

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT

SUPPLEMENTAL SALARY SCHEDULE

CSEA UNIT III - SUPPLEMENTAL

LICENSED VOCATIONAL NURSE / OCCUPATIONAL THERAPIST / PHYSICAL THERAPIST / BEHAVIOR ANALYST/
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT / SPEECH AND LANGUAGE PATHOLOGY ASSISTANT (SLPA)

2026-27

RANGE	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6
	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
A	32.17		33.76		35.48		37.23		39.08		41.02
B	38.04		39.95		41.97		44.06		46.27		48.58
C	60.40		63.41		66.60		69.92		73.42		77.09

Range A - Licensed Vocational Nurse (2.5% Applied Due to Reclass, Eff. 10/1/22)

Range B - Certified Occupational Therapy Assistant/Speech and Language Pathology Assisant (Eff. 7/1/22)

Range C - Occupational Therapist/Physical Therapist/Behavior Analyst (Eff. 7/1/22)

Note: Since these positions require certification, incumbents may be placed on the salary schedule based on years of experience as follows:

Certification + 0 years of experience in a position requiring certification = Step 1

Certification + 1 year of experience in a position requiring certification = Step 2

Certification + 2 years of experience in a position requiring certification = Step 3

Certification + 3 years of experience in a position requiring certification = Step 4

Certification + 4 years of experience in a position requiring certification = Step 5

Certification + 5 years of experience in a position requiring certification = Step 6

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 XIV E. (Professional Growth) of the CSEA Unit III Collective Bargaining Agreement.

LONGEVITY:

4% of base salary after 5 years of continuous service

6% of base salary after 10 years of continuous service

8% of base salary after 15 years of continuous service

10% of base salary after 20 years of continuous service

13% of base salary after 25 years of continuous service

16% of base salary after 30 years of continuous service

20% of base salary after 35 years of continuous service

Effective: 7/1/26

Board Approved: 8/18/26