

AGREEMENT

BY AND BETWEEN

VISALIA UNIFIED SCHOOL DISTRICT

AND

CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION

AND ITS CHAPTER 83

2024-2027

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PREAMBLE

THIS AGREEMENT is made and entered into upon completion of formal ratification by and between Visalia Unified School District, hereinafter referred to as the District, and the California School Employees Association and its Visalia Chapter #83 or its successors, hereinafter referred to as CSEA.

The purpose of the Agreement is to promote the improvement of personnel management and employer-employee relations, provide an equitable and peaceful procedure for the resolution of differences, and establish rates of pay and other terms and conditions of employment as provided in Chapter 10.7 (commencing with section 3540), Division 4 of Title I of the Government Code.

ARTICLE 1: RECOGNITION

- 1.1 **Acknowledgment:** The District hereby acknowledges that CSEA is the exclusive bargaining representative for all classified positions which are listed in Appendix A.
- 1.2 **New Positions:** The District shall notify CSEA of all newly created classified position(s). Upon request from CSEA, the District shall meet to discuss the inclusion or exclusion of said classification(s) in the bargaining unit. Disputes regarding inclusion or exclusion shall be handled in accordance with Public Employment Relations Board rules and regulations. Upon request, the District shall negotiate the salary placement for newly created positions.

ARTICLE 2: NO DISCRIMINATION

- 2.1 **Discrimination Prohibited:** No employee in the bargaining unit shall be appointed, reduced, removed, or in any way favored or discriminated against because of his/her political opinions or affiliations, or because of race, national origin, religion, or marital status and, to the extent prohibited by law, no person shall be discriminated against because of age, sex, or physical handicap.
- 2.2 **No Discrimination on Account of CSEA Activity:** Neither the District nor CSEA shall interfere with, intimidate, restrain, coerce, or discriminate against employees in the bargaining unit because of the exercise of rights to engage or not to engage in CSEA activity.

ARTICLE 3: PROFESSIONAL DUES AND PAYROLL DEDUCTIONS

- 3.1 CSEA shall have the sole and exclusive right to have membership dues, initiation and service fees deducted by the District for all employees in the bargaining unit. Any employee who is employed by the District, or who has applied for membership, may sign and authorize the District to deduct the annual dues and general assessments of CSEA as specified by CSEA.

The District shall deduct one-tenth (1/10) of such dues from the regular salary of the employee each month for ten (10) months. Deductions for employees who sign such authorization after the commencement of the school year shall be appropriately prorated to complete the payments by the end of the school year.

- 3.2 Any employee employed by the District who is not a member of CSEA, or who does not make application for membership within sixty (60) days from the date of this Agreement, or within thirty days (30) from the date of commencement of assigned duties within the bargaining unit whichever comes last, shall become a member of the Association or pay to CSEA a fee in the amount equal to unified membership dues, and general assessments, payable to CSEA in one lump sum cash payment in the same manner as required for the payment of membership dues, provided, however, that the employee may authorize payroll deduction for such fee in the same manner as provided in 3.1 of this Article. In the event that an employee shall not pay such fee directly to CSEA or authorize payment through payroll deduction as provided in 3.1 of this Article, CSEA shall so inform the District, and the District shall immediately begin automatic payroll deduction as in Education Code section 45061 and in the same manner as set forth in 3.1 of this Article. There shall be no charge to CSEA for such mandatory agency fee deductions.
- 3.3 Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join or financially support CSEA as a condition of employment; except that such employee shall pay, in lieu of a service fee, sums equal to such service fee to one of the following non-religious, non-labor organizations, charitable funds exempt from taxation under section 501 (C) (3) of Title 26 of the Internal Revenue Code:
- a. Visalia Educational Foundation
 - b. American Cancer Society
 - c. American Red Cross
 - d. Other charitable organizations mutually acceptable to the District and the Association.
- 3.4 Proof of payment and a written statement of obligation along with verifiable evidence of membership in a religious body whose traditional tenets or teaching object to joining or financially supporting employee organizations, pursuant to 3.3 above, shall be made upon written demand on an annual basis to CSEA and the District as a condition of continued exemption from the provisions of sections 3.1 and 3.2 above. Proof of payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment in lieu of the service fee has been made.
- 3.5 With respect to all sums deducted by the District pursuant to sections 3.1 and 3.2 above, whether for membership dues or agency fee, the District agrees promptly to remit such

monies to CSEA together with an alphabetical list of employees for whom such deductions have been made, categorizing them as to membership or non-membership in CSEA, and indicating any changes in personnel from the list previously furnished.

- 3.6 CSEA shall indemnify and hold harmless the District and its Governing Board members, officers, agents, and employees, individually and collectively, from and against any and all claims, costs, suits, losses, demands, actions, judgments, damages, attorneys' fees, liability, and proceedings, of any nature, arising out of or related in any way to the provisions of this Article.
- 3.7 CSEA agrees to furnish any information needed by the District to fulfill the provisions of the Article.
- 3.8 The District is not obligated to put into effect any new, changed or discontinued deductions until the pay period commencing forty-five (45) days after such submission.
- 3.9 If a payroll error occurs or any employee does not meet an established deadline, the District upon notification by an employee, will immediately take steps to rectify the error.
- 3.10 Upon appropriate written authorization from an employee, the District will deduct from his/her salary and make appropriate remittance for such programs as credit union, approved annuities, insurance, etc.
- 3.11 The District shall distribute to all new employees, including employees rehired, the CSEA membership application and a copy of the current collective bargaining agreement.

ARTICLE 4: DISTRICT RIGHTS

- 4.1 The District retains all its vested rights, powers, and authority to manage and direct its affairs to the extent limited by law and not otherwise limited by the provisions of this Agreement. Included in those powers and authority are the rights to:
 - 4.1.1 Manage and direct its own operations and its classified personnel; such direction to be for the purposes dictated by District goals including, but not limited to, greater District efficiency and high staff morale.
 - 4.1.2 To determine its goals, objectives, and educational philosophy.
 - 4.1.3 To ensure the rights and educational opportunities of students.
 - 4.1.4 To determine staffing patterns, job descriptions, and the classification of all positions.

- 4.1.5 To determine the curriculum.
- 4.1.6 To determine, develop, and implement its budget and procedures thereof.
- 4.1.7 To determine the methods of raising revenue.
- 4.1.8 To contract or discontinue work for operational or economic reasons.
- 4.1.9 To hire, assign, reassign, evaluate, promote, and terminate employees.
- 4.1.10 To discipline employees in accordance with contractual agreements, District Policy, and State and federal law.
- 4.1.11 To build, move, or modify the facilities.
- 4.1.12 To determine the kinds and levels of services to be provided and the methods and means of providing them.
- 4.1.13 To determine the number and kinds of personnel required.
- 4.1.14 To establish rules of conduct and operating procedures.
- 4.2 The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms which are in conformance with the law.
- 4.3 The District, on its own behalf and on behalf of the electors, hereby retains and reserves unto itself all rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of California, except as specifically abridged, granted, or modified by this Agreement or by Chapter 10.7 (commencing with section 3540), Division 4 of Title I of the California Government Code.
- 4.4 In the event an emergency affects the ability of the District to reasonably comply with any provision(s) of this Agreement, said provision(s) may be altered by the District only to the extent and for the time necessary to meet the emergency. CSEA shall be notified of the action(s) to be taken and time permitting, the District shall review with CSEA representatives the reasons for said action(s).

ARTICLE 5: ORGANIZATIONAL RIGHTS

- 5.1 **CSEA Rights:** CSEA shall have the following rights in addition to the rights contained in any

other portions of this Agreement.

5.2 The right of access at reasonable times to areas in which employees work.

5.2.1 Reasonable times for the purpose of this article shall mean before work, during breaks, lunch periods, after work, or for short periods during work hours at the discretion of the District.

5.3 The right to use without charge, institutional bulletin boards, mailboxes, and the use of the school mail system, and other District means of communication for posting or transmission of information or notices concerning CSEA matters. This right shall be subject to the following conditions:

5.3.1 All postings for bulletin boards or items for school mailboxes must contain the date of posting or distribution and the identification of the organization.

5.3.2 A copy of such posting or distribution must be sent to the District Superintendent, Classified Personnel, and to the site administrator prior to posting or distribution.

5.4 The right to the use of institutional equipment, facilities, and buildings under the provisions of the District's Facilities Use Policy and such equipment required for public meetings.

5.5 The right upon request to be supplied with a completed roster of all bargaining unit employees each year. The roster shall also indicate the employee's present classification, primary job site, salary range and step placement, address, and phone number.

5.6 In the event of a layoff, to be conducted consistent with the procedures set forth in the Education Code, the District should provide upon request, a seniority list indicating classification of each employee affected by the layoff. Seniority for purposes of layoffs has been negotiated by the Parties to be date of hire (i.e. first day worked) with the District.

5.6.1 The District and CSEA agree to meet no later than twenty (20) calendar days prior to layoff notification upon request from CSEA to negotiate effects of any proposed layoff, if any, consistent with the Educational Relations Act.

5.6.2 The parties agree that the provisions provided in this article set forth all the layoff rights afforded to CSEA and to unit members in addition to those provided in the Education Code.

5.7 The right to receive two (2) copies of any public budget or public financial material submitted at any time to the Board of Education.

- 5.8 The right to review and copy at CSEA expense, at all reasonable times, any other public material in the possession of or produced by the District.
- 5.9 The District will send the CSEA field office representative and the CSEA President a copy of all materials which are distributed to all bargaining unit classified employees.

ARTICLE 6: CSEA REPRESENTATIVES

- 6.1 **Selection of Representatives:** CSEA reserves the right to designate the method of selection of representatives.
- 6.2 **Site Representatives:** CSEA shall notify the District Superintendent and Classified Personnel in writing of the names of the site representatives and the site they represent on or before October 1 of each year. If a change is made, the District Superintendent and Classified Personnel shall be advised in writing of such change.
- 6.3 **Union Stewards/Chief Union Stewards:** The following shall be understood to constitute the duties and responsibilities of Union Stewards/Chief Union Stewards.
- 6.3.1 After notifying his/her immediate supervisor, a Union Steward/Chief Union Steward shall be permitted to leave his/her normal work area during reasonable times in order to process grievances. The Union Steward/Chief Union Steward shall advise the supervisor of the grievant of his/her presence. The Union Steward/Chief Union Steward is permitted to discuss any problem with all employees immediately concerned, and, if appropriate, to attempt to achieve settlement in accordance with the grievance procedure.
- 6.3.2 The Union Steward/Chief Union Steward shall not leave his/her work area until the immediate supervisor believes that an adequate level of service can be maintained with the Union Steward/Chief Union Steward absent.
- 6.4 It is understood that a Chief Union Steward shall oversee the functions of all Union Stewards site representatives.

ARTICLE 7: TRANSFERS

- 7.1 **Definition:** A transfer is defined as a change of job location within the same position classification.
- 7.2 **Criteria for Transfer:** The following criteria shall be used in consideration of transfer requests in the order listed below:

- 7.2.1 The needs and efficient operation of the District.
- 7.2.2 The contribution the individual can make in the new position.
- 7.2.3 The quality of the service rendered to the District by the employee.
- 7.2.4 The preference of the employee.

7.3 **Lateral Transfer:**

- 7.3.1 **Definition:** 'Lateral Transfer' shall be defined as a change in position without a change in classification. Such a change may occur when a position becomes vacant or a new position is created within the same classification, salary range, and same (or less) number of total hours (per workday and/or work year).
- 7.3.2 When a new position is created or an existing position within the unit becomes vacant, an employee in the same classification (and same [or less] number of total hours per workday and/or work year) may request a lateral transfer via email by notifying the CSEA President [president@csea83.com] and HRD Administrator [HRDAdministrator@vusd.org] before the posting closes. Any employee requesting a lateral transfer must include a resume with the email to be eligible for consideration. Section 7.3.3 will only be initiated if an employee has complied with this process.
- 7.3.3 The District shall select from among those requesting the lateral transfer pursuant to 7.3.2 and any employees who have applied for the position and are in the same classification with the same (or less) number of total hours. In the event that two or more employees request or apply for a lateral transfer, the District shall make their selection through the interview process. In the event that the transfer is denied, CSEA and the District will meet to discuss upon request by either party.

7.4 **Employer Initiated Transfer:**

- 7.4.1 **Involuntary Transfer:** An involuntary transfer may be made for the following reasons:
 - 7.4.1.1 A change of enrollment or workload necessitating transfer of classified staff.
 - 7.4.1.2 Improved efficiency of the District.
 - 7.4.1.3 Reassignment of member of immediate family. Members of the

immediate family who are employed by the District shall not be assigned to the same school or work location where another member of the family would be their supervisor.

7.4.2 **Administrative Transfer:** A transfer may be made by the Administration for any of, but not limited to, the following reasons:

7.4.2.1 An opportunity to evaluate an employee in a different school or location.

7.4.2.2 Significant personality conflicts.

7.4.2.3 An employee may request a conference or written statement regarding the reason for the administrative transfer.

7.4.3 **Medical Transfer:** The District and CSEA agree to comply with mandated provisions of the ADA and the Family and Medical Leave Act. The District may give alternate work when the same is available to an employee who has become medically unable to satisfactorily perform his/her regular job class duties. The alternate work may constitute promotion, demotion, or lateral transfer to a related classification, but it shall be instituted only by mutual agreement with the District and concurrence of the employee with notice to CSEA.

7.5 **General Provisions:**

7.5.1 **Temporary Job Site Transfer:** No employee shall be assigned to a work location other than the employee's normal work site for a period in excess of five (5) working days. The District retains the right to make such changes during periods when students are not in regular attendance; for example, winter recess, summer recess, and when the workload is reduced because students are not in attendance.

7.5.2 **Posting of Vacancy Notices:** When a vacancy exists, the vacancy notice shall be posted on the District's applicant tracking system by the District for no less than five (5) full work-days, during which time any employee may submit an application for the vacancy. The District agrees to continue to provide a courtesy notification to all bargaining unit members of the posting of vacancies via District email, however, unit members remain obligated to monitor the District's applicant tracking system for any vacancy notices.

7.5.3 **Application:** Any employee in the bargaining unit may apply for transfer to a posted position vacancy by filing a written application with Human Resources via the District's applicant tracking system.

7.5.4 **Denial of Transfer**: Any employee denied a transfer shall, upon written request, be given written reasons for the denial within five (5) working days of the request.

7.5.5 **A Substitute Employee**: Shall mean any person employed to replace any classified employee who is temporarily absent from duty. However, if the District is engaged in the procedure to hire a regular employee to fill a vacancy in any classified position, the District may fill the vacancy (through the employment of one or more substitutes) for not more than sixty (60) calendar days.

7.5.5.1 Classified employees are entitled to provide coverage in their same classification or in a classification in which the employee meets the minimum requirements of the position. The employee shall not retain employment rights to the classified position in which they provide coverage. Employees shall be paid at the classification in which they provide such coverage.

ARTICLE 8: PROMOTIONS

8.1 **Definition**: Promotion is defined as a change in the assignment of an employee from a position in one classification to a vacant position in a different classification compensated at a higher range or the same classification which has a higher number of hours or a higher maximum annual salary.

8.2 **Definition**: Voluntary Demotion is defined as a change in the assignment of an employee from a position in one classification to a vacant position in a different classification, compensated at a lower range or the same classification, which has a lower number of hours, as requested by a unit member.

8.3 **Posting of Vacancy Notice and Application Procedures**: Notice of all job vacancies shall be posted on the District's applicant tracking system for a period of no less than five (5) full workdays during which time any employee may submit an application for the posted vacancy ("Job Vacancy Notice"). The District agrees to continue to provide a courtesy notification to all bargaining unit members of the posting of Job Vacancy Notices via District email, however, unit members remain obligated to monitor the District's applicant tracking system for any Job Vacancy Notices.

8.4 **Contents of the Job Vacancy Notice**: The Job Vacancy Notice shall include the following information: the job title, a brief description of the position and duties, the minimum qualifications required for the position, the assigned work site, the number of hours per day, the regularly-assigned work shift times, days per week and months per year assigned to the

position, the salary range, and the deadline for submitting application.

The District may determine the assigned work site, based on the position, at the time of hire or when the assignment is determined, for the following positions:

- 8.4.1 Paraprofessional – SPED
- 8.4.2 Specialized Learning Center (SLC) Support Technician
- 8.4.3 Treatment Nurse

8.5 **Promotional Order**

- 8.5.1 For promotional opportunities concerning newly created or vacant classified positions, all bargaining unit applicants who meet the minimum qualifications will be granted an interview for the position. A bargaining unit member who submits an application for a position in the same classification, but with increased hours, shall be deemed to have met the minimum qualifications. The Job Vacancy Notice for these positions (for bargaining unit members and external applicants) shall be posted for no less than five (5) full workdays.
- 8.5.2 The District shall select the most qualified applicant from among District applicants within the bargaining unit, providing there are at least five (5) District applicants within the bargaining unit who meet all the minimum qualifications of the position based on the job description. In the event there are not five (5) District applicants within the bargaining unit who meet all the minimum qualifications based on the job description, the District may select a non-bargaining unit or non-District applicant to fill the newly created or vacant position.
- 8.5.3 In the event a bargaining unit applicant and a non-bargaining unit or outside applicant are determined to have equal qualifications, the bargaining unit applicant shall be granted the vacant position. Qualifications shall be determined based on, but not limited to, the following: certifications, education, past performance, and interview.
- 8.5.4 New bargaining unit employees in the District are probationary for a period not to exceed six (6) months or 130 days of paid service, whichever is longer. Paid holidays, sick leave (except as set forth in Section 15.6.5) and paid vacation days are included in the calculation of paid service. Traditional breaks in the school/work calendar in which a unit member is not performing paid service (example: summer, winter, and spring breaks, etc.), will not count towards a unit member's probationary period. Probationary employees shall not be eligible for promotion until he/she has completed his/her probationary period.

8.5.5 When a permanent bargaining unit employee promotes, they are probationary in the new position for six (6) months. Any succeeding promotion is subject to the same six (6) months' probation in the new position.

8.5.5.1 When an employee promotes, the employee shall receive an evaluation near the midpoint of the probationary period to address any concerns related to performance.

8.5.5.2 If a permanent bargaining unit employee promotes and does NOT pass probation [six (6) months] in the new position, this bargaining unit employee will be assigned to a vacant position in the immediate previous classification in which they served.

8.6 **Notification:** Any employee not selected for promotion shall, upon written request to the HRD Administrator [HRDAdministrator@vusd.org], be given written reasons for non-selection.

8.7 **Promotion Compensation:** Any employee assigned to a position within the bargaining unit with a higher salary range than his/her current salary shall be deemed to have been promoted. The employee shall be placed on the lowest step of the new salary range, which will provide not less than a five percent (5%) monthly/hourly salary increase. If the employee is working in more than one salary range, the monthly/hourly total will not be less than a five percent (5%) increase. In situations where a five percent (5%) is not available due to the employee's current placement, the employee will be placed at the highest step available.

8.7.1 If an employee has been receiving night differential in the position held immediately preceding a promotion, the promotion compensation rate shall represent no less than a five percent (5%) monthly/hourly salary increase calculated based on their prior salary range plus the night differential rate.

8.7.2 Five percent (5%) salary promotion compensation shall not apply to an employee who has an increase in hours in the same classification.

8.8 **Voluntary Demotion Compensation:** Any employee requesting a position within the bargaining unit with a lower salary range than his/her current salary shall be considered to have voluntarily demoted. The employee shall be placed at the same step in the new salary range, with no change in the anniversary date.

8.8.1 Demotion compensation shall not apply to an employee who has a decrease in hours in the same classification.

8.8.2 Any request for voluntary demotion to a vacant position that is not within the same

classification will be considered with all bargaining unit applicants who meet the minimum qualifications and will be granted an interview for the position.

8.8.3 Only permanent employees are eligible for voluntary demotion.

ARTICLE 9: HOURS AND OVERTIME

9.1 **Workweek**: The normal workweek shall consist of five (5) consecutive days; Monday through Friday and eight (8) hours per day and forty (40) hours per week.

9.1.1 This section shall not restrict the extension of the regular workday or workweek when necessary, as provided by the provisions of this Article. In addition, the District may establish a workweek of any (5) consecutive days when necessary to carry out the work of the District in an efficient manner, i.e., emergencies, special projects. The adoption by the District of any workweek other than Monday through Friday shall be for a period not to exceed three (3) months unless otherwise mutually agreed to between the employee, the District and CSEA, and his/her supervisor. The employee shall indicate his/her agreement by signing a District provided form, a copy of which shall be provided to the CSEA President. Upon written agreement between the parties, the District shall give the employee at least five (5) days' notice in advance of establishing a workweek other than Monday through Friday.

9.1.2 The following positions involving flexible workweek schedules shall be excluded from the Monday through Friday requirement of this article.

9.1.2.1 Grounds Worker

9.1.2.2 Pool Maintenance Technician

9.1.2.3 Stadium Grounds Worker

9.1.2.4 Campus Supervisor

9.1.2.5 Theater Technician

9.2 **Workday**: The length of the workday shall be designated by the District for each classified assignment in accordance with the provisions set forth in this Agreement. Each employee shall be assigned a fixed regular and ascertainable minimum number of hours. The following positions involving flexible workday schedules shall be excluded from the requirements of a regularly assigned work shift time:

- 9.2.1 Pool Maintenance Technician
- 9.2.2 Grounds Worker
- 9.2.3 Bus Driver Classification(s)
- 9.2.4 Paraprofessionals and General Activities Aide
- 9.2.5 Campus Supervisor
- 9.2.6 Theater Technician
- 9.2.7 Behavior Analysis Aide – District Office
- 9.2.8 Paraprofessional – SPED
- 9.2.9 Specialized Learning Center (SLC) Support Technician
- 9.2.10 All Navigator classifications (Instructional and Related Services)

9.3 **Changes to Work Schedule:** Any changes exceeding four workweeks in an employee's work schedule shall first be submitted to, approved and signed by Human Resources Development ("HRD") and the CSEA President/Designee. Any changes in work schedule shall be agreed to by the employee and his/her supervisor and must be reviewed and approved by HRD before implementation.

9.4 **Lunch Periods:** All employees covered by this Agreement shall be entitled to a duty free non-paid lunch period if the employee is scheduled to work five and one half (5.5) hours. The length of time for such lunch period shall be for a period of no longer than one (1) hour nor less than one-half (1/2) hour and shall be scheduled at or about the midpoint of each work shift.

- 9.4.1 An employee, except bus drivers on a field trip, required by his/her immediate supervisor to work during his/her lunch period shall receive pay or compensatory time at the rate of time and one-half (1 1/2) for all time worked during the normal lunch period.

9.5 **Rest Periods:**

- 9.5.1 All employees shall be granted rest periods which, insofar as practicable, shall be at the midpoint of each work period at the rate of fifteen (15) minutes per four (4) hours worked or major fraction thereof. Rest periods are a part of the regular

workday and shall be compensated at the regular rate of pay for the employee.

- 9.6 **Extra Time:** Extra time is defined as any time worked by an employee beyond his/her regular hours which, when added to the regular hours, totals eight (8) hours or less in any one day or forty (40) hours or less in any workweek. The District shall distribute extra time as equally as possible among part time employees in the bargaining unit within each department, work location, and classification which is consistent with the employee's job knowledge and responsibilities.
- 9.7 **Overtime:** Except as otherwise provided herein, all authorized overtime hours as defined in this Section shall be compensated at a rate of pay equal to time and one-half (1 1/2) the regular rate of pay of the employee. Overtime is defined to include any time worked in excess of eight (8) hours in any one day or on any one shift or in excess of forty (40) hours in any workweek, whether such hours are worked prior to the commencement of a regularly assigned starting time or subsequent to the assigned starting time.
- 9.7.1 All hours worked beyond the workweek of five (5) consecutive days of four (4) or more hours per day shall be compensated at the overtime rate commencing on the sixth consecutive day of work.
- 9.7.2 All hours worked on the seventh consecutive day of work up to eight (8) hours shall be compensated at double the regular rate of pay.
- 9.7.3 All hours worked in excess of eight (8) hours on the sixth and seventh consecutive day shall be compensated at double the regular rate of pay.
- 9.7.4 All hours worked on holidays designated by this Agreement shall be compensated at one and one-half (1 1/2) times the regular rate of pay, plus the regular pay for the holiday.
- 9.8 **Compensatory Time:** Pay for overtime, call-in time, and call back time shall be compensated by pay or by compensatory time off. The employee may request the option he/she desires.
- 9.8.1 Use of compensatory time must be requested in writing at least two (2) days prior to the day which the employee is to be absent and must be approved by a supervisor. The supervisor must respond to the leave request twenty-four (24) hours prior to the day requested.
- 9.8.2 Employees authorized to take compensatory time off in lieu of cash compensation for authorized overtime shall take the compensatory time off within the fiscal year in which the overtime services were rendered. Scheduling of compensatory time shall be done by mutual agreement between employee

and his/her supervisor. If compensatory time is not scheduled, processing of pay for the employee shall be commenced within thirty (30) days following the end of the fiscal year.

9.8.3 No more than 240 hours of overtime or compensatory time may be accumulated in any one fiscal year. Employee shall have the option to carry over up to 40 hours in lieu of compensation into the next school year with mutual agreement between the employee and Supervisor.

9.9 **Minimum Call in Time:** Any employee called in to work on a day when the employee is not scheduled to work shall receive a minimum of three (3) hours pay at the appropriate rate of pay under the terms of this Agreement.

9.10 **Standby Time:**

9.10.1 All standby time shall be considered as regular hours worked and shall be compensated on a straight time or overtime basis as are other hours worked under the terms of this Agreement.

9.10.2 Notwithstanding any other provisions of this Agreement, if an assignment requires an overnight stay, the District shall be relieved of the obligation of payment for any hours between the time an employee is relieved of duties for the evening and the time duties resume the following morning.

9.11 **Call Back Time:** Any employee called back to work after completion of his/her regular assignment shall be compensated for at least two (2) hours for work at the appropriate rate, irrespective of the actual time.

9.12 **Night Shift Differential:** Employees whose designated work shift commences at 3:00 p.m. or later, and up to, but not including, 5:00 a.m. shall be paid a night differential premium of five percent (5%) above the regular rate of pay for all hours worked.

9.12.1 An employee who receives a shift differential premium on the basis of the assigned shift shall suffer no reduction in pay, including the differential premium pay, when temporarily assigned to a day work shift. If an employee is assigned to a shift other than a night shift during summer months outside of the regular instructional school year, he/she shall not receive the night shift differential premium pay.

9.12.2 An employee normally assigned to a night shift who takes vacation during summer months outside of the regular instructional school year, while reassigned to a day shift shall be compensated at the night shift differential premium rate for those

vacation days earned when assigned to the day shift.

- 9.13 **Overtime – Equal Distribution**: Overtime shall be distributed and rotated as equally as possible among bargaining unit employees by department, work location, and classification which is consistent with the employee’s job knowledge and responsibilities.
- 9.13.1 Each work location, including the Transportation Department, will maintain a record of all overtime and extra time worked by employees. These records shall be available for review.
- 9.14 **Right of Refusal**: An employee may request not to be assigned overtime work, except when the needs of the District warrant, the supervisor may direct the employee to work overtime. The needs of the District shall be defined by the supervisor who shall identify employees desiring to work overtime before assigning any employee to overtime work. Normally, an employee shall not be required to work overtime.
- 9.15 **Adjustment of Assigned Time**: Any employee of the District who works a minimum of thirty (30) minutes per day in excess of their part-time assignment (the assignment and/or primary position in which they currently hold) for twenty consecutive working days or more of the school year (July 1 – June 30) shall have their basic assignment modified to reflect the longer hours. Nothing in this section shall be construed as supporting a practice of repeatedly utilizing part-time assignment of fewer than twenty (20) consecutive days to accomplish regular work.
- 9.16 **In-service**: The District shall pay or grant compensatory time to the employee at his/her current rate of pay for any State and/or District required in-service training.
- 9.17 **Increase in Assigned Time**: When a position becomes available which would result in an increase in the number of hours assigned and more than three (3) employees have applied, persons who have applied for the position who are in the same classification and meet the minimum requirements of the vacant position shall be given preference and consideration over applicants out of District.
- 9.18 **Out-of-District Assignments**: Employees shall be notified of out-of-district assignments as soon as possible. Employees shall be notified of an overnight assignment, except in an emergency, at least seven (7) days in advance.
- 9.19 **Filling of Summer Positions**: When work which is normally and customarily performed by bargaining unit employees is to be performed at times other than during the regular academic year, the District shall first offer the opportunity of the vacant position to District employees who are currently employed in the classification and have applied for the position. Seniority shall be considered in order of offering summer positions.

- 9.19.1 If all bargaining unit employees in the classification decline the vacant position, employees who are not in the same classification may apply for the vacant position and will be offered such position if they are selected and meet all the qualifications. District hire dates (seniority) may be considered in the selection process.

9.20 **Summer Schedule (Four Ten Hour Workday Schedule)**: A modified work week will begin the Monday following the last day of school, based on the Governing Board approved school calendar, through the last week of July. Any week that includes a paid holiday will consist of five (5) – eight (8) hour work days.

For classified employees assigned to Operations II: Weeks including paid holidays will consist of five (5) – eight (8) hour work days with the following schedule: 1:30 – 10:00 pm.

- 9.20.1 The District will implement a ten (10) hour workday for four (4) days a week for all classified employees with the exception of the following groups: Central Grounds, Central OPS (Maintenance), Site Custodians, Site Grounds, Utility Team, Bus Driver/Utility Team staff, Vehicle Maintenance (Transportation) staff, and the Nutritional Services Department Warehouse staff. The Adult School will utilize the ten (10) hour workday schedule for four (4) days a week beginning in June and concluding at the end of July.

- 9.20.2 Employees are entitled up to three (3) rest periods as scheduled by their supervisor. Employees must work ten (10) hours during a workday to be eligible for three (3) rest periods. Employees requesting more than a 30 minute lunch period must make their request to their immediate supervisor and is subject to their approval.

Central Grounds, Central OPS (Maintenance), Site Custodians, Site Grounds, Utility Team, Bus Driver/Utility Team staff, Vehicle Maintenance (Transportation) staff, and the Nutritional Services Department Warehouse staff may opt to take a thirty (30) minute lunch and end their shift thirty (30) minutes early during the summer schedule only. Before the start of summer schedule, employees will notify, in writing to their immediate supervisor, they will be opting into thirty (30) minute lunch.

- 9.20.3 The immediate supervisor may approve a modified workday schedule that aligns with work taking place in the summer hours (outside of the regular instructional school year). This applies to the following classified positions in these areas and/or departments: Central Grounds, Central OPS (Maintenance), Site Custodians, Site Grounds, Utility Team, Bus Driver/Utility Team staff, Vehicle Maintenance (Transportation) staff, and the Nutritional Services Department Warehouse staff.

- 9.20.4 Any summer hours worked in addition to the employee's regular assignment will be paid according to the salary range of the classification of the work performed, and employees will earn vacation and/or sick leave for extra summer hours on a prorated basis.

ARTICLE 10: EMPLOYEE BENEFITS

- 10.1 The District shall provide eligible unit members with life insurance and eligible unit members and their dependents with health, dental, and vision insurance, and an employee assistance plan provided by the following carriers.

- 10.1.1 Medical shall be provided through Self Insured School of California (SISC). Effective October 1, 2018, employees covered under the District's plan shall be enrolled into SISC Blue Cross Prudent Buyer (PBC), 80-C-20 plan with deductibles of \$300/\$600 and co-insurance maximum of \$1,000/\$3,000 with a \$30 doctor office co-pay, \$200 emergency room co-pay if not admitted or referred by primary care physician, and AHC Rx Plan G200/10-35, in accordance with 10.1.3.

EMPLOYEE OPTION – B

All eligible bargaining unit employees shall have the option to enroll in **OPTION B** with deductibles of \$200/\$500 and co-insurance maximum of \$500/\$1500 with a \$30 doctor office co-pay, \$200 emergency room co-pay if not admitted or referred by primary care physician, and AHC Rx Plan G200/10-35, by paying the increase premium above the negotiable limit at \$51.60 per month/10 months through payroll deduction. The employee would voluntarily complete the payroll deduction form to facilitate this payment which would begin with the September pay warrant.

- 10.1.2 Dental coverage provided through SISC/Delta Dental and vision benefits will be provided through the District's self-funded vision pool through SISC.
- 10.1.3 The District will pay for health and welfare benefits for each eligible full-time employee and retiree, not to exceed the negotiable limit of \$16,168.80 per year for the 2025-2026 plan year. For part-time employees, the District shall pay a pro-rata rate of the District contribution and the employee will pay the remainder of the full cost of the plan.
- 10.1.4 Life Insurance, \$60,000.
- 10.1.5 Employee Assistance Program through contracted provider.

- 10.1.6 Disability Insurance (American Fidelity) employee pay.
- 10.1.7 The District agrees to provide CSEA with medical claims experience information for use in evaluating rates for subsequent years in April.
- 10.1.8 The negotiable limit for the 2025-2026 plan year, which begins October 1, 2025, shall be \$16,168.80 for each eligible employee and retiree.
- 10.1.9 All classified employees shall have the ability to enroll in the District's Section 125 plan in order to make these payments.
- 10.1.10 Health and welfare benefits will include the Spousal Overlay Option.
- The District will provide notification of the requirements for Spousal Overlay to bargaining unit members who participate in the District health benefit plan.
 - Spousal Overlay shall apply to employee/retiree's spouses/registered domestic partners who are not employed by the District, work thirty (30) hours or more per week, and are eligible for their employer's group health plan.
 - The spouse or registered domestic partner of an employee/retiree covered by the District health plan, so long as that employee has not experienced a "qualifying event" as that term is defined in 20 U.S.C. 1163 (COBRA), who is eligible for medical benefits in the spouse's or registered domestic partner's group health plan, must enroll in the spouse's or registered domestic partner's group health plan when becoming eligible.
 - Internal part-time employees (when both spouses are covered in the District health plan) are exempt from mandated spousal coverage.
 - Spouses/registered domestic partners of the employees/retirees who work less than thirty (30) hours per week outside the District are exempt from mandated spousal coverage.
 - Any change in the marital status or spouse/registered domestic partner's employment, or any other change to employee or dependents' eligibility status must be reported immediately to the District on a district-provided form.

- The employee/retiree's spouse/registered domestic partner cannot purchase an individual plan in lieu of his/her employer's group plan.
- According to HIPPA, the employee/retiree's spouse/registered domestic partner may enroll in their company's medical coverage outside of open enrollment due to loss of eligibility under their current (spouse's) plan. Therefore, the employee/retiree's spouse/registered domestic partner must enroll in their employer's plan upon commencement of the program, or upon eligibility. The District will require a Certificate of Coverage or evidence of loss of coverage elsewhere.
- If your spouse/registered domestic partner is not currently eligible for medical benefits where he or she works, but becomes eligible at a later date, he or she must enroll in the employer plan when first eligible and notify the District. The SISC PPO plan then changes from Primary Carrier to Secondary Carrier.
- If an employee does not comply, the employee is in violation of the contract. Upon verification of non-compliance, the District will submit paperwork to SISC to terminate the spouse/registered domestic partner's coverage retroactively. SISC will then recover paid claims.

10.2 For each eligible full time bargaining unit member, the District will pay the cost of premiums up to the current negotiated limit. This includes health, dental, vision, employee assistance plan, and employee life insurance. Eligible part-time employees shall be covered as described in this article.

10.2.1 Full time employees shall be covered by one hundred percent (100%) of the District contribution for payment of the insurance premium up to the negotiated limit.

10.2.2 Part-time employees, regularly assigned to positions requiring less than full time but three (3) hours or more per day, shall be covered by a pro rata District contribution for payment of the insurance premium as indicated:

<u>Portion of Full Time</u>	<u>District Contribution</u>	<u>Employee Contribution</u>
Three (3) hours or more but less than four (4)	25% of the premium payment	75% of the premium payment
Four (4) hours or more	50% of the premium	50% of the premium

but less than five (5)	payment	payment
Five (5) hours or more but less than six (6)	75% of the premium payment	25% of the premium payment
Six (6) hours or more	100% of the premium payment	None

- 10.2.3 A husband and wife who are eligible for the benefits of this Article shall be able to cross file for 100% payment of Foundation approved charges less deductibles and co-pays as applicable. Case management and second opinions will be part of the coverage if required by Self Insured School of California (SISC).
- 10.2.4 Part time employees desiring coverage shall be required to complete an authorized payroll deduction form(s) for the difference between the District contribution and the total insurance premium cost.
- 10.2.5 Any part time employee who after having any trip, or any other miscellaneous hour time which has been added to the regularly assigned time at the end of the each calendar quarter excluding overtime, and who then qualified for increased District contributions toward his/her benefit plan as set forth in this section, shall be reimbursed by the District for the increased District differential contribution that the employee would then be entitled to. Miscellaneous hours are eligible for benefit reimbursement in calendar quarter only. Hours will not be averaged for reimbursement on an annual basis. Exception: Miscellaneous hours in first quarter (July – Sept) may be carried over and used in second quarter also only (Oct – Dec). Third and fourth quarters cannot be carried to another quarter.
- 10.2.6 In order to be eligible for the benefits set forth in Section 10.2.5 the employee must be enrolled in the District benefit plan during the applicable quarter and the employee must file a claim on an approved District form at the end of the applicable quarter indicating he/she is entitled to an increased District contribution pursuant to Section 10.2.4.
- 10.2.7 Access to the VUSD Health and Wellness Clinic: Any part-time classified employee regularly assigned to positions requiring less than six (6) hours per day and the employee’s dependents shall have access to the VUSD Health and Wellness Clinic (the “Clinic”). Access to these services is conditional on the employee meeting the terms and conditions of participation as set forth by the Clinic and/or the District.

