ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

BOARD OF TRUSTEES

Regular Board Meeting
October 22, 2026

AGENDA

Code: Regular #09-26/27
In compliance with the Americans with Disabilities Act, if you need special assistance in order to participate in the public meeting of the Board of Trustees, please contact the Office of the Superintendent at (408) 928-6822. Notification 72 hours prior to the meeting will enable the District to make reasonable accommodations.

THE MEETING WILL BE AVAILABLE FOR VIEWING LIVE VIA ZOOM WEBINAR MODE AND CAN BE ACCESSED AS FOLLOWS:
Join the Webinar from PC, MAC, iPad or Android:

https://arusd-org.zoom.us/j/83044973346
Webinar ID: 830 4497 3346
Or One tap mobile:
+6699006833, 83044973346# US (San Jose)

THE MEETING MAY ALSO BE VIEWED THROUGH LIVE STREAM AS FOLLOWS:
1. Live stream YouTube English Channel "AlumRock TV"
https://www.youtube.com/@alumrocktv5143

LAND ACKNOWLEDGMENT — The Board of Trustees of the Alum Rock Union Elementary School District does hereby acknowledge that the District schools and facilities sit on the traditional lands of the Muwekma Ohlone people, and the Board of Trustees further acknowledges with respect to the Muwekma Ohlone People Tribe of the San Francisco Bay Area for their stewardship of these lands.

Presentations/Recognitions involving students will be moved forward in the agenda.

Main Governing Board

PUBLIC COMMENT WILL BE ONLY IN PERSON: NO PUBLIC COMMENT WILL BE AVAILABLE THROUGH ZOOM

1. OPEN SESSION - CALL TO ORDER AND ROLL CALL

1. CALL TO ORDER/ ROLL CALL/PLEDGE OF ALLEGIANCE - PRESIDENT LINDA CHAVEZ

2. DISCUSSION AND/OR MODIFICATION(S) OF THE AGENDA

   The Board may change the order of business including, but not limited to, an announcement that an agenda item will be considered out of order, that consideration of an item has been withdrawn, postponed, rescheduled or removed from the Consent Calendar for separate discussion and possible action.

3. WELCOME AND EXPLANATION TO AUDIENCE

   Any person may address the Board on any item on the meeting agenda. Persons who wish to speak on an item on the agenda will have an opportunity to do so when that agenda item is introduced and presented during this meeting. There is a limit of 2 minutes for each speaker. The Board has the right to limit total public comment on any agenda item to no more than 20 minutes. Persons who wish to speak to the Board about any matter within the jurisdiction of the District but not on this agenda will have an opportunity to speak during item 2. on this agenda as stated below.

2. PUBLIC MEMBERS WHO WISH TO ADDRESS THE BOARD

The Brown Act prevents the Board from discussing or acting on any item not on this published agenda. Those who

wish to speak on a matter within the jurisdiction of the Board but not on the agenda may provide public comment in this portion of the meeting. The Board or Administration may refer to staff for follow-up on any formal written requests that are brought before the Board at this time. There is a limit of 2 minutes for each speaker. The Board has the right to limit total public comment on any agenda item to no more than 20 minutes.

3. SPECIAL PRESENTATION/RECOGNITION

1. Presentations: Resolutions honoring Board Member Pham from the offices of Assemblymember Ash Kalra, Office of Supervisor Betty Duong, Office of Senator Dave Cortese and the Office of Councilmember Peter Ortiz.

4. CLOSED SESSION - Following Closed Session, the Board Reconvenes to Public Session.

1. ANNOUNCEMENT AND PUBLIC COMMENTS REGARDING ITEMS TO BE DISCUSSED IN CLOSED SESSION (Government Code Section 54957.7)

    1. RECESS TO CLOSED SESSION: The Board will recess to Closed Session. Open Session will resume at conclusion of Closed Session.

    2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (Gov. Code Section 54956.8) Agency Negotiators:

        Public Property Advisors, Lisa Gillmor and Paulo Hernandez, and Dr. Marnie Hazelton, Superintendent and Teresa DeCelles, Assistant Superintendent of Business Services; Properties: 1300 Tallahassee Dr., San Jose, CA 95122-3939, 1824 Daytona Dr., San Jose, CA 95122-1719, 3720 East Hills Dr., San Jose, CA 95127-2418, 1290 Bal Harbor Dr., San Jose, CA 95122-1902, 277 Mahoney Dr., San Jose, CA 95127- 547, property at 600 Sinclair Dr., San Jose, CA 95116, 250 S King Rd, San Jose, CA 95122, and 1601 Cunningham Avenue, San Jose, CA. To be determined. Under discussion/negotiations: Price and terms of payment.

    3. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION - Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: Four (4) potential cases.

    4. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Paragraph (1) of Subdivision (d) of Section 54956.9):

        (1) *C.T.L. by and through her Guardian Ad Litem, Julio Tavares v. Alum Rock Union School District, et al.*, Santa Clara County Superior Court case no. 25CV459535; (2) *Maria Gutierrez v. Alum Rock Union Elementary School District*, Santa Clara County Superior Court case no. 25CV462406.

    5. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION - Pursuant to Government Code Section 54956.9 subd. (d)(1) - One Matter - OAH Case No. 2026080460.

    6. PUBLIC EMPLOYEE DISCIPLINE / DISMISSAL / RELEASE / RESIGNATION/NON REELECTION (Government Code 54957 and 54957.1)

    7. PUBLIC EMPLOYEE EMPLOYMENT/APPOINTMENT Titles: Executive Assistant - Confidential, Business; Network & Systems Supervisor; Assistant Superintendent, Business Services

    8. CONFERENCE WITH LABOR NEGOTIATORS-- Employee Organization: AREA (Alum Rock Educators Association); District Negotiators: (1) Dr. Marnie Hazelton, Superintendent; (2) Stephanie Monroe, Interim Assistant Superintendent, Human Resources; Lead Negotiator (3) Teresa DeCelles, Assistant Superintendent, Business.

    9. CONFERENCE WITH LABOR NEGOTIATORS--Employee Organization: TEAMSTERS; District Negotiators: (1) Dr. Marnie Hazelton, Superintendent; (2) Stephanie Monroe, Interim Assistant Superintendent, Human Resources; Lead Negotiator (3) Teresa DeCelles, Assistant Superintendent, Business.

10. CONFERENCE WITH LABOR NEGOTIATORS--Employee Organization: CSEA (Classified School Employees Association); District Negotiators: (1) Dr. Marnie Hazelton, Superintendent; (2) Stephanie Monroe, Interim Assistant Superintendent, Human Resources; Lead Negotiator (3) Teresa DeCelles, Assistant Superintendent, Business.

11. CONFERENCE WITH LABOR NEGOTIATORS-- Affected Employees: Unrepresented Administrators, Superintendent, Certificated Management, Classified Management, Supervisory and Confidential Employees; District Negotiators: Board President or designee.

12. Conference with Labor Negotiator Agency designated representative: Manuel F. Martinez, General Counsel Unrepresented employees: Superintendent.

5. RECONVENE TO OPEN SESSION - DISTRICT OFFICE BOARD ROOM

1. Report of Action Taken in Closed Session

6. COMMENTS / COMMUNICATION

1. Teamsters.

2. California School Employee's Association (CSEA).

3. Alum Rock Educator's Association (AREA).

4. Alum Rock Administrator's Association (ARAA).

5. Superintendent.

6. Board of Trustees.

7. SUPERINTENDENT/ BOARD BUSINESS --BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

1. Board Policy 1312.3: Uniform Complaint Procedures; First Reading (Discussion Only; No Action).

2. Approve Resolution No. 19-26/27 Relative to the Support of Proposition 3 to Maintain State Funding.

3. Waive Second-Reading Requirement (per Board Bylaw 9310) and Approve Amended Board Bylaw 9270: Conflict of Interest, Conflict of Interest Code and Resolution No. 07-26/27 Biennial Notice

   The attached amended Board Bylaw 9270 Conflict of Interest code and accompanying Resolution No. 07-26/27 is presented for a first reading and Board discussion, consideration and approval. Per the Political Reform Act, the Board is required to review and update its Conflict of Interest Code every two years during even-numbered years. A formal notice must be submitted to the Board of Supervisors of the County of Santa Clara. The amended Board Bylaw 9270 replaces all previous versions of Board Bylaw 9270 and Board Bylaw 9270.2. The amended Conflict of Interest Code replaces all previous versions of the Conflict of Interest Code.

4. Approve Board Bylaw 9240 Board Training: Third Reading .

8. BONDS/FACILITES- CONTRACTS OVER $100,000- Board Discussion And/ or Action (The Board may take action on any item in the section, unless it is designated for information only).

1. Approve the Proposal from JT Plumbing for the Installation of New Water Refill Stations

Approval is requested for the proposal submitted JT Plumbing in the amount of $105,500 for the installation of fifteen (15) new water refill stations at multiple district sites. The proposal includes all labor and materials, equipment and installation necessary to complete the project.

The district solicited proposals for this project and received the following two (2) responses:

Contractor Name:	Proposal Amount:
JT Plumbing	$105,500
Blancas Construction, Inc.	$110,000

9. BUSINESS SERVICES - Board Discussion And/ or Action (The Board may take action on any items in this section, unless it is designated for information only).

1. Consideration/Approval: KIPP Heartwood Charter School Renewal Petition

   The Board is asked to consider and approve the renewal of the charter petition for KIPP Heartwood. Pursuant to California Education Code Section 47605, the District has reviewed the charter renewal petition in accordance with applicable requirements. The Board is responsible for considering the petition and determining whether to approve or deny the requested renewal.

2. Consideration/Approval: KIPP Prize Academy Charter School Renewal Petition

   The Board is asked to consider and approve the renewal of the charter petition for KIPP Prize Academy. Pursuant to California Education Code Section 47605, the District has reviewed the charter renewal petition in accordance with applicable requirements. The Board is responsible for considering the petition and determining whether to approve or deny the requested renewal.

10. INSTRUCTIONAL SERVICES - Board Discussion And/ Or Action (The Board may take action on any items in this section, unless it is designated for information only.)

1. Approve School-Sponsored Field Trips

   Per Board Policy 6153, field trips involving out-of-county or overnight travel require Board approval. The field trips listed fall under this policy. Administrative procedures will be followed for these trips.

2. Approve Resolution No.15-26/27 Digital Citizenship Week October 19-23, 2026

   The week of October 19 through 23, 2026, has been designated as "Digital Citizenship Week", to directly support the utmost important safety in students' lives as they engage in their progressive twenty-first-century learning in Alum Rock.

3. Approve Quarterly Reports on Williams Uniform Complaints

   The Quarterly Report on Williams lists the number of complaints received and resolved. The Santa Clara County Office of Education requires that the District submit a Quarterly Report on Williams Uniform Complaints for all Alum Rock Schools. The complaints could be in the areas of insufficient textbooks, teacher vacancies, or poor facility conditions from July 1, 2026, through September 30, 2026. There were 2 complaints, and both were resolved.

4. Approve Resolution No. 14-26/27 Week of the School Administrator October 12-18, 2026

   The week of October 12 through October 18, 2026, has been designated as the "Week of the School Administrator" to commend the administrators of California public schools for their support and contributions to the quality of public education in this state.

11. HUMAN RESOURCES - BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

1. Approve/Ratify Tentative Agreement Between the Alum Rock Union Elementary School District and the Alum

Rock Educators Association (AREA), for the period of July 1, 2025 - June 30, 2027; Disclosure of major provisions of tentative agreement including costs to be incurred in current and subsequent fiscal years (Gov. Code section 3547.5).

The District and AREA have reached the attached Tentative Agreement on the collective bargaining issues for the period of July 1, 2025 – June 30, 2027.

2. Approve/Ratify Tentative Agreement Between the Alum Rock Union Elementary School District and the California School Employees Association (CSEA), Chapter #305, for the period of July 1, 2025 - June 30, 2026; Disclosure of major provisions of tentative agreement including costs to be incurred in current and subsequent fiscal years (Gov. Code section 3547.5).

   The District and CSEA Chapter #205 have reached the attached Tentative Agreement on the collective bargaining issues for the period of July 1, 2025 - June 30, 2026.

3. Ratify 2.0% Salary Increase to Teamsters Bargaining Unit Members for the 2025-26 school year Pursuant to "me, too" Provision.

   On October 22, 2026 the board was presented a Tentative Agreement between the District and AREA which included a salary increase of 3.00% (three percent) on the 2025-2026 salary schedule. Therefore, pursuant to Article 22.1.1, "For the term of this Agreement, if any other bargaining unit receives a salary schedule increase, off schedule bonus or health and welfare premium increase or reopener(s) greater than the Teamsters bargaining unit, then Teamsters shall receive the same increase".

4. Ratify 0.5% Salary Increase to CSEA Bargaining Unit Members for the 2025-26 school year Pursuant to the "me, too" Provision.

   On October 22, 2026 the board was presented a Tentative Agreement between the District and AREA which included a salary increase of 3.00% (three percent) on the 2025-2026 salary schedule. Therefore, pursuant to Article 8.1.3, “For the term of this agreement, if any other bargaining unit receives a salary schedule increase, off schedule bonus or health and welfare premium increase or reopener(s) greater than the CSEA bargaining unit, the CSEA shall receive the same increase”.

5. Approve a 3% increase to the salary schedules for Certificated Management, Classified Management, Supervisory, Confidential Management, and Unrepresented Non-Management for the 2025–26 school year, and a 2% increase plus a 1% off-schedule payment for the 2026–27 school year.

   Based on the Tentative Agreement between the District and AREA, which includes a 3% increase to the salary schedule for the 25-26 SY, and a 2% increase plus a 1% off-schedule payment for the 26-27 SY, District Administration is recommending that all Unrepresented Personnel get the same.

6. Resignations (Information Only)

   Pursuant to Board Policy 4117.2, the Superintendent or designee has accepted the following resignations indicated in the accompanying Memorandum.

7. Approve Memorandum of Understanding Between the Alum Rock Union Elementary School District and Teamsters Local 150; Disclosure of major provisions of tentative agreement including costs to be incurred in current and subsequent fiscal years (Gov. Code section 3547.5).

12. CONTRACTS OVER $100,000 - BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

1. Approve Blancas Construction Inc- Ratify and approve contract for the 2026/2027 SY. This contract will provide the asphalt site improvement project at Adelante Dual Language Academy formerly Fischer Middle School. Submitted by M.O.T., $103,450 dollars

   Blancas construction will provide the asphalt site improvement project at Adelante Dual Language Academy formerly Fischer Middle School, is part of the facility improvements associated with the consolidation of two school sites into the Fischer campus. The consolidation has resulted in a significant increase in student

enrollment and campus utilization, requiring improvements to the existing school facilities and grounds to accommodate the increased student population.

2. Approve RJ Commercial Flooring- Ratify and approve contract for the 2026/2027 SY. This contract will provide demolition and removal of failing epoxy flooring in the boys and girls locker rooms at Adelante Dual Language Academy formerly Fischer Middle School. Submitted by M.O.T., $106,022.04 dollars.

   Due to moisture issues and subsequent bubbling of the existing epoxy flooring in the Boys and Girls Locker rooms and Bathrooms, at Adelante Dual Language Academy (formerly Fischer Middle School).

   RJ Commercial Flooring Company will provide demolition and removal of failing epoxy flooring, surface preparation, moisture mitigation, and floor finishing. In addition, due to the unforeseeable condition of the concrete subfloor beneath the failing epoxy, the contractor shall furnish and install a Portland-based self-leveling underlayment across the surfaces of both locker rooms.

13. CONTRACT EXTENSIONS OVER $100,000 - BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

1. Approve the Boys & Girls Club of Silicon Valley contract for the 2026/2027 SY. This contract extension is for an amendment that expands the scope of contracted services for ELOP students. Submitted by: Student Support Services; original approved contract was in the amount of $2,365,174.00. An increase request of $158,020.00. The total contract amount for the 2026/2027 SY is in the amount of $2,523,194.00 dollars.

   The Board approved Boys & Girls Club of SV CO278100 Contract language is being adjusted as follows: Expand ELO-P-funded program capacity at Adelante Dual Language Academy by sixty (60) additional students in grades 1 through 8 grades and twenty (20) additional TK/K students, for a total of eighty (80) additional students, for a cost increase by $149,520 to support the expanded enrollment.

   In addition, operate a Non-Instructional Day Program at Renaissance Academy at Mathson on November 23, 24, and 25, 2026, (three (3) days) for no more than one hundred twenty-five (125) middle school students. The Non-Instructional Day Program shall operate from 8:00 a.m. to 5:00 p.m. on each of the (3) days, providing (9) hours of programing per day consistent with ELO-P requirements for non-school days, for a cost increase by $8,500 for such services. The amended services will increase the contract by an additional $158,020.00.

2. Approve Restoration Management Company- Ratify and approve contract for the 2026/2027 SY. This contract will provide repair and replacement services in the storage and computer rooms at Hubbard Media Arts due to the fire damage. Submitted by M.O.T., $112,066.70 dollars.

   On August 27, 2026, the Board approved contract CO-278116 to provide repair and replacement services in the storage and computer rooms at Hubbard Media Arts due to the fire damage. During the initial phase of the repair and replacement work, unforeseen asbestos abatement issues required services. Due to these circumstances, it is necessary to increase the contract amount with Restoration Management Company to pay for additional services.

   Contract Amendment Summary

   - **Vendor:** Restoration Management Company
   - **Project Location:** Hubbard Media Arts Academy
   - **Purpose:** Additional asbestos abatement services required after a fire incident (specifically in the computer storage room).
   - **New Extension Date:** October 31, 2026 *(Previous Board approval covered 06/30/2026 to 08/31/2026).*

   Financial Breakdown
   - Change Order #1 (Drywall & Painting): $3,526.03
   - Change Order #2 (Asbestos Abatement): $43,560.70 (Funds outstanding invoice 311226)
   - Total Current Increase Requested $43,560.70

3. Approve Cal West Fence -Ratify and approve rollover contract for the 2026/2027 SY. This contract term extension from, end date 6/30/2026 to 10/31/2026, no additional cost. Submitted by M.O.T., $151,343.00 dollars.

Contract Term Extension: Original Contract CO 268311 was Board approved on June 25, 2026 in the amount of $151,343.00. An extension of the contract term with Cal West Fence due to material delays, the vendor was unable to complete the work in the 2025-2026 fiscal year. Extend Original end date of 06/30/2026 to 10/31/2026 at no additional cost to the district.

14. CONSENT CALENDAR/ACTION ITEMS - BOARD DISCUSSION AND/OR ACTION

1. Approval of Minutes for the following meetings: September 17, 2026, Regular Board Meeting and September 24, 2026 Regular Board Meeting.

2. Vendor & Payroll Warrants

   Summary of Vendor and Payroll Warrants issued during September month of Fiscal Year 2026/2027.

Total of Vendor warrants	$ 12,606,902.34
Total of Payroll warrants	$ 4,613,269.30
Total	$ 17,220,171.64

3. Acceptance of Grants/Awards Notification

   The District has received grants/awards as summarized on the attached sheet dated October 22, 2026.

4. Acceptance of Donations

   The District has received donations as summarized on the sheet dated October 22, 2026.

5. Approval of Fundraising Activities

   The District has received fundraising requests as summarized on the attached sheet dated October 22, 2026.

6. Approve Bond Contracts/Extensions

   The District has received a summarized list of bond contracts/extensions dated October 22, 2026

7. Notices of Employment and Changes of Status / Human Resources

   This item includes recommendations such as new hires, leaves of absence, or other changes in employee status.

8. Approve Contracts for Professional Services-Firms/Organizations.

The following contracts for professional services are being presented to the Board of Trustees for review and approval.

SCHOOL/ DEPARTMENT	**DATE OF SERVICE**	**CONSULTANT NAME**	**COST**	**PURPOSE**
Adelante Academy Victor Guendulain	09/18/2026-06/05/2027	Michael BUGGSY Malone	$2,500.00	Michael BUGGSY Malone will develop a logo for Adelante based on the awarded student concept drawing of monarchs. The contractor will work closely with school administration and district personnel to create and finalize a school logo that reflects the school's history, community and traditions. Funding: General

Adelante Academy Maria Belen Taitano	11/01/2026-06/30/2027	Rick Moore/ Bay Area Sports Official (BASO)	$135.00 per meet	Master Service Contract: Bay Area Sports Officials, (BASO) will provide wrestling officiating for meet at $135.00 per meet district-wide. Funding: General or Restricted
Aptitud Academy Suyen Jimenez	10/27/2026-06/30/2027	Viva Verde Nature Education	No Cost	Vida Verde Nature Education will provide a free 3-day, 2-night overnight camp experience for 60 Aptitud students. Funding: Not Applicable
Ocala Middle Kelsey White	10/23/2026-06/04/2027	Entourage Imaging Inc., DBA: Entourage Yearbooks	NTE $8,000.00 per site	Master Service Contract: Entourage Yearbooks will provide yearbook services and yearbook printing to any ARUSD school who wishes to participate. Not to exceed $8,000.00 per site. Funding: General or Restricted
Academic Services Dr. Tara Bickford-Williams	10/23/2026-06/30/2027	Keep Coyote Creek Beautiful	No Cost	KCCB will provide visual and interactive presentations to ARUSD students through their Scout's Adventure to Coyote Creek. Presentations will be 30-45-minutes long per class, with a minimum of 4 and maximum of 6 presentations taking place in a single school day. Presentations based on grade level, ex. region's local creeks including the water cycle, defining a watershed, what wildlife lives in and around the creek, the habitat that the creek and its waters provide, and environmental stewardship. Funding: Not Applicable
Academic Services Yeny Rosales-Aleman	10/23/2026-06/30/2027	LTI Language Testing International	$15,750.00	Language Testing International will provide a student assessment platform (AAPPL Full Measure), to support identification and qualification for the pathway to biliteracy attainment. Funding: General

Technology Daniel Pena	10/23/2026- 06/30/2027	Sutherland Consulting Group, DBA: EdTechnologyFunds	$9,649.00	EdTechnologyFunds will deliver high-quality, affordable services that will enable our district to prepare students to thrive in the digital economy. These services included assessments and network analysis and inventory, application submission, competitive bidding, review compliances support, and record retention. Funding: General
M.O.T. Eric Wasinger	10/09/2026- 06/30/2027	Blancas Construction, Inc.	$23,327.00	Blancas Construction will redesign exterior main door and staff window installation at Aptitud Community Academy. Scope includes demolition and modification of the existing windows and walls, framing and installation of new door, wall repairs and finishes, painting and final site cleanup. Funding: Restricted
M.O.T. Eric Wasinger	07/01/2026- 08/31/2026	Blancas Construction, Inc.	$37,000.00	Blancas Construction will provide an administration office remodel at Adelante Dual Language Academy (Former Fischer MS) Funding: Restricted
M.O.T Eric Wasinger	10/09/2026- 06/30/2027	Blancas Construction, Inc.	$38,614.00	Due to an increase in enrollment resulting from school consolidations, Blancas Construction,Inc. will install a new exterior main entrance doors at Painter/Sheppard and Mathson. The scope includes demolition, framing and installation of new doors, interior and exterior finishes, painting and site cleanup. Funding: Restricted
M.O.T. Eric Wasinger	07/01/2026- 06/30/2027	Blossom Hill Glass & Mirror	$50,000.00	Blossom Hill Glass & Mirror will provide services to remove and replace wood and install glass back into window frames on an as-needed basis, District-wide. Funding: Restricted

M.O.T. Eric Wasinger	09/04/2026- 06/30/2027	California United Mechanical, Inc.	$20,000.00	California United Mechanical will provide preventative maintenance and repair services for the refrigerator and freezer units at the District office. Funding: Restricted
M.O.T. Eric Wasinger	06/26/2026- 10/31/2026	Cal West Fence	No Additional Cost	Contract Term Extension: Original Contract CO 268312 was Board approved on June 25, 2026 in the amount of $87,243.00. An extension of the contract term with Cal West Fence due to material delays, the vendor was unable to complete the work in the 2025-2026 fiscal year. Extend Original end date of 06/30/2026 to 10/31/2026 at no additional cost to the district. Funding: Restricted
M.O.T. Eric Wasinger	09/08/2026- 06/30/2027	General Tree Service	$50,000.00	General Tree Service will provide emergency tree trimming and hazardous tree removal services at District facilities on an as-needed basis. Funding: Restricted
M.O.T. Eric Wasinger	09/01/2026- 06/30/2027	McKinley Elevator Corporation	$10,000.00	McKinney Elevator Corporation will provide required inspection of all accessible lifts and ADA lifts as regulated by the State district-wide. Funding: Restricted
M.O.T. Eric Wasinger	07/20/2026- 06/30/2027	Nickell Fire Protection	$9,287.90	Original contract Board approved on August 13, 2026 in the amount of $4,000.00. Additional funding is needed due to fire extinguisher deficiencies found during inspection throughout the school district. Increase contract by $9,287.90 for a total contract amount of $13,287.90. Funding: Restricted

M.O.T. Eric Wasinger	07/01/2026- 06/30/2027	Syserco Inc.	$28,738.00	Syserco will provide technical support and training services for the Energy Management System (EMS) as-needed, district-wide. Funding: Restricted
Special Education Anthony Colonna	05/16/2026- 06/30/2027	Elizabeth Isono	No Additional Cost	Contract Term Extension: The original contract with Elizabeth Isono was approved by the Board on May 14, 2026, in the amount of $3,900.00. The IEE was unable to be conducted during the 2025–2026 fiscal year. Therefore, an extension of the contract term is requested, extending the original end date of June 30, 2026, to June 30, 2027, at no additional cost to the District. Funding: Restricted
Special Education Anthony Colonna	10/23/2026- 06/30/2027	Rachael Kleffer, Inc.	$10,000.00	Rachael Kleffer will provide initial and triennial evaluations for students in the Alum Rock School District. Funding: Restricted

Student Support Services Dr. Kiela Jimenez	09/26/2025- 06/30/2027	Asian Americans for Community Involvement of Santa Clara County INC. DBA: AACI	No Cost	POCO Adjustment: The Board approved AACI MY 269350 contract language is being adjusted as follows: Behavioral Health service locations will include McCollam, Ryan, and Painter, which are designated for Behavioral Health support only. A detailed description of Behavioral Health services is included in Attachment B-AACI Behavioral Health Department Description of Services, which is incorporated into this MOU by reference. Duties of Provider: AACI Behavioral Health may also provide on-site or telehealth individual therapy, case management, and group rehabilitation services to eligible students/clients at identified ARUSD campuses, as further described in Attachment B. MOU Term to end on June 30, 2027 from June 30, 2028. Funding: Not Applicable
Student Support Services Dr. Kiela Jimenez	10/23/2026- 06/30/2027	Carnegie Mellon University	No Cost	Contract Term Change: Start date of October 23, 2026. Carnegie Mellon University will partner with Alum Rock Union School District to provide no-cost virtual math tutoring through the PLUS program while supporting research on student learning outcomes, and outlines roles, data-sharing protocols, and confidentiality requirements to ensure student information is protected while using anonymized data to improve instruction and measure program effectiveness through June 2027. Funding: Not Applicable

Student Support Services Dr. Kiela Jimenez	10/23/2026-05/31/2027	Sacred Hearts Community Services	No Cost	Master Service Contract: Sacred Heart Community Service will provide Safe, Secure and Loved: Resilient Families (SSL-RF), a seven-week caregiver education and family support program facilitated by trained promotoras. The program strengthens caregiver-child relationships, promotes healthy early childhood development, and provides practical caregiving strategies and peer support. Sacred Heart Community Service will coordinate with the school district on outreach, referrals, enrollment, scheduling, and connections to community resources. Funding: Not Applicable
Student Support Services Dr. Kiela Jimenez	10/23/2026-06/30/2027	Seneca Family of Agencies	No Cost	Seneca will provide County-contracted services to Alum Rock Union School District (ARUSD) at no cost. The Seneca program staff will be on ARUSD campuses to provide services for the following programs: Bridging Families Services, Therapeutic Behavioral Services, Wraparound, Differential Response, Outpatient Clinic and work in collaboration with the district to provide services for youth that have been referred to Seneca through the above listed programs. Funding: Not Applicable
Student Support Services Dr. Kiela Jimenez	10/23/2026-06/30/2027	Springboard Collaborative	$88,217.25	Springboard will provide a comprehensive literacy and math program for Cycle 2 Spring 2027 that includes family workshops, teacher coaching and incentives to achieve data driven literacy growth in students. The contract will support four (4) school sites serving 180 students in PreK-3rd grade for the 2026-2027 school year. Funding: Restricted

Student Support Services Dr. Kiela Jimenez	10/23/2026-06/30/2027	The Future Talent of Silicon Valley, DBA: First Tee-Silicon Valley	$25,500.00	Master Service Contract: First Tee-Silicon Valley (FTSV) will provide youth development through its Community Partner School Program to 15 schools in Alum Rock Union School District (ARUSD). The Program equips educators/youth leaders to successfully deliver FTSV's curriculum of life skills through golf. It includes: FTSV equipment on loan, training, support, coordination, and a field trip to FTSV. Schools may participate on a first-come, first-served basis through a Community Partner Agreement (CPA) each academic year. Each school must complete a Request for Contracted Services PUR-123. Funding: Restricted

9. Approve Resolution No. 20-26/27 Inventory Disposal.

   Authorize the sale, donation, and/or disposal of surplus property under the direction of the Procurement Manager, Assistant Superintendent of Business Services and/or Superintendent.

10. Approve Memorandum(s) of Understanding.

The District has received the following Memorandum(s) of Understanding as summarized on the sheet(s) dated October 22, 2026.

SCHOOL/ DEPARTMENT	**DATE OF SERVICE**	**CONSULTANT NAME**	**COST**	**PURPOSE**

Academic Services Sandra Garcia	10/23/2026-06/30/2027	Stanford University, Department of Urology (Kan Lab)	No Cost	This Memorandum of Understanding outlines the voluntary partnership between Alum Rock Union Elementary School District and Stanford University, Department of Urology (Kan Lab), to collaborate on activities and services in support of the National Institutes of Health (NIH)-funded research study under award number 1K23DK143350-01. Funding: Not Applicable
Human Resources Stephanie Monroe	10/23/2026-06/30/2031	California State University, East Bay	No Cost	Multi-Year Service Contract: Cal State East Bay will provide Memorandum of Understanding and Agreement for the Employment of University Students who have an Intern Credential. Funding: Not Applicable
Human Resources Stephanie Monroe	10/23/2026-06/30/2029	University of California, Merced	No Cost	Multi-Year Service Contract: UC Merced will provide a Teacher Preparation Program Agreement for Placement of Student & Intern Teachers. Funding: Not Applicable
Social Emotional Learning Kristin Burt	10/23/2026-06/30/2031	University of San Francisco (School Counseling Internship)	No Cost	Multi-Year Service Contract: University of San Francisco, in collaboration with Alum Rock Union School District, will provide practicum and fieldwork experience for students pursuing a California Pupil Personnel Services (PPS) credential. Funding: Not Applicable

Student Support Services Dr. Kiela Jimenez	07/01/2026-06/30/2028	Santa Clara County Office of Education-Migrant Education	No Cost	Multi-Year Service Contract: Santa Clara County Office of Education (SCCOE) and Alum Rock Union School District (ARUSD) are entering into this MOU in order to facilitate sharing of data as appropriate to effectively support Migrant Education Student Success. Data elements: Directory information, attendance, grading information, and any other data elements that will allow SCCOE to support student success in school. Funding: Not Applicable

11. Current Enrollment.

15. FUTURE BOARD AGENDA REQUESTS

1. Requests from Board of Trustees and/or from the Public. Requests shall be submitted in writing to the Superintendent or designee with supporting documents and information, if any, at least one week before the scheduled meeting date. Items submitted less than a week before the scheduled meeting date may be postponed to a later meeting in order to allow sufficient time for consideration and research of the issue. BB 9322

16. ADJOURNMENT

1. President adjourns the meeting.

17. NEXT MEETING(S)

1. November 12 , 2026 (2026-2027 School Year).

3.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 16, 2026

Subject: **Presentations: Resolutions honoring Board Member Pham from the offices of Assemblymember Ash Kalra, Office of Supervisor Betty Duong, Office of Senator Dave Cortese and the Office of Councilmember Peter Ortiz.**

Fiscal Impact: No

Budget Source: None

*****Presentation Only******

Submitted by: Andres Quintero Title: Vice-President

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

3.1

Agenda Placement

Marnie Hazelton, Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

7.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 12, 2026

Subject: **Board Policy 1312.3: Uniform Complaint Procedures; First Reading (Discussion Only; No Action).**

Fiscal Impact: No

Budget Source: None

Information Only

Submitted by: Dr. Marnie Hazelton Title: Superintendent

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees:

7.1

Agenda Placement

Meeting: October 22, 2026
Regular Board Meeting

Marnie Hazelton, Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Policy 1312.3: Uniform Complaint Procedures **Status:** ADOPTED

Original Adopted Date: 07/02/2013 | **Last Revised Date:** 02/12/2026 | **Last Reviewed Date:** 02/12/2026

The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages the early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670.

Complaints Subject to UCP

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve complaints regarding the following:

1. Accommodations for pregnant and parenting students (Education Code 46015)
2. Adult education programs (Education Code 8500-8538, 52334.7, 52500-~~52617~~ 52616.18)
3. After School Education and Safety programs (Education Code 8482-8484.65)
4. Agricultural career technical education (Education Code 52460-52462)
5. Career technical and technical education and career technical and technical training programs (Education Code 52300-52462)
6. Child care and development programs (Education Code 8200-8488)
7. Compensatory education (Education Code 54400)
8. Consolidated categorical aid programs (Education Code 33315; 34 CFR 299.~~10~~13-299.~~12~~15)
9. Course periods without educational content (Education Code 51228.1-51228.3)
10. Discrimination, harassment, intimidation, or bullying in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on one, or a combination of two or more protected characteristics, which include, but may not be limited to, a origin; immigration status; sex; sexual orientation; sex stereotypes; gender; gender identity; gender expression; religion; disability; medical condition; genetic information; pregnancy, false pregnancy, childbirth, termination of pregnancy, or related conditions or recovery; and parental, marital, and family status; any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55; or based on the person's association with a person or

group with one or more, or any combination, of these actual or perceived characteristics (Education Code 200, 210.1, 210.2, 210.3, 212, 212.1, 220, 221.51, 230, 260; Government Code 11135, 12926; 5 CCR 4610; 20 USC 1681-1688, 42 USC 2000d-2000d-7)

~~However, the UCP shall not be used to investigate and resolve employment discrimination complaints. (5CCR 4611)~~

Unlawful discrimination includes district sponsorship of any activity or program that promotes discriminatory bias on the basis of race or ethnicity, gender, region, disability, nationality, sexual orientation, or any other characteristic listed in Education Code 220. (Education Code 51500)

Additionally, the district in prohibited from discriminating against any person on the basis of sex or gender in the operation, conduct, or administration of community youth athletics programs, or in the allocation of parks and recreation facilities and resources, or school and recreation facilities and resources, that support or enable such programs. (Government Code 53080)

However, the UCP shall not be used to investigate and resolve employment discrimination complaints. (5CCR 4611)

~~10.~~11. Educational and graduation requirements for students in foster care, students experiencing homelessness, students from military families, students formerly in a juvenile court school, students who are migratory, and newcomer students (Education Code 48645.7, 48850, 48853, 48853.5, 49069.5, 48911, 48915.5, 51225.1, 51225.2, 51225.25)

~~11.~~12. Every Student Succeeds Act (Education Code 12030, 52059.5, 52059.5, 640000; ~~;~~ 20 USC 6301 et seq.)

13. ~~Instructional Materials and Curriculum; Diversity (Education Code 243) A complaint alleging such unlawful discrimination may, in addition to or in lieu of being filed with the district, be directly filed with the Superintendent of Public Instruction~~ Instruction Instructional Materials, Staff Development Materials, and Curriculum: Diversity (SPI). (Education Code 243, 244)

A complaint alleging unlawful discrimination pursuant to Education Code 243 or 244 may, in addition to or in lieu of being filed with the district, be directly filed with the Superintendent of Public Instruction (SPI) (Education Code 243, 244)

~~12.~~14. Local control and accountability plan (Education Code 52075)

~~13.~~15. Migrant child education (Education Code 54440-54445

~~14.~~16. Physical education instructional minutes (Education Code 51210, 51222, 51223)

~~15.~~17. Student fees (Education Code 49010-49013)

~~16.~~18. Reasonable accommodations to a lactating student (Education Code 222)

~~17.~~19. Regional occupational centers and programs (Education Code 52300-52334.7)

~~18.~~20. School plans for student achievement as required for the consolidated application for specified federal and/or state categorical funding (Education Code 64001)

~~19.~~21. ~~School site councils as required for the consolidated application for specified federal and/or state categorical funding~~ School or athletic teams' names, mascots, or nicknames (Education Code ~~65000~~221.3, 33315)

~~20.~~22. ~~State preschool programs~~School site councils as required for the consolidated application for specified federal and/or state categorical funding (Education Code ~~8207-8225~~65000)

23. State preschool ~~health and safety issues in license-exempt~~ programs (Education Code ~~8212~~8200-8488, 33315)

~~21.~~24. State preschool health and safety issues in license-exempt programs (Education Code 8212)

~~22.~~25. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

~~23.~~26. Any other state or federal educational program the SPI or designee deems appropriate

The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process for resolving a complaint in a manner that is acceptable to all parties. An ADR process such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

When an allegation that is not subject to UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and requirements related to UCP, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or designee shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR 4631 and 4633.

Non-UCP Complaints

The following complaints shall not be subject to the district's UCP but shall be investigated and resolved by the specified agency or through an alternative process:

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services Protective Services Division or the appropriate law enforcement agency (5 CCR 4611)

2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services (5 CCR 4611)

3. Any complaint alleging that a student, while in an education program or activity, was subjected to sexual harassment, as defined in 34 CFR 106.2
   Such a complaint shall be addressed through the federal Title IX complaint procedures as specified in Administrative Regulation 5145.71 – Title IX Sexual Harassment Complaint Procedures

4. Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in Administrative Regulation 4030 – Nondiscrimination in Employment, including the right to file the complaint with the California Civil Rights Department.

5. Any complaint alleging a violation of a state or federal law or regulation related to special education, a settlement agreement related to the provision of a free appropriate public education (FAPE), failure or refusal to implement a due process hearing order to which the district is subject, or a physical safety concern that interferes with the district's provision of FAPE shall be submitted to the California Department of Education (CDE) in accordance with Administrative Regulation 6159.1 - Procedural Safeguards and Complaints for Special Education (5 CCR 3200-3205)

6. Any complaint alleging noncompliance of the district's food service program with laws regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses shall be filed with or referred to CDE in accordance with Board Policy 3555 - Nutrition Program Compliance (5 CCR 15580-15584)

7. Any complaint of discrimination based on race, color, national origin, sex, age, or disability in the district's food service program shall be filed with or referred to the U.S. Department

of Agriculture in accordance with Board Policy 3555 - Nutrition Program Compliance (5 CCR 15582)

8. Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with Administrative Regulation 1312.4 - Williams Uniform Complaint Procedures (Education Code 35186)

7.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 12, 2026

Subject: **Approve Resolution No. 19-26/27 Relative to the Support of Proposition 3 to Maintain State Funding.**

Fiscal Impact: No

Budget Source: None

Recommend Approval

Submitted by: Minh Pham Title: Board Clerk

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

7.2
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Resolution of the Board of Trustees of the
Alum Rock Union Elementary School District
Relative to the Support of Proposition 3 to Maintain State Funding
Resolution No. 19-26/27

WHEREAS, in 2012 and again in 2016, California voters overwhelmingly approved the current income tax rates on the wealthiest Californians — the top 2% — to protect public schools and healthcare from devastating cuts.

WHEREAS, for nearly 15 years, these existing rates have provided $120 billion for critical programs California families count on and have strengthened the state Rainy Day Fund, protecting our schools and healthcare when the economy slows.

WHEREAS, these existing tax rates have allowed the state to make important investments in the education and health of our children, from school lunches, smaller class sizes, and mental health counselors to children's healthcare and the Medi-Cal coverage that millions of Californians rely on.

WHEREAS, unless the existing rates are extended by the voters, they will soon expire. Without Proposition 3, California's 8 million public school and community college students will face billions in cuts, including teacher layoffs, overcrowded classrooms, and bigger class sizes, and families could lose access to healthcare, affordable prescription drugs, and the Medi-Cal coverage that millions of Californians rely on.

WHEREAS, allowing these tax rates to expire would give millionaires and billionaires a massive tax cut at the expense of our classrooms, clinics, and communities. Maintaining the existing rates on the top 2% helps ensure that California children receive the education and health care they need to thrive and achieve their highest potential.

WHEREAS, Proposition 3 maintains the income tax rates that the wealthiest Californians have paid for the past 15 years, protecting our schools, healthcare, and communities.

WHEREAS, Alum Rock is a state-funded school district that would face additional cuts to educational programs should the current tax rates sunset

WHEREAS, Proposition 3 includes constitutional protections and strict accountability provisions and will not permit any of the funds to go towards bureaucracy or administrative costs. Funds are guaranteed to go directly to local schools and classrooms.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Alum Rock Union Elementary School District supports Proposition 3 to protect our schools, healthcare, and communities — without raising taxes — and urges voters to vote Yes on Proposition 3 in the November 2026 election.

PASSED AND ADOPTED by the Board of Trustees of the Alum Rock Union School District on this 22nd day of October, 2026, by the following vote:

Ayes: ____ Noes: ____ Abstain: ____ Absent: ____

_____ Date: October 22, 2026

Clerk of the Governing Board

7.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 25, 2026

Subject: **Waive Second-Reading Requirement (per Board Bylaw 9310) and Approve Amended Board Bylaw 9270: Conflict of Interest, Conflict of Interest Code and Resolution No.07-26/27 Biennial Notice**

Support Information: The attached amended Board Bylaw 9270 Conflict of Interest Code and accompanying Resolution No. 07-26/27 is presented for a first reading and Board discussion, consideration and approval. Per the Political Reform Act, the Board is required to review and update its Conflict of Interest Code every two years during even-numbered years. A formal notice must be submitted to the Board of Supervisors of the County of Santa Clara. The amended Board Bylaw 9270 replaces all previous versions of Board Bylaw 9270 and Board Bylaw 9270.2. The amended Conflict of Interest Code replaces all previous versions of the Conflict of Interest Code.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees approve the amended Board Bylaw 9270 and Conflict of Interest Code and adopt Resolution No. 07-26/27

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees:

Meeting: October 22, 2026
Regular Board Meeting

7.3

Agenda Placement

Marnie Hazelton, Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Conflict of Interest Code of the
Alum Rock Union Elementary School District

The provisions of 2 CCR 18730 and any amendments to it adopted by the Fair Political Practices Commission, together with the attached Appendix specifying designated positions and disclosure categories, are incorporated by reference and shall constitute the district's conflict of interest code. The full text of 2 CCR 18730 may be found at https://www.fppc.ca.gov/

Governing Board members and designated employees shall file statements of economic interests/Form 700 in accordance with the disclosure categories listed in the attached Appendix. The statements of economic interests shall be filed with the district's filing official. If a statement is received in signed paper format, the district's filing official shall make and retain a copy and forward the original of this statement to the filing officer, the County of Santa Clara Clerk of the Board of Supervisors. If a statement is electronically filed using the County of Santa Clara's Form 700 e-filing system, both the district's filing official and the County of Santa Clara Clerk of the Board of Supervisors will receive access to the e-filed statement simultaneously.

The district shall make the statements available for public inspection and reproduction pursuant to Government Code section 81008.

APPENDIX

Positions Subject to Government Code 87200 Filing Requirements

Positions that are specifically listed in Government Code section 87200 or that manage public investments as defined by 2 California Code of Regulations 18700.3(b) must file a statement of economic interests pursuant to the full disclosure requirements of Government Code 87200. Such positions are not subject to this conflict of interest code. Persons required to disclose pursuant to Government Code 87200 must disclose: interests in real property located entirely or partly within district boundaries, or within two miles of district boundaries, or of any land owned or used by the district; and investments, business positions, and sources of income, including gifts, loans, and travel payments.

Any such positions with the district are listed below. Statements of economic interests for these positions will be filed with the district's filing official, who will make the statements available for public inspection and reproduction. (Government Code 81008.) If a statement is received in signed paper format, the district's filing official shall make and retain a copy and forward the original of this statement to the filing officer, the County of Santa Clara Clerk of the Board of Supervisors. If a statement is electronically filed using the County of Santa Clara's Form 700 e-filing system, both the district's filing official and the County of Santa Clara Clerk of the Board of Supervisors will receive access to the e-filed statement simultaneously.

The district has determined that it does not have any positions subject to Government Code 87200 filing requirements.

Persons required to disclose pursuant to Government Code 87200 must disclose:

1. Interests in real property located entirely or partly within district boundaries, or within two miles of district boundaries, or of any land owned or used by the district; and

2. Investments, business positions, and sources of income, including gifts, loans, and travel payments.

Designated Positions

Designated Position	**Disclosure Category**
Governing Board Member	1
Superintendent	1
Administrator – Fiscal Services	2
Assistant Principal	2
Assistant Superintendent – Business Services	1
Assistant Superintendent – Instructional Services	1
Assistant Superintendent – Human Resources	1
Bond Program Director	1
Bond Program Manager	1
Coordinator	2
Coordinator – Child Nutrition	2
Coordinator – Student Services	2
Coordinator – Special Education	2
Coordinator – State & Federal Programs	2
Coordinator – Human Resources	2
Human Resources Risk Management Coordinator	2
Director – Academic Services	2
Director – Facilities, Bonds, and Leases	1
Director – Child Nutrition Services	2
Director – Fiscal Services	2
Director – Human Resources	2
Director – Social & Emotional Learning	2
Director – Special Education	2
Director – Student Support Services, Compliance and Programs	2
Director – Technology Services	2
Operations and Security Manager	2
Manager – Transportation	2
Principal	2
Principal on Special Assignment	2
Procurement Manager	2
Senior Executive of Bonds, Maintenance, Operations, and Transportation	1
Consultant	3
Newly Created Position	*

***Newly Created Positions**

A newly created position that makes or participates in the making of decisions that may foreseeably have a material effect on any financial interest of the position-holder, and which specific position title is not yet listed in a district's conflict of interest code is included in the list of designated positions and shall disclose pursuant to the broadest disclosure category in the code, subject to the following limitation: The Superintendent or designee may determine in writing that a particular newly created position, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the broadest disclosure requirements, but instead must comply with more tailored disclosure requirements specific to that newly created position. Such written determination shall include a description of the newly created position's duties and, based upon that description, a statement of the extent of disclosure requirements. The district's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict-of-interest code. (Government Code 81008.)

As soon as the district has a newly created position that must file statements of economic interests, the district's filing official shall contact the County of Santa Clara Clerk of the Board of Supervisors Form 700 division to notify it of the new position title to be added in the County's electronic Form 700 record management system, known as eDisclosure. Upon this notification, the Clerk's office shall enter the actual position title of the newly created position into eDisclosure and the district's filing official shall ensure that any individual(s) holding the newly created position is entered under that position title in eDisclosure.

Additionally, within 90 days of the creation of a newly created position that must file statements of economic interests, the district shall update this conflict-of-interest code to add the actual position title in its list of designated positions, and submit the amended conflict of interest code to the County of Santa Clara Office of the County Counsel for code-reviewing body approval by the County Board of Supervisors. (Government Code 87306.)

Disclosure Categories

1. **Category 1:** A person designated Category 1 shall disclose:

a. Interests in real property located entirely or partly within district boundaries, or within two miles of district boundaries, or of any land owned or used by the district; and

b. Investments in, business positions in, and income (including gifts, loans, and travel payments) from sources that are engaged in the acquisition or disposal of real property within the district, are or have been within the past two years engaged in work or services of the type used by the district, or manufacture or sell supplies, goods, machinery, or equipment of the type used by the district.

2. **Category 2:** A person designated Category 2 shall disclose:

a. Investments in, business positions in, and income (including gifts, loans, and travel payments) from sources that are engaged in work or services of the type used by the department

that the designated person manages or directs; and

b. Investments in, business positions in, and income (including gifts, loans, and travel payments) from sources that manufacture or sell supplies, goods, machinery, or equipment of the type used by the department that the designated person manages or directs. For the purposes of this category, a principal's department is his/her entire school.

3. **Category 3: Disclosures for Consultants**

Consultants, as defined for purposes of the Political Reform Act, shall disclose pursuant to the broadest disclosure category in the district's conflict of interest code subject to the following limitation: The Superintendent or designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to comply fully with the disclosure requirements of the broadest disclosure category, but instead must comply with more tailored disclosure requirements specific to that consultant. Such a determination shall include a description of the consultant's duties and a statement of the extent of disclosure requirements based upon that description. All such determinations are public records and shall be retained for public inspection in the same manner and location as this conflict of interest code.

A consultant is an individual who, pursuant to a contract with the district, makes a governmental decision whether to: (2 CCR 18700.3)

1. Approve a rate, rule, or regulation

2. Adopt or enforce a law

3. Issue, deny, suspend, or revoke a permit, license, application, certificate, approval, order, or similar authorization or entitlement

4. Authorize the district to enter into, modify, or renew a contract that requires district approval

5. Grant district approval to a contract that requires district approval and in which the district is a party, or to the specifications for such a contract

6. Grant district approval to a plan, design, report, study, or similar item

7. Adopt or grant district approval of district policies, standards, or guidelines

A consultant is also an individual who, pursuant to a contract with the district, serves in a staff capacity with the district and in that capacity participates in making a governmental decision as defined in 2 CCR 18704 or performs the same or substantially all the same duties for the district that would otherwise be performed by an individual holding a position specified in the district's conflict of interest code. (2 CCR 18700.3)

Exhibit ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
version: June 16, 2004 San Jose, California
revised: October 8, 2008
revised: October 14, 2010
revised: August 8, 2013
revised: November 13, 2014
revised: October 10, 2016
revised: October 10, 2019
revised: November 10, 2016
revised: December 14, 2023
revised: August 27, 2026

Bylaw 9270: Conflict Of Interest

Status: ADOPTED

Original Adopted Date: 06/16/2004 | **Last Revised Date:** 12/04/2025 | **Last Reviewed Date:** 12/04/2025

The Board of Trustees desires to maintain the highest ethical standards and help ensure that decisions are made in the best interest of the district and the public. Accordingly, no "District Official," defined as a Board member or position designated in the district's conflict of interest code, shall participate in the making of any decision for the district when the decision will or may be affected by the District Official's financial, family, or other personal interest or consideration, as defined by law.

Additionally, a Board member shall abstain from voting on personnel matters that uniquely affect the Board member's relatives. However, a Board member may vote on collective bargaining agreements and personnel matters that affect a class of employees to which the Board member's relative belongs. Relative means an adult who is related to the Board member by blood or affinity within the third degree, as determined by common law, or an individual in an adoptive relationship within the third degree. (Education Code 35107)

A relationship within the third degree includes an individual's parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse/registered domestic partner, unless the individual is widowed or divorced.

Conflict of Interest Code

The Board shall adopt a conflict of interest code for the district that incorporates the provisions of 2 CCR 18730 by reference, delineates the District Officials, and provides the disclosure categories required for each position. The conflict of interest code shall be submitted to the district's code reviewing body for approval, in accordance with Government Code 87303 and within the deadline for submission established by the code reviewing body.

Upon direction by the code reviewing body, the Board shall review its conflict of interest code and submit any changes to the code reviewing body or, if no change is required, the Board shall submit a written statement to that effect. (Government Code 87306.5)

When a change in the district's conflict of interest code is necessitated due to changed circumstances, such as the creation of new District Officials or changes to the duties of District Officials, the Board shall amend the code, which shall then be submitted to the code reviewing body within 90 days after the changed circumstances necessitating the amendments have become apparent. (Government Code 87306)

When reviewing and preparing the district's conflict of interest code, the Superintendent or designee shall provide officers, employees, consultants, and members of the community adequate notice and a fair opportunity to present their views. (Government Code 87311)

Conflict of Interest under the Political Reform Act

A District Official shall not make, participate in making, or in any way use or attempt to use an official position to influence a governmental decision in which the District Official knows or has reason to know that there is a disqualifying conflict of interest. A disqualifying conflict of interest exists if the decision will have a "reasonably foreseeable material financial effect," which is distinguishable from the effect on the public generally, on the District Official's immediate family, or any financial interest described in 2 CCR 18700. (Government Code 87100, 87101, 87103; 2 CCR 18700-18707)

A District Official makes a governmental decision when, acting within the authority of the office or position, the District Official authorizes or directs any action on a matter, votes or provides information or opinion on it, contacts or appears before other District Officials for the purpose of affecting the decision, or takes any other action specified in 2 CCR 18704.

However, a District Official is not prohibited from participating in the making of a contract in which the District Official has a financial interest if such participation is required by the rule of necessity or legally required participation pursuant to Government Code 87101 and 2 CCR 18705.

Conflict of Interest from Campaign Contributions

Prior to the district rendering a decision in a proceeding before the district involving a contract, license, permit, or other entitlement for use, as defined by Government Code 84308, a Board member whose campaign committee received a contribution of more than $900 from any party or participant to the proceeding, or from an agent of such a party or participant, in the prior 12 months, and the party who made such a contribution, shall both publicly disclose that fact on the record of the proceeding. Additionally, if a Board member willfully or knowingly received a contribution to the Board member's campaign committee of more than $900 from any party or participant to such a proceeding, or from an agent of a party or participant, in the prior 12 months, and knows or has reason to know that the participant has a financial interest in the district's decision, the Board member shall not make, participate in making, or in any way attempt to use the Board member's official position to influence the district's decision in the proceeding. However, a Board member may make, participate in making, or attempt to use the Board member's official position to influence the decision if the contribution is returned within 30 days after the decision was made or after the Board member knows or should have known about the contribution and the proceeding, whichever is later.

All Board members and the Superintendent are prohibited from accepting, soliciting, or directing a contribution of more than $900 to a candidate or ballot measure campaign committee from any party or participant to a proceeding before the district involving a contract, license, permit, or other entitlement for use, as defined by Government Code 84308, or from an agent of a party or participant, while the proceeding is pending before the district and for 12 months following the date the district renders a final decision in the proceeding, if the Board member or Superintendent knows or has reason to know that the participant has a financial interest in the district's decision. However, if a Board member or the Superintendent does accept, solicit, or direct such a contribution during those 12 months but did not do so knowingly or willingly, the Board member or the Superintendent may cure the violation by ensuring that the contribution, or the portion

exceeding $900, is returned within 30 days of accepting, soliciting, or directing the contribution. The Board member or Superintendent shall maintain records of curing the violation. (Government Code 84308)

For a Board member or the Superintendent, a proceeding becomes "pending" when an item involving the contract, license, permit, or other entitlement for use, as defined by Government Code 84308, is placed on a Board agenda for discussion or decision or when it is reasonably foreseeable that the proceeding will come before the district for a decision. For a party or participant, and the agent of a party of participant, a proceeding becomes "pending" when an application is filed with the district, or, if the proceeding process does not require an application, when the proceeding is before the district for a decision or other action. (Government Code 84308)

The contributions disclosure requirements and restrictions above do not apply to contracts that are required to be competitively bid, labor contracts, personal employment contracts, contracts valued under $50,000, contracts where no party receives financial compensation, or contracts with another governmental agency. (Government Code 84308)

Form 700

Each District Official shall annually file a Statement of Economic Interest/Form 700 in accordance with the disclosure categories specified in the district's conflict of interest code. An individual who ceases to be a District Official shall, within 30 days, file a revised statement covering the period of time between the closing date of the last required statement and the date the individual ceased to be a District Official. (Government Code 87302)

~~**Additional Requirements for Boards that Manage Public Investments**~~

~~Any Board member, district employee, or district consultant who manages public investments, as defined by Government Code 87200, and who has a financial interest in a decision shall, upon identifying a conflict or potential conflict of interest and immediately prior to the consideration of the matter, do all of the following: (Government Code 87105; 2 CCR 18707)~~

~~Publicly identify each financial interest that gives rise to the conflict or potential conflict of interest in detail sufficient to be understood by the public, except that disclosure of the exact street address of a residence is not required~~

~~1. Not discuss or vote on the matter, or otherwise act in violation of Government Code 87100~~

~~For a Board member, the Board member shall not be counted toward achieving a quorum while the item is discussed.~~

~~2. Leave the room until after the discussion, vote, and any other disposition of the matter is concluded~~

~~However, the Board member, district employee, or district consultant who manages public investments, as defined by Government Code 87200, may speak on the issue during the~~

~~time that the general public speaks on it. Additionally, for a Board member, if the matter has been placed on the consent calendar, the Board member shall abstain from voting on the consent calendar or, if the Board removes the item from the consent calendar, the Board member shall abstain from voting on the item. In any event, the Board member shall refrain from discussing or voting on the item. However, the Board member is not required to leave the room during consideration of the consent calendar.~~

3. ~~If a decision is made during closed session, disclose the interest orally during the open session preceding the closed session~~

   ~~This disclosure shall be limited to a declaration that the recusal is because of a conflict of interest pursuant to Government Code 87100. The Board member, district employee, or district consultant who manages public investments, as defined by Government Code 87200, shall not be present when the item is considered in closed session and shall not knowingly obtain or review a recording or any other nonpublic information regarding the decision.~~

Conflict of Interest under Government Code 1090 - Financial Interest in a Contract

A District Official shall not be financially interested in any contract made by the district, including in the development, internal discussions, negotiations, modifications, planning, deliberation of issues, and specifications and solicitations for bids. If a District Official has such a financial interest in a contract made by the district, the contract is void. (Government Code 1090)

Remote Interest Exception to Government Code 1090

A Board member shall not be considered to be financially interested in a contract in which there is only a "remote interest," as specified in Government Code 1091, if the interest is disclosed during a Board meeting and noted in the official Board minutes. The affected Board member shall not vote or debate on the matter or attempt to influence any other Board member to enter into the contract. (Government Code 1091)

Noninterest Exception to Government Code 1090

A District Official shall not be considered to be financially interested in a contract if the interest is reimbursement for actual and necessary expenses incurred in the performance of official duties, in the employment of a spouse/registered domestic partner who has been a district employee for at least one year prior to the Board member's election or appointment, or in any other "noninterest" specified in Government Code 1091.5.

Common Law Doctrine Against Conflict of Interest

A District Official shall abstain from any official action in which the District Official's private or personal interest may conflict with official duties pursuant to the common law doctrine against conflict of interest.

Incompatible Offices and Activities

Board members shall not engage in any employment or activity or hold any office which is inconsistent with, incompatible with, in conflict with, or inimical to the Board member's duties as an officer of the district. (Government Code 1099, 1126)

Gifts

District Officials may accept gifts only under the conditions and limitations specified in law including, but not limited to, Government Code 89503 and 2 CCR 18730.

Gifts of travel and related lodging and subsistence shall be subject to the current gift conditions and limitations, except when: (Government Code 89506)

1. The travel is in connection with a speech given by a District Official, provided the lodging and subsistence expenses are limited to the day immediately preceding, the day of, and the day immediately following the speech and the travel is within the United States

2. The travel is provided by a person or agency specified in Government Code 89506, including a government, governmental agency or authority, bona fide public or private educational institution, as defined in Revenue and Taxation Code 203, or nonprofit organization exempt from taxation under section 501(c)(3) of the Internal Revenue Code

Gifts of travel exempted from the gift limitation, as described in Items #1 and 2 above, shall nevertheless be reportable on the recipient's Statement of Economic Interest/Form 700 as required by law.

A gift of travel does not include travel provided by the district for District Officials. (Government Code 89506)

Honoraria

District Officials shall not accept any honorarium, which is defined as any payment made in consideration for any speech given, article published, or attendance at any public or private conference, convention, meeting, social event, meal, or like gathering. (Government Code 89501, 89502)

The term honorarium does not include: (Government Code 89501)

1. Earned income for personal services customarily provided in connection with a bona fide business, trade, or profession, unless the sole or predominant activity of the business, trade, or profession is making speeches

2. Any honorarium which is not used and, within 30 days after receipt, is either returned to the donor or delivered to the district for donation into the general fund without being claimed as a deduction from income for tax purposes

Advice

Any District Official, who, in good faith, believes that they may be subject to the requirements of this Bylaw and has questions, is unclear, or is unsure regarding the application of the requirements of this Bylaw to any particular instance or situation, may seek advice from the district's legal counsel with the permission of the Superintendent, Board President, or majority of the Board.

Training

The Superintendent and each Board member, ~~Unless~~ unless a Board member's term expires prior to January 1, 2026, ~~each Board member~~ shall complete ethics training in accordance with Government Code 53234-53235.2 by January 1, 2026, and at least once every two years thereafter as specified in Board Bylaw 9240 - Board Training.

Conflicts of Interest Policy for Design-Build Projects

In compliance with Education Code section 17250.20, subdivision (b) and Education Code section 17250.61, subdivision (b), the District's guidelines for a standard organizational conflict-of-interest policy, consistent with applicable law, regarding Design-Build projects are as follows:

1. Any professional services provider or other consultant retained by the District to provide services related to a Design-Build project may have an actual or apparent conflict of interest within the meaning of this Board Policy. If such professional services provider or other consultant does have an actual or apparent conflict of interest within the meaning of this Board Policy, that professional services provider or consultant is precluded from participating as part of the design-build entity with which limitation, to the architect(s), engineer(s), or other professional firms retained to develop the Design-Build project's:

    a) design character;
    b) basic scope and needs;
    c) preliminary plans;
    d) specifications; or
    e) estimated cost.

2.The prohibition in paragraph 1 also applies to the District's Program Manager and Construction Manager, or other professional service provider or consultant, if it provides services in connection with a Design-Build project sufficient to cause a conflict of interest.

3. Any individual who participates in providing the services referenced in paragraphs 1 or 2, and who has a conflict of interest as understood within this Board Policy, is precluded from participating as part of the Design-Build Entity with which the District contracts for the Design-Build project, even if the employer would not otherwise be precluded from participation.
4. Any Design-Build Entity member that employs a former District employee or Board member who engaged in any of the planning, arrangements, or any part of the decision-making process related to the Design-Build project while employed or engaged in any capacity by the District has an actual or apparent conflict of interest within meaning of the Board Policy precluding the Design-Build Entity from contracting with the District for the Design for the Design-Build project.

7.4

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 12, 2026

Subject: **Approve Board Bylaw 9240 Board Training: Third Reading.**

Fiscal Impact: No

Budget Source: None

Recommend Approval

Submitted by: Dr. Marnie Hazelton Title: Superintendent

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

7.4
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Bylaw 9240: Board Training **Status:** ADOPTED

Original Adopted Date: 10/10/2019 | **Last Revised Date:** 12/04/2025 | **Last Reviewed Date:** 12/04/2025

The Board of Trustees believes that the Board's ability to effectively and responsibly govern the district is essential to promoting student achievement, building positive community relations, and protecting the public interest in district schools. Board members shall participate in trainings on school district finance, ethics, and mandated reporting as required Bylaw. Additionally, Board members are encouraged to participate in ongoing opportunities for professional development to help them understand their responsibilities, stay abreast of new developments in education, and improve their governance skills. ~~in mandatory ethics training, as outlined below, and are encouraged to participate in ongoing opportunities for professional development sufficient to help them understand their responsibilities, stay abreast of new developments in education that improve student outcomes and improve governance skills.~~

Each Board member shall complete a training in district finance in accordance with Education Code 35220-35223. For Board members in office as of April 1, 2027, the deadline to complete the training is April 1, 2028, unless their term in office ends before April 1, 2028. The Board members elected or appointed to office after April 1, 2027, including a Board member newly elected or appointed to a nonconsecutive term, the deadline to complete the training is one year from the first day of serving as a Board member.

~~Unless a Board member's term expires prior to January 1, 2026~~Additionally, each Board member shall complete ethics training in accordance with Government Code 53234-53235.2 ~~by January 1, 2026~~within six months from the first day of serving as a Board member, and at least once every two years thereafter. (Government Code 53235)

In addition, each Board member shall receive annual mandated reporter training in accordance with Board Policy/Administrative Regulation 5141.4 -Child Abuse Prevention and Reporting. (Education Code 44691; Penal Code 11165.7)

~~Once completed, the Board~~Each Board member shall inform the Board President and Superintendent or designee or the completion of any training required by the Bylaw, and the Superintendent or designee, ~~who~~ shall ensure that records ~~are~~ of participation and completion are retained for each Board member~~'s participation in the required ethics training.~~ (Education Code 35222; Government Code 44691, 53235.2)

Upon each Board member's election or appointment, the district shall provide the Board member with a copy of the Brown Act. (Government Code 54952.7)

The Board President and/or designee shall provide an orientation to newly elected or appointed Board members consistent with Board Bylaw 9230 -Orientation.

The Board President shall work with the Superintendent or designee to include funds ~~for~~ in the district's proposed annual budget for professional development and associated reasonable travel expenses for the Board as a whole and for each individual Board member in the district's proposed annual budget. Each individual Board member will have allocated $5,000.00 per fiscal year for professional development only.

Consistent with the availability of funds in the district's adopted annual budget, the Board President or designee shall annually develop, and bring to the Board ~~for adoption at a Board meeting~~consideration at Board meeting, a Board professional development calendar designed to assist the Board as a whole in understanding the principles or effective governance, including, but not limited to, information on ~~school finance and budgets~~the district's budget, student achievement, and assessment, labor relations, community relations, program evaluation, open meeting laws (the Brown Act), conflict of interest laws, and other topics necessary to govern effectively and in compliance with law.

Consistent with the availability of funds in the district's adopted annual budget, individual Board members may identify and participate in additional professional development opportunities, and shall timely inform the Board President and Superintendent, upon doing so. Additionally, the Superintendent or designee shall establish timelines and procedures for how an individual Board member shall request that the district pay for such professional development opportunities, whether in advance or by reimbursement.

Board members are encouraged to consider participating in the professional development opportunities ~~offered by CSBA~~ such as the Institute for New and First-Term Board Members, ~~Masters in Governance Program~~MIG Program, Annual Education Conference and Trade Show, Legal Symposium for Experienced Board Members, Board Presidents Workshop, Brown Act Workshop, Policy Update Webinars, and Ethics Training. All expenditures shall be specifically designed to improve student academic achievement and/or develop and strengthen the district's relationship with the -community.

Individual Board members shall share the knowledge or skills acquired from individual professional development opportunities with the full Board, thereby benefiting the Board and the district. Prior to attending a professional development, Board members are required to submit the Filers Exhibit 9240 E (1) Conference/Workshop Disclosure Form for FPPC Form 700 to the Superintendent for approval.

Consistent with Board Bylaw 9320 – Meetings and Notices, Board members may attend a professional development opportunity as part of a ~~governance~~ conference or similar public gathering, ~~such as the Annual Education Conference and Trade Show hosted by CSBA,~~ so long as a majority of the Board members do not discuss among themselves, other than as part of the scheduled program, business of a ~~specifi~~specificed nature that is within the district's jurisdiction.

8.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 23, 2026

Subject: **Ratification of Approval of the Proposal from JT Plumbing for the Installation of New Water Refill Stations**

Support Information: Approval is requested for the proposal submitted JT Plumbing in the amount of $105,500 for the installation of fifteen (15) new water refill stations at multiple district sites. The proposal includes all labor and materials, equipment and installation necessary to complete the project.

The District solicited proposals for this project and received the following two (2) responses:

Contractor Name:	Proposal Amount:
JT Plumbing	$105,500
Blancas Construction, Inc	$110,000

Fiscal Impact: Yes

Budget Source: Bonds

Recommended Action: Staff recommends that the Board of Trustees approve the proposal and contract with JT Plumbing in the amount of $105,500 for the installation of fifteen (15) new water refill stations.

Recommend Approval

Submitted by: Eric Wasinger EBW Title: Senior Executive of Bonds, Maintenance, Operations, and Transportation

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026

Regular Board Meeting

8.1
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

3016 Del Monte Blvd Suite A
Marina, CA 93933
Lic # 815058
831-632-0139

Estimate

Date:	Estimate #:
9/7/2026	3686

Bill To:
Alum Rock Union School District 2930 Gay Avenue San Jose, CA 95127

P.O. NO.	Project:

Description	Estimate Total	Total
We hereby submit the following Proposal for the installation of fifteen (15) new drinking fountains with bottle filling stations: -Removal of all existing drinking fountains -Relocation of existing drain and water lines to accommodate new hydration station placement -Installation of new electrical lines to support hydration station requirements -Wall build-up as needed to properly accommodate new hydration station installation (Linda Vista & Hubbard Academy) -Supply and installation of fifteen (3) new hydration stations, including all components and filtration systems -Installation of fifteen (12) new hydration stations, including all components and filtration systems *Note that this total includes Payments and Performance Bonds*		105,500.00
Exempt Group		0.00
	Total	$105,500.00

Please sign, choose option and return to proceed with scheduling.
50% Deposit due pior to job start date.

SIGNATURE

BLANCAS CONSTRUCTION, INC
BUILT ON INTEGRITY
LIC# 815807

Proposal

August 14, 2026

Attention: **Alum Rock Union Elementary School District**
Rick Marquez
Bond Program manager
2888 Ocala Avenue,
San Jose, CA. 95127

RE: Replacement Drinking Fountains

Location: Ocala Steam Academy Middle School- 2800 Ocala Ave, San Jose, CA 95148 Renaissance Academy at Mathson- 2050 Kammerer Ave, San Jose CA 95116
Linda Vista Elementary School- 100 Kirk Ave, San Jose, CA 95127
Hubbard Media Arts Academy Elementary School- 1680 Foley Ave, San Jose, CA 95122 William Sheppard Middle School- 480 Rough and Ready Rd. San Jose, CA 95133
San Antonio Elementary School- 1721 E. San Antonio St. San Jose, CA 95116
Lyndale Elementary School- 13901 Nordyke Dr. San Jose, CA 95127
Ryan Elementary School- 1241 McGinness Ave. San Jose, CA. 95127 McCollam Elementary School- 3311 Lucian Avenue, San Jose, CA. 95127 Russo/Mcentee Academy- 2851 Gay Avenue, San Jose, CA. 95127 Aptitud Community Academy- 2475 Van Winkle Lane, San Jose, CA 95116
Painter Elementary School- 500 Rough and Ready Rd, San Jose, CA. 95133

Blancas Construction, Inc. presents the following proposal for your review and approval.

- Remove six (15) existing drinking fountains
- Install power from nearest electrical source
- Reconfigure existing plumbing to accommodate new fountains
- Frame two (2) new partial walls to accommodate new drinking fountain heights
- Paint touch-ups as needed
- Haul and dispose of removed drinking fountains
- Final clean-up

$110,000.00

One Hundred Ten thousand dollars
(Total Cost written in words)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831) 320-4101.
Respectfully submitted,

Oscar Blancas, President
Blancas Construction, Inc.
CA License No. 815807/ DIR# 1000035186
SB-PW | SB (Micro)

Acceptance of Proposal:

_____ _____
Signature **Date**

9.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 7, 2026

Subject: **Consideration/Approval: KIPP Heartwood Charter School Renewal Petition**

Support Information: The Board is asked to consider and approve the renewal of the charter petition for KIPP Heartwood. Pursuant to California Education Code Section 47605, the District has reviewed the charter renewal petition in accordance with applicable requirements. The Board is responsible for considering the petition and determining whether to approve or deny the requested renewal.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Upon completion of the review of the petition, staff recommends that the Board of Trustees approve the renewal of KIPP Heartwood.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

9.1
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

STAFF REVIEW AND PRELIMINARY FINDINGS

KIPP Heartwood Academy Charter Renewal Petition

Board Meeting | October 22, 2026

Prepared by:

Sandra Garcia

Assistant Superintendent, Instructional Services

I. Purpose of the Report

KIPP Heartwood Academy submitted a petition to the Alum Rock Union Elementary School District seeking renewal of its charter for the 2027-2032 term. District staff reviewed the renewal petition, supporting documentation, California School Dashboard and Local Control and Accountability Plan (LCAP) information included with the petition, fiscal and operational information, and supplemental responses provided by KIPP Public Schools Northern California in response to District questions.

The purpose of this report is to provide the Board of Education with staff's preliminary findings regarding KIPP Heartwood Academy's performance under the applicable charter renewal criteria and to identify areas for continued improvement, clarification, or verification before Board action. This report does not predetermine the length of the renewal term; for a school in the Middle Performance Category, the Board may grant a renewal for a period of five years.

II. Updated Renewal Requirements

California Education Code section 47607 requires a chartering authority, as an additional criterion in renewal, to consider the charter school's placement in the state performance categories based on California School Dashboard performance. For the 2026 renewal cycle, the California Department of Education (CDE) performance category file is based on the 2024 and 2025 Dashboards.

Performance Category	Renewal Framework
High	Eligible for a 5-, 6-, or 7-year renewal term.
Middle	May be renewed for a 5-year term.
Low	May be renewed for a 2-year term only if applicable statutory conditions are met.

For the High Performance Category, the statutory framework considers two consecutive years immediately preceding renewal. A charter school may qualify based on receiving the two highest performance levels schoolwide on all applicable state indicators, or through the alternative academic-performance comparison in Education Code section 47607(c)(2)(A). A charter school eligible for technical assistance under the applicable statute does not qualify for renewal under the High Performance Category provision.

Effective January 1, 2026, the middle-tier renewal criteria were updated. The prior verified-data requirement for middle-performing charter schools was removed; the authorizer now considers schoolwide and student-group performance on state and local Dashboard indicators, giving greater weight to academic performance. This statutory change does not alter KIPP Heartwood's Middle Performance Category designation.

Current state sources: California Department of Education, Performance Categories; Charter School Renewals; August 4, 2026 Performance Category Data File release; Education Code section 47607.

III. Staff Team Review

A team of District staff conducted a comprehensive review of the petition. The team was comprised of the following individuals:

- Sandra Garcia, Assistant Superintendent
- Teresa Decelles, Assistant Superintendent
- Tara Bickford-Williams, Director of Academic Services
- Dr. Kiela Jimenez, Director of Student Support Services
- Tony Colonna, Director of Special Services
- Yeny Rosales, Principal on Special Assignment

- Stephanie Monroe, Principal on Special Assignment
- Jesus Araujo, Coordinator
- Terri Ryland, Consultant

IV. Renewal Qualification and Available Terms

KIPP Heartwood's petition states that the CDE identified the school in the Middle Performance Category for this renewal cycle under Criterion 1. District staff's review of the petition and supporting performance information is consistent with the school's qualification for renewal in the Middle Performance Category.

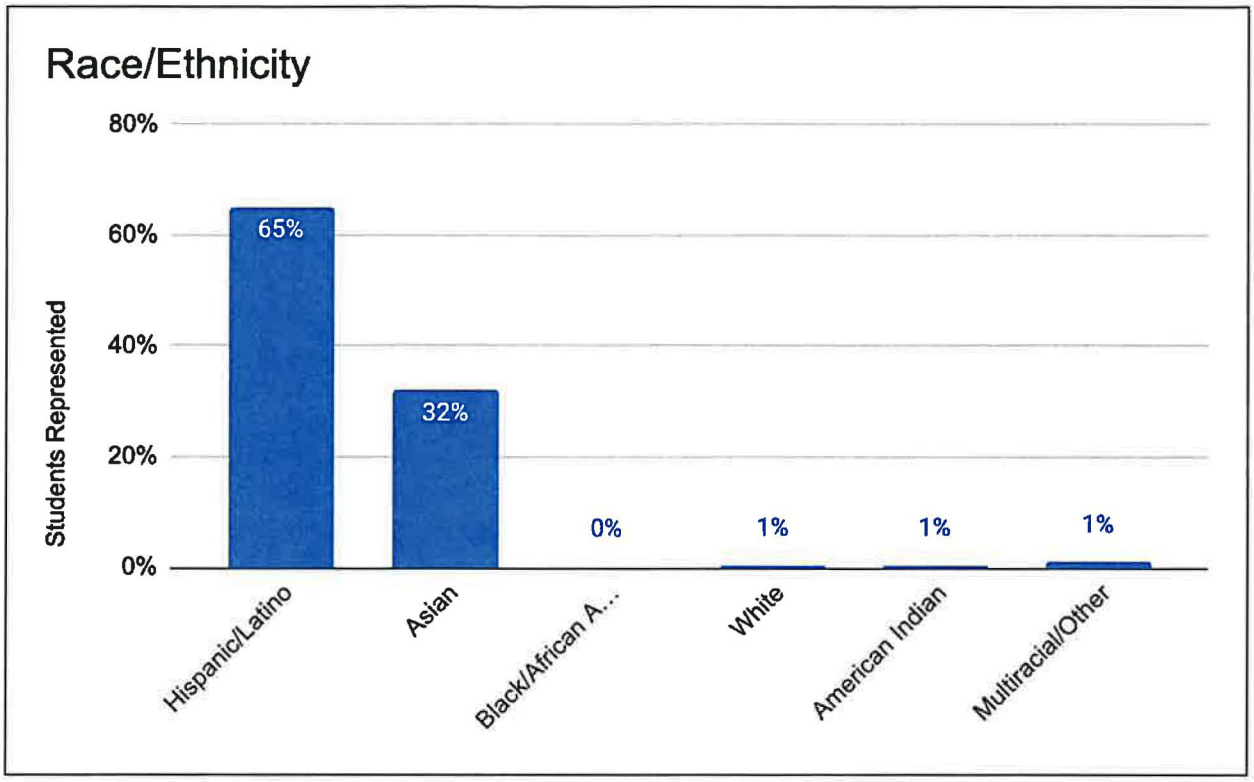
Board Renewal Option	Charter Term
Five-Year Renewal	July 1, 2027 - June 30, 2032

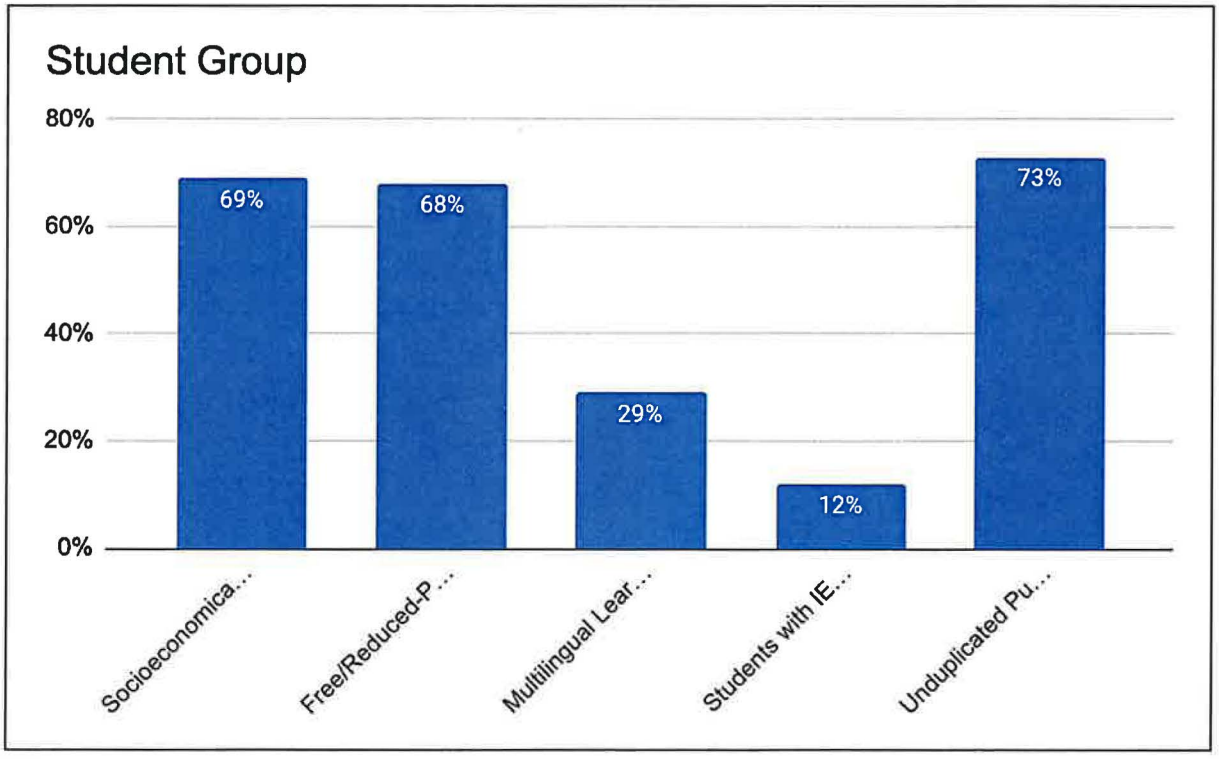
Staff finds that KIPP Heartwood qualifies for renewal. The determination of whether the charter is renewed rests with the Board of Education.

V. School Profile

KIPP Heartwood Academy is a public charter middle school serving grades 5-8 in East San Jose. Its 2026-27 LCAP reports 425 students: 111 in grade 5, 107 in grade 6, 104 in grade 7, and 103 in grade 8. The mission of KIPP Heartwood Academy is to deepen in students the knowledge, skills, habits, and confidence needed to pursue the paths they choose - college, career, and beyond - so they can lead fulfilling lives and create a more just world. The school takes its name from the heartwood of the redwood tree, symbolizing the strong inner core students build through education, values, family, and culture. The school community is guided by its HEART values: Honor, Excellence, Absolute Determination, Responsibility, and Team.

Student Group	Students Represented
Hispanic/Latino	65%
Asian	32%
Black/African American	0.2%
White	0.5%
American Indian	0.5%
Multiracial/Other	1%
Socioeconomically Disadvantaged	69%
Free/Reduced-Price Meals	68%
Multilingual Learners	29%
Students with IEPs	12%
Unduplicated Pupils	73%

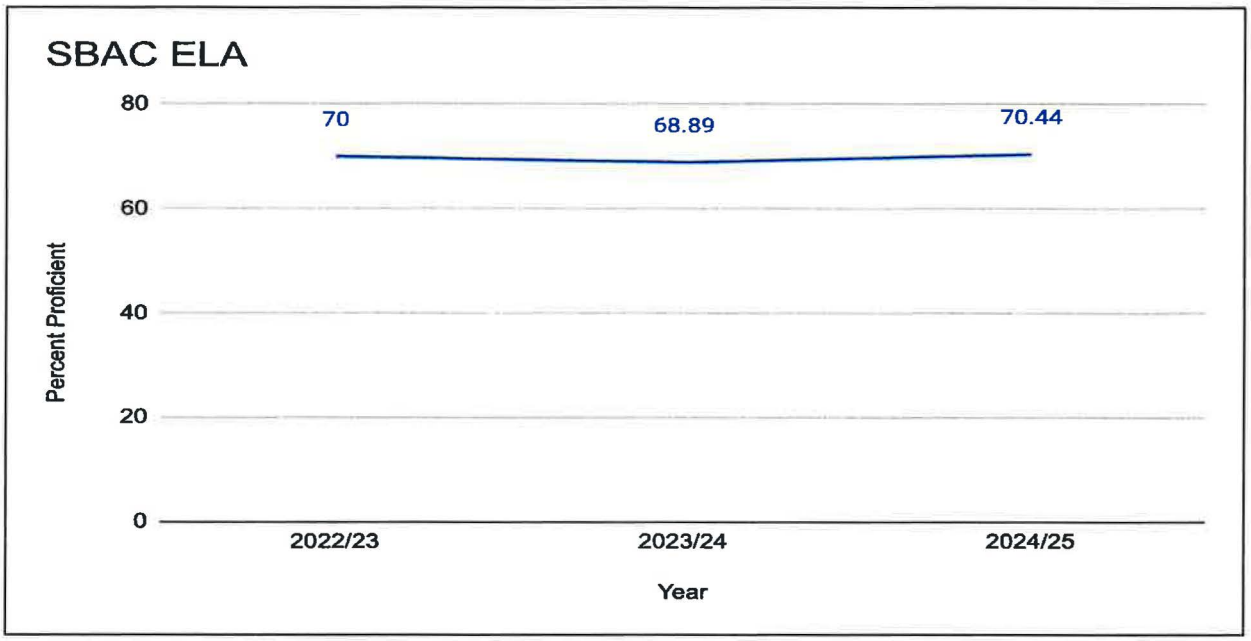


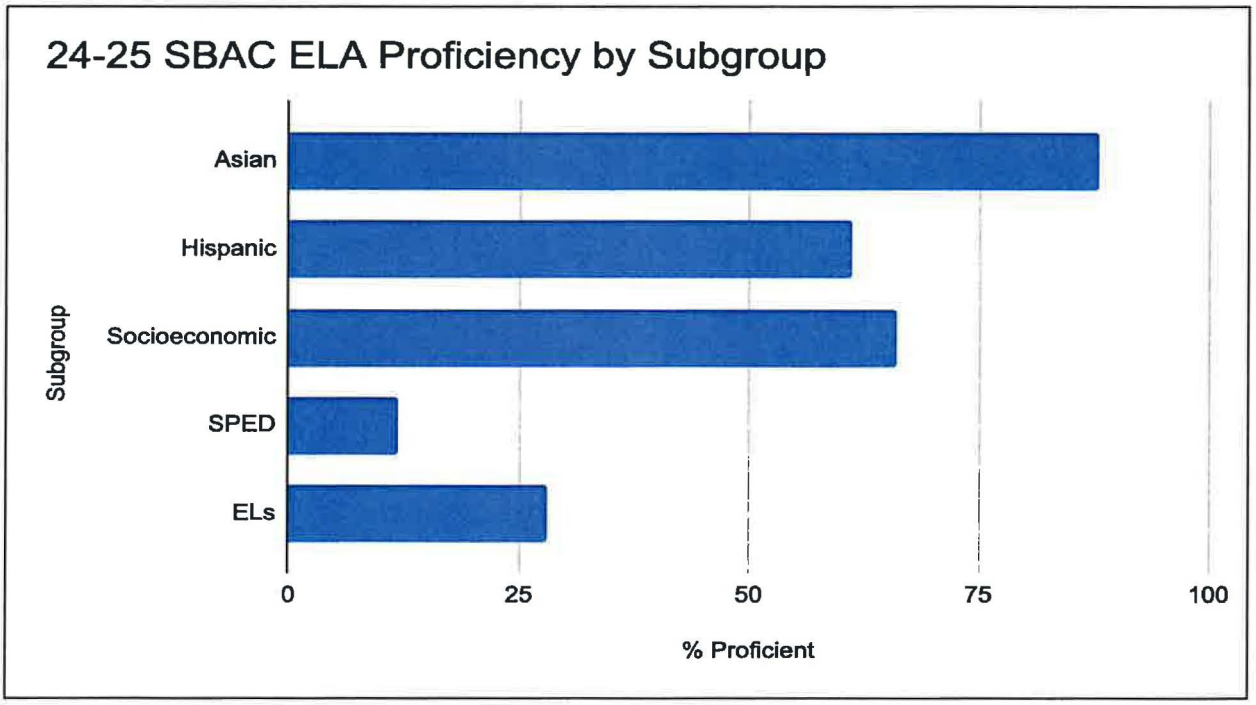


Source: KIPP Heartwood Academy 2026-27 LCAP.

VI. Preliminary Finding 1: English Language Arts Performance

KIPP Heartwood reports maintained performance in English Language Arts. All-student SBAC proficiency hovered from 70% in 2022-23 to 68.89% in 2023-24 and 70.44% in 2024-25. The 2025 Dashboard reports all students at 48 points above standard with a Very High (Blue) performance level.





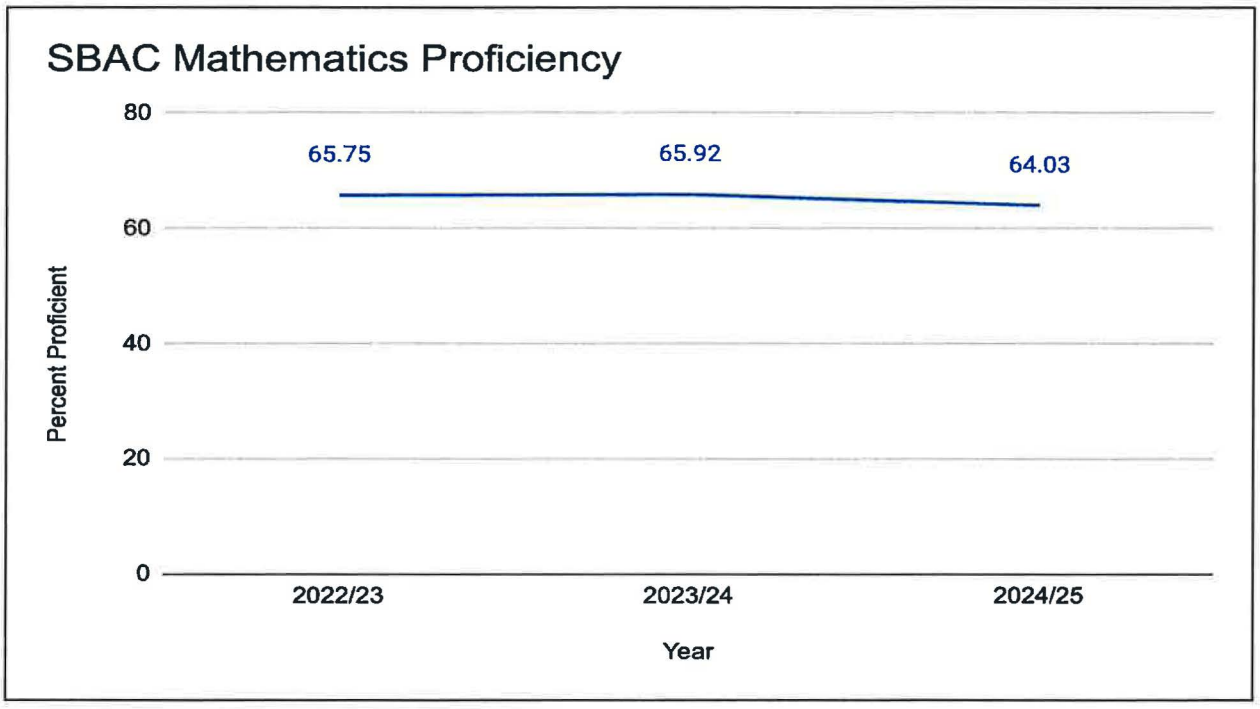
Source: KIPP Heartwood Academy 2026-27 LCAP; 2024-25 reported proficiency.

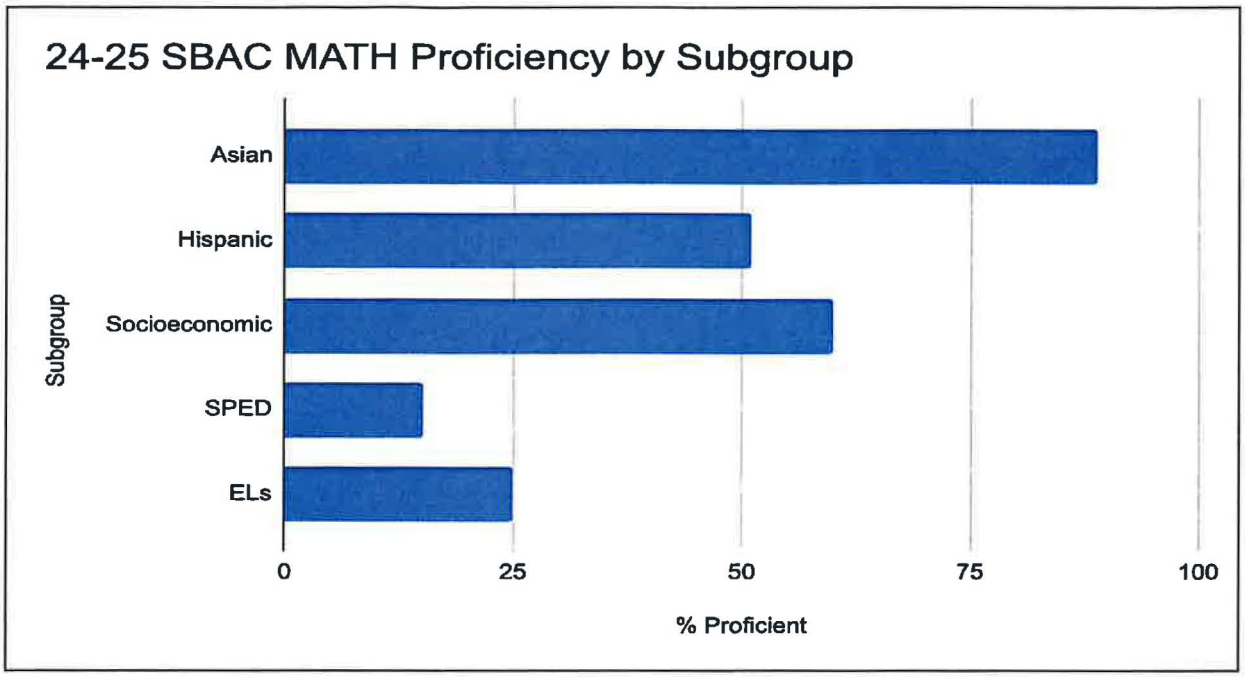
Staff Analysis

The ELA data demonstrate strong overall achievement. Disaggregated results remain important to the renewal review. Students with disabilities were reported at 12% proficient and 62 points below standard in 2025. In addition, Long term English Learners were reported at 11% proficient and 52 points below standard in 2025. KIPP's LCAP states that while these results reflect the ongoing and well-documented challenge of serving students with the most complex learning needs, the school's investment in special education services and its commitment to inclusive instructional practices provide the foundation for continued growth.

VII. Preliminary Finding 2: Mathematics Performance

KIPP Heartwood maintained performance in Math over three years dropping two points in 2024-25. All-student SBAC proficiency hovered from 65.7% in 2022-23 to 65.92% in 2023-24 and 64.03% in 2024-25. The 2025 Dashboard reports all students at 48.9 points above standard with a Very High (Blue) performance level.





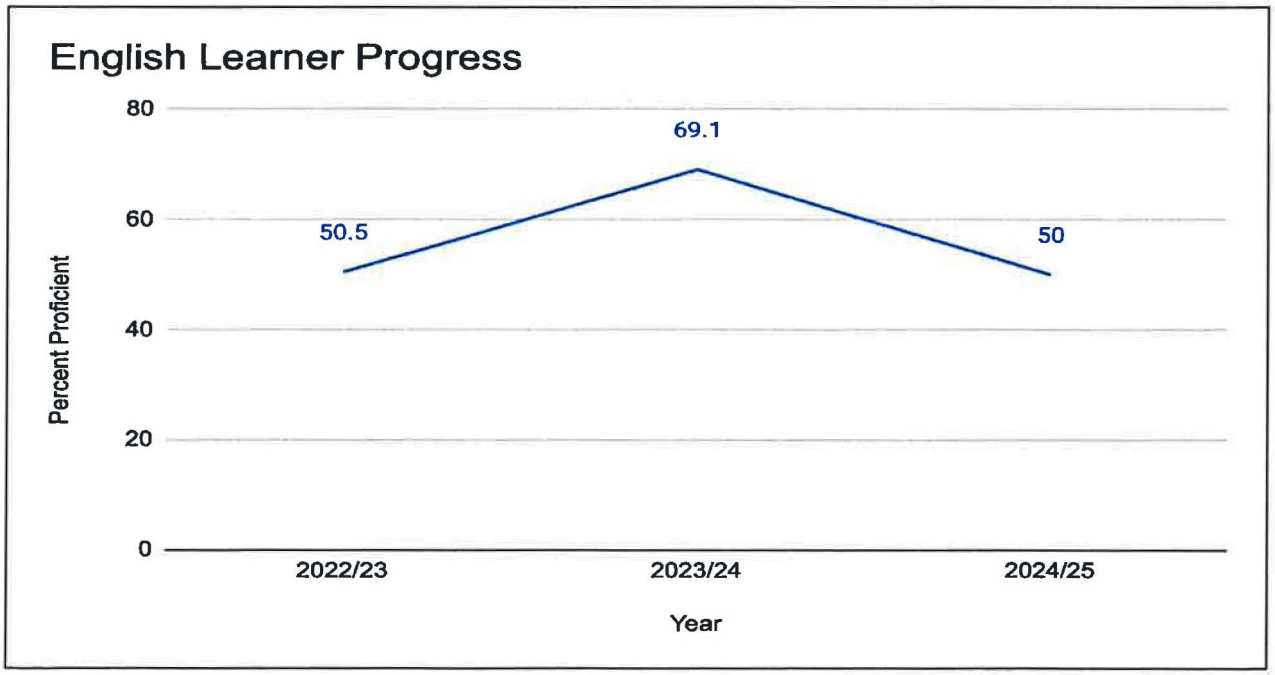
Source: KIPP Heartwood Academy 2026-27 LCAP; 2024-25 reported proficiency.

Staff Analysis

Overall mathematics performance improved substantially, while student-group outcomes show areas needing continued attention. Students with disabilities were 68 points below standard in 2025. Long-term English Learners were 55.7 points below standard.

VIII. Preliminary Finding 3: English Learner Performance

Approximately 29% of KIPP Heartwood students are reported as English Learners (ELs). The California Dashboard reports that 50% of English Learners made progress toward English proficiency in 2025, compared with 69.1% in the prior year and 50.5% in 2022-23.



Source: KIPP Heartwood Academy 2026-27 LCAP, 2024-25 reported proficiency.(CA Dashboard)

Staff Analysis

Overall, 50% of English Learners are making progress in their language proficiency. However, KIPP Heartwood did have a 19% decline on their ELPI performance level in 2025. In addition, Long Term English Learners declined by 33% on their ELPI performance level in 2025. English Learner performance in the 2025-2026 school year dropped in both ELA and Math from standard. While the school still outperforms the state and district, the steep decline in distance from standard needs to be an area of emphasis for instructional support in the next cycle. Staff recommends continuing to review language progress alongside academic content outcomes, especially because of the decline in ELPI performance level and the data showing that English Learners lag behind all students in SBAC scores.

IX. Preliminary Finding 4: Students with Disabilities

Approximately 14% of KIPP Prize students receive special education services through an IEP. The petition states that KIPP Prize operates as its own LEA for special education, participates in the El Dorado County Charter SELPA, assumes responsibility for special education and related services, and selects, contracts with, and oversees NPS and NPA providers.

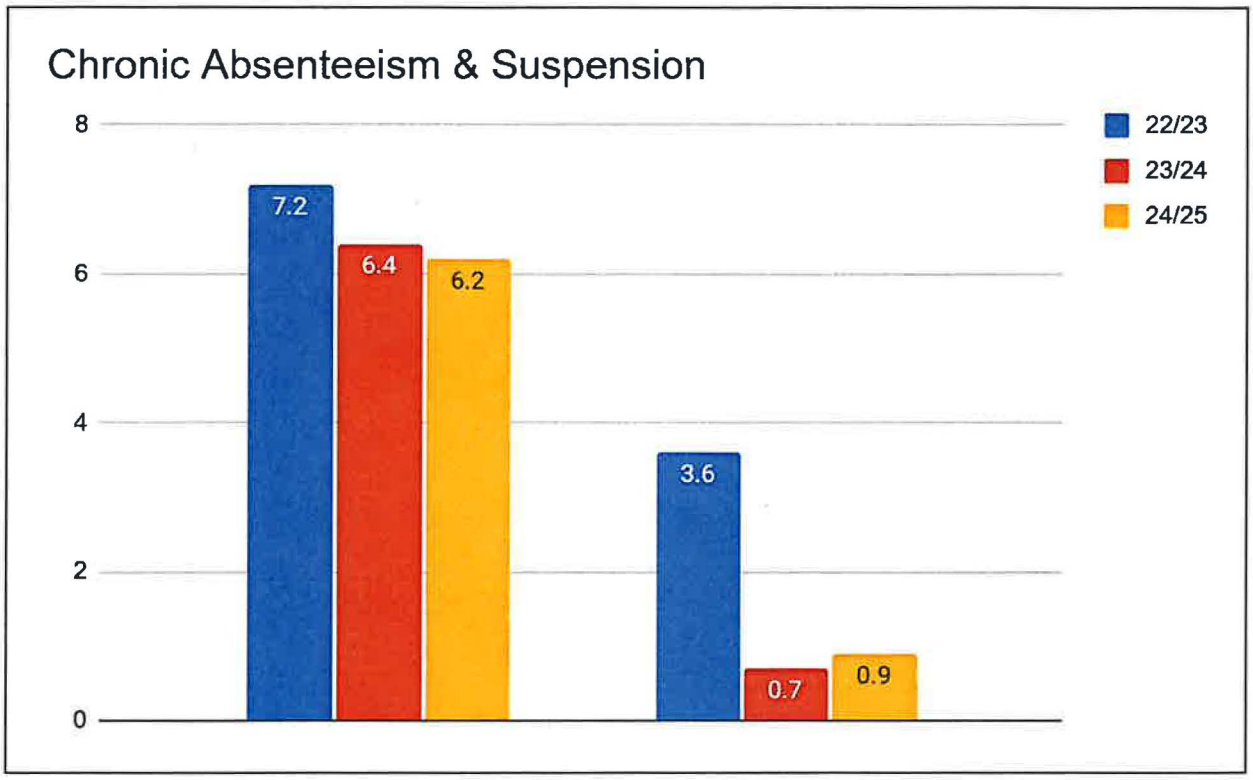
Reported Service	Service Count
Specialized Academic Instruction (SAI)	59
Speech and Language	18
Occupational Therapy	11
Counseling / Mental Health Services	11
Behavior Intervention Services	10
Specialized deaf and hard of hearing services	1
Adapted PE	5
Deaf Hard of Hearing	1
Intensive Individual Services	7

Staff Analysis

The petition establishes KIPP's LEA responsibility for special education. Staff recommends continued review of service delivery, NPA/NPS documentation, academic outcomes, and implementation of IEP supports. Student achievement data for students with disabilities remains a priority area in all subject areas.

X. Preliminary Finding 5: Attendance, Suspension, and School Climate

KIPP reports meaningful progress across both attendance and suspension. The 2025 Dashboard shows the school maintaining an overall chronic absenteeism rate of 6.4% for all students, earning a Yellow (Medium) performance rating. Average daily attendance is tracking at 96.2% for 2025-26, with consistent rates across grade levels. In addition, the school maintained a suspension rate at 0.9% , earning a Green (High) performance rating. Students with disabilities reached a suspension rate of 0% in 2025, a significant improvement from the prior year rate of 7.3%, English learners had a suspension rate of 1.6% and Hispanic students had 1.1%, both earning Green ratings on the California Dashboard.



Source: KIPP Heartwood Academy 2026-27 LCAP and CA Dashboard.

Staff Analysis

The available data indicate improvement in suspension rates reflecting the school's sustained investment in restorative practices, social-emotional learning, and the collaborative behavioral support structures In addition, KIPP has been able to maintain chronic absenteeism rates from the previous school year. Staff commends the KIPP team for the school's proactive family communication strategies, live phone outreach for absent students, and the Coordination of Services Team review cycles which have sustained attendance systems throughout the year. Chronic absenteeism, while within a manageable range overall, reflects a pattern that warrants continued focus, particularly at the seventh grade level, students with disabilities and English Learners.

XI. Preliminary Finding 8: Fiscal and Organizational Capacity

The petition describes centralized KIPP NorCal services that support accounting, payroll, benefits, financial management, human resources, compliance, technology, special education, facilities, academic support, fundraising, and governance. District staff's final review should continue to reconcile multi-year projections, enrollment assumptions, special education expenditures, management/service fees, facilities obligations,

and audited financial information as available. While the charter meets required financial obligations and components in the charter renewal petition, it is recommended that the KIPP financial team include the items listed below in the Staff Recommendations section.

XII. Staff Recommendations for Continued Improvement

District staff recognizes KIPP Heartwood's overall academic performance and progress across several state and local indicators. The following recommendations are intended to support continued improvement and authorizer oversight during the next charter term. They do not change KIPP Heartwood's qualification for renewal or limit the Board's authority to select a five year renewal term.

Access to Core Curriculum for English Learners: Information for the school to provide access to grade-level core curriculum for English Learners is lacking: Access to grade-level core curriculum affirmed and California ELD Standards referenced, but the new Proficiency Level Descriptors (PLDs) are not referenced. The charter petition references curriculum and materials that will be utilized in the instruction of English Learners: Designated/Integrated ELD program, Ellevation data platform and 'specialized curricular materials' described, but does not name the ELD curriculum or instructional materials.

Annual Actions for Disadvantaged Student Groups: Correct the appendix reference and provide a concise crosswalk connecting subgroup needs, annual actions, and measures of progress, particularly for foster youth and students experiencing housing instability.

Students with Disabilities: Continue strengthening academic supports, particularly in mathematics; monitor achievement and growth, access to core instruction, service delivery, IEP implementation, and collaboration between general and special education staff. Approval should be accompanied by verification that KIPP Heartwood has adopted detailed procedures, assigned qualified personnel, provided appropriate staff training, and established systems to monitor 504 Plan implementation and facility accessibility.

Long-Term English Learners: Continue targeted academic language and content support in mathematics and additional support in English Language Arts.

Enrollment and Lottery Procedures: Follow-up should focus on confirming material revision requirements for preference changes and alignment to the charter petition, reviewing current enrollment/lottery materials, annual volunteerism notification, and accessibility accommodations for parents/guardians with disabilities.

Pupil Suspension/Expulsion: Staff requests clarification on your processes for: annual communication of discipline policies, stakeholder participation in policy review, educational services for general education students during extended suspension or expulsion, general education expulsion appeal procedures, periodic review and material revision of discipline policies, and coordination with the District or County Office regarding educational placement and continuity following expulsion to ensure that implementation procedures fully correspond with the assurances contained in the petition.

Continued Disaggregated Data Review: Review academic achievement, growth, attendance, chronic absenteeism, suspension, retention, reclassification, and other relevant indicators by student group so schoolwide averages do not obscure disparities.

Civil Liability: District requests verification of insurance conformity and clarification of the duty to defend ARUSD.

Financial Audit: Recommend the petitioner add language on the resolution of audit exceptions and deficiencies, public availability of the audit, and auditor qualifications/selection.

Financial Plan/Reporting: Recommend the petitioner state the COLA and inflation assumptions in the body, add a staffing FTE schedule for certificated and classified positions, add an ADA projection alongside enrollment, include a note reconciling budgeted general purpose revenue to the LCFF calculator in the out-years. In addition, the petition needs to explicitly state that the annual financial report will be submitted

in the format prescribed by the State Superintendent of Public Instruction, and a reconciliation of the unaudited actuals to the audited financial statements will accompany the December 15 audit submission.

Annual Operating Budget: Work with District to respond to questions in the annual operating budget such as object-code detail, a restricted versus unrestricted split, discrete legal and insurance lines with cost support, the CMO fee methodology, and a path to breakeven.

Governance Structure: The petition states that ARUSD may appoint a representative to the governing board but does not explicitly confirm whether an ARUSD-appointed representative currently serves. Clarification of current ARUSD board representation and correction of the appendix reference would strengthen the completeness and accuracy of this section

XIII. Summary of Preliminary Findings

Area Reviewed	Preliminary Staff Finding
Renewal Performance	KIPP Heartwood is identified as Middle Performance and qualifies for renewal; The charter qualifies for a 5 year renewal term.
ELA	KIPP Heartwood maintained performance in English Language Arts. The 2025 Dashboard reports all students at 48 points above standard with a Very High (Blue) performance level.
Mathematics	KIPP Heartwood maintained similar performance in Math over three years. The 2025 Dashboard reports all students at 48.9 points above standard with a Very High (Blue) performance level; continued attention warranted for SWD, LTEL and other groups with lower outcomes.
English Learners	50% of active English learners made progress toward English proficiency in 2025, compared with 69.1% in the prior year. Staff recommends continuing to review language progress alongside academic content outcomes.
Students with Disabilities	LEA responsibilities and services are described; academic outcomes remain an improvement priority.
Attendance/Climate	Chronic absenteeism and suspension improved; continued focus on Chronic absenteeism warranted particularly for students with disabilities and English Learners.
Enrollment/Lottery	Follow-up should focus on confirming material revision requirements for preference changes and alignment to the charter petition,
Fiscal/Operations	Centralized organizational support is described; final and ongoing oversight should include additional reports, additional language in the charter and/or explanations requested in the findings.
Governance Structure	Ensure that a District representative participates on the Charter board.

XIV. Staff Preliminary Recommendation

Based on the review completed to date, District staff finds that KIPP Heartwood Academy meets the performance requirements applicable to a charter school identified by the California Department of Education in the Middle Performance Category and therefore qualifies for charter renewal.

Under the applicable renewal framework, the Board of Education may renew KIPP Heartwood Academy's charter for a term of five years.

Staff recommends approval of the charter renewal after considering the petition, staff's review and preliminary findings, information presented during the public review process, and any additional information received before Board action.

Appendix A. Board Renewal Options

	Motion Term
5 years	July 1, 2027 - June 30, 2032

Sources

- KIPP Heartwood Academy Charter Renewal Petition 2027-2032 and embedded 2026-27 LCAP.
- California Department of Education, Performance Categories - Charter Schools
- California Department of Education, Release of Charter School Performance Category Data File, January 7, 2026.
- California Department of Education, Charter School Renewals.
- California Education Code section 47607 and related renewal provisions.
- Staff Renewal Matrix

9.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 7, 2026

Subject: **Consideration/Approval: KIPP Prize Academy Charter School Renewal Petition**

Support Information: The Board is asked to consider and approve the renewal of the charter petition for KIPP Prize Academy. Pursuant to California Education Code Section 47605, the District has reviewed the charter renewal petition in accordance with applicable requirements. The Board is responsible for considering the petition and determining whether to approve or deny the requested renewal.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Upon completion of the review of the petition, staff recommends that the Board of Trustees approve the renewal of KIPP Prize Academy.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

9.2
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

STAFF REVIEW AND PRELIMINARY FINDINGS

KIPP PRIZE Preparatory Academy Charter Renewal Petition

Board Meeting | October 22, 2026

Prepared by:

Sandra Garcia

Assistant Superintendent, Instructional Services

I. Purpose of the Report

KIPP Prize Preparatory Academy submitted a petition to the Alum Rock Union Elementary School District seeking renewal of its charter for the 2027-2032 term. District staff reviewed the renewal petition, supporting documentation, California School Dashboard and Local Control and Accountability Plan (LCAP) information included with the petition, fiscal and operational information, and supplemental responses provided by KIPP Public Schools Northern California in response to District questions.

The purpose of this report is to provide the Board of Education with staff's preliminary findings regarding KIPP Prize Preparatory Academy's performance under the applicable charter renewal criteria and to identify areas for continued improvement, clarification, or verification before Board action. This report does not predetermine the length of the renewal term; for a school in the Middle Performance Category, the Board may grant a renewal for a period of five years.

II. Updated Renewal Requirements

California Education Code section 47607 requires a chartering authority, as an additional criterion in renewal, to consider the charter school's placement in the state performance categories based on California School Dashboard performance. For the 2026 renewal cycle, the California Department of Education (CDE) performance category file is based on the 2024 and 2025 Dashboards.

Performance Category	Renewal Framework
High	Eligible for a 5-, 6-, or 7-year renewal term.
Middle	May be renewed for a 5-year term.
Low	May be renewed for a 2-year term only if applicable statutory conditions are met.

For the High Performance Category, the statutory framework considers two consecutive years immediately preceding renewal. A charter school may qualify based on receiving the two highest performance levels schoolwide on all applicable state indicators, or through the alternative academic-performance comparison in Education Code section 47607(c)(2)(A). A charter school eligible for technical assistance under the applicable statute does not qualify for renewal under the High Performance Category provision.

Effective January 1, 2026, the middle-tier renewal criteria were updated. The prior verified-data requirement for middle-performing charter schools was removed; the authorizer now considers schoolwide and student-group performance on state and local Dashboard indicators, giving greater weight to academic performance. This statutory change does not alter KIPP Prize's Middle Performance Category designation.

Current state sources: California Department of Education, Performance Categories; Charter School Renewals; August 4, 2026 Performance Category Data File release; Education Code section 47607.

III. Staff Team Review

A team of District staff conducted a comprehensive review of the petition. The team was comprised of the following individuals:

- Sandra Garcia, Assistant Superintendent
- Teresa Decelles, Assistant Superintendent
- Cari Vaeth, Interim Superintendent
- Dr. Tara Bickford-Williams, Director of Academic Services
- Dr. Kiela Jimenez, Director of Student Support Services
- Tony Colonna, Director of Special Services

- Yeny Rosales, Principal on Special Assignment
- Stephanie Monroe, Principal on Special Assignment
- Jesus Araujo, Coordinator
- Terri Ryland, Consultant

IV. Renewal Qualification and Available Terms

KIPP Prize's petition states that the CDE identified the school in the Middle Performance Category for this renewal cycle under Criterion 1. District staff's review of the petition and supporting performance information is consistent with the school's qualification for renewal in the Middle Performance Category.

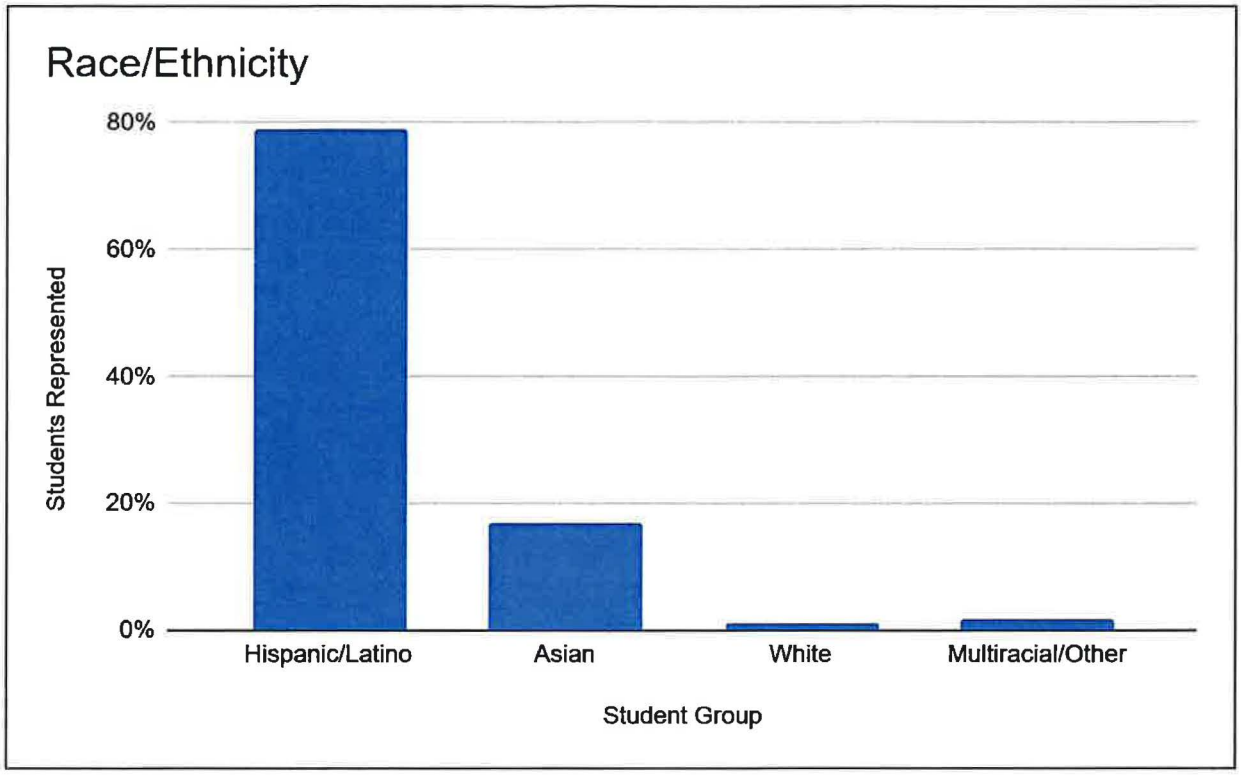
Board Renewal Option	Charter Term
Five-Year Renewal	July 1, 2027 - June 30, 2032

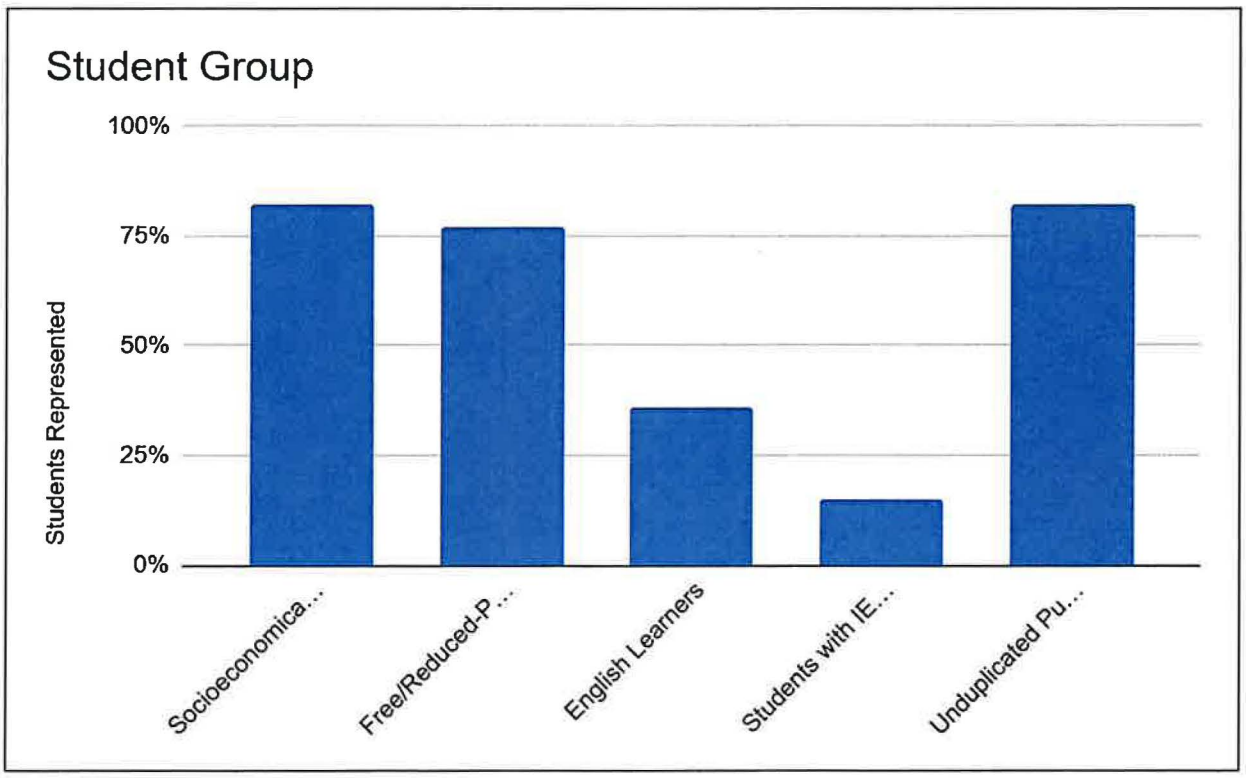
Staff finds that KIPP Prize qualifies for renewal. The determination of whether the charter is renewed rests with the Board of Education.

V. School Profile

KIPP Prize Preparatory Academy is a public charter middle school serving grades 5-8 in East San Jose. Its 2026-27 LCAP reports 413 students: 108 in grade 5, 106 in grade 6, 102 in grade 7, and 97 in grade 8. KIPP Prize's mission is to prepare students to access competitive opportunities in Silicon Valley and beyond through rigorous, literacy-based, college-preparatory curriculum combined with personalized learning, character development, and diverse cultural and enrichment experiences. The school operates with five core values, Persistence, Relationships, Integrity, Zest, and Excellence, which together form the acronym PRIZE

Student Group	Students Represented
Hispanic/Latino	79%
Asian	17%
White	1.2%
Multiracial/Other	1.6%
Socioeconomically Disadvantaged	82%
Free/Reduced-Price Meals	77%
English Learners	36%
Students with IEPs	15%
Unduplicated Pupils	82%

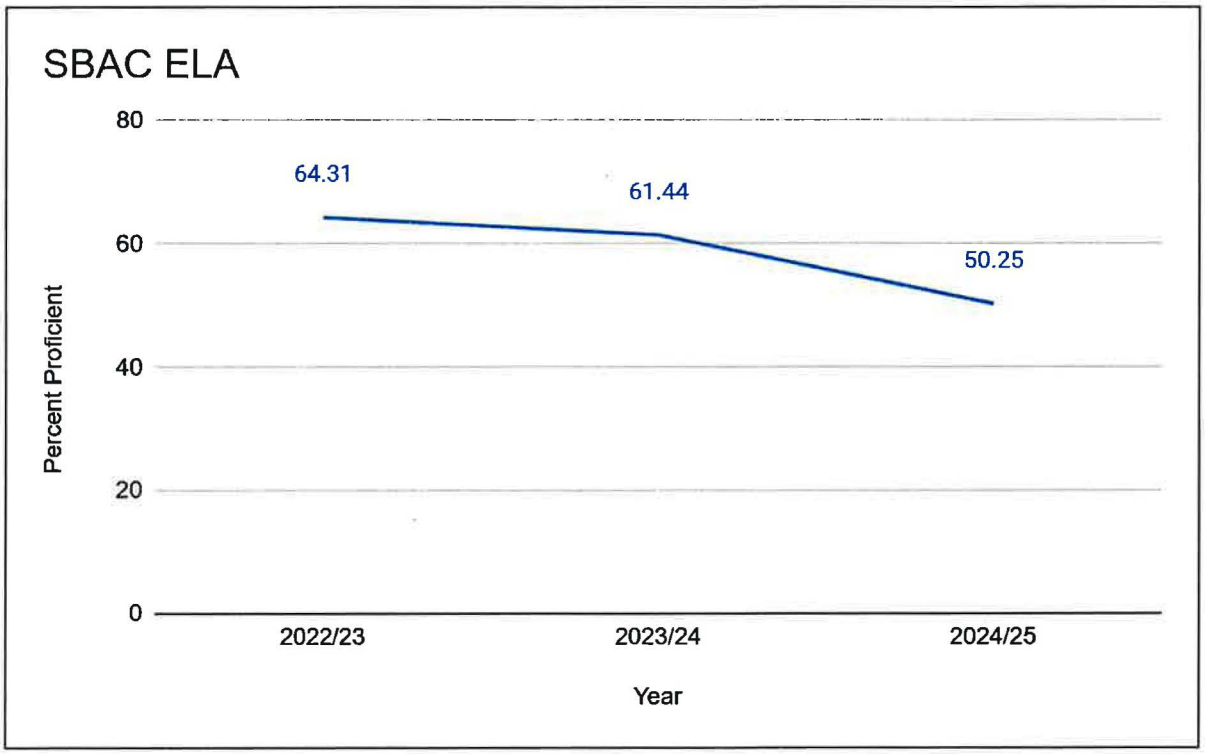


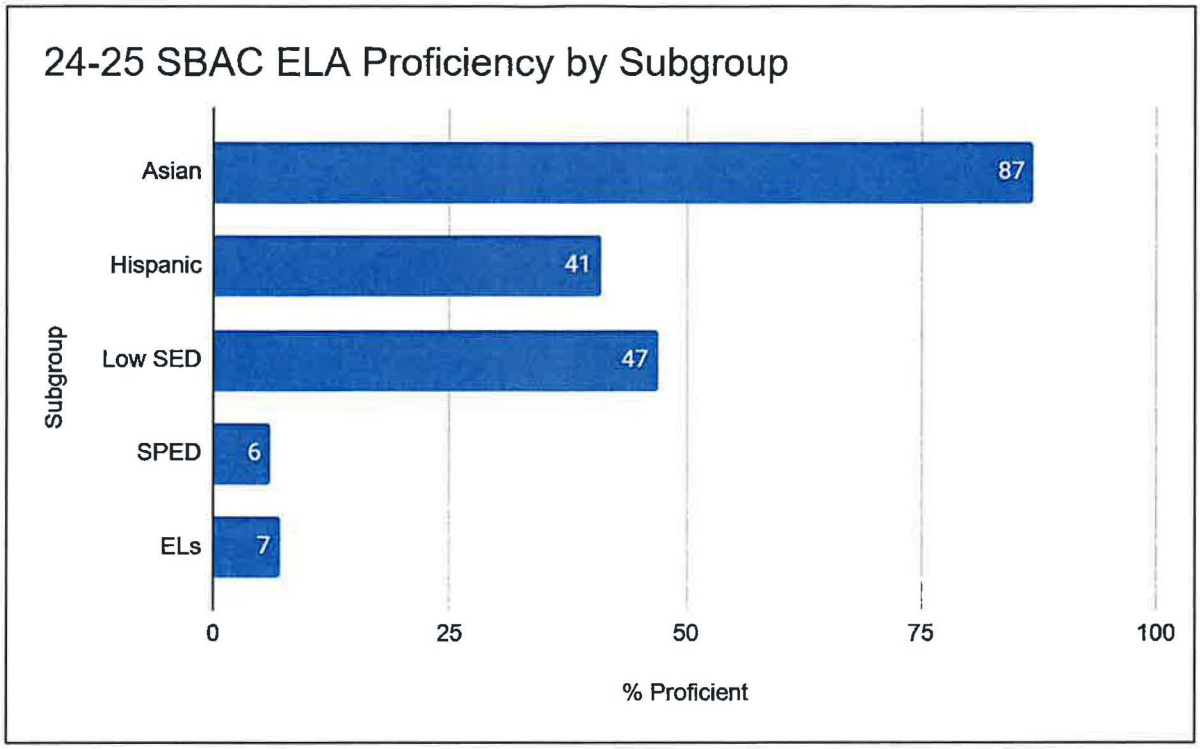


Source: KIPP Prize Preparatory Academy 2026-27 LCAP, Charter Renewal Petition

VI. Preliminary Finding 1: English Language Arts Performance

KIPP Prize had a decline in performance in English Language Arts. All-student SBAC proficiency ranged from a high of 64.31 % in 2022-23 to 50.25% in 2024-25. The 2025 Dashboard reports all students at 1.9 points above standard with a Yellow (Medium) performance level. ELA results for Hispanic students and English learners have an Orange (Low) performance level on the 2025 Dashboard, at 24.2 points below standard and 20.4 points below standard respectively. Students with disabilities earned a Red (Very low) rating in ELA at 117.0 points below standard.





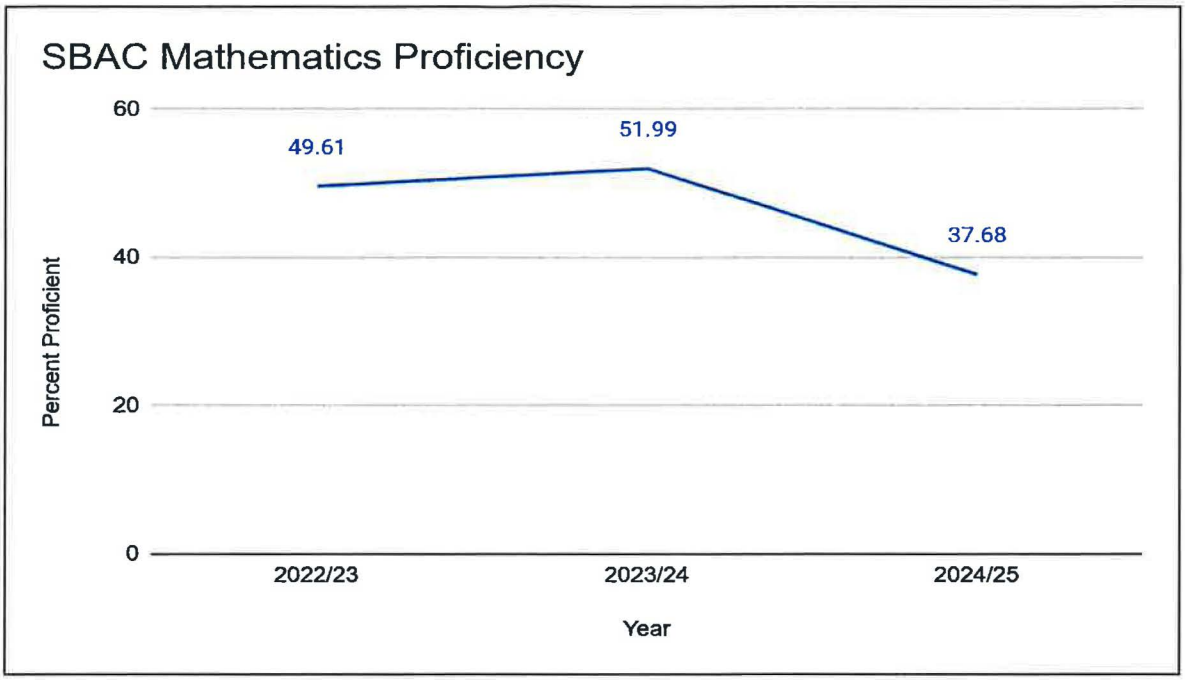
Source: KIPP Prize Preparatory Academy 2026-27 LCAP; 2024-25 reported proficiency.

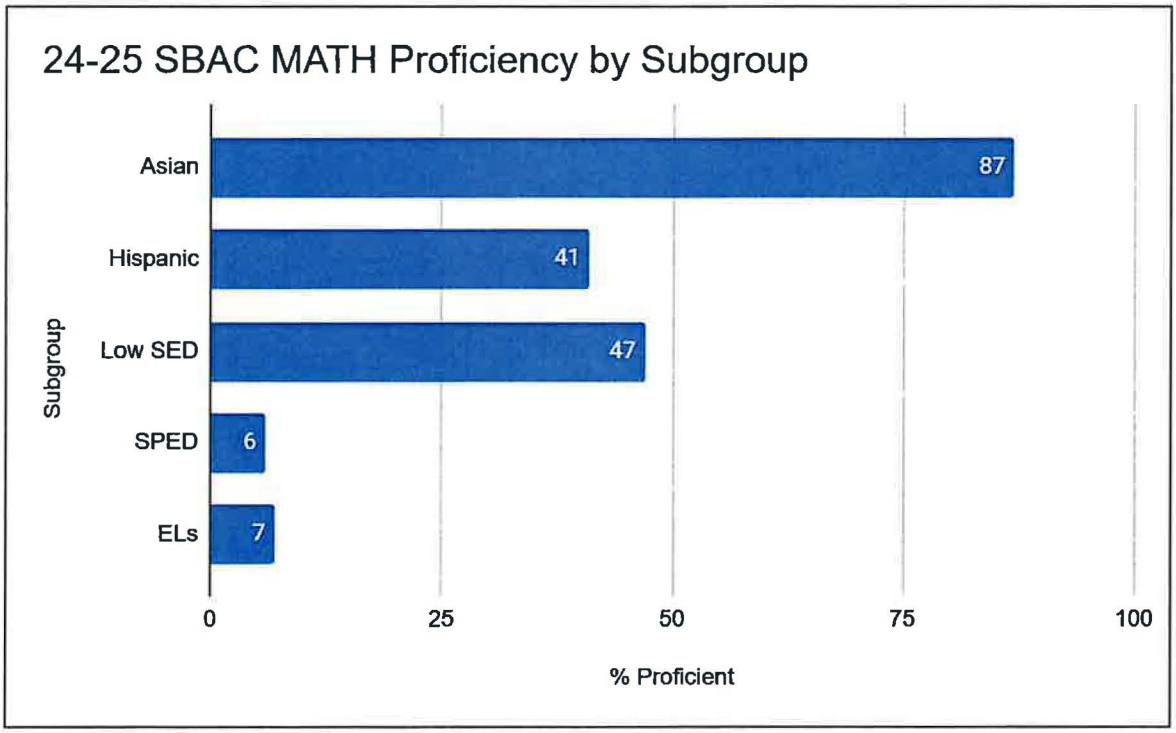
Staff Analysis

The ELA data demonstrate that overall 50% of students are proficient in ELA; however there has been a decline in this area over the last three school years.. Disaggregated results remain important to the renewal review. Students with disabilities were reported at 6% proficient and 117 points below standard and English Learners were reported at 6.40% proficient and 15.2 points below standard in 2025. In addition, Long term English Learners were reported at 2.5% proficient and 85.6 points below standard in 2025. KIPP's LCAP recognizes that this is a continued area of deep concern particularly for Hispanic students, students with disabilities and English Learners. The school is actively addressing this equity gap through IST and general education co-teaching, small group core instruction, and quarterly progress monitoring conferences with families.

VII. Preliminary Finding 2: Mathematics Performance

KIPP Prize had a decline in overall performance in Math over three years dropping 14.31% in 2024-25. All-student SBAC proficiency increased to 51.99% in 2023-24 then dropped to 37.68% in 2024-25. The 2025 Dashboard reports all students at 41.9 points below standard with a low (Orange) performance level and a decline of 46.3 points. Math results for Hispanic students and English learners also had an Orange (Medium) performance level on the 2025 Dashboard, at 75.6 points below standard and 59.2 points below standard respectively. Students with disabilities earned a Red (Very low) performance level in Math at 164.8.0 points below standard and declined 22.2 points. Long term English Learners earned a Red (Very low) performance level in Math at 123.9 points below standard and declined 37.4 points.





Source: KIPP Prize Preparatory Academy 2026-27 LCAP; 2024-25 reported proficiency.

