



SAN JUAN UNIFIED SCHOOL DISTRICT
Transportation Unit Salary Schedule (Teamsters)
2025 – 2026 Salary Schedule

Salary Range	Job Classification	Minimum	Maximum
19	Bus Attendant	\$18.48	\$23.09
20	Bus Attendant II	\$18.88	\$23.64
22	Van Driver	\$19.70	\$24.98
29	Bus Driver (Includes Relief Drivers)	\$23.18	\$29.13
30	Transportation Operation Technician	\$23.75	\$29.83
30	Junior Mechanic (Transportation)	\$23.75	\$29.83
32	Delegated Behind-the-Wheel Trainer	\$24.91	\$31.25
33	Lead Transportation Operation Technician	\$25.47	\$31.97
35	School Bus Driver Instructor	\$26.65	\$33.36
42	Equipment Mechanic I	\$31.40	\$39.50
43	Equipment Mechanic II	\$32.08	\$40.44
44	Lead Equipment Mechanic (Transportation)	\$32.86	\$41.33

SHIFT DIFFERENTIAL

- 2nd Shift (3:00 pm - 10:59 pm) additional 3.55%
- 3rd Shift (11:00 pm - 6:59 am) additional 3.55%□

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.75% of base salary after 10 years of completed services in the San Juan Unified School District
2. 5.00% of base salary after 15 years of completed services in the San Juan Unified School District (the 5.00% includes the year 10 increment).
3. 7.50% of base salary after 20 years of completed services in the San Juan Unified School District (the 7.50% includes the 10 and 15 year increments).
4. 10.0% of base salary after 25 years of completed services in the San Juan Unified School District (the 10.0% includes the year 10, 15, and 20 year increments).

Board Approval Date: July 30, 2024

- 4.84% increase effective July 01, 2024.
- 3.06% increase effective July 01, 2025.
- All rates are per hour



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Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
19	Monthly	\$3,204	\$3,343	\$3,492	\$3,675	\$3,849	\$4,002
	Hourly	\$18.48	\$19.29	\$20.15	\$21.20	\$22.21	\$23.09
20	Monthly	\$3,272	\$3,414	\$3,586	\$3,753	\$3,940	\$4,097
	Hourly	\$18.88	\$19.70	\$20.69	\$21.65	\$22.73	\$23.64
21	Monthly	\$3,343	\$3,492	\$3,675	\$3,849	\$4,018	\$4,186
	Hourly	\$19.29	\$20.15	\$21.20	\$22.21	\$23.18	\$24.15
22	Monthly	\$3,415	\$3,586	\$3,753	\$3,940	\$4,117	\$4,329
	Hourly	\$19.70	\$20.69	\$21.65	\$22.73	\$23.75	\$24.98
23	Monthly	\$3,491	\$3,676	\$3,849	\$4,018	\$4,212	\$4,384
	Hourly	\$20.14	\$21.21	\$22.21	\$23.18	\$24.30	\$25.29
24	Monthly	\$3,586	\$3,753	\$3,940	\$4,117	\$4,317	\$4,489
	Hourly	\$20.69	\$21.65	\$22.73	\$23.75	\$24.91	\$25.90
25	Monthly	\$3,676	\$3,849	\$4,018	\$4,212	\$4,416	\$4,601
	Hourly	\$21.21	\$22.21	\$23.18	\$24.30	\$25.48	\$26.54
26	Monthly	\$3,753	\$3,940	\$4,117	\$4,317	\$4,524	\$4,699
	Hourly	\$21.65	\$22.73	\$23.75	\$24.91	\$26.10	\$27.11
27	Monthly	\$3,849	\$4,018	\$4,212	\$4,427	\$4,618	\$4,802
	Hourly	\$22.21	\$23.18	\$24.30	\$25.54	\$26.64	\$27.70
28	Monthly	\$3,940	\$4,115	\$4,317	\$4,519	\$4,730	\$4,924
	Hourly	\$22.73	\$23.74	\$24.91	\$26.07	\$27.29	\$28.41
29	Monthly	\$4,018	\$4,212	\$4,414	\$4,620	\$4,842	\$5,049
	Hourly	\$23.18	\$24.30	\$25.47	\$26.65	\$27.94	\$29.13
30	Monthly	\$4,117	\$4,315	\$4,523	\$4,728	\$4,963	\$5,170
	Hourly	\$23.75	\$24.89	\$26.09	\$27.28	\$28.63	\$29.83
31	Monthly	\$4,212	\$4,414	\$4,620	\$4,842	\$5,075	\$5,279
	Hourly	\$24.30	\$25.47	\$26.65	\$27.94	\$29.28	\$30.46
32	Monthly	\$4,317	\$4,524	\$4,730	\$4,963	\$5,200	\$5,417
	Hourly	\$24.91	\$26.10	\$27.29	\$28.63	\$30.00	\$31.25
33	Monthly	\$4,414	\$4,620	\$4,842	\$5,075	\$5,325	\$5,542
	Hourly	\$25.47	\$26.65	\$27.94	\$29.28	\$30.72	\$31.97
34	Monthly	\$4,523	\$4,728	\$4,963	\$5,200	\$5,442	\$5,670
	Hourly	\$26.09	\$27.28	\$28.63	\$30.00	\$31.40	\$32.71
35	Monthly	\$4,620	\$4,842	\$5,075	\$5,325	\$5,561	\$5,782
	Hourly	\$26.65	\$27.94	\$29.28	\$30.72	\$32.08	\$33.36
36	Monthly	\$4,730	\$4,963	\$5,200	\$5,442	\$5,696	\$5,933
	Hourly	\$27.29	\$28.63	\$30.00	\$31.40	\$32.86	\$34.23
37	Monthly	\$4,842	\$5,075	\$5,325	\$5,561	\$5,848	\$6,079
	Hourly	\$27.94	\$29.28	\$30.72	\$32.08	\$33.74	\$35.07
38	Monthly	\$4,963	\$5,200	\$5,442	\$5,696	\$5,985	\$6,233
	Hourly	\$28.63	\$30.00	\$31.40	\$32.86	\$34.53	\$35.96
39	Monthly	\$5,075	\$5,325	\$5,561	\$5,848	\$6,129	\$6,371
	Hourly	\$29.28	\$30.72	\$32.08	\$33.74	\$35.36	\$36.76



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40	Monthly	\$5,200	\$5,442	\$5,696	\$5,985	\$6,268	\$6,528
	Hourly	\$30.00	\$31.40	\$32.86	\$34.53	\$36.16	\$37.66
41	Monthly	\$5,325	\$5,561	\$5,848	\$6,129	\$6,420	\$6,680
	Hourly	\$30.72	\$32.08	\$33.74	\$35.36	\$37.04	\$38.54
42	Monthly	\$5,442	\$5,696	\$5,985	\$6,268	\$6,584	\$6,847
	Hourly	\$31.40	\$32.86	\$34.53	\$36.16	\$37.99	\$39.50
43	Monthly	\$5,561	\$5,848	\$6,129	\$6,420	\$6,734	\$7,010
	Hourly	\$32.08	\$33.74	\$35.36	\$37.04	\$38.85	\$40.44
44	Monthly	\$5,696	\$5,985	\$6,268	\$6,584	\$6,883	\$7,164
	Hourly	\$32.86	\$34.53	\$36.16	\$37.99	\$39.71	\$41.33

Board Approval Date: July 30, 2024

4.84% increase effective July 01, 2024.

3.06% increase effective July 01, 2025.

Monthly figures based on 8 hours per day, 260 workdays per year at listed hourly rate.