

Cupertino Union School District

**CLASSIFIED  
CLERICAL, TECHNICAL, PARAPROFESSIONAL UNIT  
2024-25 SALARY SCHEDULE**

(July 1, 2024 - December 31, 2024)

Classification	Range	A	B	C	D	E
Account Technician I	436	\$5,364.87	\$5,631.96	\$5,912.87	\$6,210.32	\$6,522.97
Account Technician II	443	\$5,631.95	\$5,912.87	\$6,210.32	\$6,522.96	\$6,850.83
Accounting Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Attendance Accounting Specialist	445	\$5,883.99	\$6,179.97	\$6,491.26	\$6,817.58	\$7,158.38
Attendance/Sub Systems Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.82
Behavior Interventionist I (ABA)	443	\$5,631.95	\$5,912.87	\$6,210.32	\$6,522.96	\$6,850.83
Behavior Interventionist II (ABA)	447	\$6,178.18	\$6,488.97	\$6,815.81	\$7,158.47	\$7,516.31
Benefits & Leave Administration Analyst	451	\$7,515.94	\$7,891.75	\$8,286.32	\$8,700.66	\$9,135.68
Budget Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Budget/Payroll Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Buyer I	425	\$4,900.16	\$5,146.51	\$5,402.34	\$5,672.10	\$5,955.83
Buyer II	438	\$5,402.34	\$5,672.11	\$5,955.83	\$6,255.59	\$6,570.35
CALPADS Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Communications Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Engage Comm Resource Specialist	447	\$6,178.18	\$6,488.97	\$6,815.81	\$7,158.47	\$7,516.31
Facility Modernization Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Health Clerk	409	\$4,282.77	\$4,498.85	\$4,720.98	\$4,960.51	\$5,206.95
Human Resources Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Human Resources CE/CL Analyst	451	\$7,515.94	\$7,891.75	\$8,286.32	\$8,700.66	\$9,135.68
Human Resources Technician	438	\$5,402.34	\$5,672.11	\$5,955.83	\$6,255.59	\$6,570.35
Inst. Asst. Special Ed. – Specialized	411	\$4,391.15	\$4,610.25	\$4,840.77	\$5,083.40	\$5,338.12
Instructional Assistant I - Special Ed.	405	\$3,885.51	\$4,076.58	\$4,282.77	\$4,498.85	\$4,720.98
Instructional Assistant - General Ed.	403	\$3,632.27	\$3,811.96	\$4,000.76	\$4,201.03	\$4,412.39
Instructional Assistant - Physical Ed.	403	\$3,632.27	\$3,811.96	\$4,000.76	\$4,201.03	\$4,412.39
Instructional Assistant II - Special Ed.	407	\$3,981.00	\$4,180.47	\$4,391.15	\$4,610.25	\$4,840.77
Instructional Assistant II – Title I	403	\$3,632.27	\$3,811.96	\$4,000.76	\$4,201.03	\$4,412.39
IT Help Desk Specialist	445	\$5,883.99	\$6,179.97	\$6,491.26	\$6,817.58	\$7,158.38
IT System and Security Engineer	459	\$9,408.28	\$9,876.95	\$10,369.86	\$10,889.70	\$11,433.77
IT Systems & Applications Programmer	453	\$8,181.12	\$8,588.65	\$9,017.27	\$9,469.30	\$9,942.41
Licensed Vocational Nurse	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.82
Maint./Operations/Transp. Specialist	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Mental Health Therapist	453	\$8,181.12	\$8,588.65	\$9,017.27	\$9,469.30	\$9,942.41
Nutrition Services Financial Accountant	451	\$7,515.94	\$7,891.75	\$8,286.32	\$8,700.66	\$9,135.68
Nutrition Services Specialist	445	\$5,883.99	\$6,179.97	\$6,491.26	\$6,817.58	\$7,158.38
