

CSEA - INSTRUCTIONAL PARAEDUCATOR MONTHLY SALARY SCHEDULE
30 HOURS PER WEEK, 6 HOURS PER DAY ELEM / 33.35 HOURS PER WEEK, 6.67 HOURS PER DAY SECONDARY
2022-23

7.50% Increase from 2021-22 Schedule

1,242.00 hours = 207 Days x 6 hrs per day

1,380.69 hours = 207 Days x 6.67 hrs per day

Years in District: 1 - 3

STEPS	B		C		D		E		F	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	21.34	2,410.02	22.29	2,516.25	23.30	2,630.65	24.28	2,740.96	25.25	2,851.27
Elementary SPED Para I	21.78	2,459.05	22.76	2,569.36	23.75	2,681.04	24.71	2,789.99	25.69	2,900.30
Elementary SPED Para II	24.71	2,789.99	25.69	2,900.30	26.72	3,017.42	27.80	3,138.63	28.91	3,263.92
Library Media Tech 30Hrs	24.71	2,789.99	25.69	2,900.30	26.72	3,017.42	27.80	3,138.63	28.91	3,263.92
Assistive Technology	26.04	2,940.47	27.09	3,058.67	28.18	3,181.49	29.31	3,309.91	30.49	3,442.66
Secondary SPED Para I*	21.55	2,704.65	22.53	2,827.28	23.51	2,951.43	24.48	3,072.55	25.46	3,195.18
Secondary SPED Para II*	24.48	3,072.55	25.46	3,195.18	26.49	3,325.38	27.57	3,460.12	28.68	3,599.41
Library Media Tech *	24.48	3,072.55	25.46	3,195.18	26.49	3,325.38	27.57	3,460.12	28.68	3,599.41
Assistive Technology *	25.81	3,239.84	26.86	3,371.23	27.95	3,507.77	29.08	3,650.53	30.26	3,798.10

1,266.00 hours = 211 Days x 6 hrs per day

1,407.37 hours = 211 Days x 6.67 hrs per day

Years in District: 4 - 9

STEPS	E		F		G - (Yrs 6-9)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	24.23	2,788.91	25.21	2,901.35	25.90	2,980.60
Elementary SPED Para I	24.67	2,838.88	25.64	2,951.33	26.35	3,032.08
Elementary SPED Para II	27.75	3,194.26	28.86	3,321.98	29.66	3,413.85
Library Media Tech 30Hrs	27.75	3,194.26	28.86	3,321.98	29.66	3,413.85
Assistive Technology	29.27	3,368.85	30.45	3,504.17	31.29	3,601.50
Secondary SPED Para I*	24.44	3,126.90	25.42	3,251.90	26.12	3,341.67
Secondary SPED Para II*	27.53	3,521.97	28.64	3,663.94	29.44	3,766.07
Library Media Tech *	27.53	3,521.97	28.64	3,663.94	29.44	3,766.07
Assistive Technology *	29.04	3,716.05	30.22	3,866.48	31.07	3,974.68

Years in District: 11-13

1290.00 hours = 215 Days x 6 hrs per day

1434.05 hours = 215 Days x 6.67 hrs per day

Years in District: 10

1278.00 hours = 213 Days x 6 hrs per day

1420.71 hours = 213 Days x 6.67 hrs per day

STEPS	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	27.30	3,171.47
Elementary SPED Para I	27.77	3,226.56
Elementary SPED Para II	31.29	3,635.11
Library Media Tech 30 Hrs	31.29	3,635.11
Assistive Technology	33.02	3,835.92
Secondary SPED Para I*	27.55	3,557.87
Secondary SPED Para II*	31.06	4,012.04
Library Media Tech *	31.06	4,012.04
Assistive Technology *	32.79	4,235.28

H - (10-14 Yrs)

STEPS	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	27.28	3,198.81
Elementary SPED Para I	27.75	3,254.42
Elementary SPED Para II	31.27	3,666.80
Library Media Tech 30 Hrs	31.27	3,666.80
Assistive Technology	33.00	3,869.50
Secondary SPED Para I*	27.53	3,588.84
Secondary SPED Para II*	31.04	4,047.27
Library Media Tech *	31.04	4,047.27
Assistive Technology *	32.77	4,272.61

