

**CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2024-25**

Increase of **4.00%** from 2023-24 Schedule

Approved 6/26/2024

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	20.77	3,114.76	21.76	3,264.05	22.81	3,421.21	23.91	3,586.65	25.07	3,760.79	25.77	3,865.27	27.21	4,080.85	29.36	4,403.55	32.11	4,816.03	32.75	4,912.35
10M-07	21.83	3,275.21	22.84	3,425.95	23.88	3,582.57	25.01	3,750.93	26.18	3,927.13	26.91	4,036.60	28.42	4,262.47	30.67	4,600.59	33.55	5,032.77	34.22	5,133.43
10M-08	22.32	3,347.65	23.36	3,504.28	24.46	3,668.73	25.59	3,838.26	26.81	4,021.10	27.56	4,133.39	29.10	4,365.09	31.41	4,711.92	34.37	5,155.22	35.06	5,258.33
10M-09	22.84	3,425.95	23.88	3,582.57	25.01	3,750.93	26.18	3,927.13	27.40	4,109.58	28.16	4,224.52	29.74	4,461.69	28.32	4,247.85	30.97	4,644.76	31.58	4,737.66
10M-10	23.36	3,504.28	24.46	3,668.73	25.61	3,841.00	26.81	4,021.10	28.06	4,209.01	28.85	4,326.94	30.47	4,570.26	32.90	4,934.50	36.00	5,400.07	36.72	5,508.07
10M-11	23.88	3,582.57	25.01	3,750.93	26.18	3,927.13	27.43	4,115.06	28.71	4,306.90	29.52	4,427.77	31.18	4,677.15	33.67	5,050.46	36.85	5,527.62	37.59	5,638.17
10M-12	24.46	3,668.73	25.61	3,841.00	26.81	4,021.10	28.06	4,209.01	29.38	4,406.76	30.20	4,530.62	31.91	4,786.18	34.46	5,168.75	37.72	5,657.73	38.47	5,770.88
10M-13	25.01	3,750.93	26.18	3,927.13	27.43	4,115.06	28.71	4,306.90	30.07	4,510.52	30.92	4,637.50	32.66	4,899.49	35.28	5,291.66	38.62	5,792.94	39.39	5,908.80
10M-14	25.61	3,841.00	26.81	4,021.10	28.06	4,209.01	29.38	4,406.76	30.77	4,616.22	31.64	4,746.36	33.43	5,014.89	36.11	5,416.86	39.54	5,930.65	40.33	6,049.27
10M-15	26.18	3,927.13	27.43	4,115.06	28.71	4,306.90	30.07	4,510.52	31.52	4,727.79	32.41	4,861.28	34.24	5,136.71	36.99	5,549.02	40.51	6,076.03	41.32	6,197.55
10M-16	27.45	4,116.94	28.70	4,304.88	29.98	4,496.71	31.34	4,700.32	32.78	4,917.58	33.71	5,056.76	35.63	5,343.95	38.49	5,773.84	42.16	6,323.33	43.00	6,449.79
10M-17	28.71	4,306.86	29.97	4,494.80	31.24	4,686.63	32.60	4,890.24	34.05	5,107.51	35.02	5,252.39	37.01	5,551.34	39.99	5,998.83	43.81	6,570.81	44.68	6,702.23
10M-18	29.98	4,496.80	31.23	4,684.72	32.51	4,876.56	33.87	5,080.17	35.32	5,297.44	36.32	5,448.03	38.39	5,758.72	41.49	6,223.82	45.46	6,818.29	46.36	6,954.66

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37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2024-25**

