

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2023-24

Increase of **2.50%** from 2022-23 Schedule

Approved 4/24/2024

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	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	19.87	2,980.43	20.82	3,123.27	21.82	3,273.66	22.88	3,431.96	23.99	3,598.59	24.66	3,698.56	26.03	3,904.84	28.09	4,213.63	30.72	4,608.32	31.34	4,700.49
10M-07	20.89	3,133.96	21.85	3,278.19	22.85	3,428.05	23.93	3,589.16	25.05	3,757.75	25.75	3,862.50	27.19	4,078.64	29.35	4,402.17	32.10	4,815.71	32.75	4,912.03
10M-08	21.36	3,203.27	22.35	3,353.14	23.40	3,510.50	24.48	3,672.72	25.65	3,847.68	26.37	3,955.12	27.85	4,176.82	30.06	4,508.69	32.89	4,932.88	33.54	5,031.54
10M-09	21.85	3,278.19	22.85	3,428.05	23.93	3,589.16	25.05	3,757.75	26.22	3,932.33	26.95	4,042.32	28.46	4,269.26	27.10	4,064.65	29.63	4,444.44	30.22	4,533.33
10M-10	22.35	3,353.14	23.40	3,510.50	24.50	3,675.34	25.65	3,847.68	26.85	4,027.48	27.60	4,140.32	29.15	4,373.15	31.48	4,721.68	34.45	5,167.17	35.14	5,270.51
10M-11	22.85	3,428.05	23.93	3,589.16	25.05	3,757.75	26.25	3,937.58	27.47	4,121.15	28.25	4,236.80	29.84	4,475.43	32.22	4,832.84	35.26	5,289.22	35.97	5,395.00
10M-12	23.40	3,510.50	24.50	3,675.34	25.65	3,847.68	26.85	4,027.48	28.11	4,216.70	28.90	4,335.22	30.53	4,579.76	32.97	4,945.82	36.09	5,413.72	36.81	5,521.99
10M-13	23.93	3,589.16	25.05	3,757.75	26.25	3,937.58	27.47	4,121.15	28.77	4,315.99	29.58	4,437.49	31.25	4,688.18	33.76	5,063.44	36.95	5,543.09	37.69	5,653.95
10M-14	24.50	3,675.34	25.65	3,847.68	26.85	4,027.48	28.11	4,216.70	29.45	4,417.12	30.28	4,541.65	31.99	4,798.60	34.55	5,183.24	37.83	5,674.87	38.59	5,788.37
10M-15	25.05	3,757.75	26.25	3,937.58	27.47	4,121.15	28.77	4,315.99	30.16	4,523.88	31.01	4,651.61	32.77	4,915.17	35.40	5,309.70	38.76	5,813.97	39.54	5,930.25
10M-16	26.26	3,939.38	27.46	4,119.21	28.69	4,302.77	29.98	4,497.60	31.37	4,705.49	32.26	4,838.67	34.09	5,113.47	36.83	5,524.82	40.34	6,050.61	41.14	6,171.62
10M-17	27.47	4,121.11	28.67	4,300.94	29.90	4,484.50	31.20	4,679.33	32.58	4,887.23	33.51	5,025.86	35.41	5,311.91	38.27	5,740.11	41.92	6,287.42	42.75	6,413.16
10M-18	28.69	4,302.85	29.88	4,482.67	31.11	4,666.24	32.41	4,861.07	33.79	5,068.97	34.75	5,213.06	36.74	5,510.35	39.70	5,955.39	43.49	6,524.22	44.36	6,654.71

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37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2023-24**

