



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

Salary Range	Job Classification	Minimum	Maximum
10	Community Liaison Non-Instructional Support Aide Program Aide	\$18.11	\$19.75
12	Child Development Assistant - School Age Instructional Assistant I	\$18.11	\$20.65
13	Campus Representative† Campus Safety Monitor†	\$18.11	\$21.13
14	Clerk Instructional Assistant - Academy Instructional Assistant - Alt Learning Center	\$18.11	\$21.58
16	Spec Ed Campus Intervention Support	\$18.11	\$22.52
17	Intermediate Clerk	\$18.11	\$23.07
18	Elementary Paraeducator Health Assistant Instructional Assistant, Bilingual - Arabic† Instructional Assistant, Bilingual - Dari† Instructional Assistant, Bilingual - Farsi† Instructional Assistant, Bilingual - Pashto† Instructional Assistant, Bilingual - Russian† Instructional Assistant, Bilingual - Spanish† Instructional Assistant, Bilingual - Ukrainian† Intermediate Clerk Typist Youth/Adult Employment Tech I	\$18.11	\$23.65
19	Child Development Assistant - Infant/Toddler*	\$18.38	\$24.23
19B	Expanded Learning Prog Assistant - IA - Deaf And Hard of Hearing‡ IA - Orthopedic/Visual Impaired‡ Instructional Assistant II‡	\$18.58	\$24.47
20	Account Clerk I Bilingual Translator, Arabic† Bilingual Translator, Dari† Bilingual Translator, Farsi† Bilingual Translator, Pashto† Bilingual Translator, Russian† Bilingual Translator, Spanish† Bilingual Translator, Ukrainian†	\$18.77	\$24.69
21	Parent/Family Support Ambassador School/Community Resource Assistant - Arabic School/Community Resource Assistant - Dari School/Community Resource Assistant - Farsi School/Community Resource Assistant - Pashto School/Community Resource Assistant - Russian School/Community Resource Assistant - Spanish School/Community Resource Assistant - Ukrainian	\$19.26	\$25.32
22	Braillist Instructional Assistant - Mul Sev Hndcp‡ Instructional Assistant III‡ Middle School Records/Report Clerk Prevention Assistant School/Community Intervention Assistant	\$19.66	\$25.93



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**CSEA General Unit Classifications**  
**2025 – 2026 Salary Schedule**

<b>Salary Range</b>	<b>Job Classification</b>	<b>Minimum</b>	<b>Maximum</b>
22	Social Emotional Support Tech Senior Records & Report Clerk	\$19.66	\$25.93
23	Adam & Family Services Technician Front Lobby Receptionist High School Secretary I M&O Work Order Technician Middle School Media/Library Technician Registrar/Secretary - Academy Secretary	\$20.10	\$26.53
24	Account Clerk II Fiscal Technician I Senior Personnel Clerk	\$20.53	\$27.10
25	College & Career Center Tech Elem School Secretary Instructional Materials Tech SPED Center Secretary	\$21.00	\$27.73
26	High School Secretary II Lead M&O Work Ordr Tech/Dispat Middle School Secretary	\$21.53	\$28.41
27	Facilities Use Technician Payroll Technician I School Controller	\$22.05	\$29.08
28	Admin Assistant School Community Specialist School/Community Intervention Specialist I	\$22.52	\$29.74
29	Community Relations Technician Employee Benefits Technician Fiscal Technician II Fiscal Technician II - Bond Payroll Technician II	\$23.06	\$30.42
30	Expanded Learning Site Facilitator	\$23.59	\$31.17
31	Budget Technician Payroll Specialist Personnel Technician Retirement Specialist	\$24.14	\$31.89
32	Attendance Technician Data Compliance Technician Financial Info System Support Specialist Procurement Technician SIS Support Specialist I Tech Support Specialist I	\$24.66	\$32.70
34	Family And Comm Engment Facilitator School/Community Refugee Specialist School/Community Intervention Specialist II School/Community Prevention Specialist	\$25.85	\$34.21
35	Behavior Support Assistant Expanded Learning Prog Specialist Procurement Specialist (Const/Bond) Sign Language Interpreter‡	\$26.48	\$35.04
37	Instructional Assistant - Health	\$27.69	\$36.59