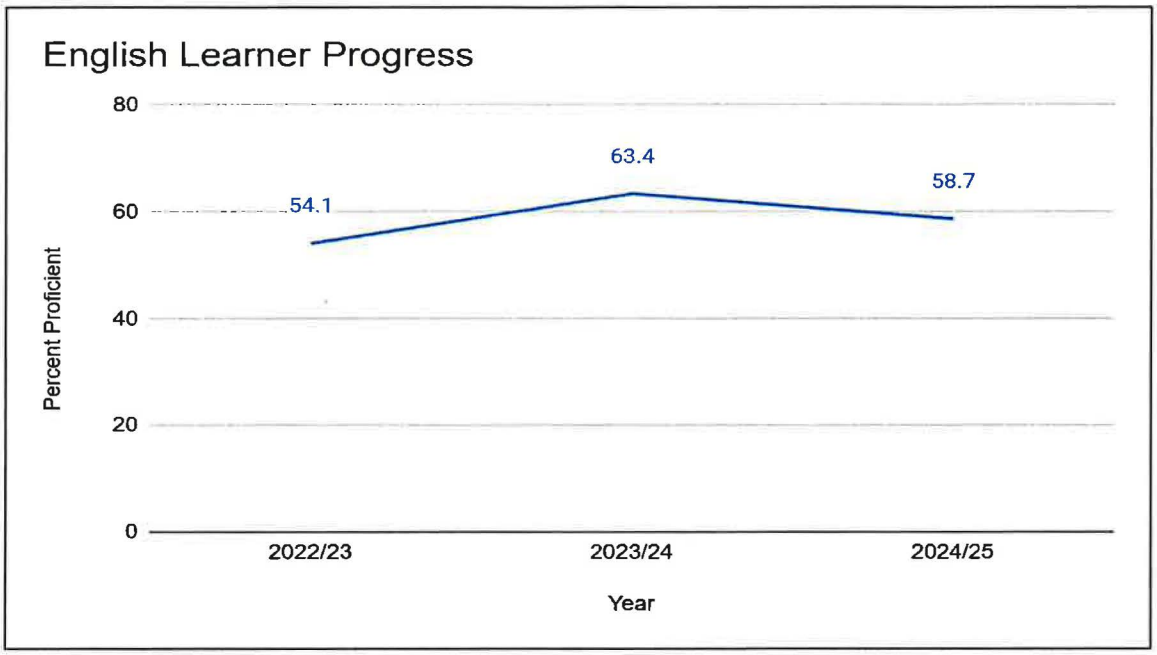
Staff Analysis

Overall mathematics performance had a significant drop in proficiency at KIPP Prize. Furthermore, specific student-group outcomes show areas requiring focused attention. Students with disabilities, Long-term English Learners, English Learners, Hispanic students and Socioecomically Disadvantaged all showed a significant decline in proficiency. The KIPP Prize LCAP attributes these results to the compounding impact of staffing challenges during the 2025 school year, particularly in math classrooms, alongside the challenge

of implementing the Eureka Squared curriculum under those conditions. It is essential that Math be an area of targeted focus specifically for the subgroups falling furthest behind.

VIII. Preliminary Finding 3: English Learner Performance

Approximately 36% of KIPP Prize students are reported as English Learners (ELs). The California Dashboard reports that 58.7% of active English Learners and 58.2% of Long-Term English Learners made progress toward English proficiency in 2025, compared with 63.4% in the prior year and 54.1% in 2022-23.



Source: KIPP Prize Preparatory Academy 2026-27 LCAP, 2024-25 reported proficiency.(CA Dashboard)

Staff Analysis

Overall, 58.7% of English Learners and 58.2% of Long-Term English Learners made progress toward English proficiency in 2025 However, KIPP Prize experienced a slight decline of 4.7% on their ELPI performance level in 2025 while Long Term English Learners maintained the number of students proficient on their ELPI performance level in 2025. English Learner performance in the 2025-2026 school year dropped in both ELA and Math from standard. While there has been some decline in overall proficiency in this area, the school points to this area as an area of strength that reflects the value of designated English language development time and multilingual learner-focused professional development embedded in the school's instructional calendar. Staff recommends continuing to review language progress alongside academic content outcomes, especially because of the decline in ELPI performance level, ELA and Math performance.

IX. Preliminary Finding 4: Students with Disabilities

Approximately 16% of KIPP Prize students receive special education services through an IEP. The petition states that KIPP Prize operates as its own LEA for special education, participates in the El Dorado County Charter SELPA, assumes responsibility for special education and related services, and selects, contracts with, and oversees NPS and NPA providers.

Reported Service	Service Count
Specialized Academic Instruction (SAI)	62
Speech and Language	22
Occupational Therapy	6
Counseling / Mental Health Services (Includes Individual Counseling, Counseling and Guidance, and Parent Counseling)	16
Behavior Intervention Services	8
Specialized deaf and hard of hearing services	1
Audiological services	1
Health and nursing - other services	1
Intensive Individual Services	4

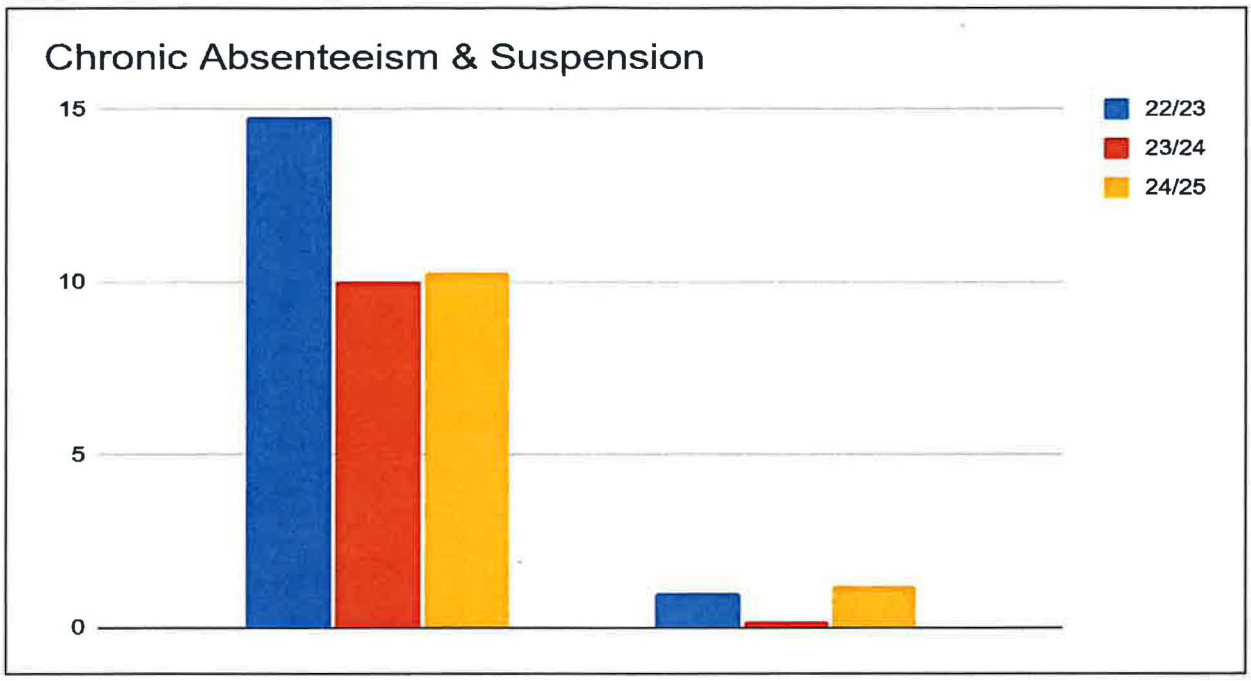
These service counts were supplied by KIPP in response to District questions and are not presented as unique-student counts; one student may receive more than one related service.

Staff Analysis

The petition establishes KIPP's LEA responsibility for special education. Staff recommends continued review of service delivery, NPA/NPS documentation, academic outcomes, and implementation of IEP supports. Student achievement data for students with disabilities remains a priority area in all subject areas.

X. Preliminary Finding 5: Attendance, Suspension, and School Climate

The 2025 Dashboard shows the school maintaining an overall chronic absenteeism rate of 10.3% for all students, earning an Orange (Low) performance rating. Average daily attendance is tracking at 95.7% for 2025-26, with consistent rates across grade levels. In addition, the school had a slight increase to their suspension rate to 1.2%, earning a Yellow (Medium) performance rating. Students with disabilities increased their suspension rate by 6.3% in 2025 which is an increase of 6.3% from the prior year. English Learners increased their suspension rate by 2.2% and Long term English Learners increased their suspension rate by 1.1%, all have an Orange (Low) performance level on the California Dashboard.



Source: KIPP Prize Preparatory Academy 2026-27 LCAP and CA Dashboard.

Staff Analysis

KIPP Prize has maintained their chronic absenteeism rates from the previous school year and is showing improvement this school year which will be reflected on the new dashboard. KIPP Prize staff attribute the improvement to the school's tiered attendance outreach, weekly attendance team meetings, and teacher-led homeroom caseloads for personalized family communication. Chronic absenteeism reflects a pattern that warrants continued focus, particularly for Hispanic students, students with disabilities, English Learners, and Long Term English Learners.

Based on the 2025 Dashboard and information from the KIPP Prize LCAP, suspension rates have increased for Hispanic students, Socioeconomically Disadvantaged students, English Learners, Long-Term English Learners and Students with Disabilities. While the overall rate remains low in absolute terms, the increase for students with disabilities warrants close monitoring and continued investment in restorative practices and proactive behavioral supports.

XI. Preliminary Finding 6: Fiscal and Organizational Capacity

The petition describes centralized KIPP NorCal services that support accounting, payroll, benefits, financial management, human resources, compliance, technology, special education, facilities, academic support, fundraising, and governance. District staff's final review should continue to reconcile multi-year projections, enrollment assumptions, special education expenditures, management/service fees, facilities obligations, and audited financial information as available. While the charter meets required financial obligations and components in the charter renewal petition, it is recommended that the KIPP financial team include the items listed below in the Staff Recommendations section.

XII. Staff Recommendations for Continued Improvement

District staff recognizes KIPP Prize's overall academic performance and progress across several state and local indicators. The following recommendations are intended to support continued improvement and authorizer oversight during the next charter term. They do not change KIPP Prize's qualification for renewal or limit the Board's authority to select a five year renewal term.

Access to Core Curriculum for English Learners: Information for the school to provide access to grade-level core curriculum for English Learners is lacking: Access to grade-level core curriculum affirmed and California ELD Standards referenced, but the new Proficiency Level Descriptors (PLDs) are not referenced. The charter petition references curriculum and materials that will be utilized in the instruction of English Learners: Designated/Integrated ELD program, Ellevation data platform and 'specialized curricular materials' described, but does not name the ELD curriculum or instructional materials.

Students with Disabilities: Continue strengthening academic supports in all subject areas and take a deeper dive into chronic absenteeism and suspension rates for students with disabilities; monitor achievement and growth, access to core instruction, service delivery, IEP implementation, and collaboration between general and special education staff. Approval should be accompanied by verification that KIPP Prize has adopted detailed procedures, assigned qualified personnel, provided appropriate staff training, and established systems to monitor 504 Plan implementation and ADA accessibility requirements.

Long-Term English Learners: Continue targeted academic language and content support in mathematics and additional support in English Language Arts.

Pupil Suspension/Expulsion: Staff requests clarification regarding stakeholder participation in discipline-policy development/review; the circumstances under which discipline policies may be modified without a material revision; educational alternatives following expulsion; general education expulsion appeal procedures and final decision-making authority; notification and transfer of records to the student's district of residence; and District/COE involvement following expulsion.

Continued Disaggregated Data Review: Review academic achievement, growth, attendance, chronic absenteeism, suspension, retention, reclassification, and other relevant indicators by student group so schoolwide averages do not obscure disparities.

Qualification for Certificated Employees: Only refers to teaching credentials and not any other type of services credentials issued from CTC: KIPP Prize shall ensure that teachers in the Charter School hold the Commission on Teacher Credentialing ("CTC") certificate, permit, or other document required for the teacher's certificated assignment.

Civil Liability: District requests verification of insurance conformity and clarification of the duty to defend ARUSD.

Financial Audit: Recommend the petitioner add language on the resolution of audit exceptions and deficiencies, public availability of the audit, and auditor qualifications/selection.

Financial Plan/Reporting: Recommend the petitioner add a staffing FTE schedule, an ADA projection alongside enrollment, and a note reconciling budgeted general purpose revenue to the LCFF calculator. In addition, staff recommends the petitioner document the multi-year plan to restore breakeven and explain the non-uniform movements in salary, professional development and recruitment lines.

Annual Operating Budget: Work with District to respond to questions in the annual operating budget such as object-code detail, a restricted/unrestricted split, explicit legal and insurance cost lines, and a path to breakeven.

Governance Structure: The petition states that ARUSD may appoint a representative to the governing board but does not explicitly confirm whether an ARUSD-appointed representative currently serves. Clarification is needed regarding current district board representation and management-service terms. Correct the appendix references and verify implementation of the stated transparency procedures through district oversight.

XIII. Summary of Preliminary Findings

Area Reviewed	Preliminary Staff Finding
Renewal Performance	KIPP Prize is identified as Middle Performance and qualifies for renewal; The charter qualifies for a 5 year renewal term.
ELA	KIPP Prize declined in English Language Arts performance. The ELA data demonstrate that overall 50% of students are proficient in ELA; however there has been a decline in this area over the last three school years.
Mathematics	Overall, mathematics performance had a significant drop in proficiency at KIPP Prize. Furthermore, specific student-group outcomes show areas requiring focused attention. Students with disabilities, Long-term English Learners, English Learners, Hispanic students and Socioecomically Disadvantaged all showed a significant decline in proficiency.
English Learners	Overall, English Learners as well as Long-Term English Learners made progress toward English proficiency in 2025 However, KIPP Prize experienced a slight decline on their ELPI performance level in 2025 while Long Term English Learners maintained the number of students proficient on their ELPI performance level in 2025. Furthermore, English Learner performance in the 2025-2026 school year dropped in both ELA and Math from standard.
Students with Disabilities	LEA responsibilities and services are described; academic outcomes remain an improvement priority.
Attendance/Climate	KIPP Prize has maintained their chronic absenteeism rates from the previous school year and is showing improvement this school year. Overall, suspension rates have increased slightly. Continued focus is warranted particularly for Hispanic students, students with disabilities, English Learners, and Long Term English Learners who show the most impact. .
Fiscal/Operations	Centralized organizational support is described; final and ongoing oversight should include additional reports, additional language in the charter and/or explanations requested in the findings.
Governance Structure	Ensure that a District representative participates on the Charter board.

XIV. Staff Preliminary Recommendation

Based on the review completed to date, District staff finds that KIPP Prize Preparatory Academy meets the performance requirements applicable to a charter school identified by the California Department of Education in the Middle Performance Category and therefore qualifies for charter renewal.

Under the applicable renewal framework, the Board of Education may renew KIPP Prize Preparatory Academy's charter for a term of five years.

Staff recommends approval of the charter renewal after considering the petition, staff's review and preliminary findings, information presented during the public review process, and any additional information received before Board action.

Appendix A. Board Renewal Options

	Motion Term
5 years	July 1, 2027 - June 30, 2032

Sources

- KIPP Prize Preparatory Academy Charter Renewal Petition 2027-2032 and embedded 2026-27 LCAP.
- California Department of Education, Performance Categories - Charter Schools
- California Department of Education, Release of Charter School Performance Category Data File, January 7, 2026.
- California Department of Education, Charter School Renewals.
- California Education Code section 47607 and related renewal provisions.
- Staff Renewal Matrix

10.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve School-Sponsored Field Trips**

Support Information: Per Board Policy 6153, field trips involving out-of-county or overnight travel require Board approval. The field trips listed fall under this policy. Administrative procedures will be followed for these trips.

Fiscal Impact: Yes

Budget Source: Multiple funds

Recommended Action: Staff recommends that the Board of Trustees approve the out-of-county and overnight school-sponsored field trips.

Recommend Approval

Submitted by: Dr. Kiela Jimenez KJ Title: Director, Student Support Services

Approved by: Sandra Garcia SG Title: Asst. Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

10.1
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Alum Rock Union Elementary School District

Field Trip Information Sheet

Overnight Field Trips are in BOLD

Field Trips for Board Approval: October 22, 2026

School	Field Trip Event	City, and County	Date	Grade	# of classes	Budget (coding)	Purpose: (academic standard the trip supports)
DX	O'Niell Sea Odyssey	Santa Cruz	10/27/2026	4th	1	060-9010-0-5835-00-1110-1000-000000-320-2320	Explore how organisms depend on their habitat to survive
BK	**Vida Verde Nature Education Science Camp**	**San Mateo**	**10/27/2026-10/29/2026**	**5th**	**1**	**060-9010-0-5720-00-1110-1000-000000-120-2110**	**Provide 5th grade students with a hands-on, immersive outdoor learning experience that deepens their connection to nature and reinforces key science concepts.**
BK	O'Niell Sea Odyssey	Santa Cruz	10/28/2026	4th	3	060-3010-0-5835-00-1110-1000-000000-120-2110	Learn about environmental changes effects on the Ocean Habitat in Monterey Bay Area.
BK	**Vida Verde Nature Education Science Camp**	**San Mateo**	**11/03/2026-11/05/2026**	**5th**	**1**	**060-9010-0-5720-00-1110-1000-000000-120-2110**	**Provide 5th grade students with a hands-on, immersive outdoor learning experience that deepens their connection to nature and reinforces key science concepts.**
LE	Pie Ranch	San Mateo	11/18/26	6^{th}-7^{Th}	1	060-7810-0-5835-00-0000-3700-000000-480-7032	Students will learn about cooking, sustainability, science, dining and farming.

10.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: August 20, 2026

Subject: **Resolution No.15-26/27**
Digital Citizenship Week
October 19-23, 2026

Support Information: The Week of October 19 through 23, 2026, has been designated as "Digital Citizenship Week," to directly support the utmost important safety in students' lives as they engage in their progressive twenty-first century learning in Alum Rock.

Fiscal Impact: No

Budget Source: None

Recommended Action: Staff recommends that the Board of Trustees approve **Resolution No. 15-26/27**, *Digital Citizenship Week,* as submitted.

Recommend Approval

Submitted by: Dr. T.Bickford-Williams Title: Director,Academic Services

Approved by: Sandra Garcia Title: Asst. Superintendent, Inst.Services

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

10.2
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by:_____ Seconded by:_____

Approved: _____ Not Approved: _____ Tabled:_____

Resolution No.15-26/27
PROCLAIMING OCTOBER 19-23, 2026
"DIGITAL CITIZENSHIP WEEK"

WHEREAS, the California Department of Education encourages recognition of the week October 19-23, 2026 as Digital Citizenship Week: and

WHEREAS, the Alum Rock Union School District serves approximately 6,435 students, and approximately 400 teachers; and

WHEREAS, the Alum Rock Union School District continuously advances integrated technology for teaching and learning; and

WHEREAS, research has determined that all students need digital citizenship skills to participate fully in their communities and make smart choices online and in life; and

WHEREAS, Common Sense is the nation's leading nonprofit organization dedicated to improving the lives of all kids and families by providing the trustworthy information, education, and independent voice they need to thrive in the 21st century; and

WHEREAS, Alum Rock Educational Technology Teacher leaders have organized Common Sense resources, for monthly lessons for all grade levels to intentionally strengthen and develop internet safety for all Alum Rock students and Staff;

NOW, THEREFORE, BE IT RESOLVED that the week of October 19-23rd, 2026, be proclaimed the "Digital Citizenship Week," to directly support the utmost important safety in students' lives as they engage in their progressive twenty-first century education in Alum Rock.

PASSED AND ADOPTED this 22nd day of October, 2026, by the Board of Trustees of the Alum Rock Union School District, County of Santa Clara, State of California.

Ayes_____ Noes_____ Absent_____ Abstain_____

Board of Trustees:

Linda Chavez, President _____

Andrés Quintero, Vice-President _____

Minh Pham, Clerk _____

Corina Herrera-Loera, Member _____

Minh Nguyen, Member _____

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Board of Trustees of the Alum Rock Union Elementary School District at a public meeting of said Board held on October 22, 2026.

_____ _____

Dr. Marnie Hazelton, Superintendent Date

10.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 30, 2026

Subject: **Quarterly Reports on Williams Uniform Complaints**

Support Information: The Quarterly Report on Williams lists the number of complaints received and resolved. The Santa Clara County Office of Education requires that the District submit a Quarterly Report on Williams Uniform Complaints for all Alum Rock Schools. The complaints could be in the areas of insufficient textbooks, teacher vacancies, or poor facility conditions from July 1, 2026, through September 30, 2026. There were 2 complaints, and both were resolved.

Fiscal Impact: Yes

Budget Source: LCAP BUDGET

Recommended Action: Staff recommends that the Board of Trustees approve the Quarterly Report on Williams Uniform Complaints- First Quarter.

Recommend Approval

Submitted by: Dr. Kiela Jimenez Title: Director

Approved by: Sandra Garcia Title: Asst.Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

10.3

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Academic School Year 2026-27
Quarterly Report on Williams Uniform Complaints
[Education Code § 35186]

District: Alum Rock Union Elementary School District

Person completing this form: Dr. Kiela Jimenez, Director

Quarterly Report Submission Date: *(Please check one)*

- [x] Jul 1 – Sept 30, 2026 (due Oct 26, 2026)
- [ ] Oct 1 – Dec 31, 2026 (due Jan 29, 2027)
- [ ] Jan 1 – Mar 31, 2027 (due Apr 26, 2027)
- [ ] Apr 1 – Jun 30, 2027 (due Jul 26, 2027)

Date for information to be reported publicly at governing board meeting: October 22, 2026

Please check the box that applies:

- [ ] No complaints were filed with any school in the district during the quarter indicated above.
- [x] Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the type of complaint and resolution.

COMPLAINT TYPE	TOTAL NUMBER OF COMPLAINTS	NUMBER RESOLVED	NUMBER UNRESOLVED
Textbooks and Instructional Materials	0	0	0
Teacher Vacancy or Misassignments	0	0	0
Facilities Conditions	2	2	0
TOTALS	2	2	0

Dr. Marnie Hazelton

Print Name of District Superintendent

Date

Please scan the original signed copy and email to:
Santa Clara County Office of Education – Instruction, Leadership and Innovation Division
Williams Settlement, wsettlement@sccoe.org

Check Point Threat Extraction secured this document Get Original

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

Uniform Complaint Procedures Williams Settlement Form
For *Education Code* Section 35186 Complaints

Education Code (EC) Section 35186 created a procedure for the filing of complaints concerning deficiencies related to instructional materials, conditions of facilities that are not maintained in a clean or safe manner or in good repair, and teacher vacancy or misassignment. The complaint and response are public documents as provided by statute. Complaints may be filed anonymously. However, if you wish to receive a response to your complaint, you must provide the following contact information.

Response requested: ☐ Yes ☐ No
Name: (Optional) Ma. Elena Villegas Mailing Address: _____

Phone Number: (Optional) Day: _____ Evening: _____

Issue of complaint (please check all that apply):

1. **Textbooks and Instructional Materials**
   - ☐ A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state-adopted or district-adopted textbooks or other required instructional materials to use in class.
   - ☐ A pupil does not have access to textbooks or instructional materials to use at home or after school. This does not require two sets of textbooks or instructional materials for each pupil.
   - ☐ Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.
   - ☐ A pupil was provided photocopied sheets from only a portion of a textbook or instructional materials to address a shortage of textbooks or instructional materials.

2. **Facility Conditions**
   - ☒ A condition poses an urgent or emergency threat to the health or safety of students or staff, including: gas leaks, nonfunctioning heating, ventilation, fire sprinklers or air-conditioning systems, electrical power failure, major sewer line stoppage, major pest or vermin infestation, broken windows or exterior doors or gates that will not lock and that pose a security risk, abatement of hazardous materials previously undiscovered that pose an immediate threat to pupils or staff, structural damage creating a hazardous or uninhabitable condition, and any other emergency conditions the school district determines appropriate.
   - ☐ A school restroom has not been maintained or cleaned regularly, is not fully operational and has not been stocked at all times with toilet paper, soap, and paper towels or functional hand dryers.
   - ☐ The school has not kept all restrooms open during school hours when pupils are not in classes, and has not kept a sufficient number of restrooms open during school hours when pupils are in classes.

3. **Teacher Vacancy or Misassignment**
   - ☐ Teacher vacancy - A semester begins and a teacher vacancy exists. (A teacher vacancy is a position to which a single designated certificated employee has not been assigned at the beginning of the year for an entire year or, if the position is for a one-semester course, a position to which a single designated certificated employee has not been assigned at the beginning of a semester for an entire semester.)
   - ☐ Teacher misassignment - A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class.
   - ☐ Teacher misassignment - A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

Date of Problem: 09-09-26 / 09-22-26

Location of Problem (School Name, Address, and Room Number or Location):
Adelante Dual Language Academy 1720 Hopkins Dr. San Jose CA 95122 K-5

Course or Grade Level and Teacher Name:
Mrs. Villegas Kindergarten Teacher

Please describe the issue of your complaint in detail. You may attach additional pages if necessary to fully describe the situation.
please see the other side of this form

Please file this complaint with the Principal of your school

In the days prior to the beginning of classes, I began preparing the classroom without a functioning air conditioning unit. It was installed and ready by the first day of class, but began to malfuntion when a new thermostat was installed on September 9, 2026 in the afternoon. I let the worker know the unit was not working properly and the room was not being cooled.

In spite of numerous follow up visits, the unit continued to fail. This situation continue until it was finally resolved on September 22, 2026.

The result of working in these conditions during this period had a seveve impact on my health. There were multiple days in which high temperatures were recorded in San Jose. I became ill as a result of working in these conditions and am still sick and recovering to this date.

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

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Response requested: ☑ Yes ☐ No
Name: (Optional) _____ Mailing Address: Teacher Site Concerns Meeting

Phone Number: (Optional) Day: _____ Evening: _____

Issue of complaint (please check all that apply):

1. Textbooks and Instructional Materials

☐ A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state-adopted or district-adopted textbooks or other required instructional materials to use in class.
☐ A pupil does not have access to textbooks or instructional materials to use at home or after school. This does not require two sets of textbooks or instructional materials for each pupil.
☐ Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.
☐ A pupil was provided photocopied sheets from only a portion of a textbook or instructional materials to address a shortage of textbooks or instructional materials.

2. Facility Conditions

☐ A condition poses an urgent or emergency threat to the health or safety of students or staff, including: gas leaks, nonfunctioning heating, ventilation, fire sprinklers or air-conditioning systems, electrical power failure, major sewer line stoppage, major pest or vermin infestation, broken windows or exterior doors or gates that will not lock and that pose a security risk, abatement of hazardous materials previously undiscovered that pose an immediate threat to pupils or staff, structural damage creating a hazardous or uninhabitable condition, and any other emergency conditions the school district determines appropriate.
☐ A school restroom has not been maintained or cleaned regularly, is not fully operational and has not been stocked at all times with toilet paper, soap, and paper towels or functional hand dryers.
☐ The school has not kept all restrooms open during school hours when pupils are not in classes, and has not kept a sufficient number of restrooms open during school hours when pupils are in classes.

3. Teacher Vacancy or Misassignment

☐ Teacher vacancy - A semester begins and a teacher vacancy exists. (A teacher vacancy is a position to which a single designated certificated employee has not been assigned at the beginning of the year for an entire year or, if the position is for a one-semester course, a position to which a single designated certificated employee has not been assigned at the beginning of a semester for an entire semester.)
☐ Teacher misassignment - A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class.
☐ Teacher misassignment - A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

Date of Problem: 8/31/26, 9/8/26, 8/28/25

Location of Problem (School Name, Address, and Room Number or Location): _____

Course or Grade Level and Teacher Name: _____

Please describe the issue of your complaint in detail. You may attach additional pages if necessary to fully describe the situation.

Gap between portables, open shelf cabinets, Room ventilation HVAC, open/not covered electrical outlets, * Pull boxes exposed, * Exposed wires, * Not working fire alarm, * Not working intercom

Please file this complaint with the Principal of your school

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

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Uniform Complaint Procedures Williams Settlement Form
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Response requested: ☑ Yes ☐ No
Name: (Optional) _____ Mailing Address: lablanquitastacy@gmail.com

Phone Number: (Optional) Day: _____ Evening: _____

Issue of complaint (please check all that apply):

1. Textbooks and Instructional Materials

☐ A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state-adopted or district-adopted textbooks or other required instructional materials to use in class.
☐ A pupil does not have access to textbooks or instructional materials to use at home or after school. This does not require two sets of textbooks or instructional materials for each pupil.
☐ Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.
☐ A pupil was provided photocopied sheets from only a portion of a textbook or instructional materials to address a shortage of textbooks or instructional materials.

2. Facility Conditions

☑ A condition poses an urgent or emergency threat to the health or safety of students or staff, including: gas leaks, nonfunctioning heating, ventilation, fire sprinklers or air-conditioning systems, electrical power failure, major sewer line stoppage, major pest or vermin infestation, broken windows or exterior doors or gates that will not lock and that pose a security risk, abatement of hazardous materials previously undiscovered that pose an immediate threat to pupils or staff, structural damage creating a hazardous or uninhabitable condition, and any other emergency conditions the school district determines appropriate.
☐ A school restroom has not been maintained or cleaned regularly, is not fully operational and has not been stocked at all times with toilet paper, soap, and paper towels or functional hand dryers.
☐ The school has not kept all restrooms open during school hours when pupils are not in classes, and has not kept a sufficient number of restrooms open during school hours when pupils are in classes.

3. Teacher Vacancy or Misassignment

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☐ Teacher misassignment - A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class.
☐ Teacher misassignment - A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

Date of Problem: 6/25/26

Location of Problem (School Name, Address, and Room Number or Location): ADELANTE ACADEMY 1770 Hopkins Dr. San Jose CA 95122

Course or Grade Level and Teacher Name: 7th Spanish Class

Please describe the issue of your complaint in detail. You may attach additional pages if necessary to fully describe the situation.
AC Not Working / Not enough ~~textbooks~~ Chromebooks

Please file this complaint with the Principal of your school not enough staff to supervise students

Victor Guendulain <victor.velasco@arusd.org>

A/C concerns

2 messages

Stacy Benedict <lablanquitastacy@gmail.com> Tue, Aug 25, 2026 at 9:36 AM
To: Victor Guendulain <victor.guendulain@arusd.org>

Good morning,
Today will be another hot day and yet the A/C in the classrooms is not fixed. My son complained that his Spanish class was hot and stuffy.I am concerned that this has not yet been resolved by the district to make sure the students have comfortable and safe learning environments.

Another concern is that the school lacks appropriate staff levels to get all the work that needs to be done. With well over 900 students there should be appropriate staffing levels to make sure emergency cards get out to the families and that chrome books are issued in a timely fashion. Our students, that now do a bulk of learning on their chrome books have now missed two weeks of learning. Parents at Adelante love to help and volunteer but the ask should not be for parents to do activities that really school staff should be doing including having appropriate level of supervision during lunch time.

Thanks for listening to my concerns,
Stacy Benedict

Victor Guendulain <victor.velasco@arusd.org> Tue, Aug 25, 2026 at 11:45 AM
To: Stacy Benedict <lablanquitastacy@gmail.com>
Cc: Victor Guendulain <victor.guendulain@arusd.org>

Good morning Stacy,

Thank you for sharing your concerns regarding the AC issues in the classrooms and staffing needs.

I have followed up with our maintenance department regarding the status of the AC units and repairs. I also went into every portable classroom to personally verify and try to solve any issues. Sometimes these are programming issues. There are plans to move a larger science class to the Verizon Lab, as that is the purpose of the Tech Lab. The tech lab has a working AC unit.

Staffing is a necessity, and I am working with HR to hire the appropriate staff in accordance with the procedures for the open positions. These are posted on EdJoin. Feel free to encourage parents to apply.

I appreciate the parent volunteers and their support in rolling out Chromebooks to students. Students are expected to get their Chromebooks this week.

I will be reaching out to inquire about additional support to address needs within my area of control and will send an update to the parents as needed.

Thank you for your advocacy and support for our students and community.

Sincerely,

Victor A. Guendulain
Principal
Adelante Dual Language Academy
1720 Hopkins Drive, San Jose, CA. 95122
(408) 928-1906

[Quoted text hidden]

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

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Uniform Complaint Procedures Williams Settlement Form
For *Education Code* Section 35186 Complaints

Education Code (EC) Section 35186 created a procedure for the filing of complaints concerning deficiencies related to instructional materials, conditions of facilities that are not maintained in a clean or safe manner or in good repair, and teacher vacancy or misassignment. The complaint and response are public documents as provided by statute. Complaints may be filed anonymously. However, if you wish to receive a response to your complaint, you must provide the following contact information.

Response requested: ☑ Yes ☐ No
Name: (Optional) _____ Mailing Address: Cuevassammy14@gmail.com

Phone Number: (Optional) Day: _____ Evening: _____

Issue of complaint (please check all that apply):

1. Textbooks and Instructional Materials

- ☐ A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state-adopted or district-adopted textbooks or other required instructional materials to use in class.
- ☐ A pupil does not have access to textbooks or instructional materials to use at home or after school. This does not require two sets of textbooks or instructional materials for each pupil.
- ☐ Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.
- ☐ A pupil was provided photocopied sheets from only a portion of a textbook or instructional materials to address a shortage of textbooks or instructional materials.

2. Facility Conditions

- ☑ A condition poses an urgent or emergency threat to the health or safety of students or staff, including: gas leaks, nonfunctioning heating, ventilation, fire sprinklers or air-conditioning systems, electrical power failure, major sewer line stoppage, major pest or vermin infestation, broken windows or exterior doors or gates that will not lock and that pose a security risk, abatement of hazardous materials previously undiscovered that pose an immediate threat to pupils or staff, structural damage creating a hazardous or uninhabitable condition, and any other emergency conditions the school district determines appropriate.
- ☐ A school restroom has not been maintained or cleaned regularly, is not fully operational and has not been stocked at all times with toilet paper, soap, and paper towels or functional hand dryers.
- ☐ The school has not kept all restrooms open during school hours when pupils are not in classes, and has not kept a sufficient number of restrooms open during school hours when pupils are in classes.

3. Teacher Vacancy or Misassignment

- ☐ Teacher vacancy - A semester begins and a teacher vacancy exists. (A teacher vacancy is a position to which a single designated certificated employee has not been assigned at the beginning of the year for an entire year or, if the position is for a one-semester course, a position to which a single designated certificated employee has not been assigned at the beginning of a semester for an entire semester.)
- ☐ Teacher misassignment - A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class.
- ☐ Teacher misassignment - A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

Date of Problem: 9/21/26

Location of Problem (School Name, Address, and Room Number or Location): ADELANTE ACADEMY 1720 Hopkins Dr. San Jose CA 95122

Course or Grade Level and Teacher Name: _____

Please describe the issue of your complaint in detail. You may attach additional pages if necessary to fully describe the situation.

Kinder playground construction dust and safety near students and classroom.

Please file this complaint with the Principal of your school

10.4

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: August 20, 2026

Subject: **Resolution No. 14-26/27**
Week of the School Administrator
October 12-18, 2026

Support Information: The week of October 12 through October 18, 2026, has been designated as the "Week of the School Administrator" to commend the administrators of California public schools for their support and contributions to the quality of public education in this state.

Fiscal Impact: No

Budget Source: None

Recommended Action: Staff recommends that the Board of Trustees approve the **Resolution No.14-26/27**, Week of the School Administrator, as submitted.

Recommend Approval

Submitted by: Dr. T.Bickford-Williams Title: Director,Academic Services

Approved by: Sandra Garcia Title: Asst. Superintendent, Inst.Services

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

10.4
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by:_____ Seconded by:_____

Approved: _____ Not Approved: _____ Tabled:_____

Resolution No.14-26/27

PROCLAIMING OCTOBER 12-18, AS THE "WEEK OF THE SCHOOL ADMINISTRATOR"

WHEREAS, Leadership Matters for the Alum Rock Union Elementary School District and the more than 6,400 students it serves;

WHEREAS, School administrators are passionate, lifelong learners who believe in the value of quality public education, and

WHEREAS,The title "school administrator" is a broad term used to define many education leadership posts. Superintendents, assistant superintendents, principals, assistant principals, special education and adult education leaders, curriculum and assessment leaders, school business officials, classified educational leaders, and other school district employees are considered administrators; and

WHEREAS, providing quality service for student success is paramount for the profession; and

WHEREAS, Most school administrators began their careers as teachers. The average administrator has served in public education for more than a decade. Most of California's superintendents have served in education for more than 20 years. Such experience is beneficial in their work to effectively and efficiently lead public education and improve student achievement; and

WHEREAS,Public schools operate with lean management systems. Across the nation, public schools employ fewer managers and supervisors than most public and private sector industries including transportation, food service, manufacturing, utilities, construction, publishing and public administration; and

WHEREAS,School leaders depend on a network of support from school communities – fellow administrators, teachers, parents, students, businesses, community members, board trustees, colleges and universities, community, elected officials and district and county staff and resources – to promote ongoing student achievement and school success; and

WHEREAS,Research shows great schools are led by great principals, and great districts are led by great superintendents. These site leaders are supported by extensive administrative networks throughout the state; and

WHEREAS, the State of California has declared the second full week of October as the "Week of the School Administrator" in Education Code 44015.1; and

WHEREAS, The future of California's public education system depends upon the quality of its leadership; now therefore

NOW, THEREFORE, BE IT RESOLVED, by the Alum Rock Union Elementary School District that all school leaders be commended for the contributions they make to successful student achievement.

PASSED AND ADOPTED this 22nd day of October, 2026, by the Board of Trustees of the Alum Rock Union School District, County of Santa Clara, State of California.

Ayes_____ Noes_____ Absent_____ Abstain_____

Board of Trustees:

Linda Chavez, President _____

Andrés Quintero, Vice-President _____

Minh Pham, Clerk _____

Corina Herrera-Loera, Member _____

Minh Nguyen, Member _____

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Board of Trustees of the Alum Rock Union Elementary School District at a public meeting of said Board held on October 22, 2026.

_____ _____

Dr. Marnie Hazelton, Superintendent Date

11.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve/Ratify Tentative Agreement Between the Alum Rock Union Elementary School District and the Alum Rock Educators Association (AREA), for the period of July 1, 2025 – June 30, 2027.**

Support Information: The District and AREA have reached the attached Tentative Agreement on the collective bargaining issues for the period of July 1, 2025 – June 30, 2027.

Fiscal Impact: Yes

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve and ratify the Tentative Agreement.

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.1
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

Tentative Agreement 9/18/26

AREA Counter Package Proposal
August 21, 2026
11:15am
District Counter Package Proposal
August 28, 2026
9:30am
AREA Counter Package Proposal
August 28, 2026
10:45 am
District Counter Package Proposal
August 28, 2026
11:30am
AREA Counter Package Proposal
September 18, 2026
9:35 am
District Counter Package Proposal
September 18, 2026
10:25am
AREA Counter Package Proposal #2
September 18, 2026
2:00 pm

Article 9

9.3 Except as otherwise provided in this Article IX, sections 9.3.1.2.4 and 9.5, the length of times for student instruction shall be:

Transitional Kindergarten (TK)/**Kinder** 200
Beginning in 27/28 Kindergarten ~~290~~**278** ~~290~~ **278**
Grades 1, 2, 3 290
Grades 4 - 8 310

Beginning in 27/28 Kindergarten shall begin the full-day program on the Monday of the second full week of school. All district Kindergarten classrooms shall follow the 200-minute Kindergarten schedule prior to the start of the full-day programs as specified in 9.3.1.2.4.

9.3.1.1 Beginning in 27/28 the length of student instruction in Kindergarten will be 290 minutes. **Beginning in 27/28** Kindergarten teachers shall receive paraprofessional

support **a minimum of** 290 minutes. Any Kindergarten teacher who does not receive 290 minutes of instructional assistance in an instructional day shall receive a fail to fill rate of $50.00 for that instructional day.

9.3.1.2.4 The length of times for student instruction shall be adjusted for the 4/1 schedule as follows:

Grade Level	Days of Week	Minutes Day of Week Effective	Days of Week	Minutes	
TK	MTWF	200	Thursdays	200	
Kindergarten	MTWF	~~290~~ ~~305~~ ~~290~~ ~~305~~ **290**	Thursdays	230	27/28
Grades 1, 2, 3	MTWF	305	Thursdays	230	
Grades 4 - 8	MTWF	325	Thursdays	250	

~~9.5.1 Kindergarten teachers shall combine AM/PM classes for the purpose of report card preparation and parent teacher conferences. Kindergarten teachers have the right to mutually agree on another option.~~

Article 16

Effective July 1, 2025, AREA unit members shall receive a ~~four percent (4%)~~ ~~**one and a half percent (1.5%)**~~ ~~four percent (4%)~~ ~~**two and a half percent (2.5%)**~~ ~~three percent (3%)~~ ~~**two and a half percent (2.5%)**~~ **three percent (3%)** increase to the current salary schedule, extended duty hourly rate, and career increments governing the salaries of AREA unit members.

Effective July 1, 2026, AREA unit members shall receive a ~~six percent (6%)~~ ~~**one and a half percent (1.5%)**~~ ~~six percent (6%)~~ ~~**one and a half percent (1.5%)**~~ ~~five percent (5%)~~ **two percent (2.0%)** increase to the current salary schedule, extended duty hourly rate, and career increments governing the salaries of AREA unit members.

Upon ratification AREA unit members shall receive a 1% (one percent) off-schedule

payment based upon the 26-27 adjusted salary schedule

Article 17

17.1 Medical and Dental Insurance

Effective, ~~July 1, 2026,~~ **October 1, 2026**, for any district offered insurance plan in which a unit member is enrolled, the District agrees to pay ~~ninety-five percent (95%)~~ **~~ninety percent (90%)~~** ~~ninety-five (95%)~~ **ninety percent (90%)** ongoing of the school year's total current premiums for the plan(s) and one hundred percent (100%) vision base coverage in which the unit member participates.

~~Effective, January 1, 2027, for any district offered insurance plan in which a unit member is enrolled, the District agrees to pay one hundred percent (100%) ongoing of the school year's total current premiums for the plan(s) and one hundred percent (100%) vision base coverage in which the unit member participates.~~

~~Effective, June 30, 2027, for any district offered insurance plan in which a unit member is enrolled, the District agrees to pay ninety-five percent (95%) ongoing of the school year's total current premiums for the plan(s) and one hundred percent (100%) vision base coverage in which the unit member participates.~~

TA

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JD

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SALARY SCHEDULE
CERTIFICATED
2025-26

Pending Board Approval: October 22nd, 2026
Effective: July 1 , 2025

	00 - 09	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 +
1	$ 71,523	$ 71,523	$ 71,523	$ 71,523			
2	$ 71,523	$ 71,523	$ 71,523	$ 73,226			
3	$ 71,523	$ 71,523	$ 72,171	$ 76,314			
4	$ 71,523	$ 71,523	$ 75,248	$ 79,392	$ 83,489		
5	$ 71,523	$ 74,244	$ 78,339	$ 82,480	$ 86,626	$ 90,721	
6		$ 77,321	$ 81,466	$ 85,564	$ 89,700	$ 93,800	$ 98,858
7		$ 80,402	$ 84,549	$ 88,639	$ 92,788	$ 96,928	$ 101,988
8			$ 87,633	$ 91,780	$ 95,918	$ 100,013	$ 105,121
9				$ 94,857	$ 98,960	$ 103,093	$ 108,209
10					$ 102,083	$ 106,175	$ 111,349
11						$ 109,262	$ 114,996
12							$ 119,701

Effective July 1, 2025, Extended Duty Hourly Rate: $ 53.97

Longevity increments:

15th Year	$ 3,367.00
20th Year	$ 4,716.00
25th Year	$ 6,066.00

Earned Masters: $1,925 on base salary
National Board: $1,925 on base salary
Earned Doctorate: $2,000 on base salary

Work year calendar is 184 days starting in 2024-25.
Minimum Salary Established ($ 71,523)

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SALARY SCHEDULE
PSYCHOLOGISTS, SPEECH THERAPISTS & NURSES
2025-26

Pending Board Approval: October 22nd, 2026
Effective: July 1 , 2025

1	2	3	4	5	6	7
$ 109,916	$ 116,026	$ 122,126	$ 125,170	$ 128,226	$ 131,284	$ 134,342

Effective July 1, 2025, Extended Duty Hourly Rate: $ 53.97

Longevity increments:

15th Year	$	3,367.00
20th Year	$	4,716.00
25th Year	$	6,066.00

Earned Masters: $1,925 on base salary
National Board: $1,925 on base salary
Earned Doctorate: $2,000 on base salary

Work year calendar is 184 days starting in 2024-25.

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SALARY SCHEDULE
CERTIFICATED
2026-27

Pending Board Approval: October 22, 2026
Effective: July 1 , 2026

	00 - 09	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 +
1	$ 72,953	$ 72,953	$ 72,953	$ 72,953			
2	$ 72,953	$ 72,953	$ 72,953	$ 74,691			
3	$ 72,953	$ 72,953	$ 73,614	$ 77,840			
4	$ 72,953	$ 72,953	$ 76,753	$ 80,980	$ 85,159		
5	$ 72,953	$ 75,729	$ 79,906	$ 84,130	$ 88,359	$ 92,535	
6		$ 78,867	$ 83,095	$ 87,275	$ 91,494	$ 95,676	$ 100,835
7		$ 82,010	$ 86,240	$ 90,412	$ 94,644	$ 98,867	$ 104,028
8			$ 89,386	$ 93,616	$ 97,836	$ 102,013	$ 107,223
9				$ 96,754	$ 100,939	$ 105,155	$ 110,373
10					$ 104,125	$ 108,299	$ 113,576
11						$ 111,447	$ 117,296
12							$ 122,095

Effective July 1, 2026, Extended Duty Hourly Rate: $ 55.05

Longevity increments:

15th Year	$ 3,434.00
20th Year	$ 4,810.00
25th Year	$ 6,187.00

Earned Masters: $1,925 on base salary
National Board: $1,925 on base salary
Earned Doctorate: $2,000 on base salary

Work year calendar is 184 days starting in 2024-25.
Minimum Salary Established ($ 72,953)

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SALARY SCHEDULE
PSYCHOLOGISTS, SPEECH THERAPISTS & NURSES
2026-27

Pending Board Approval: October 22, 2026
Effective: July 1 , 2026

1	2	3	4	5	6	7
$ 112,114	$ 118,347	$ 124,569	$ 127,673	$ 130,791	$ 133,910	$ 137,029

Effective July 1, 2025, Extended Duty Hourly Rate: $ 55.05

Longevity increments:

15th Year	$	3,434.00
20th Year	$	4,810.00
25th Year	$	6,187.00

Earned Masters: $1,925 on base salary
National Board: $1,925 on base salary
Earned Doctorate: $2,000 on base salary

Work year calendar is 184 days starting in 2024-25.

DRAFT

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: **AREA** **FTE:** 438.45
Period of Agreement: Fiscal Year 2025-26 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2025-26	*2026-27*	*2027-28*
Salary Schedule Increases	3.00%		
Off-Schedule Payments	**0%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**438.45**		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):*			
Effective July 1 2025, AREA will get a 3% on-going increase.			
Effective July 1, 2026, AREA will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.			
Other Provisions:			
Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026.			
Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).			
Certificated workdays are 184 for FY 2025-26 and FY 2026-27.			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2025-26	*2026-27*	*2027-28*
Salary including statutory costs*	1,857,229		
Benefits	-		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	1,857,229	-	-
Total % Increase	3.00%		
Projected STRS/PERS Rates	19.10% / 26.81%	19.10% / 26.4%	19.10% / 26.8%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	438.45	Not Settled
CSEA	218.16	Not Settled
Teamsters	125.22	Settled
Un-Represented Management and Non-Management	78.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	1,495,028	**58,869,489**
2000 Classified Salaries	21,574,995	-	**21,574,995**
3000 Benefits	42,123,951	362,201	**42,486,152**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 1,857,229**	**155,865,897**
Interfund Transfer In	-		**-**
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		**-**
Other Financing Uses (enter as negative)	-		**-**
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(5,844,045)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**27,091,378**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,683,477
Total Available Reserves	9,428,607		9,484,324
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,683,477

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: AREA **FTE:** 437.35
Period of Agreement: Fiscal Year 2026-27 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2026-27	*2027-28*	*2028-29*
Salary Schedule Increases	2.00%		
Off-Schedule Payments	**1%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**437.35**		-

Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):*
Effective July 1 2025, AREA will get a 3% on-going increase.
Effective July 1, 2026, AREA will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.

Other Provisions:
Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026.
Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).
Certificated workdays are 184 for FY 2025-26 and FY 2026-27.

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2026-27	*2027-28*	*2028-29*
Salary including statutory costs*	1,919,151		
Benefits	479,736		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	2,398,887	-	-
Total % Increase	2% on/1% off		
Projected STRS/PERS Rates	19.10% / 26.4%	19.10% / 26.8%	19.10% / 25.9%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	437.35	Not Settled
CSEA	219.72	Not Settled
Teamsters	117.84	Not Settled
Un-Represented Management and Non-Management	68.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Board-Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	1,544,267	**58,918,728**
2000 Classified Salaries	21,574,995	-	**21,574,995**
3000 Benefits	42,123,951	854,620	**42,978,571**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 2,398,887**	**156,407,555**
Interfund Transfer In	-		**-**
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		**-**
Other Financing Uses (enter as negative)	-		**-**
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(6,385,703)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**26,549,720**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,699,727
Total Available Reserves	9,428,607		9,500,574
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,699,727

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

11.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve/Ratify Tentative Agreement Between the Alum Rock Union Elementary School District and the California School Employees Association (CSEA), Chapter #305, for the period of July 1, 2025 – June 30, 2026.**

Support Information: The District and CSEA Chapter #305 have reached the attached Tentative Agreement on the collective bargaining issues for the period of July 1, 2025 – June 30, 2026.

Fiscal Impact: Yes

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve and ratify the Tentative Agreement.

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.2
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

ARTICLE I

RECOGNITION

1.1 **Recognition of CSEA**. The District recognizes the Association as the sole and exclusive bargaining agent for employees in the paraprofessional ("Aides") and the Office, Technical, Business Services ("OTBS") units occupying classes listed below.

Office, Technical, Business Service Unit (OTBS)
Accountant
Accounting Assistant
Academic & Event Specialist
Administrative Assistant
Assessment Specialist
Assessment Technician
Benefits/Insurance Technician
Bus Monitor
Bus Stop Aide
Certification Specialist
Child Nutrition Cashier
Child Welfare & Attendance Liaison
Community Liaison
Community School Site Specialist
Database Administrator
Database Technician
Data Processing and Support Technician
Data Research Technician
District Operator/Receptionist
Executive Assistant
Health Assistant
Human Resources Assistant
Human Resources Specialist
Information Technology and Data Analyst
IT – Help Desk Support
Lead Tech Support Specialist
Library Technician
Management Information System Technician
Network Technician
Office Assistant I
Office Assistant II
Office Assistant III
Payroll Technician
Printing Technician I
Printing Technician II
Program Advocate - Migrant Education
Programmer Analyst
Reader Assistant
School Administrative Assistant

School Office Assistant
Secretary
Senior Accountant
Senior Accounting Assistant
Senior Programmer Analyst
Sign Language Interpreter
Specialized Health Assistant
Substitute Assignment Assistant
Tech Support Specialist
Translator
Translator Technician
Paraeducator Unit (Aides)
Autism Intervention Assistant
Campus Paraeducator
Library and Learning Center Assistant
Paraeducator ~~Regular~~ **General** Education
Paraeducator Bilingual
Paraeducator – **Computer Assisted Instruction**
Paraeducator Special Education I
Paraeducator Special Education II

1.1.1 The District further agrees that it, its members, and agents shall not attempt to negotiate privately or individually with any unit members or officers of the Association.

1.2 **New Classifications** created or positions added to classes shall be subject to negotiations between the District and the Association to determine if they are to be included in the bargaining unit. Disputed cases shall be submitted to PERB and shall not be subject to the grievance procedures contained in this contract.

1.2.1 New programs added to the District which result in establishing positions which affect classifications within the scope of Section 1.1, shall be subject to consultation between the District and the Association.

1.3 **Substitute and Short-term Employees** employed and paid for less than three-quarter's (¾) of the work year in one classification, or 75% of a school year, if work is performed in more than one classification, shall not be part of the bargaining unit.

1.3.1 The term "short-term employees" as used in this Agreement means any person who is employed to perform a service for the District, upon the completion of which, the service required or similar service will not be extended or needed on a continuing basis. A "short-term employee" performing the duties of an existing classification shall make no more than step 3 at the appropriate range on the salary schedule.

1.3.2 A substitute is one who has been hired to perform the duties of a position in the temporary absence of the classified employee. A substitute shall be paid based on the current "substitute pay rate".

1.3.3 Three-quarters (¾) of the work year in one (1) classification shall

include holidays, sick leave, vacation, and other leaves of absence, irrespective of the number of hours worked per day. Any substitute or short-term employee who works beyond the three quarters (¾) of the work year in one classification becomes a permanent employee and hence a part of the bargaining unit.

1.3.4 Work Year is defined as equal to work year of the respective classification in which the short-term or substitute employee is

employed to work, as shown in Appendix B, and will include approved holiday(s) which occur from the date of hire to the end of the work year.

1.3.4.1 Human Resources will notify substitutes/short term status employees two (2) weeks prior to the change from substitute/short term status to permanent/probationary status. The Association will be informed of any change in status within two (2) weeks.

1.3.5 Substitute and short-term employees shall not be used to displace bargaining unit positions. Substitutes may be provided for newly created or vacated positions, not to exceed sixty (60) calendar days, per *Education Code* Section 45103. A vacated position is one made vacant by an employee's personal leave of absence, retirement, resignation, termination, etc.

1.4 **Bargaining Unit Employees Working As Substitutes.** Permanent employees, generally, should not serve as substitutes, except for provisions granted under Section 7.12 (inconsistent duties) of this Agreement and the following:

1.4.1 Bargaining unit members may be hired as substitutes in the same classification, if such position is outside of the work year of said employee.

1.4.2 Bargaining unit members may substitute consistently if the substitute position is of a different class (Not like work).

1.4.3 Bargaining unit members may apply for short-term positions provided said short-term position does not conflict in hours of the employee's regular assignment. Short-term positions shall be posted with salary, starting date, and ending date.

1.5 **Consultation Regarding Policy/Procedure Changes.** The District is willing to consult with the Association regarding changes or additions to Policy/Procedure matters, which impact the bargaining unit. Consult, for the purposes of this Agreement, shall be construed as a meeting of representatives of the parties to freely exchange ideas and concerns relative to any proposed policy/procedure changes or additions. The District agrees that it shall consider the input of the Association regarding policy/procedure matters prior to Board adoption. Failure to consult with the Association upon reasonable request as provided in this Section is grievable. All other provisions of this Section are not grievable.

TA 5/4/26 @ 12:04 pm

District

CSEA

District Counter Proposal #1 to CSEA
12:54pm 3/9/26
CSEA Counter to ARUSD 5-4-26

APPENDIX A

2

3

SALARY INFORMATION SCHEDULE

CLASSIFICATION TITLE **Office, Technical, Business Service Unit (OTBS)**	**SALARY RANGE**	**WORK DAY**	**WORK YEAR**
Academic & Event Specialist	16.0	8	12
Accountant	18.0	Varies	12
Accountant Assistant	10.5	Varies	12
Administrative Assistant	13.5	8	12
Assessment Specialist	18.0	8	12
Assessment Technician	**6.5**	Varies	9.5, 10, 12
Benefits/Insurance Technician	17.0	8	12
Bus Monitor	6.5	5	9.5
Bus Stop Aide	**6.5**	**2**	**9.5**
~~CDC Secretary~~	~~10.0~~	~~Varies~~	~~12~~
Certification Specialist	17.0	8	12
Child Nutrition Cashier	7.5	Varies	9.5
Child Welfare & Attendance Liaison	14.0	8	12
Community Liaison	9.5	Varies	9.5, 10
Community School Site Specialist	**18**	8	**11**
Database Administrator	24	8	12
Database Technician	19.5	8	10
Data Processing and Support Technician	10.5	8	11
Data Research Technician	16.0	8	12
District Operator/Receptionist	8.5	8	12
Executive Assistant	17.5	8	12
Health Assistant	6.5	8	9.5
Human Resources Assistant	12.0	8	12
Human Resources Specialist	13.5		12

		8	
Information Technology and Data Analyst	18.0	8	12
IT – Help Desk Support	16.0	8	12
Lead Tech Support Specialist	18.0	8	12
Library Technician	11.0	8	12
Management Information System Technician	17.0	8	12
~~Migrant Education Statistical Liaison~~	~~10~~	~~8~~	~~10~~
Network Technician	17.0	8	12
Office Assistant I	7.0	Varies	~~9.5,~~ 10, 11, 12
Office Assistant II	8.0	Varies	**10, 11,** 12
Office Assistant III	9.5	Varies	10, 11, 12
Payroll Technician	16	Varies	12
Printing Technician I	12.0	8	12
Printing Technician II	15.0	8	12
Program Advocate – Migrant Education	10	**Varies**	9.5
Programmer Analyst	22.0	~~Varies~~ **8**	12

Reader Assistant	8.0	8	10
School Administrative Assistant	13.5	8	10
School Office Assistant	8.0	**Varies**	9.5, 10, **11, 12**
Secretary	11.0	8	**12**
Senior Accountant	22.0	8	12

Senior Accounting Assistant	13.0	8	12
Senior Programmer Analyst	24.0	8	12
Sign Language Interpreter	8.0	**Varies**	9.5
Specialized Health Assistant	10	6	9.5
~~Staff Assistant~~	~~12.0~~	~~Varies~~	~~10, 12~~
Substitute Assignment Assistant	12.0	8	10, 11, 12

Tech Support Specialist	17.0	8	10, 11, 12
Translator	10.5	8	10, 11, 12
Translator Technician	16	8	10, 11, 12
Paraeducator Unit (Aides)			
Autism Intervention Assistant	**13**	**Varies**	**9.5**
Campus Paraeducator	5.5	**Varies**	9.5
Infant Care Paraeducator	5.5	**Varies**	**12**
Library and Learning Center Assistant	8.5	**Varies**	9.5
Paraeducator	6.5	**Varies**	9.5, 12
Paraeducator – Bilingual	6.5	**Varies**	7, 9.5
Paraeducator – Computer Assisted Instruction	8.0	**Varies**	9.5
Paraeducator Special Education I	7.0	**Varies**	9.5
Paraeducator Special Education II	8.0	**Varies**	9.5

TA 5/4/26 @ 12:04 pm

District

CSEA

CSEA Proposal #1 to District 3/9/26
District Counter-proposal #1 to CSEA 4/14/26 11:00 am
CSEA counter #1 to ARUSD 4/14/26 @ 12:30pm
District counter-proposal #2 to CSEA 4/14/26 2:10pm
CSEA counter #2 to ARUSD 4/14/26 @3pm
District Counter #3 to CSEA 5/4/26 @10:20am
CSEA Counter #3 to ARUSD 5/27/26 10:45am
ARUSD Counter #4 to CSEA 8-24-26 10:07am
CSEA Counter #4 to ARUSD 8-24-26 10:55am
ARUSD Counter #5 to CSEA 8-24-26 11:30am

ARTICLE VIII

PAY AND ALLOWANCE

8.1 Regular Rate of Pay.

~~8.1.1 For the 2023-2024 2025-2026 school year:~~
~~Effective July 1, 2023 2025, CSEA unit members shall receive 5% 6% 1% 3% 1.5% 3% 1.5% 3% 2.5% increase on schedule. which is the same amount that a District bargaining unit has received on schedule for the 2023-2024 school year, in accordance with Article 8.1.2.~~

~~For 2025-2026 School Year: Effective July 1, 2025, CSEA unit members shall receive 1.5% increase on schedule.~~

~~For 2026-2027 school year: Effective July 1, 2026 CSEA unit members shall receive a 1.5% increase on schedule.~~

~~For the 2025–2026 School Year, CSEA unit members shall receive a 3%~~ **2.5% increase to the salary schedule. The first 1.5% increase shall be applied retroactively, effective July 1, 2025. The remaining ~~1.5%~~ 1.0% increase shall be applied retroactively, effective July 1, 2026.**

~~2025-2026 2025-2026 school year shall receive a one-time, off-schedule payment of 2%, 1%. CSEA members who were not employed during the entire year shall have this amount pro-rated. 1 %. CSEA members who were not employed during the entire year shall have this amount pro-rated.~~

TA 8/24/26 @ 11:57am

CSEA
Sharon Fontaine
Carol Adamek
Melody Todd
LeAnn Depew
Brent Griffith

DISTRICT
8/24/26
8/24/26

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 37,208.16	$ 38,502.72	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 46,771.20	$ 49,214.16	$ 51,698.88	$ 54,246.24	$ 57,357.36
		MO	$ 3,100.68	$ 3,208.56	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,897.60	$ 4,101.18	$ 4,308.24	$ 4,520.52	$ 4,779.78
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 38,022.48	$ 39,212.64	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 47,418.48	$ 49,944.96	$ 52,367.04	$ 55,039.68	$ 58,192.56
		MO	$ 3,168.54	$ 3,267.72	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,951.54	$ 4,162.08	$ 4,363.92	$ 4,586.64	$ 4,849.38
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 38,502.72	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 48,149.28	$ 50,717.52	$ 53,160.48	$ 55,812.24	$ 58,965.12
		MO	$ 3,208.56	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 4,012.44	$ 4,226.46	$ 4,430.04	$ 4,651.02	$ 4,913.76
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 39,212.64	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 49,088.88	$ 51,615.36	$ 54,141.84	$ 56,626.56	$ 59,675.04
		MO	$ 3,267.72	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,090.74	$ 4,301.28	$ 4,511.82	$ 4,718.88	$ 4,972.92
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,882.32	$ 52,346.16	$ 54,789.12	$ 57,399.12	$ 60,531.12
		MO	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,156.86	$ 4,362.18	$ 4,565.76	$ 4,783.26	$ 5,044.26
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 50,759.28	$ 53,244.00	$ 55,833.12	$ 58,380.48	$ 61,512.48
		MO	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,229.94	$ 4,437.00	$ 4,652.76	$ 4,865.04	$ 5,126.04
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 51,615.36	$ 54,141.84	$ 56,626.56	$ 59,069.52	$ 62,222.40
		MO	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,301.28	$ 4,511.82	$ 4,718.88	$ 4,922.46	$ 5,185.20
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 52,367.04	$ 55,039.68	$ 57,399.12	$ 59,946.48	$ 63,078.48
		MO	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,363.92	$ 4,586.64	$ 4,783.26	$ 4,995.54	$ 5,256.54
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 53,494.56	$ 55,979.28	$ 58,484.88	$ 61,011.36	$ 64,206.00
		MO	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,457.88	$ 4,664.94	$ 4,873.74	$ 5,084.28	$ 5,350.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
10	5.5	ANN	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 54,392.40	$ 56,856.24	$ 59,382.72	$ 61,950.96	$ 65,145.60
		MO	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,532.70	$ 4,738.02	$ 4,948.56	$ 5,162.58	$ 5,428.80
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20
11	6.0	ANN	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 55,394.64	$ 57,983.76	$ 60,426.72	$ 62,994.96	$ 66,231.36
		MO	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,616.22	$ 4,831.98	$ 5,035.56	$ 5,249.58	$ 5,519.28
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 56,229.84	$ 58,735.44	$ 61,324.56	$ 63,913.68	$ 67,129.20
		MO	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,685.82	$ 4,894.62	$ 5,110.38	$ 5,326.14	$ 5,594.10
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,399.12	$ 59,904.72	$ 62,368.56	$ 64,957.68	$ 68,194.08
		MO	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,783.26	$ 4,992.06	$ 5,197.38	$ 5,413.14	$ 5,682.84
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 58,380.48	$ 60,927.84	$ 63,454.32	$ 65,897.28	$ 69,071.04
		MO	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,865.04	$ 5,077.32	$ 5,287.86	$ 5,491.44	$ 5,755.92
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,591.52	$ 62,180.64	$ 64,623.60	$ 67,170.96	$ 70,407.36
		MO	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,965.96	$ 5,181.72	$ 5,385.30	$ 5,597.58	$ 5,867.28
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,426.72	$ 62,994.96	$ 65,479.68	$ 68,047.92	$ 71,263.44
		MO	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,035.56	$ 5,249.58	$ 5,456.64	$ 5,670.66	$ 5,938.62
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,763.04	$ 64,331.28	$ 66,878.64	$ 69,426.00	$ 72,558.00
		MO	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,146.92	$ 5,360.94	$ 5,573.22	$ 5,785.50	$ 6,046.50
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,890.56	$ 65,333.52	$ 67,922.64	$ 70,449.12	$ 73,622.88
		MO	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,240.88	$ 5,444.46	$ 5,660.22	$ 5,870.76	$ 6,135.24
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
19	10.0	ANN	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,143.36	$ 66,732.48	$ 69,196.32	$ 71,681.04	$ 74,959.20
		MO	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,345.28	$ 5,561.04	$ 5,766.36	$ 5,973.42	$ 6,246.60
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 67,839.12	$ 70,344.72	$ 72,892.08	$ 76,149.36
		MO	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,653.26	$ 5,862.06	$ 6,074.34	$ 6,345.78
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47
21	11.0	ANN	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,133.68	$ 71,681.04	$ 74,228.40	$ 77,506.56
		MO	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,761.14	$ 5,973.42	$ 6,185.70	$ 6,458.88
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 67,839.12	$ 70,344.72	$ 72,892.08	$ 75,335.04	$ 78,571.44
		MO	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,653.26	$ 5,862.06	$ 6,074.34	$ 6,277.92	$ 6,547.62
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,133.68	$ 71,681.04	$ 74,228.40	$ 76,692.24	$ 79,866.00
		MO	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,761.14	$ 5,973.42	$ 6,185.70	$ 6,391.02	$ 6,655.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,470.00	$ 72,996.48	$ 75,543.84	$ 78,070.32	$ 81,411.12
		MO	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,872.50	$ 6,083.04	$ 6,295.32	$ 6,505.86	$ 6,784.26
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 71,973.36	$ 74,499.84	$ 76,984.56	$ 79,573.68	$ 82,810.08
		MO	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 5,997.78	$ 6,208.32	$ 6,415.38	$ 6,631.14	$ 6,900.84
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,247.04	$ 75,836.16	$ 78,279.12	$ 80,763.84	$ 84,104.64
		MO	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,103.92	$ 6,319.68	$ 6,523.26	$ 6,730.32	$ 7,008.72
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 74,750.40	$ 77,276.88	$ 79,845.12	$ 82,392.48	$ 85,795.92
		MO	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,229.20	$ 6,439.74	$ 6,653.76	$ 6,866.04	$ 7,149.66
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
28	14.5	ANN	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,212.00	$ 78,634.08	$ 81,223.20	$ 83,666.16	$ 86,986.08
		MO	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,351.00	$ 6,552.84	$ 6,768.60	$ 6,972.18	$ 7,248.84
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 77,736.24	$ 80,179.20	$ 82,705.68	$ 85,294.80	$ 88,844.40
		MO	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,478.02	$ 6,681.60	$ 6,892.14	$ 7,107.90	$ 7,403.70
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,260.48	$ 81,786.96	$ 84,271.68	$ 86,839.92	$ 90,264.24
		MO	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,605.04	$ 6,815.58	$ 7,022.64	$ 7,236.66	$ 7,522.02
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23
31	16.0	ANN	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 80,805.60	$ 83,290.32	$ 85,900.32	$ 88,343.28	$ 91,830.24
		MO	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,733.80	$ 6,940.86	$ 7,158.36	$ 7,361.94	$ 7,652.52
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 82,392.48	$ 84,856.32	$ 87,445.44	$ 89,888.40	$ 93,208.32
		MO	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,866.04	$ 7,071.36	$ 7,287.12	$ 7,490.70	$ 7,767.36
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 84,209.04	$ 86,714.64	$ 89,157.60	$ 91,684.08	$ 95,129.28
		MO	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,017.42	$ 7,226.22	$ 7,429.80	$ 7,640.34	$ 7,927.44
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 85,628.88	$ 88,280.64	$ 90,640.08	$ 93,208.32	$ 96,695.28
		MO	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,135.74	$ 7,356.72	$ 7,553.34	$ 7,767.36	$ 8,057.94
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 87,758.64	$ 90,306.00	$ 92,769.84	$ 95,358.96	$ 98,971.20
		MO	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,313.22	$ 7,525.50	$ 7,730.82	$ 7,946.58	$ 8,247.60
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 89,199.36	$ 91,851.12	$ 94,294.08	$ 96,799.68	$ 100,328.40
		MO	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,433.28	$ 7,654.26	$ 7,857.84	$ 8,066.64	$ 8,360.70
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
37	19.0	ANN	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 91,412.64	$ 93,813.84	$ 96,298.56	$ 98,845.92	$ 102,479.04
		MO	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,617.72	$ 7,817.82	$ 8,024.88	$ 8,237.16	$ 8,539.92
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 93,083.04	$ 95,567.76	$ 98,156.88	$ 100,578.96	$ 104,065.92
		MO	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,756.92	$ 7,963.98	$ 8,179.74	$ 8,381.58	$ 8,672.16
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 95,233.68	$ 97,760.16	$ 100,244.88	$ 102,792.24	$ 105,297.84
		MO	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 7,936.14	$ 8,146.68	$ 8,353.74	$ 8,566.02	$ 8,774.82
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 94,461.12	$ 96,883.20	$ 99,472.32	$ 101,936.16	$ 104,567.04	$ 108,179.28
		MO	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,871.76	$ 8,073.60	$ 8,289.36	$ 8,494.68	$ 8,713.92	$ 9,014.94
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81
41	21.0	ANN	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 96,757.92	$ 99,200.88	$ 101,727.36	$ 104,149.44	$ 106,801.20	$ 110,538.72
		MO	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 8,063.16	$ 8,266.74	$ 8,477.28	$ 8,679.12	$ 8,900.10	$ 9,211.56
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 94,461.12	$ 98,490.96	$ 100,954.80	$ 103,460.40	$ 105,986.88	$ 108,471.60	$ 112,042.08
		MO	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,871.76	$ 8,207.58	$ 8,412.90	$ 8,621.70	$ 8,832.24	$ 9,039.30	$ 9,336.84
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 96,757.92	$ 100,913.04	$ 103,376.88	$ 105,903.36	$ 108,325.44	$ 110,893.68	$ 114,610.32
		MO	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 8,063.16	$ 8,409.42	$ 8,614.74	$ 8,825.28	$ 9,027.12	$ 9,241.14	$ 9,550.86
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 83,290.32	$ 87,048.72	$ 90,619.20	$ 94,523.76	$ 98,658.00	$ 102,854.88	$ 105,402.24	$ 108,033.12	$ 110,559.60	$ 113,169.60	$ 116,907.12
		MO	$ 6,940.86	$ 7,254.06	$ 7,551.60	$ 7,876.98	$ 8,221.50	$ 8,571.24	$ 8,783.52	$ 9,002.76	$ 9,213.30	$ 9,430.80	$ 9,742.26
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 85,002.48	$ 88,656.48	$ 92,498.40	$ 96,382.08	$ 100,641.60	$ 104,963.76	$ 107,511.12	$ 110,162.88	$ 112,772.88	$ 115,424.64	$ 119,245.68
		MO	$ 7,083.54	$ 7,388.04	$ 7,708.20	$ 8,031.84	$ 8,386.80	$ 8,746.98	$ 8,959.26	$ 9,180.24	$ 9,397.74	$ 9,618.72	$ 9,937.14
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
46	23.5	ANN	$ 86,714.64	$ 90,473.04	$ 94,356.72	$ 98,344.80	$ 102,687.84	$ 107,051.76	$ 109,661.76	$ 112,334.40	$ 115,007.04	$ 117,721.44	$ 121,626.00
		MO	$ 7,226.22	$ 7,539.42	$ 7,863.06	$ 8,195.40	$ 8,557.32	$ 8,920.98	$ 9,138.48	$ 9,361.20	$ 9,583.92	$ 9,810.12	$ 10,135.50
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 88,447.68	$ 92,289.60	$ 96,235.92	$ 100,328.40	$ 104,692.32	$ 109,181.52	$ 111,854.16	$ 114,610.32	$ 117,324.72	$ 120,060.00	$ 124,027.20
		MO	$ 7,370.64	$ 7,690.80	$ 8,019.66	$ 8,360.70	$ 8,724.36	$ 9,098.46	$ 9,321.18	$ 9,550.86	$ 9,777.06	$ 10,005.00	$ 10,335.60
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 34,071.84	$ 35,257.28	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 42,828.80	$ 45,065.84	$ 47,341.12	$ 49,673.76	$ 52,522.64
		MO	$ 2,839.32	$ 2,938.11	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,569.07	$ 3,755.49	$ 3,945.09	$ 4,139.48	$ 4,376.89
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 34,817.52	$ 37,322.24	$ 38,660.64	$ 39,731.36	$ 41,146.24	$ 42,809.68	$ 45,161.44	$ 47,551.44	$ 49,864.96	$ 52,407.92	$ 55,409.76
		MO	$ 2,901.46	$ 3,110.19	$ 3,221.72	$ 3,310.95	$ 3,428.85	$ 3,567.47	$ 3,763.45	$ 3,962.62	$ 4,155.41	$ 4,367.33	$ 4,617.48
		DAY	$ 145.68	$ 156.16	$ 161.76	$ 166.24	$ 172.16	$ 179.12	$ 188.96	$ 198.96	$ 208.64	$ 219.28	$ 231.84
		HRS	$ 18.21	$ 19.52	$ 20.22	$ 20.78	$ 21.52	$ 22.39	$ 23.62	$ 24.87	$ 26.08	$ 27.41	$ 28.98
3	2.0	ANN	$ 35,257.28	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 44,090.72	$ 46,442.48	$ 48,679.52	$ 51,107.76	$ 53,994.88
		MO	$ 2,938.11	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,674.23	$ 3,870.21	$ 4,056.63	$ 4,258.98	$ 4,499.57
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 35,907.36	$ 37,188.40	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,951.12	$ 47,264.64	$ 49,578.16	$ 51,853.44	$ 54,644.96
		MO	$ 2,992.28	$ 3,099.03	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,745.93	$ 3,938.72	$ 4,131.51	$ 4,321.12	$ 4,553.75
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 45,677.68	$ 47,933.84	$ 50,170.88	$ 52,560.88	$ 55,428.88
		MO	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,806.47	$ 3,994.49	$ 4,180.91	$ 4,380.07	$ 4,619.07
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 37,188.40	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 46,480.72	$ 48,756.00	$ 51,126.88	$ 53,459.52	$ 56,327.52
		MO	$ 3,099.03	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,873.39	$ 4,063.00	$ 4,260.57	$ 4,454.96	$ 4,693.96
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 47,264.64	$ 49,578.16	$ 51,853.44	$ 54,090.48	$ 56,977.60
		MO	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,938.72	$ 4,131.51	$ 4,321.12	$ 4,507.54	$ 4,748.13
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,952.96	$ 50,400.32	$ 52,560.88	$ 54,893.52	$ 57,761.52
		MO	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,996.08	$ 4,200.03	$ 4,380.07	$ 4,574.46	$ 4,813.46
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,985.44	$ 51,260.72	$ 53,555.12	$ 55,868.64	$ 58,794.00
		MO	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,082.12	$ 4,271.73	$ 4,462.93	$ 4,655.72	$ 4,899.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,807.60	$ 52,063.76	$ 54,377.28	$ 56,729.04	$ 59,654.40
		MO	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,150.63	$ 4,338.65	$ 4,531.44	$ 4,727.42	$ 4,971.20
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,725.36	$ 53,096.24	$ 55,333.28	$ 57,685.04	$ 60,648.64
		MO	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,227.11	$ 4,424.69	$ 4,611.11	$ 4,807.09	$ 5,054.05
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,490.16	$ 53,784.56	$ 56,155.44	$ 58,526.32	$ 61,470.80
		MO	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,290.85	$ 4,482.05	$ 4,679.62	$ 4,877.19	$ 5,122.57
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,560.88	$ 54,855.28	$ 57,111.44	$ 59,482.32	$ 62,445.92
		MO	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,380.07	$ 4,571.27	$ 4,759.29	$ 4,956.86	$ 5,203.83
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,459.52	$ 55,792.16	$ 58,105.68	$ 60,342.72	$ 63,248.96
		MO	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,454.96	$ 4,649.35	$ 4,842.14	$ 5,028.56	$ 5,270.75
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,568.48	$ 56,939.36	$ 59,176.40	$ 61,509.04	$ 64,472.64
		MO	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,547.37	$ 4,744.95	$ 4,931.37	$ 5,125.75	$ 5,372.72
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,333.28	$ 57,685.04	$ 59,960.32	$ 62,312.08	$ 65,256.56
		MO	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,611.11	$ 4,807.09	$ 4,996.69	$ 5,192.67	$ 5,438.05
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,556.96	$ 58,908.72	$ 61,241.36	$ 63,574.00	$ 66,442.00
		MO	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,713.08	$ 4,909.06	$ 5,103.45	$ 5,297.83	$ 5,536.83
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,589.44	$ 59,826.48	$ 62,197.36	$ 64,510.88	$ 67,417.12
		MO	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,799.12	$ 4,985.54	$ 5,183.11	$ 5,375.91	$ 5,618.09
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,736.64	$ 61,107.52	$ 63,363.68	$ 65,638.96	$ 68,640.80
		MO	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,894.72	$ 5,092.29	$ 5,280.31	$ 5,469.91	$ 5,720.07
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,120.88	$ 64,415.28	$ 66,747.92	$ 69,730.64
		MO	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,176.74	$ 5,367.94	$ 5,562.33	$ 5,810.89
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47
21	11.0	ANN	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,306.32	$ 65,638.96	$ 67,971.60	$ 70,973.44
		MO	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,275.53	$ 5,469.91	$ 5,664.30	$ 5,914.45
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

22	11.5	ANN	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,120.88	$ 64,415.28	$ 66,747.92	$ 68,984.96	$ 71,948.56
		MO	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,176.74	$ 5,367.94	$ 5,562.33	$ 5,748.75	$ 5,995.71
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,306.32	$ 65,638.96	$ 67,971.60	$ 70,227.76	$ 73,134.00
		MO	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,275.53	$ 5,469.91	$ 5,664.30	$ 5,852.31	$ 6,094.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,530.00	$ 66,843.52	$ 69,176.16	$ 71,489.68	$ 74,548.88
		MO	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,377.50	$ 5,570.29	$ 5,764.68	$ 5,957.47	$ 6,212.41
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 65,906.64	$ 68,220.16	$ 70,495.44	$ 72,866.32	$ 75,829.92
		MO	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,492.22	$ 5,685.01	$ 5,874.62	$ 6,072.19	$ 6,319.16
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,072.96	$ 69,443.84	$ 71,680.88	$ 73,956.16	$ 77,015.36
		MO	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,589.41	$ 5,786.99	$ 5,973.41	$ 6,163.01	$ 6,417.95
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,449.60	$ 70,763.12	$ 73,114.88	$ 75,447.52	$ 78,564.08
		MO	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,704.13	$ 5,896.93	$ 6,092.91	$ 6,287.29	$ 6,547.01
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 69,788.00	$ 72,005.92	$ 74,376.80	$ 76,613.84	$ 79,653.92
		MO	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,815.67	$ 6,000.49	$ 6,198.07	$ 6,384.49	$ 6,637.83
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,183.76	$ 73,420.80	$ 75,734.32	$ 78,105.20	$ 81,355.60
		MO	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,931.98	$ 6,118.40	$ 6,311.19	$ 6,508.77	$ 6,779.63
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 72,579.52	$ 74,893.04	$ 77,168.32	$ 79,520.08	$ 82,655.76
		MO	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,048.29	$ 6,241.09	$ 6,430.69	$ 6,626.67	$ 6,887.98
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23
31	16.0	ANN	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 73,994.40	$ 76,269.68	$ 78,659.68	$ 80,896.72	$ 84,089.76
		MO	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,166.20	$ 6,355.81	$ 6,554.97	$ 6,741.39	$ 7,007.48
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

32	16.5	ANN	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 75,447.52	$ 77,703.68	$ 80,074.56	$ 82,311.60	$ 85,351.68
		MO	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,287.29	$ 6,475.31	$ 6,672.88	$ 6,859.30	$ 7,112.64
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 77,110.96	$ 79,405.36	$ 81,642.40	$ 83,955.92	$ 87,110.72
		MO	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,425.91	$ 6,617.11	$ 6,803.53	$ 6,996.33	$ 7,259.23
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 78,411.12	$ 80,839.36	$ 82,999.92	$ 85,351.68	$ 88,544.72
		MO	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,534.26	$ 6,736.61	$ 6,916.66	$ 7,112.64	$ 7,378.73
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 80,361.36	$ 82,694.00	$ 84,950.16	$ 87,321.04	$ 90,628.80
		MO	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,696.78	$ 6,891.17	$ 7,079.18	$ 7,276.75	$ 7,552.40
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 81,680.64	$ 84,108.88	$ 86,345.92	$ 88,640.32	$ 91,871.60
		MO	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,806.72	$ 7,009.07	$ 7,195.49	$ 7,386.69	$ 7,655.97
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 83,707.36	$ 85,906.16	$ 88,181.44	$ 90,514.08	$ 93,840.96
		MO	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 6,975.61	$ 7,158.85	$ 7,348.45	$ 7,542.84	$ 7,820.08
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 85,236.96	$ 87,512.24	$ 89,883.12	$ 92,101.04	$ 95,294.08
		MO	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,103.08	$ 7,292.69	$ 7,490.26	$ 7,675.09	$ 7,941.17
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 87,206.32	$ 89,519.84	$ 91,795.12	$ 94,127.76	$ 96,422.16
		MO	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,267.19	$ 7,459.99	$ 7,649.59	$ 7,843.98	$ 8,035.18
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 86,498.88	$ 88,716.80	$ 91,087.68	$ 93,343.84	$ 95,752.96	$ 99,060.72
		MO	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,208.24	$ 7,393.07	$ 7,590.64	$ 7,778.65	$ 7,979.41	$ 8,255.06
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81
41	21.0	ANN	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 88,602.08	$ 90,839.12	$ 93,152.64	$ 95,370.56	$ 97,798.80	$ 101,221.28
		MO	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,383.51	$ 7,569.93	$ 7,762.72	$ 7,947.55	$ 8,149.90	$ 8,435.11
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 86,498.88	$ 90,189.04	$ 92,445.20	$ 94,739.60	$ 97,053.12	$ 99,328.40	$ 102,597.92
		MO	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,208.24	$ 7,515.75	$ 7,703.77	$ 7,894.97	$ 8,087.76	$ 8,277.37	$ 8,549.83
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

43	22.0	ANN	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 88,602.08	$ 92,406.96	$ 94,663.12	$ 96,976.64	$ 99,194.56	$ 101,546.32	$ 104,949.68
		MO	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,383.51	$ 7,700.58	$ 7,888.59	$ 8,081.39	$ 8,266.21	$ 8,462.19	$ 8,745.81
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 76,269.68	$ 79,711.28	$ 82,980.80	$ 86,556.24	$ 90,342.00	$ 94,185.12	$ 96,517.76	$ 98,926.88	$ 101,240.40	$ 103,630.40	$ 107,052.88
		MO	$ 6,355.81	$ 6,642.61	$ 6,915.07	$ 7,213.02	$ 7,528.50	$ 7,848.76	$ 8,043.15	$ 8,243.91	$ 8,436.70	$ 8,635.87	$ 8,921.07
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 77,837.52	$ 81,183.52	$ 84,701.60	$ 88,257.92	$ 92,158.40	$ 96,116.24	$ 98,448.88	$ 100,877.12	$ 103,267.12	$ 105,695.36	$ 109,194.32
		MO	$ 6,486.46	$ 6,765.29	$ 7,058.47	$ 7,354.83	$ 7,679.87	$ 8,009.69	$ 8,204.07	$ 8,406.43	$ 8,605.59	$ 8,807.95	$ 9,099.53
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 79,405.36	$ 82,846.96	$ 86,403.28	$ 90,055.20	$ 94,032.16	$ 98,028.24	$ 100,418.24	$ 102,865.60	$ 105,312.96	$ 107,798.56	$ 111,374.00
		MO	$ 6,617.11	$ 6,903.91	$ 7,200.27	$ 7,504.60	$ 7,836.01	$ 8,169.02	$ 8,368.19	$ 8,572.13	$ 8,776.08	$ 8,983.21	$ 9,281.17
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 80,992.32	$ 84,510.40	$ 88,124.08	$ 91,871.60	$ 95,867.68	$ 99,978.48	$ 102,425.84	$ 104,949.68	$ 107,435.28	$ 109,940.00	$ 113,572.80
		MO	$ 6,749.36	$ 7,042.53	$ 7,343.67	$ 7,655.97	$ 7,988.97	$ 8,331.54	$ 8,535.49	$ 8,745.81	$ 8,952.94	$ 9,161.67	$ 9,464.40
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,790.88	$ 32,896.96	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,961.60	$ 42,048.88	$ 44,171.84	$ 46,348.32	$ 49,006.48
		MO	$ 2,649.24	$ 2,741.41	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,330.13	$ 3,504.07	$ 3,680.99	$ 3,862.36	$ 4,083.87
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 32,486.64	$ 33,503.52	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 40,514.64	$ 42,673.28	$ 44,742.72	$ 47,026.24	$ 49,720.08
		MO	$ 2,707.22	$ 2,791.96	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,376.22	$ 3,556.11	$ 3,728.56	$ 3,918.85	$ 4,143.34
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 32,896.96	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 41,139.04	$ 43,333.36	$ 45,420.64	$ 47,686.32	$ 50,380.16
		MO	$ 2,741.41	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,428.25	$ 3,611.11	$ 3,785.05	$ 3,973.86	$ 4,198.35
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 33,503.52	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,941.84	$ 44,100.48	$ 46,259.12	$ 48,382.08	$ 50,986.72
		MO	$ 2,791.96	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,495.15	$ 3,675.04	$ 3,854.93	$ 4,031.84	$ 4,248.89
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 42,619.76	$ 44,724.88	$ 46,812.16	$ 49,042.16	$ 51,718.16
		MO	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,551.65	$ 3,727.07	$ 3,901.01	$ 4,086.85	$ 4,309.85
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 43,369.04	$ 45,492.00	$ 47,704.16	$ 49,880.64	$ 52,556.64
		MO	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,614.09	$ 3,791.00	$ 3,975.35	$ 4,156.72	$ 4,379.72
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 44,100.48	$ 46,259.12	$ 48,382.08	$ 50,469.36	$ 53,163.20
		MO	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,675.04	$ 3,854.93	$ 4,031.84	$ 4,205.78	$ 4,430.27
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,742.72	$ 47,026.24	$ 49,042.16	$ 51,218.64	$ 53,894.64
		MO	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,728.56	$ 3,918.85	$ 4,086.85	$ 4,268.22	$ 4,491.22
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,706.08	$ 47,829.04	$ 49,969.84	$ 52,128.48	$ 54,858.00
		MO	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,808.84	$ 3,985.75	$ 4,164.15	$ 4,344.04	$ 4,571.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 46,473.20	$ 48,578.32	$ 50,736.96	$ 52,931.28	$ 55,660.80
		MO	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,872.77	$ 4,048.19	$ 4,228.08	$ 4,410.94	$ 4,638.40
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 48,043.12	$ 50,183.92	$ 52,396.08	$ 54,608.24	$ 57,355.60
		MO	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 4,003.59	$ 4,181.99	$ 4,366.34	$ 4,550.69	$ 4,779.63
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 49,042.16	$ 51,182.96	$ 53,288.08	$ 55,500.24	$ 58,265.44
		MO	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,086.85	$ 4,265.25	$ 4,440.67	$ 4,625.02	$ 4,855.45
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,880.64	$ 52,057.12	$ 54,215.76	$ 56,303.04	$ 59,014.72
		MO	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,156.72	$ 4,338.09	$ 4,517.98	$ 4,691.92	$ 4,917.89
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,915.36	$ 53,127.52	$ 55,214.80	$ 57,391.28	$ 60,156.48
		MO	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,242.95	$ 4,427.29	$ 4,601.23	$ 4,782.61	$ 5,013.04
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,628.96	$ 53,823.28	$ 55,946.24	$ 58,140.56	$ 60,887.92
		MO	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,302.41	$ 4,485.27	$ 4,662.19	$ 4,845.05	$ 5,073.99
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,770.72	$ 54,965.04	$ 57,141.52	$ 59,318.00	$ 61,994.00
		MO	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,397.56	$ 4,580.42	$ 4,761.79	$ 4,943.17	$ 5,166.17
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,734.08	$ 55,821.36	$ 58,033.52	$ 60,192.16	$ 62,903.84
		MO	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,477.84	$ 4,651.78	$ 4,836.13	$ 5,016.01	$ 5,241.99
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,804.48	$ 57,016.64	$ 59,121.76	$ 61,244.72	$ 64,045.60
		MO	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,567.04	$ 4,751.39	$ 4,926.81	$ 5,103.73	$ 5,337.13
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 57,962.16	$ 60,102.96	$ 62,279.44	$ 65,062.48
		MO	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,830.18	$ 5,008.58	$ 5,189.95	$ 5,421.87
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,068.24	$ 61,244.72	$ 63,421.20	$ 66,222.08
		MO	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,922.35	$ 5,103.73	$ 5,285.10	$ 5,518.51
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 57,962.16	$ 60,102.96	$ 62,279.44	$ 64,366.72	$ 67,131.92
		MO	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,830.18	$ 5,008.58	$ 5,189.95	$ 5,363.89	$ 5,594.33
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,068.24	$ 61,244.72	$ 63,421.20	$ 65,526.32	$ 68,238.00
		MO	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,922.35	$ 5,103.73	$ 5,285.10	$ 5,460.53	$ 5,686.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,210.00	$ 62,368.64	$ 64,545.12	$ 66,703.76	$ 69,558.16
		MO	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,017.50	$ 5,197.39	$ 5,378.76	$ 5,558.65	$ 5,796.51
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,494.48	$ 63,653.12	$ 65,776.08	$ 67,988.24	$ 70,753.44
		MO	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,124.54	$ 5,304.43	$ 5,481.34	$ 5,665.69	$ 5,896.12
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,582.72	$ 64,794.88	$ 66,882.16	$ 69,005.12	$ 71,859.52
		MO	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,215.23	$ 5,399.57	$ 5,573.51	$ 5,750.43	$ 5,988.29
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 63,867.20	$ 66,025.84	$ 68,220.16	$ 70,396.64	$ 73,304.56
		MO	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,322.27	$ 5,502.15	$ 5,685.01	$ 5,866.39	$ 6,108.71
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,116.00	$ 67,185.44	$ 69,397.60	$ 71,484.88	$ 74,321.44
		MO	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,426.33	$ 5,598.79	$ 5,783.13	$ 5,957.07	$ 6,193.45
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,418.32	$ 68,505.60	$ 70,664.24	$ 72,876.40	$ 75,909.20
		MO	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,534.86	$ 5,708.80	$ 5,888.69	$ 6,073.03	$ 6,325.77
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 67,720.64	$ 69,879.28	$ 72,002.24	$ 74,196.56	$ 77,122.32
		MO	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,643.39	$ 5,823.27	$ 6,000.19	$ 6,183.05	$ 6,426.86
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,040.80	$ 71,163.76	$ 73,393.76	$ 75,481.04	$ 78,460.32		
		MO	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,753.40	$ 5,930.31	$ 6,116.15	$ 6,290.09	$ 6,538.36		
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84		
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98		
32	16.5	ANN	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 70,396.64	$ 72,501.76	$ 74,713.92	$ 76,801.20	$ 79,637.76		
		MO	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,866.39	$ 6,041.81	$ 6,226.16	$ 6,400.10	$ 6,636.48		
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12		
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64		
33	17.0	ANN	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 71,948.72	$ 74,089.52	$ 76,176.80	$ 78,335.44	$ 81,279.04		
		MO	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 5,995.73	$ 6,174.13	$ 6,348.07	$ 6,527.95	$ 6,773.25		
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48		
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56		
34	17.5	ANN	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 73,161.84	$ 75,427.52	$ 77,443.44	$ 79,637.76	$ 82,617.04		
		MO	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,096.82	$ 6,285.63	$ 6,453.62	$ 6,636.48	$ 6,884.75		
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48		
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31		
35	18.0	ANN	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 74,981.52	$ 77,158.00	$ 79,263.12	$ 81,475.28	$ 84,561.60		
		MO	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,248.46	$ 6,429.83	$ 6,605.26	$ 6,789.61	$ 7,046.80		
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20		
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40		
36	18.5	ANN	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 76,212.48	$ 78,478.16	$ 80,565.44	$ 82,706.24	$ 85,721.20		
		MO	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,351.04	$ 6,539.85	$ 6,713.79	$ 6,892.19	$ 7,143.43		
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40		
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05		
37	19.0	ANN	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 78,103.52	$ 80,155.12	$ 82,278.08	$ 84,454.56	$ 87,558.72		
		MO	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,508.63	$ 6,679.59	$ 6,856.51	$ 7,037.88	$ 7,296.56		
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64		
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08		
38	19.5	ANN	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 79,530.72	$ 81,653.68	$ 83,865.84	$ 85,935.28	$ 88,914.56		
		MO	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,627.56	$ 6,804.47	$ 6,988.82	$ 7,161.27	$ 7,409.55		
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72		
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84		
39	20.0	ANN	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 81,368.24	$ 83,526.88	$ 85,649.84	$ 87,826.32	$ 89,967.12		
		MO	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,780.69	$ 6,960.57	$ 7,137.49	$ 7,318.86	$ 7,497.26		
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44		
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43		
40	20.5	ANN	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 80,708.16	$ 82,777.60	$ 84,989.76	$ 87,094.88	$ 89,342.72	$ 92,429.04		
		MO	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,725.68	$ 6,898.13	$ 7,082.48	$ 7,257.91	$ 7,445.23	$ 7,702.42		
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48		
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81		
41	21.0	ANN	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 82,670.56	$ 84,757.84	$ 86,916.48	$ 88,985.92	$ 91,251.60	$ 94,444.96		
		MO	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,889.21	$ 7,063.15	$ 7,243.04	$ 7,415.49	$ 7,604.30	$ 7,870.41		
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52		
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

42	21.5	ANN	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 80,708.16	$ 84,151.28	$ 86,256.40	$ 88,397.20	$ 90,555.84	$ 92,678.80	$ 95,729.44
		MO	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,725.68	$ 7,012.61	$ 7,188.03	$ 7,366.43	$ 7,546.32	$ 7,723.23	$ 7,977.45
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 82,670.56	$ 86,220.72	$ 88,325.84	$ 90,484.48	$ 92,553.92	$ 94,748.24	$ 97,923.76
		MO	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,889.21	$ 7,185.06	$ 7,360.49	$ 7,540.37	$ 7,712.83	$ 7,895.69	$ 8,160.31
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 71,163.76	$ 74,374.96	$ 77,425.60	$ 80,761.68	$ 84,294.00	$ 87,879.84	$ 90,056.32	$ 92,304.16	$ 94,462.80	$ 96,692.80	$ 99,886.16
		MO	$ 5,930.31	$ 6,197.91	$ 6,452.13	$ 6,730.14	$ 7,024.50	$ 7,323.32	$ 7,504.69	$ 7,692.01	$ 7,871.90	$ 8,057.73	$ 8,323.85
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 72,626.64	$ 75,748.64	$ 79,031.20	$ 82,349.44	$ 85,988.80	$ 89,681.68	$ 91,858.16	$ 94,123.84	$ 96,353.84	$ 98,619.52	$ 101,884.24
		MO	$ 6,052.22	$ 6,312.39	$ 6,585.93	$ 6,862.45	$ 7,165.73	$ 7,473.47	$ 7,654.85	$ 7,843.65	$ 8,029.49	$ 8,218.29	$ 8,490.35
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 74,089.52	$ 77,300.72	$ 80,618.96	$ 84,026.40	$ 87,737.12	$ 91,465.68	$ 93,695.68	$ 95,979.20	$ 98,262.72	$ 100,581.92	$ 103,918.00
		MO	$ 6,174.13	$ 6,441.73	$ 6,718.25	$ 7,002.20	$ 7,311.43	$ 7,622.14	$ 7,807.97	$ 7,998.27	$ 8,188.56	$ 8,381.83	$ 8,659.83
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 75,570.24	$ 78,852.80	$ 82,224.56	$ 85,721.20	$ 89,449.76	$ 93,285.36	$ 95,568.88	$ 97,923.76	$ 100,242.96	$ 102,580.00	$ 105,969.60
		MO	$ 6,297.52	$ 6,571.07	$ 6,852.05	$ 7,143.43	$ 7,454.15	$ 7,773.78	$ 7,964.07	$ 8,160.31	$ 8,353.58	$ 8,548.33	$ 8,830.80
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026

Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,220.64	$ 32,306.88	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 39,244.80	$ 41,294.64	$ 43,379.52	$ 45,516.96	$ 48,127.44
		MO	$ 2,601.72	$ 2,692.24	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,270.40	$ 3,441.22	$ 3,614.96	$ 3,793.08	$ 4,010.62
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 31,903.92	$ 32,902.56	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,787.92	$ 41,907.84	$ 43,940.16	$ 46,182.72	$ 48,828.24
		MO	$ 2,658.66	$ 2,741.88	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,315.66	$ 3,492.32	$ 3,661.68	$ 3,848.56	$ 4,069.02
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 32,306.88	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 40,401.12	$ 42,556.08	$ 44,605.92	$ 46,830.96	$ 49,476.48
		MO	$ 2,692.24	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,366.76	$ 3,546.34	$ 3,717.16	$ 3,902.58	$ 4,123.04
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 32,902.56	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 41,189.52	$ 43,309.44	$ 45,429.36	$ 47,514.24	$ 50,072.16
		MO	$ 2,741.88	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,432.46	$ 3,609.12	$ 3,785.78	$ 3,959.52	$ 4,172.68
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,855.28	$ 43,922.64	$ 45,972.48	$ 48,162.48	$ 50,790.48
		MO	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,487.94	$ 3,660.22	$ 3,831.04	$ 4,013.54	$ 4,232.54
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 42,591.12	$ 44,676.00	$ 46,848.48	$ 48,985.92	$ 51,613.92
		MO	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,549.26	$ 3,723.00	$ 3,904.04	$ 4,082.16	$ 4,301.16
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 43,309.44	$ 45,429.36	$ 47,514.24	$ 49,564.08	$ 52,209.60
		MO	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,609.12	$ 3,785.78	$ 3,959.52	$ 4,130.34	$ 4,350.80
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,940.16	$ 46,182.72	$ 48,162.48	$ 50,299.92	$ 52,927.92
		MO	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,661.68	$ 3,848.56	$ 4,013.54	$ 4,191.66	$ 4,410.66
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,886.24	$ 46,971.12	$ 49,073.52	$ 51,193.44	$ 53,874.00
		MO	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,740.52	$ 3,914.26	$ 4,089.46	$ 4,266.12	$ 4,489.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,639.60	$ 47,706.96	$ 49,826.88	$ 51,981.84	$ 54,662.40
		MO	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,803.30	$ 3,975.58	$ 4,152.24	$ 4,331.82	$ 4,555.20
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 46,480.56	$ 48,653.04	$ 50,702.88	$ 52,857.84	$ 55,573.44
		MO	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,873.38	$ 4,054.42	$ 4,225.24	$ 4,404.82	$ 4,631.12
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 47,181.36	$ 49,283.76	$ 51,456.24	$ 53,628.72	$ 56,326.80
		MO	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,931.78	$ 4,106.98	$ 4,288.02	$ 4,469.06	$ 4,693.90
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 48,162.48	$ 50,264.88	$ 52,332.24	$ 54,504.72	$ 57,220.32
		MO	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 4,013.54	$ 4,188.74	$ 4,361.02	$ 4,542.06	$ 4,768.36
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,985.92	$ 51,123.36	$ 53,243.28	$ 55,293.12	$ 57,956.16
		MO	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,082.16	$ 4,260.28	$ 4,436.94	$ 4,607.76	$ 4,829.68
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 50,002.08	$ 52,174.56	$ 54,224.40	$ 56,361.84	$ 59,077.44
		MO	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,166.84	$ 4,347.88	$ 4,518.70	$ 4,696.82	$ 4,923.12
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,702.88	$ 52,857.84	$ 54,942.72	$ 57,097.68	$ 59,795.76
		MO	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,225.24	$ 4,404.82	$ 4,578.56	$ 4,758.14	$ 4,982.98
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,824.16	$ 53,979.12	$ 56,116.56	$ 58,254.00	$ 60,882.00
		MO	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,318.68	$ 4,498.26	$ 4,676.38	$ 4,854.50	$ 5,073.50
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,770.24	$ 54,820.08	$ 56,992.56	$ 59,112.48	$ 61,775.52
		MO	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,397.52	$ 4,568.34	$ 4,749.38	$ 4,926.04	$ 5,147.96
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,821.44	$ 55,993.92	$ 58,061.28	$ 60,146.16	$ 62,896.80
		MO	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,485.12	$ 4,666.16	$ 4,838.44	$ 5,012.18	$ 5,241.40
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 56,922.48	$ 59,024.88	$ 61,162.32	$ 63,895.44
		MO	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,743.54	$ 4,918.74	$ 5,096.86	$ 5,324.62
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,008.72	$ 60,146.16	$ 62,283.60	$ 65,034.24
		MO	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,834.06	$ 5,012.18	$ 5,190.30	$ 5,419.52
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 56,922.48	$ 59,024.88	$ 61,162.32	$ 63,212.16	$ 65,927.76
		MO	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,743.54	$ 4,918.74	$ 5,096.86	$ 5,267.68	$ 5,493.98
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,008.72	$ 60,146.16	$ 62,283.60	$ 64,350.96	$ 67,014.00
		MO	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,834.06	$ 5,012.18	$ 5,190.30	$ 5,362.58	$ 5,584.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,130.00	$ 61,249.92	$ 63,387.36	$ 65,507.28	$ 68,310.48
		MO	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,927.50	$ 5,104.16	$ 5,282.28	$ 5,458.94	$ 5,692.54
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,391.44	$ 62,511.36	$ 64,596.24	$ 66,768.72	$ 69,484.32
		MO	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,032.62	$ 5,209.28	$ 5,383.02	$ 5,564.06	$ 5,790.36
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,460.16	$ 63,632.64	$ 65,682.48	$ 67,767.36	$ 70,570.56
		MO	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,121.68	$ 5,302.72	$ 5,473.54	$ 5,647.28	$ 5,880.88
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 62,721.60	$ 64,841.52	$ 66,996.48	$ 69,133.92	$ 71,989.68
		MO	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,226.80	$ 5,403.46	$ 5,583.04	$ 5,761.16	$ 5,999.14
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 63,948.00	$ 65,980.32	$ 68,152.80	$ 70,202.64	$ 72,988.32
		MO	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,329.00	$ 5,498.36	$ 5,679.40	$ 5,850.22	$ 6,082.36
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,226.96	$ 67,276.80	$ 69,396.72	$ 71,569.20	$ 74,547.60
		MO	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,435.58	$ 5,606.40	$ 5,783.06	$ 5,964.10	$ 6,212.30
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,505.92	$ 68,625.84	$ 70,710.72	$ 72,865.68	$ 75,738.96
		MO	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,542.16	$ 5,718.82	$ 5,892.56	$ 6,072.14	$ 6,311.58
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 67,802.40	$ 69,887.28	$ 72,077.28	$ 74,127.12	$ 77,052.96
		MO	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,650.20	$ 5,823.94	$ 6,006.44	$ 6,177.26	$ 6,421.08
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,133.92	$ 71,201.28	$ 73,373.76	$ 75,423.60	$ 78,209.28
		MO	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,761.16	$ 5,933.44	$ 6,114.48	$ 6,285.30	$ 6,517.44
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 70,658.16	$ 72,760.56	$ 74,810.40	$ 76,930.32	$ 79,821.12
		MO	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,888.18	$ 6,063.38	$ 6,234.20	$ 6,410.86	$ 6,651.76
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 71,849.52	$ 74,074.56	$ 76,054.32	$ 78,209.28	$ 81,135.12
		MO	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 5,987.46	$ 6,172.88	$ 6,337.86	$ 6,517.44	$ 6,761.26
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 73,636.56	$ 75,774.00	$ 77,841.36	$ 80,013.84	$ 83,044.80
		MO	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,136.38	$ 6,314.50	$ 6,486.78	$ 6,667.82	$ 6,920.40
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 74,845.44	$ 77,070.48	$ 79,120.32	$ 81,222.72	$ 84,183.60
		MO	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,237.12	$ 6,422.54	$ 6,593.36	$ 6,768.56	$ 7,015.30
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 76,702.56	$ 78,717.36	$ 80,802.24	$ 82,939.68	$ 85,988.16
		MO	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,391.88	$ 6,559.78	$ 6,733.52	$ 6,911.64	$ 7,165.68
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 78,104.16	$ 80,189.04	$ 82,361.52	$ 84,393.84	$ 87,319.68
		MO	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,508.68	$ 6,682.42	$ 6,863.46	$ 7,032.82	$ 7,276.64
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 79,908.72	$ 82,028.64	$ 84,113.52	$ 86,250.96	$ 88,353.36
		MO	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,659.06	$ 6,835.72	$ 7,009.46	$ 7,187.58	$ 7,362.78
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 79,260.48	$ 81,292.80	$ 83,465.28	$ 85,532.64	$ 87,740.16	$ 90,771.12
		MO	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,605.04	$ 6,774.40	$ 6,955.44	$ 7,127.72	$ 7,311.68	$ 7,564.26
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 81,187.68	$ 83,237.52	$ 85,357.44	$ 87,389.76	$ 89,614.80	$ 92,750.88
		MO	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,765.64	$ 6,936.46	$ 7,113.12	$ 7,282.48	$ 7,467.90	$ 7,729.24
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 79,260.48	$ 82,641.84	$ 84,709.20	$ 86,811.60	$ 88,931.52	$ 91,016.40	$ 94,012.32
		MO	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,605.04	$ 6,886.82	$ 7,059.10	$ 7,234.30	$ 7,410.96	$ 7,584.70	$ 7,834.36
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 81,187.68	$ 84,674.16	$ 86,741.52	$ 88,861.44	$ 90,893.76	$ 93,048.72	$ 96,167.28
		MO	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,765.64	$ 7,056.18	$ 7,228.46	$ 7,405.12	$ 7,574.48	$ 7,754.06	$ 8,013.94
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 69,887.28	$ 73,040.88	$ 76,036.80	$ 79,313.04	$ 82,782.00	$ 86,303.52	$ 88,440.96	$ 90,648.48	$ 92,768.40	$ 94,958.40	$ 98,094.48
		MO	$ 5,823.94	$ 6,086.74	$ 6,336.40	$ 6,609.42	$ 6,898.50	$ 7,191.96	$ 7,370.08	$ 7,554.04	$ 7,730.70	$ 7,913.20	$ 8,174.54
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 71,323.92	$ 74,389.92	$ 77,613.60	$ 80,872.32	$ 84,446.40	$ 88,073.04	$ 90,210.48	$ 92,435.52	$ 94,625.52	$ 96,850.56	$ 100,056.72
		MO	$ 5,943.66	$ 6,199.16	$ 6,467.80	$ 6,739.36	$ 7,037.20	$ 7,339.42	$ 7,517.54	$ 7,702.96	$ 7,885.46	$ 8,070.88	$ 8,338.06
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 72,760.56	$ 75,914.16	$ 79,172.88	$ 82,519.20	$ 86,163.36	$ 89,825.04	$ 92,015.04	$ 94,257.60	$ 96,500.16	$ 98,777.76	$ 102,054.00
		MO	$ 6,063.38	$ 6,326.18	$ 6,597.74	$ 6,876.60	$ 7,180.28	$ 7,485.42	$ 7,667.92	$ 7,854.80	$ 8,041.68	$ 8,231.48	$ 8,504.50
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 74,214.72	$ 77,438.40	$ 80,749.68	$ 84,183.60	$ 87,845.28	$ 91,612.08	$ 93,854.64	$ 96,167.28	$ 98,444.88	$ 100,740.00	$ 104,068.80
		MO	$ 6,184.56	$ 6,453.20	$ 6,729.14	$ 7,015.30	$ 7,320.44	$ 7,634.34	$ 7,821.22	$ 8,013.94	$ 8,203.74	$ 8,395.00	$ 8,672.40
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days 208

Pending Board Approval: October 22, 2026

Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 29,652.48	$ 30,684.16	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 37,273.60	$ 39,220.48	$ 41,200.64	$ 43,230.72	$ 45,710.08
		MO	$ 2,471.04	$ 2,557.01	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,106.13	$ 3,268.37	$ 3,433.39	$ 3,602.56	$ 3,809.17
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 30,301.44	$ 31,249.92	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,789.44	$ 39,802.88	$ 41,733.12	$ 43,863.04	$ 46,375.68
		MO	$ 2,525.12	$ 2,604.16	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,149.12	$ 3,316.91	$ 3,477.76	$ 3,655.25	$ 3,864.64
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 30,684.16	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 38,371.84	$ 40,418.56	$ 42,365.44	$ 44,478.72	$ 46,991.36
		MO	$ 2,557.01	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,197.65	$ 3,368.21	$ 3,530.45	$ 3,706.56	$ 3,915.95
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 31,249.92	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 39,120.64	$ 41,134.08	$ 43,147.52	$ 45,127.68	$ 47,557.12
		MO	$ 2,604.16	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,260.05	$ 3,427.84	$ 3,595.63	$ 3,760.64	$ 3,963.09
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,752.96	$ 41,716.48	$ 43,663.36	$ 45,743.36	$ 48,239.36
		MO	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,312.75	$ 3,476.37	$ 3,638.61	$ 3,811.95	$ 4,019.95
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 40,451.84	$ 42,432.00	$ 44,495.36	$ 46,525.44	$ 49,021.44
		MO	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,370.99	$ 3,536.00	$ 3,707.95	$ 3,877.12	$ 4,085.12
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 41,134.08	$ 43,147.52	$ 45,127.68	$ 47,074.56	$ 49,587.20
		MO	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,427.84	$ 3,595.63	$ 3,760.64	$ 3,922.88	$ 4,132.27
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,733.12	$ 43,863.04	$ 45,743.36	$ 47,773.44	$ 50,269.44
		MO	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,477.76	$ 3,655.25	$ 3,811.95	$ 3,981.12	$ 4,189.12
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,631.68	$ 44,611.84	$ 46,608.64	$ 48,622.08	$ 51,168.00
		MO	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,552.64	$ 3,717.65	$ 3,884.05	$ 4,051.84	$ 4,264.00
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 43,347.20	$ 45,310.72	$ 47,324.16	$ 49,370.88	$ 51,916.80
		MO	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,612.27	$ 3,775.89	$ 3,943.68	$ 4,114.24	$ 4,326.40
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 44,145.92	$ 46,209.28	$ 48,156.16	$ 50,202.88	$ 52,782.08
		MO	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,678.83	$ 3,850.77	$ 4,013.01	$ 4,183.57	$ 4,398.51
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,811.52	$ 46,808.32	$ 48,871.68	$ 50,935.04	$ 53,497.60
		MO	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,734.29	$ 3,900.69	$ 4,072.64	$ 4,244.59	$ 4,458.13
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,743.36	$ 47,740.16	$ 49,703.68	$ 51,767.04	$ 54,346.24
		MO	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,811.95	$ 3,978.35	$ 4,141.97	$ 4,313.92	$ 4,528.85
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,525.44	$ 48,555.52	$ 50,568.96	$ 52,515.84	$ 55,045.12
		MO	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,877.12	$ 4,046.29	$ 4,214.08	$ 4,376.32	$ 4,587.09
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,490.56	$ 49,553.92	$ 51,500.80	$ 53,530.88	$ 56,110.08
		MO	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,957.55	$ 4,129.49	$ 4,291.73	$ 4,460.91	$ 4,675.84
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,156.16	$ 50,202.88	$ 52,183.04	$ 54,229.76	$ 56,792.32
		MO	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,013.01	$ 4,183.57	$ 4,348.59	$ 4,519.15	$ 4,732.69
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,221.12	$ 51,267.84	$ 53,297.92	$ 55,328.00	$ 57,824.00
		MO	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,101.76	$ 4,272.32	$ 4,441.49	$ 4,610.67	$ 4,818.67
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,119.68	$ 52,066.56	$ 54,129.92	$ 56,143.36	$ 58,672.64
		MO	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,176.64	$ 4,338.88	$ 4,510.83	$ 4,678.61	$ 4,889.39
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,118.08	$ 53,181.44	$ 55,144.96	$ 57,125.12	$ 59,737.60
		MO	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,259.84	$ 4,431.79	$ 4,595.41	$ 4,760.43	$ 4,978.13
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,063.36	$ 56,060.16	$ 58,090.24	$ 60,686.08
		MO	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,505.28	$ 4,671.68	$ 4,840.85	$ 5,057.17
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,095.04	$ 57,125.12	$ 59,155.20	$ 61,767.68
		MO	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,591.25	$ 4,760.43	$ 4,929.60	$ 5,147.31
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,063.36	$ 56,060.16	$ 58,090.24	$ 60,037.12	$ 62,616.32
		MO	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,505.28	$ 4,671.68	$ 4,840.85	$ 5,003.09	$ 5,218.03
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,095.04	$ 57,125.12	$ 59,155.20	$ 61,118.72	$ 63,648.00
		MO	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,591.25	$ 4,760.43	$ 4,929.60	$ 5,093.23	$ 5,304.00
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,160.00	$ 58,173.44	$ 60,203.52	$ 62,216.96	$ 64,879.36
		MO	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,680.00	$ 4,847.79	$ 5,016.96	$ 5,184.75	$ 5,406.61
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,358.08	$ 59,371.52	$ 61,351.68	$ 63,415.04	$ 65,994.24
		MO	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,779.84	$ 4,947.63	$ 5,112.64	$ 5,284.59	$ 5,499.52
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,373.12	$ 60,436.48	$ 62,383.36	$ 64,363.52	$ 67,025.92
		MO	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,864.43	$ 5,036.37	$ 5,198.61	$ 5,363.63	$ 5,585.49
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,571.20	$ 61,584.64	$ 63,631.36	$ 65,661.44	$ 68,373.76
		MO	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,964.27	$ 5,132.05	$ 5,302.61	$ 5,471.79	$ 5,697.81
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 60,736.00	$ 62,666.24	$ 64,729.60	$ 66,676.48	$ 69,322.24
		MO	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,061.33	$ 5,222.19	$ 5,394.13	$ 5,556.37	$ 5,776.85
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 61,950.72	$ 63,897.60	$ 65,911.04	$ 67,974.40	$ 70,803.20
		MO	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,162.56	$ 5,324.80	$ 5,492.59	$ 5,664.53	$ 5,900.27
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,165.44	$ 65,178.88	$ 67,159.04	$ 69,205.76	$ 71,934.72
		MO	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,263.79	$ 5,431.57	$ 5,596.59	$ 5,767.15	$ 5,994.56
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 64,396.80	$ 66,376.96	$ 68,456.96	$ 70,403.84	$ 73,182.72
		MO	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,366.40	$ 5,531.41	$ 5,704.75	$ 5,866.99	$ 6,098.56
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 65,661.44	$ 67,624.96	$ 69,688.32	$ 71,635.20	$ 74,280.96
		MO	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,471.79	$ 5,635.41	$ 5,807.36	$ 5,969.60	$ 6,190.08
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,109.12	$ 69,105.92	$ 71,052.80	$ 73,066.24	$ 75,811.84
		MO	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,592.43	$ 5,758.83	$ 5,921.07	$ 6,088.85	$ 6,317.65
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 68,240.64	$ 70,353.92	$ 72,234.24	$ 74,280.96	$ 77,059.84
		MO	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,686.72	$ 5,862.83	$ 6,019.52	$ 6,190.08	$ 6,421.65
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 69,937.92	$ 71,968.00	$ 73,931.52	$ 75,994.88	$ 78,873.60
		MO	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,828.16	$ 5,997.33	$ 6,160.96	$ 6,332.91	$ 6,572.80
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 71,086.08	$ 73,199.36	$ 75,146.24	$ 77,143.04	$ 79,955.20
		MO	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 5,923.84	$ 6,099.95	$ 6,262.19	$ 6,428.59	$ 6,662.93
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 72,849.92	$ 74,763.52	$ 76,743.68	$ 78,773.76	$ 81,669.12
		MO	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,070.83	$ 6,230.29	$ 6,395.31	$ 6,564.48	$ 6,805.76
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 74,181.12	$ 76,161.28	$ 78,224.64	$ 80,154.88	$ 82,933.76
		MO	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,181.76	$ 6,346.77	$ 6,518.72	$ 6,679.57	$ 6,911.15
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 75,895.04	$ 77,908.48	$ 79,888.64	$ 81,918.72	$ 83,915.52
		MO	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,324.59	$ 6,492.37	$ 6,657.39	$ 6,826.56	$ 6,992.96
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 75,279.36	$ 77,209.60	$ 79,272.96	$ 81,236.48	$ 83,333.12	$ 86,211.84
		MO	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,273.28	$ 6,434.13	$ 6,606.08	$ 6,769.71	$ 6,944.43	$ 7,184.32
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 77,109.76	$ 79,056.64	$ 81,070.08	$ 83,000.32	$ 85,113.60	$ 88,092.16		
		MO	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,425.81	$ 6,588.05	$ 6,755.84	$ 6,916.69	$ 7,092.80	$ 7,341.01		
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52		
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94		
42	21.5	ANN	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 75,279.36	$ 78,490.88	$ 80,454.40	$ 82,451.20	$ 84,464.64	$ 86,444.80	$ 89,290.24		
		MO	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,273.28	$ 6,540.91	$ 6,704.53	$ 6,870.93	$ 7,038.72	$ 7,203.73	$ 7,440.85		
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28		
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66		
43	22.0	ANN	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 77,109.76	$ 80,421.12	$ 82,384.64	$ 84,398.08	$ 86,328.32	$ 88,375.04	$ 91,336.96		
		MO	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,425.81	$ 6,701.76	$ 6,865.39	$ 7,033.17	$ 7,194.03	$ 7,364.59	$ 7,611.41		
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12		
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89		
44	22.5	ANN	$ 66,376.96	$ 69,372.16	$ 72,217.60	$ 75,329.28	$ 78,624.00	$ 81,968.64	$ 83,998.72	$ 86,095.36	$ 88,108.80	$ 90,188.80	$ 93,167.36		
		MO	$ 5,531.41	$ 5,781.01	$ 6,018.13	$ 6,277.44	$ 6,552.00	$ 6,830.72	$ 6,999.89	$ 7,174.61	$ 7,342.40	$ 7,515.73	$ 7,763.95		
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92		
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99		
45	23.0	ANN	$ 67,741.44	$ 70,653.44	$ 73,715.20	$ 76,810.24	$ 80,204.80	$ 83,649.28	$ 85,679.36	$ 87,792.64	$ 89,872.64	$ 91,985.92	$ 95,031.04		
		MO	$ 5,645.12	$ 5,887.79	$ 6,142.93	$ 6,400.85	$ 6,683.73	$ 6,970.77	$ 7,139.95	$ 7,316.05	$ 7,489.39	$ 7,665.49	$ 7,919.25		
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88		
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11		
46	23.5	ANN	$ 69,105.92	$ 72,101.12	$ 75,196.16	$ 78,374.40	$ 81,835.52	$ 85,313.28	$ 87,393.28	$ 89,523.20	$ 91,653.12	$ 93,816.32	$ 96,928.00		
		MO	$ 5,758.83	$ 6,008.43	$ 6,266.35	$ 6,531.20	$ 6,819.63	$ 7,109.44	$ 7,282.77	$ 7,460.27	$ 7,637.76	$ 7,818.03	$ 8,077.33		
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00		
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25		
47	24.0	ANN	$ 70,487.04	$ 73,548.80	$ 76,693.76	$ 79,955.20	$ 83,432.96	$ 87,010.56	$ 89,140.48	$ 91,336.96	$ 93,500.16	$ 95,680.00	$ 98,841.60		
		MO	$ 5,873.92	$ 6,129.07	$ 6,391.15	$ 6,662.93	$ 6,952.75	$ 7,250.88	$ 7,428.37	$ 7,611.41	$ 7,791.68	$ 7,973.33	$ 8,236.80		
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20		
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40		

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: CSEA **FTE:** 218.16
Period of Agreement: Fiscal Year 2025-26 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2025-26	*2026-27*	*2027-28*
Salary Schedule Increases	3.00%		
Off-Schedule Payments	**0%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**218.16**		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):*			
Effective July 1 2025, CSEA will get a 3% on-going increase since the CSEA contract has a "Me Too" clause.			
Other Provisions: Alum Rock settled with AREA, the teachers' union. CSEA has a "Me Too" clause.			
Increases for FY 2025-26 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000).			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2025-26	*2026-27*	*2027-28*
Salary including statutory costs*	494,126		
Benefits	-		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	494,126	-	-
Total % Increase	3.00%		
Projected STRS/PERS Rates	19.10% / 26.81%	19.10% / 26.4%	19.10% / 26.8%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	438.45	Not Settled
CSEA	218.16	Not Settled
Teamsters	125.22	Settled
Un-Represented Management and Non-Management	78.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	-	**57,374,461**
2000 Classified Salaries	21,574,995	359,104	**21,934,099**
3000 Benefits	42,123,951	135,022	**42,258,973**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 494,126**	**154,502,794**
Interfund Transfer In	-		-
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		-
Other Financing Uses (enter as negative)	-		-
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,480,942)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,454,481**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,642,584
Total Available Reserves	9,428,607		9,443,431
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,642,584

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

11.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Ratify 2.0% Salary Increase to Teamsters Bargaining Unit Members for the 2025-26 SY Pursuant to the "me, too" Provision.**

Support Information: On October 22, 2026 the board was presented a Tentative Agreement between the District and AREA which included a salary increase of 3.00% (three percent) on the 2025-2026 salary schedule. Therefore, pursuant to Article 22.1.1, "For the term of this Agreement, if any other bargaining unit receives a salary schedule increase, off schedule bonus or health and welfare premium increase or reopener(s) greater than the Teamsters bargaining unit, then Teamsters shall receive the same increase".

Fiscal Impact: See Form AB 1200

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve the 2.0% salary increase to Teamsters Local 150 bargaining unit members, pursuant to Article 22.1.1.

