

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

Established: 05/01/02

Amended: 07/01/06, 02/06/14, 10/01/25, 04/01/26

CLASS TITLE	CLASS CODE	CBID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Counselor Orientation Center for the Blind	9676	R20	10% base salary	1	8K11	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**

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|---|---|
| 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. |

<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 TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC Yes
	PEPRA Yes
IF SUBJECT TO PERS DEDUCTIONS	
	CATEGORY Special Assignment Pay (SAP)
	TYPE Severely Disabled Premium (SDP)

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

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

#### **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.