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

Salary Range	Job Classification	Minimum	Maximum
38	District/Community Engagemnt Specialist	\$28.36	\$37.47
39	School Commn Worker - Indian Education Program School/Community Worker	\$29.03	\$38.41
40	Safety Specialist Speech & Language Pathology Assistant†	\$29.74	\$39.37
41	Accountant Accounting Analyst Communications Specialist Ops Analyst Facilities/Maintenance/Transportation Procurement Analyst Facilities/Construction Procurement Analyst Risk Management Anaylst	\$30.38	\$40.25
44	Tech Support Specialist II	\$32.59	\$43.26
46	Mental Health Worker	\$34.14	\$45.30
47	Senior Tech Support Specialist SIS Senior Support Specialist	\$34.97	\$46.33
48	Community Safety Specialist Telecommunication Systems Technician	\$35.82	\$47.45
50	Communication Specialist II Cultural Communication Specialist Data Networking Specialist	\$37.51	\$49.79
51	Certified Occupational Therapy Assistant LCAP Analyst Mental Health Therapist Program Analyst Research Analyst	\$38.39	\$50.91
53	Senior Community Safety Specialist Senior Programmer Analyst	\$41.50	\$55.00
60	Database Administrator	\$49.33	\$65.38
67	Occupational Therapist	\$58.68	\$77.13

**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 and step.  
 ‡ These job classifications receive 5% more than listed salary at their respective range and step.  
 5% increase effective July 01, 2024.  
 Step 7 effective July 01, 2025  
 All rates are per hour