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.3
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

12 MTH SALARY SCHEDULE

TEAMSTERS

Work Days **261**

2025-26 (3% was effective 7/1/25)

Pending Board Approval: October 22, 2026

Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 38,565.36	$ 39,859.92	$ 41,196.24	$ 42,636.96	$ 44,202.96	$ 45,936.00	$ 48,420.72	$ 50,988.96	$ 53,598.96	$ 56,125.44	$ 59,340.96
		MO	$ 3,213.78	$ 3,321.66	$ 3,433.02	$ 3,553.08	$ 3,683.58	$ 3,828.00	$ 4,035.06	$ 4,249.08	$ 4,466.58	$ 4,677.12	$ 4,945.08
		DAY	$ 147.76	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 185.52	$ 195.36	$ 205.36	$ 215.04	$ 227.36
		HRS	$ 18.47	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 23.19	$ 24.42	$ 25.67	$ 26.88	$ 28.42
2	1.5	ANN	$ 39,317.04	$ 40,611.60	$ 42,094.08	$ 43,284.24	$ 44,892.00	$ 46,583.28	$ 49,088.88	$ 51,698.88	$ 54,288.00	$ 56,898.00	$ 60,071.76
		MO	$ 3,276.42	$ 3,384.30	$ 3,507.84	$ 3,607.02	$ 3,741.00	$ 3,881.94	$ 4,090.74	$ 4,308.24	$ 4,524.00	$ 4,741.50	$ 5,005.98
		DAY	$ 150.64	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 230.16
		HRS	$ 18.83	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.77
3	2.0	ANN	$ 39,859.92	$ 41,196.24	$ 42,636.96	$ 44,202.96	$ 45,936.00	$ 47,376.72	$ 49,986.72	$ 52,534.08	$ 55,123.20	$ 57,754.08	$ 60,948.72
		MO	$ 3,321.66	$ 3,433.02	$ 3,553.08	$ 3,683.58	$ 3,828.00	$ 3,948.06	$ 4,165.56	$ 4,377.84	$ 4,593.60	$ 4,812.84	$ 5,079.06
		DAY	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 191.52	$ 201.28	$ 211.20	$ 221.28	$ 233.52
		HRS	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.94	$ 25.16	$ 26.40	$ 27.66	$ 29.19
4	2.5	ANN	$ 40,611.60	$ 42,094.08	$ 43,284.24	$ 44,892.00	$ 46,583.28	$ 48,358.08	$ 49,485.60	$ 53,515.44	$ 56,125.44	$ 58,693.68	$ 61,867.44
		MO	$ 3,384.30	$ 3,507.84	$ 3,607.02	$ 3,741.00	$ 3,881.94	$ 4,029.84	$ 4,123.80	$ 4,459.62	$ 4,677.12	$ 4,891.14	$ 5,155.62
		DAY	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 189.60	$ 205.04	$ 215.04	$ 224.88	$ 237.04
		HRS	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.70	$ 25.63	$ 26.88	$ 28.11	$ 29.63
5	3.0	ANN	$ 41,196.24	$ 42,636.96	$ 44,202.96	$ 45,936.00	$ 47,376.72	$ 49,088.88	$ 51,698.88	$ 54,288.00	$ 56,898.00	$ 59,508.00	$ 62,848.80
		MO	$ 3,433.02	$ 3,553.08	$ 3,683.58	$ 3,828.00	$ 3,948.06	$ 4,090.74	$ 4,308.24	$ 4,524.00	$ 4,741.50	$ 4,959.00	$ 5,237.40
		DAY	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 228.00	$ 240.80
		HRS	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.50	$ 30.10
6	3.5	ANN	$ 42,094.08	$ 43,284.24	$ 44,892.00	$ 46,583.28	$ 48,358.08	$ 50,007.60	$ 52,784.64	$ 55,248.48	$ 57,942.00	$ 60,510.24	$ 63,684.00
		MO	$ 3,507.84	$ 3,607.02	$ 3,741.00	$ 3,881.94	$ 4,029.84	$ 4,167.30	$ 4,398.72	$ 4,604.04	$ 4,828.50	$ 5,042.52	$ 5,307.00
		DAY	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 202.24	$ 211.68	$ 222.00	$ 231.84	$ 244.00
		HRS	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 25.28	$ 26.46	$ 27.75	$ 28.98	$ 30.50
7	4.0	ANN	$ 42,636.96	$ 44,202.96	$ 45,936.00	$ 47,376.72	$ 49,088.88	$ 50,988.96	$ 53,598.96	$ 56,125.44	$ 58,714.56	$ 61,345.44	$ 64,644.48
		MO	$ 3,553.08	$ 3,683.58	$ 3,828.00	$ 3,948.06	$ 4,090.74	$ 4,249.08	$ 4,466.58	$ 4,677.12	$ 4,892.88	$ 5,112.12	$ 5,387.04
		DAY	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 205.36	$ 215.04	$ 224.96	$ 235.04	$ 247.68
		HRS	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.67	$ 26.88	$ 28.12	$ 29.38	$ 30.96
8	4.5	ANN	$ 43,284.24	$ 44,892.00	$ 46,583.28	$ 48,358.08	$ 50,007.60	$ 51,782.40	$ 54,455.04	$ 57,065.04	$ 59,633.28	$ 62,305.92	$ 65,604.96
		MO	$ 3,607.02	$ 3,741.00	$ 3,881.94	$ 4,029.84	$ 4,167.30	$ 4,315.20	$ 4,537.92	$ 4,755.42	$ 4,969.44	$ 5,192.16	$ 5,467.08
		DAY	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 208.64	$ 218.64	$ 228.48	$ 238.72	$ 251.36
		HRS	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 26.08	$ 27.33	$ 28.56	$ 29.84	$ 31.42
9	5.0	ANN	$ 44,202.96	$ 45,936.00	$ 47,376.72	$ 49,088.88	$ 50,988.96	$ 52,930.80	$ 55,540.80	$ 58,088.16	$ 60,614.64	$ 63,266.40	$ 66,628.08
		MO	$ 3,683.58	$ 3,828.00	$ 3,948.06	$ 4,090.74	$ 4,249.08	$ 4,410.90	$ 4,628.40	$ 4,840.68	$ 5,051.22	$ 5,272.20	$ 5,552.34
		DAY	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 212.80	$ 222.56	$ 232.24	$ 242.40	$ 255.28
		HRS	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.60	$ 27.82	$ 29.03	$ 30.30	$ 31.91
10	5.5	ANN	$ 44,892.00	$ 46,583.28	$ 48,358.08	$ 50,007.60	$ 51,782.40	$ 53,807.76	$ 56,417.76	$ 59,027.76	$ 61,616.88	$ 64,206.00	$ 67,379.76
		MO	$ 3,741.00	$ 3,881.94	$ 4,029.84	$ 4,167.30	$ 4,315.20	$ 4,483.98	$ 4,701.48	$ 4,918.98	$ 5,134.74	$ 5,350.50	$ 5,614.98
		DAY	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 216.16	$ 226.16	$ 236.08	$ 246.00	$ 258.16
		HRS	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 27.02	$ 28.27	$ 29.51	$ 30.75	$ 32.27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 45,936.00	$ 47,376.72	$ 49,088.88	$ 50,988.96	$ 52,930.80	$ 55,039.68	$ 57,628.80	$ 60,155.28	$ 62,702.64	$ 65,291.76	$ 68,590.80		
		MO	$ 3,828.00	$ 3,948.06	$ 4,090.74	$ 4,249.08	$ 4,410.90	$ 4,586.64	$ 4,802.40	$ 5,012.94	$ 5,225.22	$ 5,440.98	$ 5,715.90		
		DAY	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 220.80	$ 230.48	$ 240.24	$ 250.16	$ 262.80		
		HRS	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.60	$ 28.81	$ 30.03	$ 31.27	$ 32.85		
12	6.5	ANN	$ 46,583.28	$ 48,358.08	$ 50,007.60	$ 51,782.40	$ 53,807.76	$ 55,812.24	$ 58,484.88	$ 60,969.60	$ 63,558.72	$ 66,168.72	$ 69,467.76		
		MO	$ 3,881.94	$ 4,029.84	$ 4,167.30	$ 4,315.20	$ 4,483.98	$ 4,651.02	$ 4,873.74	$ 5,080.80	$ 5,296.56	$ 5,514.06	$ 5,788.98		
		DAY	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 224.08	$ 233.60	$ 243.52	$ 253.52	$ 266.16		
		HRS	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 28.01	$ 29.20	$ 30.44	$ 31.69	$ 33.27		
13	7.0	ANN	$ 47,376.72	$ 49,088.88	$ 50,988.96	$ 52,930.80	$ 55,039.68	$ 57,044.16	$ 59,591.52	$ 62,222.40	$ 64,748.88	$ 67,338.00	$ 70,574.40		
		MO	$ 3,948.06	$ 4,090.74	$ 4,249.08	$ 4,410.90	$ 4,586.64	$ 4,753.68	$ 4,965.96	$ 5,185.20	$ 5,395.74	$ 5,611.50	$ 5,881.20		
		DAY	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 228.32	$ 238.40	$ 248.08	$ 258.00	$ 270.40		
		HRS	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.54	$ 29.80	$ 31.01	$ 32.25	$ 33.80		
14	7.5	ANN	$ 48,358.08	$ 50,007.60	$ 51,782.40	$ 53,807.76	$ 55,812.24	$ 58,088.16	$ 60,614.64	$ 63,266.40	$ 65,855.52	$ 68,402.88	$ 71,722.80		
		MO	$ 4,029.84	$ 4,167.30	$ 4,315.20	$ 4,483.98	$ 4,651.02	$ 4,840.68	$ 5,051.22	$ 5,272.20	$ 5,487.96	$ 5,700.24	$ 5,976.90		
		DAY	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 232.24	$ 242.40	$ 252.32	$ 262.08	$ 274.80		
		HRS	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 29.03	$ 30.30	$ 31.54	$ 32.76	$ 34.35		
15	8.0	ANN	$ 49,088.88	$ 50,988.96	$ 52,930.80	$ 55,039.68	$ 57,044.16	$ 59,382.72	$ 61,950.96	$ 64,519.20	$ 67,191.84	$ 69,697.44	$ 72,975.60		
		MO	$ 4,090.74	$ 4,249.08	$ 4,410.90	$ 4,586.64	$ 4,753.68	$ 4,948.56	$ 5,162.58	$ 5,376.60	$ 5,599.32	$ 5,808.12	$ 6,081.30		
		DAY	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 237.36	$ 247.20	$ 257.44	$ 267.04	$ 279.60		
		HRS	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.67	$ 30.90	$ 32.18	$ 33.38	$ 34.95		
16	8.5	ANN	$ 50,007.60	$ 51,782.40	$ 53,807.76	$ 55,812.24	$ 58,088.16	$ 60,280.56	$ 62,848.80	$ 65,417.04	$ 68,194.08	$ 70,699.68	$ 73,977.84		
		MO	$ 4,167.30	$ 4,315.20	$ 4,483.98	$ 4,651.02	$ 4,840.68	$ 5,023.38	$ 5,237.40	$ 5,451.42	$ 5,682.84	$ 5,891.64	$ 6,164.82		
		DAY	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.80	$ 250.64	$ 261.28	$ 270.88	$ 283.44		
		HRS	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.10	$ 31.33	$ 32.66	$ 33.86	$ 35.43		
17	9.0	ANN	$ 50,988.96	$ 52,930.80	$ 55,039.68	$ 57,044.16	$ 59,382.72	$ 61,616.88	$ 64,206.00	$ 66,732.48	$ 69,342.48	$ 71,994.24	$ 75,439.44		
		MO	$ 4,249.08	$ 4,410.90	$ 4,586.64	$ 4,753.68	$ 4,948.56	$ 5,134.74	$ 5,350.50	$ 5,561.04	$ 5,778.54	$ 5,999.52	$ 6,286.62		
		DAY	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 246.00	$ 255.68	$ 265.68	$ 275.84	$ 289.04		
		HRS	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.75	$ 31.96	$ 33.21	$ 34.48	$ 36.13		
18	9.5	ANN	$ 51,782.40	$ 53,807.76	$ 55,812.24	$ 58,088.16	$ 60,280.56	$ 62,702.64	$ 65,291.76	$ 67,880.88	$ 70,532.64	$ 73,100.88	$ 76,379.04		
		MO	$ 4,315.20	$ 4,483.98	$ 4,651.02	$ 4,840.68	$ 5,023.38	$ 5,225.22	$ 5,440.98	$ 5,656.74	$ 5,877.72	$ 6,091.74	$ 6,364.92		
		DAY	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.16	$ 260.08	$ 270.24	$ 280.08	$ 292.64		
		HRS	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.27	$ 32.51	$ 33.78	$ 35.01	$ 36.58		
19	10.0	ANN	$ 52,930.80	$ 55,039.68	$ 57,044.16	$ 59,382.72	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,238.08	$ 71,973.36	$ 74,478.96	$ 77,861.52		
		MO	$ 4,410.90	$ 4,586.64	$ 4,753.68	$ 4,948.56	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,769.84	$ 5,997.78	$ 6,206.58	$ 6,488.46		
		DAY	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.36	$ 298.32		
		HRS	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.67	$ 37.29		
20	10.5	ANN	$ 53,807.76	$ 55,812.24	$ 58,088.16	$ 60,280.56	$ 62,702.64	$ 65,270.88	$ 67,880.88	$ 70,511.76	$ 72,996.48	$ 75,543.84	$ 78,926.40		
		MO	$ 4,483.98	$ 4,651.02	$ 4,840.68	$ 5,023.38	$ 5,225.22	$ 5,439.24	$ 5,656.74	$ 5,875.98	$ 6,083.04	$ 6,295.32	$ 6,577.20		
		DAY	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 302.40		
		HRS	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.80		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 55,039.68	$ 57,044.16	$ 59,382.72	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,238.08	$ 71,973.36	$ 74,541.60	$ 77,005.44	$ 80,367.12
		MO	$ 4,586.64	$ 4,753.68	$ 4,948.56	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,769.84	$ 5,997.78	$ 6,211.80	$ 6,417.12	$ 6,697.26
		DAY	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.60	$ 295.04	$ 307.92
		HRS	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.70	$ 36.88	$ 38.49
22	11.5	ANN	$ 55,812.24	$ 58,088.16	$ 60,280.56	$ 62,702.64	$ 65,270.88	$ 67,880.88	$ 70,511.76	$ 72,996.48	$ 75,543.84	$ 78,174.72	$ 81,619.92
		MO	$ 4,651.02	$ 4,840.68	$ 5,023.38	$ 5,225.22	$ 5,439.24	$ 5,656.74	$ 5,875.98	$ 6,083.04	$ 6,295.32	$ 6,514.56	$ 6,801.66
		DAY	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 299.52	$ 312.72
		HRS	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.44	$ 39.09
23	12.0	ANN	$ 57,044.16	$ 59,382.72	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,342.48	$ 71,994.24	$ 74,541.60	$ 77,026.32	$ 79,698.96	$ 83,102.40
		MO	$ 4,753.68	$ 4,948.56	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,778.54	$ 5,999.52	$ 6,211.80	$ 6,418.86	$ 6,641.58	$ 6,925.20
		DAY	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 275.84	$ 285.60	$ 295.12	$ 305.36	$ 318.40
		HRS	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.48	$ 35.70	$ 36.89	$ 38.17	$ 39.80
24	12.5	ANN	$ 58,088.16	$ 60,280.56	$ 62,702.64	$ 65,270.88	$ 67,880.88	$ 70,699.68	$ 73,330.56	$ 75,919.68	$ 78,467.04	$ 80,972.64	$ 84,480.48
		MO	$ 4,840.68	$ 5,023.38	$ 5,225.22	$ 5,439.24	$ 5,656.74	$ 5,891.64	$ 6,110.88	$ 6,326.64	$ 6,538.92	$ 6,747.72	$ 7,040.04
		DAY	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 280.96	$ 290.88	$ 300.64	$ 310.24	$ 323.68
		HRS	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.12	$ 36.36	$ 37.58	$ 38.78	$ 40.46
25	13.0	ANN	$ 59,382.72	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,342.48	$ 72,244.80	$ 74,875.68	$ 77,443.92	$ 80,095.68	$ 82,580.40	$ 85,942.08
		MO	$ 4,948.56	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,778.54	$ 6,020.40	$ 6,239.64	$ 6,453.66	$ 6,674.64	$ 6,881.70	$ 7,161.84
		DAY	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 286.88	$ 296.72	$ 306.88	$ 316.40	$ 329.28
		HRS	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 35.86	$ 37.09	$ 38.36	$ 39.55	$ 41.16
26	13.5	ANN	$ 60,280.56	$ 62,702.64	$ 65,270.88	$ 67,880.88	$ 70,699.68	$ 73,643.76	$ 76,149.36	$ 78,801.12	$ 81,473.76	$ 83,979.36	$ 87,445.44
		MO	$ 5,023.38	$ 5,225.22	$ 5,439.24	$ 5,656.74	$ 5,891.64	$ 6,136.98	$ 6,345.78	$ 6,566.76	$ 6,789.48	$ 6,998.28	$ 7,287.12
		DAY	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 291.76	$ 301.92	$ 312.16	$ 321.76	$ 335.04
		HRS	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.47	$ 37.74	$ 39.02	$ 40.22	$ 41.88
27	14.0	ANN	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,342.48	$ 72,244.80	$ 75,251.52	$ 77,819.76	$ 80,262.72	$ 83,039.76	$ 85,524.48	$ 88,969.68
		MO	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,778.54	$ 6,020.40	$ 6,270.96	$ 6,484.98	$ 6,688.56	$ 6,919.98	$ 7,127.04	$ 7,414.14
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 298.16	$ 307.52	$ 318.16	$ 327.68	$ 340.88
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.27	$ 38.44	$ 39.77	$ 40.96	$ 42.61
28	14.5	ANN	$ 62,702.64	$ 65,270.88	$ 67,880.88	$ 70,699.68	$ 73,643.76	$ 76,525.20	$ 79,093.44	$ 81,724.32	$ 84,417.84	$ 86,986.08	$ 90,493.92
		MO	$ 5,225.22	$ 5,439.24	$ 5,656.74	$ 5,891.64	$ 6,136.98	$ 6,377.10	$ 6,591.12	$ 6,810.36	$ 7,034.82	$ 7,248.84	$ 7,541.16
		DAY	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 303.04	$ 313.12	$ 323.44	$ 333.28	$ 346.72
		HRS	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 37.88	$ 39.14	$ 40.43	$ 41.66	$ 43.34
29	15.0	ANN	$ 64,101.60	$ 66,690.72	$ 69,342.48	$ 72,244.80	$ 75,251.52	$ 78,237.36	$ 80,889.12	$ 83,666.16	$ 86,150.88	$ 88,802.64	$ 92,247.84
		MO	$ 5,341.80	$ 5,557.56	$ 5,778.54	$ 6,020.40	$ 6,270.96	$ 6,519.78	$ 6,740.76	$ 6,972.18	$ 7,179.24	$ 7,400.22	$ 7,687.32
		DAY	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 309.92	$ 320.56	$ 330.08	$ 340.24	$ 353.44
		HRS	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 38.74	$ 40.07	$ 41.26	$ 42.53	$ 44.18
30	15.5	ANN	$ 65,270.88	$ 67,880.88	$ 70,699.68	$ 73,643.76	$ 76,525.20	$ 79,803.36	$ 82,350.72	$ 84,981.60	$ 87,654.24	$ 90,243.36	$ 93,730.32
		MO	$ 5,439.24	$ 5,656.74	$ 5,891.64	$ 6,136.98	$ 6,377.10	$ 6,650.28	$ 6,862.56	$ 7,081.80	$ 7,304.52	$ 7,520.28	$ 7,810.86
		DAY	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 315.52	$ 325.60	$ 335.84	$ 345.76	$ 359.12
		HRS	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.44	$ 40.70	$ 41.98	$ 43.22	$ 44.89

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 66,690.72	$ 69,342.48	$ 72,244.80	$ 75,251.52	$ 78,237.36	$ 81,536.40	$ 84,188.16	$ 86,735.52	$ 89,324.64	$ 91,892.88	$ 95,400.72
		MO	$ 5,557.56	$ 5,778.54	$ 6,020.40	$ 6,270.96	$ 6,519.78	$ 6,794.70	$ 7,015.68	$ 7,227.96	$ 7,443.72	$ 7,657.74	$ 7,950.06
		DAY	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 322.56	$ 332.32	$ 342.24	$ 352.08	$ 365.52
		HRS	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.32	$ 41.54	$ 42.78	$ 44.01	$ 45.69
32	16.5	ANN	$ 67,880.88	$ 70,699.68	$ 73,643.76	$ 76,525.20	$ 79,803.36	$ 83,123.28	$ 85,837.68	$ 88,447.68	$ 91,078.56	$ 93,625.92	$ 97,196.40
		MO	$ 5,656.74	$ 5,891.64	$ 6,136.98	$ 6,377.10	$ 6,650.28	$ 6,926.94	$ 7,153.14	$ 7,370.64	$ 7,589.88	$ 7,802.16	$ 8,099.70
		DAY	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 328.88	$ 338.88	$ 348.96	$ 358.72	$ 372.40
		HRS	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.11	$ 42.36	$ 43.62	$ 44.84	$ 46.55
33	17.0	ANN	$ 69,342.48	$ 72,244.80	$ 75,251.52	$ 78,237.36	$ 81,536.40	$ 84,981.60	$ 87,654.24	$ 90,243.36	$ 92,748.96	$ 95,463.36	$ 99,242.64
		MO	$ 5,778.54	$ 6,020.40	$ 6,270.96	$ 6,519.78	$ 6,794.70	$ 7,081.80	$ 7,304.52	$ 7,520.28	$ 7,729.08	$ 7,955.28	$ 8,270.22
		DAY	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 335.84	$ 345.76	$ 355.36	$ 365.76	$ 380.24
		HRS	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 41.98	$ 43.22	$ 44.42	$ 45.72	$ 47.53
34	17.5	ANN	$ 70,699.68	$ 73,643.76	$ 76,525.20	$ 79,803.36	$ 83,123.28	$ 86,672.88	$ 89,157.60	$ 91,851.12	$ 94,377.60	$ 96,987.60	$ 100,578.96
		MO	$ 5,891.64	$ 6,136.98	$ 6,377.10	$ 6,650.28	$ 6,926.94	$ 7,222.74	$ 7,429.80	$ 7,654.26	$ 7,864.80	$ 8,082.30	$ 8,381.58
		DAY	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 341.60	$ 351.92	$ 361.60	$ 371.60	$ 385.36
		HRS	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 42.70	$ 43.99	$ 45.20	$ 46.45	$ 48.17
35	18.0	ANN	$ 72,244.80	$ 75,251.52	$ 78,237.36	$ 81,536.40	$ 84,981.60	$ 88,802.64	$ 91,329.12	$ 93,980.88	$ 96,590.88	$ 99,138.24	$ 102,708.72
		MO	$ 6,020.40	$ 6,270.96	$ 6,519.78	$ 6,794.70	$ 7,081.80	$ 7,400.22	$ 7,610.76	$ 7,831.74	$ 8,049.24	$ 8,261.52	$ 8,559.06
		DAY	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 349.92	$ 360.08	$ 370.08	$ 379.84	$ 393.52
		HRS	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 43.74	$ 45.01	$ 46.26	$ 47.48	$ 49.19
36	18.5	ANN	$ 73,643.76	$ 76,525.20	$ 79,803.36	$ 83,123.28	$ 86,672.88	$ 90,410.40	$ 92,916.00	$ 95,463.36	$ 98,031.60	$ 100,641.60	$ 104,170.32
		MO	$ 6,136.98	$ 6,377.10	$ 6,650.28	$ 6,926.94	$ 7,222.74	$ 7,534.20	$ 7,743.00	$ 7,955.28	$ 8,169.30	$ 8,386.80	$ 8,680.86
		DAY	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 356.00	$ 365.76	$ 375.60	$ 385.60	$ 399.12
		HRS	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 44.50	$ 45.72	$ 46.95	$ 48.20	$ 49.89
37	19.0	ANN	$ 75,251.52	$ 78,237.36	$ 81,536.40	$ 84,981.60	$ 88,802.64	$ 92,519.28	$ 95,108.40	$ 97,655.76	$ 100,244.88	$ 102,813.12	$ 106,425.36
		MO	$ 6,270.96	$ 6,519.78	$ 6,794.70	$ 7,081.80	$ 7,400.22	$ 7,709.94	$ 7,925.70	$ 8,137.98	$ 8,353.74	$ 8,567.76	$ 8,868.78
		DAY	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.48	$ 364.40	$ 374.16	$ 384.08	$ 393.92	$ 407.76
		HRS	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.31	$ 45.55	$ 46.77	$ 48.01	$ 49.24	$ 50.97
38	19.5	ANN	$ 76,525.20	$ 79,803.36	$ 83,123.28	$ 86,672.88	$ 90,410.40	$ 94,356.72	$ 96,904.08	$ 99,576.72	$ 102,103.20	$ 104,692.32	$ 108,262.80
		MO	$ 6,377.10	$ 6,650.28	$ 6,926.94	$ 7,222.74	$ 7,534.20	$ 7,863.06	$ 8,075.34	$ 8,298.06	$ 8,508.60	$ 8,724.36	$ 9,021.90
		DAY	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 371.28	$ 381.52	$ 391.20	$ 401.12	$ 414.80
		HRS	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 46.41	$ 47.69	$ 48.90	$ 50.14	$ 51.85
39	20.0	ANN	$ 78,237.36	$ 81,536.40	$ 84,981.60	$ 88,802.64	$ 92,540.16	$ 96,590.88	$ 99,138.24	$ 101,622.96	$ 104,170.32	$ 106,822.08	$ 110,601.36
		MO	$ 6,519.78	$ 6,794.70	$ 7,081.80	$ 7,400.22	$ 7,711.68	$ 8,049.24	$ 8,261.52	$ 8,468.58	$ 8,680.86	$ 8,901.84	$ 9,216.78
		DAY	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 379.84	$ 389.36	$ 399.12	$ 409.28	$ 423.76
		HRS	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 47.48	$ 48.67	$ 49.89	$ 51.16	$ 52.97
40	20.5	ANN	$ 79,803.36	$ 83,123.28	$ 86,672.88	$ 90,410.40	$ 94,356.72	$ 98,344.80	$ 100,913.04	$ 103,564.80	$ 106,112.16	$ 108,701.28	$ 112,313.52
		MO	$ 6,650.28	$ 6,926.94	$ 7,222.74	$ 7,534.20	$ 7,863.06	$ 8,195.40	$ 8,409.42	$ 8,630.40	$ 8,842.68	$ 9,058.44	$ 9,359.46
		DAY	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 386.64	$ 396.80	$ 406.56	$ 416.48	$ 430.32
		HRS	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 48.33	$ 49.60	$ 50.82	$ 52.06	$ 53.79

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$	81,473.76	$	84,981.60	$	88,802.64	$	92,540.16	$	96,590.88	$	100,704.24	$	103,376.88	$	105,986.88	$	108,450.72	$	111,123.36	$	114,798.24
		MO	$	6,789.48	$	7,081.80	$	7,400.22	$	7,711.68	$	8,049.24	$	8,392.02	$	8,614.74	$	8,832.24	$	9,037.56	$	9,260.28	$	9,566.52
		DAY	$	312.16	$	325.60	$	340.24	$	354.56	$	370.08	$	385.84	$	396.08	$	406.08	$	415.52	$	425.76	$	439.84
		HRS	$	39.02	$	40.70	$	42.53	$	44.32	$	46.26	$	48.23	$	49.51	$	50.76	$	51.94	$	53.22	$	54.98
42	21.5	ANN	$	83,123.28	$	86,672.88	$	90,410.40	$	94,356.72	$	98,344.80	$	102,583.44	$	105,256.08	$	107,740.80	$	110,371.68	$	112,981.68	$	116,719.20
		MO	$	6,926.94	$	7,222.74	$	7,534.20	$	7,863.06	$	8,195.40	$	8,548.62	$	8,771.34	$	8,978.40	$	9,197.64	$	9,415.14	$	9,726.60
		DAY	$	318.48	$	332.08	$	346.40	$	361.52	$	376.80	$	393.04	$	403.28	$	412.80	$	422.88	$	432.88	$	447.20
		HRS	$	39.81	$	41.51	$	43.30	$	45.19	$	47.10	$	49.13	$	50.41	$	51.60	$	52.86	$	54.11	$	55.90
43	22.0	ANN	$	84,981.60	$	88,802.64	$	92,540.16	$	96,590.88	$	100,704.24	$	105,068.16	$	107,699.04	$	110,309.04	$	112,877.28	$	115,320.24	$	119,057.76
		MO	$	7,081.80	$	7,400.22	$	7,711.68	$	8,049.24	$	8,392.02	$	8,755.68	$	8,974.92	$	9,192.42	$	9,406.44	$	9,610.02	$	9,921.48
		DAY	$	325.60	$	340.24	$	354.56	$	370.08	$	385.84	$	402.56	$	412.64	$	422.64	$	432.48	$	441.84	$	456.16
		HRS	$	40.70	$	42.53	$	44.32	$	46.26	$	48.23	$	50.32	$	51.58	$	52.83	$	54.06	$	55.23	$	57.02

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,325.12	$ 32,376.64	$ 33,462.08	$ 34,632.32	$ 35,904.32	$ 37,312.00	$ 39,330.24	$ 41,416.32	$ 43,536.32	$ 45,588.48	$ 48,200.32
		MO	$ 2,610.43	$ 2,698.05	$ 2,788.51	$ 2,886.03	$ 2,992.03	$ 3,109.33	$ 3,277.52	$ 3,451.36	$ 3,628.03	$ 3,799.04	$ 4,016.69
		DAY	$ 147.76	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 185.52	$ 195.36	$ 205.36	$ 215.04	$ 227.36
		HRS	$ 18.47	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 23.19	$ 24.42	$ 25.67	$ 26.88	$ 28.42
2	1.5	ANN	$ 31,935.68	$ 32,987.20	$ 34,191.36	$ 35,158.08	$ 36,464.00	$ 37,837.76	$ 39,872.96	$ 41,992.96	$ 44,096.00	$ 46,216.00	$ 48,793.92
		MO	$ 2,661.31	$ 2,748.93	$ 2,849.28	$ 2,929.84	$ 3,038.67	$ 3,153.15	$ 3,322.75	$ 3,499.41	$ 3,674.67	$ 3,851.33	$ 4,066.16
		DAY	$ 150.64	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 230.16
		HRS	$ 18.83	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.77
3	2.0	ANN	$ 32,376.64	$ 33,462.08	$ 34,632.32	$ 35,904.32	$ 37,312.00	$ 38,482.24	$ 40,602.24	$ 42,671.36	$ 44,774.40	$ 46,911.36	$ 49,506.24
		MO	$ 2,698.05	$ 2,788.51	$ 2,886.03	$ 2,992.03	$ 3,109.33	$ 3,206.85	$ 3,383.52	$ 3,555.95	$ 3,731.20	$ 3,909.28	$ 4,125.52
		DAY	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 191.52	$ 201.28	$ 211.20	$ 221.28	$ 233.52
		HRS	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.94	$ 25.16	$ 26.40	$ 27.66	$ 29.19
4	2.5	ANN	$ 32,987.20	$ 34,191.36	$ 35,158.08	$ 36,464.00	$ 37,837.76	$ 39,279.36	$ 40,195.20	$ 43,468.48	$ 45,588.48	$ 47,674.56	$ 50,252.48
		MO	$ 2,748.93	$ 2,849.28	$ 2,929.84	$ 3,038.67	$ 3,153.15	$ 3,273.28	$ 3,349.60	$ 3,622.37	$ 3,799.04	$ 3,972.88	$ 4,187.71
		DAY	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 189.60	$ 205.04	$ 215.04	$ 224.88	$ 237.04
		HRS	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.70	$ 25.63	$ 26.88	$ 28.11	$ 29.63
5	3.0	ANN	$ 33,462.08	$ 34,632.32	$ 35,904.32	$ 37,312.00	$ 38,482.24	$ 39,872.96	$ 41,992.96	$ 44,096.00	$ 46,216.00	$ 48,336.00	$ 51,049.60
		MO	$ 2,788.51	$ 2,886.03	$ 2,992.03	$ 3,109.33	$ 3,206.85	$ 3,322.75	$ 3,499.41	$ 3,674.67	$ 3,851.33	$ 4,028.00	$ 4,254.13
		DAY	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 228.00	$ 240.80
		HRS	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.50	$ 30.10
6	3.5	ANN	$ 34,191.36	$ 35,158.08	$ 36,464.00	$ 37,837.76	$ 39,279.36	$ 40,619.20	$ 42,874.88	$ 44,876.16	$ 47,064.00	$ 49,150.08	$ 51,728.00
		MO	$ 2,849.28	$ 2,929.84	$ 3,038.67	$ 3,153.15	$ 3,273.28	$ 3,384.93	$ 3,572.91	$ 3,739.68	$ 3,922.00	$ 4,095.84	$ 4,310.67
		DAY	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 202.24	$ 211.68	$ 222.00	$ 231.84	$ 244.00
		HRS	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 25.28	$ 26.46	$ 27.75	$ 28.98	$ 30.50
7	4.0	ANN	$ 34,632.32	$ 35,904.32	$ 37,312.00	$ 38,482.24	$ 39,872.96	$ 41,416.32	$ 43,536.32	$ 45,588.48	$ 47,691.52	$ 49,828.48	$ 52,508.16
		MO	$ 2,886.03	$ 2,992.03	$ 3,109.33	$ 3,206.85	$ 3,322.75	$ 3,451.36	$ 3,628.03	$ 3,799.04	$ 3,974.29	$ 4,152.37	$ 4,375.68
		DAY	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 205.36	$ 215.04	$ 224.96	$ 235.04	$ 247.68
		HRS	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.67	$ 26.88	$ 28.12	$ 29.38	$ 30.96
8	4.5	ANN	$ 35,158.08	$ 36,464.00	$ 37,837.76	$ 39,279.36	$ 40,619.20	$ 42,060.80	$ 44,231.68	$ 46,351.68	$ 48,437.76	$ 50,608.64	$ 53,288.32
		MO	$ 2,929.84	$ 3,038.67	$ 3,153.15	$ 3,273.28	$ 3,384.93	$ 3,505.07	$ 3,685.97	$ 3,862.64	$ 4,036.48	$ 4,217.39	$ 4,440.69
		DAY	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 208.64	$ 218.64	$ 228.48	$ 238.72	$ 251.36
		HRS	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 26.08	$ 27.33	$ 28.56	$ 29.84	$ 31.42
9	5.0	ANN	$ 35,904.32	$ 37,312.00	$ 38,482.24	$ 39,872.96	$ 41,416.32	$ 42,993.60	$ 45,113.60	$ 47,182.72	$ 49,234.88	$ 51,388.80	$ 54,119.36
		MO	$ 2,992.03	$ 3,109.33	$ 3,206.85	$ 3,322.75	$ 3,451.36	$ 3,582.80	$ 3,759.47	$ 3,931.89	$ 4,102.91	$ 4,282.40	$ 4,509.95
		DAY	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 212.80	$ 222.56	$ 232.24	$ 242.40	$ 255.28
		HRS	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.60	$ 27.82	$ 29.03	$ 30.30	$ 31.91
10	5.5	ANN	$ 36,464.00	$ 37,837.76	$ 39,279.36	$ 40,619.20	$ 42,060.80	$ 43,705.92	$ 45,825.92	$ 47,945.92	$ 50,048.96	$ 52,152.00	$ 54,729.92
		MO	$ 3,038.67	$ 3,153.15	$ 3,273.28	$ 3,384.93	$ 3,505.07	$ 3,642.16	$ 3,818.83	$ 3,995.49	$ 4,170.75	$ 4,346.00	$ 4,560.83
		DAY	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 216.16	$ 226.16	$ 236.08	$ 246.00	$ 258.16
		HRS	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 27.02	$ 28.27	$ 29.51	$ 30.75	$ 32.27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 37,312.00	$ 38,482.24	$ 39,872.96	$ 41,416.32	$ 42,993.60	$ 44,706.56	$ 46,809.60	$ 48,861.76	$ 50,930.88	$ 53,033.92	$ 55,713.60
		MO	$ 3,109.33	$ 3,206.85	$ 3,322.75	$ 3,451.36	$ 3,582.80	$ 3,725.55	$ 3,900.80	$ 4,071.81	$ 4,244.24	$ 4,419.49	$ 4,642.80
		DAY	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 220.80	$ 230.48	$ 240.24	$ 250.16	$ 262.80
		HRS	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.60	$ 28.81	$ 30.03	$ 31.27	$ 32.85
12	6.5	ANN	$ 37,837.76	$ 39,279.36	$ 40,619.20	$ 42,060.80	$ 43,705.92	$ 45,334.08	$ 47,504.96	$ 49,523.20	$ 51,626.24	$ 53,746.24	$ 56,425.92
		MO	$ 3,153.15	$ 3,273.28	$ 3,384.93	$ 3,505.07	$ 3,642.16	$ 3,777.84	$ 3,958.75	$ 4,126.93	$ 4,302.19	$ 4,478.85	$ 4,702.16
		DAY	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 224.08	$ 233.60	$ 243.52	$ 253.52	$ 266.16
		HRS	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 28.01	$ 29.20	$ 30.44	$ 31.69	$ 33.27
13	7.0	ANN	$ 38,482.24	$ 39,872.96	$ 41,416.32	$ 42,993.60	$ 44,706.56	$ 46,334.72	$ 48,403.84	$ 50,540.80	$ 52,592.96	$ 54,696.00	$ 57,324.80
		MO	$ 3,206.85	$ 3,322.75	$ 3,451.36	$ 3,582.80	$ 3,725.55	$ 3,861.23	$ 4,033.65	$ 4,211.73	$ 4,382.75	$ 4,558.00	$ 4,777.07
		DAY	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 228.32	$ 238.40	$ 248.08	$ 258.00	$ 270.40
		HRS	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.54	$ 29.80	$ 31.01	$ 32.25	$ 33.80
14	7.5	ANN	$ 39,279.36	$ 40,619.20	$ 42,060.80	$ 43,705.92	$ 45,334.08	$ 47,182.72	$ 49,234.88	$ 51,388.80	$ 53,491.84	$ 55,560.96	$ 58,257.60
		MO	$ 3,273.28	$ 3,384.93	$ 3,505.07	$ 3,642.16	$ 3,777.84	$ 3,931.89	$ 4,102.91	$ 4,282.40	$ 4,457.65	$ 4,630.08	$ 4,854.80
		DAY	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 232.24	$ 242.40	$ 252.32	$ 262.08	$ 274.80
		HRS	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 29.03	$ 30.30	$ 31.54	$ 32.76	$ 34.35
15	8.0	ANN	$ 39,872.96	$ 41,416.32	$ 42,993.60	$ 44,706.56	$ 46,334.72	$ 48,234.24	$ 50,320.32	$ 52,406.40	$ 54,577.28	$ 56,612.48	$ 59,275.20
		MO	$ 3,322.75	$ 3,451.36	$ 3,582.80	$ 3,725.55	$ 3,861.23	$ 4,019.52	$ 4,193.36	$ 4,367.20	$ 4,548.11	$ 4,717.71	$ 4,939.60
		DAY	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 237.36	$ 247.20	$ 257.44	$ 267.04	$ 279.60
		HRS	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.67	$ 30.90	$ 32.18	$ 33.38	$ 34.95
16	8.5	ANN	$ 40,619.20	$ 42,060.80	$ 43,705.92	$ 45,334.08	$ 47,182.72	$ 48,963.52	$ 51,049.60	$ 53,135.68	$ 55,391.36	$ 57,426.56	$ 60,089.28
		MO	$ 3,384.93	$ 3,505.07	$ 3,642.16	$ 3,777.84	$ 3,931.89	$ 4,080.29	$ 4,254.13	$ 4,427.97	$ 4,615.95	$ 4,785.55	$ 5,007.44
		DAY	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.80	$ 250.64	$ 261.28	$ 270.88	$ 283.44
		HRS	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.10	$ 31.33	$ 32.66	$ 33.86	$ 35.43
17	9.0	ANN	$ 41,416.32	$ 42,993.60	$ 44,706.56	$ 46,334.72	$ 48,234.24	$ 50,048.96	$ 52,152.00	$ 54,204.16	$ 56,324.16	$ 58,478.08	$ 61,276.48
		MO	$ 3,451.36	$ 3,582.80	$ 3,725.55	$ 3,861.23	$ 4,019.52	$ 4,170.75	$ 4,346.00	$ 4,517.01	$ 4,693.68	$ 4,873.17	$ 5,106.37
		DAY	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 246.00	$ 255.68	$ 265.68	$ 275.84	$ 289.04
		HRS	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.75	$ 31.96	$ 33.21	$ 34.48	$ 36.13
18	9.5	ANN	$ 42,060.80	$ 43,705.92	$ 45,334.08	$ 47,182.72	$ 48,963.52	$ 50,930.88	$ 53,033.92	$ 55,136.96	$ 57,290.88	$ 59,376.96	$ 62,039.68
		MO	$ 3,505.07	$ 3,642.16	$ 3,777.84	$ 3,931.89	$ 4,080.29	$ 4,244.24	$ 4,419.49	$ 4,594.75	$ 4,774.24	$ 4,948.08	$ 5,169.97
		DAY	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.16	$ 260.08	$ 270.24	$ 280.08	$ 292.64
		HRS	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.27	$ 32.51	$ 33.78	$ 35.01	$ 36.58
19	10.0	ANN	$ 42,993.60	$ 44,706.56	$ 46,334.72	$ 48,234.24	$ 50,048.96	$ 52,067.20	$ 54,170.24	$ 56,239.36	$ 58,461.12	$ 60,496.32	$ 63,243.84
		MO	$ 3,582.80	$ 3,725.55	$ 3,861.23	$ 4,019.52	$ 4,170.75	$ 4,338.93	$ 4,514.19	$ 4,686.61	$ 4,871.76	$ 5,041.36	$ 5,270.32
		DAY	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.36	$ 298.32
		HRS	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.67	$ 37.29

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

20	10.5	ANN	$ 43,705.92	$ 45,334.08	$ 47,182.72	$ 48,963.52	$ 50,930.88	$ 53,016.96	$ 55,136.96	$ 57,273.92	$ 59,292.16	$ 61,361.28	$ 64,108.80
		MO	$ 3,642.16	$ 3,777.84	$ 3,931.89	$ 4,080.29	$ 4,244.24	$ 4,418.08	$ 4,594.75	$ 4,772.83	$ 4,941.01	$ 5,113.44	$ 5,342.40
		DAY	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 302.40
		HRS	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.80
21	11.0	ANN	$ 44,706.56	$ 46,334.72	$ 48,234.24	$ 50,048.96	$ 52,067.20	$ 54,170.24	$ 56,239.36	$ 58,461.12	$ 60,547.20	$ 62,548.48	$ 65,279.04
		MO	$ 3,725.55	$ 3,861.23	$ 4,019.52	$ 4,170.75	$ 4,338.93	$ 4,514.19	$ 4,686.61	$ 4,871.76	$ 5,045.60	$ 5,212.37	$ 5,439.92
		DAY	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.60	$ 295.04	$ 307.92
		HRS	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.70	$ 36.88	$ 38.49
22	11.5	ANN	$ 45,334.08	$ 47,182.72	$ 48,963.52	$ 50,930.88	$ 53,016.96	$ 55,136.96	$ 57,273.92	$ 59,292.16	$ 61,361.28	$ 63,498.24	$ 66,296.64
		MO	$ 3,777.84	$ 3,931.89	$ 4,080.29	$ 4,244.24	$ 4,418.08	$ 4,594.75	$ 4,772.83	$ 4,941.01	$ 5,113.44	$ 5,291.52	$ 5,524.72
		DAY	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 299.52	$ 312.72
		HRS	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.44	$ 39.09
23	12.0	ANN	$ 46,334.72	$ 48,234.24	$ 50,048.96	$ 52,067.20	$ 54,170.24	$ 56,324.16	$ 58,478.08	$ 60,547.20	$ 62,565.44	$ 64,736.32	$ 67,500.80
		MO	$ 3,861.23	$ 4,019.52	$ 4,170.75	$ 4,338.93	$ 4,514.19	$ 4,693.68	$ 4,873.17	$ 5,045.60	$ 5,213.79	$ 5,394.69	$ 5,625.07
		DAY	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 275.84	$ 285.60	$ 295.12	$ 305.36	$ 318.40
		HRS	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.48	$ 35.70	$ 36.89	$ 38.17	$ 39.80
24	12.5	ANN	$ 47,182.72	$ 48,963.52	$ 50,930.88	$ 53,016.96	$ 55,136.96	$ 57,426.56	$ 59,563.52	$ 61,666.56	$ 63,735.68	$ 65,770.88	$ 68,620.16
		MO	$ 3,931.89	$ 4,080.29	$ 4,244.24	$ 4,418.08	$ 4,594.75	$ 4,785.55	$ 4,963.63	$ 5,138.88	$ 5,311.31	$ 5,480.91	$ 5,718.35
		DAY	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 280.96	$ 290.88	$ 300.64	$ 310.24	$ 323.68
		HRS	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.12	$ 36.36	$ 37.58	$ 38.78	$ 40.46
25	13.0	ANN	$ 48,234.24	$ 50,048.96	$ 52,067.20	$ 54,170.24	$ 56,324.16	$ 58,681.60	$ 60,818.56	$ 62,904.64	$ 65,058.56	$ 67,076.80	$ 69,807.36
		MO	$ 4,019.52	$ 4,170.75	$ 4,338.93	$ 4,514.19	$ 4,693.68	$ 4,890.13	$ 5,068.21	$ 5,242.05	$ 5,421.55	$ 5,589.73	$ 5,817.28
		DAY	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 286.88	$ 296.72	$ 306.88	$ 316.40	$ 329.28
		HRS	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 35.86	$ 37.09	$ 38.36	$ 39.55	$ 41.16
26	13.5	ANN	$ 48,963.52	$ 50,930.88	$ 53,016.96	$ 55,136.96	$ 57,426.56	$ 59,817.92	$ 61,853.12	$ 64,007.04	$ 66,177.92	$ 68,213.12	$ 71,028.48
		MO	$ 4,080.29	$ 4,244.24	$ 4,418.08	$ 4,594.75	$ 4,785.55	$ 4,984.83	$ 5,154.43	$ 5,333.92	$ 5,514.83	$ 5,684.43	$ 5,919.04
		DAY	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 291.76	$ 301.92	$ 312.16	$ 321.76	$ 335.04
		HRS	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.47	$ 37.74	$ 39.02	$ 40.22	$ 41.88
27	14.0	ANN	$ 50,048.96	$ 52,067.20	$ 54,170.24	$ 56,324.16	$ 58,681.60	$ 61,123.84	$ 63,209.92	$ 65,194.24	$ 67,449.92	$ 69,468.16	$ 72,266.56
		MO	$ 4,170.75	$ 4,338.93	$ 4,514.19	$ 4,693.68	$ 4,890.13	$ 5,093.65	$ 5,267.49	$ 5,432.85	$ 5,620.83	$ 5,789.01	$ 6,022.21
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 298.16	$ 307.52	$ 318.16	$ 327.68	$ 340.88
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.27	$ 38.44	$ 39.77	$ 40.96	$ 42.61
28	14.5	ANN	$ 50,930.88	$ 53,016.96	$ 55,136.96	$ 57,426.56	$ 59,817.92	$ 62,158.40	$ 64,244.48	$ 66,381.44	$ 68,569.28	$ 70,655.36	$ 73,504.64
		MO	$ 4,244.24	$ 4,418.08	$ 4,594.75	$ 4,785.55	$ 4,984.83	$ 5,179.87	$ 5,353.71	$ 5,531.79	$ 5,714.11	$ 5,887.95	$ 6,125.39
		DAY	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 303.04	$ 313.12	$ 323.44	$ 333.28	$ 346.72
		HRS	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 37.88	$ 39.14	$ 40.43	$ 41.66	$ 43.34

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

29	15.0	ANN	$ 52,067.20	$ 54,170.24	$ 56,324.16	$ 58,681.60	$ 61,123.84	$ 63,549.12	$ 65,703.04	$ 67,958.72	$ 69,976.96	$ 72,130.88	$ 74,929.28
		MO	$ 4,338.93	$ 4,514.19	$ 4,693.68	$ 4,890.13	$ 5,093.65	$ 5,295.76	$ 5,475.25	$ 5,663.23	$ 5,831.41	$ 6,010.91	$ 6,244.11
		DAY	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 309.92	$ 320.56	$ 330.08	$ 340.24	$ 353.44
		HRS	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 38.74	$ 40.07	$ 41.26	$ 42.53	$ 44.18
30	15.5	ANN	$ 53,016.96	$ 55,136.96	$ 57,426.56	$ 59,817.92	$ 62,158.40	$ 64,821.12	$ 66,890.24	$ 69,027.20	$ 71,198.08	$ 73,301.12	$ 76,133.44
		MO	$ 4,418.08	$ 4,594.75	$ 4,785.55	$ 4,984.83	$ 5,179.87	$ 5,401.76	$ 5,574.19	$ 5,752.27	$ 5,933.17	$ 6,108.43	$ 6,344.45
		DAY	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 315.52	$ 325.60	$ 335.84	$ 345.76	$ 359.12
		HRS	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.44	$ 40.70	$ 41.98	$ 43.22	$ 44.89
31	16.0	ANN	$ 54,170.24	$ 56,324.16	$ 58,681.60	$ 61,123.84	$ 63,549.12	$ 66,228.80	$ 68,382.72	$ 70,451.84	$ 72,554.88	$ 74,640.96	$ 77,490.24
		MO	$ 4,514.19	$ 4,693.68	$ 4,890.13	$ 5,093.65	$ 5,295.76	$ 5,519.07	$ 5,698.56	$ 5,870.99	$ 6,046.24	$ 6,220.08	$ 6,457.52
		DAY	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 322.56	$ 332.32	$ 342.24	$ 352.08	$ 365.52
		HRS	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.32	$ 41.54	$ 42.78	$ 44.01	$ 45.69
32	16.5	ANN	$ 55,136.96	$ 57,426.56	$ 59,817.92	$ 62,158.40	$ 64,821.12	$ 67,517.76	$ 69,722.56	$ 71,842.56	$ 73,979.52	$ 76,048.64	$ 78,948.80
		MO	$ 4,594.75	$ 4,785.55	$ 4,984.83	$ 5,179.87	$ 5,401.76	$ 5,626.48	$ 5,810.21	$ 5,986.88	$ 6,164.96	$ 6,337.39	$ 6,579.07
		DAY	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 328.88	$ 338.88	$ 348.96	$ 358.72	$ 372.40
		HRS	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.11	$ 42.36	$ 43.62	$ 44.84	$ 46.55
33	17.0	ANN	$ 56,324.16	$ 58,681.60	$ 61,123.84	$ 63,549.12	$ 66,228.80	$ 69,027.20	$ 71,198.08	$ 73,301.12	$ 75,336.32	$ 77,541.12	$ 80,610.88
		MO	$ 4,693.68	$ 4,890.13	$ 5,093.65	$ 5,295.76	$ 5,519.07	$ 5,752.27	$ 5,933.17	$ 6,108.43	$ 6,278.03	$ 6,461.76	$ 6,717.57
		DAY	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 335.84	$ 345.76	$ 355.36	$ 365.76	$ 380.24
		HRS	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 41.98	$ 43.22	$ 44.42	$ 45.72	$ 47.53
34	17.5	ANN	$ 57,426.56	$ 59,817.92	$ 62,158.40	$ 64,821.12	$ 67,517.76	$ 70,400.96	$ 72,419.20	$ 74,607.04	$ 76,659.20	$ 78,779.20	$ 81,696.32
		MO	$ 4,785.55	$ 4,984.83	$ 5,179.87	$ 5,401.76	$ 5,626.48	$ 5,866.75	$ 6,034.93	$ 6,217.25	$ 6,388.27	$ 6,564.93	$ 6,808.03
		DAY	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 341.60	$ 351.92	$ 361.60	$ 371.60	$ 385.36
		HRS	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 42.70	$ 43.99	$ 45.20	$ 46.45	$ 48.17
35	18.0	ANN	$ 58,681.60	$ 61,123.84	$ 63,549.12	$ 66,228.80	$ 69,027.20	$ 72,130.88	$ 74,183.04	$ 76,336.96	$ 78,456.96	$ 80,526.08	$ 83,426.24
		MO	$ 4,890.13	$ 5,093.65	$ 5,295.76	$ 5,519.07	$ 5,752.27	$ 6,010.91	$ 6,181.92	$ 6,361.41	$ 6,538.08	$ 6,710.51	$ 6,952.19
		DAY	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 349.92	$ 360.08	$ 370.08	$ 379.84	$ 393.52
		HRS	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 43.74	$ 45.01	$ 46.26	$ 47.48	$ 49.19
36	18.5	ANN	$ 59,817.92	$ 62,158.40	$ 64,821.12	$ 67,517.76	$ 70,400.96	$ 73,436.80	$ 75,472.00	$ 77,541.12	$ 79,627.20	$ 81,747.20	$ 84,613.44
		MO	$ 4,984.83	$ 5,179.87	$ 5,401.76	$ 5,626.48	$ 5,866.75	$ 6,119.73	$ 6,289.33	$ 6,461.76	$ 6,635.60	$ 6,812.27	$ 7,051.12
		DAY	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 356.00	$ 365.76	$ 375.60	$ 385.60	$ 399.12
		HRS	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 44.50	$ 45.72	$ 46.95	$ 48.20	$ 49.89
37	19.0	ANN	$ 61,123.84	$ 63,549.12	$ 66,228.80	$ 69,027.20	$ 72,130.88	$ 75,149.76	$ 77,252.80	$ 79,321.92	$ 81,424.96	$ 83,511.04	$ 86,445.12
		MO	$ 5,093.65	$ 5,295.76	$ 5,519.07	$ 5,752.27	$ 6,010.91	$ 6,262.48	$ 6,437.73	$ 6,610.16	$ 6,785.41	$ 6,959.25	$ 7,203.76
		DAY	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.48	$ 364.40	$ 374.16	$ 384.08	$ 393.92	$ 407.76
		HRS	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.31	$ 45.55	$ 46.77	$ 48.01	$ 49.24	$ 50.97

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

38	19.5	ANN	$ 62,158.40	$ 64,821.12	$ 67,517.76	$ 70,400.96	$ 73,436.80	$ 76,642.24	$ 78,711.36	$ 80,882.24	$ 82,934.40	$ 85,037.44	$ 87,937.60
		MO	$ 5,179.87	$ 5,401.76	$ 5,626.48	$ 5,866.75	$ 6,119.73	$ 6,386.85	$ 6,559.28	$ 6,740.19	$ 6,911.20	$ 7,086.45	$ 7,328.13
		DAY	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 371.28	$ 381.52	$ 391.20	$ 401.12	$ 414.80
		HRS	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 46.41	$ 47.69	$ 48.90	$ 50.14	$ 51.85
39	20.0	ANN	$ 63,549.12	$ 66,228.80	$ 69,027.20	$ 72,130.88	$ 75,166.72	$ 78,456.96	$ 80,526.08	$ 82,544.32	$ 84,613.44	$ 86,767.36	$ 89,837.12
		MO	$ 5,295.76	$ 5,519.07	$ 5,752.27	$ 6,010.91	$ 6,263.89	$ 6,538.08	$ 6,710.51	$ 6,878.69	$ 7,051.12	$ 7,230.61	$ 7,486.43
		DAY	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 379.84	$ 389.36	$ 399.12	$ 409.28	$ 423.76
		HRS	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 47.48	$ 48.67	$ 49.89	$ 51.16	$ 52.97
40	20.5	ANN	$ 64,821.12	$ 67,517.76	$ 70,400.96	$ 73,436.80	$ 76,642.24	$ 79,881.60	$ 81,967.68	$ 84,121.60	$ 86,190.72	$ 88,293.76	$ 91,227.84
		MO	$ 5,401.76	$ 5,626.48	$ 5,866.75	$ 6,119.73	$ 6,386.85	$ 6,656.80	$ 6,830.64	$ 7,010.13	$ 7,182.56	$ 7,357.81	$ 7,602.32
		DAY	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 386.64	$ 396.80	$ 406.56	$ 416.48	$ 430.32
		HRS	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 48.33	$ 49.60	$ 50.82	$ 52.06	$ 53.79
41	21.0	ANN	$ 66,177.92	$ 69,027.20	$ 72,130.88	$ 75,166.72	$ 78,456.96	$ 81,798.08	$ 83,968.96	$ 86,088.96	$ 88,090.24	$ 90,261.12	$ 93,246.08
		MO	$ 5,514.83	$ 5,752.27	$ 6,010.91	$ 6,263.89	$ 6,538.08	$ 6,816.51	$ 6,997.41	$ 7,174.08	$ 7,340.85	$ 7,521.76	$ 7,770.51
		DAY	$ 312.16	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 396.08	$ 406.08	$ 415.52	$ 425.76	$ 439.84
		HRS	$ 39.02	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 49.51	$ 50.76	$ 51.94	$ 53.22	$ 54.98
42	21.5	ANN	$ 67,517.76	$ 70,400.96	$ 73,436.80	$ 76,642.24	$ 79,881.60	$ 83,324.48	$ 85,495.36	$ 87,513.60	$ 89,650.56	$ 91,770.56	$ 94,806.40
		MO	$ 5,626.48	$ 5,866.75	$ 6,119.73	$ 6,386.85	$ 6,656.80	$ 6,943.71	$ 7,124.61	$ 7,292.80	$ 7,470.88	$ 7,647.55	$ 7,900.53
		DAY	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 393.04	$ 403.28	$ 412.80	$ 422.88	$ 432.88	$ 447.20
		HRS	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 49.13	$ 50.41	$ 51.60	$ 52.86	$ 54.11	$ 55.90
43	22.0	ANN	$ 69,027.20	$ 72,130.88	$ 75,166.72	$ 78,456.96	$ 81,798.08	$ 85,342.72	$ 87,479.68	$ 89,599.68	$ 91,685.76	$ 93,670.08	$ 96,705.92
		MO	$ 5,752.27	$ 6,010.91	$ 6,263.89	$ 6,538.08	$ 6,816.51	$ 7,111.89	$ 7,289.97	$ 7,466.64	$ 7,640.48	$ 7,805.84	$ 8,058.83
		DAY	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 402.56	$ 412.64	$ 422.64	$ 432.48	$ 441.84	$ 456.16
		HRS	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 50.32	$ 51.58	$ 52.83	$ 54.06	$ 55.23	$ 57.02

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 30,586.32	$ 31,613.04	$ 32,672.88	$ 33,815.52	$ 35,057.52	$ 36,432.00	$ 38,402.64	$ 40,439.52	$ 42,509.52	$ 44,513.28	$ 47,063.52
		MO	$ 2,548.86	$ 2,634.42	$ 2,722.74	$ 2,817.96	$ 2,921.46	$ 3,036.00	$ 3,200.22	$ 3,369.96	$ 3,542.46	$ 3,709.44	$ 3,921.96
		DAY	$ 147.76	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 185.52	$ 195.36	$ 205.36	$ 215.04	$ 227.36
		HRS	$ 18.47	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 23.19	$ 24.42	$ 25.67	$ 26.88	$ 28.42
2	1.5	ANN	$ 31,182.48	$ 32,209.20	$ 33,384.96	$ 34,328.88	$ 35,604.00	$ 36,945.36	$ 38,932.56	$ 41,002.56	$ 43,056.00	$ 45,126.00	$ 47,643.12
		MO	$ 2,598.54	$ 2,684.10	$ 2,782.08	$ 2,860.74	$ 2,967.00	$ 3,078.78	$ 3,244.38	$ 3,416.88	$ 3,588.00	$ 3,760.50	$ 3,970.26
		DAY	$ 150.64	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 230.16
		HRS	$ 18.83	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.77
3	2.0	ANN	$ 31,613.04	$ 32,672.88	$ 33,815.52	$ 35,057.52	$ 36,432.00	$ 37,574.64	$ 39,644.64	$ 41,664.96	$ 43,718.40	$ 45,804.96	$ 48,338.64
		MO	$ 2,634.42	$ 2,722.74	$ 2,817.96	$ 2,921.46	$ 3,036.00	$ 3,131.22	$ 3,303.72	$ 3,472.08	$ 3,643.20	$ 3,817.08	$ 4,028.22
		DAY	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 191.52	$ 201.28	$ 211.20	$ 221.28	$ 233.52
		HRS	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.94	$ 25.16	$ 26.40	$ 27.66	$ 29.19
4	2.5	ANN	$ 32,209.20	$ 33,384.96	$ 34,328.88	$ 35,604.00	$ 36,945.36	$ 38,352.96	$ 39,247.20	$ 42,443.28	$ 44,513.28	$ 46,550.16	$ 49,067.28
		MO	$ 2,684.10	$ 2,782.08	$ 2,860.74	$ 2,967.00	$ 3,078.78	$ 3,196.08	$ 3,270.60	$ 3,536.94	$ 3,709.44	$ 3,879.18	$ 4,088.94
		DAY	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 189.60	$ 205.04	$ 215.04	$ 224.88	$ 237.04
		HRS	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.70	$ 25.63	$ 26.88	$ 28.11	$ 29.63
5	3.0	ANN	$ 32,672.88	$ 33,815.52	$ 35,057.52	$ 36,432.00	$ 37,574.64	$ 38,932.56	$ 41,002.56	$ 43,056.00	$ 45,126.00	$ 47,196.00	$ 49,845.60
		MO	$ 2,722.74	$ 2,817.96	$ 2,921.46	$ 3,036.00	$ 3,131.22	$ 3,244.38	$ 3,416.88	$ 3,588.00	$ 3,760.50	$ 3,933.00	$ 4,153.80
		DAY	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 228.00	$ 240.80
		HRS	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.50	$ 30.10
6	3.5	ANN	$ 33,384.96	$ 34,328.88	$ 35,604.00	$ 36,945.36	$ 38,352.96	$ 39,661.20	$ 41,863.68	$ 43,817.76	$ 45,954.00	$ 47,990.88	$ 50,508.00
		MO	$ 2,782.08	$ 2,860.74	$ 2,967.00	$ 3,078.78	$ 3,196.08	$ 3,305.10	$ 3,488.64	$ 3,651.48	$ 3,829.50	$ 3,999.24	$ 4,209.00
		DAY	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 202.24	$ 211.68	$ 222.00	$ 231.84	$ 244.00
		HRS	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 25.28	$ 26.46	$ 27.75	$ 28.98	$ 30.50
7	4.0	ANN	$ 33,815.52	$ 35,057.52	$ 36,432.00	$ 37,574.64	$ 38,932.56	$ 40,439.52	$ 42,509.52	$ 44,513.28	$ 46,566.72	$ 48,653.28	$ 51,269.76
		MO	$ 2,817.96	$ 2,921.46	$ 3,036.00	$ 3,131.22	$ 3,244.38	$ 3,369.96	$ 3,542.46	$ 3,709.44	$ 3,880.56	$ 4,054.44	$ 4,272.48
		DAY	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 205.36	$ 215.04	$ 224.96	$ 235.04	$ 247.68
		HRS	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.67	$ 26.88	$ 28.12	$ 29.38	$ 30.96
8	4.5	ANN	$ 34,328.88	$ 35,604.00	$ 36,945.36	$ 38,352.96	$ 39,661.20	$ 41,068.80	$ 43,188.48	$ 45,258.48	$ 47,295.36	$ 49,415.04	$ 52,031.52
		MO	$ 2,860.74	$ 2,967.00	$ 3,078.78	$ 3,196.08	$ 3,305.10	$ 3,422.40	$ 3,599.04	$ 3,771.54	$ 3,941.28	$ 4,117.92	$ 4,335.96
		DAY	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 208.64	$ 218.64	$ 228.48	$ 238.72	$ 251.36
		HRS	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 26.08	$ 27.33	$ 28.56	$ 29.84	$ 31.42
9	5.0	ANN	$ 35,057.52	$ 36,432.00	$ 37,574.64	$ 38,932.56	$ 40,439.52	$ 41,979.60	$ 44,049.60	$ 46,069.92	$ 48,073.68	$ 50,176.80	$ 52,842.96
		MO	$ 2,921.46	$ 3,036.00	$ 3,131.22	$ 3,244.38	$ 3,369.96	$ 3,498.30	$ 3,670.80	$ 3,839.16	$ 4,006.14	$ 4,181.40	$ 4,403.58
		DAY	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 212.80	$ 222.56	$ 232.24	$ 242.40	$ 255.28
		HRS	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.60	$ 27.82	$ 29.03	$ 30.30	$ 31.91
10	5.5	ANN	$ 35,604.00	$ 36,945.36	$ 38,352.96	$ 39,661.20	$ 41,068.80	$ 42,675.12	$ 44,745.12	$ 46,815.12	$ 48,868.56	$ 50,922.00	$ 53,439.12
		MO	$ 2,967.00	$ 3,078.78	$ 3,196.08	$ 3,305.10	$ 3,422.40	$ 3,556.26	$ 3,728.76	$ 3,901.26	$ 4,072.38	$ 4,243.50	$ 4,453.26
		DAY	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 216.16	$ 226.16	$ 236.08	$ 246.00	$ 258.16
		HRS	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 27.02	$ 28.27	$ 29.51	$ 30.75	$ 32.27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 37,889.28	$ 39,065.04	$ 40,489.20	$ 42,045.84	$ 43,652.16	$ 45,390.96	$ 47,527.20	$ 49,613.76	$ 51,716.88	$ 53,853.12	$ 56,552.40		
		MO	$ 3,157.44	$ 3,255.42	$ 3,374.10	$ 3,503.82	$ 3,637.68	$ 3,782.58	$ 3,960.60	$ 4,134.48	$ 4,309.74	$ 4,487.76	$ 4,712.70		
		DAY	$ 183.04	$ 188.72	$ 195.60	$ 203.12	$ 210.88	$ 219.28	$ 229.60	$ 239.68	$ 249.84	$ 260.16	$ 273.20		
		HRS	$ 22.88	$ 23.59	$ 24.45	$ 25.39	$ 26.36	$ 27.41	$ 28.70	$ 29.96	$ 31.23	$ 32.52	$ 34.15		
12	6.5	ANN	$ 36,945.36	$ 38,352.96	$ 39,661.20	$ 41,068.80	$ 42,675.12	$ 44,264.88	$ 46,384.56	$ 48,355.20	$ 50,408.64	$ 52,478.64	$ 55,095.12		
		MO	$ 3,078.78	$ 3,196.08	$ 3,305.10	$ 3,422.40	$ 3,556.26	$ 3,688.74	$ 3,865.38	$ 4,029.60	$ 4,200.72	$ 4,373.22	$ 4,591.26		
		DAY	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 224.08	$ 233.60	$ 243.52	$ 253.52	$ 266.16		
		HRS	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 28.01	$ 29.20	$ 30.44	$ 31.69	$ 33.27		
13	7.0	ANN	$ 37,574.64	$ 38,932.56	$ 40,439.52	$ 41,979.60	$ 43,652.16	$ 45,241.92	$ 47,262.24	$ 49,348.80	$ 51,352.56	$ 53,406.00	$ 55,972.80		
		MO	$ 3,131.22	$ 3,244.38	$ 3,369.96	$ 3,498.30	$ 3,637.68	$ 3,770.16	$ 3,938.52	$ 4,112.40	$ 4,279.38	$ 4,450.50	$ 4,664.40		
		DAY	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 228.32	$ 238.40	$ 248.08	$ 258.00	$ 270.40		
		HRS	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.54	$ 29.80	$ 31.01	$ 32.25	$ 33.80		
14	7.5	ANN	$ 38,352.96	$ 39,661.20	$ 41,068.80	$ 42,675.12	$ 44,264.88	$ 46,069.92	$ 48,073.68	$ 50,176.80	$ 52,230.24	$ 54,250.56	$ 56,883.60		
		MO	$ 3,196.08	$ 3,305.10	$ 3,422.40	$ 3,556.26	$ 3,688.74	$ 3,839.16	$ 4,006.14	$ 4,181.40	$ 4,352.52	$ 4,520.88	$ 4,740.30		
		DAY	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 232.24	$ 242.40	$ 252.32	$ 262.08	$ 274.80		
		HRS	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 29.03	$ 30.30	$ 31.54	$ 32.76	$ 34.35		
15	8.0	ANN	$ 40,489.20	$ 42,045.84	$ 43,652.16	$ 45,390.96	$ 47,030.40	$ 48,967.92	$ 51,104.16	$ 53,207.28	$ 55,409.76	$ 57,479.76	$ 60,179.04		
		MO	$ 3,374.10	$ 3,503.82	$ 3,637.68	$ 3,782.58	$ 3,919.20	$ 4,080.66	$ 4,258.68	$ 4,433.94	$ 4,617.48	$ 4,789.98	$ 5,014.92		
		DAY	$ 195.60	$ 203.12	$ 210.88	$ 219.28	$ 227.20	$ 236.56	$ 246.88	$ 257.04	$ 267.68	$ 277.68	$ 290.72		
		HRS	$ 24.45	$ 25.39	$ 26.36	$ 27.41	$ 28.40	$ 29.57	$ 30.86	$ 32.13	$ 33.46	$ 34.71	$ 36.34		
16	8.5	ANN	$ 39,661.20	$ 41,068.80	$ 42,675.12	$ 44,264.88	$ 46,069.92	$ 47,808.72	$ 49,845.60	$ 51,882.48	$ 54,084.96	$ 56,072.16	$ 58,672.08		
		MO	$ 3,305.10	$ 3,422.40	$ 3,556.26	$ 3,688.74	$ 3,839.16	$ 3,984.06	$ 4,153.80	$ 4,323.54	$ 4,507.08	$ 4,672.68	$ 4,889.34		
		DAY	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.80	$ 250.64	$ 261.28	$ 270.88	$ 283.44		
		HRS	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.10	$ 31.33	$ 32.66	$ 33.86	$ 35.43		
17	9.0	ANN	$ 40,439.52	$ 41,979.60	$ 43,652.16	$ 45,241.92	$ 47,096.64	$ 48,868.56	$ 50,922.00	$ 52,925.76	$ 54,995.76	$ 57,098.88	$ 59,831.28		
		MO	$ 3,369.96	$ 3,498.30	$ 3,637.68	$ 3,770.16	$ 3,924.72	$ 4,072.38	$ 4,243.50	$ 4,410.48	$ 4,582.98	$ 4,758.24	$ 4,985.94		
		DAY	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 246.00	$ 255.68	$ 265.68	$ 275.84	$ 289.04		
		HRS	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.75	$ 31.96	$ 33.21	$ 34.48	$ 36.13		
18	9.5	ANN	$ 41,068.80	$ 42,675.12	$ 44,264.88	$ 46,069.92	$ 47,808.72	$ 49,729.68	$ 51,783.12	$ 53,836.56	$ 55,939.68	$ 57,976.56	$ 60,576.48		
		MO	$ 3,422.40	$ 3,556.26	$ 3,688.74	$ 3,839.16	$ 3,984.06	$ 4,144.14	$ 4,315.26	$ 4,486.38	$ 4,661.64	$ 4,831.38	$ 5,048.04		
		DAY	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.16	$ 260.08	$ 270.24	$ 280.08	$ 292.64		
		HRS	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.27	$ 32.51	$ 33.78	$ 35.01	$ 36.58		
19	10.0	ANN	$ 41,979.60	$ 43,652.16	$ 45,241.92	$ 47,096.64	$ 48,868.56	$ 50,839.20	$ 52,892.64	$ 54,912.96	$ 57,082.32	$ 59,069.52	$ 61,752.24		
		MO	$ 3,498.30	$ 3,637.68	$ 3,770.16	$ 3,924.72	$ 4,072.38	$ 4,236.60	$ 4,407.72	$ 4,576.08	$ 4,756.86	$ 4,922.46	$ 5,146.02		
		DAY	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.36	$ 298.32		
		HRS	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.67	$ 37.29		
20	10.5	ANN	$ 42,675.12	$ 44,264.88	$ 46,069.92	$ 47,808.72	$ 49,729.68	$ 51,766.56	$ 53,836.56	$ 55,923.12	$ 57,893.76	$ 59,914.08	$ 62,596.80		
		MO	$ 3,556.26	$ 3,688.74	$ 3,839.16	$ 3,984.06	$ 4,144.14	$ 4,313.88	$ 4,486.38	$ 4,660.26	$ 4,824.48	$ 4,992.84	$ 5,216.40		
		DAY	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 302.40		
		HRS	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.80		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 43,652.16	$ 45,241.92	$ 47,096.64	$ 48,868.56	$ 50,839.20	$ 52,892.64	$ 54,912.96	$ 57,082.32	$ 59,119.20	$ 61,073.28	$ 63,739.44		
		MO	$ 3,637.68	$ 3,770.16	$ 3,924.72	$ 4,072.38	$ 4,236.60	$ 4,407.72	$ 4,576.08	$ 4,756.86	$ 4,926.60	$ 5,089.44	$ 5,311.62		
		DAY	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.60	$ 295.04	$ 307.92		
		HRS	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.70	$ 36.88	$ 38.49		
22	11.5	ANN	$ 44,264.88	$ 46,069.92	$ 47,808.72	$ 49,729.68	$ 51,766.56	$ 53,836.56	$ 55,923.12	$ 57,893.76	$ 59,914.08	$ 62,000.64	$ 64,733.04		
		MO	$ 3,688.74	$ 3,839.16	$ 3,984.06	$ 4,144.14	$ 4,313.88	$ 4,486.38	$ 4,660.26	$ 4,824.48	$ 4,992.84	$ 5,166.72	$ 5,394.42		
		DAY	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 299.52	$ 312.72		
		HRS	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.44	$ 39.09		
23	12.0	ANN	$ 45,241.92	$ 47,096.64	$ 48,868.56	$ 50,839.20	$ 52,892.64	$ 54,995.76	$ 57,098.88	$ 59,119.20	$ 61,089.84	$ 63,209.52	$ 65,908.80		
		MO	$ 3,770.16	$ 3,924.72	$ 4,072.38	$ 4,236.60	$ 4,407.72	$ 4,582.98	$ 4,758.24	$ 4,926.60	$ 5,090.82	$ 5,267.46	$ 5,492.40		
		DAY	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 275.84	$ 285.60	$ 295.12	$ 305.36	$ 318.40		
		HRS	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.48	$ 35.70	$ 36.89	$ 38.17	$ 39.80		
24	12.5	ANN	$ 46,069.92	$ 47,808.72	$ 49,729.68	$ 51,766.56	$ 53,836.56	$ 56,072.16	$ 58,158.72	$ 60,212.16	$ 62,232.48	$ 64,219.68	$ 67,001.76		
		MO	$ 3,839.16	$ 3,984.06	$ 4,144.14	$ 4,313.88	$ 4,486.38	$ 4,672.68	$ 4,846.56	$ 5,017.68	$ 5,186.04	$ 5,351.64	$ 5,583.48		
		DAY	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 280.96	$ 290.88	$ 300.64	$ 310.24	$ 323.68		
		HRS	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.12	$ 36.36	$ 37.58	$ 38.78	$ 40.46		
25	13.0	ANN	$ 47,096.64	$ 48,868.56	$ 50,839.20	$ 52,892.64	$ 54,995.76	$ 57,297.60	$ 59,384.16	$ 61,421.04	$ 63,524.16	$ 65,494.80	$ 68,160.96		
		MO	$ 3,924.72	$ 4,072.38	$ 4,236.60	$ 4,407.72	$ 4,582.98	$ 4,774.80	$ 4,948.68	$ 5,118.42	$ 5,293.68	$ 5,457.90	$ 5,680.08		
		DAY	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 286.88	$ 296.72	$ 306.88	$ 316.40	$ 329.28		
		HRS	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 35.86	$ 37.09	$ 38.36	$ 39.55	$ 41.16		
26	13.5	ANN	$ 47,808.72	$ 49,729.68	$ 51,766.56	$ 53,836.56	$ 56,072.16	$ 58,407.12	$ 60,394.32	$ 62,497.44	$ 64,617.12	$ 66,604.32	$ 69,353.28		
		MO	$ 3,984.06	$ 4,144.14	$ 4,313.88	$ 4,486.38	$ 4,672.68	$ 4,867.26	$ 5,032.86	$ 5,208.12	$ 5,384.76	$ 5,550.36	$ 5,779.44		
		DAY	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 291.76	$ 301.92	$ 312.16	$ 321.76	$ 335.04		
		HRS	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.47	$ 37.74	$ 39.02	$ 40.22	$ 41.88		
27	14.0	ANN	$ 48,868.56	$ 50,839.20	$ 52,892.64	$ 54,995.76	$ 57,297.60	$ 59,682.24	$ 61,719.12	$ 63,656.64	$ 65,859.12	$ 67,829.76	$ 70,562.16		
		MO	$ 4,072.38	$ 4,236.60	$ 4,407.72	$ 4,582.98	$ 4,774.80	$ 4,973.52	$ 5,143.26	$ 5,304.72	$ 5,488.26	$ 5,652.48	$ 5,880.18		
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 298.16	$ 307.52	$ 318.16	$ 327.68	$ 340.88		
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.27	$ 38.44	$ 39.77	$ 40.96	$ 42.61		
28	14.5	ANN	$ 49,729.68	$ 51,766.56	$ 53,836.56	$ 56,072.16	$ 58,407.12	$ 60,692.40	$ 62,729.28	$ 64,815.84	$ 66,952.08	$ 68,988.96	$ 71,771.04		
		MO	$ 4,144.14	$ 4,313.88	$ 4,486.38	$ 4,672.68	$ 4,867.26	$ 5,057.70	$ 5,227.44	$ 5,401.32	$ 5,579.34	$ 5,749.08	$ 5,980.92		
		DAY	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 303.04	$ 313.12	$ 323.44	$ 333.28	$ 346.72		
		HRS	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 37.88	$ 39.14	$ 40.43	$ 41.66	$ 43.34		
29	15.0	ANN	$ 50,839.20	$ 52,892.64	$ 54,995.76	$ 57,297.60	$ 59,682.24	$ 62,050.32	$ 64,153.44	$ 66,355.92	$ 68,326.56	$ 70,429.68	$ 73,162.08		
		MO	$ 4,236.60	$ 4,407.72	$ 4,582.98	$ 4,774.80	$ 4,973.52	$ 5,170.86	$ 5,346.12	$ 5,529.66	$ 5,693.88	$ 5,869.14	$ 6,096.84		
		DAY	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 309.92	$ 320.56	$ 330.08	$ 340.24	$ 353.44		
		HRS	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 38.74	$ 40.07	$ 41.26	$ 42.53	$ 44.18		
30	15.5	ANN	$ 51,766.56	$ 53,836.56	$ 56,072.16	$ 58,407.12	$ 60,692.40	$ 63,292.32	$ 65,312.64	$ 67,399.20	$ 69,518.88	$ 71,572.32	$ 74,337.84		
		MO	$ 4,313.88	$ 4,486.38	$ 4,672.68	$ 4,867.26	$ 5,057.70	$ 5,274.36	$ 5,442.72	$ 5,616.60	$ 5,793.24	$ 5,964.36	$ 6,194.82		
		DAY	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 315.52	$ 325.60	$ 335.84	$ 345.76	$ 359.12		
		HRS	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.44	$ 40.70	$ 41.98	$ 43.22	$ 44.89		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 52,892.64	$ 54,995.76	$ 57,297.60	$ 59,682.24	$ 62,050.32	$ 64,666.80	$ 66,769.92	$ 68,790.24	$ 70,843.68	$ 72,880.56	$ 75,662.64
		MO	$ 4,407.72	$ 4,582.98	$ 4,774.80	$ 4,973.52	$ 5,170.86	$ 5,388.90	$ 5,564.16	$ 5,732.52	$ 5,903.64	$ 6,073.38	$ 6,305.22
		DAY	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 322.56	$ 332.32	$ 342.24	$ 352.08	$ 365.52
		HRS	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.32	$ 41.54	$ 42.78	$ 44.01	$ 45.69
32	16.5	ANN	$ 53,836.56	$ 56,072.16	$ 58,407.12	$ 60,692.40	$ 63,292.32	$ 65,925.36	$ 68,078.16	$ 70,148.16	$ 72,234.72	$ 74,255.04	$ 77,086.80
		MO	$ 4,486.38	$ 4,672.68	$ 4,867.26	$ 5,057.70	$ 5,274.36	$ 5,493.78	$ 5,673.18	$ 5,845.68	$ 6,019.56	$ 6,187.92	$ 6,423.90
		DAY	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 328.88	$ 338.88	$ 348.96	$ 358.72	$ 372.40
		HRS	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.11	$ 42.36	$ 43.62	$ 44.84	$ 46.55
33	17.0	ANN	$ 54,995.76	$ 57,297.60	$ 59,682.24	$ 62,050.32	$ 64,666.80	$ 67,399.20	$ 69,518.88	$ 71,572.32	$ 73,559.52	$ 75,712.32	$ 78,709.68
		MO	$ 4,582.98	$ 4,774.80	$ 4,973.52	$ 5,170.86	$ 5,388.90	$ 5,616.60	$ 5,793.24	$ 5,964.36	$ 6,129.96	$ 6,309.36	$ 6,559.14
		DAY	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 335.84	$ 345.76	$ 355.36	$ 365.76	$ 380.24
		HRS	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 41.98	$ 43.22	$ 44.42	$ 45.72	$ 47.53
34	17.5	ANN	$ 56,072.16	$ 58,407.12	$ 60,692.40	$ 63,292.32	$ 65,925.36	$ 68,740.56	$ 70,711.20	$ 72,847.44	$ 74,851.20	$ 76,921.20	$ 79,769.52
		MO	$ 4,672.68	$ 4,867.26	$ 5,057.70	$ 5,274.36	$ 5,493.78	$ 5,728.38	$ 5,892.60	$ 6,070.62	$ 6,237.60	$ 6,410.10	$ 6,647.46
		DAY	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 341.60	$ 351.92	$ 361.60	$ 371.60	$ 385.36
		HRS	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 42.70	$ 43.99	$ 45.20	$ 46.45	$ 48.17
35	18.0	ANN	$ 57,297.60	$ 59,682.24	$ 62,050.32	$ 64,666.80	$ 67,399.20	$ 70,429.68	$ 72,433.44	$ 74,536.56	$ 76,606.56	$ 78,626.88	$ 81,458.64
		MO	$ 4,774.80	$ 4,973.52	$ 5,170.86	$ 5,388.90	$ 5,616.60	$ 5,869.14	$ 6,036.12	$ 6,211.38	$ 6,383.88	$ 6,552.24	$ 6,788.22
		DAY	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 349.92	$ 360.08	$ 370.08	$ 379.84	$ 393.52
		HRS	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 43.74	$ 45.01	$ 46.26	$ 47.48	$ 49.19
36	18.5	ANN	$ 58,407.12	$ 60,692.40	$ 63,292.32	$ 65,925.36	$ 68,740.56	$ 71,704.80	$ 73,692.00	$ 75,712.32	$ 77,749.20	$ 79,819.20	$ 82,617.84
		MO	$ 4,867.26	$ 5,057.70	$ 5,274.36	$ 5,493.78	$ 5,728.38	$ 5,975.40	$ 6,141.00	$ 6,309.36	$ 6,479.10	$ 6,651.60	$ 6,884.82
		DAY	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 356.00	$ 365.76	$ 375.60	$ 385.60	$ 399.12
		HRS	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 44.50	$ 45.72	$ 46.95	$ 48.20	$ 49.89
37	19.0	ANN	$ 59,682.24	$ 62,050.32	$ 64,666.80	$ 67,399.20	$ 70,429.68	$ 73,377.36	$ 75,430.80	$ 77,451.12	$ 79,504.56	$ 81,541.44	$ 84,406.32
		MO	$ 4,973.52	$ 5,170.86	$ 5,388.90	$ 5,616.60	$ 5,869.14	$ 6,114.78	$ 6,285.90	$ 6,454.26	$ 6,625.38	$ 6,795.12	$ 7,033.86
		DAY	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.48	$ 364.40	$ 374.16	$ 384.08	$ 393.92	$ 407.76
		HRS	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.31	$ 45.55	$ 46.77	$ 48.01	$ 49.24	$ 50.97
38	19.5	ANN	$ 60,692.40	$ 63,292.32	$ 65,925.36	$ 68,740.56	$ 71,704.80	$ 74,834.64	$ 76,854.96	$ 78,974.64	$ 80,978.40	$ 83,031.84	$ 85,863.60
		MO	$ 5,057.70	$ 5,274.36	$ 5,493.78	$ 5,728.38	$ 5,975.40	$ 6,236.22	$ 6,404.58	$ 6,581.22	$ 6,748.20	$ 6,919.32	$ 7,155.30
		DAY	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 371.28	$ 381.52	$ 391.20	$ 401.12	$ 414.80
		HRS	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 46.41	$ 47.69	$ 48.90	$ 50.14	$ 51.85
39	20.0	ANN	$ 62,050.32	$ 64,666.80	$ 67,399.20	$ 70,429.68	$ 73,393.92	$ 76,606.56	$ 78,626.88	$ 80,597.52	$ 82,617.84	$ 84,720.96	$ 87,718.32
		MO	$ 5,170.86	$ 5,388.90	$ 5,616.60	$ 5,869.14	$ 6,116.16	$ 6,383.88	$ 6,552.24	$ 6,716.46	$ 6,884.82	$ 7,060.08	$ 7,309.86
		DAY	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 379.84	$ 389.36	$ 399.12	$ 409.28	$ 423.76
		HRS	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 47.48	$ 48.67	$ 49.89	$ 51.16	$ 52.97
40	20.5	ANN	$ 63,292.32	$ 65,925.36	$ 68,740.56	$ 71,704.80	$ 74,834.64	$ 77,997.60	$ 80,034.48	$ 82,137.60	$ 84,157.92	$ 86,211.36	$ 89,076.24
		MO	$ 5,274.36	$ 5,493.78	$ 5,728.38	$ 5,975.40	$ 6,236.22	$ 6,499.80	$ 6,669.54	$ 6,844.80	$ 7,013.16	$ 7,184.28	$ 7,423.02
		DAY	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 386.64	$ 396.80	$ 406.56	$ 416.48	$ 430.32
		HRS	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 48.33	$ 49.60	$ 50.82	$ 52.06	$ 53.79

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$ 64,617.12	$ 67,399.20	$ 70,429.68	$ 73,393.92	$ 76,606.56	$ 79,868.88	$ 81,988.56	$ 84,058.56	$ 86,012.64	$ 88,132.32	$ 91,046.88
		MO	$ 5,384.76	$ 5,616.60	$ 5,869.14	$ 6,116.16	$ 6,383.88	$ 6,655.74	$ 6,832.38	$ 7,004.88	$ 7,167.72	$ 7,344.36	$ 7,587.24
		DAY	$ 312.16	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 396.08	$ 406.08	$ 415.52	$ 425.76	$ 439.84
		HRS	$ 39.02	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 49.51	$ 50.76	$ 51.94	$ 53.22	$ 54.98
42	21.5	ANN	$ 65,925.36	$ 68,740.56	$ 71,704.80	$ 74,834.64	$ 77,997.60	$ 81,359.28	$ 83,478.96	$ 85,449.60	$ 87,536.16	$ 89,606.16	$ 92,570.40
		MO	$ 5,493.78	$ 5,728.38	$ 5,975.40	$ 6,236.22	$ 6,499.80	$ 6,779.94	$ 6,956.58	$ 7,120.80	$ 7,294.68	$ 7,467.18	$ 7,714.20
		DAY	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 393.04	$ 403.28	$ 412.80	$ 422.88	$ 432.88	$ 447.20
		HRS	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 49.13	$ 50.41	$ 51.60	$ 52.86	$ 54.11	$ 55.90
43	22.0	ANN	$ 67,399.20	$ 70,429.68	$ 73,393.92	$ 76,606.56	$ 79,868.88	$ 83,329.92	$ 85,416.48	$ 87,486.48	$ 89,523.36	$ 91,460.88	$ 94,425.12
		MO	$ 5,616.60	$ 5,869.14	$ 6,116.16	$ 6,383.88	$ 6,655.74	$ 6,944.16	$ 7,118.04	$ 7,290.54	$ 7,460.28	$ 7,621.74	$ 7,868.76
		DAY	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 402.56	$ 412.64	$ 422.64	$ 432.48	$ 441.84	$ 456.16
		HRS	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 50.32	$ 51.58	$ 52.83	$ 54.06	$ 55.23	$ 57.02

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 30,438.56	$ 31,460.32	$ 32,515.04	$ 33,652.16	$ 34,888.16	$ 36,256.00	$ 38,217.12	$ 40,244.16	$ 42,304.16	$ 44,298.24	$ 46,836.16
		MO	$ 2,536.55	$ 2,621.69	$ 2,709.59	$ 2,804.35	$ 2,907.35	$ 3,021.33	$ 3,184.76	$ 3,353.68	$ 3,525.35	$ 3,691.52	$ 3,903.01
		DAY	$ 147.76	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 185.52	$ 195.36	$ 205.36	$ 215.04	$ 227.36
		HRS	$ 18.47	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 23.19	$ 24.42	$ 25.67	$ 26.88	$ 28.42
2	1.5	ANN	$ 31,031.84	$ 32,053.60	$ 33,223.68	$ 34,163.04	$ 35,432.00	$ 36,766.88	$ 38,744.48	$ 40,804.48	$ 42,848.00	$ 44,908.00	$ 47,412.96
		MO	$ 2,585.99	$ 2,671.13	$ 2,768.64	$ 2,846.92	$ 2,952.67	$ 3,063.91	$ 3,228.71	$ 3,400.37	$ 3,570.67	$ 3,742.33	$ 3,951.08
		DAY	$ 150.64	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 230.16
		HRS	$ 18.83	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.77
3	2.0	ANN	$ 31,460.32	$ 32,515.04	$ 33,652.16	$ 34,888.16	$ 36,256.00	$ 37,393.12	$ 39,453.12	$ 41,463.68	$ 43,507.20	$ 45,583.68	$ 48,105.12
		MO	$ 2,621.69	$ 2,709.59	$ 2,804.35	$ 2,907.35	$ 3,021.33	$ 3,116.09	$ 3,287.76	$ 3,455.31	$ 3,625.60	$ 3,798.64	$ 4,008.76
		DAY	$ 152.72	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 191.52	$ 201.28	$ 211.20	$ 221.28	$ 233.52
		HRS	$ 19.09	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.94	$ 25.16	$ 26.40	$ 27.66	$ 29.19
4	2.5	ANN	$ 32,053.60	$ 33,223.68	$ 34,163.04	$ 35,432.00	$ 36,766.88	$ 38,167.68	$ 39,057.60	$ 42,238.24	$ 44,298.24	$ 46,325.28	$ 48,830.24
		MO	$ 2,671.13	$ 2,768.64	$ 2,846.92	$ 2,952.67	$ 3,063.91	$ 3,180.64	$ 3,254.80	$ 3,519.85	$ 3,691.52	$ 3,860.44	$ 4,069.19
		DAY	$ 155.60	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 189.60	$ 205.04	$ 215.04	$ 224.88	$ 237.04
		HRS	$ 19.45	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.70	$ 25.63	$ 26.88	$ 28.11	$ 29.63
5	3.0	ANN	$ 32,515.04	$ 33,652.16	$ 34,888.16	$ 36,256.00	$ 37,393.12	$ 38,744.48	$ 40,804.48	$ 42,848.00	$ 44,908.00	$ 46,968.00	$ 49,604.80
		MO	$ 2,709.59	$ 2,804.35	$ 2,907.35	$ 3,021.33	$ 3,116.09	$ 3,228.71	$ 3,400.37	$ 3,570.67	$ 3,742.33	$ 3,914.00	$ 4,133.73
		DAY	$ 157.84	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 198.08	$ 208.00	$ 218.00	$ 228.00	$ 240.80
		HRS	$ 19.73	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.76	$ 26.00	$ 27.25	$ 28.50	$ 30.10
6	3.5	ANN	$ 33,223.68	$ 34,163.04	$ 35,432.00	$ 36,766.88	$ 38,167.68	$ 39,469.60	$ 41,661.44	$ 43,606.08	$ 45,732.00	$ 47,759.04	$ 50,264.00
		MO	$ 2,768.64	$ 2,846.92	$ 2,952.67	$ 3,063.91	$ 3,180.64	$ 3,289.13	$ 3,471.79	$ 3,633.84	$ 3,811.00	$ 3,979.92	$ 4,188.67
		DAY	$ 161.28	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 202.24	$ 211.68	$ 222.00	$ 231.84	$ 244.00
		HRS	$ 20.16	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 25.28	$ 26.46	$ 27.75	$ 28.98	$ 30.50
7	4.0	ANN	$ 33,652.16	$ 34,888.16	$ 36,256.00	$ 37,393.12	$ 38,744.48	$ 40,244.16	$ 42,304.16	$ 44,298.24	$ 46,341.76	$ 48,418.24	$ 51,022.08
		MO	$ 2,804.35	$ 2,907.35	$ 3,021.33	$ 3,116.09	$ 3,228.71	$ 3,353.68	$ 3,525.35	$ 3,691.52	$ 3,861.81	$ 4,034.85	$ 4,251.84
		DAY	$ 163.36	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 205.36	$ 215.04	$ 224.96	$ 235.04	$ 247.68
		HRS	$ 20.42	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.67	$ 26.88	$ 28.12	$ 29.38	$ 30.96
8	4.5	ANN	$ 34,163.04	$ 35,432.00	$ 36,766.88	$ 38,167.68	$ 39,469.60	$ 40,870.40	$ 42,979.84	$ 45,039.84	$ 47,066.88	$ 49,176.32	$ 51,780.16
		MO	$ 2,846.92	$ 2,952.67	$ 3,063.91	$ 3,180.64	$ 3,289.13	$ 3,405.87	$ 3,581.65	$ 3,753.32	$ 3,922.24	$ 4,098.03	$ 4,315.01
		DAY	$ 165.84	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 208.64	$ 218.64	$ 228.48	$ 238.72	$ 251.36
		HRS	$ 20.73	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 26.08	$ 27.33	$ 28.56	$ 29.84	$ 31.42
9	5.0	ANN	$ 34,888.16	$ 36,256.00	$ 37,393.12	$ 38,744.48	$ 40,244.16	$ 41,776.80	$ 43,836.80	$ 45,847.36	$ 47,841.44	$ 49,934.40	$ 52,587.68
		MO	$ 2,907.35	$ 3,021.33	$ 3,116.09	$ 3,228.71	$ 3,353.68	$ 3,481.40	$ 3,653.07	$ 3,820.61	$ 3,986.79	$ 4,161.20	$ 4,382.31
		DAY	$ 169.36	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 212.80	$ 222.56	$ 232.24	$ 242.40	$ 255.28
		HRS	$ 21.17	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.60	$ 27.82	$ 29.03	$ 30.30	$ 31.91
10	5.5	ANN	$ 35,432.00	$ 36,766.88	$ 38,167.68	$ 39,469.60	$ 40,870.40	$ 42,468.96	$ 44,528.96	$ 46,588.96	$ 48,632.48	$ 50,676.00	$ 53,180.96
		MO	$ 2,952.67	$ 3,063.91	$ 3,180.64	$ 3,289.13	$ 3,405.87	$ 3,539.08	$ 3,710.75	$ 3,882.41	$ 4,052.71	$ 4,223.00	$ 4,431.75
		DAY	$ 172.00	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 216.16	$ 226.16	$ 236.08	$ 246.00	$ 258.16
		HRS	$ 21.50	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 27.02	$ 28.27	$ 29.51	$ 30.75	$ 32.27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 36,256.00	$ 37,393.12	$ 38,744.48	$ 40,244.16	$ 41,776.80	$ 43,441.28	$ 45,484.80	$ 47,478.88	$ 49,489.44	$ 51,532.96	$ 54,136.80
		MO	$ 3,021.33	$ 3,116.09	$ 3,228.71	$ 3,353.68	$ 3,481.40	$ 3,620.11	$ 3,790.40	$ 3,956.57	$ 4,124.12	$ 4,294.41	$ 4,511.40
		DAY	$ 176.00	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 220.80	$ 230.48	$ 240.24	$ 250.16	$ 262.80
		HRS	$ 22.00	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.60	$ 28.81	$ 30.03	$ 31.27	$ 32.85
12	6.5	ANN	$ 36,766.88	$ 38,167.68	$ 39,469.60	$ 40,870.40	$ 42,468.96	$ 44,051.04	$ 46,160.48	$ 48,121.60	$ 50,165.12	$ 52,225.12	$ 54,828.96
		MO	$ 3,063.91	$ 3,180.64	$ 3,289.13	$ 3,405.87	$ 3,539.08	$ 3,670.92	$ 3,846.71	$ 4,010.13	$ 4,180.43	$ 4,352.09	$ 4,569.08
		DAY	$ 178.48	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 224.08	$ 233.60	$ 243.52	$ 253.52	$ 266.16
		HRS	$ 22.31	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 28.01	$ 29.20	$ 30.44	$ 31.69	$ 33.27
13	7.0	ANN	$ 37,393.12	$ 38,744.48	$ 40,244.16	$ 41,776.80	$ 43,441.28	$ 45,023.36	$ 47,033.92	$ 49,110.40	$ 51,104.48	$ 53,148.00	$ 55,702.40
		MO	$ 3,116.09	$ 3,228.71	$ 3,353.68	$ 3,481.40	$ 3,620.11	$ 3,751.95	$ 3,919.49	$ 4,092.53	$ 4,258.71	$ 4,429.00	$ 4,641.87
		DAY	$ 181.52	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 228.32	$ 238.40	$ 248.08	$ 258.00	$ 270.40
		HRS	$ 22.69	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.54	$ 29.80	$ 31.01	$ 32.25	$ 33.80
14	7.5	ANN	$ 38,167.68	$ 39,469.60	$ 40,870.40	$ 42,468.96	$ 44,051.04	$ 45,847.36	$ 47,841.44	$ 49,934.40	$ 51,977.92	$ 53,988.48	$ 56,608.80
		MO	$ 3,180.64	$ 3,289.13	$ 3,405.87	$ 3,539.08	$ 3,670.92	$ 3,820.61	$ 3,986.79	$ 4,161.20	$ 4,331.49	$ 4,499.04	$ 4,717.40
		DAY	$ 185.28	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 232.24	$ 242.40	$ 252.32	$ 262.08	$ 274.80
		HRS	$ 23.16	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 29.03	$ 30.30	$ 31.54	$ 32.76	$ 34.35
15	8.0	ANN	$ 38,744.48	$ 40,244.16	$ 41,776.80	$ 43,441.28	$ 45,023.36	$ 46,869.12	$ 48,896.16	$ 50,923.20	$ 53,032.64	$ 55,010.24	$ 57,597.60
		MO	$ 3,228.71	$ 3,353.68	$ 3,481.40	$ 3,620.11	$ 3,751.95	$ 3,905.76	$ 4,074.68	$ 4,243.60	$ 4,419.39	$ 4,584.19	$ 4,799.80
		DAY	$ 188.08	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 237.36	$ 247.20	$ 257.44	$ 267.04	$ 279.60
		HRS	$ 23.51	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.67	$ 30.90	$ 32.18	$ 33.38	$ 34.95
16	8.5	ANN	$ 39,469.60	$ 40,870.40	$ 42,468.96	$ 44,051.04	$ 45,847.36	$ 47,577.76	$ 49,604.80	$ 51,631.84	$ 53,823.68	$ 55,801.28	$ 58,388.64
		MO	$ 3,289.13	$ 3,405.87	$ 3,539.08	$ 3,670.92	$ 3,820.61	$ 3,964.81	$ 4,133.73	$ 4,302.65	$ 4,485.31	$ 4,650.11	$ 4,865.72
		DAY	$ 191.60	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.80	$ 250.64	$ 261.28	$ 270.88	$ 283.44
		HRS	$ 23.95	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.10	$ 31.33	$ 32.66	$ 33.86	$ 35.43
17	9.0	ANN	$ 40,244.16	$ 41,776.80	$ 43,441.28	$ 45,023.36	$ 46,869.12	$ 48,632.48	$ 50,676.00	$ 52,670.08	$ 54,730.08	$ 56,823.04	$ 59,542.24
		MO	$ 3,353.68	$ 3,481.40	$ 3,620.11	$ 3,751.95	$ 3,905.76	$ 4,052.71	$ 4,223.00	$ 4,389.17	$ 4,560.84	$ 4,735.25	$ 4,961.85
		DAY	$ 195.36	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 246.00	$ 255.68	$ 265.68	$ 275.84	$ 289.04
		HRS	$ 24.42	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.75	$ 31.96	$ 33.21	$ 34.48	$ 36.13
18	9.5	ANN	$ 40,870.40	$ 42,468.96	$ 44,051.04	$ 45,847.36	$ 47,577.76	$ 49,489.44	$ 51,532.96	$ 53,576.48	$ 55,669.44	$ 57,696.48	$ 60,283.84
		MO	$ 3,405.87	$ 3,539.08	$ 3,670.92	$ 3,820.61	$ 3,964.81	$ 4,124.12	$ 4,294.41	$ 4,464.71	$ 4,639.12	$ 4,808.04	$ 5,023.65
		DAY	$ 198.40	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.16	$ 260.08	$ 270.24	$ 280.08	$ 292.64
		HRS	$ 24.80	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.27	$ 32.51	$ 33.78	$ 35.01	$ 36.58
19	10.0	ANN	$ 41,776.80	$ 43,441.28	$ 45,023.36	$ 46,869.12	$ 48,632.48	$ 50,593.60	$ 52,637.12	$ 54,647.68	$ 56,806.56	$ 58,784.16	$ 61,453.92
		MO	$ 3,481.40	$ 3,620.11	$ 3,751.95	$ 3,905.76	$ 4,052.71	$ 4,216.13	$ 4,386.43	$ 4,553.97	$ 4,733.88	$ 4,898.68	$ 5,121.16
		DAY	$ 202.80	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.36	$ 298.32
		HRS	$ 25.35	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.67	$ 37.29

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

20	10.5	ANN	$ 42,468.96	$ 44,051.04	$ 45,847.36	$ 47,577.76	$ 49,489.44	$ 51,516.48	$ 53,576.48	$ 55,652.96	$ 57,614.08	$ 59,624.64	$ 62,294.40
		MO	$ 3,539.08	$ 3,670.92	$ 3,820.61	$ 3,964.81	$ 4,124.12	$ 4,293.04	$ 4,464.71	$ 4,637.75	$ 4,801.17	$ 4,968.72	$ 5,191.20
		DAY	$ 206.16	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 302.40
		HRS	$ 25.77	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.80
21	11.0	ANN	$ 43,441.28	$ 45,023.36	$ 46,869.12	$ 48,632.48	$ 50,593.60	$ 52,637.12	$ 54,647.68	$ 56,806.56	$ 58,833.60	$ 60,778.24	$ 63,431.52
		MO	$ 3,620.11	$ 3,751.95	$ 3,905.76	$ 4,052.71	$ 4,216.13	$ 4,386.43	$ 4,553.97	$ 4,733.88	$ 4,902.80	$ 5,064.85	$ 5,285.96
		DAY	$ 210.88	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.28	$ 275.76	$ 285.60	$ 295.04	$ 307.92
		HRS	$ 26.36	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.16	$ 34.47	$ 35.70	$ 36.88	$ 38.49
22	11.5	ANN	$ 44,051.04	$ 45,847.36	$ 47,577.76	$ 49,489.44	$ 51,516.48	$ 53,576.48	$ 55,652.96	$ 57,614.08	$ 59,624.64	$ 61,701.12	$ 64,420.32
		MO	$ 3,670.92	$ 3,820.61	$ 3,964.81	$ 4,124.12	$ 4,293.04	$ 4,464.71	$ 4,637.75	$ 4,801.17	$ 4,968.72	$ 5,141.76	$ 5,368.36
		DAY	$ 213.84	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.16	$ 279.68	$ 289.44	$ 299.52	$ 312.72
		HRS	$ 26.73	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.77	$ 34.96	$ 36.18	$ 37.44	$ 39.09
23	12.0	ANN	$ 45,023.36	$ 46,869.12	$ 48,632.48	$ 50,593.60	$ 52,637.12	$ 54,730.08	$ 56,823.04	$ 58,833.60	$ 60,794.72	$ 62,904.16	$ 65,590.40
		MO	$ 3,751.95	$ 3,905.76	$ 4,052.71	$ 4,216.13	$ 4,386.43	$ 4,560.84	$ 4,735.25	$ 4,902.80	$ 5,066.23	$ 5,242.01	$ 5,465.87
		DAY	$ 218.56	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 275.84	$ 285.60	$ 295.12	$ 305.36	$ 318.40
		HRS	$ 27.32	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.48	$ 35.70	$ 36.89	$ 38.17	$ 39.80
24	12.5	ANN	$ 45,847.36	$ 47,577.76	$ 49,489.44	$ 51,516.48	$ 53,576.48	$ 55,801.28	$ 57,877.76	$ 59,921.28	$ 61,931.84	$ 63,909.44	$ 66,678.08
		MO	$ 3,820.61	$ 3,964.81	$ 4,124.12	$ 4,293.04	$ 4,464.71	$ 4,650.11	$ 4,823.15	$ 4,993.44	$ 5,160.99	$ 5,325.79	$ 5,556.51
		DAY	$ 222.56	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 280.96	$ 290.88	$ 300.64	$ 310.24	$ 323.68
		HRS	$ 27.82	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.12	$ 36.36	$ 37.58	$ 38.78	$ 40.46
25	13.0	ANN	$ 46,869.12	$ 48,632.48	$ 50,593.60	$ 52,637.12	$ 54,730.08	$ 57,020.80	$ 59,097.28	$ 61,124.32	$ 63,217.28	$ 65,178.40	$ 67,831.68
		MO	$ 3,905.76	$ 4,052.71	$ 4,216.13	$ 4,386.43	$ 4,560.84	$ 4,751.73	$ 4,924.77	$ 5,093.69	$ 5,268.11	$ 5,431.53	$ 5,652.64
		DAY	$ 227.52	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 286.88	$ 296.72	$ 306.88	$ 316.40	$ 329.28
		HRS	$ 28.44	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 35.86	$ 37.09	$ 38.36	$ 39.55	$ 41.16
26	13.5	ANN	$ 47,577.76	$ 49,489.44	$ 51,516.48	$ 53,576.48	$ 55,801.28	$ 58,124.96	$ 60,102.56	$ 62,195.52	$ 64,304.96	$ 66,282.56	$ 69,018.24
		MO	$ 3,964.81	$ 4,124.12	$ 4,293.04	$ 4,464.71	$ 4,650.11	$ 4,843.75	$ 5,008.55	$ 5,182.96	$ 5,358.75	$ 5,523.55	$ 5,751.52
		DAY	$ 230.96	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 291.76	$ 301.92	$ 312.16	$ 321.76	$ 335.04
		HRS	$ 28.87	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.47	$ 37.74	$ 39.02	$ 40.22	$ 41.88
27	14.0	ANN	$ 48,632.48	$ 50,593.60	$ 52,637.12	$ 54,730.08	$ 57,020.80	$ 59,393.92	$ 61,420.96	$ 63,349.12	$ 65,540.96	$ 67,502.08	$ 70,221.28
		MO	$ 4,052.71	$ 4,216.13	$ 4,386.43	$ 4,560.84	$ 4,751.73	$ 4,949.49	$ 5,118.41	$ 5,279.09	$ 5,461.75	$ 5,625.17	$ 5,851.77
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 298.16	$ 307.52	$ 318.16	$ 327.68	$ 340.88
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.27	$ 38.44	$ 39.77	$ 40.96	$ 42.61
28	14.5	ANN	$ 49,489.44	$ 51,516.48	$ 53,576.48	$ 55,801.28	$ 58,124.96	$ 60,399.20	$ 62,426.24	$ 64,502.72	$ 66,628.64	$ 68,655.68	$ 71,424.32
		MO	$ 4,124.12	$ 4,293.04	$ 4,464.71	$ 4,650.11	$ 4,843.75	$ 5,033.27	$ 5,202.19	$ 5,375.23	$ 5,552.39	$ 5,721.31	$ 5,952.03
		DAY	$ 240.24	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 303.04	$ 313.12	$ 323.44	$ 333.28	$ 346.72
		HRS	$ 30.03	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 37.88	$ 39.14	$ 40.43	$ 41.66	$ 43.34

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

29	15.0	ANN	$ 50,593.60	$ 52,637.12	$ 54,730.08	$ 57,020.80	$ 59,393.92	$ 61,750.56	$ 63,843.52	$ 66,035.36	$ 67,996.48	$ 70,089.44	$ 72,808.64
		MO	$ 4,216.13	$ 4,386.43	$ 4,560.84	$ 4,751.73	$ 4,949.49	$ 5,145.88	$ 5,320.29	$ 5,502.95	$ 5,666.37	$ 5,840.79	$ 6,067.39
		DAY	$ 245.60	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 309.92	$ 320.56	$ 330.08	$ 340.24	$ 353.44
		HRS	$ 30.70	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 38.74	$ 40.07	$ 41.26	$ 42.53	$ 44.18
30	15.5	ANN	$ 51,516.48	$ 53,576.48	$ 55,801.28	$ 58,124.96	$ 60,399.20	$ 62,986.56	$ 64,997.12	$ 67,073.60	$ 69,183.04	$ 71,226.56	$ 73,978.72
		MO	$ 4,293.04	$ 4,464.71	$ 4,650.11	$ 4,843.75	$ 5,033.27	$ 5,248.88	$ 5,416.43	$ 5,589.47	$ 5,765.25	$ 5,935.55	$ 6,164.89
		DAY	$ 250.08	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 315.52	$ 325.60	$ 335.84	$ 345.76	$ 359.12
		HRS	$ 31.26	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.44	$ 40.70	$ 41.98	$ 43.22	$ 44.89
31	16.0	ANN	$ 52,637.12	$ 54,730.08	$ 57,020.80	$ 59,393.92	$ 61,750.56	$ 64,354.40	$ 66,447.36	$ 68,457.92	$ 70,501.44	$ 72,528.48	$ 75,297.12
		MO	$ 4,386.43	$ 4,560.84	$ 4,751.73	$ 4,949.49	$ 5,145.88	$ 5,362.87	$ 5,537.28	$ 5,704.83	$ 5,875.12	$ 6,044.04	$ 6,274.76
		DAY	$ 255.52	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 322.56	$ 332.32	$ 342.24	$ 352.08	$ 365.52
		HRS	$ 31.94	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.32	$ 41.54	$ 42.78	$ 44.01	$ 45.69
32	16.5	ANN	$ 53,576.48	$ 55,801.28	$ 58,124.96	$ 60,399.20	$ 62,986.56	$ 65,606.88	$ 67,749.28	$ 69,809.28	$ 71,885.76	$ 73,896.32	$ 76,714.40
		MO	$ 4,464.71	$ 4,650.11	$ 4,843.75	$ 5,033.27	$ 5,248.88	$ 5,467.24	$ 5,645.77	$ 5,817.44	$ 5,990.48	$ 6,158.03	$ 6,392.87
		DAY	$ 260.08	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 328.88	$ 338.88	$ 348.96	$ 358.72	$ 372.40
		HRS	$ 32.51	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.11	$ 42.36	$ 43.62	$ 44.84	$ 46.55
33	17.0	ANN	$ 54,730.08	$ 57,020.80	$ 59,393.92	$ 61,750.56	$ 64,354.40	$ 67,073.60	$ 69,183.04	$ 71,226.56	$ 73,204.16	$ 75,346.56	$ 78,329.44
		MO	$ 4,560.84	$ 4,751.73	$ 4,949.49	$ 5,145.88	$ 5,362.87	$ 5,589.47	$ 5,765.25	$ 5,935.55	$ 6,100.35	$ 6,278.88	$ 6,527.45
		DAY	$ 265.68	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 335.84	$ 345.76	$ 355.36	$ 365.76	$ 380.24
		HRS	$ 33.21	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 41.98	$ 43.22	$ 44.42	$ 45.72	$ 47.53
34	17.5	ANN	$ 55,801.28	$ 58,124.96	$ 60,399.20	$ 62,986.56	$ 65,606.88	$ 68,408.48	$ 70,369.60	$ 72,495.52	$ 74,489.60	$ 76,549.60	$ 79,384.16
		MO	$ 4,650.11	$ 4,843.75	$ 5,033.27	$ 5,248.88	$ 5,467.24	$ 5,700.71	$ 5,864.13	$ 6,041.29	$ 6,207.47	$ 6,379.13	$ 6,615.35
		DAY	$ 270.88	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 341.60	$ 351.92	$ 361.60	$ 371.60	$ 385.36
		HRS	$ 33.86	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 42.70	$ 43.99	$ 45.20	$ 46.45	$ 48.17
35	18.0	ANN	$ 57,020.80	$ 59,393.92	$ 61,750.56	$ 64,354.40	$ 67,073.60	$ 70,089.44	$ 72,083.52	$ 74,176.48	$ 76,236.48	$ 78,247.04	$ 81,065.12
		MO	$ 4,751.73	$ 4,949.49	$ 5,145.88	$ 5,362.87	$ 5,589.47	$ 5,840.79	$ 6,006.96	$ 6,181.37	$ 6,353.04	$ 6,520.59	$ 6,755.43
		DAY	$ 276.80	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 349.92	$ 360.08	$ 370.08	$ 379.84	$ 393.52
		HRS	$ 34.60	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 43.74	$ 45.01	$ 46.26	$ 47.48	$ 49.19
36	18.5	ANN	$ 58,124.96	$ 60,399.20	$ 62,986.56	$ 65,606.88	$ 68,408.48	$ 71,358.40	$ 73,336.00	$ 75,346.56	$ 77,373.60	$ 79,433.60	$ 82,218.72
		MO	$ 4,843.75	$ 5,033.27	$ 5,248.88	$ 5,467.24	$ 5,700.71	$ 5,946.53	$ 6,111.33	$ 6,278.88	$ 6,447.80	$ 6,619.47	$ 6,851.56
		DAY	$ 282.16	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 356.00	$ 365.76	$ 375.60	$ 385.60	$ 399.12
		HRS	$ 35.27	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 44.50	$ 45.72	$ 46.95	$ 48.20	$ 49.89
37	19.0	ANN	$ 59,393.92	$ 61,750.56	$ 64,354.40	$ 67,073.60	$ 70,089.44	$ 73,022.88	$ 75,066.40	$ 77,076.96	$ 79,120.48	$ 81,147.52	$ 83,998.56
		MO	$ 4,949.49	$ 5,145.88	$ 5,362.87	$ 5,589.47	$ 5,840.79	$ 6,085.24	$ 6,255.53	$ 6,423.08	$ 6,593.37	$ 6,762.29	$ 6,999.88
		DAY	$ 288.32	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.48	$ 364.40	$ 374.16	$ 384.08	$ 393.92	$ 407.76
		HRS	$ 36.04	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.31	$ 45.55	$ 46.77	$ 48.01	$ 49.24	$ 50.97

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2025-26 (3% was effective 7/1/25)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

38	19.5	ANN	$ 60,399.20	$ 62,986.56	$ 65,606.88	$ 68,408.48	$ 71,358.40	$ 74,473.12	$ 76,483.68	$ 78,593.12	$ 80,587.20	$ 82,630.72	$ 85,448.80
		MO	$ 5,033.27	$ 5,248.88	$ 5,467.24	$ 5,700.71	$ 5,946.53	$ 6,206.09	$ 6,373.64	$ 6,549.43	$ 6,715.60	$ 6,885.89	$ 7,120.73
		DAY	$ 293.20	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 371.28	$ 381.52	$ 391.20	$ 401.12	$ 414.80
		HRS	$ 36.65	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 46.41	$ 47.69	$ 48.90	$ 50.14	$ 51.85
39	20.0	ANN	$ 61,750.56	$ 64,354.40	$ 67,073.60	$ 70,089.44	$ 73,039.36	$ 76,236.48	$ 78,247.04	$ 80,208.16	$ 82,218.72	$ 84,311.68	$ 87,294.56
		MO	$ 5,145.88	$ 5,362.87	$ 5,589.47	$ 5,840.79	$ 6,086.61	$ 6,353.04	$ 6,520.59	$ 6,684.01	$ 6,851.56	$ 7,025.97	$ 7,274.55
		DAY	$ 299.76	$ 312.40	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 379.84	$ 389.36	$ 399.12	$ 409.28	$ 423.76
		HRS	$ 37.47	$ 39.05	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 47.48	$ 48.67	$ 49.89	$ 51.16	$ 52.97
40	20.5	ANN	$ 62,986.56	$ 65,606.88	$ 68,408.48	$ 71,358.40	$ 74,473.12	$ 77,620.80	$ 79,647.84	$ 81,740.80	$ 83,751.36	$ 85,794.88	$ 88,645.92
		MO	$ 5,248.88	$ 5,467.24	$ 5,700.71	$ 5,946.53	$ 6,206.09	$ 6,468.40	$ 6,637.32	$ 6,811.73	$ 6,979.28	$ 7,149.57	$ 7,387.16
		DAY	$ 305.76	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 386.64	$ 396.80	$ 406.56	$ 416.48	$ 430.32
		HRS	$ 38.22	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 48.33	$ 49.60	$ 50.82	$ 52.06	$ 53.79
41	21.0	ANN	$ 64,304.96	$ 67,073.60	$ 70,089.44	$ 73,039.36	$ 76,236.48	$ 79,483.04	$ 81,592.48	$ 83,652.48	$ 85,597.12	$ 87,706.56	$ 90,607.04
		MO	$ 5,358.75	$ 5,589.47	$ 5,840.79	$ 6,086.61	$ 6,353.04	$ 6,623.59	$ 6,799.37	$ 6,971.04	$ 7,133.09	$ 7,308.88	$ 7,550.59
		DAY	$ 312.16	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 396.08	$ 406.08	$ 415.52	$ 425.76	$ 439.84
		HRS	$ 39.02	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 49.51	$ 50.76	$ 51.94	$ 53.22	$ 54.98
42	21.5	ANN	$ 65,606.88	$ 68,408.48	$ 71,358.40	$ 74,473.12	$ 77,620.80	$ 80,966.24	$ 83,075.68	$ 85,036.80	$ 87,113.28	$ 89,173.28	$ 92,123.20
		MO	$ 5,467.24	$ 5,700.71	$ 5,946.53	$ 6,206.09	$ 6,468.40	$ 6,747.19	$ 6,922.97	$ 7,086.40	$ 7,259.44	$ 7,431.11	$ 7,676.93
		DAY	$ 318.48	$ 332.08	$ 346.40	$ 361.52	$ 376.80	$ 393.04	$ 403.28	$ 412.80	$ 422.88	$ 432.88	$ 447.20
		HRS	$ 39.81	$ 41.51	$ 43.30	$ 45.19	$ 47.10	$ 49.13	$ 50.41	$ 51.60	$ 52.86	$ 54.11	$ 55.90
43	22.0	ANN	$ 67,073.60	$ 70,089.44	$ 73,039.36	$ 76,236.48	$ 79,483.04	$ 82,927.36	$ 85,003.84	$ 87,063.84	$ 89,090.88	$ 91,019.04	$ 93,968.96
		MO	$ 5,589.47	$ 5,840.79	$ 6,086.61	$ 6,353.04	$ 6,623.59	$ 6,910.61	$ 7,083.65	$ 7,255.32	$ 7,424.24	$ 7,584.92	$ 7,830.75
		DAY	$ 325.60	$ 340.24	$ 354.56	$ 370.08	$ 385.84	$ 402.56	$ 412.64	$ 422.64	$ 432.48	$ 441.84	$ 456.16
		HRS	$ 40.70	$ 42.53	$ 44.32	$ 46.26	$ 48.23	$ 50.32	$ 51.58	$ 52.83	$ 54.06	$ 55.23	$ 57.02

DRAFT

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: **Teamsters** **FTE:** 125.22
Period of Agreement: Fiscal Year 2025-26 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2025-26	*2026-27*	*2027-28*
Salary Schedule Increases	2.00%		
Off-Schedule Payments	**-1%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**125.2189**		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):* Effective July 1, 2025, Teamsters will get 2% on-going increase less the 1% off salary schedule payment that was already paid (1% on-going increase and 1% off salary schedule one-time payment have already been implemented). This will make the Teamsters equal to the 3% increase that was negotiated with AREA since the Teamsters contract includes a "Me Too" clause. Effective July 1, 2026, Teamsters will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.			
Other Provisions: Alum Rock settled negotiations with AREA, the teachers' union. Teamsters includes a "Me Too" clause. Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026. Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2025-26	*2026-27*	*2027-28*
Salary including statutory costs*	117,273		
Benefits	-		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	117,273	-	-
Total % Increase	2% on minus 1% off = 1%		
Projected STRS/PERS Rates	19.10% / 26.81%	19.10% / 26.4%	19.10% / 26.8%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	438.45	Not Settled
CSEA	218.16	Not Settled
Teamsters	125.22	Settled
Un-Represented Management and Non-Management	78.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	2026-27 Adopted Budget - Before Settlement	Adjustments to reflect terms of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	-	**57,374,461**
2000 Classified Salaries	21,574,995	85,228	**21,660,223**
3000 Benefits	42,123,951	32,045	**42,155,996**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 117,273**	**154,125,941**
Interfund Transfer In	-		**-**
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		**-**
Other Financing Uses (enter as negative)	-		**-**
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,104,089)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,831,334**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,634,843
Total Available Reserves	9,428,607		9,435,690
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,631,278

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

11.4

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Ratify 0.5% Salary Increase to CSEA Bargaining Unit Members for the 2025-26 SY Pursuant to the "me, too" Provision.**

Support Information: On October 22, 2026 the board was presented a Tentative Agreement between the District and AREA which included a salary increase of 3.00% (three percent) on the 2025-2026 salary schedule. Therefore, pursuant to Article 8.1.3, "For the term of this agreement, if any other bargaining unit receives a salary schedule increase, off schedule bonus or health and welfare premium increase or reopener(s) greater than the CSEA bargaining unit, the CSEA shall receive the same increase".

Fiscal Impact: See Form AB 1200

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve the 0.5% salary increase to CSEA Chapter #305 bargaining unit members, pursuant to Article 8.1.3.

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.4
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 37,208.16	$ 38,502.72	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 46,771.20	$ 49,214.16	$ 51,698.88	$ 54,246.24	$ 57,357.36
		MO	$ 3,100.68	$ 3,208.56	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,897.60	$ 4,101.18	$ 4,308.24	$ 4,520.52	$ 4,779.78
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 38,022.48	$ 39,212.64	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 47,418.48	$ 49,944.96	$ 52,367.04	$ 55,039.68	$ 58,192.56
		MO	$ 3,168.54	$ 3,267.72	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,951.54	$ 4,162.08	$ 4,363.92	$ 4,586.64	$ 4,849.38
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 38,502.72	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 48,149.28	$ 50,717.52	$ 53,160.48	$ 55,812.24	$ 58,965.12
		MO	$ 3,208.56	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 4,012.44	$ 4,226.46	$ 4,430.04	$ 4,651.02	$ 4,913.76
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 39,212.64	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 49,088.88	$ 51,615.36	$ 54,141.84	$ 56,626.56	$ 59,675.04
		MO	$ 3,267.72	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,090.74	$ 4,301.28	$ 4,511.82	$ 4,718.88	$ 4,972.92
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 39,713.76	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,882.32	$ 52,346.16	$ 54,789.12	$ 57,399.12	$ 60,531.12
		MO	$ 3,309.48	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,156.86	$ 4,362.18	$ 4,565.76	$ 4,783.26	$ 5,044.26
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 40,611.60	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 50,759.28	$ 53,244.00	$ 55,833.12	$ 58,380.48	$ 61,512.48
		MO	$ 3,384.30	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,229.94	$ 4,437.00	$ 4,652.76	$ 4,865.04	$ 5,126.04
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 41,091.84	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 51,615.36	$ 54,141.84	$ 56,626.56	$ 59,069.52	$ 62,222.40
		MO	$ 3,424.32	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,301.28	$ 4,511.82	$ 4,718.88	$ 4,922.46	$ 5,185.20
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 41,718.24	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 52,367.04	$ 55,039.68	$ 57,399.12	$ 59,946.48	$ 63,078.48
		MO	$ 3,476.52	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,363.92	$ 4,586.64	$ 4,783.26	$ 4,995.54	$ 5,256.54
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 42,532.56	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 53,494.56	$ 55,979.28	$ 58,484.88	$ 61,011.36	$ 64,206.00
		MO	$ 3,544.38	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,457.88	$ 4,664.94	$ 4,873.74	$ 5,084.28	$ 5,350.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
10	5.5	ANN	$ 43,200.72	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 54,392.40	$ 56,856.24	$ 59,382.72	$ 61,950.96	$ 65,145.60
		MO	$ 3,600.06	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,532.70	$ 4,738.02	$ 4,948.56	$ 5,162.58	$ 5,428.80
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20
11	6.0	ANN	$ 44,223.84	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 55,394.64	$ 57,983.76	$ 60,426.72	$ 62,994.96	$ 66,231.36
		MO	$ 3,685.32	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,616.22	$ 4,831.98	$ 5,035.56	$ 5,249.58	$ 5,519.28
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 44,975.52	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 56,229.84	$ 58,735.44	$ 61,324.56	$ 63,913.68	$ 67,129.20
		MO	$ 3,747.96	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,685.82	$ 4,894.62	$ 5,110.38	$ 5,326.14	$ 5,594.10
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 45,685.44	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,399.12	$ 59,904.72	$ 62,368.56	$ 64,957.68	$ 68,194.08
		MO	$ 3,807.12	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,783.26	$ 4,992.06	$ 5,197.38	$ 5,413.14	$ 5,682.84
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 46,583.28	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 58,380.48	$ 60,927.84	$ 63,454.32	$ 65,897.28	$ 69,071.04
		MO	$ 3,881.94	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,865.04	$ 5,077.32	$ 5,287.86	$ 5,491.44	$ 5,755.92
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 47,376.72	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,591.52	$ 62,180.64	$ 64,623.60	$ 67,170.96	$ 70,407.36
		MO	$ 3,948.06	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,965.96	$ 5,181.72	$ 5,385.30	$ 5,597.58	$ 5,867.28
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 48,232.80	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,426.72	$ 62,994.96	$ 65,479.68	$ 68,047.92	$ 71,263.44
		MO	$ 4,019.40	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,035.56	$ 5,249.58	$ 5,456.64	$ 5,670.66	$ 5,938.62
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 49,088.88	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,763.04	$ 64,331.28	$ 66,878.64	$ 69,426.00	$ 72,558.00
		MO	$ 4,090.74	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,146.92	$ 5,360.94	$ 5,573.22	$ 5,785.50	$ 6,046.50
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 49,944.96	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,890.56	$ 65,333.52	$ 67,922.64	$ 70,449.12	$ 73,622.88
		MO	$ 4,162.08	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,240.88	$ 5,444.46	$ 5,660.22	$ 5,870.76	$ 6,135.24
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
19	10.0	ANN	$ 50,926.32	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,143.36	$ 66,732.48	$ 69,196.32	$ 71,681.04	$ 74,959.20
		MO	$ 4,243.86	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,345.28	$ 5,561.04	$ 5,766.36	$ 5,973.42	$ 6,246.60
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 51,803.28	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 67,839.12	$ 70,344.72	$ 72,892.08	$ 76,149.36
		MO	$ 4,316.94	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,653.26	$ 5,862.06	$ 6,074.34	$ 6,345.78
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47
21	11.0	ANN	$ 52,993.44	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,133.68	$ 71,681.04	$ 74,228.40	$ 77,506.56
		MO	$ 4,416.12	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,761.14	$ 5,973.42	$ 6,185.70	$ 6,458.88
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 53,745.12	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 67,839.12	$ 70,344.72	$ 72,892.08	$ 75,335.04	$ 78,571.44
		MO	$ 4,478.76	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,653.26	$ 5,862.06	$ 6,074.34	$ 6,277.92	$ 6,547.62
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 54,789.12	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,133.68	$ 71,681.04	$ 74,228.40	$ 76,692.24	$ 79,866.00
		MO	$ 4,565.76	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,761.14	$ 5,973.42	$ 6,185.70	$ 6,391.02	$ 6,655.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 55,937.52	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,470.00	$ 72,996.48	$ 75,543.84	$ 78,070.32	$ 81,411.12
		MO	$ 4,661.46	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,872.50	$ 6,083.04	$ 6,295.32	$ 6,505.86	$ 6,784.26
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 57,085.92	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 71,973.36	$ 74,499.84	$ 76,984.56	$ 79,573.68	$ 82,810.08
		MO	$ 4,757.16	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 5,997.78	$ 6,208.32	$ 6,415.38	$ 6,631.14	$ 6,900.84
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 57,983.76	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,247.04	$ 75,836.16	$ 78,279.12	$ 80,763.84	$ 84,104.64
		MO	$ 4,831.98	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,103.92	$ 6,319.68	$ 6,523.26	$ 6,730.32	$ 7,008.72
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 59,299.20	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 74,750.40	$ 77,276.88	$ 79,845.12	$ 82,392.48	$ 85,795.92
		MO	$ 4,941.60	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,229.20	$ 6,439.74	$ 6,653.76	$ 6,866.04	$ 7,149.66
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
28	14.5	ANN	$ 60,364.08	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,212.00	$ 78,634.08	$ 81,223.20	$ 83,666.16	$ 86,986.08
		MO	$ 5,030.34	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,351.00	$ 6,552.84	$ 6,768.60	$ 6,972.18	$ 7,248.84
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 61,616.88	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 77,736.24	$ 80,179.20	$ 82,705.68	$ 85,294.80	$ 88,844.40
		MO	$ 5,134.74	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,478.02	$ 6,681.60	$ 6,892.14	$ 7,107.90	$ 7,403.70
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 62,744.40	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,260.48	$ 81,786.96	$ 84,271.68	$ 86,839.92	$ 90,264.24
		MO	$ 5,228.70	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,605.04	$ 6,815.58	$ 7,022.64	$ 7,236.66	$ 7,522.02
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23
31	16.0	ANN	$ 64,101.60	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 80,805.60	$ 83,290.32	$ 85,900.32	$ 88,343.28	$ 91,830.24
		MO	$ 5,341.80	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,733.80	$ 6,940.86	$ 7,158.36	$ 7,361.94	$ 7,652.52
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 65,291.76	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 82,392.48	$ 84,856.32	$ 87,445.44	$ 89,888.40	$ 93,208.32
		MO	$ 5,440.98	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,866.04	$ 7,071.36	$ 7,287.12	$ 7,490.70	$ 7,767.36
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 66,690.72	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 84,209.04	$ 86,714.64	$ 89,157.60	$ 91,684.08	$ 95,129.28
		MO	$ 5,557.56	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,017.42	$ 7,226.22	$ 7,429.80	$ 7,640.34	$ 7,927.44
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 68,006.16	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 85,628.88	$ 88,280.64	$ 90,640.08	$ 93,208.32	$ 96,695.28
		MO	$ 5,667.18	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,135.74	$ 7,356.72	$ 7,553.34	$ 7,767.36	$ 8,057.94
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 69,467.76	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 87,758.64	$ 90,306.00	$ 92,769.84	$ 95,358.96	$ 98,971.20
		MO	$ 5,788.98	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,313.22	$ 7,525.50	$ 7,730.82	$ 7,946.58	$ 8,247.60
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 70,741.44	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 89,199.36	$ 91,851.12	$ 94,294.08	$ 96,799.68	$ 100,328.40
		MO	$ 5,895.12	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,433.28	$ 7,654.26	$ 7,857.84	$ 8,066.64	$ 8,360.70
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
37	19.0	ANN	$ 72,328.32	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 91,412.64	$ 93,813.84	$ 96,298.56	$ 98,845.92	$ 102,479.04
		MO	$ 6,027.36	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,617.72	$ 7,817.82	$ 8,024.88	$ 8,237.16	$ 8,539.92
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 73,602.00	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 93,083.04	$ 95,567.76	$ 98,156.88	$ 100,578.96	$ 104,065.92
		MO	$ 6,133.50	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,756.92	$ 7,963.98	$ 8,179.74	$ 8,381.58	$ 8,672.16
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 75,272.40	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 95,233.68	$ 97,760.16	$ 100,244.88	$ 102,792.24	$ 105,297.84
		MO	$ 6,272.70	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 7,936.14	$ 8,146.68	$ 8,353.74	$ 8,566.02	$ 8,774.82
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 76,692.24	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 94,461.12	$ 96,883.20	$ 99,472.32	$ 101,936.16	$ 104,567.04	$ 108,179.28
		MO	$ 6,391.02	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,871.76	$ 8,073.60	$ 8,289.36	$ 8,494.68	$ 8,713.92	$ 9,014.94
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81
41	21.0	ANN	$ 78,320.88	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 96,757.92	$ 99,200.88	$ 101,727.36	$ 104,149.44	$ 106,801.20	$ 110,538.72
		MO	$ 6,526.74	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 8,063.16	$ 8,266.74	$ 8,477.28	$ 8,679.12	$ 8,900.10	$ 9,211.56
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 79,845.12	$ 83,165.04	$ 86,839.92	$ 90,556.56	$ 94,461.12	$ 98,490.96	$ 100,954.80	$ 103,460.40	$ 105,986.88	$ 108,471.60	$ 112,042.08
		MO	$ 6,653.76	$ 6,930.42	$ 7,236.66	$ 7,546.38	$ 7,871.76	$ 8,207.58	$ 8,412.90	$ 8,621.70	$ 8,832.24	$ 9,039.30	$ 9,336.84
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 81,703.44	$ 85,273.92	$ 88,886.16	$ 92,686.32	$ 96,757.92	$ 100,913.04	$ 103,376.88	$ 105,903.36	$ 108,325.44	$ 110,893.68	$ 114,610.32
		MO	$ 6,808.62	$ 7,106.16	$ 7,407.18	$ 7,723.86	$ 8,063.16	$ 8,409.42	$ 8,614.74	$ 8,825.28	$ 9,027.12	$ 9,241.14	$ 9,550.86
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 83,290.32	$ 87,048.72	$ 90,619.20	$ 94,523.76	$ 98,658.00	$ 102,854.88	$ 105,402.24	$ 108,033.12	$ 110,559.60	$ 113,169.60	$ 116,907.12
		MO	$ 6,940.86	$ 7,254.06	$ 7,551.60	$ 7,876.98	$ 8,221.50	$ 8,571.24	$ 8,783.52	$ 9,002.76	$ 9,213.30	$ 9,430.80	$ 9,742.26
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 85,002.48	$ 88,656.48	$ 92,498.40	$ 96,382.08	$ 100,641.60	$ 104,963.76	$ 107,511.12	$ 110,162.88	$ 112,772.88	$ 115,424.64	$ 119,245.68
		MO	$ 7,083.54	$ 7,388.04	$ 7,708.20	$ 8,031.84	$ 8,386.80	$ 8,746.98	$ 8,959.26	$ 9,180.24	$ 9,397.74	$ 9,618.72	$ 9,937.14
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
46	23.5	ANN	$ 86,714.64	$ 90,473.04	$ 94,356.72	$ 98,344.80	$ 102,687.84	$ 107,051.76	$ 109,661.76	$ 112,334.40	$ 115,007.04	$ 117,721.44	$ 121,626.00
		MO	$ 7,226.22	$ 7,539.42	$ 7,863.06	$ 8,195.40	$ 8,557.32	$ 8,920.98	$ 9,138.48	$ 9,361.20	$ 9,583.92	$ 9,810.12	$ 10,135.50
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 88,447.68	$ 92,289.60	$ 96,235.92	$ 100,328.40	$ 104,692.32	$ 109,181.52	$ 111,854.16	$ 114,610.32	$ 117,324.72	$ 120,060.00	$ 124,027.20
		MO	$ 7,370.64	$ 7,690.80	$ 8,019.66	$ 8,360.70	$ 8,724.36	$ 9,098.46	$ 9,321.18	$ 9,550.86	$ 9,777.06	$ 10,005.00	$ 10,335.60
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 34,071.84	$ 35,257.28	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 42,828.80	$ 45,065.84	$ 47,341.12	$ 49,673.76	$ 52,522.64
		MO	$ 2,839.32	$ 2,938.11	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,569.07	$ 3,755.49	$ 3,945.09	$ 4,139.48	$ 4,376.89
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 34,817.52	$ 37,322.24	$ 38,660.64	$ 39,731.36	$ 41,146.24	$ 42,809.68	$ 45,161.44	$ 47,551.44	$ 49,864.96	$ 52,407.92	$ 55,409.76
		MO	$ 2,901.46	$ 3,110.19	$ 3,221.72	$ 3,310.95	$ 3,428.85	$ 3,567.47	$ 3,763.45	$ 3,962.62	$ 4,155.41	$ 4,367.33	$ 4,617.48
		DAY	$ 145.68	$ 156.16	$ 161.76	$ 166.24	$ 172.16	$ 179.12	$ 188.96	$ 198.96	$ 208.64	$ 219.28	$ 231.84
		HRS	$ 18.21	$ 19.52	$ 20.22	$ 20.78	$ 21.52	$ 22.39	$ 23.62	$ 24.87	$ 26.08	$ 27.41	$ 28.98
3	2.0	ANN	$ 35,257.28	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 44,090.72	$ 46,442.48	$ 48,679.52	$ 51,107.76	$ 53,994.88
		MO	$ 2,938.11	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,674.23	$ 3,870.21	$ 4,056.63	$ 4,258.98	$ 4,499.57
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 35,907.36	$ 37,188.40	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,951.12	$ 47,264.64	$ 49,578.16	$ 51,853.44	$ 54,644.96
		MO	$ 2,992.28	$ 3,099.03	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,745.93	$ 3,938.72	$ 4,131.51	$ 4,321.12	$ 4,553.75
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 36,366.24	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 45,677.68	$ 47,933.84	$ 50,170.88	$ 52,560.88	$ 55,428.88
		MO	$ 3,030.52	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,806.47	$ 3,994.49	$ 4,180.91	$ 4,380.07	$ 4,619.07
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 37,188.40	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 46,480.72	$ 48,756.00	$ 51,126.88	$ 53,459.52	$ 56,327.52
		MO	$ 3,099.03	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,873.39	$ 4,063.00	$ 4,260.57	$ 4,454.96	$ 4,693.96
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 37,628.16	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 47,264.64	$ 49,578.16	$ 51,853.44	$ 54,090.48	$ 56,977.60
		MO	$ 3,135.68	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,938.72	$ 4,131.51	$ 4,321.12	$ 4,507.54	$ 4,748.13
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 38,201.76	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,952.96	$ 50,400.32	$ 52,560.88	$ 54,893.52	$ 57,761.52
		MO	$ 3,183.48	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,996.08	$ 4,200.03	$ 4,380.07	$ 4,574.46	$ 4,813.46
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 38,947.44	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,985.44	$ 51,260.72	$ 53,555.12	$ 55,868.64	$ 58,794.00
		MO	$ 3,245.62	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,082.12	$ 4,271.73	$ 4,462.93	$ 4,655.72	$ 4,899.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 39,559.28	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,807.60	$ 52,063.76	$ 54,377.28	$ 56,729.04	$ 59,654.40
		MO	$ 3,296.61	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,150.63	$ 4,338.65	$ 4,531.44	$ 4,727.42	$ 4,971.20
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 40,496.16	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,725.36	$ 53,096.24	$ 55,333.28	$ 57,685.04	$ 60,648.64		
		MO	$ 3,374.68	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,227.11	$ 4,424.69	$ 4,611.11	$ 4,807.09	$ 5,054.05		
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76		
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72		
12	6.5	ANN	$ 41,184.48	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,490.16	$ 53,784.56	$ 56,155.44	$ 58,526.32	$ 61,470.80		
		MO	$ 3,432.04	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,290.85	$ 4,482.05	$ 4,679.62	$ 4,877.19	$ 5,122.57		
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20		
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15		
13	7.0	ANN	$ 41,834.56	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,560.88	$ 54,855.28	$ 57,111.44	$ 59,482.32	$ 62,445.92		
		MO	$ 3,486.21	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,380.07	$ 4,571.27	$ 4,759.29	$ 4,956.86	$ 5,203.83		
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28		
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66		
14	7.5	ANN	$ 42,656.72	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,459.52	$ 55,792.16	$ 58,105.68	$ 60,342.72	$ 63,248.96		
		MO	$ 3,554.73	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,454.96	$ 4,649.35	$ 4,842.14	$ 5,028.56	$ 5,270.75		
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64		
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08		
15	8.0	ANN	$ 43,383.28	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,568.48	$ 56,939.36	$ 59,176.40	$ 61,509.04	$ 64,472.64		
		MO	$ 3,615.27	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,547.37	$ 4,744.95	$ 4,931.37	$ 5,125.75	$ 5,372.72		
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76		
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72		
16	8.5	ANN	$ 44,167.20	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,333.28	$ 57,685.04	$ 59,960.32	$ 62,312.08	$ 65,256.56		
		MO	$ 3,680.60	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,611.11	$ 4,807.09	$ 4,996.69	$ 5,192.67	$ 5,438.05		
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04		
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13		
17	9.0	ANN	$ 44,951.12	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,556.96	$ 58,908.72	$ 61,241.36	$ 63,574.00	$ 66,442.00		
		MO	$ 3,745.93	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,713.08	$ 4,909.06	$ 5,103.45	$ 5,297.83	$ 5,536.83		
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00		
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75		
18	9.5	ANN	$ 45,735.04	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,589.44	$ 59,826.48	$ 62,197.36	$ 64,510.88	$ 67,417.12		
		MO	$ 3,811.25	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,799.12	$ 4,985.54	$ 5,183.11	$ 5,375.91	$ 5,618.09		
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08		
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26		
19	10.0	ANN	$ 46,633.68	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,736.64	$ 61,107.52	$ 63,363.68	$ 65,638.96	$ 68,640.80		
		MO	$ 3,886.14	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,894.72	$ 5,092.29	$ 5,280.31	$ 5,469.91	$ 5,720.07		
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20		
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90		
20	10.5	ANN	$ 47,436.72	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,120.88	$ 64,415.28	$ 66,747.92	$ 69,730.64		
		MO	$ 3,953.06	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,176.74	$ 5,367.94	$ 5,562.33	$ 5,810.89		
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76		
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47		
21	11.0	ANN	$ 48,526.56	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,306.32	$ 65,638.96	$ 67,971.60	$ 70,973.44		
		MO	$ 4,043.88	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,275.53	$ 5,469.91	$ 5,664.30	$ 5,914.45		
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96		
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days 239

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

22	11.5	ANN	$ 49,214.88	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,120.88	$ 64,415.28	$ 66,747.92	$ 68,984.96	$ 71,948.56
		MO	$ 4,101.24	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,176.74	$ 5,367.94	$ 5,562.33	$ 5,748.75	$ 5,995.71
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 50,170.88	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,306.32	$ 65,638.96	$ 67,971.60	$ 70,227.76	$ 73,134.00
		MO	$ 4,180.91	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,275.53	$ 5,469.91	$ 5,664.30	$ 5,852.31	$ 6,094.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 51,222.48	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,530.00	$ 66,843.52	$ 69,176.16	$ 71,489.68	$ 74,548.88
		MO	$ 4,268.54	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,377.50	$ 5,570.29	$ 5,764.68	$ 5,957.47	$ 6,212.41
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 52,274.08	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 65,906.64	$ 68,220.16	$ 70,495.44	$ 72,866.32	$ 75,829.92
		MO	$ 4,356.17	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,492.22	$ 5,685.01	$ 5,874.62	$ 6,072.19	$ 6,319.16
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 53,096.24	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,072.96	$ 69,443.84	$ 71,680.88	$ 73,956.16	$ 77,015.36
		MO	$ 4,424.69	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,589.41	$ 5,786.99	$ 5,973.41	$ 6,163.01	$ 6,417.95
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 54,300.80	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,449.60	$ 70,763.12	$ 73,114.88	$ 75,447.52	$ 78,564.08
		MO	$ 4,525.07	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,704.13	$ 5,896.93	$ 6,092.91	$ 6,287.29	$ 6,547.01
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 55,275.92	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 69,788.00	$ 72,005.92	$ 74,376.80	$ 76,613.84	$ 79,653.92
		MO	$ 4,606.33	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,815.67	$ 6,000.49	$ 6,198.07	$ 6,384.49	$ 6,637.83
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 56,423.12	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,183.76	$ 73,420.80	$ 75,734.32	$ 78,105.20	$ 81,355.60
		MO	$ 4,701.93	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,931.98	$ 6,118.40	$ 6,311.19	$ 6,508.77	$ 6,779.63
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 57,455.60	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 72,579.52	$ 74,893.04	$ 77,168.32	$ 79,520.08	$ 82,655.76
		MO	$ 4,787.97	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,048.29	$ 6,241.09	$ 6,430.69	$ 6,626.67	$ 6,887.98
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23
31	16.0	ANN	$ 58,698.40	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 73,994.40	$ 76,269.68	$ 78,659.68	$ 80,896.72	$ 84,089.76
		MO	$ 4,891.53	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,166.20	$ 6,355.81	$ 6,554.97	$ 6,741.39	$ 7,007.48
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

