

**PAY DIFFERENTIAL 494
ASL PROFICIENCY INCENTIVE FOR STATE SPECIAL SCHOOLS -
ALL SEIU BARGAINING UNITS AND EXCLUDED EMPLOYEES**

Effective: 03/01/24

CLASS TITLE	CB/ID	DEPARTMENT
All Classes	R01, R03, R04, R11, R14, R15, R17, R20, R21	Department of Education, School for the Deaf-Fremont and School for the Deaf- Riverside
EXCLUDED:		
All Classes	M01, M03, M14, M17, M21, S01, S03, S04, S11, S14, S15, S17, S20, S21	

RATE	EARNINGS ID
Level 1 shall receive a one-time bonus of \$400	9AS1
Level 2 shall receive a one-time bonus of \$500	9AS2
Level 3 shall receive a one-time bonus of \$600	9AS3

CRITERIA
<p>In order to further encourage the immersion of School for the Deaf employees into the Deaf culture and community, the State agrees to pay any full-time employee at the School for the Deaf (Fremont) or School for the Deaf (Riverside) a one-time bonus based on the following:</p> <p>Employees evaluated by the American Sign Language Proficiency Interview (ASLPI) Proficiency Levels-ASLPI Preparation, from Gallaudet University, shall receive the following:</p> <p>Level 1 shall receive a one-time bonus of \$400 Level 2 shall receive a one-time bonus of \$500 Level 3 shall receive a one-time bonus of \$600</p> <p>To receive a one-time bonus payment, the employee must submit documentation of the evaluated proficiency level. An employee may only receive a bonus payment once at each level listed above for a maximum of \$1,500.</p> <p>Less than full-time employees shall receive the one-time bonus on a pro rata basis.</p> <p>Employees receiving the Bilingual Pay Differential established in section 11.9 shall not be eligible for this one-time bonus.</p>

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION:	
Classic Member	No
PEPRA Member	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY:	
OVERTIME	No/Yes (FLSA)**
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

**The rate is included in the overtime calculation for hours worked in the same month the pay differential issued.