San Juan Unified  
SCHOOL DISTRICT

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
10	Monthly	\$3,139	\$3,139	\$3,139	\$3,139	\$3,139	\$3,271	\$3,423
	Hourly	\$18.11	\$18.11	\$18.11	\$18.11	\$18.11	\$18.87	\$19.75
11	Monthly	\$3,139	\$3,139	\$3,139	\$3,139	\$3,185	\$3,351	\$3,507
	Hourly	\$18.11	\$18.11	\$18.11	\$18.11	\$18.38	\$19.33	\$20.23
12	Monthly	\$3,139	\$3,139	\$3,139	\$3,139	\$3,254	\$3,421	\$3,580
	Hourly	\$18.11	\$18.11	\$18.11	\$18.11	\$18.77	\$19.74	\$20.65
13	Monthly	\$3,139	\$3,139	\$3,139	\$3,185	\$3,339	\$3,499	\$3,662
	Hourly	\$18.11	\$18.11	\$18.11	\$18.38	\$19.26	\$20.19	\$21.13
14	Monthly	\$3,139	\$3,139	\$3,139	\$3,254	\$3,407	\$3,575	\$3,741
	Hourly	\$18.11	\$18.11	\$18.11	\$18.77	\$19.66	\$20.63	\$21.58
15	Monthly	\$3,139	\$3,139	\$3,185	\$3,343	\$3,484	\$3,665	\$3,835
	Hourly	\$18.11	\$18.11	\$18.38	\$19.29	\$20.10	\$21.14	\$22.13
15B	Hourly	\$18.11	\$18.11	\$18.58	\$19.46	\$20.31	\$21.33	\$22.32
16	Monthly	\$3,139	\$3,139	\$3,254	\$3,407	\$3,559	\$3,731	\$3,904
	Hourly	\$18.11	\$18.11	\$18.77	\$19.66	\$20.53	\$21.53	\$22.52
17	Monthly	\$3,139	\$3,185	\$3,339	\$3,484	\$3,640	\$3,822	\$3,999
	Hourly	\$18.11	\$18.38	\$19.26	\$20.10	\$21.00	\$22.05	\$23.07
18	Monthly	\$3,139	\$3,254	\$3,407	\$3,559	\$3,731	\$3,917	\$4,099
	Hourly	\$18.11	\$18.77	\$19.66	\$20.53	\$21.53	\$22.60	\$23.65
19	Monthly	\$3,185	\$3,339	\$3,484	\$3,640	\$3,822	\$4,014	\$4,200
	Hourly	\$18.38	\$19.26	\$20.10	\$21.00	\$22.05	\$23.16	\$24.23
19B	Hourly	\$18.58	\$19.46	\$20.31	\$21.26	\$22.29	\$23.38	\$24.47
20	Monthly	\$3,254	\$3,407	\$3,559	\$3,731	\$3,903	\$4,090	\$4,280
	Hourly	\$18.77	\$19.66	\$20.53	\$21.53	\$22.52	\$23.60	\$24.69
20A	Hourly	\$18.89	\$19.77	\$20.66	\$21.66	\$22.65	\$23.75	\$24.85
21	Monthly	\$3,339	\$3,484	\$3,640	\$3,822	\$3,997	\$4,193	\$4,388
	Hourly	\$19.26	\$20.10	\$21.00	\$22.05	\$23.06	\$24.19	\$25.32
22	Monthly	\$3,407	\$3,559	\$3,731	\$3,903	\$4,089	\$4,296	\$4,495
	Hourly	\$19.66	\$20.53	\$21.53	\$22.52	\$23.59	\$24.79	\$25.93
23	Monthly	\$3,484	\$3,640	\$3,822	\$3,997	\$4,185	\$4,395	\$4,599
	Hourly	\$20.10	\$21.00	\$22.05	\$23.06	\$24.14	\$25.36	\$26.53
24	Monthly	\$3,559	\$3,731	\$3,903	\$4,089	\$4,275	\$4,489	\$4,697
	Hourly	\$20.53	\$21.53	\$22.52	\$23.59	\$24.66	\$25.90	\$27.10
25	Monthly	\$3,640	\$3,822	\$3,997	\$4,185	\$4,376	\$4,593	\$4,806
	Hourly	\$21.00	\$22.05	\$23.06	\$24.14	\$25.25	\$26.50	\$27.73
26	Monthly	\$3,731	\$3,903	\$4,089	\$4,275	\$4,480	\$4,706	\$4,924
	Hourly	\$21.53	\$22.52	\$23.59	\$24.66	\$25.85	\$27.15	\$28.41
27	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
28	Monthly	\$3,903	\$4,089	\$4,275	\$4,480	\$4,690	\$4,925	\$5,154
	Hourly	\$22.52	\$23.59	\$24.66	\$25.85	\$27.06	\$28.41	\$29.74
29	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
30	Monthly	\$4,089	\$4,275	\$4,480	\$4,690	\$4,916	\$5,162	\$5,402
	Hourly	\$23.59	\$24.66	\$25.85	\$27.06	\$28.36	\$29.78	\$31.17
31	Monthly	\$4,185	\$4,376	\$4,589	\$4,800	\$5,032	\$5,283	\$5,528
	Hourly	\$24.14	\$25.25	\$26.48	\$27.69	\$29.03	\$30.48	\$31.89



