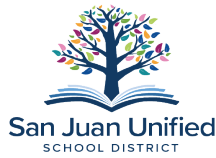


**SAN JUAN UNIFIED SCHOOL DISTRICT**  
**CSEA Operations Unit Classifications**  
**2025 – 2026 Salary Schedule**

<b>Salary Range</b>	<b>Job Classification</b>	<b>Minimum</b>	<b>Maximum</b>
15B	Nutrition Services Worker I§	\$18.11	\$22.32
20A	Nutrition Services Cook Nutrition Services Worker II§	\$18.89	\$24.85
20	Custodian‡	\$18.78	\$24.71
22	Lead Custodian‡	\$19.66	\$25.93
23	Groundskeeper/Gardener† Warehouse/Delivery 209 Days Warehouse/Delivery 260 Days Warehouse/Delivery Worker	\$20.10	\$26.53
24	Elementary Head Custodian‡ Pool Maintenance Mechanic	\$20.53	\$27.10
25	Athletic Fields Technician† Grounds Equip Operator† NutriSvcs Inventory Cntrl Tech	\$20.99	\$27.74
26	Middle School Head Custodian‡	\$21.52	\$28.41
28	Irrigation Technician Lead Groundskeeper/Gardener	\$22.52	\$29.74
29	Building Maintenance Tech Grounds Maintenance Technician	\$23.06	\$30.42
31	Custodial Equipment Technician Lead Irrigation Technician NutrSvc Wrhs&Procurement Tech	\$24.14	\$31.91
34	Equipment Mechanic - M&O Glazier Heavy Equipment Operator Painter Roofer Welder/Fabricator	\$25.85	\$34.21
35	Carpenter Locksmith	\$26.48	\$35.04
37	Lead Equip Mechanic (M&O) Lead Glazier Lead Grounds Maintenance Tech Lead Painter Lead Roofer Lead Welder/Fabricator	\$27.69	\$36.59
38	Lead Carpenter Lead Locksmith NutriSvcs Equip Tech II	\$28.35	\$37.47
41	Low Voltage Technician	\$30.39	\$40.27
42	Electrician Environmental Safety Tech Plumber School Projects Maint Spec	\$31.14	\$41.23
44	Htg & Air Cond Tech II Lead Low Voltage Technician	\$32.60	\$43.27
45	Lead Electrician Lead Environmental Safety Tech Lead Plumber	\$33.30	\$44.22
47	Lead Htg & Air Cond Tech	\$34.97	\$46.34



SAN JUAN UNIFIED SCHOOL DISTRICT  
CSEA Operations Unit Classifications  
2025 – 2026 Salary Schedule

SHIFT DIFFERENTIAL

2nd Shift (3:00 pm - 10:59 pm) additional \$0.43 per hour

3rd Shift (11:00 pm - 6:59 am) additional \$0.49 per hour

ANNIVERSARY/LONGEVITY INCREMENTS

1. 2.3% of base salary after 10 years of completed services in the San Juan Unified School District
2. 4.5% of base salary after 15 years of completed services (4.5% includes the year 10 increment)
3. 6.2% of base salary after 20 years of completed services (6.2% includes the year 10 and year 15 increments)
4. 8.2% of base salary after 25 years of completed services (8.2% includes the year 10, 15, and 20 increments)

**Board Approval Date: August 13, 2024**

† These job classifications receive 3% more than listed salary at their respective range

‡ These job classifications receive 5% more than listed salary at their respective range

§ These job classification receive 8% more than listed salary at their respective range

5% increase effective July 01, 2024.

