

Cupertino Union School District

**CLASSIFIED
CLERICAL, TECHNICAL, PARAPROFESSIONAL UNIT
2025-26 SALARY SCHEDULE EFFECTIVE**

Classification	Range	A	B	C	D	E
Account Technician I	436	\$5,581.61	\$5,859.49	\$6,151.75	\$6,461.22	\$6,786.50
Account Technician II	443	\$5,859.48	\$6,151.75	\$6,461.22	\$6,786.49	\$7,127.61
Accounting Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Attendance Accounting Specialist	445	\$6,121.70	\$6,429.64	\$6,753.50	\$7,093.02	\$7,447.58
Attendance/Sub Systems Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Behavior Interventionist I (ABA)	443	\$5,859.48	\$6,151.75	\$6,461.22	\$6,786.49	\$7,127.61
Behavior Interventionist II (ABA)	447	\$6,427.79	\$6,751.13	\$7,091.17	\$7,447.67	\$7,819.96
Benefits & Leave Administration Analyst	451	\$7,819.59	\$8,210.58	\$8,621.09	\$9,052.17	\$9,504.76
Budget Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Budget/Payroll Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Buyer I	425	\$5,098.12	\$5,354.43	\$5,620.60	\$5,901.25	\$6,196.45
Buyer II	438	\$5,620.60	\$5,901.26	\$6,196.45	\$6,508.31	\$6,835.80
CALPADS Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Engage Comm Resource Specialist	447	\$6,427.79	\$6,751.13	\$7,091.17	\$7,447.67	\$7,819.96
Facility Modernization Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Health Clerk	409	\$4,455.80	\$4,680.61	\$4,911.70	\$5,160.91	\$5,417.30
Human Resources Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Human Resources CE/CL Analyst	451	\$7,819.59	\$8,210.58	\$8,621.09	\$9,052.17	\$9,504.76
Human Resources Technician	438	\$5,620.60	\$5,901.26	\$6,196.45	\$6,508.31	\$6,835.80
Inst. Asst. Special Ed. – Specialized	411	\$4,568.55	\$4,796.51	\$5,036.33	\$5,288.77	\$5,553.79
Instructional Assistant - General Ed.	403	\$3,779.01	\$3,965.96	\$4,162.40	\$4,370.75	\$4,590.65
Instructional Assistant - Physical Ed.	403	\$3,779.01	\$3,965.96	\$4,162.40	\$4,370.75	\$4,590.65
Instructional Assistant I - Special Ed.	405	\$4,042.48	\$4,241.28	\$4,455.80	\$4,680.61	\$4,911.70
Instructional Assistant II - Special Ed.	407	\$4,141.82	\$4,349.36	\$4,568.55	\$4,796.51	\$5,036.33
Instructional Assistant II – Title I	403	\$3,779.01	\$3,965.96	\$4,162.40	\$4,370.75	\$4,590.65
IT Help Desk Specialist	445	\$6,121.70	\$6,429.64	\$6,753.50	\$7,093.02	\$7,447.58
IT System and Security Engineer	459	\$9,788.38	\$10,275.98	\$10,788.81	\$11,329.64	\$11,895.70
IT Systems & Applications Programmer	453	\$8,511.65	\$8,935.63	\$9,381.57	\$9,851.86	\$10,344.08
Licensed Vocational Nurse	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Mental Health Therapist	453	\$8,511.65	\$8,935.63	\$9,381.57	\$9,851.86	\$10,344.08
Nutrition Services Financial Accountant	451	\$7,819.59	\$8,210.58	\$8,621.09	\$9,052.17	\$9,504.76
Nutrition Services Menu Specialist	445	\$6,121.70	\$6,429.64	\$6,753.50	\$7,093.02	\$7,447.58
Nutrition Services Specialist	445	\$6,121.70	\$6,429.64	\$6,753.50	\$7,093.02	\$7,447.58
Occupational Therapist	461	\$10,734.21	\$11,270.92	\$11,834.47	\$12,426.19	\$13,047.50
Payroll Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Property Analyst	453	\$8,511.65	\$8,935.63	\$9,381.57	\$9,851.86	\$10,344.08
Purchasing Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Receptionist	413	\$4,680.61	\$4,911.70	\$5,160.91	\$5,417.30	\$5,691.06
School Library Media Technician	413	\$4,680.61	\$4,911.70	\$5,160.91	\$5,417.30	\$5,691.06
School Secretary	432	\$5,486.58	\$5,758.90	\$6,046.97	\$6,350.48	\$6,669.77
School Site Instructional Tech Specialist	425	\$5,098.12	\$5,354.43	\$5,620.60	\$5,901.25	\$6,196.45
Senior Accountant	451	\$7,819.59	\$8,210.58	\$8,621.09	\$9,052.17	\$9,504.76
Senior Budget Analyst	451	\$7,819.59	\$8,210.58	\$8,621.09	\$9,052.17	\$9,504.76
Special Education Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Special Programs Coordinator	409	\$4,455.80	\$4,680.61	\$4,911.70	\$5,160.91	\$5,417.30
Speech/Language Pathologist Assistant	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Staff Secretary I	425	\$5,098.12	\$5,354.43	\$5,620.60	\$5,901.25	\$6,196.45
Staff Secretary II	432	\$5,486.58	\$5,758.90	\$6,046.97	\$6,350.48	\$6,669.77
Staff Secretary II/Student Assignment	432	\$5,486.58	\$5,758.90	\$6,046.97	\$6,350.48	\$6,669.77
Staff Secretary III	439	\$5,634.66	\$5,914.36	\$6,210.24	\$6,521.98	\$6,849.78
Staff Secretary III/Maintenance	439	\$5,634.66	\$5,914.36	\$6,210.24	\$6,521.98	\$6,849.78
Standards & Assessment Analyst	449	\$7,093.02	\$7,447.58	\$7,817.91	\$8,208.56	\$8,619.54
Student Assignment Sr. Analyst	453	\$8,511.65	\$8,935.63	\$9,381.57	\$9,851.86	\$10,344.08
Student Success Liaison	443	\$5,859.48	\$6,151.75	\$6,461.22	\$6,786.49	\$7,127.61
Transcriber, Blind and Visually Impaired	432	\$5,486.58	\$5,758.90	\$6,046.97	\$6,350.48	\$6,669.77

Computed on the basis of a 40-hour week and 173.33 hours per average work month.

Advanced Degree Stipend: The annual stipend for holders of one or more Advanced Degree(s) shall be the sum of \$2338 for each Advanced Degree, up to a maximum of two (2) Advanced Degrees.

Longevity Provisions:

The following longevity provisions will be applied to the base salary figures indicated in the schedule above:

1% of employee salary beginning with the 7th year of service in the CUSD.

5% of employee salary beginning with the 10th year of service in the CUSD.

8% of employee salary beginning with the 15th year of service in the CUSD.

12% of employee salary beginning with the 20th year of service in the CUSD.

13% of employee salary beginning with the 25th year of service in the CUSD.

Date Effective: July 1, 2025

Board Adopted: November 13, 2025

HR/ck