reduce the use of outside agencies to meet the needs of students.

Financial Considerations: The District will continue to work to recruit and retain employees in the areas of need identified in the MOU.

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached: Labor Partner Agreement

1. Crisis Staffing for Language, Speech and Hearing Specialists (SLPs) Positions in SCUSD
2. Compensatory Education Services
3. Special Education Summer Work
4. Temporary Use of Outside Contractors for Augmentative and Alternative Communications (AAC) Specialists Positions

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Director II, Employee Relations

Approved by: Cancy McArn, Superintendent

NM

**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
&
Sacramento City Teachers Association (SCTA)**

Crisis Staffing for Language, Speech and Hearing Specialist [also known as Speech Language Pathologist, or “SLPs”] Positions in SCUSD

June 17, 2026

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District (“District” or “SCUSD”) and the Sacramento City Teachers Association (“SCTA”), collectively “the Parties”, regarding compensation for Language Speech and Hearing Specialists (LSHS/SLP) for excessive caseload overages during the 2026-2027 school year due to excessive staffing shortages. Additionally in order to address those staffing shortages, this agreement includes the utilization of in-person and virtual contracted Speech and Language Pathologist (SLP) to fill vacancies and the utilization of District and contracted Speech and Language Pathologist Assistant (SLPA) services to support SLP positions. This agreement is for a limited term. The District and the SCTA hereby agrees as follows:

Contracting out to fill vacancies

1. As of June 11, 2026
The District currently has: 107.9 LSHS/SLP allocated FTE, consisting of:
 - a. 46 LSHS/SLP currently filled FTE, and
 - b. 61.9 LSHS/SLP vacant FTE.
2. The Parties acknowledge that the District may need to allocate additional FTE in the position of LSHS/SLP. The Parties agree to meet and discuss any need to increase the use of outside contractors as a result of additional vacant FTE. If there is an agreement to increase the use of outside contractors to meet this additional need, the District and SCTA shall memorialize such agreement in writing or through electronic communication.
3. For a period starting on August 11, 2026 and through May 27, 2027, the District may utilize the services of outside contractors (appendix A) in the positions of in-person SLP, virtual SLP, to fill the 61.9 full-time equivalents (FTEs) LSHS/SLP vacancies and SLPAs to support LSHS/SLP caseloads.
4. The District’s expectation is that the contracted amount will not exceed \$9,492,984
 - 61.9 vacant FTE x 6 hours/day = 371.4 SLP service hours per day.
 - 371.4 SLP daily service hours / Agency staff working 8 hours a day – 46.425 Agency staff.
 - 371.4 SLP daily service hours x \$142/hour (highest agency rate) = (\$52,738.80 / per day)
 - \$52,738.80 x 180 academic calendar days = (\$9,492,984 for the 2026-2027 school year)

SLPA Support

- NW
5. Using a caseload of 50 as a baseline the District will assign either District-employed SLPs or outside contracted SLPs to any LSHS/SLP with one SLPA day per week assigned for every ten students or fraction thereof that exceed the caseload. The District will assign SLPA support services to District LSHS/SLPs prior to assigning SLPA support services to outside contracted NPAs.
 6. For purposes of this agreement, one SLPA day shall be understood to mean; the support services of a SLPA staff member for a total of 6 hours. The total hours of support can be distributed over more than one day in a week based on the availability of agency SLPA staff and student needs. For example: a SLPA working 3 hours per day can support a SLP 2 days a week to equal one SLPA day. Once scheduled the District will make every effort to work with the Agencies to ensure that SLPA schedules will not change without the agreement of the SLP(s).
 7. In the event that the district is unable to provide the SLPA support as outlined, the district will provide an additional \$90 per day for the SLPA support days not provided in any week or fraction thereof during the duration of this agreement.
 8. District LSHS/SLP staff will be provided with the opportunity to participate in paid SLPA Supervision training session.