Increase of **2.50%** from 2022-23 Schedule

Approved 4/24/2024

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 **162.50** 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	24.95	4,048.06	26.16	4,244.50	27.38	4,442.93	28.68	4,653.25	30.07	4,879.46	30.92	5,017.86	32.68	5,303.42	35.16	5,706.17	38.52	6,250.09	39.29	6,375.09
11M-16	25.55	4,146.13	26.75	4,340.93	28.01	4,545.90	29.35	4,763.03	30.77	4,992.36	31.64	5,134.15	33.44	5,426.70	35.98	5,839.31	39.42	6,396.54	40.21	6,524.47
11M-17	26.15	4,243.52	27.38	4,442.40	28.68	4,653.48	30.06	4,878.71	31.52	5,114.12	32.41	5,259.56	34.26	5,559.65	36.87	5,982.89	40.39	6,554.47	41.20	6,685.56
11M-19	27.38	4,442.40	28.68	4,653.48	30.06	4,878.71	31.52	5,114.12	33.00	5,355.60	33.94	5,508.29	35.89	5,823.33	38.62	6,267.64	42.32	6,867.70	43.17	7,005.05
11M-20	28.01	4,545.90	29.35	4,763.03	30.77	4,992.36	32.25	5,233.84	33.77	5,479.39	34.73	5,635.79	36.72	5,958.50	39.52	6,413.62	43.31	7,028.27	44.18	7,168.83
11M-21	28.68	4,653.48	30.06	4,878.71	31.52	5,114.12	33.00	5,355.67	34.60	5,615.34	35.59	5,775.81	37.63	6,106.93	40.51	6,573.92	44.40	7,204.60	45.29	7,348.69
11M-22	29.35	4,763.03	30.77	4,992.36	32.25	5,233.84	33.77	5,479.39	35.40	5,745.23	36.42	5,909.60	38.51	6,248.76	41.46	6,727.09	45.44	7,373.08	46.35	7,520.54
12M-15	24.77	4,025.88	25.98	4,222.32	27.20	4,420.75	28.50	4,631.08	29.89	4,857.28	30.74	4,995.68	32.50	5,281.25	34.98	5,684.00	38.33	6,227.91	39.09	6,352.47
12M-17	25.98	4,221.35	27.20	4,420.22	28.50	4,631.31	29.89	4,856.54	31.34	5,091.94	32.23	5,237.39	34.08	5,537.48	36.68	5,960.71	40.20	6,532.29	41.00	6,662.94
12M-18	26.58	4,318.77	27.84	4,523.73	29.17	4,740.85	30.59	4,970.19	32.07	5,211.67	32.99	5,360.70	34.88	5,668.21	37.55	6,101.89	41.15	6,687.59	41.98	6,821.34
12M-19	27.20	4,420.22	28.50	4,631.31	29.89	4,856.54	31.34	5,091.94	32.82	5,333.43	33.76	5,486.11	35.70	5,801.15	38.43	6,245.47	42.13	6,845.52	42.97	6,982.43
12M-20	27.84	4,523.73	29.17	4,740.85	30.59	4,970.19	32.07	5,211.67	33.58	5,457.22	34.55	5,613.62	36.53	5,936.32	39.33	6,391.44	43.11	7,006.09	43.98	7,146.21
12M-21	28.50	4,631.31	29.89	4,856.54	31.34	5,091.94	32.82	5,333.50	34.42	5,593.16	35.41	5,753.64	37.44	6,084.76	40.32	6,551.75	44.20	7,182.42	45.08	7,326.07
12M-22	29.17	4,740.85	30.59	4,970.19	32.07	5,211.67	33.58	5,457.22	35.22	5,723.05	36.23	5,887.43	38.32	6,226.59	41.26	6,704.91	45.24	7,350.90	46.14	7,497.92
12M-23	29.89	4,856.54	31.34	5,091.94	32.82	5,333.43	34.42	5,593.16	36.06	5,859.02	37.09	6,027.47	39.23	6,375.05	42.25	6,865.25	46.32	7,527.27	47.25	7,677.81
12M-24	30.59	4,970.19	32.07	5,211.67	33.58	5,457.22	35.22	5,723.05	36.95	6,005.14	38.02	6,177.98	40.21	6,534.60	43.31	7,037.55	47.49	7,716.80	48.44	7,871.13
12M-25	31.34	5,091.94	32.82	5,333.43	34.42	5,593.16	36.06	5,859.02	37.79	6,141.08	38.88	6,318.00	41.13	6,683.03	44.29	7,197.85	48.57	7,893.13	49.54	8,050.99
12M-26	32.07	5,211.66	33.58	5,457.22	35.22	5,723.05	36.95	6,005.14	38.73	6,293.28	39.84	6,474.76	42.15	6,849.21	45.40	7,377.32	49.79	8,090.54	50.78	8,252.35
12M-27	33.61	5,461.41	35.22	5,722.58	36.90	5,995.82	38.67	6,283.40	40.53	6,585.38	41.70	6,775.63	44.11	7,168.16	47.52	7,721.77	52.12	8,469.43	53.16	8,638.82

