

**PAY DIFFERENTIAL 257**  
**RECRUITMENT AND RETENTION DIFFERENTIAL PAY – BARGAINING UNIT 20**  
**AND EXCLUDED EMPLOYEES**

Established: 05/01/02

Amended: 07/01/06, 02/06/14, 10/01/25

CLASS TITLE	CLASS CODE	CBID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Counselor Orientation Center for the Blind	9676	R20	10% base salary	1	8K	Department of Rehabilitation, Orientation for the Blind, Albany
Counselor, School for the Blind	9713			2		California Department of Education State Special Schools in Fremont; California Department of Education State Special Schools in Riverside
Counselor, School for the Deaf	9664					
Night Attendant, School for the Blind	9712					
Night Attendant, School for the Deaf	9663					
School Bus Driver	8291					
Support Services Assistant (Interpreter)	9820					
Teaching Assistant, School for the Blind	8244					
Teaching Assistant, School for the Deaf	8246					
Transportation Coordinator, Special Schools	9671					
Supervising Counselor, School for the Blind	9714	S20				
Supervising Counselor, School for the Deaf	9665					
Supervisor of Residence Programs, School for the Blind	9715					
Supervisor of Residence Programs, School for the Deaf	9666					

**CRITERIA**

1	Eligible employees at the Orientation Center for the Blind shall receive this differential year-round.
2	Employees in eligible classes assigned to the State Special Schools for the Deaf and Blind in Fremont or the State Special Schools for the Deaf and Blind in Riverside, shall receive this differential only for the ten months of the regular school year.

**SECTION 14:****PAY DIFFERENTIALS**

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION, SICK, AND EXTRA	Yes

\*Retired Annuitants are not eligible unless appointed under Government Code section 21228.

**PEPRA MEMBERSHIP:**

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.