

**CSEA EMPLOYEE SALARY SCHEDULE**  
**37.5 HOURS PER WEEK, 7.5 HOURS PER DAY**  
**2025-26**

Increase of **4.50%** from 2024-25 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	21.70	3,254.93	22.74	3,410.93	23.83	3,575.17	24.99	3,748.04	26.20	3,930.02	26.93	4,039.20	28.43	4,264.48	30.68	4,601.71	33.55	5,032.75	34.22	5,133.41
10M-07	22.82	3,422.60	23.87	3,580.12	24.96	3,743.78	26.13	3,919.72	27.36	4,103.85	28.12	4,218.24	29.70	4,454.28	32.05	4,807.62	35.06	5,259.25	35.76	5,364.43
10M-08	23.32	3,498.30	24.41	3,661.97	25.56	3,833.82	26.74	4,010.99	28.01	4,202.05	28.80	4,319.40	30.41	4,561.52	32.83	4,923.95	35.91	5,387.21	36.63	5,494.95
10M-09	23.87	3,580.12	24.96	3,743.78	26.13	3,919.72	27.36	4,103.85	28.63	4,294.51	29.43	4,414.63	31.08	4,662.47	29.59	4,439.01	32.36	4,853.78	33.01	4,950.85
10M-10	24.41	3,661.97	25.56	3,833.82	26.76	4,013.84	28.01	4,202.05	29.32	4,398.42	30.14	4,521.65	31.84	4,775.92	34.38	5,156.56	37.62	5,643.07	38.37	5,755.93
10M-11	24.96	3,743.78	26.13	3,919.72	27.36	4,103.85	28.67	4,300.23	30.00	4,500.71	30.85	4,627.02	32.58	4,887.62	35.18	5,277.73	38.51	5,776.36	39.28	5,891.89
10M-12	25.56	3,833.82	26.76	4,013.84	28.01	4,202.05	29.32	4,398.42	30.70	4,605.06	31.56	4,734.49	33.34	5,001.56	36.01	5,401.34	39.42	5,912.33	40.20	6,030.57
10M-13	26.13	3,919.72	27.36	4,103.85	28.67	4,300.23	30.00	4,500.71	31.42	4,713.50	32.31	4,846.19	34.13	5,119.96	36.87	5,529.79	40.36	6,053.62	41.16	6,174.69
10M-14	26.76	4,013.84	28.01	4,202.05	29.32	4,398.42	30.70	4,605.06	32.16	4,823.95	33.07	4,959.95	34.94	5,240.56	37.74	5,660.62	41.32	6,197.53	42.14	6,321.48
10M-15	27.36	4,103.85	28.67	4,300.23	30.00	4,500.71	31.42	4,713.50	32.94	4,940.54	33.87	5,080.03	35.79	5,367.87	38.66	5,798.73	42.33	6,349.45	43.18	6,476.44
10M-16	28.68	4,302.21	29.99	4,498.59	31.33	4,699.06	32.75	4,911.83	34.26	5,138.87	35.23	5,284.32	37.23	5,584.43	40.22	6,033.67	44.05	6,607.88	44.93	6,740.03
10M-17	30.00	4,500.67	31.31	4,697.06	32.65	4,897.53	34.07	5,110.30	35.58	5,337.35	36.59	5,488.75	38.67	5,801.15	41.79	6,268.78	45.78	6,866.50	46.69	7,003.83
10M-18	31.33	4,699.15	32.64	4,895.53	33.97	5,096.01	35.39	5,308.78	36.91	5,535.83	37.95	5,693.19	40.12	6,017.87	43.36	6,503.89	47.50	7,125.11	48.45	7,267.62