**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
32	Monthly	\$4,275	\$4,480	\$4,690	\$4,916	\$5,154	\$5,417	\$5,668
	Hourly	\$24.66	\$25.85	\$27.06	\$28.36	\$29.74	\$31.25	\$32.70
33	Monthly	\$4,376	\$4,589	\$4,800	\$5,032	\$5,266	\$5,530	\$5,787
	Hourly	\$25.25	\$26.48	\$27.69	\$29.03	\$30.38	\$31.90	\$33.39
34	Monthly	\$4,480	\$4,690	\$4,916	\$5,154	\$5,396	\$5,666	\$5,929
	Hourly	\$25.85	\$27.06	\$28.36	\$29.74	\$31.13	\$32.69	\$34.21
35	Monthly	\$4,589	\$4,800	\$5,032	\$5,266	\$5,522	\$5,805	\$6,074
	Hourly	\$26.48	\$27.69	\$29.03	\$30.38	\$31.86	\$33.49	\$35.04
36	Monthly	\$4,690	\$4,916	\$5,154	\$5,396	\$5,649	\$5,932	\$6,207
	Hourly	\$27.06	\$28.36	\$29.74	\$31.13	\$32.59	\$34.22	\$35.81
37	Monthly	\$4,800	\$5,032	\$5,266	\$5,522	\$5,770	\$6,062	\$6,343
	Hourly	\$27.69	\$29.03	\$30.38	\$31.86	\$33.29	\$34.97	\$36.59
38	Monthly	\$4,916	\$5,154	\$5,396	\$5,649	\$5,917	\$6,206	\$6,494
	Hourly	\$28.36	\$29.74	\$31.13	\$32.59	\$34.14	\$35.80	\$37.47
39	Monthly	\$5,032	\$5,266	\$5,522	\$5,770	\$6,062	\$6,362	\$6,657
	Hourly	\$29.03	\$30.38	\$31.86	\$33.29	\$34.97	\$36.70	\$38.41
40	Monthly	\$5,154	\$5,396	\$5,649	\$5,917	\$6,208	\$6,522	\$6,824
	Hourly	\$29.74	\$31.13	\$32.59	\$34.14	\$35.82	\$37.63	\$39.37
41	Monthly	\$5,266	\$5,522	\$5,770	\$6,062	\$6,353	\$6,668	\$6,977
	Hourly	\$30.38	\$31.86	\$33.29	\$34.97	\$36.65	\$38.47	\$40.25
42	Monthly	\$5,396	\$5,649	\$5,917	\$6,208	\$6,501	\$6,830	\$7,147
	Hourly	\$31.13	\$32.59	\$34.14	\$35.82	\$37.51	\$39.40	\$41.23
43	Monthly	\$5,522	\$5,770	\$6,062	\$6,353	\$6,649	\$6,979	\$7,303
	Hourly	\$31.86	\$33.29	\$34.97	\$36.65	\$38.36	\$40.26	\$42.13
44	Monthly	\$5,649	\$5,917	\$6,208	\$6,501	\$6,827	\$7,166	\$7,498
	Hourly	\$32.59	\$34.14	\$35.82	\$37.51	\$39.39	\$41.34	\$43.26
45	Monthly	\$5,770	\$6,062	\$6,353	\$6,649	\$6,979	\$7,325	\$7,665
	Hourly	\$33.29	\$34.97	\$36.65	\$38.36	\$40.26	\$42.26	\$44.22
46	Monthly	\$5,917	\$6,208	\$6,501	\$6,827	\$7,145	\$7,503	\$7,851
	Hourly	\$34.14	\$35.82	\$37.51	\$39.39	\$41.22	\$43.29	\$45.30
47	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	\$46.33
48	Monthly	\$6,208	\$6,501	\$6,827	\$7,145	\$7,491	\$7,861	\$8,225
	Hourly	\$35.82	\$37.51	\$39.39	\$41.22	\$43.22	\$45.35	\$47.45
49	Monthly	\$6,353	\$6,649	\$6,979	\$7,306	\$7,658	\$8,047	\$8,420
	Hourly	\$36.65	\$38.36	\$40.26	\$42.15	\$44.18	\$46.43	\$48.58
50	Monthly	\$6,501	\$6,827	\$7,145	\$7,491	\$7,859	\$8,248	\$8,630
	Hourly	\$37.51	\$39.39	\$41.22	\$43.22	\$45.34	\$47.59	\$49.79
51	Monthly	\$6,655	\$6,979	\$7,306	\$7,658	\$8,036	\$8,434	\$8,825
	Hourly	\$38.39	\$40.26	\$42.15	\$44.18	\$46.36	\$48.66	\$50.91
52	Monthly	\$7,028	\$7,362	\$7,699	\$8,070	\$8,491	\$8,903	\$9,316
	Hourly	\$40.55	\$42.47	\$44.42	\$46.56	\$48.99	\$51.36	\$53.75
53	Monthly	\$7,193	\$7,534	\$7,873	\$8,260	\$8,675	\$9,111	\$9,533
	Hourly	\$41.50	\$43.47	\$45.42	\$47.65	\$50.05	\$52.56	\$55.00
54	Monthly	\$7,376	\$7,717	\$8,070	\$8,459	\$8,894	\$9,337	\$9,770
	Hourly	\$42.55	\$44.52	\$46.56	\$48.80	\$51.31	\$53.87	\$56.37
55	Monthly	\$7,557	\$7,913	\$8,273	\$8,670	\$9,113	\$9,572	\$10,016
	Hourly	\$43.60	\$45.65	\$47.73	\$50.02	\$52.58	\$55.22	\$57.79
56	Monthly	\$7,747	\$8,110	\$8,481	\$8,890	\$9,344	\$9,811	\$10,266
	Hourly	\$44.70	\$46.79	\$48.93	\$51.29	\$53.91	\$56.60	\$59.23