1296.00 hours = 216 Days x 6 hrs per day

1440.72 hours = 216 Days x 6.67 hrs per day

Years in District: 14 & up

STEPS	H - (10-14 Yrs)		I - (15-19 Yrs)		J - (20+ Yrs)		K - (25+ Yrs)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	27.27	3,212.48	29.27	3,448.57	31.98	3,767.42	32.62	3,842.77
Elementary SPED Para I	27.74	3,268.34	29.78	3,508.90	32.54	3,833.78	33.19	3,910.45
Elementary SPED Para II	31.26	3,682.65	33.58	3,956.33	36.72	4,325.94	37.45	4,412.46
Library Media Tech 30 Hrs	31.26	3,682.65	33.58	3,956.33	36.72	4,325.94	37.45	4,412.46
Assistive Technology	32.99	3,886.29	35.45	4,176.26	38.77	4,567.86	39.55	4,659.21
Secondary SPED Para I*	27.52	3,604.32	29.56	3,871.74	32.32	4,232.89	32.96	4,317.55
Secondary SPED Para II*	31.04	4,064.89	33.36	4,369.13	36.50	4,780.01	37.23	4,875.62
Library Media Tech *	31.04	4,064.89	33.36	4,369.13	36.50	4,780.01	37.23	4,875.62
Assistive Technology *	32.76	4,291.27	35.23	4,613.62	38.55	5,048.95	39.32	5,149.92

(Hourly rates are rounded)

Hourly = Monthly * # Hours / 11

PIEDMONT UNIFIED SCHOOL DISTRICT
Occupational Therapists' Salary Schedule
185 WORK DAYS
2022-23

7.50% Increase over 2021-22

Occupational Therapist			
STEP	Annual Salary	Daily Rate	Hourly Rate
	COLUMN F	185 Days	7.5 Hours
1	75,203	406.50	54.20
2	75,203	406.50	54.20
3	75,203	406.50	54.20
4	75,203	406.50	54.20
5	75,203	406.50	54.20
6	77,993	421.58	56.21
7	80,787	436.69	58.23
8	83,580	451.79	60.24
9	86,384	466.94	62.26
10	89,184	482.07	64.28
11	91,978	497.18	66.29
12	94,770	512.27	68.30
14	97,400	526.49	70.20
16	100,032	540.71	72.09
18	102,663	554.94	73.99
20	105,297	569.17	75.89
22	107,927	583.39	77.79
24	110,563	597.64	79.68
25	113,199	611.89	81.58

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2022-23

Increase of **7.50%** from 2021-22 Schedule

RANGES 10M-06 - 10M-18 are 10-Month Employees with 220 Paid Days, paid over 11 months.

Hourly Rate = Monthly Base x 11 ÷ 220 ÷ 7.5.

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
10M-06	19.38	2,907.73	20.31	3,047.10	21.29	3,193.81	22.32	3,348.25	23.41	3,510.82	24.06	3,608.35	25.40	3,809.60	27.41	4,110.86	29.97	4,495.92	30.57	4,585.84
10M-07	20.38	3,057.52	21.32	3,198.24	22.30	3,344.44	23.34	3,501.62	24.44	3,666.10	25.12	3,768.29	26.53	3,979.16	28.63	4,294.80	31.32	4,698.25	31.95	4,792.22
10M-08	20.83	3,125.14	21.81	3,271.36	22.83	3,424.88	22.39	3,358.97	25.03	3,753.83	25.72	3,858.66	27.17	4,074.95	29.32	4,398.73	32.08	4,812.57	32.73	4,908.82
10M-09	21.32	3,198.24	22.30	3,344.44	23.34	3,501.62	24.44	3,666.10	22.59	3,388.11	23.21	3,481.97	24.50	3,675.62	26.44	3,965.51	28.91	4,336.04	29.49	4,422.76
10M-10	21.81	3,271.36	22.83	3,424.88	23.90	3,585.70	25.03	3,753.83	26.19	3,929.25	26.93	4,039.34	28.44	4,266.49	30.71	4,606.52	33.61	5,041.14	34.28	5,141.96
10M-11	22.30	3,344.44	23.34	3,501.62	24.44	3,666.10	25.61	3,841.54	26.80	4,020.63	27.56	4,133.46	29.11	4,366.27	31.43	4,714.77	34.40	5,160.21	35.09	5,263.42
10M-12	22.83	3,424.88	23.90	3,585.70	25.03	3,753.83	26.19	3,929.25	27.43	4,113.85	28.20	4,229.48	29.79	4,468.06	32.17	4,825.19	35.21	5,281.67	35.92	5,387.31
10M-13	23.34	3,501.62	24.44	3,666.10	25.61	3,841.54	26.80	4,020.63	28.07	4,210.72	28.86	4,329.25	30.49	4,573.83	32.93	4,939.94	36.05	5,407.90	36.77	5,516.05
10M-14	23.90	3,585.70	25.03	3,753.83	26.19	3,929.25	27.43	4,113.85	28.73	4,309.39	29.54	4,430.88	31.21	4,681.56	33.71	5,056.82	36.91	5,536.46	37.65	5,647.19
10M-15	24.44	3,666.10	25.61	3,841.54	26.80	4,020.63	28.07	4,210.72	29.42	4,413.54	30.25	4,538.16	31.97	4,795.29	34.53	5,180.19	37.81	5,672.17	38.57	5,785.61
10M-16	25.62	3,843.30	26.79	4,018.74	27.99	4,197.82	29.25	4,387.90	30.60	4,590.72	31.47	4,720.65	33.26	4,988.75	35.93	5,390.07	39.35	5,903.03	40.14	6,021.09
10M-17	26.80	4,020.80	27.97	4,196.04	29.17	4,375.12	30.43	4,565.20	31.79	4,768.03	32.69	4,903.28	34.55	5,182.35	37.33	5,600.10	40.89	6,134.06	41.71	6,256.75
10M-18	27.99	4,197.91	29.16	4,373.33	30.35	4,552.43	31.62	4,742.50	32.97	4,945.34	33.91	5,085.91	35.84	5,375.96	38.73	5,810.14	42.43	6,365.10	43.28	6,492.40