RANGE	POSITION
10M-06	Food Service Assistant
10M-10	Clerk - Elementary, PHS, PMS, Special Ed, DO
10M-11	Campus Supervisor - PHS
10M-12	Library Assistant - Elementary
10M-13	Secretary, AES/SpEd/DO Secretary
10M-15	Attendance Secretary - Elementary, MHS, PHS, PMS, Special Ed
10M-16	Cook
10M-16	Health Coordinator
11M-15	Attendance /Substitute Secretary DO
11M-16	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	Personnel Attendance / Secretary
12M-15	Record Keeping Technician
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, CFO
12M-23	District Information Technology Specialist II
12M-23	Accountant
12M-24	District Data Coordinator
12M-25	Engineering Lab Coordinator

**CSEA EMPLOYEE SALARY SCHEDULE
40 HOURS PER WEEK, 8 HOURS PER DAY
2023-24**

Increase of **2.50%** from 2022-23 Schedule

approved 4/24/2024

Hourly Rate = Monthly Base/Standard Monthly Hours

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

173.3

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
M12	21.68	3,757.82	22.62	3,936.61	23.79	4,124.22	24.91	4,318.46	26.10	4,523.73	26.84	4,652.13	28.37	4,917.05	30.52	5,290.67	33.43	5,795.26	34.10	5,911.17
M13	22.18	3,843.90	23.14	4,027.11	24.35	4,221.34	25.50	4,419.98	26.72	4,631.87	27.48	4,763.51	29.05	5,035.12	31.26	5,418.19	34.24	5,935.53	34.93	6,054.24
M14	22.71	3,936.61	23.70	4,124.22	24.91	4,318.46	26.10	4,523.73	27.35	4,740.04	28.12	4,874.92	29.73	5,153.23	31.99	5,545.74	35.05	6,075.83	35.75	6,197.35
M15	23.23	4,027.11	24.26	4,221.34	25.50	4,419.98	26.72	4,631.87	28.02	4,857.03	28.82	4,995.42	30.47	5,280.97	32.79	5,683.70	35.93	6,227.59	36.65	6,352.14
M16	23.79	4,124.22	24.82	4,318.46	26.10	4,523.73	27.35	4,740.04	28.67	4,969.60	29.49	5,111.37	31.18	5,403.89	33.56	5,816.44	36.77	6,373.80	37.51	6,501.07
M17	24.35	4,221.34	25.40	4,419.98	26.72	4,631.87	28.02	4,857.03	29.37	5,090.99	30.21	5,236.41	31.94	5,536.44	34.38	5,959.59	37.68	6,531.06	38.43	6,661.68
M18	24.91	4,318.46	26.10	4,523.73	27.35	4,740.04	28.67	4,969.60	30.07	5,212.38	30.93	5,361.43	32.71	5,668.98	35.21	6,102.73	38.59	6,688.51	39.36	6,822.28
M19	25.50	4,419.98	26.72	4,631.87	28.02	4,857.03	29.37	5,090.99	30.77	5,333.79	31.65	5,486.49	33.47	5,801.55	36.03	6,245.89	39.50	6,845.99	40.29	6,982.91
M20	26.10	4,523.73	27.35	4,740.04	28.67	4,969.60	30.07	5,212.38	31.48	5,457.38	32.39	5,613.78	34.25	5,936.49	36.87	6,391.63	40.42	7,006.30	41.23	7,146.42
M21	26.72	4,631.87	28.02	4,857.03	29.37	5,090.99	30.77	5,333.79	32.27	5,594.23	33.20	5,754.74	35.11	6,085.93	37.81	6,553.01	41.45	7,183.81	42.27	7,327.49
M22	27.35	4,740.04	28.67	4,969.60	30.07	5,212.38	31.48	5,457.38	33.01	5,722.26	33.96	5,886.61	35.92	6,225.72	38.68	6,703.98	42.40	7,349.87	43.25	7,496.87
M23	28.02	4,857.03	29.37	5,090.99	30.77	5,333.79	32.27	5,594.23	33.80	5,859.12	34.77	6,027.57	36.78	6,375.15	39.61	6,865.36	43.43	7,527.39	44.30	7,677.94
M24	28.67	4,969.60	30.07	5,212.38	31.48	5,457.38	33.01	5,722.26	34.64	6,004.79	35.64	6,177.62	37.70	6,534.21	40.60	7,037.14	44.52	7,716.35	45.41	7,870.67
M25	29.37	5,090.99	30.77	5,333.79	32.27	5,594.23	33.80	5,859.12	35.43	6,141.63	36.45	6,318.57	38.56	6,683.63	41.53	7,198.51	45.54	7,893.85	46.45	8,051.72
M26	30.07	5,212.38	31.48	5,457.38	33.01	5,722.26	34.64	6,004.79	36.31	6,293.94	37.36	6,475.44	39.52	6,849.93	42.57	7,378.10	46.68	8,091.40	47.61	8,253.23