32	16.5	ANN	$ 59,788.24	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 75,447.52	$ 77,703.68	$ 80,074.56	$ 82,311.60	$ 85,351.68
		MO	$ 4,982.35	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,287.29	$ 6,475.31	$ 6,672.88	$ 6,859.30	$ 7,112.64
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 61,069.28	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 77,110.96	$ 79,405.36	$ 81,642.40	$ 83,955.92	$ 87,110.72
		MO	$ 5,089.11	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,425.91	$ 6,617.11	$ 6,803.53	$ 6,996.33	$ 7,259.23
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 62,273.84	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 78,411.12	$ 80,839.36	$ 82,999.92	$ 85,351.68	$ 88,544.72
		MO	$ 5,189.49	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,534.26	$ 6,736.61	$ 6,916.66	$ 7,112.64	$ 7,378.73
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 63,612.24	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 80,361.36	$ 82,694.00	$ 84,950.16	$ 87,321.04	$ 90,628.80
		MO	$ 5,301.02	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,696.78	$ 6,891.17	$ 7,079.18	$ 7,276.75	$ 7,552.40
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 64,778.56	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 81,680.64	$ 84,108.88	$ 86,345.92	$ 88,640.32	$ 91,871.60
		MO	$ 5,398.21	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,806.72	$ 7,009.07	$ 7,195.49	$ 7,386.69	$ 7,655.97
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 66,231.68	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 83,707.36	$ 85,906.16	$ 88,181.44	$ 90,514.08	$ 93,840.96
		MO	$ 5,519.31	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 6,975.61	$ 7,158.85	$ 7,348.45	$ 7,542.84	$ 7,820.08
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 67,398.00	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 85,236.96	$ 87,512.24	$ 89,883.12	$ 92,101.04	$ 95,294.08
		MO	$ 5,616.50	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,103.08	$ 7,292.69	$ 7,490.26	$ 7,675.09	$ 7,941.17
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 68,927.60	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 87,206.32	$ 89,519.84	$ 91,795.12	$ 94,127.76	$ 96,422.16
		MO	$ 5,743.97	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,267.19	$ 7,459.99	$ 7,649.59	$ 7,843.98	$ 8,035.18
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 70,227.76	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 86,498.88	$ 88,716.80	$ 91,087.68	$ 93,343.84	$ 95,752.96	$ 99,060.72
		MO	$ 5,852.31	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,208.24	$ 7,393.07	$ 7,590.64	$ 7,778.65	$ 7,979.41	$ 8,255.06
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81
41	21.0	ANN	$ 71,719.12	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 88,602.08	$ 90,839.12	$ 93,152.64	$ 95,370.56	$ 97,798.80	$ 101,221.28
		MO	$ 5,976.59	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,383.51	$ 7,569.93	$ 7,762.72	$ 7,947.55	$ 8,149.90	$ 8,435.11
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 73,114.88	$ 76,154.96	$ 79,520.08	$ 82,923.44	$ 86,498.88	$ 90,189.04	$ 92,445.20	$ 94,739.60	$ 97,053.12	$ 99,328.40	$ 102,597.92
		MO	$ 6,092.91	$ 6,346.25	$ 6,626.67	$ 6,910.29	$ 7,208.24	$ 7,515.75	$ 7,703.77	$ 7,894.97	$ 8,087.76	$ 8,277.37	$ 8,549.83
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
11 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **239**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

43	22.0	ANN	$ 74,816.56	$ 78,086.08	$ 81,393.84	$ 84,873.68	$ 88,602.08	$ 92,406.96	$ 94,663.12	$ 96,976.64	$ 99,194.56	$ 101,546.32	$ 104,949.68
		MO	$ 6,234.71	$ 6,507.17	$ 6,782.82	$ 7,072.81	$ 7,383.51	$ 7,700.58	$ 7,888.59	$ 8,081.39	$ 8,266.21	$ 8,462.19	$ 8,745.81
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 76,269.68	$ 79,711.28	$ 82,980.80	$ 86,556.24	$ 90,342.00	$ 94,185.12	$ 96,517.76	$ 98,926.88	$ 101,240.40	$ 103,630.40	$ 107,052.88
		MO	$ 6,355.81	$ 6,642.61	$ 6,915.07	$ 7,213.02	$ 7,528.50	$ 7,848.76	$ 8,043.15	$ 8,243.91	$ 8,436.70	$ 8,635.87	$ 8,921.07
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 77,837.52	$ 81,183.52	$ 84,701.60	$ 88,257.92	$ 92,158.40	$ 96,116.24	$ 98,448.88	$ 100,877.12	$ 103,267.12	$ 105,695.36	$ 109,194.32
		MO	$ 6,486.46	$ 6,765.29	$ 7,058.47	$ 7,354.83	$ 7,679.87	$ 8,009.69	$ 8,204.07	$ 8,406.43	$ 8,605.59	$ 8,807.95	$ 9,099.53
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 79,405.36	$ 82,846.96	$ 86,403.28	$ 90,055.20	$ 94,032.16	$ 98,028.24	$ 100,418.24	$ 102,865.60	$ 105,312.96	$ 107,798.56	$ 111,374.00
		MO	$ 6,617.11	$ 6,903.91	$ 7,200.27	$ 7,504.60	$ 7,836.01	$ 8,169.02	$ 8,368.19	$ 8,572.13	$ 8,776.08	$ 8,983.21	$ 9,281.17
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 80,992.32	$ 84,510.40	$ 88,124.08	$ 91,871.60	$ 95,867.68	$ 99,978.48	$ 102,425.84	$ 104,949.68	$ 107,435.28	$ 109,940.00	$ 113,572.80
		MO	$ 6,749.36	$ 7,042.53	$ 7,343.67	$ 7,655.97	$ 7,988.97	$ 8,331.54	$ 8,535.49	$ 8,745.81	$ 8,952.94	$ 9,161.67	$ 9,464.40
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,790.88	$ 32,896.96	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,961.60	$ 42,048.88	$ 44,171.84	$ 46,348.32	$ 49,006.48
		MO	$ 2,649.24	$ 2,741.41	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,330.13	$ 3,504.07	$ 3,680.99	$ 3,862.36	$ 4,083.87
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 32,486.64	$ 33,503.52	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 40,514.64	$ 42,673.28	$ 44,742.72	$ 47,026.24	$ 49,720.08
		MO	$ 2,707.22	$ 2,791.96	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,376.22	$ 3,556.11	$ 3,728.56	$ 3,918.85	$ 4,143.34
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 32,896.96	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 41,139.04	$ 43,333.36	$ 45,420.64	$ 47,686.32	$ 50,380.16
		MO	$ 2,741.41	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,428.25	$ 3,611.11	$ 3,785.05	$ 3,973.86	$ 4,198.35
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 33,503.52	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,941.84	$ 44,100.48	$ 46,259.12	$ 48,382.08	$ 50,986.72
		MO	$ 2,791.96	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,495.15	$ 3,675.04	$ 3,854.93	$ 4,031.84	$ 4,248.89
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 33,931.68	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 42,619.76	$ 44,724.88	$ 46,812.16	$ 49,042.16	$ 51,718.16
		MO	$ 2,827.64	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,551.65	$ 3,727.07	$ 3,901.01	$ 4,086.85	$ 4,309.85
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 34,698.80	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 43,369.04	$ 45,492.00	$ 47,704.16	$ 49,880.64	$ 52,556.64
		MO	$ 2,891.57	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,614.09	$ 3,791.00	$ 3,975.35	$ 4,156.72	$ 4,379.72
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 35,109.12	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 44,100.48	$ 46,259.12	$ 48,382.08	$ 50,469.36	$ 53,163.20
		MO	$ 2,925.76	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,675.04	$ 3,854.93	$ 4,031.84	$ 4,205.78	$ 4,430.27
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 35,644.32	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,742.72	$ 47,026.24	$ 49,042.16	$ 51,218.64	$ 53,894.64
		MO	$ 2,970.36	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,728.56	$ 3,918.85	$ 4,086.85	$ 4,268.22	$ 4,491.22
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 36,340.08	$ 37,785.12	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,706.08	$ 47,829.04	$ 49,969.84	$ 52,128.48	$ 54,858.00
		MO	$ 3,028.34	$ 3,148.76	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,808.84	$ 3,985.75	$ 4,164.15	$ 4,344.04	$ 4,571.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 36,910.96	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 46,473.20	$ 48,578.32	$ 50,736.96	$ 52,931.28	$ 55,660.80
		MO	$ 3,075.91	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,872.77	$ 4,048.19	$ 4,228.08	$ 4,410.94	$ 4,638.40
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 38,427.36	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 48,043.12	$ 50,183.92	$ 52,396.08	$ 54,608.24	$ 57,355.60
		MO	$ 3,202.28	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 4,003.59	$ 4,181.99	$ 4,366.34	$ 4,550.69	$ 4,779.63
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 39,033.92	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 49,042.16	$ 51,182.96	$ 53,288.08	$ 55,500.24	$ 58,265.44
		MO	$ 3,252.83	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,086.85	$ 4,265.25	$ 4,440.67	$ 4,625.02	$ 4,855.45
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 39,801.04	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,880.64	$ 52,057.12	$ 54,215.76	$ 56,303.04	$ 59,014.72
		MO	$ 3,316.75	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,156.72	$ 4,338.09	$ 4,517.98	$ 4,691.92	$ 4,917.89
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 40,478.96	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,915.36	$ 53,127.52	$ 55,214.80	$ 57,391.28	$ 60,156.48
		MO	$ 3,373.25	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,242.95	$ 4,427.29	$ 4,601.23	$ 4,782.61	$ 5,013.04
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 41,210.40	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,628.96	$ 53,823.28	$ 55,946.24	$ 58,140.56	$ 60,887.92
		MO	$ 3,434.20	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,302.41	$ 4,485.27	$ 4,662.19	$ 4,845.05	$ 5,073.99
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 41,941.84	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,770.72	$ 54,965.04	$ 57,141.52	$ 59,318.00	$ 61,994.00
		MO	$ 3,495.15	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,397.56	$ 4,580.42	$ 4,761.79	$ 4,943.17	$ 5,166.17
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 42,673.28	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,734.08	$ 55,821.36	$ 58,033.52	$ 60,192.16	$ 62,903.84
		MO	$ 3,556.11	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,477.84	$ 4,651.78	$ 4,836.13	$ 5,016.01	$ 5,241.99
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 43,511.76	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,804.48	$ 57,016.64	$ 59,121.76	$ 61,244.72	$ 64,045.60
		MO	$ 3,625.98	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,567.04	$ 4,751.39	$ 4,926.81	$ 5,103.73	$ 5,337.13
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 44,261.04	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 57,962.16	$ 60,102.96	$ 62,279.44	$ 65,062.48
		MO	$ 3,688.42	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,830.18	$ 5,008.58	$ 5,189.95	$ 5,421.87
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 45,277.92	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,068.24	$ 61,244.72	$ 63,421.20	$ 66,222.08		
		MO	$ 3,773.16	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,922.35	$ 5,103.73	$ 5,285.10	$ 5,518.51		
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96		
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12		
22	11.5	ANN	$ 45,920.16	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 57,962.16	$ 60,102.96	$ 62,279.44	$ 64,366.72	$ 67,131.92		
		MO	$ 3,826.68	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,830.18	$ 5,008.58	$ 5,189.95	$ 5,363.89	$ 5,594.33		
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04		
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63		
23	12.0	ANN	$ 46,812.16	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,068.24	$ 61,244.72	$ 63,421.20	$ 65,526.32	$ 68,238.00		
		MO	$ 3,901.01	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,922.35	$ 5,103.73	$ 5,285.10	$ 5,460.53	$ 5,686.50		
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00		
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25		
24	12.5	ANN	$ 47,793.36	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,210.00	$ 62,368.64	$ 64,545.12	$ 66,703.76	$ 69,558.16		
		MO	$ 3,982.78	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,017.50	$ 5,197.39	$ 5,378.76	$ 5,558.65	$ 5,796.51		
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92		
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99		
25	13.0	ANN	$ 48,774.56	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,494.48	$ 63,653.12	$ 65,776.08	$ 67,988.24	$ 70,753.44		
		MO	$ 4,064.55	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,124.54	$ 5,304.43	$ 5,481.34	$ 5,665.69	$ 5,896.12		
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28		
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66		
26	13.5	ANN	$ 49,541.68	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,582.72	$ 64,794.88	$ 66,882.16	$ 69,005.12	$ 71,859.52		
		MO	$ 4,128.47	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,215.23	$ 5,399.57	$ 5,573.51	$ 5,750.43	$ 5,988.29		
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24		
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28		
27	14.0	ANN	$ 50,665.60	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 63,867.20	$ 66,025.84	$ 68,220.16	$ 70,396.64	$ 73,304.56		
		MO	$ 4,222.13	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,322.27	$ 5,502.15	$ 5,685.01	$ 5,866.39	$ 6,108.71		
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72		
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09		
28	14.5	ANN	$ 51,575.44	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,116.00	$ 67,185.44	$ 69,397.60	$ 71,484.88	$ 74,321.44		
		MO	$ 4,297.95	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,426.33	$ 5,598.79	$ 5,783.13	$ 5,957.07	$ 6,193.45		
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28		
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66		
29	15.0	ANN	$ 52,645.84	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,418.32	$ 68,505.60	$ 70,664.24	$ 72,876.40	$ 75,909.20		
		MO	$ 4,387.15	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,534.86	$ 5,708.80	$ 5,888.69	$ 6,073.03	$ 6,325.77		
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40		
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55		
30	15.5	ANN	$ 53,609.20	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 67,720.64	$ 69,879.28	$ 72,002.24	$ 74,196.56	$ 77,122.32		
		MO	$ 4,467.43	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,643.39	$ 5,823.27	$ 6,000.19	$ 6,183.05	$ 6,426.86		
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84		
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 54,768.80	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,040.80	$ 71,163.76	$ 73,393.76	$ 75,481.04	$ 78,460.32		
		MO	$ 4,564.07	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,753.40	$ 5,930.31	$ 6,116.15	$ 6,290.09	$ 6,538.36		
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84		
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98		
32	16.5	ANN	$ 55,785.68	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 70,396.64	$ 72,501.76	$ 74,713.92	$ 76,801.20	$ 79,637.76		
		MO	$ 4,648.81	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,866.39	$ 6,041.81	$ 6,226.16	$ 6,400.10	$ 6,636.48		
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12		
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64		
33	17.0	ANN	$ 56,980.96	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 71,948.72	$ 74,089.52	$ 76,176.80	$ 78,335.44	$ 81,279.04		
		MO	$ 4,748.41	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 5,995.73	$ 6,174.13	$ 6,348.07	$ 6,527.95	$ 6,773.25		
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48		
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56		
34	17.5	ANN	$ 58,104.88	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 73,161.84	$ 75,427.52	$ 77,443.44	$ 79,637.76	$ 82,617.04		
		MO	$ 4,842.07	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,096.82	$ 6,285.63	$ 6,453.62	$ 6,636.48	$ 6,884.75		
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48		
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31		
35	18.0	ANN	$ 59,353.68	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 74,981.52	$ 77,158.00	$ 79,263.12	$ 81,475.28	$ 84,561.60		
		MO	$ 4,946.14	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,248.46	$ 6,429.83	$ 6,605.26	$ 6,789.61	$ 7,046.80		
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20		
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40		
36	18.5	ANN	$ 60,441.92	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 76,212.48	$ 78,478.16	$ 80,565.44	$ 82,706.24	$ 85,721.20		
		MO	$ 5,036.83	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,351.04	$ 6,539.85	$ 6,713.79	$ 6,892.19	$ 7,143.43		
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40		
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05		
37	19.0	ANN	$ 61,797.76	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 78,103.52	$ 80,155.12	$ 82,278.08	$ 84,454.56	$ 87,558.72		
		MO	$ 5,149.81	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,508.63	$ 6,679.59	$ 6,856.51	$ 7,037.88	$ 7,296.56		
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64		
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08		
38	19.5	ANN	$ 62,886.00	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 79,530.72	$ 81,653.68	$ 83,865.84	$ 85,935.28	$ 88,914.56		
		MO	$ 5,240.50	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,627.56	$ 6,804.47	$ 6,988.82	$ 7,161.27	$ 7,409.55		
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72		
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84		
39	20.0	ANN	$ 64,313.20	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 81,368.24	$ 83,526.88	$ 85,649.84	$ 87,826.32	$ 89,967.12		
		MO	$ 5,359.43	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,780.69	$ 6,960.57	$ 7,137.49	$ 7,318.86	$ 7,497.26		
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44		
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43		
40	20.5	ANN	$ 65,526.32	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 80,708.16	$ 82,777.60	$ 84,989.76	$ 87,094.88	$ 89,342.72	$ 92,429.04		
		MO	$ 5,460.53	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,725.68	$ 6,898.13	$ 7,082.48	$ 7,257.91	$ 7,445.23	$ 7,702.42		
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48		
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81		
41	21.0	ANN	$ 66,917.84	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 82,670.56	$ 84,757.84	$ 86,916.48	$ 88,985.92	$ 91,251.60	$ 94,444.96		
		MO	$ 5,576.49	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,889.21	$ 7,063.15	$ 7,243.04	$ 7,415.49	$ 7,604.30	$ 7,870.41		
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52		
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94		

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
10 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **223**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

42	21.5	ANN	$ 68,220.16	$ 71,056.72	$ 74,196.56	$ 77,372.08	$ 80,708.16	$ 84,151.28	$ 86,256.40	$ 88,397.20	$ 90,555.84	$ 92,678.80	$ 95,729.44
		MO	$ 5,685.01	$ 5,921.39	$ 6,183.05	$ 6,447.67	$ 6,725.68	$ 7,012.61	$ 7,188.03	$ 7,366.43	$ 7,546.32	$ 7,723.23	$ 7,977.45
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 69,807.92	$ 72,858.56	$ 75,944.88	$ 79,191.76	$ 82,670.56	$ 86,220.72	$ 88,325.84	$ 90,484.48	$ 92,553.92	$ 94,748.24	$ 97,923.76
		MO	$ 5,817.33	$ 6,071.55	$ 6,328.74	$ 6,599.31	$ 6,889.21	$ 7,185.06	$ 7,360.49	$ 7,540.37	$ 7,712.83	$ 7,895.69	$ 8,160.31
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 71,163.76	$ 74,374.96	$ 77,425.60	$ 80,761.68	$ 84,294.00	$ 87,879.84	$ 90,056.32	$ 92,304.16	$ 94,462.80	$ 96,692.80	$ 99,886.16
		MO	$ 5,930.31	$ 6,197.91	$ 6,452.13	$ 6,730.14	$ 7,024.50	$ 7,323.32	$ 7,504.69	$ 7,692.01	$ 7,871.90	$ 8,057.73	$ 8,323.85
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 72,626.64	$ 75,748.64	$ 79,031.20	$ 82,349.44	$ 85,988.80	$ 89,681.68	$ 91,858.16	$ 94,123.84	$ 96,353.84	$ 98,619.52	$ 101,884.24
		MO	$ 6,052.22	$ 6,312.39	$ 6,585.93	$ 6,862.45	$ 7,165.73	$ 7,473.47	$ 7,654.85	$ 7,843.65	$ 8,029.49	$ 8,218.29	$ 8,490.35
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 74,089.52	$ 77,300.72	$ 80,618.96	$ 84,026.40	$ 87,737.12	$ 91,465.68	$ 93,695.68	$ 95,979.20	$ 98,262.72	$ 100,581.92	$ 103,918.00
		MO	$ 6,174.13	$ 6,441.73	$ 6,718.25	$ 7,002.20	$ 7,311.43	$ 7,622.14	$ 7,807.97	$ 7,998.27	$ 8,188.56	$ 8,381.83	$ 8,659.83
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 75,570.24	$ 78,852.80	$ 82,224.56	$ 85,721.20	$ 89,449.76	$ 93,285.36	$ 95,568.88	$ 97,923.76	$ 100,242.96	$ 102,580.00	$ 105,969.60
		MO	$ 6,297.52	$ 6,571.07	$ 6,852.05	$ 7,143.43	$ 7,454.15	$ 7,773.78	$ 7,964.07	$ 8,160.31	$ 8,353.58	$ 8,548.33	$ 8,830.80
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,220.64	$ 32,306.88	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 39,244.80	$ 41,294.64	$ 43,379.52	$ 45,516.96	$ 48,127.44
		MO	$ 2,601.72	$ 2,692.24	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,270.40	$ 3,441.22	$ 3,614.96	$ 3,793.08	$ 4,010.62
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 31,903.92	$ 32,902.56	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,787.92	$ 41,907.84	$ 43,940.16	$ 46,182.72	$ 48,828.24
		MO	$ 2,658.66	$ 2,741.88	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,315.66	$ 3,492.32	$ 3,661.68	$ 3,848.56	$ 4,069.02
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 32,306.88	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 40,401.12	$ 42,556.08	$ 44,605.92	$ 46,830.96	$ 49,476.48
		MO	$ 2,692.24	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,366.76	$ 3,546.34	$ 3,717.16	$ 3,902.58	$ 4,123.04
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 32,902.56	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 41,189.52	$ 43,309.44	$ 45,429.36	$ 47,514.24	$ 50,072.16
		MO	$ 2,741.88	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,432.46	$ 3,609.12	$ 3,785.78	$ 3,959.52	$ 4,172.68
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 33,323.04	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,855.28	$ 43,922.64	$ 45,972.48	$ 48,162.48	$ 50,790.48
		MO	$ 2,776.92	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,487.94	$ 3,660.22	$ 3,831.04	$ 4,013.54	$ 4,232.54
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 34,076.40	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 42,591.12	$ 44,676.00	$ 46,848.48	$ 48,985.92	$ 51,613.92
		MO	$ 2,839.70	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,549.26	$ 3,723.00	$ 3,904.04	$ 4,082.16	$ 4,301.16
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 34,479.36	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 43,309.44	$ 45,429.36	$ 47,514.24	$ 49,564.08	$ 52,209.60
		MO	$ 2,873.28	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,609.12	$ 3,785.78	$ 3,959.52	$ 4,130.34	$ 4,350.80
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 35,004.96	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,940.16	$ 46,182.72	$ 48,162.48	$ 50,299.92	$ 52,927.92
		MO	$ 2,917.08	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,661.68	$ 3,848.56	$ 4,013.54	$ 4,191.66	$ 4,410.66
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 35,688.24	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,886.24	$ 46,971.12	$ 49,073.52	$ 51,193.44	$ 53,874.00
		MO	$ 2,974.02	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,740.52	$ 3,914.26	$ 4,089.46	$ 4,266.12	$ 4,489.50
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 36,248.88	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,639.60	$ 47,706.96	$ 49,826.88	$ 51,981.84	$ 54,662.40
		MO	$ 3,020.74	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,803.30	$ 3,975.58	$ 4,152.24	$ 4,331.82	$ 4,555.20
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 37,107.36	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 46,480.56	$ 48,653.04	$ 50,702.88	$ 52,857.84	$ 55,573.44
		MO	$ 3,092.28	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,873.38	$ 4,054.42	$ 4,225.24	$ 4,404.82	$ 4,631.12
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 37,738.08	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 47,181.36	$ 49,283.76	$ 51,456.24	$ 53,628.72	$ 56,326.80
		MO	$ 3,144.84	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,931.78	$ 4,106.98	$ 4,288.02	$ 4,469.06	$ 4,693.90
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 38,333.76	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 48,162.48	$ 50,264.88	$ 52,332.24	$ 54,504.72	$ 57,220.32
		MO	$ 3,194.48	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 4,013.54	$ 4,188.74	$ 4,361.02	$ 4,542.06	$ 4,768.36
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 39,087.12	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,985.92	$ 51,123.36	$ 53,243.28	$ 55,293.12	$ 57,956.16
		MO	$ 3,257.26	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,082.16	$ 4,260.28	$ 4,436.94	$ 4,607.76	$ 4,829.68
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 39,752.88	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 50,002.08	$ 52,174.56	$ 54,224.40	$ 56,361.84	$ 59,077.44
		MO	$ 3,312.74	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,166.84	$ 4,347.88	$ 4,518.70	$ 4,696.82	$ 4,923.12
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 40,471.20	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,702.88	$ 52,857.84	$ 54,942.72	$ 57,097.68	$ 59,795.76
		MO	$ 3,372.60	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,225.24	$ 4,404.82	$ 4,578.56	$ 4,758.14	$ 4,982.98
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 41,189.52	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,824.16	$ 53,979.12	$ 56,116.56	$ 58,254.00	$ 60,882.00
		MO	$ 3,432.46	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,318.68	$ 4,498.26	$ 4,676.38	$ 4,854.50	$ 5,073.50
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 41,907.84	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,770.24	$ 54,820.08	$ 56,992.56	$ 59,112.48	$ 61,775.52
		MO	$ 3,492.32	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,397.52	$ 4,568.34	$ 4,749.38	$ 4,926.04	$ 5,147.96
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 42,731.28	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,821.44	$ 55,993.92	$ 58,061.28	$ 60,146.16	$ 62,896.80
		MO	$ 3,560.94	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,485.12	$ 4,666.16	$ 4,838.44	$ 5,012.18	$ 5,241.40
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 43,467.12	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 56,922.48	$ 59,024.88	$ 61,162.32	$ 63,895.44
		MO	$ 3,622.26	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,743.54	$ 4,918.74	$ 5,096.86	$ 5,324.62
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 44,465.76	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,008.72	$ 60,146.16	$ 62,283.60	$ 65,034.24
		MO	$ 3,705.48	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,834.06	$ 5,012.18	$ 5,190.30	$ 5,419.52
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 45,096.48	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 56,922.48	$ 59,024.88	$ 61,162.32	$ 63,212.16	$ 65,927.76
		MO	$ 3,758.04	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,743.54	$ 4,918.74	$ 5,096.86	$ 5,267.68	$ 5,493.98
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 45,972.48	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,008.72	$ 60,146.16	$ 62,283.60	$ 64,350.96	$ 67,014.00
		MO	$ 3,831.04	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,834.06	$ 5,012.18	$ 5,190.30	$ 5,362.58	$ 5,584.50
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 46,936.08	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,130.00	$ 61,249.92	$ 63,387.36	$ 65,507.28	$ 68,310.48
		MO	$ 3,911.34	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,927.50	$ 5,104.16	$ 5,282.28	$ 5,458.94	$ 5,692.54
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 47,899.68	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,391.44	$ 62,511.36	$ 64,596.24	$ 66,768.72	$ 69,484.32
		MO	$ 3,991.64	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,032.62	$ 5,209.28	$ 5,383.02	$ 5,564.06	$ 5,790.36
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 48,653.04	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,460.16	$ 63,632.64	$ 65,682.48	$ 67,767.36	$ 70,570.56
		MO	$ 4,054.42	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,121.68	$ 5,302.72	$ 5,473.54	$ 5,647.28	$ 5,880.88
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 49,756.80	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 62,721.60	$ 64,841.52	$ 66,996.48	$ 69,133.92	$ 71,989.68
		MO	$ 4,146.40	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,226.80	$ 5,403.46	$ 5,583.04	$ 5,761.16	$ 5,999.14
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 50,650.32	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 63,948.00	$ 65,980.32	$ 68,152.80	$ 70,202.64	$ 72,988.32
		MO	$ 4,220.86	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,329.00	$ 5,498.36	$ 5,679.40	$ 5,850.22	$ 6,082.36
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 51,701.52	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,226.96	$ 67,276.80	$ 69,396.72	$ 71,569.20	$ 74,547.60
		MO	$ 4,308.46	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,435.58	$ 5,606.40	$ 5,783.06	$ 5,964.10	$ 6,212.30
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 52,647.60	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,505.92	$ 68,625.84	$ 70,710.72	$ 72,865.68	$ 75,738.96
		MO	$ 4,387.30	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,542.16	$ 5,718.82	$ 5,892.56	$ 6,072.14	$ 6,311.58
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 53,786.40	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 67,802.40	$ 69,887.28	$ 72,077.28	$ 74,127.12	$ 77,052.96
		MO	$ 4,482.20	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,650.20	$ 5,823.94	$ 6,006.44	$ 6,177.26	$ 6,421.08
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 54,785.04	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,133.92	$ 71,201.28	$ 73,373.76	$ 75,423.60	$ 78,209.28
		MO	$ 4,565.42	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,761.16	$ 5,933.44	$ 6,114.48	$ 6,285.30	$ 6,517.44
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 55,958.88	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 70,658.16	$ 72,760.56	$ 74,810.40	$ 76,930.32	$ 79,821.12
		MO	$ 4,663.24	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,888.18	$ 6,063.38	$ 6,234.20	$ 6,410.86	$ 6,651.76
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 57,062.64	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 71,849.52	$ 74,074.56	$ 76,054.32	$ 78,209.28	$ 81,135.12
		MO	$ 4,755.22	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 5,987.46	$ 6,172.88	$ 6,337.86	$ 6,517.44	$ 6,761.26
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 58,289.04	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 73,636.56	$ 75,774.00	$ 77,841.36	$ 80,013.84	$ 83,044.80
		MO	$ 4,857.42	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,136.38	$ 6,314.50	$ 6,486.78	$ 6,667.82	$ 6,920.40
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 59,357.76	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 74,845.44	$ 77,070.48	$ 79,120.32	$ 81,222.72	$ 84,183.60
		MO	$ 4,946.48	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,237.12	$ 6,422.54	$ 6,593.36	$ 6,768.56	$ 7,015.30
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 60,689.28	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 76,702.56	$ 78,717.36	$ 80,802.24	$ 82,939.68	$ 85,988.16
		MO	$ 5,057.44	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,391.88	$ 6,559.78	$ 6,733.52	$ 6,911.64	$ 7,165.68
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 61,758.00	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 78,104.16	$ 80,189.04	$ 82,361.52	$ 84,393.84	$ 87,319.68
		MO	$ 5,146.50	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,508.68	$ 6,682.42	$ 6,863.46	$ 7,032.82	$ 7,276.64
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 63,159.60	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 79,908.72	$ 82,028.64	$ 84,113.52	$ 86,250.96	$ 88,353.36
		MO	$ 5,263.30	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,659.06	$ 6,835.72	$ 7,009.46	$ 7,187.58	$ 7,362.78
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 64,350.96	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 79,260.48	$ 81,292.80	$ 83,465.28	$ 85,532.64	$ 87,740.16	$ 90,771.12
		MO	$ 5,362.58	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,605.04	$ 6,774.40	$ 6,955.44	$ 7,127.72	$ 7,311.68	$ 7,564.26
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **219**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$ 65,717.52	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 81,187.68	$ 83,237.52	$ 85,357.44	$ 87,389.76	$ 89,614.80	$ 92,750.88
		MO	$ 5,476.46	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,765.64	$ 6,936.46	$ 7,113.12	$ 7,282.48	$ 7,467.90	$ 7,729.24
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 66,996.48	$ 69,782.16	$ 72,865.68	$ 75,984.24	$ 79,260.48	$ 82,641.84	$ 84,709.20	$ 86,811.60	$ 88,931.52	$ 91,016.40	$ 94,012.32
		MO	$ 5,583.04	$ 5,815.18	$ 6,072.14	$ 6,332.02	$ 6,605.04	$ 6,886.82	$ 7,059.10	$ 7,234.30	$ 7,410.96	$ 7,584.70	$ 7,834.36
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 68,555.76	$ 71,551.68	$ 74,582.64	$ 77,771.28	$ 81,187.68	$ 84,674.16	$ 86,741.52	$ 88,861.44	$ 90,893.76	$ 93,048.72	$ 96,167.28
		MO	$ 5,712.98	$ 5,962.64	$ 6,215.22	$ 6,480.94	$ 6,765.64	$ 7,056.18	$ 7,228.46	$ 7,405.12	$ 7,574.48	$ 7,754.06	$ 8,013.94
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 69,887.28	$ 73,040.88	$ 76,036.80	$ 79,313.04	$ 82,782.00	$ 86,303.52	$ 88,440.96	$ 90,648.48	$ 92,768.40	$ 94,958.40	$ 98,094.48
		MO	$ 5,823.94	$ 6,086.74	$ 6,336.40	$ 6,609.42	$ 6,898.50	$ 7,191.96	$ 7,370.08	$ 7,554.04	$ 7,730.70	$ 7,913.20	$ 8,174.54
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 71,323.92	$ 74,389.92	$ 77,613.60	$ 80,872.32	$ 84,446.40	$ 88,073.04	$ 90,210.48	$ 92,435.52	$ 94,625.52	$ 96,850.56	$ 100,056.72
		MO	$ 5,943.66	$ 6,199.16	$ 6,467.80	$ 6,739.36	$ 7,037.20	$ 7,339.42	$ 7,517.54	$ 7,702.96	$ 7,885.46	$ 8,070.88	$ 8,338.06
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 72,760.56	$ 75,914.16	$ 79,172.88	$ 82,519.20	$ 86,163.36	$ 89,825.04	$ 92,015.04	$ 94,257.60	$ 96,500.16	$ 98,777.76	$ 102,054.00
		MO	$ 6,063.38	$ 6,326.18	$ 6,597.74	$ 6,876.60	$ 7,180.28	$ 7,485.42	$ 7,667.92	$ 7,854.80	$ 8,041.68	$ 8,231.48	$ 8,504.50
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 74,214.72	$ 77,438.40	$ 80,749.68	$ 84,183.60	$ 87,845.28	$ 91,612.08	$ 93,854.64	$ 96,167.28	$ 98,444.88	$ 100,740.00	$ 104,068.80
		MO	$ 6,184.56	$ 6,453.20	$ 6,729.14	$ 7,015.30	$ 7,320.44	$ 7,634.34	$ 7,821.22	$ 8,013.94	$ 8,203.74	$ 8,395.00	$ 8,672.40
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 29,652.48	$ 30,684.16	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 37,273.60	$ 39,220.48	$ 41,200.64	$ 43,230.72	$ 45,710.08
		MO	$ 2,471.04	$ 2,557.01	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,106.13	$ 3,268.37	$ 3,433.39	$ 3,602.56	$ 3,809.17
		DAY	$ 142.56	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 179.20	$ 188.56	$ 198.08	$ 207.84	$ 219.76
		HRS	$ 17.82	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 22.40	$ 23.57	$ 24.76	$ 25.98	$ 27.47
2	1.5	ANN	$ 30,301.44	$ 31,249.92	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,789.44	$ 39,802.88	$ 41,733.12	$ 43,863.04	$ 46,375.68
		MO	$ 2,525.12	$ 2,604.16	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,149.12	$ 3,316.91	$ 3,477.76	$ 3,655.25	$ 3,864.64
		DAY	$ 145.68	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 181.68	$ 191.36	$ 200.64	$ 210.88	$ 222.96
		HRS	$ 18.21	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.71	$ 23.92	$ 25.08	$ 26.36	$ 27.87
3	2.0	ANN	$ 30,684.16	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 38,371.84	$ 40,418.56	$ 42,365.44	$ 44,478.72	$ 46,991.36
		MO	$ 2,557.01	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,197.65	$ 3,368.21	$ 3,530.45	$ 3,706.56	$ 3,915.95
		DAY	$ 147.52	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 184.48	$ 194.32	$ 203.68	$ 213.84	$ 225.92
		HRS	$ 18.44	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 23.06	$ 24.29	$ 25.46	$ 26.73	$ 28.24
4	2.5	ANN	$ 31,249.92	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 39,120.64	$ 41,134.08	$ 43,147.52	$ 45,127.68	$ 47,557.12
		MO	$ 2,604.16	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,260.05	$ 3,427.84	$ 3,595.63	$ 3,760.64	$ 3,963.09
		DAY	$ 150.24	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 228.64
		HRS	$ 18.78	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.58
5	3.0	ANN	$ 31,649.28	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,752.96	$ 41,716.48	$ 43,663.36	$ 45,743.36	$ 48,239.36
		MO	$ 2,637.44	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,312.75	$ 3,476.37	$ 3,638.61	$ 3,811.95	$ 4,019.95
		DAY	$ 152.16	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 191.12	$ 200.56	$ 209.92	$ 219.92	$ 231.92
		HRS	$ 19.02	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.89	$ 25.07	$ 26.24	$ 27.49	$ 28.99
6	3.5	ANN	$ 32,364.80	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 40,451.84	$ 42,432.00	$ 44,495.36	$ 46,525.44	$ 49,021.44
		MO	$ 2,697.07	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,370.99	$ 3,536.00	$ 3,707.95	$ 3,877.12	$ 4,085.12
		DAY	$ 155.60	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 194.48	$ 204.00	$ 213.92	$ 223.68	$ 235.68
		HRS	$ 19.45	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 24.31	$ 25.50	$ 26.74	$ 27.96	$ 29.46
7	4.0	ANN	$ 32,747.52	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 41,134.08	$ 43,147.52	$ 45,127.68	$ 47,074.56	$ 49,587.20
		MO	$ 2,728.96	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,427.84	$ 3,595.63	$ 3,760.64	$ 3,922.88	$ 4,132.27
		DAY	$ 157.44	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 197.76	$ 207.44	$ 216.96	$ 226.32	$ 238.40
		HRS	$ 19.68	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.72	$ 25.93	$ 27.12	$ 28.29	$ 29.80
8	4.5	ANN	$ 33,246.72	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,733.12	$ 43,863.04	$ 45,743.36	$ 47,773.44	$ 50,269.44
		MO	$ 2,770.56	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,477.76	$ 3,655.25	$ 3,811.95	$ 3,981.12	$ 4,189.12
		DAY	$ 159.84	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 200.64	$ 210.88	$ 219.92	$ 229.68	$ 241.68
		HRS	$ 19.98	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 25.08	$ 26.36	$ 27.49	$ 28.71	$ 30.21
9	5.0	ANN	$ 33,895.68	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,631.68	$ 44,611.84	$ 46,608.64	$ 48,622.08	$ 51,168.00
		MO	$ 2,824.64	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,552.64	$ 3,717.65	$ 3,884.05	$ 4,051.84	$ 4,264.00
		DAY	$ 162.96	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 204.96	$ 214.48	$ 224.08	$ 233.76	$ 246.00
		HRS	$ 20.37	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.62	$ 26.81	$ 28.01	$ 29.22	$ 30.75
10	5.5	ANN	$ 34,428.16	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 43,347.20	$ 45,310.72	$ 47,324.16	$ 49,370.88	$ 51,916.80
		MO	$ 2,869.01	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,612.27	$ 3,775.89	$ 3,943.68	$ 4,114.24	$ 4,326.40
		DAY	$ 165.52	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 208.40	$ 217.84	$ 227.52	$ 237.36	$ 249.60
		HRS	$ 20.69	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 26.05	$ 27.23	$ 28.44	$ 29.67	$ 31.20

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

11	6.0	ANN	$ 35,243.52	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 44,145.92	$ 46,209.28	$ 48,156.16	$ 50,202.88	$ 52,782.08
		MO	$ 2,936.96	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,678.83	$ 3,850.77	$ 4,013.01	$ 4,183.57	$ 4,398.51
		DAY	$ 169.44	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 212.24	$ 222.16	$ 231.52	$ 241.36	$ 253.76
		HRS	$ 21.18	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.53	$ 27.77	$ 28.94	$ 30.17	$ 31.72
12	6.5	ANN	$ 35,842.56	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,811.52	$ 46,808.32	$ 48,871.68	$ 50,935.04	$ 53,497.60
		MO	$ 2,986.88	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,734.29	$ 3,900.69	$ 4,072.64	$ 4,244.59	$ 4,458.13
		DAY	$ 172.32	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 215.44	$ 225.04	$ 234.96	$ 244.88	$ 257.20
		HRS	$ 21.54	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.93	$ 28.13	$ 29.37	$ 30.61	$ 32.15
13	7.0	ANN	$ 36,408.32	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,743.36	$ 47,740.16	$ 49,703.68	$ 51,767.04	$ 54,346.24
		MO	$ 3,034.03	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,811.95	$ 3,978.35	$ 4,141.97	$ 4,313.92	$ 4,528.85
		DAY	$ 175.04	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 219.92	$ 229.52	$ 238.96	$ 248.88	$ 261.28
		HRS	$ 21.88	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.49	$ 28.69	$ 29.87	$ 31.11	$ 32.66
14	7.5	ANN	$ 37,123.84	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,525.44	$ 48,555.52	$ 50,568.96	$ 52,515.84	$ 55,045.12
		MO	$ 3,093.65	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,877.12	$ 4,046.29	$ 4,214.08	$ 4,376.32	$ 4,587.09
		DAY	$ 178.48	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 223.68	$ 233.44	$ 243.12	$ 252.48	$ 264.64
		HRS	$ 22.31	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.96	$ 29.18	$ 30.39	$ 31.56	$ 33.08
15	8.0	ANN	$ 37,756.16	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,490.56	$ 49,553.92	$ 51,500.80	$ 53,530.88	$ 56,110.08
		MO	$ 3,146.35	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,957.55	$ 4,129.49	$ 4,291.73	$ 4,460.91	$ 4,675.84
		DAY	$ 181.52	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 228.32	$ 238.24	$ 247.60	$ 257.36	$ 269.76
		HRS	$ 22.69	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.54	$ 29.78	$ 30.95	$ 32.17	$ 33.72
16	8.5	ANN	$ 38,438.40	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,156.16	$ 50,202.88	$ 52,183.04	$ 54,229.76	$ 56,792.32
		MO	$ 3,203.20	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,013.01	$ 4,183.57	$ 4,348.59	$ 4,519.15	$ 4,732.69
		DAY	$ 184.80	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.52	$ 241.36	$ 250.88	$ 260.72	$ 273.04
		HRS	$ 23.10	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.94	$ 30.17	$ 31.36	$ 32.59	$ 34.13
17	9.0	ANN	$ 39,120.64	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,221.12	$ 51,267.84	$ 53,297.92	$ 55,328.00	$ 57,824.00
		MO	$ 3,260.05	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,101.76	$ 4,272.32	$ 4,441.49	$ 4,610.67	$ 4,818.67
		DAY	$ 188.08	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.64	$ 246.48	$ 256.24	$ 266.00	$ 278.00
		HRS	$ 23.51	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.58	$ 30.81	$ 32.03	$ 33.25	$ 34.75
18	9.5	ANN	$ 39,802.88	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,119.68	$ 52,066.56	$ 54,129.92	$ 56,143.36	$ 58,672.64
		MO	$ 3,316.91	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,176.64	$ 4,338.88	$ 4,510.83	$ 4,678.61	$ 4,889.39
		DAY	$ 191.36	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.96	$ 250.32	$ 260.24	$ 269.92	$ 282.08
		HRS	$ 23.92	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.12	$ 31.29	$ 32.53	$ 33.74	$ 35.26
19	10.0	ANN	$ 40,584.96	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,118.08	$ 53,181.44	$ 55,144.96	$ 57,125.12	$ 59,737.60
		MO	$ 3,382.08	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,259.84	$ 4,431.79	$ 4,595.41	$ 4,760.43	$ 4,978.13
		DAY	$ 195.12	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.76	$ 255.68	$ 265.12	$ 274.64	$ 287.20
		HRS	$ 24.39	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.72	$ 31.96	$ 33.14	$ 34.33	$ 35.90
20	10.5	ANN	$ 41,283.84	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,063.36	$ 56,060.16	$ 58,090.24	$ 60,686.08
		MO	$ 3,440.32	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,505.28	$ 4,671.68	$ 4,840.85	$ 5,057.17
		DAY	$ 198.48	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 291.76
		HRS	$ 24.81	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.47

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

21	11.0	ANN	$ 42,232.32	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,095.04	$ 57,125.12	$ 59,155.20	$ 61,767.68
		MO	$ 3,519.36	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,591.25	$ 4,760.43	$ 4,929.60	$ 5,147.31
		DAY	$ 203.04	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 296.96
		HRS	$ 25.38	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 37.12
22	11.5	ANN	$ 42,831.36	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,083.36	$ 56,060.16	$ 58,090.24	$ 60,037.12	$ 62,616.32
		MO	$ 3,569.28	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,505.28	$ 4,671.68	$ 4,840.85	$ 5,003.09	$ 5,218.03
		DAY	$ 205.92	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 259.92	$ 269.52	$ 279.28	$ 288.64	$ 301.04
		HRS	$ 25.74	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.49	$ 33.69	$ 34.91	$ 36.08	$ 37.63
23	12.0	ANN	$ 43,663.36	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,095.04	$ 57,125.12	$ 59,155.20	$ 61,118.72	$ 63,648.00
		MO	$ 3,638.61	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,591.25	$ 4,760.43	$ 4,929.60	$ 5,093.23	$ 5,304.00
		DAY	$ 209.92	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 264.88	$ 274.64	$ 284.40	$ 293.84	$ 306.00
		HRS	$ 26.24	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.11	$ 34.33	$ 35.55	$ 36.73	$ 38.25
24	12.5	ANN	$ 44,578.56	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,160.00	$ 58,173.44	$ 60,203.52	$ 62,216.96	$ 64,879.36
		MO	$ 3,714.88	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,680.00	$ 4,847.79	$ 5,016.96	$ 5,184.75	$ 5,406.61
		DAY	$ 214.32	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 270.00	$ 279.68	$ 289.44	$ 299.12	$ 311.92
		HRS	$ 26.79	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.75	$ 34.96	$ 36.18	$ 37.39	$ 38.99
25	13.0	ANN	$ 45,493.76	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,358.08	$ 59,371.52	$ 61,351.68	$ 63,415.04	$ 65,994.24
		MO	$ 3,791.15	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,779.84	$ 4,947.63	$ 5,112.64	$ 5,284.59	$ 5,499.52
		DAY	$ 218.72	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 275.76	$ 285.44	$ 294.96	$ 304.88	$ 317.28
		HRS	$ 27.34	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.47	$ 35.68	$ 36.87	$ 38.11	$ 39.66
26	13.5	ANN	$ 46,209.28	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,373.12	$ 60,436.48	$ 62,383.36	$ 64,363.52	$ 67,025.92
		MO	$ 3,850.77	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,864.43	$ 5,036.37	$ 5,198.61	$ 5,363.63	$ 5,585.49
		DAY	$ 222.16	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 280.64	$ 290.56	$ 299.92	$ 309.44	$ 322.24
		HRS	$ 27.77	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.08	$ 36.32	$ 37.49	$ 38.68	$ 40.28
27	14.0	ANN	$ 47,257.60	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,571.20	$ 61,584.64	$ 63,631.36	$ 65,661.44	$ 68,373.76
		MO	$ 3,938.13	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,964.27	$ 5,132.05	$ 5,302.61	$ 5,471.79	$ 5,697.81
		DAY	$ 227.20	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 286.40	$ 296.08	$ 305.92	$ 315.68	$ 328.72
		HRS	$ 28.40	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 35.80	$ 37.01	$ 38.24	$ 39.46	$ 41.09
28	14.5	ANN	$ 48,106.24	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 60,736.00	$ 62,666.24	$ 64,729.60	$ 66,676.48	$ 69,322.24
		MO	$ 4,008.85	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,061.33	$ 5,222.19	$ 5,394.13	$ 5,556.37	$ 5,776.85
		DAY	$ 231.28	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 292.00	$ 301.28	$ 311.20	$ 320.56	$ 333.28
		HRS	$ 28.91	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.50	$ 37.66	$ 38.90	$ 40.07	$ 41.66
29	15.0	ANN	$ 49,104.64	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 61,950.72	$ 63,897.60	$ 65,911.04	$ 67,974.40	$ 70,803.20
		MO	$ 4,092.05	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,162.56	$ 5,324.80	$ 5,492.59	$ 5,664.53	$ 5,900.27
		DAY	$ 236.08	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 297.84	$ 307.20	$ 316.88	$ 326.80	$ 340.40
		HRS	$ 29.51	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.23	$ 38.40	$ 39.61	$ 40.85	$ 42.55
30	15.5	ANN	$ 50,003.20	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,165.44	$ 65,178.88	$ 67,159.04	$ 69,205.76	$ 71,934.72
		MO	$ 4,166.93	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,263.79	$ 5,431.57	$ 5,596.59	$ 5,767.15	$ 5,994.56
		DAY	$ 240.40	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 303.68	$ 313.36	$ 322.88	$ 332.72	$ 345.84
		HRS	$ 30.05	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 37.96	$ 39.17	$ 40.36	$ 41.59	$ 43.23

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

31	16.0	ANN	$ 51,084.80	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 64,396.80	$ 66,376.96	$ 68,456.96	$ 70,403.84	$ 73,182.72
		MO	$ 4,257.07	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,366.40	$ 5,531.41	$ 5,704.75	$ 5,866.99	$ 6,098.56
		DAY	$ 245.60	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 309.60	$ 319.12	$ 329.12	$ 338.48	$ 351.84
		HRS	$ 30.70	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 38.70	$ 39.89	$ 41.14	$ 42.31	$ 43.98
32	16.5	ANN	$ 52,033.28	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 65,661.44	$ 67,624.96	$ 69,688.32	$ 71,635.20	$ 74,280.96
		MO	$ 4,336.11	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,471.79	$ 5,635.41	$ 5,807.36	$ 5,969.60	$ 6,190.08
		DAY	$ 250.16	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 315.68	$ 325.12	$ 335.04	$ 344.40	$ 357.12
		HRS	$ 31.27	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.46	$ 40.64	$ 41.88	$ 43.05	$ 44.64
33	17.0	ANN	$ 53,148.16	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,109.12	$ 69,105.92	$ 71,052.80	$ 73,066.24	$ 75,811.84
		MO	$ 4,429.01	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,592.43	$ 5,758.83	$ 5,921.07	$ 6,088.85	$ 6,317.65
		DAY	$ 255.52	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 322.64	$ 332.24	$ 341.60	$ 351.28	$ 364.48
		HRS	$ 31.94	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.33	$ 41.53	$ 42.70	$ 43.91	$ 45.56
34	17.5	ANN	$ 54,196.48	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 68,240.64	$ 70,353.92	$ 72,234.24	$ 74,280.96	$ 77,059.84
		MO	$ 4,516.37	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,686.72	$ 5,862.83	$ 6,019.52	$ 6,190.08	$ 6,421.65
		DAY	$ 260.56	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 328.08	$ 338.24	$ 347.28	$ 357.12	$ 370.48
		HRS	$ 32.57	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.01	$ 42.28	$ 43.41	$ 44.64	$ 46.31
35	18.0	ANN	$ 55,361.28	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 69,937.92	$ 71,968.00	$ 73,931.52	$ 75,994.88	$ 78,873.60
		MO	$ 4,613.44	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,828.16	$ 5,997.33	$ 6,160.96	$ 6,332.91	$ 6,572.80
		DAY	$ 266.16	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 336.24	$ 346.00	$ 355.44	$ 365.36	$ 379.20
		HRS	$ 33.27	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.03	$ 43.25	$ 44.43	$ 45.67	$ 47.40
36	18.5	ANN	$ 56,376.32	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 71,086.08	$ 73,199.36	$ 75,146.24	$ 77,143.04	$ 79,955.20
		MO	$ 4,698.03	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 5,923.84	$ 6,099.95	$ 6,262.19	$ 6,428.59	$ 6,662.93
		DAY	$ 271.04	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 341.76	$ 351.92	$ 361.28	$ 370.88	$ 384.40
		HRS	$ 33.88	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 42.72	$ 43.99	$ 45.16	$ 46.36	$ 48.05
37	19.0	ANN	$ 57,640.96	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 72,849.92	$ 74,763.52	$ 76,743.68	$ 78,773.76	$ 81,669.12
		MO	$ 4,803.41	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,070.83	$ 6,230.29	$ 6,395.31	$ 6,564.48	$ 6,805.76
		DAY	$ 277.12	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 350.24	$ 359.44	$ 368.96	$ 378.72	$ 392.64
		HRS	$ 34.64	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 43.78	$ 44.93	$ 46.12	$ 47.34	$ 49.08
38	19.5	ANN	$ 58,656.00	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 74,181.12	$ 76,161.28	$ 78,224.64	$ 80,154.88	$ 82,933.76
		MO	$ 4,888.00	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,181.76	$ 6,346.77	$ 6,518.72	$ 6,679.57	$ 6,911.15
		DAY	$ 282.00	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 356.64	$ 366.16	$ 376.08	$ 385.36	$ 398.72
		HRS	$ 35.25	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 44.58	$ 45.77	$ 47.01	$ 48.17	$ 49.84
39	20.0	ANN	$ 59,987.20	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 75,895.04	$ 77,908.48	$ 79,888.64	$ 81,918.72	$ 83,915.52
		MO	$ 4,998.93	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,324.59	$ 6,492.37	$ 6,657.39	$ 6,826.56	$ 6,992.96
		DAY	$ 288.40	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 364.88	$ 374.56	$ 384.08	$ 393.84	$ 403.44
		HRS	$ 36.05	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 45.61	$ 46.82	$ 48.01	$ 49.23	$ 50.43
40	20.5	ANN	$ 61,118.72	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 75,279.36	$ 77,209.60	$ 79,272.96	$ 81,236.48	$ 83,333.12	$ 86,211.84
		MO	$ 5,093.23	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,273.28	$ 6,434.13	$ 6,606.08	$ 6,769.71	$ 6,944.43	$ 7,184.32
		DAY	$ 293.84	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 371.20	$ 381.12	$ 390.56	$ 400.64	$ 414.48
		HRS	$ 36.73	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 46.40	$ 47.64	$ 48.82	$ 50.08	$ 51.81

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
9.5 MONTH PARAEDUCATOR SALARY SCHEDULE
CSEA
2025-26 (3.0%)

Work Days **208**

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

41	21.0	ANN	$ 62,416.64	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 77,109.76	$ 79,056.64	$ 81,070.08	$ 83,000.32	$ 85,113.60	$ 88,092.16
		MO	$ 5,201.39	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,425.81	$ 6,588.05	$ 6,755.84	$ 6,916.69	$ 7,092.80	$ 7,341.01
		DAY	$ 300.08	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 380.08	$ 389.76	$ 399.04	$ 409.20	$ 423.52
		HRS	$ 37.51	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 47.51	$ 48.72	$ 49.88	$ 51.15	$ 52.94
42	21.5	ANN	$ 63,631.36	$ 66,277.12	$ 69,205.76	$ 72,167.68	$ 75,279.36	$ 78,490.88	$ 80,454.40	$ 82,451.20	$ 84,464.64	$ 86,444.80	$ 89,290.24
		MO	$ 5,302.61	$ 5,523.09	$ 5,767.15	$ 6,013.97	$ 6,273.28	$ 6,540.91	$ 6,704.53	$ 6,870.93	$ 7,038.72	$ 7,203.73	$ 7,440.85
		DAY	$ 305.92	$ 318.64	$ 332.72	$ 346.96	$ 361.92	$ 377.36	$ 386.80	$ 396.40	$ 406.08	$ 415.60	$ 429.28
		HRS	$ 38.24	$ 39.83	$ 41.59	$ 43.37	$ 45.24	$ 47.17	$ 48.35	$ 49.55	$ 50.76	$ 51.95	$ 53.66
43	22.0	ANN	$ 65,112.32	$ 67,957.76	$ 70,836.48	$ 73,864.96	$ 77,109.76	$ 80,421.12	$ 82,384.64	$ 84,398.08	$ 86,328.32	$ 88,375.04	$ 91,336.96
		MO	$ 5,426.03	$ 5,663.15	$ 5,903.04	$ 6,155.41	$ 6,425.81	$ 6,701.76	$ 6,865.39	$ 7,033.17	$ 7,194.03	$ 7,364.59	$ 7,611.41
		DAY	$ 313.04	$ 326.72	$ 340.56	$ 355.12	$ 370.72	$ 386.64	$ 396.08	$ 405.76	$ 415.04	$ 424.88	$ 439.12
		HRS	$ 39.13	$ 40.84	$ 42.57	$ 44.39	$ 46.34	$ 48.33	$ 49.51	$ 50.72	$ 51.88	$ 53.11	$ 54.89
44	22.5	ANN	$ 66,376.96	$ 69,372.16	$ 72,217.60	$ 75,329.28	$ 78,624.00	$ 81,968.64	$ 83,998.72	$ 86,095.36	$ 88,108.80	$ 90,188.80	$ 93,167.36
		MO	$ 5,531.41	$ 5,781.01	$ 6,018.13	$ 6,277.44	$ 6,552.00	$ 6,830.72	$ 6,999.89	$ 7,174.61	$ 7,342.40	$ 7,515.73	$ 7,763.95
		DAY	$ 319.12	$ 333.52	$ 347.20	$ 362.16	$ 378.00	$ 394.08	$ 403.84	$ 413.92	$ 423.60	$ 433.60	$ 447.92
		HRS	$ 39.89	$ 41.69	$ 43.40	$ 45.27	$ 47.25	$ 49.26	$ 50.48	$ 51.74	$ 52.95	$ 54.20	$ 55.99
45	23.0	ANN	$ 67,741.44	$ 70,653.44	$ 73,715.20	$ 76,810.24	$ 80,204.80	$ 83,649.28	$ 85,679.36	$ 87,792.64	$ 89,872.64	$ 91,985.92	$ 95,031.04
		MO	$ 5,645.12	$ 5,887.79	$ 6,142.93	$ 6,400.85	$ 6,683.73	$ 6,970.77	$ 7,139.95	$ 7,316.05	$ 7,489.39	$ 7,665.49	$ 7,919.25
		DAY	$ 325.68	$ 339.68	$ 354.40	$ 369.28	$ 385.60	$ 402.16	$ 411.92	$ 422.08	$ 432.08	$ 442.24	$ 456.88
		HRS	$ 40.71	$ 42.46	$ 44.30	$ 46.16	$ 48.20	$ 50.27	$ 51.49	$ 52.76	$ 54.01	$ 55.28	$ 57.11
46	23.5	ANN	$ 69,105.92	$ 72,101.12	$ 75,196.16	$ 78,374.40	$ 81,835.52	$ 85,313.28	$ 87,393.28	$ 89,523.20	$ 91,653.12	$ 93,816.32	$ 96,928.00
		MO	$ 5,758.83	$ 6,008.43	$ 6,266.35	$ 6,531.20	$ 6,819.63	$ 7,109.44	$ 7,282.77	$ 7,460.27	$ 7,637.76	$ 7,818.03	$ 8,077.33
		DAY	$ 332.24	$ 346.64	$ 361.52	$ 376.80	$ 393.44	$ 410.16	$ 420.16	$ 430.40	$ 440.64	$ 451.04	$ 466.00
		HRS	$ 41.53	$ 43.33	$ 45.19	$ 47.10	$ 49.18	$ 51.27	$ 52.52	$ 53.80	$ 55.08	$ 56.38	$ 58.25
47	24.0	ANN	$ 70,487.04	$ 73,548.80	$ 76,693.76	$ 79,955.20	$ 83,432.96	$ 87,010.56	$ 89,140.48	$ 91,336.96	$ 93,500.16	$ 95,680.00	$ 98,841.60
		MO	$ 5,873.92	$ 6,129.07	$ 6,391.15	$ 6,662.93	$ 6,952.75	$ 7,250.88	$ 7,428.37	$ 7,611.41	$ 7,791.68	$ 7,973.33	$ 8,236.80
		DAY	$ 338.88	$ 353.60	$ 368.72	$ 384.40	$ 401.12	$ 418.32	$ 428.56	$ 439.12	$ 449.52	$ 460.00	$ 475.20
		HRS	$ 42.36	$ 44.20	$ 46.09	$ 48.05	$ 50.14	$ 52.29	$ 53.57	$ 54.89	$ 56.19	$ 57.50	$ 59.40

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: CSEA **FTE:** 218.16
Period of Agreement: Fiscal Year 2025-26 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

	2025-26	*2026-27*	*2027-28*
Salary Schedule Increases	3.00%		
Off-Schedule Payments	**0%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**218.16**		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):*			
Effective July 1 2025, CSEA will get a 3% on-going increase since the CSEA contract has a "Me Too" clause.			
Other Provisions: Alum Rock settled with AREA, the teachers' union. CSEA has a "Me Too" clause. Increases for FY 2025-26 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000).			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement

	2025-26	*2026-27*	*2027-28*
Salary including statutory costs*	494,126		
Benefits	-		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	494,126	-	-
Total % Increase	3.00%		
Projected STRS/PERS Rates	19.10% / 26.81%	19.10% / 26.4%	19.10% / 26.8%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	438.45	Not Settled
CSEA	218.16	Not Settled
Teamsters	125.22	Settled
Un-Represented Management and Non-Management	78.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	-	**57,374,461**
2000 Classified Salaries	21,574,995	359,104	**21,934,099**
3000 Benefits	42,123,951	135,022	**42,258,973**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 494,126**	**154,502,794**
Interfund Transfer In	-		-
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		-
Other Financing Uses (enter as negative)	-		-
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,480,942)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,454,481**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,642,584
Total Available Reserves	9,428,607		9,443,431
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,642,584

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547 5

President or Clerk of Governing Board — Date

11.5

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve a 3% increase to the salary schedules for Certificated Management, Classified Management, Supervisory, Confidential Management, and Unrepresented Non-Management for the 2025–26 school year, and a 2% increase plus a 1% off-schedule payment for the 2026–27 school year.**

Support Information: Based on the Tentative Agreement between the District and AREA, which includes a 3% increase to the salary schedule for the 25-26 SY, and a 2% increase plus a 1% off-schedule payment for the 26-27 SY, District Administration is recommending that all Unrepresented Personnel get the same.

Fiscal Impact: See Form AB 1200

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve a 3% increase to the salary schedule for the 25-26 SY, and a 2% increase plus a 1% off-schedule payment for the 26-27 SY for all Unrepresented Personnel.

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.5
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

11 MONTH SALARY SCHEDULE

UNREPRESENTED-Wellness Center Site Specialist (Grant Funded)

Work Days 239 **2025-26 (3%)** **Pending Board Approval: October 22, 2026**

Effective: July 1, 2026

	01	02	03	04	05	06	07	08
ANN	$ 75,272.40	$ 78,326.31	$ 81,702.81	$ 84,219.06	$ 86,713.80	$ 89,165.53	$ 91,681.78	$ 95,122.81
MO	$ 6,842.95	$ 7,120.58	$ 7,427.53	$ 7,656.28	$ 7,883.07	$ 8,105.96	$ 8,334.72	$ 8,647.53
DAY	$ 314.94	$ 327.73	$ 341.86	$ 352.38	$ 362.82	$ 373.08	$ 383.60	$ 398.00
HRS	$ 39.37	$ 40.96	$ 42.73	$ 44.04	$ 45.35	$ 46.64	$ 47.95	$ 49.75

Earned Masters: $1,925 on base salary

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CERTIFICATED MANAGEMENT SALARY SCHEDULE
2025-26 (3.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

Title/Position	Work Year	1	2	3	4	5
Assistant Superintendent	219	$187,339	$196,707	$206,543	$216,868	$227,711
Chief Academic Services Officer Chief Human Resources Officer Chief School Transformation & Support Officer Chief Student/Special Services Officer	219	$160,500	$168,526	$176,953	$185,799	$195,088
Director II	219	$145,644	$152,927	$160,574	$168,604	$177,031
Director I Principal, Middle School K-8 Principal	215	$138,709	$145,644	$152,927	$160,574	$168,604
Principal, Elementary School Principal, Small Schools	210	$132,105	$138,709	$145,644	$152,927	$160,574
Assistant Principal Coordinator Dean of Academic Affairs	210	$125,815	$132,105	$138,709	$145,644	$152,927
Program Improvement Administrator	205	$119,821	$125,815	$132,105	$138,709	$145,644

* Earned Masters: $1,925 on base salary
* National Board: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,781 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Certificated Management employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE
2025-26 (3.0%)

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

Title/Position	Work Year	1	2	3	4	5
Assistant Superintendent	219	$187,341.00	$196,707.00	$206,545.00	$216,869.00	$227,712.00
Senior Executive of Bonds, Maintenance, Ope	219	$177,950.00	$186,848.00	$196,190.00	$206,000.00	$216,300.00
Officers Chief Bonds Officer Chief of Communications and Community Eng Chief Technology Officer	219	$160,500.00	$168,526.00	$176,953.00	$185,802.00	$195,088.00
Director Child Nutrition Services Fiscal Services Human Resources Facilities, Bonds & Leases Maintenance, Operations & Transportatior Technology Services	219	$145,644.00	$152,927.00	$160,574.00	$168,604.00	$177,031.00
Administrator Fiscal Services	219	$125,816.00	$132,105.00	$138,710.00	$145,644.00	$152,927.00
Coordinators/Managers Bond Program Bond Account Child Nutrition Services Human Resources Maintenance & Transportation Operations & Security Payroll Procurement Student Information Systems State & Federal Programs Transportation	219	$116,390.00	$122,212.00	$128,322.00	$134,737.00	$141,475.00
Academic Services Occupational Therapist	219	$102,895.00	$108,040.00	$113,441.00	$119,113.00	$125,070.00

DRAFT

* Earned Masters: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,781 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Classified Management employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SUPERVISORY SALARY SCHEDULE
2025-26 (3.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

Title/Position	Range	Work Year	1	2	3	4	5	6	7	8	9
10-Months											
Child Nutrition Services Satellite Supervisor	1	185	$46,892.00	$49,034.00	$51,290.00	$53,579.00	$55,820.00	$58,108.00	$60,283.00	$61,859.00	$63,419.00
Kitchen Supervisor	2	185	$49,034.00	$51,290.00	$53,596.00	$55,820.00	$58,126.00	$60,383.00	$62,672.00	$64,264.00	$65,826.00
12-Months											
Warehouse Supervisor	1	224	$66,152.00	$69,204.00	$72,318.00	$75,329.00	$78,445.00	$81,476.00	$84,550.00	$86,725.00	$88,835.00
Transportation Scheduler Parent Education Supervisor School Link Services Supervisor (SLS)	2	224 199	$75,769.00	$79,197.00	$82,896.00	$85,993.00	$89,107.00	$92,097.00	$95,087.00	$97,553.00	$99,979.00
Child Nutrition Services Operations Supervisor Purchasing Supervisor Network & Systems Supervisor	3	224	$103,699.00	$108,487.00	$113,485.00	$118,084.00	$122,578.00	$127,159.00	$131,695.00	$135,061.00	$138,429.00
Behavior Intervention Supervisor	4	202	$67,087.00	$70,122.00	$73,399.00	$76,139.00	$78,897.00	$81,544.00	$84,191.00	$86,375.00	$88,523.00

* Earned Masters: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,781 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Supervisory employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE
2025-26(3.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2025

Title/Position	Work Year	1	2	3	4	5	6
Senior Executive Assistant, Superintendent	219	$98,584.00	$103,517.00	$108,687.00	$114,121.00	$119,827.00	$125,819.00
Executive Assistant Executive Assistant, Superintendent Communications Support Administrative Assistant/Human Resources (Confidential)	219	$83,404.00	$87,576.00	$91,951.00	$96,550.00	$101,286.00	$106,446.00
Secretary, Confidential	219	$67,291.00	$70,652.00	$74,186.00	$77,896.00	$81,789.00	$85,878.00

*** Earned Masters: $1,925 on base salary**
*** Earned Doctorate: $2,000 on base salary**

Longevity Increments (5): $2,781 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Confidential employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SALARY SCHEDULE
Unrepresented - School Based Mental Health Clinician Salary Schedule
2026-27 (2%)

Work Days 219

Pending Board Approval: October 22, 2026

Effective: July 1, 2026

	01	02	03	04	05	06	07	08
ANN	$ 68,300.67	$ 71,070.58	$ 74,144.29	$ 76,413.83	$ 78,683.37	$ 80,917.17	$ 83,186.71	$ 86,314.03
MO	$ 6,209.15	$ 6,460.96	$ 6,740.39	$ 6,946.71	$ 7,153.03	$ 7,356.11	$ 7,562.43	$ 7,846.73
DAY	$ 311.89	$ 312.91	$ 313.93	$ 314.95	$ 315.97	$ 316.99	$ 318.01	$ 319.03
HRS	$ 38.98	$ 40.57	$ 42.32	$ 43.62	$ 44.91	$ 46.19	$ 47.48	$ 49.27

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CERTIFICATED MANAGEMENT SALARY SCHEDULE
2026-27 (2.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

Title/Position	Work Year	1	2	3	4	5
Assistant Superintendent	219	$191,086	$200,641	$210,674	$221,205	$232,265
Chief Academic Services Officer Chief Human Resources Officer Chief School Transformation & Support Officer Chief Student/Special Services Officer	219	$163,710	$171,897	$180,492	$189,515	$198,990
Director II	219	$148,557	$155,986	$163,785	$171,976	$180,572
Director I Principal, Middle School K-8 Principal	215	$141,483	$148,557	$155,986	$163,785	$171,976
Principal, Elementary School Principal, Small Schools	210	$134,747	$141,483	$148,557	$155,986	$163,785
Assistant Principal Coordinator Dean of Academic Affairs	210	$128,331	$134,747	$141,483	$148,557	$155,986
Program Improvement Administrator	205	$122,217	$128,331	$134,747	$141,483	$148,557

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* Earned Masters: $1,925 on base salary
* National Board: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,837 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Certificated Management employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE
2026-27 (2.0%)

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

Title/Position	Work Year	1	2	3	4	5
Assistant Superintendent	219	$191,088.00	$200,641.00	$210,676.00	$221,206.00	$232,266.00
Senior Executive of Bonds, Maintenance, Op	219	$181,509.00	$190,585.00	$200,114.00	$210,120.00	$220,626.00
Officers Chief Bonds Officer Chief of Communications and Community Eng Chief Technology Officer	219	$163,710.00	$171,897.00	$180,492.00	$189,518.00	$198,990.00
Director Child Nutrition Services Fiscal Services Human Resources Facilities, Bonds & Leases Maintenance, Operations & Transportation Technology Services	219	$148,557.00	$155,986.00	$163,785.00	$171,976.00	$180,572.00
Administrator Fiscal Services	219	$128,332.00	$134,747.00	$141,484.00	$148,557.00	$155,986.00
Coordinators/Managers Bond Program Bond Account Child Nutrition Services Human Resources Maintenance & Transportation Operations & Security Payroll Procurement Student Information Systems State & Federal Programs Transportation	219	$118,718.00	$124,656.00	$130,888.00	$137,432.00	$144,305.00
Academic Services Occupational Therapist	219	$104,953.00	$110,201.00	$115,710.00	$121,495.00	$127,571.00

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* Earned Masters: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,837 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Classified Management employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
SUPERVISORY SALARY SCHEDULE
2026-27 (2.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

Title/Position	Range	Work Year	1	2	3	4	5	6	7	8	9
10-Months											
Child Nutrition Services Satellite Supervisor	1	185	$47,830.00	$50,015.00	$52,316.00	$54,651.00	$56,936.00	$59,270.00	$61,489.00	$63,096.00	$64,687.00
Kitchen Supervisor	2	185	$50,015.00	$52,316.00	$54,668.00	$56,936.00	$59,289.00	$61,591.00	$63,925.00	$65,549.00	$67,143.00
12-Months											
Warehouse Supervisor	1	224	$67,475.00	$70,588.00	$73,764.00	$76,836.00	$80,014.00	$83,106.00	$86,241.00	$88,460.00	$90,612.00
Transportation Scheduler Parent Education Supervisor School Link Services Supervisor (SLS)	2	224 199	$77,284.00	$80,781.00	$84,554.00	$87,713.00	$90,889.00	$93,939.00	$96,989.00	$99,504.00	$101,979.00
Child Nutrition Services Operations Supervisor Purchasing Supervisor Network & Systems Supervisor	3	224	$105,773.00	$110,657.00	$115,755.00	$120,446.00	$125,030.00	$129,702.00	$134,329.00	$137,762.00	$141,198.00
Behavior Intervention Supervisor	4	202	$68,429.00	$71,524.00	$74,867.00	$77,662.00	$80,475.00	$83,175.00	$85,875.00	$88,103.00	$90,293.00

* Earned Masters: $1,925 on base salary
* Earned Doctorate: $2,000 on base salary

Longevity Increments (5): $2,837 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Supervisory employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE
2026-27(2.0 %)

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

Title/Position	Work Year	1	2	3	4	5	6
Senior Executive Assistant, Superintendent	219	$100,556.00	$105,587.00	$110,861.00	$116,403.00	$122,224.00	$128,335.00
Executive Assistant Executive Assistant, Superintendent Communications Support Administrative Assistant/Human Resources (Confidential)	219	$85,072.00	$89,328.00	$93,790.00	$98,481.00	$103,312.00	$108,575.00
Secretary, Confidential	219	$68,637.00	$72,065.00	$75,670.00	$79,454.00	$83,425.00	$87,596.00

*** Earned Masters: $1,925 on base salary**
*** Earned Doctorate: $2,000 on base salary**

Longevity Increments (5): $2,837 at 10, 14, 18, 22 and 25 years of service to the District. For initial placement of new Confidential employees, relevant outside management experience may be used for placement on the salary schedule, including granting of any longevity increment(s).

DRAFT

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: **Un-represented** **FTE:** 78.00
Period of Agreement: Fiscal Year 2025-26 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2025-26	***2026-27***	***2027-28***
Salary Schedule Increases	3.00%		
Off-Schedule Payments	**0%**		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	**78**		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):* Effective July 1 2025, Un-represented will get a 3% on-going increase. Effective July 1, 2026, Un-represented will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.			
Other Provisions: Alum Rock settled negotiations with AREA, the teachers' union. While unrepresented employees (management and non-management) do not have a "me too" clause, they will receive the same increase because the Board did not take action to provide otherwise. Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026. Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2025-26	***2026-27***	***2027-28***
Salary including statutory costs*	450,390		
Benefits	-		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	450,390	-	-
Total % Increase	3.00%		
Projected STRS/PERS Rates	19.10% / 26.81%	19.10% / 26.4%	19.10% / 26.8%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	**FTE**	**Status**
AREA	438.45	Not Settled
CSEA	218.16	Not Settled
Teamsters	125.22	Settled
Un-Represented Management and Non-Management	78.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Board-approved Budget 2-Year Submittal	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	184,303	**57,558,764**
2000 Classified Salaries	21,574,995	161,963	**21,736,958**
3000 Benefits	42,123,951	104,124	**42,228,075**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 450,390**	**154,459,058**
Interfund Transfer In	-		-
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		-
Other Financing Uses (enter as negative)	-		-
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,437,206)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,498,217**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,641,272
Total Available Reserves	9,428,607		9,442,119
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,641,272

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: **Un-represented** **FTE:** 68.00
Period of Agreement: Fiscal Year 2026-27 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

SUMMARY OF AGREEMENT			
	2026-27	*2027-28*	*2028-29*
Salary Schedule Increases	2.00%		
Off-Schedule Payments	1%		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	68		-
Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):* Effective July 1 2025, un-represented will get a 3% on-going increase. Effective July 1, 2026, un-represented will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.			
Other Provisions: Alum Rock settled negotiations with AREA, the teachers' union. While unrepresented employees (management and non-management) do not have a "me too" clause, they will receive the same increase because the Board did not take action to provide otherwise. Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026. Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).			

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2026-27	*2027-28*	*2028-29*
Salary including statutory costs*	404,717		
Benefits	97,184		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	501,901	-	-
Total % Increase	2% on/1% off		
Projected STRS/PERS Rates	19.10% / 26.4%	19.10% / 26.8%	19.10% / 25.9%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	437.35	Not Settled
CSEA	219.72	Not Settled
Teamsters	117.84	Not Settled
Un-Represented Management and Non-Management	68.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Latest Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	174,843	**57,549,304**
2000 Classified Salaries	21,574,995	138,137	**21,713,132**
3000 Benefits	42,123,951	188,922	**42,312,873**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 501,901**	**154,510,569**
Interfund Transfer In	-		-
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		-
Other Financing Uses (enter as negative)	-		-
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,488,717)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,446,706**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,642,817
Total Available Reserves	9,428,607		9,443,664
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,642,817

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

11.6

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Resignations (Information Only)**

Support Information: Pursuant to Board Policy 4117.2 the Superintendent or designee has accepted the resignations indicated in the accompanying memorandum.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Information Only

SM

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.6

Agenda Placement

Marnie Hazelton Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT-
HUMAN RESOURCES DEPARTMENT
MEETING OF THE BOARD OF TRUSTEES

October 22, 2026

CERTIFICATED RESIGNATIONS:

I. Resignation:

1. Veith, Danielle	**ELD/Ocala STEAM Academy**	**09/18/2026**

HUMAN RESOURCES DEPARTMENT
MEETING OF THE BOARD OF TRUSTEES

October 22, 2026

CLASSIFIED RESIGNATIONS:

I. Resignations:

1.	Tran, Lena T	Senior Accounting Assistant/Fiscal Services	10/21/2026

11.7

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve Memorandum of Understanding Between the Alum Rock Union Elementary School District and Teamster Local 150; Disclosure of major provisions of tentative agreement including costs to be incurred in current and subsequent fiscal years (Gov. Code section 3547.5).**

Support Information: On October 22, 2026 the board was presented a Tentative Agreement between the District and AREA which included a salary increase of 3.00% (three percent) on the 2025-2026 salary schedule. Therefore, pursuant to Article 22.1.1, "For the term of this Agreement, if any other bargaining unit receives a salary schedule increase, off schedule bonus or health and welfare premium increase or reopener(s) greater than the Teamsters bargaining unit, then Teamsters shall receive the same increase".

Fiscal Impact: See Form AB 1200

Budget Source: General and Restricted Funds

Recommended Action: Staff recommends that the Board of Trustees approve the Memorandum of Understanding

Recommend Approval

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

11.7
Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: Seconded by:

Approved: _____ Not Approved: _____ Tabled:

MEMORANDUM OF UNDERSTANDING
between
Teamsters Local 150
and the
Alum Rock Union Elementary School District

October 16, 2026

The Alum Rock Union Elementary School District ("District") and the Teamsters Local 150 ("Teamsters") are parties to a collective bargaining agreement ("CBA"), with a term ending on June 30, 2026, and are currently engaged in negotiations for a successor contract. The CBA contained a "Me Too" clause providing that if any other District bargaining unit receives a salary increase, off schedule bonus or health and welfare premium increase, Teamsters shall receive the same increase. On September 18, 2026, the District and the Alum Rock Educators' Association ("AREA") agreed upon a compensation increase of 2% on-going increase salary schedule for the 2026-2027 school year and a 1% off-schedule payment based upon the 2026-2027 adjusted salary schedule. The District and Teamsters have agreed to apply the "me too" for the 2026-2027 school year. We agree as follows:

1. For the 2026-2027 school year, effective July 1, 2026, all bargaining unit salary schedules shall be increased by two percent (2%) on-schedule. For the 2026-2027 fiscal year, bargaining unit members shall receive a one percent (1%) off-schedule payment based upon their 2026-2027 salary schedule. Effective October 1, 2026, the District contribution toward health and welfare benefits shall increase from eighty-five percent (85%) to ninety percent (90%).

2. The implementation of this "me too" provision completely resolves ongoing successor contract negotiations regarding compensation increases for the 2026-2027 school year only and the terms of this agreement will be incorporated into the parties' successor CBA.

3. With the exception of the changes referenced above, all future salary increases for Teamsters will be subject to negotiations.

Date: 10.16.26

For Teamsters:

Date: 10-16-2026

For the District:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 39,337.92	$ 40,653.36	$ 42,010.56	$ 43,493.04	$ 45,079.92	$ 46,854.72	$ 49,381.20	$ 52,012.08	$ 54,663.84	$ 57,252.96	$ 60,531.12
		MO	$ 3,278.16	$ 3,387.78	$ 3,500.88	$ 3,624.42	$ 3,756.66	$ 3,904.56	$ 4,115.10	$ 4,334.34	$ 4,555.32	$ 4,771.08	$ 5,044.26
		DAY	$ 150.72	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 189.20	$ 199.28	$ 209.44	$ 219.36	$ 231.92
		HRS	$ 18.84	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.65	$ 24.91	$ 26.18	$ 27.42	$ 28.99
2	1.5	ANN	$ 40,110.48	$ 41,425.92	$ 42,929.28	$ 44,140.32	$ 45,789.84	$ 47,522.88	$ 50,070.24	$ 52,742.88	$ 55,373.76	$ 58,046.40	$ 61,282.80
		MO	$ 3,342.54	$ 3,452.16	$ 3,577.44	$ 3,678.36	$ 3,815.82	$ 3,960.24	$ 4,172.52	$ 4,395.24	$ 4,614.48	$ 4,837.20	$ 5,106.90
		DAY	$ 153.68	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 234.80
		HRS	$ 19.21	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.35
3	2.0	ANN	$ 40,653.36	$ 42,010.56	$ 43,493.04	$ 45,079.92	$ 46,854.72	$ 48,316.32	$ 50,988.96	$ 53,578.08	$ 56,229.84	$ 58,902.48	$ 62,159.76
		MO	$ 3,387.78	$ 3,500.88	$ 3,624.42	$ 3,756.66	$ 3,904.56	$ 4,026.36	$ 4,249.08	$ 4,464.84	$ 4,685.82	$ 4,908.54	$ 5,179.98
		DAY	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 195.36	$ 205.28	$ 215.44	$ 225.68	$ 238.16
		HRS	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 24.42	$ 25.66	$ 26.93	$ 28.21	$ 29.77
4	2.5	ANN	$ 41,425.92	$ 42,929.28	$ 44,140.32	$ 45,789.84	$ 47,522.88	$ 49,318.56	$ 50,466.96	$ 54,580.32	$ 57,252.96	$ 59,862.96	$ 63,099.36
		MO	$ 3,452.16	$ 3,577.44	$ 3,678.36	$ 3,815.82	$ 3,960.24	$ 4,109.88	$ 4,205.58	$ 4,548.36	$ 4,771.08	$ 4,988.58	$ 5,258.28
		DAY	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 193.36	$ 209.12	$ 219.36	$ 229.36	$ 241.76
		HRS	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.17	$ 26.14	$ 27.42	$ 28.67	$ 30.22
5	3.0	ANN	$ 42,010.56	$ 43,493.04	$ 45,079.92	$ 46,854.72	$ 48,316.32	$ 50,070.24	$ 52,742.88	$ 55,373.76	$ 58,046.40	$ 60,698.16	$ 64,101.60
		MO	$ 3,500.88	$ 3,624.42	$ 3,756.66	$ 3,904.56	$ 4,026.36	$ 4,172.52	$ 4,395.24	$ 4,614.48	$ 4,837.20	$ 5,058.18	$ 5,341.80
		DAY	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 232.56	$ 245.60
		HRS	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.07	$ 30.70
6	3.5	ANN	$ 42,929.28	$ 44,140.32	$ 45,789.84	$ 47,522.88	$ 49,318.56	$ 51,009.84	$ 53,849.52	$ 56,355.12	$ 59,111.28	$ 61,721.28	$ 64,957.68
		MO	$ 3,577.44	$ 3,678.36	$ 3,815.82	$ 3,960.24	$ 4,109.88	$ 4,250.82	$ 4,487.46	$ 4,696.26	$ 4,925.94	$ 5,143.44	$ 5,413.14
		DAY	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 206.32	$ 215.92	$ 226.48	$ 236.48	$ 248.88
		HRS	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.79	$ 26.99	$ 28.31	$ 29.56	$ 31.11
7	4.0	ANN	$ 43,493.04	$ 45,079.92	$ 46,854.72	$ 48,316.32	$ 50,070.24	$ 52,012.08	$ 54,663.84	$ 57,252.96	$ 59,883.84	$ 62,577.36	$ 65,939.04
		MO	$ 3,624.42	$ 3,756.66	$ 3,904.56	$ 4,026.36	$ 4,172.52	$ 4,334.34	$ 4,555.32	$ 4,771.08	$ 4,990.32	$ 5,214.78	$ 5,494.92
		DAY	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 209.44	$ 219.36	$ 229.44	$ 239.76	$ 252.64
		HRS	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 26.18	$ 27.42	$ 28.68	$ 29.97	$ 31.58
8	4.5	ANN	$ 44,140.32	$ 45,789.84	$ 47,522.88	$ 49,318.56	$ 51,009.84	$ 52,826.40	$ 55,540.80	$ 58,213.44	$ 60,823.44	$ 63,558.72	$ 66,920.40
		MO	$ 3,678.36	$ 3,815.82	$ 3,960.24	$ 4,109.88	$ 4,250.82	$ 4,402.20	$ 4,628.40	$ 4,851.12	$ 5,068.62	$ 5,296.56	$ 5,576.70
		DAY	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 212.80	$ 223.04	$ 233.04	$ 243.52	$ 256.40
		HRS	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.60	$ 27.88	$ 29.13	$ 30.44	$ 32.05
9	5.0	ANN	$ 45,079.92	$ 46,854.72	$ 48,316.32	$ 50,070.24	$ 52,012.08	$ 53,995.68	$ 56,647.44	$ 59,257.44	$ 61,825.68	$ 64,540.08	$ 67,964.40
		MO	$ 3,756.66	$ 3,904.56	$ 4,026.36	$ 4,172.52	$ 4,334.34	$ 4,499.64	$ 4,720.62	$ 4,938.12	$ 5,152.14	$ 5,378.34	$ 5,663.70
		DAY	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 217.04	$ 227.04	$ 236.88	$ 247.28	$ 260.40
		HRS	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 27.13	$ 28.38	$ 29.61	$ 30.91	$ 32.55
10	5.5	ANN	$ 45,789.84	$ 47,522.88	$ 49,318.56	$ 51,009.84	$ 52,826.40	$ 54,893.52	$ 57,545.28	$ 60,217.92	$ 62,848.80	$ 65,500.56	$ 68,736.96
		MO	$ 3,815.82	$ 3,960.24	$ 4,109.88	$ 4,250.82	$ 4,402.20	$ 4,574.46	$ 4,795.44	$ 5,018.16	$ 5,237.40	$ 5,458.38	$ 5,728.08
		DAY	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 220.48	$ 230.72	$ 240.80	$ 250.96	$ 263.36
		HRS	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.56	$ 28.84	$ 30.10	$ 31.37	$ 32.92

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

11	6.0	ANN	$ 46,854.72	$ 48,316.32	$ 50,070.24	$ 52,012.08	$ 53,995.68	$ 56,146.32	$ 58,777.20	$ 61,366.32	$ 63,955.44	$ 66,607.20	$ 69,968.88
		MO	$ 3,904.56	$ 4,026.36	$ 4,172.52	$ 4,334.34	$ 4,499.64	$ 4,678.86	$ 4,898.10	$ 5,113.86	$ 5,329.62	$ 5,550.60	$ 5,830.74
		DAY	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 225.20	$ 235.12	$ 245.04	$ 255.20	$ 268.08
		HRS	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 28.15	$ 29.39	$ 30.63	$ 31.90	$ 33.51
12	6.5	ANN	$ 47,522.88	$ 49,318.56	$ 51,009.84	$ 52,826.40	$ 54,893.52	$ 56,918.88	$ 59,654.16	$ 62,180.64	$ 64,832.40	$ 67,484.16	$ 70,866.72
		MO	$ 3,960.24	$ 4,109.88	$ 4,250.82	$ 4,402.20	$ 4,574.46	$ 4,743.24	$ 4,971.18	$ 5,181.72	$ 5,402.70	$ 5,623.68	$ 5,905.56
		DAY	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 228.56	$ 238.24	$ 248.40	$ 258.56	$ 271.52
		HRS	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.57	$ 29.78	$ 31.05	$ 32.32	$ 33.94
13	7.0	ANN	$ 48,316.32	$ 50,070.24	$ 52,012.08	$ 53,995.68	$ 56,146.32	$ 58,192.56	$ 60,781.68	$ 63,475.20	$ 66,043.44	$ 68,695.20	$ 71,994.24
		MO	$ 4,026.36	$ 4,172.52	$ 4,334.34	$ 4,499.64	$ 4,678.86	$ 4,849.38	$ 5,065.14	$ 5,289.60	$ 5,503.62	$ 5,724.60	$ 5,999.52
		DAY	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.88	$ 243.20	$ 253.04	$ 263.20	$ 275.84
		HRS	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.11	$ 30.40	$ 31.63	$ 32.90	$ 34.48
14	7.5	ANN	$ 49,318.56	$ 51,009.84	$ 52,826.40	$ 54,893.52	$ 56,918.88	$ 59,257.44	$ 61,825.68	$ 64,540.08	$ 67,170.96	$ 69,780.96	$ 73,163.52
		MO	$ 4,109.88	$ 4,250.82	$ 4,402.20	$ 4,574.46	$ 4,743.24	$ 4,938.12	$ 5,152.14	$ 5,378.34	$ 5,597.58	$ 5,815.08	$ 6,096.96
		DAY	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 236.88	$ 247.28	$ 257.36	$ 267.36	$ 280.32
		HRS	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.61	$ 30.91	$ 32.17	$ 33.42	$ 35.04
15	8.0	ANN	$ 50,070.24	$ 52,012.08	$ 53,995.68	$ 56,146.32	$ 58,192.56	$ 60,572.88	$ 63,182.88	$ 65,813.76	$ 68,528.16	$ 71,096.40	$ 74,437.20
		MO	$ 4,172.52	$ 4,334.34	$ 4,499.64	$ 4,678.86	$ 4,849.38	$ 5,047.74	$ 5,265.24	$ 5,484.48	$ 5,710.68	$ 5,924.70	$ 6,203.10
		DAY	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 242.08	$ 252.16	$ 262.56	$ 272.40	$ 285.20
		HRS	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.26	$ 31.52	$ 32.82	$ 34.05	$ 35.65
16	8.5	ANN	$ 51,009.84	$ 52,826.40	$ 54,893.52	$ 56,918.88	$ 59,257.44	$ 61,491.60	$ 64,101.60	$ 66,732.48	$ 69,551.28	$ 72,119.52	$ 75,460.32
		MO	$ 4,250.82	$ 4,402.20	$ 4,574.46	$ 4,743.24	$ 4,938.12	$ 5,124.30	$ 5,341.80	$ 5,561.04	$ 5,795.94	$ 6,009.96	$ 6,288.36
		DAY	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.60	$ 255.68	$ 266.48	$ 276.32	$ 289.12
		HRS	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.70	$ 31.96	$ 33.31	$ 34.54	$ 36.14
17	9.0	ANN	$ 52,012.08	$ 53,995.68	$ 56,146.32	$ 58,192.56	$ 60,572.88	$ 62,848.80	$ 65,500.56	$ 68,068.80	$ 70,720.56	$ 73,434.96	$ 76,942.80
		MO	$ 4,334.34	$ 4,499.64	$ 4,678.86	$ 4,849.38	$ 5,047.74	$ 5,237.40	$ 5,458.38	$ 5,672.40	$ 5,893.38	$ 6,119.58	$ 6,411.90
		DAY	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.96	$ 260.80	$ 270.96	$ 281.36	$ 294.80
		HRS	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.37	$ 32.60	$ 33.87	$ 35.17	$ 36.85
18	9.5	ANN	$ 52,826.40	$ 54,893.52	$ 56,918.88	$ 59,257.44	$ 61,491.60	$ 63,955.44	$ 66,607.20	$ 69,238.08	$ 71,952.48	$ 74,562.48	$ 77,903.28
		MO	$ 4,402.20	$ 4,574.46	$ 4,743.24	$ 4,938.12	$ 5,124.30	$ 5,329.62	$ 5,550.60	$ 5,769.84	$ 5,996.04	$ 6,213.54	$ 6,491.94
		DAY	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.20	$ 265.28	$ 275.68	$ 285.68	$ 298.48
		HRS	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.90	$ 33.16	$ 34.46	$ 35.71	$ 37.31
19	10.0	ANN	$ 53,995.68	$ 56,146.32	$ 58,192.56	$ 60,572.88	$ 62,848.80	$ 65,375.28	$ 68,027.04	$ 70,616.16	$ 73,414.08	$ 75,961.44	$ 79,427.52
		MO	$ 4,499.64	$ 4,678.86	$ 4,849.38	$ 5,047.74	$ 5,237.40	$ 5,447.94	$ 5,668.92	$ 5,884.68	$ 6,117.84	$ 6,330.12	$ 6,618.96
		DAY	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.04	$ 304.32
		HRS	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.38	$ 38.04
20	10.5	ANN	$ 54,893.52	$ 56,918.88	$ 59,257.44	$ 61,491.60	$ 63,955.44	$ 66,586.32	$ 69,238.08	$ 71,931.60	$ 74,458.08	$ 77,047.20	$ 80,513.28
		MO	$ 4,574.46	$ 4,743.24	$ 4,938.12	$ 5,124.30	$ 5,329.62	$ 5,548.86	$ 5,769.84	$ 5,994.30	$ 6,204.84	$ 6,420.60	$ 6,709.44
		DAY	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 308.48
		HRS	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.56

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

21	11.0	ANN	$ 56,146.32	$ 58,192.56	$ 60,572.88	$ 62,848.80	$ 65,375.28	$ 68,027.04	$ 70,616.16	$ 73,414.08	$ 76,024.08	$ 78,550.56	$ 81,974.88
		MO	$ 4,678.86	$ 4,849.38	$ 5,047.74	$ 5,237.40	$ 5,447.94	$ 5,668.92	$ 5,884.68	$ 6,117.84	$ 6,335.34	$ 6,545.88	$ 6,831.24
		DAY	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.28	$ 300.96	$ 314.08
		HRS	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.41	$ 37.62	$ 39.26
22	11.5	ANN	$ 56,918.88	$ 59,257.44	$ 61,491.60	$ 63,955.44	$ 66,586.32	$ 69,238.08	$ 71,931.60	$ 74,458.08	$ 77,047.20	$ 79,740.72	$ 83,248.56
		MO	$ 4,743.24	$ 4,938.12	$ 5,124.30	$ 5,329.62	$ 5,548.86	$ 5,769.84	$ 5,994.30	$ 6,204.84	$ 6,420.60	$ 6,645.06	$ 6,937.38
		DAY	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 305.52	$ 318.96
		HRS	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.19	$ 39.87
23	12.0	ANN	$ 58,192.56	$ 60,572.88	$ 62,848.80	$ 65,375.28	$ 68,027.04	$ 70,720.56	$ 73,434.96	$ 76,024.08	$ 78,571.44	$ 81,285.84	$ 84,772.80
		MO	$ 4,849.38	$ 5,047.74	$ 5,237.40	$ 5,447.94	$ 5,668.92	$ 5,893.38	$ 6,119.58	$ 6,335.34	$ 6,547.62	$ 6,773.82	$ 7,064.40
		DAY	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 281.36	$ 291.28	$ 301.04	$ 311.44	$ 324.80
		HRS	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.17	$ 36.41	$ 37.63	$ 38.93	$ 40.60
24	12.5	ANN	$ 59,257.44	$ 61,491.60	$ 63,955.44	$ 66,586.32	$ 69,238.08	$ 72,119.52	$ 74,792.16	$ 77,443.92	$ 80,033.04	$ 82,601.28	$ 86,171.76
		MO	$ 4,938.12	$ 5,124.30	$ 5,329.62	$ 5,548.86	$ 5,769.84	$ 6,009.96	$ 6,232.68	$ 6,453.66	$ 6,669.42	$ 6,883.44	$ 7,180.98
		DAY	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 286.56	$ 296.72	$ 306.64	$ 316.48	$ 330.16
		HRS	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.82	$ 37.09	$ 38.33	$ 39.56	$ 41.27
25	13.0	ANN	$ 60,572.88	$ 62,848.80	$ 65,375.28	$ 68,027.04	$ 70,720.56	$ 73,685.52	$ 76,379.04	$ 78,989.04	$ 81,703.44	$ 84,229.92	$ 87,654.24
		MO	$ 5,047.74	$ 5,237.40	$ 5,447.94	$ 5,668.92	$ 5,893.38	$ 6,140.46	$ 6,364.92	$ 6,582.42	$ 6,808.62	$ 7,019.16	$ 7,304.52
		DAY	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 292.64	$ 302.64	$ 313.04	$ 322.72	$ 335.84
		HRS	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.58	$ 37.83	$ 39.13	$ 40.34	$ 41.98
26	13.5	ANN	$ 61,491.60	$ 63,955.44	$ 66,586.32	$ 69,238.08	$ 72,119.52	$ 75,126.24	$ 77,673.60	$ 80,367.12	$ 83,102.40	$ 85,649.76	$ 89,199.36
		MO	$ 5,124.30	$ 5,329.62	$ 5,548.86	$ 5,769.84	$ 6,009.96	$ 6,260.52	$ 6,472.80	$ 6,697.26	$ 6,925.20	$ 7,137.48	$ 7,433.28
		DAY	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 297.60	$ 307.92	$ 318.40	$ 328.16	$ 341.76
		HRS	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.20	$ 38.49	$ 39.80	$ 41.02	$ 42.72
27	14.0	ANN	$ 62,848.80	$ 65,375.28	$ 68,027.04	$ 70,720.56	$ 73,685.52	$ 76,754.88	$ 79,385.76	$ 81,870.48	$ 84,710.16	$ 87,236.64	$ 90,744.48
		MO	$ 5,237.40	$ 5,447.94	$ 5,668.92	$ 5,893.38	$ 6,140.46	$ 6,396.24	$ 6,615.48	$ 6,822.54	$ 7,059.18	$ 7,269.72	$ 7,562.04
		DAY	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 304.16	$ 313.68	$ 324.56	$ 334.24	$ 347.68
		HRS	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.02	$ 39.21	$ 40.57	$ 41.78	$ 43.46
28	14.5	ANN	$ 63,955.44	$ 66,586.32	$ 69,238.08	$ 72,119.52	$ 75,126.24	$ 78,049.44	$ 80,680.32	$ 83,352.96	$ 86,109.12	$ 88,719.12	$ 92,310.48
		MO	$ 5,329.62	$ 5,548.86	$ 5,769.84	$ 6,009.96	$ 6,260.52	$ 6,504.12	$ 6,723.36	$ 6,946.08	$ 7,175.76	$ 7,393.26	$ 7,692.54
		DAY	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 309.12	$ 319.36	$ 329.92	$ 339.92	$ 353.68
		HRS	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.64	$ 39.92	$ 41.24	$ 42.49	$ 44.21
29	15.0	ANN	$ 65,375.28	$ 68,027.04	$ 70,720.56	$ 73,685.52	$ 76,754.88	$ 79,803.36	$ 82,496.88	$ 85,336.56	$ 87,883.92	$ 90,577.44	$ 94,085.28
		MO	$ 5,447.94	$ 5,668.92	$ 5,893.38	$ 6,140.46	$ 6,396.24	$ 6,650.28	$ 6,874.74	$ 7,111.38	$ 7,323.66	$ 7,548.12	$ 7,840.44
		DAY	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 316.08	$ 326.96	$ 336.72	$ 347.04	$ 360.48
		HRS	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.51	$ 40.87	$ 42.09	$ 43.38	$ 45.06
30	15.5	ANN	$ 66,586.32	$ 69,238.08	$ 72,119.52	$ 75,126.24	$ 78,049.44	$ 81,390.24	$ 84,000.24	$ 86,672.88	$ 89,408.16	$ 92,039.04	$ 95,609.52
		MO	$ 5,548.86	$ 5,769.84	$ 6,009.96	$ 6,260.52	$ 6,504.12	$ 6,782.52	$ 7,000.02	$ 7,222.74	$ 7,450.68	$ 7,669.92	$ 7,967.46
		DAY	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 321.84	$ 332.08	$ 342.56	$ 352.64	$ 366.32
		HRS	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.23	$ 41.51	$ 42.82	$ 44.08	$ 45.79

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **261**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

31	16.0	ANN	$ 68,027.04	$ 70,720.56	$ 73,685.52	$ 76,754.88	$ 79,803.36	$ 83,165.04	$ 85,879.44	$ 88,468.56	$ 91,120.32	$ 93,730.32	$ 97,300.80
		MO	$ 5,668.92	$ 5,893.38	$ 6,140.46	$ 6,396.24	$ 6,650.28	$ 6,930.42	$ 7,156.62	$ 7,372.38	$ 7,593.36	$ 7,810.86	$ 8,108.40
		DAY	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 329.04	$ 338.96	$ 349.12	$ 359.12	$ 372.80
		HRS	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.13	$ 42.37	$ 43.64	$ 44.89	$ 46.60
32	16.5	ANN	$ 69,238.08	$ 72,119.52	$ 75,126.24	$ 78,049.44	$ 81,390.24	$ 84,793.68	$ 87,549.84	$ 90,222.48	$ 92,895.12	$ 95,505.12	$ 99,138.24
		MO	$ 5,769.84	$ 6,009.96	$ 6,260.52	$ 6,504.12	$ 6,782.52	$ 7,066.14	$ 7,295.82	$ 7,518.54	$ 7,741.26	$ 7,958.76	$ 8,261.52
		DAY	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 335.44	$ 345.68	$ 355.92	$ 365.92	$ 379.84
		HRS	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 41.93	$ 43.21	$ 44.49	$ 45.74	$ 47.48
33	17.0	ANN	$ 70,720.56	$ 73,685.52	$ 76,754.88	$ 79,803.36	$ 83,165.04	$ 86,672.88	$ 89,408.16	$ 92,039.04	$ 94,607.28	$ 97,363.44	$ 101,226.24
		MO	$ 5,893.38	$ 6,140.46	$ 6,396.24	$ 6,650.28	$ 6,930.42	$ 7,222.74	$ 7,450.68	$ 7,669.92	$ 7,883.94	$ 8,113.62	$ 8,435.52
		DAY	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 342.56	$ 352.64	$ 362.48	$ 373.04	$ 387.84
		HRS	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 42.82	$ 44.08	$ 45.31	$ 46.63	$ 48.48
34	17.5	ANN	$ 72,119.52	$ 75,126.24	$ 78,049.44	$ 81,390.24	$ 84,793.68	$ 88,405.92	$ 90,932.40	$ 93,688.56	$ 96,256.80	$ 98,929.44	$ 102,583.44
		MO	$ 6,009.96	$ 6,260.52	$ 6,504.12	$ 6,782.52	$ 7,066.14	$ 7,367.16	$ 7,577.70	$ 7,807.38	$ 8,021.40	$ 8,244.12	$ 8,548.62
		DAY	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 348.40	$ 358.96	$ 368.80	$ 379.04	$ 393.04
		HRS	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 43.55	$ 44.87	$ 46.10	$ 47.38	$ 49.13
35	18.0	ANN	$ 73,685.52	$ 76,754.88	$ 79,803.36	$ 83,165.04	$ 86,672.88	$ 90,577.44	$ 93,145.68	$ 95,860.08	$ 98,532.72	$ 101,121.84	$ 104,754.96
		MO	$ 6,140.46	$ 6,396.24	$ 6,650.28	$ 6,930.42	$ 7,222.74	$ 7,548.12	$ 7,762.14	$ 7,988.34	$ 8,211.06	$ 8,426.82	$ 8,729.58
		DAY	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 356.88	$ 367.28	$ 377.52	$ 387.44	$ 401.36
		HRS	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 44.61	$ 45.91	$ 47.19	$ 48.43	$ 50.17
36	18.5	ANN	$ 75,126.24	$ 78,049.44	$ 81,390.24	$ 84,793.68	$ 88,405.92	$ 92,226.96	$ 94,774.32	$ 97,363.44	$ 99,994.32	$ 102,646.08	$ 106,258.32
		MO	$ 6,260.52	$ 6,504.12	$ 6,782.52	$ 7,066.14	$ 7,367.16	$ 7,685.58	$ 7,897.86	$ 8,113.62	$ 8,332.86	$ 8,553.84	$ 8,854.86
		DAY	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 363.12	$ 373.04	$ 383.12	$ 393.28	$ 407.12
		HRS	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 45.39	$ 46.63	$ 47.89	$ 49.16	$ 50.89
37	19.0	ANN	$ 76,754.88	$ 79,803.36	$ 83,165.04	$ 86,672.88	$ 90,577.44	$ 94,377.60	$ 97,008.48	$ 99,618.48	$ 102,249.36	$ 104,859.36	$ 108,555.12
		MO	$ 6,396.24	$ 6,650.28	$ 6,930.42	$ 7,222.74	$ 7,548.12	$ 7,864.80	$ 8,084.04	$ 8,301.54	$ 8,520.78	$ 8,738.28	$ 9,046.26
		DAY	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.60	$ 371.68	$ 381.68	$ 391.76	$ 401.76	$ 415.92
		HRS	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.20	$ 46.46	$ 47.71	$ 48.97	$ 50.22	$ 51.99
38	19.5	ANN	$ 78,049.44	$ 81,390.24	$ 84,793.68	$ 88,405.92	$ 92,226.96	$ 96,235.92	$ 98,845.92	$ 101,560.32	$ 104,149.44	$ 106,780.32	$ 110,434.32
		MO	$ 6,504.12	$ 6,782.52	$ 7,066.14	$ 7,367.16	$ 7,685.58	$ 8,019.66	$ 8,237.16	$ 8,463.36	$ 8,679.12	$ 8,898.36	$ 9,202.86
		DAY	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 378.72	$ 389.12	$ 399.04	$ 409.12	$ 423.12
		HRS	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 47.34	$ 48.64	$ 49.88	$ 51.14	$ 52.89
39	20.0	ANN	$ 79,803.36	$ 83,165.04	$ 86,672.88	$ 90,577.44	$ 94,398.48	$ 98,532.72	$ 101,121.84	$ 103,648.32	$ 106,258.32	$ 108,951.84	$ 112,814.64
		MO	$ 6,650.28	$ 6,930.42	$ 7,222.74	$ 7,548.12	$ 7,866.54	$ 8,211.06	$ 8,426.82	$ 8,637.36	$ 8,854.86	$ 9,079.32	$ 9,401.22
		DAY	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 387.44	$ 397.12	$ 407.12	$ 417.44	$ 432.24
		HRS	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 48.43	$ 49.64	$ 50.89	$ 52.18	$ 54.03
40	20.5	ANN	$ 81,390.24	$ 84,793.68	$ 88,405.92	$ 92,226.96	$ 96,235.92	$ 100,307.52	$ 102,938.40	$ 105,631.92	$ 108,241.92	$ 110,872.80	$ 114,568.56
		MO	$ 6,782.52	$ 7,066.14	$ 7,367.16	$ 7,685.58	$ 8,019.66	$ 8,358.96	$ 8,578.20	$ 8,802.66	$ 9,020.16	$ 9,239.40	$ 9,547.38
		DAY	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 394.40	$ 404.72	$ 414.72	$ 424.80	$ 438.96
		HRS	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 49.30	$ 50.59	$ 51.84	$ 53.10	$ 54.87

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
12 MTH SALARY SCHEDULE
TEAMSTERS

Work Days **261** **2026-27 (2% was effective 7/1/26)**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

41	21.0	ANN	$ 83,102.40	$ 86,672.88	$ 90,577.44	$ 94,398.48	$ 98,532.72	$ 102,708.72	$ 105,444.00	$ 108,116.64	$ 110,622.24	$ 113,336.64	$ 117,095.04
		MO	$ 6,925.20	$ 7,222.74	$ 7,548.12	$ 7,866.54	$ 8,211.06	$ 8,559.06	$ 8,787.00	$ 9,009.72	$ 9,218.52	$ 9,444.72	$ 9,757.92
		DAY	$ 318.40	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 404.00	$ 414.24	$ 423.84	$ 434.24	$ 448.64
		HRS	$ 39.80	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 50.50	$ 51.78	$ 52.98	$ 54.28	$ 56.08
42	21.5	ANN	$ 84,793.68	$ 88,405.92	$ 92,226.96	$ 96,235.92	$ 100,307.52	$ 104,629.68	$ 107,364.96	$ 109,891.44	$ 112,584.96	$ 115,236.72	$ 119,057.76
		MO	$ 7,066.14	$ 7,367.16	$ 7,685.58	$ 8,019.66	$ 8,358.96	$ 8,719.14	$ 8,947.08	$ 9,157.62	$ 9,382.08	$ 9,603.06	$ 9,921.48
		DAY	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 400.88	$ 411.36	$ 421.04	$ 431.36	$ 441.52	$ 456.16
		HRS	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 50.11	$ 51.42	$ 52.63	$ 53.92	$ 55.19	$ 57.02
43	22.0	ANN	$ 86,672.88	$ 90,577.44	$ 94,398.48	$ 98,532.72	$ 102,708.72	$ 107,177.04	$ 109,849.68	$ 112,522.32	$ 115,132.32	$ 117,617.04	$ 121,438.08
		MO	$ 7,222.74	$ 7,548.12	$ 7,866.54	$ 8,211.06	$ 8,559.06	$ 8,931.42	$ 9,154.14	$ 9,376.86	$ 9,594.36	$ 9,801.42	$ 10,119.84
		DAY	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 410.64	$ 420.88	$ 431.12	$ 441.12	$ 450.64	$ 465.28
		HRS	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 51.33	$ 52.61	$ 53.89	$ 55.14	$ 56.33	$ 58.16

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,952.64	$ 33,021.12	$ 34,123.52	$ 35,327.68	$ 36,616.64	$ 38,058.24	$ 40,110.40	$ 42,247.36	$ 44,401.28	$ 46,504.32	$ 49,167.04
		MO	$ 2,662.72	$ 2,751.76	$ 2,843.63	$ 2,943.97	$ 3,051.39	$ 3,171.52	$ 3,342.53	$ 3,520.61	$ 3,700.11	$ 3,875.36	$ 4,097.25
		DAY	$ 150.72	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 189.20	$ 199.28	$ 209.44	$ 219.36	$ 231.92
		HRS	$ 18.84	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.65	$ 24.91	$ 26.18	$ 27.42	$ 28.99
2	1.5	ANN	$ 32,580.16	$ 33,648.64	$ 34,869.76	$ 35,853.44	$ 37,193.28	$ 38,600.96	$ 40,670.08	$ 42,840.96	$ 44,977.92	$ 47,148.80	$ 49,777.60
		MO	$ 2,715.01	$ 2,804.05	$ 2,905.81	$ 2,987.79	$ 3,099.44	$ 3,216.75	$ 3,389.17	$ 3,570.08	$ 3,748.16	$ 3,929.07	$ 4,148.13
		DAY	$ 153.68	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 234.80
		HRS	$ 19.21	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.35
3	2.0	ANN	$ 33,021.12	$ 34,123.52	$ 35,327.68	$ 36,616.64	$ 38,058.24	$ 39,245.44	$ 41,416.32	$ 43,519.36	$ 45,673.28	$ 47,844.16	$ 50,489.92
		MO	$ 2,751.76	$ 2,843.63	$ 2,943.97	$ 3,051.39	$ 3,171.52	$ 3,270.45	$ 3,451.36	$ 3,626.61	$ 3,806.11	$ 3,987.01	$ 4,207.49
		DAY	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 195.36	$ 205.28	$ 215.44	$ 225.68	$ 238.16
		HRS	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 24.42	$ 25.66	$ 26.93	$ 28.21	$ 29.77
4	2.5	ANN	$ 33,648.64	$ 34,869.76	$ 35,853.44	$ 37,193.28	$ 38,600.96	$ 40,059.52	$ 40,992.32	$ 44,333.44	$ 46,504.32	$ 48,624.32	$ 51,253.12
		MO	$ 2,804.05	$ 2,905.81	$ 2,987.79	$ 3,099.44	$ 3,216.75	$ 3,338.29	$ 3,416.03	$ 3,694.45	$ 3,875.36	$ 4,052.03	$ 4,271.09
		DAY	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 193.36	$ 209.12	$ 219.36	$ 229.36	$ 241.76
		HRS	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.17	$ 26.14	$ 27.42	$ 28.67	$ 30.22
5	3.0	ANN	$ 34,123.52	$ 35,327.68	$ 36,616.64	$ 38,058.24	$ 39,245.44	$ 40,670.08	$ 42,840.96	$ 44,977.92	$ 47,148.80	$ 49,302.72	$ 52,067.20
		MO	$ 2,843.63	$ 2,943.97	$ 3,051.39	$ 3,171.52	$ 3,270.45	$ 3,389.17	$ 3,570.08	$ 3,748.16	$ 3,929.07	$ 4,108.56	$ 4,338.93
		DAY	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 232.56	$ 245.60
		HRS	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.07	$ 30.70
6	3.5	ANN	$ 34,869.76	$ 35,853.44	$ 37,193.28	$ 38,600.96	$ 40,059.52	$ 41,433.28	$ 43,739.84	$ 45,775.04	$ 48,013.76	$ 50,133.76	$ 52,762.56
		MO	$ 2,905.81	$ 2,987.79	$ 3,099.44	$ 3,216.75	$ 3,338.29	$ 3,452.77	$ 3,644.99	$ 3,814.59	$ 4,001.15	$ 4,177.81	$ 4,396.88
		DAY	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 206.32	$ 215.92	$ 226.48	$ 236.48	$ 248.88
		HRS	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.79	$ 26.99	$ 28.31	$ 29.56	$ 31.11
7	4.0	ANN	$ 35,327.68	$ 36,616.64	$ 38,058.24	$ 39,245.44	$ 40,670.08	$ 42,247.36	$ 44,401.28	$ 46,504.32	$ 48,641.28	$ 50,829.12	$ 53,559.68
		MO	$ 2,943.97	$ 3,051.39	$ 3,171.52	$ 3,270.45	$ 3,389.17	$ 3,520.61	$ 3,700.11	$ 3,875.36	$ 4,053.44	$ 4,235.76	$ 4,463.31
		DAY	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 209.44	$ 219.36	$ 229.44	$ 239.76	$ 252.64
		HRS	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 26.18	$ 27.42	$ 28.68	$ 29.97	$ 31.58
8	4.5	ANN	$ 35,853.44	$ 37,193.28	$ 38,600.96	$ 40,059.52	$ 41,433.28	$ 42,908.80	$ 45,113.60	$ 47,284.48	$ 49,404.48	$ 51,626.24	$ 54,356.80
		MO	$ 2,987.79	$ 3,099.44	$ 3,216.75	$ 3,338.29	$ 3,452.77	$ 3,575.73	$ 3,759.47	$ 3,940.37	$ 4,117.04	$ 4,302.19	$ 4,529.73
		DAY	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 212.80	$ 223.04	$ 233.04	$ 243.52	$ 256.40
		HRS	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.60	$ 27.88	$ 29.13	$ 30.44	$ 32.05
9	5.0	ANN	$ 36,616.64	$ 38,058.24	$ 39,245.44	$ 40,670.08	$ 42,247.36	$ 43,858.56	$ 46,012.48	$ 48,132.48	$ 50,218.56	$ 52,423.36	$ 55,204.80
		MO	$ 3,051.39	$ 3,171.52	$ 3,270.45	$ 3,389.17	$ 3,520.61	$ 3,654.88	$ 3,834.37	$ 4,011.04	$ 4,184.88	$ 4,368.61	$ 4,600.40
		DAY	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 217.04	$ 227.04	$ 236.88	$ 247.28	$ 260.40
		HRS	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 27.13	$ 28.38	$ 29.61	$ 30.91	$ 32.55
10	5.5	ANN	$ 37,193.28	$ 38,600.96	$ 40,059.52	$ 41,433.28	$ 42,908.80	$ 44,587.84	$ 46,741.76	$ 48,912.64	$ 51,049.60	$ 53,203.52	$ 55,832.32
		MO	$ 3,099.44	$ 3,216.75	$ 3,338.29	$ 3,452.77	$ 3,575.73	$ 3,715.65	$ 3,895.15	$ 4,076.05	$ 4,254.13	$ 4,433.63	$ 4,652.69
		DAY	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 220.48	$ 230.72	$ 240.80	$ 250.96	$ 263.36
		HRS	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.56	$ 28.84	$ 30.10	$ 31.37	$ 32.92

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

11	6.0	ANN	$ 38,058.24	$ 39,245.44	$ 40,670.08	$ 42,247.36	$ 43,858.56	$ 45,605.44	$ 47,742.40	$ 49,845.44	$ 51,948.48	$ 54,102.40	$ 56,832.96
		MO	$ 3,171.52	$ 3,270.45	$ 3,389.17	$ 3,520.61	$ 3,654.88	$ 3,800.45	$ 3,978.53	$ 4,153.79	$ 4,329.04	$ 4,508.53	$ 4,736.08
		DAY	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 225.20	$ 235.12	$ 245.04	$ 255.20	$ 268.08
		HRS	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 28.15	$ 29.39	$ 30.63	$ 31.90	$ 33.51
12	6.5	ANN	$ 38,600.96	$ 40,059.52	$ 41,433.28	$ 42,908.80	$ 44,587.84	$ 46,232.96	$ 48,454.72	$ 50,506.88	$ 52,660.80	$ 54,814.72	$ 57,562.24
		MO	$ 3,216.75	$ 3,338.29	$ 3,452.77	$ 3,575.73	$ 3,715.65	$ 3,852.75	$ 4,037.89	$ 4,208.91	$ 4,388.40	$ 4,567.89	$ 4,796.85
		DAY	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 228.56	$ 238.24	$ 248.40	$ 258.56	$ 271.52
		HRS	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.57	$ 29.78	$ 31.05	$ 32.32	$ 33.94
13	7.0	ANN	$ 39,245.44	$ 40,670.08	$ 42,247.36	$ 43,858.56	$ 45,605.44	$ 47,267.52	$ 49,370.56	$ 51,558.40	$ 53,644.48	$ 55,798.40	$ 58,478.08
		MO	$ 3,270.45	$ 3,389.17	$ 3,520.61	$ 3,654.88	$ 3,800.45	$ 3,938.96	$ 4,114.21	$ 4,296.53	$ 4,470.37	$ 4,649.87	$ 4,873.17
		DAY	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.88	$ 243.20	$ 253.04	$ 263.20	$ 275.84
		HRS	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.11	$ 30.40	$ 31.63	$ 32.90	$ 34.48
14	7.5	ANN	$ 40,059.52	$ 41,433.28	$ 42,908.80	$ 44,587.84	$ 46,232.96	$ 48,132.48	$ 50,218.56	$ 52,423.36	$ 54,560.32	$ 56,680.32	$ 59,427.84
		MO	$ 3,338.29	$ 3,452.77	$ 3,575.73	$ 3,715.65	$ 3,852.75	$ 4,011.04	$ 4,184.88	$ 4,368.61	$ 4,546.69	$ 4,723.36	$ 4,952.32
		DAY	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 236.88	$ 247.28	$ 257.36	$ 267.36	$ 280.32
		HRS	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.61	$ 30.91	$ 32.17	$ 33.42	$ 35.04
15	8.0	ANN	$ 40,670.08	$ 42,247.36	$ 43,858.56	$ 45,605.44	$ 47,267.52	$ 49,200.96	$ 51,320.96	$ 53,457.92	$ 55,662.72	$ 57,748.80	$ 60,462.40
		MO	$ 3,389.17	$ 3,520.61	$ 3,654.88	$ 3,800.45	$ 3,938.96	$ 4,100.08	$ 4,276.75	$ 4,454.83	$ 4,638.56	$ 4,812.40	$ 5,038.53
		DAY	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 242.08	$ 252.16	$ 262.56	$ 272.40	$ 285.20
		HRS	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.26	$ 31.52	$ 32.82	$ 34.05	$ 35.65
16	8.5	ANN	$ 41,433.28	$ 42,908.80	$ 44,587.84	$ 46,232.96	$ 48,132.48	$ 49,947.20	$ 52,067.20	$ 54,204.16	$ 56,493.76	$ 58,579.84	$ 61,293.44
		MO	$ 3,452.77	$ 3,575.73	$ 3,715.65	$ 3,852.75	$ 4,011.04	$ 4,162.27	$ 4,338.93	$ 4,517.01	$ 4,707.81	$ 4,881.65	$ 5,107.79
		DAY	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.60	$ 255.68	$ 266.48	$ 276.32	$ 289.12
		HRS	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.70	$ 31.96	$ 33.31	$ 34.54	$ 36.14
17	9.0	ANN	$ 42,247.36	$ 43,858.56	$ 45,605.44	$ 47,267.52	$ 49,200.96	$ 51,049.60	$ 53,203.52	$ 55,289.60	$ 57,443.52	$ 59,648.32	$ 62,497.60
		MO	$ 3,520.61	$ 3,654.88	$ 3,800.45	$ 3,938.96	$ 4,100.08	$ 4,254.13	$ 4,433.63	$ 4,607.47	$ 4,786.96	$ 4,970.69	$ 5,208.13
		DAY	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.96	$ 260.80	$ 270.96	$ 281.36	$ 294.80
		HRS	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.37	$ 32.60	$ 33.87	$ 35.17	$ 36.85
18	9.5	ANN	$ 42,908.80	$ 44,587.84	$ 46,232.96	$ 48,132.48	$ 49,947.20	$ 51,948.48	$ 54,102.40	$ 56,239.36	$ 58,444.16	$ 60,564.16	$ 63,277.76
		MO	$ 3,575.73	$ 3,715.65	$ 3,852.75	$ 4,011.04	$ 4,162.27	$ 4,329.04	$ 4,508.53	$ 4,686.61	$ 4,870.35	$ 5,047.01	$ 5,273.15
		DAY	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.20	$ 265.28	$ 275.68	$ 285.68	$ 298.48
		HRS	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.90	$ 33.16	$ 34.46	$ 35.71	$ 37.31
19	10.0	ANN	$ 43,858.56	$ 45,605.44	$ 47,267.52	$ 49,200.96	$ 51,049.60	$ 53,101.76	$ 55,255.68	$ 57,358.72	$ 59,631.36	$ 61,700.48	$ 64,515.84
		MO	$ 3,654.88	$ 3,800.45	$ 3,938.96	$ 4,100.08	$ 4,254.13	$ 4,425.15	$ 4,604.64	$ 4,779.89	$ 4,969.28	$ 5,141.71	$ 5,376.32
		DAY	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.04	$ 304.32
		HRS	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.38	$ 38.04
20	10.5	ANN	$ 44,587.84	$ 46,232.96	$ 48,132.48	$ 49,947.20	$ 51,948.48	$ 54,085.44	$ 56,239.36	$ 58,427.20	$ 60,479.36	$ 62,582.40	$ 65,397.76
		MO	$ 3,715.65	$ 3,852.75	$ 4,011.04	$ 4,162.27	$ 4,329.04	$ 4,507.12	$ 4,686.61	$ 4,868.93	$ 5,039.95	$ 5,215.20	$ 5,449.81
		DAY	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 308.48
		HRS	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.56

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

21	11.0	ANN	$ 45,605.44	$ 47,267.52	$ 49,200.96	$ 51,049.60	$ 53,101.76	$ 55,255.68	$ 57,358.72	$ 59,631.36	$ 61,751.36	$ 63,803.52	$ 66,584.96
		MO	$ 3,800.45	$ 3,938.96	$ 4,100.08	$ 4,254.13	$ 4,425.15	$ 4,604.64	$ 4,779.89	$ 4,969.28	$ 5,145.95	$ 5,316.96	$ 5,548.75
		DAY	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.28	$ 300.96	$ 314.08
		HRS	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.41	$ 37.62	$ 39.26
22	11.5	ANN	$ 46,232.96	$ 48,132.48	$ 49,947.20	$ 51,948.48	$ 54,085.44	$ 56,239.36	$ 58,427.20	$ 60,479.36	$ 62,582.40	$ 64,770.24	$ 67,619.52
		MO	$ 3,852.75	$ 4,011.04	$ 4,162.27	$ 4,329.04	$ 4,507.12	$ 4,686.61	$ 4,868.93	$ 5,039.95	$ 5,215.20	$ 5,397.52	$ 5,634.96
		DAY	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 305.52	$ 318.96
		HRS	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.19	$ 39.87
23	12.0	ANN	$ 47,267.52	$ 49,200.96	$ 51,049.60	$ 53,101.76	$ 55,255.68	$ 57,443.52	$ 59,648.32	$ 61,751.36	$ 63,820.48	$ 66,025.28	$ 68,857.60
		MO	$ 3,938.96	$ 4,100.08	$ 4,254.13	$ 4,425.15	$ 4,604.64	$ 4,786.96	$ 4,970.69	$ 5,145.95	$ 5,318.37	$ 5,502.11	$ 5,738.13
		DAY	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 281.36	$ 291.28	$ 301.04	$ 311.44	$ 324.80
		HRS	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.17	$ 36.41	$ 37.63	$ 38.93	$ 40.60
24	12.5	ANN	$ 48,132.48	$ 49,947.20	$ 51,948.48	$ 54,085.44	$ 56,239.36	$ 58,579.84	$ 60,750.72	$ 62,904.64	$ 65,007.68	$ 67,093.76	$ 69,993.92
		MO	$ 4,011.04	$ 4,162.27	$ 4,329.04	$ 4,507.12	$ 4,686.61	$ 4,881.65	$ 5,062.56	$ 5,242.05	$ 5,417.31	$ 5,591.15	$ 5,832.83
		DAY	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 286.56	$ 296.72	$ 306.64	$ 316.48	$ 330.16
		HRS	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.82	$ 37.09	$ 38.33	$ 39.56	$ 41.27
25	13.0	ANN	$ 49,200.96	$ 51,049.60	$ 53,101.76	$ 55,255.68	$ 57,443.52	$ 59,851.84	$ 62,039.68	$ 64,159.68	$ 66,364.48	$ 68,416.64	$ 71,198.08
		MO	$ 4,100.08	$ 4,254.13	$ 4,425.15	$ 4,604.64	$ 4,786.96	$ 4,987.65	$ 5,169.97	$ 5,346.64	$ 5,530.37	$ 5,701.39	$ 5,933.17
		DAY	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 292.64	$ 302.64	$ 313.04	$ 322.72	$ 335.84
		HRS	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.58	$ 37.83	$ 39.13	$ 40.34	$ 41.98
26	13.5	ANN	$ 49,947.20	$ 51,948.48	$ 54,085.44	$ 56,239.36	$ 58,579.84	$ 61,022.08	$ 63,091.20	$ 65,279.04	$ 67,500.80	$ 69,569.92	$ 72,453.12
		MO	$ 4,162.27	$ 4,329.04	$ 4,507.12	$ 4,686.61	$ 4,881.65	$ 5,085.17	$ 5,257.60	$ 5,439.92	$ 5,625.07	$ 5,797.49	$ 6,037.76
		DAY	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 297.60	$ 307.92	$ 318.40	$ 328.16	$ 341.76
		HRS	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.20	$ 38.49	$ 39.80	$ 41.02	$ 42.72
27	14.0	ANN	$ 51,049.60	$ 53,101.76	$ 55,255.68	$ 57,443.52	$ 59,851.84	$ 62,344.96	$ 64,481.92	$ 66,500.16	$ 68,806.72	$ 70,858.88	$ 73,708.16
		MO	$ 4,254.13	$ 4,425.15	$ 4,604.64	$ 4,786.96	$ 4,987.65	$ 5,195.41	$ 5,373.49	$ 5,541.68	$ 5,733.89	$ 5,904.91	$ 6,142.35
		DAY	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 304.16	$ 313.68	$ 324.56	$ 334.24	$ 347.68
		HRS	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.02	$ 39.21	$ 40.57	$ 41.78	$ 43.46
28	14.5	ANN	$ 51,948.48	$ 54,085.44	$ 56,239.36	$ 58,579.84	$ 61,022.08	$ 63,396.48	$ 65,533.44	$ 67,704.32	$ 69,943.04	$ 72,063.04	$ 74,980.16
		MO	$ 4,329.04	$ 4,507.12	$ 4,686.61	$ 4,881.65	$ 5,085.17	$ 5,283.04	$ 5,461.12	$ 5,642.03	$ 5,828.59	$ 6,005.25	$ 6,248.35
		DAY	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 309.12	$ 319.36	$ 329.92	$ 339.92	$ 353.68
		HRS	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.64	$ 39.92	$ 41.24	$ 42.49	$ 44.21
29	15.0	ANN	$ 53,101.76	$ 55,255.68	$ 57,443.52	$ 59,851.84	$ 62,344.96	$ 64,821.12	$ 67,008.96	$ 69,315.52	$ 71,384.64	$ 73,572.48	$ 76,421.76
		MO	$ 4,425.15	$ 4,604.64	$ 4,786.96	$ 4,987.65	$ 5,195.41	$ 5,401.76	$ 5,584.08	$ 5,776.29	$ 5,948.72	$ 6,131.04	$ 6,368.48
		DAY	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 316.08	$ 326.96	$ 336.72	$ 347.04	$ 360.48
		HRS	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.51	$ 40.87	$ 42.09	$ 43.38	$ 45.06
30	15.5	ANN	$ 54,085.44	$ 56,239.36	$ 58,579.84	$ 61,022.08	$ 63,396.48	$ 66,110.08	$ 68,230.08	$ 70,400.96	$ 72,622.72	$ 74,759.68	$ 77,659.84
		MO	$ 4,507.12	$ 4,686.61	$ 4,881.65	$ 5,085.17	$ 5,283.04	$ 5,509.17	$ 5,685.84	$ 5,866.75	$ 6,051.89	$ 6,229.97	$ 6,471.65
		DAY	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 321.84	$ 332.08	$ 342.56	$ 352.64	$ 366.32
		HRS	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.23	$ 41.51	$ 42.82	$ 44.08	$ 45.79

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

31	16.0	ANN	$ 55,255.68	$ 57,443.52	$ 59,851.84	$ 62,344.96	$ 64,821.12	$ 67,551.68	$ 69,756.48	$ 71,859.52	$ 74,013.44	$ 76,133.44	$ 79,033.60
		MO	$ 4,604.64	$ 4,786.96	$ 4,987.65	$ 5,195.41	$ 5,401.76	$ 5,629.31	$ 5,813.04	$ 5,988.29	$ 6,167.79	$ 6,344.45	$ 6,586.13
		DAY	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 329.04	$ 338.96	$ 349.12	$ 359.12	$ 372.80
		HRS	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.13	$ 42.37	$ 43.64	$ 44.89	$ 46.60
32	16.5	ANN	$ 56,239.36	$ 58,579.84	$ 61,022.08	$ 63,396.48	$ 66,110.08	$ 68,874.56	$ 71,113.28	$ 73,284.16	$ 75,455.04	$ 77,575.04	$ 80,526.08
		MO	$ 4,686.61	$ 4,881.65	$ 5,085.17	$ 5,283.04	$ 5,509.17	$ 5,739.55	$ 5,926.11	$ 6,107.01	$ 6,287.92	$ 6,464.59	$ 6,710.51
		DAY	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 335.44	$ 345.68	$ 355.92	$ 365.92	$ 379.84
		HRS	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 41.93	$ 43.21	$ 44.49	$ 45.74	$ 47.48
33	17.0	ANN	$ 57,443.52	$ 59,851.84	$ 62,344.96	$ 64,821.12	$ 67,551.68	$ 70,400.96	$ 72,622.72	$ 74,759.68	$ 76,845.76	$ 79,084.48	$ 82,222.08
		MO	$ 4,786.96	$ 4,987.65	$ 5,195.41	$ 5,401.76	$ 5,629.31	$ 5,866.75	$ 6,051.89	$ 6,229.97	$ 6,403.81	$ 6,590.37	$ 6,851.84
		DAY	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 342.56	$ 352.64	$ 362.48	$ 373.04	$ 387.84
		HRS	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 42.82	$ 44.08	$ 45.31	$ 46.63	$ 48.48
34	17.5	ANN	$ 58,579.84	$ 61,022.08	$ 63,396.48	$ 66,110.08	$ 68,874.56	$ 71,808.64	$ 73,860.80	$ 76,099.52	$ 78,185.60	$ 80,356.48	$ 83,324.48
		MO	$ 4,881.65	$ 5,085.17	$ 5,283.04	$ 5,509.17	$ 5,739.55	$ 5,984.05	$ 6,155.07	$ 6,341.63	$ 6,515.47	$ 6,696.37	$ 6,943.71
		DAY	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 348.40	$ 358.96	$ 368.80	$ 379.04	$ 393.04
		HRS	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 43.55	$ 44.87	$ 46.10	$ 47.38	$ 49.13
35	18.0	ANN	$ 59,851.84	$ 62,344.96	$ 64,821.12	$ 67,551.68	$ 70,400.96	$ 73,572.48	$ 75,658.56	$ 77,863.36	$ 80,034.24	$ 82,137.28	$ 85,088.32
		MO	$ 4,987.65	$ 5,195.41	$ 5,401.76	$ 5,629.31	$ 5,866.75	$ 6,131.04	$ 6,304.88	$ 6,488.61	$ 6,669.52	$ 6,844.77	$ 7,090.69
		DAY	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 356.88	$ 367.28	$ 377.52	$ 387.44	$ 401.36
		HRS	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 44.61	$ 45.91	$ 47.19	$ 48.43	$ 50.17
36	18.5	ANN	$ 61,022.08	$ 63,396.48	$ 66,110.08	$ 68,874.56	$ 71,808.64	$ 74,912.32	$ 76,981.44	$ 79,084.48	$ 81,221.44	$ 83,375.36	$ 86,309.44
		MO	$ 5,085.17	$ 5,283.04	$ 5,509.17	$ 5,739.55	$ 5,984.05	$ 6,242.69	$ 6,415.12	$ 6,590.37	$ 6,768.45	$ 6,947.95	$ 7,192.45
		DAY	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 363.12	$ 373.04	$ 383.12	$ 393.28	$ 407.12
		HRS	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 45.39	$ 46.63	$ 47.89	$ 49.16	$ 50.89
37	19.0	ANN	$ 62,344.96	$ 64,821.12	$ 67,551.68	$ 70,400.96	$ 73,572.48	$ 76,659.20	$ 78,796.16	$ 80,916.16	$ 83,053.12	$ 85,173.12	$ 88,175.04
		MO	$ 5,195.41	$ 5,401.76	$ 5,629.31	$ 5,866.75	$ 6,131.04	$ 6,388.27	$ 6,566.35	$ 6,743.01	$ 6,921.09	$ 7,097.76	$ 7,347.92
		DAY	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.60	$ 371.68	$ 381.68	$ 391.76	$ 401.76	$ 415.92
		HRS	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.20	$ 46.46	$ 47.71	$ 48.97	$ 50.22	$ 51.99
38	19.5	ANN	$ 63,396.48	$ 66,110.08	$ 68,874.56	$ 71,808.64	$ 74,912.32	$ 78,168.64	$ 80,288.64	$ 82,493.44	$ 84,596.48	$ 86,733.44	$ 89,701.44
		MO	$ 5,283.04	$ 5,509.17	$ 5,739.55	$ 5,984.05	$ 6,242.69	$ 6,514.05	$ 6,690.72	$ 6,874.45	$ 7,049.71	$ 7,227.79	$ 7,475.12
		DAY	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 378.72	$ 389.12	$ 399.04	$ 409.12	$ 423.12
		HRS	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 47.34	$ 48.64	$ 49.88	$ 51.14	$ 52.89
39	20.0	ANN	$ 64,821.12	$ 67,551.68	$ 70,400.96	$ 73,572.48	$ 76,676.16	$ 80,034.24	$ 82,137.28	$ 84,189.44	$ 86,309.44	$ 88,497.28	$ 91,634.88
		MO	$ 5,401.76	$ 5,629.31	$ 5,866.75	$ 6,131.04	$ 6,389.68	$ 6,669.52	$ 6,844.77	$ 7,015.79	$ 7,192.45	$ 7,374.77	$ 7,636.24
		DAY	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 387.44	$ 397.12	$ 407.12	$ 417.44	$ 432.24
		HRS	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 48.43	$ 49.64	$ 50.89	$ 52.18	$ 54.03
40	20.5	ANN	$ 66,110.08	$ 68,874.56	$ 71,808.64	$ 74,912.32	$ 78,168.64	$ 81,475.84	$ 83,612.80	$ 85,800.64	$ 87,920.64	$ 90,057.60	$ 93,059.52
		MO	$ 5,509.17	$ 5,739.55	$ 5,984.05	$ 6,242.69	$ 6,514.05	$ 6,789.65	$ 6,967.73	$ 7,150.05	$ 7,326.72	$ 7,504.80	$ 7,754.96
		DAY	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 394.40	$ 404.72	$ 414.72	$ 424.80	$ 438.96
		HRS	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 49.30	$ 50.59	$ 51.84	$ 53.10	$ 54.87