Caseloads and Overage Payments

9. To the extent possible the District will level caseloads among LSHS/SLP, including NPA providers (both in-person and virtual), with a priority to first lowering the caseloads for District staff.
10. The District will provide to SCTA an updated caseload list by employee including NPAs on a monthly basis by the end of the month.
11. District LSHS/SLP will turn in their monthly caseload counts by Timesheet mid-month payroll due date, as defined by the payroll deadlines 2026-2027 memo.
12. Adjustments to SLPA staffing will be based on caseloads reported on a monthly basis by the Timesheets mid-month payroll due date, as defined by the payroll deadlines 2026-2027 memo. SLPA staffing changes will be discussed with SLPs in an effort to reach a viable solution.
13. The District will provide the most recent agreements between the District and the outside service provider. The District will further identify the number of days per week and hours per day that each outside service provider is working for the District.
14. Effective on the first day after leveling in the 2026-2027 school year, September 1, 2026 for LSHS/SLPs who have a caseload that exceeds 55 but is less than 61, they will receive \$90 per day.
15. Effective on the first day after leveling in the 2026-2027 school year, September 1, 2026, for LSHS/SLPs who have a caseload that is 61 or more but is less than 71, they will receive \$180 per day.
16. Effective on the first day after leveling in the 2026-2027 school year, September 1, 2026, For LSHS/SLPs who have a caseload that is 71 or more but less than 81, they will receive \$270 per day.

NM

17. Under no circumstances will any single LSHS/SLP's caseload exceed 80.
18. The caseloads outlined in number 14-17 above will be prorated for part time staff. The proration of caseload overages and SLPA support are attached as Appendix C.

Other Terms

19. The District and SCTA will jointly develop a communication to parents of impacted students.
20. Parties will discuss staffing for the 2027-2028 school year no later than 30 days prior to the end of the 2026-2027 school year.
21. This MOU meets the terms of Paragraph 3 of the October 24, 2018 settlement agreement between the District and SCTA regarding the HIPPO MD grievance ("October 24, 2018 Settlement Agreement"), which provides, in part, that:
[T]he District agrees that it will not subcontract out SCTA bargaining unit work without prior notice to and the written agreement of SCTA. In the event of an emergency, an agreement to subcontract will not be unreasonably denied. "Emergency" for purposes of this paragraph would include a circumstance where the District has posted a position for a reasonable period of time in an effort to provide legally mandated services to students, but has been unable to fill the position.
22. This MOU is limited only to the use of outside contractors to fill vacancies in Language, Speech and Hearing Specialist positions LSHS/SLP for the term specified herein or any term subsequently agreed to by the District and SCTA.
23. This MOU shall automatically terminate on the last day of school in the 2026-2027 school year, unless extended by mutual written agreement of the Parties.
24. The District agrees that retroactive payments due to employees will be provided no later than ninety (90) days of signing of the agreement by both parties. Every attempt shall be made to ensure that ongoing overage payments and missed SLPA day payments that are submitted by the Timesheet for mid-month payroll deadline due date (as defined by the payroll deadlines 2026-2027 memo will be made on the 15th of the following month, but no later than the 15th of the following month.
25. This MOU is non-precedential and does not establish a past practice.

Appendix A:

(This list is not exhaustive, however the District agrees to share the names of new vendors if identified.)

Bee Therapy Group
BMR Health
Capital Kids
Capital Speech
Covelo Group
Creating Language
Growing Healthy Children (GHC)
Jabbergym/Point Quest
LA Speech
Linked Therapy
New Directions/Pro Care
Platinum
School Steps
Soliant
Speech Improvement Center
SPG Therapy
Stepping Stone
Total Spectrum Speech

See attached Appendix C with SLP Overages key

(Same as agreed upon and used for the 2025-2026 school year.)

For the District:

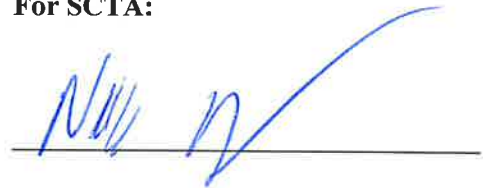


Superintendent

Cancy McArn

Date: 6/22/20

For SCTA:



President

Nikki Milevsky

Date: 6/17/26

**Proposed Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
&
Sacramento City Teachers Association (SCTA)**

on Compensatory Education Services

June 15, 2026

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District ("District" or "SCUSD") and the Sacramento City Teachers Association ("SCTA"), collectively "the Parties", regarding the provision of legally required Compensatory Education (CompEd) Services to students with disabilities. Additionally in order to provide those services the District seeks to maintain a list of Special Education Teachers and Service Providers interested in opportunities to provide some of those services outside their contractual work day for additional compensation. Recognizing that there may be more CompEd Services needed than the available or interested District staff, the District will provide remaining CompEd services through the use of outside agencies. This agreement is for a limited term. The District and the SCTA hereby agrees as follows:

Compensatory Education Services

1. For the 2026-2027 and 2027-2028 school year, the District will provide required compensatory education services to students who are eligible.
2. The District will offer opportunities to interested District Special Education Teachers and Service Providers outside of their contractual workday before providing the services through the use of an outside agency.
3. To assess interest, the District will send an electronic survey to appropriately credentialed SCTA unit members to deliver compensatory education services. The survey, which will be used to offer the CompEd services for the 2026-2027 and 2027-2028 school years, will be open for a two-week period in those years in August, January, and April. The parties may agree to add other survey periods by mutual agreement.
4. SCTA unit members who volunteer and commit to provide compensatory education services will be assigned by the District with the first priority of matching teachers/service providers with students at the same school site. Within a school site, assignments will be decided based on seniority, their credential(s), student needs, and employee availability. In the event, there are not enough staff at a particular school site available to provide the services, staff from outside a particular school site may also be offered work. Beyond a particular school site, assignments will be decided by seniority, their credential(s), student need and employee availability.
5. SCTA unit members who provide compensatory education services during the 2026-2027 and 2027-2028 school years will be compensated at the rate of \$80/hr for each hour of compensatory

education services that they provide to the students to which they are assigned to provide these services.

6. Unit members will document the services provided within the Service Logs
7. Unit members will turn in their timesheets by the 25th of each month.
8. The District agrees that every attempt shall be made to ensure that payments to unit members who provide compensatory education services that are submitted by the Timesheet for mid-month payroll deadline (as defined in the payroll deadlines memo (~~2024-2025 NO BS-38~~)) will be made on the 15th of the following month, but no later than the 15th of the subsequent month.
9. SCTA unit members who provide compensatory education will participate in up to three (3) hours of training on providing compensatory education services to students through professional learning sessions outside of their regular work-day and paid at the contracted hourly rate for each hour of training.
10. Within ten work days of the end of the open survey periods set forth above in #3, the district will share the list of SCTA unit members who have agreed to provide Compensatory Education Services.
11. The District may contract out all legally mandated CompEd services needed for the 2026-2027 and 2027-2028 school years which are not able to be provided by the unit members as outlined in this agreement, or if a settlement agreement specifies that the services are to be rendered by an outside agency. The District will negotiate separate, stand alone agreements with outside Non-Public agencies to provide the CompEd services described in this agreement. Agency staff contracted to perform Comp Ed Services outlined in this agreement shall not be utilized to perform additional services unless mutually agreed by the parties. At least quarterly, and preferably on a monthly basis, the District will provide to SCTA a summary of the hours and types of service provided by: a) District staff; b) Non-Public agencies; c) the monies due to said Non-Public Agencies.
12. The parties agree to meet at least once quarterly to review the outstanding CompEd work remaining and the quality of the CompEd work performed by the outside Non-Public Agencies.
13. This MOU is limited only to the use of outside Non Public Agencies to provide Compensatory Education Services that were not agreed to by unit members outlined in this agreement and that occur outside of the contractual day for the term specified herein or any term subsequently agreed to by the District and SCTA.
14. This agreement is non-precedent setting.
15. This MOU shall automatically terminate on the last day of school in the 2027-2028 school year, unless extended by mutual written agreement of the Parties.

**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
and the
Sacramento City Teachers Association
Concerning
SPECIAL EDUCATION SUMMER WORK 2026**

June 15, 2026

This Memorandum of Understanding (MOU) titled "SPECIAL EDUCATION SUMMER WORK 2026" is an agreement between the Sacramento City Unified School District "District" and the Sacramento City Teachers Association, collectively "the Parties," regarding work and assessments done by Special Education Educators during the summer of 2026

AGREEMENT

1. Special Education Staff represented by SCTA who agree to work outside their contractual work calendar on overdue special education assessments and other Department related work assigned by Special Education Department Leaders, from June 12, 2026 through August 7, 2026, shall be compensated at the rate of \$80 per hour and will work under the direction of the SCUSD Special Education Department.
2. The District will attempt to pay staff who work during the summer time period specified in #1 above as quickly as possible, but no later than ninety days (90) after the conclusion of the programs.
3. This MOU is a non-precedent setting, and does not establish a past practice.
4. This MOU will expire in full without precedent on August 7th according to the timelines set forth in the collective bargaining agreement, Article 4, the Union may enforce this agreement after the expiration date in the event of the District's non-performance of the terms and conditions of this Agreement.