**CSEA EMPLOYEE SALARY SCHEDULE  
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY  
2025-26**

Increase of **4.50%** from 2024-25 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      **163.13**    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	27.24	4,420.89	28.57	4,635.42	29.90	4,852.13	31.32	5,081.82	32.84	5,328.86	33.77	5,480.01	35.69	5,791.88	38.40	6,231.72	42.06	6,825.73	42.90	6,962.24
11M-16	27.90	4,527.99	29.21	4,740.74	30.59	4,964.59	32.06	5,201.71	33.60	5,452.16	34.55	5,607.01	36.52	5,926.51	39.30	6,377.12	43.05	6,985.67	43.91	7,125.38
11M-17	28.56	4,634.36	29.90	4,851.55	31.32	5,082.07	32.83	5,328.05	34.42	5,585.14	35.40	5,743.97	37.42	6,071.70	40.27	6,533.92	44.11	7,158.14	44.99	7,301.31
11M-19	29.90	4,851.55	31.32	5,082.07	32.83	5,328.05	34.42	5,585.14	36.04	5,848.86	37.07	6,015.61	39.19	6,359.67	42.18	6,844.90	46.22	7,500.22	47.14	7,650.23
11M-20	30.59	4,964.59	32.06	5,201.71	33.60	5,452.16	35.22	5,715.89	36.88	5,984.05	37.93	6,154.86	40.10	6,507.28	43.16	7,004.32	47.30	7,675.58	48.25	7,829.09
11M-21	31.32	5,082.07	32.83	5,328.05	34.42	5,585.14	36.04	5,848.94	37.79	6,132.52	38.87	6,307.77	41.10	6,669.39	44.24	7,179.39	48.49	7,868.15	49.46	8,025.51
11M-22	32.06	5,201.71	33.60	5,452.16	35.22	5,715.89	36.88	5,984.05	38.67	6,274.37	39.77	6,453.88	42.05	6,824.28	45.27	7,346.66	49.62	8,052.15	50.61	8,213.19
12M-15	26.95	4,396.67	28.27	4,611.21	29.80	4,827.91	31.00	5,057.61	32.52	5,304.64	33.45	5,455.79	35.36	5,767.66	38.05	6,207.50	41.70	6,801.51	42.53	6,937.54
12M-17	28.26	4,610.14	29.59	4,827.33	31.01	5,057.86	32.51	5,303.83	34.09	5,560.92	35.06	5,719.76	37.07	6,047.49	39.91	6,509.70	43.73	7,133.93	44.61	7,276.61
12M-18	28.91	4,716.54	30.29	4,940.37	31.74	5,177.49	33.27	5,427.95	34.89	5,691.67	35.89	5,854.43	37.95	6,190.26	40.85	6,663.88	44.77	7,303.53	45.67	7,449.60
12M-19	29.59	4,827.33	31.01	5,057.86	32.51	5,303.83	34.09	5,560.92	35.71	5,824.64	36.73	5,991.39	38.84	6,335.45	41.81	6,820.69	45.83	7,476.01	46.75	7,625.53
12M-20	30.29	4,940.37	31.74	5,177.49	33.27	5,427.95	34.89	5,691.67	36.54	5,959.84	37.58	6,130.64	39.74	6,483.07	42.79	6,980.11	46.90	7,651.36	47.84	7,804.39
12M-21	31.01	5,057.86	32.51	5,303.83	34.09	5,560.92	35.71	5,824.72	37.45	6,108.30	38.52	6,283.56	40.74	6,645.17	43.86	7,155.17	48.09	7,843.94	49.05	8,000.81
12M-22	31.74	5,177.49	33.27	5,427.95	34.89	5,691.67	36.54	5,959.84	38.32	6,250.15	39.42	6,429.67	41.69	6,800.06	44.89	7,322.45	49.21	8,027.93	50.20	8,188.49
12M-23	32.51	5,303.83	34.09	5,560.92	35.71	5,824.64	37.45	6,108.30	39.23	6,398.64	40.35	6,582.61	42.68	6,962.20	45.96	7,497.54	50.39	8,220.54	51.40	8,384.95
12M-24	33.27	5,427.95	34.89	5,691.67	36.54	5,959.84	38.32	6,250.15	40.20	6,558.22	41.36	6,746.98	43.75	7,136.44	47.12	7,685.72	51.66	8,427.53	52.70	8,596.08
12M-25	34.09	5,560.92	35.71	5,824.64	37.45	6,108.30	39.23	6,398.64	41.11	6,706.68	42.30	6,899.89	44.74	7,298.55	48.19	7,860.79	52.84	8,620.10	53.90	8,792.50
12M-26	34.89	5,691.66	36.54	5,959.84	38.32	6,250.15	40.20	6,558.22	42.13	6,872.90	43.35	7,071.09	45.85	7,480.03	49.39	8,056.78	54.17	8,835.69	55.25	9,012.41
12M-27	36.56	5,964.41	38.31	6,249.64	40.14	6,548.04	42.07	6,862.11	44.09	7,191.91	45.36	7,399.67	47.99	7,828.36	51.70	8,432.96	56.70	9,249.48	57.84	9,434.47