- 10.2.8 An employee shall enroll for coverage within thirty (30) days of his/her employment or change in hours which increased the District proportion to the premium payment. Employees not enrolling within thirty (30) days will be subject to delayed eligibility for late enrollment in accordance with Self Insured School of California's eligibility Policy for Active Employees. Employees with pre-existing conditions shall be treated in accordance with eligibility rules adopted by Self Insured Schools of California.
- 10.2.9 An employee enrolling in the benefit plan on or before the 15th day of the month shall become eligible on the first day of the following month. Employees enrolling after the 15th day of the month shall become eligible on the first day of the month following thirty (30) days of employment.
- 10.3 In addition, all three (3) hour or more employees shall be covered by a District-paid \$60,000 Life Insurance policy. (As outlined in 10.1.4)
- 10.4 The District shall withhold the amount to pay for disability insurance from the employee's earnings.
- 10.5 **Retirement Benefits:** The District shall provide any requesting employee and spouse (including qualified dependent) who retires after reaching the age of fifty-five (55) and prior to the age of sixty-five (65) and who has service of fifteen (15) calendar years with the Visalia Unified School District, health, dental, and vision insurance plan to be paid by the District on the same basis as the current employees until that individual reaches the age of sixty-five (65). Upon reaching the age of sixty-five (65), the retiree and spouse may retain medical coverage provided for under the retiree plan in effect as of that date by paying the annual premium upon approval by the carrier.
- 10.6 **Medical Benefits/Leave of Absence:** The District shall continue to contribute an employee's premium contribution while on paid leave status in the same manner as if the employee had remained in regular service.
- 10.6.1 Employees on District approved, non-paid leaves of absence may elect to continue medical benefits (excluding life insurance) for themselves by submitting to Human Resources Development the monthly premium payment required for coverage, made payable to the carrier.
- 10.7 **Cancellation:** The employee insurance coverage, under the District's master insurance contract(s), shall be cancelled under the following conditions:
- 10.7.1 The leave expires and the employee does not return to active duty.

10.7.2 The premium payment is not received in Human Resources Development by the 10th of the preceding month.

10.8 **Property Damage:** The District shall reimburse an employee up to five hundred dollars (\$500) for each incident involving any loss, damage, or destruction of personal property of the employee while on duty, on school property, or on a school approved activity (excluding willful destruction of property).

10.8.1 For the intent of this Section, Personal Property is defined as eyeglasses, contacts, hearing aids, dentures, watches (including smart watches), or articles of clothing.

10.8.2 Vehicle damage shall be covered up to five hundred dollars (\$500) or insurance deductible, whichever is the lesser amount, if the following conditions are met:

10.8.2.1 The employee was authorized to use his/her vehicle in a school approved activity.

10.8.2.2 There was no negligence by the employee.

10.8.2.3 A police report may be required by the District prior to District reimbursement.

10.8.3 In the event an employee is reimbursed pursuant to this Section, the District shall have the right of recovery, to the extent of such payment, from the party committing the theft or damage to property.

10.8.4 An employee filing a claim pursuant to this Section shall file said claim on the District prepared claim form no later than three (3) working days following the damage or loss of the property in question. The District retains the right to inspect all damaged property and to require full disclosure of witnesses, prior conditions, and full description and/or serial numbers of damages or stolen property.

10.8.5 A police report of the incident may be required prior to consideration by the District.

10.8.6 The District's responsibility for reimbursement is specifically limited to the cost of replacement of the personal property to its condition or value at the time of loss, damage, or destruction.

- 10.9 **Physical Examination:** The District shall pay the full cost for any medical examination required as a condition of continued employment. The District shall designate the type of examination required and the physician authorized to conduct such examination.
- 10.9.1 In the event an employee elects an alternate location and/or physician, the District shall reimburse the employee an amount not to exceed the usual and customary cost to the District.
- 10.9.2 When the District schedules an examination during the employee's regularly scheduled and assigned shift, said employee shall not receive any reduction in either pay or sick leave benefits.
- 10.10 **Safety Equipment:** Should the employment duties of an employee in the bargaining unit reasonably require use of any equipment or gear to ensure the safety of the employee or others, the District agrees to furnish such equipment or gear upon request.
- 10.11 **Non-Owned Automobile Insurance:** The District agrees to provide the secondary personal injury and property damage insurance to protect an employee in the event that the employee has been given written authorization to use his/her personal vehicle on employer business.

ARTICLE 11: HOLIDAYS

- 11.1 **Scheduled Holidays:** The District agrees to provide all full-time employees in the unit with the following paid holidays:

Independence Day	Christmas Eve
Labor Day	Christmas Day
Veterans Day	New Year's Day
Day after Thanksgiving	Martin Luther King, Jr. Day
Thanksgiving Day	Friday of Spring Vacation
Day before Thanksgiving	Memorial Day
President's Day	Juneteenth
Lincoln's Day *	

*(Observed Monday of Fall Break if Board approved for the current school year)

Employees who, according to their normal assignment, are scheduled to work less than 228 days per year shall receive a proration of the paid holidays set forth above.

- 11.2 **Fall Break:** If a two-day Fall Break is Board approved for the current school year, all employees working the Friday preceding or Wednesday following Fall Break shall receive

a paid holiday on the Tuesday of the scheduled Fall Break.

- 11.3 **Additional Holidays**: Exclusive of the holidays included in Section 11.1 of this Article, every day declared by the President or Governor of this State as a public fast, mourning, Thanksgiving, or holiday requiring the schools to be closed or any day declared a holiday by the Governing Board shall be a paid holiday for all employees.
- 11.4 **Student Non-Attendance Days**: Each employee of the unit shall be paid the regular salary for those non-attendance days for work or in-service training which may be determined by the Board.
- 11.5 **Holidays on Saturday or Sunday**: When a designated holiday falls on a Saturday, the preceding regular workday shall be deemed to be that holiday. When a holiday falls on Sunday, the following regular workday shall be deemed to be that holiday.
- 11.6 **Holiday Eligibility**: Except as otherwise provided in this Article, an employee shall be in paid status on the work day immediately preceding or succeeding the holiday to be paid for the holiday.
- 11.6.1 Bargaining unit employees who are not normally assigned to duty during school recess periods of Thanksgiving, Christmas, and spring shall be paid for those holidays provided they were in paid status during any portion of the work day of their normal assignment immediately preceding or succeeding the recess period.

ARTICLE 12: VACATIONS

- 12.1 **Eligibility**: All employees in the bargaining unit shall earn paid vacation time under this Article. Vacation increases based on service years will be effective on July 1 of the fiscal year in which they are earned.
- 12.2 **Paid Vacation**: Except as otherwise provided in this Article, new hires shall not be eligible to take vacation leave until after completion of his/her probationary service. Annual vacation benefits shall be utilized within the fiscal year in which the vacation is earned.
- 12.3 **Accumulation**: Vacation time for full time employees shall be earned and accumulated on a monthly basis for the fiscal year in accordance with the provisions indicated by the following charts:

<u>Service</u>	<u>VACATION Days per Year</u>	<u>VACATION Days per Month</u>	<u>VACATION Hours per Month</u>
0-4 years	10.00	0.83	6.67
5-9 years	15.00	1.25	10.00
10-17 years	20.00	1.67	13.33
18 years or more	21.00	1.75	14.00

Full Time Twelve-Month Employees

<u>Service</u>	<u>VACATION Days per Year</u>	<u>VACATION Days per Month</u>	<u>VACATION Hours per Month</u>
0-4 years	9.17	0.83	6.67
5-9 years	13.75	1.25	10.00
10-17 years	18.33	1.67	13.33
18 years or more	19.25	1.75	14.00

Full Time Eleven-Month Employees

<u>Service</u>	<u>VACATION Days per Year</u>	<u>VACATION Days per Month</u>	<u>VACATION Hours per Month</u>
0-4 years	8.33	0.83	6.67
5-9 years	12.50	1.25	10.00
10-17 years	16.67	1.67	13.33
18 years or more	17.50	1.75	14.00

Full Time Ten-Month Employees

<u>Service</u>	<u>VACATION Days per Year</u>	<u>VACATION Days per Month</u>	<u>VACATION Hours per Month</u>
0-4 years	7.50	0.83	6.67
5-9 years	11.25	1.25	10.00
10-17 years	15.00	1.67	13.33
18 years or more	15.75	1.75	14.00

Full Time Nine-Month Employees

- 12.3.1 Vacation time for employees working less than full time shall be credited in the same ratio that the part time employment bears to full time employment. Less than full time, twelve-month (12) month, employees will be paid for their vacation in their contract.

- 12.3.2 Twelve-month (12) employees shall have the option of carrying over up to ten (10) vacation days from one year to the next.
- 12.3.3 Employees who are regularly assigned to work less than twelve (12) months per year shall be paid for earned vacation in lieu of vacation time off.
- 12.3.4 Twelve-month (12) employees shall not be required to take vacation during regular winter recess and/or spring recess.
- 12.4 **Vacation Pay:** Pay for vacation days for all unit employees shall be the same as that which the employee would have received had he/she been in a working status.
- 12.5 **Vacation Pay Upon Termination:** When an employee in the unit is terminated, the employee shall be paid for the accumulated vacation time up to and including the effective date of the termination.
- 12.6 **Vacation Postponement:** If a bargaining unit employee's vacation becomes due during a period when he/she is on leave due to illness or injury, he/she may request that his/her vacation date be changed, and the District shall grant such request in accordance with vacation dates available at that time. The employee may elect to have his/her vacation rescheduled in accordance with the vacation schedule available at that time or may request to carry over his/her vacation to the following year.
- 12.7 **Holidays:** When a holiday falls during the scheduled vacation of any bargaining unit employee, such shall not be considered a vacation day for purposes of this Section.
- 12.8 **Vacation Scheduling:**
- 12.8.1 By May 1 of each year, vacation schedules shall be returned by employees to their immediate supervisor. Vacation notices shall be dated and signed by employees to determine proper time lines.
- 12.8.2 Vacations shall be scheduled at times requested by bargaining unit employees within the District's work requirement.
- 12.8.2.1 Any employee denied a vacation request shall be provided reasons for denial in writing by June 1.
- 12.8.3 If there is any conflict between employees who are working on the same or similar operations as to when vacations shall be taken, the employee with the greatest District seniority shall normally be given his/her preference.

- 12.9 **Interruption of Vacation:** An employee in the unit may be permitted to interrupt or terminate vacation leave in order to begin another type of paid leave provided by this Agreement without a return to active service, provided the employee supplies written notice regarding the cause for such interruption or termination.
- 12.10 **Return to Service:** Immediately prior to taking vacation time off, the employee shall report their absence(s) to the Frontline system. Upon return, the employee shall sign the monthly attendance report in order to verify the use of vacation time.

ARTICLE 13: SALARY

13.1 Salary:

- 13.1.1 Effective July 1, 2025, the salary schedule shall be increased by **0.76%** across all steps and ranges.
- 13.1.2 The salary schedule for 2025-2026 is attached as Exhibit A.
- 13.1.3 Bathroom Assistance Stipend: Consistent with the Memorandum of Understanding Regarding Bathroom Assistance Duties for Students, entered into by the parties and effective November 18, 2022, and Reclassification of the Preschool Aide classification, as agreed to in the Memorandum of Understanding dated February 13, 2024 and effective April 1, 2024, certain classified employees will be entitled to a stipend for the performance of Bathroom Assistance Duties, as set forth below.
- 13.1.3.1 Effective January 1, 2023, employees within the Paraprofessional SPED classification performing Bathroom Assistance Duties are not entitled to any stipend, as these duties are a required job duty within the position's job description.
- 13.1.3.2 Effective April 1, 2024, employees within the Preschool Aide classification performing Bathroom Assistance Duties are not entitled to any stipend, as these duties are a required job duty within the position's job description.
- 13.1.3.3 If a position within a classification that regularly performs Bathroom Assistance Duties is vacant or an employee who regularly provides Bathroom Assistance Duties is absent, a current classified employee who has received District training may volunteer to provide Bathroom Assistance Duties to students as needed, as determined by the District. If Bathroom Assistance Duties are voluntarily performed less than fifteen (15) days over the course of a month,

the employee shall receive a flat rate of \$18.00 per day for each day these services are provided. If Bathroom Assistance Duties are voluntarily performed fifteen (15) days or more over the course of a month, the classified employee will be compensated at a rate of twelve percent (12%) their base salary for the period of time these services are provided. This compensation shall be paid upon the completion and submission of a timesheet by the employee, following sign off by the employee's site supervisor.

- 13.2 **Frequency – Once Monthly:** All employees in the unit shall be paid once per month payable on or before the last working day of the month. If the normal pay date falls on a holiday, the paycheck shall be issued on the preceding workday.
- 13.3 **Payroll Errors:** Whenever it is determined that an error has been made in the calculation of any classified employee's payroll or in the payment of any classified employee's salary, the appointing authority shall issue a supplemental check not later than five (5) working days after the employee provides notice to the Payroll Department [reference to Education Code 45167].
- 13.4 **Mileage:** Any employee in the unit required to use his/her vehicle on District business shall be reimbursed on a monthly basis in accordance with the rate established by the IRS.
- 13.5 **Salary Advancement:**
- 13.5.1 All employees shall receive an anniversary date of July 1 and receive their anniversary increment in the July following their date of hire. Employees shall move to Step 2 following the first July after their date of hire. All subsequent steps thereafter will be made on July 1. If a new employee starts at step 2 or higher, the anniversary date shall be July 1 and a step increase will be made in the July following their date of hire.
- 13.5.2 Promotion Advancement. An employee transferring or promoting to a regular full-time or part-time position will advance to the next higher step on the appropriate salary range on their normal July anniversary date.
- 13.5.3 Vacation Rate Changes. The anniversary date for vacation rate changes will be established on the first day of the month or the first day of the following month if the first increment date falls during the period between the 16th and the end of the month.
- 13.5.4 Section 13.5.1 shall not be effective during the 2020-2021 school year. For the 2020-2021 school year, all anniversary increments (salary steps) shall be frozen.

These freezes shall not be restored in 2021-2022 or any subsequent year. Section 13.5.1 shall be in effect again on July 1, 2021. (For example, a bargaining unit member on Step 2 on June 30, 2020, will remain on Step 2 for 2020-2021. On July 1, 2021, the bargaining unit member will advance from Step 2 to Step 3.)

- 13.6 **Certification:** For current employees, the District shall pay the cost for the renewal of any certificate, permit, or license required for the position, except the cost of a Class C Driver's License. Qualified Maintenance Employees may receive an annual stipend of \$260.00 for possession of a qualifying professional license to be paid as part of their monthly salary, based on the following criteria: A) A Maintenance Employee wishing to request approval to receive compensation for a professional license must first submit a written request to the Director of Facilities/Maintenance which must be approved by both the manager and the Assistant Superintendent of Personnel or Designee. B) The employee's written request must explain how this license will benefit the District. C) The license must be issued by the State Licensing Board or other recognized licensing agency. D) In the event that an employee holds more than one qualifying license, he/she will receive compensation at a maximum rate of \$260.00 per year. E) An employee must submit a copy of the qualifying license to the Classified Personnel Office prior to being compensated for the license. F) Compensation for a qualifying license shall commence at the beginning of a fiscal year and continue as long as the license is in effect. An employee who has submitted a request to secure a professional license and has been denied may appeal his/her request to a committee for further consideration.

The committee will be made up of the following employees:

- Assistant Superintendent of Human Resources Development/Designee
- Director of Administrative Services
- One (1) Maintenance Employee (the Maintenance Employee may not be the applicant)

The decision of the appeal committee regarding eligibility of the license will be final.

- 13.7 **Professional Growth:** Agreement reached between CSEA and Visalia Unified School District to implement an Educational Committee to establish a professional growth program for college classes and related work-study programs.
- 13.8 **Sick Leave Accumulation:** An employee shall be notified of his/her accumulated sick leave balance on their monthly pay warrant.
- 13.9 **Meals/Lodging:** Employees who are assigned to work at such distance from the District as is impractical for them to return at the end of the workday shall be allowed the actual and

necessary expenses for board and lodging for the duration of the assignment, provided they lodge at places designated by the District.

13.9.1 When possible, the District will issue a purchase order for expenses of prearranged accommodations. The District shall reimburse the employee for reasonable out-of-pocket expenses provided in this Article after submission of an expense claim on a District provided form with appropriate attached receipt(s).

13.9.2 **Non-Reimbursement of Out of District Meals:** Employee meals shall not be reimbursed when they continue to remain with the equipment and for which the employee receives hourly compensation.

13.10 **Inconsistent Duty Compensation:** An employee who is assigned duties not part of his/her regular classification for three (3) days or more within a fifteen (15) day period shall have his/her salary adjusted upward for the entire period he/she is required to work out of classification.

13.10.1 If assigned to duties normally performed by an employee in a higher classification, the employee working out of class shall receive the regular rate of pay for the higher classification at the step on which he/she is assigned in his/her regular assignment.

13.11 **Uniform Cleaning:** Employees who provide their own work uniforms may have the cost of cleaning those uniforms deducted from their pay warrants.

ARTICLE 14: EVALUATION PROCEDURE

A committee of four (4), two (2) selected by the District and two (2) selected by CSEA, shall be formed and given the responsibility to recommend revisions of this Article and the evaluation form.

14.1 The following procedures shall be utilized with regard to the employees covered by this Agreement.

14.2 **Probationary Employee Evaluations:**

14.2.1 Regular probationary employees shall receive at least one (1) formal, written performance rating during their probationary period. This rating shall normally be scheduled near the midpoint of the probationary period.

14.2.2 The rating forms described herein shall be completed and signed by the employee's evaluator. An evaluation conference between the employee and the

evaluator shall be held. The formal rating form shall contain information bearing on employee performance related to the evaluation criteria established by the District. The data gathered relative to employee appraisal shall be in conformity with the employee's job description, as prescribed by the District.

- 14.2.3 The rating shall contain an appraisal of the employee's performance and, as appropriate, commendations or specific suggestions for the improvement of the employee's performance.
- 14.2.4 The employee shall receive a written copy of the performance rating forms described herein at the personal conference conducted by the evaluator. The employee may attach a written response to the performance evaluation. Signature indicates employee has discussed this rating. It does not necessarily indicate agreement with the evaluation. Employee may append further comments within five (5) working days.
- 14.2.5 The evaluator's judgment and recommendations contained in the evaluation appraisals described herein shall not be subject to the Grievance Procedure (Article XVI) contained in this Agreement.

14.3 **Permanent Employee Evaluations:**

- 14.3.1 A regular permanent classified employee shall be evaluated every other year by his/her immediate supervisor. Normally these ratings shall be completed by the end of the school year. A permanent employee may be evaluated by his/her evaluator at any other time if exemplary or unsatisfactory service is performed, but shall be evaluated by the evaluator within a reasonable length of time after unsatisfactory service is evident.
- 14.3.2 The rating forms described herein shall be completed and signed by the employee's evaluator. An evaluation conference between the employee and the evaluator shall be held. The formal rating form shall contain information bearing on employee performance related to the evaluation criteria established by the District. The data gathered relative to employee appraisal shall be in conformity with the employee job description as prescribed by the District.
- 14.3.3 The rating shall contain an appraisal of the employee's performance and, as appropriate, commendations or specific suggestions for the improvement of the employee's performance.
- 14.3.4 The employee shall receive a written copy of the performance rating forms

described herein at the personal conference conducted by the evaluator. The employee may attach a written response to the performance evaluation. Signature indicates employee has discussed this rating. It does not necessarily indicate agreement with the evaluation. Employee may append further comments.

- 14.3.5 The evaluator's judgment and recommendations contained in the evaluation appraisals described herein shall not be subject to the Grievance Procedure (Article XVI) contained in this Agreement.

14.4 **Personnel Files:** The personnel file of each employee shall be maintained at the District Classified Personnel Office.

- 14.4.1 Employees shall be provided with copies of any derogatory written material five (5) workdays before it is placed in the employee's personnel file. Supervisors shall have employees sign or initial document upon receipt. If the employee refuses to sign, then the Supervisor will so note and sign, date, and forward to personnel. The employee shall be given an opportunity during normal working hours and without loss of pay to initial and date the material and then prepare a written response to such material. The written response shall be attached to the material.
- 14.4.2 An employee shall have the right to examine and/or obtain copies of any material from the employee's personnel file with the exception of material that includes ratings, reports, or records which were obtained prior to the employment of the employee involved.
- 14.4.3 All personnel files shall be kept in confidence and shall be available for inspection only to other employees of the District when actually necessary in the proper administration of the District's affairs in the supervision of the employee. The employee's personnel file shall be available for examination by the employee or his/her CSEA representative, if authorized by the employee in writing.
- 14.4.4 Any person who drafts written material of a derogatory nature for placement in an employee's file shall sign the material and signify the date on which such material was drafted. Any such written materials placed in a personnel file shall indicate the date of such placement. This applies only to written derogatory material and shall not apply to such reports as days of absence, sick leave available, or normal personnel data.

ARTICLE 15: LEAVES

- 15.1 **Bereavement Leave:** Employees shall be granted a leave with full pay in the event of the death of any member of the employee's immediate family. The leave shall be granted as requested for up to five (5) days.
- 15.1.1 The immediate family is defined as the spouse, registered domestic partner, grandparent, step-grandparent, parent, step-parent, aunt, step-aunt, uncle, step-uncle, sibling, step-sibling, child, step-child, son-in-law, step-son-in-law, daughter-in-law, step-daughter-in-law, sister-in-law, step-sister-in-law, brother-in-law, step-brother-in-law, niece, step-niece, nephew, step-nephew, grandchild, and/or step-grandchild of the employee or spouse or registered domestic partner. Any foster child, foster parent or legal guardian to or of the employee or spouse. Any foster child, foster parent or legal guardian to or of the employee or any relative of either spouse or registered domestic partner living in the immediate household of the employee.
- 15.1.2 This leave shall be used before personal necessity leave days, which may also be used for this purpose, consistent with section 15.7.
- 15.2 **Jury Duty:** Any employee shall be entitled to leave without loss of pay for any time the employee is required to perform jury duty. The District shall pay the employee the difference, if any, between the amount received for jury duty and the employee's regular rate of pay. Any meal, mileage, and/or parking allowance provided the employee for jury duty shall not be considered in the amount received for jury duty. Any employee who is required to spend more than four (4) hours in any one day waiting to be selected as a juror or actually serving as a juror, shall not be required to report to his/her regular assignment in order to earn his/her regular day's pay. The employee is required to submit verification of jury duty upon return from the absence(s).
- 15.3 **Military Leave:** An employee shall be entitled to any military leave provided by law and shall retain all rights and privileges granted by law arising out of the exercise of military leave.
- 15.3.1 **Additional Leave for Disabled Military Veterans:** (See EdCode Sec. 45191.5) In addition to any other entitlement for leave with pay, a bargaining unit member who is a military veteran with a military service-connected disability rated at 30 percent or higher by the U.S. Department of Veteran Affairs shall be entitled to sick leave with pay of up to twelve (12) days for the purpose of undergoing medical treatment for his/her military service-connected disability. A bargaining unit member who is employed less than a full fiscal year or less than five (5) days

per week shall be entitled to that proportion of the twelve (12) days' leave of absence. The amount of leave shall be credited to a qualifying bargaining unit member on: (1) the effective date of the employee's disability rating decision from the U.S. Department of Veteran Affairs; (2) on the first day of the qualifying bargaining unit members' employment; or (3) on the first day the qualifying bargaining unit member returns to employment after active duty, whichever is later, and shall remain available for the following twelve (12) months of employment. Any days of this leave of absence not used during the twelve (12) month period shall not be carried over and shall be forfeited.

15.4 **Sick Leave:**

- 15.4.1 **Leave of Absence for Illness or Injury:** An employee employed five (5) days a week shall be granted twelve (12) days leave of absence for illness or injury, exclusive of all days he/she is not required to render service to the District, with full pay for a fiscal year of service.
- 15.4.2 An employee employed five (5) days a week for less than a full fiscal year is entitled to the proportion of twelve (12) days leave of absence for illness or injury as the number of months he/she is employed bears to twelve (12).
 - 15.4.2.1 Employees regularly assigned to a nine-month work schedule (181 – 195 work days) shall receive ten (10) days leave of absence for illness or injury per year.
- 15.4.3 An employee employed less than five (5) days per week shall be entitled, for a fiscal year of service, to that proportion of twelve (12) days leave of absence for illness or injury as the number of days he/she is employed per week bears to five (5). When such persons are employed for less than a full fiscal year of service, this and the preceding paragraphs shall determine that proportion of leave of absence for illness or injury to which they are entitled.
- 15.4.4 Pay for any day of such absence shall be the same as the pay which would have been received had the employee served during the day of illness.
- 15.4.5 Except in cases of an emergency, all classified employees shall report all absence(s) to the District's absence reporting system requiring him/her to be absent from duty at least one (1) hour prior to the time the employee is scheduled to commence work. All classified employees shall notify their direct supervisor in addition to reporting their absence to the District's absence reporting system. Failure by the employee to make the above mentioned

reporting and/or notification could result in disciplinary action being taken by the District.

- 15.4.6 A release from the employee's treating physician may be required by the District of any employee who has been absent three (3) consecutive workdays or more because of accident or illness before such employee is permitted to return to work; or where the District has reason to believe sick leave, pursuant to Section 15.4, has been abused, a treating physician's note may be required to verify any absence.
- 15.4.7 At the beginning of each fiscal year, the full amount of sick leave granted under this Section shall be credited to each employee. Credit for sick leave need not be accrued prior to taking such leave and such leave may be taken at any time during the year. However, a new employee of the District shall not be eligible to take more than six (6) days of his/her accumulated sick leave until after completion of six (6) months of active service with the District.
- 15.4.8 Disability because of pregnancy shall be treated as an illness for the purposes of sick leave. A written statement from the physician certifying the beginning and ending date of disability shall be required.
- 15.4.9 If an employee does not take the full amount of leave allowed in any year under this Section, the amount not taken shall be accumulated from year to year.
- 15.4.10 Any employee may convert unused sick leave to retirement credit in accordance with Government Code.
- 15.4.11 **Entitlement to Other Sick Leave:** On July 1 of each year, every regular bargaining unit employee shall be credited with a total of one hundred (100) workdays of sick leave which shall include those days of sick leave applicable to the current year and those days of accumulated sick leave earned from employment during previous years of District service or accrued sick leave transferred from previous District, County or Community College employment. The paid entitlement to other sick leave authorized pursuant hereto, exclusive of earned accumulated sick leave pursuant to Sections 15.4.1 - 15.4.3, shall be compensated at not less than fifty percent (50%) of the employee's salary.
 - 15.4.11.1 When an employee is absent from duty because of illness, all of his/her current and accumulated sick leave days shall be deducted first from the credited one hundred (100) days. If the employee is absent from duty because of another illness, the remainder, if any,

of the one hundred (100) days shall be utilized in a manner, subject to Section 15.4.11, so the absent employee will be compensated in an amount not less than fifty percent (50%) of the employee's salary.

15.4.11.2 An employee may elect to utilize his/her accumulated vacation days, compensatory time and/or any other paid leave provided by the terms of this Article for which the compensation, when added to the differential pay, would permit the employee to receive pay at the regular base rate for such days.

15.4.11.3 If an employee is absent from duty because of an industrial accident or illness, any entitlement to the extended sick leave days shall be utilized only after all accumulated sick leave, applicable compensatory time, vacation days, and any other paid leave have been exhausted. Once extended sick leave days begin, vacation days will continue to accrue as set forth in Article 12, and if available, may be used, when added to the differential pay, to permit the employee to receive pay at the regular base rate for such days.

15.4.12 If, at the conclusion of all leaves of absence, paid or unpaid, an employee is not medically able to resume the duties of their position due to a nonindustrial, personal accident or illness, the employee shall be placed on a reemployment list for a period of 39 months, consistent with Education Code section 45195.

15.5 **Industrial Accident and Illness Leave:** (See Ed. Code Sec. 45192) In addition to any other benefits that an employee may be entitled under the Worker's Compensation laws of this State, employees who have served the District for twelve (12) months shall be entitled to the following benefits:

15.5.1 An employee suffering an injury or illness arising out of and in the course and scope of his/her employment shall be entitled to the following benefits:

15.5.1.1 An employee suffering an injury or illness arising out of and in the course and scope of his/her employment shall be entitled to a leave of up to sixty (60) working days in any one fiscal year for the same accident or illness. This leave shall not be accumulated from year to year, and when any leave will overlap a fiscal year, the employee shall be entitled to only that amount remaining at the end of the

fiscal year in which the injury or illness occurred. During such leave, the employee shall endorse to the District the temporary disability indemnity checks received as Worker's Compensation because of his/her industrial illness or accident. The District, in turn, shall issue the employee appropriate salary warrants for a payment of his/her salary and shall deduct normal retirement and other authorized contributions and deductions. Industrial accident or illness leave will commence on the first day of absence.

- 15.5.1.2 Payment for wages lost on any day shall not, when added to an award granted the employee under the Worker's Compensation laws of this State, exceed the normal wages for the day. Industrial accident leave will be reduced by one (1) day for each day of authorized absence regardless of a compensation award made under Worker's Compensation.
- 15.5.1.3 The industrial accident or illness leave is to be used in lieu of normal sick leave benefits. When entitlement to industrial accident or illness leave under this Section has been exhausted, entitlement to other sick leave, vacation or other paid leave may then be used. If, however, an employee is still receiving temporary disability payments under the Worker's Compensation laws of this State at the time of the exhaustion of benefits under this Section, he/she shall be entitled to use only so much of his/her accumulated and available normal sick leave and vacation leave, which, when added to the Worker's Compensation award, provides for a day's pay at the regular rate of pay.
- 15.5.1.4 Any time an employee on industrial accident or illness leave is able to return to his/her position classification without restriction (as certified by an authorized Worker's Compensation physician), he/she shall be reinstated in his/her position classification without loss of pay or benefits. If appropriate light duty is available, the District may permit an employee to return to restricted duties as authorized by the physician. When all available leaves of absence, paid or unpaid, have been exhausted and if the employee is not medically able to assume the duties of the person's position, the person shall, if not placed in another position, be placed on a reemployment list for a period of thirty-nine (39) months. When available, during the 39-month period, the person shall be employed in a vacant position in the class of the person's previous

assignment over all other available candidates except for a reemployment list established because of lack of work or lack of funds, in which case the person shall be listed in accordance with appropriate seniority regulations.

15.6 **Break in Service:**

- 15.6.1 No absence under any paid leave provision of this Article shall be considered as a break in service for any employee who is in paid status, and all benefits accruing under the provisions of this Agreement shall continue to accrue under such absence.
- 15.6.2 A period of approved unpaid absence of less than one hundred and twenty (120) calendar days shall not be considered a break in service for the purposes of maintaining seniority under this Agreement.
- 15.6.3 The employee shall earn seniority for the purposes of usage in this Agreement while serving in another unit of the same employer.
- 15.6.4 Any employee whose employment is terminated and who is subsequently rehired shall be treated as a new employee for all purposes upon his/her reemployment. Employees who have ten (10) years or more of service and are rehired may be placed at the same step they held prior to termination for salary schedule placement only.
- 15.6.5 Any probationary employee who is absent more than thirty (30) working days during their probationary period shall have their probation extended by an equal length of time.

15.7 **Personal Necessity Leave:** An employee may use up to seven (7) days for personal necessity leave per school year. Such leave shall be deducted from his/her accrued sick leave under Section 15.4 of this article.

- 15.7.1 Personal necessity leave shall be granted on the following basis:
 - 15.7.1.1 The death of a member of the employee's immediate family when additional leave is required beyond that provided in Section 15.1 of this Article.
 - 15.7.1.2 Up to two days of personal necessity leave may be used for the purpose of attending the memorial or funeral service for someone

who is not defined as an immediate family member.

- 15.7.1.3 As a result of an accident or serious illness involving an employee's person or property or the person or property of his/her immediate family.
- 15.7.1.4 An illness or preventative care of the bargaining unit member's immediate family member.
- 15.7.1.5 To appear in court as a litigant or as a witness under subpoena or court order in a non-district matter.
- 15.7.1.6 Such other reasons approved by the Assistant Superintendent of Human Resources Development/Designee.
- 15.7.1.7 Child-Related Activities pursuant to Labor Code 230.8.

15.7.2 Advance written permission shall be secured for the use of personal necessity leave at least two (2) days prior to the days upon which the employee is to be absent, unless the nature of the emergency prevents such notice. Such advanced permission need not be secured for use of leave as provided in 15.7.1.1 or 15.7.1.2.

15.8 **Discretionary Leave:** All bargaining unit employees shall be allowed to use up to five (5) discretionary days for personal reasons, with hours to be deducted from sick leave.

- 15.8.1 Use of a discretionary day must be requested in writing at least two (2) days prior to the day which the employee is to be absent and must be approved by a supervisor. The supervisor must respond to the leave request twenty-four (24) hours prior to the day requested.
- 15.8.2 Under normal circumstances, no more than three (3) days may be used consecutively. If a member wishes to request more than three (3) consecutive days, prior approval from the Superintendent or designee must be obtained at least ten (10) working days in advance.
- 15.8.3 Discretionary leave may be taken in one-hour increments.
- 15.8.4 Only one (1) unit member in each classification at each school site or per department shall be approved for discretionary leave on any given day.

15.8.5 No more than eight percent (8%) of all Visalia transportation drivers shall be approved for discretionary leave on any given day.

15.8.6 Discretionary leave may not be used for the following purposes:

15.8.6.1 Political activities;

15.8.6.2 Association activities, unless approved by Assistant Superintendent, Human Resources Development, or designee; or

15.8.6.3 To perform work elsewhere.

15.9 **Family Medical Leave:** Eligible employees may be granted Family Care Leave as provided by the California Family Rights Act and the United States Family and Medical Leave Act.

15.10 **Parental Leave:** During each school year, a bargaining unit member may use his or her sick leave for purposes of parental leave for a period of up to twelve (12) workweeks. When an employee has exhausted all sick leave, including all accumulated sick leave, and continues to be absent due to duties associated with parental leave, pursuant to Education Code section 45196.1, the employee shall be compensated at no less than fifty (50) percent of the employee's regular salary for the remaining 12-workweek period of parental leave. Parental leave shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of parental leave. No bargaining unit member shall be provided more than one 12-workweek period of parental leave during any twelve (12) month period. Parental leave shall run concurrently with parental leave taken pursuant to Family Medical Leave, and in aggregate with Family Medical Leave shall not exceed twelve (12) workweeks.

15.11 **Retraining and Study Leave:**

15.11.1 A paid or unpaid leave of absence for study/retraining may be granted to any member of the unit. The employee shall submit his/her written request for such leave sixty (60) days prior to the beginning date of the leave. The request shall provide sufficient information to assist District in determining the value to the District in granting such leave.

15.11.2 Such leave of absence may be taken in separate six (6) month periods or in any other appropriate periods rather than for a continuous one (1) year period provided the separate periods of leave of absence shall commence and be completed within a three (3) year period. Any period of service by the employee intervening between the authorized separate periods shall comprise a part of the service required for a subsequent leave of absence for study or retraining

purposes.

- 15.11.3 Study leave cannot be granted to an employee who has not served at least seven (7) consecutive years preceding granting of the leave.
- 15.11.4 Retraining leave cannot be granted to an employee who has not served at least three (3) consecutive years preceding granting of the leave.
- 15.11.5 No more than one (1) study leave of absence shall be granted in each seven (7) year period. No more than one (1) study retraining leave of absence shall be granted in each three (3) year period.
- 15.11.6 The District may prescribe standards of service, which shall entitle the employee to the leave of absence.
- 15.11.7 Any leave of absence granted under this policy shall not be deemed a break in service for any purpose, except that such leave shall not be included as service in computing service to the granting of any subsequent leave under this type of leave, nor shall employee earn vacation pay, sick leave, holiday pay, or other benefits provided under this Agreement.

15.12 **General Leaves:** When no other leaves are available, a leave of absence may be granted to an employee on a paid or unpaid basis at any time upon any terms acceptable to the District and an employee. Requests for paid or unpaid leave of absence are made through Human Resources Development.

15.13 **Association Leave:** The CSEA President and one designee shall have the right to one (1) day (equivalent of eight (8) hours) each per week which may be accumulated for Association business. In addition, the CSEA President and any elected board member shall receive release time to conduct/attend CSEA general membership, voting meeting and executive board meetings not to exceed six (6) hours per week.

15.13.1 CSEA President or designated CSEA Board Member shall email the Human Resources Administrator and/or designee twenty-four hours in advance to request release time unless in the case of an emergency. The email request shall include the name(s) of employee(s) to be released, date, time frame, and disclose if the meeting is outside the district boundaries.

15.14 **Judicial and Official Appearance Leave:** The District shall grant a leave of absence to employees to appear as a witness in court other than as a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the

connivance or misconduct of the employee. The District shall grant such leave of absence with pay up to the amount of the difference between an employee's regular earnings and any amount received for witness fee.

- 15.15 **Religious Leave:** Any employee shall be entitled to the use of up to two (2) days of personal necessity leave annually for participation in the established religious observances of a recognized faith or denomination. Requests for the use of such leave must be made at least two (2) days in advance of the actual day of this leave.

ARTICLE 16: GRIEVANCES

16.1 Definitions:

- 16.1.1 A ***grievance*** is an allegation by one or more employees that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement, or District practices or regulations implementing this Agreement.
- 16.1.2 A ***grievant*** is an employee or employees including the Association, making the allegation.
- 16.1.3 The ***immediate supervisor*** is the supervisor having immediate jurisdiction over the grievant.
- 16.1.4 ***Day*** is any day in which the District office is open.
- 16.1.5 Either party may request a meeting at Levels One and Two of this procedure.

16.2 Purpose:

- 16.2.1 The purpose of this procedure is to secure at the lowest possible administrative level, resolution of grievances.
- 16.2.2 Both parties agree that proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

16.3 Informal Procedure:

- 16.3.1 An employee should normally seek solutions to grievances through informal discussion with his/her immediate supervisor or appropriate site administrator prior to initiating the formal grievance procedure.

- 16.3.2 Nothing contained in this article shall limit the right of any employee to such discussion and may have the matter resolved without intervention by the Association, provided that the resolution is not inconsistent with the terms of the Agreement. Prior to the resolution on any employee-initiated grievances, CSEA shall be provided a copy of the proposed resolution for review. CSEA shall be given opportunity to file a written response to the proposed resolution.

16.4 **Formal Procedure:**

16.4.1 **Level One**

- 16.4.1.1 Within fifteen (15) days of the time the employee knows or could have reasonably been expected to know of the occurrence of the act or omission giving rise to the grievance he/she may present the grievance in writing to the appropriate site administrator.
- 16.4.1.2 The appropriate site administrator shall reply in writing within fifteen (15) days thereafter.

16.4.2 **Level Two**

- 16.4.2.1 If the grievant is not satisfied with the disposition at Level One, he/she may, within ten (10) days after the receipt of the reply, present the grievance in writing to the Superintendent.
- 16.4.2.2 The Superintendent or his/her designee shall reply in writing within ten (10) days thereafter.