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (212 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **212**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

41	21.0	ANN	$ 67,500.80	$ 70,400.96	$ 73,572.48	$ 76,676.16	$ 80,034.24	$ 83,426.24	$ 85,648.00	$ 87,818.88	$ 89,854.08	$ 92,058.88	$ 95,111.68
		MO	$ 5,625.07	$ 5,866.75	$ 6,131.04	$ 6,389.68	$ 6,669.52	$ 6,952.19	$ 7,137.33	$ 7,318.24	$ 7,487.84	$ 7,671.57	$ 7,925.97
		DAY	$ 318.40	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 404.00	$ 414.24	$ 423.84	$ 434.24	$ 448.64
		HRS	$ 39.80	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 50.50	$ 51.78	$ 52.98	$ 54.28	$ 56.08
42	21.5	ANN	$ 68,874.56	$ 71,808.64	$ 74,912.32	$ 78,168.64	$ 81,475.84	$ 84,986.56	$ 87,208.32	$ 89,260.48	$ 91,448.32	$ 93,602.24	$ 96,705.92
		MO	$ 5,739.55	$ 5,984.05	$ 6,242.69	$ 6,514.05	$ 6,789.65	$ 7,082.21	$ 7,267.36	$ 7,438.37	$ 7,620.69	$ 7,800.19	$ 8,058.83
		DAY	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 400.88	$ 411.36	$ 421.04	$ 431.36	$ 441.52	$ 456.16
		HRS	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 50.11	$ 51.42	$ 52.63	$ 53.92	$ 55.19	$ 57.02
43	22.0	ANN	$ 70,400.96	$ 73,572.48	$ 76,676.16	$ 80,034.24	$ 83,426.24	$ 87,055.68	$ 89,226.56	$ 91,397.44	$ 93,517.44	$ 95,535.68	$ 98,639.36
		MO	$ 5,866.75	$ 6,131.04	$ 6,389.68	$ 6,669.52	$ 6,952.19	$ 7,254.64	$ 7,435.55	$ 7,616.45	$ 7,793.12	$ 7,961.31	$ 8,219.95
		DAY	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 410.64	$ 420.88	$ 431.12	$ 441.12	$ 450.64	$ 465.28
		HRS	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 51.33	$ 52.61	$ 53.89	$ 55.14	$ 56.33	$ 58.16

DRAFT

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,199.04	$ 32,242.32	$ 33,318.72	$ 34,494.48	$ 35,753.04	$ 37,160.64	$ 39,164.40	$ 41,250.96	$ 43,354.08	$ 45,407.52	$ 48,007.44
		MO	$ 2,599.92	$ 2,686.86	$ 2,776.56	$ 2,874.54	$ 2,979.42	$ 3,096.72	$ 3,263.70	$ 3,437.58	$ 3,612.84	$ 3,783.96	$ 4,000.62
		DAY	$ 150.72	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 189.20	$ 199.28	$ 209.44	$ 219.36	$ 231.92
		HRS	$ 18.84	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.65	$ 24.91	$ 26.18	$ 27.42	$ 28.99
2	1.5	ANN	$ 31,811.76	$ 32,855.04	$ 34,047.36	$ 35,007.84	$ 36,316.08	$ 37,690.56	$ 39,710.88	$ 41,830.56	$ 43,917.12	$ 46,036.80	$ 48,603.60
		MO	$ 2,650.98	$ 2,737.92	$ 2,837.28	$ 2,917.32	$ 3,026.34	$ 3,140.88	$ 3,309.24	$ 3,485.88	$ 3,659.76	$ 3,836.40	$ 4,050.30
		DAY	$ 153.68	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 234.80
		HRS	$ 19.21	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.35
3	2.0	ANN	$ 32,242.32	$ 33,318.72	$ 34,494.48	$ 35,753.04	$ 37,160.64	$ 38,319.84	$ 40,439.52	$ 42,492.96	$ 44,596.08	$ 46,715.76	$ 49,299.12
		MO	$ 2,686.86	$ 2,776.56	$ 2,874.54	$ 2,979.42	$ 3,096.72	$ 3,193.32	$ 3,369.96	$ 3,541.08	$ 3,716.34	$ 3,892.98	$ 4,108.26
		DAY	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 195.36	$ 205.28	$ 215.44	$ 225.68	$ 238.16
		HRS	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 24.42	$ 25.66	$ 26.93	$ 28.21	$ 29.77
4	2.5	ANN	$ 32,855.04	$ 34,047.36	$ 35,007.84	$ 36,316.08	$ 37,690.56	$ 39,114.72	$ 40,025.52	$ 43,287.84	$ 45,407.52	$ 47,477.52	$ 50,044.32
		MO	$ 2,737.92	$ 2,837.28	$ 2,917.32	$ 3,026.34	$ 3,140.88	$ 3,259.56	$ 3,335.46	$ 3,607.32	$ 3,783.96	$ 3,956.46	$ 4,170.36
		DAY	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 193.36	$ 209.12	$ 219.36	$ 229.36	$ 241.76
		HRS	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.17	$ 26.14	$ 27.42	$ 28.67	$ 30.22
5	3.0	ANN	$ 33,318.72	$ 34,494.48	$ 35,753.04	$ 37,160.64	$ 38,319.84	$ 39,710.88	$ 41,830.56	$ 43,917.12	$ 46,036.80	$ 48,139.92	$ 50,839.20
		MO	$ 2,776.56	$ 2,874.54	$ 2,979.42	$ 3,096.72	$ 3,193.32	$ 3,309.24	$ 3,485.88	$ 3,659.76	$ 3,836.40	$ 4,011.66	$ 4,236.60
		DAY	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 232.56	$ 245.60
		HRS	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.07	$ 30.70
6	3.5	ANN	$ 34,047.36	$ 35,007.84	$ 36,316.08	$ 37,690.56	$ 39,114.72	$ 40,456.08	$ 42,708.24	$ 44,695.44	$ 46,881.36	$ 48,951.36	$ 51,518.16
		MO	$ 2,837.28	$ 2,917.32	$ 3,026.34	$ 3,140.88	$ 3,259.56	$ 3,371.34	$ 3,559.02	$ 3,724.62	$ 3,906.78	$ 4,079.28	$ 4,293.18
		DAY	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 206.32	$ 215.92	$ 226.48	$ 236.48	$ 248.88
		HRS	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.79	$ 26.99	$ 28.31	$ 29.56	$ 31.11
7	4.0	ANN	$ 34,494.48	$ 35,753.04	$ 37,160.64	$ 38,319.84	$ 39,710.88	$ 41,250.96	$ 43,354.08	$ 45,407.52	$ 47,494.08	$ 49,630.32	$ 52,296.48
		MO	$ 2,874.54	$ 2,979.42	$ 3,096.72	$ 3,193.32	$ 3,309.24	$ 3,437.58	$ 3,612.84	$ 3,783.96	$ 3,957.84	$ 4,135.86	$ 4,358.04
		DAY	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 209.44	$ 219.36	$ 229.44	$ 239.76	$ 252.64
		HRS	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 26.18	$ 27.42	$ 28.68	$ 29.97	$ 31.58
8	4.5	ANN	$ 35,007.84	$ 36,316.08	$ 37,690.56	$ 39,114.72	$ 40,456.08	$ 41,896.80	$ 44,049.60	$ 46,169.28	$ 48,239.28	$ 50,408.64	$ 53,074.80
		MO	$ 2,917.32	$ 3,026.34	$ 3,140.88	$ 3,259.56	$ 3,371.34	$ 3,491.40	$ 3,670.80	$ 3,847.44	$ 4,019.94	$ 4,200.72	$ 4,422.90
		DAY	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 212.80	$ 223.04	$ 233.04	$ 243.52	$ 256.40
		HRS	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.60	$ 27.88	$ 29.13	$ 30.44	$ 32.05
9	5.0	ANN	$ 35,753.04	$ 37,160.64	$ 38,319.84	$ 39,710.88	$ 41,250.96	$ 42,824.16	$ 44,927.28	$ 46,997.28	$ 49,034.16	$ 51,186.96	$ 53,902.80
		MO	$ 2,979.42	$ 3,096.72	$ 3,193.32	$ 3,309.24	$ 3,437.58	$ 3,568.68	$ 3,743.94	$ 3,916.44	$ 4,086.18	$ 4,265.58	$ 4,491.90
		DAY	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 217.04	$ 227.04	$ 236.88	$ 247.28	$ 260.40
		HRS	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 27.13	$ 28.38	$ 29.61	$ 30.91	$ 32.55

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

10	5.5	ANN	$ 36,316.08	$ 37,690.56	$ 39,114.72	$ 40,456.08	$ 41,896.80	$ 43,536.24	$ 45,639.36	$ 47,759.04	$ 49,845.60	$ 51,948.72	$ 54,515.52
		MO	$ 3,026.34	$ 3,140.88	$ 3,259.56	$ 3,371.34	$ 3,491.40	$ 3,628.02	$ 3,803.28	$ 3,979.92	$ 4,153.80	$ 4,329.06	$ 4,542.96
		DAY	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 220.48	$ 230.72	$ 240.80	$ 250.96	$ 263.36
		HRS	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.56	$ 28.84	$ 30.10	$ 31.37	$ 32.92
11	6.0	ANN	$ 38,651.04	$ 39,843.36	$ 41,300.64	$ 42,890.40	$ 44,529.84	$ 46,301.76	$ 48,471.12	$ 50,607.36	$ 52,743.60	$ 54,929.52	$ 57,678.48
		MO	$ 3,220.92	$ 3,320.28	$ 3,441.72	$ 3,574.20	$ 3,710.82	$ 3,858.48	$ 4,039.26	$ 4,217.28	$ 4,395.30	$ 4,577.46	$ 4,806.54
		DAY	$ 186.72	$ 192.48	$ 199.52	$ 207.20	$ 215.12	$ 223.68	$ 234.16	$ 244.48	$ 254.80	$ 265.36	$ 278.64
		HRS	$ 23.34	$ 24.06	$ 24.94	$ 25.90	$ 26.89	$ 27.96	$ 29.27	$ 30.56	$ 31.85	$ 33.17	$ 34.83
12	6.5	ANN	$ 37,690.56	$ 39,114.72	$ 40,456.08	$ 41,896.80	$ 43,536.24	$ 45,142.56	$ 47,311.92	$ 49,315.68	$ 51,418.80	$ 53,521.92	$ 56,204.64
		MO	$ 3,140.88	$ 3,259.56	$ 3,371.34	$ 3,491.40	$ 3,628.02	$ 3,761.88	$ 3,942.66	$ 4,109.64	$ 4,284.90	$ 4,460.16	$ 4,683.72
		DAY	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 228.56	$ 238.24	$ 248.40	$ 258.56	$ 271.52
		HRS	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.57	$ 29.78	$ 31.05	$ 32.32	$ 33.94
13	7.0	ANN	$ 38,319.84	$ 39,710.88	$ 41,250.96	$ 42,824.16	$ 44,529.84	$ 46,152.72	$ 48,206.16	$ 50,342.40	$ 52,379.28	$ 54,482.40	$ 57,098.88
		MO	$ 3,193.32	$ 3,309.24	$ 3,437.58	$ 3,568.68	$ 3,710.82	$ 3,846.06	$ 4,017.18	$ 4,195.20	$ 4,364.94	$ 4,540.20	$ 4,758.24
		DAY	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.88	$ 243.20	$ 253.04	$ 263.20	$ 275.84
		HRS	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.11	$ 30.40	$ 31.63	$ 32.90	$ 34.48
14	7.5	ANN	$ 39,114.72	$ 40,456.08	$ 41,896.80	$ 43,536.24	$ 45,142.56	$ 46,997.28	$ 49,034.16	$ 51,186.96	$ 53,273.52	$ 55,343.52	$ 58,026.24
		MO	$ 3,259.56	$ 3,371.34	$ 3,491.40	$ 3,628.02	$ 3,761.88	$ 3,916.44	$ 4,086.18	$ 4,265.58	$ 4,439.46	$ 4,611.96	$ 4,835.52
		DAY	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 236.88	$ 247.28	$ 257.36	$ 267.36	$ 280.32
		HRS	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.61	$ 30.91	$ 32.17	$ 33.42	$ 35.04
15	8.0	ANN	$ 41,300.64	$ 42,890.40	$ 44,529.84	$ 46,301.76	$ 47,974.32	$ 49,944.96	$ 52,130.88	$ 54,267.12	$ 56,519.28	$ 58,622.40	$ 61,387.92
		MO	$ 3,441.72	$ 3,574.20	$ 3,710.82	$ 3,858.48	$ 3,997.86	$ 4,162.08	$ 4,344.24	$ 4,522.26	$ 4,709.94	$ 4,885.20	$ 5,115.66
		DAY	$ 199.52	$ 207.20	$ 215.12	$ 223.68	$ 231.76	$ 241.28	$ 251.84	$ 262.16	$ 273.04	$ 283.20	$ 296.56
		HRS	$ 24.94	$ 25.90	$ 26.89	$ 27.96	$ 28.97	$ 30.16	$ 31.48	$ 32.77	$ 34.13	$ 35.40	$ 37.07
16	8.5	ANN	$ 40,456.08	$ 41,896.80	$ 43,536.24	$ 45,142.56	$ 46,997.28	$ 48,769.20	$ 50,839.20	$ 52,925.76	$ 55,161.36	$ 57,198.24	$ 59,847.84
		MO	$ 3,371.34	$ 3,491.40	$ 3,628.02	$ 3,761.88	$ 3,916.44	$ 4,064.10	$ 4,236.60	$ 4,410.48	$ 4,596.78	$ 4,766.52	$ 4,987.32
		DAY	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.60	$ 255.68	$ 266.48	$ 276.32	$ 289.12
		HRS	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.70	$ 31.96	$ 33.31	$ 34.54	$ 36.14
17	9.0	ANN	$ 41,250.96	$ 42,824.16	$ 44,529.84	$ 46,152.72	$ 48,040.56	$ 49,845.60	$ 51,948.72	$ 53,985.60	$ 56,088.72	$ 58,241.52	$ 61,023.60
		MO	$ 3,437.58	$ 3,568.68	$ 3,710.82	$ 3,846.06	$ 4,003.38	$ 4,153.80	$ 4,329.06	$ 4,498.80	$ 4,674.06	$ 4,853.46	$ 5,085.30
		DAY	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.96	$ 260.80	$ 270.96	$ 281.36	$ 294.80
		HRS	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.37	$ 32.60	$ 33.87	$ 35.17	$ 36.85
18	9.5	ANN	$ 41,896.80	$ 43,536.24	$ 45,142.56	$ 46,997.28	$ 48,769.20	$ 50,723.28	$ 52,826.40	$ 54,912.96	$ 57,065.76	$ 59,135.76	$ 61,785.36
		MO	$ 3,491.40	$ 3,628.02	$ 3,761.88	$ 3,916.44	$ 4,064.10	$ 4,226.94	$ 4,402.20	$ 4,576.08	$ 4,755.48	$ 4,927.98	$ 5,148.78
		DAY	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.20	$ 265.28	$ 275.68	$ 285.68	$ 298.48
		HRS	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.90	$ 33.16	$ 34.46	$ 35.71	$ 37.31
19	10.0	ANN	$ 42,824.16	$ 44,529.84	$ 46,152.72	$ 48,040.56	$ 49,845.60	$ 51,849.36	$ 53,952.48	$ 56,005.92	$ 58,224.96	$ 60,245.28	$ 62,994.24
		MO	$ 3,568.68	$ 3,710.82	$ 3,846.06	$ 4,003.38	$ 4,153.80	$ 4,320.78	$ 4,496.04	$ 4,667.16	$ 4,852.08	$ 5,020.44	$ 5,249.52
		DAY	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.04	$ 304.32
		HRS	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.38	$ 38.04

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

20	10.5	ANN	$ 43,536.24	$ 45,142.56	$ 46,997.28	$ 48,769.20	$ 50,723.28	$ 52,809.84	$ 54,912.96	$ 57,049.20	$ 59,052.96	$ 61,106.40	$ 63,855.36
		MO	$ 3,628.02	$ 3,761.88	$ 3,916.44	$ 4,064.10	$ 4,226.94	$ 4,400.82	$ 4,576.08	$ 4,754.10	$ 4,921.08	$ 5,092.20	$ 5,321.28
		DAY	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 308.48
		HRS	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.56
21	11.0	ANN	$ 44,529.84	$ 46,152.72	$ 48,040.56	$ 49,845.60	$ 51,849.36	$ 53,952.48	$ 56,005.92	$ 58,224.96	$ 60,294.96	$ 62,298.72	$ 65,014.56
		MO	$ 3,710.82	$ 3,846.06	$ 4,003.38	$ 4,153.80	$ 4,320.78	$ 4,496.04	$ 4,667.16	$ 4,852.08	$ 5,024.58	$ 5,191.56	$ 5,417.88
		DAY	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.28	$ 300.96	$ 314.08
		HRS	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.41	$ 37.62	$ 39.26
22	11.5	ANN	$ 45,142.56	$ 46,997.28	$ 48,769.20	$ 50,723.28	$ 52,809.84	$ 54,912.96	$ 57,049.20	$ 59,052.96	$ 61,106.40	$ 63,242.64	$ 66,024.72
		MO	$ 3,761.88	$ 3,916.44	$ 4,064.10	$ 4,226.94	$ 4,400.82	$ 4,576.08	$ 4,754.10	$ 4,921.08	$ 5,092.20	$ 5,270.22	$ 5,502.06
		DAY	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 305.52	$ 318.96
		HRS	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.19	$ 39.87
23	12.0	ANN	$ 46,152.72	$ 48,040.56	$ 49,845.60	$ 51,849.36	$ 53,952.48	$ 56,088.72	$ 58,241.52	$ 60,294.96	$ 62,315.28	$ 64,468.08	$ 67,233.60
		MO	$ 3,846.06	$ 4,003.38	$ 4,153.80	$ 4,320.78	$ 4,496.04	$ 4,674.06	$ 4,853.46	$ 5,024.58	$ 5,192.94	$ 5,372.34	$ 5,602.80
		DAY	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 281.36	$ 291.28	$ 301.04	$ 311.44	$ 324.80
		HRS	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.17	$ 36.41	$ 37.63	$ 38.93	$ 40.60
24	12.5	ANN	$ 46,997.28	$ 48,769.20	$ 50,723.28	$ 52,809.84	$ 54,912.96	$ 57,198.24	$ 59,317.92	$ 61,421.04	$ 63,474.48	$ 65,511.36	$ 68,343.12
		MO	$ 3,916.44	$ 4,064.10	$ 4,226.94	$ 4,400.82	$ 4,576.08	$ 4,766.52	$ 4,943.16	$ 5,118.42	$ 5,289.54	$ 5,459.28	$ 5,695.26
		DAY	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 286.56	$ 296.72	$ 306.64	$ 316.48	$ 330.16
		HRS	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.82	$ 37.09	$ 38.33	$ 39.56	$ 41.27
25	13.0	ANN	$ 48,040.56	$ 49,845.60	$ 51,849.36	$ 53,952.48	$ 56,088.72	$ 58,440.24	$ 60,576.48	$ 62,646.48	$ 64,799.28	$ 66,803.04	$ 69,518.88
		MO	$ 4,003.38	$ 4,153.80	$ 4,320.78	$ 4,496.04	$ 4,674.06	$ 4,870.02	$ 5,048.04	$ 5,220.54	$ 5,399.94	$ 5,566.92	$ 5,793.24
		DAY	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 292.64	$ 302.64	$ 313.04	$ 322.72	$ 335.84
		HRS	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.58	$ 37.83	$ 39.13	$ 40.34	$ 41.98
26	13.5	ANN	$ 48,769.20	$ 50,723.28	$ 52,809.84	$ 54,912.96	$ 57,198.24	$ 59,582.88	$ 61,603.20	$ 63,739.44	$ 65,908.80	$ 67,929.12	$ 70,744.32
		MO	$ 4,064.10	$ 4,226.94	$ 4,400.82	$ 4,576.08	$ 4,766.52	$ 4,965.24	$ 5,133.60	$ 5,311.62	$ 5,492.40	$ 5,660.76	$ 5,895.36
		DAY	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 297.60	$ 307.92	$ 318.40	$ 328.16	$ 341.76
		HRS	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.20	$ 38.49	$ 39.80	$ 41.02	$ 42.72
27	14.0	ANN	$ 49,845.60	$ 51,849.36	$ 53,952.48	$ 56,088.72	$ 58,440.24	$ 60,874.56	$ 62,961.12	$ 64,931.76	$ 67,183.92	$ 69,187.68	$ 71,969.76
		MO	$ 4,153.80	$ 4,320.78	$ 4,496.04	$ 4,674.06	$ 4,870.02	$ 5,072.88	$ 5,246.76	$ 5,410.98	$ 5,598.66	$ 5,765.64	$ 5,997.48
		DAY	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 304.16	$ 313.68	$ 324.56	$ 334.24	$ 347.68
		HRS	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.02	$ 39.21	$ 40.57	$ 41.78	$ 43.46
28	14.5	ANN	$ 50,723.28	$ 52,809.84	$ 54,912.96	$ 57,198.24	$ 59,582.88	$ 61,901.28	$ 63,987.84	$ 66,107.52	$ 68,293.44	$ 70,363.44	$ 73,211.76
		MO	$ 4,226.94	$ 4,400.82	$ 4,576.08	$ 4,766.52	$ 4,965.24	$ 5,158.44	$ 5,332.32	$ 5,508.96	$ 5,691.12	$ 5,863.62	$ 6,100.98
		DAY	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 309.12	$ 319.36	$ 329.92	$ 339.92	$ 353.68
		HRS	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.64	$ 39.92	$ 41.24	$ 42.49	$ 44.21

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

29	15.0	ANN	$	51,849.36	$	53,952.48	$	56,088.72	$	58,440.24	$	60,874.56	$	63,292.32	$	65,428.56	$	67,680.72	$	69,701.04	$	71,837.28	$	74,619.36
		MO	$	4,320.78	$	4,496.04	$	4,674.06	$	4,870.02	$	5,072.88	$	5,274.36	$	5,452.38	$	5,640.06	$	5,808.42	$	5,986.44	$	6,218.28
		DAY	$	250.48	$	260.64	$	270.96	$	282.32	$	294.08	$	305.76	$	316.08	$	326.96	$	336.72	$	347.04	$	360.48
		HRS	$	31.31	$	32.58	$	33.87	$	35.29	$	36.76	$	38.22	$	39.51	$	40.87	$	42.09	$	43.38	$	45.06
30	15.5	ANN	$	52,809.84	$	54,912.96	$	57,198.24	$	59,582.88	$	61,901.28	$	64,550.88	$	66,620.88	$	68,740.56	$	70,909.92	$	72,996.48	$	75,828.24
		MO	$	4,400.82	$	4,576.08	$	4,766.52	$	4,965.24	$	5,158.44	$	5,379.24	$	5,551.74	$	5,728.38	$	5,909.16	$	6,083.04	$	6,319.02
		DAY	$	255.12	$	265.28	$	276.32	$	287.84	$	299.04	$	311.84	$	321.84	$	332.08	$	342.56	$	352.64	$	366.32
		HRS	$	31.89	$	33.16	$	34.54	$	35.98	$	37.38	$	38.98	$	40.23	$	41.51	$	42.82	$	44.08	$	45.79
31	16.0	ANN	$	53,952.48	$	56,088.72	$	58,440.24	$	60,874.56	$	63,292.32	$	65,958.48	$	68,111.28	$	70,164.72	$	72,267.84	$	74,337.84	$	77,169.60
		MO	$	4,496.04	$	4,674.06	$	4,870.02	$	5,072.88	$	5,274.36	$	5,496.54	$	5,675.94	$	5,847.06	$	6,022.32	$	6,194.82	$	6,430.80
		DAY	$	260.64	$	270.96	$	282.32	$	294.08	$	305.76	$	318.64	$	329.04	$	338.96	$	349.12	$	359.12	$	372.80
		HRS	$	32.58	$	33.87	$	35.29	$	36.76	$	38.22	$	39.83	$	41.13	$	42.37	$	43.64	$	44.89	$	46.60
32	16.5	ANN	$	54,912.96	$	57,198.24	$	59,582.88	$	61,901.28	$	64,550.88	$	67,250.16	$	69,436.08	$	71,555.76	$	73,675.44	$	75,745.44	$	78,626.88
		MO	$	4,576.08	$	4,766.52	$	4,965.24	$	5,158.44	$	5,379.24	$	5,604.18	$	5,786.34	$	5,962.98	$	6,139.62	$	6,312.12	$	6,552.24
		DAY	$	265.28	$	276.32	$	287.84	$	299.04	$	311.84	$	324.88	$	335.44	$	345.68	$	355.92	$	365.92	$	379.84
		HRS	$	33.16	$	34.54	$	35.98	$	37.38	$	38.98	$	40.61	$	41.93	$	43.21	$	44.49	$	45.74	$	47.48
33	17.0	ANN	$	56,088.72	$	58,440.24	$	60,874.56	$	63,292.32	$	65,958.48	$	68,740.56	$	70,909.92	$	72,996.48	$	75,033.36	$	77,219.28	$	80,282.88
		MO	$	4,674.06	$	4,870.02	$	5,072.88	$	5,274.36	$	5,496.54	$	5,728.38	$	5,909.16	$	6,083.04	$	6,252.78	$	6,434.94	$	6,690.24
		DAY	$	270.96	$	282.32	$	294.08	$	305.76	$	318.64	$	332.08	$	342.56	$	352.64	$	362.48	$	373.04	$	387.84
		HRS	$	33.87	$	35.29	$	36.76	$	38.22	$	39.83	$	41.51	$	42.82	$	44.08	$	45.31	$	46.63	$	48.48
34	17.5	ANN	$	57,198.24	$	59,582.88	$	61,901.28	$	64,550.88	$	67,250.16	$	70,115.04	$	72,118.80	$	74,304.72	$	76,341.60	$	78,461.28	$	81,359.28
		MO	$	4,766.52	$	4,965.24	$	5,158.44	$	5,379.24	$	5,604.18	$	5,842.92	$	6,009.90	$	6,192.06	$	6,361.80	$	6,538.44	$	6,779.94
		DAY	$	276.32	$	287.84	$	299.04	$	311.84	$	324.88	$	338.72	$	348.40	$	358.96	$	368.80	$	379.04	$	393.04
		HRS	$	34.54	$	35.98	$	37.38	$	38.98	$	40.61	$	42.34	$	43.55	$	44.87	$	46.10	$	47.38	$	49.13
35	18.0	ANN	$	58,440.24	$	60,874.56	$	63,292.32	$	65,958.48	$	68,740.56	$	71,837.28	$	73,874.16	$	76,026.96	$	78,146.64	$	80,200.08	$	83,081.52
		MO	$	4,870.02	$	5,072.88	$	5,274.36	$	5,496.54	$	5,728.38	$	5,986.44	$	6,156.18	$	6,335.58	$	6,512.22	$	6,683.34	$	6,923.46
		DAY	$	282.32	$	294.08	$	305.76	$	318.64	$	332.08	$	347.04	$	356.88	$	367.28	$	377.52	$	387.44	$	401.36
		HRS	$	35.29	$	36.76	$	38.22	$	39.83	$	41.51	$	43.38	$	44.61	$	45.91	$	47.19	$	48.43	$	50.17
36	18.5	ANN	$	59,582.88	$	61,901.28	$	64,550.88	$	67,250.16	$	70,115.04	$	73,145.52	$	75,165.84	$	77,219.28	$	79,305.84	$	81,408.96	$	84,273.84
		MO	$	4,965.24	$	5,158.44	$	5,379.24	$	5,604.18	$	5,842.92	$	6,095.46	$	6,263.82	$	6,434.94	$	6,608.82	$	6,784.08	$	7,022.82
		DAY	$	287.84	$	299.04	$	311.84	$	324.88	$	338.72	$	353.36	$	363.12	$	373.04	$	383.12	$	393.28	$	407.12
		HRS	$	35.98	$	37.38	$	38.98	$	40.61	$	42.34	$	44.17	$	45.39	$	46.63	$	47.89	$	49.16	$	50.89
37	19.0	ANN	$	60,874.56	$	63,292.32	$	65,958.48	$	68,740.56	$	71,837.28	$	74,851.20	$	76,937.76	$	79,007.76	$	81,094.32	$	83,164.32	$	86,095.44
		MO	$	5,072.88	$	5,274.36	$	5,496.54	$	5,728.38	$	5,986.44	$	6,237.60	$	6,411.48	$	6,583.98	$	6,757.86	$	6,930.36	$	7,174.62
		DAY	$	294.08	$	305.76	$	318.64	$	332.08	$	347.04	$	361.60	$	371.68	$	381.68	$	391.76	$	401.76	$	415.92
		HRS	$	36.76	$	38.22	$	39.83	$	41.51	$	43.38	$	45.20	$	46.46	$	47.71	$	48.97	$	50.22	$	51.99

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA II SALARY SCHEDULE (207 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **207**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

38	19.5	ANN	$ 61,901.28	$ 64,550.88	$ 67,250.16	$ 70,115.04	$ 73,145.52	$ 76,325.04	$ 78,395.04	$ 80,547.84	$ 82,601.28	$ 84,687.84	$ 87,585.84
		MO	$ 5,158.44	$ 5,379.24	$ 5,604.18	$ 5,842.92	$ 6,095.46	$ 6,360.42	$ 6,532.92	$ 6,712.32	$ 6,883.44	$ 7,057.32	$ 7,298.82
		DAY	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 378.72	$ 389.12	$ 399.04	$ 409.12	$ 423.12
		HRS	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 47.34	$ 48.64	$ 49.88	$ 51.14	$ 52.89
39	20.0	ANN	$ 63,292.32	$ 65,958.48	$ 68,740.56	$ 71,837.28	$ 74,867.76	$ 78,146.64	$ 80,200.08	$ 82,203.84	$ 84,273.84	$ 86,410.08	$ 89,473.68
		MO	$ 5,274.36	$ 5,496.54	$ 5,728.38	$ 5,986.44	$ 6,238.98	$ 6,512.22	$ 6,683.34	$ 6,850.32	$ 7,022.82	$ 7,200.84	$ 7,456.14
		DAY	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 387.44	$ 397.12	$ 407.12	$ 417.44	$ 432.24
		HRS	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 48.43	$ 49.64	$ 50.89	$ 52.18	$ 54.03
40	20.5	ANN	$ 64,550.88	$ 67,250.16	$ 70,115.04	$ 73,145.52	$ 76,325.04	$ 79,554.24	$ 81,640.80	$ 83,777.04	$ 85,847.04	$ 87,933.60	$ 90,864.72
		MO	$ 5,379.24	$ 5,604.18	$ 5,842.92	$ 6,095.46	$ 6,360.42	$ 6,629.52	$ 6,803.40	$ 6,981.42	$ 7,153.92	$ 7,327.80	$ 7,572.06
		DAY	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 394.40	$ 404.72	$ 414.72	$ 424.80	$ 438.96
		HRS	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 49.30	$ 50.59	$ 51.84	$ 53.10	$ 54.87
41	21.0	ANN	$ 65,908.80	$ 68,740.56	$ 71,837.28	$ 74,867.76	$ 78,146.64	$ 81,458.64	$ 83,628.00	$ 85,747.68	$ 87,734.88	$ 89,887.68	$ 92,868.48
		MO	$ 5,492.40	$ 5,728.38	$ 5,986.44	$ 6,238.98	$ 6,512.22	$ 6,788.22	$ 6,969.00	$ 7,145.64	$ 7,311.24	$ 7,490.64	$ 7,739.04
		DAY	$ 318.40	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 404.00	$ 414.24	$ 423.84	$ 434.24	$ 448.64
		HRS	$ 39.80	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 50.50	$ 51.78	$ 52.98	$ 54.28	$ 56.08
42	21.5	ANN	$ 67,250.16	$ 70,115.04	$ 73,145.52	$ 76,325.04	$ 79,554.24	$ 82,982.16	$ 85,151.52	$ 87,155.28	$ 89,291.52	$ 91,394.64	$ 94,425.12
		MO	$ 5,604.18	$ 5,842.92	$ 6,095.46	$ 6,360.42	$ 6,629.52	$ 6,915.18	$ 7,095.96	$ 7,262.94	$ 7,440.96	$ 7,616.22	$ 7,868.76
		DAY	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 400.88	$ 411.36	$ 421.04	$ 431.36	$ 441.52	$ 456.16
		HRS	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 50.11	$ 51.42	$ 52.63	$ 53.92	$ 55.19	$ 57.02
43	22.0	ANN	$ 68,740.56	$ 71,837.28	$ 74,867.76	$ 78,146.64	$ 81,458.64	$ 85,002.48	$ 87,122.16	$ 89,241.84	$ 91,311.84	$ 93,282.48	$ 96,312.96
		MO	$ 5,728.38	$ 5,986.44	$ 6,238.98	$ 6,512.22	$ 6,788.22	$ 7,083.54	$ 7,260.18	$ 7,436.82	$ 7,609.32	$ 7,773.54	$ 8,026.08
		DAY	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 410.64	$ 420.88	$ 431.12	$ 441.12	$ 450.64	$ 465.28
		HRS	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 51.33	$ 52.61	$ 53.89	$ 55.14	$ 56.33	$ 58.16

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

QSS Range	BU Book Range		01	02	03	04	05	06	09	12	15	18	21
1	1.0	ANN	$ 31,048.32	$ 32,086.56	$ 33,157.76	$ 34,327.84	$ 35,580.32	$ 36,981.12	$ 38,975.20	$ 41,051.68	$ 43,144.64	$ 45,188.16	$ 47,775.52
		MO	$ 2,587.36	$ 2,673.88	$ 2,763.15	$ 2,860.65	$ 2,965.03	$ 3,081.76	$ 3,247.93	$ 3,420.97	$ 3,595.39	$ 3,765.68	$ 3,981.29
		DAY	$ 150.72	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 189.20	$ 199.28	$ 209.44	$ 219.36	$ 231.92
		HRS	$ 18.84	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.65	$ 24.91	$ 26.18	$ 27.42	$ 28.99
2	1.5	ANN	$ 31,658.08	$ 32,696.32	$ 33,882.88	$ 34,838.72	$ 36,140.64	$ 37,508.48	$ 39,519.04	$ 41,628.48	$ 43,704.96	$ 45,814.40	$ 48,368.80
		MO	$ 2,638.17	$ 2,724.69	$ 2,823.57	$ 2,903.23	$ 3,011.72	$ 3,125.71	$ 3,293.25	$ 3,469.04	$ 3,642.08	$ 3,817.87	$ 4,030.73
		DAY	$ 153.68	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 234.80
		HRS	$ 19.21	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.35
3	2.0	ANN	$ 32,086.56	$ 33,157.76	$ 34,327.84	$ 35,580.32	$ 36,981.12	$ 38,134.72	$ 40,244.16	$ 42,287.68	$ 44,380.64	$ 46,490.08	$ 49,060.96
		MO	$ 2,673.88	$ 2,763.15	$ 2,860.65	$ 2,965.03	$ 3,081.76	$ 3,177.89	$ 3,353.68	$ 3,523.97	$ 3,698.39	$ 3,874.17	$ 4,088.41
		DAY	$ 155.76	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 195.36	$ 205.28	$ 215.44	$ 225.68	$ 238.16
		HRS	$ 19.47	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 24.42	$ 25.66	$ 26.93	$ 28.21	$ 29.77
4	2.5	ANN	$ 32,696.32	$ 33,882.88	$ 34,838.72	$ 36,140.64	$ 37,508.48	$ 38,925.76	$ 39,832.16	$ 43,078.72	$ 45,188.16	$ 47,248.16	$ 49,802.56
		MO	$ 2,724.69	$ 2,823.57	$ 2,903.23	$ 3,011.72	$ 3,125.71	$ 3,243.81	$ 3,319.35	$ 3,589.89	$ 3,765.68	$ 3,937.35	$ 4,150.21
		DAY	$ 158.72	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 193.36	$ 209.12	$ 219.36	$ 229.36	$ 241.76
		HRS	$ 19.84	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.17	$ 26.14	$ 27.42	$ 28.67	$ 30.22
5	3.0	ANN	$ 33,157.76	$ 34,327.84	$ 35,580.32	$ 36,981.12	$ 38,134.72	$ 39,519.04	$ 41,628.48	$ 43,704.96	$ 45,814.40	$ 47,907.36	$ 50,593.60
		MO	$ 2,763.15	$ 2,860.65	$ 2,965.03	$ 3,081.76	$ 3,177.89	$ 3,293.25	$ 3,469.04	$ 3,642.08	$ 3,817.87	$ 3,992.28	$ 4,216.13
		DAY	$ 160.96	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 202.08	$ 212.16	$ 222.40	$ 232.56	$ 245.60
		HRS	$ 20.12	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 25.26	$ 26.52	$ 27.80	$ 29.07	$ 30.70
6	3.5	ANN	$ 33,882.88	$ 34,838.72	$ 36,140.64	$ 37,508.48	$ 38,925.76	$ 40,260.64	$ 42,501.92	$ 44,479.52	$ 46,654.88	$ 48,714.88	$ 51,269.28
		MO	$ 2,823.57	$ 2,903.23	$ 3,011.72	$ 3,125.71	$ 3,243.81	$ 3,355.05	$ 3,541.83	$ 3,706.63	$ 3,887.91	$ 4,059.57	$ 4,272.44
		DAY	$ 164.48	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 206.32	$ 215.92	$ 226.48	$ 236.48	$ 248.88
		HRS	$ 20.56	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.79	$ 26.99	$ 28.31	$ 29.56	$ 31.11
7	4.0	ANN	$ 34,327.84	$ 35,580.32	$ 36,981.12	$ 38,134.72	$ 39,519.04	$ 41,051.68	$ 43,144.64	$ 45,188.16	$ 47,264.64	$ 49,390.56	$ 52,043.84
		MO	$ 2,860.65	$ 2,965.03	$ 3,081.76	$ 3,177.89	$ 3,293.25	$ 3,420.97	$ 3,595.39	$ 3,765.68	$ 3,938.72	$ 4,115.88	$ 4,336.99
		DAY	$ 166.64	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 209.44	$ 219.36	$ 229.44	$ 239.76	$ 252.64
		HRS	$ 20.83	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 26.18	$ 27.42	$ 28.68	$ 29.97	$ 31.58
8	4.5	ANN	$ 34,838.72	$ 36,140.64	$ 37,508.48	$ 38,925.76	$ 40,260.64	$ 41,694.40	$ 43,836.80	$ 45,946.24	$ 48,006.24	$ 50,165.12	$ 52,818.40
		MO	$ 2,903.23	$ 3,011.72	$ 3,125.71	$ 3,243.81	$ 3,355.05	$ 3,474.53	$ 3,653.07	$ 3,828.85	$ 4,000.52	$ 4,180.43	$ 4,401.53
		DAY	$ 169.12	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 212.80	$ 223.04	$ 233.04	$ 243.52	$ 256.40
		HRS	$ 21.14	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.60	$ 27.88	$ 29.13	$ 30.44	$ 32.05
9	5.0	ANN	$ 35,580.32	$ 36,981.12	$ 38,134.72	$ 39,519.04	$ 41,051.68	$ 42,617.28	$ 44,710.24	$ 46,770.24	$ 48,797.28	$ 50,939.68	$ 53,642.40
		MO	$ 2,965.03	$ 3,081.76	$ 3,177.89	$ 3,293.25	$ 3,420.97	$ 3,551.44	$ 3,725.85	$ 3,897.52	$ 4,066.44	$ 4,244.97	$ 4,470.20
		DAY	$ 172.72	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 217.04	$ 227.04	$ 236.88	$ 247.28	$ 260.40
		HRS	$ 21.59	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 27.13	$ 28.38	$ 29.61	$ 30.91	$ 32.55

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS

Work Days **206** **2026-27 (2% was effective 7/1/26)** **Pending Board Approval: October 22, 2026**
Effective: July 1, 2026

10	5.5	ANN	$ 36,140.64	$ 37,508.48	$ 38,925.76	$ 40,260.64	$ 41,694.40	$ 43,325.92	$ 45,418.88	$ 47,528.32	$ 49,604.80	$ 51,697.76	$ 54,252.16
		MO	$ 3,011.72	$ 3,125.71	$ 3,243.81	$ 3,355.05	$ 3,474.53	$ 3,610.49	$ 3,784.91	$ 3,960.69	$ 4,133.73	$ 4,308.15	$ 4,521.01
		DAY	$ 175.44	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 220.48	$ 230.72	$ 240.80	$ 250.96	$ 263.36
		HRS	$ 21.93	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.56	$ 28.84	$ 30.10	$ 31.37	$ 32.92
11	6.0	ANN	$ 36,981.12	$ 38,134.72	$ 39,519.04	$ 41,051.68	$ 42,617.28	$ 44,314.72	$ 46,391.20	$ 48,434.72	$ 50,478.24	$ 52,571.20	$ 55,224.48
		MO	$ 3,081.76	$ 3,177.89	$ 3,293.25	$ 3,420.97	$ 3,551.44	$ 3,692.89	$ 3,865.93	$ 4,036.23	$ 4,206.52	$ 4,380.93	$ 4,602.04
		DAY	$ 179.52	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 225.20	$ 235.12	$ 245.04	$ 255.20	$ 268.08
		HRS	$ 22.44	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 28.15	$ 29.39	$ 30.63	$ 31.90	$ 33.51
12	6.5	ANN	$ 37,508.48	$ 38,925.76	$ 40,260.64	$ 41,694.40	$ 43,325.92	$ 44,924.48	$ 47,083.36	$ 49,077.44	$ 51,170.40	$ 53,263.36	$ 55,933.12
		MO	$ 3,125.71	$ 3,243.81	$ 3,355.05	$ 3,474.53	$ 3,610.49	$ 3,743.71	$ 3,923.61	$ 4,089.79	$ 4,264.20	$ 4,438.61	$ 4,661.09
		DAY	$ 182.08	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 228.56	$ 238.24	$ 248.40	$ 258.56	$ 271.52
		HRS	$ 22.76	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.57	$ 29.78	$ 31.05	$ 32.32	$ 33.94
13	7.0	ANN	$ 38,134.72	$ 39,519.04	$ 41,051.68	$ 42,617.28	$ 44,314.72	$ 45,929.76	$ 47,973.28	$ 50,099.20	$ 52,126.24	$ 54,219.20	$ 56,823.04
		MO	$ 3,177.89	$ 3,293.25	$ 3,420.97	$ 3,551.44	$ 3,692.89	$ 3,827.48	$ 3,997.77	$ 4,174.93	$ 4,343.85	$ 4,518.27	$ 4,735.25
		DAY	$ 185.12	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.88	$ 243.20	$ 253.04	$ 263.20	$ 275.84
		HRS	$ 23.14	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.11	$ 30.40	$ 31.63	$ 32.90	$ 34.48
14	7.5	ANN	$ 38,925.76	$ 40,260.64	$ 41,694.40	$ 43,325.92	$ 44,924.48	$ 46,770.24	$ 48,797.28	$ 50,939.68	$ 53,016.16	$ 55,076.16	$ 57,745.92
		MO	$ 3,243.81	$ 3,355.05	$ 3,474.53	$ 3,610.49	$ 3,743.71	$ 3,897.52	$ 4,066.44	$ 4,244.97	$ 4,418.01	$ 4,589.68	$ 4,812.16
		DAY	$ 188.96	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 236.88	$ 247.28	$ 257.36	$ 267.36	$ 280.32
		HRS	$ 23.62	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.61	$ 30.91	$ 32.17	$ 33.42	$ 35.04
15	8.0	ANN	$ 39,519.04	$ 41,051.68	$ 42,617.28	$ 44,314.72	$ 45,929.76	$ 47,808.48	$ 49,868.48	$ 51,944.96	$ 54,087.36	$ 56,114.40	$ 58,751.20
		MO	$ 3,293.25	$ 3,420.97	$ 3,551.44	$ 3,692.89	$ 3,827.48	$ 3,984.04	$ 4,155.71	$ 4,328.75	$ 4,507.28	$ 4,676.20	$ 4,895.93
		DAY	$ 191.84	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 242.08	$ 252.16	$ 262.56	$ 272.40	$ 285.20
		HRS	$ 23.98	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.26	$ 31.52	$ 32.82	$ 34.05	$ 35.65
16	8.5	ANN	$ 40,260.64	$ 41,694.40	$ 43,325.92	$ 44,924.48	$ 46,770.24	$ 48,533.60	$ 50,593.60	$ 52,670.08	$ 54,894.88	$ 56,921.92	$ 59,558.72
		MO	$ 3,355.05	$ 3,474.53	$ 3,610.49	$ 3,743.71	$ 3,897.52	$ 4,044.47	$ 4,216.13	$ 4,389.17	$ 4,574.57	$ 4,743.49	$ 4,963.23
		DAY	$ 195.44	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.60	$ 255.68	$ 266.48	$ 276.32	$ 289.12
		HRS	$ 24.43	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.70	$ 31.96	$ 33.31	$ 34.54	$ 36.14
17	9.0	ANN	$ 41,051.68	$ 42,617.28	$ 44,314.72	$ 45,929.76	$ 47,808.48	$ 49,604.80	$ 51,697.76	$ 53,724.80	$ 55,817.76	$ 57,960.16	$ 60,728.80
		MO	$ 3,420.97	$ 3,551.44	$ 3,692.89	$ 3,827.48	$ 3,984.04	$ 4,133.73	$ 4,308.15	$ 4,477.07	$ 4,651.48	$ 4,830.01	$ 5,060.73
		DAY	$ 199.28	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.96	$ 260.80	$ 270.96	$ 281.36	$ 294.80
		HRS	$ 24.91	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.37	$ 32.60	$ 33.87	$ 35.17	$ 36.85
18	9.5	ANN	$ 41,694.40	$ 43,325.92	$ 44,924.48	$ 46,770.24	$ 48,533.60	$ 50,478.24	$ 52,571.20	$ 54,647.68	$ 56,790.08	$ 58,850.08	$ 61,486.88
		MO	$ 3,474.53	$ 3,610.49	$ 3,743.71	$ 3,897.52	$ 4,044.47	$ 4,206.52	$ 4,380.93	$ 4,553.97	$ 4,732.51	$ 4,904.17	$ 5,123.91
		DAY	$ 202.40	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.20	$ 265.28	$ 275.68	$ 285.68	$ 298.48
		HRS	$ 25.30	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.90	$ 33.16	$ 34.46	$ 35.71	$ 37.31
19	10.0	ANN	$ 42,617.28	$ 44,314.72	$ 45,929.76	$ 47,808.48	$ 49,604.80	$ 51,598.88	$ 53,691.84	$ 55,735.36	$ 57,943.68	$ 59,954.24	$ 62,689.92
		MO	$ 3,551.44	$ 3,692.89	$ 3,827.48	$ 3,984.04	$ 4,133.73	$ 4,299.91	$ 4,474.32	$ 4,644.61	$ 4,828.64	$ 4,996.19	$ 5,224.16
		DAY	$ 206.88	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.04	$ 304.32
		HRS	$ 25.86	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.38	$ 38.04

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS

Work Days **206** **2026-27 (2% was effective 7/1/26)** **Pending Board Approval: October 22, 2026**
Effective: July 1, 2026

20	10.5	ANN	$ 43,325.92	$ 44,924.48	$ 46,770.24	$ 48,533.60	$ 50,478.24	$ 52,554.72	$ 54,647.68	$ 56,773.60	$ 58,767.68	$ 60,811.20	$ 63,546.88
		MO	$ 3,610.49	$ 3,743.71	$ 3,897.52	$ 4,044.47	$ 4,206.52	$ 4,379.56	$ 4,553.97	$ 4,731.13	$ 4,897.31	$ 5,067.60	$ 5,295.57
		DAY	$ 210.32	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 308.48
		HRS	$ 26.29	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.56
21	11.0	ANN	$ 44,314.72	$ 45,929.76	$ 47,808.48	$ 49,604.80	$ 51,598.88	$ 53,691.84	$ 55,735.36	$ 57,943.68	$ 60,003.68	$ 61,997.76	$ 64,700.48
		MO	$ 3,692.89	$ 3,827.48	$ 3,984.04	$ 4,133.73	$ 4,299.91	$ 4,474.32	$ 4,644.61	$ 4,828.64	$ 5,000.31	$ 5,166.48	$ 5,391.71
		DAY	$ 215.12	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.56	$ 281.28	$ 291.28	$ 300.96	$ 314.08
		HRS	$ 26.89	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.82	$ 35.16	$ 36.41	$ 37.62	$ 39.26
22	11.5	ANN	$ 44,924.48	$ 46,770.24	$ 48,533.60	$ 50,478.24	$ 52,554.72	$ 54,647.68	$ 56,773.60	$ 58,767.68	$ 60,811.20	$ 62,937.12	$ 65,705.76
		MO	$ 3,743.71	$ 3,897.52	$ 4,044.47	$ 4,206.52	$ 4,379.56	$ 4,553.97	$ 4,731.13	$ 4,897.31	$ 5,067.60	$ 5,244.76	$ 5,475.48
		DAY	$ 218.08	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 275.60	$ 285.28	$ 295.20	$ 305.52	$ 318.96
		HRS	$ 27.26	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.45	$ 35.66	$ 36.90	$ 38.19	$ 39.87
23	12.0	ANN	$ 45,929.76	$ 47,808.48	$ 49,604.80	$ 51,598.88	$ 53,691.84	$ 55,817.76	$ 57,960.16	$ 60,003.68	$ 62,014.24	$ 64,156.64	$ 66,908.80
		MO	$ 3,827.48	$ 3,984.04	$ 4,133.73	$ 4,299.91	$ 4,474.32	$ 4,651.48	$ 4,830.01	$ 5,000.31	$ 5,167.85	$ 5,346.39	$ 5,575.73
		DAY	$ 222.96	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 281.36	$ 291.28	$ 301.04	$ 311.44	$ 324.80
		HRS	$ 27.87	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.17	$ 36.41	$ 37.63	$ 38.93	$ 40.60
24	12.5	ANN	$ 46,770.24	$ 48,533.60	$ 50,478.24	$ 52,554.72	$ 54,647.68	$ 56,921.92	$ 59,031.36	$ 61,124.32	$ 63,167.84	$ 65,194.88	$ 68,012.96
		MO	$ 3,897.52	$ 4,044.47	$ 4,206.52	$ 4,379.56	$ 4,553.97	$ 4,743.49	$ 4,919.28	$ 5,093.69	$ 5,263.99	$ 5,432.91	$ 5,667.75
		DAY	$ 227.04	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 286.56	$ 296.72	$ 306.64	$ 316.48	$ 330.16
		HRS	$ 28.38	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.82	$ 37.09	$ 38.33	$ 39.56	$ 41.27
25	13.0	ANN	$ 47,808.48	$ 49,604.80	$ 51,598.88	$ 53,691.84	$ 55,817.76	$ 58,157.92	$ 60,283.84	$ 62,343.84	$ 64,486.24	$ 66,480.32	$ 69,183.04
		MO	$ 3,984.04	$ 4,133.73	$ 4,299.91	$ 4,474.32	$ 4,651.48	$ 4,846.49	$ 5,023.65	$ 5,195.32	$ 5,373.85	$ 5,540.03	$ 5,765.25
		DAY	$ 232.08	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 292.64	$ 302.64	$ 313.04	$ 322.72	$ 335.84
		HRS	$ 29.01	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.58	$ 37.83	$ 39.13	$ 40.34	$ 41.98
26	13.5	ANN	$ 48,533.60	$ 50,478.24	$ 52,554.72	$ 54,647.68	$ 56,921.92	$ 59,295.04	$ 61,305.60	$ 63,431.52	$ 65,590.40	$ 67,600.96	$ 70,402.56
		MO	$ 4,044.47	$ 4,206.52	$ 4,379.56	$ 4,553.97	$ 4,743.49	$ 4,941.25	$ 5,108.80	$ 5,285.96	$ 5,465.87	$ 5,633.41	$ 5,866.88
		DAY	$ 235.60	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 297.60	$ 307.92	$ 318.40	$ 328.16	$ 341.76
		HRS	$ 29.45	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.20	$ 38.49	$ 39.80	$ 41.02	$ 42.72
27	14.0	ANN	$ 49,604.80	$ 51,598.88	$ 53,691.84	$ 55,817.76	$ 58,157.92	$ 60,580.48	$ 62,656.96	$ 64,618.08	$ 66,859.36	$ 68,853.44	$ 71,622.08
		MO	$ 4,133.73	$ 4,299.91	$ 4,474.32	$ 4,651.48	$ 4,846.49	$ 5,048.37	$ 5,221.41	$ 5,384.84	$ 5,571.61	$ 5,737.79	$ 5,968.51
		DAY	$ 240.80	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 304.16	$ 313.68	$ 324.56	$ 334.24	$ 347.68
		HRS	$ 30.10	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.02	$ 39.21	$ 40.57	$ 41.78	$ 43.46
28	14.5	ANN	$ 50,478.24	$ 52,554.72	$ 54,647.68	$ 56,921.92	$ 59,295.04	$ 61,602.24	$ 63,678.72	$ 65,788.16	$ 67,963.52	$ 70,023.52	$ 72,858.08
		MO	$ 4,206.52	$ 4,379.56	$ 4,553.97	$ 4,743.49	$ 4,941.25	$ 5,133.52	$ 5,306.56	$ 5,482.35	$ 5,663.63	$ 5,835.29	$ 6,071.51
		DAY	$ 245.04	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 309.12	$ 319.36	$ 329.92	$ 339.92	$ 353.68
		HRS	$ 30.63	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.64	$ 39.92	$ 41.24	$ 42.49	$ 44.21
29	15.0	ANN	$ 51,598.88	$ 53,691.84	$ 55,817.76	$ 58,157.92	$ 60,580.48	$ 62,986.56	$ 65,112.48	$ 67,353.76	$ 69,364.32	$ 71,490.24	$ 74,258.88
		MO	$ 4,299.91	$ 4,474.32	$ 4,651.48	$ 4,846.49	$ 5,048.37	$ 5,248.88	$ 5,426.04	$ 5,612.81	$ 5,780.36	$ 5,957.52	$ 6,188.24
		DAY	$ 250.48	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 316.08	$ 326.96	$ 336.72	$ 347.04	$ 360.48
		HRS	$ 31.31	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.51	$ 40.87	$ 42.09	$ 43.38	$ 45.06

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS
2026-27 (2% was effective 7/1/26)

Work Days **206**

Pending Board Approval: October 22, 2026
Effective: July 1, 2026

30	15.5	ANN	$ 52,554.72	$ 54,647.68	$ 56,921.92	$ 59,295.04	$ 61,602.24	$ 64,239.04	$ 66,299.04	$ 68,408.48	$ 70,567.36	$ 72,643.84	$ 75,461.92
		MO	$ 4,379.56	$ 4,553.97	$ 4,743.49	$ 4,941.25	$ 5,133.52	$ 5,353.25	$ 5,524.92	$ 5,700.71	$ 5,880.61	$ 6,053.65	$ 6,288.49
		DAY	$ 255.12	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 321.84	$ 332.08	$ 342.56	$ 352.64	$ 366.32
		HRS	$ 31.89	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.23	$ 41.51	$ 42.82	$ 44.08	$ 45.79
31	16.0	ANN	$ 53,691.84	$ 55,817.76	$ 58,157.92	$ 60,580.48	$ 62,986.56	$ 65,639.84	$ 67,782.24	$ 69,825.76	$ 71,918.72	$ 73,978.72	$ 76,796.80
		MO	$ 4,474.32	$ 4,651.48	$ 4,846.49	$ 5,048.37	$ 5,248.88	$ 5,469.99	$ 5,648.52	$ 5,818.81	$ 5,993.23	$ 6,164.89	$ 6,399.73
		DAY	$ 260.64	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 329.04	$ 338.96	$ 349.12	$ 359.12	$ 372.80
		HRS	$ 32.58	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.13	$ 42.37	$ 43.64	$ 44.89	$ 46.60
32	16.5	ANN	$ 54,647.68	$ 56,921.92	$ 59,295.04	$ 61,602.24	$ 64,239.04	$ 66,925.28	$ 69,100.64	$ 71,210.08	$ 73,319.52	$ 75,379.52	$ 78,247.04
		MO	$ 4,553.97	$ 4,743.49	$ 4,941.25	$ 5,133.52	$ 5,353.25	$ 5,577.11	$ 5,758.39	$ 5,934.17	$ 6,109.96	$ 6,281.63	$ 6,520.59
		DAY	$ 265.28	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 335.44	$ 345.68	$ 355.92	$ 365.92	$ 379.84
		HRS	$ 33.16	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 41.93	$ 43.21	$ 44.49	$ 45.74	$ 47.48
33	17.0	ANN	$ 55,817.76	$ 58,157.92	$ 60,580.48	$ 62,986.56	$ 65,639.84	$ 68,408.48	$ 70,567.36	$ 72,643.84	$ 74,670.88	$ 76,846.24	$ 79,895.04
		MO	$ 4,651.48	$ 4,846.49	$ 5,048.37	$ 5,248.88	$ 5,469.99	$ 5,700.71	$ 5,880.61	$ 6,053.65	$ 6,222.57	$ 6,403.85	$ 6,657.92
		DAY	$ 270.96	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 342.56	$ 352.64	$ 362.48	$ 373.04	$ 387.84
		HRS	$ 33.87	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 42.82	$ 44.08	$ 45.31	$ 46.63	$ 48.48
34	17.5	ANN	$ 56,921.92	$ 59,295.04	$ 61,602.24	$ 64,239.04	$ 66,925.28	$ 69,776.32	$ 71,770.40	$ 73,945.76	$ 75,972.80	$ 78,082.24	$ 80,966.24
		MO	$ 4,743.49	$ 4,941.25	$ 5,133.52	$ 5,353.25	$ 5,577.11	$ 5,814.69	$ 5,980.87	$ 6,162.15	$ 6,331.07	$ 6,506.85	$ 6,747.19
		DAY	$ 276.32	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 348.40	$ 358.96	$ 368.80	$ 379.04	$ 393.04
		HRS	$ 34.54	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 43.55	$ 44.87	$ 46.10	$ 47.38	$ 49.13
35	18.0	ANN	$ 58,157.92	$ 60,580.48	$ 62,986.56	$ 65,639.84	$ 68,408.48	$ 71,490.24	$ 73,517.28	$ 75,659.68	$ 77,769.12	$ 79,812.64	$ 82,680.16
		MO	$ 4,846.49	$ 5,048.37	$ 5,248.88	$ 5,469.99	$ 5,700.71	$ 5,957.52	$ 6,126.44	$ 6,304.97	$ 6,480.76	$ 6,651.05	$ 6,890.01
		DAY	$ 282.32	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 356.88	$ 367.28	$ 377.52	$ 387.44	$ 401.36
		HRS	$ 35.29	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 44.61	$ 45.91	$ 47.19	$ 48.43	$ 50.17
36	18.5	ANN	$ 59,295.04	$ 61,602.24	$ 64,239.04	$ 66,925.28	$ 69,776.32	$ 72,792.16	$ 74,802.72	$ 76,846.24	$ 78,922.72	$ 81,015.68	$ 83,866.72
		MO	$ 4,941.25	$ 5,133.52	$ 5,353.25	$ 5,577.11	$ 5,814.69	$ 6,066.01	$ 6,233.56	$ 6,403.85	$ 6,576.89	$ 6,751.31	$ 6,988.89
		DAY	$ 287.84	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 363.12	$ 373.04	$ 383.12	$ 393.28	$ 407.12
		HRS	$ 35.98	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 45.39	$ 46.63	$ 47.89	$ 49.16	$ 50.89
37	19.0	ANN	$ 60,580.48	$ 62,986.56	$ 65,639.84	$ 68,408.48	$ 71,490.24	$ 74,489.60	$ 76,566.08	$ 78,626.08	$ 80,702.56	$ 82,762.56	$ 85,679.52
		MO	$ 5,048.37	$ 5,248.88	$ 5,469.99	$ 5,700.71	$ 5,957.52	$ 6,207.47	$ 6,380.51	$ 6,552.17	$ 6,725.21	$ 6,896.88	$ 7,139.96
		DAY	$ 294.08	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.60	$ 371.68	$ 381.68	$ 391.76	$ 401.76	$ 415.92
		HRS	$ 36.76	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.20	$ 46.46	$ 47.71	$ 48.97	$ 50.22	$ 51.99
38	19.5	ANN	$ 61,602.24	$ 64,239.04	$ 66,925.28	$ 69,776.32	$ 72,792.16	$ 75,956.32	$ 78,016.32	$ 80,158.72	$ 82,202.24	$ 84,278.72	$ 87,162.72
		MO	$ 5,133.52	$ 5,353.25	$ 5,577.11	$ 5,814.69	$ 6,066.01	$ 6,329.69	$ 6,501.36	$ 6,679.89	$ 6,850.19	$ 7,023.23	$ 7,263.56
		DAY	$ 299.04	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 378.72	$ 389.12	$ 399.04	$ 409.12	$ 423.12
		HRS	$ 37.38	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 47.34	$ 48.64	$ 49.88	$ 51.14	$ 52.89
39	20.0	ANN	$ 62,986.56	$ 65,639.84	$ 68,408.48	$ 71,490.24	$ 74,506.08	$ 77,769.12	$ 79,812.64	$ 81,806.72	$ 83,866.72	$ 85,992.64	$ 89,041.44
		MO	$ 5,248.88	$ 5,469.99	$ 5,700.71	$ 5,957.52	$ 6,208.84	$ 6,480.76	$ 6,651.05	$ 6,817.23	$ 6,988.89	$ 7,166.05	$ 7,420.12
		DAY	$ 305.76	$ 318.64	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 387.44	$ 397.12	$ 407.12	$ 417.44	$ 432.24
		HRS	$ 38.22	$ 39.83	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 48.43	$ 49.64	$ 50.89	$ 52.18	$ 54.03

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
CNA I SALARY SCHEDULE (206 DAYS)
TEAMSTERS

Work Days **206** **2026-27 (2% was effective 7/1/26)** **Pending Board Approval: October 22, 2026**
Effective: July 1, 2026

40	20.5	ANN	$ 64,239.04	$ 66,925.28	$ 69,776.32	$ 72,792.16	$ 75,956.32	$ 79,169.92	$ 81,246.40	$ 83,372.32	$ 85,432.32	$ 87,508.80	$ 90,425.76
		MO	$ 5,353.25	$ 5,577.11	$ 5,814.69	$ 6,066.01	$ 6,329.69	$ 6,597.49	$ 6,770.53	$ 6,947.69	$ 7,119.36	$ 7,292.40	$ 7,535.48
		DAY	$ 311.84	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 394.40	$ 404.72	$ 414.72	$ 424.80	$ 438.96
		HRS	$ 38.98	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 49.30	$ 50.59	$ 51.84	$ 53.10	$ 54.87
41	21.0	ANN	$ 65,590.40	$ 68,408.48	$ 71,490.24	$ 74,506.08	$ 77,769.12	$ 81,065.12	$ 83,224.00	$ 85,333.44	$ 87,311.04	$ 89,453.44	$ 92,419.84
		MO	$ 5,465.87	$ 5,700.71	$ 5,957.52	$ 6,208.84	$ 6,480.76	$ 6,755.43	$ 6,935.33	$ 7,111.12	$ 7,275.92	$ 7,454.45	$ 7,701.65
		DAY	$ 318.40	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 404.00	$ 414.24	$ 423.84	$ 434.24	$ 448.64
		HRS	$ 39.80	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 50.50	$ 51.78	$ 52.98	$ 54.28	$ 56.08
42	21.5	ANN	$ 66,925.28	$ 69,776.32	$ 72,792.16	$ 75,956.32	$ 79,169.92	$ 82,581.28	$ 84,740.16	$ 86,734.24	$ 88,860.16	$ 90,953.12	$ 93,968.96
		MO	$ 5,577.11	$ 5,814.69	$ 6,066.01	$ 6,329.69	$ 6,597.49	$ 6,881.77	$ 7,061.68	$ 7,227.85	$ 7,405.01	$ 7,579.43	$ 7,830.75
		DAY	$ 324.88	$ 338.72	$ 353.36	$ 368.72	$ 384.32	$ 400.88	$ 411.36	$ 421.04	$ 431.36	$ 441.52	$ 456.16
		HRS	$ 40.61	$ 42.34	$ 44.17	$ 46.09	$ 48.04	$ 50.11	$ 51.42	$ 52.63	$ 53.92	$ 55.19	$ 57.02
43	22.0	ANN	$ 68,408.48	$ 71,490.24	$ 74,506.08	$ 77,769.12	$ 81,065.12	$ 84,591.84	$ 86,701.28	$ 88,810.72	$ 90,870.72	$ 92,831.84	$ 95,847.68
		MO	$ 5,700.71	$ 5,957.52	$ 6,208.84	$ 6,480.76	$ 6,755.43	$ 7,049.32	$ 7,225.11	$ 7,400.89	$ 7,572.56	$ 7,735.99	$ 7,987.31
		DAY	$ 332.08	$ 347.04	$ 361.68	$ 377.52	$ 393.52	$ 410.64	$ 420.88	$ 431.12	$ 441.12	$ 450.64	$ 465.28
		HRS	$ 41.51	$ 43.38	$ 45.21	$ 47.19	$ 49.19	$ 51.33	$ 52.61	$ 53.89	$ 55.14	$ 56.33	$ 58.16

DRAFT

Santa Clara County Office of Education

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: *Alum Rock Union Elementary School District*
Bargaining Unit: **Teamsters** **FTE:** 117.84
Period of Agreement: Fiscal Year 2026-27 **Date of Public Meeting:** 10/22/26

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

	2026-27	*2027-28*	*2028-29*
Salary Schedule Increases	2.00%		
Off-Schedule Payments	1%		-
Health & Welfare (capped?)	no	no	no
FTE Participating in Health & Welfare	117.8439		-

Required to Complete: *Details (cap limit; plan coverage, etc. is the cap changing with this settlement?):*
Effective July 1, 2025, Teamsters will get 2% on-going increase less the 1% off salary schedule payment that was already paid (1% on-going increase and 1% off salary schedule one-time payment have already been implemented). This will make the Teamsters equal to the 3% increase that was negotiated with AREA since the Teamsters contract includes a "Me Too" clause.
Effective July 1, 2026, Teamsters will receive a 2% on-going increase and a 1% off-salary schedule one time payment based on the FY 2026-27 salary schedule.

Other Provisions: Alum Rock settled negotiations with AREA, the teachers' union. Teamsters includes a "Me Too" clause.
Increases the District's contribution toward health and welfare premiums from 85% to 90%, effective October 1, 2026.
Increases for FY 2025-26 and FY 2026-27 will be paid by the The Student Support and Professional Development Discretionary Block Grant ($8,000,000) and a one time insurance settlement ($3,700,000).

TOTAL CUMULATIVE COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the **cumulative costs** of salary and benefit increases that would be incurred under the agreement.

	2026-27	*2027-28*	*2028-29*
Salary including statutory costs*	342,139		
Benefits	145,342		
Other Compensation Costs	-		
Other Non-Compensation Costs	-		
Total Cost of Settlement	487,481	-	-
Total % Increase	2% on/1% off		
Projected STRS/PERS Rates	19.10% / 26.4%	19.10% / 26.8%	19.10% / 25.9%

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

Bargaining Unit	FTE	Status
AREA	437.35	Not Settled
CSEA	219.72	Not Settled
Teamsters	117.84	Not Settled
Un-Represented Management and Non-Management	68.00	N/A
		N/A

	Year: 2026-27	Year: 2026-27	Year: 2026-27
GENERAL FUND	Projected Budget Based on Governor's Budget	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	150,271,852		**150,271,852**
Expenditures			
1000 Certificated Salaries	57,374,461	-	**57,374,461**
2000 Classified Salaries	21,574,995	249,391	**21,824,386**
3000 Benefits	42,123,951	238,090	**42,362,041**
4000 Instructional Supplies	3,600,531		**3,600,531**
5000 Contracted Services	29,456,541		**29,456,541**
6000 Capital Outlay	150,000		**150,000**
7000 Other	(271,811)		**(271,811)**
Total Expenditures	**$ 154,008,668**	**$ 487,481**	**154,496,149**
Interfund Transfer In	-		-
Interfund Transfer Out (enter as negative)	(250,000)		**(250,000)**
Other Financing Sources	-		-
Other Financing Uses (enter as negative)	-		-
Total Other	(250,000)	-	**(250,000)**
Operating Surplus (Deficit)	(3,986,816)		**(4,474,297)**
Beginning Fund Balance	32,935,423		**32,935,423**
Projected Ending Balance	28,948,607		**28,461,126**
Available Reserves			
Available Reserves *(Optional: Include Fund 17 Special Reserve)*	4,800,847		4,800,847
Reserve For Economic Uncertainties	4,627,760		4,642,384
Total Available Reserves	9,428,607		9,443,231
State Required Reserve % 3%	<-- Change to district's state requirement		
State Required Reserve $	4,627,760		4,642,384

CERTIFICATION NO. 1

The disclosure document must be signed by the district superintendent and chief business officer at the time of public disclosure.

In accordance with the requirements of Government Code section 3547.5, the superintendent and chief business officer of the school district hereby certify that the district can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit during the term of the agreement.

Chief Business Officer — Date: 10/16/26

District Superintendent — Date: 10/16/26

CERTIFICATION NO. 2

The disclosure document must be signed by the president or clerk of the governing board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code section 3547.5.

President or Clerk of Governing Board — Date

12.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 29, 2026

Subject: **Ratify and approve a contract – Blancas Construction Inc.**

Support Information: The asphalt site improvement project at Adelante Dual Language Academy, formerly Fischer Middle School, is part of the facility improvements associated with the consolidation of two school sites into the Fischer campus. The consolidation has resulted in a significant increase in student enrollment and campus utilization, requiring improvements to the existing school facilities and grounds to accommodate the increased student population.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract with Blancas Construction Inc. for the 2026-2027 fiscal year. The cost is $103,450.00.

Submitted by: Eric Wasinger Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Recommend Approval

12.1
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: _____

M.O.T. (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☐ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: Blancas Construction Inc.

Address: 6 W Gabilan Street, Suite 22 City: Salinas State: CA Zip: 93901

Phone: (831) 320-4101 Email: _____

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates July 1, 2026 end date August 31, 2026

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Provide Asphalt Seal Coating (130,000 sf) at Adelante Dual Language Academy (Formerly Fischer Middle School).

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $103,450.00

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
250	9010	0	6170	00	0000	8500	000000	291	8510	$103,450.00	

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9.29.2026

Director of Fiscal Services: _____ Date: 10/1/26

Asst. Supt., of Business Services: _____ Date: 10/7/26

Superintendent: _____ Date: _____

BLANCAS CONSTRUCTION, INC
BUILT ON INTEGRITY
LIC# 815807

Proposal

July 16, 2026

Attention: **Alum Rock Union Elementary School District**
Eric Wasinger
Senior Executive of Bonds,
2930 Gay Avenue,
San Jose, California 95127

RE: 130,000 sf of asphalt seal coating

Location: Clyde L. Fisher Middle School
1720 Hopkins Dr.
San Jose, Ca 95122

- Mobilize equipment and prepare the work area
- Remove all weeds, debris, and dust from cracks and asphalt surfaces prior to treatment
- Apply crack filler to cracks up to 1/4" wide
- Apply crack filler to larger cracks as needed
- Seal coat approximately 130,000 sq. ft. of asphalt surface
- Apply a second coat of sealer over the treated area
- Transport equipment to and from the site
- Clean up and remove all debris upon completion

$103,450.00

One hundred three thousand four hundred fifty dollars
(Total Cost written in words)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831) 320-4101.
Respectfully submitted,

Oscar Blancas, President
Blancas Construction, Inc.
CA License No. 815807/ DIR# 1000035186
SB-PW | SB (Micro)

Acceptance of Proposal:

Eric Wasinger — 7.21.2026

Signature **Date**

12.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 7, 2026

Subject: **Ratify and approve a contract – RJ Commercial Flooring Company**

Support Information: Due to moisture issues and subsequent bubbling of the existing epoxy flooring in the Boys and Girls Locker rooms and Bathrooms, at Adelante Dual Language Academy (formerly Fischer Middle School).

RJ Commercial Flooring Company will provide demolition and removal of failing epoxy flooring, surface preparation, moisture mitigation, and floor finishing. In addition, due to the unforeseeable condition of the concrete subfloor beneath the failing epoxy, the contractor shall furnish and install a Portland-based self-leveling underlayment across the surfaces of both locker rooms.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract with RJ Commercial Flooring Company for the 2026-2027 fiscal year. The cost is $106,022.04.

Submitted by: Eric Wasinger EW Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Recommend Approval

12.2
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____	Seconded by: _____	
Approved: _____	Not Approved: _____	Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: _____

M.O.T. (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☐ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: RJ Commercial Flooring Company

Address: 1016 Reno Avenue, Suite A City: Modesto State: CA Zip: 95351

Phone: (209) 408-0198 Email: _____

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates July 1, 2026 end date October 31 2026

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Boys and Girls Locker rooms and Bathrooms renovation at Adelante Dual Language Academy (Formerly Fischer Middle School.

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $106,022.04

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
140	0000	0	6200	00	0000	8500	000000	291	8130	$106,022.04	M.D 10/8/26

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 10-7-2026

Director of Fiscal Services: _____ Date: 10/7/26

Asst. Supt., of Business Services: _____ Date: 10/8/26

Superintendent: _____ Date: _____

KJ COMMERCIAL FLOORING COMPANY

1010 Kiely Ave
Modesto, CA 95351
Tel: (209) 408-0198
Fax: (209) 571-5056
CA Contractor Lic. #984506 DIR # 1000003918

PROPOSAL

CUSTOMER: Eric Wasinger
COMPANY: Alum Rock Union ESD
ADDRESS: 28888 Ocal Ave
San Jose, CA 95127
TELEPHONE: 408.928.6987

DATE: June 15, 2026
PROJECT: **Fischer MS - Locker Rooms**
LOCATION: 1720 Hopkins Dr
San Jose, CA 95127

We herewith submit proposal for labor and materials to be supplied at the request of above party and at premises set forth above.

AREA INCLUDED IN BID:

1. BOYS AND GIRLS LOCKER ROOMS, as shown on attached Shop Drawing.
2. BOYS AND GIRLS BATHROOMS, as shown on attached Shop Drawing.

SCOPE OF WORK:

1. Lockers:
   - **A.** Remove and dispose of existing top layer of epoxy flooring; Prep floor as needed for new products.
   - **B.** Initial prep & coarse grinding: 18-40 grit metal bond segments to remove coatings & level high spots.
   - **C.** Hand grind around bench posts, curbs, room edges and tight corners; crack mitigation as needed.
   - **D.** Grind-and-seal concrete to 60-80 grit, and apply three coats of commercial wet look sealer, which gives a "salt-and-pepper" aggregate look, texture.

2. Baths:
   - **A.** Remove & dispose of existing top layer of epoxy flooring; existing ceramic tile is to remain as subfloor.
   - **B.** Furnish and install Epoxy flooring with color flakes in two bathrooms. (Excludes integral flash coving.)

EXCLUSIONS:

1. Non-standard work hours (beyond 5am - 5pm, Monday - Friday)
2. Furniture and equipment moving.
3. Borders, inlays, logos, or custom designs.
4. Moisture testing and treatment.
5. Removal of materials containing asbestos or lead.
6. Final cleaning, wax or sealers, and protection of stored or installed products.

Total Materials, Freight, Sales Tax and Installation Labor:	$	89,313.00
Payment & Performance Bonds:	$	1,287.00
COMBINED TOTAL:	**$**	**90,600.00**

NOTES:

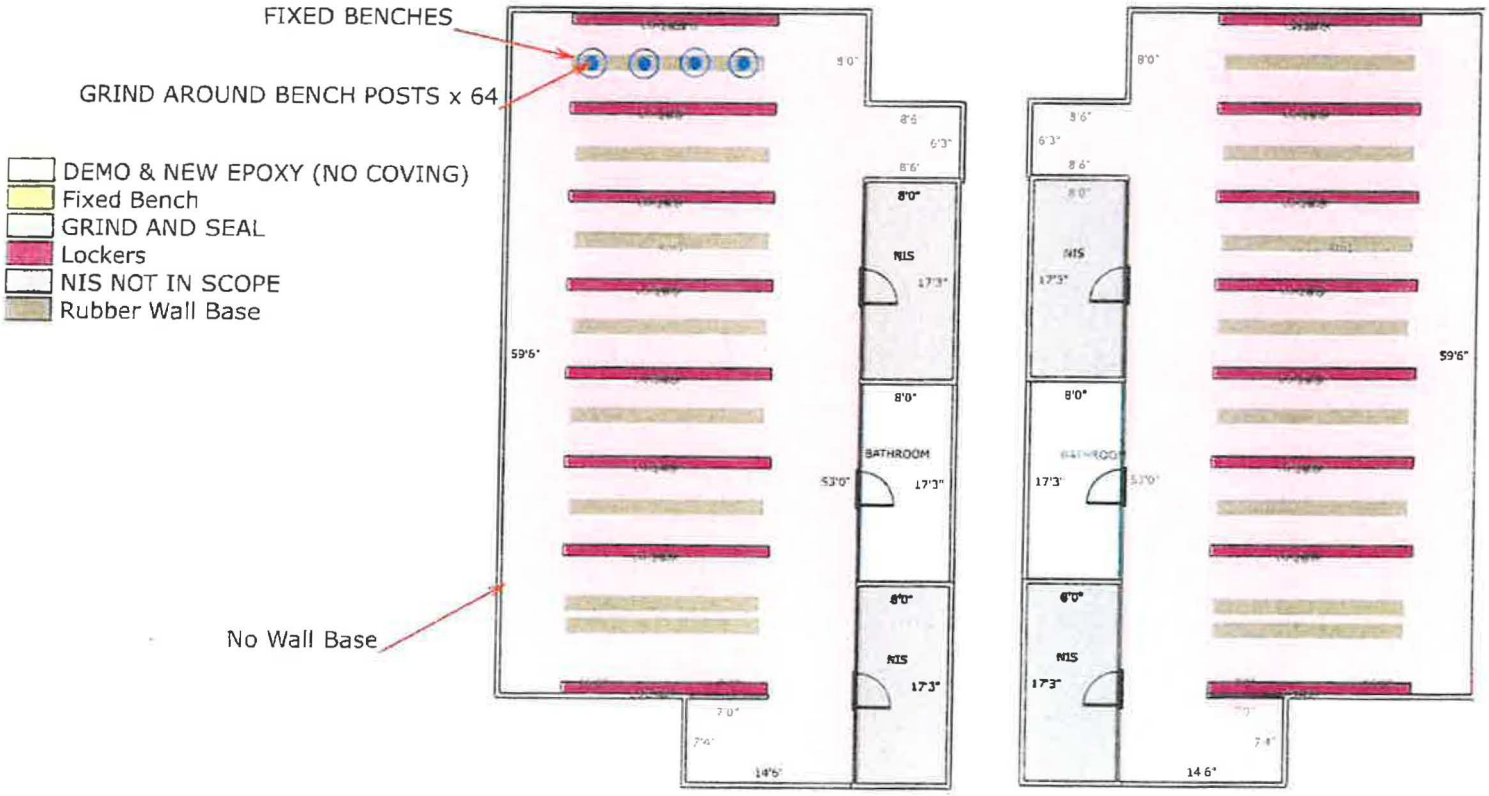
1. Freight charges are included in price unless specifically noted above.
2. Terms are net 30 days. Deposit or progress payment may required for materials.
3. The prices listed on this proposal are valid for a period of 3 months.
4. If this proposal is accepted, please sign below and submit a signed purchase order
5. All required Certified Payroll Reporting documents are available upon request.
6. Payment or performance bonds are not included in price unless specifically noted above
7. Unless itemized on this proposal, RJ Inc. is not responsible for moisture testing or treatment of concrete vapor emissions and alkalinity
8. RJ Inc. is not responsible for substrate failures (such as alkalinity and moisture) after the flooring installation is complete.
9. If existing flooring is to be removed, our price would include standard prep (scraping excess material skim coat uneven areas, and primer if needed). Any floor patch required from removal of existing floor is not included in price. Our price does not include removal of asbestos tiles below existing carpet.
10. Labor is based on prevailing wages.

SUBMITTED BY *Alan Strazicich*
Alan Strazicich

TEL: (510)299-6625
FAX: (209) 571-5056

PRINT NAME ERIC WASINGER
AUTHORIZED BY _____ CUSTOMER SIGNATURE

TITLE SENIOR EXECUTIVE OF BONDS & MOT
DATE 6-15-2026


FIXED BENCHES
GRIND AROUND BENCH POSTS x 64
DEMO & NEW EPOXY (NO COVING)
Fixed Bench
GRIND AND SEAL
Lockers
NIS NOT IN SCOPE
Rubber Wall Base
No Wall Base
59'6"
8'0"
NIS
17'3"
BATHROOM
14'6"

R-J Inc. dba RJ Commercial Flooring Company
1016 Reno Ave
Modesto, CA 95351
Tel: (209) 408-0198
Fax: (209) 571-5056
CA Contractor Lic. #804543

CHANGE ORDER QUOTE

COQ # 1

TO: Alum Rock Union ESD
2888 Ocala Ave
San Jose, CA 95127

ATTENTION: Eric Wasinger

DATE: July 13, 2026
PROJECT: **Fischer MS - Locker Rooms**
ARCHITECT:
REFERENCE: 26-321
CR DIRECTIVE:

DESCRIPTION OF COST IMPACT

FURNISH AND APPLY PORTLAND BASED SELF-LEVELER TO SURFACE OF BOTH LOCKER ROOMS, DUE TO UNFORESEEABLE EXISTING CONCRETE CONDITION.

QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	EXTENSION
1	LUMP SUM	Add Material and Labor.	$14,687.66	$ 14,687.66

SUBTOTAL	$ 14,687.66
SALES TAX RATE	10.00%
SALES TAX	$ 734.38
TOTAL COST IMPACT	$ 15,422.00

SUBMITTED BY Alan Strazicich

ACCEPTED BY *Alum Rock Union ESD*
COMPANY NAME

AUTHORIZED SIGNATURE DATE

PRINT NAME TITLE

13.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 28, 2026

Subject: **Contract Change Order (POCO): Boys & Girls Club of SV Amendment for 2026-2027**

Support Information: The Board approved Boys & Girls Club of SV CO278100 contract language is being adjusted as follows:
Expand ELO-P-funded program capacity at Adelante Dual Language Academy by sixty (60) additional students in grades 1 through 8 grades and twenty (20) additional TK/K students, for a total of eighty (80) additional students, for a cost increase by $149,520 to support the expanded enrollment.

In addition, operate a Non-Instructional Day Program at Renaissance Academy at Mathson on November 23, 24, and 25, 2026, (three (3) days) for no more than one hundred twenty-five (125) middle school students. The Non-Instructional Day Program shall operate from 8:00 a.m. to 5:00 p.m. on each of the (3) days, providing (9) hours of programing per day consistent with ELO-P requirements for non-school days, for a cost increase by $8,500 for such services. The amended services will increase the contract by an additional One Hundred Fifty-Eight Thousand Twenty Dollars ($158,020.00).

Fiscal Impact: Yes

Budget Source: Expanded Learning Opportunities Program (ELOP), Student Support Services

Recommended Action: Staff recommends that the Board of Trustees approve the contract change order to provide Alum Rock Union Elementary School District with additional services, for a new contract amount of Two Million Five Hundred Twenty-Three Thousand One Hundred Ninety-Four Dollars ($2,523,194.00).

Recommend Approval

Submitted by: Dr. Kiela Jimenez Title: Director, Student Support Services

Approved by: Sandra Garcia Title: Asst. Superintendent

To the Board of Trustees:

Meeting: October 22, 2026
Regular Board Meeting

13.1
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. 278100

Original PO Amount $_____ Contract Original Amount: $2,365,174.00

Vendor Name: Boys & Girls Club of SV Vendor No. 015725

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
X Increase Amount Line Item No.: 01
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
X Other MOU adjustment

CONTRACTS ONLY

Change Orders:

Contracts Original Amount	$2,365,174.00
Change Order #: 01	$158,020
Change Order #: _____	$_____
Change Order #: _____	$_____
New Contract Total (including Change Orders)	$2,523,194.00

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
01	060	2600	0	5815	00	1110	1000	020200	360	7392	158,020	

10/5/26

Reason for Adjustment: POCO Adjustment: The Board approved Boys & Girls Club of SV CO278100 contract language is being adjusted as follows: Expand ELO-P-funded program capacity at Adelante Dual Language Academy by sixty (60) additional students in grades 1 through 8 grades and twenty (20) additional TK/K students, for a total of eighty (80) additional students, for a cost increase by $149,520 to support the expanded enrollment.

In addition, operate a Non-Instructional Day Program at Renaissance Academy at Mathson on November 23, 24, and 25, 2026, (three (3) days) for no more than one hundred twenty-five (125) middle school students. The Non-Instructional Day Program shall operate from 8:00 a.m. to 5:00 p.m. on each of the (3) days, providing (9) hours of programing per day consistent with ELO-P requirements for non-school days, for a cost increase by $8,500 for such services.

School/Dept.: Student Support Services Requested by: Kiela Jimenez

Approval: _____ 10/7/26 Assistant Superintendent of Business Services
(for Contracts Only)

_____ Director/Program Manager

_____ 10/6/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: 9/30/2026 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

Docusign Envelope ID: 5D7F7FE1-C2DE-80A7-80D0-C61090E8D0A8

GREAT FUTURES START HERE.

BOYS & GIRLS CLUBS OF SILICON VALLEY

2026-2027 ELO-P MOU FIRST AMENDMENT: SUMMARY

Alum Rock Union School District and Boys & Girls Clubs of Silicon Valley | Amendment Effective Date: October 23, 2026

1. Additional Students Served

The amendment expands ELO-P-funded capacity at Adelante Dual Language Academy by 80 students. The ASES base grant award supports total enrollment at each program location.

Adelante Dual Language Academy	Original MOU	Added	Amended
Grades 1-8	260	+60	320
TK/K	180	+20	200
Total Enrollment	**440**	**+80**	**520**

Average daily attendance target at Adelante (85 percent of maximum enrollment): 442 students. Staffing ratios: 1:10 for TK/K and 1:20 for grades 1-8.

2. Cost of Additional Students and Non-Instructional Day Program

Item	Detail	Cost
Adelante expansion	80 additional students (60 grades 1-8, 20 TK/K) Paid in 7 installments of $21,360, Nov 2026 - May 2027	$149,520
Non-Instructional Day Program Renaissance Academy at Mathson	November 23, 24, and 25, 2026; 8:00 a.m. - 5:00 p.m. Up to 125 middle school students Paid in 7 installments, Nov 2026 - May 2027	$8,500
TOTAL INCREASE		**$158,020**

3. Total Grant Cost

Program Site	Original MOU	Amendment	Amended Total
Ocala STEAM Academy	$120,920	$0	$120,920
Renaissance Academy at Mathson	$193,934	+$8,500	$202,434
William Sheppard Middle School	$210,925	$0	$210,925
Adelante Dual Language Academy	$1,839,395	+$149,520	$1,988,915
TOTAL GRANT COST	**$2,365,174**	**+$158,020**	**$2,523,194**

Monthly Payments: Full monthly payment details can be found in Revised Exhibit B of the First Amendment.

Docusign Envelope ID: 5D7F7FE1-C2DE-80A7-80D0-C61090E8D0A8

GREAT FUTURES START HERE.

BOYS & GIRLS CLUBS
OF SILICON VALLEY

FIRST AMENDMENT TO
MEMORANDUM OF UNDERSTANDING (MOU) 2026-2027
EXPANDED LEARNING OPPORTUNITIES PROGRAM (ELO-P) PROGRAM GRANT

This First Amendment (the "Amendment") is made and entered into as of October 23, 2026 (the "Amendment Effective Date") by and between ALUM ROCK UNION SCHOOL DISTRICT (hereinafter referred to as **PARTNER**), and the BOYS & GIRLS CLUBS OF SILICON VALLEY (hereinafter referred to as **PROVIDER**), collectively referred to as the "Parties."

RECITALS

A. PARTNER and PROVIDER entered into the Memorandum of Understanding (MOU) 2026-2027, Expanded Learning Opportunities Program (ELO-P) Program Grant, effective August 14, 2026 (the "MOU"), under which PROVIDER operates ELO-P-funded expanded learning programs at Ocala STEAM Academy, Renaissance Academy at Mathson, William Sheppard Middle School, and Adelante Dual Language Academy.

B. The MOU establishes a maximum ELO-P-funded program enrollment of six hundred sixty-one (661) students across all four program locations, inclusive of one hundred eighty (180) transitional kindergarten (TK) and kindergarten (K) spots at Adelante Dual Language Academy, and total compensation to PROVIDER of $2,365,174.

C. The maximum enrollment figures set forth in the MOU, and as amended by this Amendment, are specific to ELO-P funding and do not limit the total number of students served at each program location. The ASES base grant award, which is included in the funding for the program under Section E of the MOU, supports the total enrollment at each program location.

D. The Parties desire to expand ELO-P-funded program capacity at Adelante Dual Language Academy by sixty (60) additional students in grades 1 through 8 and twenty (20) additional TK/K students, for a total of eighty (80) additional students, and to increase compensation to PROVIDER by $149,520 to support the expanded enrollment.

E. The Parties further desire that PROVIDER operate a Non-Instructional Day Program at Renaissance Academy at Mathson on November 23, 24, and 25, 2026, serving one hundred twenty-five (125) middle school students, and to increase compensation to PROVIDER by $8,500 for such services.

F. Section I.13 of the MOU provides that no changes, alterations, or variations of any kind to the MOU are authorized without the written consent of PARTNER. The Parties now wish to amend the MOU in writing as set forth below.

NOW, THEREFORE, in consideration of the mutual covenants set forth herein and in the MOU, the Parties agree as follows:

1. AMENDMENT TO SECTION C, DUTIES OF PROVIDER: PROGRAM ELEMENTS

Original Language:

The second bullet under "Program Elements" in Section C of the MOU, together with the enrollment table that follows it, currently reads as follows:

> "The program will serve a maximum number of students per location as follows: Ocala STEAM Academy: seventy-four (74) students; Renaissance Academy at Mathson: fifty-eight (58) students; William Sheppard Middle School: eighty-nine (89) students; Adelante Dual Language Academy: four hundred forty (440) TK–8 grade students."

Location	Enrollment Capacity	TK/K Spots
AR-Ocala STEAM Academy	74	0
AR-William Sheppard	89	0
AR-Renaissance Mathson	58	0
AR-Adelante	440	180
TOTAL	**661**	**180**

Updated Language:

The foregoing language and enrollment table are replaced in their entirety by the following:

> "The program will serve a maximum number of students per location as follows: Ocala STEAM Academy: seventy-four (74) students; Renaissance Academy at Mathson: fifty-eight (58) students; William Sheppard Middle School: eighty-nine (89) students; Adelante Dual Language Academy: five hundred twenty (520) TK–8 grade students, consisting of no more than three hundred twenty (320) students in grades 1 through 8 and no more than two hundred (200) TK/K students."

Location	Enrollment Capacity	1st-8th Grade Spots	TK/K Spots
AR-Ocala STEAM Academy	74	74	0
AR-William Sheppard	89	89	0
AR-Renaissance Mathson	58	58	0
AR-Adelante	520	320	200
TOTAL	**741**	**541**	**200**

2. IMPLEMENTATION OF EXPANDED ENROLLMENT

PROVIDER shall make the additional enrollment capacity described in Paragraph 1 available at Adelante Dual Language Academy beginning on the Amendment Effective Date. PROVIDER shall

staff the expanded enrollment in accordance with the minimum staff to student ratios set forth in Section C of the MOU: 1:10 for TK/K students and 1:20 for students in grades 1 through 8. Enrollment of additional students shall follow the Enrollment Process/Priority provisions of Sections C and D of the MOU. Consistent with the Attendance/Behavior Management provisions of Section C of the MOU, PROVIDER will maintain an average daily attendance of 85 percent of the maximum total enrollment at Adelante Dual Language Academy, which, based on the revised maximum enrollment of five hundred twenty (520) students, shall be no less than four hundred forty-two (442) students.

3. NON-INSTRUCTIONAL DAY PROGRAM AT RENAISSANCE ACADEMY AT MATHSON

PROVIDER will operate a Non-Instructional Day Program at Renaissance Academy at Mathson on November 23, 24, and 25, 2026 (three (3) days) for no more than one hundred twenty-five (125) middle school students. The Non-Instructional Day Program shall operate from 8:00 a.m. to 5:00 p.m. on each of the three (3) days, providing nine (9) hours of programming per day consistent with ELO-P requirements for non-school days. PROVIDER shall staff the Non-Instructional Day Program in accordance with the minimum staff to student ratio of 1:20 for students in grades 1 through 8 set forth in Section C of the MOU. Except as otherwise provided in this Paragraph 3, all duties of PROVIDER and obligations of PARTNER under the MOU shall apply to the Non-Instructional Day Program. PARTNER shall pay PROVIDER eight thousand five hundred dollars ($8,500) for the Non-Instructional Day Program, as set forth in Paragraphs 4 through 6 of this Amendment.

4. AMENDMENT TO SECTION E, COMPENSATION

Original Language:

Section E of the MOU, including the compensation table, currently reads as follows:

"**E. COMPENSATION:** For the full performance of this MOU, PARTNER shall pay PROVIDER $2,365,174 for the following four programs: Ocala STEAM Academy $120,920; Renaissance Academy at Mathson $193,934; William Sheppard Middle School $210,925; Adelante Dual Language Academy $1,839,395. Funding for the program will include ASES base grant award."

Sites	SY26-27 Enrollment	Costs
AR - Ocala Steam	74	$ 120,920.00
AR - William Sheppard	89	$ 210,925.00
AR - Renaissance Mathson	58	$ 193,934.00
AR - Adelante	440	$ 1,839,395.00
	661	**$ 2,365,174.00**

Updated Language:

The foregoing language and compensation table are replaced in their entirety by the following:

"**E. COMPENSATION:** For the full performance of this MOU, PARTNER shall pay PROVIDER $2,523,194 for the following four programs: Ocala STEAM Academy $120,920; Renaissance

Academy at Mathson $202,434, inclusive of $8,500 for the Non-Instructional Day Program on November 23, 24, and 25, 2026; William Sheppard Middle School $210,925; Adelante Dual Language Academy $1,988,915. Funding for the program will include ASES base grant award."

Sites	SY26-27 Enrollment	Costs
AR - Ocala Steam	74	$ 120,920.00
AR - William Sheppard	89	$ 210,925.00
AR - Renaissance Mathson	58	$ 202,434.00
AR - Adelante	520	$ 1,988,915.00
	741	**$ 2,523,194.00**

The foregoing reflects (i) an increase of one hundred forty-nine thousand five hundred twenty dollars ($149,520) to the compensation for Adelante Dual Language Academy, from $1,839,395 to $1,988,915; (ii) an increase of eight thousand five hundred dollars ($8,500) to the compensation for Renaissance Academy at Mathson, from $193,934 to $202,434; and (iii) a total increase of one hundred fifty-eight thousand twenty dollars ($158,020) to the total compensation under the MOU, from $2,365,174 to $2,523,194.

5. AMENDMENT TO SECTION F, PAYMENT TERMS

Original Language:

The first paragraph of Section F of the MOU currently reads as follows:

"PARTNER shall pay PROVIDER in ten (10) equal monthly installments beginning August 14th, 2026. PROVIDER shall submit an invoice on the first day of each month to generate payment. Payment shall be paid within two business weeks of date of invoice. See EXHIBIT B for schedule."

Updated Language:

The foregoing paragraph is replaced in its entirety by the following:

"PARTNER shall pay PROVIDER in ten (10) monthly installments beginning August 14, 2026, in the amounts set forth in Revised Exhibit B. Installments for August, September, and October 2026 shall be $236,517.40 each; installments for November 2026 through April 2027 shall be $259,091.69 each; and the installment for May 2027 shall be $259,091.66. These amounts reflect (i) the additional compensation of $149,520 for expanded enrollment at Adelante Dual Language Academy, paid in seven (7) equal monthly installments of $21,360 from November 2026 through May 2027, and (ii) the additional compensation of $8,500 for the Non-Instructional Day Program at Renaissance Academy at Mathson, paid in seven (7) equal monthly installments of $1,214.29 from November 2026 through May 2027, with the May 2027 installment adjusted to $1,214.26 to account for rounding. PROVIDER shall submit an invoice on the first day of each month to generate payment. Payment shall be paid within two business weeks of date of invoice. See REVISED EXHIBIT B for schedule."

The Billing Address in Section F of the MOU remains unchanged.

6. AMENDMENT TO EXHIBIT B, PAYMENT SCHEDULE

Original Exhibit B:

Exhibit B (Payment Schedule) of the MOU currently reads as follows:

2026-2027 ELO-P FUNDED- ALUM ROCK UNION SCHOOL DISTRICT

Month	Ocala STEAM Academy	Renaissance Academy at Mathson	William Sheppard Middle School	Adelante	SUB-TOTAL
August	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
September	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
October	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
November	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
December	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
January	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
February	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
March	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
April	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
May	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
TOTAL	$120,920.00	$193,934.00	$210,925.00	$1,839,395.00	**$2,365,174.00**

Revised Exhibit B:

The foregoing Exhibit B is replaced in its entirety by the following Revised Exhibit B. Installments for August, September, and October 2026 are unchanged. Installments for November 2026 through May 2027 reflect the additional monthly payments of $21,360 for expanded enrollment at Adelante Dual Language Academy and $1,214.29 for the Non-Instructional Day Program at Renaissance Academy at Mathson, with the May 2027 Mathson payment adjusted to $1,214.26 to account for rounding.

2026-2027 ELO-P FUNDED- ALUM ROCK UNION SCHOOL DISTRICT

Month	Ocala STEAM Academy	Renaissance Academy at Mathson	William Sheppard Middle School	Adelante	SUB-TOTAL
August	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
September	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
October	$12,092.00	$19,393.40	$21,092.50	$183,939.50	$236,517.40
November	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
December	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
January	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
February	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
March	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
April	$12,092.00	$20,607.69	$21,092.50	$205,299.50	$259,091.69
May	$12,092.00	$20,607.66	$21,092.50	$205,299.50	$259,091.66
TOTAL	$120,920.00	$202,434.00	$210,925.00	$1,988,915.00	**$2,523,194.00**

7. AMENDMENT TO SECTION J, COMMUNICATIONS

Original Language:

The PARTNER contact information in Section J of the MOU currently reads as follows:

"PARTNER: Alum Rock Union School District, Attn: George Sanchez, Senior Administrator, replacing Interim Superintendent Sandra Garcia. Address: 2930 Gay Avenue, San Jose, CA 95127"

Updated Language:

The foregoing PARTNER contact information is replaced in its entirety by the following:

"PARTNER: Alum Rock Union School District, Attn: Dr. Marnie Hazelton, Superintendent. Address: 2930 Gay Avenue, San Jose, CA 95127"

8. EFFECT OF AMENDMENT

Except as expressly modified by this Amendment, all terms and conditions of the MOU remain unchanged and in full force and effect. In the event of any conflict between the terms of this Amendment and the MOU, the terms of this Amendment shall control. Capitalized and defined terms used but not defined in this Amendment shall have the meanings given to them in the MOU.

9. COUNTERPARTS AND ELECTRONIC SIGNATURES

This Amendment may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument. Signatures delivered by electronic means shall be deemed original signatures for all purposes.

UNDERSTANDING AND ACCEPTANCE OF THE PARTIES: The signatures below signify both an understanding and acceptance of this Amendment by the Parties.

PARTNER	**PROVIDER**
Alum Rock Union School District	Boys & Girls Clubs of Silicon Valley
Signed By: _____	Signed By: DocuSigned by: Mark Washbush 0AD6E360E815418
Name: Dr. Marnie Hazelton	Name: Mark Washbush
Title: Superintendent	Title: President
Date: _____	Date: 9/30/2026

Docusign Envelope ID: 170AA081-FC0C-8877-8363-7C658D105441

13.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 6, 2026

Subject: **Ratify and approve, and extend contract – Restoration Management Company**

Support Information: On August 27, 2026, the Board approved contract CO-278116 to provide repair and replacement services in the storage and computer rooms at Hubbard Media Arts due to the fire damage. During the initial phase of the repair and replacement work, unforeseen asbestos abatement issues required services. Due to this circumstance, it is necessary to increase the contract amount with Restoration Management Company to pay for additional services.

Contract Amendment Summary

- **Vendor:** Restoration Management Company
- **Project Location:** Hubbard Media Arts Academy
- **Purpose:** Additional asbestos abatement services required after a fire incident (specifically in the computer storage room).
- **New Extension Date:** October 31, 2026 *(Previous Board approval covered 06/30/2026 to 08/31/2026)*.

Financial Breakdown

- Change Order #1 (Drywall & Painting): $3,526.03
- Change Order #2 (Asbestos Abatement): $43,560.70 (Funds outstanding invoice 311226)
- Total Current Increase Requested $43,560.70

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Unrestricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the increase in the contract with Restoration Management Company (RMC) for a total expenditure of $112,066.70.

Recommend Approval

Submitted by: Eric Wasinger Initial EW Title: Senior Executive of Bonds & M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

Docusign Envelope ID: 170AA081-FC0C-8877-8363-7C658D105441

To the Board of Trustees:	Meeting: October 22, 2026 Regular Board Meeting
13.2 Agenda Placement	Marnie Hazelton, Ed.D. Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. 278116

Original PO Amount $_____ Contract Original Amount: $64,973.97

Vendor Name: Restoration Management Company Vendor No. 301871

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
X Increase Amount Line Item No.: 1
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
X Other Extend contract

CONTRACTS ONLY

Change Orders:

Contracts Original Amount	$64,973.97
Change Order #: 1	$ 3,526.03
Change Order #: 2	$43,560.70
Change Order #: _____	$_____
New Contract Total (including Change Orders)	$112,060.70

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
1	010	0000	0	5815	00	0000	8100	000700	450	8138	$43,560.70	

MD 10/8/26

Reason for Adjustment:

Extend contract no. 278116 to October 31, 2026, for October 22 Board Meeting, for Change Order #2: To increase the amount by $43,560.70 to pay invoice 311226 for additional service provided for asbestos abatement in the computer storage room at Hubbard Media Arts Academy due to the fire damage. Board approved August 27, 2026.

School/Dept.: M.O.T. Requested by: Eric Wasinger

Approval: _____ 10/8/26 Assistant Superintendent of Business Services
(for Contracts Only)

_____ Director/Program Manager

_____ Director of Fiscal Services

_____ Procurement Manager

Date Requested: 10/06/2026 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

Restoration Management Company
WATER, SMOKE & ENVIRONMENTAL SPECIALISTS

3090 Independence Drive
Livermore, CA 94551

800.400.5058 Phone
510.324.8016 Fax

Invoice

Bill To	Physical Address
Alum Rock Union School District Juan Mendoza 2930 Gay Ave San Jose CA 95127	Juan Mendoza 1680 Foley Avenue Computer Storage Room - Asbestos Abatement San Jose CA 95122

Date	Invoice #
07/05/2026	311226
Job Number	
ALU168SJA237192	
PO #	
WO #	

Insurer	Project Manager	Claim #
	AARON ARMSTRONG	

Description	Amount
Asbestos Abatement Asbestos Abatement in Media Arts Bldg after fire	43,560.70



Amount Due: 43,560.70

PAYMENT IS DUE UPON RECEIPT AND LATE 31 DAYS AFTER INVOICE DATE.
INTEREST SHALL ACCRUE AT A RATE OF 10% PER YEAR ON ALL LATE BALANCES.
A 5% SERVICE CHARGE WILL BE ASSESSED TO ALL LATE BALANCES.

PLEASE REMIT PAYMENT TO: Restoration Management Company - 3090 Independence Drive, Livermore, CA 94551

Purchase Order

No. CO 278116

MERCHANDISE MUST SHOW THIS NUMBER ON INVOICES, PACKAGES AND CORRESPONDENCE.

Alum Rock Union School District

2930 Gay Ave, San Jose, CA 95127-2398
Accts Payable: 408-928-6852
Purchasing: 408-928-6838

SHIP TO: DISTRICT WAREHOUSE
2930 GAY AVE.
SAN JOSE, CA 95127

VENDOR: 301871 Phone: - 0
Fax: -
Email:

TO: RESTORATION MANAGEMENT COMPANY
3090 INDEPENDENCE DRIVE
LIVERMORE CA 94551

PO DATE	SUBMITTED BY		SITE NAME		REQ. NO.
08/31/2026	BRENDA ROSAS		FACILITIES		270527
TERMS	AUGUST 27, 26 FIRMS	FOB	ERIC WASINGER	DELIVERY DATE	

ITEM	QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	STORES #
			PLEASE ENTER OUR ORDER FOR THE FOLLOWING			
01	1		********* SERVICE CONTRACT ********* CONTRACT TERM EXTENSION: ORIGINAL CONTRACT CO#268310 WAS BOARD APPROVED ON MAY 14, 2026 IN THE AMOUNT OF $64,973.97. AN EXTENSION OF THE CONTRACT TERM WITH RESTORATION MANAGEMENT COMPANY DUE TO MATERIAL DELAYS THAT PREVENTED THE VENDOR FROM COMPLETING THE WORK DURING THE 2025-2026 FISCAL YEAR. EXTEND ORIGINAL END DATE OF 06/30/2026 TO 08/31/2026 AT NO ADDITIONAL COST TO THE DISTRICT. NEW TERM: 05/29/2026 - 08/31/2026 BOARD APPROVED AUGUST 27, 2026	64,973.97	64,973.97	000000
02	1		POCO 9/2/26 CHANGE ORDER#1 INCREASE CO BY $3,526.03 TO PAY ADDITIONAL SERVICE FOR THE DRYWALL AND PAINTING IN THE STORAGE ROOM AT HUBBARD MEDIA ART ACADEMY DUE TO THE FIRE DAMAGE.	3,526.03	3,526.03	000000
				Sub Total	68,500.00	
				Tax	0.00	
				Shipping & Handling	0.00	
				PO Total	68,500.00	

Fnd	Resc	Y	Objt	SO	Goal	Func	CstCtr	Ste	Prgm	Amount
010	0000	0	5815	00	0000	8100	000700	450	8138	68,500.00

PO VENDOR INSTRUCTIONS

1. Invoices should be sent to Alum Rock District at the address show above.
2. Above purchase order number must appear on all invoices and packing slips.
3. NOTE: District will not honor any commitment made without a purchase order.
4. This purchase order can't be processed for payment until all articles are delivered, unless written permission is obtained.
5. The total amount of the purchase including tax and shipping c harges shall not exceed the amount shown by more than 10% unless written permission is obtainec from purchasing dept.
6. Make no substitutions unless specifically authorized in writing.
7. All articles must conform to all CAL-OSHA safety codes. Send all MSDS reports with orders
8. No backorders.

By _____
AUTHORIZED SIGNATURE

PURCHASING COPY

Docusign Envelope ID: 7D6B98A1-CAD5-82B9-8134-F79A75DBE447

13.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 8, 2026

Subject: **Ratify and approve, and contract extension – Cal West Fence**

Support Information: Contract Term Extension: Original Contract CO 268311 was Board approved on June 25, 2026 in the amount of $151,343.00. An extension of the contract term with Cal West Fence due to material delays, the vendor was unable to complete the work in the 2025-2026 fiscal year. Extend Original end date of 06/30/2026 to 10/31/2026 at no additional cost to the district.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract rollover with Cal West Fence. The total cost is $151,343.00.

Recommend Approval

Submitted by: Eric Wasinger Initial EW Title: Senior Executive of Bonds & M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

13.3
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. 268311

Original PO Amount $_____ Contract Original Amount: $ 151,343.00

Vendor Name: Cal West Fence Vendor No. 300788

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
_____ Increase Amount Line Item No.: _____
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
x Add/Change object code to: 6170
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
x Other Extend a Contract

CONTRACTS ONLY

Change Orders:

Contracts Original Amount	$ 151,343.00
Change Order #: _____	$_____
Change Order #: _____	$_____
Change Order #: _____	$_____
New Contract Total (including Change Orders)	$ 151,343.00

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
	140	0000	0	6170	00	0000	8500	210026	291	8131	$75.316.00	
	140	0000	0	6170	00	0000	8500	210026	120	8131	$55,605.00	
	140	0000	0	6170	00	0000	8500	210026	170	8131	$20,422.00	

9/22/26

Reason for Adjustment:

(1). Extend a Contract No. 268311 to October 31, 2026, for October 22 , 2026, to pay invoice #10951. Due to the delays in materials, the vendor was unable to complete the work in the 2025-2026 fiscal year. Terms: 06/26/2026 - 06/30/2026. Board approved June 25, 2026.
(2). Change the Account Strings was budgeted incorrectly.

School/Dept.: M.O.T. Requested by: Eric Wasinger

Approval: _____ 9/22/26 (for Contracts Only) Assistant Superintendent of Business Services

_____ Director/Program Manager

_____ 9/22/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: 09/21/2026 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

CAL WEST FENCE

12505 Sycamore Ave San Martin CA, 95046
(408) 695-0015 phone (408) 695-0065 fax
License # 836779 DIR 1000055639
UNION COMPANY

PROPOSAL

Contractors are required by law to be licensed and regulated by the Contractors' State License Board. Any questions concerning a contractor may be referred to the registrar of the board whose address is: Contractors' State License Board, 3132 Bradshaw Road, Sacramento, CA 95826.

Alum Rock Union Elementary School District		E-MAIL	DATE **5/22/26**
PHONE NUMBER	FAX NUMBER	JOB NAME **ADELANTE**	
ADDRESS, CITY, STATE, ZIP		JOB LOCATION	

We hereby submit estimates and specifications for:

Furnish and Install fence and gates per plans and specs.

- **6' TALL CHAIN LINK FENCE (690' LF)**
- **(3) SINGLE SWING GATE WITH PANIC BAR**
- **CORE DRILL (14 EACH)**
- **GALVANISED MATERIALS**

EXCLUSIONS: Lay out, permit fees, surveying, clearing and grubbing, staking, core drilling, backfill, locating & repairing underground utilities, off-haul, cylinders and cores. **NOTICE TO OWNER:** (Section 7019 - Contractors License Law) - Under the Mechanics' Law, any contractor, subcontractor, laborer, materialman or other person who helps to improve your property and is not paid for his labor, services or material, has a right to enforce his claim against your property. Under the law, you may protect yourself against such claims by filing, before commencing such work of improvement, an original contract for the work of improvement or a modification thereof, in the office of the recorder of the county where the property is situated and requiring that a contractor's payment bond be recorded in such office. Said bond shall be in an amount not less than fifty percent (50%) of the contract price and shall, in addition to any conditions for the performance of the contract, be conditioned for the payment in full of the claims of all persons furnishing labor, services, equipment or materials for the work described in said contract.

We propose hereby to furnish material and labor - complete in accordance with above specifications, for the sum of:

Seventy Five Thousand Three Hundred and Sixteen dollars ($ 75,316)

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.

Authorized Signature _____

Diery Maldonado

Note: This proposal may be withdrawn by us if not accepted within 15 days.

Acceptance of Proposal The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____

Signature _____

Date of Acceptance 6.1.2026

CAL WEST FENCE

12505 Sycamore Ave San Martin CA, 95046
(408) 695-0015 phone (408) 695-0065 fax
License # 836779 DIR 1000055639
UNION COMPANY

PROPOSAL

Contractors are required by law to be licensed and regulated by the Contractors' State License Board. Any questions concerning a contractor may be referred to the registrar of the board whose address is: Contractors' State License Board, 3192 Bradshaw Road, Sacramento, CA 95826.

Alum Rock Union Elementary School District		E-MAIL	DATE **5/22/26**
PHONE NUMBER	FAX NUMBER	JOB NAME **APTITUD COMMUNITY ACADEMY**	
ADDRESS, CITY, STATE, ZIP		JOB LOCATION	

We hereby submit estimates and specifications for:

Furnish and Install fence and gates per plans and specs.

- **6' TALL CHAIN LINK FENCE (520' LF.)**
- **(2) SINGLE SWING GATES WITH PANIC BARS**
- **(2) SERVICE GATES DOUBLE SWING**
- **DEMO EXISTING FENCE**
- **CORE DRILL (8 EACH)**
- **ALL GALVNIZED MATERIALS**

EXCLUSIONS: Lay out, permit fees, surveying, clearing and grubbing, staking, core drilling, backfill, locating & repairing underground utilities, off-haul, cylinders and cores. **NOTICE TO OWNER:** (Section 7019 - Contractors License Law) - Under the Mechanics' Law, any contractor, subcontractor, laborer, materialman or other person who helps to improve your property and is not paid for his labor, services or material, has a right to enforce his claim against your property. Under the law, you may protect yourself against such claims by filing, before commencing such work of improvement, an original contract for the work of improvement or a modification thereof, in the office of the recorder of the county where the property is situated and requiring that a contractor's payment bond be recorded in such office. Said bond shall be in an amount not less than fifty percent (50%) of the contract price and shall, in addition to any conditions for the performance of the contract, be conditioned for the payment in full of the claims of all persons furnishing labor, services, equipment or materials for the work described in said contract.

We propose hereby to furnish material and labor - complete in accordance with above specifications, for the sum of:

Fifty Five Thousand Thousand Six Hundred And Five dollars ($ 55,605)

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance.

Authorized Signature _____

Diery Maldonado

Note: This proposal may be withdrawn by us if not accepted within 15 days.

Acceptance of Proposal The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____

Signature _____

Date of Acceptance 6-1-2026

CAL WEST FENCE

12505 Sycamore Ave San Martin CA, 95046
(408) 695-0015 phone (408) 695-0065 fax
License # 836779 DIR 1000055639
UNION COMPANY

PROPOSAL

Contractors are required by law to be licensed and regulated by the Contractors' State License Board. Any questions concerning a contractor may be referred to the registrar of the board whose address is: Contractors' State License Board, 3132 Bradshaw Road, Sacramento, CA 95826.

Alum Rock Union Elementary School District		E-MAIL	DATE **5/22/26**
PHONE NUMBER	FAX NUMBER	JOB NAME **SHEPPARD ORNAMENTAL FENCE**	
ADDRESS, CITY, STATE, ZIP		JOB LOCATION	

We hereby submit estimates and specifications for:

Furnish and Install fence and gates per plans and specs.

- **6' TALL ORNAMENTAL IRON FENCE (40' LF.)**
- **(1) SINGLE SWING GATES WITH PANIC BARS**
- **DEMO PARCIAL FENCE**
- **CORE DRILL (8 EACH)**
- **AMERISTAR FENCE**

EXCLUSIONS: Lay out, permit fees, surveying, clearing and grubbing, staking, core drilling, backfill, locating & repairing underground utilities, off-haul, cylinders and cores. **NOTICE TO OWNER:** (Section 7019 - Contractors License Law) - Under the Mechanics' Law, any contractor, subcontractor, laborer, materialman or other person who helps to improve your property and is not paid for his labor, services or material, has a right to enforce his claim against your property. Under the law, you may protect yourself against such claims by filing, before commencing such work of improvement, an original contract for the work of improvement or a modification thereof, in the office of the recorder of the county where the property is situated and requiring that a contractor's payment bond be recorded in such office. Said bond shall be in an amount not less than fifty percent (50%) of the contract price and shall, in addition to any conditions for the performance of the contract, be conditioned for the payment in full of the claims of all persons furnishing labor, services, equipment or materials for the work described in said contract.

We propose hereby to furnish material and labor - complete in accordance with above specifications, for the sum of:

Twenty Thousand Four Hundred And Twenty Two dollars ($ 20,422)

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.

Authorized Signature Diery Maldonado

Note: This proposal may be withdrawn by us if not accepted within 15 days.

Acceptance of Proposal The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____

Signature _____

Date of Acceptance 6-1-2026

Cal West Fence, Inc

12505 Sycamore Ave
San Martin CA 95046
accounting@calwestfence.com

Invoice

Date	Invoice #
9/2/2026	10951

Bill To
Alum Rock Union School District 2930 Gay Ave. San Jose CA 95127 ATTN. Marc Frietas

P.O. No.	Terms	Project
CO 268311	Due on receipt	Adelante,Aptitud,Sheppard

Quantity	Description	Rate	Amount
	Furnished and Install Fence and Gates per Plans and Specs Security Fence and Gates at Adelante, Aptitud Community Academy and Sheppard	151,343.00	151,343.00

All work is complete!

Total $151,343.00

14.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 14, 2026

Subject: **Approval of Board Meeting Minutes for the following dates:**

- **September 17, 2026, Regular Board Meeting**
- **September 24, 2026, Regular Board Meeting**

Recommend Action: It is recommended that the Board approve the meeting minutes.

Recommend Approval

Submitted by: Dr. Marnie Hazelton Title: Superintendent

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees:

14.1

Agenda Placement

Meeting: October 22, 2026
Regular Board Meeting

Marnie Hazelton Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

DRAFT MINUTES
ALUM ROCK ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San Jose, CA 95127

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES
of the Alum Rock Union School District
Held on Thursday, September 17, 2026, 5:30 p.m. at the Alum Rock Union School Board Members and Superintendent participated at 2930 Gay Avenue San Jose, CA 95127
Meeting #05-26/27

1. OPEN SESSION

1.01 Call to Order/Roll Call/Pledge of Allegiance

President Linda Chavez welcomed everyone in the audience. President Linda Chavez called the Board Meeting to order at 5:30 pm, followed by Roll Call. Board Members present were Linda Chavez (President), Andrés Quintero (Vice-President) (*Zoom*), Minh Pham (Clerk), Corina Herrera-Loera (Member), and Minh Nguyen (Member)

****** President Linda Chavez said Vice- President Andrés Quintero is sick and will be joining via zoom******

Administrative and Support Staff Members present were Dr. Marnie Hazelton (Superintendent), Sandra Garcia (Assistant Superintendent, Instructional Services), Teresa DeCelles (Assistant Superintendent, Business Services), Cari Vaeth (Interim Assistant Superintendent, Human Resources), Maribel Carrillo (Sr. Executive Assistant, Superintendent's Office)

Call to order/Roll Call/Pledge of Allegiance: Linda Chavez (President) stated there was a quorum.

1.2 Discussion And/Or Modification(s) of the Agenda

President Linda Chavez said items 7.1, 7.6, and 7.7 would be heard before item 2.

MOTION #01-06 by Clerk Minh Pham to approve the modified agenda. MOTION #01-06 was seconded by Member Corina Herrera-Loera.

Roll Call Vote # 01-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries.

7. Superintendent/Board Business

7.6 Approve Resolution No. 13-26/27 Relative to Commending Independence High School and the East Side Union High School District on the 50th Anniversary of Independence High School.

MOTION #02-06 by Clerk Minh Pham to approve Action Item 7.6 as presented. MOTION #02-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 02-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries.

7.7 Approve Resolution No. 16-26/27, Resolution Revising Resolution Nos.33-25/26 & 61-25/26 (Campaign Contributions by Contractors)

MOTION #03-06 by Vice President Andrés Quintero to adopt the policy with the following amendments: Section 3 has a reference to non-profit following clause 33-25/26; the word non-profit should be struck. Section 4, number 2: it should be struck in its entirety: IRS 501 (c) (3)tax exempt organizations that should struck. In addition, sections 5. a&b should be struck. MOTION #03-06 was seconded by Clerk Minh Pham.

Public Comment:
Veronica Talton and Jenny Luwing

Roll Call Vote # 03-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries.

2. Public Members Who Wish To Address The Board

2.01 Requests to Address the Board

Public Comment:
Maestra Diaz, Teolinda Mendoza, Female Speaker, Delia Oseguera, and Raquel Homel

3. Closed Session

3. 1 Recess to Closed Session

Public Comment:
Sandra Rivera

The Board recessed to closed session.

4. RECONVENE TO OPEN SESSION

4.1 Report of Action Taken in Closed Session.

President Linda Chavez said there was a quorum.

Interim Assistant Superintendent Vaeth reported the following:

Item 3.3 Anticipated Litigation
Claim for Damages of D. Ballesteros: The Board rejected the claim. Vote of 4/0/1; Vice President Andrés Quintero Absent

Tort Claim for BAV# 26-27-001: The Board accepted the claim for $8,813.79. Vote of 4/0/1; Vice President Andrés Quintero Absent

President Linda Chavez reported the following:

Item 3.5
OAH Case no. 2026050628: The Board accepted the claim for $3,400.00 on a Vote of 4/0/1; Vice President Andrés Quintero Absent

7. Superintendent/Board Business

7.4 Resolution No. 12-26/27 Declaring certain District-owned property (the Adelante Sites) surplus and exempt surplus property and declaring the Board's intention to lease the property subject to the priority offerings required by law Exempt Surplus Property.

MOTION #04-06 by Member Minh Nguyen to approve Action Item 7.4 as presented. MOTION #04-06 was seconded by Clerk Minh Pham.

Roll Call Vote # 04-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera and Member Minh Nguyen; Absent Vice President Andrés Quintero; Motion Carries.

5. Comments and Communications

5.1 Teamsters,5.2 California School Employees' Association (CSEA), 5.3 Alum Rock Educators' Association (AREA), 5.4 Alum Rock Administrators' Association (ARAA),5.5 Superintendent, and 5.6 Board of Trustees.

6. Public Hearing

6.1 Public Hearing Regarding Sufficiency of Instructional Materials

President Linda Chavez opened the hearing at 8:36 pm.

President Linda Chavez closed the hearing at 8:37 pm.

7. Superintendent/Board Business

7.1 Board Bylaw 9240 Board Training: First Reading

7.2 Approve Resolution No. 11-26/27 Authorizing A 90-Day Feasibility Study for the Potential Transformation of the A.J. Dorsa Elementary School Site Into A TK-8 Gifted, Talented, Advanced Learning & Innovation Academy.

Public Comment:
Female Speaker and Danelle Letts

MOTION #05-06 by Member Minh Nguyen to approve Action Item 7.2 as presented. MOTION #05-06 was seconded by Clerk Minh Pham.

Roll Call Vote # 05-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, and Member Minh Nguyen; Absent: Vice President Andrés Quintero; Motion Carries.

7.3 Approve covering all the costs of Dr. Hazelton's participation in ACSA's Clear Administrative Credential Program.

MOTION #06-06 by Member Corina Herrera-Loera to approve Action Item 7.3 as presented. MOTION #06-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 06-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, and Member Minh Nguyen; Absent: Vice President Andrés Quintero; Motion Carries.

7.5 Approve Contract with DWK for Legal Services.

MOTION #07-06 by Member Corina Herrera-Loera to approve Action Item 7.5 as presented. MOTION #07-06 was seconded by Member Minh Nguyen.

7. Superintendent/Board Business *(continued)*

Roll Call Vote # 07-06:
Ayes: Member Corina Herrera-Loera and Member Minh Nguyen. Nays: Vice President Andrés Quintero; Abstain: President Linda Chavez and Clerk Minh Pham; Motion Fails

MOTION #08-06 by Vice President Andrés Quintero to bring Lozano Smith contract if DWK refuses to sign the form. MOTION #08-06 was seconded by Clerk Minh Pham.

Roll Call Vote # 08-06:
Ayes: President Linda Chavez, Vice President Andrés Quintero, and Clerk Minh Pham; Nays: Member Corina Herrera-Loera and Member Minh Nguyen; Motion Carries.

8. Business Services

8.1 Unaudited Actual Financial Report for 2025-2026. Report to the Board on Unaudited Actuals as Required by Law

Assistant Superintendent DeCelles gave a presentation regarding the Unaudited Actual Financial Report for 2025-2026.

MOTION #09-06 by Clerk Minh Pham to approve Action Item 8.1 as presented. MOTION #09-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 09-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries.

8.2 Resolution No. 10-26/27 GANN Limit Calculations

MOTION #10-06 by Clerk Minh Pham to approve Action Item 8.2 as presented. MOTION #10-06 was seconded by Member Corina Herrera-Loera.

Roll Call Vote # 10-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries

8.3 Addendum for an Extension for Year Three with SLIC Commodity Cooperative RFP No. 2425.01 for 2026- 2027 School Year

8. Business Services *(continued)*

MOTION #11-06 by Clerk Minh Pham to approve Action Item 8.3 as presented. MOTION #11-06 was seconded by Member Corina Herrera-Loera.

Roll Call Vote # 11-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries

9. Instructional Services

9.1 Proposition 28: Arts and Music in Schools Annual Report, Fiscal Year 2025-26

Roll Call Vote # 12-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries

9.2 Resolution No.08-26/27 Hispanic Heritage Month September 15-October 15, 2026

MOTION #13-06 by Clerk Minh Pham to approve Action Item 9.2 as presented. MOTION #13-06 was seconded by Vice President Andrés Quintero.

Roll Call Vote # 13-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries

9.3 Resolution No. 06-26/27: Regarding Sufficiency or Insufficiency of Instructional Materials

MOTION #14-06 by Vice President Andrés Quintero to approve Action Item 9.3 as presented. MOTION #14-06 was seconded by Clerk Minh Pham.

Roll Call Vote # 14-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero; Motion Carries

9.4 Approve School-Sponsored Field Trips

MOTION #15-06 by Clerk Minh Pham to approve Action Item 9.4 as presented. MOTION #15-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 15-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

9. Instructional Services *(continued)*

9.5 Consolidated Application and Reporting System (CARS) 2024/25, 2025/26-2026-27 Reporting and 2026-2027 Application for Funding

MOTION #16-06 by Clerk Minh Pham to approve Action Item 9.5 as presented. MOTION #16-06 was seconded by Vice President Andrés Quintero.

Roll Call Vote # 16-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

9.6 School Plan for Student Achievement (SPSA) 2026-2027

MOTION #17-06 by Clerk Minh Pham to approve Action Item 9.6 as presented. MOTION #17-06 was seconded by Vice President Andrés Quintero.

Roll Call Vote # 17-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

10. Human Resources

10.1 Resignations

Information Only

10.2 Approve Job Description – Assistant Superintendent, Curriculum, Instruction & Title I School Improvement

MOTION #18-06 by Vice President Andrés Quintero to approve Action Item 10.2 as presented. MOTION #18-06 was seconded by Member Corina Herrera-Loera.

Roll Call Vote # 18-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

11. Contracts Over $100,000

11.1 Approve the contract with Creative Learning Center for the 2026/2027 SY.

MOTION #19-06 by Vice President Andrés Quintero to approve Action Item 11.1 as presented. MOTION #19-06 was seconded by Clerk Minh Pham.

Roll Call Vote # 19-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

12. Contract Extensions Over $100,000

12.1 Approve the YMCA of Silicon Valley contract for the 2025/2026 ESY.

MOTION #20-06 by Vice President Andrés Quintero to approve Action Item 12.1 as presented. MOTION #20-06 was seconded by Member Corina Herrera-Loera.

Roll Call Vote # 20-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

13. CONSENT CALENDAR

Contracts pulled from item 13.8: Michael BUGGSY Malone, Young Producers Group and Girl Scouts.

There was a consensus from the Board to combine and take action on ***Agenda Items 13. 1, 13.2, 13.3, 13.4, 13.5, 13.6, 13.7, 13.8, 13.9 and 13.10.***

MOTION #21-06 by Vice President Andrés Quintero to approve Agenda Items 13. 1, 13.2, 13.3, 13.4, 13.5, 13.6, 13.7, 13.8, 13.9, and 13.10 as presented. MOTION #21-06 was seconded by Clerk Minh Pham.

Public Comment:
Maria Martinez

Roll Call Vote # 21-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

Item 13.8 Girl Scouts Contract

MOTION #22-06 by Member Corina Herrera-Loera to approve Action Item 13.8 Girl Scouts Contract as presented. MOTION #22-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 20-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

13. CONSENT CALENDAR *(continued)*

Item 13.8 Michael BUGGSY Malone

Clerk Minh Pham recused himself.

MOTION #23-06 by Member Corina Herrera-Loera to approve Action Item 13.8 Michael BUGGSY Malone Contract as presented. MOTION #23-06 was seconded by Member Minh Nguyen.

Roll Call Vote # 23-06:
Ayes: Member Minh Nguyen. Abstain: Vice President Andrés Quintero and Member Corina Herrera-Loera; Motion Fails because there was not a quorum to vote on the item.

Item 13.8 Young Producers Group

MOTION #24-06 by Vice President Andrés Quintero to approve Action Item 13.8 Young Producers Group Contract as presented. MOTION #24-06 was seconded by President Linda Chavez.

Roll Call Vote # 24-06:
Ayes: President Linda Chavez, Clerk Minh Pham, Member Corina Herrera-Loera, Member Minh Nguyen, and Vice President Andrés Quintero. Motion Carries

14. Future Board Agenda Requests

14. Future Board Agenda Requests

15. ADJOURNMENT

The Board adjourned in memory of David Campos.

15.1 President Adjourns the Meeting

President Linda Chavez adjourned the meeting at 10:18 p.m.

Respectfully submitted,

Minh Pham, Board Clerk
mc

DRAFT MINUTES
ALUM ROCK ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San Jose, CA 95127

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES
of the Alum Rock Union School District
Held on Thursday, September 24, 2026, 5:30 p.m. at the Alum Rock Union School Board Members and Superintendent participated at 2930 Gay Avenue San Jose, CA 95127
Meeting #07-26/27

1. OPEN SESSION

1.01 Call to Order/Roll Call/Pledge of Allegiance

President Linda Chavez welcomed everyone in the audience. President Linda Chavez called the Board Meeting to order at 5:30 pm, followed by Roll Call. Board Members present were Linda Chavez (President), Andrés Quintero (Vice-President), Minh Pham (Clerk), Corina Herrera-Loera (Member), and Minh Nguyen (Member) *arrived at 7:30 pm*

Administrative and Support Staff Members present were Dr. Marnie Hazelton (Superintendent), Sandra Garcia (Assistant Superintendent, Instructional Services) (*Absent*), Teresa DeCelles (Assistant Superintendent, Business Services), Cari Vaeth (Interim Assistant Superintendent, Human Resources), Maribel Carrillo (Sr. Executive Assistant, Superintendent's Office)

Call to order/Roll Call/Pledge of Allegiance: Linda Chavez (President) stated there was a quorum.

1.2 Discussion And/Or Modification(s) of the Agenda

President Linda Chavez said item 7.1 would be heard after item 2.

MOTION #01-07 by Vice President Andrés Quintero to approve the modified agenda. MOTION #01-07 was seconded by Member Corina Herrera-Loera.

MOTION #01-07 carried* with a *vote of 4 in favor; no opposition; 1 absent (Member Minh Nguyen); and no abstention.

2. Public Members Who Wish To Address The Board

2.01 Requests to Address the Board

Public Comment:
Buggesy Malone, Teolinda Mendoza, David Williams, Jenny Lenwig, and Maria Martinez.

3. Special Presentation/Recogniton

3.1 Presentation: Resolution honoring Board Member Pham from the office of Assemblymember Ash Kalra.

Assemblymember Ash Kalra's office could not attend but will attend the October 22, 2026 Regular Board Meeting.

7. Public Hearing

7.1 Public Hearing: KIPP Prize and KIPP Heartwood

President Linda Chavez opened the KIPP Prize hearing at 5:46 pm.

Sam Luna gave a presentation regarding KIPP Prize.

Public Comment:
Julia Aguliar, Don Pham, Female Speaker, Jennifer Garcia, Maria Martinez, Javier, Karla Gonzalez, Christina Ayala, Yamalie Yepez, and Female Speaker.

KIPP Heartwood gave a presentation.

President Linda Chavez opened the KIPP Heartwood public hearing at 6:29 pm

Public Comment:
Katherine, Female speaker, Alejandra Alonso, Alejandro Martinez, Lavina Sanchez, Ted Henderson, Caternia Velasco, and Jaime Juney.