Occupational Therapist	461	\$10,317.39	\$10,833.26	\$11,374.93	\$11,943.67	\$12,540.86
Payroll Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Preschool Lead Teacher	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Preschool Teacher	438	\$5,402.34	\$5,672.11	\$5,955.83	\$6,255.59	\$6,570.35
Preschool Instructional Assistant	413	\$4,498.85	\$4,720.98	\$4,960.51	\$5,206.95	\$5,470.07
Property Analyst	453	\$8,181.12	\$8,588.65	\$9,017.27	\$9,469.30	\$9,942.41
Purchasing Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Receptionist	413	\$4,498.85	\$4,720.98	\$4,960.51	\$5,206.95	\$5,470.07
School Library Media Technician	413	\$4,498.85	\$4,720.98	\$4,960.51	\$5,206.95	\$5,470.07
School Secretary	432	\$5,273.53	\$5,535.28	\$5,812.15	\$6,103.88	\$6,410.78
School Site Instructional Tech Specialist	425	\$4,900.16	\$5,146.51	\$5,402.34	\$5,672.11	\$5,955.83
Senior Accountant	451	\$7,515.94	\$7,891.75	\$8,286.32	\$8,700.66	\$9,135.68
Senior Benefits and Leave Analyst	453	\$8,181.12	\$8,588.65	\$9,017.27	\$9,469.30	\$9,942.41
Senior Budget Analyst	451	\$7,515.94	\$7,891.75	\$8,286.32	\$8,700.66	\$9,135.68
Special Education Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Special Programs Coordinator	409	\$4,282.77	\$4,498.85	\$4,720.98	\$4,960.51	\$5,206.95
Speech/Language Pathologist Assistant	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.82
Staff Secretary I	425	\$4,900.16	\$5,146.51	\$5,402.34	\$5,672.11	\$5,955.83
Staff Secretary II	432	\$5,273.53	\$5,535.28	\$5,812.15	\$6,103.88	\$6,410.78
Staff Secretary II/Scheduler	432	\$5,273.53	\$5,535.28	\$5,812.15	\$6,103.88	\$6,410.78
Staff Secretary II/Student Assignment	432	\$5,273.53	\$5,535.28	\$5,812.15	\$6,103.88	\$6,410.78
Staff Secretary III	439	\$5,415.87	\$5,684.70	\$5,969.09	\$6,268.72	\$6,583.79
Staff Secretary III/Maintenance	439	\$5,415.87	\$5,684.70	\$5,969.09	\$6,268.72	\$6,583.79
Standards & Assessment Analyst	449	\$6,817.58	\$7,158.38	\$7,514.33	\$7,889.81	\$8,284.83
Student Assignment Sr. Analyst	453	\$8,181.12	\$8,588.65	\$9,017.27	\$9,469.30	\$9,942.41
Student Success Liaison	443	\$5,631.95	\$5,912.87	\$6,210.32	\$6,522.96	\$6,850.83
Transcriber, Blind and Visually Impaired	432	\$5,273.53	\$5,535.28	\$5,812.15	\$6,103.88	\$6,410.78

Computed on the basis of a 40-hour week and 173.33 hours per average work month.

**Advanced Degree Stipend:** The annual stipend for holders of one or more Advanced Degree(s) shall be the sum of \$2247 for each Advanced Degree, up to a maximum of two (2) Advanced Degrees.

**Longevity Provisions:**

The following longevity provisions will be applied to the base salary figures indicated in the schedule above:

- 1% of employee salary beginning with the 7th year of service in the CUSD.
- 5% of employee salary beginning with the 10th year of service in the CUSD.
- 8% of employee salary beginning with the 15th year of service in the CUSD.
- 12% of employee salary beginning with the 20th year of service in the CUSD.
- 13% of employee salary beginning with the 25th year of service in the CUSD.

Date Effective: July 1, 2024  
Board Adopted: August 22, 2024

HR/ck