TURLOCK UNIFIED SCHOOL DISTRICT
T.F.C.E.
SALARY AND BENEFITS SCHEDULE
2025-2026

POSITION	RANGE	HOURLY RATES STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Duplicating Aide Instructional Media Center Aide	7	19.30	20.26	21.27	22.34	23.45	24.63	25.86
	8	20.26	21.27	22.34	23.45	24.63	25.86	27.15
Attendance Clerk I	8.5	20.77	21.80	22.89	24.04	25.24	26.50	27.83
Health Technician Library Clerk Typist Clerk Community Liaison	9	21.27	22.34	23.45	24.63	25.86	27.15	28.51
Typist Clerk - Head Start	9.1	21.43	22.50	23.62	24.80	26.04	27.35	28.71
Duplicating Technician Library Technician Secretary I ELOP Site Technician	9.5	21.80	22.89	24.04	25.24	26.50	27.83	29.22
Activities Account Clerk Asst. AV / Textbook Clerk Attendance Clerk II Computer Center Technician	10	22.34	23.45	24.63	25.86	27.15	28.51	29.93
Secretary II	10.5	22.89	24.04	25.24	26.50	27.83	29.22	30.68
Secretary II - Head Start	10.6	23.06	24.21	25.42	26.69	28.03	29.43	30.90
	11	23.45	24.63	25.86	27.15	28.51	29.93	31.43
	11.3	23.73	24.92	26.17	27.48	28.85	30.29	31.81
Secretary III Instructional Services Center Technician	11.5	24.04	25.24	26.50	27.83	29.22	30.68	32.22
Activities Account Technician Attendance Specialist AV / Textbook Clerk Registrar School Secretary - Independent Study	12	24.63	25.86	27.15	28.51	29.93	31.43	33.00
District Accounts Payable Specialist	12.3	24.92	26.17	27.48	28.85	30.29	31.81	33.40
Secretary III/Registrar TAS	12.5	25.24	26.50	27.83	29.22	30.68	32.22	33.83
Administrative Secretary I Admin. Secretary-Technology Cafeteria Account Technician Coordinator/Library Resources Technology Support Specialist Technology Support Specialist-Help Desk	13	25.86	27.15	28.51	29.93	31.43	33.00	34.65
	13.5	26.50	27.83	29.22	30.68	32.22	33.83	35.52
Administrative Secretary II Administrative Secretary II/TK-8 Technology Applications Specialist Data Processing Technician	14	27.15	28.51	29.93	31.43	33.00	34.65	36.38

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T.F.C.E. 2025-26 SALARY AND BENEFIT SCHEDULE

POSITION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Lead Techn Support Specialist	14.5	27.83	29.22	30.68	32.22	33.83	35.52	37.29
Licensed Vocational Nurse	15	28.51	29.93	31.43	33.00	34.65	36.38	38.20
	16	29.93	31.43	33.00	34.65	36.38	38.20	40.11
District Accounting Technician Purchasing Specialist	16.3	30.27	31.78	33.37	35.04	36.79	38.63	40.56
Data Systems Coordinator Data Systems Specialist - Special Education	16.5	30.68	32.22	33.83	35.52	37.29	39.16	41.12
Data & Information Analyst	18.0	33.00	34.65	36.38	38.20	40.11	42.12	44.23

LONGEVITY:
Employees who have completed fourteen (14) years of uninterrupted service to the District shall be granted a longevity step equal to 5% of Step 7 beginning their 15th year. Employees who have completed twenty (20) years of uninterrupted service shall be granted a longevity step equal to 10.25% of Step 7 beginning their 21st year.

HEALTH & WELFARE BENEFITS:
$12,000 annually ($1,000 monthly) for eligible employees who participate in the District's health benefit plans.
All benefit-eligible TFCE employees hired prior to July 1, 2016 who choose not to take a District-provided health will be afforded the opportunity to cash out the Health Benefit cap of $3,467 annually ($288.92 monthly) and must provide annual verification of health insurance. All benefit-eligible TFCE employees hired on or after July 1, 2016 who choose not to take a District-provided health plan will be afforded the opportunity to cash out the Health Benefit cap of $3,000 per year and must provide annual verification of health insurance.

PREVIOUS LIKE EXPERIENCE:
The District shall allow year for year credit for previous like experience up to two years for non-school experience and up to four years for school experience. (Example - An employee with two years like experience would be placed at Step 3.) These limits may be waived by mutual agreement of the District and the Federation where there are few qualified applicants.

ANNUAL STEPS:
Each employee may be eligible to advance to the next step of his/her classification July 1, provided that the employee is in paid status January 1 of the preceding fiscal year.

BILINGUAL STIPEND: $990 annually

Salary Effective Date: July 1, 2025
Revised Date: May 13, 2026
Adopted by the Board of Trustees on: May 19, 2026