President Linda Chavez closed the public hearings at 6:45 pm.

4. Closed Session

4. 1 Recess to Closed Session

The Board recessed to closed session.

5. RECONVENE TO OPEN SESSION

5.1 Report of Action Taken in Closed Session.

President Linda Chavez said there was a quorum.

Interim Assistant Superintendent Vaeth reported the following:

Item 4.6

By a vote of 4-1(Absent), Stephanie Monroe was appointed Interim Assistant Superintendent of Human Resources.

By a vote of 4-1 (Absent), Roberto Obando was appointed as Confidential Procurement Manager.

6. Comments and Communications

6.1 Teamsters,6.2 California School Employees' Association (CSEA), 6.3 Alum Rock Educators' Association (AREA), 6.4 Alum Rock Administrators' Association (ARAA),6.5 Superintendent, and 6.6 Board of Trustees.

8. Superintendent/Board Business

8.1 Approve canceling the October 8, 2026, Regular Board Meeting.

MOTION #02-07 by Vice President Andrés Quintero to approve Action Item 8.1 as presented. MOTION #02-07 was seconded by Member Corina Herrera-Loera.

MOTION #02-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

8.2 Approve Dr. Hazelton's attendance at the AASA National Conference on Education 2027, Atlanta, GA, February 25-27, 2027.

MOTION #03-07 by Member Corina Herrera-Loera to approve Action Item 8.2 as presented. MOTION #03-07 was seconded by Vice President Andrés Quintero.

MOTION #03-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

8.3 Approve Board Bylaw 9240 Board Training: Second Reading.

Edits were made and will be brought back to the Board.

MOTION #04-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

8. Superintendent/Board Business *(continued)*

8.4 Approve a Contract with General Legal Services (Name to be determined)

MOTION #05-07 by Vice President Andrés Quintero to approve Action Item 8.4 with Lozano Smith. MOTION #05-07 was seconded by Member Corina Herrera-Loera.

MOTION #05-07 carried* with a *vote of 3 in favor; 2 opposition (Member Corina Herrera-Loera & Member Minh Nguyen); no absent; and no abstention.

9. Bonds/Facilities

9.1 Approve Increase and Term Extension to Contract No.269014 for Education Housing Partners (EHP) for the Entitlement Phase of the District Employee Workforce Housing Project.

MOTION #06-07 by Vice President Andrés Quintero to approve Action Item 9.1. MOTION #06-07 was seconded by Member Corina Herrera-Loera.

MOTION #06-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

10. Business

10.1 Approve Third Amendment to the Joint Use Agreement (JUA) with SJB Child Development Center for joint Use Facilties at Cassell Elementary

MOTION #07-07 by Vice President Andrés Quintero to approve Action Item 10.1. MOTION #07-07 was seconded by Member Corina Herrera-Loera.

MOTION #07-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

10.2 Approval of Revised 2025-2026 Unaudited Actual Financial Report and Form CEA

MOTION #08-07 by Vice President Andrés Quintero to approve Action Item 10.2. MOTION #08-07 was seconded by Member Corina Herrera-Loera.

MOTION #08-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

11. Instructional Services

11.1 Resolution No. 18-26/27: Proclaiming October 19-23, 2026, America's Safe School Week

MOTION #09-07 by Vice President Andrés Quintero to approve Action Item 11.1. MOTION #09-07 was seconded by Member Corina Herrera-Loera.

MOTION #09-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

11.2 Resolution No. 17-26/27: Attendance Awareness Month September 2026

MOTION #10-07 by Vice President Andrés Quintero to approve Action Item 11.2. MOTION #10-07 was seconded by Member Corina Herrera-Loera.

MOTION #10-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

12. Human Resources

12.1 Resignations

Information Only

12.2 Approve Job Description – Campus Safety Assistant

MOTION #11-07 by Vice President Andrés Quintero to approve Action Item 12.2. MOTION #11-07 was seconded by Member Corina Herrera-Loera.

MOTION #11-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

13. CONSENT CALENDAR

Clerk Minh Pham asked that item 13.4 be pulled.

There was a consensus from the Board to combine and take action on ***Agenda Items 13. 1, 13.2, 13.3, 13.5, and 13.6.***

MOTION #12-07 by Vice President Andrés Quintero to approve Agenda Items 13. 1, 13.2, 13.3, 13.5, and 13.6 as presented. MOTION #12-07 was seconded by Member Corina Herrera-Loera.

MOTION #12-07 carried* with a *vote of 5 in favor; no opposition; no absent; and no abstention.

13. CONSENT CALENDAR *(continued)*

13.4 Approve Memorandum(s) of Understanding

Clerk Minh Pham recused himself.

MOTION #13-07 by Vice President Andrés Quintero to approve Action Item 13.4. MOTION #13-07 was seconded by Member Corina Herrera-Loera.

MOTION #13-07 carried* with a *vote of 4 in favor; no opposition; 1 absent (Clerk Minh Pham); and no abstention.

14. Future Board Agenda Requests

14. Future Board Agenda Requests

15. ADJOURNMENT

15.1 President Adjourns the Meeting

President Linda Chavez adjourned the meeting at 8:04 p.m.

Respectfully submitted,

Minh Pham, Board Clerk
mc

14.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 2, 2026

Subject: **Vendor & Payroll Warrants**

Support Information: Summary of Vendor and Payroll Warrants issued during September month of Fiscal Year 2026/2027.

Total of vendor warrants	$	12,606,902.34
Total of payroll warrants	$	4,613,269.30
Total	**$**	**17,220,171.64**

Fiscal Impact: Yes

Budget Source: All Funds

Recommended Action: Staff recommends that the Board of Trustees approve the Vendor and Payroll Warrants for the month of September 2026.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.2

Agenda Placement

Marnie Hazelton, Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

September 2026

Fund	VENDOR WARRANTS	AMOUNT
010,050,060,080	General Fund (Incl Payroll A/P)	$3,781,869.28
120	Child Development Fund	$408,930.24
130	Cafeteria Fund	$450,466.85
140	Deferred Maintenance Fund	$82,691.67
210	Building Fund	$6,306,751.72
250	Capital Facilities Fund	$0.00
350	County School Facility Fund	$0.00
400	Special Reserve for Capital Outlay Fund	$0.00
670	Health and Welfare & Workers Comp	$1,576,192.58
	Subtotal	**$12,606,902.34**
088	Student Body Fund	$0.00
	Total Vendor Warrants	**$12,606,902.34**

	PAYROLL WARRANTS	
	10th of the month	$497,435.95
	EOM Payroll	$4,120,549.84
	AREA EOM	$0.00
	Manual Checks	$0.00
	Void Checks	($4,716.49)
	Total Payroll Warrants	**$4,613,269.30**
	Grand Total All Warrants	**$17,220,171.64**

	From	To
AP Warrants used #	4036379	- 4036727
Payroll Direct Deposit Pay Stub used #	4812131	- 4813479
Payroll Checks used #	4409263	- 4409334

AP Check Register - Pivot Table Summary by Vendor
September 2026

Vendor Name	Date	Warrant #	Object Descr	Fund	Program Info	Location Name	Sum of Amount
1x2 GLOBAL LLC	9/11/2026	4036480	CONTRACTED SERVICES	010	5350-LCAP School Safety	340-STUDENT SERVICES	$ 6,086.00
1x2 GLOBAL LLC Total							**$ 6,086.00**
ACCELERATE LEARNING INC	9/18/2026	4036570	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 4,091.47
ACCELERATE LEARNING INC Total							**$ 4,091.47**
ACHIEVE KIDS	9/18/2026	4036615	CONTRACTED SERVICES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 6,353.00
ACHIEVE KIDS Total							**$ 6,353.00**
ALEJANDRA GUADALUPE	9/18/2026	4036616	MILEAGE	210	9612-MEASURE I - SERIES B	451-BONDS DEPARTMENT	$ 36.48
ALEJANDRA GUADALUPE Total							**$ 36.48**
ALL BAY MECHANICAL, INC	9/11/2026	4036481	REPAIR OF EQUIPMENT	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 14,987.96
ALL BAY MECHANICAL, INC	9/25/2026	4036712	REPAIR OF EQUIPMENT	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 4,386.75
ALL BAY MECHANICAL, INC Total							**$ 19,374.71**
ALLIED REFRIGERATION INC.	9/11/2026	4036445	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,161.78
ALLIED REFRIGERATION INC.	9/18/2026	4036598	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,001.20
ALLIED REFRIGERATION INC.	9/25/2026	4036635	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 3,112.51
ALLIED REFRIGERATION INC.	9/4/2026	4036412	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,490.23
ALLIED REFRIGERATION INC. Total							**$ 7,765.72**
AMAZON.COM LLC	9/11/2026	4036473	MATERIALS AND SUPPLIES	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 398.24
AMAZON.COM LLC	9/11/2026	4036473	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 30.82
AMAZON.COM LLC	9/11/2026	4036473	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	061-SEL - Social Emotional Learning	$ 192.68
AMAZON.COM LLC	9/11/2026	4036473	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	061-SEL - Social Emotional Learning	$ 192.68
AMAZON.COM LLC	9/11/2026	4036553	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 87.25
AMAZON.COM LLC	9/11/2026	4036553	MATERIALS AND SUPPLIES	060	6770-PROP 28: ARTS & MUSIC ED	310-MUSIC	$ 4,570.31
AMAZON.COM LLC	9/18/2026	4036571	MATERIALS AND SUPPLIES	010	7370-WAREHOUSE	433-WAREHOUSE	$ 175.36
AMAZON.COM LLC	9/18/2026	4036571	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 83.59
AMAZON.COM LLC	9/18/2026	4036571	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 61.16
AMAZON.COM LLC	9/18/2026	4036595	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 636.80
AMAZON.COM LLC	9/18/2026	4036617	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 85.54
AMAZON.COM LLC	9/18/2026	4036617	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	061-SEL - Social Emotional Learning	$ 166.05
AMAZON.COM LLC	9/18/2026	4036617	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 41.48
AMAZON.COM LLC	9/18/2026	4036617	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	061-SEL - Social Emotional Learning	$ 166.05
AMAZON.COM LLC	9/25/2026	4036636	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 207.90
AMAZON.COM LLC	9/25/2026	4036676	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 61.62
AMAZON.COM LLC	9/25/2026	4036676	MATERIALS AND SUPPLIES	010	7810-PRINT SHOP	434-PRINT SHOP	$ 57.92
AMAZON.COM LLC	9/25/2026	4036676	MATERIALS AND SUPPLIES	010	7900-TECHNOLOGY SERVICES	460-TECHNOLOGY SERVICES	$ 13.19
AMAZON.COM LLC	9/25/2026	4036676	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 189.18
AMAZON.COM LLC	9/4/2026	4036388	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 63.68
AMAZON.COM LLC	9/4/2026	4036402	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 37.81
AMAZON.COM LLC	9/4/2026	4036413	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 28.77
AMAZON.COM LLC Total							**$ 7,548.08**
AMBER MICHELLE JOHNSTONE	9/11/2026	4036516	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 200.00
AMBER MICHELLE JOHNSTONE	9/11/2026	4036516	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	170-SHEPPARD	$ 200.00
AMBER MICHELLE JOHNSTONE Total							**$ 400.00**
AMERGIS HEALTHCARE STAFFING	9/11/2026	4036482	CONTRACTED SERVICES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 5,200.00
AMERGIS HEALTHCARE STAFFING	9/11/2026	4036504	CONTRACTED SERVICES	010	5240-LCAP- NURSES AND SUPPORT	380-SPECIAL EDUCATION	$ 5,933.53
AMERGIS HEALTHCARE STAFFING	9/11/2026	4036504	CONTRACTED SERVICES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 27,000.00
AMERGIS HEALTHCARE STAFFING	9/11/2026	4036504	CONTRACTED SERVICES	080	6546-MENTAL HEALTH-RELATED SERVI(	380-SPECIAL EDUCATION	$ 181,713.00
AMERGIS HEALTHCARE STAFFING	9/25/2026	4036677	CONTRACTED SERVICES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 8,320.00
AMERGIS HEALTHCARE STAFFING	9/4/2026	4036403	CONTRACTED SERVICES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 3,900.00
AMERGIS HEALTHCARE STAFFING Total							**$ 232,066.53**
AMERICA PEREZ	9/11/2026	4036491	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 148.48
AMERICA PEREZ Total							**$ 148.48**
AMERICAN BAND SUPPLY LLC	9/4/2026	4036389	MATERIALS AND SUPPLIES	060	6770-PROP 28: ARTS & MUSIC ED	310-MUSIC	$ 2,436.37
AMERICAN BAND SUPPLY LLC Total							**$ 2,436.37**

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AMERICAN FIDELITY ASSURANCE CO	9/10/2026	4036435	OTHER INSURANCE	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 147.41
AMERICAN FIDELITY ASSURANCE CO Total							$ 147.41
ANA LIZBETH GONZALEZ	9/11/2026	4036517	MILEAGE	010	5440-LCAP- COMMUNITY LIAISONS	360-STATE & FEDERAL	$ 25.08
ANA LIZBETH GONZALEZ Total							$ 25.08
ANDREA ELIZABETH MORTON	9/18/2026	4036618	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 27.13
ANDREA ELIZABETH MORTON Total							$ 27.13
APPLE INC.	9/25/2026	4036678	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 31,069.50
APPLE INC. Total							$ 31,069.50
ASSOCIATION OF CALIFORNIA	9/18/2026	4036572	CONTRACTED SERVICES	010	5020-LCAP PROF DEV	300-EDUCATIONAL SVCS	$ 15,000.00
ASSOCIATION OF CALIFORNIA	9/18/2026	4036599	CONTRACTED SERVICES	010	5020-LCAP PROF DEV	300-EDUCATIONAL SVCS	$ 900.00
ASSOCIATION OF CALIFORNIA	9/10/2026	4036436	DUES	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 2,072.77
ASSOCIATION OF CALIFORNIA	9/3/2026	4036380	DUES	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 2,072.77
ASSOCIATION OF CALIFORNIA Total							$ 20,045.54
AT&T	9/10/2026	4036440	TELEPHONE	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 4,296.96
AT&T Total							$ 4,296.96
ATKINSON, ANDELSON, LOYA, RUUD	9/11/2026	4036505	LEGAL EXPENSES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 7,615.56
ATKINSON, ANDELSON, LOYA, RUUD Total							$ 7,615.56
AURORA D. LEONG	9/11/2026	4036492	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 200.00
AURORA D. LEONG	9/11/2026	4036492	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	080-HUBBARD	$ 200.00
AURORA D. LEONG Total							$ 400.00
BARRETO, JESUS	9/25/2026	4036637	MILEAGE	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 36.48
BARRETO, JESUS Total							$ 36.48
BAY AREA FLOOR MACHINE	9/4/2026	4036414	REPAIR OF EQUIPMENT	010	8120-CUSTODIAL - OPERATIONS	450-FACILITIES/PLANNING	$ 540.70
BAY AREA FLOOR MACHINE Total							$ 540.70
BAY POWERWASH & PUMPING	9/4/2026	4036415	CONTRACTED SERVICES	140	8131-DEF MAINT FM GEN FUND	450-FACILITIES/PLANNING	$ 25,666.67
BAY POWERWASH & PUMPING Total							$ 25,666.67
BENCHMARK EDUCATION COMPANY	9/25/2026	4036713	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 2,904.00
BENCHMARK EDUCATION COMPANY Total							$ 2,904.00
BIOMETRICS4ALL INC.	9/11/2026	4036483	FINGER PRINTING	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 82.50
BIOMETRICS4ALL INC. Total							$ 82.50
BLANCAS CONSTRUCTION INC.	9/4/2026	4036416	BUILDING & IMPROVEMENT OF	140	8131-DEF MAINT FM GEN FUND	450-FACILITIES/PLANNING	$ 42,200.00
BLANCAS CONSTRUCTION INC. Total							$ 42,200.00
BOYS & GIRLS CLUB OF	9/18/2026	4036573	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 236,517.40
BOYS & GIRLS CLUB OF	9/4/2026	4036404	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 236,517.40
BOYS & GIRLS CLUB OF	9/4/2026	4036404	SUBAGREEMENTS FOR SERVICE	060	1386-ASES	360-STATE & FEDERAL	$ 129,576.80
BOYS & GIRLS CLUB OF Total							$ 602,611.60
BRIGAID LLC	9/4/2026	4036417	CONTRACTED SERVICES	060	7028-CHILD NUTRITION:KITCHEN INFRA	480-CHILD NUTRITION SERVICES	$ 29,166.66
BRIGAID LLC Total							$ 29,166.66
BSN SPORTS LLC	9/25/2026	4036714	MATERIALS AND SUPPLIES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	295-RENAISSANCE II	$ 1,614.60
BSN SPORTS LLC Total							$ 1,614.60
CABALLERO GRISELLE	9/11/2026	4036493	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 4.32
CABALLERO GRISELLE	9/11/2026	4036493	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 200.00
CABALLERO GRISELLE Total							$ 204.32
CALIFORNIA DEPARTMENT OF	9/10/2026	4036443	TRAVEL AND CONFERENCES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 500.00
CALIFORNIA DEPARTMENT OF Total							$ 500.00
CALIFORNINA ASSOCIATION FOR	9/18/2026	4036574	TRAVEL AND CONFERENCES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 630.00
CALIFORNINA ASSOCIATION FOR Total							$ 630.00
CAMBIUM LEARNING INC.	9/25/2026	4036715	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 2,095.21
CAMBIUM LEARNING INC. Total							$ 2,095.21

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CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	PREVENTIVE EQUIP MAINTENA	010	7220-ACCOUNTING SERVICES	430-FISCAL SERVICES	$ 161.73
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ 597.30
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 511.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 597.33
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 323.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 429.00
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 214.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 214.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 973.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 214.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	3220-STUDENT SERVICES	340-STUDENT SERVICES	$ 597.30
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 1,026.30
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	020-LINDA VISTA	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 323.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	080-HUBBARD	$ 323.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	100-RYAN	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	170-SHEPPARD	$ 551.10
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	240-SAN ANTONIO	$ 134.64
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 759.00
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	270-LUCHA	$ 413.16
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	320-RUSSO	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5000-LCAP SCHOOL ADDTL SUPPORT	291-ADELANTE DUAL LANGUAGE ACA	$ 237.60
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	5201-SEL - Additional	061-SEL - Social Emotional Learning	$ 438.90
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7110-SUPERINTENDENT	710-SUPERINTENDENT	$ 597.30
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7200-SUPPORT SERVICES	400-SUPPORT SERVICES	$ 237.60
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7220-ACCOUNTING SERVICES	400-SUPPORT SERVICES	$ 214.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7220-ACCOUNTING SERVICES	430-FISCAL SERVICES	$ 805.20
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7270-PURCHASING	431-PURCHASING	$ 597.30
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7370-WAREHOUSE	433-WAREHOUSE	$ 237.60
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 1,039.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7810-PRINT SHOP	434-PRINT SHOP	$ 9,698.73
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7900-TECHNOLOGY SERVICES	460-TECHNOLOGY SERVICES	$ 590.70
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	010	7320-PAYROLL	432-PAYROLL	$ 386.10
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	020-LINDA VISTA	$ 577.50
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	030-LYNDALE	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	040-MCCOLLAM	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	080-HUBBARD	$ 422.43
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	100-RYAN	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	120-APTITUD	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	160-PAINTER	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	170-SHEPPARD	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	240-SAN ANTONIO	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	260-OCALA	$ 676.53
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	295-RENAISSANCE II	$ 752.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	320-RUSSO	$ 422.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 386.10
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	060	1190-IASA-TITLE I	291-ADELANTE DUAL LANGUAGE ACA	$ 1,435.53
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 386.10
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 1,593.93
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 983.40
CANON FINANCIAL SERVICES INC.	9/18/2026	4036596	RENTAL & LEASES-OTHR CONT	210	9612-MEASURE I - SERIES B	451-BONDS DEPARTMENT	$ 386.10
CANON FINANCIAL SERVICES INC.	9/25/2026	4036679	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 346.50
CANON FINANCIAL SERVICES INC.	9/25/2026	4036679	RENTAL & LEASES-OTHR CONT	010	2850-SCHOOL ADMIN-DIRECT SUPPO	320-RUSSO	$ 493.86
CANON FINANCIAL SERVICES INC. Total							**$ 38,183.37**

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CBM HARDWARE LLC, ROGER D VAN	9/25/2026	4036680	MATERIALS AND SUPPLIES	060	2032-GRANTS WHOLE KIDS	320-RUSSO	$ 567.60
CBM HARDWARE LLC, ROGER D VAN Total							**$ 567.60**
CELLCO PARTNERSHIP	9/15/2026	4036567	CELLULAR	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 5,924.77
CELLCO PARTNERSHIP Total							**$ 5,924.77**
CENTRAL PRODUCTS LLC	9/11/2026	4036554	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 1,863.03
CENTRAL PRODUCTS LLC Total							**$ 1,863.03**
CESAR MEJIA	9/11/2026	4036494	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
CESAR MEJIA Total							**$ 150.00**
CHRISTOPHER PHAN	9/11/2026	4036446	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	310-MUSIC	$ 200.00
CHRISTOPHER PHAN	9/11/2026	4036446	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 200.00
CHRISTOPHER PHAN Total							**$ 400.00**
CHUC VAN BUI	9/18/2026	4036575	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 12,886.50
CHUC VAN BUI Total							**$ 12,886.50**
CLARISSA ANN HARVEY JOHNSTON	9/25/2026	4036681	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING C	061-SEL - Social Emotional Learning	$ 90.00
CLARISSA ANN HARVEY JOHNSTON Total							**$ 90.00**
CLEARY CONSULTANTS INC	9/18/2026	4036628	PRELIMINARY TESTS	210	9612-MEASURE I - SERIES B	291-ADELANTE DUAL LANGUAGE ACA	$ 11,781.75
CLEARY CONSULTANTS INC Total							**$ 11,781.75**
COLBI TECHNOLOGIES INC.	9/4/2026	4036405	LICENSING AGREEMENTS	210	9613-MEASURE I- SERIES C	451-BONDS DEPARTMENT	$ 1,610.00
COLBI TECHNOLOGIES INC. Total							**$ 1,610.00**
CONTRERAS, GUILLERMO	9/11/2026	4036518	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 200.00
CONTRERAS, GUILLERMO	9/11/2026	4036518	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	380-SPECIAL EDUCATION	$ 200.00
CONTRERAS, GUILLERMO Total							**$ 400.00**
CORE BUILDER	9/4/2026	4036390	PERMANENT CONSTRUCTION	210	9710-Work Force Housing	451-BONDS DEPARTMENT	$ 5,892.90
CORE BUILDER Total							**$ 5,892.90**
CORE GENERAL CONTRACTOR, INC.	9/4/2026	4036391	PERMANENT CONSTRUCTION	210	9710-Work Force Housing	451-BONDS DEPARTMENT	$ 119,965.10
CORE GENERAL CONTRACTOR, INC. Total							**$ 119,965.10**
COUNTY OF SANTA CLARA	9/4/2026	4036392	INSPECTIONS	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 1,094.00
COUNTY OF SANTA CLARA Total							**$ 1,094.00**
CRAIG, ELIZABET	9/25/2026	4036682	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 200.00
CRAIG, ELIZABET Total							**$ 200.00**
CREAM CO. LLC	9/11/2026	4036484	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 11,652.39
CREAM CO. LLC Total							**$ 11,652.39**
CRISTOBAL CORTES	9/25/2026	4036638	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
CRISTOBAL CORTES Total							**$ 150.00**
CROWN WORLDWIDE MOVING AND	9/11/2026	4036541	CONTRACTED SERVICES	010	7201-SITE TRANSITION	450-FACILITIES/PLANNING	$ 85,368.22
CROWN WORLDWIDE MOVING AND	9/18/2026	4036600	CONTRACTED SERVICES	010	7201-SITE TRANSITION	450-FACILITIES/PLANNING	$ 6,516.89
CROWN WORLDWIDE MOVING AND Total							**$ 91,885.11**
CUEVAS, SOFIA ARIAS	9/25/2026	4036639	MATERIALS AND SUPPLIES	010	8150-RISK MANAGEMENT	600-HUMAN RESOURCES	$ 59.09
CUEVAS, SOFIA ARIAS Total							**$ 59.09**
DANNIS WOLIVER KELLEY	9/25/2026	4036716	LEGAL EXPENSES	010	7200-SUPPORT SERVICES	400-SUPPORT SERVICES	$ 2,430.00
DANNIS WOLIVER KELLEY	9/25/2026	4036716	LEGAL EXPENSES	210	9710-Work Force Housing	451-BONDS DEPARTMENT	$ 1,209.00
DANNIS WOLIVER KELLEY Total							**$ 3,639.00**
DAQUIOAG, DARLYN J	9/11/2026	4036447	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 143.00
DAQUIOAG, DARLYN J	9/11/2026	4036447	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 200.00
DAQUIOAG, DARLYN J Total							**$ 343.00**
DAVID ANTHONY ALARCON	9/18/2026	4036619	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 37.39
DAVID ANTHONY ALARCON Total							**$ 37.39**
DAYLIGHT FOODS INC	9/25/2026	4036633	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 75,403.75
DAYLIGHT FOODS INC Total							**$ 75,403.75**
DEANNA M. THOMPSON	9/25/2026	4036640	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 30.25
DEANNA M. THOMPSON Total							**$ 30.25**
DEEPA THOMAS	9/11/2026	4036519	MATERIALS AND SUPPLIES	010	2854-INVOLUNTARY EXCES TRANSFERS	240-SAN ANTONIO	$ 397.82
DEEPA THOMAS Total							**$ 397.82**

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DELA CRUZ, RICARDO	9/25/2026	4036641	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
DELA CRUZ, RICARDO Total							**$ 150.00**
DEVINE INTERVENTION SERVICES	9/11/2026	4036506	CONTRACTED SERVICES	080	3327-MENTAL HEALTH IDEA	380-SPECIAL EDUCATION	$ 17,220.00
DEVINE INTERVENTION SERVICES Total							**$ 17,220.00**
DINA SILVEIRA LOPES	9/11/2026	4036448	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 200.00
DINA SILVEIRA LOPES	9/11/2026	4036448	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 11.24
DINA SILVEIRA LOPES Total							**$ 211.24**
DOAN-TRANG THI NGUYEN LIM	9/25/2026	4036642	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 200.00
DOAN-TRANG THI NGUYEN LIM	9/25/2026	4036642	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	040-MCCOLLAM	$ 18.26
DOAN-TRANG THI NGUYEN LIM Total							**$ 218.26**
DOCUMENT TRACKING SERVICES LLC	9/18/2026	4036576	LICENSING AGREEMENTS	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 7,425.00
DOCUMENT TRACKING SERVICES LLC Total							**$ 7,425.00**
DSA - OFFICE OF REGULATORY	9/18/2026	4036630	DSA PLAN CHECK FEES	210	9612-MEASURE I - SERIES B	270-LUCHA	$ 2,787.82
DSA - OFFICE OF REGULATORY Total							**$ 2,787.82**
EARTH SYSTEMS PACIFIC	9/25/2026	4036717	INSPECTION	210	9613-MEASURE I- SERIES C	291-ADELANTE DUAL LANGUAGE ACA	$ 1,439.00
EARTH SYSTEMS PACIFIC Total							**$ 1,439.00**
EAST BAY RESTAURANT SUPPLY INC	9/11/2026	4036542	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 16,682.08
EAST BAY RESTAURANT SUPPLY INC	9/11/2026	4036542	SUPPLY-INVENTORY(NON-CAP	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 26,515.40
EAST BAY RESTAURANT SUPPLY INC	9/25/2026	4036718	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 1,371.49
EAST BAY RESTAURANT SUPPLY INC	9/25/2026	4036718	SUPPLY-INVENTORY(NON-CAP	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 8,734.94
EAST BAY RESTAURANT SUPPLY INC Total							**$ 53,303.91**
EDGES ELECTRICAL GROUP LLC	9/11/2026	4036474	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,681.29
EDGES ELECTRICAL GROUP LLC	9/18/2026	4036601	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 280.49
EDGES ELECTRICAL GROUP LLC	9/4/2026	4036418	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,328.08
EDGES ELECTRICAL GROUP LLC Total							**$ 4,289.86**
EDITH MEZA	9/25/2026	4036643	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ 205.49
EDITH MEZA Total							**$ 205.49**
EDWIN O ORANTES	9/25/2026	4036644	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
EDWIN O ORANTES Total							**$ 150.00**
ELIZABETH BLANK	9/11/2026	4036449	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 185.42
ELIZABETH BLANK	9/11/2026	4036449	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	040-MCCOLLAM	$ 200.00
ELIZABETH BLANK Total							**$ 385.42**
ELIZABETH NUNEZ GUZMAN	9/11/2026	4036450	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 12.84
ELIZABETH NUNEZ GUZMAN	9/11/2026	4036450	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	291-ADELANTE DUAL LANGUAGE ACA	$ 200.00
ELIZABETH NUNEZ GUZMAN Total							**$ 212.84**
ERLINDA MUNOZ	9/11/2026	4036495	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	291-ADELANTE DUAL LANGUAGE ACA	$ 127.10
ERLINDA MUNOZ Total							**$ 127.10**
EXPLORER K12, INC	9/11/2026	4036555	LICENSING AGREEMENTS	010	5310-LCAP 21ST CENTURY LEARNING	305-CURR & INSTR	$ 123,749.80
EXPLORER K12, INC	9/11/2026	4036555	MATERIALS AND SUPPLIES	060	1822-MEDI-CAL REIMBURSEMENT	380-SPECIAL EDUCATION	$ 275.00
EXPLORER K12, INC Total							**$ 124,024.80**
EXPRESS BADGING	9/11/2026	4036556	MATERIALS AND SUPPLIES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 633.00
EXPRESS BADGING Total							**$ 633.00**
FATIMA SY	9/25/2026	4036645	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 31.71
FATIMA SY Total							**$ 31.71**
FEDEX	9/4/2026	4036419	POSTAGE	010	7220-ACCOUNTING SERVICES	430-FISCAL SERVICES	$ 50.61
FEDEX Total							**$ 50.61**
FERGUSON US HOLDINGS, INC.	9/11/2026	4036543	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 580.10
FERGUSON US HOLDINGS, INC.	9/18/2026	4036602	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,251.63
FERGUSON US HOLDINGS, INC.	9/25/2026	4036646	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 717.19
FERGUSON US HOLDINGS, INC.	9/4/2026	4036420	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 5,249.93
FERGUSON US HOLDINGS, INC. Total							**$ 7,798.85**
FILOMENO EDADES	9/25/2026	4036683	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 81.02
FILOMENO EDADES Total							**$ 81.02**

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FINNEY ARCHITECTS INC.	9/11/2026	4036507	ARCHITECT FEES	210	9612-MEASURE I - SERIES B	291-ADELANTE DUAL LANGUAGE ACA	$ 102,000.00
FINNEY ARCHITECTS INC. Total							**$ 102,000.00**
FIX AIR	9/18/2026	4036603	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,206.07
FIX AIR Total							**$ 1,206.07**
FLORES, LOUIE JR.	9/11/2026	4036451	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 64.50
FLORES, LOUIE JR.	9/11/2026	4036520	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 108.63
FLORES, LOUIE JR. Total							**$ 173.13**
FRESNO BIPOC PRODUCE INC.	9/25/2026	4036719	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 4,500.00
FRESNO BIPOC PRODUCE INC. Total							**$ 4,500.00**
FURMAN CONSTRUCTION INSPECTION	9/11/2026	4036508	INSPECTION	210	9613-MEASURE I- SERIES C	291-ADELANTE DUAL LANGUAGE ACA	$ 18,603.00
FURMAN CONSTRUCTION INSPECTION Total							**$ 18,603.00**
GARDENLAND CENTER INC.	9/11/2026	4036544	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,641.99
GARDENLAND CENTER INC. Total							**$ 1,641.99**
GARIMELLA, SAI KALY	9/25/2026	4036707	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	270-LUCHA	$ 279.77
GARIMELLA, SAI KALY Total							**$ 279.77**
GARY GILLMOR & ASSOCIATES	9/18/2026	4036577	CONTRACTED SERVICES	010	7110-SUPERINTENDENT	710-SUPERINTENDENT	$ 5,041.25
GARY GILLMOR & ASSOCIATES Total							**$ 5,041.25**
GEINAH LIM NIERRA	9/18/2026	4036620	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 136.80
GEINAH LIM NIERRA Total							**$ 136.80**
GERMAN PECH	9/18/2026	4036578	CONTRACTED SERVICES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 800.00
GERMAN PECH Total							**$ 800.00**
GLEN PRICE GROUP	9/18/2026	4036579	CONTRACTED SERVICES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 20,833.37
GLEN PRICE GROUP Total							**$ 20,833.37**
GOLD STAR FOODS	9/25/2026	4036708	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 218,153.46
GOLD STAR FOODS Total							**$ 218,153.46**
GREGOIRE, NICOLE	9/11/2026	4036509	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 69.65
GREGOIRE, NICOLE Total							**$ 69.65**
GUERRA CONSTRUCTION GROUP	9/4/2026	4036393	BUILDING & IMPROVEMENT OF	210	9613-MEASURE I- SERIES C	291-ADELANTE DUAL LANGUAGE ACA	$ 1,836,313.11
GUERRA CONSTRUCTION GROUP Total							**$ 1,836,313.11**
GUERTNER, BRANDON	9/25/2026	4036647	MILEAGE	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 26.60
GUERTNER, BRANDON Total							**$ 26.60**
HAN, VIVAN	9/11/2026	4036510	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 195.32
HAN, VIVAN	9/11/2026	4036510	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
HAN, VIVAN Total							**$ 395.32**
HANNA, NADIA	9/11/2026	4036496	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	320-RUSSO	$ 158.53
HANNA, NADIA Total							**$ 158.53**
HAWTHORNE EDUCATIONAL	9/25/2026	4036684	MATERIALS AND SUPPLIES	060	9117-CYBHI S-L P & CAPACITY GRANT	061-SEL - Social Emotional Learning	$ 1,176.00
HAWTHORNE EDUCATIONAL Total							**$ 1,176.00**
HAZELTON, MARNIE	9/1/2026	4036379	MISCELLANEOUS DEDUCTIONS	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 1,481.42
HAZELTON, MARNIE Total							**$ 1,481.42**
HOME DEPOT U.S.A. INC.	9/11/2026	4036444	MATERIALS AND SUPPLIES	010	7370-WAREHOUSE	433-WAREHOUSE	$ 183.69
HOME DEPOT U.S.A. INC.	9/11/2026	4036444	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,774.98
HOME DEPOT U.S.A. INC.	9/11/2026	4036475	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 830.01
HOME DEPOT U.S.A. INC.	9/18/2026	4036604	MATERIALS AND SUPPLIES	010	5350-LCAP School Safety	450-FACILITIES/PLANNING	$ 1,045.31
HOME DEPOT U.S.A. INC.	9/18/2026	4036604	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,898.02
HOME DEPOT U.S.A. INC.	9/25/2026	4036648	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,598.88
HOME DEPOT U.S.A. INC.	9/25/2026	4036720	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 181.97
HOME DEPOT U.S.A. INC. Total							**$ 8,512.86**
HORIZON DISTRIBUTORS INC	9/11/2026	4036545	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,395.32
HORIZON DISTRIBUTORS INC	9/18/2026	4036605	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,448.15
HORIZON DISTRIBUTORS INC	9/25/2026	4036649	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 738.07
HORIZON DISTRIBUTORS INC	9/25/2026	4036721	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 667.96
HORIZON DISTRIBUTORS INC	9/4/2026	4036421	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,145.94
HORIZON DISTRIBUTORS INC Total							**$ 6,395.44**

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HUANG, TERESA	9/11/2026	4036521	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 200.00
HUANG, TERESA	9/11/2026	4036521	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	100-RYAN	$ 201.24
HUANG, TERESA Total							**$ 401.24**
ICONIX WATERWORKS (US) INC.	9/25/2026	4036650	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 515.50
ICONIX WATERWORKS (US) INC.	9/4/2026	4036422	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 230.17
ICONIX WATERWORKS (US) INC. Total							**$ 745.67**
IMPERIAL BAG & PAPER CO LLC	9/25/2026	4036709	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 10,518.95
IMPERIAL BAG & PAPER CO LLC Total							**$ 10,518.95**
INGRID GRACIANO	9/11/2026	4036452	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 200.00
INGRID GRACIANO	9/11/2026	4036452	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	040-MCCOLLAM	$ 32.50
INGRID GRACIANO Total							**$ 232.50**
IXL LEARNING INC.	9/4/2026	4036423	LICENSING AGREEMENTS	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 19,245.00
IXL LEARNING INC. Total							**$ 19,245.00**
JACK OVERSTREET	9/11/2026	4036546	SECURITY SERVICES	010	5350-LCAP School Safety	450-FACILITIES/PLANNING	$ 32,186.00
JACK OVERSTREET	9/18/2026	4036606	SECURITY SERVICES	010	5350-LCAP School Safety	450-FACILITIES/PLANNING	$ 1,540.00
JACK OVERSTREET Total							**$ 33,726.00**
JACQUELINE MONTEJANO	9/18/2026	4036580	MATERIALS AND SUPPLIES	060	6332-CA.COMM. SCH.PROG PLANNING G	030-LYNDALE	$ 367.48
JACQUELINE MONTEJANO Total							**$ 367.48**
JENNIFER L JACOBSON	9/11/2026	4036453	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 200.00
JENNIFER L JACOBSON	9/11/2026	4036453	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 200.35
JENNIFER L JACOBSON Total							**$ 400.35**
JENNY HOANG TRAN	9/11/2026	4036454	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 4.29
JENNY HOANG TRAN	9/11/2026	4036454	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
JENNY HOANG TRAN Total							**$ 204.29**
JESSICA SEPULVEDA-NAVARRO	9/11/2026	4036522	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	061-SEL - Social Emotional Learning	$ 82.01
JESSICA SEPULVEDA-NAVARRO	9/11/2026	4036522	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	061-SEL - Social Emotional Learning	$ 82.01
JESSICA SEPULVEDA-NAVARRO Total							**$ 164.02**
JESUS RAMIREZ	9/11/2026	4036497	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 88.09
JESUS RAMIREZ Total							**$ 88.09**
JILLIAN C CINTAS	9/25/2026	4036651	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 70.03
JILLIAN C CINTAS	9/25/2026	4036651	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	080-HUBBARD	$ 200.00
JILLIAN C CINTAS Total							**$ 270.03**
JOHN E BURK	9/11/2026	4036455	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 26.10
JOHN E BURK Total							**$ 26.10**
JOSE JESUS GUERRA	9/11/2026	4036456	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 154.88
JOSE JESUS GUERRA	9/11/2026	4036456	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	295-RENAISSANCE II	$ 200.00
JOSE JESUS GUERRA	9/25/2026	4036652	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 45.12
JOSE JESUS GUERRA Total							**$ 400.00**
JOSE LUIS GALLO	9/11/2026	4036498	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 148.74
JOSE LUIS GALLO Total							**$ 148.74**
JOURNEYED.COM INC.	9/11/2026	4036485	LICENSING AGREEMENTS	010	7810-PRINT SHOP	434-PRINT SHOP	$ 895.90
JOURNEYED.COM INC. Total							**$ 895.90**
JUAN MENDOZA	9/18/2026	4036629	MISCELLANEOUS DEDUCTIONS	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 4,500.00
JUAN MENDOZA Total							**$ 4,500.00**
JURUPA UNIFIED SCHOOL DISTRICT	9/18/2026	4036581	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 4,800.00
JURUPA UNIFIED SCHOOL DISTRICT Total							**$ 4,800.00**
KAISER PERMANENTE	9/25/2026	4036653	OTHER INSURANCE	670	9891-KAISER INSURANCE	600-HUMAN RESOURCES	$ 263,872.66
KAISER PERMANENTE Total							**$ 263,872.66**
KAREN MICHELLE BERGESEN	9/25/2026	4036654	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 200.00
KAREN MICHELLE BERGESEN	9/25/2026	4036654	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	100-RYAN	$ 200.00
KAREN MICHELLE BERGESEN Total							**$ 400.00**
KARI ELIZABETH ROEMER	9/25/2026	4036655	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 199.63
KARI ELIZABETH ROEMER	9/25/2026	4036655	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	120-APTITUD	$ 199.63
KARI ELIZABETH ROEMER Total							**$ 399.26**

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KATHLEEN EILEEN CASEY-GARCIA	9/25/2026	4036656	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 140.41
KATHLEEN EILEEN CASEY-GARCIA	9/25/2026	4036656	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	120-APTITUD	$ 140.41
KATHLEEN EILEEN CASEY-GARCIA Total							**$ 280.82**
KELLY SPICERS INC	9/18/2026	4036607	MATERIALS AND SUPPLIES	010	7810-PRINT SHOP	434-PRINT SHOP	$ 253.69
KELLY SPICERS INC Total							**$ 253.69**
KIMBERLY H SIMON	9/11/2026	4036457	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 107.51
KIMBERLY H SIMON	9/11/2026	4036457	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
KIMBERLY H SIMON	9/25/2026	4036657	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 46.79
KIMBERLY H SIMON Total							**$ 354.30**
KIRIMBE, BANDEKO	9/11/2026	4036499	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
KIRIMBE, BANDEKO Total							**$ 150.00**
KODELY	9/25/2026	4036685	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 76,800.00
KODELY Total							**$ 76,800.00**
KOMIR MINDS LLC	9/11/2026	4036557	CONTRACTED SERVICES	060	1461-TITLE II TEACHER QUALITY	305-CURR & INSTR	$ 6,000.00
KOMIR MINDS LLC Total							**$ 6,000.00**
KRISTIN WALKER	9/25/2026	4036686	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING C	061-SEL - Social Emotional Learning	$ 91.79
KRISTIN WALKER Total							**$ 91.79**
KSHIRSAGAR, SHRISHARADA N	9/11/2026	4036458	MATERIALS AND SUPPLIES	060	1190-IASA-TITLE I	030-LYNDALE	$ 127.60
KSHIRSAGAR, SHRISHARADA N	9/11/2026	4036458	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 200.00
KSHIRSAGAR, SHRISHARADA N	9/11/2026	4036458	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 200.00
KSHIRSAGAR, SHRISHARADA N Total							**$ 527.60**
LAKESHORE EQUIPMENT COMPANY	9/11/2026	4036486	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 499.03
LAKESHORE EQUIPMENT COMPANY	9/11/2026	4036486	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 251.55
LAKESHORE EQUIPMENT COMPANY	9/11/2026	4036486	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	100-RYAN	$ 110.92
LAKESHORE EQUIPMENT COMPANY	9/11/2026	4036486	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	240-SAN ANTONIO	$ 198.06
LAKESHORE EQUIPMENT COMPANY	9/18/2026	4036582	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 269.45
LAKESHORE EQUIPMENT COMPANY	9/18/2026	4036582	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 564.53
LAKESHORE EQUIPMENT COMPANY Total							**$ 1,893.54**
LAWRENCE R KURZIUS	9/25/2026	4036687	PREPAID EXPENDITURES	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 16,800.00
LAWRENCE R KURZIUS	9/25/2026	4036687	LICENSING AGREEMENTS	010	7900-TECHNOLOGY SERVICES	460-TECHNOLOGY SERVICES	$ 8,400.00
LAWRENCE R KURZIUS Total							**$ 25,200.00**
LDP INC	9/11/2026	4036476	CONTRACTED SERVICES	060	1822-MEDI-CAL REIMBURSEMENT	380-SPECIAL EDUCATION	$ 967.52
LDP INC Total							**$ 967.52**
LEO'S COMMERCIAL TIRE INC	9/4/2026	4036424	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 3,056.50
LEO'S COMMERCIAL TIRE INC Total							**$ 3,056.50**
LITERACY RESOURCES LLC	9/25/2026	4036722	LICENSING AGREEMENTS	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 3,486.00
LITERACY RESOURCES LLC Total							**$ 3,486.00**
LITTLE HEROES	9/24/2026	4036632	CONTRACTED SERVICES	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 17,727.25
LITTLE HEROES	9/24/2026	4036632	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 43,372.75
LITTLE HEROES Total							**$ 61,100.00**
LIZET QUIROZ	9/11/2026	4036459	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 113.90
LIZET QUIROZ	9/11/2026	4036459	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 175.99
LIZET QUIROZ Total							**$ 289.89**
LIZET VILLALOBOS	9/11/2026	4036460	CATERING	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 79.18
LIZET VILLALOBOS	9/11/2026	4036460	MATERIALS AND SUPPLIES	060	2430-DISTRICT EVENTS	430-FISCAL SERVICES	$ 34.85
LIZET VILLALOBOS Total							**$ 114.03**
LORELIZ JACINTO	9/25/2026	4036658	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	380-SPECIAL EDUCATION	$ 171.92
LORELIZ JACINTO Total							**$ 171.92**
LORI GRAGNOLA	9/11/2026	4036523	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	310-MUSIC	$ 200.00
LORI GRAGNOLA	9/11/2026	4036523	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 200.00
LORI GRAGNOLA Total							**$ 400.00**
LOZANO SMITH LLP	9/18/2026	4036608	LEGAL EXPENSES	010	3220-STUDENT SERVICES	340-STUDENT SERVICES	$ 1,920.68
LOZANO SMITH LLP Total							**$ 1,920.68**

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MADISON NATIONAL LIFE INS CO,	9/25/2026	4036659	LIFE INSURANCE	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 1,495.01
MADISON NATIONAL LIFE INS CO, Total							**$ 1,495.01**
MAGALLANES, JESSICA	9/11/2026	4036511	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	295-RENAISSANCE II	$ 149.96
MAGALLANES, JESSICA Total							**$ 149.96**
MAGPAYO, JOSE PAOLO	9/11/2026	4036524	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
MAGPAYO, JOSE PAOLO Total							**$ 150.00**
MAI, TINA	9/11/2026	4036461	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 194.21
MAI, TINA	9/11/2026	4036461	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
MAI, TINA Total							**$ 394.21**
MAJID RAFIPOUR	9/11/2026	4036566	EQUIPMENT	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 29,926.75
MAJID RAFIPOUR Total							**$ 29,926.75**
MALACHIED, INC	9/11/2026	4036487	CONTRACTED SERVICES	060	7435-LRNG RCVRY EMGRGY BLK GRNT	305-CURR & INSTR	$ 27,055.00
MALACHIED, INC Total							**$ 27,055.00**
MANUEL LOPEZ	9/11/2026	4036500	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 137.13
MANUEL LOPEZ Total							**$ 137.13**
MARCELINA RUIZ	9/25/2026	4036660	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
MARCELINA RUIZ Total							**$ 150.00**
MARIA AGUILAR SANCHEZ	9/25/2026	4036661	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 200.00
MARIA AGUILAR SANCHEZ	9/25/2026	4036661	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	080-HUBBARD	$ 200.00
MARIA AGUILAR SANCHEZ Total							**$ 400.00**
MARIA CARMINA OROZCO	9/11/2026	4036525	MILEAGE	010	5240-LCAP- NURSES AND SUPPORT	380-SPECIAL EDUCATION	$ 95.00
MARIA CARMINA OROZCO Total							**$ 95.00**
MARIA CONSUELO PAQUIZ	9/11/2026	4036526	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 182.96
MARIA CONSUELO PAQUIZ	9/11/2026	4036526	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	380-SPECIAL EDUCATION	$ 200.00
MARIA CONSUELO PAQUIZ Total							**$ 382.96**
MARIA E MOYOLI	9/11/2026	4036462	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 70.11
MARIA E MOYOLI Total							**$ 70.11**
MARICRUZ GONZALEZ	9/25/2026	4036662	MATERIALS AND SUPPLIES	010	2854-INVOLUNTARY EXCES TRANSFERS	291-ADELANTE DUAL LANGUAGE ACA	$ 399.99
MARICRUZ GONZALEZ Total							**$ 399.99**
MCGRATH RENTCORP	9/25/2026	4036688	RELOCATABLE PURCHASE	210	9613-MEASURE I- SERIES C	291-ADELANTE DUAL LANGUAGE ACA	$ 4,084,118.16
MCGRATH RENTCORP Total							**$ 4,084,118.16**
MCGRAW-HILL EDUCATION INC.	9/4/2026	4036394	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 2,808.96
MCGRAW-HILL EDUCATION INC. Total							**$ 2,808.96**
MEGAN MARIE FORMARIZ	9/18/2026	4036621	MILEAGE	060	7435-LRNG RCVRY EMGRGY BLK GRNT	305-CURR & INSTR	$ 32.08
MEGAN MARIE FORMARIZ Total							**$ 32.08**
MELISSA PREIKSA	9/25/2026	4036663	CATERING	010	5010-LCAP- RECRUITMENT & RETENTIO	600-HUMAN RESOURCES	$ 39.69
MELISSA PREIKSA Total							**$ 39.69**
MICHELLE FLAHERTY	9/25/2026	4036664	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	120-APTITUD	$ 54.76
MICHELLE FLAHERTY Total							**$ 54.76**
MICHELLE MATRO WRIGHT	9/25/2026	4036665	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 189.85
MICHELLE MATRO WRIGHT Total							**$ 189.85**
MID AMERICA ADMINISTRATION	9/10/2026	4036437	RETIREMENT IN LIEU OF OASD	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 4,289.44
MID AMERICA ADMINISTRATION	9/3/2026	4036381	RETIREMENT IN LIEU OF OASD	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 3,692.00
MID AMERICA ADMINISTRATION Total							**$ 7,981.44**
MISSION VALLEY FORD TRUCK	9/4/2026	4036425	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 488.87
MISSION VALLEY FORD TRUCK Total							**$ 488.87**
MONICA SANCHEZ	9/11/2026	4036463	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 200.00
MONICA SANCHEZ	9/11/2026	4036463	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 200.00
MONICA SANCHEZ Total							**$ 400.00**
MONICA V ARELLANO	9/25/2026	4036689	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ 200.00
MONICA V ARELLANO	9/25/2026	4036689	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	020-LINDA VISTA	$ 83.60
MONICA V ARELLANO Total							**$ 283.60**

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MSTS RECEIVABLES LLC	9/25/2026	4036690	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 298.04
MSTS RECEIVABLES LLC	9/4/2026	4036395	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 263.95
MSTS RECEIVABLES LLC Total							**$ 561.99**
MTC RESTAURANT GROUP, LLC	9/4/2026	4036396	CATERING	010	1141-C&I - LOTTERY	305-CURR & INSTR	$ 538.50
MTC RESTAURANT GROUP, LLC Total							**$ 538.50**
MURPHY PRINTING, INC	9/18/2026	4036609	PRINTING	010	7100-BOARD OF EDUCATION	700-BOARD OF TRUSTEES	$ 30,707.71
MURPHY PRINTING, INC Total							**$ 30,707.71**
MUS VIL INC.	9/25/2026	4036723	MATERIALS AND SUPPLIES	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 1,681.01
MUS VIL INC. Total							**$ 1,681.01**
NAJMUN RAHMAN	9/11/2026	4036527	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	320-RUSSO	$ 59.04
NAJMUN RAHMAN	9/11/2026	4036527	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	320-RUSSO	$ 176.44
NAJMUN RAHMAN Total							**$ 235.48**
NAPA AUTO PARTS	9/11/2026	4036477	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 441.41
NAPA AUTO PARTS	9/25/2026	4036691	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 2,130.29
NAPA AUTO PARTS Total							**$ 2,571.70**
NCS PEARSON INC.	9/11/2026	4036528	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 656.73
NCS PEARSON INC.	9/25/2026	4036692	LICENSING AGREEMENTS	060	1822-MEDI-CAL REIMBURSEMENT	380-SPECIAL EDUCATION	$ 195.00
NCS PEARSON INC.	9/4/2026	4036406	LICENSING AGREEMENTS	060	1822-MEDI-CAL REIMBURSEMENT	380-SPECIAL EDUCATION	$ 280.00
NCS PEARSON INC. Total							**$ 1,131.73**
NGUYEN, AMY	9/11/2026	4036464	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 197.01
NGUYEN, AMY	9/11/2026	4036464	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
NGUYEN, AMY Total							**$ 397.01**
NOAH'S NEW YORK BAGEL COMPANY	9/4/2026	4036397	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 259.61
NOAH'S NEW YORK BAGEL COMPANY Total							**$ 259.61**
NURIA BRAVO SANZ	9/25/2026	4036666	MATERIALS AND SUPPLIES	010	2854-INVOLUNTARY EXCES TRANSFERS	291-ADELANTE DUAL LANGUAGE ACA	$ 332.33
NURIA BRAVO SANZ Total							**$ 332.33**
OCCUPATIONAL HEALTH CTR OF CA	9/11/2026	4036547	PHYSICAL EXAMS - PRE EMPL	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 149.00
OCCUPATIONAL HEALTH CTR OF CA	9/18/2026	4036583	PHYSICAL EXAMS - PRE EMPL	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 149.00
OCCUPATIONAL HEALTH CTR OF CA Total							**$ 298.00**

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OPD BUSINESS SOLUTIONS	9/18/2026	4036613	MATERIALS AND SUPPLIES	010	1140-INSTRUCTIONAL SUPPORT	305-CURR & INSTR	$ 115.29
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 65.21
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	MATERIALS AND SUPPLIES	010	5100-LCAP EL PROF DEV	305-CURR & INSTR	$ 317.08
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 143.76
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 198.92
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 452.90
OPD BUSINESS SOLUTIONS	9/18/2026	4036613	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 118.33
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ (279.67)
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 248.39
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 55.21
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	240-SAN ANTONIO	$ 120.04
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 379.31
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 274.48
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 28.22
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 129.57
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 183.64
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 443.83
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	020-LINDA VISTA	$ 198.71
OPD BUSINESS SOLUTIONS	9/18/2026	4036614	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 667.69
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	CATERING	010	1140-INSTRUCTIONAL SUPPORT	305-CURR & INSTR	$ 53.98
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 194.24
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 123.33
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	320-RUSSO	$ 626.06
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 78.53
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	5020-LCAP PROF DEV	300-EDUCATIONAL SVCS	$ 115.96
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 150.91
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 227.82
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	061-SEL - Social Emotional Learning	$ 137.93
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 536.08
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 692.41
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	320-RUSSO	$ 148.21
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	061-SEL - Social Emotional Learning	$ 137.94
OPD BUSINESS SOLUTIONS	9/4/2026	4036385	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 329.36
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 68.30
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 80.26
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 175.67
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	240-SAN ANTONIO	$ 144.19
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	270-LUCHA	$ 143.10
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 142.17
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 237.60
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 81.30
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 704.95
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 268.91
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	020-LINDA VISTA	$ 276.46
OPD BUSINESS SOLUTIONS	9/4/2026	4036386	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 214.30
OPD BUSINESS SOLUTIONS Total							**$ 9,950.88**
O'REILLY AUTOMOTIVE STORES INC	9/11/2026	4036478	PARTS	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 699.54
O'REILLY AUTOMOTIVE STORES INC	9/25/2026	4036693	PARTS	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 1,323.30
O'REILLY AUTOMOTIVE STORES INC Total							**$ 2,022.84**
PAGETURN PROJECTS, INC.	9/11/2026	4036529	CONTRACTED SERVICES	210	9612-MEASURE I - SERIES B	451-BONDS DEPARTMENT	$ 2,990.00
PAGETURN PROJECTS, INC. Total							**$ 2,990.00**
PAM L. ABERG	9/11/2026	4036558	ADVERTISING	010	7270-PURCHASING	431-PURCHASING	$ 273.12
PAM L. ABERG Total							**$ 273.12**

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PANORAMA EDUCATION INC.	9/4/2026	4036426	CONTRACTED SERVICES	010	5210-LCAP- POSITIVE SCHOOL CLT	360-STATE & FEDERAL	$ 20,000.00
PANORAMA EDUCATION INC.	9/4/2026	4036426	CONTRACTED SERVICES	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 29,000.00
PANORAMA EDUCATION INC. Total							**$ 49,000.00**
PARTRIDGE CONSULTING INC.	9/11/2026	4036512	CONTRACTED SERVICES	080	6546-MENTAL HEALTH-RELATED SERVI(	380-SPECIAL EDUCATION	$ 6,000.00
PARTRIDGE CONSULTING INC. Total							**$ 6,000.00**
PATRICIA COLLEEN SMITH	9/25/2026	4036694	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 184.84
PATRICIA COLLEEN SMITH Total							**$ 184.84**
PDQ INTERMEDIATE INC.	9/25/2026	4036695	LICENSING AGREEMENTS	010	7900-TECHNOLOGY SERVICES	460-TECHNOLOGY SERVICES	$ 5,695.00
PDQ INTERMEDIATE INC. Total							**$ 5,695.00**
PERVINDER KAUR	9/11/2026	4036530	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 168.66
PERVINDER KAUR Total							**$ 168.66**
PG&E	9/18/2026	4036584	GAS/ELECTRICITY	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 8.13
PG&E	9/10/2026	4036441	GAS/ELECTRICITY	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 218,715.71
PG&E Total							**$ 218,723.84**
PREMIUM IMPORTS INC.	9/18/2026	4036585	MATERIALS AND SUPPLIES	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 3,980.89
PREMIUM IMPORTS INC. Total							**$ 3,980.89**
PRE-PAID LEGAL SERVICES INC.	9/10/2026	4036438	MISCELLANEOUS DEDUCTIONS	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 124.35
PRE-PAID LEGAL SERVICES INC.	9/3/2026	4036382	MISCELLANEOUS DEDUCTIONS	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 78.70
PRE-PAID LEGAL SERVICES INC. Total							**$ 203.05**
PRIMO BRANDS	9/4/2026	4036398	MATERIALS AND SUPPLIES	010	5210-LCAP- POSITIVE SCHOOL CLT	061-SEL - Social Emotional Learning	$ 93.90
PRIMO BRANDS	9/4/2026	4036407	MATERIALS AND SUPPLIES	010	3220-STUDENT SERVICES	340-STUDENT SERVICES	$ 107.92
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	1140-INSTRUCTIONAL SUPPORT	305-CURR & INSTR	$ 60.49
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ 164.80
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	170-SHEPPARD	$ 60.49
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 65.33
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 570.75
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 132.92
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	5280-LCAP ADMINISTRATIVE SUPRT	360-STATE & FEDERAL	$ 61.70
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	7110-SUPERINTENDENT	710-SUPERINTENDENT	$ 60.49
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 58.55
PRIMO BRANDS	9/17/2026	4036569	MATERIALS AND SUPPLIES	010	7810-PRINT SHOP	434-PRINT SHOP	$ 74.94
PRIMO BRANDS Total							**$ 1,512.28**
PROTECTED INSURANCE PROGRAM FO	9/4/2026	4036387	OTHER INSURANCE	670	9994-WORKERS COMP	600-HUMAN RESOURCES	$ 167,600.42
PROTECTED INSURANCE PROGRAM FO Total							**$ 167,600.42**
QUADIENT LEASING USA, INC	9/4/2026	4036427	RENTAL & LEASES-OTHR CONT	010	7370-WAREHOUSE	433-WAREHOUSE	$ 1,806.72
QUADIENT LEASING USA, INC Total							**$ 1,806.72**
QUAVERED INC	9/25/2026	4036696	LICENSING AGREEMENTS	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 7,800.00
QUAVERED INC Total							**$ 7,800.00**
R & H WHOLESALE SUPPLY INC.	9/11/2026	4036548	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 605.88
R & H WHOLESALE SUPPLY INC. Total							**$ 605.88**
RACHEL SAMPLES	9/11/2026	4036531	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 10.64
RACHEL SAMPLES Total							**$ 10.64**
RAQUEL D HUMMEL	9/11/2026	4036501	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	295-RENAISSANCE II	$ 200.00
RAQUEL D HUMMEL	9/11/2026	4036501	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	295-RENAISSANCE II	$ 205.69
RAQUEL D HUMMEL Total							**$ 405.69**
REALLY GOOD STUFF LLC	9/4/2026	4036399	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	270-LUCHA	$ 17.98
REALLY GOOD STUFF LLC Total							**$ 17.98**
RECOLOGY SOUTH BAY	9/10/2026	4036442	GARBAGE	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 19,786.81
RECOLOGY SOUTH BAY Total							**$ 19,786.81**
REGINA A CARDENAS	9/25/2026	4036710	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 159.92
REGINA A CARDENAS Total							**$ 159.92**
RESTORATION MANAGEMENT COMPANY	9/11/2026	4036549	CONTRACTED SERVICES	010	8138-FACILITIES OPERATION PROG	450-FACILITIES/PLANNING	$ 68,500.00
RESTORATION MANAGEMENT COMPANY Total							**$ 68,500.00**

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RICHELLE SHIMADA	9/11/2026	4036502	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 200.00
RICHELLE SHIMADA	9/11/2026	4036502	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	030-LYNDALE	$ 218.55
RICHELLE SHIMADA Total							**$ 418.55**
RISING STAR SPED ACADEMY	9/18/2026	4036622	SUBAGREEMENTS FOR SERVICE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 42,416.80
RISING STAR SPED ACADEMY Total							**$ 42,416.80**
RIVAS, KAREEN	9/25/2026	4036667	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 92.91
RIVAS, KAREEN	9/25/2026	4036667	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 200.00
RIVAS, KAREEN	9/25/2026	4036667	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	100-RYAN	$ 200.00
RIVAS, KAREEN Total							**$ 492.91**
R-J INC.	9/18/2026	4036586	CONTRACTED SERVICES	140	8131-DEF MAINT FM GEN FUND	450-FACILITIES/PLANNING	$ 14,825.00
R-J INC.	9/25/2026	4036724	BUILDING & IMPROVEMENT OF	210	9612-MEASURE I - SERIES B	291-ADELANTE DUAL LANGUAGE ACA	$ 103,323.00
R-J INC. Total							**$ 118,148.00**
RO HEALTH INC.	9/25/2026	4036668	CONTRACTED SERVICES	010	5240-LCAP- NURSES AND SUPPORT	380-SPECIAL EDUCATION	$ 34,061.97
RO HEALTH INC. Total							**$ 34,061.97**
ROSA PIMENTEL ALI	9/11/2026	4036532	MILEAGE	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 19.76
ROSA PIMENTEL ALI Total							**$ 19.76**
ROSELLE GILDORE ANDACA	9/25/2026	4036669	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	020-LINDA VISTA	$ 200.00
ROSELLE GILDORE ANDACA	9/25/2026	4036669	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	020-LINDA VISTA	$ 20.99
ROSELLE GILDORE ANDACA Total							**$ 220.99**
RUBI SOLIS	9/25/2026	4036697	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 120.00
RUBI SOLIS	9/24/2026	4036631	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	100-RYAN	$ 241.39
RUBI SOLIS Total							**$ 361.39**
RUEDA BALDERAS, RUBY	9/18/2026	4036587	MILEAGE	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 12.62
RUEDA BALDERAS, RUBY Total							**$ 12.62**
RUIZ LUIS, NOE	9/11/2026	4036503	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
RUIZ LUIS, NOE Total							**$ 150.00**
SAN JOSE GRAIL FAMILY SERVICES	9/11/2026	4036488	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 10,000.00
SAN JOSE GRAIL FAMILY SERVICES Total							**$ 10,000.00**
SAN JOSE WATER COMPANY	9/3/2026	4036384	WATER	010	8110-UTILITIES	450-FACILITIES/PLANNING	$ 134,299.67
SAN JOSE WATER COMPANY Total							**$ 134,299.67**
SANDIP R PATEL	9/11/2026	4036533	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	170-SHEPPARD	$ 29.68
SANDIP R PATEL Total							**$ 29.68**
SANDY TUY PHAN	9/11/2026	4036534	MATERIALS AND SUPPLIES	010	8121-SAFETY	450-FACILITIES/PLANNING	$ 150.00
SANDY TUY PHAN Total							**$ 150.00**
SARAH CHO	9/25/2026	4036670	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 164.00
SARAH CHO	9/25/2026	4036670	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	120-APTITUD	$ 164.01
SARAH CHO Total							**$ 328.01**
SARAH E JACOBS	9/25/2026	4036698	TRAVEL AND CONFERENCES	060	6332-CA.COMM. SCH.PROG PLANNING G	061-SEL - Social Emotional Learning	$ 126.19
SARAH E JACOBS Total							**$ 126.19**
SAVE MART SUPERMARKETS	9/4/2026	4036408	CATERING	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 215.62
SAVE MART SUPERMARKETS Total							**$ 215.62**
SCHOOL DATEBOOKS	9/4/2026	4036428	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	291-ADELANTE DUAL LANGUAGE ACA	$ 1,755.47
SCHOOL DATEBOOKS Total							**$ 1,755.47**
SCHOOL HEALTH CORPORATION	9/4/2026	4036409	MATERIALS AND SUPPLIES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	295-RENAISSANCE II	$ 389.42
SCHOOL HEALTH CORPORATION Total							**$ 389.42**
SCHOOL NURSE SUPPLY INC.	9/18/2026	4036588	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	380-SPECIAL EDUCATION	$ 788.43
SCHOOL NURSE SUPPLY INC.	9/25/2026	4036699	MATERIALS AND SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	260-OCALA	$ 369.33
SCHOOL NURSE SUPPLY INC.	9/25/2026	4036699	MATERIALS AND SUPPLIES	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 231.00
SCHOOL NURSE SUPPLY INC. Total							**$ 1,388.76**
SCHOOL SPECIALTY LLC	9/25/2026	4036700	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	240-SAN ANTONIO	$ 536.34
SCHOOL SPECIALTY LLC Total							**$ 536.34**
SCOOT EDUCATION INC.	9/11/2026	4036513	CONTRACTED SERVICES	080	6546-MENTAL HEALTH-RELATED SERVI	380-SPECIAL EDUCATION	$ 14,892.00
SCOOT EDUCATION INC. Total							**$ 14,892.00**

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SECOND START LEARNING	9/18/2026	4036623	SUBAGREEMENTS FOR SERVICE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 2,981.00
SECOND START LEARNING Total							$ 2,981.00
SECURITY ALERT SYSTEMS	9/11/2026	4036550	SECURITY SERVICES	010	5350-LCAP School Safety	450-FACILITIES/PLANNING	$ 1,320.00
SECURITY ALERT SYSTEMS Total							$ 1,320.00
SELF INSURED SCHOOLS OF	9/17/2026	4036568	OTHER INSURANCE	670	9890-BLUECROSS INSURANCE	600-HUMAN RESOURCES	$ 264,130.00
SELF INSURED SCHOOLS OF	9/17/2026	4036568	OTHER INSURANCE	670	9891-KAISER INSURANCE	600-HUMAN RESOURCES	$ 633,661.00
SELF INSURED SCHOOLS OF Total							$ 897,791.00
SFCC INTERMEDIATEHOLDINGS INC	9/25/2026	4036711	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	080-HUBBARD	$ 217.73
SFCC INTERMEDIATEHOLDINGS INC	9/25/2026	4036711	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 218.77
SFCC INTERMEDIATEHOLDINGS INC Total							$ 436.50
SHAYLYN NORENE ORDAZ	9/11/2026	4036535	MILEAGE	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 17.48
SHAYLYN NORENE ORDAZ	9/11/2026	4036535	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	310-MUSIC	$ 126.98
SHAYLYN NORENE ORDAZ Total							$ 144.46
SIDDIQI, SABA	9/11/2026	4036465	MATERIALS AND SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	040-MCCOLLAM	$ 166.74
SIDDIQI, SABA Total							$ 166.74
SOUTHERN COUNTIES LUBRICANTS	9/18/2026	4036589	GASOLINE/FUEL	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 23,917.17
SOUTHERN COUNTIES LUBRICANTS Total							$ 23,917.17
SPECTRUM CENTER INC.	9/11/2026	4036514	SUBAGREEMENTS FOR SERVICE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 13,647.63
SPECTRUM CENTER INC.	9/18/2026	4036624	SUBAGREEMENTS FOR SERVICE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 4,909.43
SPECTRUM CENTER INC. Total							$ 18,557.06
STACEY ARLENE WILLIAMS	9/11/2026	4036536	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	061-SEL - Social Emotional Learning	$ 78.58
STACEY ARLENE WILLIAMS	9/11/2026	4036536	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	061-SEL - Social Emotional Learning	$ 78.59
STACEY ARLENE WILLIAMS Total							$ 157.17
STATEWIDE TRAFFIC SAFETY AND	9/25/2026	4036671	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 539.13
STATEWIDE TRAFFIC SAFETY AND Total							$ 539.13
STEPHANIE CARACHEO	9/11/2026	4036466	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 199.65
STEPHANIE CARACHEO Total							$ 199.65
STEVE WEISS MUSIC	9/11/2026	4036489	MATERIALS AND SUPPLIES	060	6770-PROP 28: ARTS & MUSIC ED	310-MUSIC	$ 49.16
STEVE WEISS MUSIC Total							$ 49.16
STEVEN WAYNE DOTY	9/11/2026	4036479	CONTRACTED SERVICES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 3,960.30
STEVEN WAYNE DOTY Total							$ 3,960.30
STLR CORPORATION	9/11/2026	4036559	CONTRACTED SERVICES	010	7200-SUPPORT SERVICES	400-SUPPORT SERVICES	$ 731.25
STLR CORPORATION Total							$ 731.25
STUDIES WEEKLY INC	9/18/2026	4036590	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 2,486.00
STUDIES WEEKLY INC Total							$ 2,486.00
STUDIO W ASSOCIATES INC.	9/25/2026	4036701	ARCHITECT FEES	210	9612-MEASURE I - SERIES B	270-LUCHA	$ 296.30
STUDIO W ASSOCIATES INC. Total							$ 296.30
SUNBELT STAFFING LLC	9/18/2026	4036625	CONTRACTED SERVICES	080	6546-MENTAL HEALTH-RELATED SERVI	380-SPECIAL EDUCATION	$ 14,098.70
SUNBELT STAFFING LLC Total							$ 14,098.70
SYSCO SAN FRANCISCO INC.	9/25/2026	4036634	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 22,212.58
SYSCO SAN FRANCISCO INC. Total							$ 22,212.58
TAG/AMS. INC.	9/11/2026	4036560	CONTRACTED SERVICES	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 230.00
TAG/AMS. INC. Total							$ 230.00
TALTON, VERONICA	9/11/2026	4036537	MILEAGE	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 39.52
TALTON, VERONICA Total							$ 39.52
TEACHER CREATED MATERIALS INC.	9/25/2026	4036702	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 2,500.00
TEACHER CREATED MATERIALS INC. Total							$ 2,500.00
TEACHERS' CURRICULUM	9/18/2026	4036591	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 1,386.00
TEACHERS' CURRICULUM Total							$ 1,386.00
TEAMSTERS LOCAL #150	9/10/2026	4036439	DUES	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 9,522.00
TEAMSTERS LOCAL #150	9/3/2026	4036383	DUES	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 5,777.00
TEAMSTERS LOCAL #150 Total							$ 15,299.00
TEAMSTERS MANAGED TRUST FUNDS	9/4/2026	4036400	OTHER INSURANCE	670	9896-H&W TEAMSTERS	600-HUMAN RESOURCES	$ 230,210.00
TEAMSTERS MANAGED TRUST FUNDS Total							$ 230,210.00

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THAO THI THU DOAN	9/11/2026	4036467	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 200.00
THAO THI THU DOAN	9/11/2026	4036467	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
THAO THI THU DOAN Total							**$ 400.00**
THE CITY PEACE PROJECT	9/11/2026	4036490	CONTRACTED SERVICES	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 28,000.00
THE CITY PEACE PROJECT	9/11/2026	4036490	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 10,000.00
THE CITY PEACE PROJECT	9/18/2026	4036592	CONTRACTED SERVICES	060	1190-IASA-TITLE I	360-STATE & FEDERAL	$ 28,000.00
THE CITY PEACE PROJECT Total							**$ 66,000.00**
THE PAPE' GROUP INC	9/11/2026	4036561	PREVENTIVE EQUIP MAINTENA	010	7370-WAREHOUSE	433-WAREHOUSE	$ 334.00
THE PAPE' GROUP INC Total							**$ 334.00**
THE SHERWIN-WILLIAMS COMPANY	9/4/2026	4036429	MATERIALS AND SUPPLIES	010	5350-LCAP School Safety	450-FACILITIES/PLANNING	$ 579.98
THE SHERWIN-WILLIAMS COMPANY	9/4/2026	4036429	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 193.08
THE SHERWIN-WILLIAMS COMPANY Total							**$ 773.06**
THE STEPPING STONES GROUP LLC	9/11/2026	4036562	CONTRACTED SERVICES	060	9117-CYBHI S-L P & CAPACITY GRANT	061-SEL - Social Emotional Learning	$ 1,843.80
THE STEPPING STONES GROUP LLC Total							**$ 1,843.80**
THINK TOGETHER	9/18/2026	4036593	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 655,020.40
THINK TOGETHER	9/4/2026	4036401	CONTRACTED SERVICES	120	6100-CHILD DEVELOPMENT(CSPP)	066-CSPP THINK TOGETHER MULTI SI	$ 50,000.00
THINK TOGETHER	9/4/2026	4036401	SUBAGREEMENTS FOR SERVICE	120	6100-CHILD DEVELOPMENT(CSPP)	066-CSPP THINK TOGETHER MULTI SI	$ 358,930.24
THINK TOGETHER	9/4/2026	4036410	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 333,096.80
THINK TOGETHER Total							**$ 1,397,047.44**
THU HONG THI TRAN	9/11/2026	4036468	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 199.23
THU HONG THI TRAN	9/11/2026	4036468	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 200.00
THU HONG THI TRAN Total							**$ 399.23**
TIERNEY LOPEZ	9/18/2026	4036626	MILEAGE	080	1820-CONTRIBUTION TO SPECIAL E	380-SPECIAL EDUCATION	$ 276.64
TIERNEY LOPEZ Total							**$ 276.64**
TRUONG,DUC QUANG & NHIEU, LAN	9/11/2026	4036515	PARCEL TAX	010	0000-DISTRICTWIDE - UNALLOCATE	000-DISTRICTWIDE - UNALLOCATE	$ 221.70
TRUONG,DUC QUANG & NHIEU, LAN Total							**$ 221.70**
U.S. BANK	9/18/2026	4036594	CATERING	010	5020-LCAP PROF DEV	300-EDUCATIONAL SVCS	$ 1,942.22
U.S. BANK	9/18/2026	4036594	CATERING	010	5020-LCAP PROF DEV	600-HUMAN RESOURCES	$ 653.48
U.S. BANK	9/18/2026	4036594	CATERING	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 733.15
U.S. BANK	9/18/2026	4036594	CATERING	010	7212-LABOR NEGOTIATIONS	600-HUMAN RESOURCES	$ 145.80
U.S. BANK	9/18/2026	4036594	CATERING	060	2110-ALL OTHER LOCAL DONATIONS	360-STATE & FEDERAL	$ 363.03
U.S. BANK	9/18/2026	4036594	CATERING	060	2110-ALL OTHER LOCAL DONATIONS	403-DISTRICT EVENT	$ 685.79
U.S. BANK	9/18/2026	4036594	CATERING	060	6332-CA.COMM. SCH.PROG PLANNING C	240-SAN ANTONIO	$ 251.60
U.S. BANK	9/18/2026	4036594	CATERING	060	6332-CA.COMM. SCH.PROG PLANNING C	270-LUCHA	$ 251.61
U.S. BANK	9/18/2026	4036594	CATERING	130	2110-ALL OTHER LOCAL DONATIONS	480-CHILD NUTRITION SERVICES	$ 324.92
U.S. BANK	9/18/2026	4036594	LICENSING AGREEMENTS	010	3270-CONTRIB TO TRANS HOME-SCH	470-TRANSPORTATION SERVICES	$ 86.31
U.S. BANK	9/18/2026	4036594	LICENSING AGREEMENTS	010	7900-TECHNOLOGY SERVICES	460-TECHNOLOGY SERVICES	$ 2,079.95
U.S. BANK	9/18/2026	4036594	MATERIALS AND SUPPLIES	010	7270-PURCHASING	431-PURCHASING	$ 199.00
U.S. BANK	9/18/2026	4036594	MATERIALS AND SUPPLIES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 413.00
U.S. BANK	9/18/2026	4036594	MATERIALS AND SUPPLIES	060	2110-ALL OTHER LOCAL DONATIONS	360-STATE & FEDERAL	$ 890.43
U.S. BANK	9/18/2026	4036594	MATERIALS AND SUPPLIES	060	2110-ALL OTHER LOCAL DONATIONS	403-DISTRICT EVENT	$ 873.13
U.S. BANK	9/18/2026	4036594	MATERIALS AND SUPPLIES	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 224.27
U.S. BANK	9/18/2026	4036594	TRAVEL AND CONFERENCES	010	7200-SUPPORT SERVICES	400-SUPPORT SERVICES	$ 165.00
U.S. BANK	9/18/2026	4036594	TRAVEL AND CONFERENCES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 579.45
U.S. BANK	9/18/2026	4036594	DUES AND MEMBERSHIPS	010	7110-SUPERINTENDENT	710-SUPERINTENDENT	$ 9,987.50
U.S. BANK	9/18/2026	4036594	INSPECTIONS	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 423.00
U.S. BANK	9/18/2026	4036594	FOOD	130	3700-FOOD SERVICES	480-CHILD NUTRITION SERVICES	$ 80.99
U.S. BANK Total							**$ 21,353.63**
UBEO WEST	9/18/2026	4036597	RENTAL & LEASES-OTHR CONT	010	1140-INSTRUCTIONAL SUPPORT	305-CURR & INSTR	$ 617.10
UBEO WEST	9/25/2026	4036703	MATERIALS AND SUPPLIES	010	7810-PRINT SHOP	434-PRINT SHOP	$ 1,341.71
UBEO WEST Total							**$ 1,958.81**
UHS PREMIUM BILLING	9/25/2026	4036672	OTHER INSURANCE	670	9890-BLUECROSS INSURANCE	600-HUMAN RESOURCES	$ 16,598.50
UHS PREMIUM BILLING Total							**$ 16,598.50**

AP Check Register - Pivot Table Summary by Vendor
September 2026

Vendor Name	Date	Warrant #	Object Descr	Fund	Program Info	Location Name	Sum of Amount
ULINE INC	9/25/2026	4036704	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	030-LYNDALE	$ 444.05
ULINE INC	9/4/2026	4036411	MATERIALS AND SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 463.23
ULINE INC Total							$ 907.28
UNITED PARCEL SERVICE	9/11/2026	4036563	POSTAGE	010	7370-WAREHOUSE	433-WAREHOUSE	$ 142.57
UNITED PARCEL SERVICE Total							$ 142.57
UNITED REFRIGERATION INC.	9/18/2026	4036610	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 3,953.59
UNITED REFRIGERATION INC.	9/25/2026	4036725	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 1,463.35
UNITED REFRIGERATION INC.	9/4/2026	4036430	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 96.62
UNITED REFRIGERATION INC. Total							$ 5,513.56
UNPINGCO, ELIZABETH	9/11/2026	4036469	MILEAGE	010	5260-VISUAL & PERFORMING ARTS	310-MUSIC	$ 14.82
UNPINGCO, ELIZABETH Total							$ 14.82
VAETH, CARI	9/25/2026	4036705	CATERING	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 32.58
VAETH, CARI Total							$ 32.58
VELAZQUEZ, ANA	9/11/2026	4036470	CATERING	010	1141-C&I - LOTTERY	305-CURR & INSTR	$ 80.19
VELAZQUEZ, ANA Total							$ 80.19
VER CONSULTANTS, INC.	9/11/2026	4036538	CONTRACTED SERVICES	210	9612-MEASURE I - SERIES B	291-ADELANTE DUAL LANGUAGE ACA	$ 14,000.00
VER CONSULTANTS, INC. Total							$ 14,000.00
VINH, MINH-KHOA	9/11/2026	4036471	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	160-PAINTER	$ 200.00
VINH, MINH-KHOA	9/11/2026	4036471	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	160-PAINTER	$ 114.79
VINH, MINH-KHOA Total							$ 314.79
VISTA CENTER FOR THE BLIND &	9/18/2026	4036627	CONTRACTED SERVICES	080	1801-SE OCCUPATIONAL THERAPIST	380-SPECIAL EDUCATION	$ 840.00
VISTA CENTER FOR THE BLIND & Total							$ 840.00
VIVIAN TON	9/11/2026	4036472	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	040-MCCOLLAM	$ 142.61
VIVIAN TON Total							$ 142.61
VU, ANH	9/25/2026	4036673	PROF/CONSULT SVC OPERATIN	010	1000-GENERAL EDUCATION	600-HUMAN RESOURCES	$ 2,000.00
VU, ANH Total							$ 2,000.00
W.W. GRAINGER INC.	9/11/2026	4036551	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,169.30
W.W. GRAINGER INC.	9/18/2026	4036611	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 920.04
W.W. GRAINGER INC.	9/25/2026	4036674	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 683.38
W.W. GRAINGER INC.	9/4/2026	4036431	MATERIALS AND SUPPLIES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 2,962.19
W.W. GRAINGER INC. Total							$ 6,734.91
WAXIE'S ENTERPRISE LLC	9/18/2026	4036612	MATERIALS AND SUPPLIES	010	8120-CUSTODIAL - OPERATIONS	450-FACILITIES/PLANNING	$ 2,206.03
WAXIE'S ENTERPRISE LLC	9/4/2026	4036432	MATERIALS AND SUPPLIES	010	8120-CUSTODIAL - OPERATIONS	450-FACILITIES/PLANNING	$ 3,345.94
WAXIE'S ENTERPRISE LLC Total							$ 5,551.97
WAYSIDE PUBLISHING	9/25/2026	4036726	APPROVED TEXTBOOKS CORE M	060	1070-LOTTERY INST MATERIALS	300-EDUCATIONAL SVCS	$ 870.97
WAYSIDE PUBLISHING Total							$ 870.97
WEFIT BUILDING SERVICES, INC.	9/4/2026	4036433	CONTRACTED SERVICES	050	8130-CONTRIB TO ROUTINE REPAIR	450-FACILITIES/PLANNING	$ 3,380.00
WEFIT BUILDING SERVICES, INC. Total							$ 3,380.00
WENDY LYNN ROLFS	9/25/2026	4036675	TEACHER SUPPLIES	010	2850-SCHOOL ADMIN-DIRECT SUPPO	120-APTITUD	$ 126.87
WENDY LYNN ROLFS	9/25/2026	4036675	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	120-APTITUD	$ 126.87
WENDY LYNN ROLFS Total							$ 253.74
WEX Health Inc	9/11/2026	4036552	PROF/CONSULT SVC OPERATIN	670	9894-ALL OTHER INSURANCE	600-HUMAN RESOURCES	$ 60.00
WEX Health Inc	9/11/2026	4036564	PROF/CONSULT SVC OPERATIN	670	9894-ALL OTHER INSURANCE	600-HUMAN RESOURCES	$ 60.00
WEX Health Inc Total							$ 120.00
WHITE, KELSEY	9/11/2026	4036539	CATERING	010	2850-SCHOOL ADMIN-DIRECT SUPPO	260-OCALA	$ 53.96
WHITE, KELSEY Total							$ 53.96
WOWZY CREATION CORP.	9/11/2026	4036565	MATERIALS AND SUPPLIES	010	7700-HUMAN RESOURCES	600-HUMAN RESOURCES	$ 90.54
WOWZY CREATION CORP. Total							$ 90.54
YMCA OF SILICON VALLEY	9/25/2026	4036727	CONTRACTED SERVICES	060	7392-ELOP -EXPANDED LRNG OPPOR PI	360-STATE & FEDERAL	$ 174,308.68
YMCA OF SILICON VALLEY	9/25/2026	4036727	SUBAGREEMENTS FOR SERVICE	060	1386-ASES	360-STATE & FEDERAL	$ 60,126.80
YMCA OF SILICON VALLEY Total							$ 234,435.48
ZENAIDA SAN AGUSTIN	9/11/2026	4036540	TEACHER SUPPLIES	010	5000-LCAP SCHOOL ADDTL SUPPORT	170-SHEPPARD	$ 124.28
ZENAIDA SAN AGUSTIN Total							$ 124.28

AP Check Register - Pivot Table Summary by Vendor
September 2026

Vendor Name	Date	Warrant #	Object Descr	Fund	Program Info	Location Name	Sum of Amount
ZENDESK INC. & SUBSIDIARIES	**9/25/2026**	4036706	**LICENSING AGREEMENTS**	010	**7900-TECHNOLOGY SERVICES**	460-TECHNOLOGY SERVICES	$ 1,295.54
ZENDESK INC. & SUBSIDIARIES Total							**$ 1,295.54**
ZOOM VIDEO COMMUNICAITONS INC.	**9/4/2026**	4036434	**LICENSING AGREEMENTS**	010	**7900-TECHNOLOGY SERVICES**	460-TECHNOLOGY SERVICES	$ 43,053.00
ZOOM VIDEO COMMUNICAITONS INC. Total							**$ 43,053.00**
Grand Total							**$ 12,606,902.34**

14.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 22, 2026

Subject: **Acceptance of Grants/Awards Notification**

Support Information The District has received grants/awards as summarized on the attached sheet dated October 22, 2026.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees accept these grants/awards.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.3
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

GRANTS/AWARDS NOTIFICATIONS

PROJECT NAME	PROJECT AMOUNT	FUNDING AGENCY	COMMENTS
Environmental Science Resource Grants	$3,516.00	Philanthropic Ventures Foundation	The Monterey Bay Aquarium field trip will give first-grade students a hands-on opportunity to apply environmental science concepts they are learning in class. Students will observe marine animals and explore how body parts, behaviors, parent-offspring relationships, and habitats support survival, connecting directly to NGSS standards 1-LS1-1, 1-LS1-2, and 1-LS3-1. Classroom lessons before and after the trip will reinforce students' observations through drawing, writing, and discussion. Students will also learn about ocean conservation, pollution, healthy habitats, and how human actions affect marine life. The Aquarium admission is free through discounted Title I admission, and the total cost of $3,515.22 is entirely for bus transportation for six classes. Grant funds will be used to cover the full bus cost.
2025-26 Mental Health Average Daily Attendance (MHADA)	$87,581.00	California Department of Education – Mental Health ADA Region Group: 4A.05	The District has been awarded a Mental Health Awareness and Development Activities (MHADA) grant from the California Department of Education (CDE) in the amount of $87,581. The grant covers the period from July 1, 2025 through September 9, 2027. These funds will support efforts to enhance mental health awareness, strengthen student wellness initiatives, and expand resources that promote a safe, supportive, and inclusive learning environment.

GRANTS/AWARDS NOTIFICATIONS

Migrant Education Program	$10,418.00	California Department of Education (CDE) & The Santa Clara County Office of Education	The Migrant Education Program (MEP), in partnership with the Santa Clara County Office of Education, provides supplemental educational services and supports to eligible migratory students and their families to promote academic success and equitable access to educational opportunities. The 2026–27 MEP agreement supports Alum Rock Union School District's continued implementation of program services in accordance with federal and state requirements under Title I, Part C.

Maria Moyoli <maria.moyoli@arusd.org>

excursion grant

Dylan Lanza Desio <dlanzadesio@venturesfoundation.org> Thu, Sep 17, 2026 at 4:04 PM
To: Maria Moyoli <maria.moyoli@arusd.org>
Cc: Thao Doan <thao.doan@arusd.org>, Jenny Tran <jenny.h.tran@arusd.org>, Phuong Tran <Phuong.tran@arusd.org>

Hello,

Thank you for sending these clarifications! We would love to approve your requests for Environmental Science Resource Grants!

We will process three checks for $1,000 and one check for $516 made payable to Ben Painter Elementary and will mail them shortly.

NOTE: Please do not deposit the check into your personal account. Your name might appear in the address section of the check for tracking purposes, but this does not mean it is payable to you. Please have your school deposit your check in a timely manner.

If you do not receive your grant check after three weeks, then please get in touch! It could be that it got lost in the mail. If this is the case, then we can discuss a reissue.

We are excited to be able to support your school and students!

Best,

Dylan Lanza Desio, Program and Communications Associate (she/her)

philanthropic
ventures
foundation

Philanthropic Ventures Foundation

1222 Preservation Park Way

Oakland, CA 94612-1201

www.venturesfoundation.org

T: (510) 645-1890 I F: (510) 645-1892

dlanzadesio@venturesfoundation.org

Environmental Science Resource Grant

Philanthropic Ventures Foundation
1222 Preservation Park Way
Oakland, CA 94612
Phone: (510) 645-1890

September 17, 2026

Maria Moyoli
Ben Painter Elementary School
500 Rough and Ready Road
San Jose, CA 95133

Dear Maria,

I am pleased to enclose our check for $1,000 made payable to Ben Painter Elementary School to go towards a field trip to Monterey Bay Aquarium for 140 first and second grade students to gain a stronger understanding of how living things survive, how animals interact with their offspring and environments, and why protecting natural habitats matters to overall help inspire them to become curious, thoughtful, and responsible guardians of the environment, as described in your request received 9/17/2026.

In receiving this grant, we ask that you report back to us what was purchased, impact of the grant, and any photos you wish to share. Reports may be sent via email to Dylan Lanza Desio at dlanzadesio@venturesfoundation.org or by regular mail. Your report is critical to sustaining the Environmental Science Resource Grants Program, and is passed on to the Program donor. ***Please send your report materials by the end of this school year.***

If you would like to stay up-to-date with PVF's teacher grant programs, please visit venturesfoundation.org/programs/teacher-grants to join our mailing list.

We hope this grant helps to provide an enriching experience for the youth you work with.

Sincerely,

Dylan Lanza Desio

Dylan Lanza Desio
Program and Communications Associate

The Environmental Science Resource Grants Program is made possible through funding from **The Maxwell | Hanrahan Foundation** and the **Susan Byrd Environmental Stewardship Fund**

Environmental Science Resource Grant

Philanthropic Ventures Foundation
1222 Preservation Park Way
Oakland, CA 94612
Phone: (510) 645-1890

September 17, 2026

Thao Doan
Ben Painter Elementary School
500 Rough and Ready Road
San Jose, CA 95133

Dear Ms. Doan,

I am pleased to enclose our check for $1,000 made payable to Ben Painter Elementary School to go towards a field trip to Monterey Bay Aquarium for 140 first and second grade students to gain a stronger understanding of how living things survive, how animals interact with their offspring and environments, and why protecting natural habitats matters to overall help inspire them to become curious, thoughtful, and responsible guardians of the environment, as described in your request received 9/17/2026.

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We hope this grant helps to provide an enriching experience for the youth you work with.

Sincerely,

Dylan Lanza Desio

Dylan Lanza Desio
Program and Communications Associate

The Environmental Science Resource Grants Program is made possible through funding from **The Maxwell | Hanrahan Foundation** and the **Susan Byrd Environmental Stewardship Fund**

Environmental Science Resource Grant

Philanthropic Ventures Foundation
1222 Preservation Park Way
Oakland, CA 94612
Phone: (510) 645-1890

September 17, 2026

Jenny Tran
Ben Painter Elementary School
500 Rough and Ready Road
San Jose, CA 95133

Dear Jenny,

I am pleased to enclose our check for $1,000 made payable to Ben Painter Elementary School to go towards a field trip to Monterey Bay Aquarium for 140 first and second grade students to gain a stronger understanding of how living things survive, how animals interact with their offspring and environments, and why protecting natural habitats matters to overall help inspire them to become curious, thoughtful, and responsible guardians of the environment, as described in your request received 9/17/2026.

In receiving this grant, we ask that you report back to us what was purchased, impact of the grant, and any photos you wish to share. Reports may be sent via email to Dylan Lanza Desio at dlanzadesio@venturesfoundation.org or by regular mail. Your report is critical to sustaining the Environmental Science Resource Grants Program, and is passed on to the Program donor. ***Please send your report materials by the end of this school year.***

If you would like to stay up-to-date with PVF's teacher grant programs, please visit venturesfoundation.org/programs/teacher-grants to join our mailing list.

We hope this grant helps to provide an enriching experience for the youth you work with.

Sincerely,

Dylan Lanza Desio

Dylan Lanza Desio
Program and Communications Associate

The Environmental Science Resource Grants Program is made possible through funding from **The Maxwell | Hanrahan Foundation** and the **Susan Byrd Environmental Stewardship Fund**

Environmental Science Resource Grant

Philanthropic Ventures Foundation
1222 Preservation Park Way
Oakland, CA 94612
Phone: (510) 645-1890

September 17, 2026

Phuong Tran
Ben Painter Elementary School
500 Rough and Ready Road
San Jose, CA 95133

Dear Phuong,

I am pleased to enclose our check for $516 made payable to Ben Painter Elementary School to go towards a field trip to Monterey Bay Aquarium for 140 first and second grade students to gain a stronger understanding of how living things survive, how animals interact with their offspring and environments, and why protecting natural habitats matters to overall help inspire them to become curious, thoughtful, and responsible guardians of the environment, as described in your request received 9/17/2026.

In receiving this grant, we ask that you report back to us what was purchased, impact of the grant, and any photos you wish to share. Reports may be sent via email to Dylan Lanza Desio at dlanzadesio@venturesfoundation.org or by regular mail. Your report is critical to sustaining the Environmental Science Resource Grants Program, and is passed on to the Program donor. ***Please send your report materials by the end of this school year.***

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We hope this grant helps to provide an enriching experience for the youth you work with.

Sincerely,

Dylan Lanza Desio

Dylan Lanza Desio
Program and Communications Associate

The Environmental Science Resource Grants Program is made possible through funding from **The Maxwell | Hanrahan Foundation** and the **Susan Byrd Environmental Stewardship Fund**

California Department of Education
AO-400 (REV. 10/2024)

Grant Award Notification

GRANTEE NAME AND ADDRESS	CDE GRANT NUMBER			
Sandra Garcia, Superintendent Alum Rock Union Elementary 2930 Gay Avenue San Jose, CA 95127-2322	FY	PCA	Service Location	Suffix
	25	15197	69369	4A
Attention Sandra Garcia, Superintendent	INDEX		County Code	
Email sandra.garcia@arusd.org	0663		43	
Telephone (408) 928-6800	STANDARDIZED ACCOUNT CODE STRUCTURE			
Grantee Unique Entity ID (UEI) MFSQBYXQ5BS1	Resource Code		Revenue Object Code	
Program Office Mental Health ADA Region Group: 4A.05	3327		8182	

Name of Grant Program 2025–26 Mental Health Average Daily Attendance (MHADA)

GRANT DETAILS	Original/Prior Amendments	Amendment Amount	Total	Amend. No.	Award Starting Date	Award Ending Date
	$87,581		$87,581		07/01/2025	09/30/2027

ALN	Federal Award ID Number	Federal Grant Name	Federal Agency
84.027A	H027A250116	Individuals with Disabilities Education Act Part B, Section 611	United States Department of Education

I am pleased to inform you that you have been funded for the MHADA Grant.

This award is made contingent upon the availability of funds. If the Legislature takes action to reduce or defer the funding upon which this award is based, then this award will be amended accordingly.

By e-signing this document, your organization is voluntarily agreeing to conduct business with the California Department of Education (CDE) electronically. If you do not wish to do so, please immediately contact the MHADA Team at the email address below to discuss other signing options.

Please email the signed Grant Award Notification (AO-400) to the Team at MHADA@cde.ca.gov.

California Department of Education Contact Emily Bunnell	Job Title Education Programs Consultant
E-mail Address MHADA@cde.ca.gov	**Telephone** 916-327-3536
Authorized by the State Superintendent of Public Instruction or Designee Tony Thurmond	**Date** April 17, 2026

CERTIFICATION OF ACCEPTANCE OF GRANT REQUIREMENTS

On behalf of the grantee named above, I accept this grant award. I have read the applicable certifications, assurances, terms, and conditions identified on the grant application (for grants with an application process) or in this document or both, and I agree to comply with all requirements as a condition of funding. On behalf of the grantee named above, I certify that the organization intends that this and future transactions be completed by electronic means, and any electronic signature is intended to be as binding as a physical signature.

Printed Name of Authorized Agent	Title
E-mail Address	**Telephone**
Signature	**Date**

Federally Funded Requirements

The grantee must comply with the Cash Management requirements that pertain to the *Code of Federal Regulations (CFR),* Title 2, sections 200.302 and 200.305. Grantees of advanced federal funds must calculate and report interest on a quarterly basis to the CDE at cashmanagement@cde.ca.gov and, at least annually, remit any interest earned greater than $500 per year. Additional information is available on the CDE Interest Earned on Federal Funds web page at https://www.cde.ca.gov/fg/ac/co/intfedfunds.asp. Contact cashmanagement@cde.ca.gov if you have any questions.

Conditions of the Grant Award

1. This grant was awarded to the CDE by the U.S. Department of Education (ED). This program is authorized under the Individuals with Disabilities Education Act (IDEA), Part B, Section 611, as amended on December 3, 2004, and codified under Public Law (PL) 108–446, 20 *United States Code* 1400 et seq. Implementing regulations for this program are in 34 *CFR* Part 300. This grant shall be administered in accordance with the provisions of the IDEA.

2. IDEA Part B funds are subject to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards codified in 2 *CFR* Part 200 and commonly referred to as the Uniform Guidance. The Uniform Guidance provisions in 2 *CFR* Part 200 replace provisions previously found in the Education Department General Administrative Regulations, or EDGAR, in 34 *CFR* Parts 74 and 80 and prior Office of Management and Budget Circulars A-87 and A-133.

3. General assurances and certifications are required for grants supported by federal funds and are hereby incorporated by reference. The CDE has agreed to accept the assurances your agency currently provides in the Consolidated Application. Information about the general assurances and certifications are available on the CDE 2025–26 General Assurances web page at https://www.cde.ca.gov/fg/fo/fm/generalassurances2025-26.asp.

4. The grantee must sign and complete the Certification of Acceptance of Grant Requirements section of the AO-400 form, which certifies the grantee accepts and agrees to the conditions of the grant. The grantee must return the signed AO-400 to the CDE.

5. Acceptance of IDEA funds requires the grantee to complete and submit the following IDEA fiscal reports: Maintenance of Effort, per 34 *CFR* 300.203 (b–d), and Excess Cost, per 34 *CFR* 300.16. References listed above are available on the ED IDEA web pages at https://sites.ed.gov/idea/regs/b/c/300.203 and https://sites.ed.gov/idea/regs/b/a/300.16.

6. Note that payments are made on a reimbursement basis. In order to request reimbursement, the grantee must complete and return the Special Education Federal Grant: Expenditure Report MHADA Allocation. For more information on expenditure documentation, please refer to the detailed resources and forms on the CDE MHADA web page at https://cde.ca.gov/sp/se/as/mhada.asp. Note that grantees must maintain and have available documentation with sufficient detail to enable the CDE to establish a link between the services claimed and each student's Individualized Education Program. This backup documentation must be provided upon request.

   The Funding Profile for the MHADA Allocation Grant is available on the CDE MHADA Projected Funding Profile (ID 7469) web page at https://www.cde.ca.gov/fg/fo/profile.asp?id=7469&reclD=7469.

   Ensure these funds are appropriately reported by using the Standardized Account Code Structure (SACS) indicated on this award. The PCA/Resource Detail is available on the CDE SACS Query

web page at https://www2.cde.ca.gov/sacsquery/pcadetail.asp?pca=15197&resourcecode=3327. All approved project funds must be expended within the designated award period.

Note: The Federal Cash Management Improvement Act of 1990 was enacted by PL 101–453 and codified at 31 *United States Code* sections 3335, 6501, and 6503. The implementing regulations are provided in 31 *CFR* Part 205. In accordance with 31 *CFR* Part 205.10, the CDE grant allocations must be limited to the actual, immediate cash requirements of the grantee.

7. Upon completion of grant conditions 3 through 6, the initial payment will be processed up to the actual expenditures reported and approved by the CDE.

8. For the Final Expenditure Report, the grantee must report any indirect costs for the grant award period. Total indirect costs must not exceed the negotiated, approved, federally recognized indirect cost rate (ICR) for agency-wide and general management costs according to *CFR* Part 200.331(a)(4). The CDE-approved rates for LEAs are available on the CDE ICR web page at https://www.cde.ca.gov/fg/ac/ic/.

9. The grantee must complete and submit the Final Expenditure Report to MHADA@cde.ca.gov no later than **October 10, 2027,** in order to meet end-of-year federal reporting and payment deadlines. If October 10 falls on a weekend, the Final Expenditure Report will be due on the following Monday. Upon receipt of these documents, up to 100 percent of the grant will be reimbursed.

10. Under the False Claims Act, each recipient awarded funds under the IDEA shall promptly refer to the ED Office of Inspector General (OIG) any credible evidence that a principal, employee, agent, contractor, subcontractor, sub-recipient, or other person has submitted a false claim or has committed a criminal or civil violation of laws pertaining to fraud, conflict of interest, bribery, gratuity, or similar misconduct involving those funds. Information is available on the OIG Hotline Fraud Prevention web page at https://oig.ed.gov/oig-hotline.

11. Under authority of the CDE, if your agency is identified as noncompliant, special conditions may be imposed. The State Superintendent of Public Instruction may authorize the CDE to withhold partial or total funding. Agencies with sanctions will receive notification of special conditions. No payments will be released to agencies with special conditions until the CDE receives written notification from the agency agreeing to the special conditions.

If you have any questions regarding this grant, please contact the MHADA Team at MHADA@cde.ca.gov. Please include the Fiscal Year, Region Group number (RG#, found in the Program Office line of this Grant Award Notification), Grantee Name, and Document name in the subject line of emails sent to the MHADA Team (example: FY-RG# LEA Unified–Grant Award Notification).

If you have questions regarding payment status, please contact the Special Education Division's Fiscal Payments I Unit at SEDgrants@cde.ca.gov. Please include the CDE Grant Number (found at the top of this Grant Award Notification), LEA name, and subject in the subject line (example: FY-PCA-Service Location-Suffix LEA Name–Subject).

cc: Business Fiscal Officer
Special Education Director

Santa Clara County Office of Education
Dr. David M. Toston, Sr.
County Superintendent of Schools

October 6, 2026

Dr. Marnie Hazelton Superintendent
Lupe Ruvalcaba, MEP Coordinator
2930 Gay Avenue
San Jose, CA 95127

Dear Superintendent Dr. Marnie Hazelton and MEP Coordinator or Director Lupe Ruvalcaba:

Subject: Migrant Education Program 2026-27 Approval Letter

Thank you for the submission of the Migrant Education Program (MEP) Application as authorized under Title I, Part C, of the Elementary and Secondary Education Act of 1965, as amended by Every Student Succeeds Act of 2015, and California Education Code (EC) sections 54440–54445.

Based on the documents submitted, the California Department of Education (CDE) The Santa Clara County Office of Education, Migrant Education Program is pleased to inform you that your 2026-27 grant application has been approved.

Summer Programs
Per Education Code (EC) Section 54444.3, MEP summer programs are subject to specific time requirements. The SCCOE will review your summer programs and will notify you if you met or did not meet this requirement.

Service Agreements and Compliance
Per EC Section 54444.1(d) a service agreement is a legally binding contract.

Per the 2026-27 Grant Award Notification (GAN) and Legal Assurances, each subgrantee is responsible for complying with all grant terms, budget application requirements, and the policies stated in Title 2, Code of Federal Regulations (2 CFR), Part 200, including deadlines for fiscal documents as outlined in the June 2015 MEP Fiscal Handbook, and the Allowable Cost Guidebook.

In accordance with 2 CFR, Part 200, the SCCOE will issue a Letter of Non-compliance to any operating agency determined to be at risk or in violation of the terms of the grant award and application. The Letter of Non-compliance will serve as notice that the operating agency is at risk of a grant reduction or grant termination if an expeditious remedy is not implemented.

County Board of Education: Maimona Afzal Berta, Victoria Chon, Raeena Lari, Jorge Pacheco Jr, Don Rocha, Jessica Speiser, Tara Sreekrishnan

As a reminder, compliance with grant terms includes, but is not limited to, the following:

- Adhering to the **15 percent administrative limit**. The SCCOE Migrant Education Program may not reimburse districts that exceed the 15 percent limit at the end of the fiscal year.
- Timely and accurate data collection and reporting.
- Compliance with the State Service Delivery Plan strategies and measurable program objectives.
- Participation in all CDE/SCCOE sponsored technical assistance, training, and meetings, in-person or via the Web.
- Adherence to data privacy policies for personally identifiable information.
- Capacity to complete required fiscal forms accurately, contemporaneously, and in a timely manner.

Subgrantees are advised that service codes utilized to enter program service information into the Migrant Student Information Network must be accurate, as they are the basis for funding determinations. Incorrect data entry may lead to immediate grant award modifications.

National Migrant Student Exchange Data Collection

Per 34 *CFR* Section 200.85, California must submit course (and partial course) history data for all eligible secondary school-aged migratory students who move to another district.

As you may know, in late spring the USDE issues grant award estimates that we use to provide preliminary allocations. It is understood that these estimates are subject to change. As such, when the official MEP Grant Award Notice (GAN) arrives at CDE later this summer, we will be notified if there are changes to the grant award. If there are last-minute adjustments by USDE impacting our base allocation, changes will need to be entered into during Budget Revision 2 (BR2). The grant award of **$10,418** has been entered for the 2026-27 school year for your district. The 2026-27 Migrant Education Program (MEP) allocations are preliminary. This award is made contingent upon the

availability of funds. If the Legislature takes an action to reduce or defer the funding upon which this award is based, then this award will be amended accordingly.

If you have any questions regarding this subject, please do not hesitate to contact **Eugene Santillan**, Designee Director of Migrant Education Program, at (408) 453-6924 or by email at esantillan@sccoe.org.

Sincerely,

Santa Clara County Office of Education

INVESTING FOR IMPACT

Eugene Santillan
Designee Director of Migrant Education Program
Educational Services
Santa Clara County Office of Education
1290 Ridder Park Dr
San Jose, CA 95131
408-453-6924
esantillan@sccoe.org

14.4

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 25, 2026

Subject: **Acceptance of Donations**

Support Information: The District has received donations as summarized on the sheet dated October 22, 2026

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees approve acceptance of these donations.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.4
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ACCEPTANCE OF DONATIONS

DONOR NAME	DESCRIPTION OR PURPOSE	ESTIMATED VALUE	RECEIVING SCHOOL OR DEPARTMENT
Souls4Souls	To support McKinney-Vento, Foster Youth, and Migrant Ed families	$6,250.00 250 Pairs of Shoes	Student Support Services
SupplyBank.org	To support McKinney-Vento families	$7,974.25 125 School Supply Kits	Student Support Services

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

October 22, 2026

To: Dr. Marnie Hazelton, Superintendent
Alum Rock School District Board of Trustees

From: Dr. Kiela Jimenez, Director of Student Support Services

Re: Donation

Please accept the donation of 250 pairs of shoes in sizes for grades K-12 from Souls4Souls. This donation of shoes will support Alum Rock Union Elementary School District McKinney-Vento, Foster Youth, and Migrant Ed families. Thank you to Souls4Souls for their generous support.

Sincerely,

Dr. Kiela Jimenez
Director of Student Support Services

Dr. Marnie Hazelton, Superintendent

Board of Trustees: Linda Chavez, President, Andrés Quintero, Vice-President
Minh Pham, Clerk · Corina Herrera-Loera, Member · Minh Nguyen, Member

SOLES4 SOULS

4EVERYKID

School District or Organization Name: Alum Rock Union School District

Website: https://www.arusd.org/

Contact Person: Kiela Jimenez Role: Director of Student Support Services

Phone: 408-928-6935 Email Address: kiela.jimenez@arusd.org

Distribution Location: San Jose, California (City, State)

Name of Shipping Contact: Carlos Hernandez

Phone: 408-928-6970 Email Address: carlos.hernandez@arusd.org

Shipping Address: 2930 Gay Avenue (Street)

San Jose (City) CA (State) 95116 (Zip)

Shipping Instructions: Attention: Ana Gonzalez Student Support Services

Open/Closure Dates: Monday-Friday 7am-3pm, closed Nov 26-27, Dec 24-31, Jan 1,18, Feb 15,19, Mar 31,May 31,June 19

If there is anyone else that needs to be included on shipping emails, please list here:

Name: Ana Gonzalez Email Address: ana.gonzalez@arusd.org

Does your Shipping Address have a loading dock? ☑ Yes ☐ No (Check one)

OFFICE USE ONLY

Rollout Term: Fall 2026 Number of Items Approved: 250 Load Type: K-12

Notes: Socks: Yes

Date Submitted: 9/28/26 @ 3:19 pm Timeline for shipping/processing: 10/8/26

Database Name: Alum Rock Union School District Constituent ID: 1068528

Category Type: School District Activity Code: 999 - General Fund

Shipment Type: Rollout Warehouse: California Region: West

ALUM ROCK
UNION ELEMENTARY SCHOOL DISTRICT

2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

October 22, 2026

To: Dr. Marnie Hazelton, Superintendent
Alum Rock School District Board of Trustees

From: Dr. Kiela Jimenez, Director of Student Support Services

Re: Donation

Please accept the donation of 125 kits from SupplyBank.org. The donation of school supplies and dental kits will support Alum Rock McKinney-Vento families.

Sincerely,

Dr. Kiela Jimenez
Director of Student Support Services

Dr. Marnie Hazelton, Superintendent

Board of Trustees: Linda Chavez, President, Andrés Quintero, Vice-President
Minh Pham, Clerk ·Corina Herrera-Loera, Member· Minh Nguyen, Member

Docusign Envelope ID: 8578206C-14EE-87E3-828C-54CDC0F0549B

Memorandum of Understanding

K to College, d/b/a SupplyBank.org ("SBO," or "we"), is a nonprofit organization whose goal is to ensure all people have the essential supplies they need. SupplyBank.org works through trusted local partnerships to strengthen the social safety net and deliver essential supplies to children and families in need. This Memorandum of Understanding ("MOU") sets out how we'll work with the organization ("Partner" or "you") named below.

Thank you for your partnership and commitment to serving children and families in need.

Contact Information

Partner name and address	Alum Rock School District 2930 Gay Avenue San Jose ca 95127	
Partner contacts	**Administrative Lead** Name: Dr. Kiela Jimenez Title: Director of Student Support Services Email: N/A Telephone: N/A Communication Preference: N/A	**Logistics Lead** Name: Ana Gonzalez Title: School Linked Services Supervisor Email: ana.gonzalez@arusd.org Telephone: 4089286963 Communication Preference: Email
SupplyBank.org Contacts	**Contact Person 1** Name: Hannah Emory Title: Jr. Program Manager Email: hannah@supplybank.org Telephone: 510-569-5862 x. 104 Communication Preference: Email or Phone **Contact Person 2** Name: Crystal Sand Title: Director of Programs Email: crystal@supplybank.org Telephone: 510-569-5862 x. 121 Communication Preference: Email or phone	

Term, Products, and Recipients

Term	[*08/09/2026*] to [*06/30/2029*]
Product	School supplies and dental kits
Eligible Recipients	Eligibility requirements for recipients of Product ("Eligible Recipients") are set out in Exhibit A.

SupplyBank.org Responsibilities

Product Supply	SupplyBank.org will provide Products to Partner as set out in Exhibit A. SupplyBank.org will provide the Products at no cost to Partner.
Shipment	SupplyBank.org will arrange and pay for shipment of Products and coordinate delivery with Partner.
Changes in Eligible Recipients	If changes in funding or other external requirements result in a change in recipient eligibility or other requirements, SupplyBank.org will notify Partner as promptly as possible.

Partner Responsibilities

Delivery	Partner will examine incoming shipments and promptly inform SupplyBank.org of any material shortages or damage to Products.

Storage	Partner will properly store all Products.
Outreach	Partner will use appropriate outreach methods to inform Eligible Recipients about Product availability and the times and locations for distribution.
Distribution	Partner will: ▪ confirm that individuals are Eligible Recipients before providing Products to them ▪ provide Products and engage with Eligible Recipients in accordance with the requirements set out in Exhibits A and B
Data Collection and Recordkeeping	If and as set out in Exhibit A, Partner will collect and provide data to SupplyBank.org, and/or will keep records relating to Product distribution or other matters.
Confirmation	Partner will provide to SupplyBank.org, at the time and in a template provided by SupplyBank.org, a written confirmation of distribution activities. Partner in such confirmation will describe the process by which it distributed Products, certify that those who received Products were Eligible Recipients, and identify the date and location of each distribution.

This MOU consists of this form and Exhibits A and B. By signing below, SupplyBank.org and Partner each confirm that it understands and agrees to the terms of this MOU.

K to College, d/b/a SupplyBank.org

Signed by:
A6A9891CAE00460...
Signature

Crystal Sand
Print Name

Director of Programs
Title

9/23/2026
Date

Alum Rock Union School District

Signed by:
Kiela Jimenez
B997DD5248F845E...
Signature

Dr. Kiela Jimenez
Print Name

Director of Student Support Services
Dr. Kiela Jimenez,Director of Student Support Services

9/23/2026
Date

Exhibit A | Eligible Recipients, Recordkeeping, and Other Requirements

SupplyBank.org funding sources may limit the clients or people eligible to receive Products and provide for certain recordkeeping and data collection requirements. Such limitations and related requirements are set out below.

Product Supply	These items are all part of the KtoCollege (K2C) program and are Subject to Product availability. SupplyBank.org expects to ship school supplies and other basic material needs on an annual or semiannual basis.
Eligible Recipients	Students verified as homeless as defined by the United States McKinney-Vento Homeless Assistance Act. Partner will provide notification and instruction to all appropriate staff that work with homeless students that these materials are available and how to access them.
Check-In Process	Partner will carry out a check-in process to confirm, before giving Products to an individual, that the individual is an Eligible Recipient.
Distribution	Partner will facilitate a check-in process during each distribution, verifying each student is eligible as defined above before they receive K2C materials.
Recordkeeping	Partner will maintain an internal, detailed district-wide roster that includes every child/family that receives K2C materials for auditing and/or any other purposes. This may be done by maintaining ownership of the lists of those receiving K2C materials at each USD school and/or community distribution venue. This list will include: ☐ Name of child/family ☐ McKinney Vento Status ☐ Date and description of services provided Partner acknowledges that government funding agencies may carry out audits of Partner distribution and recordkeeping activities. SupplyBank.org does NOT collect any student information as a matter of policy.
Data collection	Partner will confirm in writing the process by which K2C materials were distributed to eligible and targeted students as outlined in the verification letter template provided by SupplyBank.org (Attachment A), certifying those served were eligible and identifying the date and location of each distribution Partner will not provide to SupplyBank.org any personally-identifiable information relating to recipients of products. Approved government auditors may do so for certain types of funds (TANF, Title IV-E, etc.), but SBO never receives it.
Recommendations from partner agency (SBO use Only)	

Exhibit B | Additional Agreements

1. Recipient Interactions

Partner will:

- treat Eligible Recipients with dignity and in a respectful and professional manner
- not deny access to Products on the basis of race, color, citizenship, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity or expression, or any other protected class under California law
- not require any Eligible Recipient to pay for Products
- not require any Eligible Recipient to participate in religious activities in order to receive Products
- not sell, barter, or exchange Products for money, products, or services
- not transfer Products to another organization without first obtaining SBO's written approval
- not distribute Products to volunteers who are not Eligible Recipients or, if a volunteer is an Eligible Recipient, provide Products only in the same manner as to any other Eligible Recipient

2. Cooperation and Communication

2.1 Communication
SBO and Partner will cooperate with each other, including promptly responding to email, text, and other communications from one another, and working in good faith to identify and resolve problems.

2.2 Product Recalls
Each party will promptly notify the other if it becomes aware of any Product recalls. SBO and Partner will cooperate in developing and carrying out an appropriate response plan.

2.3 Product Concerns
Partner will promptly notify SBO if Partner learns of any safety or other claims or concerns arising from Eligible Recipient use of Products.

2.4 Adverse Developments
Partner will promptly notify SBO in writing of any events or developments which have or could have a serious adverse impact on Partner's ability to distribute Products and otherwise carry out its responsibilities under this MOU.

2.5 Site Visits
SBO may, during normal business hours and with advance notice to Partner, visit storage and distribution sites and other facilities used by Partner in storing and distributing Products.

2.6 Data Use
SBO may use data it collects from Partner to evaluate its programs and meet external funding and reporting requirements. SBO will not disclose Partner information in a way that identifies Partner without first obtaining Partner's approval.

2.7 Packaging
Product packaging may include SBO and funder logos or other identifying marks and information about package content. Partner will not obscure, remove, or alter any such marks, content, or packaging.

3. External Communication

3.1 Generally
Partner and SBO may identify the other as partner or collaborator, and use the other's name and logo, in internal and external communications, including, without limitation, website, social media, and print fundraising or other communications. Partner and SBO will stop use of the other's name and trademark upon request by the other party.

3.2 Materials Supplied by Partner Partner at SBO's reasonable request will provide SBO with photographs, video segments, and other materials relating to Product storage and distribution. Partner confirms that it will obtain necessary consents for use of such materials by SBO.

3.3 Photos and Videos Made by SBO
SBO, with advance notice to Partner, may film, photograph, or otherwise record distribution activities at Partner's site or sites. SBO will be responsible for obtaining needed consents in such cases.

3.4 Use of Photos and Videos
SBO may use photos and other materials provided by Partner or produced by SBO for archival, program evaluation, training, fundraising, promotional, and other activities.

4. Relationship

4.1 Partner Tax-Exempt Status Partner represents that it is a school, government agency, or charitable or religious organization that is tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

4.2 Charitable Organization Partner understands that SBO is a charitable organization, not a business, and that it receives

funding from and works closely with government agencies, philanthropy organizations, and donors.

4.3 No Compensation
Neither SBO nor Partner will pay fees or other compensation to the other in connection with Product supply, distribution, or any other activities under this Agreement.

4.4 Responsibility for Own Actions SBO and Partner will each have sole responsibility for its own activities under this MOU, including supervising employees and paying expenses[and obtaining its own liability and other insurance].

4.5 Independent Entities
Nothing contemplated by this MOU creates a partnership, franchise, joint venture, or similar relationship for any purpose. Neither SBO nor Partner has the power or authority to bind or obligate the other to a third party or commitment in any manner. Any use of the term "partner" or comparable term in any communication is solely for convenience.

5. Liability

5.1 Indemnification
Partner will be responsible for and will indemnify, defend, and hold harmless SBO and its directors, officers, employees, and volunteers (together, "SBO parties") against any and all claims arising from Partner's performance under or breach of this MOU.] [For clarity, SBO's liability and other insurance does not cover Partner.

5.2 Liability Release
[Partner waives and releases each SBO party from any and all claims arising from receipt, storage, distribution, and use of Products[, including, without limitation, claims by any person in respect of death, illness, or injury to people or property. Partner will not sue SBO on the basis of these waived and released claims]]. Nothing in this MOU limits the availability to SBO of any statutory or other legal immunities from liability.

5.3 Force Majeure
Neither Partner nor SBO will be liable to the other for any failure or delay in performance due to any natural disaster, government action, health threat, civil unrest, or other similar event beyond the party's reasonable control. Should such an event occur, the affected party will give prompt notice to the other party, and the parties will stay in close communication. If the affected party remains unable to perform for a period exceeding 60 days after the event, either party may terminate this MOU under Section 6.

5.4 Supply Change Disruptions Partner understands that supply chains are subject to disruption and that Supply Bank:

- may not be able to meet projected quantities or delivery dates
- may allocate Products to Partner and/or other partners as it determines in light of prevailing conditions
- may adjust quantities based on the cost of Products

For clarity, SBO will not be liable to Partner in the event of any such developments. **6. Termination**

6.1 Voluntary Withdrawal by Partner Partner may at any time voluntarily withdraw from participation and terminate this MOU. Such a termination will be effective upon delivery by Partner to SBO of a written notice to that effect.

6.2 Termination by SBOSBO may terminate this MOU upon: (a) loss of funding or access to Products; (b) improper use or distribution by Partner of Products, inadequate recordkeeping, or other violation by Partner of its responsibilities under this Agreement; (c) Partner loss of its tax-exempt status; [(d) Partner engagement in any conduct that reflects or may reflect adversely on SBO;] or (e) inability of a party to perform as contemplated by Section 5.3. The termination will be effective upon delivery by SBO to Partner of a written notice to that effect.

6.3 Effect of Termination If this MOU terminates, SBO and Partner will cooperate in transition activities, use reasonable efforts to minimize disruption to Eligible Recipients, and properly distribute any Products in storage at Partner facilities. Sections 4 - 7 will remain effective after the expiration or termination of this MOU.

7. General Provisions

This MOU represents the final and exclusive agreement between Partner and SBO relating to its subject matter. This MOU may be changed only as described in a writing signed by the parties. If any provision of this MOU is held unenforceable, the other provisions will remain enforceable, and the unenforceable provision will be considered modified so that it is enforceable to the maximum extent permitted by law.

14.5

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 25, 2026

Subject: **Approval of Fundraising Activities**

Support Information: The District has received fundraising requests as summarized on the attached sheet dated October 22, 2026

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees approve acceptance of these fundraising event requests.

Recommend Approval

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Services

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.5
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

APPROVAL OF FUNDRAISING ACTIVITY

SCHOOL	FUNDRAISING ACTIVITY	ACTIVITY SPONSOR	DATE
Hubbard Media Arts Academy	Contributions for ASB	ASB	02/01 – 05/31/27
Hubbard Media Arts Academy	School Walk-a-thon	ASB	05/30/2027
Hubbard Media Arts Academy	Yearbooks	ASB	05/26 – 06/0427
Hubbard Media Arts Academy	Valentine Grams	ASB	02/08 – 02/12/27
Lyndale Elementary	After School Sales	ASB	10/29/26 – 05/27/27
Ocala Middle School	Candy Sales	ASB Music DHO, VAPA, & ASB MUSIC	10/23 – 11/06/26
Ocala Middle School	Chuck & Cheese Night	ASB Music DHO	10/23/26
Sheppard Middle School	Water Sales	After School Sports	10/23/26 – 06/01/27
Sheppard Middle School	Event Concessions	ASB	10/23/26 – 06/30/27
Sheppard Middle School	Spring Dance	ASB	04/29/27
Sheppard Middle School	Winter Dance	ASB	12/10/26
Sheppard Middle School	Screamfest	ASB	10/29/26
Sheppard Middle School	Boo Grams	ASB	10/26 – 10/30/26
Sheppard Middle School	Winter Grams	ASB	12/14 – 12/18/26
Sheppard Middle School	Cupid Grams	ASB	02/08 – 02/12/27
Sheppard Middle School	Scholastic Book Fair	ASB	03/01 – 03/05/27
Sheppard Middle School	Yearbook	ASB	10/01/26 – 05/31/27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Approval:
Contributions to the ASB Account

School Site: Hubbard Media Arts Academy Date: 9/24/2026

Purpose for Contributions: Parent contributions for the 5th grade Science Camp scheduled from May 25th - 28th, 2026

Proposed Date(s) of Event: February - May 2027

Contact Person: Dalyibe Robles

Student Body Account Number: 919705571

Status of Event (please check one): ☐ New Event ☑ Held Previously (Years): 2025-2026

What procedures will be used to account for contributions received?
Parents will bring theirs contributions to the office, we will be provide a receipt to parents.

Other Background Information (such as other schools or clubs that have held similar events):

ASB Advisor [signature] Date: 9/28/26
Signature

Student Council Approval Date 9/24/2026

Student Council Representative _____ Date: _____
School Admin (Elementary)
Signature

Principal Approval [signature] Date: 9/28/26.
Signature

Reviewed by Business Services: Maria Dench Date: 10/6/2026

Board Approval Date: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Hubbard Date: 9/21/2026

Description of Event: Type School Walk-a-ton Vendor _____

Purpose for Event: Engage families with school activities - raise school funds

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: N/A

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 5/30/2027 Time of Event: 8am - 12 pm

Contact Person: Dr Sandra Sarmiento

Location of Proposed Activity: Hubbard Elementary School

Status of Event (please check one): ☐ New Event ☑ Held previously (years): _____

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: J. Kutanek 9/21/26
Signature Date

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ _____
Signature Date

Principal Approval: _____ 9/22/26
Signature Date

Reviewed by Business Services: Maria Nevi Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Hubbard Date: 9/21/2026

Description of Event: Type Year books Vendor Entorauge Imaging

Purpose for Event: Provide with the yearbook to students.

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: N/A

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 5/26/27-6/4/27 Time of Event: 2:30-4:30pm

Contact Person: Dr Sandra Sarmiento

Location of Proposed Activity: Office

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2

Use of Facilities thru Facilitron <u>is required</u> for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☐ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☐ No ☐

ASB Advisor: J. Katonica (Signature) 9/21/2026 (Date)

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) _____ (Date)

Principal Approval: _____ (Signature) 9/22/26 (Date)

Reviewed by Business Services: Maria Nevarez Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Hubbard Media Arts Academy Date: 9/21/2026

Description of Event: Type Valentine Grams Vendor Amazon- Dollar Tree

Purpose for Event: Building community profit to be used for field trips, school activities (ex, rally) Student incentives (logo shirts, pencils, etc)

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: N/A

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 2/8/2027 - 2/12/2027 Time of Event: School hours

Contact Person: Sarah Kretovics - Counselor

Location of Proposed Activity: Hubbard Elementary School

Status of Event (please check one): ☐ New Event ☑ Held previously (years): _____

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: J. Kretovics Signature 9/21/26 Date

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ Signature _____ Date

Principal Approval: _____ Signature 9/22/26 Date

Reviewed by Business Services: Maria Nieves Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Lyndale ES Date: 9/16/26

Description of Event: Type After School Sales Vendor N/A

Purpose for Event: To raise funds for 5th graders science camp.

If selling food what are the items: Snacks Brand and package size: Various

Chips, boxed juice, water bottles, nachos, etc

Explain how food is handled/stored prior to or day of event:

Food will be handled by parents who will be wearing gloves and/or using serving utensils

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 10/29/26-5/27/27 Time of Event: 2:16 to 3:16 Thursdays after school

Contact Person: Jackie Montejano

Location of Proposed Activity: On Campus (early dismissal is 1:16 PM)

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 25/26

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☐ No ☑

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☐ No ☑

ASB Advisor: _____ _____
Signature Date

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ _____
Signature Date

Principal Approval: _____ 9/16/26
Signature Date

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Music DHO/Ocala Date: Sept 17, 2026

Description of Event: Type Candy Sales Vendor NorCal Fundraising

Purpose for Event: To raise money for choir/piano events and attire

If selling food what are the items: Chocolate Brand and package size: World's Finest Chocolate

Explain how food is handled/stored prior to or day of event: Stored in cabinets or closet away from students

Event Sponsor (please check one) ASB: (Music DHO) Booster Club (PTA, PTO (Other): VAPA : ASB Music

Proposed Date(s) of Event: Oct 23-Nov 6 Time of Event: ongoing sales

Contact Person: Veronica Talton

Location of Proposed Activity: off campus

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2025 Fall

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☒

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☒ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☐ No ☒

ASB Advisor: _____ (Signature) 9-24-26 (Date)

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) _____ (Date)

Principal Approval: _____ (Signature) 9/29/26 (Date)

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: 1 **(From Financial Plan)**

School Name: Music DHO/Ocala Date: 9-2-26

Description of Event: Type Chuck E Cheese Night Vendor _____

Purpose for Event: Raise funds for band program

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: X Music DHO Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 10-23-26 Time of Event: 3:00 - 9:30 PM

Contact Person: Louie Flores Jr

Location of Proposed Activity: Chuck E. Cheese

Status of Event (please check one): ☐ New Event ☒ Held previously (years): 2025

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed?	Yes ☐	No ☒	N/A ☐
Has Revenue Potential form been prepared? (For ASB Only - Form must be included)	Yes ☒	No ☐	
Other Background information (Is proposed fundraising event on current ASB budget?)	Yes ☐	No ☒	

ASB Advisor: _____ Signature _____ Date

Student Council Approval Date: _____ (Middle Schools must attach minutes)

Student Council Representative: _____ Signature _____ Date

Principal Approval: _____ Signature 9-9-26 Date

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/2026

Description of Event: Type Water sales for afterschool sports Vendor various

Purpose for Event: raise funds for after school sports

If selling food what are the items: bottled water Brand and package size: 16.9 ounce

Explain how food is handled/stored prior to or day of event: Will be stored in PE storage area

Event Sponsor (please check one) ASB: _____ Booster Club (PTA, PTO, Other): after school sports

Proposed Date(s) of Event: 10/23/2026-6/1/2027 Time of Event: after school

Contact Person: Matt Johnstone

Location of Proposed Activity: field

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2025/26

Use of Facilities thru Facilitron <u>is required</u> for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ Signature _____ Date

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ Signature 9/15/26 Date

Principal Approval: _____ Signature 9/14/26 Date

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Event Concessions Vendor various

Purpose for Event: Fundraiser for events

If selling food what are the items: Soda, chips, candy, h20 Brand and package size: various, individually wrapped

Explain how food is handled/stored prior to or day of event: it will be stored in the office until the day of the event

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 10/23/2026-6/30/2027 Time of Event: at least one hour after school

Contact Person: Brieana White

Location of Proposed Activity: -Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2025/26

Use of Facilities thru Facilitron <u>is required</u> for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed?	Yes ☐	No ☐	N/A ☑
Has Revenue Potential form been prepared? (For ASB Only - Form must be included)	Yes ☑	No ☐	
Other Background information (Is proposed fundraising event on current ASB budget?)	Yes ☑	No ☐	

ASB Advisor: _____ (Signature) 9/14/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: _____ (Signature) 9/14/26 (Date)

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Spring Dance Vendor _____

Purpose for Event: building school spirit and community

If selling food what are the items: Soda, chips, candy, h20 Brand and package size: various, individually wrapped

Explain how food is handled/stored prior to or day of event: it will be stored in the office until the day of the event

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 4/29/27 Time of Event: 2:45-4:15 pm

Contact Person: Brieana White

Location of Proposed Activity: Cafeteria -Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2023-26

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☑ N/A ☐

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/14/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: Dayle Kleinhans (Signature) 9/16/26 (Date)

Reviewed by Business Services: Maria Dew Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Winter Dance Vendor _____

Purpose for Event: building school spirit and community

If selling food what are the items: Soda, chips, candy, h2o Brand and package size: various, individually wrapped

Explain how food is handled/stored prior to or day of event: it will be stored in the office until the day of the event

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 12/10/26 Time of Event: 2:45-4:15 pm

Contact Person: Brieana White

Location of Proposed Activity: Cafeteria -Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2023-26

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☑ N/A ☐

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/14/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: _____ (Signature) 9/14/26 (Date)

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director

  CNS _____ Date: 10/6/26

  Approved ✓ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Screamfest Vendor various

Purpose for Event: to build community and raise funds for activities

If selling food what are the items: _____ Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 10/29/2026 Time of Event: _____

Contact Person: Jessica Hernandez

Location of Proposed Activity: Sheppard

Status of Event (please check one): ☐ New Event ☐ Held previously (years): 2022 and 2023

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☑ No ☐ N/A ☐

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/14/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: _____ (Signature) 9/14/26 (Date)

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15./26

Description of Event: Type Boo Grams

Purpose for Event: Fundraising for school Activities

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: x Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 10/26-30/26 Time of Event: lunch

Contact Person: Brieana White

Location of Proposed Activity: Shepppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 24/, 25

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed?	Yes	☐	No	☐	N/A ☑
Has Revenue Potential form been prepared? (For ASB Only - Form must be included)	Yes	☑	No	☐	
Other Background information (Is proposed fundraising event on current ASB budget?)	Yes	☑	No	☐	

ASB Advisor: _____ (Signature) 9/15/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) _____ (Date)

Principal Approval: Douglas Kleinhuz (Signature) 9/14/26 (Date)

Reviewed by Business Services: Maria Dewar Date: 10/6/2025

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/2026

Description of Event: Type Winter Grams Vendor various

Purpose for Event: raise money for school sctivites

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: x Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 12/14-18/26 Time of Event: lunch

Contact Person: Brieana White

Location of Proposed Activity: Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2024-25

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on ~~current ASB budget~~?) Yes ☑ No ☐

ASB Advisor: _____ Signature 9/15/26 Date

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ Signature 9/15/26 Date

Principal Approval: _____ Signature 9/14/26 Date

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Cupid Grams Vendor Various

Purpose for Event: to raise funds for school activites

If selling food what are the items: N/A Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: x Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: 2/ 8-12.27 Time of Event: lunch

Contact Person: Brieana White

Location of Proposed Activity: Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 25 and 26

Use of Facilities thru Facilitron <u>is required</u> for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/15/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: _____ (Signature) 9/14/26 (Date)

Reviewed by Business Services: _____ Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Scholastic Book Fair Vendor various

Purpose for Event: raise funds to purchase books

If selling food what are the items: _____ Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: March 1-5 Time of Event: _____

Contact Person: Sarah Jacobs

Location of Proposed Activity: B1

Status of Event (please check one): ☐ New Event ☑ Held previously (years): since 2022

Use of Facilities thru Facilitron is required for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/15/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: Dayla Klak (Signature) 9/14/26 (Date)

Reviewed by Business Services: Maria Dewol Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

FUNDRAISING EVENT APPROVAL FORM

Fundraiser #: _____ **(From Financial Plan)**

School Name: Sheppard Date: 9/15/26

Description of Event: Type Yearbook Vendor Jostens

Purpose for Event: sale of year books

If selling food what are the items: _____ Brand and package size: _____

Explain how food is handled/stored prior to or day of event: _____

Event Sponsor (please check one) ASB: X Booster Club (PTA, PTO, Other): _____

Proposed Date(s) of Event: October 2026-May 2027 Time of Event: lunch

Contact Person: Karla Perez Garcia

Location of Proposed Activity: Sheppard

Status of Event (please check one): ☐ New Event ☑ Held previously (years): 2000-2026

Use of Facilities thru Facilitron <u>is required</u> for all events outside the normal school hours.

