# CABRILLO UNIFIED SCHOOL DISTRICT

## 2025-26 CLASSIFIED EMPLOYEE SALARY SCHEDULE DRAFT

*A= Employee Paid CalPERS (PERS member after 1/1/2013)*
*B= Employer Paid CalPERS (PERS member prior to 1/1/2013)*

| | | | A | B | C | D | E |
|---|---|---|---|---|---|---|---|
| **POSITION** | **RANGE** | **COLUMN** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** |
| *Food Service Assistant I | 7 | A | $ 17.70 | $ 18.76 | $ 19.89 | $ 21.08 | $ 22.35 |
| | | B | $ 16.69 | $ 17.69 | $ 18.75 | $ 19.87 | $ 21.06 |
| | 8 | A | $ 18.14 | $ 19.23 | $ 20.39 | $ 21.61 | $ 22.90 |
| | | B | $ 17.12 | $ 18.14 | $ 19.23 | $ 20.39 | $ 21.61 |
| *Clerical Assistant I | 9 | A | $ 18.59 | $ 19.71 | $ 20.89 | $ 22.15 | $ 23.47 |
| | | B | $ 17.54 | $ 18.58 | $ 19.70 | $ 20.89 | $ 22.14 |
| | 10 | A | $ 19.07 | $ 20.20 | $ 21.41 | $ 22.70 | $ 24.07 |
| | | B | $ 17.99 | $ 19.07 | $ 20.21 | $ 21.42 | $ 22.71 |
| *Utility Worker | 11 | A | $ 19.54 | $ 20.71 | $ 21.96 | $ 23.27 | $ 24.66 |
| | | B | $ 18.42 | $ 19.53 | $ 20.69 | $ 21.94 | $ 23.26 |
| *Paraprofessional - Migrant Education | 12 | A | $ 20.02 | $ 21.22 | $ 22.49 | $ 23.84 | $ 25.27 |
| | | B | $ 18.89 | $ 20.02 | $ 21.22 | $ 22.49 | $ 23.84 |
| *Paraprofessional Special Education I<br>*Paraprofessional Special Education - Spanish<br>Bilingual<br>Paraprofessional<br>Yard Duty Supervisor | 13 | A | $ 20.53 | $ 21.76 | $ 23.06 | $ 24.45 | $ 25.91 |
| | | B | $ 19.36 | $ 20.52 | $ 21.76 | $ 23.06 | $ 24.45 |
| Food Service Assistant II<br>Clerical Assistant II<br>Custodian I<br>Paraprofessional - Bilingual | 14 | A | $ 21.04 | $ 22.30 | $ 23.64 | $ 25.06 | $ 26.56 |
| | | B | $ 19.84 | $ 21.03 | $ 22.29 | $ 23.63 | $ 25.05 |
| | 15 | A | $ 21.57 | $ 22.86 | $ 24.23 | $ 25.68 | $ 27.22 |
| | | B | $ 20.34 | $ 21.57 | $ 22.86 | $ 24.22 | $ 25.68 |
| *Migrant Education Program Advocate<br>School/Community Relations Assistant | 16 | A | $ 22.10 | $ 23.42 | $ 24.83 | $ 26.32 | $ 27.90 |
| | | B | $ 20.85 | $ 22.10 | $ 23.43 | $ 24.84 | $ 26.32 |
| Food Service Assistant III<br>*Clerical Assistant III<br>*Computer Lab Assistant<br>*Duplications Center Operator<br>Expanded Learning Professional<br>Campus Security Assistant | 17 | A | $ 22.65 | $ 24.02 | $ 25.46 | $ 26.99 | $ 28.61 |
| | | B | $ 21.36 | $ 22.64 | $ 24.01 | $ 25.44 | $ 26.97 |
| | 18 | A | $ 23.22 | $ 24.61 | $ 26.09 | $ 27.64 | $ 29.30 |
| | | B | $ 21.90 | $ 23.22 | $ 24.61 | $ 26.09 | $ 27.64 |
| Paraprofessional Special Education II<br>Behavior Aide<br>*Health Aide<br>*Migrant Services Specialist<br>*Student Transportation Van Driver<br>Registrar - Intermediate School | 19 | A | $ 23.81 | $ 25.24 | $ 26.75 | $ 28.35 | $ 30.05 |
| | | B | $ 22.46 | $ 23.81 | $ 25.24 | $ 26.75 | $ 28.35 |
| Custodian II<br>ASB Accounting Technician<br>Library Technician | 20 | A | $ 24.40 | $ 25.85 | $ 27.41 | $ 29.05 | $ 30.79 |
| | | B | $ 23.00 | $ 24.38 | $ 25.85 | $ 27.40 | $ 29.05 |
| Family Services Specialist<br>*Delivery Driver<br>*High School To Career Technician<br>Registrar - High School | 21 | A | $ 25.01 | $ 26.51 | $ 28.10 | $ 29.79 | $ 31.57 |
| | | B | $ 23.59 | $ 25.00 | $ 26.51 | $ 28.10 | $ 29.78 |
| Grounds Maintenance Worker<br>*Food Service Accounting Technician<br>Accounting Technician I | 22 | A | $ 25.64 | $ 27.17 | $ 28.80 | $ 30.53 | $ 32.36 |
| | | B | $ 24.17 | $ 25.61 | $ 27.15 | $ 28.78 | $ 30.51 |

