

**ROCKLIN UNIFIED SCHOOL DISTRICT
NON-REPRESENTED SALARY SCHEDULE - HOURLY
2025-2026**

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
1	19.01	20.07	21.03	22.07	23.19	24.37
2	19.58	20.55	21.56	22.65	23.79	24.93
3	21.07	22.12	23.24	24.43	25.67	26.92
4	21.35	22.54	23.65	24.83	26.07	27.39
5	22.19	23.29	24.47	25.73	27.01	28.33
6	25.68	26.94	28.29	29.71	31.16	32.75
7	27.49	28.84	30.30	31.76	33.42	35.13
8	28.42	29.86	31.35	32.95	34.56	36.32
9	28.84	30.30	31.76	33.42	35.06	36.79
10	31.29	32.93	34.44	36.01	37.55	39.41
11	31.76	33.42	35.06	36.79	38.64	40.61
12	34.23	35.90	37.72	39.59	41.58	43.66
13	46.22	48.59	50.94	53.51	56.20	58.96
14	52.15	54.79	57.53	60.38	63.41	66.57
15	59.26	62.25	65.34	68.61	72.04	75.65

LONGEVITY

Paid monthly commencing on the first month following the completion of ten (10), fifteen (15), and twenty (20) years of unbroken service.

Longevity pay is computed on the basis of 173.33 hours per average work month, 40 hours per week, 2080 hours per year - 12 months per year.

After 10 years - **\$1,192**

After 15 years an additional **\$1,398** for total of **\$2,591**

After 20 years an additional **\$1,616** for total of **\$4,206**

VACATION

Years of Service	Vacation Days Earned Per Year			
	10 mo.	10.5 mo	11 mo	12 mo
0-3	8	8-1/2	9	10
4-9	12	12-1/2	13	15
10 or more	16	17	18	20

Vacation days for 10 month, 10-1/2 month and 11 month employees shall not be taken. (These employees are paid for their vacation days.) Ten (10) month employees are paid annually on June 10, and 10-1/2 and 11 month employees are paid monthly.

MAINTENANCE OPERATIONS AND GROUNDS

- 11 Maintenance Supervisor
- 12 Custodial Supervisor - 12 Mo
- 12 Grounds Supervisor
- 12 Maintenance/Grounds Supervisor - 12 Mo
- 13 Maintenance & Operations Manager - 12 Mo

SPECIAL EDUCATION AND SUPPORT SERVICES

- 6 Interpreter - Deaf and Hard of Hearing - 10 Mo
- 7 Certified Occupational Therapist Assistant - 10 Mo
- 7 Speech Language Pathology Assistant - 10 Mo
- 10 Licensed Vocational Nurse - 10 Mo
- 10 Licensed Vocational Nurse/Instructional Assistant - 10 Mo
- 15 Occupational Therapist - 197 Days
- 15 Physical Therapist - 197 Days
- 15 Behavior Analyst - 10.5 Mo
- 15 Mental Health Specialist - 201 Days

SCHOOL SUPPORT

- 1 Campus Monitor - 10 Mo
- 1 Instructional Aide 1 (Elem TK-6;Elem PE;Secondary;English Language Learner I) 10 Mo
- 1 Student Worker - 10 Mo STEP A ONLY
- 2 Health Aide - 10 Mo
- 2 Library Aide - 10 Mo
- 3 Instructional Aide II English Language Learner (ELL) 10 Mo
- 4 Discipline Technician - 10 Mo
- 4 Workability I Job Developer/Job Coach - 10 Mo
- 6 Attendance Liaison -10 Mo
- 8 Workability Coordinator - 10.5 Mo

NUTRITION SERVICES

- 6 Nutrition Services Assistant - 12 Mo
- 13 Nutrition Services Operations Manager - 12 Mo (was Range 9)

TRANSPORTATION

- 11 Transportation Supervisor/Trainer - 12 Mo
- 12 Senior Mechanic - 12 Mo

TECHNOLOGY

- 13 Student Information Systems Specialist - 12 Mo
- 14 Data, Integration, and Analytics Specialist - 12 Mo

Revised: May 6, 2020 reflects the removal of Certificated Personnel Analyst. This position was re-classed to Confidential.

Revised: March 17, 2021 reflects addition of Maintenance/Grounds Supervisor effective March 18, 2021.

Revised: November 17, 2021 reflects 4.0% increase effective July 1, 2021.

Revised: March 16, 2022 reflects adding "T" for Transitional Kindergarten to Instructional Aide 1 position title under School Support

Revised: June 22, 2022 reflects a 5.33% increase for 2022-2023 and a \$52 increase to the benefit cap effective July 1, 2022.

Revised: October 19, 2022 reflects a 1.55% true-up increase for 2022-2023 (for an overall increase of 6.88%) effective July 1, 2022 and addition of Student Worker effective October 19, 2022.

Revised: June 21, 2023 reflects 4.7% increase effective July 1, 2023.

Revised: June 20, 2024 reflects the addition of Maintenance & Operations Manager effective July 1, 2024.

Revised: August 7, 2024 reflects the change of Mental Health Specialist from 10.5 Mo to 201 Days.

Revised: October 16, 2024 reflects the addition of Attendance Liaison effective October 17, 2024.

Revised: March 19, 2025 reflects the reclassification of Nutrition Services Operations Manager from Range 9 to Range 13 effective July 1, 2025.

Revised: April 2, 2025 reflects the revised Data, Integration, and Analytics Specialist effective July 1, 2025.

Revised: November 19, 2025 reflects 1.5% increase for 2025-26 and \$31/month and/or \$372/annual increase to the benefit cap, effective July 1, 2025.

Revised: March 4, 2026 reflects an additional 2.0% increase for 2025-2026 effective February 1, 2026.