16.4.3 **Level Three**

- 16.4.3.1 If the grievant is not satisfied with the disposition at Level Two, he/she may, within ten (10) days after the receipt of the reply, request in writing that the Association submit the grievance to binding arbitration.
- 16.4.3.2 The Association shall retain full and complete authority to determine whether or not the grievance shall be forwarded for arbitration. In the event that the grievance is to receive further consideration, the Association, by written notice to the Superintendent within fifteen (15) days after receipt of the request from the grievant, shall submit the grievance to binding arbitration.

- 16.4.3.3 A request for a panel of five (5) qualified arbitrators shall be made to the American Arbitration Association. The parties will then be bound by the rules of the American Arbitration Association in the selection of an arbitrator, and the arbitrator shall proceed under the voluntary labor arbitration rules.
- 16.4.3.4 If any question arises as to the arbitrability of the grievance, such question will be ruled upon first by the arbitrator and only after formally ruling on the question of arbitration shall the arbitrator hear the grievance.
- 16.4.3.5 The arbitrator shall, as soon as possible, hear evidence and render a decision subject to 16.4.3.4 on the issue or issues that were submitted to arbitration. If the parties cannot agree upon a submission agreement, the arbitrator shall determine the issues by referring to the written grievance and the answers thereto at each level.
- 16.4.3.6 The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement. The arbitrator will have the power only in cases where there is authority to make a decision, which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as he/she judges to be proper and within his/her authority.
- 16.4.3.7 After hearing and after both parties have had an opportunity to make written arguments, the arbitrator shall submit in writing within thirty (30) calendar days his decision to all parties. The decision of the arbitrator shall be binding to both the District and CSEA.
- 16.4.3.8 All costs for the services of the arbitrator, including but not limited to per diem expenses, travel and subsistence expenses and cost of any hearing room and court reporter will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.

16.5 **Grievance – General:**

- 16.5.1 No reprisals will be taken against any party by reason of such participation in the

grievance procedure.

- 16.5.2 A grievant may be represented at all levels of the procedure by himself/herself, or upon his/her request may be accompanied by an Association representative.
- 16.5.3 If a grievance arises from an act, inaction or omission on the part of a member of the Administration at the level above the immediate supervisor, the grievant may submit such grievance in writing, with approval of the immediate supervisor, to the Superintendent. The processing of such grievance will start at Level Two. In the event the Superintendent has reason to believe the grievance can be resolved with the grievant's immediate supervisor, the Superintendent may remand the issue to Level One.
- 16.5.4 Each of the requirements and time limitations as stated herein or on the forms for the processing of grievances shall be strictly adhered to. However, any such time limits may be extended by the written agreement of both parties.
- 16.5.5 If the same or substantially the same grievance is made by more than one (1) grievant against one (1) supervisor, one (1) grievant may process the grievance through the grievance procedure on behalf of himself/herself and the other named grievant. The grievant shall select that individual who shall process the grievance. Names of all grievants shall appear on any documents related to the settlement of the grievance.
- 16.5.6 Decision rendered at the former levels of the grievance procedure will be in writing and will be transmitted promptly to the grievant(s).
- 16.5.7 When it is necessary for a representative designated by the Association to process a grievance or to attend a grievance meeting or hearing during the day, he/she will be released without loss of pay in order to permit participation in the foregoing activities. The District shall attempt to schedule grievance meetings and hearings at time which do not conflict with employee's duties. Any employee or grievant who is requested to appear in investigations, meetings, or hearings as a witness will be accorded the same right.
- 16.5.8 The District shall supply adequate copies of necessary forms for processing grievances at each work location.
- 16.5.9 All documents, communications, and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the

personnel file of any of the participants unless otherwise ordered by the arbitrator.

- 16.5.10 Failure of the appropriate supervisor to respond at Level One and/or Two of the grievance procedure within the specified time limits shall result in the grievance being automatically forwarded to the next level.
- 16.5.11 Failure on the part of the grievant(s) to process a grievance within the timeline provided shall be deemed an abandonment of the grievance.

ARTICLE 17: SAFETY CONDITIONS

- 17.1 The District and employees shall conform to and comply with all health, safety, and sanitation requirements imposed by State or Federal law or regulations adopted under State or Federal law as applicable to school districts.

ARTICLE 18: CONTRACT CLAUSE

- 18.1 **Savings Clause:** If during the life of this Agreement there exists any applicable law or any applicable rule, regulation, or order issued by governmental authority other than the District which shall render invalid or restrain compliance with or enforcement of any provision of this Agreement, such provision shall be immediately suspended and be of no effect hereunder so long as such law, rule, regulation, or order shall remain in effect. Such invalidation of a part or portion of this Agreement shall not invalidate any remaining portions, which shall continue in full force and effect.
- 18.2 **Conclusion of Meet and Confer:** During the term of the Agreement, the Association and the District shall meet and confer with respect to any subject or matter whether referred to or covered in this Agreement or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the District or the Association at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.
- 18.3 **Support of Agreement:** The District and the Association agree that it is in their mutual benefit to encourage the resolution of differences through the meet and confer process. Therefore, it is agreed that the parties will support the terms of this Agreement and will not appear before any public body to seek change or improvement in any matter subject to the meet and confer process.
- 18.4 **Effect of Agreement** It is understood and agreed by the District and the Association that the specific provisions of this Agreement shall prevail over District practices and

procedures and over State law to the extent permitted by State law, and that in the absence of specific provisions in this Agreement the District shall consider such practices and procedures within the discretionary authority.

ARTICLE 19: NEGOTIATIONS

- 19.1 **Notification and Public Notice:** If either party desires to alter or amend this Agreement, it shall, prior to the termination date set forth under the Duration Article, provide written notice and a proposal to the other party of said desire and the nature of the amendments and cause the public notice provisions of law to be fulfilled.
- 19.2 **Commencement of Negotiations:** After satisfaction of the public notice requirement following submission of the proposal, negotiations shall commence at a mutually acceptable time and place for the purpose of considering changes in this Agreement.
- 19.3 **Release Time for Negotiations:** CSEA shall have the right to designate twelve (12) employees, including the past president, who shall be given reasonable release time to participate in negotiations.
- 19.4 **Distribution of Contract:** Within thirty (30) days after the execution of this Contract, the District shall print or duplicate and provide without charge a copy of this Contract to every employee in the bargaining unit. Any employee who becomes a member of the bargaining unit after the execution of this Agreement shall be provided with a copy of this Agreement by the District without charge at the time of employment.

ARTICLE 20: RECLASSIFICATION

- 20.1 **Definition:** Reclassification shall mean the redefining of a position to account for changes in duties, responsibilities or work that alters the nature of the classification of the position.
- 20.2 **Request for Review of Position – Employee Initiated Reclassification:** Requests for review of position may be initiated by any classified employee by making the request to the Human Resource Development (“HRD”) office. Upon receipt of the request form, the HRD will seek a recommendation from the employee’s supervisor and evaluate the recommendation on the basis of the information provided in the request and, in addition, contact the supervisor for additional information as necessary.
- 20.2.1 **Timing of Request for Reclassification:** All requests for reclassification of positions by an employee shall be submitted in the calendar month of August, December and April. Employees who are requesting reclassification must prepare and personally deliver all materials to Human Resources Development

(HRD) and the CSEA President or designee(s).

- 20.2.2 **Contents of Request:** Each request for a reclassification should contain fourteen (14) copies (six (6) to the District and eight (8) to CSEA). Employee(s) must sign and date all documents being submitted. The request should contain:
- 20.2.2.1 A cover letter stating an overview of the request.
 - 20.2.2.2 A current and proposed job description including proposed salary range.
 - 20.2.2.3 Information outlining the additional duties and responsibilities acquired over a period of time that differs from the current job description and justifying the request.
 - 20.2.2.4 A historical overview of the new duties.
 - 20.2.2.5 Any other relevant information supporting the request.
- 20.3 **District Initiated Reclassification:** The District HRD designee may initiate a reclassification during the months of August, December, and April, in any of the following circumstances: 1) if responsibilities of any position held by an employee are sufficiently different than the other employees in like positions; 2) the responsibilities for a particular position need to be added as a result of reorganization; or 3) due to changed circumstances in the operation of the District, the responsibilities of a position have also changed. Under any of these circumstances, HRD shall notify the affected employee(s) and evaluate all of the factors set forth in Section 20.2.
- 20.4 Following the determination of HRD related to either an employee initiated or District initiated reclassification, the District, and CSEA shall meet within 30 days of the reclassification determination. Any agreements resulting from such meeting shall be submitted to CSEA and the Governing Board for ratification.
- 20.5 **Salary Placement of Reclassified Position:** Whenever a position is reclassified, the employee holding that position shall move to the step on the negotiated range for the reclassified position that is nearest to, but not less than five percent (5%) of the employee's current hourly wage.
- 20.6 Once a position has been reclassified, that position shall not be reclassified for a period of five (5) years from the date of reclassification.

ARTICLE 21: TRANSPORTATION

21.1 Definition of Terms

- 21.1.1. "Seniority": Date of hire (i.e., first day worked) with the District.
- 21.1.2. "Route": Home-to-school/School-to-home delivery of students.
- 21.1.3. "Open Route": Route that is not assigned to a Bus Driver.
- 21.1.4. "Trips": All other student/staff deliveries outside of the aforementioned Routes (including, but not limited to, Weekly Shorts, Weekly Extended, Overnight/Weekend).
- 21.1.5. "Bus Driver": All Bus Driver classifications.

21.2 Route Bidding

- 21.2.1. Before the beginning of each instructional school year, Bus Drivers will bid for their Routes for the school year, according to seniority.
- 21.2.2. Bus Drivers shall have two (2) days following the close of bidding to confirm their Route. A failure to confirm their Route will result in an assignment to any Open Route(s).
- 21.2.3. Bus Drivers assigned six (6) hours per day may only bid on Routes that are six (6) hours or less.
- 21.2.4. Routes that become Open Routes during the instructional school year, shall be posted within five (5) working days of the vacancy and Bus Drivers will bid on the Open Route according to seniority.

21.3 Trip Selection

- 21.3.1. All Bus Drivers shall be listed on a rotation list for selection of Trips, based on seniority. A copy of the current rotation list will be made available to Bus Drivers upon written request.
- 21.3.2. Bus Drivers will select Trips based on their position on the rotation list for the entire, following week. To provide equitable distribution of Trips, Bus Drivers may select only one (1) Trip for each day of the following week. Once a Bus Driver makes a selection, their name will be moved to their proper placement, according to seniority.

- 21.3.3 A list of the following week's Trips will be made available to Bus Drivers no later than Friday morning and Bus Drivers will have until Friday at 2 p.m. to select Trips for the following week. Any unselected Trips will be available for any Bus Driver, subject to section 21.3.5 below.
- 21.3.4 Any Trips added following the selection process described above, will be offered for selection based on the current rotation list. If a Bus Driver selects a Trip pursuant to this section, their name will be moved to their proper placement according to seniority, for the following week's selection.
- 21.3.5 Transportation Department Management shall approve all extra time/Trips prior to assignment.
- 21.3.6 If a selected Trip scheduled during the school week is cancelled by the District, the scheduled Bus Driver will be first to select from any unselected Trips remaining that week.
- 21.3.7 If a Bus Driver is scheduled for an Overnight/Weekend Trip and the Trip is cancelled by the District, the Bus Driver shall receive three (3) hours of pay, compensated at the appropriate rate of pay under the terms of this Agreement.
- 21.3.8 Bus Drivers are responsible for checking the Trip assignment sheet and electronic monitors for changes, corrections or updates before and after each daily Route.

ARTICLE 22: TRAINING

- 22.1 The District hereby acknowledges proper training of District employees is a priority of the District. The District will work with management and supervisory staff to ensure employees, including when employees change from one classification to another, receive training to meet the specific needs of each position.

ARTICLE 23: OTHER

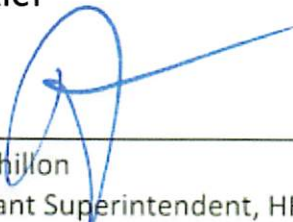
- 23.1 All current side letters and current memorandums of understanding are considered part of this agreement.


ARTICLE 24: TERM AND REOPENING OF CONTRACT


24.1 This Agreement shall be in effect from July 1, 2024, through June 30, 2027. After agreement is reached for the 2025-2026 school year, the contract shall be closed. For the 2025-2026 and 2026-2027 school years, the Parties may reopen Article 10 (Employee Benefits), Article 13 (Salary), and up to two (2) articles determined by each party.

The Collective Bargaining Agreement (this agreement) was signed on the 19th day of May 2025 in Visalia, California.

DISTRICT




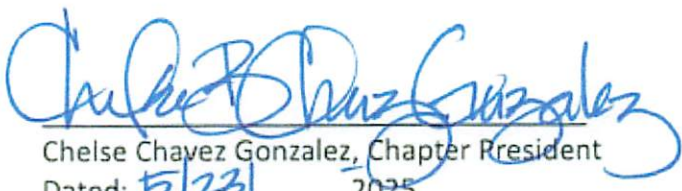
Ben Dhillon
Assistant Superintendent, HRD
Dated: May 19, 2025


Judy Burgess, Ed.D.
Administrator, HRD
Dated: May 19, 2025

Erik Kehrer
Chief Operations Officer
Dated: May 19, 2025

CSEA



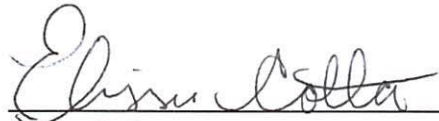
Andrew Sanchez, Chapter Lead Negotiator
Dated: 5/23, 2025

Chelse Chavez Gonzalez, Chapter President
Dated: 5/23, 2025

Jesse Huerta, CSEA Labor Representative
Dated: 5/22, 2025

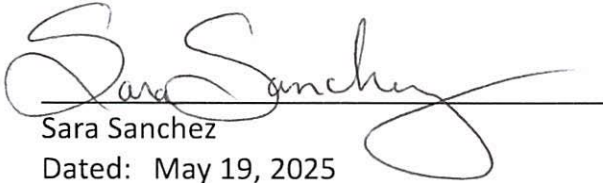
Anthony Garcia
Dated: 5/19, 2025

DISTRICT



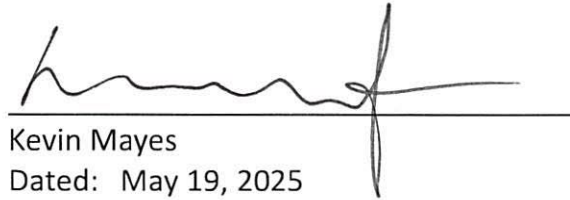
Elissa Cotta

Dated: May 19, 2025



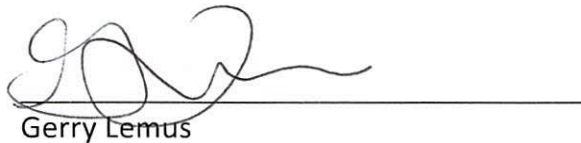
Sara Sanchez

Dated: May 19, 2025



Kevin Mayes

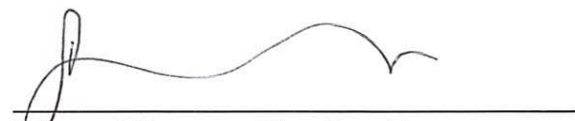
Dated: May 19, 2025



Gerry Lemus

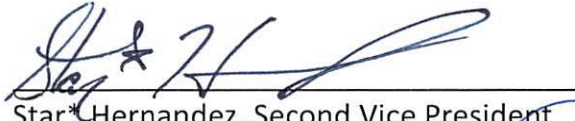
Dated: May 19, 2025

CSEA



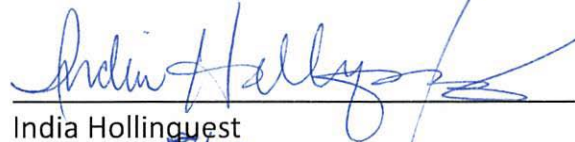
Shauna Wheaton, Vice President

Dated: 5/19, 2025



Star Hernandez, Second Vice President

Dated: 5-19, 2025



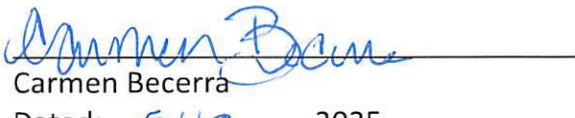
India Hollingquest

Dated: 5/19, 2025



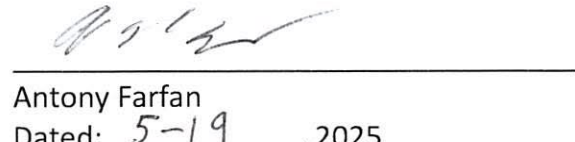
Angelika Lopez

Dated: 5-19, 2025



Carmen Becerra

Dated: 5/19, 2025



Antony Farfan

Dated: 5-19, 2025



Vincente Gonzalez

Dated: 5/19, 2025



Jen Ferguson

Dated: 5/19, 2025

VISALIA UNIFIED SCHOOL DISTRICT

APPENDIX A

Employee Position Classifications and Salary Ranges

Fiscal Year 2025-2026

Effective as of 07-01-2025

Position Classification	Salary Range
A. <u>Nutritional Services Department</u>	
Cafeteria Worker I.....	36
Vending Cart Server	36
Cafeteria Worker II.....	37
Cafeteria Worker III.....	38
Cafeteria Worker IV	39
Nutritional Services Clerk.....	50
Receiving Clerk - NSD	51
Stock Delivery Person - NSD.....	53
Distribution Specialist	58
Cafeteria Site Lead	60
B. <u>Instructional and Related Services</u>	
General Activities Aide.....	36
Special Education Aide-Bus Rider	36
Library Media Technician I	38
Paraprofessional	38
Special Friend.....	38
Paraprofessional Driver	40
Instructional Aide III SPED ...	40
Language Assessment Center Technician - SEA	40
Language Assessment Center Technician - Spanish	40
Paraprofessional – Spanish	41
Preschool, Home-Based Instruction - Spanish.....	43
Paraprofessional – Special Education	45
Preschool Aide	45
Instructional Aide - Vocal Music - Piano Accompanist	46
Campus Supervisor	46
Paraprofessional – Transitional Kindergarten	48
Assistive Technology Assistant	50
Specialized Learning Center Support Technician.....	50
Paraprofessional – Transitional Kindergarten – Spanish.....	51
Specialized Learning Center Support Technician Driver.....	52
American Indian Program Liaison	52
District Liaison - Bilingual.....	52
District Liaison - Spanish	52
District P.E Specialist.....	52
Behavior Analysis Aide.....	60
Musical Instrument Repair and Storage Technician	60

B. Instructional and Related Services (Continued)

Library Media Technician	60
Library Media Technician II	60
Interpreter/Translator-Spanish.....	60
Intervention and Prevention Specialist	60
Academic Intervention Specialist	65
Behavior Intervention Technician.....	65
Behavioral Health Technician	65
Job Developer	68
Interpreter - Hard of Hearing.....	68
Interpreter – Consecutive and Simultaneous	68
Behavior Intervention Specialist.....	70
Early Start Intervention Specialist.....	70
Speech Language Pathology Specialist	70
Student Behavior Specialist	70
Vocational Trainer.....	70
Speech Language Pathology Assistant.....	71
Treatment Nurse.....	74
Preschool Instructor	76
Preschool Technician	76
Preschool Instructor - Spanish	79
Navigator – Adult Education Navigator – Spanish.....	80
Early Childhood Education Lead	80
Family and Student Engagement Specialist.....	80
Family and Student Engagement Specialist – Spanish	83

C. Purchasing and Printing Services

District Courier	48
Production Worker	50
District Warehouse Worker	52
Site Utility Warehouse Worker	52
Graphic Design/Production.....	60
District Warehouse Lead.....	62
Purchasing Technician	72
Purchasing Specialist.....	80

D. Clerical and Fiscal Services

Counseling Assistant	45
Office Assistant	45
Office Assistant – Spanish	48
Attendance Clerk	50
Library Clerk	50
Attendance Clerk – Spanish	53
Assessment Assistant, Visalia Adult School	55
District Counseling Assistant.....	55
School Finance Assistant.....	55
District Counseling Assistant – Spanish	58

D. Clerical and Fiscal Services (Continued)

Administrative Assistant	60
Administrative Assistant, Business Services	60
Administrative Assistant, Instructional Services.....	60
Administrative Assistant, Operations Services	60
Administrative Assistant, Print Shop	60
Administrative Assistant, Special Education	60
Administrative Assistant, Instructional Services – Spanish	63
Administrative Assistant – Spanish	63
Administrative Assistant, Nutritional Services – Spanish	63
Senior Administrative Assistant.....	68
Senior Administrative Assistant, Business Services.....	68
Senior Administrative Assistant, Instructional Services	68
Senior Administrative Assistant, Nutritional Services	68
Senior Administrative Assistant, Operations.....	68
Senior Administrative Assistant, Special Education	68
Senior Administrative Assistant, Technological Services.....	68
Accounting Support Technician	70
District Library Media Specialist	70
District Library Media Technician	70
Finance Support Technician, Visalia Adult School	70
Human Resources Development Support Technician	70
Special Projects Technician	70
Senior Administrative Assistant – Spanish.....	71
Special Projects Technician - Spanish	73
Four Creeks Café Technician	75
Student Welfare and Attendance Technician.....	80
Human Resources Development Benefits Technician.....	86
Human Resources Development Technician	86
Payroll Technician	86
Special Education Data Technician	86
District Attendance Technician	90
Graphic Designer/Web Content Developer.....	95
Accounting Lead.....	96
Data Analyst	100

E. Operations and Transportation Services

Custodian	44
Grounds Worker	45
Custodian, Athletic Facilities.....	46
Site Custodian I	52
Utility Team Person.....	52
Utility Person – Visalia Civic Facilities	52
Custodian, Team Lead.....	55
Grounds Worker, Lead.....	55
Site Custodian II	56
Central Grounds Worker.....	58

E. Operations and Transportation Services (Continued)

Site Custodian III	58
Bus Driver	60
Bus Driver/Utility Team Person	60
Transportation Clerk & Bus Driver	60
Stadium Grounds Worker	62
Utility Team Lead	62
Delegated Behind the Wheel Trainer	63
Vehicle Maintenance Assistant & Bus Driver	63
Pool Maintenance Technician.....	65
Theater Technician.....	65
Irrigation Technician	75
Dispatcher/Router	80
Vehicle Maintenance Technician I	82
Central Grounds Worker, Lead	85
Irrigation Technician, Lead.....	85
Maintenance Technician I - Construction	85
Maintenance Technician I - Electrical	85
Maintenance Technician I - HVAC.....	85
Maintenance Technician I - Locksmith & Glazier.....	85
Maintenance Technician I – Low Voltage/Signal Systems.....	85
Maintenance Technician I - Painting.....	85
Maintenance Technician I - Plumbing.....	85
Maintenance Technician I - Roofing	85
Maintenance Technician I - Welding	85
Vehicle Maintenance Technician II	92
Maintenance Technician II - Construction	95
Maintenance Technician II - Electrical	95
Maintenance Technician II - HVAC.....	95
Maintenance Technician II - Locksmith & Glazier.....	95
Maintenance Technician II – Low Voltage/Signal Systems.....	95
Maintenance Technician II - Painting.....	95
Maintenance Technician II - Plumbing.....	95
Maintenance Technician II - Roofing	95
Maintenance Technician II - Welding	95
Vehicle Maintenance Lead.....	102
Maintenance Technician III - Construction	105
Maintenance Technician III - Electrical	105
Maintenance Technician III - HVAC.....	105
Maintenance Technician III - Locksmith & Glazier.....	105
Maintenance Technician III – Low Voltage/Signal Systems.....	105
Maintenance Technician III - Painting.....	105
Maintenance Technician III - Plumbing	105
Maintenance Technician III - Roofing	105
Maintenance Technician III - Welding	105
Shop Foreman - Transportation.....	108
Maintenance Lead - Construction	115

E.	<u>Operations and Transportation Services (Continued)</u>	
	Maintenance Lead - Electrical.....	115
	Maintenance Lead - HVAC	115
	Maintenance Lead – Low Voltage/Signal Systems	115
	Maintenance Lead - Plumbing	115
F.	<u>Technology Services</u>	
	Information Technology Assistant	70
	Information Technology Assistant – Spanish	73
	Information Technology Help Desk	80
	Information Technology Technician	90
	Senior Information Technology Technician	100
	Student Information System Support Specialist.....	100
	Programmer/Data Analyst.....	132

Translator/Interpreter services* will be paid at a rate of pay three ranges higher than and at the same step as the employee's regular rate of pay per hour.

(*Translator/ interpreter services are defined as receiving information in one language through oral or written means and providing written or oral communications in response in a different language. This definition does not include oral communications, in-person and/or telephonically, wherein the conversation is held in the same language.)

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
36	1	18.0489	144.3912	3,128.48	37,541.71
36	2	18.9508	151.6064	3,284.81	39,417.66
36	3	19.8997	159.1976	3,449.28	41,391.38
36	4	20.8952	167.1616	3,621.84	43,462.02
36	5	21.9376	175.5008	3,802.52	45,630.21
36	6	23.0386	184.3088	3,993.36	47,920.29
36	7	23.0386	184.3088	3,993.36	47,920.29
36	8	23.0386	184.3088	3,993.36	47,920.29
36	9	23.0386	184.3088	3,993.36	47,920.29
36	10	23.0386	184.3088	3,993.36	47,920.29
36	11	23.6594	189.2752	4,100.96	49,211.55
36	12	23.6594	189.2752	4,100.96	49,211.55
36	13	23.6594	189.2752	4,100.96	49,211.55
36	14	23.6594	189.2752	4,100.96	49,211.55
36	15	23.6594	189.2752	4,100.96	49,211.55
36	16	24.2800	194.2400	4,208.53	50,502.40
36	17	24.2800	194.2400	4,208.53	50,502.40
36	18	24.2800	194.2400	4,208.53	50,502.40
36	19	24.2800	194.2400	4,208.53	50,502.40
36	20	24.2800	194.2400	4,208.53	50,502.40
36	21	24.9008	199.2064	4,316.14	51,793.66
36	22	24.9008	199.2064	4,316.14	51,793.66
36	23	24.9008	199.2064	4,316.14	51,793.66
36	24	24.9008	199.2064	4,316.14	51,793.66
36	25	24.9008	199.2064	4,316.14	51,793.66
36	26	25.5217	204.1736	4,423.76	53,085.14
36	27	25.5217	204.1736	4,423.76	53,085.14
36	28	25.5217	204.1736	4,423.76	53,085.14
36	29	25.5217	204.1736	4,423.76	53,085.14
36	30	25.5217	204.1736	4,423.76	53,085.14
36	31	26.1424	209.1392	4,531.35	54,376.19
37	1	18.2365	145.8920	3,160.99	37,931.92
37	2	19.1384	153.1072	3,317.32	39,807.87
37	3	20.0987	160.7896	3,483.78	41,805.30
37	4	21.1060	168.8480	3,658.37	43,900.48
37	5	22.1601	177.2808	3,841.08	46,093.01
37	6	23.2728	186.1824	4,033.95	48,407.42
37	7	23.2728	186.1824	4,033.95	48,407.42
37	8	23.2728	186.1824	4,033.95	48,407.42
37	9	23.2728	186.1824	4,033.95	48,407.42
37	10	23.2728	186.1824	4,033.95	48,407.42
37	11	23.8936	191.1488	4,141.56	49,698.69
37	12	23.8936	191.1488	4,141.56	49,698.69
37	13	23.8936	191.1488	4,141.56	49,698.69
37	14	23.8936	191.1488	4,141.56	49,698.69
37	15	23.8936	191.1488	4,141.56	49,698.69
37	16	24.5143	196.1144	4,249.15	50,989.74
37	17	24.5143	196.1144	4,249.15	50,989.74
37	18	24.5143	196.1144	4,249.15	50,989.74
37	19	24.5143	196.1144	4,249.15	50,989.74
37	20	24.5143	196.1144	4,249.15	50,989.74
37	21	25.1351	201.0808	4,356.75	52,281.01
37	22	25.1351	201.0808	4,356.75	52,281.01
37	23	25.1351	201.0808	4,356.75	52,281.01
37	24	25.1351	201.0808	4,356.75	52,281.01
37	25	25.1351	201.0808	4,356.75	52,281.01
37	26	25.7560	206.0480	4,464.37	53,572.48
37	27	25.7560	206.0480	4,464.37	53,572.48
37	28	25.7560	206.0480	4,464.37	53,572.48
37	29	25.7560	206.0480	4,464.37	53,572.48
37	30	25.7560	206.0480	4,464.37	53,572.48
37	31	26.3649	210.9192	4,569.92	54,838.99

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
38	1	18.4122	147.2976	3,191.45	38,297.38
38	2	19.3374	154.6992	3,351.82	40,221.79
38	3	20.2978	162.3824	3,518.29	42,219.42
38	4	21.3168	170.5344	3,694.91	44,338.94
38	5	22.3826	179.0608	3,879.65	46,555.81
38	6	23.5071	188.0568	4,074.56	48,894.77
38	7	23.5071	188.0568	4,074.56	48,894.77
38	8	23.5071	188.0568	4,074.56	48,894.77
38	9	23.5071	188.0568	4,074.56	48,894.77
38	10	23.5071	188.0568	4,074.56	48,894.77
38	11	24.1279	193.0232	4,182.17	50,186.03
38	12	24.1279	193.0232	4,182.17	50,186.03
38	13	24.1279	193.0232	4,182.17	50,186.03
38	14	24.1279	193.0232	4,182.17	50,186.03
38	15	24.1279	193.0232	4,182.17	50,186.03
38	16	24.7369	197.8952	4,287.73	51,452.75
38	17	24.7369	197.8952	4,287.73	51,452.75
38	18	24.7369	197.8952	4,287.73	51,452.75
38	19	24.7369	197.8952	4,287.73	51,452.75
38	20	24.7369	197.8952	4,287.73	51,452.75
38	21	25.3577	202.8616	4,395.34	52,744.02
38	22	25.3577	202.8616	4,395.34	52,744.02
38	23	25.3577	202.8616	4,395.34	52,744.02
38	24	25.3577	202.8616	4,395.34	52,744.02
38	25	25.3577	202.8616	4,395.34	52,744.02
38	26	25.9784	207.8272	4,502.92	54,035.07
38	27	25.9784	207.8272	4,502.92	54,035.07
38	28	25.9784	207.8272	4,502.92	54,035.07
38	29	25.9784	207.8272	4,502.92	54,035.07
38	30	25.9784	207.8272	4,502.92	54,035.07
38	31	26.5991	212.7928	4,610.51	55,326.13
39	1	18.5995	148.7960	3,223.91	38,686.96
39	2	19.5249	156.1992	3,384.32	40,611.79
39	3	20.5086	164.0688	3,554.82	42,657.89
39	4	21.5277	172.2216	3,731.47	44,777.62
39	5	22.6052	180.8416	3,918.24	47,018.82
39	6	23.7414	189.9312	4,115.18	49,382.11
39	7	23.7414	189.9312	4,115.18	49,382.11
39	8	23.7414	189.9312	4,115.18	49,382.11
39	9	23.7414	189.9312	4,115.18	49,382.11
39	10	23.7414	189.9312	4,115.18	49,382.11
39	11	24.3621	194.8968	4,222.76	50,673.17
39	12	24.3621	194.8968	4,222.76	50,673.17
39	13	24.3621	194.8968	4,222.76	50,673.17
39	14	24.3621	194.8968	4,222.76	50,673.17
39	15	24.3621	194.8968	4,222.76	50,673.17
39	16	24.9828	199.8624	4,330.35	51,964.22
39	17	24.9828	199.8624	4,330.35	51,964.22
39	18	24.9828	199.8624	4,330.35	51,964.22
39	19	24.9828	199.8624	4,330.35	51,964.22
39	20	24.9828	199.8624	4,330.35	51,964.22
39	21	25.5919	204.7352	4,435.93	53,231.15
39	22	25.5919	204.7352	4,435.93	53,231.15
39	23	25.5919	204.7352	4,435.93	53,231.15
39	24	25.5919	204.7352	4,435.93	53,231.15
39	25	25.5919	204.7352	4,435.93	53,231.15
39	26	26.2126	209.7008	4,543.52	54,522.21
39	27	26.2126	209.7008	4,543.52	54,522.21
39	28	26.2126	209.7008	4,543.52	54,522.21
39	29	26.2126	209.7008	4,543.52	54,522.21
39	30	26.2126	209.7008	4,543.52	54,522.21
39	31	26.8334	214.6672	4,651.12	55,813.47

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
40	1	18.7870	150.2960	3,256.41	39,076.96
40	2	19.7240	157.7920	3,418.83	41,025.92
40	3	20.7078	165.6624	3,589.35	43,072.22
40	4	21.7503	174.0024	3,770.05	45,240.62
40	5	22.8278	182.6224	3,956.82	47,481.82
40	6	23.9756	191.8048	4,155.77	49,869.25
40	7	23.9756	191.8048	4,155.77	49,869.25
40	8	23.9756	191.8048	4,155.77	49,869.25
40	9	23.9756	191.8048	4,155.77	49,869.25
40	10	23.9756	191.8048	4,155.77	49,869.25
40	11	24.5963	196.7704	4,263.36	51,160.30
40	12	24.5963	196.7704	4,263.36	51,160.30
40	13	24.5963	196.7704	4,263.36	51,160.30
40	14	24.5963	196.7704	4,263.36	51,160.30
40	15	24.5963	196.7704	4,263.36	51,160.30
40	16	25.2171	201.7368	4,370.96	52,451.57
40	17	25.2171	201.7368	4,370.96	52,451.57
40	18	25.2171	201.7368	4,370.96	52,451.57
40	19	25.2171	201.7368	4,370.96	52,451.57
40	20	25.2171	201.7368	4,370.96	52,451.57
40	21	25.8378	206.7024	4,478.55	53,742.62
40	22	25.8378	206.7024	4,478.55	53,742.62
40	23	25.8378	206.7024	4,478.55	53,742.62
40	24	25.8378	206.7024	4,478.55	53,742.62
40	25	25.8378	206.7024	4,478.55	53,742.62
40	26	26.4587	211.6696	4,586.18	55,034.10
40	27	26.4587	211.6696	4,586.18	55,034.10
40	28	26.4587	211.6696	4,586.18	55,034.10
40	29	26.4587	211.6696	4,586.18	55,034.10
40	30	26.4587	211.6696	4,586.18	55,034.10
40	31	27.0795	216.6360	4,693.78	56,325.36
41	1	18.9743	151.7944	3,288.88	39,466.54
41	2	19.9230	159.3840	3,453.32	41,439.84
41	3	20.9186	167.3488	3,625.89	43,510.69
41	4	21.9610	175.6880	3,806.57	45,678.88
41	5	23.0620	184.4960	3,997.41	47,968.96
41	6	24.2098	193.6784	4,196.37	50,356.38
41	7	24.2098	193.6784	4,196.37	50,356.38
41	8	24.2098	193.6784	4,196.37	50,356.38
41	9	24.2098	193.6784	4,196.37	50,356.38
41	10	24.2098	193.6784	4,196.37	50,356.38
41	11	24.8306	198.6448	4,303.97	51,647.65
41	12	24.8306	198.6448	4,303.97	51,647.65
41	13	24.8306	198.6448	4,303.97	51,647.65
41	14	24.8306	198.6448	4,303.97	51,647.65
41	15	24.8306	198.6448	4,303.97	51,647.65
41	16	25.4514	203.6112	4,411.58	52,938.91
41	17	25.4514	203.6112	4,411.58	52,938.91
41	18	25.4514	203.6112	4,411.58	52,938.91
41	19	25.4514	203.6112	4,411.58	52,938.91
41	20	25.4514	203.6112	4,411.58	52,938.91
41	21	26.0721	208.5768	4,519.16	54,229.97
41	22	26.0721	208.5768	4,519.16	54,229.97
41	23	26.0721	208.5768	4,519.16	54,229.97
41	24	26.0721	208.5768	4,519.16	54,229.97
41	25	26.0721	208.5768	4,519.16	54,229.97
41	26	26.6929	213.5432	4,626.77	55,521.23
41	27	26.6929	213.5432	4,626.77	55,521.23
41	28	26.6929	213.5432	4,626.77	55,521.23
41	29	26.6929	213.5432	4,626.77	55,521.23
41	30	26.6929	213.5432	4,626.77	55,521.23
41	31	27.3137	218.5096	4,734.38	56,812.50

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
42	1	19.1616	153.2928	3,321.34	39,856.13
42	2	20.1222	160.9776	3,487.85	41,854.18
42	3	21.1295	169.0360	3,662.45	43,949.36
42	4	22.1836	177.4688	3,845.16	46,141.89
42	5	23.2963	186.3704	4,038.03	48,456.30
42	6	24.4558	195.6464	4,239.01	50,868.06
42	7	24.4558	195.6464	4,239.01	50,868.06
42	8	24.4558	195.6464	4,239.01	50,868.06
42	9	24.4558	195.6464	4,239.01	50,868.06
42	10	24.4558	195.6464	4,239.01	50,868.06
42	11	25.0765	200.6120	4,346.59	52,159.12
42	12	25.0765	200.6120	4,346.59	52,159.12
42	13	25.0765	200.6120	4,346.59	52,159.12
42	14	25.0765	200.6120	4,346.59	52,159.12
42	15	25.0765	200.6120	4,346.59	52,159.12
42	16	25.6973	205.5784	4,454.20	53,450.38
42	17	25.6973	205.5784	4,454.20	53,450.38
42	18	25.6973	205.5784	4,454.20	53,450.38
42	19	25.6973	205.5784	4,454.20	53,450.38
42	20	25.6973	205.5784	4,454.20	53,450.38
42	21	26.3181	210.5448	4,561.80	54,741.65
42	22	26.3181	210.5448	4,561.80	54,741.65
42	23	26.3181	210.5448	4,561.80	54,741.65
42	24	26.3181	210.5448	4,561.80	54,741.65
42	25	26.3181	210.5448	4,561.80	54,741.65
42	26	26.9389	215.5112	4,669.41	56,032.91
42	27	26.9389	215.5112	4,669.41	56,032.91
42	28	26.9389	215.5112	4,669.41	56,032.91
42	29	26.9389	215.5112	4,669.41	56,032.91
42	30	26.9389	215.5112	4,669.41	56,032.91
42	31	27.5596	220.4768	4,777.00	57,323.97
43	1	19.3491	154.7928	3,353.84	40,246.13
43	2	20.3213	162.5704	3,522.36	42,268.30
43	3	21.3403	170.7224	3,698.99	44,387.82
43	4	22.4061	179.2488	3,883.72	46,604.69
43	5	23.5188	188.1504	4,076.59	48,919.10
43	6	24.7018	197.6144	4,281.65	51,379.74
43	7	24.7018	197.6144	4,281.65	51,379.74
43	8	24.7018	197.6144	4,281.65	51,379.74
43	9	24.7018	197.6144	4,281.65	51,379.74
43	10	24.7018	197.6144	4,281.65	51,379.74
43	11	25.3225	202.5800	4,389.23	52,670.80
43	12	25.3225	202.5800	4,389.23	52,670.80
43	13	25.3225	202.5800	4,389.23	52,670.80
43	14	25.3225	202.5800	4,389.23	52,670.80
43	15	25.3225	202.5800	4,389.23	52,670.80
43	16	25.9433	207.5464	4,496.84	53,962.06
43	17	25.9433	207.5464	4,496.84	53,962.06
43	18	25.9433	207.5464	4,496.84	53,962.06
43	19	25.9433	207.5464	4,496.84	53,962.06
43	20	25.9433	207.5464	4,496.84	53,962.06
43	21	26.5641	212.5128	4,604.44	55,253.33
43	22	26.5641	212.5128	4,604.44	55,253.33
43	23	26.5641	212.5128	4,604.44	55,253.33
43	24	26.5641	212.5128	4,604.44	55,253.33
43	25	26.5641	212.5128	4,604.44	55,253.33
43	26	27.1847	217.4776	4,712.02	56,544.18
43	27	27.1847	217.4776	4,712.02	56,544.18
43	28	27.1847	217.4776	4,712.02	56,544.18
43	29	27.1847	217.4776	4,712.02	56,544.18
43	30	27.1847	217.4776	4,712.02	56,544.18
43	31	27.8056	222.4448	4,819.64	57,835.65