RANGE	POSITION
M12	Elementary Custodian, PMS/PHS/MHS Custodian
M13	Elementary Asst. Head Custodian, PMS/PHS/MHS Custodian
M15	Driver
M16	Elementary Head Custodian
M17	PMS Head Custodian
M18	PHS/MHS Head Custodian
M19	Groundskeeper
M21	Head Groundskeeper
M22	Theater Tech
M26	Maintenance Technician

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
2023-24 (approved 4/24/2024)

2.50% Increase from 2022-23 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 RANGE	B		C		D		E		F	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	\$21.91	\$2,473.84	\$22.87	\$2,582.23	\$23.91	\$2,699.09	\$24.90	\$2,811.44	\$25.90	\$2,924.35
Elementary SPED Para I	\$22.35	\$2,523.52	\$23.34	\$2,635.30	\$24.36	\$2,750.47	\$25.34	\$2,861.12	\$26.34	\$2,973.46
Elementary SPED Para II	\$25.34	\$2,861.12	\$26.34	\$2,974.03	\$27.42	\$3,095.40	\$28.52	\$3,220.17	\$29.66	\$3,348.88
Library Media Tech 30Hrs	\$25.34	\$2,861.12	\$26.34	\$2,974.03	\$27.42	\$3,095.40	\$28.52	\$3,220.17	\$29.66	\$3,348.88
Assistive Technology	\$26.71	\$3,015.80	\$27.79	\$3,137.74	\$28.91	\$3,264.20	\$30.08	\$3,396.31	\$31.28	\$3,531.80
Secondary SPED Para I*	\$22.11	\$2,775.19	\$23.10	\$2,899.45	\$24.12	\$3,027.48	\$25.10	\$3,150.48	\$26.10	\$3,276.00
Secondary SPED Para II*	\$25.10	\$3,150.48	\$26.10	\$3,276.00	\$27.18	\$3,411.56	\$28.28	\$3,549.63	\$29.42	\$3,692.72
Library Media Tech *	\$25.10	\$3,150.48	\$26.10	\$3,276.00	\$27.18	\$3,411.56	\$28.28	\$3,549.63	\$29.42	\$3,692.72
Assistive Technology *	\$26.47	\$3,322.44	\$27.55	\$3,458.00	\$28.67	\$3,598.58	\$29.84	\$3,745.44	\$31.04	\$3,896.06