**ROCKLIN UNIFIED SCHOOL DISTRICT
NON-REPRESENTED EMPLOYEE BENEFITS
2025-2026**

HOLIDAYS

New Year's Day.....	January 1
Martin Luther King's Birthday	3rd Monday in January
Lincoln's Birthday	February 12 (or as calendared)
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth.....	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	the Thursday proclaimed by the President
In lieu of Admissions Day	Friday following Thanksgiving
Christmas Day	December 25

Eligible twelve-month employees will receive the following paid holidays:

Full-Day on Christmas Eve Day

Full-Day on New Year's Eve

Full-Day on the Friday of Spring Break*

*This full day will settle any and all disputes in regard to the number of workdays (260 vs. 261) for twelve-month employees. Every Leap Year, a (non-work/non-paid) day off will be awarded to twelve-month employees between December 25 and January 1. (In order to be eligible to be paid for a holiday, an employee must be in paid status on the working day immediately preceding or succeeding that holiday.)

LIFE INSURANCE – A \$30,000 term life insurance policy for eligible 12-month employees will be provided.

HEALTH, VISION AND DENTAL BENEFITS - Effective July 1, 2025, the District will pay up to \$703 toward the actual cost of health, dental and vision benefit premiums for a full-time employee and family coverage for any plan available through the Schools Insurance Group.

Qualifying Non-Represented employees for full District payments shall be employees who regularly work eight (8) hours per day, ten (10) or more months per year. Employees shall be enrolled in insurance programs on the first of the month following fulfillment of the eligibility requirement.

For Non-Represented employees who regularly work four (4) or more hours per day, ten (10) or more months per year, the District will contribute, for employee and family coverage, that portion of the monthly cap as the number of hours regularly worked per day by the part-time employee bears to eight (8), providing the employee agrees in writing to have the remaining amount deducted from his/her salary.

RETIREMENT BENEFITS - Any Non-Represented employee who is currently employed in the District at the time of retirement through PERS, who retires under PERS, and who has served with the District for a minimum of five (5) years, may remain part of the group medical program, the group dental program, and the group vision program, if permitted by the carrier, in addition to benefit rights afforded under COBRA. The Non-Represented employee must prepay to the District quarterly for such coverage thirty (30) days prior to the beginning of the quarter.

Effective April 1, 1997, the District will pay up to \$328 per month toward the cost of health, dental, and vision coverage for the retiree plus spousal coverage. This provision will apply to any classified employee hired prior to November 30, 1993, who is currently employed as a full-time* employee in the District at the time of retirement through PERS, who retires under PERS, and who served with the District for a minimum of fifteen (15) school years full-time unbroken service, if permitted by carrier. This provision provides lifetime benefits for the retirant and will apply only to benefits actually taken through the carrier and in no event shall the District's obligation exceed Three Hundred Twenty-Eight Dollars (\$328.00) with respect to its monthly obligation.

Part-time employees who would otherwise qualify for retiree benefits as if they were full-time employees shall receive prorated retiree benefits provided, they regularly worked at least six (6) hours per day, ten (10) months or more per year, over the last five (5) years of the minimum fifteen (15) year qualifying period with the District. A District part-time employee who qualifies for retiree benefits will have the cost of group health, dental and vision insurance paid by the District based upon the proportion that the employee's regular daily hours over the last five (5) years of his/her employment with the District bears to eight (8) and the monthly amount the District has agreed to pay (\$328.00).

Employees hired on or after November 30, 1993, and on or before February 26, 1997, will be provided retiree health benefits until they reach age 65 provided:

If full time*, they otherwise meet the requirements in paragraph two of this section, except hire date.

If part time*, they otherwise meet the requirements in paragraph two of this section, except for hire date.

LEAVES - Non-Represented employees who are absent because of illness and who have exhausted all District-paid sick and vacation leaves shall continue to receive insurance coverage paid by the District for that period of illness not to exceed twelve (6) months, or until separation.

BEREAVEMENT LEAVE - In the event of death in the immediate family of an employee, three (3) days paid leave shall be granted. Five (5) days paid leave shall be granted if travel more than two hundred fifty (250) miles one way is required. Distance shall be established by miles traveled one way on the main road between the points of origin of trip and destination. Immediate family means mother, father, grandmother, grandfather, grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, stepparent, step-child, domestic partner, aunt, uncle, brother-in-law, sister-in-law, mother-in-law and father-in-law or, any relative living in the immediate household of the employee.

PERSONAL NECESSITY - All Non-Represented employees may use up to seven days of sick leave per year for reasons of personal necessity as defined in the CSEA Contract. Two (2) of the seven Personal Necessity Days with pay may be used for reasons deemed personally compelling by the employee and may be used any day of the week except to extend a holiday. The employee shall verify in writing that sick leave for personal necessity was not used for vacation, recreation, seeking or engaging in other employment, or to extend a holiday or for concerted activities against the District.

PUBLIC EMPLOYEE RETIREMENT SYSTEM (PERS) - Effective February 1, 2016, Classic PERS members will begin to pay 6% of the employee portion of the PERS contribution on all eligible pay received after January 31, 2016. Effective February 1, 2016, the District will continue to pay 1% of the employee portion of the PERS contribution on all eligible pay received after January 31, 2016.

Effective January 1, 2013, first time PERS members will be responsible for paying their portion of PERS membership contribution as defined in the 2012 Pension Reform Act.

PERSONAL NECESSITY LEAVE - All non-represented employees may use up to seven days of sick leave per year for reasons of personal necessity as defined in the CSEA Contract.

NOTE:

Full Time - Employee works eight (8) hours per day, ten (10) months or more per year.

Part Time - Employee works four (4) hours or more but less than 8 hours per day, ten (10) months or more per year.