Is the Use of Facilities Reservation thru Facilitron completed? Yes ☐ No ☐ N/A ☑

Has Revenue Potential form been prepared? (For ASB Only - Form must be included) Yes ☑ No ☐

Other Background information (Is proposed fundraising event on current ASB budget?) Yes ☑ No ☐

ASB Advisor: _____ (Signature) 9/15/26 (Date)

Student Council Approval Date: 9/15/26 (Middle Schools must attach minutes)

Student Council Representative: _____ (Signature) 9/15/26 (Date)

Principal Approval: Douglas Klein (Signature) 9/14/26 (Date)

Reviewed by Business Services: Maria Dueñas Date: 10/6/2026

- FUNDRAISING EVENTS INVOLVING FOOD SALES MUST BE REVIEWED BY CNS Director,

  CNS _____ Date: _____

  Approved _____ Denied _____

- FUNDRAISING EVENTS INVOLVING USE OF FACILITIES MUST BE REVIEWED BY MOT

  Director, MOT: _____ Date: _____

  Operations Mgr.: _____ Date: _____

  Approved _____ Denied _____

14.6

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 25, 2026

Subject: **Approve Bond Contracts/Extensions**

Support Information: **The District has received a summarized list of bond contracts/extensions dated October 22, 2026**

Fiscal Impact: Yes

Budget Source: Bonds

Recommended Action: Staff recommends that the Board of Trustees approve the Bond Contracts/Extensions.

Recommend Approval

Submitted by: Maria Martinez Title: Bonds Director

Approved by: Eric Wasinger Title: Senior Executive of Bonds, M.O.T.

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.6
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

BOND CONTRACTS/EXTENSIONS

CONTRACTOR NAME	DATE OF SERVICE	COST	PURPOSE
Blancas Construction.	10/09/2026-06/30/2027	$31,507.00	Approve the Proposal from Blancas Construction, Inc. for the Administration Office Building Improvements at McCollam Elementary.

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 23, 2026

Subject: **Ratification of approval of the Proposal from Blancas Construction, Inc. for the Administration Office Building Improvements at McCollam Elementary**

Support Information: Approval is requested for the proposal submitted by Blancas Construction, Inc. in the amount of $31,507 for the redesign of the administration building at McCollam Elementary. The proposal includes all labor and materials required to complete the installation of a new exterior main door and the construction of a concrete walkway.

The District solicited proposals for this project and received the following two (2) responses:

Contractor Name:	Proposal Amount:
Blancas Construction, Inc.	$31,507
ZRA Builders & Co.	$37,000

Fiscal Impact: Yes

Budget Source: Bonds

Recommended Action: Staff recommends that the Board of Trustees approve the proposal and contract with Blancas Construction, Inc. in the amount of $31,507 for the redesign of the administration building at McCollam Elementary.

Recommend Approval

Submitted by: Eric Wasinger Title: Senior Executive of Bonds, Maintenance, Operations, and Transportation

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026

Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

BLANCAS CONSTRUCTION, INC
BUILT ON INTEGRITY
LIC# 815807

Proposal

August 5, 2026

Alum Rock Union Elementary School District
ATTN: Erick Wasinger
2930 Gay Ave
San Jose, Ca. 95127

3311 Lucian Ave.
San Jose, CA 95127

RE: Exterior Main Entrance door and Concrete Walkway at McCollam Elementary School

Blancas Construction, Inc., is pleased to provide a proposal for the installation of the Main Entrance Door and Concrete walkway at McCollam Elementary School
all labor and materials are included for the following scope of work:

- Lay out new door
- Encapsulate work are from construction debris
- Demo exterior window and wall
- Demo existing masonry to accommodate new 30-70 door
- Demo saw cut and demo existing perimeter footing at new entrance door
- grind and install Cementous material as necessary under threshold to install threshold
- Frame in new rough opening for 30-70 door
- Provide new exterior door
- Install new exterior door with hardware, door closure and threshold
- Infill above header at exterior wall with plywood
- Infill above header interior wall with Sheet rock
- Tape and texture sheet rock
- Trim out exterior door
- Pain exterior trim
- Paint exterior door
- Paint interior door
- Clean up

Concrete walkway

- Remove existing vegetation approximately 6ft x 12 ft
- Excavate 6'x 12' x8" of dirt for new walkway
- Haul-off approximately 2 tons of dirt
- Set forms for new concrete walkway
- Install dowels at entrance and existing walkway
- Provide and install 6" x 6" wire mesh for concrete walkway
- Pour concrete
- Remove forms
- Infill dirt as needed at new walkway
- Clean up
- Haul-off Construction demo debris

$31,507.00

(Thirty-one Thousand Five Hundred Seven dollars)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831)-320-4101.

Respectfully submitted,

Blancas Construction, Inc
CA Lic# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)

ACCEPTANCE OF PROPOSAL:

Signature: _____

Date: _____

Proposal

Prepared for:

Alum Rock Union Elementary School District
Eric Wasinger
2930 Gay Ave
San Jose, CA. 95127

Prepared By:

Z.R.A. Builders & Co.
Frank Nunez
P.O. Box 9533
Salinas, CA. 93915

Z.R.A. Builders and Co. is delighted to provide all labor, materials, equipment, and supervision necessary to complete the following at
Location: McCollan Elementary School
Project: Exterior Main Entrance Door Concrete Pad

Scope of work

Exterior Door Installation – Scope of Work

Preparation
- Lay out location for new exterior door
- Encapsulate work area to contain construction debris

Demolition
- Demo existing exterior window and wall
- Demo existing masonry to accommodate new 30/70 door
- Saw-cut and demo existing perimeter footing at new entrance

Structural & Rough Carpentry
- Grind and install cementitious material under threshold as needed
- Frame new rough opening for 30/70 door

Door Installation
- Provide new exterior door
- Install exterior door with hardware, door closer, and threshold

Wall & Finish Work
- Infill above header at exterior wall with plywood
- Infill above header at interior wall with sheetrock
- Tape and texture sheetrock
- Trim exterior door
- Paint exterior trim
- Paint exterior door
- Paint interior side of door

Completion
- Clean up work area

Concrete Walkway – Scope of Work

Site Preparation
- Remove existing vegetation (approx. 6 ft x 12 ft)
- Excavate 6 ft x 12 ft x 8 in for new walkway
- Haul off approximately 2 tons of dirt

Forming & Reinforcement
- Set forms for new concrete walkway
- Install dowels at entrance and existing walkway
- Provide and install 6" x 6" wire mesh for walkway reinforcement

Concrete Placement
- Pour concrete
- Remove forms after curing

Backfill & Completion
- Infill dirt as needed along new walkway
- Clean up work area
- Haul off construction and demo debris

Total amount of: 37,000.00 (Thirty-seven Thousand dollars)

Approved by: _____ Date of approval: _____

We appreciate the opportunity to allow Z.R.A. Builders & Co for your project needs. If you have any questions, please contact Frank Nunez at 831-998-3146

Submitted by:
Frank Nunez
Z.R.A. Builders & Co.
Project Manager

14.7

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Approve/Ratify Notices of Employment and Changes of Status/October 22, 2026**

Support Information: This item includes recommendations such as new hires, leaves of absence, or other changes in employee status.

Fiscal Impact: No

Budget Source: None

Recommended Action: Staff recommends that the Board of Trustees approve the hiring of any new employee, and any change of status for existing employees

Recommend Approval

SM

Submitted by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

Approved by: Stephanie Monroe Title: Interim Assistant Superintendent, Human Resources

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.7

Agenda Placement

Marnie Hazelton, Ed.D

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT-
HUMAN RESOURCES DEPARTMENT
MEETING OF THE BOARD OF TRUSTEES
October 22, 2026

CERTIFICATED OFFER OF EMPLOYMENT:

I. New Hire:

1.	Le, Thao	SDC/Painter Elemetnary	10/12/2026

II. Subtitute Teachers:

1.	Leyva, Samantha	09/01/2026
2.	Piehler, Lisa	09/01/2026
3.	Reyes, Arturo	09/01/2026
4.	Santiago, Maria Rosario	09/01/2026
5.	Stanovcak, Jenna	09/01/2026

III. Substitute Residential Teacher Contracts:

1.	Cerna Anaya, Estefani	10/24/2026-11/20/2026
2.	Chavez, Israel	10/24/2026-11/20/2026
3.	Faines, Anna Lynn	10/24/2026-11/20/2026
4.	Fenstermaker, Andrew	10/24/2026-11/20/2026
5.	Hernandez, Karina	10/24/2026-11/20/2026
6.	Lira , Rosalba	10/24/2026-11/20/2026
7.	Lopez Garcia, Maria	10/24/2026-11/20/2026
8.	Morquecho, Leticia	10/24/2026-11/20/2026
9.	Perez, Irving	10/24/2026-11/20/2026
10.	Saavedra , Noé	10/24/2026-11/20/2026

IV. Contract:

1.	Panelli Cindy	Induction Mentor/Academic Services Dept.	01/04/2027-06/30/202

CERTIFICATED CHANGES OF STATUS:

V. 39- Month Reemployment List:

1.	Ghose, Birgitte	SLP/Special Education Dept.	11/10/2026

CLASSIFIED PERSONNEL – OCTOBER 22, 2026

CLASSIFIED OFFERS OF EMPLOYMENT:

I. New Employee:

1.	Ancheta, Nathan	Campus Paraeducator/Ocala	10/07/2026
2.	Gonzalez-Quiroz, Ana	Campus Paraeducator/Adelante	09/25/2026
3.	Lopez, Amanda	Campus Paraeducator/Adelante	09/24/2026
4.	Sanchez, Karen Y	Health Assistant/Sheppard	10/12/2026

II. Rehire:

1.	Bracamontes, Karina	Campus Paraeducator/Adelante	09/14/2026

III. Change of Status:

1.	Bracamontes, Karina	Campus Paraeducator & Bus Monitor / Adelante & Transportation	09/24/2026
2.	Dela Cruz, Ricardo	Campus Paraeducator/Ryan	09/24/2026
3.	Guerrero, Tanya	Executive Assistant-CSEA (Non-Confidential/ Instructional Services	10/01/2026
4.	Maldonado Arriaga, Diana	School Administrative Assistant/Ryan	09/21/2026

IV. Retirement:

1.	Nguyen, Nam V	Bus Driver/Transportation	11/02/2026

V. Substitute Personnel:

1.	Cardenas, Misael	Substitute Maintenance Worker	09/18/2026
2.	Diaz, Hilda	Substitute Child Nutrition Assistant	09/22/2026
3.	Morales Aragon, Pervins	Substitute Child Nutrition Assistant	09/22/2026
4.	Ruvalcaba, Vidal	Substitute Custodian	09/18/2026

VI. Contracted Employee – Short Term:

1.	Figaro, David	Sport Services/Renaissance Academy II	11/03/2026-12/18/2026

14.8

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Contracts for Professional Services – Firms/Organizations**

Support Information: The following contracts for professional services are being presented to the Board of Trustees for review and approval.

Fiscal Impact: Yes

Budget Source: General and Restricted

Recommended Action: Staff recommends that the Board of Trustees approves the following contracts for professional services on the attached sheet(s). Contract details are on file in the Purchasing Office.

Recommend Approval

Submitted by: Angelica Aguilera Title: Interim Procurement Manager

Approved by: Teresa DeCelles TD Title: Assistant Superintendent of Business Services

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.8

Agenda Placement

Marnie Hazelton, Ed.D.

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

SCHOOL/ DEPARTMENT	DATE OF SERVICE	CONSULTANT NAME	COST	PURPOSE
Adelante Academy Victor Guendulain	09/18/2026- 06/05/2027	Michael BUGGSY Malone	$2,500.00	Michael BUGGSY Malone will develop a logo for Adelante based on the awarded student concept drawing of monarchs. The contractor will work closely with school administration and district personnel to create and finalize a school logo that reflects the school's history, community and traditions. Funding: General
Adelante Academy Maria Belen Taitano	11/01/2026- 06/30/2027	Rick Moore/ Bay Area Sports Official (BASO)	$135.00 per meet	Master Service Contract: Bay Area Sports Officials, (BASO) will provide wrestling officiating for meet at $135.00 per meet district-wide. Funding: General or Restricted
Aptitud Academy Suyen Jimenez	10/27/2026- 06/30/2027	Viva Verde Nature Education	No Cost	Vida Verde Nature Education will provide a free 3-day, 2-night overnight camp experience for 60 Aptitud students. Funding: Not Applicable
Ocala Middle Kelsey White	10/23/2026- 06/04/2027	Entourage Imaging Inc., DBA: Entourage Yearbooks	NTE $8,000.00 per site	Master Service Contract: Entourage Yearbooks will provide yearbook services and yearbook printing to any ARUSD school who wishes to participate. Not to exceed $8,000.00 per site. Funding: General or Restricted

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

Academic Services Dr. Tara Bickford-Williams	10/23/2026- 06/30/2027	Keep Coyote Creek Beautiful	No Cost	KCCB will provide visual and interactive presentations to ARUSD students through their Scout's Adventure to Coyote Creek. Presentations will be 30-45-minutes long per class, with a minimum of 4 and maximum of 6 presentations taking place in a single school day. Presentations based on grade level, ex. region's local creeks including the water cycle, defining a watershed, what wildlife lives in and around the creek, the habitat that the creek and its waters provide, and environmental stewardship. Funding: Not Applicable
Academic Services Yeny Rosales-Aleman	10/23/2026- 06/30/2027	LTI Language Testing International	$15,750.00	Language Testing International will provide a student assessment platform (AAPPL Full Measure), to support identification and qualification for the pathway to biliteracy attainment. Funding: General
Technology Daniel Pena	10/23/2026- 06/30/2027	Sutherland Consulting Group, DBA: EdTechnologyFunds	$9,649.00	EdTechnologyFunds will deliver high-quality, affordable services that will enable our district to prepare students to thrive in the digital economy. These services included assessments and network analysis and inventory, application submission, competitive bidding, review compliances support, and record retention. Funding: General

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

M.O.T. Eric Wasinger	10/09/2026- 06/30/2027	Blancas Construction, Inc.	$23,327.00	Blancas Construction will redesign exterior main door and staff window installation at Aptitud Community Academy. Scope includes demolition and modification of the existing windows and walls, framing and installation of new door, wall repairs and finishes, painting and final site cleanup. Funding: Restricted
M.O.T. Eric Wasinger	07/01/2026- 08/31/2026	Blancas Construction, Inc.	$37,000.00	Blancas Construction will provide an administration office remodel at Adelante Dual Language Academy (Former Fischer MS) Funding: Restricted
M.O.T Eric Wasinger	10/09/2026- 06/30/2027	Blancas Construction, Inc.	$38,614.00	Due to an increase in enrollment resulting from school consolidations, Blancas Construction,Inc. will install a new exterior main entrance doors at Painter/Sheppard and Mathson. The scope includes demolition, framing and installation of new doors, interior and exterior finishes, painting and site cleanup. Funding: Restricted
M.O.T. Eric Wasinger	07/01/2026- 06/30/2027	Blossom Hill Glass & Mirror	$50,000.00	Blossom Hill Glass & Mirror will provide services to remove and replace wood and install glass back into window frames on an as-needed basis, District-wide. Funding: Restricted
M.O.T. Eric Wasinger	09/04/2026- 06/30/2027	California United Mechanical, Inc.	$20,000.00	California United Mechanical will provide preventative maintenance and repair services for the refrigerator and freezer units at the District office. Funding: Restricted

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

M.O.T. Eric Wasinger	06/26/2026- 10/31/2026	Cal West Fence	No Additional Cost	Contract Term Extension: Original Contract CO 268312 was Board approved on June 25, 2026 in the amount of $87,243.00. An extension of the contract term with Cal West Fence due to material delays, the vendor was unable to complete the work in the 2025-2026 fiscal year. Extend Original end date of 06/30/2026 to 10/31/2026 at no additional cost to the district. Funding: Restricted
M.O.T. Eric Wasinger	09/08/2026- 06/30/2027	General Tree Service	$50,000.00	General Tree Service will provide emergency tree trimming and hazardous tree removal services at District facilities on an as-needed basis. Funding: Restricted
M.O.T. Eric Wasinger	09/01/2026- 06/30/2027	McKinley Elevator Corporation	$10,000.00	McKinney Elevator Corporation will provide required inspection of all accessible lifts and ADA lifts as regulated by the State district-wide. Funding: Restricted
M.O.T. Eric Wasinger	07/20/2026- 06/30/2027	Nickell Fire Protection	$9,287.90	Original contract Board approved on August 13, 2026 in the amount of $4,000.00. Additional funding is needed due to fire extinguisher deficiencies found during inspection throughout the school district. Increase contract by $9,287.90 for a total contract amount of $13,287.90. Funding: Restricted
M.O.T. Eric Wasinger	07/01/2026- 06/30/2027	Syserco Inc.	$28,738.00	Syserco will provide technical support and training services for the Energy Management System (EMS) as-needed, district-wide. Funding: Restricted

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

Special Education Anthony Colonna	05/16/2026- Elizabeth Isono 06/30/2027	No Additional Cost	Contract Term Extension: The original contract with Elizabeth Isono was approved by the Board on May 14, 2026, in the amount of $3,900.00. The IEE was unable to be conducted during the 2025–2026 fiscal year. Therefore, an extension of the contract term is requested, extending the original end date of June 30, 2026, to June 30, 2027, at no additional cost to the District. Funding: Restricted
Special Education Anthony Colonna	10/23/2026- Rachael Kleffer, Inc. 06/30/2027	$10,000.00	Rachael Kleffer will provide initial and triennial evaluations for students in the Alum Rock School District. Funding: Restricted

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

Student Support Services Dr. Kiela Jimenez	09/26/2025- 06/30/2027	Asian Americans for Community Involvement of Santa Clara County INC. DBA: AACI	No Cost	POCO Adjustment: The Board approved AACI MY 269350 contract language is being adjusted as follows: Behavioral Health service locations will include McCollam, Ryan, and Painter, which are designated for Behavioral Health support only. A detailed description of Behavioral Health services is included in Attachment B-AACI Behavioral Health Department Description of Services, which is incorporated into this MOU by reference. Duties of Provider: AACI Behavioral Health may also provide on-site or telehealth individual therapy, case management, and group rehabilitation services to eligible students/clients at identified ARUSD campuses, as further described in Attachment B. MOU Term to end on June 30, 2027 from June 30, 2028. Funding: Not Applicable
Student Support Services Dr. Kiela Jimenez	10/23/2026- 06/30/2027	Carnegie Mellon University	No Cost	Contract Term Change: Start date of October 23, 2026. Carnegie Mellon University will partner with Alum Rock Union School District to provide no-cost virtual math tutoring through the PLUS program while supporting research on student learning outcomes, and outlines roles, data-sharing protocols, and confidentiality requirements to ensure student information is protected while using anonymized data to improve instruction and measure program effectiveness through June 2027. Funding: Not Applicable

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

Student Support Services Dr. Kiela Jimenez	10/23/2026- 05/31/2027	Sacred Hearts Community Services	No Cost	Master Service Contract: Sacred Heart Community Service will provide Safe, Secure and Loved: Resilient Families (SSL-RF), a seven-week caregiver education and family support program facilitated by trained promotoras. The program strengthens caregiver-child relationships, promotes healthy early childhood development, and provides practical caregiving strategies and peer support. Sacred Heart Community Service will coordinate with the school district on outreach, referrals, enrollment, scheduling, and connections to community resources. Funding: Not Applicable
Student Support Services Dr. Kiela Jimenez	10/23/2026- 06/30/2027	Seneca Family of Agencies	No Cost	Seneca will provide County-contracted services to Alum Rock Union School District (ARUSD) at no cost. The Seneca program staff will be on ARUSD campuses to provide services for the following programs: Bridging Families Services, Therapeutic Behavioral Services, Wraparound, Differential Response, Outpatient Clinic and work in collaboration with the district to provide services for youth that have been referred to Seneca through the above listed programs. Funding: Not Applicable

PROFESSIONAL CONSULTANT SERVICES – FIRMS/ORGANIZATIONS

Student Support Services Dr. Kiela Jimenez	10/23/2026- 06/30/2027	Springboard Collaborative	$88,217.25	Springboard will provide a comprehensive literacy and math program for Cycle 2 Spring 2027 that includes family workshops, teacher coaching and incentives to achieve data driven literacy growth in students. The contract will support four (4) school sites serving 180 students in PreK-3rd grade for the 2026-2027 school year. Funding: Restricted
Student Support Services Dr. Kiela Jimenez	10/23/2026- 06/30/2027	The Future Talent of Silicon Valley, DBA: First Tee-Silicon Valley	$25,500.00	Master Service Contract: First Tee-Silicon Valley (FTSV) will provide youth development through its Community Partner School Program to 15 schools in Alum Rock Union School District (ARUSD). The Program equips educators/youth leaders to successfully deliver FTSV's curriculum of life skills through golf. It includes: FTSV equipment on loan, training, support, coordination, and a field trip to FTSV. Schools may participate on a first-come, first-served basis through a Community Partner Agreement (CPA) each academic year. Each school must complete a Request for Contracted Services PUR-123. Funding: Restricted

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Adelante Dual Language Academy (School/Dept.) VENDOR NO. _____

Submitted by: Victor A. Guendulain

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Michael BUGGSY Malone

Address: 873 E. Empire Street City: San Jose State: CA Zip: 95112

Phone: (510) 225-8411 Email Address: buggsymalone13@gmail.com

SSN: 252418772 or Fed I.D. #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on September 18, 2026, and will diligently perform as required and complete performance by June 5, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Michael BUGGSY Malone will develop a logo for Adelante based on the awarded student concept drawing of the Monarchs. The contractor will work closely with school administration and district personnel to create and finalize a school logo that reflects the school's history, community, and traditions.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $2,500 (describe rate agreement) Research and development, present various models, Custom wordmark and logo lockups, Copyright transfer, and Certificate of Authenticity.

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	291	2850	2,500	M.L. 8/27/26

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

Scope of Work

Project Scope

This proposal includes the complete design and development of the official Adelante Monarch identity system.

The project includes:

- Research and refinement of the final identity
- Presentation of three refined identity concepts developed from the established Adelante Monarch identity
- Exploration and presentation of custom wordmark concepts for the Adelante Monarch identity
- Collaborative review with school administration
- Refinement of the selected concept
- Preparation of production-ready artwork
- Development of supporting identity materials

Project Investment

Complete Adelante Monarch Identity Package
$2,500

This proposal includes:

- Research and concept development
- Three original identity concepts
- Custom wordmark and logo lockups
- Refinement process
- Final artwork
- Identity package
- Production-ready files
- Copyright transfer
- Certificate of Authenticity

CUSTOM WORDMARK CONCEPTS

COMMUNITY

A welcoming wordmark that reflects connection, inclusivity, and school pride.

ADELANTE
MONARCHS

ATHLETICS

A bold, high-impact wordmark designed for spirit wear, uniforms, and campus branding.

ADELANTE
MONARCHS

HERITAGE

A timeless wordmark inspired by tradition, permanence, and the enduring identity of Adelante.

ADELANTE
MONARCHS

Each concept represents a custom-designed wordmark direction. Once a direction is selected, the visual language can be extended across campus signage, departments, programs, and supporting identity applications.

IDENTITY CONCEPTS

THREE EXPRESSIONS. ONE IDENTITY. SHARED VALUES.

Each concept has been developed from the same foundational identity while exploring a distinct visual expression. Although their artistic language differs, all three share the same core values of community, leadership, cultural heritage, resilience, and growth.

IDENTITY CONCEPT ONE

THE FEATHER MONARCH



HERITAGE

A ceremonial interpretation that integrates feather forms into the wings, honoring Indigenous history while expressing resilience, leadership, and transformation.

IDENTITY CONCEPT TWO

THE BALANCED MONARCH



BALANCE

A refined interpretation that prioritizes clarity, versatility, and visual harmony while preserving the cultural values at the heart of the Adelante identity.

IDENTITY CONCEPT THREE

THE JOURNEY MONARCH



LEGACY

Inspired by the Seven Generation Spiral, this concept reflects continuity, shared responsibility, and the enduring impact each generation has on the next.

COMMUNITY

The heart of Adelante—students, families, educators, and the community united around a common purpose.

LEADERSHIP

Guided by honor, responsibility, and the pursuit of excellence inspired by cultural tradition.

CULTURAL HERITAGE

Rooted in the wisdom, artistry, and traditions of the land and its peoples, acknowledging history and honoring identity.

TRANSFORMATION

The monarch butterfly represents growth, perseverance, and the power of change through education and community.

CONTINUITY

Building a strong foundation today for the next seven generations and beyond.

Docusign Envelope ID: 2DEF9745-73F4-8C26-83CA-3363EF35080C

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Adelante Dual Language Academy (School/Dept.) VENDOR NO. _____

Submitted by: Maria Belen Taitano

[X] **Independent Contract** [ ] **MOU**

[X] Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Rick Moore/Bay Area Sports Official (BASO)

Address: 5666 Bluegrass Ln. City: San JOse State CA Zip: 95118

09/01.2026

Phone: (408) 504-8852 Email Address: rrmore1026@yahoo.com

SSN: _____ or Fed I.D. #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on November 1, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").
Bay Area Sports Officials, (BASO) will provide wrestling officiating for meet at $135.00 Per Meet (District Wide)

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $135.00 (describe rate agreement) 135.00 Per Meet (wrestling officiating)

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	291	7221	MASTER	M.V 10/01/25

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

Rick Moore, Owner
Bay Area Sports Officials (BASO)
5666 Bluegrass Ln.
San Jose, CA 95118
408-504-8852

Scope of Work

October 3, 2026

To: Belen Taitano
Alum Rock Union School District

Sport: Wrestling

Scope: Provide sports officials for wrestling

Cost: $135 per meet

Docusign Envelope ID: 13E00042-AFB7-85C8-8164-DC80868691D7

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Aptitud Academy (School/Dept.) VENDOR NO. 301376

Submitted by: Suyen Jimenez

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Vida Verde Nature Education

Address: 3540 La Honda Road City: San Gregorio State: CA Zip: 94074

Phone: (650) 747 - 9288 Email Address: harmony@vveducation.org

SSN: _____ or Fed I.D. #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 27, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Vida Verde Natue Education will provide a free 3-day, 2-night overnight camp experience for 60 Aptitud students.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $ 0 (describe rate agreement) No Cost

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	00000	0	5815	00	1110	1000	0000000	120	7221	$0.00	MN 9/16/2026

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING



Vida Verde Scope of Work

Free 3 Day, 2-Night Overnight Camp for 5th Grade Students

Description of Services:

Vida Verde Nature Education will provide a free 3 day 2 night overnight camp experience for [2 groups of 31 students] for [Aptitud Community Academy at Goss] from [October 27 – 29, 2025 and November 3 - 5, 2026].

The services included in this camp are:

- Accommodation: Provision of tents and sleeping arrangements for all participants.
- Meals: Full meal service including breakfast lunch dinner, and snacks for the duration of the camp with all cooking and organization handled by our team with student participation. Some groceries will be provided by the school.
- Educational Programs: Structured educational programs and activities designed to enhance the learning experience of the students and to ensure students view nature as a place FOR them; a place they have a fundamental right to access to heal, grow, and explore, and a place that influences them as leaders to vote act and spend with the environment in mind.
- Transportation: Transportation to and from various locations (forest coast camp) during the trip, as well as the camp itself.
- Supplies: Provision of all necessary camping equipment, including tents and sleeping gear. Participants are encouraged to bring their own sleeping bags if possible but Vida Verde can provide.
- Camp Management: Comprehensive management of the camp experience, including risk management.

Cost: The camp services are provided at no cost to the school or students (School is financially responsible for transportation to and from Vida Verde)

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Ocala STEAM Academy (School/Dept.) VENDOR NO. 022324

Submitted by: Kelsey White

☐ **Independent Contract** ☐ **MOU**

☑ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Entourage Imaging Inc. DBA Entourage Yearbooks

Address: 39 Everett Drive, Unit 1-2 City: Princeton Junction State: NJ Zip: 08550

Phone: (805) 693-2209 Email Address: ana.ortiz@entourageyearbooks.com

SSN: _____ or Fed I.D. #: 20-2513590

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 20 26, and will diligently perform as required and complete performance by June 4, 20 26, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Entourage Yearbooks will provide yearbook services and yearbook printing to any ARUSD school who wishes to participate.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $ MASTER (describe rate agreement) Total cost not to exceed $8,000 per school

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	260	7221	MASTER	M.N 9/24/26

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

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ENTOURAGE **YEARBOOKS**

Ana Ortiz | West Regional Sales Manager
111 W. Ocean Blvd. Ste. 400, Long Beach, CA 90802
Tel: 805.693.2209 Email: ana.ortiz@entourageyearbooks.com

SCOPE OF WORK - YEARBOOK SERVICES

Entourage Yearbooks provides full-service yearbook production. We do not offer Student Portrait Photography or Videography as standalone services. All yearbook service capabilities described below are provided directly by Entourage. Nothing in our yearbook service chain is subcontracted.

1. Training: Planning, Design, and Layout

Entourage provides one of the most comprehensive yearbook training programs in the industry. Training is available through multiple formats to ensure every school advisor, regardless of experience level, is fully supported:

- Personalized one-on-one onboarding webinar with a dedicated Account Manager via GoToMeeting
- Group training webinars available throughout the year, covering planning, theme development, design software, and production
- Video library with step-by-step feature walkthroughs accessible at any time
- Annual Yearbook Advisors' Conference: a 3-day professional development event for yearbook advisors. Registration, lodging, and meals may be covered based on eligibility.

2. Design Support Options

Schools and their yearbook committees design the book themselves using Entourage's EDOnline software, with an Account Manager available to guide you through every step of the process. For schools that prefer not to design the book in-house, Entourage's SPA program gives you access to our own professional designers, who can build the yearbook for you. Ask your Account Manager for details.

3. Photography Aligned with Yearbook Needs

Educational institutions maintain complete flexibility to select their preferred photography provider. The Entourage EDOnline system seamlessly integrates portrait data from any photographer operating in standard PSPA formatting, ensuring no vendor lock-in. Our team assists with uploading image files alongside corresponding indexes, while automated system alerts identify duplicate entries, missing assets, or data mismatches for prompt review during proofing.

4. Editorial Support and Production Schedules

Each school receives a personalized production schedule based on its target delivery date. Entourage's standard timeline includes clearly defined milestones:

Cover Deadline	Approximately 60 days before delivery (January 31st deadline required for premium cover upgrades)
Marketing Materials Deadline	Must be requested before March 1st.
1st Proof	To be determined
2nd Proof	To be determined
Final Proof	Issued approximately 42 days before delivery
Final Approval Deadline	28 days before the delivery date
Delivery	Per school-selected date; standard 28-day turnaround from final approval

Advisors are supported by their Account Manager throughout the process, including deadline reminders, design advice, and access to phone, email, and live chat technical support.

5. Printing, Binding, and Delivery

Entourage manages all printing, binding, and delivery in-house. Production takes approximately 28 days from final approval, including shipping. Cover upgrades may incur an additional 7-day production time.

Free shipping is included on all orders of 50 books or more. Rush delivery is available at a 4% fee per day of acceleration, clearly disclosed at the time of final approval, with a 5-day maximum allowance.

6. Digital Proofing and Revision Cycles

Entourage's EDOnline platform provides fully digital proofing throughout the design process. The platform includes built-in warning flags for low-resolution images, fit-to-frame issues, and portrait duplicates. Advisors can review and revise pages at any time before submitting for final approval.

Entourage's Quality Control (QC) team performs a three-way comparison before any file is sent to press: the ladder preview, the approval screenshot, and the final print-ready PDF must all match. Additionally, the QC team scans for inappropriate photo content.

7. Collaboration with Administrators, Advisors, and Students

Entourage's support model is built around dedicated, named contacts at every school. Each school is assigned:

- A West Region Sales Representative - responsible for pricing, contract management, and account setup
- A Senior Account Manager - responsible for software training, technical support, design advice, and escalations
- Direct access to Entourage's technical support line (888-926-6571 ext. 2), staffed by live representatives Monday-Friday, 6am-6pm PST, year-round. During peak season (March-June), Saturday hours are added from 9am-1pm PST.

8. Optional Student Workshops and Training

Upon request, Entourage provides virtual student workshops covering yearbook planning, theme development, and design software training. These workshops can be delivered as single sessions or as a series throughout the school year. No additional fee is charged.

9. Archival Storage of Digital Assets

All digital yearbook files, including page files, cover files, photo assets, and approval records, are retained by Entourage on secure servers. Schools may request access to their archived files for reprint purposes or reference.

10. FERPA Compliance and Student Data Privacy

Entourage Yearbooks is fully committed to FERPA compliance and the protection of student data. Our data privacy practices include:

- All student image files and personal data are transmitted and stored using encrypted, secure protocols
- Entourage will execute a Data Use Agreement (DUA) with the school or district prior to commencement of services, if required
- Student data is used solely for yearbook production purposes and is never shared, sold, or repurposed
- Entourage's platform complies with applicable provisions of the California Education Code and FERPA
- All Entourage personnel assigned to school accounts are subject to background screening per district requirements, if applicable
- Secure archival of all student images and production files, with access restricted to authorized personnel

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Academic Services (School/Dept.) VENDOR NO. _____

Submitted by: Dr. Tara Bickford-Williams

☐ **Independent Contract** ☐ **MOU**

☑ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

   Name of Individual/Company: Keep Coyote Creek Beautiful

   Address: 5273 Prospect Road City: San Jose State: CA Zip: 95129

   Phone: (_____) Email Address: _____

   SSN: _____ or Fed I.D. #: _____

   Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").
   KCCB will provide visual and interactive presentations to ARUSD students through their Scout's Adventure to Coyote Creek. Presentations will be 30-45 long per class, with a minimum of 4 and maximum of 6 presentations taking place in a single school day.Presentations based on grade level,ex.region's local creeks including the water cycle,defining a water shed,what wildlife lives in and around the creek,the habitat that the creek and its waters provide, and environmental stewardship.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

   _____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

   XX b. **Other:** $ 0 (describe rate agreement) _____

   _____

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	305	7221	$0	MD 9/23/26

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

KCCB SCOPE OF EDUCATION SERVICES

Keep Coyote Creek Beautiful (KCCB) will provide schools in the Alum Rock School District the opportunity to schedule the following program for free during the 2026/27 school year.

A. Program Name:

Scout's Adventure to Coyote Creek

B. Program Descriptions:

Scout's Adventure - K-5th:

Scout's Adventure to Coyote Creek is an environmental education presentation with a focus on Coyote Creek in Santa Clara Valley. The presentation is a visual and interactive event where "Scout" takes students through a multi-sensory experience of the Coyote Creek using sound, visual props, scented plants, and tactile natural objects. Each presentation will be tailored to the students grade level, with students learning about the region's local creeks including the water cycle, defining a watershed, what wildlife lives in and around the creek, the habitat that the creek and its waters provide, and environmental stewardship.

Presentations will be 30-45-minutes long per class, with a minimum of 4 and maximum of 6 presentations taking place in a single school day. KCCB will create a presentation schedule that includes a 30 minute lunch break for its staff and is based on the school's bell schedule.

Each school will provide a dedicated presentation space where KCCB can set up its backdrop and props for the entire day. Classrooms will come to this space for their presentation.

C. Cost:

These events are free to the schools in the Alum Rock School District and no sales of any type will occur during this event.

D. Timing:

The term for this agreement is from October 23th, 2026 through June 30th, 2027.

Docusign Envelope ID: D001ADF9-EA76-8388-8212-99F4F8C6E624

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Academic Services (School/Dept.) VENDOR NO. _____

Submitted by: Yeny Rosales-Aleman

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: LTI Language Testing International

Address: 580 White Plains Road Suite 660 City: Tarrytown State: N.Y. Zip: 10591

Phone: (914) 505-6366 Email Address: epilleux@languagetesting.com

SSN: _____ or Fed I.D. #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Language Testing International will provide a student assessment platform (AAPPL Full Measure), to support identification and qualification for the pathway to biliteracy attainment.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $ 15,750 (describe rate agreement) $ 22.50 X 700

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5846	00	1110	1000	000000	305	5130	$15,750	MM 4/22/26

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

Docusign Envelope ID: D001ADF9-EA76-8388-8212-99F4F8C6E624

Language Testing International®

EXCLUSIVE LICENSEE OF ACTFL®

Company Address	580 White Plains Road Suite 660 Tarrytown, New York 10591 United States	Created Date	9/17/2026
		Quote Number	00003882
	Fed ID #: 13-3678798		
Expiration Date	10/31/2026		

Contact Information

Prepared By	Enrique Pilleux	Contact Name	Yeny Rosales
Title	Academic Account Executive	Estimated Testing Date	8/25/2026
Email	epilleux@languagetesting.com	Email	yeny.rosales-aleman@arusd.org

Address Information

Account Name	Alum Rock Union Elementary School District	Billing Address	2930 Gay Ave. San Jose, California 95127 United States

Product	Sales Price	Quantity	Total Price
AAPPL Full Measure	$22.50	700.00	$15,750.00

Thank you for your business!

Grand Total $15,750.00

Payment Options:

ACH/Wire:
Bank: JPMorgan Chase
Account Name: Language Testing International Inc.
Acct.#: 212388039
Routing#: 021000021
Swift Code: CHASUS33

Check:
Payable to: Language Testing International, Inc.
P.O. Box 24088 New York, NY 10087-4088

For all billing inquiries please contact **billing@languagetesting.com**

Client Prepaid Policy
Client has two (2) full calendar years from the time payment is received to use the prepaid funds.

Purchase Orders
LTI encourages Schools to provide a purchase order. All purchase orders should be sent to billing@languagetesting.com

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT /DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Information Technology Support Services (School/Dept.) VENDOR NO. 300640

Submitted by: Daniel Peña, Director

☐ **Independent Contract** ☐ **MOU**

☐ Master Contract

1 **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Sutherland Consulting Group DBA: EdTechnologyFunds Inc.

Address: 5800 Hannun Ave. Suite 230 City: Culver City State: CA Zip: 90230

Phone: (_____) Email Address: bsutherland@edtechnologyfunds.com

SSN: _____ or Fed I.D #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Deliver high-quality, affordable services that will enable our district to prepare students to thrive in the digital economy. These services included assessments and network analysis & inventory, application submission, competitive bidding, review compliances support, and record retention.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

X b. **Other:** $ 9,649.00 (describe rate agreement) do not exceed $9,649.00

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	5846	0	5815	00	0000	7700	000000	460	5040	$9,649.00	MN 9/29/25

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

SUMMARY OF CONSULTING SERVICES AND RESPONSIBILITIES

OBJECTIVE: Alum Rock Union Elementary School District ("ARUESD") seeks professional services that provide detailed support for the Schools and Libraries Program of the Universal Service Fund (E-Rate) and other funding opportunities administered by the Universal Service Administrative Company (USAC) under the direction of the Federal Communications Commission (FCC). All services delivered are the responsibility of Contractor unless noted otherwise.

OVERVIEW: EdTechnologyFunds, Inc. (ETF) will provide ARUESD with the services listed below, designed to streamline the E-Rate application and compliance process, ensuring that ARUESD can maximize technology funding and meet regulatory requirements efficiently.

1. Planning and Pre-Funding Support

EdTechnologyFunds initiates the client onboarding process with a comprehensive review and update of service eligibility lists, enrollment data, EPC system, CIPA compliance, and existing contracts. This stage ensures correct funding discounts are established, all entities are properly classified, and budgets for Category Two services are maximized. ETF will file FCC Waivers, FCC Appeals, and submit documents as needed to state/local agencies.

Note: *Enrollment data, contracts, prior documentation, and CIPA compliance records must be provided by Client.*

2. Technology Options and Solutions Review

The firm collaborates with ARUESD staff to identify lower-cost, higher-bandwidth solutions for broadband circuits. ETF will also review and assist with technological needs for network equipment, management, maintenance, and other eligible services.

3. RFP Development

The firm collaborates with ARUESD staff to develop RFPs for telecommunications, technology services, and equipment management. This involves establishing performance standards, vendor evaluation criteria, and preparing information packages for each RFP, ensuring alignment with E-Rate best practices before posting.

Note: *ETF will supply bid summaries for evaluation and scoring by Client.*

4. E-Rate Application Submission Support

EdTechnologyFunds manages the E-Rate application process, which includes the creation and submission of Form 470, overseeing the competitive bidding process, and preparing Form 471, along with forms in support of new funding opportunities. This phase ensures compliance with E-Rate program requirements and optimizes the chances of securing funding.

5. Program Integrity Assurance (PIA) Review

Following the submission of Form 471, EdTechnologyFunds tracks the application status, responds to PIA inquiries, and ensures all issues are resolved promptly. The firm serves as the primary contact with USAC, facilitating effective communication and problem resolution.

6. Funding Award, Service Provider Discount Activations, Reimbursement Process

Upon receipt of the Funding Decision Commitment Letter, EdTechnologyFunds reviews the funding alignment and handles any necessary appeals. It manages the discount activation and reimbursement processes, oversees invoicing and payments, and submits Form 486 to verify CIPA compliance.

Note: *ARUESD will be responsible for providing CIPA compliance documents including internet safety policy, filtering technology, and proof of public meeting.*

7. E-Rate Heightened Reviews, Audits, and Appeals

The firm has extensive experience handling various reviews and audits associated with E-Rate funding. It ensures that responses are prepared and submitted promptly, coordinates with USAC and FCC during escalations, and drafts USAC/FCC appeals as necessary.

8. E-Rate Documentation Management

The FCC requires that program participants retain all documents necessary to demonstrate compliance with the statute and Commission rules regarding the application for, receipt, and delivery of services receiving schools and libraries discounts. The FCC adopted the E-Rate Modernization Order on July 11, 2014, extending the document retention period to 10 years after the latter of the last day of the applicable funding year or the service delivery deadline for the funding request.

ETF will manage ARUESD's E-Rate records using its cloud-based E-Rate management application, ERateSync, and help ARUESD stay compliant with program rules.

Note: *ETF will migrate all files on USAC's EPC platform along with any prior year's documents that ARUESD would like to have centralized for compliance purposes. See Appendix A for ERateSync's Security Overview and Appendix B for ERateSync's Terms of Service.*

9. Ongoing Communications

ETF will hold monthly account update meetings, respond to all Client questions or inquiries within one business day, and advise on risk factors and strategies related to securing the maximum allowable E-Rate discount.

10. Summary of Client Responsibilities (Checklist)

- ☐ Signed Letter of Agency (LOA)
- ☐ Access credentials for EPC Portal and SAM.gov (if applicable)
- ☐ Enrollment and NSLP eligibility data for discount validation

- ☐ Contracts and prior documentation for current services
- ☐ CIPA compliance records (policies, filtering, public meeting notices)
- ☐ Timely review and approval of contracts, forms, and vendor selections
- ☐ Proof of payment for invoices and bills
- ☐ Participation in review meetings and scoring of vendor bids
- ☐ Designation of an authorized point of contact for E-Rate communications
- ☐ Prompt response to Contractor requests for information (within 5 business days)

E-RATE CONSULTING SERVICES — DETAILED STATEMENT OF WORK

OBJECTIVE: Alum Rock Union Elementary School District ("ARUESD") seeks professional services providing detailed support for the Schools and Libraries Program of the Universal Service Fund (E-Rate), administered by USAC under the direction of the FCC.

SCOPE OF WORK: EdTechnologyFunds, Inc. (ETF) will provide ARUESD and related entities with comprehensive E-Rate Program Support and Management for Category One – Internet/WAN, Category Two – LAN/WLAN Infrastructure components, and new funding as it becomes eligible.

11. Planning and Pre-Funding Support

The ARUESD account manager will be supported by a Certified E-Rate Management Professional, a former USAC PIA reviewer, a discount activation manager, and an E-Rate compliance resource. EdTechnologyFunds will begin the onboarding process through emails and virtual conference calls to cover items including:

- Letter of Agency (LOA) to be an authorized communicator for ARUESD
- Assist with the setup of ARUESD's EPC Portal
- Obtain FCC Registration number
- Assist with setup of the SAM.gov account
- ARUESD enrollment and NSLP eligibility to validate discounts and Category 2 budget
- Update the EPC system with all necessary changes to ensure correct funding discounts are established, all entities are properly classified, and Category Two budgets are maximized
- Review Children's Internet Protection Act ("CIPA") compliance records
- Review current district network topology
- Review contracts and agreements for current services
- Review E-Rate Eligibility Lists
- Setup ARUESD's ETF email and ERateSync account
- Develop list of funding goals and action items

Note: *Enrollment data, contracts, prior documentation, and CIPA compliance records must be provided by Client.*

12. RFP Development

Based on the funding opportunity and ARUESD's technology plan, EdTechnologyFunds will meet with staff to discuss the development of RFPs for telecommunications, technology services, and equipment lease/management as needed. ETF will integrate best-in-class technology and performance requirements for each RFP developed. Vendor evaluation criteria will be established, and vendor information packages will be created for each RFP prior to posting.

ETF will be responsible for posting the RFP on USAC's EPC. An ARUESD email account will be created on the edtechnologyfunds.com server prior to posting the RFP to manage vendor questions and receive responses. After the RFP posting has closed, ETF will aggregate vendor responses and create a scoring matrix based on the established criteria along with qualified proposals for review by ARUESD. ETF will meet with ARUESD staff to review responses and assist with the scoring and selection process. ARUESD will be copied on all vendor communications, and these communications will be stored on the documentation management system.

13. E-Rate Application Submission Support

Form 470 Completion and Submission

EdTechnologyFunds will create a draft of the Form 470 based on requirements detailed in the approved RFP and carefully review before posting on USAC's EPC system. The RFP will also be posted on ARUESD's website and in the local newspaper if required. The filing of the Form 470 initiates the 28-day Competitive Bidding process.

If ARUESD elects to purchase from a Master Contract vehicle, the Form 470 and competitive bidding processes can be bypassed. ETF will gather establishing Form 470 and bid evaluations from the Master Contract holder to ensure program compliance.

Competitive Bidding Process

ETF will manage the competitive bidding process including vendor Q&A, response aggregation, bid summary sheets, and evaluation matrices. The ETF Account Manager will be listed as the primary and technical contact on Form 470 submissions unless otherwise requested. All vendor questions will be responded to and posted on USAC's EPC system within 24 hours of receipt.

Form 471 Submissions

Once ARUESD staff has finalized vendor selection, ETF will review final contracts and Item 21 Attachments for E-Rate compliance. The Form 471 will be prepared and provided to ARUESD for review. Upon approval, the Form 471 will be submitted along with all supporting documents three weeks prior to the close of the filing window. ETF will review the Receipt Acknowledgement Letter (RAL), track application status, and retain all documents generated during the process in ERateSync.

14. Program Integrity Assurance (PIA) Review

After Form 471 submission, ETF will track application funding status in the EPC system, serve as the primary contact with USAC, and respond to PIA questions when the application reaches the review stage. ETF will confirm receipt of PIA Review inquiries immediately and prepare a response within three (3) business days of receipt. Weekly updates will be provided until each issue is resolved.

15. Funding Award, Discount Activations, Reimbursement Process, Changes

Upon Funding Decision Commitment Letter receipt, ETF will review to ensure funding aligns with requests and any PIA Review adjustments. ETF will manage Form 486 filing, CIPA compliance verification, discount activations (SPI or BEAR), Form 472 submissions, disbursement monitoring,

invoicing reconciliation, and annual reconciliation. ETF will also manage Form 500 submissions for post-commitment changes, SPIN changes, and service substitutions as needed.

16. E-Rate Heightened Reviews, Audits, and Appeals

EdTechnologyFunds has extensive experience with PIA, PQA, Selective, Invoice Reviews, BCAP, and other audits. ETF will confirm receipt of USAC inquiries and audits immediately and prepare responses prior to the response deadline. Daily status updates will be provided until issues are resolved. ETF will review or draft FCC and USAC Appeals as needed to ensure continuity of funding.

17. E-Rate Documentation Management

In compliance with FCC requirements (E-Rate Modernization Order, July 11, 2014), ETF will maintain all required E-Rate documentation for a minimum of 10 years after the latter of the last day of the applicable funding year or the service delivery deadline. ETF will help ARUESD stay compliant with program rules and provide records annually. ETF will migrate all files on USAC's EPC platform along with any prior year's documents that ARUESD would like to have centralized for compliance purposes.

COMPENSATION SCHEDULE

Service	Scope of Work	Annual Cost
E-Rate Category 1 Support (Internet/WAN)	LOA Support, FCC Form preparations, consultation and discount optimization, needs assessment, RFP development, submission of all FCC Forms, competitive bidding support, PIA Review, and management of the USAC portal (EPC). Includes Form 486, discount/SPI setup, Form 472, Service Substitutions, and Form 500 filings as needed.	**$7,500/year**
E-Rate Category 2 Support (LAN/WLAN)	Category 2 consulting including FCC Forms, competitive bidding, PIA Review, vendor management, discount activations, and reimbursement support. Fee calculated as 5% of C2 awards, not to exceed $4,000 per year.	**5% of C2 awards (max $4,000/year)**
ERateSync Platform Subscription	Cloud-based E-Rate records compliance application including AuditVault, E-Rate Dashboard, and C2 Budget Planner. Includes full data migration from EPC account and scanning of prior year documents.	**$2,149/year**
USAC Audits (ETF-Filed Apps)	PIA, PQA, Selective, Invoice Reviews, BCAP, and other audits for applications filed by ETF.	**Included**
USAC/FCC Appeals (ETF-Filed Apps)	Research, draft, and submit USAC and FCC appeals for applications filed by ETF.	**Included**
3-Year E-Rate Technology Plan	ETF will work with ARUESD staff to understand current systems, technology, and infrastructure, and develop a three-year technology plan to identify strategies for future development. Updated annually.	**Included**
USAC Audits (Non-ETF Filed)	Audits for applications filed by other firms or directly by ARUESD. Prior authorization and fee estimates required before services are rendered.	**$160/hour**
USAC/FCC Appeals (Non-ETF Filed)	Appeals for applications filed by other firms or directly by ARUESD. Prior authorization and fee estimates required before services are rendered.	**$160/hour**
FCC/USAC Outside Legal Counsel	Pass-through of legal fees at cost, without profit, for services rendered on behalf of ARUESD. Prior authorization and fee estimates required.	**Outside fee (at cost)**
Reporting, Training & Documentation	Generate reports, conduct training, and provide ongoing documentation management.	**Included**

Service	Scope of Work	Annual Cost
Account Meetings	Regular check-in meetings to review account status, upcoming deadlines, and strategic planning.	**Monthly (Included)**
Data Migration & Document Scanning	Migration of files from USAC EPC platform and scanning of prior year paper documents.	**Included**

Invoicing Terms

a. Category 1 services and ERateSync subscription will be invoiced upon contract execution.

b. Category 2 consulting fees will be invoiced upon USAC Form 471 submission.

c. Support on non-ETF filed applications will be invoiced monthly as rendered. All additional expenses must be pre-approved by ARUESD in writing.

d. FCC/USAC outside legal counsel fees will be passed through at cost with prior written authorization.

e. Payment Terms. All invoices are due and payable within thirty (30) days of receipt.

Hourly Rate for Non-ETF Filed Application Support	Rate
Additional fees for support on applications not filed by ETF. Prior authorization and fee estimates required before services are rendered.	**$160.00/hour**

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 23, 2026

Subject: **Ratification of approval of the Proposal from Blancas Construction, Inc. for the Building Improvements at Aptitud Community Academy**

Support Information: Approval is requested for the proposal submitted by Blancas Construction, Inc. in the amount of $23,327 for the redesign of the main entrance and front office staff area at Aptitud Community Academy. The improvements are intended to enhance campus safety, security, accessibility, and overall functionality to accommodate the increased student enrollment resulting from school consolidations.

The District solicited proposals for this project and received the following two (2) responses:

Contractor Name:	Proposal Amount:
Blancas Construction, Inc.	$23,327.00
ZRA Builders & Co.	$27,059.32

Fiscal Impact: Yes

Budget Source: Restricted

Recommended Action: Staff recommends that the Board of Trustees approve the proposal and contract with Blancas Construction, Inc. in the amount of $23,327 for building improvements at Aptitud Community Academy for the 2026/2027 school year. The project includes the installation of a new exterior entrance door and staff office window, along with associated demolition; framing; wall repairs; finishes; painting and cleanup.

Recommend Approval

Submitted by: Eric Wasinger Title: Senior Executive of Bonds, Maintenance, Operations, and Transportation

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026

Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: 301673

Maintenance Department (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☐ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**
☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: Blancas Construction, Inc.
Address: 6 W Gabilan St STE.22 City: Salinas State: CA Zip: 93901
Phone: (831) 320-4101 Email: oscar@blancasinc.com
SSN: _____ Fed I.D. #: _____
CONTRACT TERM: start dates 10/09/2026 end date 06/30/2027

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Exterior Main door and staff window installation at Aptitud Community Academy. Scope includes demolition and modification of the existing windows and walls, framing and installation of new door, wall repairs and finishes, painting and final site clean up.

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $23,327.00

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
250	9010	0	6200	00	0000	8500	000000	120	8510	$23,327.00	M.10 9/16/26

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9.15.2026
Director of Fiscal Services: _____ Date: 9/16/26
Asst. Supt., of Business Services: _____ Date: 9/17/26
Superintendent: _____ Date: _____

BLANCAS CONSTRUCTION, INC
BUILT ON INTEGRITY
LIC# 815807

Proposal

August 7, 2026

Alum Rock Union Elementary School District
ATTN: Erick Wasinger
2930 Gay Ave
San Jose, CA. 95127

Aptitude Academy

2475 Van Winkle Lane
San Jose, CA 95116-3020

RE: Exterior Main Entrance door at Aptitude Academy & Exterior window at staff office

Blancas Construction, Inc., is pleased to provide a proposal for the installation of the Main Entrance Door at Aptitude Academy
all labor and materials are included for the following scope of work:

- Lay out new door
- Encapsulate work are from construction debris
- Demo exterior window to accommodate new 30-70 door
- Grind and install Cementous material as necessary under threshold to install threshold
- Frame in new rough opening for 30-70 door
- Provide new exterior door
- Install new exterior door with hardware, door closure and threshold
- Infill above header at exterior wall with plywood
- Infill above header interior wall with Sheet rock
- Tape and texture sheet rock
- Trim out exterior door
- Pain exterior trim
- Paint exterior door
- Paint interior door

Staff office window

- Lay out new window
- Demo as necessary interior and exterior to accommodate for new window location
- Install Existing window
- Install exterior trim
- Install interior trim
- Paint Interior and exterior
- Clean up
- Haul-off existing construction debris to dump site

$23,327.00

(Twenty-three Thousand Three hundred twenty-seven dollars)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831)-320-4101.

Respectfully submitted,

Blancas Construction, Inc
CA Lic# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)

ACCEPTANCE OF PROPOSAL:

Signature: _____

Date: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 29, 2026

Subject: **Ratify and approve a contract – Blancas Construction Inc.**

Support Information: The Administration Office Remodel site improvement project at Adelante Dual Language Academy, formerly Fischer Middle School, is part of the facility improvements associated with the consolidation of two school sites into the Fischer campus. The consolidation has resulted in a significant increase in student enrollment and campus utilization, requiring improvements to the existing school facilities and grounds to accommodate the increased student population.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract with Blancas Construction Inc. for the 2026-2027 fiscal year. The cost is $37,000.00.

Submitted by: Eric Wasinger Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Recommend Approval

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: _____

M.O.T. (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☐ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: Blancas Construction Inc.

Address: 6 W Gabilan Street, Suite 22 City: Salinas State: CA Zip: 93901

Phone: (831) 320-4101 Email: _____

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates July 1, 2026 end date August 31, 2026

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Provide Administration Office Remodel at Adelante Dual Language Academy (Former Fischer MS).

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $37,000.00

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
250	9010	0	6200	00	0000	8500	000000	291	8510	$37,000.00	

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9.29.2026

Director of Fiscal Services: _____ Date: 10/1/26

Asst. Supt., of Business Services: _____ Date: 10/7/26

Superintendent: _____ Date: _____

BLANCAS CONSTRUCTION, INC
BUILT ON INTEGRITY
LIC# 815807

Proposal

June 24, 2026

Attention: **Alum Rock Union Elementary School District**
Eric Wasinger
Senior Executive of Bonds,
2930 Gay Avenue,
San Jose, California 95127

RE: Administration Office Remodel

Location: Adelante Dual Language Academy
1720 Hopkins Drive
San Jose, CA. 95122

- Demo existing receiver area
- Reconfigure lighting for partition walls
- Relocate light Switch
- Relocate exiting t stat
- Extend HVAC duct to new offices
- Frame new walls
- Install 5/8" sheetrock
- Tape and texture
- Provide and install two new metal frame doors
- Install VCT at reception area after cabinets had been moved
- Paint new interior walls
- Paint new door frames
- Construction disposal
- Clean up

$37,000.00

Thirty Seven Thousand Dollars
(Total Cost written in words)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831) 320-4101.
Respectfully submitted,

Oscar Blancas, President
Blancas Construction, Inc.
CA License No. 815807/ DIR# 1000035186
SB-PW | SB (Micro)

Acceptance of Proposal:

Eric Wasinger — **Signature**

6-30-2026 — **Date**

Corporate office: 6 W. Gabilan St. Salinas, CA. 93901
CA Lic# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)
Cell: 831-320-4101 | Office: 831-320-6767
Email: oscar@blancasinc.com or eric@blancasinc.com

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 23, 2026

Subject: **Ratification of approval of the Proposal from Blancas Construction, Inc. for the Building Improvements at Painter/Sheppard and Renaissance at Mathson**

Support Information: Approval is requested for the proposal submitted by Blancas Construction, Inc. in the amount of $38,614 for the redesign of each main entrance. The improvements are intended to enhance campus safety, security, accessibility, and overall functionality to accommodate the increased student enrollment resulting from school consolidations.

The District solicited proposals for this project and received the following two (2) responses:

Contractor Name:	Proposal Amount:
Blancas Construction, Inc.	$38,614
ZRA Builders & Co.	$47,560

Fiscal Impact: Yes

Budget Source: Restricted

Recommended Action: Staff recommends that the Board of Trustees approve the proposals and contract with Blancas Construction, Inc.in the amount of $38,614 for building improvements at Painter/Sheppard and Renaissance at Mathson for the 2026-2027 school year. Each project includes the installation of a new exterior entrance door along with the associated demolition; framing; wall repairs; finishes; painting and cleanup.

Recommend Approval

Submitted by: Eric Wasinger Title: Senior Executive of Bonds, Maintenance, Operations, and Transportation

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026

Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: 301673

Maintenance Department (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☐ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: Blancas Construction, Inc.

Address: 6 W Gabilan St STE.22 City: Salinas State: CA Zip: 93901

Phone: (831) 320-4101 Email: oscar@blancasinc.com

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates 10/09/2026 end date 06/30/2027

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Blancas Construction, Inc. will install a new exterior main entrance doors at Painter/Sheppard and Mathson M.S. . The scope includes demolition, framing and installation of new doors, interior and exterior finishes, painting and site cleanup.

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $ 38,614.00

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
250	9010	0	6200	00	0000	8500	000000	170	8510	$19,307.00	M.N 9/16/26
250	9010	0	6200	00	0000	8500	000000	295	8510	$19,307.00	M.N

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9-15-2026

Director of Fiscal Services: _____ Date: 9/16/26

Asst. Supt., of Business Services: _____ Date: 9/17/26

Superintendent: _____ Date: _____

Docusign Envelope ID: 11AE95CE-CB91-8C37-805C-F10AE423C8D2

SCOPE OF WORK

August 5, 2026

Alum Rock Union Elementary School District ATTN:
Erick Wasinger
2930 Gay Ave
San Jose, CA. 95127

Project: Sheppard Middle & Painter at Sheppard
480 Rough & Ready Road.
San Jose, CA 95133

RE: Exterior Main Entrance door at Sheppard Middle & Painter at Sheppard School

Blancas Construction, Inc., is pleased to provide a proposal for the installation of the Main Entrance Door at Sheppard Middle a inter at Sheppard School
all labor and materials are included for the following scope of work:

- Lay out new door
- Encapsulate work are from construction debris Demo exterior window and wall
- Demo existing masonry to accommodate new 30-70 door
- Demo saw cut and demo existing perimeter footing at new entrance door
- grind and install Cementous material as necessary under threshold to install threshold
- Frame in new rough opening for 30-70 door
- Provide new exterior door
- Install new exterior door with hardware, door closure and threshold
- Infill above header at exterior wall with plywood
- Infill above header interior wall with Sheet rock Tape and texture sheet rock
- Trim out exterior door
- Paint exterior trim
- Paint exterior door
- Paint interior door
- Clean up

$19,307.00

(Nineteen Thousand Three Hundred Seven dollars)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (83 I)-320-410 I.

Respectfully submitted,
Blancas Construction, Inc
CA Lie# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)

Corporate Office: 6 W Gabilan Street STE 22 Salinas. CA. 93901 Cell: 831-320-4101
Office: 831-320-6767
CA Lie# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)
Email: [redacted] or [redacted]

BLANCAS CONSTRUCTION, INC

BUILT ON INTEGRITY

LIC# 815807

Proposal

August 5, 2026

Alum Rock Union Elementary School District ATTN:
Erick Wasinger
2930 Gay Ave
San Jose, CA. 95127

Project: Lee Mathson Middle School

2050 Kammer ave.
San Jose, CA 95116

RE: Exterior Main Entrance Door at Lee Mathson Middle School

Blancas Construction, Inc., is pleased to provide a proposal for the installation of the Main Entrance Door at Lee Mathson Middle School
all labor and materials are included for the following scope of work:

- Lay out new door
- Encapsulate work are from construction debris
- Demo exterior window and wall
- Demo existing masonry to accommodate new 30-70 door
- Demo saw cut and demo existing perimeter footing at new entrance door
- grind and install Cementous material as necessary under threshold to install threshold
- Frame in new rough opening for 30-70 door
- Provide new exterior door
- Install new exterior door with hardware, door closure and threshold
- Infill above header at exterior wall with plywood
- Infill above header interior wall with Sheet rock
- Tape and texture sheet rock
- Trim out exterior door
- Pain exterior trim
- Paint exterior door
- Paint interior door
- Clean up

$19,307.00

(Nineteen Thousand Three Hundred Seven dollars)

Thank you for allowing Blancas Construction, Inc. to provide our services for your project. If you have any questions, please contact Mr. Oscar Blancas at (831)-320-4101.

Respectfully submitted,

Blancas Construction, Inc
CA Lic# 815807 | DIR# 1000035186 | SB-PW | SB (Micro)

ACCEPTANCE OF PROPOSAL:
Signature: _____
Date: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 6, 2026

Subject: **Ratify and approve a contract - Blossom Hill Glass and Mirror**

Support Information: Blossom Hill Glass and Mirror will provide services to remove and replace damaged wood and install glass back into the window frame for safety, structural integrity, and regulatory compliance, on a district-wide, as-needed basis, to address issues such as dry rot, leaks, and sagging caused by weather conditions.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve a contract with Blossom Hill Glass and Mirror for the 2026-2027 School Year. The cost is $50,000.00.

Submitted by: Eric Wasinger Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Recommend Approval

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

AGREEMENT FOR REPAIR AND MAINTENANCE PROJECTS

TO: DIVISION OF BUSINESS SERVICES CONTRACT NO:_____

FROM: Maintenance, Operations & Transportation (M.O.T.)

INDIVIDUAL/COMPANY NAME: **Blossom Hill Glass and Mirror** VENDOR NO: 23102

ADDRESS: **6291 Radiant Drive, San Jose, CA 95123**

TELEPHONE NUMBER: **(408) 629-7500** FAX NUMBER: **(408) 629-9002**

TAX ID NUMBER: **61-1438128** E-Mail: samantha@bhglass.net

BOARD APPROVAL DATE: October 22, 2026

CONTRACT TERM: From: **July 01, 2026 – June 30, 2027**

CONTRACTOR'S OBLIGATION: In consideration of the compensation, the Contractor shall provide the following services, materials, products, and/ or reports:

A. One-line description for the Governing Board report: **Provide services to remove and replace wood and install glass back into window frames on an as-needed basis, district-wide.**

B. Full description of services to be provided and expected results (e.g., services, materials, products, and/or reports). Attach the Scope of Work, proposals exhibit, and other pertinent documentation.

BUDGET CODE:

FD	RESC	PY	OBJECT	SB-OB	GOAL	FCTN	CST-CTR	LOC	PROG	AMOUNT
140	0000	0	5815	00	0000	8100	000000	450	8131	$50,000.00

Program Manager/Principal _____ **Date:** 10-7-2026

Superintendent _____ **Date:** _____

Fiscal Approval _____ **Date:** 10/8/26
Accountant

Director of Fiscal Services _____ **Date:** 10/7/26

Asst Supt, Bus Services _____ **Date:** 10/8/26

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment Provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Form B-210) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a, b, or c)

_____a. **Fee Rate:** $ _____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____b. **Flat Rate:** $_____ to be the total payment to the Contractor including travel and/or other expenses.

__X__ c. **Other:** **$50,000.00** (NTE) FY: **2026-2027**

Blossom Hill GLASS

370 Piercy Road

San Jose, Ca 95138

August 26, 2026

Alum Rock Union Elementary

School District

2930 Gay Ave

San Jose, Ca 95127

To Whom it may Concern:

Blossom Hill Glass provides the following services.....

1. New Retro Fit Windows and Patio Doors
2. Glass replacement single pane and double pane
3. Putty Windows
4. Plate Glass Replacement
5. Tempered Glass Replacement
6. Lami Safety Glass Replacement
7. Dark Glass Replacement

Please Note the price is as follows: $695.00 Per window

Best Regards

Samantha Sproul

Office Manager

Docusign Envelope ID: 6616959B-199B-8B71-8371-2BBA9BBBB9F0

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 7, 2026

Subject: **Ratify and approve a contract – California United Mechanical, Inc.**

Support Information: The District needs to maintain a contract with an experienced and reliable company to provide preventative maintenance and repair services for the walk-in freezer unit at the District office warehouse, ensuring operational continuity, food and supply safety, and long-term cost savings.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve a contract with California United Mechanical for the 2026-2027 fiscal year. The cost is $20,000.00.

Submitted by: Eric Wasinger (Initial: EW) Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Recommend Approval

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Docusign Envelope ID: 6616959B-199B-8B71-8371-2BBA9BBBB9F0

14ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

AGREEMENT FOR REPAIR AND MAINTENANCE PROJECTS

TO: DIVISION OF BUSINESS SERVICES CONTRACT NO:_____

FROM: Maintenance, Operations & Transportation (M.O.T.)

INDIVIDUAL/COMPANY NAME: **California United Mechanical, Inc.** VENDOR NO: 300191

ADDRESS: **2185 Oakland Road, San Jose, CA 95131**

TELEPHONE NUMBER: **(408) 232-9000** FAX NUMBER: ( )

TAX ID NUMBER: **94-1262416** E-Mail: DHeath@umi1.com

BOARD APPROVAL DATE: October 22, 2026

CONTRACT TERM: From: **September 4, 2026 – June 30, 2027**

CONTRACTOR'S OBLIGATION: In consideration of the compensation, the Contractor shall provide the following services, materials, products, and/ or reports:

A. One-line description for the Governing Board report: **Provide preventative maintenance and repair services for the walk-in freezer unit at the District office warehouse.**

B. Full description of services to be provided and expected results (e.g. services, materials, products and/or reports). Attach Scope of work, proposals exhibit and other pertinent documentation.

BUDGET CODE:

FD	RESC	PY	OBJECT	SB-OB	GOAL	FCTN	CST-CTR	LOC	PROG	AMOUNT
050	8150	0	5815	00	0000	8100	000000	450	8130	$20,000.00

Program Manager/Principal Signed by: Eric Wasinger 5F99BE4CF0F24F9... **Date:** 10/9/2026

Superintendent _____ **Date:** _____

Fiscal Approval *Accountant* _____ **Date:** 10/9/26

Director of Fiscal Services _____ **Date:** 10/9/26

Asst Supt, Bus Services _____ **Date:** 10/9/26

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment Provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Form B-210) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a, b, or c)

_____a. **Fee Rate:** $ _____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____b. **Flat Rate:** $_____ to be the total payment to the Contractor including travel and/or other expenses.

__X__ c. **Other: $20,000.00 (NTE)** FY: **2026-2027**

UNITED
MECHANICAL

SERVICE RATES INFORMATION

Date: 10/12/2026
Alum Rock School District
2930 Gay Avenue
San Jose, Ca 95127

Thank you for considering United Mechanical Inc. to provide Walk-in Freezer Maintenance and Repair services. Also provide HVAC, Refrigeration and Plumbing Services for your facility. We appreciate the opportunity and your business. Therefore, for the 2026/2027 Year, we are happy to provide you with the following UMI Service hours, labor rates, response times and office contacts:

Service office and field hours:

Monday- Friday: 7:00AM to 4:30PM.

Service Labor Rates:

Hourly Rate:..... $201.00

Overtime Rate:..... $264.00

Holiday Rate:.....$326.00

Truck Charge Rate:..... $85.00

Response Times for after hours:

We guarantee that if Alum Rock School District calls during over time or after hours, that UMI will be onsite within 2-3 hours of that received phone call. When the call is placed to our 24/7 line, you should receive a call back within 30 minutes of that call.

Office Contacts/247 Service Line:

Dylan Heath (Account Executive) - Phone: 925.895.4027 Email: dheath@umi1.com

24/7 Service Line- Phone: 408.228.1913 or 1.866.737.8864 Email Service@umi1.com

I hope this meets with your approval. Please do not hesitate to call if you have any questions

Docusign Envelope ID: 7FBC44E0-6D98-8BE2-823D-71AB612119A3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. 268312

Original PO Amount $_____ Contract Original Amount: $ 87,243.00

Vendor Name: Cal West Fence Vendor No. 300788

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
_____ Increase Amount Line Item No.: _____
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
x Add/Change object code to: 6170
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
x Other Extend a Contract

CONTRACTS ONLY

Change Orders:

Contracts Original Amount	$ 87,243.00
Change Order #: _____	$_____
Change Order #: _____	$_____
Change Order #: _____	$_____
New Contract Total (including Change Orders)	$ 87,243.00

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
	140	0000	0	6170	00	0000	8500	210026	270	8131	$41,921.00	
	140	0000	0	6170	00	0000	8500	210026	240	8131	$45,322.00	

9/23/26

Reason for Adjustment:

(1). Extend a Contract No. 268312 to October 31, 2026, for October 22 , 2026, to pay invoice #20952. Due to the delays in materials, the vendor was unable to complete the work in the 2025-2026 fiscal year. Terms: 06/26/2026 - 06/30/2026. Board approved June 25, 2026.
(2). Change the Account Strings was budgeted incorrectly.

School/Dept.: M.O.T. Requested by: Eric Wasinger

Approval: _____ 9/23/26 Assistant Superintendent of Business Services
Signed by: (for Contracts Only)

Eric Wasinger Director/Program Manager
5F99BE4CF0F24F9...

_____ 9/23/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: 09/23/2026 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

CAL WEST FENCE

12505 Sycamore Ave San Martin CA, 95046
(408) 695-0015 phone (408) 695-0065 fax
License # 836779 DIR 1000055639
UNION COMPANY

PROPOSAL

Contractors are required by law to be licensed and regulated by the Contractors' State License Board. Any questions concerning a contractor may be referred to the registrar of the board whose address is: Contractors' State License Board, 3132 Bradshaw Road, Sacramento, CA 95826.

Alum Rock Union Elementary School District		E-MAIL	DATE **5/22/26**
PHONE NUMBER	FAX NUMBER	JOB NAME **LUCHA ELEMENTARY SCHOOL (BASE BID)**	
ADDRESS, CITY, STATE, ZIP		JOB LOCATION	

We hereby submit estimates and specifications for:

Furnish and Install fence and gates per plans and specs.

- **6' TALL CHAIN LINK FENCE WITH P.V.C SLATS FENCE (450' LF)**
- **CORE DRILL (10 EACH)**
- **BLACK ON BLACK MATERIALS**

EXCLUSIONS: Lay out, permit fees, surveying, clearing and grubbing, staking, core drilling, backfill, locating & repairing underground utilities, off-haul, cylinders and cores. **NOTICE TO OWNER:** (Section 7019 - Contractors License Law) - Under the Mechanics' Law, any contractor, subcontractor, laborer, materialman or other person who helps to improve your property and is not paid for his labor, services or material, has a right to enforce his claim against your property. Under the law, you may protect yourself against such claims by filing, before commencing such work of improvement, an original contract for the work of improvement or a modification thereof, in the office of the recorder of the county where the property is situated and requiring that a contractor's payment bond be recorded in such office. Said bond shall be in an amount not less than fifty percent (50%) of the contract price and shall, in addition to any conditions for the performance of the contract, be conditioned for the payment in full of the claims of all persons furnishing labor, services, equipment or materials for the work described in said contract.

We propose hereby to furnish material and labor - complete in accordance with above specifications, for the sum of:

Forty One Thousand Nine Hundred and Twenty-One dollars ($ 41,921)

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.

Authorized Signature _____

Diery Maldonado

Note: This proposal may be withdrawn by us if not accepted within 15 days.

Acceptance of Proposal The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____

Signature _____

Date of Acceptance 6-1-2026

CAL WEST FENCE

12505 Sycamore Ave San Martin CA, 95046
(408) 695-0015 phone (408) 695-0065 fax
License # 836779 DIR 1000055639
UNION COMPANY

PROPOSAL

Contractors are required by law to be licensed and regulated by the Contractors' State License Board. Any questions concerning a contractor may be referred to the registrar of the board whose address is: Contractors' State License Board, 3132 Bradshaw Road, Sacramento, CA 95826.

Alum Rock Union Elementary School District		E-MAIL	DATE **6/11/26**
PHONE NUMBER	FAX NUMBER	JOB NAME **SAN ANTONIO E.S FENCE & GATES**	
ADDRESS, CITY, STATE, ZIP		JOB LOCATION	

We hereby submit estimates and specifications for:

Furnish and Install fence and gates per plans and specs.

- **320 'F. OF 6' TALL CHAIN LINK FENCE BLACK**
- **(1) 20' DOUBLE SWING GATE- FIRE ACCES**
- **(1) SINGLE SWING GATE WITH PANIC 4' WIDE**

EXCLUSIONS: Lay out, permit fees, surveying, clearing and grubbing, staking, core drilling, backfill, locating & repairing underground utilities, off-haul, cylinders and cores. **NOTICE TO OWNER:** (Section 7019 - Contractors License Law) - Under the Mechanics' Law, any contractor, subcontractor, laborer, materialman or other person who helps to improve your property and is not paid for his labor, services or material, has a right to enforce his claim against your property. Under the law, you may protect yourself against such claims by filing, before commencing such work of improvement, an original contract for the work of improvement or a modification thereof, in the office of the recorder of the county where the property is situated and requiring that a contractor's payment bond be recorded in such office. Said bond shall be in an amount not less than fifty percent (50%) of the contract price and shall, in addition to any conditions for the performance of the contract, be conditioned for the payment in full of the claims of all persons furnishing labor, services, equipment or materials for the work described in said contract.

We propose hereby to furnish material and labor - complete in accordance with above specifications, for the sum of:

Forty Five Thousand Three Hundred and Twenty-Two dollars (**$ 45,322**)

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.

Authorized Signature _____

Diery Maldonado

Note: This proposal may be withdrawn by us if not accepted within 15 days.

Acceptance of Proposal The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____

Signature _____

Date of Acceptance 6-11-2026

Cal West Fence, Inc

12505 Sycamore Ave
San Martin CA 95046
accounting@calwestfence.com

Invoice

Date	Invoice #
9/2/2026	10952

Bill To
Alum Rock Union School District 2930 Gay Ave. San Jose CA 95127 ATTN. Marc Frietas

P.O. No.	Terms	Project
CO 268312	Due on receipt	Lucha & San Antonio

Quantity	Description	Rate	Amount
	Furnished and Install Fence and Gates per Plans and Specs Furnish and Install Security Fence and Gates at Lucha Elementary and San Antonio Elementary School	87,243.00	87,243.00



All work is complete!

Total $87,243.00

Docusign Envelope ID: 34508F8F-5AD2-87BB-827F-11C90E7EE9C2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 22, 2026

Subject: **Ratify and Approve a Contract - General Tree Service**

Support Information: Due to unanticipated tree damage, the District must retain a qualified and dependable contractor to provide emergency tree trimming and hazardous tree removal services on an as-needed basis, district-wide. General Tree Service provides these emergency services at District facilities.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve a contract with General Tree Service for the 2026-2027 Fiscal Year. The cost is $50,000.00.

Recommend Approval

Submitted by: Eric Wasinger Initial: EW Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marine Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Docusign Envelope ID: 0A49C817-2276-8D4B-8021-6B17B1DE0225

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

AGREEMENT FOR REPAIR AND MAINTENANCE PROJECTS

TO: DIVISION OF BUSINESS SERVICES CONTRACT NO: _____

FROM: Maintenance, Operations & Transportation (M.O.T.)

INDIVIDUAL/COMPANY NAME: General Tree Service VENDOR NO: 300360

ADDRESS: 1323 Darryl Drive, San Jose, CA 95130

TELEPHONE NUMBER: (408) 489-5671 FAX NUMBER: _____

TAX ID NUMBER: _____ E-Mail: jesse.fernandez19@yahoo.com

BOARD APPROVAL DATE: October 22, 2026

CONTRACT TERM: From: September 8, 2026 – June 30, 2027

CONTRACTOR'S OBLIGATION: In consideration of the compensation, the Contractor shall provide the following services, materials, products, and/ or reports:

A. One-line description for the Governing Board report: **Provide emergency tree trimming and hazardous tree removal services at District facilities on an as-needed basis.**

B. Full description of services to be provided and expected results (e.g. services, materials, products and/or reports). Attach Scope of work, proposals exhibit and other pertinent documentation.

BUDGET CODE:

FD	RESC	PY	OBJECT	SB-OB	GOAL	FCTN	CST-CTR	LOC	PROG	AMOUNT
050	8150	0	5815	00	0000	8100	000000	450	8130	$50,000.00

Program Manager/Principal _____ **Date:** 9-21-2026

Superintendent _____ **Date:** _____

Fiscal Approval _____ **Date:** 9-22-26
Accountant

Director of Fiscal Services _____ **Date:** 9-22-26

Asst Supt, Bus Services _____ **Date:** 9/22/26

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Form B-210) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a, b, or c)

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____ b. **Flat Rate:** $_____ to be the total payment to the Contractor including travel and/or other expenses.

__X__ c. **Other: $50,000.00** FY: **2026-2027**

General Tree Service
Non -Emergency Tree work Rate sheet

All labor is port to port, minus 30 minute lunch

Rates are 8 hour maximum, unless authorized by County official
Rates exceeding 8 hours are subject to overtime and double-overtime as applicable (1.5 rate for overtime, Double rate for Double Overtime)

Labor

General Labor		
Driver (non operator)	$125 per hour, non minimun , port to port (1man)	Includes chipper truck and 12" chipper
Groundperson	Includes all flagging and traffic control equipment	
Traffic Control/ Flagger		

Equipment / Operator

41 ft Bucket Truck	$140 per hour, 3 hour minimum - port to port, includes operator/driver (1 man)	
60 ft Bucket Truck	$160 per hour, 3 hour minimum - port to port, includes operator/driver (1 man)	
Crane 19 Ton	$175 per hour, 3 hour minimum - port to port, includes operator/driver (1 man)	
Track Skidsteer	$198 per hour, 3 hour minimum - time on site, includes operator (1 man)	fuel surcharge $200/day

Specialized Equipment

14 K Trailer	$100 /day	
20" chipper	$250/day	
Stump Grinder, Diesel, 49 HP	$275/hour, including operator	
Log Truck, 15k capacity	$200/day	

Dump Fees

Woodchip Disposal	No additional charge for chip left on site or taken to County Yard/Approved Location If woodchips are to be taken to the Buena Vista or Ben Lomond Transfer Station, Reimbursement Applies	
Log Disposal	No additional charge for logs left on site or taken to County Yard/Approved Location If logs are to be taken to the Buena Vista or Ben Lomond Transfer Station, Reimbursement Applies	

General Tree Service
Jesse Fernandez
1323 Darryl Drive
San Jose Ca, 95130
408-489-5671

QUOTE

ARUSD
District Office on Gay Avenue
San Jose

Quote # 0000798

Quote Date 08/26/2026

Item	Description	Unit Price	Quantity	Amount
	1 Large Eucalyptus to be removed with stump grinding.	9500.00	1.00	9,500.00
	8 Eucalyptus end weight reduction with dead wood removal.	950.00	8.00	7,600.00
	1 Large Eucalyptus crown reduction by 30 feet along with end weight reduction. This tree needs to be trimmed on a Saturday when no children or cars are present.	5750.00	1.00	5,750.00

Subtotal	22,850.00
Total	22,850.00
Amount Paid	0.00
Quote	$22,850.00



ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 2, 2026

Subject: **Ratify and approve a contract – McKinley Elevator Corporation**

Support Information: McKinley Elevator Corporation has been a reliable and responsive company that has worked with the district for a few years. The District is required to provide inspections of ADA Lifts as regulated by the State. These lifts are required by law and must be inspected in order to ensure the safety of our students and staff members at various sites district-wide.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract with McKinley Elevator Corporation for $10,000.00 for the fiscal year 2026-2027.

Recommend Approval

Submitted by: Eric Wasinger Title: Senior Executive of Bonds and M.O.T.

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____	Not Approved: _____	Tabled: _____

Docusign Envelope ID: 2B82C9B1-A807-8BAD-82B4-97DAC0F7DC27

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

AGREEMENT FOR REPAIR AND MAINTENANCE PROJECTS

TO: DIVISION OF BUSINESS SERVICES CONTRACT NO:_____

FROM: Maintenance, Operations & Transportation (M.O.T.)

INDIVIDUAL/COMPANY NAME: **McKinley Elevator Corporation** VENDOR NO: 18744

ADDRESS: **17611 Armstrong Avenue, Irvine, CA 92614**

TELEPHONE NUMBER: **1 (949) 735-0401** FAX NUMBER:

TAX ID NUMBER: **55-0880265** E-Mail: Ashley.Walsh@mckinleyelevator.com/Kevin.Rusin@mckinleyelevator.com

BOARD APPROVAL DATE: October 22, 2026

CONTRACT TERM: From: **September 01, 2026 – June 30, 2027**

CONTRACTOR'S OBLIGATION: In consideration of the compensation, the Contractor shall provide the following services, materials, products, and/ or reports:

A. One-line description for the Governing Board report: **Provide required inspection of all accessible lifts and ADA lifts as regulated by the State District-wide.**

B. Full description of services to be provided and expected results (e.g. services, materials, products and/or reports). Attach Scope of work, proposals exhibit and other pertinent documentation.

BUDGET CODE:

FD	RESC	PY	OBJECT	SB-OB	GOAL	FCTN	CST-CTR	LOC	PROG	AMOUNT
050	8150	0	5815	00	0000	8100	000000	450	8130	$10,000.00

Program Manager/Principal _____ **Date:** 10.5.2026

Superintendent _____ **Date:** _____

Fiscal Approval _____ **Date:** 10/8/26
Accountant

Director of Fiscal Services _____ **Date:** 10/6/26

Asst Supt, Bus Services _____ **Date:** 10/7/26

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment Provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Form B-210) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a, b, or c)

_____a. **Fee Rate:** $ _____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____b. **Flat Rate:** $_____ to be the total payment to the Contractor including travel and/or other expenses.

__X__ c. **Other: $10,000.00**(NTE) FY: **2026-2027**

Docusign Envelope ID: 2B82C9B1-A807-8BAD-82B4-97DAC0F7DC27

McKinley ELEVATOR CORPORATION

Planned Maintenance (PM) Service Agreement

We agree to inspect and service your equipment as described on the Service Check List. No repair or service other than normal schedule service shall be performed without first acquiring authorization from your company, the homeowner, or an authorized representative of said party. If necessary repairs are authorized at the time of normal maintenance, this work shall be performed at the current hourly labor rate.

Scheduled service rates are based on performing the service on all units on a one (1) trip basis. Charges for the regular scheduled service program is per unit, per call. The customer will be billed after each service call. Additional service calls not scheduled under this agreement will be billed at the prevailing rate.

McKinley Elevator Corporation employs trained technicians. All inspections and adjustments covered by this agreement will be made in a workmanlike manner. However, as all machinery is subject to wear-and-tear and various working conditions, over which McKinley Elevator Corporation has no control, we disclaim any responsibility for injury to persons or property, either directly or indirectly by reason of accidents caused by the equipment under this agreement.

It is presumed that the customer will cooperate with our servicemen in providing a clear working area for servicing of equipment. This agreement, when signed by an authorized person of the relevant party, shall remain in force until cancelled by either your company or McKinley Elevator Corporation.

We hereby agree to render service on the following equipment once within the days listed below:

Make/Model	Units	Per Unit	Frequency (Days)
Wheelchair Lift	13	$255.00	180

Total for Fiscal Year: $6,630 for Planned Maintenance
$510 for first hour onsite
$209/hour for each additional hour (billed at 1/4 hour increments)
Rate does not include any applicable taxes

Alum Rock School District
2930 Gay Ave
San Jose, CA 95127

Juan Mendoza
p (408) 928-6986
juan.mendoza@arusd.org

Respectfully Submitted,
David Nieto
david.nieto@mckinleyelevator.com
p 949-483-1084
f 949-955-3875

Accepted By (signature) _____ Print Name _____ Date _____

Docusign Envelope ID: 2B82C9B1-A807-8BAD-82B4-97DAC0F7DC27

McKinley ELEVATOR CORPORATION

WHEELCHAIR LIFTS

Planned Maintenance Items

	Inspection	Adjustment	Lubrication
Autolube Canister Activation Date	•		
Battery Back-up (alarm and unit power)	•		
Battery on DC powered units (test voltage)	•		
Cable Harness on Platform	•		
Cam Rollers	•		
Drive Belt and Belt Tension	•		
External Call Stations	•		
Key Switches	•		
Motor Pulleys & Shaft Pulleys	•		
Platform Call Station, Up/Down Control & Stop/Alarm	•		
Service Key	•		
Travelling Cable and Reel Retractor	•		
Wear Pads	•		
Alignment of Platform & Doors	•	•	
Bolt Securing Drive Cabinet and Base	•	•	
Door Interlock Switches (mechanical & electrical)	•	•	
Flip Ramp Assembly	•	•	
Hydraulic System (cylinder, oil level, slack rope device)	•	•	
Limit Switches	•	•	
Safety Pan Switches	•	•	
Acme Screw Drive (verify alignment)	•		•
Bearings (Upper & Lower)	•		•
Lift Nut Assembly	•		•
Auto-gate Operators	•	•	•

Note: Due to the various types of wheelchair lifts, the above items apply only if they are part of the equipment.

THE ABOVE IDENTIFIED ITEMS WILL BE COMPLETED IN EVERY PLANNED MAINTENANCE SERVICE

McKinley Elevator Corporation
17611 Armstrong Avenue, Irvine, CA 92614
p 949-261-9241 f 949-261-1326

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. 278108

Original PO Amount $_____ Contract Original Amount: $4,000.00

Vendor Name: Nickell Fire Protection Vendor No. 301960

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
X Increase Amount Line Item No.: 1
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
_____ Other _____

CONTRACTS ONLY

Change Orders:

Contracts Original Amount	$4,000.00
Change Order #: 1	$9,287.90
Change Order #: _____	$_____
Change Order #: _____	$_____
New Contract Total (including Change Orders)	$13,287.90

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
1	050	8150	0	5815	00	0000	8100	000000	450	8130	$9,287.90	

Reason for Adjustment:

Increase the amount by $9,287.90 for contract #CO-278108 for additional funding needed for the fire extinguisher deficiencies found during inspections throughout the district. Board approved 08/13/2026. Terms: 07/20/2026 - 06/30/2027. The contract provides fire extinguisher inspection services district-wide.

School/Dept.: M.O.T. Requested by: Eric Wasinger

Approval: _____ 9/29/26 Assistant Superintendent of Business Services
(for Contracts Only)

_____ Director/Program Manager

_____ 9/30/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: 09/29/2026 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

NICKELL
FIRE PROTECTION, INC

Nickell Fire Protection, Inc.
946 N. 7th Street
San Jose, Ca. 95112
408.437.6039
www.nickellfireprotection.com

CHANGE ORDER

Project Name: 2026 Annual Fire Extinguisher Service
Change Order No.: 2026AFES-ARUSD-092526
Date: 9/25/26

1. Project Information

Client / Owner: Alum Rock Union Elementary School District
Contractor: Nickell Fire Protection, Inc.
Project Address: 2930 Gay Ave, San Jose, Ca. 95127(Main), (All District Sites)

Original Contract Amount: $ 4,000.00
Change Order(s) Amount: $ 9,287.60
Total Order Amount: $ 13,287.60

2. Description of Change

Change Requested By: Connie Truong /Juan Mendoza (Alum Rock Union Elementary School District)

Description of Work / Change:

Originally quote for total of 500 Fire Extinguishers, district wide. Updated total for all sites is: 817.

Additional costs include labor for: (155) - 6-Year Breakdown/Recharge, (1) 5-Year Hydrostatic Testing (K-Type), (4) 12-Year Hydrostatic Testing (Dry Chem), (12) Installations
Materials for: (155) Check Stems, (155) O-Rings, (281) Sticker Decals, and New Equipment: (1) New 2.5lb ABC Fire Exinguisher, (27) New 5lb ABC Fire Extinguisher, (1) New 10lb ABC Fire Extinguisher

3. Reason for Change

☐ Owner Request
☐ Design Change
☐ Field Condition
☐ Material Availability
☐ Code / Permit Requirement

☐ Scope Clarification
☒ Other: Unforeseen goods, and services as needed to complete annual services.

4. Cost Breakdown

Description	Total
Labor	$ 7,462.00
Materials	$ 5,296.00
Tax	$ 529.60
Other	$
Change Order Total	**$ 13,287.60**

Change Order Amount: ☒ ADD $ 9,287.60 ☐ DEDUCT $

5. Approval

The parties acknowledge and agree to the changes in scope, cost, and schedule described above.

Nickell Fire Protection, Inc.:

Name: Jeff Nickell

Signature:

Date: 09/25/26

Customer / Alum Rock Union School District:

Name:

Signature:

Date: 9/29/26

Architect / Project Manager (if applicable

Notes

Docusign Envelope ID: C2B15F13-CB27-8B1E-82C0-4E03A75C3488

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: September 23, 2026

Subject: **Ratify and Approve a Contract - Syserco, Inc.**

Support Information: Syserco is an Energy Management System (EMS) control company that implements, supports, monitors, and operates Alerton Control products for the Alum Rock Union Elementary School District (ARUESD). This company provides technical support to our heating system using Alerton's IBEX/BacTalk/BacNet/ operating system. From Energy conservation and compliance strategies to energy management systems, Syserco provides organization costs. Their experts work with public and private organizations, like ours, to improve our building infrastructure, optimize energy usage, and reduce utility costs.

Syserco will provide technical support and training services for the Energy Management System (EMS) as needed, District-wide.

Fiscal Impact: Yes

Budgeted: Yes

Budget Source: Restricted Fund

Recommended Action: Staff recommends that the Board of Trustees ratify and approve the contract with Syserco, Inc. for the 2026-2027 fiscal year. The cost is $28,738.00

Recommend Approval

Submitted by: Eric Wasinger Initial EW Title: Senior Executive of Bonds, and M.O.T.

Approved by: Dr. Marine Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

Agenda Placement

Dr. Marnie Hazelton, Superintendent

Docusign Envelope ID: C2B15F13-CB27-8B1E-82C0-4E03A75C3488

DISPOSITION BY BOARD OF TRUSTEES

Motion by:_____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Docusign Envelope ID: 197F3DB4-F179-8D9C-8131-4C8838671F4B

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

AGREEMENT FOR REPAIR AND MAINTENANCE PROJECTS

TO: DIVISION OF BUSINESS SERVICES CONTRACT NO: _____

FROM: Maintenance, Operations & Transportation (M.O.T.)

INDIVIDUAL/COMPANY NAME: Syserco Inc. VENDOR NO: 14438

ADDRESS: 215 Fourier Avenue, Suite 100, Fremont, CA 94539

TELEPHONE NUMBER: (510) 498-1171 FAX NUMBER: (510) 498-1160

TAX ID NUMBER: 483939 E-Mail: s.roberts@syserco.com; contracts@syserco.com

BOARD APPROVAL DATE: October 22,2026

CONTRACT TERM: From: **July 1, 2026 – June 30, 2027**

CONTRACTOR'S OBLIGATION: In consideration of the compensation, the Contractor shall provide the following services, materials, products, and/ or reports:

A. One-line description for the Governing Board report: **Provide technical support and training services for the Energy Management System (EMS) as needed, district-wide.**

B. Full description of services to be provided and expected results (e.g. services, materials, products and/or reports). Attach Scope of work, proposals exhibit and other pertinent documentation.

BUDGET CODE:

FD	RESC	PY	OBJECT	SB-OB	GOAL	FCTN	CST-CTR	LOC	PROG	AMOUNT
050	8150	0	5815	00	0000	8100	000000	450	8130	$28,738.00

Program Manager/Principal _____ **Date:** 9-22-2026

Superintendent _____ **Date:** _____

Fiscal Approval _____ **Date:** 9-22-26
Accountant

Director of Fiscal Services _____ **Date:** 9-22-26

Asst Supt, Bus Services _____ **Date:** 9/22/26

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment Provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Form B-210) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a, b, or c)

_____ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____ b. **Flat Rate:** $_____ to be the total payment to the Contractor including travel and/or other expenses.

__X__ c. **Other:** $ **28,738.00** FY: **2026-2027**

SYSERCO

June 1st, 2026

Alum Rock Unified School District
2930 Gay Avenue
San Jose, CA 95127

RE: Alum Rock USD/Syserco Service Agreement

Dear Juan,

This letter is to inform you that your service agreement with Syserco is set to renew effective Tuesday, June 30, 2026. Most importantly we at Syserco would like to thank you for your business over the years and we'd like to continue the great working relationship between Alum Rock Unified School District and our team. By renewing your service agreement before the expiry date you will continue to receive the benefits of being a valuable service agreement customer.

Syserco intends to renew your service agreement on Wednesday, July 01, 2026, for three (1) additional years. Your new 1-year service agreement price will be as follows:

1. Year 1: $28,738.00

Once again, thank you for the opportunity you have given Syserco to deliver outstanding service to Alum Rock USD; we look forward to partnering and assisting you in the operation of your facility. As always, we truly value your feedback so please feel free to contact me at any time at 510-498-1420 or s.roberts@syserco.com.

_____

Samantha Roberts
Syserco Service Coordinator
Service@Syserco ~ Making customer satisfaction and facility improvement a way of life.

_____

Juan Mendoza
Operations Manager

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. _____

Original PO Amount $_____ Contract Original Amount: $3,900

Vendor Name: Elizabeth Isono Vendor No. _____

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
_____ Increase Amount Line Item No.: _____
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
_____ Other _____

CONTRACTS ONLY

Change Orders:
Contracts Original Amount $_____
Change Order #: _____ $_____
Change Order #: _____ $_____
Change Order #: _____ $_____

New Contract Total $_____
(including Change Orders)

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
1	080	6500	0	5815	00	5001	3140	000000	380	1801	3,900	

9/10/26.

Reason for Adjustment:

Rollover contract in the amount of $3,900 for the 2026/2027 FY. This is year 2 of a 2 yr contract.

School/Dept.: Special Education Requested by: LeAnne Depew

Approval: _____ 9/10/26 Assistant Superintendent of Business Services
(for Contracts Only)

_____ Director/Program Manager

_____ 9/18/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: _____ Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

DocuSign Envelope ID: 4F9F4081-516B-647F-815B-0B1C761E4A5F

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Special Education (School/Dept.) VENDOR NO. _____

Submitted by: Anthony Colonna, Director, Special Education

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Elizabeth Isono

Address: 1 Camino Sobrante #217 City: Orinda State: CA Zip: 94563

Phone: (510) 717-1300 Email Address: l,isono@comcast.net

SSN: 555-29-8394 or Fed I.D. #: _____

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on May 16, 2026, and will diligently perform as required and complete performance by June 30, 2026, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Elizabeth Isono will conduct an Independent Educational Evaluation (IEE) in the area of Occupational Therapy (OT) per parent request

ARUESD Board Approved 5/14/26

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

X a. **Fee Rate:** $150/hr per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____ b. **Other:** $_____ (describe rate agreement) _____

_____

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
080	6500	0	5815	00	5001	3140	000000	380	1801	3,900	4/20/26

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

Elizabeth B. Isono, MS OTR/L

2550 9th Street, #115 Berkeley, CA 94710 Phone: 510-717-1300

Hourly Rate: $150

Breakdown of charges:

- Evaluation may take 3 to 6 hours depending on the complexing of the student
- A school observation (1 to 2 hours) will be conducted at the hourly rate
- A review of the student's previous evaluations, consulting with teachers and parents, scoring of the evaluations, integration of findings, and report writing take an average of 14-16 hours which are charged at the hourly rate.
- Attending IEP (1 to 2 hrs)

Docusign Envelope ID: CD4AB47F-068C-8E39-82F1-8AE6AFEA0118

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Special Education (School/Dept.) VENDOR NO. _____

Submitted by: Anthony Colonna, Director, Special Education

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Rachael Kleffer

Address: 343 Soquel Ave. #213 City: Santa Cruz State: CA Zip: 95062

Phone: (831) 316-4802 Email Address: rachael@rachaelkleffer.com

SSN: _____ or Fed I.D. #: 42-4055510

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 20 26, and will diligently perform as required and complete performance by June 30, 20 27, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Rachael Kleffer will provide initial and triennial evaluations for students in the Alum Rock School District

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

X a. **Fee Rate:** $2,850-4,850 per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

_____ b. **Other:** $_____ (describe rate agreement) _____

_____

5. **BUDGET CODE:**

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
080	6500	0	5815	00	5750	1120	000000	380	1820	10,000	9/22/25

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

Rachael Kleffer,

LICENSED EDUCATIONAL PSYCHOLOGIST, INC.

343 Soquel Avenue #213
Santa Cruz, California 95062

rachael@rachaelkleffer.com

(831) 316-4802

2026-27 School Year School Psychology Services and Rate Sheet

Initial Special Education Assessment *Initial Special Education Assessment Plus Educational Review of Records*	*$3850.* *$4850.* *$3150.*
Triennial Special Education Assessment *Triennial Special Education Assessment Plus Educational*	*$3850.* *$4850.*
Educational Assessment	*$2850.*
Educationally Related Mental Health Assessment	*$3500.*
Case Consultation	*$175. per hour*

Assessment fee includes up to 3 hours of online or in-person IEP attendance at conclusion of assessment.

Additional IEP hours and hours spent on inconclusive assessments billed at Consultation rate.

Services invoiced monthly per completed and submitted psychoeducational report.

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. _____ Contract No. MY 269350

Original PO Amount $_____ Contract Original Amount: $zero cost

Vendor Name: Asian Americans for Community Involvement of Santa Clara County INC. DBA: AACI Vendor No. 015717

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
_____ Increase Amount Line Item No.: _____
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax: _____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
X Other MOU service adjustment

CONTRACTS ONLY

Change Orders:
Contracts Original Amount $Zero Cost
Change Order #: _____ $_____
Change Order #: _____ $_____
Change Order #: _____ $_____

New Contract Total (including Change Orders) $Zero Cost

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
01	010	0000	0	5100	00	0000	3130	000000	340	7221	0.00	

9/25/26

Reason for Adjustment:

POCO Adjustment: The Board approved AACI MY 269350 contract language is being adjusted as follows: Behavioral Health service locations will include McCollam, Ryan, and Painter, which are designated for Behavioral Health support only. A detailed description of Behavioral Health services is included in Attachment B – AACI Behavioral Health Department Description of Services, which is incorporated into this MOU by reference. Duties of Provider: AACI Behavioral Health may also provide on-site or telehealth individual therapy, case management, and group rehabilitation services to eligible students/clients at identified ARUSD campuses, as further described in Attachment B.
MOU Term to end on June 30, 2027 from June 30, 2028.

School/Dept.: Student Support Services Requested by: Kiela Jimenez

Approval: X _____ 9/25/26 (for Contracts Only) Assistant Superintendent of Business Services

_____ Director/Program Manager

_____ 9/25/26 Director of Fiscal Services

_____ Procurement Manager

Date Requested: 9/24/26 Date Entered: _____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 or 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

Docusign Envelope ID: 02F35ACE-F355-6D8E-6046-ECBA4EA54900

Memorandum of Understanding (MOU) Between
Asian Americans for Community Involvement (AACI)
&
Alum Rock Union School District

By this agreement made and entered into on this day June 22nd of 2026 between Alum Rock Union School District (hereinafter referred to as ARUSD) and Asian Americans for Community Involvement (AACI) (hereinafter referred to as Provider), in consideration of their mutual covenants, the parties hereto agree as follows:

1. DESCRIPTION OF SERVICES: Asian Americans for Community Involvement (AACI) will provide Youth Programs services, including Friday Night Live Elementary, to Aptitud Community Academy at Goss (hereinafter referred to as ACA), as well as Behavioral Health services to eligible ARUSD students at identified school sites. Behavioral Health service locations will include McCollam, Ryan, and Painter, which are designated for Behavioral Health support only. The Friday Night (FNL) mission is to build partnerships for positive and healthy youth development, engage youth in Social Emotional Learning (SEL) practices, and to engage youth as active leaders and resources in their communities. The primary goal of Friday Night is to form partnerships between young people and adults to provide programs rich in opportunities and support so young people will less likely engage in problem behaviors and more likely to achieve in school, attend higher education, and secure full-time jobs. Friday Night Live's vision is to work hand-in-hand with young people so they are both problem free and fully prepared for their futures. Friday Night Live High School, Friday Night Live Middle, and Friday Night Live Elementary programs support youth-driven school and community efforts. Engaging youth in creating change around issues that impact them benefits young people in supporting positive development and also benefits adults, organizations, and communities. Young people provide valuable insight, perspective, and experience and engaging them ensures that change being created is relevant to their lives.

YTI is a FREE alternative activities program that uses arts and media to promote healthy lifestyles, positive skill development, social emotional learning, storytelling, confidence building and advocacy. This program is offered to Santa Clara County residents ages 8- 24. Our mission is to uplift youth and young adults' confidence and social emotional learning so that they can use these skills in their futures.
YTI also offers free mental health training, suicide prevention training, and social emotional learning life skills. Botvin LifeSkills Transition Training for upperclassmen helps prepare for the transition into college and work. The training runs for 6-weeks long, 1-hour sessions each. Designed to provide skills to those facing new roles & responsibilities that come with the transition from high school into the workforce and further education. Students will learn how to set goals, effective communication skills, manage stress, decision making, and risks- its cause and effects, manage time and money, and how to build relationships.

In addition, AACI's Behavioral Health Department will provide mental health services through its Family & Children's Services programs, including Psychologist Intern onsite rotations, Outpatient Continuum (OPC), and Bridging Families (BF) services for eligible ARUSD students. A detailed description of Behavioral Health services is included in **Attachment B – AACI Behavioral Health Department Description of Services**, which is incorporated into this MOU by reference.

A. PURPOSE OF MOU: To outline the services provided by AACI for ARUSD campuses (FNLE, ACA, Adelante 1, Linda Vista, and LUCHA). AACI Behavioral Health services may also be provided at McCollam, Ryan, and Painter. McCollam, Ryan, and Painter are included for Behavioral Health services only.

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B. DUTIES OF PROVIDER: he Provider agrees to provide the following services, materials, and/or products: On-site and/or virtual Friday Night Live/Youth Programs services through capacity and skill-building training; assist youth in implementing projects designed to elicit community or neighborhood-wide norm or policy change; foster mental and emotional health and well-being, academic commitment and achievement, youth engagement in community service, social action activities, and advocacy for safe and healthy environments; collaborate with school staff; and provide ongoing support services to students and families and referrals to community agencies as needed. **AACI Behavioral Health may also provide on-site or telehealth individual therapy, case management, and group rehabilitation services to eligible students/clients at identified ARUSD campuses, as further described in Attachment B.**

C. DISTRICT/SCHOOL OBLIGATIONS: For the period of this agreement, ARUSD shall provide the following: Provide physical space for Friday Night Live Elementary services, digital space for virtual and online programming, student referrals, assistance for AACI staff to provide effective services and opportunities to staff about the referral process for teachers and staff, provide physical and confidential space for individual therapy and group rehabilitation services, coordination of care between school staff and AACI clinicians, Provided, however, the "assistance for AACI staff" shall not significantly impact the work-load of any ARUSD employee.

D. COMPENSATION: For the full performance of this agreement, ARUSD shall pay $0.00 to Provider. The Santa Clara County Department of Behavioral Health Services (BHS) has contracted with AACI for all program services outlined in section 1, Description of Services and Duties of Provider. ARUSD is therefore not responsible for any program related expenses incurred by the Provider unless the parties agree in advance.

E. PERIOD OF MOU: The Provider's work as specified in this agreement shall commence on **June 22, 2026** and shall be completed on or before **June 30, 2027.**

F. GENERAL TERMS AND CONDITIONS:

1. INDEMNIFICATION: The Provider agrees to indemnify, defend, and hold harmless ARUSD its officers, agents, employees, and volunteers from any claim of damage or loss to any students and/or employees of ARUSD, or other persons, firms, or corporations including those furnishing or supplying work, services, materials, or supplies, where the claim or loss is alleged to arise from the negligence or other culpable conduct of the Provider and/or any agent of the Provider (including any medical staff it supervises) in the performance of this agreement. The Provider's obligation to defend shall be triggered by its receipt of notice of such claim or loss.

2. NON-DISCRIMINATION: No discrimination shall be made in the employment of persons under this agreement because of the race, religion, sex, age, national origin, ancestry, political affiliations, disability, medical condition, marital status, or sexual orientation.

3. CONFLICT OF INTEREST: Before executing this agreement, the Provider shall disclose to the ARUSD identities of any board member, officer, or employee of ARUSD, or relatives thereof, who the provider knows will have financial interest resulting from this agreement.

4. LICENSE AND AUTHORITY: The Provider will maintain all necessary licenses during the term of agreement. If other than a natural person, Provider is duly authorized to enter into this agreement by its governing or controlling body. Evidence or copies of all necessary licenses must accompany this agreement.

5. EQUIPMENT AND FACILITIES: The Provider will provide all necessary equipment and facilities to render his/her services pursuant to this agreement, unless otherwise agreed to by the parties. The Provider alone shall

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be solely responsible for the pay and benefits and any other compensation for all medical personnel it provides.

6. USE OF ADDITIONAL WORKERS BY PROVIDER: The Provider may, at the Provider's own expense, employ additional workers or other Providers as necessary for the completion of this agreement and shall maintain workers' compensation insurance as required by state law. ARUSD shall not control, direct, or supervise the Provider's additional workers or Providers in the performance of those services. The Provider assumes full and sole responsibility for the payment of all compensation and expenses of these additional workers or Providers and for all state and federal income tax, unemployment insurance, social security, disability insurance, and other applicable withholdings. The Provider shall not hire employees of ARUSD for performance of this agreement.

7. ASSIGNMENT: Without the written consent of ARUSD this agreement is not assignable by the Provider.

8. SUCCESSORS AND ASSIGNS: This agreement shall be binding on the heirs, executors, administrators, successors, and assigns of the respective parties.

9. FINGERPRINTING AND CRIMINAL RECORDS CHECK: Provider shall comply with the provisions of Education code section 45125.1 regarding the submission of employee fingerprints with the California Department of justice and the completion of criminal background investigations of its employees. Provider shall not permit any employees to have any contact with District pupils until such time as Provider has verified in writing to ARUSD that such employee has not been convicted of a felony as defined in Education code 45125.1. Provider's responsibility shall extend to all employees, subcontractors and employees of subcontractors regardless of whether such individuals are paid or unpaid, concurrently employed by the district and/or acting as independent providers of the Provider. Verification of compliance with this section shall be provided in writing to ARUSD prior to the commencement of participation in the agreed project and prior to contact with students.

10. HEALTH EXAMINATION: No person shall be initially allowed to interact with students unless he/she has placed on file with the provider or district a certificate from a physician licensed under the Business and professions Code indicating that a tuberculosis examination within the past 60 days shows that he/she is free from active tuberculosis. The tuberculosis examination shall consist of an approved intradermal tuberculin test. An X-ray of the lungs shall be required only if the intradermal test is positive. (Education Code 49406)

11. APPLICABLE LAW: The validity of this agreement and any of its terms or provisions as well as the rights and duties of the parties hereunder shall be governed by the laws of the state of California.

12. CHANGES OR ALTERATIONS: No changes, alterations, or variations of any kind to this agreement are authorized without the written consent of ARUSD and Provider.

13. HEADINGS: All section headings contained herein are for clarification and convenience of reference only and are not intended to limit the scope of any provision of the agreement.

14. TERMINATION: The Provider and/or ARUSD may terminate this agreement upon thirty (30) days advance written notice and be relieved of the payment of any consideration to the Provider should the Provider fail to perform under this agreement. In the event of such termination, ARUSD may proceed with the work in any manner deemed proper by ARUSD. The cost to ARUSD shall be deducted from any sum due the Provider under this agreement.

15. SEVERABILITY: In the event any portion of this agreement shall be held by a Court to be invalid, such holding shall not invalidate the remainder of this agreement.

16. AMBIGUITY: The language herein shall be construed as jointly proposed and jointly accepted, and in the event of any subsequent determination of ambiguity, all parties shall be treated as equally responsible for such ambiguity.

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17. COPYRIGHT: Any written or electronic media product produced as a result of this contract shall be a work for hire and shall be the property of the Provider and ARUSD.

18. EXPENSES: The Provider shall be responsible for all costs and expenses incident to the performance of services for ARUSD, except as provided by this agreement, including but not limited to: all costs of equipment provided by the Provider; all fees, fines, licenses, bonds or taxes required of or imposed against the Provider; and all other of the Provider's costs of doing business.

19. INDEPENDENT CONTRACTOR STATUS: This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Provider certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUSD. Additionally, as the Contractor is not an ARUSD employee, ARUSD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

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G. COMMUNICATIONS: Communications between the parties to this Agreement may be sent to the following addresses:

Provider:	School District:
Asian Americans for Community Involvement (AACI) 2400 Moorpark Avenue, Suite 300 San Jose, CA 95128 ATTN: Sarita Kohli, President/CEO	Alum Rock Union School District 2930 Gay Ave San Jose, CA 95127 ATTN: Sandra Garcia, Interim

H. UNDERSTANDING AND ACCEPTANCE OF THE PARTIES: This Agreement constitutes the entire agreement between the parties with respect to the subjects covered herein. The Provider's signatures below signify both an understanding and acceptance of the contract provisions.

I. ARUSD REPRESENTATIVE

Signature:

Print Name: Dr. Marnie Hazelton
Superintendent

Address: 2930 Gay Ave
San Jose, CA 95127

Phone: (408) 928-6800

E-Mail Address: marnie.hazelton@.arusd.org

PROVIDER

Signature: Signed by: Sarita Kohli 75A256EEBBA54BC 9/24/2026

Print Name: Sarita Kohli
CEO

Address: 2400 Moorpark Ave. #300
San Jose, CA 95128

Phone / Fax:
408-975-2730/408-975-2745

E-Mail Address: sarita.kohli@aaci.org

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Attachment A
Aptitud Community Academy at Goss

Schools:

- **Youth Programs/FNL Site**: Aptitud Community Academy at Goss
- **Behavioral Health Sites:** Eligible ARUSD school locations, including McCollam, Ryan, and Painter

Service Provider/Agency: Asian Americans for Community Involvement

Agency Contact: Sarita Kohli,
President/CEO
Phone Number: 408-975-2730 ext. 106

Description of Services: Asian Americans for Community Involvement (AACI) will provide the Friday Night Live Elementary program to ARUSD. The Friday Night (FNL) mission is to build partnerships for positive and healthy youth development and to engage youth as active leaders and resources in their communities by engaging youth in Social Emotional Learning (SEL). The primary goal of Friday Night is to form partnerships between young people and adults to provide programs rich in opportunities and support so young people will less likely engage in problem behaviors and more likely to achieve in school, attend higher education, and secure full-time jobs. Friday Night Live's vision is to work hand-in-hand with young people so they are both problem free and fully prepared for their futures. Friday Night Live High School, Friday Night Live Middle, and Friday Night Live Elementary programs support youth-driven school and community efforts. Engaging youth in creating change around issues that impact them benefits young people in supporting positive development and also benefits adults, organizations, and communities. Young people provide valuable insight, perspective, and experience and engaging them ensures that change being created is relevant to their lives.
YTI is a FREE alternative activities program that uses arts and media to promote healthy lifestyles, positive skill development, social emotional learning, storytelling, confidence building and advocacy. This program is offered to Santa Clara County residents ages 8- 24. Our mission is to uplift youth and young adults' confidence and social emotional learning so that they can use these skills in their futures.
YTI also offers free mental health training, suicide prevention training, and social emotional learning life skills. Botvin LifeSkills Transition Training for upperclassmen helps prepare for the transition into college and work. The training runs for 6-weeks long, 1-hour sessions each. Designed to provide skills to those facing new roles & responsibilities that come with the transition from high school into the workforce and further education. Students will learn how to set goals, effective communication skills, manage stress, decision making, and risks- its cause and effects, manage time and money, and how to build relationships. Be Sensitive, Be Brave Suicide Prevention and Mental Health Trainings which prepares community members to help friends and loved ones during times of distress. These are offered at one-time training courses for 90 minutes.
In addition, AACI's Behavioral Health Department will provide mental health services through its Family & Children's Services programs, including Psychologist Intern onsite rotations, Outpatient Continuum (OPC), and Bridging Families (BF) services for eligible ARUSD students. A detailed description of Behavioral Health services is included in **Attachment B – AACI Behavioral Health Department Description of Services**, which is incorporated into this MOU by reference.

Services Provided: AACI Friday Night Live youth programming through youth capacity building, skill training, and assisting youth in implementing projects that are designed to elicit community or neighborhood-wide, norm or policy change, foster mental and emotional health and well-being, foster academic commitment and achievement, youth engagement in community service, social action activities, and advocacy for safe and healthy environments, collaboration with school staff, and provide ongoing support services to student and families and referrals to community agencies as needed.

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MOU/Contract: Yes No **Board/District Approved:** Yes No

Date Approved:

If yes, term of MOU/contract dates: **June 22, 2026** through **June 30, 2027.**

(ATTACH COPY OF MOU/CONTRACT)
Contract cost to the District: $0.00

List names of agency staff on campus with or without MOU:

Joseph Rivera	Joseph.rivera@aaci.org	(408) 975-2730 ext. 283
America Bautista	America.bautista@aaci.org	(408) 975-2730 ext. 172
Tuyen Nguyen	Tuyen.nguyen@aaci.org	408-975-2730
Veronica Solorzano	Veronica.solorzano@aaci.org	408-975-2730
Kashmir Palencia	Kashmir.Palencia@aaci.org	408-975-2730
Houyee Chow	Houyee.chow@aaci.org	(408)-975-2730 ext. 407
Alexandra Velazquez	Alexandra.velazquez@aaci.org	(408)-975-2730 ext. 284

Information submitted by: Sarita Kohli Phone Number: 408-975-2730 ext. 106

School Principal Approval:

ARUSD MOU 26-27 School Year
AACI Behavioral Health Department

Attachment B – AACI Behavioral Health Department
Description of Services for Family & Children's Services

Psychologist Interns Onsite Rotation – First piloted in 25-26 School Year

- 1 Psychologist Intern is stationed for a minimum of 4 hours at 1 school location, 1 day per week, for 10 calendar weeks.
- Psychologist Intern will provide onsite INDIVIDUAL therapy for Medi-Cal eligible students
- Psychologist Intern can provide onsite limited INDIVIDUAL interventions/support for non-Medi-Cal students, up to 10 sessions, 1x per week, if they are unsponsored and have no health insurance coverage.
- Psychologist Intern can refer students who do not have insurance, but are Medi-Cal eligible, to AACI's Enrollment Specialists to assist in signing up for Medi-Cal
- Psychologist Intern can provide psychoeducation to classrooms with small presentations, time permitting
- Upon completion of the 10-week rotation, Medi-Cal students can continue services with the Psychologist Intern, per AACI's regular Outpatient Continuum program. These students can be seen either at their homes, at AACI's clinics, other community locations, or onsite at ARUSD school location.

Family & Children's Services - Outpatient Continuum (OPC) and Bridging Families (BF)

- These services are for Medi-Cal enrolled students attending ARUSD schools.
- AACI staff in the Family & Children's Services, Outpatient Continuum (OPC) and Bridging Families (BF) can provide therapeutic services such as one on one individual therapy, care-coordination and when needed family partner support for the parents onsite at identified ARUSD school locations.
- AACI staff consist of pre-licensed clinicians (AMFT, ASW, APCC, psychologist interns/trainees, Master's level trainees), licensed clinicians (LMFT, LCSW, LPCC), and paraprofessionals (Intensive Home Service Providers or Family Partners)
- AACI staff can meet with Medi-Cal client onsite for INDIVIDUAL therapy for 1 hour per client per day.
- AACI staff can meet with school officials and school personnel as-needed for case consultation (ie IEP meetings, school concerns regarding client, etc.). Release of Information will be obtained prior to meetings.

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

PURCHASE ORDER / CONTRACT CHANGE ORDER (POCO)

P.O. No. 278038 Contract No. 278038

Original P.O Amount $ 0 Contract Original Amount $ 0

Vendor Name: Carnegie Mellon University Vendor No. 301895

Please check:

_____ Cancel P.O. / Contract
_____ Change Item No.: _____
_____ Increase Amount Line Item No.: _____
_____ Decrease Amount Line Item No.: _____
_____ Add Line No.: _____
_____ Delete Line No.: _____
_____ Add/Change object code to: _____
_____ Add Freight: $_____
_____ Add Tax:_____%
_____ Disencumber
_____ Add/Change Prog. No. to: _____
X Other changes to MOU- Dates

CONTRACTS ONLY

Change Orders:
Contracts Original Amount $_____
Change Order #:_____ $_____
Change Order #:_____ $_____
Change Order #:_____ $_____

New Contract Total $_____
(including Change Orders)

Line #	FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SUB-OBJ 00	GOAL XXXX	FCTN XXXX	COST-CNTR XXXXXX	LOC XXX	PROG XXXX	$AMOUNT	BUS OFC
1	010	0000	0	5815	00	1110	1000	000000	305	7221	0	

Reason for Adjustment:

The MOU lists dates under 3. Duration of Agreement - change to read ends on June 30, 2027. The MOU lists as a start date of September 14, 2026. Board of Trustees Date of Meeting is October 22, 2026, services may be made after the approval from the Board of Trustees- October 23, 2026.

School/Dept.: Student Support Services Requested by: Dr. Kiela Jimenez

Approval: 10/7/26 Assistant Superintendent of Business Services
(for Contracts Only)

10/5/26 Director/Program Manager

_____ Procurement Manager

Date Requested:_____ Date Entered:_____ Entered By: _____

(Pursuant to Public Contract Code 20118.4, the total cost of change orders shall not exceed the greater of $15,000.00 OR 10% of the original contract amount. The ARUESD Board of Trustees must approve changes exceeding these limits.)

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AMENDED AND RESTATED MEMORANDUM OF UNDERSTANDING BETWEEN ALUM ROCK UNION SCHOOL DISTRICT AND CARNEGIE MELLON UNIVERSITY

This Amended and Restated Memorandum of Understanding ("Agreement") is made as of October 23, 2026 (the "Effective Date"), and is between Carnegie Mellon University, a nonprofit Pennsylvania corporation having offices at 5000 Forbes Avenue, Pittsburgh, PA 15213 ("University") and the Alum Rock Union School District ("School District"), with a principal place of business located at 2930 Gay Ave, San Jose, CA 95127 (each, a "party," and collectively, the "parties").

WHEREAS, the parties previously entered into a Memorandum of Understanding (the "Original MOU") dated February 27, 2026 to facilitate research and development of student math learning activities in the School District through remote tutoring; and

WHEREAS, the parties desire to continue to facilitate research about student learning and wish to enter this Agreement to reflect their current understanding regarding the matters addressed herein;

NOW THEREFORE, in consideration of the mutual promises and covenants set forth below, the parties agree as follows:

1. **Purpose:** Through this Agreement, the parties express their interest in collaborating to improve student math learning in the School District through the use of University's Personalized Learning Squared tutoring program ("PLUS tutoring program"), while concurrently conducting research toward continuous improvement and student learning gain.

2. **Background:** University will provide virtual math tutoring services to School District students through the PLUS tutoring program. In connection with the PLUS tutoring program, University will evaluate student learning gains through research and analysis of student outcome data provided by School District and data collected through the PLUS tutoring program and math software (collectively, the "Student Data"). The scope and authorized use of the Student Data is further defined in the Data Sharing Agreement incorporated herein as Attachment A (the "DSA").

3. **Duration of Agreement:** This Agreement shall begin on the Effective Date and end on June 30, 2027.

4. **Responsibilities:** In furtherance of the Purpose, the parties agree to the following responsibilities:

School District:

- Implement the PLUS tutoring program in selected School District schools, through remote tutoring;
- Share Student Data with University consistent with the terms of this Agreement;
- Participate in the randomized controlled trial as described in Section 5 below.
- Acknowledge University's right to use the results of its research conducted pursuant to this

Agreement.

University:

- Abide by the terms of this Agreement;
- Assist in the recruitment, training, and deployment of math tutors at School District schools as part of University's implementation of the PLUS tutoring program in School District;
- Conduct research and analysis of Student Data to measure the effectiveness of the PLUS tutoring program;
- Conduct the randomized controlled trial as described in Section 5 below; and
- Take steps to iteratively improve the PLUS tutoring program;

5. **Randomized Controlled Trial:** To assess the effectiveness of its PLUS tutoring program, University will conduct a multi-site randomized controlled trial ("RCT"). As part of the RCT, eligible classrooms within School District will be randomly assigned either to: (i) receive the PLUS tutoring program at no cost to School District; or (ii) continue with their existing instructional practices and not receive the PLUS tutoring program. As part of the RCT, School District agrees to provide University with Student Data as described in the DSA.

   The parties hereby acknowledge that financial support for the RCT was provided to University pursuant to an award from the Rockefeller Philanthropy Advisors ("RPA award"). Subject to the terms of the RPA award, and in compliance with University policies and applicable law, University will provide direct payments to select School District personnel as an honorarium in recognition of the additional effort associated with the RCT. More specifically, each participating School District teacher will receive an honorarium of no less than Five Hundred Dollars ($500) from University. University will also provide fall and spring honoraria payments totaling no less than Five Hundred Dollars ($500) to each School District-designated school coordinator who performs coordination responsibilities for the RCT. Coordination responsibilities may include ensuring daily tutoring session fidelity, monitoring and promoting student engagement, supporting program participation goals, serving as a school liaison with University, and managing timely submission of data.

   School District acknowledges that its participation in the RCT is voluntary. However, participation in the RCT and compliance with this Agreement are required as conditions of the School District's continued participation in the PLUS tutoring program. If School District elects not to utilize the PLUS tutoring program, it will not be required to participate in the RCT.

6. **Funding:** Except for the honorarium to be paid by University as described in Section 5 above, the parties acknowledge and agree that this Agreement does not include the reimbursement of funds between the parties.

7. **Confidentiality:** University shall be bound by and shall comply with the Family Educational Rights and Privacy Act ("FERPA"), Protection of Pupil Rights Act ("PPRA"), the Pennsylvania

State Board of Education Guidelines, the Health Insurance Portability and Accountability Act ("HIPAA"), to the extent applicable, and any other applicable federal, state, and/or local legislation regarding student information.

8. **Background Checks:** The School District, pursuant to Pennsylvania law, requires State and Federal Bureau of Investigation criminal record checks, as well as a Child Abuse History Clearance, for all employees, student teachers, bus drivers, and contractors and their employees that have direct contact with children. University shall comply with all requirements in this regard imposed by the School District or applicable law. Direct contact with children is generally defined in the Pennsylvania State Board of Education Regulations, Chapter 8, Section 8.1, as the possibility of care, supervision, guidance or control of children or routine interaction with children. Direct contact with children is defined by the Department of Public Welfare in Title 55 of the Pennsylvania Code, Chapter 3490, generally as access to children by a school employee who has routine and unsupervised access to children in the course of carrying out the employee's responsibilities in a school. The term "school employee" includes independent contractors and their employees.

9. **Insurance:** University shall obtain and maintain comprehensive general insurance for no less than 1,000,000 per occurrence. The School District shall be named as a certificate holder and an additional insured under such insurance coverage. University must additionally maintain worker's compensation insurance, disability benefit and other social insurance as may be required by the law.

10. **Terms of Agreement:** Either party may terminate this Agreement upon 30 days' written notice, sent to the authorized representative(s) of the respective party listed below. This Agreement may be immediately terminated by either party, without notice, for actions that are determined to be fraudulent, illegal, unethical, or dangerous to the intended recipients.

Notice to School District shall be to:

Name: Dr. Marnie Hazelton
Address: 2930 Gay Ave, San Jose, CA 95127
Email: marnie.hazelton@arusd.org

Notice to University shall be to:

For Contract Issues:
Office of Sponsored Programs
Carnegie Mellon University
5000 Forbes Avenue
Pittsburgh, PA 15213
(412) 268-8746 Telephone
(412) 268-6279 Fax
Email: osp-x@cmu.edu

For Technical Issues:
Attn: Danielle Thomas
5000 Forbes Avenue
Newell-Simon Hall 2507
Pittsburgh, PA 15213
(330) 719-3421 Telephone
Email: drthomas@cmu.edu

11. **Effective Administration and Execution of this Memorandum of Understanding:** Effective execution of the Agreement will be achieved through continuing communication and dialogue between parties. Either party may request a meeting to discuss modifications, successes, or challenges at any time. The parties will work in good faith to address any reasonable concerns and ensure compliance with the terms of this Agreement.

12. **Export Control:** Each party is subject to any and all applicable export control laws and regulations. As an institution of higher learning, University has many foreign national employees and students, and it typically performs fundamental research that is exempt from export control licensing under applicable export control laws. As a result, University does not wish to take receipt of export-controlled information or materials except as may be specifically agreed to in advance under a separate agreement by University. School District agrees that it will not provide or make accessible to University any export-controlled data without first informing University's Office of Sponsored Programs of the export-controlled nature of the data and obtaining from University's Office of Sponsored Programs its written consent to accept such data as well as any specific instructions regarding the mechanism pursuant to which such information or materials should be passed.

13. **No Warranty:** NEITHER PARTY MAKES ANY REPRESENTATIONS AND EXTENDS NO WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED, UNDER THIS AGREEMENT (INCLUDING BUT NOT LIMITED TO WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT). NEITHER PARTY SHALL BE LIABLE TO THE OTHER PARTY FOR LOSS OF PROFITS OR FOR INCIDENTAL, INDIRECT, SPECIAL OR CONSEQUENTIAL DAMAGES FOR ANY REASON WHATSOEVER ARISING OUT OF OR RELATING TO THIS AGREEMENT (INCLUDING ANY BREACH OF THIS AGREEMENT), EVEN IF SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. UNIVERSITY DOES NOT GUARANTEE THAT THE RESEARCH WILL BE COMPLETED NOR WHAT, IF ANY, RESULTS MAY BE OBTAINED.

14. **Publication:** University is free to publish and otherwise disseminate the results of its research, including but not limited to analyses and/or aggregated reporting of de-identified Student Data. No identifiable Student Data may be published without School District's consent. Research reports will be fully anonymized and will not, without School District permission, name the School District, teachers or students.

    Notwithstanding any other provision of this Agreement, University may publish, distribute, or otherwise make available the de-identified Student Data, under the terms of a Creative Commons Attribution (CC BY) license, which licenses as of Effective Date can be found at: https://creativecommons.org/cc-licenses/. Such publication or distribution shall not constitute a disclosure or other violation of this Agreement, provided that University complies with the terms of the applicable CC BY license and all other applicable provisions of this Agreement.

15. **General Provisions:**
    a. This Agreement and any actions under it shall be governed and construed in accordance

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with the laws of the Commonwealth of Pennsylvania without regard to its conflicts of laws provisions. Any disputes arising under or relating to this Agreement shall be heard exclusively in the Court of Common Pleas of Allegheny County, Pennsylvania or the United States District Court for the Western District of Pennsylvania.

b. Neither party shall assign any of its rights or obligations hereunder, without the prior written consent of the other party. Any attempted assignment in violation of this section will be void and of no effect.

c. This Agreement, together with the DSA (i) is the complete agreement of the parties concerning the subject matter hereof and supersedes any prior agreements, understanding or discussions with respect to the subject matter hereof; and (ii) may not be amended or in any manner modified except by a written instrument signed by authorized representatives of both parties.

The parties confirm their current interest and intent by signing below:

CARNEGIE MELLON UNIVERSITY	**ALUM ROCK UNION SCHOOL DISTRICT**
By: Chad Talotta	By:
Name: Chad Talotta	Name: _____
Title: Sr. Contracts Officer	Title: _____
Date: 09/14/26	Date: _____

09/14/26

OSP00020322 AM1

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Attachment A: Data Sharing Agreement

In order to conduct research and carry out statistical analyses connected to the study "It Takes a Village (Plus AI): Doubling Math Learning by Optimizing Tutoring from Training to Practice", Carnegie Mellon University ("University") seeks to receive data from the Alum Rock Union School District ("School District") and permission to further share these data with researchers working on this project: namely, Carnegie Learning, Texas A & M, University of Florida, Vanderbilt University, and Stanford University ("Project Partners"). This Data Sharing Agreement ("DSA") seeks the School District's agreement in allowing University to collect and/or receive Student Data (as defined below).

University and Project Partners will provide School District instructors, administrators and other relevant stakeholders with reports on students' engagement with and usage of tutoring services and math software, as well as emerging research insights, and best practices with respect to allocating tutoring resources and using data to drive more impactful tutoring sessions. University and Project Partners will associate measures of engagement and usage with formative and summative outcome data, including student scores on interim assessments and standardized tests for students participating in the PLUS tutoring program, and grade-level peers not participating in the PLUS tutoring program.

Research under this Agreement will make use of data already collected through the PLUS tutoring program service delivery, data that program delivery math software collects automatically, and data on student characteristics and outcomes that have been collected and provided by the School District (collectively, "Student Data"). Pursuant to this DSA, School District agrees to provide University with:

- data on student characteristics, attendance, and outcomes for students who participate in PLUS tutoring sessions and non-participating grade-level peers (listed below);
- performance data for students, delivered as a part of PLUS tutoring services in the form of math learning platform progress and effort measures, (e.g., time spent and skills proficient using IXL);
- permission to transcribe conversations between tutors and students by using video recordings that University is already collecting via video conferencing software for quality assurance purposes;
- permission to use such transcriptions in the research;
- permission to include survey measures of motivation, growth mindset, and utility value (i.e., usefulness) of math software, in addition to or replacing, existing survey measures about tutoring experiences;
- permission to de-identify and link the above data with data already collected by math software; and
- permission to share de-identified Student Data with Project Partners and external researchers.

Anonymized student identifiers will be applied to math software usage data, video conferencing usage data (including survey measures), and transcribed video-based tutoring sessions. These identifiers will link these data to student characteristics and outcome data provided by the School District. University is permitted to share the de-identified Student Data with Project Partners and

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external researchers.

Purpose and Timeframe

- Student Data provided or collected under this Agreement refers to data collected during the following school years: September 2024 through August 31, 2027.

- School District will provide its portion of Student Data before the beginning of the first tutoring session.

- University and Project Partners intend to provide reports to School District to assist in measuring outcomes from tutoring services and/or math software by student (sub-)population measures and in relation to overall student performance and to standardized test results.

- University seeks to provide a better understanding of how the use of tutoring services and/or math software relate to student outcomes and to provide actionable data for School District instructors, administrators and other relevant stakeholders. This work should help to improve the programs and services in use at the School District. University may use Student Data to estimate the overall impact of tutoring services and to improve its tutoring programs nationwide.

Data Collection

- Research conducted by University and Project Partners will rely on data that School District supplies to University, as well as data that are already collected by University and/or Project Partners during the delivery of the PLUS tutoring program.

- University and Project Partners will conduct data collection in a manner consistent with the provisions of the Family Educational Rights and Privacy Act ("FERPA"), including but not limited to 34 C.F.R. 99.31. This means that, among other things, University will not disclose any data obtained from or produced through this DSA in any manner that could identify any individual student, except as authorized by FERPA, to any entity other than School District or authorized employees, contractors, and agents of University.

- All Student Data will remain the property of School District, even while stored in University's database(s). De-identified Student Data will only be accessible to University personnel, consultants, Project Partners, and researchers with a legitimate interest in the information, or to authorities legally authorized for access. Personally-identifying information will be removed so that students and teachers will be identified only by unique numeric IDs within University database(s) used for analysis.

- Data provided to University by School District will include all students in classrooms assigned to receive University's PLUS tutoring services and/or math software, and students in similar grades randomly assigned not to receive University's PLUS tutoring and/or math software.

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- All transfers of Student Data between School District and University will occur through secure data transfer methods (e.g., using shared folders shared only with officials on the Citrix ShareFile platform). Any hard copy of Student Data will be stored in locked file cabinets. Hard copies and data files obtained from the School District containing individually identifiable student or teacher data will be destroyed one year after any analyses are completed or expiration of this Agreement (whichever is later).

- University will collaborate with Project Partners and may choose to collaborate with additional external researchers to facilitate research analyses. Any Student Data that University shares with researchers will be anonymized with respect to student, teacher, school and district names, and any other personally-identifiable information.

