CALIFORNIA MILITARY INSTITUTE
CSEA CMI SALARY SCHEDULE #281
EFFECTIVE 07/01/2025 W/3.75%
BOARD APPROVED 11/12/2025
8HRS PER DAYS

	COLUMN 1		COLUMN 2		COLUMN 3		COLUMN 4		COLUMN 5		COLUMN 6	
Row	Mnthly	Hrly	Mnthly	Hrly	Mnthly	Hrly	Mnthly	Hrly	Mnthly	Hrly	Mnthly	Hrly
1	$3,620.57	$20.888	$3,803.21	$21.942	$3,994.38	$23.045	$4,196.23	$24.209	$4,406.63	$25.423	$4,626.64	$26.693
2	$3,714.55	$21.431	$3,897.18	$22.484	$4,091.57	$23.606	$4,300.89	$24.813	$4,517.70	$26.064	$4,741.99	$27.358
3	$3,809.61	$21.979	$4,003.99	$23.100	$4,200.51	$24.234	$4,410.90	$25.448	$4,633.05	$26.730	$4,864.81	$28.067
4	$3,904.66	$22.527	$4,101.18	$23.661	$4,307.31	$24.850	$4,521.97	$26.089	$4,751.59	$27.414	$4,988.69	$28.781
5	$4,005.06	$23.107	$4,202.64	$24.246	$4,411.97	$25.454	$4,635.19	$26.742	$4,869.08	$28.091	$5,114.72	$29.509
6	$4,102.24	$23.667	$4,309.44	$24.863	$4,524.11	$26.101	$4,752.66	$27.420	$4,991.90	$28.800	$5,239.69	$30.230
7	$4,204.78	$24.259	$4,415.17	$25.473	$4,637.32	$26.754	$4,871.22	$28.104	$5,116.86	$29.521	$5,372.11	$30.994
8	$4,312.65	$24.881	$4,527.32	$26.120	$4,753.73	$27.426	$4,992.97	$28.806	$5,242.88	$30.248	$5,506.69	$31.770
9	$4,419.45	$25.497	$4,639.46	$26.767	$4,872.29	$28.110	$5,116.86	$29.521	$5,373.18	$31.000	$5,643.39	$32.559
10	$4,531.59	$26.144	$4,756.94	$27.444	$4,994.04	$28.812	$5,242.88	$30.248	$5,507.76	$31.776	$5,783.31	$33.366
11	$4,714.21	$27.198	$4,950.24	$28.560	$5,196.96	$29.983	$5,456.49	$31.480	$5,728.84	$33.052	$6,019.34	$34.728
12	$4,829.56	$27.863	$5,072.01	$29.262	$5,328.33	$30.741	$5,593.19	$32.269	$5,876.21	$33.902	$6,169.92	$35.596
13	$4,950.24	$28.560	$5,196.96	$29.983	$5,456.49	$31.480	$5,727.77	$33.045	$6,016.13	$34.709	$6,320.51	$36.465
14	$5,072.01	$29.262	$5,328.33	$30.741	$5,593.19	$32.269	$5,873.02	$33.883	$6,167.78	$35.584	$6,478.58	$37.377
15	$5,196.96	$29.983	$5,456.49	$31.480	$5,727.77	$33.045	$6,015.06	$34.703	$6,318.38	$36.453	$6,632.37	$38.264
16	$5,328.33	$30.741	$5,593.19	$32.269	$5,873.02	$33.883	$6,165.66	$35.572	$6,477.51	$37.371	$6,801.12	$39.238
17	$5,456.49	$31.480	$5,727.77	$33.045	$6,015.06	$34.703	$6,315.17	$36.434	$6,631.31	$38.258	$6,966.66	$40.193
18	$5,593.19	$32.269	$5,873.02	$33.883	$6,165.66	$35.572	$6,476.44	$37.365	$6,800.06	$39.232	$7,140.75	$41.197
19	$5,727.77	$33.045	$6,015.06	$34.703	$6,315.17	$36.434	$6,630.24	$38.252	$6,965.60	$40.187	$7,313.76	$42.196
20	$5,873.02	$33.883	$6,165.66	$35.572	$6,476.44	$37.365	$6,798.99	$39.226	$7,139.68	$41.191	$7,496.39	$43.249

Job Classifications, Salary Range and Work Year Assignment

Clerical Services

Title	Range	Work Year	Work Days
Account Clerk	8	A	245
Guidance/Student Information System Technician/Registrar	10	A	245
Library Clerk	1	B	207
Office Clerk	3	B	207
Principal Secretary	11	A	245
Secretary	9	A	245

Instructional Services

Title	Range	Work Year	Work Days
Paraeducator	1	C	181

Maintenance & Operations

Title	Range	Work Year	Work Days
Custodian	3	A	245
Lead Custodian	6	A	245

Community Services

Title	Range	Work Year	Work Days
Campus Safety Officer	1	C	181
Family Outreach Coordinator - Biligual	3	A	245
Health Clerk	1	B	207
Lead Campus Safety Officer	6	C	181
Military Advisor	9	C	181

Technology Services

Title	Range	Work Year	Work Days
Information Technology Technician	9	A	245

Longevity

10 years = 2.5%
15 years = 5%
20 years = 7.5%
25 years = 10%
30 years = 12.5%

Vacation Plan (Article 15)

Years of Employment	Days per Month	Max Days Per Year
0-5	1	12
6-10	1.25	15
11-15	1.5	18
16-19	1.67	20
20+	1.83	22