

APPENDIX A
MILLBRAE SCHOOL DISTRICT
CSEA CHAPTER 561 SALARY SCHEDULES
2025-2026 (6% eff. 7/1/2025)

Position/Classification	Salary Range	Work Calendar/Work Days
Accounting Technician	27	12 months
Administrative Asst. to Educational Services	24	11 months (214 days)
Administrative Asst. to Special Education and Student Services	24	11 months (214 days)
Attendance Secretary II – Middle School	22	199 days
Behavior Specialist	30	185 days
Board Certified Behavior Analyst	55	185 days
Child Nutrition Services Accounting and Compliance Specialist	13	185 days
Child Nutrition Services Cook	15	183 days
Custodian I	18	12 months
Custodian II	22	12 months
Delivery Person & Food Services/Custodian	19	12 months
District Computer Technician II	30	12 months
Food Service Worker I	6	183 days
Head Maintenance	34	12 months
Intervention Paraprofessional	9	183 days
Intervention Paraprofessional (Title I)	9	183 days
Maintenance III	30	12 months
Middle School Office Manager	23	212 days
Multilingual Learner Support	14	183 days
Network Administration Specialist	42	12 months
Occupational Therapist	55	185 days
Payroll & Benefits Specialist	31	12 months
School Administrative Assistant	22	199 days
Special Education Paraprofessional	11	183 days
Transitional Kindergarten Instructional Aide	10	183 days

2025-2026 Salary Schedules (per 25-26 negotiations 6% eff July 1, 2025)					
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	18.96	19.81	20.64	21.65	22.60
2	19.29	20.22	21.17	22.10	23.13
3	19.81	20.64	21.65	22.60	23.60
4	20.22	21.17	22.10	23.13	24.17
5	20.64	21.65	22.60	23.60	24.72
6	21.17	22.10	23.13	24.17	25.28
7	21.65	22.60	23.60	24.72	25.83
8	22.10	23.13	24.17	25.28	26.45
9	22.60	23.60	24.72	25.83	27.03
10	23.13	24.17	25.28	26.45	27.71
11	23.60	24.72	25.83	27.03	28.39
12	24.17	25.28	26.45	27.71	28.97
13	24.72	25.83	27.03	28.37	29.69
14	25.28	26.45	27.73	28.98	30.36
15	25.83	27.03	28.37	29.69	31.03
16	26.45	27.73	28.98	30.36	31.77
17	27.03	28.37	29.69	31.03	32.49
18	27.71	28.97	30.36	31.77	33.29
19	28.37	29.69	31.03	32.49	34.00
20	28.97	30.36	31.77	33.29	34.84
21	29.69	31.03	32.49	34.00	35.66
22	30.36	31.77	33.29	34.84	36.51
23	31.03	32.49	34.00	35.65	37.32
24	31.77	33.29	34.84	36.51	38.23
25	32.49	34.00	35.65	37.32	39.11
26	33.29	34.84	36.51	38.23	40.08
27	34.00	35.65	37.32	39.11	40.95
28	34.84	36.51	38.23	40.08	41.93
29	35.65	37.32	39.11	40.95	42.94
30	36.51	38.23	40.08	41.93	43.98
31	37.32	39.11	40.95	42.94	44.91
32	38.23	40.08	41.93	43.98	45.94
33	39.11	40.95	42.94	44.91	46.88
34	40.08	41.93	43.98	45.94	47.95
35	40.95	42.94	44.91	46.88	48.95
36	41.93	43.98	45.94	47.95	50.02
37	42.94	44.91	46.88	48.95	51.04
38	43.98	45.94	47.95	50.02	52.17
39	44.91	46.88	48.95	51.04	53.21
40	45.94	47.95	50.02	52.17	54.37
41	46.88	48.95	51.04	53.21	55.51
42	47.95	50.02	52.17	54.37	56.74
43	48.95	51.04	53.21	55.51	57.89
44	50.02	52.17	54.37	56.74	59.15
45	51.04	53.21	55.51	57.89	60.39
46	52.17	54.37	56.74	59.15	61.72
47	53.21	55.51	57.89	60.39	62.99
48	54.37	56.74	59.15	61.72	64.36
49	55.51	57.89	60.39	62.99	65.71
50	56.74	59.15	61.72	64.36	67.13
51	57.89	60.39	62.99	65.71	68.51
52	59.15	61.72	64.36	67.13	70.04
53	60.39	62.99	65.71	68.51	71.45
54	61.72	64.36	67.13	70.04	73.03
55	62.99	65.71	68.51	71.45	74.54

2025-2026 Food Service Salary Schedules (per 25-26 negotiations 6% eff July 1, 2025)					
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	19.61	20.49	21.42	22.42	23.37
2	19.98	20.98	21.93	22.89	23.93
3	20.49	21.42	22.42	23.37	24.42
4	20.94	21.93	22.89	23.93	25.03
5	21.42	22.42	23.37	24.42	25.58
6	21.93	22.89	23.93	25.03	26.17
7	22.42	23.37	24.42	25.58	26.73
8	22.89	23.93	25.03	26.17	27.38
9	23.37	24.42	25.58	26.73	28.01
10	23.93	25.03	26.17	27.38	28.72
11	24.45	25.58	26.73	28.01	29.36
12	25.02	26.17	27.38	28.72	29.99
13	25.58	26.73	28.01	29.36	30.74
14	26.17	27.38	28.72	29.99	31.42
15	26.73	28.01	29.36	30.74	32.07

*Computed on the basis of 173.33 hours per average work month, 12-month work year