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
44	1	19.5482	156.3856	3,388.36	40,660.26
44	2	20.5204	164.1632	3,556.87	42,682.43
44	3	21.5511	172.4088	3,735.52	44,826.29
44	4	22.6287	181.0296	3,922.31	47,067.70
44	5	23.7647	190.1176	4,119.22	49,430.58
44	6	24.9477	199.5816	4,324.27	51,891.22
44	7	24.9477	199.5816	4,324.27	51,891.22
44	8	24.9477	199.5816	4,324.27	51,891.22
44	9	24.9477	199.5816	4,324.27	51,891.22
44	10	24.9477	199.5816	4,324.27	51,891.22
44	11	25.5685	204.5480	4,431.87	53,182.48
44	12	25.5685	204.5480	4,431.87	53,182.48
44	13	25.5685	204.5480	4,431.87	53,182.48
44	14	25.5685	204.5480	4,431.87	53,182.48
44	15	25.5685	204.5480	4,431.87	53,182.48
44	16	26.1892	209.5136	4,539.46	54,473.54
44	17	26.1892	209.5136	4,539.46	54,473.54
44	18	26.1892	209.5136	4,539.46	54,473.54
44	19	26.1892	209.5136	4,539.46	54,473.54
44	20	26.1892	209.5136	4,539.46	54,473.54
44	21	26.8100	214.4800	4,647.07	55,764.80
44	22	26.8100	214.4800	4,647.07	55,764.80
44	23	26.8100	214.4800	4,647.07	55,764.80
44	24	26.8100	214.4800	4,647.07	55,764.80
44	25	26.8100	214.4800	4,647.07	55,764.80
44	26	27.4308	219.4464	4,754.67	57,056.06
44	27	27.4308	219.4464	4,754.67	57,056.06
44	28	27.4308	219.4464	4,754.67	57,056.06
44	29	27.4308	219.4464	4,754.67	57,056.06
44	30	27.4308	219.4464	4,754.67	57,056.06
44	31	28.0516	224.4128	4,862.28	58,347.33
45	1	19.7473	157.9784	3,422.87	41,074.38
45	2	20.7312	165.8496	3,593.41	43,120.90
45	3	21.7618	174.0944	3,772.05	45,264.54
45	4	22.8512	182.8096	3,960.88	47,530.50
45	5	23.9990	191.9920	4,159.83	49,917.92
45	6	25.1936	201.5488	4,366.89	52,402.69
45	7	25.1936	201.5488	4,366.89	52,402.69
45	8	25.1936	201.5488	4,366.89	52,402.69
45	9	25.1936	201.5488	4,366.89	52,402.69
45	10	25.1936	201.5488	4,366.89	52,402.69
45	11	25.8145	206.5160	4,474.51	53,694.16
45	12	25.8145	206.5160	4,474.51	53,694.16
45	13	25.8145	206.5160	4,474.51	53,694.16
45	14	25.8145	206.5160	4,474.51	53,694.16
45	15	25.8145	206.5160	4,474.51	53,694.16
45	16	26.4352	211.4816	4,582.10	54,985.22
45	17	26.4352	211.4816	4,582.10	54,985.22
45	18	26.4352	211.4816	4,582.10	54,985.22
45	19	26.4352	211.4816	4,582.10	54,985.22
45	20	26.4352	211.4816	4,582.10	54,985.22
45	21	27.0560	216.4480	4,689.71	56,276.48
45	22	27.0560	216.4480	4,689.71	56,276.48
45	23	27.0560	216.4480	4,689.71	56,276.48
45	24	27.0560	216.4480	4,689.71	56,276.48
45	25	27.0560	216.4480	4,689.71	56,276.48
45	26	27.6768	221.4144	4,797.31	57,567.74
45	27	27.6768	221.4144	4,797.31	57,567.74
45	28	27.6768	221.4144	4,797.31	57,567.74
45	29	27.6768	221.4144	4,797.31	57,567.74
45	30	27.6768	221.4144	4,797.31	57,567.74
45	31	28.2974	226.3792	4,904.88	58,858.59

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
46	1	19.9348	159.4784	3,455.37	41,464.38
46	2	20.9420	167.5360	3,629.95	43,559.36
46	3	21.9844	175.8752	3,810.63	45,727.55
46	4	23.0854	184.6832	4,001.47	48,017.63
46	5	24.2333	193.8664	4,200.44	50,405.26
46	6	25.4514	203.6112	4,411.58	52,938.91
46	7	25.4514	203.6112	4,411.58	52,938.91
46	8	25.4514	203.6112	4,411.58	52,938.91
46	9	25.4514	203.6112	4,411.58	52,938.91
46	10	25.4514	203.6112	4,411.58	52,938.91
46	11	26.0721	208.5768	4,519.16	54,229.97
46	12	26.0721	208.5768	4,519.16	54,229.97
46	13	26.0721	208.5768	4,519.16	54,229.97
46	14	26.0721	208.5768	4,519.16	54,229.97
46	15	26.0721	208.5768	4,519.16	54,229.97
46	16	26.6929	213.5432	4,626.77	55,521.23
46	17	26.6929	213.5432	4,626.77	55,521.23
46	18	26.6929	213.5432	4,626.77	55,521.23
46	19	26.6929	213.5432	4,626.77	55,521.23
46	20	26.6929	213.5432	4,626.77	55,521.23
46	21	27.3137	218.5096	4,734.38	56,812.50
46	22	27.3137	218.5096	4,734.38	56,812.50
46	23	27.3137	218.5096	4,734.38	56,812.50
46	24	27.3137	218.5096	4,734.38	56,812.50
46	25	27.3137	218.5096	4,734.38	56,812.50
46	26	27.9344	223.4752	4,841.96	58,103.55
46	27	27.9344	223.4752	4,841.96	58,103.55
46	28	27.9344	223.4752	4,841.96	58,103.55
46	29	27.9344	223.4752	4,841.96	58,103.55
46	30	27.9344	223.4752	4,841.96	58,103.55
46	31	28.5552	228.4416	4,949.57	59,394.82
47	1	20.1339	161.0712	3,489.88	41,878.51
47	2	21.1412	169.1296	3,664.48	43,973.70
47	3	22.2069	177.6552	3,849.20	46,190.35
47	4	23.3196	186.5568	4,042.06	48,504.77
47	5	24.4792	195.8336	4,243.06	50,916.74
47	6	25.7090	205.6720	4,456.23	53,474.72
47	7	25.7090	205.6720	4,456.23	53,474.72
47	8	25.7090	205.6720	4,456.23	53,474.72
47	9	25.7090	205.6720	4,456.23	53,474.72
47	10	25.7090	205.6720	4,456.23	53,474.72
47	11	26.3298	210.6384	4,563.83	54,765.98
47	12	26.3298	210.6384	4,563.83	54,765.98
47	13	26.3298	210.6384	4,563.83	54,765.98
47	14	26.3298	210.6384	4,563.83	54,765.98
47	15	26.3298	210.6384	4,563.83	54,765.98
47	16	26.9389	215.5112	4,669.41	56,032.91
47	17	26.9389	215.5112	4,669.41	56,032.91
47	18	26.9389	215.5112	4,669.41	56,032.91
47	19	26.9389	215.5112	4,669.41	56,032.91
47	20	26.9389	215.5112	4,669.41	56,032.91
47	21	27.5596	220.4768	4,777.00	57,323.97
47	22	27.5596	220.4768	4,777.00	57,323.97
47	23	27.5596	220.4768	4,777.00	57,323.97
47	24	27.5596	220.4768	4,777.00	57,323.97
47	25	27.5596	220.4768	4,777.00	57,323.97
47	26	28.1804	225.4432	4,884.60	58,615.23
47	27	28.1804	225.4432	4,884.60	58,615.23
47	28	28.1804	225.4432	4,884.60	58,615.23
47	29	28.1804	225.4432	4,884.60	58,615.23
47	30	28.1804	225.4432	4,884.60	58,615.23
47	31	28.8012	230.4096	4,992.21	59,906.50

VISALIA UNIFIED SCHOOL DISTRICT
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
48	1	20.3448	162.7584	3,526.43	42,317.18
48	2	21.3637	170.9096	3,703.04	44,436.50
48	3	22.4295	179.4360	3,887.78	46,653.36
48	4	23.5422	188.3376	4,080.65	48,967.78
48	5	24.7251	197.8008	4,285.68	51,428.21
48	6	25.9550	207.6400	4,498.87	53,986.40
48	7	25.9550	207.6400	4,498.87	53,986.40
48	8	25.9550	207.6400	4,498.87	53,986.40
48	9	25.9550	207.6400	4,498.87	53,986.40
48	10	25.9550	207.6400	4,498.87	53,986.40
48	11	26.5759	212.6072	4,606.49	55,277.87
48	12	26.5759	212.6072	4,606.49	55,277.87
48	13	26.5759	212.6072	4,606.49	55,277.87
48	14	26.5759	212.6072	4,606.49	55,277.87
48	15	26.5759	212.6072	4,606.49	55,277.87
48	16	27.1965	217.5720	4,714.06	56,568.72
48	17	27.1965	217.5720	4,714.06	56,568.72
48	18	27.1965	217.5720	4,714.06	56,568.72
48	19	27.1965	217.5720	4,714.06	56,568.72
48	20	27.1965	217.5720	4,714.06	56,568.72
48	21	27.8173	222.5384	4,821.67	57,859.98
48	22	27.8173	222.5384	4,821.67	57,859.98
48	23	27.8173	222.5384	4,821.67	57,859.98
48	24	27.8173	222.5384	4,821.67	57,859.98
48	25	27.8173	222.5384	4,821.67	57,859.98
48	26	28.4380	227.5040	4,929.25	59,151.04
48	27	28.4380	227.5040	4,929.25	59,151.04
48	28	28.4380	227.5040	4,929.25	59,151.04
48	29	28.4380	227.5040	4,929.25	59,151.04
48	30	28.4380	227.5040	4,929.25	59,151.04
48	31	29.0588	232.4704	5,036.86	60,442.30
49	1	20.5439	164.3512	3,560.94	42,731.31
49	2	21.5745	172.5960	3,739.58	44,874.96
49	3	22.6521	181.2168	3,926.36	47,116.37
49	4	23.7881	190.3048	4,123.27	49,479.25
49	5	24.9711	199.7688	4,328.32	51,939.89
49	6	26.2244	209.7952	4,545.56	54,546.75
49	7	26.2244	209.7952	4,545.56	54,546.75
49	8	26.2244	209.7952	4,545.56	54,546.75
49	9	26.2244	209.7952	4,545.56	54,546.75
49	10	26.2244	209.7952	4,545.56	54,546.75
49	11	26.8452	214.7616	4,653.17	55,838.02
49	12	26.8452	214.7616	4,653.17	55,838.02
49	13	26.8452	214.7616	4,653.17	55,838.02
49	14	26.8452	214.7616	4,653.17	55,838.02
49	15	26.8452	214.7616	4,653.17	55,838.02
49	16	27.4659	219.7272	4,760.76	57,129.07
49	17	27.4659	219.7272	4,760.76	57,129.07
49	18	27.4659	219.7272	4,760.76	57,129.07
49	19	27.4659	219.7272	4,760.76	57,129.07
49	20	27.4659	219.7272	4,760.76	57,129.07
49	21	28.0866	224.6928	4,868.34	58,420.13
49	22	28.0866	224.6928	4,868.34	58,420.13
49	23	28.0866	224.6928	4,868.34	58,420.13
49	24	28.0866	224.6928	4,868.34	58,420.13
49	25	28.0866	224.6928	4,868.34	58,420.13
49	26	28.6957	229.5656	4,973.92	59,687.06
49	27	28.6957	229.5656	4,973.92	59,687.06
49	28	28.6957	229.5656	4,973.92	59,687.06
49	29	28.6957	229.5656	4,973.92	59,687.06
49	30	28.6957	229.5656	4,973.92	59,687.06
49	31	29.3165	234.5320	5,081.53	60,978.32

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
50	1	20.7546	166.0368	3,597.46	43,169.57
50	2	21.7853	174.2824	3,776.12	45,313.42
50	3	22.8745	182.9960	3,964.91	47,578.96
50	4	24.0224	192.1792	4,163.88	49,966.59
50	5	25.2171	201.7368	4,370.96	52,451.57
50	6	26.4820	211.8560	4,590.21	55,082.56
50	7	26.4820	211.8560	4,590.21	55,082.56
50	8	26.4820	211.8560	4,590.21	55,082.56
50	9	26.4820	211.8560	4,590.21	55,082.56
50	10	26.4820	211.8560	4,590.21	55,082.56
50	11	27.1028	216.8224	4,697.82	56,373.82
50	12	27.1028	216.8224	4,697.82	56,373.82
50	13	27.1028	216.8224	4,697.82	56,373.82
50	14	27.1028	216.8224	4,697.82	56,373.82
50	15	27.1028	216.8224	4,697.82	56,373.82
50	16	27.7236	221.7888	4,805.42	57,665.09
50	17	27.7236	221.7888	4,805.42	57,665.09
50	18	27.7236	221.7888	4,805.42	57,665.09
50	19	27.7236	221.7888	4,805.42	57,665.09
50	20	27.7236	221.7888	4,805.42	57,665.09
50	21	28.3444	226.7552	4,913.03	58,956.35
50	22	28.3444	226.7552	4,913.03	58,956.35
50	23	28.3444	226.7552	4,913.03	58,956.35
50	24	28.3444	226.7552	4,913.03	58,956.35
50	25	28.3444	226.7552	4,913.03	58,956.35
50	26	28.9651	231.7208	5,020.62	60,247.41
50	27	28.9651	231.7208	5,020.62	60,247.41
50	28	28.9651	231.7208	5,020.62	60,247.41
50	29	28.9651	231.7208	5,020.62	60,247.41
50	30	28.9651	231.7208	5,020.62	60,247.41
50	31	29.5859	236.6872	5,128.22	61,538.67
51	1	20.9537	167.6296	3,631.98	43,583.70
51	2	22.0079	176.0632	3,814.70	45,776.43
51	3	23.1088	184.8704	4,005.53	48,066.30
51	4	24.2567	194.0536	4,204.50	50,453.94
51	5	25.4747	203.7976	4,415.62	52,987.38
51	6	26.7515	214.0120	4,636.93	55,643.12
51	7	26.7515	214.0120	4,636.93	55,643.12
51	8	26.7515	214.0120	4,636.93	55,643.12
51	9	26.7515	214.0120	4,636.93	55,643.12
51	10	26.7515	214.0120	4,636.93	55,643.12
51	11	27.3723	218.9784	4,744.53	56,934.38
51	12	27.3723	218.9784	4,744.53	56,934.38
51	13	27.3723	218.9784	4,744.53	56,934.38
51	14	27.3723	218.9784	4,744.53	56,934.38
51	15	27.3723	218.9784	4,744.53	56,934.38
51	16	27.9929	223.9432	4,852.10	58,225.23
51	17	27.9929	223.9432	4,852.10	58,225.23
51	18	27.9929	223.9432	4,852.10	58,225.23
51	19	27.9929	223.9432	4,852.10	58,225.23
51	20	27.9929	223.9432	4,852.10	58,225.23
51	21	28.6137	228.9096	4,959.71	59,516.50
51	22	28.6137	228.9096	4,959.71	59,516.50
51	23	28.6137	228.9096	4,959.71	59,516.50
51	24	28.6137	228.9096	4,959.71	59,516.50
51	25	28.6137	228.9096	4,959.71	59,516.50
51	26	29.2228	233.7824	5,065.29	60,783.42
51	27	29.2228	233.7824	5,065.29	60,783.42
51	28	29.2228	233.7824	5,065.29	60,783.42
51	29	29.2228	233.7824	5,065.29	60,783.42
51	30	29.2228	233.7824	5,065.29	60,783.42
51	31	29.8435	238.7480	5,172.87	62,074.48

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
52	1	21.1646	169.3168	3,668.53	44,022.37
52	2	22.2304	177.8432	3,853.27	46,239.23
52	3	23.3314	186.6512	4,044.11	48,529.31
52	4	24.5026	196.0208	4,247.12	50,965.41
52	5	25.7325	205.8600	4,460.30	53,523.60
52	6	27.0091	216.0728	4,681.58	56,178.93
52	7	27.0091	216.0728	4,681.58	56,178.93
52	8	27.0091	216.0728	4,681.58	56,178.93
52	9	27.0091	216.0728	4,681.58	56,178.93
52	10	27.0091	216.0728	4,681.58	56,178.93
52	11	27.6299	221.0392	4,789.18	57,470.19
52	12	27.6299	221.0392	4,789.18	57,470.19
52	13	27.6299	221.0392	4,789.18	57,470.19
52	14	27.6299	221.0392	4,789.18	57,470.19
52	15	27.6299	221.0392	4,789.18	57,470.19
52	16	28.2507	226.0056	4,896.79	58,761.46
52	17	28.2507	226.0056	4,896.79	58,761.46
52	18	28.2507	226.0056	4,896.79	58,761.46
52	19	28.2507	226.0056	4,896.79	58,761.46
52	20	28.2507	226.0056	4,896.79	58,761.46
52	21	28.8715	230.9720	5,004.39	60,052.72
52	22	28.8715	230.9720	5,004.39	60,052.72
52	23	28.8715	230.9720	5,004.39	60,052.72
52	24	28.8715	230.9720	5,004.39	60,052.72
52	25	28.8715	230.9720	5,004.39	60,052.72
52	26	29.4921	235.9368	5,111.96	61,343.57
52	27	29.4921	235.9368	5,111.96	61,343.57
52	28	29.4921	235.9368	5,111.96	61,343.57
52	29	29.4921	235.9368	5,111.96	61,343.57
52	30	29.4921	235.9368	5,111.96	61,343.57
52	31	30.1129	240.9032	5,219.57	62,634.83
53	1	21.3754	171.0032	3,705.07	44,460.83
53	2	22.4530	179.6240	3,891.85	46,702.24
53	3	23.5656	188.5248	4,084.70	49,016.45
53	4	24.7486	197.9888	4,289.76	51,477.09
53	5	25.9901	207.9208	4,504.95	54,059.41
53	6	27.2902	218.3216	4,730.30	56,763.62
53	7	27.2902	218.3216	4,730.30	56,763.62
53	8	27.2902	218.3216	4,730.30	56,763.62
53	9	27.2902	218.3216	4,730.30	56,763.62
53	10	27.2902	218.3216	4,730.30	56,763.62
53	11	27.9109	223.2872	4,837.89	58,054.67
53	12	27.9109	223.2872	4,837.89	58,054.67
53	13	27.9109	223.2872	4,837.89	58,054.67
53	14	27.9109	223.2872	4,837.89	58,054.67
53	15	27.9109	223.2872	4,837.89	58,054.67
53	16	28.5200	228.1600	4,943.47	59,321.60
53	17	28.5200	228.1600	4,943.47	59,321.60
53	18	28.5200	228.1600	4,943.47	59,321.60
53	19	28.5200	228.1600	4,943.47	59,321.60
53	20	28.5200	228.1600	4,943.47	59,321.60
53	21	29.1408	233.1264	5,051.07	60,612.86
53	22	29.1408	233.1264	5,051.07	60,612.86
53	23	29.1408	233.1264	5,051.07	60,612.86
53	24	29.1408	233.1264	5,051.07	60,612.86
53	25	29.1408	233.1264	5,051.07	60,612.86
53	26	29.7615	238.0920	5,158.66	61,903.92
53	27	29.7615	238.0920	5,158.66	61,903.92
53	28	29.7615	238.0920	5,158.66	61,903.92
53	29	29.7615	238.0920	5,158.66	61,903.92
53	30	29.7615	238.0920	5,158.66	61,903.92
53	31	30.3824	243.0592	5,266.28	63,195.39

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
54	1	21.5980	172.7840	3,743.65	44,923.84
54	2	22.6754	181.4032	3,930.40	47,164.83
54	3	23.7999	190.3992	4,125.32	49,503.79
54	4	24.9946	199.9568	4,332.40	51,988.77
54	5	26.2478	209.9824	4,549.62	54,595.42
54	6	27.5596	220.4768	4,777.00	57,323.97
54	7	27.5596	220.4768	4,777.00	57,323.97
54	8	27.5596	220.4768	4,777.00	57,323.97
54	9	27.5596	220.4768	4,777.00	57,323.97
54	10	27.5596	220.4768	4,777.00	57,323.97
54	11	28.1804	225.4432	4,884.60	58,615.23
54	12	28.1804	225.4432	4,884.60	58,615.23
54	13	28.1804	225.4432	4,884.60	58,615.23
54	14	28.1804	225.4432	4,884.60	58,615.23
54	15	28.1804	225.4432	4,884.60	58,615.23
54	16	28.8012	230.4096	4,992.21	59,906.50
54	17	28.8012	230.4096	4,992.21	59,906.50
54	18	28.8012	230.4096	4,992.21	59,906.50
54	19	28.8012	230.4096	4,992.21	59,906.50
54	20	28.8012	230.4096	4,992.21	59,906.50
54	21	29.4219	235.3752	5,099.80	61,197.55
54	22	29.4219	235.3752	5,099.80	61,197.55
54	23	29.4219	235.3752	5,099.80	61,197.55
54	24	29.4219	235.3752	5,099.80	61,197.55
54	25	29.4219	235.3752	5,099.80	61,197.55
54	26	30.0427	240.3416	5,207.40	62,488.82
54	27	30.0427	240.3416	5,207.40	62,488.82
54	28	30.0427	240.3416	5,207.40	62,488.82
54	29	30.0427	240.3416	5,207.40	62,488.82
54	30	30.0427	240.3416	5,207.40	62,488.82
54	31	30.6634	245.3072	5,314.99	63,779.87
55	1	21.8088	174.4704	3,780.19	45,362.30
55	2	22.8980	183.1840	3,968.99	47,627.84
55	3	24.0459	192.3672	4,167.96	50,015.47
55	4	25.2406	201.9248	4,375.04	52,500.45
55	5	26.5054	212.0432	4,594.27	55,131.23
55	6	27.8290	222.6320	4,823.69	57,884.32
55	7	27.8290	222.6320	4,823.69	57,884.32
55	8	27.8290	222.6320	4,823.69	57,884.32
55	9	27.8290	222.6320	4,823.69	57,884.32
55	10	27.8290	222.6320	4,823.69	57,884.32
55	11	28.4498	227.5984	4,931.30	59,175.58
55	12	28.4498	227.5984	4,931.30	59,175.58
55	13	28.4498	227.5984	4,931.30	59,175.58
55	14	28.4498	227.5984	4,931.30	59,175.58
55	15	28.4498	227.5984	4,931.30	59,175.58
55	16	29.0706	232.5648	5,038.90	60,466.85
55	17	29.0706	232.5648	5,038.90	60,466.85
55	18	29.0706	232.5648	5,038.90	60,466.85
55	19	29.0706	232.5648	5,038.90	60,466.85
55	20	29.0706	232.5648	5,038.90	60,466.85
55	21	29.6913	237.5304	5,146.49	61,757.90
55	22	29.6913	237.5304	5,146.49	61,757.90
55	23	29.6913	237.5304	5,146.49	61,757.90
55	24	29.6913	237.5304	5,146.49	61,757.90
55	25	29.6913	237.5304	5,146.49	61,757.90
55	26	30.3120	242.4960	5,254.08	63,048.96
55	27	30.3120	242.4960	5,254.08	63,048.96
55	28	30.3120	242.4960	5,254.08	63,048.96
55	29	30.3120	242.4960	5,254.08	63,048.96
55	30	30.3120	242.4960	5,254.08	63,048.96
55	31	30.9328	247.4624	5,361.69	64,340.22

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
56	1	22.0313	176.2504	3,818.76	45,825.10
56	2	23.1323	185.0584	4,009.60	48,115.18
56	3	24.2800	194.2400	4,208.53	50,502.40
56	4	25.4982	203.9856	4,419.69	53,036.26
56	5	26.7749	214.1992	4,640.98	55,691.79
56	6	28.1101	224.8808	4,872.42	58,469.01
56	7	28.1101	224.8808	4,872.42	58,469.01
56	8	28.1101	224.8808	4,872.42	58,469.01
56	9	28.1101	224.8808	4,872.42	58,469.01
56	10	28.1101	224.8808	4,872.42	58,469.01
56	11	28.7308	229.8464	4,980.01	59,760.06
56	12	28.7308	229.8464	4,980.01	59,760.06
56	13	28.7308	229.8464	4,980.01	59,760.06
56	14	28.7308	229.8464	4,980.01	59,760.06
56	15	28.7308	229.8464	4,980.01	59,760.06
56	16	29.3516	234.8128	5,087.61	61,051.33
56	17	29.3516	234.8128	5,087.61	61,051.33
56	18	29.3516	234.8128	5,087.61	61,051.33
56	19	29.3516	234.8128	5,087.61	61,051.33
56	20	29.3516	234.8128	5,087.61	61,051.33
56	21	29.9725	239.7800	5,195.23	62,342.80
56	22	29.9725	239.7800	5,195.23	62,342.80
56	23	29.9725	239.7800	5,195.23	62,342.80
56	24	29.9725	239.7800	5,195.23	62,342.80
56	25	29.9725	239.7800	5,195.23	62,342.80
56	26	30.5932	244.7456	5,302.82	63,633.86
56	27	30.5932	244.7456	5,302.82	63,633.86
56	28	30.5932	244.7456	5,302.82	63,633.86
56	29	30.5932	244.7456	5,302.82	63,633.86
56	30	30.5932	244.7456	5,302.82	63,633.86
56	31	31.2139	249.7112	5,410.41	64,924.91
57	1	22.2422	177.9376	3,855.32	46,263.78
57	2	23.3549	186.8392	4,048.18	48,578.19
57	3	24.5261	196.2088	4,251.19	51,014.29
57	4	25.7560	206.0480	4,464.37	53,572.48
57	5	27.0443	216.3544	4,687.68	56,252.14
57	6	28.3912	227.1296	4,921.14	59,053.70
57	7	28.3912	227.1296	4,921.14	59,053.70
57	8	28.3912	227.1296	4,921.14	59,053.70
57	9	28.3912	227.1296	4,921.14	59,053.70
57	10	28.3912	227.1296	4,921.14	59,053.70
57	11	29.0120	232.0960	5,028.75	60,344.96
57	12	29.0120	232.0960	5,028.75	60,344.96
57	13	29.0120	232.0960	5,028.75	60,344.96
57	14	29.0120	232.0960	5,028.75	60,344.96
57	15	29.0120	232.0960	5,028.75	60,344.96
57	16	29.6327	237.0616	5,136.34	61,636.02
57	17	29.6327	237.0616	5,136.34	61,636.02
57	18	29.6327	237.0616	5,136.34	61,636.02
57	19	29.6327	237.0616	5,136.34	61,636.02
57	20	29.6327	237.0616	5,136.34	61,636.02
57	21	30.2535	242.0280	5,243.94	62,927.28
57	22	30.2535	242.0280	5,243.94	62,927.28
57	23	30.2535	242.0280	5,243.94	62,927.28
57	24	30.2535	242.0280	5,243.94	62,927.28
57	25	30.2535	242.0280	5,243.94	62,927.28
57	26	30.8742	246.9936	5,351.53	64,218.34
57	27	30.8742	246.9936	5,351.53	64,218.34
57	28	30.8742	246.9936	5,351.53	64,218.34
57	29	30.8742	246.9936	5,351.53	64,218.34
57	30	30.8742	246.9936	5,351.53	64,218.34
57	31	31.4951	251.9608	5,459.15	65,509.81

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
58	1	22.4646	179.7168	3,893.86	46,726.37
58	2	23.5891	188.7128	4,088.78	49,065.33
58	3	24.7720	198.1760	4,293.81	51,525.76
58	4	26.0135	208.1080	4,509.01	54,108.08
58	5	27.3137	218.5096	4,734.38	56,812.50
58	6	28.6723	229.3784	4,969.87	59,638.38
58	7	28.6723	229.3784	4,969.87	59,638.38
58	8	28.6723	229.3784	4,969.87	59,638.38
58	9	28.6723	229.3784	4,969.87	59,638.38
58	10	28.6723	229.3784	4,969.87	59,638.38
58	11	29.2930	234.3440	5,077.45	60,929.44
58	12	29.2930	234.3440	5,077.45	60,929.44
58	13	29.2930	234.3440	5,077.45	60,929.44
58	14	29.2930	234.3440	5,077.45	60,929.44
58	15	29.2930	234.3440	5,077.45	60,929.44
58	16	29.9139	239.3112	5,185.08	62,220.91
58	17	29.9139	239.3112	5,185.08	62,220.91
58	18	29.9139	239.3112	5,185.08	62,220.91
58	19	29.9139	239.3112	5,185.08	62,220.91
58	20	29.9139	239.3112	5,185.08	62,220.91
58	21	30.5346	244.2768	5,292.66	63,511.97
58	22	30.5346	244.2768	5,292.66	63,511.97
58	23	30.5346	244.2768	5,292.66	63,511.97
58	24	30.5346	244.2768	5,292.66	63,511.97
58	25	30.5346	244.2768	5,292.66	63,511.97
58	26	31.1554	249.2432	5,400.27	64,803.23
58	27	31.1554	249.2432	5,400.27	64,803.23
58	28	31.1554	249.2432	5,400.27	64,803.23
58	29	31.1554	249.2432	5,400.27	64,803.23
58	30	31.1554	249.2432	5,400.27	64,803.23
58	31	31.7761	254.2088	5,507.86	66,094.29
59	1	22.6989	181.5912	3,934.48	47,213.71
59	2	23.8234	190.5872	4,129.39	49,552.67
59	3	25.0179	200.1432	4,336.44	52,037.23
59	4	26.2713	210.1704	4,553.69	54,644.30
59	5	27.5831	220.6648	4,781.07	57,372.85
59	6	28.9651	231.7208	5,020.62	60,247.41
59	7	28.9651	231.7208	5,020.62	60,247.41
59	8	28.9651	231.7208	5,020.62	60,247.41
59	9	28.9651	231.7208	5,020.62	60,247.41
59	10	28.9651	231.7208	5,020.62	60,247.41
59	11	29.5859	236.6872	5,128.22	61,538.67
59	12	29.5859	236.6872	5,128.22	61,538.67
59	13	29.5859	236.6872	5,128.22	61,538.67
59	14	29.5859	236.6872	5,128.22	61,538.67
59	15	29.5859	236.6872	5,128.22	61,538.67
59	16	30.2067	241.6536	5,235.83	62,829.94
59	17	30.2067	241.6536	5,235.83	62,829.94
59	18	30.2067	241.6536	5,235.83	62,829.94
59	19	30.2067	241.6536	5,235.83	62,829.94
59	20	30.2067	241.6536	5,235.83	62,829.94
59	21	30.8274	246.6192	5,343.42	64,120.99
59	22	30.8274	246.6192	5,343.42	64,120.99
59	23	30.8274	246.6192	5,343.42	64,120.99
59	24	30.8274	246.6192	5,343.42	64,120.99
59	25	30.8274	246.6192	5,343.42	64,120.99
59	26	31.4482	251.5856	5,451.02	65,412.26
59	27	31.4482	251.5856	5,451.02	65,412.26
59	28	31.4482	251.5856	5,451.02	65,412.26
59	29	31.4482	251.5856	5,451.02	65,412.26
59	30	31.4482	251.5856	5,451.02	65,412.26
59	31	32.0689	256.5512	5,558.61	66,703.31

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
60	1	22.9215	183.3720	3,973.06	47,676.72
60	2	24.0692	192.5536	4,172.00	50,063.94
60	3	25.2756	202.2048	4,381.10	52,573.25
60	4	26.5289	212.2312	4,598.34	55,180.11
60	5	27.8642	222.9136	4,829.80	57,957.54
60	6	29.2579	234.0632	5,071.37	60,856.43
60	7	29.2579	234.0632	5,071.37	60,856.43
60	8	29.2579	234.0632	5,071.37	60,856.43
60	9	29.2579	234.0632	5,071.37	60,856.43
60	10	29.2579	234.0632	5,071.37	60,856.43
60	11	29.8787	239.0296	5,178.98	62,147.70
60	12	29.8787	239.0296	5,178.98	62,147.70
60	13	29.8787	239.0296	5,178.98	62,147.70
60	14	29.8787	239.0296	5,178.98	62,147.70
60	15	29.8787	239.0296	5,178.98	62,147.70
60	16	30.4995	243.9960	5,286.58	63,438.96
60	17	30.4995	243.9960	5,286.58	63,438.96
60	18	30.4995	243.9960	5,286.58	63,438.96
60	19	30.4995	243.9960	5,286.58	63,438.96
60	20	30.4995	243.9960	5,286.58	63,438.96
60	21	31.1084	248.8672	5,392.12	64,705.47
60	22	31.1084	248.8672	5,392.12	64,705.47
60	23	31.1084	248.8672	5,392.12	64,705.47
60	24	31.1084	248.8672	5,392.12	64,705.47
60	25	31.1084	248.8672	5,392.12	64,705.47
60	26	31.7293	253.8344	5,499.75	65,996.94
60	27	31.7293	253.8344	5,499.75	65,996.94
60	28	31.7293	253.8344	5,499.75	65,996.94
60	29	31.7293	253.8344	5,499.75	65,996.94
60	30	31.7293	253.8344	5,499.75	65,996.94
60	31	32.3501	258.8008	5,607.35	67,288.21
61	1	23.1558	185.2464	4,013.67	48,164.06
61	2	24.3035	194.4280	4,212.61	50,551.28
61	3	25.5217	204.1736	4,423.76	53,085.14
61	4	26.7982	214.3856	4,645.02	55,740.26
61	5	28.1336	225.0688	4,876.49	58,517.89
61	6	29.5507	236.4056	5,122.12	61,465.46
61	7	29.5507	236.4056	5,122.12	61,465.46
61	8	29.5507	236.4056	5,122.12	61,465.46
61	9	29.5507	236.4056	5,122.12	61,465.46
61	10	29.5507	236.4056	5,122.12	61,465.46
61	11	30.1715	241.3720	5,229.73	62,756.72
61	12	30.1715	241.3720	5,229.73	62,756.72
61	13	30.1715	241.3720	5,229.73	62,756.72
61	14	30.1715	241.3720	5,229.73	62,756.72
61	15	30.1715	241.3720	5,229.73	62,756.72
61	16	30.7806	246.2448	5,335.30	64,023.65
61	17	30.7806	246.2448	5,335.30	64,023.65
61	18	30.7806	246.2448	5,335.30	64,023.65
61	19	30.7806	246.2448	5,335.30	64,023.65
61	20	30.7806	246.2448	5,335.30	64,023.65
61	21	31.4012	251.2096	5,442.88	65,314.50
61	22	31.4012	251.2096	5,442.88	65,314.50
61	23	31.4012	251.2096	5,442.88	65,314.50
61	24	31.4012	251.2096	5,442.88	65,314.50
61	25	31.4012	251.2096	5,442.88	65,314.50
61	26	32.0221	256.1768	5,550.50	66,605.97
61	27	32.0221	256.1768	5,550.50	66,605.97
61	28	32.0221	256.1768	5,550.50	66,605.97
61	29	32.0221	256.1768	5,550.50	66,605.97
61	30	32.0221	256.1768	5,550.50	66,605.97
61	31	32.6429	261.1432	5,658.10	67,897.23