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| | | | A | B | C | D | E |
|---|---|---|---|---|---|---|---|
| **POSITION** | **RANGE** | **COLUMN** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** |
| *Service Mechanic | 23 | A | $ 26.27 | $ 27.85 | $ 29.52 | $ 31.29 | $ 33.17 |
| | | B | $ 24.77 | $ 26.26 | $ 27.84 | $ 29.51 | $ 31.27 |
| Administrative Assistant I<br>Administrative Assistant II<br>Health Technician<br>Maintenance Custodian | 24 | A | $ 26.93 | $ 28.55 | $ 30.26 | $ 32.07 | $ 34.00 |
| | | B | $ 25.40 | $ 26.93 | $ 28.55 | $ 30.26 | $ 32.07 |
| Administrative Assistant III<br>Lead Custodian II | 25 | A | $ 27.60 | $ 29.25 | $ 31.02 | $ 32.87 | $ 34.85 |
| | | B | $ 26.01 | $ 27.58 | $ 29.23 | $ 30.99 | $ 32.85 |
| Administrative Assistant IV<br>Administrative Assistant - Migrant Education<br>Accounting Technician II<br>Office Technician | 26 | A | $ 28.29 | $ 29.98 | $ 31.79 | $ 33.69 | $ 35.71 |
| | | B | $ 26.67 | $ 28.27 | $ 29.97 | $ 31.76 | $ 33.67 |
| Maintenance Worker | 27 | A | $ 29.00 | $ 30.74 | $ 32.58 | $ 34.53 | $ 36.61 |
| | | B | $ 27.35 | $ 28.99 | $ 30.73 | $ 32.56 | $ 34.52 |
| | 28 | A | $ 29.71 | $ 31.50 | $ 33.39 | $ 35.39 | $ 37.52 |
| | | B | $ 28.04 | $ 29.73 | $ 31.51 | $ 33.40 | $ 35.40 |
| | 29 | A | $ 30.47 | $ 32.31 | $ 34.25 | $ 36.30 | $ 38.48 |
| | | B | $ 28.73 | $ 30.45 | $ 32.28 | $ 34.21 | $ 36.27 |
| District Computer Technician | 30 | A | $ 31.23 | $ 33.11 | $ 35.10 | $ 37.20 | $ 39.43 |
| | | B | $ 29.46 | $ 31.23 | $ 33.11 | $ 35.10 | $ 37.20 |
| *Migrant Services Coordinator | 31 | A | $ 32.01 | $ 33.93 | $ 35.97 | $ 38.13 | $ 40.42 |
| | | B | $ 30.20 | $ 32.01 | $ 33.93 | $ 35.97 | $ 38.12 |
| *School Age Child Care Coordinator | 32 | A | $ 32.81 | $ 34.79 | $ 36.87 | $ 39.08 | $ 41.43 |
| | | B | $ 30.97 | $ 32.82 | $ 34.79 | $ 36.88 | $ 39.09 |
| | 33 | A | $ 33.63 | $ 35.65 | $ 37.78 | $ 40.06 | $ 42.46 |