Step 7 effective July 01, 2025

All rates are per hour



**SAN JUAN UNIFIED SCHOOL DISTRICT**  
**Classified Salary Schedule (CSEA)**  
**2025 – 2026 Salary Schedule**

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>15B</b>	Hourly	\$18.11	\$18.11	\$18.58	\$19.46	\$20.31	\$21.33	\$22.32
<b>16</b>	Monthly	\$3,139	\$3,139	\$3,254	\$3,407	\$3,559	\$3,731	\$3,904
	Hourly	\$18.11	\$18.11	\$18.78	\$19.66	\$20.53	\$21.52	\$22.52
<b>17</b>	Monthly	\$3,139	\$3,185	\$3,339	\$3,484	\$3,640	\$3,822	\$3,999
	Hourly	\$18.11	\$18.37	\$19.27	\$20.10	\$20.99	\$22.05	\$23.08
<b>18</b>	Monthly	\$3,139	\$3,254	\$3,407	\$3,559	\$3,731	\$3,917	\$4,099
	Hourly	\$18.11	\$18.78	\$19.66	\$20.53	\$21.52	\$22.60	\$23.65
<b>19</b>	Monthly	\$3,185	\$3,339	\$3,484	\$3,640	\$3,822	\$4,014	\$4,200
	Hourly	\$18.37	\$19.27	\$20.10	\$20.99	\$22.05	\$23.16	\$24.24
<b>19B</b>	Hourly	\$18.58	\$19.46	\$20.31	\$21.26	\$22.29	\$23.38	\$24.47
<b>20</b>	Monthly	\$3,254	\$3,407	\$3,559	\$3,731	\$3,903	\$4,090	\$4,280
	Hourly	\$18.78	\$19.66	\$20.53	\$21.52	\$22.52	\$23.61	\$24.71
<b>20A</b>	Hourly	\$18.89	\$19.77	\$20.66	\$21.66	\$22.65	\$23.75	\$24.85
<b>21</b>	Monthly	\$3,339	\$3,484	\$3,640	\$3,822	\$3,997	\$4,193	\$4,388
	Hourly	\$19.27	\$20.10	\$20.99	\$22.05	\$23.06	\$24.19	\$25.31
<b>22</b>	Monthly	\$3,407	\$3,559	\$3,731	\$3,903	\$4,089	\$4,296	\$4,495
	Hourly	\$19.66	\$20.53	\$21.52	\$22.52	\$23.59	\$24.78	\$25.93
<b>23</b>	Monthly	\$3,484	\$3,640	\$3,822	\$3,997	\$4,185	\$4,395	\$4,599
	Hourly	\$20.10	\$20.99	\$22.05	\$23.06	\$24.14	\$25.35	\$26.53
<b>24</b>	Monthly	\$3,559	\$3,731	\$3,903	\$4,089	\$4,275	\$4,489	\$4,697
	Hourly	\$20.53	\$21.52	\$22.52	\$23.59	\$24.66	\$25.90	\$27.10
<b>25</b>	Monthly	\$3,640	\$3,822	\$3,997	\$4,185	\$4,376	\$4,593	\$4,806
	Hourly	\$20.99	\$22.05	\$23.06	\$24.14	\$25.25	\$26.51	\$27.74
<b>26</b>	Monthly	\$3,731	\$3,903	\$4,089	\$4,275	\$4,480	\$4,706	\$4,924
	Hourly	\$21.52	\$22.52	\$23.59	\$24.66	\$25.85	\$27.15	\$28.41
<b>27</b>	Monthly	\$3,822	\$3,997	\$4,185	\$4,376	\$4,589	\$4,817	\$5,041
	Hourly	\$22.05	\$23.06	\$24.14	\$25.25	\$26.48	\$27.79	\$29.08
<b>28</b>	Monthly	\$3,903	\$4,089	\$4,275	\$4,480	\$4,690	\$4,925	\$5,154
	Hourly	\$22.52	\$23.59	\$24.66	\$25.85	\$27.05	\$28.42	\$29.74
<b>29</b>	Monthly	\$3,997	\$4,185	\$4,376	\$4,589	\$4,800	\$5,038	\$5,272
	Hourly	\$23.06	\$24.14	\$25.25	\$26.48	\$27.69	\$29.07	\$30.42
<b>30</b>	Monthly	\$4,089	\$4,275	\$4,480	\$4,690	\$4,916	\$5,162	\$5,402
	Hourly	\$23.59	\$24.66	\$25.85	\$27.05	\$28.35	\$29.78	\$31.16
<b>31</b>	Monthly	\$4,185	\$4,376	\$4,589	\$4,800	\$5,032	\$5,283	\$5,528
	Hourly	\$24.14	\$25.25	\$26.48	\$27.69	\$29.04	\$30.49	\$31.91
<b>32</b>	Monthly	\$4,275	\$4,480	\$4,690	\$4,916	\$5,154	\$5,417	\$5,668
	Hourly	\$24.66	\$25.85	\$27.05	\$28.35	\$29.73	\$31.25	\$32.70
<b>33</b>	Monthly	\$4,376	\$4,589	\$4,800	\$5,032	\$5,266	\$5,530	\$5,787
	Hourly	\$25.25	\$26.48	\$27.69	\$29.04	\$30.39	\$31.90	\$33.38
<b>34</b>	Monthly	\$4,480	\$4,690	\$4,916	\$5,154	\$5,396	\$5,666	\$5,929
	Hourly	\$25.85	\$27.05	\$28.35	\$29.73	\$31.14	\$32.69	\$34.21
<b>35</b>	Monthly	\$4,589	\$4,800	\$5,032	\$5,266	\$5,522	\$5,805	\$6,074
	Hourly	\$26.48	\$27.69	\$29.04	\$30.39	\$31.86	\$33.48	\$35.04
<b>36</b>	Monthly	\$4,690	\$4,916	\$5,154	\$5,396	\$5,649	\$5,932	\$6,207
	Hourly	\$27.05	\$28.35	\$29.73	\$31.14	\$32.60	\$34.22	\$35.81
<b>37</b>	Monthly	\$4,800	\$5,032	\$5,266	\$5,522	\$5,770	\$6,062	\$6,343
	Hourly	\$27.69	\$29.04	\$30.39	\$31.86	\$33.30	\$34.97	\$36.59



