

**SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
2025-26 SEIU BARGAINING UNIT I Salary Schedule**

RANGE	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6		
	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually
1	23.30	4,037.37	48,448	24.47	4,239.24	50,871	25.69	4,451.20	53,414	26.97	4,673.76	56,085	28.32	4,907.45	58,889	29.74	5,152.82	61,834
2	24.47	4,239.24	50,871	25.69	4,451.20	53,414	26.97	4,673.76	56,085	28.32	4,907.45	58,889	29.74	5,152.82	61,834	31.23	5,410.46	64,926
3	25.69	4,451.20	53,414	26.97	4,673.76	56,085	28.32	4,907.45	58,889	29.74	5,152.82	61,834	31.23	5,410.46	64,926	32.79	5,680.98	68,172
4	26.97	4,673.76	56,085	28.32	4,907.45	58,889	29.74	5,152.82	61,834	31.23	5,410.46	64,926	32.79	5,680.98	68,172	34.43	5,965.03	71,580
5	28.32	4,907.45	58,889	29.74	5,152.82	61,834	31.23	5,410.46	64,926	32.79	5,680.98	68,172	34.43	5,965.03	71,580	36.15	6,263.28	75,159
6	29.74	5,152.82	61,834	31.23	5,410.46	64,926	32.79	5,680.98	68,172	34.43	5,965.03	71,580	36.15	6,263.28	75,159	37.96	6,576.44	78,917
7	31.23	5,410.46	64,926	32.79	5,680.98	68,172	34.43	5,965.03	71,580	36.15	6,263.28	75,159	37.96	6,576.44	78,917	39.86	6,905.26	82,863
8	32.79	5,680.98	68,172	34.43	5,965.03	71,580	36.15	6,263.28	75,159	37.96	6,576.44	78,917	39.86	6,905.26	82,863	41.85	7,250.52	87,006
9	34.43	5,965.03	71,580	36.15	6,263.28	75,159	37.96	6,576.44	78,917	39.86	6,905.26	82,863	41.85	7,250.52	87,006	43.94	7,613.05	91,357
10	36.15	6,263.28	75,159	37.96	6,576.44	78,917	39.86	6,905.26	82,863	41.85	7,250.52	87,006	43.94	7,613.05	91,357	46.14	7,993.70	95,924
11	37.96	6,576.44	78,917	39.86	6,905.26	82,863	41.85	7,250.52	87,006	43.94	7,613.05	91,357	46.14	7,993.70	95,924	48.45	8,393.39	100,721
12	39.86	6,905.26	82,863	41.85	7,250.52	87,006	43.94	7,613.05	91,357	46.14	7,993.70	95,924	48.45	8,393.39	100,721	50.87	8,813.06	105,757
13	41.85	7,250.52	87,006	43.94	7,613.05	91,357	46.14	7,993.70	95,924	48.45	8,393.39	100,721	50.87	8,813.06	105,757	53.41	9,253.71	111,045

Hourly rates are for less than 12 month employees only.

Longevity:

- 4% of base salary after 5 years
- 6% of base salary after 10 years
- 8% of base salary after 15 years
- 10% of base salary after 20 years
- 13% of base salary after 25 years
- 16% of base salary after 30 years
- * 20% of base salary after 35 years
- * Effective 7/1/23

Professional Growth:

Employees may earn up to four (4) professional growth awards, each of which is equal to five percent (5%) of their regular monthly salaries, when they meet the specific conditions set forth in Article XIII E. (Professional Growth) of the SEIU Collective Bargaining Agreement.

Increases: 95/6 = 4%; 95/6 = additional 1%; 96/7 = 5%; 97/8 = 5.25%; 98/9 = 4%; 99/0 = 3%; 00/1=10%; 01/02 = 1.13%, .7% retirement benefits; 02/03 = 1.33%; .67 retirement benefits; 03/04=0%; 04/05 = 1.44%, 2.06% post retirement benefits; 05/06 = 5%; 06/07 = 8.3%; 07/08=1.6%; 08/09 = 0%; 10/11=0% post retirement benefits (in lieu of 4 furlough days); Revised 10/11 = .55% Effective 7/1/09; 11/12 = 0.55% (one-time percentage of furlough days from the previous year) and .55% post retirement benefits; 12/13 = 4% (one-time); 13/14 = 4%; 14/15 = 2% & 2.38% (one-time); 15/16 - 4.54%, 4% (one-time) & 0.53% applied to Benefits Trust; 16/17 = 3%; 17/18 = 2% (one-time); 18/19 = 4.56% (0.38% redirected from Retired Benefits Plan and Trust); 19-20 = 2.31%, 0.25% applied to Benefits Trust; 20-21 = 1%; 21-22 = 3% + 1% (one-time); 22-23 = 8.5% + 1% (one-time); 23/24 = 6% + 1% (one-time)

**S.E.I.U. - BARGAINING UNIT I
CLASSIFIED SALARY RANGES**

RANGE	WAREHOUSE	GROUNDS	CUSTODIAL	MAINTENANCE	TRANSPORTATION
2				Maintenance Worker I	
3			Custodian		Transportation Vehicle Driver
4	Warehouse Worker/Delivery Driver Warehouse Worker/Delivery Driver-Child Nutrition	Groundskeeper	Head Custodian-Elementary School	Maintenance Worker II	School Bus Driver
5			Head Custodian-Middle School		School Bus Driver/Delegated Behind the Wheel Trainer
6				Maintenance Worker III Maintenance Worker III-Heavy Equipment Operator Preventative Maintenance Technician Refuse Collector/Truck Driver	
7	Lead Warehouse Worker	Irrigation Specialist Pest Control Specialist	Head Custodian-High School		Bus Driver Instructor/Safety Officer Transportation Dispatcher
8					
9		Lead Groundskeeper		Maintenance Carpenter Maintenance Electrician Maintenance General Maintenance Heavy Equipment Operator Maintenance Locksmith Maintenance Low Voltage/Electrician Maintenance Painter Maintenance Plumber	Mechanic
10				HVAC-R Specialist	Transportation Lead
11				Energy Management Systems Technician	
12				Environmental Health & Safety Specialist Lead Maintenance Carpenter Lead Maintenance Electrician Lead Maintenance Painter Lead Maintenance Plumber Lead Maintenance Locksmith Maintenance Lead	Lead Mechanic
13				Lead HVAC-R Specialist	