

**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 30 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 = 1.08% (one-timeE) 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)