<b>RANGE</b>	<b>POSITION</b>
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	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
12M-23	District Information Technology Specialist II
12M-23	Accountant
12-M 24	Operations Coodinator
12M-24	District Data Coordinator
12M-25	Engineering Lab Coordinator

**CSEA EMPLOYEE SALARY SCHEDULE  
40 HOURS PER WEEK, 8 HOURS PER DAY  
2025-26**

Increase of **4.50%** from 2024-25 Schedule  
approved 6/26/2024

Hourly Rate = Monthly Base/Standard Monthly Hours  
Standard Monthly Hours = Total Days\*hours-per-day/12

**174.0**

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	23.59	4,103.92	24.71	4,299.17	25.89	4,504.06	27.10	4,716.19	28.39	4,940.37	29.20	5,080.59	30.86	5,369.91	33.21	5,777.95	36.37	6,329.02	37.10	6,455.60
M13	24.13	4,197.93	25.28	4,398.01	26.49	4,610.13	27.74	4,827.07	29.07	5,058.47	29.90	5,202.24	31.60	5,498.87	34.01	5,917.22	37.25	6,482.20	38.00	6,611.85
M14	24.71	4,299.17	25.89	4,504.06	27.10	4,716.19	28.39	4,940.37	29.75	5,176.60	30.60	5,323.91	32.34	5,627.85	34.81	6,056.51	38.13	6,635.43	38.90	6,768.13
M15	25.28	4,398.01	26.49	4,610.13	27.74	4,827.07	29.07	5,058.47	30.48	5,304.37	31.35	5,455.51	33.15	5,767.36	35.67	6,207.18	39.09	6,801.16	39.87	6,937.18
M16	25.89	4,504.06	27.10	4,716.19	28.39	4,940.37	29.75	5,176.60	31.19	5,427.30	32.08	5,582.13	33.92	5,901.59	36.51	6,352.14	40.00	6,960.61	40.80	7,099.83
M17	26.49	4,610.13	27.74	4,827.07	29.07	5,058.47	30.48	5,304.37	31.95	5,559.88	32.87	5,718.69	34.75	6,046.36	37.41	6,508.48	40.99	7,132.58	41.81	7,275.23
M18	27.10	4,716.19	28.39	4,940.37	29.75	5,176.60	31.19	5,427.30	32.72	5,692.45	33.65	5,855.23	35.58	6,191.10	38.30	6,664.80	41.98	7,304.53	42.82	7,450.62
M19	27.74	4,827.07	29.07	5,058.47	30.48	5,304.37	31.95	5,559.88	33.48	5,825.04	34.44	5,991.80	36.41	6,335.88	39.20	6,821.15	42.97	7,476.52	43.83	7,626.05
M20	28.39	4,940.37	29.75	5,176.60	31.19	5,427.30	32.72	5,692.45	34.25	5,960.01	35.23	6,130.82	37.26	6,483.25	40.12	6,980.31	43.97	7,851.59	44.85	7,804.62
M21	29.07	5,058.47	30.48	5,304.37	31.95	5,559.88	33.48	5,825.04	35.11	6,109.47	36.12	6,284.76	38.20	6,646.45	41.13	7,156.55	45.09	7,845.45	45.99	8,002.36
M22	29.75	5,176.60	31.19	5,427.30	32.72	5,692.45	34.25	5,960.01	35.92	6,249.29	36.95	6,428.77	39.08	6,799.12	42.08	7,321.42	46.13	8,026.81	47.05	8,187.35
M23	30.48	5,304.37	31.95	5,559.88	33.48	5,825.04	35.11	6,109.47	36.77	6,398.75	37.83	6,582.72	40.01	6,962.31	43.09	7,497.67	47.25	8,220.68	48.19	8,385.09
M24	31.19	5,427.30	32.72	5,692.45	34.25	5,960.01	35.92	6,249.29	37.69	6,557.84	38.77	6,746.58	41.01	7,136.02	44.17	7,685.27	48.43	8,427.03	49.40	8,595.57
M25	31.95	5,559.88	33.48	5,825.04	35.11	6,109.47	36.77	6,398.75	38.55	6,707.29	39.66	6,900.51	41.95	7,299.21	45.18	7,861.50	49.55	8,620.88	50.54	8,793.30
M26	32.72	5,692.45	34.25	5,960.01	35.92	6,249.29	37.69	6,557.84	39.50	6,873.62	40.64	7,071.84	42.99	7,480.82	46.31	8,057.64	50.79	8,836.63	51.80	9,013.36