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
62	1	23.3782	187.0256	4,052.22	48,626.66
62	2	24.5495	196.3960	4,255.25	51,062.96
62	3	25.7792	206.2336	4,468.40	53,620.74
62	4	27.0677	216.5416	4,691.74	56,300.82
62	5	28.4146	227.3168	4,925.20	59,102.37
62	6	29.8435	238.7480	5,172.87	62,074.48
62	7	29.8435	238.7480	5,172.87	62,074.48
62	8	29.8435	238.7480	5,172.87	62,074.48
62	9	29.8435	238.7480	5,172.87	62,074.48
62	10	29.8435	238.7480	5,172.87	62,074.48
62	11	30.4643	243.7144	5,280.48	63,365.74
62	12	30.4643	243.7144	5,280.48	63,365.74
62	13	30.4643	243.7144	5,280.48	63,365.74
62	14	30.4643	243.7144	5,280.48	63,365.74
62	15	30.4643	243.7144	5,280.48	63,365.74
62	16	31.0852	248.6816	5,388.10	64,657.22
62	17	31.0852	248.6816	5,388.10	64,657.22
62	18	31.0852	248.6816	5,388.10	64,657.22
62	19	31.0852	248.6816	5,388.10	64,657.22
62	20	31.0852	248.6816	5,388.10	64,657.22
62	21	31.7058	253.6464	5,495.67	65,948.06
62	22	31.7058	253.6464	5,495.67	65,948.06
62	23	31.7058	253.6464	5,495.67	65,948.06
62	24	31.7058	253.6464	5,495.67	65,948.06
62	25	31.7058	253.6464	5,495.67	65,948.06
62	26	32.3266	258.6128	5,603.28	67,239.33
62	27	32.3266	258.6128	5,603.28	67,239.33
62	28	32.3266	258.6128	5,603.28	67,239.33
62	29	32.3266	258.6128	5,603.28	67,239.33
62	30	32.3266	258.6128	5,603.28	67,239.33
62	31	32.9474	263.5792	5,710.88	68,530.59
63	1	23.6124	188.8992	4,092.82	49,113.79
63	2	24.7955	198.3640	4,297.89	51,574.64
63	3	26.0370	208.2960	4,513.08	54,156.96
63	4	27.3371	218.6968	4,738.43	56,861.17
63	5	28.7074	229.6592	4,975.95	59,711.39
63	6	30.1363	241.0904	5,223.63	62,683.50
63	7	30.1363	241.0904	5,223.63	62,683.50
63	8	30.1363	241.0904	5,223.63	62,683.50
63	9	30.1363	241.0904	5,223.63	62,683.50
63	10	30.1363	241.0904	5,223.63	62,683.50
63	11	30.7571	246.0568	5,331.23	63,974.77
63	12	30.7571	246.0568	5,331.23	63,974.77
63	13	30.7571	246.0568	5,331.23	63,974.77
63	14	30.7571	246.0568	5,331.23	63,974.77
63	15	30.7571	246.0568	5,331.23	63,974.77
63	16	31.3780	251.0240	5,438.85	65,266.24
63	17	31.3780	251.0240	5,438.85	65,266.24
63	18	31.3780	251.0240	5,438.85	65,266.24
63	19	31.3780	251.0240	5,438.85	65,266.24
63	20	31.3780	251.0240	5,438.85	65,266.24
63	21	31.9987	255.9896	5,546.44	66,557.30
63	22	31.9987	255.9896	5,546.44	66,557.30
63	23	31.9987	255.9896	5,546.44	66,557.30
63	24	31.9987	255.9896	5,546.44	66,557.30
63	25	31.9987	255.9896	5,546.44	66,557.30
63	26	32.6194	260.9552	5,654.03	67,848.35
63	27	32.6194	260.9552	5,654.03	67,848.35
63	28	32.6194	260.9552	5,654.03	67,848.35
63	29	32.6194	260.9552	5,654.03	67,848.35
63	30	32.6194	260.9552	5,654.03	67,848.35
63	31	33.2402	265.9216	5,761.64	69,139.62

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
64	1	23.8467	190.7736	4,133.43	49,601.14
64	2	25.0414	200.3312	4,340.51	52,086.11
64	3	26.2946	210.3568	4,557.73	54,692.77
64	4	27.6065	220.8520	4,785.13	57,421.52
64	5	28.9886	231.9088	5,024.69	60,296.29
64	6	30.4409	243.5272	5,276.42	63,317.07
64	7	30.4409	243.5272	5,276.42	63,317.07
64	8	30.4409	243.5272	5,276.42	63,317.07
64	9	30.4409	243.5272	5,276.42	63,317.07
64	10	30.4409	243.5272	5,276.42	63,317.07
64	11	31.0617	248.4936	5,384.03	64,608.34
64	12	31.0617	248.4936	5,384.03	64,608.34
64	13	31.0617	248.4936	5,384.03	64,608.34
64	14	31.0617	248.4936	5,384.03	64,608.34
64	15	31.0617	248.4936	5,384.03	64,608.34
64	16	31.6825	253.4600	5,491.63	65,899.60
64	17	31.6825	253.4600	5,491.63	65,899.60
64	18	31.6825	253.4600	5,491.63	65,899.60
64	19	31.6825	253.4600	5,491.63	65,899.60
64	20	31.6825	253.4600	5,491.63	65,899.60
64	21	32.3032	258.4256	5,599.22	67,190.66
64	22	32.3032	258.4256	5,599.22	67,190.66
64	23	32.3032	258.4256	5,599.22	67,190.66
64	24	32.3032	258.4256	5,599.22	67,190.66
64	25	32.3032	258.4256	5,599.22	67,190.66
64	26	32.9239	263.3912	5,706.81	68,481.71
64	27	32.9239	263.3912	5,706.81	68,481.71
64	28	32.9239	263.3912	5,706.81	68,481.71
64	29	32.9239	263.3912	5,706.81	68,481.71
64	30	32.9239	263.3912	5,706.81	68,481.71
64	31	33.5448	268.3584	5,814.43	69,773.18
65	1	24.0927	192.7416	4,176.07	50,112.82
65	2	25.2991	202.3928	4,385.18	52,622.13
65	3	26.5641	212.5128	4,604.44	55,253.33
65	4	27.8875	223.1000	4,833.83	58,006.00
65	5	29.2814	234.2512	5,075.44	60,905.31
65	6	30.7454	245.9632	5,329.20	63,950.43
65	7	30.7454	245.9632	5,329.20	63,950.43
65	8	30.7454	245.9632	5,329.20	63,950.43
65	9	30.7454	245.9632	5,329.20	63,950.43
65	10	30.7454	245.9632	5,329.20	63,950.43
65	11	31.3662	250.9296	5,436.81	65,241.70
65	12	31.3662	250.9296	5,436.81	65,241.70
65	13	31.3662	250.9296	5,436.81	65,241.70
65	14	31.3662	250.9296	5,436.81	65,241.70
65	15	31.3662	250.9296	5,436.81	65,241.70
65	16	31.9869	255.8952	5,544.40	66,532.75
65	17	31.9869	255.8952	5,544.40	66,532.75
65	18	31.9869	255.8952	5,544.40	66,532.75
65	19	31.9869	255.8952	5,544.40	66,532.75
65	20	31.9869	255.8952	5,544.40	66,532.75
65	21	32.6077	260.8616	5,652.00	67,824.02
65	22	32.6077	260.8616	5,652.00	67,824.02
65	23	32.6077	260.8616	5,652.00	67,824.02
65	24	32.6077	260.8616	5,652.00	67,824.02
65	25	32.6077	260.8616	5,652.00	67,824.02
65	26	33.2285	265.8280	5,759.61	69,115.28
65	27	33.2285	265.8280	5,759.61	69,115.28
65	28	33.2285	265.8280	5,759.61	69,115.28
65	29	33.2285	265.8280	5,759.61	69,115.28
65	30	33.2285	265.8280	5,759.61	69,115.28
65	31	33.8492	270.7936	5,867.20	70,406.34

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
66	1	24.3270	194.6160	4,216.68	50,600.16
66	2	25.5450	204.3600	4,427.80	53,133.60
66	3	26.8217	214.5736	4,649.10	55,789.14
66	4	28.1687	225.3496	4,882.58	58,590.90
66	5	29.5742	236.5936	5,126.20	61,514.34
66	6	31.0499	248.3992	5,381.98	64,583.79
66	7	31.0499	248.3992	5,381.98	64,583.79
66	8	31.0499	248.3992	5,381.98	64,583.79
66	9	31.0499	248.3992	5,381.98	64,583.79
66	10	31.0499	248.3992	5,381.98	64,583.79
66	11	31.6708	253.3664	5,489.61	65,875.26
66	12	31.6708	253.3664	5,489.61	65,875.26
66	13	31.6708	253.3664	5,489.61	65,875.26
66	14	31.6708	253.3664	5,489.61	65,875.26
66	15	31.6708	253.3664	5,489.61	65,875.26
66	16	32.2915	258.3320	5,597.19	67,166.32
66	17	32.2915	258.3320	5,597.19	67,166.32
66	18	32.2915	258.3320	5,597.19	67,166.32
66	19	32.2915	258.3320	5,597.19	67,166.32
66	20	32.2915	258.3320	5,597.19	67,166.32
66	21	32.9122	263.2976	5,704.78	68,457.38
66	22	32.9122	263.2976	5,704.78	68,457.38
66	23	32.9122	263.2976	5,704.78	68,457.38
66	24	32.9122	263.2976	5,704.78	68,457.38
66	25	32.9122	263.2976	5,704.78	68,457.38
66	26	33.5330	268.2640	5,812.39	69,748.64
66	27	33.5330	268.2640	5,812.39	69,748.64
66	28	33.5330	268.2640	5,812.39	69,748.64
66	29	33.5330	268.2640	5,812.39	69,748.64
66	30	33.5330	268.2640	5,812.39	69,748.64
66	31	34.1537	273.2296	5,919.98	71,039.70
67	1	24.5728	196.5824	4,259.29	51,111.42
67	2	25.8027	206.4216	4,472.47	53,669.62
67	3	27.0911	216.7288	4,695.79	56,349.49
67	4	28.4498	227.5984	4,931.30	59,175.58
67	5	29.8670	238.9360	5,176.95	62,123.36
67	6	31.3662	250.9296	5,436.81	65,241.70
67	7	31.3662	250.9296	5,436.81	65,241.70
67	8	31.3662	250.9296	5,436.81	65,241.70
67	9	31.3662	250.9296	5,436.81	65,241.70
67	10	31.3662	250.9296	5,436.81	65,241.70
67	11	31.9869	255.8952	5,544.40	66,532.75
67	12	31.9869	255.8952	5,544.40	66,532.75
67	13	31.9869	255.8952	5,544.40	66,532.75
67	14	31.9869	255.8952	5,544.40	66,532.75
67	15	31.9869	255.8952	5,544.40	66,532.75
67	16	32.6077	260.8616	5,652.00	67,824.02
67	17	32.6077	260.8616	5,652.00	67,824.02
67	18	32.6077	260.8616	5,652.00	67,824.02
67	19	32.6077	260.8616	5,652.00	67,824.02
67	20	32.6077	260.8616	5,652.00	67,824.02
67	21	33.2285	265.8280	5,759.61	69,115.28
67	22	33.2285	265.8280	5,759.61	69,115.28
67	23	33.2285	265.8280	5,759.61	69,115.28
67	24	33.2285	265.8280	5,759.61	69,115.28
67	25	33.2285	265.8280	5,759.61	69,115.28
67	26	33.8492	270.7936	5,867.20	70,406.34
67	27	33.8492	270.7936	5,867.20	70,406.34
67	28	33.8492	270.7936	5,867.20	70,406.34
67	29	33.8492	270.7936	5,867.20	70,406.34
67	30	33.8492	270.7936	5,867.20	70,406.34
67	31	34.4700	275.7600	5,974.80	71,697.60

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
68	1	24.8189	198.5512	4,301.94	51,623.31
68	2	26.0604	208.4832	4,517.14	54,205.63
68	3	27.3605	218.8840	4,742.49	56,909.84
68	4	28.7308	229.8464	4,980.01	59,760.06
68	5	30.1715	241.3720	5,229.73	62,756.72
68	6	31.6825	253.4600	5,491.63	65,899.60
68	7	31.6825	253.4600	5,491.63	65,899.60
68	8	31.6825	253.4600	5,491.63	65,899.60
68	9	31.6825	253.4600	5,491.63	65,899.60
68	10	31.6825	253.4600	5,491.63	65,899.60
68	11	32.3032	258.4256	5,599.22	67,190.66
68	12	32.3032	258.4256	5,599.22	67,190.66
68	13	32.3032	258.4256	5,599.22	67,190.66
68	14	32.3032	258.4256	5,599.22	67,190.66
68	15	32.3032	258.4256	5,599.22	67,190.66
68	16	32.9122	263.2976	5,704.78	68,457.38
68	17	32.9122	263.2976	5,704.78	68,457.38
68	18	32.9122	263.2976	5,704.78	68,457.38
68	19	32.9122	263.2976	5,704.78	68,457.38
68	20	32.9122	263.2976	5,704.78	68,457.38
68	21	33.5330	268.2640	5,812.39	69,748.64
68	22	33.5330	268.2640	5,812.39	69,748.64
68	23	33.5330	268.2640	5,812.39	69,748.64
68	24	33.5330	268.2640	5,812.39	69,748.64
68	25	33.5330	268.2640	5,812.39	69,748.64
68	26	34.1537	273.2296	5,919.98	71,039.70
68	27	34.1537	273.2296	5,919.98	71,039.70
68	28	34.1537	273.2296	5,919.98	71,039.70
68	29	34.1537	273.2296	5,919.98	71,039.70
68	30	34.1537	273.2296	5,919.98	71,039.70
68	31	34.7746	278.1968	6,027.60	72,331.17
69	1	25.0649	200.5192	4,344.58	52,134.99
69	2	26.3181	210.5448	4,561.80	54,741.65
69	3	27.6416	221.1328	4,791.21	57,494.53
69	4	29.0236	232.1888	5,030.76	60,369.09
69	5	30.4761	243.8088	5,282.52	63,390.29
69	6	31.9987	255.9896	5,546.44	66,557.30
69	7	31.9987	255.9896	5,546.44	66,557.30
69	8	31.9987	255.9896	5,546.44	66,557.30
69	9	31.9987	255.9896	5,546.44	66,557.30
69	10	31.9987	255.9896	5,546.44	66,557.30
69	11	32.6194	260.9552	5,654.03	67,848.35
69	12	32.6194	260.9552	5,654.03	67,848.35
69	13	32.6194	260.9552	5,654.03	67,848.35
69	14	32.6194	260.9552	5,654.03	67,848.35
69	15	32.6194	260.9552	5,654.03	67,848.35
69	16	33.2402	265.9216	5,761.64	69,139.62
69	17	33.2402	265.9216	5,761.64	69,139.62
69	18	33.2402	265.9216	5,761.64	69,139.62
69	19	33.2402	265.9216	5,761.64	69,139.62
69	20	33.2402	265.9216	5,761.64	69,139.62
69	21	33.8492	270.7936	5,867.20	70,406.34
69	22	33.8492	270.7936	5,867.20	70,406.34
69	23	33.8492	270.7936	5,867.20	70,406.34
69	24	33.8492	270.7936	5,867.20	70,406.34
69	25	33.8492	270.7936	5,867.20	70,406.34
69	26	34.4700	275.7600	5,974.80	71,697.60
69	27	34.4700	275.7600	5,974.80	71,697.60
69	28	34.4700	275.7600	5,974.80	71,697.60
69	29	34.4700	275.7600	5,974.80	71,697.60
69	30	34.4700	275.7600	5,974.80	71,697.60
69	31	35.0908	280.7264	6,082.41	72,988.86

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
70	1	25.3225	202.5800	4,389.23	52,670.80
70	2	26.5874	212.6992	4,608.48	55,301.79
70	3	27.9109	223.2872	4,837.89	58,054.67
70	4	29.3048	234.4384	5,079.50	60,953.98
70	5	30.7806	246.2448	5,335.30	64,023.65
70	6	32.3149	258.5192	5,601.25	67,214.99
70	7	32.3149	258.5192	5,601.25	67,214.99
70	8	32.3149	258.5192	5,601.25	67,214.99
70	9	32.3149	258.5192	5,601.25	67,214.99
70	10	32.3149	258.5192	5,601.25	67,214.99
70	11	32.9357	263.4856	5,708.86	68,506.26
70	12	32.9357	263.4856	5,708.86	68,506.26
70	13	32.9357	263.4856	5,708.86	68,506.26
70	14	32.9357	263.4856	5,708.86	68,506.26
70	15	32.9357	263.4856	5,708.86	68,506.26
70	16	33.5564	268.4512	5,816.44	69,797.31
70	17	33.5564	268.4512	5,816.44	69,797.31
70	18	33.5564	268.4512	5,816.44	69,797.31
70	19	33.5564	268.4512	5,816.44	69,797.31
70	20	33.5564	268.4512	5,816.44	69,797.31
70	21	34.1772	273.4176	5,924.05	71,088.58
70	22	34.1772	273.4176	5,924.05	71,088.58
70	23	34.1772	273.4176	5,924.05	71,088.58
70	24	34.1772	273.4176	5,924.05	71,088.58
70	25	34.1772	273.4176	5,924.05	71,088.58
70	26	34.7980	278.3840	6,031.65	72,379.84
70	27	34.7980	278.3840	6,031.65	72,379.84
70	28	34.7980	278.3840	6,031.65	72,379.84
70	29	34.7980	278.3840	6,031.65	72,379.84
70	30	34.7980	278.3840	6,031.65	72,379.84
70	31	35.4188	283.3504	6,139.26	73,671.10
71	1	25.5685	204.5480	4,431.87	53,182.48
71	2	26.8452	214.7616	4,653.17	55,838.02
71	3	28.1921	225.5368	4,886.63	58,639.57
71	4	29.5976	236.7808	5,130.25	61,563.01
71	5	31.0852	248.6816	5,388.10	64,657.22
71	6	32.6429	261.1432	5,658.10	67,897.23
71	7	32.6429	261.1432	5,658.10	67,897.23
71	8	32.6429	261.1432	5,658.10	67,897.23
71	9	32.6429	261.1432	5,658.10	67,897.23
71	10	32.6429	261.1432	5,658.10	67,897.23
71	11	33.2519	266.0152	5,763.66	69,163.95
71	12	33.2519	266.0152	5,763.66	69,163.95
71	13	33.2519	266.0152	5,763.66	69,163.95
71	14	33.2519	266.0152	5,763.66	69,163.95
71	15	33.2519	266.0152	5,763.66	69,163.95
71	16	33.8727	270.9816	5,871.27	70,455.22
71	17	33.8727	270.9816	5,871.27	70,455.22
71	18	33.8727	270.9816	5,871.27	70,455.22
71	19	33.8727	270.9816	5,871.27	70,455.22
71	20	33.8727	270.9816	5,871.27	70,455.22
71	21	34.4935	275.9480	5,978.87	71,746.48
71	22	34.4935	275.9480	5,978.87	71,746.48
71	23	34.4935	275.9480	5,978.87	71,746.48
71	24	34.4935	275.9480	5,978.87	71,746.48
71	25	34.4935	275.9480	5,978.87	71,746.48
71	26	35.1142	280.9136	6,086.46	73,037.54
71	27	35.1142	280.9136	6,086.46	73,037.54
71	28	35.1142	280.9136	6,086.46	73,037.54
71	29	35.1142	280.9136	6,086.46	73,037.54
71	30	35.1142	280.9136	6,086.46	73,037.54
71	31	35.7349	285.8792	6,194.05	74,328.59

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
72	1	25.8262	206.6096	4,476.54	53,718.50
72	2	27.1145	216.9160	4,699.85	56,398.16
72	3	28.4732	227.7856	4,935.36	59,224.26
72	4	29.9021	239.2168	5,183.03	62,196.37
72	5	31.3897	251.1176	5,440.88	65,290.58
72	6	32.9591	263.6728	5,712.91	68,554.93
72	7	32.9591	263.6728	5,712.91	68,554.93
72	8	32.9591	263.6728	5,712.91	68,554.93
72	9	32.9591	263.6728	5,712.91	68,554.93
72	10	32.9591	263.6728	5,712.91	68,554.93
72	11	33.5799	268.6392	5,820.52	69,846.19
72	12	33.5799	268.6392	5,820.52	69,846.19
72	13	33.5799	268.6392	5,820.52	69,846.19
72	14	33.5799	268.6392	5,820.52	69,846.19
72	15	33.5799	268.6392	5,820.52	69,846.19
72	16	34.2007	273.6056	5,928.12	71,137.46
72	17	34.2007	273.6056	5,928.12	71,137.46
72	18	34.2007	273.6056	5,928.12	71,137.46
72	19	34.2007	273.6056	5,928.12	71,137.46
72	20	34.2007	273.6056	5,928.12	71,137.46
72	21	34.8213	278.5704	6,035.69	72,428.30
72	22	34.8213	278.5704	6,035.69	72,428.30
72	23	34.8213	278.5704	6,035.69	72,428.30
72	24	34.8213	278.5704	6,035.69	72,428.30
72	25	34.8213	278.5704	6,035.69	72,428.30
72	26	35.4421	283.5368	6,143.30	73,719.57
72	27	35.4421	283.5368	6,143.30	73,719.57
72	28	35.4421	283.5368	6,143.30	73,719.57
72	29	35.4421	283.5368	6,143.30	73,719.57
72	30	35.4421	283.5368	6,143.30	73,719.57
72	31	36.0630	288.5040	6,250.92	75,011.04
73	1	26.0838	208.6704	4,521.19	54,254.30
73	2	27.3956	219.1648	4,748.57	56,982.85
73	3	28.7543	230.0344	4,984.08	59,808.94
73	4	30.1950	241.5600	5,233.80	62,805.60
73	5	31.7058	253.6464	5,495.67	65,948.06
73	6	33.2988	266.3904	5,771.79	69,261.50
73	7	33.2988	266.3904	5,771.79	69,261.50
73	8	33.2988	266.3904	5,771.79	69,261.50
73	9	33.2988	266.3904	5,771.79	69,261.50
73	10	33.2988	266.3904	5,771.79	69,261.50
73	11	33.9079	271.2632	5,877.37	70,528.43
73	12	33.9079	271.2632	5,877.37	70,528.43
73	13	33.9079	271.2632	5,877.37	70,528.43
73	14	33.9079	271.2632	5,877.37	70,528.43
73	15	33.9079	271.2632	5,877.37	70,528.43
73	16	34.5285	276.2280	5,984.94	71,819.28
73	17	34.5285	276.2280	5,984.94	71,819.28
73	18	34.5285	276.2280	5,984.94	71,819.28
73	19	34.5285	276.2280	5,984.94	71,819.28
73	20	34.5285	276.2280	5,984.94	71,819.28
73	21	35.1493	281.1944	6,092.55	73,110.54
73	22	35.1493	281.1944	6,092.55	73,110.54
73	23	35.1493	281.1944	6,092.55	73,110.54
73	24	35.1493	281.1944	6,092.55	73,110.54
73	25	35.1493	281.1944	6,092.55	73,110.54
73	26	35.7702	286.1616	6,200.17	74,402.02
73	27	35.7702	286.1616	6,200.17	74,402.02
73	28	35.7702	286.1616	6,200.17	74,402.02
73	29	35.7702	286.1616	6,200.17	74,402.02
73	30	35.7702	286.1616	6,200.17	74,402.02
73	31	36.3909	291.1272	6,307.76	75,693.07

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
74	1	26.3416	210.7328	4,565.88	54,790.53
74	2	27.6651	221.3208	4,795.28	57,543.41
74	3	29.0471	232.3768	5,034.83	60,417.97
74	4	30.4995	243.9960	5,286.58	63,438.96
74	5	32.0221	256.1768	5,550.50	66,605.97
74	6	33.6266	269.0128	5,828.61	69,943.33
74	7	33.6266	269.0128	5,828.61	69,943.33
74	8	33.6266	269.0128	5,828.61	69,943.33
74	9	33.6266	269.0128	5,828.61	69,943.33
74	10	33.6266	269.0128	5,828.61	69,943.33
74	11	34.2475	273.9800	5,936.23	71,234.80
74	12	34.2475	273.9800	5,936.23	71,234.80
74	13	34.2475	273.9800	5,936.23	71,234.80
74	14	34.2475	273.9800	5,936.23	71,234.80
74	15	34.2475	273.9800	5,936.23	71,234.80
74	16	34.8683	278.9464	6,043.84	72,526.06
74	17	34.8683	278.9464	6,043.84	72,526.06
74	18	34.8683	278.9464	6,043.84	72,526.06
74	19	34.8683	278.9464	6,043.84	72,526.06
74	20	34.8683	278.9464	6,043.84	72,526.06
74	21	35.4890	283.9120	6,151.43	73,817.12
74	22	35.4890	283.9120	6,151.43	73,817.12
74	23	35.4890	283.9120	6,151.43	73,817.12
74	24	35.4890	283.9120	6,151.43	73,817.12
74	25	35.4890	283.9120	6,151.43	73,817.12
74	26	36.1098	288.8784	6,259.03	75,108.38
74	27	36.1098	288.8784	6,259.03	75,108.38
74	28	36.1098	288.8784	6,259.03	75,108.38
74	29	36.1098	288.8784	6,259.03	75,108.38
74	30	36.1098	288.8784	6,259.03	75,108.38
74	31	36.7304	293.8432	6,366.60	76,399.23
75	1	26.6109	212.8872	4,612.56	55,350.67
75	2	27.9461	223.5688	4,843.99	58,127.89
75	3	29.3399	234.7192	5,085.58	61,026.99
75	4	30.8039	246.4312	5,339.34	64,072.11
75	5	32.3501	258.8008	5,607.35	67,288.21
75	6	33.9664	271.7312	5,887.51	70,650.11
75	7	33.9664	271.7312	5,887.51	70,650.11
75	8	33.9664	271.7312	5,887.51	70,650.11
75	9	33.9664	271.7312	5,887.51	70,650.11
75	10	33.9664	271.7312	5,887.51	70,650.11
75	11	34.5871	276.6968	5,995.10	71,941.17
75	12	34.5871	276.6968	5,995.10	71,941.17
75	13	34.5871	276.6968	5,995.10	71,941.17
75	14	34.5871	276.6968	5,995.10	71,941.17
75	15	34.5871	276.6968	5,995.10	71,941.17
75	16	35.2079	281.6632	6,102.70	73,232.43
75	17	35.2079	281.6632	6,102.70	73,232.43
75	18	35.2079	281.6632	6,102.70	73,232.43
75	19	35.2079	281.6632	6,102.70	73,232.43
75	20	35.2079	281.6632	6,102.70	73,232.43
75	21	35.8287	286.6296	6,210.31	74,523.70
75	22	35.8287	286.6296	6,210.31	74,523.70
75	23	35.8287	286.6296	6,210.31	74,523.70
75	24	35.8287	286.6296	6,210.31	74,523.70
75	25	35.8287	286.6296	6,210.31	74,523.70
75	26	36.4376	291.5008	6,315.85	75,790.21
75	27	36.4376	291.5008	6,315.85	75,790.21
75	28	36.4376	291.5008	6,315.85	75,790.21
75	29	36.4376	291.5008	6,315.85	75,790.21
75	30	36.4376	291.5008	6,315.85	75,790.21
75	31	37.0585	296.4680	6,423.47	77,081.68

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
76	1	26.8802	215.0416	4,659.24	55,910.82
76	2	28.2155	225.7240	4,890.69	58,688.24
76	3	29.6327	237.0616	5,136.34	61,636.02
76	4	31.1084	248.8672	5,392.12	64,705.47
76	5	32.6663	261.3304	5,662.16	67,945.90
76	6	34.3061	274.4488	5,946.39	71,356.69
76	7	34.3061	274.4488	5,946.39	71,356.69
76	8	34.3061	274.4488	5,946.39	71,356.69
76	9	34.3061	274.4488	5,946.39	71,356.69
76	10	34.3061	274.4488	5,946.39	71,356.69
76	11	34.9268	279.4144	6,053.98	72,647.74
76	12	34.9268	279.4144	6,053.98	72,647.74
76	13	34.9268	279.4144	6,053.98	72,647.74
76	14	34.9268	279.4144	6,053.98	72,647.74
76	15	34.9268	279.4144	6,053.98	72,647.74
76	16	35.5475	284.3800	6,161.57	73,938.80
76	17	35.5475	284.3800	6,161.57	73,938.80
76	18	35.5475	284.3800	6,161.57	73,938.80
76	19	35.5475	284.3800	6,161.57	73,938.80
76	20	35.5475	284.3800	6,161.57	73,938.80
76	21	36.1683	289.3464	6,269.17	75,230.06
76	22	36.1683	289.3464	6,269.17	75,230.06
76	23	36.1683	289.3464	6,269.17	75,230.06
76	24	36.1683	289.3464	6,269.17	75,230.06
76	25	36.1683	289.3464	6,269.17	75,230.06
76	26	36.7774	294.2192	6,374.75	76,496.99
76	27	36.7774	294.2192	6,374.75	76,496.99
76	28	36.7774	294.2192	6,374.75	76,496.99
76	29	36.7774	294.2192	6,374.75	76,496.99
76	30	36.7774	294.2192	6,374.75	76,496.99
76	31	37.3981	299.1848	6,482.34	77,788.05
77	1	27.1497	217.1976	4,705.95	56,471.38
77	2	28.4966	227.9728	4,939.41	59,272.93
77	3	29.9255	239.4040	5,187.09	62,245.04
77	4	31.4247	251.3976	5,446.95	65,363.38
77	5	32.9943	263.9544	5,719.01	68,628.14
77	6	34.6457	277.1656	6,005.26	72,063.06
77	7	34.6457	277.1656	6,005.26	72,063.06
77	8	34.6457	277.1656	6,005.26	72,063.06
77	9	34.6457	277.1656	6,005.26	72,063.06
77	10	34.6457	277.1656	6,005.26	72,063.06
77	11	35.2664	282.1312	6,112.84	73,354.11
77	12	35.2664	282.1312	6,112.84	73,354.11
77	13	35.2664	282.1312	6,112.84	73,354.11
77	14	35.2664	282.1312	6,112.84	73,354.11
77	15	35.2664	282.1312	6,112.84	73,354.11
77	16	35.8873	287.0984	6,220.47	74,645.58
77	17	35.8873	287.0984	6,220.47	74,645.58
77	18	35.8873	287.0984	6,220.47	74,645.58
77	19	35.8873	287.0984	6,220.47	74,645.58
77	20	35.8873	287.0984	6,220.47	74,645.58
77	21	36.5081	292.0648	6,328.07	75,936.85
77	22	36.5081	292.0648	6,328.07	75,936.85
77	23	36.5081	292.0648	6,328.07	75,936.85
77	24	36.5081	292.0648	6,328.07	75,936.85
77	25	36.5081	292.0648	6,328.07	75,936.85
77	26	37.1288	297.0304	6,435.66	77,227.90
77	27	37.1288	297.0304	6,435.66	77,227.90
77	28	37.1288	297.0304	6,435.66	77,227.90
77	29	37.1288	297.0304	6,435.66	77,227.90
77	30	37.1288	297.0304	6,435.66	77,227.90
77	31	37.7495	301.9960	6,543.25	78,518.96

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
78	1	27.4190	219.3520	4,752.63	57,031.52
78	2	28.7894	230.3152	4,990.16	59,881.95
78	3	30.2300	241.8400	5,239.87	62,878.40
78	4	31.7410	253.9280	5,501.77	66,021.28
78	5	33.3221	266.5768	5,775.83	69,309.97
78	6	34.9971	279.9768	6,066.16	72,793.97
78	7	34.9971	279.9768	6,066.16	72,793.97
78	8	34.9971	279.9768	6,066.16	72,793.97
78	9	34.9971	279.9768	6,066.16	72,793.97
78	10	34.9971	279.9768	6,066.16	72,793.97
78	11	35.6062	284.8496	6,171.74	74,060.90
78	12	35.6062	284.8496	6,171.74	74,060.90
78	13	35.6062	284.8496	6,171.74	74,060.90
78	14	35.6062	284.8496	6,171.74	74,060.90
78	15	35.6062	284.8496	6,171.74	74,060.90
78	16	36.2268	289.8144	6,279.31	75,351.74
78	17	36.2268	289.8144	6,279.31	75,351.74
78	18	36.2268	289.8144	6,279.31	75,351.74
78	19	36.2268	289.8144	6,279.31	75,351.74
78	20	36.2268	289.8144	6,279.31	75,351.74
78	21	36.8476	294.7808	6,386.92	76,643.01
78	22	36.8476	294.7808	6,386.92	76,643.01
78	23	36.8476	294.7808	6,386.92	76,643.01
78	24	36.8476	294.7808	6,386.92	76,643.01
78	25	36.8476	294.7808	6,386.92	76,643.01
78	26	37.4685	299.7480	6,494.54	77,934.48
78	27	37.4685	299.7480	6,494.54	77,934.48
78	28	37.4685	299.7480	6,494.54	77,934.48
78	29	37.4685	299.7480	6,494.54	77,934.48
78	30	37.4685	299.7480	6,494.54	77,934.48
78	31	38.0892	304.7136	6,602.13	79,225.54
79	1	27.6885	221.5080	4,799.34	57,592.08
79	2	29.0706	232.5648	5,038.90	60,466.85
79	3	30.5346	244.2768	5,292.66	63,511.97
79	4	32.0573	256.4584	5,556.60	66,679.18
79	5	33.6619	269.2952	5,834.73	70,016.75
79	6	35.3367	282.6936	6,125.03	73,500.34
79	7	35.3367	282.6936	6,125.03	73,500.34
79	8	35.3367	282.6936	6,125.03	73,500.34
79	9	35.3367	282.6936	6,125.03	73,500.34
79	10	35.3367	282.6936	6,125.03	73,500.34
79	11	35.9575	287.6600	6,232.63	74,791.60
79	12	35.9575	287.6600	6,232.63	74,791.60
79	13	35.9575	287.6600	6,232.63	74,791.60
79	14	35.9575	287.6600	6,232.63	74,791.60
79	15	35.9575	287.6600	6,232.63	74,791.60
79	16	36.5783	292.6264	6,340.24	76,082.86
79	17	36.5783	292.6264	6,340.24	76,082.86
79	18	36.5783	292.6264	6,340.24	76,082.86
79	19	36.5783	292.6264	6,340.24	76,082.86
79	20	36.5783	292.6264	6,340.24	76,082.86
79	21	37.1990	297.5920	6,447.83	77,373.92
79	22	37.1990	297.5920	6,447.83	77,373.92
79	23	37.1990	297.5920	6,447.83	77,373.92
79	24	37.1990	297.5920	6,447.83	77,373.92
79	25	37.1990	297.5920	6,447.83	77,373.92
79	26	37.8199	302.5592	6,555.45	78,665.39
79	27	37.8199	302.5592	6,555.45	78,665.39
79	28	37.8199	302.5592	6,555.45	78,665.39
79	29	37.8199	302.5592	6,555.45	78,665.39
79	30	37.8199	302.5592	6,555.45	78,665.39
79	31	38.4405	307.5240	6,663.02	79,956.24

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
80	1	27.9696	223.7568	4,848.06	58,176.77
80	2	29.3634	234.9072	5,089.66	61,075.87
80	3	30.8391	246.7128	5,345.44	64,145.33
80	4	32.3735	258.9880	5,611.41	67,336.88
80	5	33.9899	271.9192	5,891.58	70,698.99
80	6	35.6998	285.5984	6,187.97	74,255.58
80	7	35.6998	285.5984	6,187.97	74,255.58
80	8	35.6998	285.5984	6,187.97	74,255.58
80	9	35.6998	285.5984	6,187.97	74,255.58
80	10	35.6998	285.5984	6,187.97	74,255.58
80	11	36.3206	290.5648	6,295.57	75,546.85
80	12	36.3206	290.5648	6,295.57	75,546.85
80	13	36.3206	290.5648	6,295.57	75,546.85
80	14	36.3206	290.5648	6,295.57	75,546.85
80	15	36.3206	290.5648	6,295.57	75,546.85
80	16	36.9296	295.4368	6,401.13	76,813.57
80	17	36.9296	295.4368	6,401.13	76,813.57
80	18	36.9296	295.4368	6,401.13	76,813.57
80	19	36.9296	295.4368	6,401.13	76,813.57
80	20	36.9296	295.4368	6,401.13	76,813.57
80	21	37.5503	300.4024	6,508.72	78,104.62
80	22	37.5503	300.4024	6,508.72	78,104.62
80	23	37.5503	300.4024	6,508.72	78,104.62
80	24	37.5503	300.4024	6,508.72	78,104.62
80	25	37.5503	300.4024	6,508.72	78,104.62
80	26	38.1712	305.3696	6,616.34	79,396.10
80	27	38.1712	305.3696	6,616.34	79,396.10
80	28	38.1712	305.3696	6,616.34	79,396.10
80	29	38.1712	305.3696	6,616.34	79,396.10
80	30	38.1712	305.3696	6,616.34	79,396.10
80	31	38.7920	310.3360	6,723.95	80,687.36
81	1	28.2507	226.0056	4,896.79	58,761.46
81	2	29.6562	237.2496	5,140.41	61,684.90
81	3	31.1437	249.1496	5,398.24	64,778.90
81	4	32.7015	261.6120	5,668.26	68,019.12
81	5	34.3294	274.6352	5,950.43	71,405.15
81	6	36.0512	288.4096	6,248.88	74,986.50
81	7	36.0512	288.4096	6,248.88	74,986.50
81	8	36.0512	288.4096	6,248.88	74,986.50
81	9	36.0512	288.4096	6,248.88	74,986.50
81	10	36.0512	288.4096	6,248.88	74,986.50
81	11	36.6719	293.3752	6,356.46	76,277.55
81	12	36.6719	293.3752	6,356.46	76,277.55
81	13	36.6719	293.3752	6,356.46	76,277.55
81	14	36.6719	293.3752	6,356.46	76,277.55
81	15	36.6719	293.3752	6,356.46	76,277.55
81	16	37.2928	298.3424	6,464.09	77,569.02
81	17	37.2928	298.3424	6,464.09	77,569.02
81	18	37.2928	298.3424	6,464.09	77,569.02
81	19	37.2928	298.3424	6,464.09	77,569.02
81	20	37.2928	298.3424	6,464.09	77,569.02
81	21	37.9136	303.3088	6,571.69	78,860.29
81	22	37.9136	303.3088	6,571.69	78,860.29
81	23	37.9136	303.3088	6,571.69	78,860.29
81	24	37.9136	303.3088	6,571.69	78,860.29
81	25	37.9136	303.3088	6,571.69	78,860.29
81	26	38.5343	308.2744	6,679.28	80,151.34
81	27	38.5343	308.2744	6,679.28	80,151.34
81	28	38.5343	308.2744	6,679.28	80,151.34
81	29	38.5343	308.2744	6,679.28	80,151.34
81	30	38.5343	308.2744	6,679.28	80,151.34
81	31	39.1550	313.2400	6,786.87	81,442.40