Increase of **4.00%** from 2023-24 Schedule

Approved 6/26/2024

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	26.07	4,230.51	27.34	4,435.81	28.61	4,643.18	29.97	4,862.99	31.42	5,099.39	32.32	5,244.03	34.16	5,542.47	36.75	5,963.37	40.25	6,531.80	41.06	6,662.44
11M-16	26.70	4,333.01	27.96	4,536.59	29.28	4,750.80	30.67	4,977.71	32.15	5,217.38	33.07	5,365.56	34.95	5,671.30	37.61	6,102.50	41.20	6,684.85	42.02	6,818.54
11M-17	27.33	4,434.79	28.61	4,642.63	29.97	4,863.23	31.42	5,098.61	32.94	5,344.63	33.87	5,496.62	35.81	5,810.24	38.53	6,252.55	42.21	6,849.90	43.06	6,986.90
11M-19	28.61	4,642.63	29.97	4,863.23	31.42	5,098.61	32.94	5,344.63	34.49	5,597.00	35.47	5,756.56	37.50	6,085.80	40.37	6,550.15	44.23	7,177.25	45.11	7,320.79
11M-20	29.28	4,750.80	30.67	4,977.71	32.15	5,217.38	33.71	5,469.75	35.29	5,726.37	36.30	5,889.82	38.37	6,227.06	41.31	6,702.70	45.26	7,345.05	46.17	7,491.95
11M-21	29.97	4,863.23	31.42	5,098.61	32.94	5,344.63	34.49	5,597.07	36.16	5,868.44	37.20	6,036.15	39.33	6,382.19	42.34	6,870.23	46.40	7,529.33	47.33	7,679.92
11M-22	30.67	4,977.71	32.15	5,217.38	33.71	5,469.75	35.29	5,726.37	37.00	6,004.18	38.06	6,175.97	40.24	6,530.41	43.32	7,030.30	47.48	7,705.41	48.43	7,859.51
12M-15	25.89	4,207.34	27.15	4,412.64	28.43	4,620.01	29.78	4,839.81	31.24	5,076.22	32.13	5,220.85	33.96	5,519.29	36.56	5,940.19	40.05	6,508.63	40.85	6,638.80
12M-17	27.15	4,411.62	28.43	4,619.46	29.78	4,840.05	31.23	5,075.44	32.75	5,321.45	33.68	5,473.45	35.61	5,787.07	38.33	6,229.38	42.01	6,826.73	42.85	6,963.26
12M-18	27.77	4,513.43	29.09	4,727.63	30.49	4,954.54	31.96	5,194.21	33.52	5,446.58	34.48	5,602.33	36.45	5,923.69	39.24	6,376.92	43.01	6,989.02	43.87	7,128.80
12M-19	28.43	4,619.46	29.78	4,840.05	31.23	5,075.44	32.75	5,321.45	34.30	5,573.82	35.28	5,733.39	37.31	6,062.63	40.17	6,526.97	44.03	7,154.07	44.91	7,297.15
12M-20	29.09	4,727.63	30.49	4,954.54	31.96	5,194.21	33.52	5,446.58	35.10	5,703.19	36.10	5,866.64	38.18	6,203.89	41.10	6,679.53	45.06	7,321.88	45.96	7,468.32
12M-21	29.78	4,840.05	31.23	5,075.44	32.75	5,321.45	34.30	5,573.90	35.97	5,845.26	37.00	6,012.97	39.13	6,359.02	42.14	6,847.06	46.19	7,506.16	47.12	7,656.28
12M-22	30.49	4,954.54	31.96	5,194.21	33.52	5,446.58	35.10	5,703.19	36.81	5,981.01	37.86	6,152.79	40.04	6,507.24	43.12	7,007.13	47.28	7,682.23	48.22	7,835.88
12M-23	31.23	5,075.44	32.75	5,321.45	34.30	5,573.82	35.97	5,845.26	37.68	6,123.10	38.76	6,299.15	41.00	6,662.39	44.15	7,174.68	48.41	7,866.54	49.38	8,023.88
12M-24	31.96	5,194.21	33.52	5,446.58	35.10	5,703.19	36.81	5,981.01	38.62	6,275.81	39.73	6,456.44	42.03	6,829.13	45.26	7,354.75	49.63	8,064.62	50.62	8,225.91
12M-25	32.75	5,321.45	34.30	5,573.82	35.97	5,845.26	37.68	6,123.10	39.49	6,417.88	40.63	6,602.77	42.98	6,984.26	46.29	7,522.28	50.76	8,248.90	51.78	8,413.88
12M-26	33.52	5,446.56	35.10	5,703.19	36.81	5,981.01	38.62	6,275.81	40.47	6,576.93	41.64	6,766.59	44.05	7,157.93	47.45	7,709.84	52.03	8,455.21	53.07	8,624.31
12M-27	35.12	5,707.57	36.80	5,980.52	38.56	6,266.07	40.41	6,566.61	42.35	6,882.21	43.58	7,081.03	46.10	7,491.26	49.66	8,069.82	54.47	8,851.18	55.56	9,028.20

