

SUMMERVILLE UNION HIGH SCHOOL DISTRICT
2025-2026 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION - CHAPTER #783

CLASSIFICATION		RANGE		4%	4%	4%	4%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%		
*CalPERS 1.0 FTE = 1720 hrs per school year		STEP		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Cafe Helper (181 days/year)	hourly	1	19.55	20.33	21.14	21.99	22.87	23.10	23.33	23.56	23.79	24.03	24.27	24.52	24.76	25.01	25.26	25.51	25.77	26.02	26.28	26.55	
Campus Supervisor (181 days/year)	hourly	2	20.34	21.15	22.00	22.88	23.80	24.03	24.27	24.52	24.76	25.01	25.26	25.51	25.77	26.02	26.28	26.55	26.81	27.08	27.35	27.63	
Teacher Aide (181 days/year) Pro-rated if less than full time	hourly	3	21.24	22.09	22.97	23.89	24.84	25.09	25.34	25.60	25.85	26.11	26.37	26.64	26.90	27.17	27.44	27.72	28.00	28.28	28.56	28.84	
School Clerk (181 days) Pro-rated if less than full time	hourly	4	22.02	22.90	23.82	24.77	25.76	26.02	26.28	26.54	26.81	27.07	27.34	27.62	27.89	28.17	28.46	28.74	29.03	29.32	29.61	29.91	
Detention Supervisor/Tutor (72 days) Unassigned	hourly	5	22.88	23.80	24.75	25.74	26.77	27.04	27.31	27.58	27.86	28.13	28.42	28.70	28.99	29.28	29.57	29.87	30.16	30.47	30.77	31.08	
Custodian (260 days/year)	hourly	6	23.83	24.78	25.77	26.80	27.87	28.15	28.43	28.72	29.00	29.29	29.59	29.88	30.18	30.48	30.79	31.10	31.41	31.72	32.04	32.36	
Reception/High School Secretary (181 days/year) Board Approved: 4/22/03 Pro-rated if less than full time	hourly	7	24.67	25.65	26.68	27.75	28.86	29.14	29.44	29.73	30.03	30.33	30.63	30.94	31.25	31.56	31.87	32.19	32.52	32.84	33.17	33.50	
Cook/Manager (200 days)	hourly	8	24.77	25.76	26.79	27.86	28.98	29.27	29.56	29.85	30.15	30.45	30.76	31.07	31.38	31.69	32.01	32.33	32.65	32.98	33.31	33.64	
Attendance Secretary/Technology and Media Services Coordinator (250 days/year) Board Approved: 4/22/03 College and Career Counselor (190 days/year) Board Approved: Pro-rated if less than full time	hourly	9	24.80	25.80	26.83	27.90	29.02	29.31	29.60	29.90	30.20	30.50	30.80	31.11	31.42	31.74	32.05	32.37	32.70	33.02	33.35	33.69	
Registrar (250 days/year) Board Approved: 4/22/03 Pro-rated if less than full time	hourly	10	24.95	25.95	26.99	28.07	29.19	29.48	29.78	30.08	30.38	30.68	30.99	31.30	31.61	31.93	32.25	32.57	32.89	33.22	33.56	33.89	
Bus Driver (181 days/year) Pro-rated if less than full time	hourly	11	25.75	26.78	27.85	28.96	30.12	30.42	30.73	31.03	31.34	31.66	31.97	32.29	32.62	32.94	33.27	33.60	33.94	34.28	34.62	34.97	
Transp. Specialist (181 days + 40 hours) Vehicle Service Worker (181 or 260 days) Board Approved: 6/12/2007	hourly	12	26.82	27.89	29.01	30.17	31.37	31.69	32.00	32.32	32.65	32.97	33.30	33.64	33.97	34.31	34.65	35.00	35.35	35.70	36.06	36.42	
Maintenance Worker (260 days/year)	hourly	13	27.89	29.00	30.16	31.37	32.62	32.95	33.28	33.61	33.95	34.29	34.63	34.98	35.33	35.68	36.04	36.40	36.76	37.13	37.50	37.88	
District Technology Coordinator Student Information Systems Data Analyst (260 days/year)	hourly	14	29.00	30.16	31.37	32.62	33.93	34.27	34.61	34.96	35.31	35.66	36.02	36.38	36.74	37.11	37.48	37.85	38.23	38.61	39.00	39.39	
Lead Mechanic (260 days/year) Board Approved: 5/27/2008	hourly	15	32.62	33.92	35.28	36.69	38.16	38.54	38.92	39.31	39.70	40.10	40.50	40.91	41.32	41.73	42.15	42.57	42.99	43.42	43.86	44.30	

Vacation and holiday pay is added to 11 month positions - total compensation is in lieu of vacation time off.

SUMMERVILLE UNION HIGH SCHOOL DISTRICT VACATION AND HOLIDAY ACCRUAL RATES

Schedule for Accumulation of Vacation: Employees shall earn the amount of vacation listed per year if the employee was in a paid status for more than one-half (1/2) the working days in every month. For employees who are in a paid status for less than one-half (1/2) the working days in a month, the vacation earned for that month shall be calculated at the hourly rate listed below for every hour in a paid status, excluding overtime.

12 Month Employees:

<u>Fiscal Year Of Employment</u>	<u>Days</u>	<u>Month</u>
Fifteenth	20	1.66
Fifth through Fourteenth	15	1.25
First through Fourth	10	0.83

11 Month Employees (School Term):

<u>Fiscal Year Of Employment</u>	<u>Days</u>	<u>Month</u>
Fifteenth	18.25	1.66
Fifth through Fourteenth	13.75	1.25
First through Fourth	9.13	0.83

If a District employee moves from one group listed in this section (e.g. a 11-month assignment) to another group listed in this section (e.g. a 12-month assignment), the employee will maintain his or her fiscal years of employment for placement in that new group.

As an example, if an 11-month employee had fifteen fiscal years of employment with the District at the time he or she became a 12-month employee, the employee would be placed at the “fifteenth” fiscal year of employment in the 12-month employee group. The same would be true if the employee went from a 12-month employee to an 11-month employee.

For purposes of this schedule, a “fiscal year of employment” means that an employee was in a paid status for at least 75% of that school year. For example, if a person worked as an 11-month employee in Food Service, he or she would have been in a paid status for at least 135 work days that school year in order to earn one (1) fiscal year of employment.

2.25% increase effective 7/01/2018 Board approved 6/12/19

2.0% increase effective 7/1/2019 for 2019-2020 Board approved 6/12/19

2.0% increase effective 7/1/2020 for 2020-2021 Board approved 6/12/19

2.5% increase effective 7/1/2021 for 2021-2022 Board approved 10/13/21

2.5% increase effective 7/1/2022 for 2022-2023 Board approved 10/13/21

5.25% increase effective 7/1/2023 for 2023-2024 Board approved 5/24/2023

2% increase effective 9/1/2024, removed range 0, adjusted to 260 from 261 days worked. Board approved 8/14/2024

4/2/2025 added CalPERS 1.0 FTE

2% increase on salaries, 1% off schedule bonus, and increase health cap to \$12,500 effective 7/1/2025 for 2025-2026 Board approved: 6/18/2025