For the District:


Cancy McArn, Superintendent

6/22/26
Date

For SCTA:


Nikki Milevsky, President

6/17/26
Date

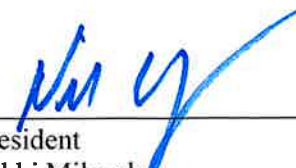
For the District:



Superintendent
Cancy McArn

Date: 6/22/26

For SCTA:



President
Nikki Milevsky

Date: 6/17/26

**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
&
Sacramento City Teachers Association (SCTA)**

**Temporary Use of Outside Contractors for Augmentative and Alternative Communication (AAC)
Specialists Positions in SCUSD**

June 15, 2026

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District ("District" or "SCUSD") and the Sacramento City Teachers Association ("SCTA"), collectively "the Parties", regarding utilizing the services of outside contractors to fill vacant Augmentative and Alternative Communication (AAC) Specialists Positions in the District for a limited term. The District and the SCTA hereby agrees as follows:

1. The District currently has:
 - . 4.0 allocated AAC FTE,
 - . 0 currently filled AAC FTE, and
 - . 4.0 vacant AAC FTE.
2. For a period of 180 school days, starting on August 11, 2026 and through May 27, 2027, the District may utilize the services of outside contractors (appendix A) to fill the 4.0 full-time equivalents (FTEs) vacancies in the position of AAC for the Extended School Year (ESY) Program.
3. The District's expectation is that the contracted amount will not exceed \$613,440
 - *4 vacant FTE x 6 hours/day = 24 AAC service hours per day.*
 - *24 AAC daily service hours / Agency staff working 8 hours a day = 3 Agency staff*
 - *24 AAC daily service hours x \$142/hour (highest agency rate) = (\$3,408 / per day)*
 - *\$3,408 x 180 academic calendar days = (\$613,440 for the 2026-2027 school year)*
4. The District and SCTA will meet at least thirty (30) days prior to May 27, 2027, to review the AAC vacancies at that time and determine whether there is a continued need to utilize the services of the outside contractors to fill those vacancies to ensure that students receive legally mandated services consistent with their Individualized Education Plans ("IEP"). If agreement is reached to extend the term of this MOU, the District and SCTA shall memorialize such agreement in writing or through electronic communication.
5. In the event student needs, as determined by an AAC assessment and/or a student's IEP team, necessitate utilizing the services of outside contractors beyond the number of outside contractors specified in Paragraph 1 above, the District and SCTA agree that the District shall notify SCTA of such need and the District and SCTA shall meet to discuss the need and determine if there is an agreement to increase the use of outside contractors to meet this increased need. If agreement is reached to increase the use of the outside contractor, the District and SCTA shall memorialize such agreement in writing or through electronic communication.

6. This MOU meets the terms of Paragraph 3 of the October 24, 2018 settlement agreement between the District and SCTA regarding the HIPPO MD grievance ("October 24, 2018 Settlement Agreement"), which provides, in part, that:

[T]he District agrees that it will not subcontract out SCTA bargaining unit work without prior notice to and the written agreement of SCTA. In the event of an emergency, an agreement to subcontract will not be unreasonably denied.

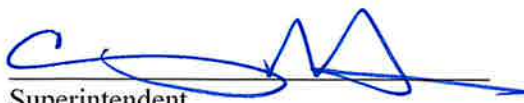
"Emergency" for purposes of this paragraph would include a circumstance where the District has posted a position for a reasonable period of time in an effort to provide legally mandated services to students, but has been unable to fill the position.

7. This MOU is limited only to the use of outside contractors to fill vacancies in Augmentative and Alternative Communication (AAC) Specialists Positions for the term specified herein or any term subsequently agreed to by the District and SCTA.
8. Except as provided in this MOU, the District confirms that it is not currently using and will not seek authorization from the SCUSD School Board to use outside contractors to fill any other vacancies related to SCTA-bargaining unit work in the Special Education Department, without the expressed written agreement of SCTA in accordance with the Hippo MD grievance settlement. This paragraph does not include contracts with Non-Public Schools, which provide services to District students that are not considered to be SCTA bargaining unit work.
9. This MOU shall automatically terminate on May 27, 2027, unless extended by mutual written agreement of the Parties.

Appendix A:

Jabber Gym
Pro Care
SPG
Growing HC
Stepping Stone
Capital Speech
Capital Kids
Covelo Group
School Steps

For the District:



Superintendent
Cancy McArn

Date: 6/22/20

For SCTA:



President
Nikki Milevsky

Date: 6/17/20