RANGE	POSITION
10M-06	Food Service Assistant
10M-10	Clerk - Elementary, 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 \ Clerk PMS, PHS
11M-15	Attendance / Substitute Secretary DO
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	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
2024-25**

Increase of **4.00%** from 2023-24 Schedule

approved 6/26/2024

Hourly Rate = Monthly Base/Standard Monthly Hours

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

173.3

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	22.66	3,927.20	22.95	4,114.04	24.87	4,310.11	26.04	4,513.10	27.27	4,727.63	28.05	4,861.81	29.65	5,138.67	31.90	5,529.14	34.94	6,056.48	35.64	6,177.60
M13	23.18	4,017.16	23.48	4,208.62	25.45	4,411.61	26.65	4,619.20	27.93	4,840.64	28.72	4,978.22	30.36	5,262.07	32.67	5,662.41	35.79	6,203.07	36.50	6,327.13
M14	23.73	4,114.04	24.04	4,310.11	26.04	4,513.10	27.27	4,727.63	28.58	4,953.68	29.39	5,094.65	31.07	5,385.50	33.44	5,795.70	36.63	6,349.69	37.37	6,476.68
M15	24.28	4,208.62	24.62	4,411.61	26.65	4,619.20	27.93	4,840.64	29.28	5,075.95	30.12	5,220.58	31.84	5,519.01	34.27	5,939.88	37.55	6,508.28	38.30	6,638.45
M16	24.87	4,310.11	25.18	4,513.10	27.27	4,727.63	28.58	4,953.68	29.96	5,193.59	30.82	5,341.75	32.58	5,647.46	35.07	6,078.60	38.43	6,660.88	39.20	6,794.09
M17	25.45	4,411.61	25.77	4,619.20	27.93	4,840.64	29.28	5,075.95	30.69	5,320.46	31.57	5,472.43	33.38	5,785.99	35.93	6,228.21	39.38	6,825.44	40.17	6,961.95
M18	26.04	4,513.10	27.27	4,727.63	28.58	4,953.68	29.96	5,193.59	31.43	5,447.32	32.33	5,603.09	34.18	5,924.50	36.79	6,377.80	40.33	6,989.98	41.13	7,129.78
M19	26.65	4,619.20	27.93	4,840.64	29.28	5,075.95	30.69	5,320.46	32.16	5,574.20	33.08	5,733.78	34.98	6,063.04	37.66	6,527.42	41.28	7,154.56	42.10	7,297.65
M20	27.27	4,727.63	28.58	4,953.68	29.96	5,193.59	31.43	5,447.32	32.90	5,703.36	33.85	5,866.81	35.79	6,204.07	38.54	6,679.72	42.24	7,322.09	43.09	7,468.53
M21	27.93	4,840.64	29.28	5,075.95	30.69	5,320.46	32.16	5,574.20	33.73	5,846.38	34.70	6,014.13	36.69	6,360.24	39.51	6,848.37	43.31	7,507.61	44.18	7,657.76
M22	28.58	4,953.68	29.96	5,193.59	31.43	5,447.32	32.90	5,703.36	34.50	5,980.18	35.49	6,151.94	37.54	6,506.33	40.42	7,006.15	44.31	7,681.16	45.20	7,834.78
M23	29.28	5,075.95	30.69	5,320.46	32.16	5,574.20	33.73	5,846.38	35.33	6,123.20	36.34	6,299.25	38.44	6,662.50	41.39	7,174.80	45.38	7,866.67	46.29	8,024.01
M24	29.96	5,193.59	31.43	5,447.32	32.90	5,703.36	34.50	5,980.18	36.20	6,275.44	37.25	6,456.06	39.40	6,828.73	42.43	7,354.32	46.52	8,064.15	47.45	8,225.43
M25	30.69	5,320.46	32.16	5,574.20	33.73	5,846.38	35.33	6,123.20	37.03	6,418.46	38.10	6,603.36	40.30	6,984.89	43.40	7,522.96	47.59	8,249.65	48.55	8,414.64
M26	31.43	5,447.32	32.90	5,703.36	34.50	5,980.18	36.20	6,275.44	37.95	6,577.62	39.04	6,767.31	41.30	7,158.68	44.48	7,710.66	48.79	8,456.10	49.76	8,625.23