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2022-23

Increase of **7.50%** from 2021-22 Schedule

Hourly Rate = Monthly Base/Standard Monthly Hours

Standard Monthly Hours = Total Days*hours-per-day/11 **162.27** 11 Month

Standard Monthly Hours = Total Days*hours-per-day/12 **163.13** 12 Month

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
11M-15	24.34	3,949.32	25.52	4,140.97	26.71	4,334.56	27.98	4,539.76	29.34	4,760.45	30.17	4,895.47	31.89	5,174.07	34.31	5,567.00	37.58	6,097.65	38.33	6,219.60
11M-16	24.93	4,045.00	26.10	4,235.06	27.33	4,435.03	28.64	4,646.86	30.01	4,870.60	30.87	5,008.93	32.63	5,294.35	35.11	5,696.89	38.46	6,240.52	39.23	6,365.33
11M-17	25.51	4,140.02	26.71	4,334.05	27.98	4,539.98	29.33	4,759.72	30.75	4,989.38	31.62	5,131.28	33.43	5,424.05	35.97	5,836.96	39.41	6,394.60	40.19	6,522.50
11M-19	26.71	4,334.05	27.98	4,539.98	29.33	4,759.72	30.75	4,989.38	32.20	5,224.98	33.12	5,373.94	35.01	5,681.30	37.68	6,114.77	41.29	6,700.19	42.12	6,834.20
11M-20	27.33	4,435.03	28.64	4,646.86	30.01	4,870.60	31.47	5,106.19	32.94	5,345.75	33.88	5,498.33	35.82	5,813.17	38.56	6,257.19	42.26	6,856.85	43.10	6,993.98
11M-21	27.98	4,539.98	29.33	4,759.72	30.75	4,989.38	32.20	5,225.05	33.76	5,478.38	34.73	5,634.94	36.72	5,957.98	39.52	6,413.58	43.32	7,028.88	44.18	7,169.45
11M-22	28.64	4,646.86	30.01	4,870.60	31.47	5,106.19	32.94	5,345.75	34.54	5,605.10	35.53	5,765.46	37.57	6,096.35	40.44	6,563.01	44.33	7,193.25	45.21	7,337.11
12M-15	24.08	3,927.69	25.25	4,119.34	26.44	4,312.93	27.70	4,518.12	29.05	4,738.81	29.88	4,873.84	31.59	5,152.44	33.99	5,545.36	37.25	6,076.01	37.99	6,197.53
12M-17	25.25	4,118.39	26.44	4,312.41	27.70	4,518.35	29.05	4,738.08	30.45	4,967.75	31.32	5,109.64	33.12	5,402.42	35.65	5,815.33	39.07	6,372.97	39.85	6,500.43
12M-18	25.83	4,213.44	27.06	4,413.40	28.35	4,625.22	29.73	4,848.96	31.17	5,084.56	32.06	5,229.95	33.90	5,529.96	36.49	5,953.07	40.00	6,524.48	40.80	6,654.97
12M-19	26.44	4,312.41	27.70	4,518.35	29.05	4,738.08	30.45	4,967.75	31.90	5,203.34	32.81	5,352.31	34.70	5,659.66	37.35	6,093.14	40.94	6,678.56	41.76	6,812.13
12M-20	27.06	4,413.40	28.35	4,625.22	29.73	4,848.96	31.17	5,084.56	32.64	5,324.12	33.57	5,476.70	35.50	5,791.53	38.23	6,235.56	41.90	6,835.21	42.74	6,971.92
12M-21	27.70	4,518.35	29.05	4,738.08	30.45	4,967.75	31.90	5,203.42	33.45	5,456.74	34.41	5,613.31	36.39	5,936.35	39.18	6,391.95	42.96	7,007.24	43.82	7,147.39
12M-22	28.35	4,625.22	29.73	4,848.96	31.17	5,084.56	32.64	5,324.12	34.23	5,583.47	35.21	5,743.83	37.24	6,074.72	40.10	6,541.38	43.96	7,171.61	44.84	7,315.05
12M-23	29.05	4,738.08	30.45	4,967.75	31.90	5,203.34	33.45	5,456.74	35.04	5,716.12	36.05	5,880.46	38.13	6,219.56	41.06	6,697.80	45.02	7,343.67	45.92	7,490.55
12M-24	29.73	4,848.96	31.17	5,084.56	32.64	5,324.12	34.23	5,583.47	35.92	5,858.67	36.95	6,027.29	39.08	6,375.21	42.09	6,865.90	46.15	7,528.58	47.08	7,679.16
12M-25	30.45	4,967.75	31.90	5,203.34	33.45	5,456.74	35.04	5,716.12	36.73	5,991.30	37.79	6,163.90	39.97	6,520.03	43.05	7,022.30	47.21	7,700.61	48.15	7,854.63
12M-26	31.17	5,084.54	32.64	5,324.12	34.23	5,583.47	35.92	5,858.67	37.64	6,139.78	38.72	6,316.84	40.96	6,682.16	44.12	7,197.39	48.39	7,893.21	49.36	8,051.07
12M-27	32.66	5,328.20	34.23	5,583.01	35.86	5,849.58	37.58	6,130.15	39.39	6,424.76	40.52	6,610.37	42.87	6,993.33	46.18	7,533.44	50.65	8,262.86	51.67	8,428.12