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 RANGE	E		F		G - (Yrs 6-9)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	\$24.85	\$2,860.01	\$25.85	\$2,975.10	\$26.56	\$3,056.81
Elementary SPED Para I	\$25.29	\$2,910.65	\$26.29	\$3,025.74	\$27.01	\$3,108.61
Elementary SPED Para II	\$28.47	\$3,276.64	\$29.61	\$3,407.84	\$30.43	\$3,502.22
Library Media Tech 30Hrs	\$28.47	\$3,276.64	\$29.61	\$3,407.84	\$30.43	\$3,502.22
Assistive Technology	\$30.03	\$3,456.18	\$31.23	\$3,594.29	\$32.11	\$3,695.57
Secondary SPED Para I*	\$25.06	\$3,206.24	\$26.06	\$3,334.19	\$26.78	\$3,426.31
Secondary SPED Para II*	\$28.24	\$3,613.10	\$29.38	\$3,758.96	\$30.19	\$3,862.59
Library Media Tech *	\$28.24	\$3,613.10	\$29.38	\$3,758.96	\$30.19	\$3,862.59
Assistive Technology *	\$29.80	\$3,812.69	\$31.00	\$3,966.22	\$31.88	\$4,078.81

1278.00 hours = 213 Days x 6 hrs per day

1420.71 hours = 213 Days x 6.67 hrs per day

Years in District: 10

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	28.00	3,253.09
Elementary SPED Para I	28.48	3,308.86
Elementary SPED Para II	32.10	3,729.44
Library Media Tech 30 Hrs	32.10	3,729.44
Assistive Technology	33.87	3,935.08
Secondary SPED Para I*	28.25	3,648.64
Secondary SPED Para II*	31.87	4,116.18
Library Media Tech *	31.87	4,116.18
Assistive Technology *	33.64	4,344.79

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

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	27.98	3,281.29
Elementary SPED Para I	28.46	3,337.58
Elementary SPED Para II	32.08	3,762.11
Library Media Tech 30 Hrs	32.08	3,762.11
Assistive Technology	33.85	3,969.68
Secondary SPED Para I*	28.23	3,680.29
Secondary SPED Para II*	31.85	4,152.23
Library Media Tech *	31.85	4,152.23
Assistive Technology *	33.62	4,382.98

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 RANGE	H - (14 Yrs)		I - (15-19 Yrs)		J - (20+ Yrs)		K - (25+ Yrs)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	27.97	3,295.37	30.02	3,536.90	32.80	3,864.44	33.45	3,941.02
Elementary SPED Para I	28.45	3,351.93	30.54	3,597.64	33.36	3,930.41	34.00	4,005.82
Elementary SPED Para II	32.07	3,778.43	34.45	4,058.84	37.67	4,438.21	38.37	4,520.68
Library Media Tech 30 Hrs	32.07	3,778.43	34.45	4,058.84	37.67	4,438.21	38.37	4,520.68
Assistive Technology	33.84	3,986.97	36.35	4,282.69	39.77	4,685.63	40.52	4,773.99
Secondary SPED Para I*	28.22	3,696.10	30.31	3,969.84	33.14	4,340.50	33.80	4,426.94
Secondary SPED Para II*	31.84	4,170.23	34.22	4,481.95	37.44	4,903.69	38.14	4,995.37
Library Media Tech *	31.84	4,170.23	34.22	4,481.95	37.44	4,903.69	38.14	4,995.37
Assistive Technology *	33.61	4,402.05	36.12	4,730.80	39.54	5,178.73	40.29	5,276.96

(Hourly rates are rounded)

Hourly = Monthly * # Hours / 11

PIEDMONT UNIFIED SCHOOL DISTRICT
Occupational Therapists' Salary Schedule
185 WORK DAYS
2023-24 (approved 4/24/2024)

2.50% Increase over 2022-23

Occupational Therapist			
	Annual Salary	Daily Rate	Hourly Rate
STEP	COLUMN F	185 Days	7.5 Hours
1	77,083	416.66	55.56
2	77,083	416.66	55.56
3	77,083	416.66	55.56
4	77,083	416.66	55.56
5	77,083	416.66	55.56
6	79,942	432.12	57.62
7	82,807	447.61	59.68
8	85,670	463.08	61.74
9	88,544	478.61	63.82
10	91,413	494.13	65.88
11	94,278	509.61	67.95
12	97,139	525.07	70.01
14	99,835	539.65	71.95
16	102,532	554.23	73.90
18	105,230	568.81	75.84
20	107,929	583.40	77.79
22	110,626	597.98	79.73
24	113,327	612.58	81.68
25	116,029	627.18	83.62