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 / 31.25 HOURS PER WEEK, 6.25 HOURS PER DAY
2024-25 (approved 6/26/2024)

4.00% Increase from 2023-24 Schedule

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

Years in District: 1 - 3

1,293.75 hours = 207 Days x 6.25 hrs per day

STEPS RANGE	B		C		D		E		F	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	\$22.89	\$2,584.49	\$23.89	\$2,697.40	\$24.98	\$2,820.69	\$26.02	\$2,937.89	\$27.07	\$3,056.45
30 hr/wk SPED Para I	\$23.35	\$2,636.43	\$24.38	\$2,752.72	\$25.44	\$2,872.41	\$26.47	\$2,988.70	\$27.52	\$3,106.69
30 hr/wk SPED Para II	\$26.47	\$2,988.70	\$27.52	\$3,107.26	\$28.65	\$3,234.28	\$29.80	\$3,364.69	\$30.99	\$3,499.05
Library Media Tech 30Hrs	\$26.47	\$2,988.70	\$27.52	\$3,107.26	\$28.65	\$3,234.28	\$29.80	\$3,364.69	\$30.99	\$3,499.05
Assistive Technology	\$27.91	\$3,151.29	\$29.03	\$3,277.75	\$30.21	\$3,410.98	\$31.42	\$3,547.60	\$32.68	\$3,689.87
31.25 hr/wk SPED Para I*	\$23.26	\$2,735.69	\$24.29	\$2,856.84	\$25.35	\$2,981.51	\$26.38	\$3,102.65	\$27.43	\$3,226.14
31.25 hr/wk SPED Para II*	\$26.38	\$3,102.65	\$27.43	\$3,226.14	\$28.56	\$3,359.05	\$29.71	\$3,494.30	\$30.90	\$3,634.26
Library Media Tech *	\$26.38	\$3,102.65	\$27.43	\$3,226.14	\$28.56	\$3,359.05	\$29.71	\$3,494.30	\$30.90	\$3,634.26
Assistive Technology *	\$27.82	\$3,272.01	\$28.94	\$3,403.74	\$30.12	\$3,542.52	\$31.33	\$3,684.84	\$32.59	\$3,833.03

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

Years in District: 4 - 9

1,318.75 hours = 211 Days x 6.25 hrs per day

STEPS RANGE	E		F		G - (Yrs 6-9)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	\$25.98	\$2,990.06	\$27.03	\$3,110.91	\$27.76	\$3,194.92
30 hr/wk SPED Para I	\$26.43	\$3,041.85	\$27.48	\$3,162.70	\$28.23	\$3,248.79
30 hr/wk SPED Para II	\$29.76	\$3,425.11	\$30.95	\$3,562.06	\$31.80	\$3,660.12
Library Media Tech 30Hrs	\$29.76	\$3,425.11	\$30.95	\$3,562.06	\$31.80	\$3,660.12
Assistive Technology	\$31.38	\$3,611.55	\$32.64	\$3,756.57	\$33.56	\$3,862.45
31.25 hr/wk SPED Para I*	\$26.33	\$3,156.61	\$27.38	\$3,282.49	\$28.13	\$3,372.40
31.25 hr/wk SPED Para II*	\$29.66	\$3,555.83	\$30.85	\$3,698.49	\$31.71	\$3,801.00
Library Media Tech *	\$29.66	\$3,555.83	\$30.85	\$3,698.49	\$31.71	\$3,801.00
Assistive Technology *	\$31.28	\$3,750.05	\$32.54	\$3,901.10	\$33.45	\$4,009.72