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
82	1	28.5317	228.2536	4,945.50	59,345.94
82	2	29.9607	239.6856	5,193.19	62,318.26
82	3	31.4599	251.6792	5,453.05	65,436.59
82	4	33.0293	264.2344	5,725.08	68,700.94
82	5	34.6808	277.4464	6,011.34	72,136.06
82	6	36.4144	291.3152	6,311.83	75,741.95
82	7	36.4144	291.3152	6,311.83	75,741.95
82	8	36.4144	291.3152	6,311.83	75,741.95
82	9	36.4144	291.3152	6,311.83	75,741.95
82	10	36.4144	291.3152	6,311.83	75,741.95
82	11	37.0350	296.2800	6,419.40	77,032.80
82	12	37.0350	296.2800	6,419.40	77,032.80
82	13	37.0350	296.2800	6,419.40	77,032.80
82	14	37.0350	296.2800	6,419.40	77,032.80
82	15	37.0350	296.2800	6,419.40	77,032.80
82	16	37.6558	301.2464	6,527.01	78,324.06
82	17	37.6558	301.2464	6,527.01	78,324.06
82	18	37.6558	301.2464	6,527.01	78,324.06
82	19	37.6558	301.2464	6,527.01	78,324.06
82	20	37.6558	301.2464	6,527.01	78,324.06
82	21	38.2766	306.2128	6,634.61	79,615.33
82	22	38.2766	306.2128	6,634.61	79,615.33
82	23	38.2766	306.2128	6,634.61	79,615.33
82	24	38.2766	306.2128	6,634.61	79,615.33
82	25	38.2766	306.2128	6,634.61	79,615.33
82	26	38.8973	311.1784	6,742.20	80,906.38
82	27	38.8973	311.1784	6,742.20	80,906.38
82	28	38.8973	311.1784	6,742.20	80,906.38
82	29	38.8973	311.1784	6,742.20	80,906.38
82	30	38.8973	311.1784	6,742.20	80,906.38
82	31	39.5182	316.1456	6,849.82	82,197.86
83	1	28.8128	230.5024	4,994.22	59,930.62
83	2	30.2535	242.0280	5,243.94	62,927.28
83	3	31.7645	254.1160	5,505.85	66,070.16
83	4	33.3573	266.8584	5,781.93	69,383.18
83	5	35.0205	280.1640	6,070.22	72,842.64
83	6	36.7774	294.2192	6,374.75	76,496.99
83	7	36.7774	294.2192	6,374.75	76,496.99
83	8	36.7774	294.2192	6,374.75	76,496.99
83	9	36.7774	294.2192	6,374.75	76,496.99
83	10	36.7774	294.2192	6,374.75	76,496.99
83	11	37.3981	299.1848	6,482.34	77,788.05
83	12	37.3981	299.1848	6,482.34	77,788.05
83	13	37.3981	299.1848	6,482.34	77,788.05
83	14	37.3981	299.1848	6,482.34	77,788.05
83	15	37.3981	299.1848	6,482.34	77,788.05
83	16	38.0189	304.1512	6,589.94	79,079.31
83	17	38.0189	304.1512	6,589.94	79,079.31
83	18	38.0189	304.1512	6,589.94	79,079.31
83	19	38.0189	304.1512	6,589.94	79,079.31
83	20	38.0189	304.1512	6,589.94	79,079.31
83	21	38.6397	309.1176	6,697.55	80,370.58
83	22	38.6397	309.1176	6,697.55	80,370.58
83	23	38.6397	309.1176	6,697.55	80,370.58
83	24	38.6397	309.1176	6,697.55	80,370.58
83	25	38.6397	309.1176	6,697.55	80,370.58
83	26	39.2604	314.0832	6,805.14	81,661.63
83	27	39.2604	314.0832	6,805.14	81,661.63
83	28	39.2604	314.0832	6,805.14	81,661.63
83	29	39.2604	314.0832	6,805.14	81,661.63
83	30	39.2604	314.0832	6,805.14	81,661.63
83	31	39.8812	319.0496	6,912.74	82,952.90

VISALIA UNIFIED SCHOOL DISTRICT
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
84	1	29.1056	232.8448	5,044.97	60,539.65
84	2	30.5581	244.4648	5,296.74	63,560.85
84	3	32.0807	256.6456	5,560.66	66,727.86
84	4	33.6853	269.4824	5,838.79	70,065.42
84	5	35.3719	282.9752	6,131.13	73,573.55
84	6	37.1404	297.1232	6,437.67	77,252.03
84	7	37.1404	297.1232	6,437.67	77,252.03
84	8	37.1404	297.1232	6,437.67	77,252.03
84	9	37.1404	297.1232	6,437.67	77,252.03
84	10	37.1404	297.1232	6,437.67	77,252.03
84	11	37.7613	302.0904	6,545.29	78,543.50
84	12	37.7613	302.0904	6,545.29	78,543.50
84	13	37.7613	302.0904	6,545.29	78,543.50
84	14	37.7613	302.0904	6,545.29	78,543.50
84	15	37.7613	302.0904	6,545.29	78,543.50
84	16	38.3820	307.0560	6,652.88	79,834.56
84	17	38.3820	307.0560	6,652.88	79,834.56
84	18	38.3820	307.0560	6,652.88	79,834.56
84	19	38.3820	307.0560	6,652.88	79,834.56
84	20	38.3820	307.0560	6,652.88	79,834.56
84	21	39.0028	312.0224	6,760.49	81,125.82
84	22	39.0028	312.0224	6,760.49	81,125.82
84	23	39.0028	312.0224	6,760.49	81,125.82
84	24	39.0028	312.0224	6,760.49	81,125.82
84	25	39.0028	312.0224	6,760.49	81,125.82
84	26	39.6235	316.9880	6,868.07	82,416.88
84	27	39.6235	316.9880	6,868.07	82,416.88
84	28	39.6235	316.9880	6,868.07	82,416.88
84	29	39.6235	316.9880	6,868.07	82,416.88
84	30	39.6235	316.9880	6,868.07	82,416.88
84	31	40.2442	321.9536	6,975.66	83,707.94
85	1	29.3984	235.1872	5,095.72	61,148.67
85	2	30.8626	246.9008	5,349.52	64,194.21
85	3	32.4086	259.2688	5,617.49	67,409.89
85	4	34.0249	272.1992	5,897.65	70,771.79
85	5	35.7232	285.7856	6,192.02	74,304.26
85	6	37.5153	300.1224	6,502.65	78,031.82
85	7	37.5153	300.1224	6,502.65	78,031.82
85	8	37.5153	300.1224	6,502.65	78,031.82
85	9	37.5153	300.1224	6,502.65	78,031.82
85	10	37.5153	300.1224	6,502.65	78,031.82
85	11	38.1360	305.0880	6,610.24	79,322.88
85	12	38.1360	305.0880	6,610.24	79,322.88
85	13	38.1360	305.0880	6,610.24	79,322.88
85	14	38.1360	305.0880	6,610.24	79,322.88
85	15	38.1360	305.0880	6,610.24	79,322.88
85	16	38.7568	310.0544	6,717.85	80,614.14
85	17	38.7568	310.0544	6,717.85	80,614.14
85	18	38.7568	310.0544	6,717.85	80,614.14
85	19	38.7568	310.0544	6,717.85	80,614.14
85	20	38.7568	310.0544	6,717.85	80,614.14
85	21	39.3776	315.0208	6,825.45	81,905.41
85	22	39.3776	315.0208	6,825.45	81,905.41
85	23	39.3776	315.0208	6,825.45	81,905.41
85	24	39.3776	315.0208	6,825.45	81,905.41
85	25	39.3776	315.0208	6,825.45	81,905.41
85	26	39.9983	319.9864	6,933.04	83,196.46
85	27	39.9983	319.9864	6,933.04	83,196.46
85	28	39.9983	319.9864	6,933.04	83,196.46
85	29	39.9983	319.9864	6,933.04	83,196.46
85	30	39.9983	319.9864	6,933.04	83,196.46
85	31	40.6191	324.9528	7,040.64	84,487.73

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
86	1	29.6913	237.5304	5,146.49	61,757.90
86	2	31.1671	249.3368	5,402.30	64,827.57
86	3	32.7365	261.8920	5,674.33	68,091.92
86	4	34.3646	274.9168	5,956.53	71,478.37
86	5	36.0863	288.6904	6,254.96	75,059.50
86	6	37.8901	303.1208	6,567.62	78,811.41
86	7	37.8901	303.1208	6,567.62	78,811.41
86	8	37.8901	303.1208	6,567.62	78,811.41
86	9	37.8901	303.1208	6,567.62	78,811.41
86	10	37.8901	303.1208	6,567.62	78,811.41
86	11	38.5108	308.0864	6,675.21	80,102.46
86	12	38.5108	308.0864	6,675.21	80,102.46
86	13	38.5108	308.0864	6,675.21	80,102.46
86	14	38.5108	308.0864	6,675.21	80,102.46
86	15	38.5108	308.0864	6,675.21	80,102.46
86	16	39.1316	313.0528	6,782.81	81,393.73
86	17	39.1316	313.0528	6,782.81	81,393.73
86	18	39.1316	313.0528	6,782.81	81,393.73
86	19	39.1316	313.0528	6,782.81	81,393.73
86	20	39.1316	313.0528	6,782.81	81,393.73
86	21	39.7524	318.0192	6,890.42	82,684.99
86	22	39.7524	318.0192	6,890.42	82,684.99
86	23	39.7524	318.0192	6,890.42	82,684.99
86	24	39.7524	318.0192	6,890.42	82,684.99
86	25	39.7524	318.0192	6,890.42	82,684.99
86	26	40.3731	322.9848	6,998.00	83,976.05
86	27	40.3731	322.9848	6,998.00	83,976.05
86	28	40.3731	322.9848	6,998.00	83,976.05
86	29	40.3731	322.9848	6,998.00	83,976.05
86	30	40.3731	322.9848	6,998.00	83,976.05
86	31	40.9939	327.9512	7,105.61	85,267.31
87	1	29.9842	239.8736	5,197.26	62,367.14
87	2	31.4833	251.8664	5,457.11	65,485.26
87	3	33.0528	264.4224	5,729.15	68,749.82
87	4	34.7161	277.7288	6,017.46	72,209.49
87	5	36.4494	291.5952	6,317.90	75,814.75
87	6	38.2649	306.1192	6,632.58	79,590.99
87	7	38.2649	306.1192	6,632.58	79,590.99
87	8	38.2649	306.1192	6,632.58	79,590.99
87	9	38.2649	306.1192	6,632.58	79,590.99
87	10	38.2649	306.1192	6,632.58	79,590.99
87	11	38.8856	311.0848	6,740.17	80,882.05
87	12	38.8856	311.0848	6,740.17	80,882.05
87	13	38.8856	311.0848	6,740.17	80,882.05
87	14	38.8856	311.0848	6,740.17	80,882.05
87	15	38.8856	311.0848	6,740.17	80,882.05
87	16	39.5064	316.0512	6,847.78	82,173.31
87	17	39.5064	316.0512	6,847.78	82,173.31
87	18	39.5064	316.0512	6,847.78	82,173.31
87	19	39.5064	316.0512	6,847.78	82,173.31
87	20	39.5064	316.0512	6,847.78	82,173.31
87	21	40.1272	321.0176	6,955.38	83,464.58
87	22	40.1272	321.0176	6,955.38	83,464.58
87	23	40.1272	321.0176	6,955.38	83,464.58
87	24	40.1272	321.0176	6,955.38	83,464.58
87	25	40.1272	321.0176	6,955.38	83,464.58
87	26	40.7479	325.9832	7,062.97	84,755.63
87	27	40.7479	325.9832	7,062.97	84,755.63
87	28	40.7479	325.9832	7,062.97	84,755.63
87	29	40.7479	325.9832	7,062.97	84,755.63
87	30	40.7479	325.9832	7,062.97	84,755.63
87	31	41.3687	330.9496	7,170.58	86,046.90

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
88	1	30.2886	242.3088	5,250.02	63,000.29
88	2	31.7996	254.3968	5,511.93	66,143.17
88	3	33.3925	267.1400	5,788.03	69,456.40
88	4	35.0556	280.4448	6,076.30	72,915.65
88	5	36.8125	294.5000	6,380.83	76,570.00
88	6	38.6514	309.2112	6,699.58	80,394.91
88	7	38.6514	309.2112	6,699.58	80,394.91
88	8	38.6514	309.2112	6,699.58	80,394.91
88	9	38.6514	309.2112	6,699.58	80,394.91
88	10	38.6514	309.2112	6,699.58	80,394.91
88	11	39.2721	314.1768	6,807.16	81,685.97
88	12	39.2721	314.1768	6,807.16	81,685.97
88	13	39.2721	314.1768	6,807.16	81,685.97
88	14	39.2721	314.1768	6,807.16	81,685.97
88	15	39.2721	314.1768	6,807.16	81,685.97
88	16	39.8929	319.1432	6,914.77	82,977.23
88	17	39.8929	319.1432	6,914.77	82,977.23
88	18	39.8929	319.1432	6,914.77	82,977.23
88	19	39.8929	319.1432	6,914.77	82,977.23
88	20	39.8929	319.1432	6,914.77	82,977.23
88	21	40.5138	324.1104	7,022.39	84,268.70
88	22	40.5138	324.1104	7,022.39	84,268.70
88	23	40.5138	324.1104	7,022.39	84,268.70
88	24	40.5138	324.1104	7,022.39	84,268.70
88	25	40.5138	324.1104	7,022.39	84,268.70
88	26	41.1345	329.0760	7,129.98	85,559.76
88	27	41.1345	329.0760	7,129.98	85,559.76
88	28	41.1345	329.0760	7,129.98	85,559.76
88	29	41.1345	329.0760	7,129.98	85,559.76
88	30	41.1345	329.0760	7,129.98	85,559.76
88	31	41.7552	334.0416	7,237.57	86,850.82
89	1	30.5932	244.7456	5,302.82	63,633.86
89	2	32.1158	256.9264	5,566.74	66,800.86
89	3	33.7204	269.7632	5,844.87	70,138.43
89	4	35.4070	283.2560	6,137.21	73,646.56
89	5	37.1757	297.4056	6,443.79	77,325.46
89	6	39.0378	312.3024	6,766.55	81,198.62
89	7	39.0378	312.3024	6,766.55	81,198.62
89	8	39.0378	312.3024	6,766.55	81,198.62
89	9	39.0378	312.3024	6,766.55	81,198.62
89	10	39.0378	312.3024	6,766.55	81,198.62
89	11	39.6586	317.2688	6,874.16	82,489.89
89	12	39.6586	317.2688	6,874.16	82,489.89
89	13	39.6586	317.2688	6,874.16	82,489.89
89	14	39.6586	317.2688	6,874.16	82,489.89
89	15	39.6586	317.2688	6,874.16	82,489.89
89	16	40.2795	322.2360	6,981.78	83,781.36
89	17	40.2795	322.2360	6,981.78	83,781.36
89	18	40.2795	322.2360	6,981.78	83,781.36
89	19	40.2795	322.2360	6,981.78	83,781.36
89	20	40.2795	322.2360	6,981.78	83,781.36
89	21	40.9002	327.2016	7,089.37	85,072.42
89	22	40.9002	327.2016	7,089.37	85,072.42
89	23	40.9002	327.2016	7,089.37	85,072.42
89	24	40.9002	327.2016	7,089.37	85,072.42
89	25	40.9002	327.2016	7,089.37	85,072.42
89	26	41.5210	332.1680	7,196.97	86,363.68
89	27	41.5210	332.1680	7,196.97	86,363.68
89	28	41.5210	332.1680	7,196.97	86,363.68
89	29	41.5210	332.1680	7,196.97	86,363.68
89	30	41.5210	332.1680	7,196.97	86,363.68
89	31	42.1417	337.1336	7,304.56	87,654.74

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
90	1	30.8977	247.1816	5,355.60	64,267.22
90	2	32.4437	259.5496	5,623.58	67,482.90
90	3	34.0601	272.4808	5,903.75	70,845.01
90	4	35.7584	286.0672	6,198.12	74,377.47
90	5	37.5503	300.4024	6,508.72	78,104.62
90	6	39.4244	315.3952	6,833.56	82,002.75
90	7	39.4244	315.3952	6,833.56	82,002.75
90	8	39.4244	315.3952	6,833.56	82,002.75
90	9	39.4244	315.3952	6,833.56	82,002.75
90	10	39.4244	315.3952	6,833.56	82,002.75
90	11	40.0452	320.3616	6,941.17	83,294.02
90	12	40.0452	320.3616	6,941.17	83,294.02
90	13	40.0452	320.3616	6,941.17	83,294.02
90	14	40.0452	320.3616	6,941.17	83,294.02
90	15	40.0452	320.3616	6,941.17	83,294.02
90	16	40.6659	325.3272	7,048.76	84,585.07
90	17	40.6659	325.3272	7,048.76	84,585.07
90	18	40.6659	325.3272	7,048.76	84,585.07
90	19	40.6659	325.3272	7,048.76	84,585.07
90	20	40.6659	325.3272	7,048.76	84,585.07
90	21	41.2867	330.2936	7,156.36	85,876.34
90	22	41.2867	330.2936	7,156.36	85,876.34
90	23	41.2867	330.2936	7,156.36	85,876.34
90	24	41.2867	330.2936	7,156.36	85,876.34
90	25	41.2867	330.2936	7,156.36	85,876.34
90	26	41.9075	335.2600	7,263.97	87,167.60
90	27	41.9075	335.2600	7,263.97	87,167.60
90	28	41.9075	335.2600	7,263.97	87,167.60
90	29	41.9075	335.2600	7,263.97	87,167.60
90	30	41.9075	335.2600	7,263.97	87,167.60
90	31	42.5282	340.2256	7,371.56	88,458.66
91	1	31.2022	249.6176	5,408.38	64,900.58
91	2	32.7600	262.0800	5,678.40	68,140.80
91	3	34.3998	275.1984	5,962.63	71,551.58
91	4	36.1216	288.9728	6,261.08	75,132.93
91	5	37.9252	303.4016	6,573.70	78,884.42
91	6	39.8227	318.5816	6,902.60	82,831.22
91	7	39.8227	318.5816	6,902.60	82,831.22
91	8	39.8227	318.5816	6,902.60	82,831.22
91	9	39.8227	318.5816	6,902.60	82,831.22
91	10	39.8227	318.5816	6,902.60	82,831.22
91	11	40.4434	323.5472	7,010.19	84,122.27
91	12	40.4434	323.5472	7,010.19	84,122.27
91	13	40.4434	323.5472	7,010.19	84,122.27
91	14	40.4434	323.5472	7,010.19	84,122.27
91	15	40.4434	323.5472	7,010.19	84,122.27
91	16	41.0641	328.5128	7,117.78	85,413.33
91	17	41.0641	328.5128	7,117.78	85,413.33
91	18	41.0641	328.5128	7,117.78	85,413.33
91	19	41.0641	328.5128	7,117.78	85,413.33
91	20	41.0641	328.5128	7,117.78	85,413.33
91	21	41.6850	333.4800	7,225.40	86,704.80
91	22	41.6850	333.4800	7,225.40	86,704.80
91	23	41.6850	333.4800	7,225.40	86,704.80
91	24	41.6850	333.4800	7,225.40	86,704.80
91	25	41.6850	333.4800	7,225.40	86,704.80
91	26	42.3057	338.4456	7,332.99	87,995.86
91	27	42.3057	338.4456	7,332.99	87,995.86
91	28	42.3057	338.4456	7,332.99	87,995.86
91	29	42.3057	338.4456	7,332.99	87,995.86
91	30	42.3057	338.4456	7,332.99	87,995.86
91	31	42.9265	343.4120	7,440.59	89,287.12

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
92	1	31.5184	252.1472	5,463.19	65,558.27
92	2	33.0880	264.7040	5,735.25	68,823.04
92	3	34.7393	277.9144	6,021.48	72,257.74
92	4	36.4846	291.8768	6,324.00	75,887.97
92	5	38.3117	306.4936	6,640.70	79,688.34
92	6	40.2209	321.7672	6,971.62	83,659.47
92	7	40.2209	321.7672	6,971.62	83,659.47
92	8	40.2209	321.7672	6,971.62	83,659.47
92	9	40.2209	321.7672	6,971.62	83,659.47
92	10	40.2209	321.7672	6,971.62	83,659.47
92	11	40.8417	326.7336	7,079.23	84,950.74
92	12	40.8417	326.7336	7,079.23	84,950.74
92	13	40.8417	326.7336	7,079.23	84,950.74
92	14	40.8417	326.7336	7,079.23	84,950.74
92	15	40.8417	326.7336	7,079.23	84,950.74
92	16	41.4624	331.6992	7,186.82	86,241.79
92	17	41.4624	331.6992	7,186.82	86,241.79
92	18	41.4624	331.6992	7,186.82	86,241.79
92	19	41.4624	331.6992	7,186.82	86,241.79
92	20	41.4624	331.6992	7,186.82	86,241.79
92	21	42.0831	336.6648	7,294.40	87,532.85
92	22	42.0831	336.6648	7,294.40	87,532.85
92	23	42.0831	336.6648	7,294.40	87,532.85
92	24	42.0831	336.6648	7,294.40	87,532.85
92	25	42.0831	336.6648	7,294.40	87,532.85
92	26	42.7039	341.6312	7,402.01	88,824.11
92	27	42.7039	341.6312	7,402.01	88,824.11
92	28	42.7039	341.6312	7,402.01	88,824.11
92	29	42.7039	341.6312	7,402.01	88,824.11
92	30	42.7039	341.6312	7,402.01	88,824.11
92	31	43.3248	346.5984	7,509.63	90,115.58
93	1	31.8347	254.6776	5,518.02	66,216.18
93	2	33.4158	267.3264	5,792.07	69,504.86
93	3	35.0908	280.7264	6,082.41	72,988.86
93	4	36.8476	294.7808	6,386.92	76,643.01
93	5	38.6865	309.4920	6,705.66	80,467.92
93	6	40.6191	324.9528	7,040.64	84,487.73
93	7	40.6191	324.9528	7,040.64	84,487.73
93	8	40.6191	324.9528	7,040.64	84,487.73
93	9	40.6191	324.9528	7,040.64	84,487.73
93	10	40.6191	324.9528	7,040.64	84,487.73
93	11	41.2399	329.9192	7,148.25	85,778.99
93	12	41.2399	329.9192	7,148.25	85,778.99
93	13	41.2399	329.9192	7,148.25	85,778.99
93	14	41.2399	329.9192	7,148.25	85,778.99
93	15	41.2399	329.9192	7,148.25	85,778.99
93	16	41.8606	334.8848	7,255.84	87,070.05
93	17	41.8606	334.8848	7,255.84	87,070.05
93	18	41.8606	334.8848	7,255.84	87,070.05
93	19	41.8606	334.8848	7,255.84	87,070.05
93	20	41.8606	334.8848	7,255.84	87,070.05
93	21	42.4814	339.8512	7,363.44	88,361.31
93	22	42.4814	339.8512	7,363.44	88,361.31
93	23	42.4814	339.8512	7,363.44	88,361.31
93	24	42.4814	339.8512	7,363.44	88,361.31
93	25	42.4814	339.8512	7,363.44	88,361.31
93	26	43.1022	344.8176	7,471.05	89,652.58
93	27	43.1022	344.8176	7,471.05	89,652.58
93	28	43.1022	344.8176	7,471.05	89,652.58
93	29	43.1022	344.8176	7,471.05	89,652.58
93	30	43.1022	344.8176	7,471.05	89,652.58
93	31	43.7229	349.7832	7,578.64	90,943.63

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
94	1	32.1509	257.2072	5,572.82	66,873.87
94	2	33.7556	270.0448	5,850.97	70,211.65
94	3	35.4421	283.5368	6,143.30	73,719.57
94	4	37.2108	297.6864	6,449.87	77,398.46
94	5	39.0730	312.5840	6,772.65	81,271.84
94	6	41.0291	328.2328	7,111.71	85,340.53
94	7	41.0291	328.2328	7,111.71	85,340.53
94	8	41.0291	328.2328	7,111.71	85,340.53
94	9	41.0291	328.2328	7,111.71	85,340.53
94	10	41.0291	328.2328	7,111.71	85,340.53
94	11	41.6498	333.1984	7,219.30	86,631.58
94	12	41.6498	333.1984	7,219.30	86,631.58
94	13	41.6498	333.1984	7,219.30	86,631.58
94	14	41.6498	333.1984	7,219.30	86,631.58
94	15	41.6498	333.1984	7,219.30	86,631.58
94	16	42.2706	338.1648	7,326.90	87,922.85
94	17	42.2706	338.1648	7,326.90	87,922.85
94	18	42.2706	338.1648	7,326.90	87,922.85
94	19	42.2706	338.1648	7,326.90	87,922.85
94	20	42.2706	338.1648	7,326.90	87,922.85
94	21	42.8913	343.1304	7,434.49	89,213.90
94	22	42.8913	343.1304	7,434.49	89,213.90
94	23	42.8913	343.1304	7,434.49	89,213.90
94	24	42.8913	343.1304	7,434.49	89,213.90
94	25	42.8913	343.1304	7,434.49	89,213.90
94	26	43.5121	348.0968	7,542.10	90,505.17
94	27	43.5121	348.0968	7,542.10	90,505.17
94	28	43.5121	348.0968	7,542.10	90,505.17
94	29	43.5121	348.0968	7,542.10	90,505.17
94	30	43.5121	348.0968	7,542.10	90,505.17
94	31	44.1329	353.0632	7,649.70	91,796.43
95	1	32.4672	259.7376	5,627.65	67,531.78
95	2	34.0952	272.7616	5,909.84	70,918.02
95	3	35.7935	286.3480	6,204.21	74,450.48
95	4	37.5856	300.6848	6,514.84	78,178.05
95	5	39.4713	315.7704	6,841.69	82,100.30
95	6	41.4390	331.5120	7,182.76	86,193.12
95	7	41.4390	331.5120	7,182.76	86,193.12
95	8	41.4390	331.5120	7,182.76	86,193.12
95	9	41.4390	331.5120	7,182.76	86,193.12
95	10	41.4390	331.5120	7,182.76	86,193.12
95	11	42.0597	336.4776	7,290.35	87,484.18
95	12	42.0597	336.4776	7,290.35	87,484.18
95	13	42.0597	336.4776	7,290.35	87,484.18
95	14	42.0597	336.4776	7,290.35	87,484.18
95	15	42.0597	336.4776	7,290.35	87,484.18
95	16	42.6805	341.4440	7,397.95	88,775.44
95	17	42.6805	341.4440	7,397.95	88,775.44
95	18	42.6805	341.4440	7,397.95	88,775.44
95	19	42.6805	341.4440	7,397.95	88,775.44
95	20	42.6805	341.4440	7,397.95	88,775.44
95	21	43.3013	346.4104	7,505.56	90,066.70
95	22	43.3013	346.4104	7,505.56	90,066.70
95	23	43.3013	346.4104	7,505.56	90,066.70
95	24	43.3013	346.4104	7,505.56	90,066.70
95	25	43.3013	346.4104	7,505.56	90,066.70
95	26	43.9221	351.3768	7,613.16	91,357.97
95	27	43.9221	351.3768	7,613.16	91,357.97
95	28	43.9221	351.3768	7,613.16	91,357.97
95	29	43.9221	351.3768	7,613.16	91,357.97
95	30	43.9221	351.3768	7,613.16	91,357.97
95	31	44.5428	356.3424	7,720.75	92,649.02

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
96	1	32.7952	262.3616	5,684.50	68,214.02
96	2	34.4348	275.4784	5,968.70	71,624.38
96	3	36.1566	289.2528	6,267.14	75,205.73
96	4	37.9603	303.6824	6,579.79	78,957.42
96	5	39.8577	318.8616	6,908.67	82,904.02
96	6	41.8489	334.7912	7,253.81	87,045.71
96	7	41.8489	334.7912	7,253.81	87,045.71
96	8	41.8489	334.7912	7,253.81	87,045.71
96	9	41.8489	334.7912	7,253.81	87,045.71
96	10	41.8489	334.7912	7,253.81	87,045.71
96	11	42.4696	339.7568	7,361.40	88,336.77
96	12	42.4696	339.7568	7,361.40	88,336.77
96	13	42.4696	339.7568	7,361.40	88,336.77
96	14	42.4696	339.7568	7,361.40	88,336.77
96	15	42.4696	339.7568	7,361.40	88,336.77
96	16	43.0905	344.7240	7,469.02	89,628.24
96	17	43.0905	344.7240	7,469.02	89,628.24
96	18	43.0905	344.7240	7,469.02	89,628.24
96	19	43.0905	344.7240	7,469.02	89,628.24
96	20	43.0905	344.7240	7,469.02	89,628.24
96	21	43.7112	349.6896	7,576.61	90,919.30
96	22	43.7112	349.6896	7,576.61	90,919.30
96	23	43.7112	349.6896	7,576.61	90,919.30
96	24	43.7112	349.6896	7,576.61	90,919.30
96	25	43.7112	349.6896	7,576.61	90,919.30
96	26	44.3320	354.6560	7,684.21	92,210.56
96	27	44.3320	354.6560	7,684.21	92,210.56
96	28	44.3320	354.6560	7,684.21	92,210.56
96	29	44.3320	354.6560	7,684.21	92,210.56
96	30	44.3320	354.6560	7,684.21	92,210.56
96	31	44.9528	359.6224	7,791.82	93,501.82
97	1	33.1230	264.9840	5,741.32	68,895.84
97	2	34.7746	278.1968	6,027.60	72,331.17
97	3	36.5197	292.1576	6,330.08	75,960.98
97	4	38.3469	306.7752	6,646.80	79,761.55
97	5	40.2560	322.0480	6,977.71	83,732.48
97	6	42.2706	338.1648	7,326.90	87,922.85
97	7	42.2706	338.1648	7,326.90	87,922.85
97	8	42.2706	338.1648	7,326.90	87,922.85
97	9	42.2706	338.1648	7,326.90	87,922.85
97	10	42.2706	338.1648	7,326.90	87,922.85
97	11	42.8913	343.1304	7,434.49	89,213.90
97	12	42.8913	343.1304	7,434.49	89,213.90
97	13	42.8913	343.1304	7,434.49	89,213.90
97	14	42.8913	343.1304	7,434.49	89,213.90
97	15	42.8913	343.1304	7,434.49	89,213.90
97	16	43.5121	348.0968	7,542.10	90,505.17
97	17	43.5121	348.0968	7,542.10	90,505.17
97	18	43.5121	348.0968	7,542.10	90,505.17
97	19	43.5121	348.0968	7,542.10	90,505.17
97	20	43.5121	348.0968	7,542.10	90,505.17
97	21	44.1329	353.0632	7,649.70	91,796.43
97	22	44.1329	353.0632	7,649.70	91,796.43
97	23	44.1329	353.0632	7,649.70	91,796.43
97	24	44.1329	353.0632	7,649.70	91,796.43
97	25	44.1329	353.0632	7,649.70	91,796.43
97	26	44.7536	358.0288	7,757.29	93,087.49
97	27	44.7536	358.0288	7,757.29	93,087.49
97	28	44.7536	358.0288	7,757.29	93,087.49
97	29	44.7536	358.0288	7,757.29	93,087.49
97	30	44.7536	358.0288	7,757.29	93,087.49
97	31	45.3744	362.9952	7,864.90	94,378.75

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
98	1	33.4510	267.6080	5,798.17	69,578.08
98	2	35.1259	281.0072	6,088.49	73,061.87
98	3	36.8828	295.0624	6,393.02	76,716.22
98	4	38.7217	309.7736	6,711.76	80,541.14
98	5	40.6659	325.3272	7,048.76	84,585.07
98	6	42.6922	341.5376	7,399.98	88,799.78
98	7	42.6922	341.5376	7,399.98	88,799.78
98	8	42.6922	341.5376	7,399.98	88,799.78
98	9	42.6922	341.5376	7,399.98	88,799.78
98	10	42.6922	341.5376	7,399.98	88,799.78
98	11	43.3130	346.5040	7,507.59	90,091.04
98	12	43.3130	346.5040	7,507.59	90,091.04
98	13	43.3130	346.5040	7,507.59	90,091.04
98	14	43.3130	346.5040	7,507.59	90,091.04
98	15	43.3130	346.5040	7,507.59	90,091.04
98	16	43.9337	351.4696	7,615.18	91,382.10
98	17	43.9337	351.4696	7,615.18	91,382.10
98	18	43.9337	351.4696	7,615.18	91,382.10
98	19	43.9337	351.4696	7,615.18	91,382.10
98	20	43.9337	351.4696	7,615.18	91,382.10
98	21	44.5546	356.4368	7,722.80	92,673.57
98	22	44.5546	356.4368	7,722.80	92,673.57
98	23	44.5546	356.4368	7,722.80	92,673.57
98	24	44.5546	356.4368	7,722.80	92,673.57
98	25	44.5546	356.4368	7,722.80	92,673.57
98	26	45.1753	361.4024	7,830.39	93,964.62
98	27	45.1753	361.4024	7,830.39	93,964.62
98	28	45.1753	361.4024	7,830.39	93,964.62
98	29	45.1753	361.4024	7,830.39	93,964.62
98	30	45.1753	361.4024	7,830.39	93,964.62
98	31	45.7960	366.3680	7,937.97	95,255.68
99	1	33.7907	270.3256	5,857.06	70,284.66
99	2	35.4773	283.8184	6,149.40	73,792.78
99	3	37.2459	297.9672	6,455.96	77,471.47
99	4	39.1082	312.8656	6,778.76	81,345.06
99	5	41.0641	328.5128	7,117.78	85,413.33
99	6	43.1256	345.0048	7,475.10	89,701.25
99	7	43.1256	345.0048	7,475.10	89,701.25
99	8	43.1256	345.0048	7,475.10	89,701.25
99	9	43.1256	345.0048	7,475.10	89,701.25
99	10	43.1256	345.0048	7,475.10	89,701.25
99	11	43.7464	349.9712	7,582.71	90,992.51
99	12	43.7464	349.9712	7,582.71	90,992.51
99	13	43.7464	349.9712	7,582.71	90,992.51
99	14	43.7464	349.9712	7,582.71	90,992.51
99	15	43.7464	349.9712	7,582.71	90,992.51
99	16	44.3670	354.9360	7,690.28	92,283.36
99	17	44.3670	354.9360	7,690.28	92,283.36
99	18	44.3670	354.9360	7,690.28	92,283.36
99	19	44.3670	354.9360	7,690.28	92,283.36
99	20	44.3670	354.9360	7,690.28	92,283.36
99	21	44.9878	359.9024	7,797.89	93,574.62
99	22	44.9878	359.9024	7,797.89	93,574.62
99	23	44.9878	359.9024	7,797.89	93,574.62
99	24	44.9878	359.9024	7,797.89	93,574.62
99	25	44.9878	359.9024	7,797.89	93,574.62
99	26	45.6087	364.8696	7,905.51	94,866.10
99	27	45.6087	364.8696	7,905.51	94,866.10
99	28	45.6087	364.8696	7,905.51	94,866.10
99	29	45.6087	364.8696	7,905.51	94,866.10
99	30	45.6087	364.8696	7,905.51	94,866.10
99	31	46.2294	369.8352	8,013.10	96,157.15

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
100	1	34.1304	273.0432	5,915.94	70,991.23
100	2	35.8287	286.6296	6,210.31	74,523.70
100	3	37.6208	300.9664	6,520.94	78,251.26
100	4	39.5064	316.0512	6,847.78	82,173.31
100	5	41.4858	331.8864	7,190.87	86,290.46
100	6	43.5590	348.4720	7,550.23	90,602.72
100	7	43.5590	348.4720	7,550.23	90,602.72
100	8	43.5590	348.4720	7,550.23	90,602.72
100	9	43.5590	348.4720	7,550.23	90,602.72
100	10	43.5590	348.4720	7,550.23	90,602.72
100	11	44.1797	353.4376	7,657.82	91,893.78
100	12	44.1797	353.4376	7,657.82	91,893.78
100	13	44.1797	353.4376	7,657.82	91,893.78
100	14	44.1797	353.4376	7,657.82	91,893.78
100	15	44.1797	353.4376	7,657.82	91,893.78
100	16	44.8005	358.4040	7,765.42	93,185.04
100	17	44.8005	358.4040	7,765.42	93,185.04
100	18	44.8005	358.4040	7,765.42	93,185.04
100	19	44.8005	358.4040	7,765.42	93,185.04
100	20	44.8005	358.4040	7,765.42	93,185.04
100	21	45.4095	363.2760	7,870.98	94,451.76
100	22	45.4095	363.2760	7,870.98	94,451.76
100	23	45.4095	363.2760	7,870.98	94,451.76
100	24	45.4095	363.2760	7,870.98	94,451.76
100	25	45.4095	363.2760	7,870.98	94,451.76
100	26	46.0303	368.2424	7,978.59	95,743.02
100	27	46.0303	368.2424	7,978.59	95,743.02
100	28	46.0303	368.2424	7,978.59	95,743.02
100	29	46.0303	368.2424	7,978.59	95,743.02
100	30	46.0303	368.2424	7,978.59	95,743.02
100	31	46.6511	373.2088	8,086.19	97,034.29
101	1	34.4700	275.7600	5,974.80	71,697.60
101	2	36.1918	289.5344	6,273.25	75,278.94
101	3	37.9955	303.9640	6,585.89	79,030.64
101	4	39.9047	319.2376	6,916.82	83,001.78
101	5	41.8958	335.1664	7,261.94	87,143.26
101	6	43.9923	351.9384	7,625.33	91,503.98
101	7	43.9923	351.9384	7,625.33	91,503.98
101	8	43.9923	351.9384	7,625.33	91,503.98
101	9	43.9923	351.9384	7,625.33	91,503.98
101	10	43.9923	351.9384	7,625.33	91,503.98
101	11	44.6131	356.9048	7,732.94	92,795.25
101	12	44.6131	356.9048	7,732.94	92,795.25
101	13	44.6131	356.9048	7,732.94	92,795.25
101	14	44.6131	356.9048	7,732.94	92,795.25
101	15	44.6131	356.9048	7,732.94	92,795.25
101	16	45.2339	361.8712	7,840.54	94,086.51
101	17	45.2339	361.8712	7,840.54	94,086.51
101	18	45.2339	361.8712	7,840.54	94,086.51
101	19	45.2339	361.8712	7,840.54	94,086.51
101	20	45.2339	361.8712	7,840.54	94,086.51
101	21	45.8546	366.8368	7,948.13	95,377.57
101	22	45.8546	366.8368	7,948.13	95,377.57
101	23	45.8546	366.8368	7,948.13	95,377.57
101	24	45.8546	366.8368	7,948.13	95,377.57
101	25	45.8546	366.8368	7,948.13	95,377.57
101	26	46.4753	371.8024	8,055.72	96,668.62
101	27	46.4753	371.8024	8,055.72	96,668.62
101	28	46.4753	371.8024	8,055.72	96,668.62
101	29	46.4753	371.8024	8,055.72	96,668.62
101	30	46.4753	371.8024	8,055.72	96,668.62
101	31	47.0961	376.7688	8,163.32	97,959.89