| | | B | $ 31.73 | $ 33.64 | $ 35.66 | $ 37.79 | $ 40.06 |
| | 34 | A | $ 34.48 | $ 36.55 | $ 38.75 | $ 41.06 | $ 43.53 |
| | | B | $ 32.54 | $ 34.50 | $ 36.57 | $ 38.77 | $ 41.09 |
| Prekindergarten Educator<br>*Mechanic | 35 | A | $ 35.34 | $ 37.46 | $ 39.71 | $ 42.09 | $ 44.62 |
| | | B | $ 33.34 | $ 35.34 | $ 37.46 | $ 39.71 | $ 42.09 |
| | 36 | A | $ 36.21 | $ 38.39 | $ 40.69 | $ 43.13 | $ 45.72 |
| | | B | $ 34.18 | $ 36.24 | $ 38.42 | $ 40.72 | $ 43.16 |
| School Bus Driver<br>Administrative Assistant V<br>*Payroll Technician | 37 | A | $ 37.12 | $ 39.35 | $ 41.71 | $ 44.21 | $ 46.86 |
| | | B | $ 35.02 | $ 37.13 | $ 39.35 | $ 41.72 | $ 44.22 |
| *Behavior Specialist Assistant<br>*Lead District Computer Technician | 38 | A | $ 38.05 | $ 40.33 | $ 42.75 | $ 45.32 | $ 48.04 |
| | | B | $ 35.91 | $ 38.07 | $ 40.34 | $ 42.77 | $ 45.34 |
| System Support Specialist | 39 | A | $ 39.00 | $ 41.35 | $ 43.83 | $ 46.45 | $ 49.24 |
| | | B | $ 36.81 | $ 39.01 | $ 41.36 | $ 43.84 | $ 46.46 |
| | 40 | A | $ 39.99 | $ 42.38 | $ 44.93 | $ 47.62 | $ 50.48 |
| | | B | $ 37.73 | $ 39.99 | $ 42.38 | $ 44.94 | $ 47.63 |
| Lead Bus Driver | 41 | A | $ 40.98 | $ 43.44 | $ 46.05 | $ 48.81 | $ 51.74 |
| | | B | $ 37.95 | $ 40.22 | $ 42.64 | $ 45.19 | $ 47.91 |
| *Transportation Coordinator<br>*Data Specialist | 42 | A | $ 41.99 | $ 44.52 | $ 47.19 | $ 50.02 | $ 53.02 |
| | | B | $ 39.64 | $ 42.01 | $ 44.54 | $ 47.20 | $ 50.04 |
| | 43 | A | $ 43.05 | $ 45.63 | $ 48.38 | $ 51.28 | $ 54.36 |
| | | B | $ 40.62 | $ 43.06 | $ 45.64 | $ 48.38 | $ 51.28 |
| | 44 | A | $ 44.14 | $ 46.78 | $ 49.59 | $ 52.57 | $ 55.72 |
| | | B | $ 41.65 | $ 44.15 | $ 46.79 | $ 49.60 | $ 52.58 |
| Health Technician I<br>District Computer and Network Specialist | 45 | A | $ 45.23 | $ 47.95 | $ 50.82 | $ 53.87 | $ 57.10 |
| | | B | $ 42.68 | $ 45.24 | $ 47.96 | $ 50.84 | $ 53.88 |

