

**Cupertino Union School District**

**CLASSIFIED  
CLERICAL, TECHNICAL, PARAPROFESSIONAL UNIT  
2024-25 SALARY SCHEDULE EFFECTIVE  
(January 1, 2025 - June 30, 2025)**

| <b>Classification</b>                     | <b>Range</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|---|--------------|----------|----------|----------|----------|----------|
| Account Technician I                      | 436          | \$31.57  | \$33.14  | \$34.80  | \$36.55  | \$38.39  |
| Account Technician II                     | 443          | \$33.14  | \$34.80  | \$36.55  | \$38.39  | \$40.32  |
| Accounting Analyst                        | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Attendance Accounting Specialist          | 445          | \$34.63  | \$36.37  | \$38.20  | \$40.12  | \$42.13  |
| Attendance/Sub Systems Analyst            | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Behavior Interventionist I (ABA)          | 443          | \$33.14  | \$34.80  | \$36.55  | \$38.39  | \$40.32  |
| Behavior Interventionist II (ABA)         | 447          | \$36.36  | \$38.19  | \$40.11  | \$42.13  | \$44.23  |
| Benefits & Leave Administration Analyst   | 451          | \$44.23  | \$46.44  | \$48.76  | \$51.20  | \$53.76  |
| Budget Analyst                            | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Budget/Payroll Analyst                    | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Buyer I                                   | 425          | \$28.84  | \$30.29  | \$31.79  | \$33.38  | \$35.05  |
| Buyer II                                  | 438          | \$31.79  | \$33.38  | \$35.05  | \$36.81  | \$38.66  |
| CALPADS Analyst                           | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Communications Analyst                    | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Engage Comm Resource Specialist           | 447          | \$36.36  | \$38.19  | \$40.11  | \$42.13  | \$44.23  |
| Facility Modernization Analyst            | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Health Clerk                              | 409          | \$25.20  | \$26.47  | \$27.78  | \$29.19  | \$30.64  |
| Human Resources Analyst                   | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Human Resources CE/CL Analyst             | 451          | \$44.23  | \$46.44  | \$48.76  | \$51.20  | \$53.76  |
| Human Resources Technician                | 438          | \$31.79  | \$33.38  | \$35.05  | \$36.81  | \$38.66  |
| Inst. Asst. Special Ed. – Specialized     | 411          | \$25.84  | \$27.13  | \$28.49  | \$29.91  | \$31.41  |
| Instructional Assistant I - Special Ed.   | 405          | \$22.87  | \$23.99  | \$25.20  | \$26.47  | \$27.78  |
| Instructional Assistant - General Ed.     | 403          | \$21.37  | \$22.43  | \$23.54  | \$24.72  | \$25.97  |
| Instructional Assistant - Physical Ed.    | 403          | \$21.37  | \$22.43  | \$23.54  | \$24.72  | \$25.97  |
| Instructional Assistant II - Special Ed.  | 407          | \$23.43  | \$24.60  | \$25.84  | \$27.13  | \$28.49  |
| Instructional Assistant II – Title I      | 403          | \$21.37  | \$22.43  | \$23.54  | \$24.72  | \$25.97  |
| IT Help Desk Specialist                   | 445          | \$34.63  | \$36.37  | \$38.20  | \$40.12  | \$42.13  |
| IT System and Security Engineer           | 459          | \$55.37  | \$58.12  | \$61.02  | \$64.08  | \$67.28  |
| IT Systems & Applications Programmer      | 453          | \$48.14  | \$50.54  | \$53.06  | \$55.72  | \$58.51  |
| Licensed Vocational Nurse                 | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Maint./Operations/Transp. Specialist      | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Mental Health Therapist                   | 453          | \$48.14  | \$50.54  | \$53.06  | \$55.72  | \$58.51  |
| Nutrition Services Financial Accountant   | 451          | \$44.23  | \$46.44  | \$48.76  | \$51.20  | \$53.76  |
| Nutrition Services Specialist             | 445          | \$34.63  | \$36.37  | \$38.20  | \$40.12  | \$42.13  |
| Occupational Therapist                    | 461          | \$60.72  | \$63.75  | \$66.94  | \$70.29  | \$73.80  |
| Payroll Analyst                           | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Preschool Lead Teacher                    | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Preschool Teacher                         | 438          | \$31.79  | \$33.38  | \$35.05  | \$36.81  | \$38.66  |
| Preschool Instructional Assistant         | 413          | \$26.47  | \$27.78  | \$29.19  | \$30.64  | \$32.19  |
| Property Analyst                          | 453          | \$48.14  | \$50.54  | \$53.06  | \$55.72  | \$58.51  |
| Purchasing Analyst                        | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Receptionist                              | 413          | \$26.47  | \$27.78  | \$29.19  | \$30.64  | \$32.19  |
| School Library Media Technician           | 413          | \$26.47  | \$27.78  | \$29.19  | \$30.64  | \$32.19  |
| School Secretary                          | 432          | \$31.03  | \$32.57  | \$34.20  | \$35.92  | \$37.73  |
| School Site Instructional Tech Specialist | 425          | \$28.84  | \$30.29  | \$31.79  | \$33.38  | \$35.05  |
| Senior Accountant                         | 451          | \$44.23  | \$46.44  | \$48.76  | \$51.20  | \$53.76  |
| Senior Benefits and Leave Analyst         | 453          | \$48.14  | \$50.54  | \$53.06  | \$55.72  | \$58.51  |
| Senior Budget Analyst                     | 451          | \$44.23  | \$46.44  | \$48.76  | \$51.20  | \$53.76  |
| Special Education Analyst                 | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Special Programs Coordinator              | 409          | \$25.20  | \$26.47  | \$27.78  | \$29.19  | \$30.64  |
| Speech/Language Pathologist Assistant     | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Staff Secretary I                         | 425          | \$28.84  | \$30.29  | \$31.79  | \$33.38  | \$35.05  |
| Staff Secretary II                        | 432          | \$31.03  | \$32.57  | \$34.20  | \$35.92  | \$37.73  |
| Staff Secretary II/Scheduler              | 432          | \$31.03  | \$32.57  | \$34.20  | \$35.92  | \$37.73  |
| Staff Secretary II/Student Assignment     | 432          | \$31.03  | \$32.57  | \$34.20  | \$35.92  | \$37.73  |
| Staff Secretary III                       | 439          | \$31.87  | \$33.45  | \$35.13  | \$36.89  | \$38.74  |
| Staff Secretary III/Maintenance           | 439          | \$31.87  | \$33.45  | \$35.13  | \$36.89  | \$38.74  |
| Standards & Assessment Analyst            | 449          | \$40.12  | \$42.13  | \$44.22  | \$46.43  | \$48.75  |
| Student Assignment Sr. Analyst            | 453          | \$48.14  | \$50.54  | \$53.06  | \$55.72  | \$58.51  |
| Student Success Liaison                   | 443          | \$33.14  | \$34.80  | \$36.55  | \$38.39  | \$40.32  |
| Transcriber, Blind and Visually Impaired  | 432          | \$31.03  | \$32.57  | \$34.20  | \$35.92  | \$37.73  |

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