**CSEA EMPLOYEE SALARY SCHEDULE
40 HOURS PER WEEK, 8 HOURS PER DAY
2022-23**

Increase of **7.50%** from 2021-22 Schedule

Hourly Rate = Monthly Base/Standard Monthly Hours

Standard Monthly Hours = Total Days*hours-per-day/12 **174.0**

STEPS	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
M12	21.07	3,666.17	22.07	3,840.59	23.12	4,023.63	24.21	4,213.13	25.36	4,413.40	26.08	4,538.66	27.57	4,797.12	29.66	5,161.63	32.49	5,653.92	33.14	5,766.99
M13	21.55	3,750.15	22.58	3,928.89	23.67	4,118.38	24.78	4,312.18	25.97	4,518.90	26.71	4,647.33	28.23	4,912.32	30.38	5,286.04	33.28	5,790.76	33.95	5,906.58
M14	22.07	3,840.59	23.12	4,023.63	24.21	4,213.13	25.36	4,413.40	26.58	4,624.42	27.33	4,756.02	28.89	5,027.54	31.09	5,410.48	34.07	5,927.64	34.75	6,046.19
M15	22.58	3,928.89	23.67	4,118.38	24.78	4,312.18	25.97	4,518.90	27.23	4,738.57	28.01	4,873.58	29.61	5,152.17	31.87	5,545.07	34.92	6,075.69	35.62	6,197.21
M16	23.12	4,023.63	24.21	4,213.13	25.36	4,413.40	26.58	4,624.42	27.86	4,848.39	28.66	4,986.70	30.30	5,272.08	32.61	5,674.57	35.74	6,218.14	36.45	6,342.51
M17	23.67	4,118.38	24.78	4,312.18	25.97	4,518.90	27.23	4,738.57	28.54	4,966.82	29.36	5,108.69	31.04	5,401.41	33.42	5,814.24	36.62	6,371.77	37.35	6,499.20
M18	24.21	4,213.13	25.36	4,413.40	26.58	4,624.42	27.86	4,848.39	29.23	5,085.25	30.06	5,230.67	31.79	5,530.71	34.22	5,953.88	37.50	6,525.38	38.25	6,655.88
M19	24.78	4,312.18	25.97	4,518.90	27.23	4,738.57	28.54	4,966.82	29.91	5,203.70	30.76	5,352.67	32.53	5,660.05	35.02	6,093.56	38.39	6,679.02	39.15	6,812.60
M20	25.36	4,413.40	26.58	4,624.42	27.86	4,848.39	29.23	5,085.25	30.60	5,324.27	31.48	5,476.86	33.29	5,791.70	35.84	6,235.74	39.28	6,835.41	40.07	6,972.12
M21	25.97	4,518.90	27.23	4,738.57	28.54	4,966.82	29.91	5,203.70	31.37	5,457.79	32.27	5,614.38	34.12	5,937.49	36.74	6,393.18	40.28	7,008.60	41.08	7,148.77
M22	26.58	4,624.42	27.86	4,848.39	29.23	5,085.25	30.60	5,324.27	32.08	5,582.69	33.01	5,743.03	34.91	6,073.87	37.59	6,540.47	41.21	7,170.61	42.03	7,314.02