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| | | | A | B | C | D | E |
|---|---|---|---|---|---|---|---|
| **POSITION** | **RANGE** | **COLUMN** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** | **HOURLY** |
| | **46** | **A** | $ 46.36 | $ 49.14 | $ 52.09 | $ 55.22 | $ 58.53 |
| | | **B** | $ 43.76 | $ 46.38 | $ 49.16 | $ 52.11 | $ 55.24 |
| Student Data Systems Coordinator | **47** | **A** | $ 47.52 | $ 50.38 | $ 53.39 | $ 56.60 | $ 59.99 |
| | | **B** | $ 44.84 | $ 47.54 | $ 50.39 | $ 53.41 | $ 56.62 |
| | **48** | **A** | $ 48.71 | $ 51.63 | $ 54.74 | $ 58.02 | $ 61.50 |
| | | **B** | $ 45.96 | $ 48.72 | $ 51.65 | $ 54.75 | $ 58.03 |
| | **49** | **A** | $ 49.93 | $ 52.93 | $ 56.11 | $ 59.47 | $ 63.04 |
| | | **B** | $ 47.12 | $ 49.94 | $ 52.94 | $ 56.12 | $ 59.48 |
| Payroll Specialist | **50** | **A** | $ 51.18 | $ 54.24 | $ 57.50 | $ 60.96 | $ 64.61 |
| | | **B** | $ 48.30 | $ 51.20 | $ 54.27 | $ 57.53 | $ 60.98 |
| Health Technician II | **51** | **A** | $ 52.47 | $ 55.62 | $ 58.96 | $ 62.49 | $ 66.24 |
| | | **B** | $ 49.50 | $ 52.47 | $ 55.62 | $ 58.96 | $ 62.49 |
| System Administrator | **52** | **A** | $ 53.77 | $ 57.00 | $ 60.41 | $ 64.04 | $ 67.89 |
| | | **B** | $ 50.74 | $ 53.78 | $ 57.01 | $ 60.42 | $ 64.05 |
| | **53** | **A** | $ 55.11 | $ 58.41 | $ 61.92 | $ 65.64 | $ 69.58 |
| | | **B** | $ 52.02 | $ 55.13 | $ 58.45 | $ 61.95 | $ 65.67 |
| | **54** | **A** | $ 56.50 | $ 59.88 | $ 63.48 | $ 67.29 | $ 71.32 |
| | | **B** | $ 53.31 | $ 56.51 | $ 59.89 | $ 63.49 | $ 67.30 |
| | **55** | **A** | $ 57.90 | $ 61.38 | $ 65.06 | $ 68.96 | $ 73.10 |
| | | **B** | $ 54.64 | $ 57.92 | $ 61.40 | $ 65.09 | $ 68.98 |
| | **56** | **A** | $ 59.35 | $ 62.90 | $ 66.68 | $ 70.68 | $ 74.93 |
| | | **B** | $ 56.01 | $ 59.37 | $ 62.92 | $ 66.71 | $ 70.70 |
| | **57** | **A** | $ 60.83 | $ 64.48 | $ 68.36 | $ 72.46 | $ 76.80 |
| | | **B** | $ 57.40 | $ 60.84 | $ 64.49 | $ 68.37 | $ 72.47 |
| | **58** | **A** | $ 62.35 | $ 66.09 | $ 70.06 | $ 74.26 | $ 78.71 |
| | | **B** | $ 58.85 | $ 62.37 | $ 66.12 | $ 70.09 | $ 74.29 |
| | **59** | **A** | $ 63.92 | $ 67.75 | $ 71.82 | $ 76.13 | $ 80.70 |
| | | **B** | $ 60.31 | $ 63.93 | $ 67.76 | $ 71.83 | $ 76.14 |
| | **60** | **A** | $ 65.52 | $ 69.44 | $ 73.62 | $ 78.02 | $ 82.71 |
| | | **B** | $ 61.83 | $ 65.54 | $ 69.46 | $ 73.64 | $ 78.05 |
| | **61** | **A** | $ 67.16 | $ 71.19 | $ 75.45 | $ 79.98 | $ 84.78 |
| | | **B** | $ 63.38 | $ 67.18 | $ 71.21 | $ 75.48 | $ 80.00 |
| | **62** | **A** | $ 68.83 | $ 72.96 | $ 77.34 | $ 81.98 | $ 86.90 |
| | | **B** | $ 64.94 | $ 68.84 | $ 72.97 | $ 77.35 | $ 81.99 |
| | **63** | **A** | $ 70.55 | $ 74.78 | $ 79.27 | $ 84.03 | $ 89.07 |
| | | **B** | $ 66.57 | $ 70.57 | $ 74.80 | $ 79.28 | $ 84.05 |
| | **64** | **A** | $ 72.31 | $ 76.65 | $ 81.24 | $ 86.12 | $ 91.29 |
| | | **B** | $ 68.24 | $ 72.34 | $ 76.68 | $ 81.28 | $ 86.16 |
| | **65** | **A** | $ 74.13 | $ 78.58 | $ 83.28 | $ 88.28 | $ 93.58 |
| | | **B** | $ 69.95 | $ 74.14 | $ 78.60 | $ 83.31 | $ 88.30 |
| | **66** | **A** | $ 75.97 | $ 80.53 | $ 85.36 | $ 90.49 | $ 95.92 |
| | | **B** | $ 71.69 | $ 75.99 | $ 80.55 | $ 85.38 | $ 90.51 |
| Occupational Therapist | **67** | **A** | $ 65.55 | $ 69.48 | $ 73.65 | $ 78.06 | $ 87.80 |
| | | **B** | $ 61.84 | $ 65.55 | $ 69.47 | $ 73.65 | $ 78.06 |

** Denotes inactive position*

On March 12, 2026, the CUSD Governing Board approved a 2.5% salary increase retroactive to July 1, 2025
On March 12, 2026, the CUSD Governing Board approved a 3% salary increase effective to July 1, 2026
On March 12, 2026, the CUSD Governing Board approved a 4% salary increase effective to July 1, 2027
On March 12, 2026, the CUSD Governing Board approved a 1% salary increase effective January 1, 2028

*Board Approved March 12, 2026*