**SAN JUAN UNIFIED SCHOOL DISTRICT**  
**Classified Salary Schedule (CSEA)**  
**2025 – 2026 Salary Schedule**

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>38</b>	Monthly	\$4,916	\$5,154	\$5,396	\$5,649	\$5,917	\$6,206	\$6,494
	Hourly	\$28.35	\$29.73	\$31.14	\$32.60	\$34.14	\$35.81	\$37.47
<b>39</b>	Monthly	\$5,032	\$5,266	\$5,522	\$5,770	\$6,062	\$6,362	\$6,657
	Hourly	\$29.04	\$30.39	\$31.86	\$33.30	\$34.97	\$36.71	\$38.41
<b>40</b>	Monthly	\$5,154	\$5,396	\$5,649	\$5,917	\$6,208	\$6,522	\$6,824
	Hourly	\$29.73	\$31.14	\$32.60	\$34.14	\$35.82	\$37.63	\$39.38
<b>41</b>	Monthly	\$5,266	\$5,522	\$5,770	\$6,062	\$6,353	\$6,668	\$6,977
	Hourly	\$30.39	\$31.86	\$33.30	\$34.97	\$36.65	\$38.48	\$40.27
<b>42</b>	Monthly	\$5,396	\$5,649	\$5,917	\$6,208	\$6,501	\$6,830	\$7,147
	Hourly	\$31.14	\$32.60	\$34.14	\$35.82	\$37.51	\$39.40	\$41.23
<b>43</b>	Monthly	\$5,522	\$5,770	\$6,062	\$6,353	\$6,649	\$6,979	\$7,303
	Hourly	\$31.86	\$33.30	\$34.97	\$36.65	\$38.36	\$40.26	\$42.13
<b>44</b>	Monthly	\$5,649	\$5,917	\$6,208	\$6,501	\$6,827	\$7,166	\$7,498
	Hourly	\$32.60	\$34.14	\$35.82	\$37.51	\$39.39	\$41.35	\$43.27
<b>45</b>	Monthly	\$5,770	\$6,062	\$6,353	\$6,649	\$6,979	\$7,325	\$7,665
	Hourly	\$33.30	\$34.97	\$36.65	\$38.36	\$40.26	\$42.26	\$44.22
<b>46</b>	Monthly	\$5,917	\$6,208	\$6,501	\$6,827	\$7,145	\$7,503	\$7,851
	Hourly	\$34.14	\$35.82	\$37.51	\$39.39	\$41.23	\$43.30	\$45.31
<b>47</b>	Monthly	\$6,062	\$6,353	\$6,649	\$6,979	\$7,306	\$7,675	\$8,031
	Hourly	\$34.97	\$36.65	\$38.36	\$40.26	\$42.15	\$44.28	\$46.34

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**Board Approval Date: August 13, 2024**

5% increase effective July 01, 2024.

Step 7 effective July 01, 2025.

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