

Cupertino Union School District

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

(January 1, 2025 - June 30, 2025)

Classification	Range	A	B	C	D	E
Account Technician I	436	\$5,472.17	\$5,744.60	\$6,031.13	\$6,334.53	\$6,653.43
Account Technician II	443	\$5,744.59	\$6,031.13	\$6,334.53	\$6,653.42	\$6,987.85
Accounting Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Attendance Accounting Specialist	445	\$6,001.67	\$6,303.57	\$6,621.08	\$6,953.94	\$7,301.55
Attendance/Sub Systems Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Behavior Interventionist I (ABA)	443	\$5,744.59	\$6,031.13	\$6,334.53	\$6,653.42	\$6,987.85
Behavior Interventionist II (ABA)	447	\$6,301.75	\$6,618.75	\$6,952.13	\$7,301.64	\$7,666.63
Benefits & Leave Administration Analyst	451	\$7,666.26	\$8,049.59	\$8,452.05	\$8,874.68	\$9,318.39
Budget Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Budget/Payroll Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Buyer I	425	\$4,998.16	\$5,249.44	\$5,510.39	\$5,785.54	\$6,074.95
Buyer II	438	\$5,510.39	\$5,785.55	\$6,074.95	\$6,380.70	\$6,701.76
CALPADS Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Communications Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Engage Comm Resource Specialist	447	\$6,301.75	\$6,618.75	\$6,952.13	\$7,301.64	\$7,666.63
Facility Modernization Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Health Clerk	409	\$4,368.43	\$4,588.83	\$4,815.39	\$5,059.72	\$5,311.08
Human Resources Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Human Resources CE/CL Analyst	451	\$7,666.26	\$8,049.59	\$8,452.05	\$8,874.68	\$9,318.39
Human Resources Technician	438	\$5,510.39	\$5,785.55	\$6,074.95	\$6,380.70	\$6,701.76
Inst. Asst. Special Ed. – Specialized	411	\$4,478.97	\$4,702.46	\$4,937.58	\$5,185.07	\$5,444.89
Instructional Assistant I - Special Ed.	405	\$3,963.22	\$4,158.12	\$4,368.43	\$4,588.83	\$4,815.39
Instructional Assistant - General Ed.	403	\$3,704.91	\$3,888.20	\$4,080.78	\$4,285.05	\$4,500.64
Instructional Assistant - Physical Ed.	403	\$3,704.91	\$3,888.20	\$4,080.78	\$4,285.05	\$4,500.64
Instructional Assistant II - Special Ed.	407	\$4,060.61	\$4,264.08	\$4,478.97	\$4,702.46	\$4,937.58
Instructional Assistant II – Title I	403	\$3,704.91	\$3,888.20	\$4,080.78	\$4,285.05	\$4,500.64
IT Help Desk Specialist	445	\$6,001.67	\$6,303.57	\$6,621.08	\$6,953.94	\$7,301.55
IT System and Security Engineer	459	\$9,596.45	\$10,074.49	\$10,577.26	\$11,107.49	\$11,662.45
IT Systems & Applications Programmer	453	\$8,344.75	\$8,760.42	\$9,197.62	\$9,658.69	\$10,141.25
Licensed Vocational Nurse	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Maint./Operations/Transp. Specialist	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Mental Health Therapist	453	\$8,344.75	\$8,760.42	\$9,197.62	\$9,658.69	\$10,141.25
Nutrition Services Financial Accountant	451	\$7,666.26	\$8,049.59	\$8,452.05	\$8,874.68	\$9,318.39
Nutrition Services Specialist	445	\$6,001.67	\$6,303.57	\$6,621.08	\$6,953.94	\$7,301.55
Occupational Therapist	461	\$10,523.74	\$11,049.92	\$11,602.42	\$12,182.54	\$12,791.67
Payroll Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Preschool Lead Teacher	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Preschool Teacher	438	\$5,510.39	\$5,785.55	\$6,074.95	\$6,380.70	\$6,701.76
Preschool Instructional Assistant	413	\$4,588.83	\$4,815.39	\$5,059.72	\$5,311.08	\$5,579.47
Property Analyst	453	\$8,344.75	\$8,760.42	\$9,197.62	\$9,658.69	\$10,141.25
Purchasing Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Receptionist	413	\$4,588.83	\$4,815.39	\$5,059.72	\$5,311.08	\$5,579.47
School Library Media Technician	413	\$4,588.83	\$4,815.39	\$5,059.72	\$5,311.08	\$5,579.47
School Secretary	432	\$5,379.00	\$5,645.98	\$5,928.40	\$6,225.96	\$6,538.99
School Site Instructional Tech Specialist	425	\$4,998.16	\$5,249.44	\$5,510.39	\$5,785.55	\$6,074.95
Senior Accountant	451	\$7,666.26	\$8,049.59	\$8,452.05	\$8,874.68	\$9,318.39
Senior Benefits and Leave Analyst	453	\$8,344.75	\$8,760.42	\$9,197.62	\$9,658.69	\$10,141.25
Senior Budget Analyst	451	\$7,666.26	\$8,049.59	\$8,452.05	\$8,874.68	\$9,318.39
Special Education Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Special Programs Coordinator	409	\$4,368.43	\$4,588.83	\$4,815.39	\$5,059.72	\$5,311.08
Speech/Language Pathologist Assistant	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Staff Secretary I	425	\$4,998.16	\$5,249.44	\$5,510.39	\$5,785.55	\$6,074.95
Staff Secretary II	432	\$5,379.00	\$5,645.98	\$5,928.40	\$6,225.96	\$6,538.99
Staff Secretary II/Scheduler	432	\$5,379.00	\$5,645.98	\$5,928.40	\$6,225.96	\$6,538.99
Staff Secretary II/Student Assignment	432	\$5,379.00	\$5,645.98	\$5,928.40	\$6,225.96	\$6,538.99
Staff Secretary III	439	\$5,524.18	\$5,798.39	\$6,088.47	\$6,394.10	\$6,715.47
Staff Secretary III/Maintenance	439	\$5,524.18	\$5,798.39	\$6,088.47	\$6,394.10	\$6,715.47
Standards & Assessment Analyst	449	\$6,953.94	\$7,301.55	\$7,664.62	\$8,047.61	\$8,450.53
Student Assignment Sr. Analyst	453	\$8,344.75	\$8,760.42	\$9,197.62	\$9,658.69	\$10,141.25
Student Success Liaison	443	\$5,744.59	\$6,031.13	\$6,334.53	\$6,653.42	\$6,987.85
Transcriber, Blind and Visually Impaired	432	\$5,379.00	\$5,645.98	\$5,928.40	\$6,225.96	\$6,538.99

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 \$2292 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: January 1, 2025
Board Adopted: August 22, 2024

HR/ck