1278.00 hours = 213 Days x 6 hrs per day

Years in District: 10

1331.25 hours = 213 Days x 6.25 hrs per day

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	29.27	3,400.64
30 hr/wk SPED Para I	29.76	3,457.11
30 hr/wk SPED Para II	33.55	3,897.90
Library Media Tech 30 Hrs	33.55	3,897.90
Assistive Technology	35.40	4,112.84
31.25 hr/wk SPED Para I*	29.66	3,589.53
31.25 hr/wk SPED Para II*	33.45	4,048.21
Library Media Tech *	33.45	4,048.21
Assistive Technology *	35.30	4,272.10

Years in District: 11-13

1290.00 hours = 215 Days x 6 hrs per day

1343.75 hours = 215 Days x 6.25 hrs per day

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	29.24	3,429.05
30 hr/wk SPED Para I	29.74	3,487.69
30 hr/wk SPED Para II	33.52	3,930.98
Library Media Tech 30 Hrs	33.52	3,930.98
Assistive Technology	35.37	4,147.94
31.25 hr/wk SPED Para I*	29.62	3,618.35
31.25 hr/wk SPED Para II*	33.43	4,083.78
Library Media Tech *	33.43	4,083.78
Assistive Technology *	35.28	4,309.77

1296.00 hours = 216 Days x 6 hrs per day

Years in District: 14 & up

1350.00 hours = 216 Days x 6.25 hrs per day

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	29.22	3,442.65	31.38	3,697.13	34.28	4,038.81	34.96	4,118.92
30 hr/wk SPED Para I	29.73	3,502.73	31.91	3,759.70	34.86	4,107.14	35.56	4,189.26
30 hr/wk SPED Para II	33.51	3,948.09	35.99	4,240.28	39.37	4,638.50	40.10	4,724.51
Library Media Tech 30 Hrs	33.51	3,948.09	35.99	4,240.28	39.37	4,638.50	40.10	4,724.51
Assistive Technology	35.36	4,166.05	37.99	4,475.91	41.57	4,897.70	42.35	4,989.60
31.25 hr/wk SPED Para I*	29.64	3,637.64	31.82	3,904.57	34.77	4,267.23	35.45	4,350.68
31.25 hr/wk SPED Para II*	33.42	4,101.55	35.91	4,406.89	39.28	4,820.73	40.01	4,910.32
Library Media Tech *	33.42	4,101.55	35.91	4,406.89	39.28	4,820.73	40.01	4,910.32
Assistive Technology *	35.27	4,328.59	37.90	4,651.36	41.48	5,090.73	42.26	5,186.45

(Hourly rates are rounded)

Hourly = Monthly * # Hours / 11

PIEDMONT UNIFIED SCHOOL DISTRICT
Occupational Therapists' Salary Schedule
185 WORK DAYS
2024-25 (approved 6/26/2024)

4.00% Increase over 2023-24

		Occupational Therapist		
STEP	Annual Salary	Daily Rate	Hourly Rate	
	COLUMN F	185 Days	7.5 Hours	
1	80,557	435.44	58.06	
2	80,557	435.44	58.06	
3	80,557	435.44	58.06	
4	80,557	435.44	58.06	
5	80,557	435.44	58.06	
6	83,546	451.60	60.21	
7	86,539	467.78	62.37	
8	89,531	483.95	64.53	
9	92,535	500.19	66.69	
10	95,533	516.40	68.85	
11	98,527	532.58	71.01	
12	101,517	548.74	73.17	
14	104,335	563.97	75.20	
16	107,154	579.21	77.23	
18	109,973	594.45	79.26	
20	112,794	609.70	81.29	
22	115,612	624.93	83.32	
24	118,435	640.19	85.36	
25	121,259	655.45	87.39	