- University may retain de-identified Student Data for use in re-analysis and follow-on research, which contributes to University product improvement efforts. School District shall be provided with the ability to review and examine any such de-identified Student Data if there are any concerns that such Student Data allows for the identification of any current or former student.

- University will take actions to ensure the security and confidentiality of Student Data, including but not limited to designating and training responsible individuals on ensuring the security and confidentiality of Student Data. All members of the research group, primarily responsible for working with Student Data, are certified by the Collaborative Institutional Training Initiative in both Information Security and Social and Behavior Research. Certificates verifying these credentials are available upon request.

- School District agrees to provide data to University for the 2024-25, 2025-26, and 2026-27 school years, for students who received PLUS tutoring program services and for students in the same grade-level who did not participate in the PLUS tutoring program. Data provided by School District are to include, where applicable, but not limited to:

  - student name and student ID;
  - teacher name and unique teacher ID;
  - school name and unique school ID;
  - mathematics course name and unique course ID;
  - standardized state test data (i.e., scores and achievement levels) for mathematics and English language arts ("ELA")/reading;
  - district-developed, common standard-aligned and benchmark/interim assessment scores, where applicable;
  - math software log data
  - student demographic data: gender, date of birth/age, grade-level, ethnicity, English Language (EL) Learner status, Individualized Education Plan ("IEP") status, socio-economics status ("SES") (e.g., lunch program status), disability status;
  - student attendance data; and
  - approximate date of administration for each achievement measure provided.

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- University seeks permission to create de-identified transcripts of tutor-student interactions already collected by University via the video conferencing platform or by Project Partners in their classroom observations, in order to understand the nature of such sessions and how to improve their efficacy. Archived video recording data of these interactions are currently collected for quality assurance purposes.

Dissemination of Findings

- Broader dissemination of research findings and results via scholarly publications, conference presentations and proceedings, white papers, and other means of communication is vital to communicating emerging findings and best practices to broader audiences of educational stakeholders. All dissemination artifacts will be provided to School District.

- University and Project Partners will seek to publish research results in academic journals, conference proceedings, white papers, and other potential avenues for dissemination (e.g., blog posts). Any such publications will be provided to School District. These reports will be fully anonymized and will not, without School District permission, name the School District, teachers or students.

- Research findings and results will be used for internal product and service improvement at University (i.e., to improve math software and tutoring service delivery in and likely in school districts nationwide). University may seek to report findings and results or to use Student Data, in anonymized and aggregated form, for marketing purposes.

- Reports of research findings and results will never include the names of students.

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Student Support Services (School/Dept.) VENDOR NO. _____

Submitted by: Dr. Kiela Jimenez

☐ **Independent Contract** ☐ **MOU**

☑ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Sacred Heart Community Service

Address: 1381 S. 1st Street City: San Jose State: CA Zip: 95110

Phone: (408) 278-2160 Email Address: veronicaa@sacredheartcs.org

SSN: _____ or Fed I.D. #: 23-7179787

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 20 26, and will diligently perform as required and complete performance by May 31, 20 27, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Sacred Heart Community Service will provide Alum Rock Union School District (ARUSD) a Safe, Secure and Loved: Resilient Families (SSL-RF), a seven-week caregiver education and family support program facilitated by trained promotoras. The program strengthens caregiver-child relationships, promotes healthy early childhood development, and provides practical caregiving strategies and peer support. Sacred Heart Community Service will coordinate with the school district on outreach, referrals, enrollment, scheduling, and connections to community resources. These services are at zero cost to ARUSD.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

☐ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

☑ b. **Other:** $ Zero Cost (describe rate agreement) _____

5. **BUDGET CODE:**

FD	RESC	PY	OBJECT	SUB-OBJ	GOAL	FCTN	COST-CNTR	LOC	PROG	$AMOUNT	BUS. OFC Initials
010	0000	0	5815	00	1110	1000	000000	360	7221	$0.00	

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

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SACRED HEART COMMUNITY SERVICE
1381 SOUTH FIRST STREET
SAN JOSÉ , CA , 95110
408.278.2160 [PH]
408.885.9071 [FX]
www.sacredhearts.org

September 23rd, 2026

Alum Rock Union School District

2930 Gay Ave.

San Jose, CA 95127

Re: Scope of Work for Safe, Secure and Loved: Resilient Families

Dear Ana,

Sacred Heart Community Service is pleased to offer **Safe, Secure and Loved: Resilient Families (SSL-RF)** to all families and caretakers. SSL-RF is an evidence-informed caregiver education and family support program designed to strengthen caregiver-child relationships and support healthy early childhood development.

Description of Services

The program consists of seven weekly, two-hour group sessions facilitated by trained promotoras (community leaders). Sessions provide caregivers with opportunities to learn about early childhood development, reflect on their children's needs, share experiences with other families, and practice responsive caregiving strategies. Sacred Heart Community Service will coordinate with the school district on family outreach and referrals, enrollment, scheduling, and connections to additional community resources as appropriate.

To help families learn about the program, Sacred Heart Community Service staff can attend school cafecitos, family meetings, and other school or district gatherings. We will work with district staff to coordinate outreach, referrals, enrollment, and scheduling, and connect participating families with additional community resources as appropriate.

For families, SSL-RF can offer practical tools for responding to children's behavior, greater confidence in their caregiving, and a supportive space to connect with other caregivers. The program can also help strengthen the foundations for children's social and emotional well-being and future learning.

Cost

Total cost to Alum Rock Union School District is $0. Services are provided at **no cost**.

Duration of the Job

Agreement term: October 2026 - May 2027. Each SSL-RF cohort consists of seven weekly, two-hour sessions, totaling 14 hours of group instruction. Cohort dates and times will be coordinated with the district before enrollment begins.

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Terms and Conditions

Proposed terms for district and Sacred Heart Community Service review. Classes may be delivered at any mutually agreed school location. The district and Sacred Heart Community Service will coordinate suitable meeting space, outreach, enrollment, scheduling, and school site access before each cohort begins.

Any changes to the scope, cost, or agreement term will require mutual written agreement. Cancellations or requests to reschedule sessions will be communicated promptly, and replacement dates will be coordinated based on school site and facilitator availability.

Participation is voluntary. Any referral or exchange of family information between Sacred Heart Community Service and the school district will follow applicable consent and confidentiality requirements.

Sincerely,

Veronica Amador

Director of Self-Sufficiency
Sacred Heart Community Service

SAFE, SECURE, AND LOVED™-RESILIENT FAMILIES (SSL-RF)
Mission Statement and Logic Model

Our mission is to strengthen the capacities of caregivers who are experiencing chronic stress due to economic and community disadvantages to practice responsive and nurturing caregiving of young children.

Responsive and nurturing caregiving is critical for healthy early child development and the chronic stress from economic and community disadvantages have been shown to interfere with specific caregiving behaviors.

Effective strategies to address such challenges in caregiving behaviors have been identified, but successful adoption into parent support programs for underserved communities has been severely limited by stigma, mistrust, and lack of culturally-specific programming.

Therefore, SSL-RF employs a *community-healing-community model which uses culturally-relevant programming* to effectively strengthen resilience and nurturing in caregivers of young children, increase family and community connections and prevent child maltreatment.

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Logic Model

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SAFE, SECURE and LOVED-RESILIENT FAMILIES: A Community Program to Foster Responsive and Nurturing Caregiving for Young Children and Prevent Child Maltreatment

Mission Statement and Logic Model

Safe, Secure and Loved Resilient Families (SSL-RF) fosters responsive and nurturing caregiving of young children in a community healing community model to support healthy family functioning and prevent child maltreatment in families facing chronic stress, economic hardship, and community adversities. In SSL-RF, evidence-based workshops for caregivers are facilitated by community leaders. Workshops are mindfulness based, trauma informed and culturally supported, and caregivers learn and practice habits of resilience to increase capacities for nurturing and attachment; self regulation and stress management; and how to support children's thinking and memory skills in early childhood. Community learning spaces are transformed into community healing spaces as community leaders provide compassionate perspectives on caregivers' challenges, and insights on ways to support responsive and nurturing caregiving and family resilience.

Inputs

- Participants (caregivers with young children)
- Community Partnerships
- Community Leaders (Promotores)
- Program Staff
- SSL-RF Curricula for caregivers (workbooks, toys, books, crafts)
- SSL-RF Curricula for Community leaders and program staff
- SSL-RF Leadership Training Institute
- Innovative and culturally supported teaching strategies and mindfulness and self compassion practices
- Rigorous protocols for assessment, evaluation, and workshop fidelity
- Implementation Science approaches for community solutions
- Funding

Concepts

- Responsive & Nurturing caregiving is central to young children's physical, cognitive, and social emotional health and the prevention of child maltreatment
- Community lead workshops for caregivers provide culturally supported ways to engage, learn, and apply knowledge about responsive and nurturing caregiving behaviors and insights on strengthening resilience
- Transformational learning and healing that fosters responsive and nurturing caregiving requires trauma informed workshops with a strong focus on self regulation and stress management

Strategies

- Establish a *community healing community model* of caregiver education to support responsive and nurturing caregiving, promote resilience in early childhood, and prevent child maltreatment
- Implement community led workshops and provide opportunities for caregivers of young children to:
  - Gain trusted education in community to learn and practice behavior changes for responsive and nurturing caregiving
  - Learn ways to address family stress, adversities and challenges in community
  - Contribute to an expanding *community healing community model* as they promote resilience in families & communities
- Integrate implementation science approaches across SSL-RF program to:
  - Support rigorous program evaluations that are meaningful, transparent, and characterized by cultural humility
  - Establish a system of fidelity assessments in workshop, leadership training and program evaluations
  - Create community focused continuous quality improvement for increased social, racial, and ethnic justice

Outcomes for Caregivers

Short-Term

- Increased knowledge about family strengths, resilience and ways to promote physical, social emotional and cognitive and health development
- Increased knowledge about the negative impact of stress and adversity on early child development
- Increased knowledge of social and community supports
- Increased capacity for responsive and nurturing caregiving behaviors
- Increased capacity for self regulation and stress management

Intermediate

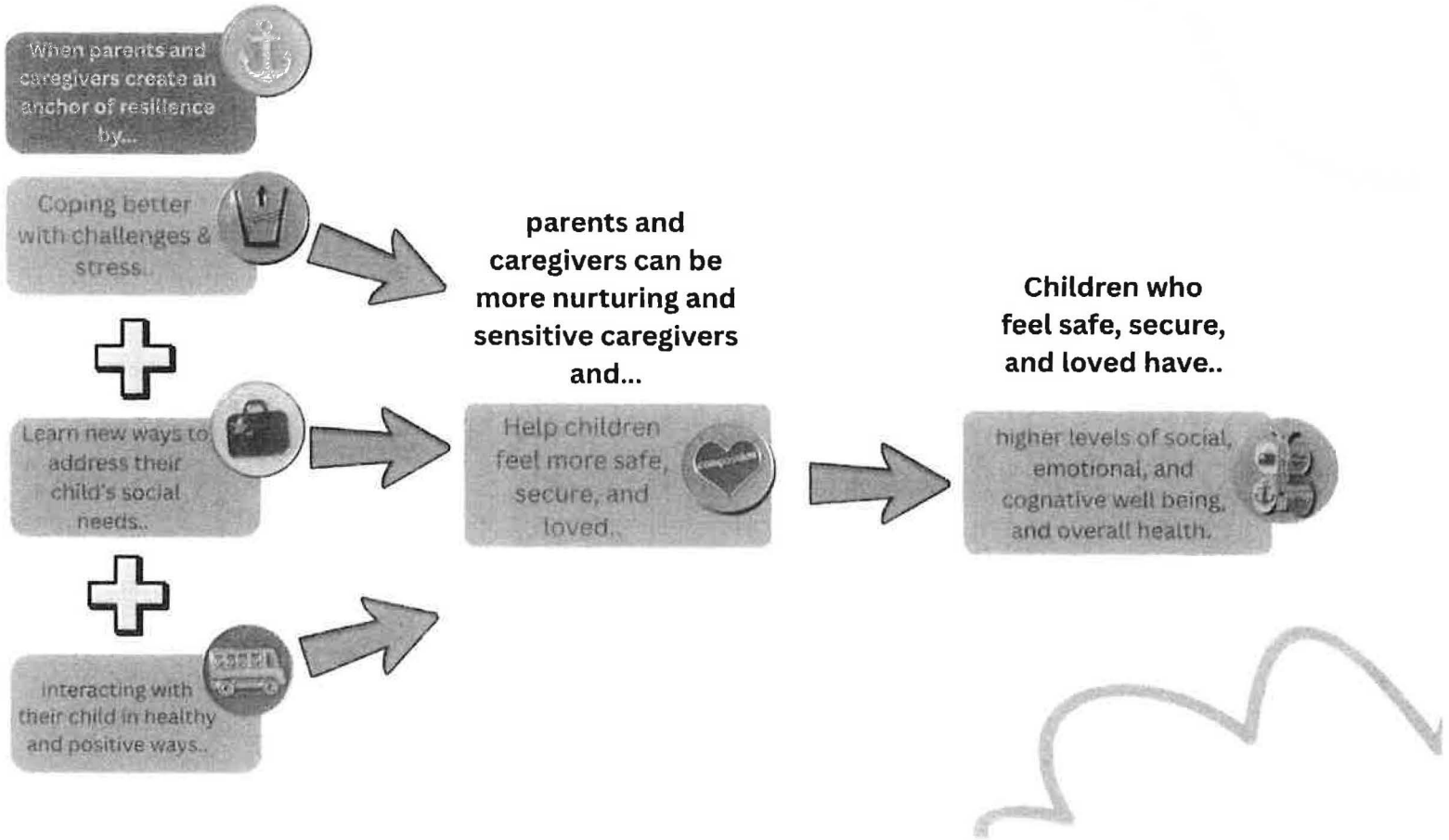
- Increased use of responsive and nurturing caregiving behaviors
- Increased use of self regulation and stress management strategies
- Increased use of social and community supports
- Decrease use of harsh caregiving practices

Long Term

- Increased responsive and nurturing caregiving and family resilience
- Decreased social emotional, cognitive and behavioral problems in children
- Decreased child maltreatment
- Increased engagement of families in schools
- Increased school readiness & school success
- Increased community resilience and cohesion
- Increased social, racial and ethnic justice

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Theory of Change



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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Student Support Services (School/Dept.) VENDOR NO. 020708

Submitted by: Dr. Kiela Jimenez

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Seneca Family of Agencies

Address: 8945 Golf Links Road City: Oakland State: CA Zip: 94605

Phone: (510) 317-1444 Email Address: _____

SSN: _____ or Fed I.D. #: 94-2971761

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Seneca will provide County-contracted services to Alum Rock Union School District (ARUSD) at no cost. The Seneca program staff will be on ARUSD campuses to provide services for the following programs: Bridging Families Services, Therapeutic Behavioral Services, Wraparound, Differential Response, Outpatient Clinic and work in collaboration with the district to provide services for youth that have been referred to Seneca through the above listed programs.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

☐ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

☑ b. **Other:** $ zero cost (describe rate agreement) _____

5. **BUDGET CODE:**

FD	RESC	PY	OBJECT	SUB-OBJ	GOAL	FCTN	COST-CNTR	LOC	PROG	$AMOUNT	BUS. OFC Initials
010	0000	0	5815	00	1110	1000	000000	360	7221	$0.00	

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

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seneca
unconditional care

SCOPE OF WORK AND ADDENDUM TO MEMORANDUM OF UNDERSTANDING
ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT AND SENECA FAMILY OF AGENCIES

This document serves as an Addendum to the Memorandum of Understanding currently signed between Alum Rock Union Elementary School District and Seneca Family of Agencies. Both parties hereby agree to modify the existing agreement to include the following changes.

The following Scope of Work is hereby added and made part of Section 3 CONTRACTOR'S OBLIGATION:

SCOPE OF WORK

Term

The term of this Addendum is 10/23/2026 through 06/30/2027, unless sooner terminated as provided herein.

Purpose

The purpose of this agreement is to establish the terms and conditions under which Seneca staff may enter Alum Rock Union School District campuses to provide County-contracted services. Services may include, though are not limited to: assessment, case management, crisis intervention, collateral, therapy, therapeutic behavioral services, individual rehabilitation, plan development.

The following Seneca program staff are authorized to enter Alum Rock Union School District campuses to provide services for the following programs:

- Bridging Families Services
- Therapeutic Behavioral Services
- Wraparound
- Differential Response
- Outpatient Clinic

Seneca Responsibilities

- Seneca will work in collaboration with the district to provide services for youth that have been referred to Seneca through the above listed programs.
- Seneca will communicate with the appropriate district faculty to coordinate campus access and use.

School District Responsibilities

- Alum Rock Union School District will allow Seneca staff access to their district campuses for service coordination for the programs identified above.

Cost For Services

Seneca Family of Agencies is contracted with Santa Clara County's Behavioral Health Services Department and Department of Family and Children's Services to provide the services listed above. There is no cost to Alum Rock Union Elementary School district for Seneca to access campuses to provide these services to clients in these programs.

INDEMNIFICATION

Section 9 of the Independent Contractor Agreement and the first paragraph of the Alum Rock Union Elementary School District School Programs Insurance Requirements are hereby deleted and replaced in their entirety as follows:

> Each Party shall defend, indemnify, and hold harmless the other Party, and, as applicable, its agents, representatives, officers, consultants, employees, Board of Trustees, members of the Board of Trustees (collectively, the "Indemnified Parties"), from and against any and all claims, demands, liabilities, damages, losses, suits and actions, and expenses (including, but not limited to attorney fees and costs including fees of consultants) of any kind, nature and description (collectively, the "Claims") directly or indirectly arising out of, connected with, or resulting from any act, error, omission, negligence, or willful misconduct of the indemnifying Party, its parties or representatives in the performance of or failure to perform such Party's obligations under this Agreement, including, but not limited to such Parties' use of the site, performance of the Services, breach of any of the representations or warranties contained in this Agreement, or for injury to or death of persons or damage to property or delay or damage to the other Party or its Indemnified Parties. Such obligation shall not be construed to negate, abridge, or reduce other rights or obligations of indemnity, which would otherwise exist as to a party, person, or entity described in this paragraph.

TERMINATION

Either party may terminate this Addendum with 30 days prior written notice. Alternatively, this Addendum may be terminated immediately in writing by either party if there is a failure to comply with the terms and conditions.

AMENDMENTS

Either party may request changes to this Addendum. Any changes, modifications, revisions, or amendments to this Addendum which are mutually agreed upon by and between the parties to this MOU shall be incorporated by written agreement, and effective when executed and signed by all parties to this Addendum.

IN WITNESS WHEREOF, the parties sign this Addendum as set forth below:

Seneca Family of Agencies	**Alum Rock Union School District**
Signed by: Scott Osborn 10/5/2026	
(Authorized Signature) (Date)	(Authorized Signature) (Date)
Scott Osborn, Chief Operating Officer	Dr. Marnie Hazelton, Superintendent
(Name and Title)	(Name and Title)

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Student Support Services (School/Dept.) VENDOR NO. 022493

Submitted by: Dr. Kiela Jimenez

☑ **Independent Contract** ☐ **MOU**

☐ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: Springboard Collaborative

Address: 1500 John F Kennedy Blvd., Suite 1160 City: Philadelphia State: PA Zip: 19102

Phone: (240) 544-8353 Email Address: a.finch@springboardcollaborative.org

SSN: _____ or Fed I.D. #: 45-3719806

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

Springboard will provide a comprehensive literacy and math program for Cycle 2 Spring 2027 that includes family workshops, teacher coaching and incentives to achieve data driven literacy growth in students. The contract will support four (4) school sites serving 180 students in PreK-3rd grade for the 2026-2027 school year.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

☐ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

☑ b. **Other:** $ 88,217.25 (describe rate agreement) Spring 2027 Session

5. **BUDGET CODE:**

FD	RESC	PY	OBJECT	SUB-OBJ	GOAL	FCTN	COST-CNTR	LOC	PROG	$AMOUNT	BUS. OFC Initials
060	2600	0	5815	00	1110	1000	020200	360	7392	88,217.25	

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

springboard

Quote Number: 00002266
Quote Creation Date: 5/15/2026
Quote Expiration Date: 8/13/2026

Quote for Alum Rock Union Elementary School District

Prepared For:
Alum Rock Union Elementary School District
Kiela Jimenez
Director, State & Federal
kiela.jimenez@arusd.org
(408)928-6800

Prepared By:
Springboard Collaborative
Allan La Grenade-Finch
a.finch@springboardcollaborative.org
240.544.8353

Dates of Service: Winter/Spring 2027 Session

Product	Quantity	Unit Pricing	Extended Pricing
Program Management *Included Elements:* Family Partnership Resources Literacy Curriculum Staffing and Enrollment Educator Data Portal Impact Reports	180.00 students at 4.00 site(s)		$108,000.00
Program Staffing and Management	1.00 Program Cycle(s)	$8,785.00	$8,785.00
Student Reward Funds	1.00 Program Cycle(s)	$1,260.00	$1,260.00
Math Program Components	1.00 Program Cycle(s)	$24,720.00	$24,720.00
		Subtotal:	$130,885.00

Legacy Partner/Philanthropy Discount: ($42,667.75)

Grand Total:	**$88,217.25**

As part of our program launch process, Springboard must partner with you to complete several key tasks in advance of the target start date. While a fully executed contract is required to formally begin services, Springboard may initiate prelaunch activities if the customer signs the provided acknowledgment. Springboard's obligation to continue prelaunch preparation is expressly conditioned upon receipt of a fully executed contract within the agreed-upon timeframe. If execution does not occur within that period, Springboard may, at its sole discretion, cease all prelaunch activities immediately. The customer will be responsible for payment of all services rendered, materials provided, and any costs incurred up to the point of termination.

springboard

Quote Number: 00002266
Quote Creation Date: 5/15/2026
Quote Expiration Date: 8/13/2026

Product Glossary

- **Base Program:**
  - **Literacy Curriculum:** Springboard Collaborative improves literacy skills and closes the opportunity gap through a research-based literacy program delivered by teachers and supported by families. Our base literacy curriculum complements a school's existing Tier 1 curriculum and covers phonemic awareness, phonics, and fluency taught with diverse texts using our Family-Educator Learning Accelerator (FELA) methodology. Literacy curriculum includes:
    - **Digital curriculum: Reading Readiness and Phonics**
    - **Curriculum training**
    - **Literacy assessment tool and data**
  - **Family Partnership Resources:** Children spend more time at home than at school. To extend learning beyond the classroom and engage families in the learning process, the Springboard Collaborative methodology brings families into the learning journey to accelerate reading outcomes. Families gain the opportunity to play an active role in improving their children's literacy skills while spending more time with their students, and schools improve family-school partnerships, which can help them meet strategic goals. Family Partnership resources include:
    - **FELA training and support**
    - **Reward books and supplemental digital books**
    - **Connect: Family online support**
  - **Staffing and Enrollment:** Springboard Collaborative partners with district and school leaders to ensure the successful implementation and delivery of our literacy program. We help with teacher recruitment, offer virtual or in-person teacher and staff training, and support staff through the enrollment process. We also provide marketing and communication materials to encourage enrollment. Staffing and enrollment resources include:
    - **Staff and teacher recruitment support**
    - **Enrollment support**
    - **Enrollment materials**
  - **Educator Data Portal and Impact Reports:** The ultimate goal of the Springboard Collaborative program is to improve student literacy skills. We provide teachers with the resources they need to support students and families throughout the program. We also provide schools with site-level impact reports at the end of the program to assess program success and action plan for further learning. Educator Data Portal and Impact Reports include:
    - **Connect: Educator online support**
    - **Site-level impact reports**
- **Program Staffing and Management** Springboard Collaborative can hire and onboard support staff and teachers as session staff employed by Springboard Collaborative. Session staff will be on Springboard Collaborative's payroll, saving time and overcoming any barriers with the district's internal Human Resources processes. Springboard Collaborative can also manage Human Resources functions including managing staff hours against budget. In addition, Springboard Collaborative can work with your teams to help them at every step of the program implementation process. Program staffing and management fees are pass-through. The total amount is based on compensation costs for each staff position plus administrative fees and

required taxes. Program Staffing and Management fees are based on the rates the district pays teachers and are estimated in this document.

- **Math Program Components:** Includes math incentives, manipulatives, and student activity kits.

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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

INDEPENDENT CONTRACTOR AGREEMENT FOR SERVICES

TO: PURCHASING DEPT./DIVISION OF BUSINESS SERVICES CONTRACT NO. _____

FROM: Student Support Services (School/Dept.) VENDOR NO. 017838

Submitted by: Dr. Kiela Jimenez

☐ **Independent Contract** ☐ **MOU**

☑ Master Contract

1. **PARTIES:** The Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor:

Name of Individual/Company: The Future Talent of Silicon Valley, DBA: First Tee-Silicon Valley

Address: 2797 Park Ave., Suite 205 City: Santa Clara State: CA Zip: 95050

Phone: (408) 508-4880 Email Address: tanner@ftsv.org

SSN: _____ or Fed I.D. #: 46-3102278

Mutually agree and promise as follows:

2. **CONTRACT TERM:** Contractor shall commence providing services under this Agreement on October 23, 2026, and will diligently perform as required and complete performance by June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.

3. **CONTRACTOR'S OBLIGATION:** Contractor shall provide the following services, materials, products, and/or reports as further described in **Exhibit A**, attached hereto and incorporated herein by this reference ("Services").

First Tee-Silicon Valley (FTSV) will provide youth development through its Community Partner School Program to 15 schools in Alum Rock Union School District (ARUSD). The Program equips educators/youth leaders to successfully deliver FTSV's curriculum of life skills through golf. It includes: FTSV equipment on loan, training, support, coordination, and a field trip to FTSV. Schools may participate on a first-come, first-served basis through a Community Partner Agreement (CPA) each academic year. Each school must complete a Request for Contracted Services PUR-123.

4. **COMPENSATION:** District agrees to pay Contractor for services satisfactorily rendered pursuant to this Agreement. Payment for the Services shall be made for all undisputed amounts based upon the delivery of the work product as determined by District within thirty (30) days after Contractor submits an invoice to District for Services actually completed or the portion of the Services for which payment is to be made. District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District.

☐ a. **Fee Rate:** $_____ per hour/day of service as may be requested by ARUESD, not to exceed a maximum of _____ hours/days of services. ARUESD may, but is not obligated to, request the maximum number of hours/days of service.

☑ b. **Other:** $ 25,500 (describe rate agreement) Programing cost 2026-2027; $2,000 each for full program and $1,500 each for partial program

Full program schools (6): Linda Vista, Ocala, Painter, Ren@Mathson, San Antonio, Sheppard
Partial Program schools (9): Adelante I/II, Aptitud, Hubbard, LUCHA, Lyndale, McCollam, Russo/McEntee, Ryan

5. **BUDGET CODE:**

FD	RESC	PY	OBJECT	SUB-OBJ	GOAL	FCTN	COST-CNTR	LOC	PROG	$AMOUNT	BUS. OFC Initials
060	2600	0	5815	00	1110	1000	020200	360	7392	$25,500	9/25/24

6. **TERMINATION:** This contract may be terminated by ARUESD at its sole discretion, upon 30-day advance written notice thereof to the Contractor, or canceled immediately by written mutual consent.

7. **INDEPENDENT CONTRACTOR STATUS:** This contract is by and between two independent contractors and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. In executing this agreement, the Contractor certifies that no one who has or who will have any financial interest under this agreement is an officer or employee of ARUESD. Additionally, as the Contractor is not an ARUESD employee, ARUESD is not responsible for obtaining workers' compensation insurance coverage for the Contractor.

CONTRACTS MUST BE SUBMITTED 30 DAYS PRIOR TO BOARD MEETING

first tee
silicon valley

7 October 2026

Alum Rock Union Elementary School District
2930 Gay Avenue
San Jose, CA 95127

To Whom It May Concern:

First Tee – Silicon Valley (FTSV) develops youth through golf throughout Silicon Valley. We enable kids and teens to build the strength of character that empowers them through a lifetime of new challenges. By seamlessly integrating the game of golf with a structured life skills curriculum, we create fun and active learning experiences that build inner strength, self-confidence, and resilience. We teach life skills and golf skills on-course, in- school, and after-school. Our programs are accessible to youth of different backgrounds and perspectives and affordable to families experiencing financial hardship.

San José's Rancho del Pueblo Golf Course is our main on-course program location.

We are pleased to provide our Community Partner School Program ("Program") to **15 Alum Rock School District schools from 23 October 2026 to 30 June 2027** – 6 will receive the full program and 9 will receive the full program minus a field trip.

The Program equips school educators/youth leaders to successfully deliver FTSV's curriculum of life skills through golf. It includes FTSV equipment on loan, training, support, coordination and a field trip to FTSV. See attached 2026-2027 CPA and the attached Scope-of-Program for more information on the Program.

To the fullest extent permitted by applicable law, FTSV and ARUSD, including their respective employees, officers, directors, volunteers, and agents, shall not be responsible for personal injury, property damage, loss of equipment, or other loss resulting from the acts or omissions of the youth-serving organization or its youth leaders in connection with the implementation or delivery of the Program. The youth-serving organization is responsible for the supervision and conduct of its youth leaders and for the implementation and delivery of the Program at the assigned school site, including compliance with applicable school-site procedures, safety expectations, and Program requirements.

first tee
silicon valley

ARUSD will pay $25,500 total for the Program in 2026-2027 – $2,000 each for the full program for the following 6 schools, including a field trip to FTSV at Rancho, and $1,500 each for the following 9 schools to receive a partial Program that does **not** include a field trip.

Full Program Schools (6)	Partial Program Schools (9)
Linda Vista Elementary	Adelante I
Ocala STEAM Academy	Adelante II
Painter Elementary	Aptitud at Goss
Renaissance Academy @ Mathson	Hubbard Media Arts Academy
San Antonio	LUCHA Elementary
Sheppard Middle	Lyndale Elementary
	McCollam Elementary
	Russo/McEntee Academy
	Ryan STEAM Academy

Training for all participating schools will take place Friday, 27 October 2026 for all site directors and after school leaders at an agreed upon location.

Field Trip dates will be offered and scheduled on a first-come-first-served basis on Tuesday to Friday between 2 November 2026 and 27 November 2026, 8 February 2027 and 12 March 2027, and 10 May 2027 and 4 June 2027.

The following FTSV employees have cleared fingerprinting/criminal background investigations, tuberculosis screenings, and in compliance with district requirements:

- Chris Moreno-Hunt
- Tanner Riley
- Nancy Rivera
- Manny Gallardo
- Blake Jones
- Lina Peña Roldan
- Sean Finnerty

Please contact me at 408-288-2937 or george@ftsv.org if you have any questions.

Best,

George Maxe

George Maxe
President & CEO

Docusign Envelope ID: 94DBEABE-1D1B-8D11-83F3-03DBD394A13C

first tee
silicon valley

School Program – Scope

What is First Tee - Silicon Valley?

- First Tee – Silicon Valley is a non-profit mentoring organization that helps youth develop life skills through golf. We enable kids and teens to build the strength of character that empowers them through a lifetime of new challenges. By seamlessly integrating the game of golf with a life skills curriculum, we create active learning experiences that build inner strength, self-confidence, and respect that kids can carry to everything they do.

What is the School Partner Program?

- A partnership between FTSV and local schools to introduce our program to students - designed to be taught by teachers and youth leaders at school facilities.
- Activity-based lessons which introduce the game golf and the First Tee life skills curriculum through fun and engaging games.

How to deliver the School Partner Program at your location?

- Can be implemented safely anywhere on school sites or youth development campuses – indoor or outdoor.
- Golf experience not required – all training provided.
- Includes a set of safe and fun kid-friendly golf equipment, lesson plans, and life/golf skill curriculum. The curriculum is updated each year based on School Partner Program feedback.
- Offers a flexible schedule to fit needs of the school or youth center.
- Geared to be delivered to as many as 25 students at one time.

What is included in the Curriculum and Program?

- Includes 8 lesson plans with games and life/golf skill curriculum.
- Includes a video library containing supporting resources and training.
- Provides class management and safety tips and best practices.
- Incorporates other familiar sports to introduce golf fundamentals.
- Includes a bag of developmentally appropriate golf equipment which contains oversized plastic clubs, tennis balls, and a variety of Velcro targets designed to be used indoors or outdoors.

first tee
silicon valley

FTSV 2026-2027 Community Partner Agreement (CPA)

We are excited to offer the FTSV Community Partner Program (Program) to your facility's youth. The Program equips educators to successfully deliver FTSV's curriculum of life skills through golf. It includes FTSV equipment on loan, training, support, coordination and a field trip to FTSV. The purpose of this CPA is to ensure that all parties mutually agree to the following expectations.

EQUIPMENT – FTSV will deliver equipment upon receiving a signed CPA and any payment and once facility youth leaders have completed FTSV's training. The SNAG Golf, GolfGen and other equipment can be shared among the facility's youth leaders. This equipment must be returned at the end of the academic year (or earlier) or when no longer used. Facility agrees to pay FTSV $3,000 if any equipment is not returned by 6/30. Coordinate with FTSV to return/replenish equipment.

TRAINING – All youth leaders delivering the Program must sign this CPA and complete training by FTSV prior to any delivery to ensure safety and quality. A printed or online resource portal for Community Leaders will be available for youth leaders to access lesson plans, teaching resources, and best practices. In the event a new youth leader is identified to deliver the program you will notify FTSV via email so that we may have the youth leader sign this CPA and complete training.

SUPPORT – FTSV staff are generally available Tuesday through Friday between 10am and 1pm and may assist youth leaders with lesson planning, activity building, scheduling, and delivery methods. Youth leaders are responsible for delivering the curriculum and following safety procedures. If available, FTSV will help youth leaders deliver the first class of each cycle to reinforce training. FTSV can visit another class of each cycle for observation and to provide feedback. FTSV's support and presence is not meant for the FTSV staff to deliver classes. Please coordinate with FTSV staff.

IMPACT & REPORTING – Facility guarantees that it will deliver the Program a minimum of two cycles during the 2026-2027 academic year. (A "cycle" is a scheduled series of at least four 30-minute classes to the same youth cohort.) Also, youth leaders will submit a participation report to FTSV by the last day of each cycle that includes the number of youth and delivery dates.

RESPONSIBILITY – To the fullest extent permitted by applicable law, FTSV and ARUSD, including their respective employees, officers, directors, volunteers, and agents, shall not be responsible for personal injury, property damage, loss of equipment, or other loss resulting from the acts or omissions of the youth-serving organization or its youth leaders in connection with the implementation or delivery of the Program. The youth-serving organization is responsible for the supervision and conduct of its youth leaders and for the implementation and delivery of the Program at the assigned school site, including compliance with applicable school-site procedures, safety expectations, and Program requirements.

COST – FTSV will loan the facility the $3,000 worth of necessary equipment for the academic year. FTSV's total cost to equip each facility for one year is **$2,000** for equipment replenishment ($500), training and support ($500), coordination ($500), and a field trip to FTSV ($500). FTSV has limited equipment and resources for the Program. Financial aid for annual costs is available on request.

14.9

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Resolution # 20-26/27 Inventory Disposal**

Support Information: Authorize the sale, donation, and/or disposal of surplus property under the direction of the Procurement Manager, Assistant Superintendent of Business Services and/or Superintendent.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees approve of the sale, donation and/or disposal, of surplus property listed on the attached sheet(s) dated October 22, 2026.

Recommend Approval

Submitted by: Angelica Aguilera Title: Interim Procurement Manager

Approved by: Teresa DeCelles Title: Assistant Superintendent of Business Services

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.9
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
OF
SANTA CLARA COUNTY, STATE OF CALIFORNIA

RESOLUTION # 20-26/27
SALE, DONATION - AND/OR DISPOSAL OF SURPLUS PROPERTY

WHEREAS, Education Code 39520 authorizes the sale for cash of any property belonging to the District if the property is not required for school purposes, or it should be disposed for the purpose of replacement, or it is unsatisfactory or not suitable for school use.

WHEREAS, Education Code 39520 and 39521 provides procedures to implement such a sale, public or private, conducted by staff;

WHEREAS, Education Code 39521 provides for donations to charitable organizations or disposal if property is of insufficient value to defray costs of arranging a sale;

NOW, THEREFORE, BE IT RESOLVED, that this Board does hereby authorize such a sale, donation, and/or disposal of surplus property, under the direction of the Procurement Manager, Assistant Superintendent of Business Services, and /or Superintendent.

PASSED AND ADOPTED this 22nd day of October 2026, by the Board of Trustees of the Alum Rock Union Elementary School District, County of Santa Clara, and State of California.

Ayes_____ Noes_____ Absent_____ Abstain_____

Board of Trustees:

Linda Chavez, Board President _____

Andrés Quintero, Board Vice President _____

Minh Pham, Board Clerk _____

Corina Herrera-Loera, Board Member _____

Minh Nguyen, Board Member _____

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Board of Trustees of the Alum Rock Union Elementary School District at a public meeting of said Board held on October 22nd, 2026.

_____
Dr. Marnie Hazelton, Superintendent

ITSS SURPLUS EQUIPMENT DISPOSAL
Date: October 22, 2026
Resolution No. 20-26/27

CHROMEBOOKS	SERIAL	TAG
LENOVO GEN 3	N/A	IT13453
LENOVO GEN 3	N/A	IT12237
LENOVO GEN 3	N/A	IT12582
LENOVO GEN 3	N/A	IT11535
LENOVO GEN 3	N/A	IT15372
LENOVO GEN 3	N/A	IT12725
LENOVO GEN 3	N/A	IT13383
LENOVO GEN 3	N/A	IT11339
LENOVO GEN 3	N/A	IT12469
LENOVO GEN 3	N/A	IT16231
LENOVO GEN 3	N/A	IT15177
LENOVO GEN 3	N/A	IT11074
LENOVO GEN 3	N/A	IT13025
LENOVO GEN 3	N/A	IT12204
LENOVO GEN 3	N/A	IT14787
LENOVO GEN 3	N/A	IT15936
LENOVO GEN 3	N/A	IT12149
LENOVO GEN 3	N/A	IT18341
LENOVO GEN 3	N/A	IT12938
LENOVO GEN 3	N/A	IT16776
LENOVO GEN 3	N/A	IT12719
LENOVO GEN 3	N/A	IT15804
LENOVO GEN 3	N/A	IT12826
LENOVO GEN 3	N/A	IT14710
LENOVO GEN 3	N/A	IT15745
LENOVO GEN 3	N/A	IT15086
LENOVO GEN 3	N/A	IT14016
LENOVO GEN 3	N/A	IT15796
LENOVO GEN 3	N/A	IT16308
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ACER C721	NXHBNAA0010210DB747600	N/A
LENOVO 100E GEN 2	YX01QDS1	N/A
HP CHROMEBOOK 11A G6	5CD9118TB5	N/A
GOOGLE PIXEL	N/A	N/A
LENOVO 100E GEN 3	MP22DLAL	IT12031
LENOVO 100E GEN 3	MP22DMXM	IT11384
LENOVO 100E GEN 3	MP22HMSL	IT12121
LENOVO 100E GEN 3	MP23HB44	IT12532
LENOVO 100E GEN 3	MP22FF0K	IT15036
LENOVO 100E GEN 3	MP22JXQX	IT16013
LENOVO 100E GEN 3	MP22BD94	IT11330
LENOVO 100E GEN 3	MP232QD7	IT15750
LENOVO 100E GEN 3	MP22JWHZ	IT16050
LENOVO 100E GEN 3	MP22DP7S	IT11382
LENOVO 100E GEN 3	MP232Q8V	IT14796

LENOVO 100E GEN 3	MP22FA4A	IT15031
LENOVO 100E GEN 3	MP22JW8R	IT15339
LENOVO 100E GEN 3	MP22C1Y8	IT15037
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LENOVO 100E GEN 3	MP2321SR	IT14827
LENOVO 100E GEN 3	MP23H69T	IT12177
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LENOVO 100E GEN 3	MP22YMKS	IT15583
LENOVO 100E GEN 3	MP22J1T5	IT13342
LENOVO 100E GEN 3	MP22B79D	IT11278
LENOVO 100E GEN 3	MP22MB9E	IT15271
LENOVO 100E GEN 3	MP22JN47	IT15340
LENOVO 100E GEN 3	MP23H6DL	IT12205
LENOVO 100E GEN 3	MP22J1C0	IT12335
LENOVO 100E GEN 3	MP23H6MZ	IT12312
LENOVO 100E GEN 3	MP234JBB	IT14889
LENOVO 100E GEN 3	MP22BZW1	IT16153
LENOVO 100E GEN 3	MP23HCWL	IT12092
LENOVO 100E GEN 3	MP232ZBS	IT15163
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LENOVO 100E GEN 3	MP22ZQA5	IT14804
LENOVO 100E GEN 3	MP22HYYR	IT12438
LENOVO 100E GEN 3	MP23HAMD	IT12534
LENOVO 100E GEN 3	MP22HXFT	IT12377
LENOVO 100E GEN 3	MP232QVA	IT14800
LENOVO 100E GEN 3	MP22HXK7	IT12342
LENOVO 100E GEN 3	MP23H8N2	IT12167
LENOVO 100E GEN 3	MP23HCAE	IT12557
LENOVO 100E GEN 3	MP22FEZ5	IT16130
LENOVO 100E GEN 3	MP22C6L2	IT15120
LENOVO 100E GEN 3	MP23H6A0	IT12075
LENOVO 100E GEN 3	MP22HYN3	IT13257
LENOVO 100E GEN 3	MP22PM4K	IT12615
LENOVO 100E GEN 3	MP23HD8C	IT12603
LENOVO 100E GEN 3	MP23H6EP	IT12364
LENOVO 100E GEN 3	MP22NV2Y	IT13463
LENOVO 100E GEN 3	MP22DLTX	IT11364
LENOVO 100E GEN 3	MP23HB63	IT12100
LENOVO 100E GEN 3	MP22J3VG	IT12451
LENOVO 100E GEN 3	MP22J5FG	IT12228
LENOVO 100E GEN 3	MP22DQ36	IT13481
LENOVO 100E GEN 3	MP232VY9	IT15751
LENOVO 100E GEN 3	MP23H20W	IT12520
LENOVO 100E GEN 3	MP22DQKZ	IT11954
LENOVO 100E GEN 3	MP22J2DS	IT12251
LENOVO 100E GEN 3	MP22DPGD	IT11281
LENOVO 100E GEN 3	MP22F18M	IT15508
LENOVO 100E GEN 3	MP2303YM	IT15887
LENOVO 100E GEN 3	MP22J3TT	IT12415
LENOVO 100E GEN 3	MP22J4TJ	IT12445
LENOVO 100E GEN 3	MP23H9YY	IT12506
LENOVO 100E GEN 3	MP22DP7A	IT11991
LENOVO 100E GEN 3	MP22HPXR	IT12402
LENOVO 100E GEN 3	MP232VZ6	IT15749

TABLETS	SERIAL	TAG
APPLE IPAD A1822	F9FTVJAWHLFC	N/A
APPLE IPAD A1822	DMPTTG5XHLFC	N/A
APPLE IPAD A1954	DMPYP49JJF88	G02181
APPLE IPAD A2428	DMPG1067Q1KV	G02805
APPLE IPAD A1893	DMPYQ1D8JF8K	N/A
APPLE IPAD A2197	F9FDC278MF3N	IT05761
APPLE IPAD A2197	F9FDC2P5MF3N	IT05638
APPLE IPAD A1893	DMPWKX27JF8K	N/A
APPLE IPAD A1822	F9FTVHD7HLFC	N/A
APPLE IPAD A1893	DMPWN0KRJF8K	N/A
APPLE IPAD A1893	DMPYQD3VJF8K	N/A
APPLE IPAD A1822	DMPTQCX4HLFF	N/A
APPLE IPAD A1822	DMPTQE1AHLFF	N/A
APPLE IPAD A1822	DMPTQCTSHLFF	N/A
APPLE IPAD A1893	DMPYQBHVJF8K	N/A
APPLE IPAD A2770	H99DQ9RNQ1GD	IT05847
APPLE IPAD A2770	H99DQP0ZQ1GD	IT05855
APPLE IPAD A1893	DMPWKZGZJF8K	N/A
APPLE IPAD A2770	H98DR55EQ1GD	IT05825
APPLE IPAD A1395	F5XKRQT3DFHW	2002249
APPLE IPAD MINI A1489	F9FPL0APFCM5	USP89250
APPLE IPAD MINI A1489	F9FPL09LFCM5	USP89261
APPLE IPAD MINI A1489	F9FPL0FLFCM5	USP89301
APPLE IPAD A1893	DMPW8ZSEJF8K	N/A
LAPTOPS	**SERIAL**	**TAG**
LENOVO 100E GEN 2	P208XFRD	IT04140
DELL XPS 9343	1VSJ162	2010010
DELL XPS 9343	42NL162	2010020
DELL XPS 9343	36ZM162	2009534
DELL XPS 9343	6C3N162	2009757
DELL XPS 9343	6HTP162	2009888
DELL XPS 9343	BCBL162	2009846
DELL XPS 9343	CJSM162	2009930
DELL XPS 9343	6XML162	2009883
DELL XPS 9343	3LZH162	2009591
DELL XPS 9343	266F162	2009773
DELL XPS 9343	CFTP162	2009686
DELL XPS 9343	7H6F162	2009726
DELL LATITUDE 7410	H5LM793	N/A
DELL LATITUDE 7410	6H66693	N/A
DELL LATITUDE 7410	HV03693	N/A
DELL LATITUDE 7410	6W12693	N/A
DELL LATITUDE 7410	DK56693	1000000415
DELL LATITUDE 7410	30N7793	1000000331
DELL LATITUDE 7410	1CL5693	1000000271
DELL LATITUDE 7410	6MG2693	1000000531
ACER TRAVELMATE X349	NXVDFAA008702021BE7200	N/A
ACER TRAVELMATE X349	NXVDFAA00872206C217200	2013346
ACER TRAVELMATE X349	NXVDFAA008746035F97200	2013527
ACER TRAVELMATE X349	NXVDFAA008702021AC7200	2013316
ACER TRAVELMATE X349	NXVDFAA008702021BC7200	2013407
ACER TRAVELMATE X349	NXVDFAA008713022D37200	2013419
MACBOOK AIR A1466	FVFCR7QZJ1WK	1000000049

MACBOOK AIR A1466	FVFCR8TSJ1WK	1000000078
MACBOOK AIR A1466	FVFCR906J1WK	1000000058
MACBOOK AIR A1466	C1MTG41MH3QD	2013168
MACBOOK AIR A1466	FVFCR8W4J1WK	1000000063
MACBOOK AIR A1466	FVFCR8Y2J1WK	N/A
MACBOOK AIR A1466	FVFCR93XJ1WK	1000000055
MACBOOK AIR A1466	FVFCM72ZJ1WK	1000000045
MACBOOK AIR A1466	FVFCR8YSJ1WK	1000000079
MACBOOK PRO A2289	FVFF82QMP3Y1	1000000111
MACBOOK AIR A2337	FVFF11HVQ6LW	N/A
MACBOOK AIR A2337	FVFF116VQ6LW	N/A
DELL D530	DGSKBG1	00014496
DELL D820	CC8XVC1	00012552
DELL E5500	6KN5JL1	00015520
DESKTOPS	**SERIAL**	**TAG**
DELL OPTIPLEX 5050	9VZKJK2	2013302
DELL OPTIPLEX GX520	8P8G891	11527
DELL OPTIPLEX 780	4BKSHQ1	00016996
DELL OPTIPLEX GX280	G63PH71	11195
DELL OPTIPLEX GX280	963PH71	11192
DELL OPTIPLEX GX280	273PH71	11194
HP ZERO CLIENT T310	2TG4131006	N/A
OTHER	**SERIAL**	**TAG**
AQUOS LC-70LE660U TV	502861046	1001342
ACTIVIEW DOCCAM	A03F08854	2000380
ACTIVIEW DOCCAM	A03F09294	2000665
ACTIVIEW DOCCAM	A03F09228	2000659
DELL 2350 PRINTER	D8DJGN1	N/A
CISCO SWITCH CATALYST 2940	FOC1024Z9CJ	N/A
CISCO SWITCH SG300-10PP	PSZ20281F0S	N/A
HITACHI CP-X2541WN PROJECTOR	CP-X2541WNUF	2010234
AVERMEDIA 355AF DOCCAM	57763 10060P	N/A
MONITORS	**SERIAL**	**TAG**
DELL 24"	N/A	IT10874
DELL 24"	N/A	IT10939
DELL 24"	N/A	IT10881
22"	N/A	N/A
19"	N/A	N/A

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

BOARD MEMORANDUM & ACTION REQUEST

TO:	Members, Board of Trustees | Alum Rock Union Elementary School District
FROM:	District Library & Instructional Media Services / Business Services
DATE:	September 24, 2026
SUBJECT:	Declaration of Surplus & Excess District Library Inventory (Closed Libraries)
POLICY & REG:	ARUSD Board Policy 3270 | Administrative Regulation 3270 CA Education Code §§ 17546, 35168, 60510, 60510.5, 60511, 60530

1. ACTION REQUESTED

It is respectfully requested that the Board of Trustees of the Alum Rock Union Elementary School District declare the attached comprehensive inventory of school library materials—encompassing 251,295 physical copies and 71,684 unique titles—as surplus/excess district property. Approval of this request will authorize the District to execute a community-centered multi-phase disposition plan in full compliance with Board Policy (BP/AR) 3270 and applicable California Education Code provisions.

2. BACKGROUND & CONTEXT

Approximately 10 years ago, Alum Rock Union Elementary School District formally closed all centralized school libraries across district sites. Since that closure, the associated book collections and media materials have remained in site storage facilities. Because these libraries have been inactive for a decade, all materials in the current inventory exceed 10 years of age and are no longer maintained within an active school library cataloging system.

A total inventory audit (documented in the attached) was conducted to catalog every remaining volume across all district school sites, resulting in a total count of 251,295 physical items. The District now seeks formal Board authorization to excess this legacy inventory from district records and reactivate these literary assets for the direct benefit of our students, teachers, and school communities.

3. COMMUNITY-FIRST DISPOSITION & DISSEMINATION PLAN

Rather than immediately sending these materials to external recycling or disposal facilities, the District has established a structured, community-centered disposition protocol. This plan prioritizes putting books directly into the hands of our classrooms and families first to foster literacy and home libraries across the Alum Rock community:

Dr. Marnie Hazelton, Superintendent

Board of Trustees: Linda Chavez, President, Andrés Quintero, Vice-President
Minh Pham, Clerk · Corina Herrera-Loera, Member· Minh Nguyen, Member

- **Phase 1: Classroom Library Integration (Priority Dissemination):** District teachers and site instructional staff will be granted first selection to review and retrieve age-appropriate, high-quality titles to enhance classroom lending libraries, reading nooks, and subject-area collections.
- **Phase 2: Family & Student Distribution ('Books to Home'):** Following teacher selection, open distribution events and book fairs will be held for Alum Rock students and families. Books will be distributed free of charge to allow students to build and expand their personal home libraries.
- **Phase 3: Donation to Local Public & Charitable Literacy Organizations:** Remaining usable materials after school and family distribution will be offered as donations to local public libraries, non-profit literacy organizations, early childhood centers, and local community partners pursuant to Education Code § 60510.
- **Phase 4: Responsible Salvage, Scrap, or Environmental Recycling:** Any items remaining after Phases 1–3 that are severe in physical damage, obsolete, or unsuitable for distribution will be transferred to paper pulp/scrap recyclers or environmentally responsible disposal facilities pursuant to Education Code §§ 17546(c) and 60530.

4. FINANCIAL VALUATION & ACCOUNTING SUMMARY

Under public school accounting standards (GASB/GAAP), school library books and instructional materials are subject to standard depreciation schedules over a useful life of 5 to 7 years. Because all items in this inventory have been stored following library closures 10 years ago, their current financial accounting value is evaluated as follows:

Valuation Metric	Value Amount	Accounting & Legal Classification
Historical Replacement Value (Original Catalog Cost)	$4,086,443.54	Reflects original purchasing cost across 218,832 priced items ($3.55M) plus imputed mean ($16.26/item) for missing catalog records. Represents historical scale.
Net Accounting Book Value (Current Asset Value)	$0.00	Fully depreciated (100%) under public asset accounting guidelines due to 10+ year age. Carries zero financial book value on district balance sheets.
Estimated Fair Market / Salvage Value	$0.00 – $25,129.50 ($0.00 – $0.10 / vol)	Bulk market value is de minimis. Under EC § 17546(c), market value is insufficient to defray the administrative cost of a formal public bid sale.

5. APPLICABLE BOARD POLICIES & STATE EDUCATION CODES

The proposed declaration and multi-phase dissemination plan strictly comply with Alum Rock Union ESD governing board policies and California Education Code statutory regulations:

- **ARUSD Board Policy 3270 & AR 3270 (Sale & Disposal of Books, Equipment, and Supplies):** Governs district procedures for identifying surplus instructional property, granting authority to dispose of obsolete books through donation, classroom distribution, or scrap recycling when market value is insufficient.
- **California Education Code § 17546(c) (De Minimis Property Disposal):** Authorizes the Governing Board, upon unanimous finding that property is of insufficient value to defray the cost of arranging a public sale, to donate property to charitable organizations or dispose of it via public waste/recycling facilities.

- **California Education Code § 60510 (Donation or Sale of Obsolete Instructional Materials):** Explicitly permits school districts to donate surplus or obsolete library materials to other school entities, non-profit organizations, pupils, and community residents to promote literacy.
- **California Education Code § 60510.5 & § 60511 (Public Notice Protocols):** Establishes public notice guidelines prior to final disposition of obsolete instructional materials, ensuring community transparency.
- **California Education Code § 60530 (Scrap & Recycling Authorization):** Permits materials unsuited for further educational use to be sold for paper pulp/scrap or destroyed by economical means.
- **California Education Code § 35168 (Inventory Control):** Requires formal board recordation of the time, mode, and authorization of property removal from district master inventory records.

6. SUMMARY INVENTORY BREAKDOWN

Below is the aggregate summary breakdown of the library materials cataloged across district site files in AllSchools_LibraryTitleCopyReport.xlsx:

Material Category	Total Copy Count	Percentage of Inventory	Recorded Historical Value
Printed Books (Hardcover/Paperback)	249,262	99.2%	$3,538,273.03
Computer / Software / Digital	618	0.2%	$1,030.43
Video / Film / AV Media	460	0.2%	$8,161.22
Graphic Novels / Graphic Materials	351	0.1%	$1,079.75
Kits & Educational Activity Sets	276	0.1%	$4,196.92
Other Media (Sound, Maps, Serials, Objects)	328	0.1%	$5,803.84

7. RECOMMENDATION & MOTION FOR BOARD APPROVAL

It is recommended that the Board of Trustees adopt a motion approving the following resolution:

> **PROPOSED BOARD MOTION:**
>
> "Move to approve the declaration of 251,295 library book and media inventory items from closed school libraries as surplus district property pursuant to ARUSD Board Policy 3270 and CA Education Code § 17546(c); and authorize staff to execute the community dissemination plan to distribute materials to classrooms and families first, followed by non-profit donation or recycling of remaining unserviceable items."

Respectfully submitted,

ATTACHMENT A: SCHEDULE OF EXCESS LIBRARY INVENTORY

[DISTRICT NAME] — DISTRICT-WIDE COLLECTION AUDIT

SAMPLE LISTING OF ITEMS RECOMMENDED FOR SURPLUS / EXCESSING (251,295 COPIES TOTAL)

Barcode #	ISBN	Title	Author	Pub. Year	Reason
31002004521	9780140283334	General Science & Modern Discoveries	Smith, John	1988	Age/Outdated
31002008912	9780395071221	World Geography Studies (Ed. 3)	Miller, Anne	1992	Age/Outdated
31002001104	9780060256654	Where the Wild Things Are	Sendak, Maurice	1998	Damaged/Worn
31002005539	9780439136359	Harry Potter and the Prisoner of Azkaban	Rowling, J.K.	1999	Damaged/Worn
31002003310	9780152014902	Computer Programming for Beginners	Davis, R.	1995	Obsolete
31002009022	9780064400558	Charlotte's Web	White, E.B.	2001	Damaged/Worn
31002007741	9780394800011	The Cat in the Hat	Seuss, Dr.	1996	Damaged/Worn
31002006188	9780141301051	Encyclopedia of Solar System Exploration	Thompson, P.	1991	Age/Outdated
31002004402	9780060254926	Bridge to Terabithia	Paterson, K.	1989	Damaged/Worn
31002001299	9780316769488	Atlas of Soviet Republics	Harrison, G.	1985	Obsolete

Note to Board Secretary: The complete detailed catalog export containing all **251,295 individual item barcode records**, call numbers, acquisition values, and title listings from file *AllSchools_LibraryTitleCopyReport.xlsx* is attached to the master board packet as *Exhibit A-1*.

14.10

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 22, 2026

Subject: **Acceptance of Memorandum(s) of Understanding**

Support Information: The District has received the following Memorandum(s) of Understanding as summarized on the sheet(s) dated October 22, 2026.

Fiscal Impact: No

Budget Source: Not Applicable

Recommended Action: Staff recommends that the Board of Trustees accepts the following memorandum(s) of understanding. MOU details are on file in the Purchasing Office.

Recommend Approval

Submitted by: Angelica Aguilera Title: Interim Procurement Manager

Approved by: Teresa DeCelles TD Title: Assistant Superintendent of Business Services

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.10
Agenda Placement

Marnie Hazelton Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

MEMORANDUM(S) OF UNDERSTANDING

SCHOOL/ DEPARTMENT	DATE OF SERVICE	CONSULTANT NAME	COST	PURPOSE
Academic Services Sandra Garcia	10/23/2026- 06/30/2027	Stanford University, Department of Urology (Kan Lab)	No Cost	This Memorandum of Understanding outlines the voluntary partnership between Alum Rock Union Elementary School District and Stanford University, Department of Urology (Kan Lab), to collaborate on activities and services in support of the National Institutes of Health (NIH)-funded research study under award number 1K23DK143350-01. Funding: Not Applicable
Human Resources Stephanie Monroe	10/23/2026- 06/30/2031	California State University, East Bay	No Cost	Multi-Year Service Contract: Cal State East Bay will provide Memorandum of Understanding and Agreement for the Employment of University Students who have an Intern Credential. Funding: Not Applicable
Human Resources Stephanie Monroe	10/23/2026- 06/30/2029	University of California, Merced	No Cost	Multi-Year Service Contract: UC Merced will provide a Teacher Preparation Program Agreement for Placement of Student & Intern Teachers. Funding: Not Applicable
Social Emotional Learning Kristin Burt	10/23/2026- 06/30/2031	University of San Francisco (School Counseling Internship)	No Cost	Multi-Year Service Contract: University of San Francisco, in collaboration with Alum Rock Union School District, will provide practicum and fieldwork experience for students pursuing a California Pupil Personnel Services (PPS) credential. Funding: Not Applicable

MEMORANDUM(S) OF UNDERSTANDING

Student Support Services Dr. Kiela Jimenez	07/01/2026- 06/30/2028	Santa Clara County Office of Education-Migrant Education	No Cost	Multi-Year Service Contract: Santa Clara County Office of Education (SCCOE) and Alum Rock Union School District (ARUSD) are entering into this MOU in order to facilitate sharing of data as appropriate to effectively support Migrant Education Student Success. Data elements: Directory information, attendance, grading information, and any other data elements that will allow SCCOE to support student success in school. Funding: Not Applicable

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: Purchasing Contract No.: _____ Vendor No.: _____

Academic Services (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☑ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: Kan Lab, Stanford University

Address: 750 Welch Rd City: Stanford State: CA Zip: 94305

Phone: ( ) Email: kkan@stanford.edu

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates October 23,2026 end date June 30,2027

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

This Partnership Agreement is not a legal document but is evidence of the voluntary agreement between Alum Rock Union Elementary School District and Kan Lab, Stanford University, Department of Urology (Kan Lab) to work together on an NIH-funded project (1K23DK143350-01)

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

0 b. **Other:** $ ZERO COST

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	305	7221	ZERO	10/14/26

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 10/13/26

Director of Fiscal Services: _____ Date: 10/14/26

Asst. Supt., of Business Services: _____ Date: 10/24/26

Superintendent: _____ Date: _____

PARTNERSHIP AGREEMENT

Alum Rock Union Elementary School District
&
KAN LAB, STANFORD UNIVERSITY, DEPARTMENT OF UROLOGY

This Partnership Agreement is not a legal document but is evidence of the voluntary agreement between Alum Rock Union Elementary School District and Kan Lab, Stanford University, Department of Urology (Kan Lab) to work together on an NIH-funded project (1K23DK143350-01) to evaluate students' bathroom use at schools. The purpose of this agreement is to formalize the relationship and expectations for the partnership between Alum Rock Union Elementary School District and Kan Lab for the duration of the project. This agreement shall be effective from October 23, 2026 to the end of the 2026-2027 school year.

DESCRIPTION OF SERVICES

Kan Lab agrees to complete the following activities as a part of the study. Participating schools will receive one observation visit during the 2026-2027 school year.

OBSERVATION ACTIVITIES

Prior to observation, we will obtain the school leadership's written permission through the following steps:

- Provide a study flyer, protocol description, and FAQ sheet to school leadership describing observation activities.
- Obtain a Letter of Agreement from each participating school in study observation activities.
- Request school documents, including bell schedule, campus map, and the most recent year of construction to bathroom environments, to support observation activities.
- Conduct a 30-minute logistics meeting with the school leader to (1) review observation procedures, (2) confirm sign-in and sign-out protocols, and (3) finalize dates, times, and locations for school visits.

Day-of observation activities

At Participating Elementary Schools

- Visit each participating elementary school for one school day to conduct structured observations of student bathroom use and bathroom environments.
- Review school campus maps for bathroom locations nearest to recess and lunch areas.
- Observe student bathroom use by counting the number of students entering school bathrooms during high-use periods (recess and lunch) without student interaction.
- Observe school bathroom environments using a standardized checklist tool to document features related to bathroom access, cleanliness, privacy, and functionality.
- Observe school bathroom environments after school hours or when bathrooms are unoccupied to complete environmental observations and photo documentation, without student interaction.
- Omit references to the school name in all documentation.
- Store all data securely in Stanford-managed data systems for analysis.

Payment

- Provide a one-time $100 payment to the school leader of each participating school for attending the logistics meeting, coordinating scheduling, and providing research staff with the school's bell schedule, campus map, and age of facilities.

Alum Rock Union Elementary School District agrees to the following activities:

OBSERVATION ACTIVITIES

Prior to observation,

All schools

- Participate in a 30-minute meeting with the Stanford study team to review procedures, confirm logistics, and address questions.
- Assist Stanford in securing bell schedules, campus maps, and the most recent year of construction to bathroom environments.
- Assist Stanford in identifying recess and lunch periods, bathroom cleaning schedules, and bathrooms nearest to recess and lunch periods.

Day-of observation activities,

All schools

- Allow Stanford to visit participating elementary schools to conduct scheduled, non-invasive, observational data collection activities as described in the study protocol.
- Assist Stanford in identifying the number and locations of student bathrooms, as well as any existing signage related to bathroom use procedures or expectations (e.g., rules, pass requirements, posted guidance).
- Assist in identifying observation locations for research team members.
- Assist in communicating the scheduled observation date to relevant staff (e.g., custodian) if the research team needs to be accompanied on campus.
- Allow Stanford to observe and count student bathroom use during recess and lunch periods from pre-approved locations that maintain an appropriate distance from bathroom entrances and prioritize student privacy, safety, and non-disruption of school activities.
- Allow Stanford to enter student bathrooms only when unoccupied (e.g., after school hours or during approved times) to complete bathroom environment assessments and photo-evidence documentation.
- Assist in resolving any logistical or scheduling issues that may arise to support a collaborative, minimally disruptive observation process.

INSTITUTIONAL REVIEW BOARD APPROVAL AND PROCEDURES

All activities have been approved by Stanford's Institutional Review Board. All personnel have undergone background checks, have received training in Human Subjects Research Protections and will abide by all center and county health guidance for COVID-19. All identifiable data will be securely stored and all schools will have copies of the letters of agreement.

Signature: _____	Signature: 
Name & Title: _____	Name & Title: Kathleen M. Kan, MD
Organization: _____	Organization: Department of Urology, Stanford
Date: _____	Date: 10/12/2026

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: _____

Human Resources (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☑ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal (Attached)

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: California State University, East Bay

Address: 25800 Carlos Bee Blvd City: Hayward State: CA Zip: 94542

Phone: (626) 268-0278 Email: mseducation@csueastbay.edu

SSN: _____ Fed I.D. #: 94-6390556

CONTRACT TERM: start dates October 23, 2026 end date June 30, 2031

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Memorandum of Understanding and Agreement For the Employment of University Students Who Have an Intern Credential (SPED)

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $ No Cost to the District

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	0000	7200	000000	600	7221	Zero	10/6/26

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9/22/26

Director of Fiscal Services: _____ Date: 10/6/26

Asst. Supt., of Business Services: _____ Date: 10/7/26

Superintendent: _____ Date: _____

CAL STATE EAST BAY | GRADUATE SCHOOL OF EDUCATION

College of Letters, Arts and Social Sciences

Multiple Subject Teaching Credential
Single Subject Teaching Credential
Education Specialist Credential, *Mild Moderate Support Needs*
Education Specialist Credential, Extensive Support Needs

Memorandum of Understanding and Agreement
For the Employment of University Students Who Have an Intern Credential (SPED)

This agreement is between the **Alum Rock Union School District** ("District") and the **California State University, East Bay** ("University"), who may be referred to collectively as the parties. This Agreement describes and confirms the expectations and responsibilities of the Parties regarding the Internship Program through which University students who hold an intern credential from the California Commission on Teacher Credentialing ("Paid Interns") will gain experience in the public school setting. This agreement does not apply to unpaid service learning placements for uncredentialed University-enrolled students, or to student teacher placements that are part of a credentialing program.

RECITALS

University operates a program for the education and training of candidates pursuing a *California Preliminary Education Specialist Teaching Credential with authorization for teaching students with Mild Moderate Support Needs and Extensive Support Needs with authorizations for teaching students with Autism Spectrum Disorders and the English Learner Authorization* and Preliminary Multiple Subject Teaching Credential and/or Single Subject Teaching Credential with English Learner Authorization (ELA) and is accredited by the California Commission on Teacher Credentialing (CTC) with approval to offer intern options in these programs.

The District is authorized under Education Code 44320 et seq., to cooperate with institutions of higher education in providing training and experience to credential candidates who hold an intern credential ("Paid Intern").

One or more District employees who are credentialed, experienced faculty members at a District high school, middle school, or elementary school have agreed to be responsible for a class or classes assigned to a credential candidate, and may be referred to below as cooperating teachers.

University employs one or more experienced credentialed teachers, administrators, or doctoral candidates who have agreed to provide direct classroom supervision and support to credential candidates and cooperating teachers. Such individuals may be referred to below as university supervisors.

TERM OF THE AGREEMENT

This Agreement shall remain in effect for a term of 5 years beginning **October 23, 2026** and ending **June 30, 2031**, unless terminated sooner. Either party may terminate this Agreement on 30 days' written notice to the other party; provided, however, that credential candidates shall be allowed to conclude any ongoing assignments. Performance under this Agreement shall be reviewed annually, and the parties may agree to annual extensions after expiration of the initial term.

CTC REQUIREMENTS FOR SUPPORT AND SUPERVISION OF INTERN TEACHERS

In 2013, the California Commission on Teacher Credentialing (CTC) adopted policies that specify the number of hours of general support and supervision, as well as additional specific English learner support and supervision, which must be provided to Paid Interns. The regulations (California Education Code §44321; 5 Cal. Code Reg. § 80033) were approved and made part of law effective 2014.

Under the newly approved regulations, the University and District must ensure:

- A minimum of 144 hours per year (**72 hours per semester**) of support/mentoring and supervision must be provided to each Paid Intern including coaching, modeling, and demonstrating within the classroom, assistance with course planning and problem-solving regarding students, curriculum, and development of effective teaching methodologies. See Appendix A for more information.
- **A minimum of two hours of support/mentoring and supervision must be provided to an intern teacher every five instructional days.**
- The District must identify a mentor or other designated individual who meets the Commission's specified criteria prior to a Paid Intern assuming daily teaching responsibilities.
- An additional 45 hours per year (**23 hours per semester**) of support/mentoring and supervision specific to meeting the needs of English learners is required for a Paid Intern who enters the program without a valid English learner authorization listed on a previously issued Multiple Subject, Single Subject, or Education Specialist Teaching Credential or a valid English Learner Authorization or Crosscultural, Language and Academic Development (CLAD) Certificate. The additional hours of support can be provided by the credential program and/or the district employed mentor. The individual(s) providing this support must hold a valid California Teaching Credential with a valid English Learner Authorization or Crosscultural Language and Academic Development (CLAD) Certificate.
- No intern's salary may be reduced by more than 1/8 of its total to pay for supervision, and the salary of the intern shall not be less than the minimum base salary paid to a regularly certificated person.
- Candidates in the internship program will assume the functions that are authorized by the regular standard credential and that the interns' services meet the instructional or service needs of the participating district(s).

DISTRICT AND SCHOOL ADMINISTRATOR RESPONSIBILITIES

1. Prior to the Paid Intern's first day as teacher of record, provide each Paid Intern with a certified, experienced district-employed mentor/liaison who will work collaboratively with the University Supervisor to support the Paid Intern in achieving competency in the Teaching Performance Expectations. District will provide documentation of appropriate credentialing of district-employed supervisor as needed.
2. Identify a District-employed supervisor who serves as an evaluator for the Paid Intern.
3. Provide new teacher orientation, on-going support and other clinical/professional experiences for Paid Interns teaching in the District's schools under the supervision of a district-employed mentor/liaison.
4. Provide release time for participation in district group/regional group meetings and professional development activities including time to observe other exemplar teachers teaching in their classrooms.
5. District will immediately notify University if the District has knowledge of or suspects any professional or ethical violations by a Paid Intern. University will cooperate with District in any investigation concerning the reported violation.
6. District will instruct intern in school policies regarding child abuse reporting, sexual harassment and professional conduct.

UNIVERSITY DUTIES

1. University will work collaboratively with the District's HR department, school site administration, and staff in the assignment of the intern.
2. University will guarantee that Paid Interns have met California Commission for Teacher Credentialing (CTC) requirements for an intern credential (Certificate of Clearance, CBEST, subject matter competence, negative tuberculosis test, U.S. Constitution) and University requirements (satisfactory completion of course work that meets the CTC pre-service requirement, satisfactory completion of one standard student teaching placement, a copy of the district offer of employment) prior to recommending the candidate for an intern credential.
3. The University will notify interns that each intern credential will be valid for a period of two years, as long as candidates are enrolled in the program. However, a certificate may be valid for three years if the intern is participating in a program leading to the attainment of a specialist credential to teach students, or for four years if the intern is participating in a district intern program leading to the attainment of both a multiple subject or a single subject teaching credential and a specialist credential to teach students with mild/moderate support needs.
4. University will confer regularly with District and site administration and district-employed mentor/liaison through meetings, telephone calls, and/or e-mail.
5. University will immediately notify appropriate District and site administration if University administration has knowledge of or suspects any professional or ethical violations by a Paid Intern in the school. District will cooperate with University in any investigation concerning the reported violation.
6. University will guarantee that the Paid Intern and university supervisors have appropriate TB and fingerprinting clearance.
7. University will instruct Paid Interns in state laws regarding child abuse reporting, sexual harassment and professional conduct.

8. University supervisors will conduct systematic and regular observations of Paid Interns' performances in the District's classrooms.
9. University supervisors will confer regularly with district-employed mentor/liaison and with the site administration through meetings, telephone calls, and/or e-mail.

UNIVERSITY SUPERVISOR AND DISTRICT-EMPLOYED MENTOR/LIAISON RESPONSIBILITIES

1. Collaborate to ensure that the Paid Intern receives a minimum of two hours of support/mentoring and supervision every five instructional days.
2. Collaborate to ensure that the Paid Intern receives specific support and supervision in addressing the needs of English Language Learners.
3. Use the list of activities that satisfy CTC support and supervision requirements to assist the Paid Intern in identifying and participating in a broad range of experiences to support his/her growth as a teacher.
4. Assist the Paid Intern in creating networks with faculty, staff, and administrators who can provide additional support.

PAID INTERN RESPONSIBILITIES

1. Document required hours weekly using the University *Intern Support and Supervision Record.*
2. Review the *Intern Support and Supervision Record* with both the University Supervisor and District-employed mentor/liaison to ensure that he/she is receiving the required support/mentoring and supervision.
3. Submit signed *Record* at the end of each month to the University.

DISTRICT DISCRETION

It is at the sole discretion of the District to hire a University candidate for a Paid Intern position and to terminate the assignment in accordance with District policies and procedures. The District will notify the University of any review that could result in termination. The University will notify the CTC to withdraw the intern credential of a Paid Intern who is terminated by the District.

LIABILITY INSURANCE & WORKERS' COMPENSATION

The University shall take out and maintain a "claims-made" policy of general liability and professional liability insurance (including personal injury with limits not less than $1 million per loss and damage to property of others up to $5,000 per incident), with extended reporting period of three (3) years, covering Paid Interns, and naming District as an additional named insured under such insurance policy or policies. Further, University agrees to maintain professional and comprehensive general liability insurance with no exclusion for molestation or abuse at a minimum of Five Million Dollars ($5,000,000) per occurrence and Twenty Million Dollars ($20,000,000) in aggregate throughout the course of this Agreement.

Further, University shall provide written notice that should any of the above described policies be cancelled before the expiration thereof, notice will be delivered in accordance with the policy

provisions. University also agrees to maintain statutory Workers' Compensation coverage on any individuals considered as employees of University and instructors working at District pursuant to this Agreement at all times during the course of this Agreement.

University shall provide certificates evidencing all coverage referred to in this Section within thirty (30) days of execution of this Agreement and thereafter, on an annual basis. If the coverage is on a claims-made basis, University hereby agrees that not less than thirty (30) days prior to the effective date of termination of University's current insurance coverage or termination of this Agreement, University shall either purchase three (3) year tail coverage per claim or provide proof of continuous coverage in the above stated amounts for all claims arising out of incidents occurring prior to termination of University's current coverage or prior to termination of this Agreement, as applicable, and provide District a certificate of insurance evidencing such coverage.

The University is permissibly self-insured through the State of California for automobile liability.

The District shall maintain automobile liability, general liability, workers' compensation and errors and omissions liability coverages for themselves and their respective employees. Errors or omissions liability coverage shall include coverage for negligence relating to alleged sexual misconduct and shall be on an occurrence basis. Automobile liability coverage must apply to owned, non-owned and hired automobiles. The required coverage may be provided by way of adequately documented individual or pooled self-insurance.

The District shall be named as an additional insured or covered party on the liability coverages maintained by the University, and such coverages shall be primary to any coverages maintained by the District. Limits of liability for each type of liability coverage shall be at least $1 million per claim per occurrence/ $2 million aggregate.

District shall maintain workers' compensation coverage applicable to its employees, including Paid Interns.

INDEMNIFICATION

University shall defend, indemnify and hold District and its officials, employees and agents, harmless from and against any and all liability, loss, expense, attorneys' fees, or claims for injury or damages arising out of the performance of this Agreement, but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of University, its officials, agents, or employees.

District shall defend, indemnify and hold University, its officials, employees and agents, harmless from and against any and all liability, loss, expense, attorneys' fees, or claims for injury or damage arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of District, its officials, agents, or employees.

ADDITIONAL PROVISIONS

1. Nothing contained in this Agreement shall be deemed or construed to create a joint venture, partnership, principal-agent or employment relationship between the parties and neither party shall have the authority to bind the other party for any purpose.
2. This Agreement and the rights and obligations of the parties shall be governed and construed by the laws of the State of California. Any lawsuit concerning or arising out of this Agreement shall be venued in the county where the District is located.
3. This Agreement supersedes all prior and contemporaneous agreements and understandings between the parties, both oral and written, with respect to its subject matter and constitutes the complete agreement and understanding between the parties, unless modified in a writing executed by both parties.
4. In the event of a dispute between the parties arising from this Agreement, the parties agree to mediate the dispute before initiating litigation. The Parties agree that with regard to any dispute or claim related to this Agreement, prior to the initiation of a lawsuit or other legal action, they shall and must, in good faith, submit the claim or dispute to mediation with any mutually agreeable neutral. The costs of the neutral will be split equally between the Parties. The prevailing party shall be entitled to recovery from the losing party the prevailing party's reasonable expenses (attorney fees and costs) incurred in the lawsuit or legal action as allowed by law..
5. If any provision of this Agreement is determined to be invalid or unenforceable, that provision shall be amended to achieve as nearly as possible the same effect as the original provision, and the remainder of this Agreement shall remain in full force and effect.
6. No delay or failure by either party to act in the event of a breach or default hereunder shall be construed as a waiver of that or any succeeding breach or a waiver of the provision itself.

7. Notices required under this Agreement shall be sent to the parties by certified or registered mail, return receipt requested, postage prepaid, at the addresses set forth below:|

District Contact:
Alum Rock Union School District
2930 Gay Ave San Jose, CA95127
Dr. Marnie Hazelton, Superintendent
marnie.hazelton@arusd.org | (408) 928-6822

CSU East Bay: College of Letters, Arts and Social Sciences
(Graduate School of Education)
25800 Carlos Bee Blvd, Hayward, CA 94542

Program Issues:
Dr. **Greg Jennings**, Department Chair
(510)-885-2296

Contract Issues:
Dr. Keri O'Neal, Dean
(510)-885-2502

greg.jennings@csueastbay.edu keri.oneal@csueastbay.edu

Please also reference Appendix B for department contacts.

8. This Agreement may be executed in any number of counterparts, each of which shall be an original as against any party whose signature appears and all of which together shall constitute one and the same instrument.

Signed by DISTRICT:

By: _____

Name: _____

Title: _____

Date: _____

By: _____

Name: _____

Title: _____

Date: _____

Signed by UNIVERSITY:

By: Keri O'Neal (Oct 2, 2026 11:28:55 PDT)

Name: **Dr. Keri O'Neal**

Title: **Dean, College of Letters, Arts, and Social Sciences**

Date: _____

By: Greg Jennings
Greg Jennings (Oct 2, 2026 11:12:37 PDT)

Name: Dr. **Greg Jennings**

Title: **Chair, Educational Psychology**

Date: _____

Appendix A

"Intern" Support: A Shared Commitment to Excellence in Teaching
196 Hours of Support per School Year

CSU East Bay Support: University Supervisor (US), Intern Coordinator	District Support: Employer Provided Mentor (EPM)	Shared Responsibility
Regular Ed/Special Ed: US Observations and Conferences • 8 observations of the "Intern" teaching and follow-up conferences (2 hours each) EL: US Observations and Conferences • 4 observations of the "Intern" teaching EL and follow-up conferences (2 hours each) **Total 24 hours** **(1 hour per week)**	Regular Ed/Special Ed: EPM Support, Mentoring and Supervision • **26 hours** of support, mentoring, and supervision within the school day EL: EPM Support and Supervision • **10 hours** of support, mentoring, and supervision related to English Learners during the school day (May include observations of EL in other classrooms) **Total 36 hours** **(1 hour per week)**	"Intern", US, EPM Meetings • The "intern", the US and the EPM shall meet in person at least three times per semester (6 meetings, 1 hour each) to discuss the "Intern's" progress. • During the first meeting the "intern", the US and the EPM will develop an Individualized "Intern" Plan (IIP), describing the support, mentoring and supervision the "intern" will receive The plan shall be approved by the CSU East Bay "Intern" Coordinator. **Total 6 hours**
Seminars • Candidates will attend online and face-to-face fieldwork or other seminars focusing on problem solving with students, curriculum, and instruction for regular education and EL students (minimum of two semester units) **Total 30 hours** "Intern" Coordinator • The "Intern" Coordinator will communicate with interns by email and/or phone and will monitor their completion of the "Intern" Support Record using the "app" "My Internship Journal" **Total 10 hours**	District or School-Sponsored Professional Development, Meetings • "Interns" will attend a minimum of 90 hours of district and school site-sponsored professional development and meetings including new teacher orientation, grade level, department meetings, faculty meetings, and professional development seminars. Candidate-initiated observations are also included. **Total 90 hours**	

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: _____

Human Resources (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☑ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal (Attached)

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: University of California, Merced

Address: 5200 North Lake Road City: Merced State: CA Zip: 95343

Phone: (209) 756-9404 Email: tmason4@ucmerced.edu

SSN: _____ Fed I.D. #: 27-0093858

CONTRACT TERM: start dates October 23, 2026 end date June 30, 2029

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Memorandum of Understanding: Teacher Preparation Program Agreement for Placement of Student & Intern Teachers

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $ No Cost to the District

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	0000	7200	000000	600	7221	Zero	MD 10/6/26

APPROVALS:

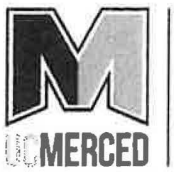
ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 10/4/26

Director of Fiscal Services: _____ Date: 10/6/26

Asst. Supt., of Business Services: _____ Date: 10/7/26

Superintendent: _____ Date: _____



TEACHER PREPARATION PROGRAM

TEACHER PREPARATION PROGRAM AGREEMENT BY AND BETWEEN THE REGENTS OF THE UNIVERSITY OF CALIFORNIA AND ALUM ROCK UNION SCHOOL DISTRICT

This Agreement is made and entered into on the date of last signature below in the State of California, by and between THE REGENTS OF THE UNIVERSITY OF CALIFORNIA, a California corporation on behalf of the University of California, Merced, Extension Education Programs (hereinafter referred to as "UNIVERSITY") and ALUM ROCK UNION SCHOOL DISTRICT (hereinafter referred to as "DISTRICT"), collectively referred to as PARTY OR PARTIES.

RECITALS

WHEREAS, various California Education Code Sections, including but not limited to 44259, 44320, 44321, 44452-44458, 44462 and 44466, authorize or govern a public school district in cooperation with an approved college or university to establish a student teaching program (fieldwork) meeting the provisions of applicable state law and regulations ("PROGRAM"); and

WHEREAS, DISTRICT is a California public school which operates schools suitable for internships, practice teaching and field experience needs; and

WHEREAS, UNIVERSITY has met all the requirements and preconditions established by state law, specifically those established by the California Commission on Teacher Credentialing ("COMMISSION") and/or Committee on Accreditation; and

WHEREAS, it is to the benefit of both the UNIVERSITY and DISTRICT that Teacher Candidates have opportunities to enhance their capabilities as practitioners, and both UNIVERSITY and DISTRICT desire to partner together to make PROGRAM available.

WHEREAS, to be granted initial PROGRAM accreditation by the Committee on Accreditation, the program sponsor must demonstrate evidence of collaboration between institutions of higher education, employers of credentialed educators, and TK-12 practitioners in the design of the program. This evidence must include verification that the PARTIES will share authority and responsibility for the implementation and continuous improvement of the proposed educator preparation program as negotiated in this Agreement.

WHEREAS, it is understood and agreed by and between the Parties of this Agreement that they wish to enter into this Agreement in order to ensure the requirements of the California Commission on Teacher Credentialing ("COMMISSION"), will be met and provided to the Teacher Candidates and shall complete their respective responsibilities in connection with this Agreement during its term. See the Teacher Preparation Program Handbook attached.

AGREEMENT

NOW, THEREFORE, in consideration of the covenants and agreements, set forth herein, the receipt and sufficiency of which are hereby acknowledged, the PARTIES agree as follows:

I. TERM AND TERMINATION

A. This Agreement shall become effective as of October 23, 2026 and shall continue in full force and effect through June 30, 2029. The PROGRAM Year shall end in June, with the exact day varying from year to year as determined by the then-current applicable DISTRICT certificated work year calendar.

B. Notwithstanding anything to the contrary stated in this Agreement, either PARTY may terminate this Agreement for convenience upon thirty (30) days' written notice.

C. In the event DISTRICT chooses to terminate the Agreement for convenience in accordance with this Article, any Teacher Candidates assigned at DISTRICT schools when DISTRICT gives notice may continue to train until the end of the Teacher Candidates' current UNIVERSITY semester.

D. This Agreement may be terminated immediately by either PARTY hereto should the other PARTY fail substantially to perform in accordance with the terms hereof through no fault of the terminating PARTY and such failure continues for thirty (30) days after notice thereof is delivered by the non-defaulting PARTY.

II. PLACEMENT OF STUDENT & INTERN TEACHERS

A. DISTRICT and UNIVERSITY shall coordinate the process of placement of Teacher Candidates.

B. DISTRICT will use its best efforts within the constraints of available position openings to place Teacher Candidates in environments to maximize their success (i.e., supportive principal, available peer support, class selection).

C. DISTRICT reserves the right to make the final determination on any Teacher Candidate's placement or Intern Teacher's employment and placement by DISTRICT.

D. DISTRICT shall adhere to the COMMISSION's Criteria for School Placements (PK-3 Early Childhood Education; MS/SS Program Standards, 3(B)) including but not limited to permit video capture for candidate reflection and TPA completion.

E. PK-3 ECE Specialist Credential Candidates must consist of a minimum of 600 hours of clinical practice..."and "Clinical practice experiences must include two different grade levels within the PK-3 grade range including at least 200 hours in a preschool (PK) and/or transitional Kindergarten (TK) setting and a minimum of 200 hours in a Kindergarten through third grade (K-3) setting."

F. Pre-K and TK settings are those serving children ages 3-4 years old. These include California State Preschool, Head Start programs, independent center-based preschools, and Transitional Kindergarten classrooms in public school settings.

G. Neither UNIVERSITY nor DISTRICT shall discriminate in the selection of, or participation by any Teacher Candidate pursuant to this Agreement because of ethnicity, religion, sex, sexual orientation, national origin, ancestry, age or disability, or any other protected class within the limits imposed by law and/or DISTRICT policy.

H. INTERN TEACHER ONLY: DISTRICT shall assign Intern Teachers to assume the functions that are authorized by the credential held by the Intern Teacher and shall be placed in an assignment that meets the instructional or service needs of the DISTRICT

I. INTERN TEACHER ONLY: DISTRICT shall not displace a certificated DISTRICT employee with the placement of an Intern Teacher. This Agreement shall serve to certify such to UNIVERSITY in accordance with Commission requirements.

J. District and University will work with student teachers to meet the Teaching Performance Expectations (TPEs)

The Teacher Performance Expectations (TPEs), developed by the California Commission on Teacher Credentialing (CTC), and aligned with the California Standards for the Teaching Profession (CSTPs) define how we formatively and summatively assess all candidates.

TPE 1: Engaging and Supporting All Students in Learning
TPE 2: Creating and Maintaining Effective Environments for Student Learning
TPE 3: Understanding and Organizing Subject Matter for Student Learning
TPE 4: Planning Instruction and Designing Learning Experiences for All Students
TPE 5: Assessing Student Learning
TPE 6: Developing as a Professional Educator
TPE 7: Effective Literacy Instruction for All Students

K. District and University will address the updated standards and teaching performance expectations (TPEs) required by Senate Bill 488 (Chap. 678, Stats. 2021). The intent of SB 488 was to ensure that teachers prepared in California can implement effective literacy instruction for all California students, including multilingual and English learner students and students with disabilities, such as dyslexia.

LITERACY INSTRUCTION PREPARATION FOR MULTIPLE SUBJECT TEACHER CANDIDATES
SB 488 Literacy Standards and TPE Requirements

With the passage of AB 488, the California Commission on Teacher Credentialing (CTC) has adopted a new Literacy Standard and updated Teaching Performance Expectations (TPEs) for Multiple Subject, Single Subject, and Education Specialist Credentials. These changes take effect on July 1, 2024, and align with the English Language Arts/English Language Development (ELA/ELD) Framework.

The new Literacy Standard and TPEs emphasize five key themes that apply across all content areas:

- Foundational Skills
- Meaning Making
- Language Development
- Effective Expression

1. What UC Merced Will Do

- Provide instruction in evidence-based literacy practices that support diverse learners.
- Deliver coursework that includes foundational reading skills, Universal Design for Learning (UDL), and strategies for English learners and students with disabilities.
- Train candidates to use literacy assessment and progress monitoring to guide instruction and interventions.
- Teach candidates to apply the California Dyslexia Guidelines in instructional planning.
- Require candidates to complete the Literacy Instruction Performance Assessment (LPA) starting July 1, 2025, in place of the RICA.
- Support candidates through core literacy course EDUC X424 and Clinical Practice courses 302, 303 & 305.
- Provide guidance and resources for candidates preparing for the LPA, including help from UC Merced faculty, and ensure that all instructional materials and course content are accessible and compliant with WCAG 2.1 Level AA standards (e.g., captioned videos, screen-reader compatible documents, and accessible LMS content).
- Assess candidates on TPE-aligned literacy expectations, including foundational skills, meaning making, language development, effective expression, and content knowledge integration.
- Provide training to faculty and candidates on creating accessible digital content.

2. What the School District Will Do

- Assign a district mentor/cooperating teacher to work with each student teacher candidate.
- Provide a clinical practice setting where candidates can plan, teach, assess, and record literacy lessons.
- Support literacy-focused work by giving candidates access to students and instructional settings that allow them to practice teaching reading and language skills.
- Promote observation and application of literacy strategies, including dyslexia-informed practices, within classroom instruction.
- Provide feedback on instructional practices, focusing on foundational literacy skills, comprehension, and language development.
- Encourage candidates to use literacy assessments to monitor student progress and inform instruction in real-time.
- Ensure that candidates engage with a diverse range of students, including those with reading difficulties, English learners, and students with disabilities, to develop an inclusive literacy teaching approach.
- Work collaboratively with UC Merced to align district classroom practices with the literacy requirements outlined by the university.
- Provide ongoing support for the candidates to develop and implement effective literacy instruction by giving them opportunities to engage in reflective discussions and collaborative planning with mentor teachers.
- Ensure that candidates have access to appropriate resources, tools, and accessible instructional technologies and materials to teach literacy effectively in real classroom settings.
- Teachers hired within the Participating District must be in settings that allow student teacher candidates to practice utilizing the California Dyslexia Guidelines, including screening students for dyslexia and providing support to those identified as needing additional reading support.

3. What Both UC Merced and the School District Will Do

- Collaborate to ensure teacher candidates learn, practice, and are assessed on the new literacy skills through coursework and hands-on classroom experience.
- Support student teacher candidates in planning instructional opportunities aligned with foundational and cross-cutting literacy skills.
- Facilitate the integration of California Dyslexia Guidelines strategies in practice, even if students with dyslexia are not present.
- Provide formative feedback to student teacher candidates after all classroom observations to guide their development and improve instructional practices.
- Maintain a process for reporting and resolving accessibility concerns related to instructional materials or technologies and will respond in a timely and equitable manner.

III. SUPERVISION OF STUDENT & INTERN TEACHERS

A. UNIVERSITY shall provide Site Supervisors (University Mentors) for all Teacher Candidates. UNIVERSITY shall have clearly defined qualifications for Site Supervisors to include: (1) current knowledge in the content they teach; (2) understanding of the context of schooling; (3) ability to model best professional practices in teaching and learning, scholarship, and service; (4) knowledgeable about diverse abilities, cultural, language, ethnic, and gender diversity; and (5) thorough grasp of the academic standards, frameworks, and accountability systems that drive the curriculum of public schools, and hold a valid California Clear Teaching Credential in the area of the credential the teacher candidate is seeking. (Note: One who holds a valid teaching credential has undergone livescan fingerprints and a background check.)

B. Such UNIVERSITY Site Supervisors (University Mentor) shall visit Teacher Candidates in their fieldwork placement six times per semester to provide support, mentoring and supervision.

C. DISTRICT shall provide a qualified supervisor (Cooperating Teacher) who will serve as the on-site guide, observing the teacher candidate at the classroom level and in collaboration with the UNIVERSITY'S Site Supervisors.

D. INTERN TEACHER ONLY: As an employee, intern candidates will also be supervised by the school site's principal or assistant principal, unless designated otherwise.

E. PK-3 Site Supervisors must hold a valid California teaching credential (with significant experience in early childhood education), hold a Master Teacher or higher- level Child Development Permit as appropriate to the field placement of the candidate being supervised, or have equivalent expertise such as an advanced degree or other evidence of professional competence and expertise in the field of early childhood education. They should have recent professional experiences in ECE settings where the curriculum aligns with California's Preschool Learning Foundations and Curriculum Frameworks

IV. CONDITIONS OF INTERN EMPLOYMENT (INTERN TEACHERS ONLY)

Intern Teachers are employees of DISTRICT and subject to all of the rights and obligations associated to such employment, including the normal teacher evaluation policies and practice. For employment purposes, the DISTRICT shall be the sole evaluator of the Intern Teacher, including the evaluation process, instrument, and content.

V. SELECTION AND QUALIFICATIONS OF SUPERVISORS/MENTORS

A. DISTRICT (cooperating teacher) and UNIVERSITY (university mentor) shall each provide a qualified supervisor to assist the Teacher Candidate. DISTRICT and UNIVERSITY shall independently determine the qualifications of their respective supervisors.

B. DISTRICT shall provide a qualified supervisor who will serve as the on-site guide (Cooperating Teacher), observing the Teacher Candidate at the classroom level and in collaboration with the UNIVERSITY'S Supervisors (University Mentors).

C. INTERN TEACHER ONLY: As an employee, the intern will also be supervised by the school site's principal or assistant principal, unless designated otherwise.

D. PK-3 Program Supervisors must hold a valid California teaching credential (with significant experience in early childhood education), hold a Master Teacher or higher-level Child

Development Permit as appropriate to the field placement of the candidate being supervised, or have equivalent expertise such as an advanced degree or other evidence of professional competence and expertise in the field of early childhood education. They should have recent professional experiences in ECE settings where the curriculum aligns with California's Preschool Learning Foundations and Curriculum Frameworks

E. DISTRICT shall assign a Supervisor (Cooperating Teacher) to the Teacher Candidate prior to assuming daily teaching responsibilities. DISTRICT shall select and evaluate such Supervisor (Cooperating Teacher) in accordance with DISTRICT policy and practices and based on clearly defined description of qualifications to include: (1) valid corresponding Clear or Life credential; (2) Three (3) years successful teaching experience; and (3) English Learner Authorization (ELA) if responsible for providing specified ELA support. See attached to the Teacher Preparation Program Handbooks.

F. UNIVERSITY shall provide Supervisors (University Mentors) for all Teacher Candidates. UNIVERSITY shall have clearly defined qualifications for UNIVERSITY Supervisors (University Mentors) to include: (1) current knowledge in the content they teach; (2) understanding of the context of schooling; (3) ability to model best professional practices in teaching and learning, scholarship, and service; (4) knowledgeable about diverse abilities, cultural, language, ethnic, and gender diversity; and (5) thorough grasp of the academic standards, frameworks, and accountability systems that drive the curriculum of public schools.

VI. TIMING AND HOURS OF SUPERVISION OF STUDENT/INTERN TEACHERS

A. STUDENT TEACHER ONLY: UNIVERSITY Supervisors (University Mentors) shall visit Student Teachers, in the fieldwork placement environment six times during the semester.

B. INTERN TEACHER ONLY: The "COMMISSION" (CTC) requires a minimum of 144 hours of mentoring and supervision for Intern Teachers who have earned an English Learner Authorization (ELA). Intern Teachers who have not earned an ELA shall receive an additional 45 hours of support (CTC's Precondition for Internship Program).

C. INTERN TEACHER ONLY: Intern Teachers who assume daily teaching responsibilities after the beginning of a school year shall be provided the following minimum hours of mentoring and supervision: four hours times the number of instructional weeks remaining in the school year. A minimum of two hours of mentoring and supervision shall be provided to an Intern Teacher every five instructional days.

D. INTERN TEACHER ONLY: UNIVERSITY Supervisors (University Mentors) shall visit Intern Teachers, in the intern environment, a minimum of once every two weeks. The UNIVERSITY Supervisor (University Mentor) will provide a minimum of 90 hours of support per academic year through the combination of biweekly site visits and coursework. The DISTRICT will provide a minimum 54 hours of support, as determined by the DISTRICT and in accordance with activities satisfying the COMMISSIONS'S support and supervision requirements.

E. DISTRICT shall provide sufficient resources including the identification of protected time for the DISTRICT Supervisor (Cooperating Teacher) to work with Teacher Candidates during the school day to include clearly defined expectations for type and frequency of mentoring.

F. INTERN TEACHER ONLY:

Table 1: Minimum Number of Hours Required Annually:			
Type of Hours	Total Hours Required	Intern & Cooperating Teacher Combined	University
General Support and Supervision	144	60	12
EL Specific Support and Supervision	45	15	7.5
Total Support and Supervision Hours	189	75	19.5

VII. ROLES AND RESPONSIBILITIES

A. DISTRICT and UNIVERSITY agree to adhere to the distribution of Teacher Candidate support and supervision responsibilities.

B. DISTRICT agrees to provide protected time for DISTRICT Mentor (Cooperating Teacher) to work with Teacher Candidate within the school day. DISTRICT Mentor (Cooperating Teacher) will log all support activities provided for Teacher Candidates.

C. DISTRICT and UNIVERSITY supervisors will meet regularly with Teacher Candidates to ensure Teacher Candidates are following the California Teaching Performance Expectations (TPE's) or other such standards as may be applicable to the specific regular standard credential each Teacher Candidate is seeking to obtain.

D. UNIVERSITY shall provide mandatory orientation and training for the DISTRICT Mentor (Cooperating Teacher) and UNIVERSITY Supervisor (University Mentor). UNIVERSITY shall provide DISTRICT Supervisors a minimum of 10 hours of initial orientation to the program curriculum, effective supervision approaches, and content-specific pedagogy and instructional practices. UNIVERSITY shall also provide ongoing development for DISTRICT Supervisors to remain current in the knowledge and skills for candidate supervision and program expectations (per COMMISSION PK-3 Early Childhood Education; MS/SS Program Standard 3(D)).

E. DISTRICT shall include Teacher Candidate in appropriate DISTRICT support programs and regularly scheduled staff development activities.

F. INTERN TEACHER ONLY: DISTRICT shall develop and implement a Professional Development Plan for Intern Teachers in consultation with the UNIVERSITY. The plan shall include all of the following: (1) Provisions for annual evaluation of the Intern Teacher; (2) A description of the courses to be completed by the Intern Teacher, if any, and a plan for the completion of preservice or other clinical training, if any, including student teaching; (3) Additional instruction during the first semester of service, for Intern Teachers in kindergarten or grade 1 to 6 inclusive, in child development and teaching methods, and special education programs for pupils with mild and moderate disabilities; (4) Instruction, during the first year of service, for Intern Teachers teaching children in bilingual classes in the culture and methods of teaching bilingual children, and instruction in the etiology and methods of teaching children with mild and moderate disabilities.

VIII. PREPARATION TO TEACH ENGLISH LEARNERS

A. UNIVERSITY shall provide supervision, including in-classroom coaching, specific to the needs of English Learners (per COMMISSION PSA 13-06, Appendix B, See Exhibit 2).

B. STUDENT TEACHER ONLY: DISTRICT MENTORS (Cooperating Teachers) shall assist the Teacher Candidates, through in- classroom modeling and coaching as needed, with (1) planning lessons that are appropriately designed and differentiated for English Learners; (2) assessing language needs and progress; and (3) supporting language accessible instruction.

C. INTERN TEACHER ONLY: DISTRICT shall identify an individual who is immediately available to assist Intern Teachers, through in-classroom modeling and coaching as needed, with (1) planning lessons that are appropriately designed and differentiated for English Learners; (2) assessing language needs and progress; and (3) supporting language accessible instruction. The identified individual may be the same Mentor (Cooperating Teacher) assigned pursuant to Section V: Selection and Qualifications of Supervisors/Mentors, provided the individual possesses an English Learner Authorization (ELA) and is immediately available to assist the Intern Teacher.

D. INTERN TEACHER ONLY: The minimum mentoring and supervision provided to an Intern Teacher who assumes daily teaching responsibilities after the beginning of a school year shall be equal to five hours times the number of months remaining in the school year. The mentoring and supervision should be distributed in a manner that sufficiently supports the Intern Teacher's development of knowledge and skills in the instruction of English Learners.

E. INTERN TEACHER ONLY: An individual who passes the California Teaching of English Learner (CTEL) examination (including all three subtests) prior or subsequent to the issuance of the intern credential may be exempted from the additional 45 hours of mentoring and supervision specific to the needs of the English Learners.

Table 2: Distribution of Responsibility for COMMISSION Required Hours of English Learner Support

RESPONSIBILITY	SHARED	UNIVERSITY	DISTRICT
45 hours of additional mentoring and supervision	X		
Supervision, including in-classroom coaching, specific to the needs of English Learners	X		
Identification of qualified individual who can immediately assist the Intern Teacher and provide in-class coaching and modeling of lessons for English Learners (as specified in Section VIII C, above).			X

IX. COMMUNICATION AND COLLABORATION

DISTRICT and UNIVERSITY shall work collaboratively together to provide the necessary support to the Teacher Candidate to ensure success.

A. DISTRICT and UNIVERSITY shall cooperate and collaborate in developing and maintaining a process of and procedures for access, communication, and collaboration between DISTRICT Supervisor, as employer (the school site's principal or assistant principal, unless designated otherwise), DISTRICT Mentor (Cooperating Teacher), and UNIVERSITY Supervisor (University Mentor).

B. DISTRICT and UNIVERSITY agree to cooperate in resolving problems related to Teacher Candidate performance or preparation following the procedures outlined in the Clinical Practice Handbook.

C. DISTRICT and UNIVERSTIY agree that changes cannot be made to the program or responsibilities of the parties unless the changes are made in writing and signed by both parties.

D. INTERN TEACHER ONLY: DISTRICT agrees to cooperate with UNIVERSITY managed documentation and

monitoring processes to ensure that Intern Teachers receive the COMMISSION required minimum of 144 hours of mentoring and supervision.

E. INTERN TEACHER ONLY: DISTRICT agrees to cooperate with UNIVERSITY-managed documentation and monitoring processes for additional 45 hours of mentoring and supervision to Intern Teachers who have not yet earned the English Learner Authorization.

X. INTERN ADVISORY COMMITTEE AND PROGRAM EVALUATION (INTERN TEACHER ONLY)

A. If UNIVERSITY requires representation by DISTRICT on a UNIVERSITY Intern Advisory Committee, DISTRICT shall provide appropriate staff to serve on such committee. The selection of DISTRICT staff for this purpose is at the sole discretion of the DISTRICT.

B. If DISTRICT establishes a DISTRICT Intern Advisory Committee for the purpose of providing program evaluation or other collaborative process input about interns, and if DISTRICT requires representation by UNIVERSITY on such committee, UNIVERSITY shall provide appropriate staff to serve on such committee. The selection of UNIVERSITY staff for this purpose is at the sole discretion of the UNIVERSITY.

XI. RESPONSIBILITY OF UNIVERSITY'S ACADEMIC PROGRAM

UNIVERSITY shall have exclusive control over all academic and operational issues involving the UNIVERSITY'S programs, which shall include, without limitation: selection of course content and required textbooks, delivery of instructional programs, selection and approval of faculty, admission, registration and retention of Teacher Candidates, evaluation of Teacher Candidates' prior experience and education, evaluation of Teacher Candidates' academic progress, scheduling courses, awarding academic credit, and conferring degrees.

XII. RIGHTS AND RESPONSIBILITY OF INTERN TEACHERS (INTERN TEACHER ONLY)

Intern Teachers shall be DISTRICT employees for all purposes. As such, Intern Teachers shall be entitled to all rights and obligations normally afforded DISTRICT employees of like classification, assignment and working conditions.

A. Intern Teachers shall assume full teaching and legal responsibility for their classroom.

B. Intern Teachers shall be paid as commensurate with their assignment and the applicable collectively bargained agreement for the Certificated Bargaining Unit.

C. Intern Teachers shall not acquire tenure while serving on an internship credential or in a "non-credentialed" status. Acquiring tenure shall be governed by the then-applicable California Education Code provisions.

XIII. SITE SUPERVISOR RESPONSIBILTY WHEN VISITING DISTRICT

A. DISTRICT is proud to provide healthy, tobacco-free environment. Smoking or the use of any tobacco products are prohibited in buildings and vehicles, and on any property owned, leased or contracted for by DISTRICT.

B. UNIVERSITY and UNIVERSITY'S staff shall always comply with the provisions and requirements of the Drug-Free Workplace Act of 1990 (Government Code Section8350 et seq.).

C. UNIVERSITY shall at all times enforce appropriate discipline and good order itself and among its employees and shall not employ or work any unfit person or anyone not skilled in providing the services required under this Agreement.

XIV. FINGERPRINTING/CRIMINAL BACKGROUND INVESTIGATION CERTFICATION

Teacher Candidates and the University Mentors shall at all times comply with the fingerprinting and criminal background investigation requirements of the California Education Code ("Education Code") section 45125.1.

UNIVERSITY further agrees and acknowledges that if at any time during the Term of this Agreement UNIVERSITY learns or becomes aware of additional information which differs in any way from the representations set forth above, UNIVERSITY shall immediately notify DISTRICT and prohibit any new personnel from having any contact with DISTRICT students until the fingerprinting and background check requirements have been satisfied and District determines whether any contact is permissible.

The UNIVERSITY certifies that each teacher candidate has completed all California-required child abuse reporting and abuse prevention training applicable to school personnel, including mandated reporter training pursuant to Education Code section 44691, prior to beginning any fieldwork, clinical practice, student teaching, or internship placement within the DISTRICT. The UNIVERSITY shall maintain documentation of such completion and provide verification to the DISTRICT upon request.

XV. TUBERCULOSIS CERTIFICATION

Teacher Candidates and the University Mentors shall at all times comply with the tuberculosis ("TB") certification requirements of Education Code section 49406.

UNIVERSITY shall maintain on file the certificates showing that Teacher Candidates and University Mentors were examined and found free from active TB. These forms shall be regularly maintained and updated by UNIVERSITY and shall be available to District upon request or audit.

UNIVERSITY further agrees and acknowledges that all new personnel hired after the Effective Date of this Agreement by UNIVERSITY are subject to the TB certification requirements and shall be prohibited from having any contact with District students until the TB certification requirements have been satisfied and District determines whether any contact is permissible.

XVI. INDEMNIFICATION

A. DISTRICT shall defend, indemnify, and hold UNIVERSITY, its officers, employees, and agents harmless from and against any and all liability, loss, expense (including reasonable attorneys' fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of DISTRICT, its officers, employees or agents.

B. UNIVERSITY shall defend, indemnify, and hold DISTRICT, its officers, employees, and agents harmless from and against any and all liability, loss, expense (including reasonable attorneys' fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of UNIVERSITY, its officers, employees or agents.

XVII. INSURANCE

A. Each PARTY, at its sole cost and expense, shall insure its activities in connection with this Agreement by maintaining programs of self-insurance as follows:

i. General Liability, Sexual Abuse Liability, Employer's Liability, Professional Liability and Automobile Liability insurance. General Liability (including broad form property damage and contractual liability) insurance on a per occurrence basis with a single limit of not less than One Million Dollars ($1,000,000); Sexual Abuse Liability Insurance on a per occurrence basis with a single limit of not less than One Million Dollars ($1,000,000); Employer's Liability insurance on a per occurrence basis with a single limit of not less than One Million Dollars ($1,000,000); Professional Liability insurance on a per occurrence basis with a single limit of not less than One Million Dollars ($1,000,000); and automobile liability insurance for owned, hired and non-owned vehicles on a per occurrence basis with a combined single limit of not less than One Million Dollars ($1,000,000).

ii. Workers' Compensation as required under California State Law.

iii. Such other insurance in such amount which from time to time may be reasonably required by the mutual consent of DISTRICT and UNIVERSITY against other insurable risks relating to the performance of this Agreement.

B. It should be expressly understood, however, that the coverage and limits required under this Article shall not in any way limit the liability of either PARTY.

C. Each PARTY shall further provide for thirty (30) days advance written notice of any modification, change or cancellation of any of the above insurance coverage.

XVIII. RESPONSIBILITY FOR OWN ACTS

Each PARTY will be responsible for its own acts or omissions and any and all claims, liabilities, injuries, suits, and demands and expenses of all kinds which may result or arise out of any alleged malfeasance or neglect caused or alleged to have been caused by such PARTY, its employees or representatives, in the performance or omission of any act or responsibility of such PARTY under this Agreement. In the event that a claim is made against both PARTIES, it is the intent of both PARTIES to cooperate in the defense of said claim and to cause their insurers to do likewise. However, both PARTIES shall have the right to take any and all actions they believe necessary to protect their interests.

XIX. NOTICES

All notices, statements, demands, requests, consents, approvals, authorizations, appointments, or designations hereunder by either PARTY to the other will be in writing and will be deemed given and served upon the other PARTY, if delivered personally or three (3) days after depositing in the United States mail, postage prepaid, addressed to:

A. If to DISTRICT:

ALUM ROCK UNION SCHOOL DISTRICT
2930 Gay Avenue
San Jose, CA 95367

B. If to UNIVERSITY:

University of California, Merced
Extension Education Programs

5200 Lake Rd.
Merced, CA 95343
Attn: Procurement Services

XX. COVID-19 POLICY: University requires all members of the University community, including its Students, Trainees, and all others who work, live, and/or learn in any of the University locations or otherwise participate in person in University Programs, to comply with the following policies:

https://policy.ucop.edu/doc/5000695/SARS-CoV-2_Covid-19

XXI. INDEPENDENT

None of the provisions of this Agreement are intended to create nor shall be deemed or construed to create any relationship between DISTRICT and UNIVERSITY other than that of independent entities contracting with each hereunder, solely for the purpose of effecting the provisions of this Agreement.

XXII. AUTHORIZATION WARRANTY

A. DISTRICT hereby represents and warrants that the person executing this Agreement for the DISTRICT is an authorized agent who has actual authority to bind DISTRICT to each and every term, condition and obligation set forth in this Agreement and that all requirements of DISTRICT have been fulfilled to provide such actual authority.

B. UNIVERSITY hereby represents and warrants that the person executing this Agreement for UNIVERSITY is an authorized agent who has actual authority to bind UNIVERSITY to each and every term, condition and obligation set forth in this Agreement and that all requirements of UNIVERSITY have been fulfilled to provide such actual authority.

XXIII. COOPERATION IN DISPOSITION OF CLAIMS

DISTRICT and UNIVERSITY agree to cooperate with each other in the investigation and disposition of audits, peer review matters, disciplinary actions and third-party liability claims arising out of any services provided under this Agreement. It is the intention of the PARTIES to fully cooperate in the disposition of all such audits, actions, or claims. Such cooperation may include, but is not limited to, joint investigation, defense, disposition of claims of third parties arising from services performed under this Agreement, and making witnesses available; provided, however, that nothing shall require either DISTRICT or UNIVERSITY to disclose any peer review documents, records or communications which are privileged under Section 1157 of the California Evidence Code, under the Attorney-Client Privilege or under Attorney Work-Product Privilege.

XXIV. NON-WAIVER

No waiver or breach of any term or provision of this Agreement shall be construed to be, nor shall be, a waiver of any other breach of this Agreement. No waiver shall be binding unless in writing signed by the PARTY waiving the breach.

XXV. SEVERABILITY

In the event that any provision of this Agreement shall be held void, voidable, or unenforceable, the remaining provisions of this Agreement shall remain in full force and effect in accordance with its terms disregarding such unenforceable or invalid provision.

XXVI. GOVERNING LAW

This Agreement will be governed by and construed in accordance with the laws of the State of California. In the event of any dispute or litigation concerning or arising out of this Agreement, both PARTIES agree to seek resolution of the dispute or litigation within the venue of the appropriate courts in the County of Merced, State of California.

XXVII. ASSIGNMENT

Neither PARTY shall assign its rights or delegate its duties under this Agreement without the prior written consent of the other PARTY.

XXVIII. ENTIRE AGREEMENT/AMENDMENTS

This Agreement represents the PARTIES' final and complete agreement with regard to the subject matter contained herein. As such, it supersedes all other understandings, discussions and/or agreements between the PARTIES regarding the subject matter of the Agreement. Any change in, modification of or addition, amendment or supplement to this Agreement shall be valid only if set forth in writing, signed and dated by all PARTIES hereto the Agreement.

XXIX. COUNTERPARTS

The PARTIES may execute this Agreement in two or more counterparts, which shall, in the aggregate be signed by all of the PARTIES; each counterpart shall be deemed an original instrument against any PARTY who has signed it. The PARTIES further agree that signatures sent by electronic mail, in .PDF format shall be treated as original signatures to this Agreement.

IN WITNESS WHERE OF, the PARTIES hereto on the day and year written below have executed this Agreement.

ALUM ROCK UNION SCHOOL DISTRICT	**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA**
_____	_____
Authorized Signature	Authorized Signature
Dr. Marnie Hazelton	
Name (Printed or Typed)	Name (Printed or Typed)
Superintendent	
Title	Title
_____	_____
Date	Date

Docusign Envelope ID: 17F2C60F-2929-86F9-8007-2AA0C9F967E6

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: Purchasing Contract No.: _____ Vendor No.: 021153

Social Emotional Learning (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☑ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: University of San Francisco (School Counseling Internship)

Address: 2130 Fulton Street City: San Francisco State: CA Zip: 94117

Phone: (415) 422-2177 Email: hhuynh3@usfca.edu

SSN: _____ Fed I.D. #: _____

CONTRACT TERM: start dates October 23, 2026 end date June 30, 2031

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

University of San Francisco, in collaboration with Alum Rock Union School District, will provide practicum and fieldwork experience for students pursuing a California Pupil Personnel Services (PPS) credential.

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $ No Cost

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000070	061	7221	$0	MN

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: Kristin Burt Signed by: 22781F97704543... Date: 9/15/2026

Director of Fiscal Services: Michael Foget Signed by: 1BB0963120C94D0... Date: 9/22/2026

Asst. Supt., of Business Services: Teresa Dreolles 6D1F8078C2524DD... Date: 9/15/2026

Superintendent: _____ Date: _____

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT TO PROVIDE TEACHING and COUNSELING EXPERIENCE

This Memorandum of Understanding and Agreement to Provide Teaching and Counseling Experience ("Agreement"), is entered into this 23rd day of October 2026, by and between the *University of San Francisco* ("University") and the *Alum Rock Union Elementary School District* ("District").

RECITALS

WHEREAS, pursuant to the provisions of the Education Code of the State of California, the governing board of any school district is authorized to enter into agreements with any institution approved by the Commission on Teacher Credentialing as a teacher and counselor education institution to provide teaching or counseling experience to University students enrolled in the teacher or counselor training curricula of such institutions; and

WHEREAS, University is approved by the Commission on Teacher Credentialing as a teacher and counselor education institution; and

WHEREAS, any such agreement may provide for the payment in money or in services for the services rendered by the school district in any amount not to exceed the actual cost to the school district of the services rendered; and

WHEREAS, it has been determined between the parties hereto that the value of the services to be rendered to District under this Agreement do not exceed the actual cost to District of the services rendered by District.

TERMS

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained in this Agreement, University and District agree as follows:

I. DISTRICT RESPONSIBILITIES

A. District shall provide teaching experience in the schools or classes of District, not to exceed **30** students from University possessing valid certificates of clearance and assigned by University to teach in the schools and classes of District. Such teaching shall be provided in such schools or classes of District, and under the direct supervision, evaluation, and instruction of such employees of District, as District and University, through their duly authorized representatives, may agree upon.

"Teaching" as used herein and elsewhere in this Agreement means active participation in the duties and functions of classroom teaching under the supervision and instruction of employees of District holding valid teaching credentials issued by the State Board of Education and/or the Commission on Teacher Credentialing, other than emergency or provisional credentials, authorizing them to serve as classroom teachers in the schools and classes of District.

The assignment of a student of University to teach in District shall be deemed effective for the purpose of this Agreement as of the date the University student presents the assignment letter to District.

Mentor/cooperating teachers and administrators will be informed about the expectations for candidates to take and pass a Commission approved literacy performance assessment that includes a focus on foundational literacy skills and the additional cross cutting themes in literacy (meaning making, effective communication, language development and content knowledge).

Candidates will have the opportunity to practice screening and diagnostic techniques that inform teaching and assessment and early intervention techniques, as appropriate to the credential and as identified in the CA Teaching Performance Expectations and CA Standard 7 - Literacy.

Candidates will receive supervised field experiences in planning and implementing evidence-based literacy instruction (including integrated content and literacy instruction) grounded in an understanding of the California Dyslexia Guidelines, including the definition and characteristics of dyslexia and structured literacy (i.e., instruction for students at risk and with dyslexia that is comprehensive, systematic, explicit, cumulative, and multimodal and that includes phonology, orthography, phonics, morphology, syntax, and semantics).

B. District shall provide counseling experience in the schools or classes of District, not to exceed **30** students from University possessing valid certificates of clearance and assigned by University to counsel in the schools and classes of District. Such counseling shall be provided in such schools or classes of District, and under the direct supervision and instruction of such employees of District, as District and University, through their duly authorized representatives, may agree upon.

"Counseling" as used herein and elsewhere in this Agreement means active participation in the duties and functions of school counseling under the supervision and instruction of employees of District holding valid PPS credentials issued by the State Board of Education and/or the Commission on Teacher Credentialing, other than emergency or provisional credentials, authorizing them to serve as school counselors in the schools and classes of District.

The assignment of a student of University to counsel in District shall be deemed effective for the purpose of this Agreement as of the date the University student presents the assignment letter to District.

C. District may, for good cause, refuse to accept for supervised teaching or counseling any student of University assigned to teach or counsel in District, and upon request of District, made for good cause, University shall terminate the assignment of any student of University to teach or counsel in District.

II. UNIVERSITY RESPONSIBILITIES

A. The assignment of a University student to teach in the schools or classes of District shall be at the discretion of University and shall be for a period of approximately eighteen (18) weeks. University may give students more than one assignment to teach in such schools or classes.

B. The assignment of a University student to counsel in the schools or classes of District shall be at the discretion of the University and shall be for a period of approximately one academic year. University may give students more than one assignment to counsel in such schools or classes.

C. University shall determine the number of semester units of credit for teaching to be provided for each University student assigned to teach under this Agreement.

University agrees that University students receiving counseling experience within District may not displace certificated District employees. University acknowledges that District hiring policies must comply with local teacher union contracts.

III. COMPENSATION FOR MASTER TEACHERS

University will pay for the performance by Multiple and Single Subject District teachers of all services required to be performed by District under this Agreement, financial compensation for serving as full-time Multiple and Single Subject Master Teachers. The rate for supervising a Multiple or Single Subject University student in their Supervised Teaching 2 or3 courses is two hundred fifty dollars ($250.00) per University student for each semester within District, and the rate for supervising a Multiple or Single Subject University student in their Supervised Teaching 1 course is one hundred twenty five dollars ($125.00) per University student. Said payment is to be distributed directly to the supervising Multiple and Single teacher(s)to whom Multiple and Single Subject University students are assigned

If University terminates the assignment of a University student to teach in the schools or classes of District, District shall receive payment of an amount for such student as though there had been no termination of the assignment, except that if such assignment is terminated before the end of the eighth week of the term of the assignment, District shall receive payment for an assignment for nine (9) weeks only.

Within a reasonable time following the close of each semester of the University of San Francisco, the University shall submit and process an invoice, in duplicate, for payment, for all supervised teaching under and in accordance with this agreement during said semester.

IV. INDEMNITY

University and District agree to defend, indemnify and hold one another, their respective officers, employees, students and agents harmless from and against all liability, loss, expense (including reasonable attorney's fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees, or claims for injury or damages are caused by or result of negligent or intentional acts or omissions of the indemnifying party, its officers, employees, students or agents.

V. DISTRICT AND UNIVERSITY INSURANCE

District and University each agree to keep in full force and effect, during the term of this Agreement, insurance to meet their respective obligations and liabilities hereunder and such insurance shall include but not be limited to the following:

Commercial General Liability and Auto Liability with limits of not less than $1,000,000 per occurrence, and $3,000,000 in the aggregate, for bodily injury, personal injury and property damage, endorsed to name the other party to the contract as additional insured;

Workers' Compensation coverage with statutory limits; and

Employers Liability coverage with limits of not less than $1,000,000 per occurrence, and $3,000,000 in the aggregate.

Each insurance policy required above shall be endorsed to state that coverage shall not be suspended, voided, or canceled by either party, except after sixty (60) days prior written notice by certified mail, return receipt requested, has been given to the other party to this Agreement.

Upon request, District and University shall each cause to be issued to the other evidence of such insurance prior to the commencement of this Agreement and annually thereafter.

VI. DISPUTES

In the event that a dispute arises between the parties with regard to the rights or duties created by this Agreement, or in the event of a breach of this Agreement by either party, the parties hereto agree to meet and confer in good faith in an effort to resolve the dispute or issue.

In the event the parties are unable to informally resolve the dispute within thirty (30) days after the dispute has arisen, the parties agree to decide whether to attempt to settle the dispute through arbitration or litigation. In order to send a dispute to arbitration, both parties must agree in writing that arbitration is their chosen method of resolving the dispute in question.

VII. GENERAL PROVISIONS

A. Term of Agreement. The term of this Agreement shall commence on the *23rd* day of *October 2026* and shall terminate on the *30th* day of *June 2031.*

B. Termination. This Agreement may be terminated by either party without cause upon thirty (30) days prior written notice; provided, however, that any such termination by District shall not be effective as to any University student who at the date of mailing of the notice by District was receiving teaching or counseling experience within District until the University student has completed his or her assignment, except at the election of University.

C. Entire Agreement; Modification. This Agreement contains all the terms between the parties and may be modified only in writing signed by both parties.

D. Applicable Law. The terms and conditions of this Agreement shall be interpreted in accordance with the laws of the State of California.

E. Severability. In the event any court of competent jurisdiction determines that any paragraph or subparagraph of this Agreement is invalid or unenforceable for any reason, all remaining paragraphs or subparagraphs shall remain in full force and effect.

F. Confidentiality. Both parties shall protect the confidentiality of each other's records and information, and shall not disclose confidential information without the prior written consent of the other party. University agrees to comply with District policy and procedure related to patient confidentiality.

G. Notices. Any notice to either party hereunder must be in writing signed by the party giving notice, and shall be served either personally or by registered or certified mail addressed as follows:

To University:

Dean Shabnam Koirala-Azad
USF School of Education
2130 Fulton Street
San Francisco, CA 94117

With a copy to:

General Counsel
University of San Francisco
101 Howard Street, Suite 200
San Francisco, CA 94105

To District:

Alum Rock Union Elementary School District
Attn: Julieta Flores
2930 Gay Ave
San Jose, CA 95127

H. Non-Discrimination. The parties agree not to discriminate in employment, academic programs, or the provision of services on the basis of an individual's race, color, religion, religious creed, ancestry, national origin, age (except minors), sex, sexual orientation, marital status, medical condition (cancer-related), disability or other category protected by applicable law.

I. Status of the Parties. It is expressly understood and agreed that this Agreement is not intended, and shall not be construed, to create the relationship of agent, servant, employee, partnership, joint venture or association between University and District; rather it is an affiliation between independent contractors, these being University and District.

IN WITNESS WHEREOF, this Agreement has been executed by and on behalf of the parties hereto, the day and year first above written.

University of San Francisco

By: _____

Rebecca Hong, Ed.D.

Vice Provost

Title

09/16/2026

Date

Alum Rock Union Elementary School District

By: _____

Name (Signature)

Dr. Marnie Hazelton

Name (Print)

Superintendent

Title

Date

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

Request for Contracted Services

To: **Purchasing** Contract No.: _____ Vendor No.: 10547

Student Support Services (School/Dept) and the Alum Rock Union Elementary School District (ARUESD), whose address is 2930 Gay Avenue, San Jose, CA 95127, and the following named Contractor wishes to enter a:

☑ **MOU** (negotiated Agreement) ☐ **MASTER CONTRACT PARTICIPATION**

☐ Exhibit B & C (Fingerprinting and TB Test) ☐ Scope of Work/Proposal

Note: All Contracts over $5,000 require pre-approval, and a Board Policy Memo for Contracts $100,000 and over.

** Use Independent Contractor Agreement (PUR-116) for unincorporated individuals or in the absence of negotiated agreement.*

Name of Individual/Company: SCCOE- Migrant Education

Address: 1290 Ridder Park Drive City: San Jose State: CA Zip: 95131

Phone: (669) 212-4604 Email: ialmazan@sccoe.org

SSN: _____ Fed I.D. #: 77-0272168

CONTRACT TERM: start dates July 1, 2026 end date June 30, 2028

CONTRACTOR'S OBLIGATION:

Description of services to be provided: (Please attach proposals, scope of work, and other documentation.)

Santa Clara County Office of Education (SCCOE) and Alum Rock Union School District (ARUSD) are entering into this MOU in order to facilitate sharing of data as appropriate to effectively support Migrant Education Student Success. Data elements: Directory information, attendance, grading information, and any other data elements that will allow SCCOE to support student success in school.

COMPENSATION: In consideration of Contractor's provision of services as described above, and subject to the payment provisions expressed herein, ARUESD shall pay Contractor, upon Contractor's submission of a properly documented demand for payment (Invoice) which shall be submitted not later than 30 days from the end of the month in which the contract services were rendered, and upon approval of such demand by ARUESD as follows: (Check either a or b)

____ a. **Fee Rate:** $_____ per _____ Not to Exceed _____ of services.

X b. **Other:** $Zero Cost to ARUSD

Describe other related costs: _____

BUDGET CODE:

FD XXX	RESC XXXX	PY 0	OBJECT XXXX	SB-OB 00	GOAL XXXX	FCTN XXXX	CST-CTR XXXXXX	LOC XXX	PROG XXXX	$ AMOUNT	ACCOUNTANT INITIALS
010	0000	0	5815	00	1110	1000	000000	360	7221	0.00	MLV 10/5/26

APPROVALS:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT:

Site/Department Administrator: _____ Date: 9/30/26

Director of Fiscal Services: _____ Date: 10/6/26

Asst. Supt., of Business Services: _____ Date: 10/7/26

Superintendent: _____ Date: _____

MEMORANDUM OF UNDERSTANDING
for
DATA SHARING BETWEEN SCCOE and ALUM ROCK UNION SCHOOL DISTRICT

This **Memorandum of Understanding (MOU)** is entered into this 1st day of July, 2026, by and between the SANTA CLARA COUNTY OFFICE OF EDUCATION, hereinafter referred to as "SCCOE," and the "Alum Rock Union School District" hereinafter referred to as "ARUSD".

WHEREAS, SCCOE and ARUSD are entering into this MOU in order to facilitate sharing of data as appropriate to effectively support Migrant Education Student success.

WHEREAS, the purpose of this MOU is to set forth the rights and responsibilities of SCCOE and ARUSD with respect to the sharing between the parties of data collected or retained by ARUSD and/or by SCCOE;

NOW THEREFORE, in consideration of the terms and conditions hereof, including the recitals, the parties agree as follows:

1. Scope of Agreement. Unless expressly agreed in writing between the parties with respect to any class or classes of data, the terms and conditions of this MOU govern all occasions on which data sharing occurs between the SCCOE and ARUSD during the term of this Agreement. Separate agreements shall be required for any data sharing beyond the scope of agreement. Unless expressly agreed in writing between the parties with respect to any class or classes of data, the terms and conditions of this MOU govern all occasions on which data sharing occurs between the SCCOE and ARUSD during the term of this Agreement.

- *Data Elements-* Directory information, attendance, grading information, and any other mutually agreed upon data elements documented via email communication that will allow us to support student success in school. All data elements shared will be at the personally identifiable information (PII) level.
- *Access to Data-* The data will be shared between the district and the Migrant Education Coordinator and assigned staff by one or more of the following: access granted to the assigned staff to the school-wide data system, phone call, a data file, etc.
- *Purpose-* The purpose of the data is to share information that will allow the Migrant Education program to support students' success in school.
- *Data Security-* Both parties agree to securely transfer data (e.g., data files) in a mutually agreed upon process.

2. SCCOE Responsibilities. SCCOE will make Migrant Education student data available upon request.

3. ARUSD Responsibilities. ARUSD will make Migrant Education student data available upon request.

4. Applicable Law: The sharing of data under this MOU will from time to time include the collection and maintenance by the SCCOE of educational records that contain personally identifiable information. The SCCOE is bound by the same regulations and laws for access and management of this data, and will conform to all legal requirements. SCCOE and ARUSD agree that the disclosure of information under this MOU complies with the requirements of the Family Educational Rights and Privacy Act ("FERPA") at 20 U.S.C. 1232g (34 CFR Part 99), Children's Online Privacy Protection Act ("COPPA"), 15 U.S.C. 6501-6506; Protection of Pupil Rights Amendment ("PPRA") 20 U.S.C. 1232h, and data that may also be subject to California state student

privacy laws, including California Education Code Section 49073.1 and the Student Online Personal Information Protection Act ("SOPIPA"), California Business and Professions Code section 22584. Company agrees, to the extent it hosts such data, to maintain the confidentiality and privacy of such information and another information that may be covered by applicable federal and State laws and regulations relating to the maintenance, uses and disclosures of protected health information (including any heightened requirements for mental health records), including, without limitation, the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. 1320 et. seq. ("HIPAA"), as amended by the Health Information Technology for Economic and Clinical Health Act, as incorporated in the American Recovery and Reinvestment Act of 2009, and any current and future regulations promulgated thereunder, including those published at 45 C.F.R. Parts 160, 162, and 164, all collectively referred to herein as "HIPAA Requirements." To the extent required by the HIPAA Requirements, Company shall obtain authorization and consent from the students and/or students' parents or legal guardians to use or disclose student protected health information.

Both parties understand that certain federal and state programs and laws, including the free and reduced lunch program and laws governing the provision of special education services, have additional legal requirements for data security, and both parties agree to maintain full compliance with such requirements.

5. Data Security. Both parties agree to maintain appropriate security protocols in the transfer or transmission of any data, including ensuring that data may only be viewed or accessed by parties legally allowed to do so. SCCOE maintains appropriate network and other data security to protect any data in its possession. Each party agrees to notify the other if it has any reason to believe there has been a breach of data security relevant to the data subject to this agreement, and any data has been lost, tampered with, or otherwise illegally accessed. Any notifications required by law in the event of a breach in data security will be the responsibility of the agency defined as responsible for such reporting.

6. Independent Contractors: Both parties may engage the services of outside professionals in the course of administration, development or technical support of data systems. Any such professionals will be bound at all times by the same confidentiality and security requirements which are applicable to any data within the parties' systems, and by state and federal law governing such access.

7. Term of the Agreement: This MOU shall become effective upon proper execution by the parties and terminate on June 30, 2028.

8. Indemnification/Liability: The SCCOE and ARUSD agree to mutually indemnify and hold harmless each other against claims against their respective agencies as a result of any or all actions, claims, damages and losses, including attorney's fees that may arise out of or in any way result from the negligent or intentional acts, errors or omissions of the other party. The parties further agree that each shall not be held liable for any special, consequential, indirect or incidental damages incurred as a result of this agreement.

9. Termination. Either party may terminate this MOU upon ninety (90) days' written notice.

IN WITNESS WHEREOF, the parties agree to this Memorandum of Understanding to be executed by their duly authorized officers in the County of Santa Clara, State of California.

AUTHORIZED SCCOE PARTY

SIGNATURE

NAME

TITLE

DATE

AUTHORIZED ARUSD PARTY

SIGNATURE

Dr. Marnie Hazelton

NAME

Superintendent

TITLE

DATE

14.11

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: October 14, 2026

Subject: **Current Enrollment**

Fiscal Impact: Yes

Budget Source: General Fund

*****Information Only******

Submitted by: Dr. Marnie Hazelton Title: Superintendent

Approved by: Dr. Marnie Hazelton Title: Superintendent

To the Board of Trustees: Meeting: October 22, 2026
Regular Board Meeting

14.11
Agenda Placement

Marnie Hazelton, Ed.D.
Dr. Marnie Hazelton, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Master Enrollment

as of Oct 9, 2026 2:00:01 PM

School	TK	00	01	02	03	04	05	06	07	08	Total W/O SDC	SDC	Total W/ SDC	PK	TTL W/ SDC & PK
Adelante 2 K-8	77	102	90	96	87	94	88	107	94	93	**928**	0	928	0	928
Aptitud ES	29	52	49	64	53	65	77	0	0	0	**389**	41	430	0	430
Hubbard ES	37	41	66	62	68	69	82	0	0	0	**425**	34	459	0	459
Linda Vista ES	39	65	68	68	83	78	94	0	0	0	**495**	36	531	0	531
LUCHA ES	12	13	35	33	34	35	31	0	0	0	**193**	12	205	0	205
Lyndale ES	27	38	39	46	36	52	57	0	0	0	**295**	25	320	0	320
McCollam ES	21	50	33	35	50	43	53	0	0	0	**285**	38	323	0	323
Painter ES	51	63	66	54	53	47	53	0	0	0	**387**	15	402	0	402
Russo McEntee ES	18	36	49	36	49	50	50	0	0	0	**288**	42	330	0	330
Ryan ES	16	38	23	31	32	28	39	0	0	0	**207**	30	237	0	237
San Antonio ES	26	48	47	43	50	65	48	0	0	0	**327**	0	327	0	327
Ocala MS	0	0	0	0	0	0	0	194	207	219	**620**	14	634	0	634
Painter MS	0	0	0	0	0	0	0	14	0	0	**14**	0	14	0	14
Renaissance 2 MS	0	0	0	0	0	0	0	112	145	149	**406**	34	440	0	440
Sheppard MS	0	0	0	0	0	0	0	224	252	243	**719**	21	740	0	740
	353	**546**	**565**	**568**	**595**	**626**	**672**	**651**	**698**	**704**	**5978**	**342**	**6320**	**0**	**6320**