<b>RANGE</b>	<b>POSITION</b>
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**  
**2025-26 (approved 6/26/2024)**

4.50% Increase from 2024-25 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	\$23.93	\$2,701.44	\$24.96	\$2,818.73	\$26.11	\$2,947.82	\$27.20	\$3,071.16	\$28.29	\$3,194.51
30 hr/wk SPED Para I	\$24.41	\$2,755.64	\$25.49	\$2,877.53	\$26.59	\$3,002.04	\$27.67	\$3,124.22	\$28.76	\$3,247.57
30 hr/wk SPED Para II	\$27.67	\$3,123.72	\$28.76	\$3,247.57	\$29.95	\$3,381.23	\$31.14	\$3,516.12	\$32.39	\$3,656.74
Library Media Tech 30Hrs	\$27.67	\$3,123.72	\$28.76	\$3,247.57	\$29.95	\$3,381.23	\$31.14	\$3,516.12	\$32.39	\$3,656.74
Assistive Technology	\$29.18	\$3,294.22	\$30.35	\$3,426.54	\$31.57	\$3,565.06	\$32.83	\$3,707.22	\$34.16	\$3,856.45
31.25 hr/wk SPED Para I*	\$24.30	\$2,858.34	\$25.38	\$2,985.31	\$26.49	\$3,115.01	\$27.57	\$3,242.28	\$28.66	\$3,370.77
31.25 hr/wk SPED Para II*	\$27.56	\$3,241.76	\$28.66	\$3,370.77	\$29.84	\$3,510.00	\$31.04	\$3,650.50	\$32.28	\$3,796.99
Library Media Tech *	\$27.56	\$3,241.76	\$28.66	\$3,370.77	\$29.84	\$3,510.00	\$31.04	\$3,650.50	\$32.28	\$3,796.99
Assistive Technology *	\$29.07	\$3,419.36	\$30.24	\$3,557.19	\$31.47	\$3,701.48	\$32.73	\$3,849.56	\$34.05	\$4,005.02

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	\$27.15	\$3,124.89	\$28.24	\$3,250.62	\$29.01	\$3,338.86
30 hr/wk SPED Para I	\$27.62	\$3,178.98	\$28.71	\$3,304.70	\$29.50	\$3,395.37
30 hr/wk SPED Para II	\$31.09	\$3,578.44	\$32.34	\$3,721.79	\$33.23	\$3,824.35
Library Media Tech 30Hrs	\$31.09	\$3,578.44	\$32.34	\$3,721.79	\$33.22	\$3,823.08
Assistive Technology	\$32.78	\$3,773.23	\$34.11	\$3,925.35	\$35.07	\$4,035.91
31.25 hr/wk SPED Para I*	\$27.52	\$3,299.31	\$28.61	\$3,430.28	\$29.40	\$3,524.73
31.25 hr/wk SPED Para II*	\$30.99	\$3,715.43	\$32.24	\$3,864.74	\$33.12	\$3,970.26
Library Media Tech *	\$30.99	\$3,715.43	\$32.24	\$3,864.74	\$33.12	\$3,970.26
Assistive Technology *	\$32.68	\$3,918.33	\$34.01	\$4,076.79	\$34.97	\$4,191.95