M23	27.23	4,738.57	28.54	4,966.82	29.91	5,203.70	31.37	5,457.79	32.85	5,716.21	33.80	5,880.56	35.75	6,219.66	38.49	6,697.91	42.21	7,343.80	43.05	7,490.67
M24	27.86	4,848.39	29.23	5,085.25	30.60	5,324.27	32.08	5,582.69	33.67	5,858.33	34.64	6,026.94	36.64	6,374.84	39.46	6,865.50	43.27	7,528.14	44.13	7,678.71
M25	28.54	4,966.82	29.91	5,203.70	31.37	5,457.79	32.85	5,716.21	34.44	5,991.84	35.43	6,164.45	37.47	6,520.62	40.36	7,022.93	44.26	7,701.31	45.15	7,855.34
M26	29.23	5,085.25	30.60	5,324.27	32.08	5,582.69	33.67	5,858.33	35.29	6,140.43	36.31	6,317.50	38.41	6,682.86	41.37	7,198.15	45.37	7,894.05	46.28	8,051.93

RANGE	POSITION
10M-06	Food Service Worker
10M-07	Clerk Typist
10M-08	
10M-09	
10M-10	Clerk - Elementary, PHS, PMS, Special Ed, DO
10M-10	
10M-11	Campus Supervisor - PHS
10M-12	Library Assistant - Elementary
10M-13	Secretary, AES/SpEd/DO Secretary
10M-14	
10M-14	
10M-15	Attendance Secretary - Elementary, MHS, PHS, PMS, Special Ed
10M-15	
10M-16	Cook
10M-18	
11M-15	Attendance /Substitute Secretary DO
11M-16	
11M-17	
11M-17	
10M-16	Health Coordinator
11M-17	Health Clerk
11M-21	District Information Technology Specialist I
11M-22	Administrative Assistant - Curriculum, Elementary, MHS, PHS, PMS, Special Ed, Counseling
11M-22	Database Specialist
12M-15	
12M-15	Personnel Attendance / Secretary
12M-15	Record Keeping Technician
12M-17	
12M-18	
12M-19	
12M-19	
12M-19	
12M-20	Accounts Payable Technician
12M-20	Payroll Technician I
12M-22	Payroll Technician II
12M-22	Facilities Coordinator
12M-22	Administrative Assistant - Adult Ed, District Office, Special Education, Tech, Facilities
12M-23	
12M-23	District Information Technology Specialist II
12M-23	Accountant
12M-23	
12M-24	District Data Coordinator
12M-25	Engineering Lab Coordinator
12M-26	
12M-27	

RANGE	POSITION
M12	Elementary Custodian, PMS/PHS/MHS Custodian
M13	Elementary Asst. Head Custodian, PMS/PHS/MHS Custodian
M14	
M15	Driver
M16	Elementary Head Custodian
M17	PMS Head Custodian
M18	PHS/MHS Head Custodian
M19	Groundkeeper/Gardener
M20	
M21	Lead Gardener
M22	Theater Tech
M23	
M24	
M25	
M26	Maintenance Technician