VISALIA UNIFIED SCHOOL DISTRICT
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For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
102	1	34.8097	278.4776	6,033.68	72,404.18
102	2	36.5548	292.4384	6,336.17	76,033.98
102	3	38.3820	307.0560	6,652.88	79,834.56
102	4	40.3028	322.4224	6,985.82	83,829.82
102	5	42.3174	338.5392	7,335.02	88,020.19
102	6	44.4257	355.4056	7,700.46	92,405.46
102	7	44.4257	355.4056	7,700.46	92,405.46
102	8	44.4257	355.4056	7,700.46	92,405.46
102	9	44.4257	355.4056	7,700.46	92,405.46
102	10	44.4257	355.4056	7,700.46	92,405.46
102	11	45.0464	360.3712	7,808.04	93,696.51
102	12	45.0464	360.3712	7,808.04	93,696.51
102	13	45.0464	360.3712	7,808.04	93,696.51
102	14	45.0464	360.3712	7,808.04	93,696.51
102	15	45.0464	360.3712	7,808.04	93,696.51
102	16	45.6673	365.3384	7,915.67	94,987.98
102	17	45.6673	365.3384	7,915.67	94,987.98
102	18	45.6673	365.3384	7,915.67	94,987.98
102	19	45.6673	365.3384	7,915.67	94,987.98
102	20	45.6673	365.3384	7,915.67	94,987.98
102	21	46.2880	370.3040	8,023.25	96,279.04
102	22	46.2880	370.3040	8,023.25	96,279.04
102	23	46.2880	370.3040	8,023.25	96,279.04
102	24	46.2880	370.3040	8,023.25	96,279.04
102	25	46.2880	370.3040	8,023.25	96,279.04
102	26	46.9087	375.2696	8,130.84	97,570.10
102	27	46.9087	375.2696	8,130.84	97,570.10
102	28	46.9087	375.2696	8,130.84	97,570.10
102	29	46.9087	375.2696	8,130.84	97,570.10
102	30	46.9087	375.2696	8,130.84	97,570.10
102	31	47.5295	380.2360	8,238.45	98,861.36
103	1	35.1611	281.2888	6,094.59	73,135.09
103	2	36.9180	295.3440	6,399.12	76,789.44
103	3	38.7685	310.1480	6,719.87	80,638.48
103	4	40.7011	325.6088	7,054.86	84,658.29
103	5	42.7391	341.9128	7,408.11	88,897.33
103	6	44.8707	358.9656	7,777.59	93,331.06
103	7	44.8707	358.9656	7,777.59	93,331.06
103	8	44.8707	358.9656	7,777.59	93,331.06
103	9	44.8707	358.9656	7,777.59	93,331.06
103	10	44.8707	358.9656	7,777.59	93,331.06
103	11	45.4915	363.9320	7,885.19	94,622.32
103	12	45.4915	363.9320	7,885.19	94,622.32
103	13	45.4915	363.9320	7,885.19	94,622.32
103	14	45.4915	363.9320	7,885.19	94,622.32
103	15	45.4915	363.9320	7,885.19	94,622.32
103	16	46.1123	368.8984	7,992.80	95,913.58
103	17	46.1123	368.8984	7,992.80	95,913.58
103	18	46.1123	368.8984	7,992.80	95,913.58
103	19	46.1123	368.8984	7,992.80	95,913.58
103	20	46.1123	368.8984	7,992.80	95,913.58
103	21	46.7331	373.8648	8,100.40	97,204.85
103	22	46.7331	373.8648	8,100.40	97,204.85
103	23	46.7331	373.8648	8,100.40	97,204.85
103	24	46.7331	373.8648	8,100.40	97,204.85
103	25	46.7331	373.8648	8,100.40	97,204.85
103	26	47.3538	378.8304	8,207.99	98,495.90
103	27	47.3538	378.8304	8,207.99	98,495.90
103	28	47.3538	378.8304	8,207.99	98,495.90
103	29	47.3538	378.8304	8,207.99	98,495.90
103	30	47.3538	378.8304	8,207.99	98,495.90
103	31	47.9746	383.7968	8,315.60	99,787.17

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
104	1	35.5125	284.1000	6,155.50	73,866.00
104	2	37.2928	298.3424	6,464.09	77,569.02
104	3	39.1550	313.2400	6,786.87	81,442.40
104	4	41.1110	328.8880	7,125.91	85,510.88
104	5	43.1607	345.2856	7,481.19	89,774.26
104	6	45.3276	362.6208	7,856.78	94,281.41
104	7	45.3276	362.6208	7,856.78	94,281.41
104	8	45.3276	362.6208	7,856.78	94,281.41
104	9	45.3276	362.6208	7,856.78	94,281.41
104	10	45.3276	362.6208	7,856.78	94,281.41
104	11	45.9483	367.5864	7,964.37	95,572.46
104	12	45.9483	367.5864	7,964.37	95,572.46
104	13	45.9483	367.5864	7,964.37	95,572.46
104	14	45.9483	367.5864	7,964.37	95,572.46
104	15	45.9483	367.5864	7,964.37	95,572.46
104	16	46.5574	372.4592	8,069.95	96,839.39
104	17	46.5574	372.4592	8,069.95	96,839.39
104	18	46.5574	372.4592	8,069.95	96,839.39
104	19	46.5574	372.4592	8,069.95	96,839.39
104	20	46.5574	372.4592	8,069.95	96,839.39
104	21	47.1781	377.4248	8,177.54	98,130.45
104	22	47.1781	377.4248	8,177.54	98,130.45
104	23	47.1781	377.4248	8,177.54	98,130.45
104	24	47.1781	377.4248	8,177.54	98,130.45
104	25	47.1781	377.4248	8,177.54	98,130.45
104	26	47.7988	382.3904	8,285.13	99,421.50
104	27	47.7988	382.3904	8,285.13	99,421.50
104	28	47.7988	382.3904	8,285.13	99,421.50
104	29	47.7988	382.3904	8,285.13	99,421.50
104	30	47.7988	382.3904	8,285.13	99,421.50
104	31	48.4197	387.3576	8,392.75	100,712.98
105	1	35.8638	286.9104	6,216.39	74,596.70
105	2	37.6558	301.2464	6,527.01	78,324.06
105	3	39.5415	316.3320	6,853.86	82,246.32
105	4	41.5210	332.1680	7,196.97	86,363.68
105	5	43.5941	348.7528	7,556.31	90,675.73
105	6	45.7726	366.1808	7,933.92	95,207.01
105	7	45.7726	366.1808	7,933.92	95,207.01
105	8	45.7726	366.1808	7,933.92	95,207.01
105	9	45.7726	366.1808	7,933.92	95,207.01
105	10	45.7726	366.1808	7,933.92	95,207.01
105	11	46.3933	371.1464	8,041.51	96,498.06
105	12	46.3933	371.1464	8,041.51	96,498.06
105	13	46.3933	371.1464	8,041.51	96,498.06
105	14	46.3933	371.1464	8,041.51	96,498.06
105	15	46.3933	371.1464	8,041.51	96,498.06
105	16	47.0142	376.1136	8,149.13	97,789.54
105	17	47.0142	376.1136	8,149.13	97,789.54
105	18	47.0142	376.1136	8,149.13	97,789.54
105	19	47.0142	376.1136	8,149.13	97,789.54
105	20	47.0142	376.1136	8,149.13	97,789.54
105	21	47.6349	381.0792	8,256.72	99,080.59
105	22	47.6349	381.0792	8,256.72	99,080.59
105	23	47.6349	381.0792	8,256.72	99,080.59
105	24	47.6349	381.0792	8,256.72	99,080.59
105	25	47.6349	381.0792	8,256.72	99,080.59
105	26	48.2557	386.0456	8,364.32	100,371.86
105	27	48.2557	386.0456	8,364.32	100,371.86
105	28	48.2557	386.0456	8,364.32	100,371.86
105	29	48.2557	386.0456	8,364.32	100,371.86
105	30	48.2557	386.0456	8,364.32	100,371.86
105	31	48.8765	391.0120	8,471.93	101,663.12

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
106	1	36.2268	289.8144	6,279.31	75,351.74
106	2	38.0423	304.3384	6,594.00	79,127.98
106	3	39.9398	319.5184	6,922.90	83,074.78
106	4	41.9309	335.4472	7,268.02	87,216.27
106	5	44.0275	352.2200	7,631.43	91,577.20
106	6	46.2294	369.8352	8,013.10	96,157.15
106	7	46.2294	369.8352	8,013.10	96,157.15
106	8	46.2294	369.8352	8,013.10	96,157.15
106	9	46.2294	369.8352	8,013.10	96,157.15
106	10	46.2294	369.8352	8,013.10	96,157.15
106	11	46.8502	374.8016	8,120.70	97,448.42
106	12	46.8502	374.8016	8,120.70	97,448.42
106	13	46.8502	374.8016	8,120.70	97,448.42
106	14	46.8502	374.8016	8,120.70	97,448.42
106	15	46.8502	374.8016	8,120.70	97,448.42
106	16	47.4710	379.7680	8,228.31	98,739.68
106	17	47.4710	379.7680	8,228.31	98,739.68
106	18	47.4710	379.7680	8,228.31	98,739.68
106	19	47.4710	379.7680	8,228.31	98,739.68
106	20	47.4710	379.7680	8,228.31	98,739.68
106	21	48.0916	384.7328	8,335.88	100,030.53
106	22	48.0916	384.7328	8,335.88	100,030.53
106	23	48.0916	384.7328	8,335.88	100,030.53
106	24	48.0916	384.7328	8,335.88	100,030.53
106	25	48.0916	384.7328	8,335.88	100,030.53
106	26	48.7125	389.7000	8,443.50	101,322.00
106	27	48.7125	389.7000	8,443.50	101,322.00
106	28	48.7125	389.7000	8,443.50	101,322.00
106	29	48.7125	389.7000	8,443.50	101,322.00
106	30	48.7125	389.7000	8,443.50	101,322.00
106	31	49.3333	394.6664	8,551.11	102,613.26
107	1	36.5900	292.7200	6,342.27	76,107.20
107	2	38.4172	307.3376	6,658.98	79,907.78
107	3	40.3381	322.7048	6,991.94	83,903.25
107	4	42.3526	338.8208	7,341.12	88,093.41
107	5	44.4725	355.7800	7,708.57	92,502.80
107	6	46.6979	373.5832	8,094.30	97,131.63
107	7	46.6979	373.5832	8,094.30	97,131.63
107	8	46.6979	373.5832	8,094.30	97,131.63
107	9	46.6979	373.5832	8,094.30	97,131.63
107	10	46.6979	373.5832	8,094.30	97,131.63
107	11	47.3187	378.5496	8,201.91	98,422.90
107	12	47.3187	378.5496	8,201.91	98,422.90
107	13	47.3187	378.5496	8,201.91	98,422.90
107	14	47.3187	378.5496	8,201.91	98,422.90
107	15	47.3187	378.5496	8,201.91	98,422.90
107	16	47.9394	383.5152	8,309.50	99,713.95
107	17	47.9394	383.5152	8,309.50	99,713.95
107	18	47.9394	383.5152	8,309.50	99,713.95
107	19	47.9394	383.5152	8,309.50	99,713.95
107	20	47.9394	383.5152	8,309.50	99,713.95
107	21	48.5602	388.4816	8,417.10	101,005.22
107	22	48.5602	388.4816	8,417.10	101,005.22
107	23	48.5602	388.4816	8,417.10	101,005.22
107	24	48.5602	388.4816	8,417.10	101,005.22
107	25	48.5602	388.4816	8,417.10	101,005.22
107	26	49.1811	393.4488	8,524.72	102,296.69
107	27	49.1811	393.4488	8,524.72	102,296.69
107	28	49.1811	393.4488	8,524.72	102,296.69
107	29	49.1811	393.4488	8,524.72	102,296.69
107	30	49.1811	393.4488	8,524.72	102,296.69
107	31	49.8017	398.4136	8,632.30	103,587.54

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
108	1	36.9531	295.6248	6,405.20	76,862.45
108	2	38.8037	310.4296	6,725.98	80,711.70
108	3	40.7362	325.8896	7,060.94	84,731.30
108	4	42.7742	342.1936	7,414.20	88,970.34
108	5	44.9176	359.3408	7,785.72	93,428.61
108	6	47.1665	377.3320	8,175.53	98,106.32
108	7	47.1665	377.3320	8,175.53	98,106.32
108	8	47.1665	377.3320	8,175.53	98,106.32
108	9	47.1665	377.3320	8,175.53	98,106.32
108	10	47.1665	377.3320	8,175.53	98,106.32
108	11	47.7871	382.2968	8,283.10	99,397.17
108	12	47.7871	382.2968	8,283.10	99,397.17
108	13	47.7871	382.2968	8,283.10	99,397.17
108	14	47.7871	382.2968	8,283.10	99,397.17
108	15	47.7871	382.2968	8,283.10	99,397.17
108	16	48.4079	387.2632	8,390.70	100,688.43
108	17	48.4079	387.2632	8,390.70	100,688.43
108	18	48.4079	387.2632	8,390.70	100,688.43
108	19	48.4079	387.2632	8,390.70	100,688.43
108	20	48.4079	387.2632	8,390.70	100,688.43
108	21	49.0287	392.2296	8,498.31	101,979.70
108	22	49.0287	392.2296	8,498.31	101,979.70
108	23	49.0287	392.2296	8,498.31	101,979.70
108	24	49.0287	392.2296	8,498.31	101,979.70
108	25	49.0287	392.2296	8,498.31	101,979.70
108	26	49.6495	397.1960	8,605.91	103,270.96
108	27	49.6495	397.1960	8,605.91	103,270.96
108	28	49.6495	397.1960	8,605.91	103,270.96
108	29	49.6495	397.1960	8,605.91	103,270.96
108	30	49.6495	397.1960	8,605.91	103,270.96
108	31	50.2585	402.0680	8,711.47	104,537.68
109	1	37.3279	298.6232	6,470.17	77,642.03
109	2	39.1901	313.5208	6,792.95	81,515.41
109	3	41.1462	329.1696	7,132.01	85,584.10
109	4	43.2076	345.6608	7,489.32	89,871.81
109	5	45.3627	362.9016	7,862.87	94,354.42
109	6	47.6349	381.0792	8,256.72	99,080.59
109	7	47.6349	381.0792	8,256.72	99,080.59
109	8	47.6349	381.0792	8,256.72	99,080.59
109	9	47.6349	381.0792	8,256.72	99,080.59
109	10	47.6349	381.0792	8,256.72	99,080.59
109	11	48.2557	386.0456	8,364.32	100,371.86
109	12	48.2557	386.0456	8,364.32	100,371.86
109	13	48.2557	386.0456	8,364.32	100,371.86
109	14	48.2557	386.0456	8,364.32	100,371.86
109	15	48.2557	386.0456	8,364.32	100,371.86
109	16	48.8765	391.0120	8,471.93	101,663.12
109	17	48.8765	391.0120	8,471.93	101,663.12
109	18	48.8765	391.0120	8,471.93	101,663.12
109	19	48.8765	391.0120	8,471.93	101,663.12
109	20	48.8765	391.0120	8,471.93	101,663.12
109	21	49.4971	395.9768	8,579.50	102,953.97
109	22	49.4971	395.9768	8,579.50	102,953.97
109	23	49.4971	395.9768	8,579.50	102,953.97
109	24	49.4971	395.9768	8,579.50	102,953.97
109	25	49.4971	395.9768	8,579.50	102,953.97
109	26	50.1180	400.9440	8,687.12	104,245.44
109	27	50.1180	400.9440	8,687.12	104,245.44
109	28	50.1180	400.9440	8,687.12	104,245.44
109	29	50.1180	400.9440	8,687.12	104,245.44
109	30	50.1180	400.9440	8,687.12	104,245.44
109	31	50.7388	405.9104	8,794.73	105,536.70

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
110	1	37.6910	301.5280	6,533.11	78,397.28
110	2	39.5767	316.6136	6,859.96	82,319.54
110	3	41.5560	332.4480	7,203.04	86,436.48
110	4	43.6409	349.1272	7,564.42	90,773.07
110	5	45.8195	366.5560	7,942.05	95,304.56
110	6	48.1151	384.9208	8,339.95	100,079.41
110	7	48.1151	384.9208	8,339.95	100,079.41
110	8	48.1151	384.9208	8,339.95	100,079.41
110	9	48.1151	384.9208	8,339.95	100,079.41
110	10	48.1151	384.9208	8,339.95	100,079.41
110	11	48.7359	389.8872	8,447.56	101,370.67
110	12	48.7359	389.8872	8,447.56	101,370.67
110	13	48.7359	389.8872	8,447.56	101,370.67
110	14	48.7359	389.8872	8,447.56	101,370.67
110	15	48.7359	389.8872	8,447.56	101,370.67
110	16	49.3567	394.8536	8,555.16	102,661.94
110	17	49.3567	394.8536	8,555.16	102,661.94
110	18	49.3567	394.8536	8,555.16	102,661.94
110	19	49.3567	394.8536	8,555.16	102,661.94
110	20	49.3567	394.8536	8,555.16	102,661.94
110	21	49.9775	399.8200	8,662.77	103,953.20
110	22	49.9775	399.8200	8,662.77	103,953.20
110	23	49.9775	399.8200	8,662.77	103,953.20
110	24	49.9775	399.8200	8,662.77	103,953.20
110	25	49.9775	399.8200	8,662.77	103,953.20
110	26	50.5866	404.6928	8,768.34	105,220.13
110	27	50.5866	404.6928	8,768.34	105,220.13
110	28	50.5866	404.6928	8,768.34	105,220.13
110	29	50.5866	404.6928	8,768.34	105,220.13
110	30	50.5866	404.6928	8,768.34	105,220.13
110	31	51.2072	409.6576	8,875.92	106,510.98
111	1	38.0774	304.6192	6,600.08	79,200.99
111	2	39.9749	319.7992	6,928.98	83,147.79
111	3	41.9778	335.8224	7,276.15	87,313.82
111	4	44.0742	352.5936	7,639.53	91,674.34
111	5	46.2762	370.2096	8,021.21	96,254.50
111	6	48.5953	388.7624	8,423.19	101,078.22
111	7	48.5953	388.7624	8,423.19	101,078.22
111	8	48.5953	388.7624	8,423.19	101,078.22
111	9	48.5953	388.7624	8,423.19	101,078.22
111	10	48.5953	388.7624	8,423.19	101,078.22
111	11	49.2161	393.7288	8,530.79	102,369.49
111	12	49.2161	393.7288	8,530.79	102,369.49
111	13	49.2161	393.7288	8,530.79	102,369.49
111	14	49.2161	393.7288	8,530.79	102,369.49
111	15	49.2161	393.7288	8,530.79	102,369.49
111	16	49.8369	398.6952	8,638.40	103,660.75
111	17	49.8369	398.6952	8,638.40	103,660.75
111	18	49.8369	398.6952	8,638.40	103,660.75
111	19	49.8369	398.6952	8,638.40	103,660.75
111	20	49.8369	398.6952	8,638.40	103,660.75
111	21	50.4576	403.6608	8,745.98	104,951.81
111	22	50.4576	403.6608	8,745.98	104,951.81
111	23	50.4576	403.6608	8,745.98	104,951.81
111	24	50.4576	403.6608	8,745.98	104,951.81
111	25	50.4576	403.6608	8,745.98	104,951.81
111	26	51.0784	408.6272	8,853.59	106,243.07
111	27	51.0784	408.6272	8,853.59	106,243.07
111	28	51.0784	408.6272	8,853.59	106,243.07
111	29	51.0784	408.6272	8,853.59	106,243.07
111	30	51.0784	408.6272	8,853.59	106,243.07
111	31	51.6875	413.5000	8,959.17	107,510.00

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
112	1	38.4522	307.6176	6,665.05	79,980.58
112	2	40.3731	322.9848	6,998.00	83,976.05
112	3	42.3994	339.1952	7,349.23	88,190.75
112	4	44.5193	356.1544	7,716.68	92,600.14
112	5	46.7447	373.9576	8,102.42	97,228.98
112	6	49.0756	392.6048	8,506.44	102,077.25
112	7	49.0756	392.6048	8,506.44	102,077.25
112	8	49.0756	392.6048	8,506.44	102,077.25
112	9	49.0756	392.6048	8,506.44	102,077.25
112	10	49.0756	392.6048	8,506.44	102,077.25
112	11	49.6963	397.5704	8,614.03	103,368.30
112	12	49.6963	397.5704	8,614.03	103,368.30
112	13	49.6963	397.5704	8,614.03	103,368.30
112	14	49.6963	397.5704	8,614.03	103,368.30
112	15	49.6963	397.5704	8,614.03	103,368.30
112	16	50.3170	402.5360	8,721.61	104,659.36
112	17	50.3170	402.5360	8,721.61	104,659.36
112	18	50.3170	402.5360	8,721.61	104,659.36
112	19	50.3170	402.5360	8,721.61	104,659.36
112	20	50.3170	402.5360	8,721.61	104,659.36
112	21	50.9379	407.5032	8,829.24	105,950.83
112	22	50.9379	407.5032	8,829.24	105,950.83
112	23	50.9379	407.5032	8,829.24	105,950.83
112	24	50.9379	407.5032	8,829.24	105,950.83
112	25	50.9379	407.5032	8,829.24	105,950.83
112	26	51.5587	412.4696	8,936.84	107,242.10
112	27	51.5587	412.4696	8,936.84	107,242.10
112	28	51.5587	412.4696	8,936.84	107,242.10
112	29	51.5587	412.4696	8,936.84	107,242.10
112	30	51.5587	412.4696	8,936.84	107,242.10
112	31	52.1794	417.4352	9,044.43	108,533.15
113	1	38.8387	310.7096	6,732.04	80,784.50
113	2	40.7831	326.2648	7,069.07	84,828.85
113	3	42.8210	342.5680	7,422.31	89,067.68
113	4	44.9645	359.7160	7,793.85	93,526.16
113	5	47.2132	377.7056	8,183.62	98,203.46
113	6	49.5675	396.5400	8,591.70	103,100.40
113	7	49.5675	396.5400	8,591.70	103,100.40
113	8	49.5675	396.5400	8,591.70	103,100.40
113	9	49.5675	396.5400	8,591.70	103,100.40
113	10	49.5675	396.5400	8,591.70	103,100.40
113	11	50.1883	401.5064	8,699.31	104,391.66
113	12	50.1883	401.5064	8,699.31	104,391.66
113	13	50.1883	401.5064	8,699.31	104,391.66
113	14	50.1883	401.5064	8,699.31	104,391.66
113	15	50.1883	401.5064	8,699.31	104,391.66
113	16	50.8090	406.4720	8,806.89	105,682.72
113	17	50.8090	406.4720	8,806.89	105,682.72
113	18	50.8090	406.4720	8,806.89	105,682.72
113	19	50.8090	406.4720	8,806.89	105,682.72
113	20	50.8090	406.4720	8,806.89	105,682.72
113	21	51.4297	411.4376	8,914.48	106,973.78
113	22	51.4297	411.4376	8,914.48	106,973.78
113	23	51.4297	411.4376	8,914.48	106,973.78
113	24	51.4297	411.4376	8,914.48	106,973.78
113	25	51.4297	411.4376	8,914.48	106,973.78
113	26	52.0506	416.4048	9,022.10	108,265.25
113	27	52.0506	416.4048	9,022.10	108,265.25
113	28	52.0506	416.4048	9,022.10	108,265.25
113	29	52.0506	416.4048	9,022.10	108,265.25
113	30	52.0506	416.4048	9,022.10	108,265.25
113	31	52.6713	421.3704	9,129.69	109,556.30

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
114	1	39.2254	313.8032	6,799.07	81,588.83
114	2	41.1930	329.5440	7,140.12	85,681.44
114	3	43.2428	345.9424	7,495.42	89,945.02
114	4	45.4095	363.2760	7,870.98	94,451.76
114	5	47.6817	381.4536	8,264.83	99,177.94
114	6	50.0595	400.4760	8,676.98	104,123.76
114	7	50.0595	400.4760	8,676.98	104,123.76
114	8	50.0595	400.4760	8,676.98	104,123.76
114	9	50.0595	400.4760	8,676.98	104,123.76
114	10	50.0595	400.4760	8,676.98	104,123.76
114	11	50.6802	405.4416	8,784.57	105,414.82
114	12	50.6802	405.4416	8,784.57	105,414.82
114	13	50.6802	405.4416	8,784.57	105,414.82
114	14	50.6802	405.4416	8,784.57	105,414.82
114	15	50.6802	405.4416	8,784.57	105,414.82
114	16	51.3009	410.4072	8,892.16	106,705.87
114	17	51.3009	410.4072	8,892.16	106,705.87
114	18	51.3009	410.4072	8,892.16	106,705.87
114	19	51.3009	410.4072	8,892.16	106,705.87
114	20	51.3009	410.4072	8,892.16	106,705.87
114	21	51.9217	415.3736	8,999.76	107,997.14
114	22	51.9217	415.3736	8,999.76	107,997.14
114	23	51.9217	415.3736	8,999.76	107,997.14
114	24	51.9217	415.3736	8,999.76	107,997.14
114	25	51.9217	415.3736	8,999.76	107,997.14
114	26	52.5424	420.3392	9,107.35	109,288.19
114	27	52.5424	420.3392	9,107.35	109,288.19
114	28	52.5424	420.3392	9,107.35	109,288.19
114	29	52.5424	420.3392	9,107.35	109,288.19
114	30	52.5424	420.3392	9,107.35	109,288.19
114	31	53.1633	425.3064	9,214.97	110,579.66
115	1	39.6235	316.9880	6,868.07	82,416.88
115	2	41.6030	332.8240	7,211.19	86,534.24
115	3	43.6761	349.4088	7,570.52	90,846.29
115	4	45.8663	366.9304	7,950.16	95,401.90
115	5	48.1620	385.2960	8,348.08	100,176.96
115	6	50.5631	404.5048	8,764.27	105,171.25
115	7	50.5631	404.5048	8,764.27	105,171.25
115	8	50.5631	404.5048	8,764.27	105,171.25
115	9	50.5631	404.5048	8,764.27	105,171.25
115	10	50.5631	404.5048	8,764.27	105,171.25
115	11	51.1839	409.4712	8,871.88	106,462.51
115	12	51.1839	409.4712	8,871.88	106,462.51
115	13	51.1839	409.4712	8,871.88	106,462.51
115	14	51.1839	409.4712	8,871.88	106,462.51
115	15	51.1839	409.4712	8,871.88	106,462.51
115	16	51.8045	414.4360	8,979.45	107,753.36
115	17	51.8045	414.4360	8,979.45	107,753.36
115	18	51.8045	414.4360	8,979.45	107,753.36
115	19	51.8045	414.4360	8,979.45	107,753.36
115	20	51.8045	414.4360	8,979.45	107,753.36
115	21	52.4253	419.4024	9,087.05	109,044.62
115	22	52.4253	419.4024	9,087.05	109,044.62
115	23	52.4253	419.4024	9,087.05	109,044.62
115	24	52.4253	419.4024	9,087.05	109,044.62
115	25	52.4253	419.4024	9,087.05	109,044.62
115	26	53.0461	424.3688	9,194.66	110,335.89
115	27	53.0461	424.3688	9,194.66	110,335.89
115	28	53.0461	424.3688	9,194.66	110,335.89
115	29	53.0461	424.3688	9,194.66	110,335.89
115	30	53.0461	424.3688	9,194.66	110,335.89
115	31	53.6669	429.3352	9,302.26	111,627.15

VISALIA UNIFIED SCHOOL DISTRICT
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
116	1	40.0100	320.0800	6,935.07	83,220.80
116	2	42.0129	336.1032	7,282.24	87,386.83
116	3	44.1212	352.9696	7,647.68	91,772.10
116	4	46.3231	370.5848	8,029.34	96,352.05
116	5	48.6422	389.1376	8,431.32	101,175.78
116	6	51.0667	408.5336	8,851.56	106,218.74
116	7	51.0667	408.5336	8,851.56	106,218.74
116	8	51.0667	408.5336	8,851.56	106,218.74
116	9	51.0667	408.5336	8,851.56	106,218.74
116	10	51.0667	408.5336	8,851.56	106,218.74
116	11	51.6875	413.5000	8,959.17	107,510.00
116	12	51.6875	413.5000	8,959.17	107,510.00
116	13	51.6875	413.5000	8,959.17	107,510.00
116	14	51.6875	413.5000	8,959.17	107,510.00
116	15	51.6875	413.5000	8,959.17	107,510.00
116	16	52.3081	418.4648	9,066.74	108,800.85
116	17	52.3081	418.4648	9,066.74	108,800.85
116	18	52.3081	418.4648	9,066.74	108,800.85
116	19	52.3081	418.4648	9,066.74	108,800.85
116	20	52.3081	418.4648	9,066.74	108,800.85
116	21	52.9290	423.4320	9,174.36	110,092.32
116	22	52.9290	423.4320	9,174.36	110,092.32
116	23	52.9290	423.4320	9,174.36	110,092.32
116	24	52.9290	423.4320	9,174.36	110,092.32
116	25	52.9290	423.4320	9,174.36	110,092.32
116	26	53.5498	428.3984	9,281.97	111,383.58
116	27	53.5498	428.3984	9,281.97	111,383.58
116	28	53.5498	428.3984	9,281.97	111,383.58
116	29	53.5498	428.3984	9,281.97	111,383.58
116	30	53.5498	428.3984	9,281.97	111,383.58
116	31	54.1705	433.3640	9,389.55	112,674.64
117	1	40.4200	323.3600	7,006.13	84,073.60
117	2	42.4346	339.4768	7,355.33	88,263.97
117	3	44.5546	356.4368	7,722.80	92,673.57
117	4	46.7916	374.3328	8,110.54	97,326.53
117	5	49.1224	392.9792	8,514.55	102,174.59
117	6	51.5821	412.6568	8,940.90	107,290.77
117	7	51.5821	412.6568	8,940.90	107,290.77
117	8	51.5821	412.6568	8,940.90	107,290.77
117	9	51.5821	412.6568	8,940.90	107,290.77
117	10	51.5821	412.6568	8,940.90	107,290.77
117	11	52.2028	417.6224	9,048.49	108,581.82
117	12	52.2028	417.6224	9,048.49	108,581.82
117	13	52.2028	417.6224	9,048.49	108,581.82
117	14	52.2028	417.6224	9,048.49	108,581.82
117	15	52.2028	417.6224	9,048.49	108,581.82
117	16	52.8235	422.5880	9,156.07	109,872.88
117	17	52.8235	422.5880	9,156.07	109,872.88
117	18	52.8235	422.5880	9,156.07	109,872.88
117	19	52.8235	422.5880	9,156.07	109,872.88
117	20	52.8235	422.5880	9,156.07	109,872.88
117	21	53.4443	427.5544	9,263.68	111,164.14
117	22	53.4443	427.5544	9,263.68	111,164.14
117	23	53.4443	427.5544	9,263.68	111,164.14
117	24	53.4443	427.5544	9,263.68	111,164.14
117	25	53.4443	427.5544	9,263.68	111,164.14
117	26	54.0651	432.5208	9,371.28	112,455.41
117	27	54.0651	432.5208	9,371.28	112,455.41
117	28	54.0651	432.5208	9,371.28	112,455.41
117	29	54.0651	432.5208	9,371.28	112,455.41
117	30	54.0651	432.5208	9,371.28	112,455.41
117	31	54.6859	437.4872	9,478.89	113,746.67

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
118	1	40.8182	326.5456	7,075.16	84,901.86
118	2	42.8563	342.8504	7,428.43	89,141.10
118	3	44.9996	359.9968	7,799.93	93,599.17
118	4	47.2485	377.9880	8,189.74	98,276.88
118	5	49.6143	396.9144	8,599.81	103,197.74
118	6	52.0974	416.7792	9,030.22	108,362.59
118	7	52.0974	416.7792	9,030.22	108,362.59
118	8	52.0974	416.7792	9,030.22	108,362.59
118	9	52.0974	416.7792	9,030.22	108,362.59
118	10	52.0974	416.7792	9,030.22	108,362.59
118	11	52.7181	421.7448	9,137.80	109,653.65
118	12	52.7181	421.7448	9,137.80	109,653.65
118	13	52.7181	421.7448	9,137.80	109,653.65
118	14	52.7181	421.7448	9,137.80	109,653.65
118	15	52.7181	421.7448	9,137.80	109,653.65
118	16	53.3390	426.7120	9,245.43	110,945.12
118	17	53.3390	426.7120	9,245.43	110,945.12
118	18	53.3390	426.7120	9,245.43	110,945.12
118	19	53.3390	426.7120	9,245.43	110,945.12
118	20	53.3390	426.7120	9,245.43	110,945.12
118	21	53.9597	431.6776	9,353.02	112,236.18
118	22	53.9597	431.6776	9,353.02	112,236.18
118	23	53.9597	431.6776	9,353.02	112,236.18
118	24	53.9597	431.6776	9,353.02	112,236.18
118	25	53.9597	431.6776	9,353.02	112,236.18
118	26	54.5805	436.6440	9,460.62	113,527.44
118	27	54.5805	436.6440	9,460.62	113,527.44
118	28	54.5805	436.6440	9,460.62	113,527.44
118	29	54.5805	436.6440	9,460.62	113,527.44
118	30	54.5805	436.6440	9,460.62	113,527.44
118	31	55.2012	441.6096	9,568.21	114,818.50
119	1	41.2282	329.8256	7,146.22	85,754.66
119	2	43.2895	346.3160	7,503.51	90,042.16
119	3	45.4564	363.6512	7,879.11	94,549.31
119	4	47.7286	381.8288	8,272.96	99,275.49
119	5	50.1180	400.9440	8,687.12	104,245.44
119	6	52.6127	420.9016	9,119.54	109,434.42
119	7	52.6127	420.9016	9,119.54	109,434.42
119	8	52.6127	420.9016	9,119.54	109,434.42
119	9	52.6127	420.9016	9,119.54	109,434.42
119	10	52.6127	420.9016	9,119.54	109,434.42
119	11	53.2335	425.8680	9,227.14	110,725.68
119	12	53.2335	425.8680	9,227.14	110,725.68
119	13	53.2335	425.8680	9,227.14	110,725.68
119	14	53.2335	425.8680	9,227.14	110,725.68
119	15	53.2335	425.8680	9,227.14	110,725.68
119	16	53.8542	430.8336	9,334.73	112,016.74
119	17	53.8542	430.8336	9,334.73	112,016.74
119	18	53.8542	430.8336	9,334.73	112,016.74
119	19	53.8542	430.8336	9,334.73	112,016.74
119	20	53.8542	430.8336	9,334.73	112,016.74
119	21	54.4750	435.8000	9,442.33	113,308.00
119	22	54.4750	435.8000	9,442.33	113,308.00
119	23	54.4750	435.8000	9,442.33	113,308.00
119	24	54.4750	435.8000	9,442.33	113,308.00
119	25	54.4750	435.8000	9,442.33	113,308.00
119	26	55.0959	440.7672	9,549.96	114,599.47
119	27	55.0959	440.7672	9,549.96	114,599.47
119	28	55.0959	440.7672	9,549.96	114,599.47
119	29	55.0959	440.7672	9,549.96	114,599.47
119	30	55.0959	440.7672	9,549.96	114,599.47
119	31	55.7166	445.7328	9,657.54	115,890.53

VISALIA UNIFIED SCHOOL DISTRICT
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Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
120	1	41.6381	333.1048	7,217.27	86,607.25
120	2	43.7229	349.7832	7,578.64	90,943.63
120	3	45.9132	367.3056	7,958.29	95,499.46
120	4	48.2088	385.6704	8,356.19	100,274.30
120	5	50.6098	404.8784	8,772.37	105,268.38
120	6	53.1398	425.1184	9,210.90	110,530.78
120	7	53.1398	425.1184	9,210.90	110,530.78
120	8	53.1398	425.1184	9,210.90	110,530.78
120	9	53.1398	425.1184	9,210.90	110,530.78
120	10	53.1398	425.1184	9,210.90	110,530.78
120	11	53.7606	430.0848	9,318.50	111,822.05
120	12	53.7606	430.0848	9,318.50	111,822.05
120	13	53.7606	430.0848	9,318.50	111,822.05
120	14	53.7606	430.0848	9,318.50	111,822.05
120	15	53.7606	430.0848	9,318.50	111,822.05
120	16	54.3813	435.0504	9,426.09	113,113.10
120	17	54.3813	435.0504	9,426.09	113,113.10
120	18	54.3813	435.0504	9,426.09	113,113.10
120	19	54.3813	435.0504	9,426.09	113,113.10
120	20	54.3813	435.0504	9,426.09	113,113.10
120	21	55.0021	440.0168	9,533.70	114,404.37
120	22	55.0021	440.0168	9,533.70	114,404.37
120	23	55.0021	440.0168	9,533.70	114,404.37
120	24	55.0021	440.0168	9,533.70	114,404.37
120	25	55.0021	440.0168	9,533.70	114,404.37
120	26	55.6229	444.9832	9,641.30	115,695.63
120	27	55.6229	444.9832	9,641.30	115,695.63
120	28	55.6229	444.9832	9,641.30	115,695.63
120	29	55.6229	444.9832	9,641.30	115,695.63
120	30	55.6229	444.9832	9,641.30	115,695.63
120	31	56.2436	449.9488	9,748.89	116,986.69
121	1	42.0597	336.4776	7,290.35	87,484.18
121	2	44.1563	353.2504	7,653.76	91,845.10
121	3	46.3701	370.9608	8,037.48	96,449.81
121	4	48.6890	389.5120	8,439.43	101,273.12
121	5	51.1252	409.0016	8,861.70	106,340.42
121	6	53.6786	429.4288	9,304.29	111,651.49
121	7	53.6786	429.4288	9,304.29	111,651.49
121	8	53.6786	429.4288	9,304.29	111,651.49
121	9	53.6786	429.4288	9,304.29	111,651.49
121	10	53.6786	429.4288	9,304.29	111,651.49
121	11	54.2993	434.3944	9,411.88	112,942.54
121	12	54.2993	434.3944	9,411.88	112,942.54
121	13	54.2993	434.3944	9,411.88	112,942.54
121	14	54.2993	434.3944	9,411.88	112,942.54
121	15	54.2993	434.3944	9,411.88	112,942.54
121	16	54.9201	439.3608	9,519.48	114,233.81
121	17	54.9201	439.3608	9,519.48	114,233.81
121	18	54.9201	439.3608	9,519.48	114,233.81
121	19	54.9201	439.3608	9,519.48	114,233.81
121	20	54.9201	439.3608	9,519.48	114,233.81
121	21	55.5409	444.3272	9,627.09	115,525.07
121	22	55.5409	444.3272	9,627.09	115,525.07
121	23	55.5409	444.3272	9,627.09	115,525.07
121	24	55.5409	444.3272	9,627.09	115,525.07
121	25	55.5409	444.3272	9,627.09	115,525.07
121	26	56.1616	449.2928	9,734.68	116,816.13
121	27	56.1616	449.2928	9,734.68	116,816.13
121	28	56.1616	449.2928	9,734.68	116,816.13
121	29	56.1616	449.2928	9,734.68	116,816.13
121	30	56.1616	449.2928	9,734.68	116,816.13
121	31	56.7824	454.2592	9,842.28	118,107.39

