The District and SEIU have negotiated the following to address the STNC Sign Language Interpreter salary rate adjustment:

**STNC INTERPRETER SALARY RATE ADJUSTMENT**

Effective upon board approval of the agreement between the District and SEIU Local 1021, the STNC pay rates are increased and classification levels condensed as follows:

<table>
<thead>
<tr>
<th>STNC CLASSIFICATION</th>
<th>HOURLY RATE</th>
<th>QUALIFICATIONS *</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASL Interpreter I</td>
<td>$24.97</td>
<td>• Currently in an Interpreter Training Program (ITP)  &lt;br&gt; • Recent graduate of an ITP or alternate pathway or equivalent</td>
</tr>
<tr>
<td>ASL Interpreter II</td>
<td>$31.87</td>
<td>Graduate of an ITP plus two years of experience working as an interpreter or equivalent</td>
</tr>
<tr>
<td>ASL Interpreter III</td>
<td>$40.68</td>
<td>• RID CI, RID CT or NAD IV certificate, EIPA-RID 4.0 or higher, or equivalent  &lt;br&gt; • Passed RID Knowledge Exam and is a candidate for the performance test  &lt;br&gt; • Graduate of an ITP and five years of experience or equivalent</td>
</tr>
<tr>
<td>ASL Interpreter IV</td>
<td>$54.51</td>
<td>CSC, RID CI and CT, NAD V, NIC, NIC Advanced, or NIC Masters</td>
</tr>
</tbody>
</table>

*Qualifications Acronyms*

- **CI - Certificate of Interpretation**: Holders of this certification are recognized as fully certified in interpretation and have demonstrated the ability to interpret between American Sign Language (ASL) and spoken English for both sign-to-voice and voice-to-sign tasks.
- **CSC - Comprehensive Skills Certificate**
- **CT - Certificate of Transliteration**: Holders of this certification are recognized as fully certified in transliteration and have demonstrated the ability to transliterate between English-based sign language and spoken English for both sign-to-voice and voice-to-sign tasks.
- **EIPA - Educational Interpreter Performance Assessment**
- **NAD - National Association of the Deaf V (Master) – Superior Performance**: Holders of this certification possess superior voice-to-sign skills and excellent sign-to-voice skills.
- **NIC - National Interpreter Certification Current Offering**: Holders of this certification have demonstrated general knowledge in the field of interpreting, ethical decision making and interpreting skills
- **RID – Registry for Interpreters of the Deaf**

AGREED TO ON: January 26, 2023

BY:

FOR THE DISTRICT’S TEAM:

Gene Durand  
Gene Durand or Designee  

FOR THE SEIU, LOCAL 1021 TEAM:

Sandy Sigala  
Aaron Burton  