Years in District: 11-13

1278.00 hours = 213 Days x 6 hrs per day

1290.00 hours = 215 Days x 6 hrs per day

Years in District: 10

1331.25 hours = 213 Days x 6.25 hrs per day

1343.75 hours = 215 Days x 6.25 hrs per day

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	30.58	3,552.54
30 hr/wk SPED Para I	31.10	3,613.42
30 hr/wk SPED Para II	35.06	4,073.04
Library Media Tech 30 Hrs	35.06	4,073.04
Assistive Technology	36.98	4,296.43
31.25 hr/wk SPED Para I*	31.00	3,751.86
31.25 hr/wk SPED Para II*	34.96	4,230.64
Library Media Tech *	34.96	4,230.64
Assistive Technology *	36.88	4,463.33

STEPS RANGE	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	30.55	3,583.17
30 hr/wk SPED Para I	31.08	3,644.62
30 hr/wk SPED Para II	35.03	4,108.56
Library Media Tech 30 Hrs	35.03	4,108.56
Assistive Technology	36.96	4,334.04
31.25 hr/wk SPED Para I*	30.98	3,784.36
31.25 hr/wk SPED Para II*	34.94	4,267.63
Library Media Tech *	34.94	4,267.63
Assistive Technology *	36.86	4,502.50

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	30.54	3,598.48	32.79	3,863.26	35.83	4,220.92	36.48	4,297.83
30 hr/wk SPED Para I	31.07	3,660.22	\$33.35	3,929.21	36.45	4,293.96	\$37.17	4,378.87
30 hr/wk SPED Para II	35.02	4,126.31	37.61	4,431.36	\$41.13	4,846.19	41.91	4,937.58
Library Media Tech 30 Hrs	35.02	4,126.31	37.61	4,431.36	41.14	4,847.60	41.91	4,937.58
Assistive Technology	36.95	4,352.84	39.70	4,677.66	43.43	5,117.34	44.26	5,214.46
31.25 hr/wk SPED Para I*	30.97	3,800.61	\$33.25	4,080.81	36.35	4,460.76	37.04	4,545.79
31.25 hr/wk SPED Para II*	34.92	4,286.13	37.51	4,603.89	41.05	5,037.47	41.81	5,131.20
Library Media Tech *	34.92	4,286.13	37.51	4,603.89	41.05	5,037.47	41.81	5,131.20
Assistive Technology *	36.85	4,522.09	39.60	4,860.44	43.34	5,318.45	44.16	5,419.61

(Hourly rates are rounded)

Hourly = Monthly \* # Hours / 11

**PIEDMONT UNIFIED SCHOOL DISTRICT**  
**Occupational Therapists' Salary Schedule**  
**185 WORK DAYS**  
**2025-26 (approved 4/24/2024)**

4.50% Increase over 2024-25

<b>Occupational Therapist</b>			
<b>STEP</b>	<b>Annual Salary COLUMN F</b>	<b>Daily Rate 185 Days</b>	<b>Hourly Rate 7.5 Hours</b>
1	84,182	455.04	60.67
2	84,182	455.04	60.67
3	84,182	455.04	60.67
4	84,182	455.04	60.67
5	84,182	455.04	60.67
6	87,305	471.92	62.92
7	90,434	488.83	65.18
8	93,560	505.73	67.43
9	96,699	522.70	69.69
10	99,832	539.64	71.95
11	102,961	556.55	74.21
12	106,085	573.43	76.46
14	109,030	589.35	78.58
16	111,976	605.27	80.70
18	114,921	621.20	82.83
20	117,870	637.13	84.95
22	120,814	653.05	87.07
24	123,764	669.00	89.20
25	126,715	684.95	91.33