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
122	1	42.4814	339.8512	7,363.44	88,361.31
122	2	44.6013	356.8104	7,730.89	92,770.70
122	3	46.8267	374.6136	8,116.63	97,399.54
122	4	49.1693	393.3544	8,522.68	102,272.14
122	5	51.6289	413.0312	8,949.01	107,388.11
122	6	54.2174	433.7392	9,397.68	112,772.19
122	7	54.2174	433.7392	9,397.68	112,772.19
122	8	54.2174	433.7392	9,397.68	112,772.19
122	9	54.2174	433.7392	9,397.68	112,772.19
122	10	54.2174	433.7392	9,397.68	112,772.19
122	11	54.8381	438.7048	9,505.27	114,063.25
122	12	54.8381	438.7048	9,505.27	114,063.25
122	13	54.8381	438.7048	9,505.27	114,063.25
122	14	54.8381	438.7048	9,505.27	114,063.25
122	15	54.8381	438.7048	9,505.27	114,063.25
122	16	55.4589	443.6712	9,612.88	115,354.51
122	17	55.4589	443.6712	9,612.88	115,354.51
122	18	55.4589	443.6712	9,612.88	115,354.51
122	19	55.4589	443.6712	9,612.88	115,354.51
122	20	55.4589	443.6712	9,612.88	115,354.51
122	21	56.0680	448.5440	9,718.45	116,621.44
122	22	56.0680	448.5440	9,718.45	116,621.44
122	23	56.0680	448.5440	9,718.45	116,621.44
122	24	56.0680	448.5440	9,718.45	116,621.44
122	25	56.0680	448.5440	9,718.45	116,621.44
122	26	56.6887	453.5096	9,826.04	117,912.50
122	27	56.6887	453.5096	9,826.04	117,912.50
122	28	56.6887	453.5096	9,826.04	117,912.50
122	29	56.6887	453.5096	9,826.04	117,912.50
122	30	56.6887	453.5096	9,826.04	117,912.50
122	31	57.3095	458.4760	9,933.65	119,203.76
123	1	42.9030	343.2240	7,436.52	89,238.24
123	2	45.0464	360.3712	7,808.04	93,696.51
123	3	47.2952	378.3616	8,197.84	98,374.02
123	4	49.6612	397.2896	8,607.94	103,295.30
123	5	52.1443	417.1544	9,038.35	108,460.14
123	6	54.7561	438.0488	9,491.06	113,892.69
123	7	54.7561	438.0488	9,491.06	113,892.69
123	8	54.7561	438.0488	9,491.06	113,892.69
123	9	54.7561	438.0488	9,491.06	113,892.69
123	10	54.7561	438.0488	9,491.06	113,892.69
123	11	55.3769	443.0152	9,598.66	115,183.95
123	12	55.3769	443.0152	9,598.66	115,183.95
123	13	55.3769	443.0152	9,598.66	115,183.95
123	14	55.3769	443.0152	9,598.66	115,183.95
123	15	55.3769	443.0152	9,598.66	115,183.95
123	16	55.9977	447.9816	9,706.27	116,475.22
123	17	55.9977	447.9816	9,706.27	116,475.22
123	18	55.9977	447.9816	9,706.27	116,475.22
123	19	55.9977	447.9816	9,706.27	116,475.22
123	20	55.9977	447.9816	9,706.27	116,475.22
123	21	56.6185	452.9480	9,813.87	117,766.48
123	22	56.6185	452.9480	9,813.87	117,766.48
123	23	56.6185	452.9480	9,813.87	117,766.48
123	24	56.6185	452.9480	9,813.87	117,766.48
123	25	56.6185	452.9480	9,813.87	117,766.48
123	26	57.2392	457.9136	9,921.46	119,057.54
123	27	57.2392	457.9136	9,921.46	119,057.54
123	28	57.2392	457.9136	9,921.46	119,057.54
123	29	57.2392	457.9136	9,921.46	119,057.54
123	30	57.2392	457.9136	9,921.46	119,057.54
123	31	57.8599	462.8792	10,029.05	120,348.59

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
124	1	43.3364	346.6912	7,511.64	90,139.71
124	2	45.4915	363.9320	7,885.19	94,622.32
124	3	47.7756	382.2048	8,281.10	99,373.25
124	4	50.1648	401.3184	8,695.23	104,342.78
124	5	52.6713	421.3704	9,129.69	109,556.30
124	6	55.3067	442.4536	9,586.50	115,037.94
124	7	55.3067	442.4536	9,586.50	115,037.94
124	8	55.3067	442.4536	9,586.50	115,037.94
124	9	55.3067	442.4536	9,586.50	115,037.94
124	10	55.3067	442.4536	9,586.50	115,037.94
124	11	55.9274	447.4192	9,694.08	116,328.99
124	12	55.9274	447.4192	9,694.08	116,328.99
124	13	55.9274	447.4192	9,694.08	116,328.99
124	14	55.9274	447.4192	9,694.08	116,328.99
124	15	55.9274	447.4192	9,694.08	116,328.99
124	16	56.5481	452.3848	9,801.67	117,620.05
124	17	56.5481	452.3848	9,801.67	117,620.05
124	18	56.5481	452.3848	9,801.67	117,620.05
124	19	56.5481	452.3848	9,801.67	117,620.05
124	20	56.5481	452.3848	9,801.67	117,620.05
124	21	57.1572	457.2576	9,907.25	118,886.98
124	22	57.1572	457.2576	9,907.25	118,886.98
124	23	57.1572	457.2576	9,907.25	118,886.98
124	24	57.1572	457.2576	9,907.25	118,886.98
124	25	57.1572	457.2576	9,907.25	118,886.98
124	26	57.7780	462.2240	10,014.85	120,178.24
124	27	57.7780	462.2240	10,014.85	120,178.24
124	28	57.7780	462.2240	10,014.85	120,178.24
124	29	57.7780	462.2240	10,014.85	120,178.24
124	30	57.7780	462.2240	10,014.85	120,178.24
124	31	58.3987	467.1896	10,122.44	121,469.30
125	1	43.7698	350.1584	7,586.77	91,041.18
125	2	45.9483	367.5864	7,964.37	95,572.46
125	3	48.2557	386.0456	8,364.32	100,371.86
125	4	50.6568	405.2544	8,780.51	105,366.14
125	5	53.1984	425.5872	9,221.06	110,652.67
125	6	55.8572	446.8576	9,681.92	116,182.98
125	7	55.8572	446.8576	9,681.92	116,182.98
125	8	55.8572	446.8576	9,681.92	116,182.98
125	9	55.8572	446.8576	9,681.92	116,182.98
125	10	55.8572	446.8576	9,681.92	116,182.98
125	11	56.4779	451.8232	9,789.50	117,474.03
125	12	56.4779	451.8232	9,789.50	117,474.03
125	13	56.4779	451.8232	9,789.50	117,474.03
125	14	56.4779	451.8232	9,789.50	117,474.03
125	15	56.4779	451.8232	9,789.50	117,474.03
125	16	57.0987	456.7896	9,897.11	118,765.30
125	17	57.0987	456.7896	9,897.11	118,765.30
125	18	57.0987	456.7896	9,897.11	118,765.30
125	19	57.0987	456.7896	9,897.11	118,765.30
125	20	57.0987	456.7896	9,897.11	118,765.30
125	21	57.7194	461.7552	10,004.70	120,056.35
125	22	57.7194	461.7552	10,004.70	120,056.35
125	23	57.7194	461.7552	10,004.70	120,056.35
125	24	57.7194	461.7552	10,004.70	120,056.35
125	25	57.7194	461.7552	10,004.70	120,056.35
125	26	58.3401	466.7208	10,112.28	121,347.41
125	27	58.3401	466.7208	10,112.28	121,347.41
125	28	58.3401	466.7208	10,112.28	121,347.41
125	29	58.3401	466.7208	10,112.28	121,347.41
125	30	58.3401	466.7208	10,112.28	121,347.41
125	31	58.9610	471.6880	10,219.91	122,638.88

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
126	1	44.2032	353.6256	7,661.89	91,942.66
126	2	46.4168	371.3344	8,045.58	96,546.94
126	3	48.7359	389.8872	8,447.56	101,370.67
126	4	51.1722	409.3776	8,869.85	106,438.18
126	5	53.7254	429.8032	9,312.40	111,748.83
126	6	56.4194	451.3552	9,779.36	117,352.35
126	7	56.4194	451.3552	9,779.36	117,352.35
126	8	56.4194	451.3552	9,779.36	117,352.35
126	9	56.4194	451.3552	9,779.36	117,352.35
126	10	56.4194	451.3552	9,779.36	117,352.35
126	11	57.0284	456.2272	9,884.92	118,619.07
126	12	57.0284	456.2272	9,884.92	118,619.07
126	13	57.0284	456.2272	9,884.92	118,619.07
126	14	57.0284	456.2272	9,884.92	118,619.07
126	15	57.0284	456.2272	9,884.92	118,619.07
126	16	57.6491	461.1928	9,992.51	119,910.13
126	17	57.6491	461.1928	9,992.51	119,910.13
126	18	57.6491	461.1928	9,992.51	119,910.13
126	19	57.6491	461.1928	9,992.51	119,910.13
126	20	57.6491	461.1928	9,992.51	119,910.13
126	21	58.2699	466.1592	10,100.12	121,201.39
126	22	58.2699	466.1592	10,100.12	121,201.39
126	23	58.2699	466.1592	10,100.12	121,201.39
126	24	58.2699	466.1592	10,100.12	121,201.39
126	25	58.2699	466.1592	10,100.12	121,201.39
126	26	58.8907	471.1256	10,207.72	122,492.66
126	27	58.8907	471.1256	10,207.72	122,492.66
126	28	58.8907	471.1256	10,207.72	122,492.66
126	29	58.8907	471.1256	10,207.72	122,492.66
126	30	58.8907	471.1256	10,207.72	122,492.66
126	31	59.5114	476.0912	10,315.31	123,783.71
127	1	44.6483	357.1864	7,739.04	92,868.46
127	2	46.8737	374.9896	8,124.78	97,497.30
127	3	49.2161	393.7288	8,530.79	102,369.49
127	4	51.6758	413.4064	8,957.14	107,485.66
127	5	54.2642	434.1136	9,405.80	112,869.54
127	6	56.9815	455.8520	9,876.79	118,521.52
127	7	56.9815	455.8520	9,876.79	118,521.52
127	8	56.9815	455.8520	9,876.79	118,521.52
127	9	56.9815	455.8520	9,876.79	118,521.52
127	10	56.9815	455.8520	9,876.79	118,521.52
127	11	57.6023	460.8184	9,984.40	119,812.78
127	12	57.6023	460.8184	9,984.40	119,812.78
127	13	57.6023	460.8184	9,984.40	119,812.78
127	14	57.6023	460.8184	9,984.40	119,812.78
127	15	57.6023	460.8184	9,984.40	119,812.78
127	16	58.2231	465.7848	10,092.00	121,104.05
127	17	58.2231	465.7848	10,092.00	121,104.05
127	18	58.2231	465.7848	10,092.00	121,104.05
127	19	58.2231	465.7848	10,092.00	121,104.05
127	20	58.2231	465.7848	10,092.00	121,104.05
127	21	58.8438	470.7504	10,199.59	122,395.10
127	22	58.8438	470.7504	10,199.59	122,395.10
127	23	58.8438	470.7504	10,199.59	122,395.10
127	24	58.8438	470.7504	10,199.59	122,395.10
127	25	58.8438	470.7504	10,199.59	122,395.10
127	26	59.4646	475.7168	10,307.20	123,686.37
127	27	59.4646	475.7168	10,307.20	123,686.37
127	28	59.4646	475.7168	10,307.20	123,686.37
127	29	59.4646	475.7168	10,307.20	123,686.37
127	30	59.4646	475.7168	10,307.20	123,686.37
127	31	60.0737	480.5896	10,412.78	124,953.30

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
128	1	45.0933	360.7464	7,816.17	93,794.06
128	2	47.3421	378.7368	8,205.96	98,471.57
128	3	49.7080	397.6640	8,616.05	103,392.64
128	4	52.2028	417.6224	9,048.49	108,581.82
128	5	54.8031	438.4248	9,499.20	113,990.45
128	6	57.5437	460.3496	9,974.24	119,690.90
128	7	57.5437	460.3496	9,974.24	119,690.90
128	8	57.5437	460.3496	9,974.24	119,690.90
128	9	57.5437	460.3496	9,974.24	119,690.90
128	10	57.5437	460.3496	9,974.24	119,690.90
128	11	58.1644	465.3152	10,081.83	120,981.95
128	12	58.1644	465.3152	10,081.83	120,981.95
128	13	58.1644	465.3152	10,081.83	120,981.95
128	14	58.1644	465.3152	10,081.83	120,981.95
128	15	58.1644	465.3152	10,081.83	120,981.95
128	16	58.7853	470.2824	10,189.45	122,273.42
128	17	58.7853	470.2824	10,189.45	122,273.42
128	18	58.7853	470.2824	10,189.45	122,273.42
128	19	58.7853	470.2824	10,189.45	122,273.42
128	20	58.7853	470.2824	10,189.45	122,273.42
128	21	59.4061	475.2488	10,297.06	123,564.69
128	22	59.4061	475.2488	10,297.06	123,564.69
128	23	59.4061	475.2488	10,297.06	123,564.69
128	24	59.4061	475.2488	10,297.06	123,564.69
128	25	59.4061	475.2488	10,297.06	123,564.69
128	26	60.0268	480.2144	10,404.65	124,855.74
128	27	60.0268	480.2144	10,404.65	124,855.74
128	28	60.0268	480.2144	10,404.65	124,855.74
128	29	60.0268	480.2144	10,404.65	124,855.74
128	30	60.0268	480.2144	10,404.65	124,855.74
128	31	60.6475	485.1800	10,512.23	126,146.80
129	1	45.5384	364.3072	7,893.32	94,719.87
129	2	47.8223	382.5784	8,289.20	99,470.38
129	3	50.2117	401.6936	8,703.36	104,440.34
129	4	52.7181	421.7448	9,137.80	109,653.65
129	5	55.3534	442.8272	9,594.59	115,135.07
129	6	58.1177	464.9416	10,073.74	120,884.82
129	7	58.1177	464.9416	10,073.74	120,884.82
129	8	58.1177	464.9416	10,073.74	120,884.82
129	9	58.1177	464.9416	10,073.74	120,884.82
129	10	58.1177	464.9416	10,073.74	120,884.82
129	11	58.7384	469.9072	10,181.32	122,175.87
129	12	58.7384	469.9072	10,181.32	122,175.87
129	13	58.7384	469.9072	10,181.32	122,175.87
129	14	58.7384	469.9072	10,181.32	122,175.87
129	15	58.7384	469.9072	10,181.32	122,175.87
129	16	59.3591	474.8728	10,288.91	123,466.93
129	17	59.3591	474.8728	10,288.91	123,466.93
129	18	59.3591	474.8728	10,288.91	123,466.93
129	19	59.3591	474.8728	10,288.91	123,466.93
129	20	59.3591	474.8728	10,288.91	123,466.93
129	21	59.9799	479.8392	10,396.52	124,758.19
129	22	59.9799	479.8392	10,396.52	124,758.19
129	23	59.9799	479.8392	10,396.52	124,758.19
129	24	59.9799	479.8392	10,396.52	124,758.19
129	25	59.9799	479.8392	10,396.52	124,758.19
129	26	60.6008	484.8064	10,504.14	126,049.66
129	27	60.6008	484.8064	10,504.14	126,049.66
129	28	60.6008	484.8064	10,504.14	126,049.66
129	29	60.6008	484.8064	10,504.14	126,049.66
129	30	60.6008	484.8064	10,504.14	126,049.66
129	31	61.2215	489.7720	10,611.73	127,340.72

VISALIA UNIFIED SCHOOL DISTRICT
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
130	1	45.9952	367.9616	7,972.50	95,670.02
130	2	48.2908	386.3264	8,370.41	100,444.86
130	3	50.7153	405.7224	8,790.65	105,487.82
130	4	53.2452	425.9616	9,229.17	110,750.02
130	5	55.9040	447.2320	9,690.03	116,280.32
130	6	58.7033	469.6264	10,175.24	122,102.86
130	7	58.7033	469.6264	10,175.24	122,102.86
130	8	58.7033	469.6264	10,175.24	122,102.86
130	9	58.7033	469.6264	10,175.24	122,102.86
130	10	58.7033	469.6264	10,175.24	122,102.86
130	11	59.3241	474.5928	10,282.84	123,394.13
130	12	59.3241	474.5928	10,282.84	123,394.13
130	13	59.3241	474.5928	10,282.84	123,394.13
130	14	59.3241	474.5928	10,282.84	123,394.13
130	15	59.3241	474.5928	10,282.84	123,394.13
130	16	59.9447	479.5576	10,390.42	124,684.98
130	17	59.9447	479.5576	10,390.42	124,684.98
130	18	59.9447	479.5576	10,390.42	124,684.98
130	19	59.9447	479.5576	10,390.42	124,684.98
130	20	59.9447	479.5576	10,390.42	124,684.98
130	21	60.5655	484.5240	10,498.02	125,976.24
130	22	60.5655	484.5240	10,498.02	125,976.24
130	23	60.5655	484.5240	10,498.02	125,976.24
130	24	60.5655	484.5240	10,498.02	125,976.24
130	25	60.5655	484.5240	10,498.02	125,976.24
130	26	61.1864	489.4912	10,605.64	127,267.71
130	27	61.1864	489.4912	10,605.64	127,267.71
130	28	61.1864	489.4912	10,605.64	127,267.71
130	29	61.1864	489.4912	10,605.64	127,267.71
130	30	61.1864	489.4912	10,605.64	127,267.71
130	31	61.8071	494.4568	10,713.23	128,558.77
131	1	46.4519	371.6152	8,051.66	96,619.95
131	2	48.7828	390.2624	8,455.69	101,468.22
131	3	51.2189	409.7512	8,877.94	106,535.31
131	4	53.7840	430.2720	9,322.56	111,870.72
131	5	56.4661	451.7288	9,787.46	117,449.49
131	6	59.2889	474.3112	10,276.74	123,320.91
131	7	59.2889	474.3112	10,276.74	123,320.91
131	8	59.2889	474.3112	10,276.74	123,320.91
131	9	59.2889	474.3112	10,276.74	123,320.91
131	10	59.2889	474.3112	10,276.74	123,320.91
131	11	59.9097	479.2776	10,384.35	124,612.18
131	12	59.9097	479.2776	10,384.35	124,612.18
131	13	59.9097	479.2776	10,384.35	124,612.18
131	14	59.9097	479.2776	10,384.35	124,612.18
131	15	59.9097	479.2776	10,384.35	124,612.18
131	16	60.5304	484.2432	10,491.94	125,903.23
131	17	60.5304	484.2432	10,491.94	125,903.23
131	18	60.5304	484.2432	10,491.94	125,903.23
131	19	60.5304	484.2432	10,491.94	125,903.23
131	20	60.5304	484.2432	10,491.94	125,903.23
131	21	61.1511	489.2088	10,599.52	127,194.29
131	22	61.1511	489.2088	10,599.52	127,194.29
131	23	61.1511	489.2088	10,599.52	127,194.29
131	24	61.1511	489.2088	10,599.52	127,194.29
131	25	61.1511	489.2088	10,599.52	127,194.29
131	26	61.7720	494.1760	10,707.15	128,485.76
131	27	61.7720	494.1760	10,707.15	128,485.76
131	28	61.7720	494.1760	10,707.15	128,485.76
131	29	61.7720	494.1760	10,707.15	128,485.76
131	30	61.7720	494.1760	10,707.15	128,485.76
131	31	62.3927	499.1416	10,814.74	129,776.82

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
132	1	46.9204	375.3632	8,132.87	97,594.43
132	2	49.2629	394.1032	8,538.90	102,466.83
132	3	51.7343	413.8744	8,967.28	107,607.34
132	4	54.3227	434.5816	9,415.94	112,991.22
132	5	57.0284	456.2272	9,884.92	118,619.07
132	6	59.8862	479.0896	10,380.28	124,563.30
132	7	59.8862	479.0896	10,380.28	124,563.30
132	8	59.8862	479.0896	10,380.28	124,563.30
132	9	59.8862	479.0896	10,380.28	124,563.30
132	10	59.8862	479.0896	10,380.28	124,563.30
132	11	60.5070	484.0560	10,487.88	125,854.56
132	12	60.5070	484.0560	10,487.88	125,854.56
132	13	60.5070	484.0560	10,487.88	125,854.56
132	14	60.5070	484.0560	10,487.88	125,854.56
132	15	60.5070	484.0560	10,487.88	125,854.56
132	16	61.1278	489.0224	10,595.49	127,145.82
132	17	61.1278	489.0224	10,595.49	127,145.82
132	18	61.1278	489.0224	10,595.49	127,145.82
132	19	61.1278	489.0224	10,595.49	127,145.82
132	20	61.1278	489.0224	10,595.49	127,145.82
132	21	61.7485	493.9880	10,703.07	128,436.88
132	22	61.7485	493.9880	10,703.07	128,436.88
132	23	61.7485	493.9880	10,703.07	128,436.88
132	24	61.7485	493.9880	10,703.07	128,436.88
132	25	61.7485	493.9880	10,703.07	128,436.88
132	26	62.3693	498.9544	10,810.68	129,728.14
132	27	62.3693	498.9544	10,810.68	129,728.14
132	28	62.3693	498.9544	10,810.68	129,728.14
132	29	62.3693	498.9544	10,810.68	129,728.14
132	30	62.3693	498.9544	10,810.68	129,728.14
132	31	62.9900	503.9200	10,918.27	131,019.20
133	1	47.3889	379.1112	8,214.08	98,568.91
133	2	49.7549	398.0392	8,624.18	103,490.19
133	3	52.2496	417.9968	9,056.60	108,679.17
133	4	54.8616	438.8928	9,509.34	114,112.13
133	5	57.6023	460.8184	9,984.40	119,812.78
133	6	60.4836	483.8688	10,483.82	125,805.89
133	7	60.4836	483.8688	10,483.82	125,805.89
133	8	60.4836	483.8688	10,483.82	125,805.89
133	9	60.4836	483.8688	10,483.82	125,805.89
133	10	60.4836	483.8688	10,483.82	125,805.89
133	11	61.1044	488.8352	10,591.43	127,097.15
133	12	61.1044	488.8352	10,591.43	127,097.15
133	13	61.1044	488.8352	10,591.43	127,097.15
133	14	61.1044	488.8352	10,591.43	127,097.15
133	15	61.1044	488.8352	10,591.43	127,097.15
133	16	61.7251	493.8008	10,699.02	128,388.21
133	17	61.7251	493.8008	10,699.02	128,388.21
133	18	61.7251	493.8008	10,699.02	128,388.21
133	19	61.7251	493.8008	10,699.02	128,388.21
133	20	61.7251	493.8008	10,699.02	128,388.21
133	21	62.3459	498.7672	10,806.62	129,679.47
133	22	62.3459	498.7672	10,806.62	129,679.47
133	23	62.3459	498.7672	10,806.62	129,679.47
133	24	62.3459	498.7672	10,806.62	129,679.47
133	25	62.3459	498.7672	10,806.62	129,679.47
133	26	62.9666	503.7328	10,914.21	130,970.53
133	27	62.9666	503.7328	10,914.21	130,970.53
133	28	62.9666	503.7328	10,914.21	130,970.53
133	29	62.9666	503.7328	10,914.21	130,970.53
133	30	62.9666	503.7328	10,914.21	130,970.53
133	31	63.5874	508.6992	11,021.82	132,261.79

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
134	1	47.8692	382.9536	8,297.33	99,567.94
134	2	50.2585	402.0680	8,711.47	104,537.68
134	3	52.7650	422.1200	9,145.93	109,751.20
134	4	55.4120	443.2960	9,604.75	115,256.96
134	5	58.1762	465.4096	10,083.88	121,006.50
134	6	61.0926	488.7408	10,589.38	127,072.61
134	7	61.0926	488.7408	10,589.38	127,072.61
134	8	61.0926	488.7408	10,589.38	127,072.61
134	9	61.0926	488.7408	10,589.38	127,072.61
134	10	61.0926	488.7408	10,589.38	127,072.61
134	11	61.7135	493.7080	10,697.01	128,364.08
134	12	61.7135	493.7080	10,697.01	128,364.08
134	13	61.7135	493.7080	10,697.01	128,364.08
134	14	61.7135	493.7080	10,697.01	128,364.08
134	15	61.7135	493.7080	10,697.01	128,364.08
134	16	62.3342	498.6736	10,804.60	129,655.14
134	17	62.3342	498.6736	10,804.60	129,655.14
134	18	62.3342	498.6736	10,804.60	129,655.14
134	19	62.3342	498.6736	10,804.60	129,655.14
134	20	62.3342	498.6736	10,804.60	129,655.14
134	21	62.9433	503.5464	10,910.17	130,922.06
134	22	62.9433	503.5464	10,910.17	130,922.06
134	23	62.9433	503.5464	10,910.17	130,922.06
134	24	62.9433	503.5464	10,910.17	130,922.06
134	25	62.9433	503.5464	10,910.17	130,922.06
134	26	63.5640	508.5120	11,017.76	132,213.12
134	27	63.5640	508.5120	11,017.76	132,213.12
134	28	63.5640	508.5120	11,017.76	132,213.12
134	29	63.5640	508.5120	11,017.76	132,213.12
134	30	63.5640	508.5120	11,017.76	132,213.12
134	31	64.1847	513.4776	11,125.35	133,504.18
135	1	48.3377	386.7016	8,378.54	100,542.42
135	2	50.7622	406.0976	8,798.78	105,585.38
135	3	53.3038	426.4304	9,239.33	110,871.90
135	4	55.9625	447.7000	9,700.17	116,402.00
135	5	58.7618	470.0944	10,185.38	122,224.54
135	6	61.7017	493.6136	10,694.96	128,339.54
135	7	61.7017	493.6136	10,694.96	128,339.54
135	8	61.7017	493.6136	10,694.96	128,339.54
135	9	61.7017	493.6136	10,694.96	128,339.54
135	10	61.7017	493.6136	10,694.96	128,339.54
135	11	62.3224	498.5792	10,802.55	129,630.59
135	12	62.3224	498.5792	10,802.55	129,630.59
135	13	62.3224	498.5792	10,802.55	129,630.59
135	14	62.3224	498.5792	10,802.55	129,630.59
135	15	62.3224	498.5792	10,802.55	129,630.59
135	16	62.9433	503.5464	10,910.17	130,922.06
135	17	62.9433	503.5464	10,910.17	130,922.06
135	18	62.9433	503.5464	10,910.17	130,922.06
135	19	62.9433	503.5464	10,910.17	130,922.06
135	20	62.9433	503.5464	10,910.17	130,922.06
135	21	63.5640	508.5120	11,017.76	132,213.12
135	22	63.5640	508.5120	11,017.76	132,213.12
135	23	63.5640	508.5120	11,017.76	132,213.12
135	24	63.5640	508.5120	11,017.76	132,213.12
135	25	63.5640	508.5120	11,017.76	132,213.12
135	26	64.1847	513.4776	11,125.35	133,504.18
135	27	64.1847	513.4776	11,125.35	133,504.18
135	28	64.1847	513.4776	11,125.35	133,504.18
135	29	64.1847	513.4776	11,125.35	133,504.18
135	30	64.1847	513.4776	11,125.35	133,504.18
135	31	64.8055	518.4440	11,232.95	134,795.44

VISALIA UNIFIED SCHOOL DISTRICT
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For Fiscal Year 2025-2026
Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
136	1	48.8296	390.6368	8,463.80	101,565.57
136	2	51.2658	410.1264	8,886.07	106,632.86
136	3	53.8308	430.6464	9,330.67	111,968.06
136	4	56.5246	452.1968	9,797.60	117,571.17
136	5	59.3474	474.7792	10,286.88	123,442.59
136	6	62.3107	498.4856	10,800.52	129,606.26
136	7	62.3107	498.4856	10,800.52	129,606.26
136	8	62.3107	498.4856	10,800.52	129,606.26
136	9	62.3107	498.4856	10,800.52	129,606.26
136	10	62.3107	498.4856	10,800.52	129,606.26
136	11	62.9315	503.4520	10,908.13	130,897.52
136	12	62.9315	503.4520	10,908.13	130,897.52
136	13	62.9315	503.4520	10,908.13	130,897.52
136	14	62.9315	503.4520	10,908.13	130,897.52
136	15	62.9315	503.4520	10,908.13	130,897.52
136	16	63.5523	508.4184	11,015.73	132,188.78
136	17	63.5523	508.4184	11,015.73	132,188.78
136	18	63.5523	508.4184	11,015.73	132,188.78
136	19	63.5523	508.4184	11,015.73	132,188.78
136	20	63.5523	508.4184	11,015.73	132,188.78
136	21	64.1730	513.3840	11,123.32	133,479.84
136	22	64.1730	513.3840	11,123.32	133,479.84
136	23	64.1730	513.3840	11,123.32	133,479.84
136	24	64.1730	513.3840	11,123.32	133,479.84
136	25	64.1730	513.3840	11,123.32	133,479.84
136	26	64.7938	518.3504	11,230.93	134,771.10
136	27	64.7938	518.3504	11,230.93	134,771.10
136	28	64.7938	518.3504	11,230.93	134,771.10
136	29	64.7938	518.3504	11,230.93	134,771.10
136	30	64.7938	518.3504	11,230.93	134,771.10
136	31	65.4146	523.3168	11,338.53	136,062.37
137	1	49.3098	394.4784	8,547.03	102,564.38
137	2	51.7811	414.2488	8,975.39	107,704.69
137	3	54.3697	434.9576	9,424.08	113,088.98
137	4	57.0870	456.6960	9,895.08	118,740.96
137	5	59.9447	479.5576	10,390.42	124,684.98
137	6	62.9433	503.5464	10,910.17	130,922.06
137	7	62.9433	503.5464	10,910.17	130,922.06
137	8	62.9433	503.5464	10,910.17	130,922.06
137	9	62.9433	503.5464	10,910.17	130,922.06
137	10	62.9433	503.5464	10,910.17	130,922.06
137	11	63.5640	508.5120	11,017.76	132,213.12
137	12	63.5640	508.5120	11,017.76	132,213.12
137	13	63.5640	508.5120	11,017.76	132,213.12
137	14	63.5640	508.5120	11,017.76	132,213.12
137	15	63.5640	508.5120	11,017.76	132,213.12
137	16	64.1847	513.4776	11,125.35	133,504.18
137	17	64.1847	513.4776	11,125.35	133,504.18
137	18	64.1847	513.4776	11,125.35	133,504.18
137	19	64.1847	513.4776	11,125.35	133,504.18
137	20	64.1847	513.4776	11,125.35	133,504.18
137	21	64.8055	518.4440	11,232.95	134,795.44
137	22	64.8055	518.4440	11,232.95	134,795.44
137	23	64.8055	518.4440	11,232.95	134,795.44
137	24	64.8055	518.4440	11,232.95	134,795.44
137	25	64.8055	518.4440	11,232.95	134,795.44
137	26	65.4146	523.3168	11,338.53	136,062.37
137	27	65.4146	523.3168	11,338.53	136,062.37
137	28	65.4146	523.3168	11,338.53	136,062.37
137	29	65.4146	523.3168	11,338.53	136,062.37
137	30	65.4146	523.3168	11,338.53	136,062.37
137	31	66.0353	528.2824	11,446.12	137,353.42

VISALIA UNIFIED SCHOOL DISTRICT
Classified CSEA Salary Schedule
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Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
138	1	49.8134	398.5072	8,634.32	103,611.87
138	2	52.2966	418.3728	9,064.74	108,776.93
138	3	54.9084	439.2672	9,517.46	114,209.47
138	4	57.6608	461.2864	9,994.54	119,934.46
138	5	60.5421	484.3368	10,493.96	125,927.57
138	6	63.5640	508.5120	11,017.76	132,213.12
138	7	63.5640	508.5120	11,017.76	132,213.12
138	8	63.5640	508.5120	11,017.76	132,213.12
138	9	63.5640	508.5120	11,017.76	132,213.12
138	10	63.5640	508.5120	11,017.76	132,213.12
138	11	64.1847	513.4776	11,125.35	133,504.18
138	12	64.1847	513.4776	11,125.35	133,504.18
138	13	64.1847	513.4776	11,125.35	133,504.18
138	14	64.1847	513.4776	11,125.35	133,504.18
138	15	64.1847	513.4776	11,125.35	133,504.18
138	16	64.8055	518.4440	11,232.95	134,795.44
138	17	64.8055	518.4440	11,232.95	134,795.44
138	18	64.8055	518.4440	11,232.95	134,795.44
138	19	64.8055	518.4440	11,232.95	134,795.44
138	20	64.8055	518.4440	11,232.95	134,795.44
138	21	65.4262	523.4096	11,340.54	136,086.50
138	22	65.4262	523.4096	11,340.54	136,086.50
138	23	65.4262	523.4096	11,340.54	136,086.50
138	24	65.4262	523.4096	11,340.54	136,086.50
138	25	65.4262	523.4096	11,340.54	136,086.50
138	26	66.0471	528.3768	11,448.16	137,377.97
138	27	66.0471	528.3768	11,448.16	137,377.97
138	28	66.0471	528.3768	11,448.16	137,377.97
138	29	66.0471	528.3768	11,448.16	137,377.97
138	30	66.0471	528.3768	11,448.16	137,377.97
138	31	66.6679	533.3432	11,555.77	138,669.23
139	1	50.3053	402.4424	8,719.59	104,635.02
139	2	52.8235	422.5880	9,156.07	109,872.88
139	3	55.4589	443.6712	9,612.88	115,354.51
139	4	58.2347	465.8776	10,094.02	121,128.18
139	5	61.1511	489.2088	10,599.52	127,194.29
139	6	64.2082	513.6656	11,129.42	133,553.06
139	7	64.2082	513.6656	11,129.42	133,553.06
139	8	64.2082	513.6656	11,129.42	133,553.06
139	9	64.2082	513.6656	11,129.42	133,553.06
139	10	64.2082	513.6656	11,129.42	133,553.06
139	11	64.8289	518.6312	11,237.01	134,844.11
139	12	64.8289	518.6312	11,237.01	134,844.11
139	13	64.8289	518.6312	11,237.01	134,844.11
139	14	64.8289	518.6312	11,237.01	134,844.11
139	15	64.8289	518.6312	11,237.01	134,844.11
139	16	65.4497	523.5976	11,344.62	136,135.38
139	17	65.4497	523.5976	11,344.62	136,135.38
139	18	65.4497	523.5976	11,344.62	136,135.38
139	19	65.4497	523.5976	11,344.62	136,135.38
139	20	65.4497	523.5976	11,344.62	136,135.38
139	21	66.0704	528.5632	11,452.20	137,426.43
139	22	66.0704	528.5632	11,452.20	137,426.43
139	23	66.0704	528.5632	11,452.20	137,426.43
139	24	66.0704	528.5632	11,452.20	137,426.43
139	25	66.0704	528.5632	11,452.20	137,426.43
139	26	66.6794	533.4352	11,557.76	138,693.15
139	27	66.6794	533.4352	11,557.76	138,693.15
139	28	66.6794	533.4352	11,557.76	138,693.15
139	29	66.6794	533.4352	11,557.76	138,693.15
139	30	66.6794	533.4352	11,557.76	138,693.15
139	31	67.3002	538.4016	11,665.37	139,984.42

VISALIA UNIFIED SCHOOL DISTRICT

Classified CSEA Salary Schedule

For Fiscal Year 2025-2026

Effective as of 07-01-2025

Adopted by the Board as of **					
RANGE	STEP	HOURLY	DAILY	MONTHLY	ANNUAL
			HOURLY*8	ANNUAL/12	HOURLY*2080
140	1	50.8090	406.4720	8,806.89	105,682.72
140	2	53.3506	426.8048	9,247.44	110,969.25
140	3	56.0210	448.1680	9,710.31	116,523.68
140	4	58.8205	470.5640	10,195.55	122,346.64
140	5	61.7602	494.0816	10,705.10	128,461.22
140	6	64.8406	518.7248	11,239.04	134,868.45
140	7	64.8406	518.7248	11,239.04	134,868.45
140	8	64.8406	518.7248	11,239.04	134,868.45
140	9	64.8406	518.7248	11,239.04	134,868.45
140	10	64.8406	518.7248	11,239.04	134,868.45
140	11	65.4615	523.6920	11,346.66	136,159.92
140	12	65.4615	523.6920	11,346.66	136,159.92
140	13	65.4615	523.6920	11,346.66	136,159.92
140	14	65.4615	523.6920	11,346.66	136,159.92
140	15	65.4615	523.6920	11,346.66	136,159.92
140	16	66.0822	528.6576	11,454.25	137,450.98
140	17	66.0822	528.6576	11,454.25	137,450.98
140	18	66.0822	528.6576	11,454.25	137,450.98
140	19	66.0822	528.6576	11,454.25	137,450.98
140	20	66.0822	528.6576	11,454.25	137,450.98
140	21	66.7029	533.6232	11,561.84	138,742.03
140	22	66.7029	533.6232	11,561.84	138,742.03
140	23	66.7029	533.6232	11,561.84	138,742.03
140	24	66.7029	533.6232	11,561.84	138,742.03
140	25	66.7029	533.6232	11,561.84	138,742.03
140	26	67.3237	538.5896	11,669.44	140,033.30
140	27	67.3237	538.5896	11,669.44	140,033.30
140	28	67.3237	538.5896	11,669.44	140,033.30
140	29	67.3237	538.5896	11,669.44	140,033.30
140	30	67.3237	538.5896	11,669.44	140,033.30
140	31	67.9444	543.5552	11,777.03	141,324.35