**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
57	Monthly	\$7,943	\$8,310	\$8,687	\$9,109	\$9,576	\$10,057	\$10,523
	Hourly	\$45.83	\$47.94	\$50.12	\$52.55	\$55.25	\$58.02	\$60.71
58	Monthly	\$8,139	\$8,520	\$8,908	\$9,337	\$9,815	\$10,306	\$10,784
	Hourly	\$46.96	\$49.15	\$51.39	\$53.87	\$56.63	\$59.46	\$62.22
59	Monthly	\$8,345	\$8,731	\$9,131	\$9,572	\$10,062	\$10,566	\$11,056
	Hourly	\$48.15	\$50.37	\$52.68	\$55.22	\$58.05	\$60.96	\$63.79
60	Monthly	\$8,551	\$8,952	\$9,356	\$9,811	\$10,315	\$10,830	\$11,332
	Hourly	\$49.33	\$51.65	\$53.98	\$56.60	\$59.51	\$62.48	\$65.38
61	Monthly	\$8,767	\$9,175	\$9,591	\$10,057	\$10,570	\$11,102	\$11,617
	Hourly	\$50.58	\$52.93	\$55.33	\$58.02	\$60.98	\$64.05	\$67.02
62	Monthly	\$8,984	\$9,404	\$9,834	\$10,306	\$10,838	\$11,377	\$11,904
	Hourly	\$51.83	\$54.25	\$56.74	\$59.46	\$62.53	\$65.64	\$68.68
63	Monthly	\$9,208	\$9,639	\$10,076	\$10,565	\$11,107	\$11,664	\$12,205
	Hourly	\$53.12	\$55.61	\$58.13	\$60.95	\$64.08	\$67.29	\$70.41
64	Monthly	\$9,439	\$9,882	\$10,329	\$10,828	\$11,384	\$11,957	\$12,511
	Hourly	\$54.46	\$57.01	\$59.59	\$62.47	\$65.68	\$68.98	\$72.18
65	Monthly	\$9,676	\$10,127	\$10,588	\$11,102	\$11,670	\$12,254	\$12,822
	Hourly	\$55.82	\$58.43	\$61.09	\$64.05	\$67.33	\$70.70	\$73.97
66	Monthly	\$9,916	\$10,380	\$10,855	\$11,377	\$11,961	\$12,557	\$13,139
	Hourly	\$57.21	\$59.89	\$62.63	\$65.64	\$69.01	\$72.45	\$75.80
67	Monthly	\$10,171	\$10,643	\$11,141	\$11,663	\$12,208	\$12,777	\$13,369
	Hourly	\$58.68	\$61.40	\$64.28	\$67.29	\$70.43	\$73.71	\$77.13

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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.