

Cupertino Union School District
CLASSIFIED
OPERATIONS-SUPPORT SERVICE UNIT
2025-26 SALARY SCHEDULE

Classification	Range	A	B	C	D	E
Automotive Mechanic	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Automotive Mechanic Leadperson	253	\$9,704.92	\$10,190.19	\$10,699.69	\$11,234.67	\$11,796.40
Bus Driver I/II	226	\$5,397.29	\$5,665.32	\$5,952.19	\$6,246.48	\$6,558.68
Bus Driver Instructor	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
Bus Driver Lead	235	\$6,129.47	\$6,434.78	\$6,755.48	\$7,094.89	\$7,452.11
Carpenter	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Carpenter Craftsperson	251	\$8,822.66	\$9,263.79	\$9,726.99	\$10,213.32	\$10,724.00
Custodian I (Day)	212	\$4,924.17	\$5,167.32	\$5,429.23	\$5,698.92	\$5,987.33
Custodian I (Night)	211^	\$4,972.56	\$5,218.07	\$5,482.23	\$5,755.86	\$6,044.92
Custodian II (Day)	217	\$5,142.36	\$5,402.76	\$5,671.65	\$5,958.46	\$6,253.09
Custodian II (Night)	221	\$5,192.30	\$5,455.73	\$5,727.77	\$6,016.13	\$6,313.83
Custodian III	227	\$5,429.23	\$5,698.93	\$5,987.33	\$6,283.41	\$6,597.56
Dispatcher/Scheduler	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Electrician Craftsperson	251	\$8,822.66	\$9,263.79	\$9,726.99	\$10,213.32	\$10,724.00
Electrician Tech/Heat & Air Person	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
Electrician Technician I	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
Electrician Technician II	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Electronic Technician I	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Electronic Technician II	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Electronic Technician/Leadperson	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Electronic/Network Technician	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Equipment Service Mechanic	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Furniture/Utility Person	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Glazier	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Grounds Equipment Operator	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Grounds Equipment Repairperson	240	\$6,376.52	\$6,694.39	\$7,031.31	\$7,385.15	\$7,756.52
Grounds Leadperson	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Groundsperson-Gardener I	224	\$5,374.74	\$5,643.03	\$5,926.31	\$6,220.58	\$6,531.54
Groundsperson-Gardener II	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Head Custodian	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
HVAC Craftsperson	251	\$8,822.66	\$9,263.79	\$9,726.99	\$10,213.32	\$10,724.00
HVAC Technician I	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
HVAC Technician II	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Information Technology Lead Person	253	\$9,704.92	\$10,190.19	\$10,699.69	\$11,234.67	\$11,796.40
Instructional Materials Stores Clerk	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Lead Electrician Fire Technician	253	\$9,704.92	\$10,190.19	\$10,699.69	\$11,234.67	\$11,796.40
Locksmith	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Maintenance Person I, General	240	\$6,376.52	\$6,694.39	\$7,031.31	\$7,385.15	\$7,756.52
Maintenance Person II, General	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Maintenance Working Lead	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Network & Telecommunication Technician	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Nutrition Services Assistant I	212	\$4,924.17	\$5,167.32	\$5,429.23	\$5,698.92	\$5,987.33
Nutrition Services Assistant II	217	\$5,142.36	\$5,402.76	\$5,671.65	\$5,958.46	\$6,253.09
Nutrition Services Assistant III	224	\$5,374.74	\$5,643.03	\$5,926.31	\$6,220.58	\$6,531.54
Nutrition Services Cook	224	\$5,374.74	\$5,643.03	\$5,926.31	\$6,220.58	\$6,531.54
Nutrition Services Kitchen Operator	224	\$5,374.74	\$5,643.03	\$5,926.31	\$6,220.58	\$6,531.54
Nutrition Services Warehouse Lead Person	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Nutrition Services Warehouse Person	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Painter	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Plumber Craftsperson	251	\$8,822.66	\$9,263.79	\$9,726.99	\$10,213.32	\$10,724.00
Plumber Technician I	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
Plumber Technician II	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Senior Tradesperson**	247	\$7,450.13	\$7,822.60	\$8,211.71	\$8,621.87	\$9,053.52
Skilled Maintenance Person*	246	\$7,095.36	\$7,450.09	\$7,820.68	\$8,211.31	\$8,622.40
Sound Technician	245	\$6,837.67	\$7,181.33	\$7,542.94	\$7,921.14	\$8,317.42
Sports Field and Irrigation Technician	240	\$6,376.52	\$6,694.39	\$7,031.31	\$7,385.15	\$7,756.52
Store & Delivery Clerk I	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Tool & Materials Serviceperson	240	\$6,376.52	\$6,694.39	\$7,031.31	\$7,385.15	\$7,756.52
Tool & Materials Stores Clerk	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25
Trades Working Lead	253	\$9,704.92	\$10,190.19	\$10,699.69	\$11,234.67	\$11,796.40
Transportation Dispatcher	235	\$6,129.47	\$6,434.78	\$6,755.48	\$7,094.89	\$7,452.11
Warehouse Lead Person	249	\$8,020.61	\$8,671.39	\$9,108.17	\$9,564.78	\$10,043.16
Warehouse Person	236	\$6,190.02	\$6,478.05	\$6,825.82	\$7,168.86	\$7,530.25

* This is not an entry level position.

** This is not an entry level position and includes all Trades positions, Automotive Mechanic, Equipment Service Mechanic, Network and Telecommunications Technician, Electronic Technician II and Sound Technician.

Advanced Degree Stipend: The annual stipend for holders of one or more Advanced Degree(s) shall be the sum of \$2292 for each Advanced Degree, up to a maximum of two (2) Master's Degrees. A unit member that holds a contractor's license and/or journeyman card will receive the Advanced Degree Stipend.

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

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 CUSD
- 5% of employee salary beginning with the 10th year of service in CUSD
- 8% of employee salary beginning with the 15th year of service in CUSD
- 12% of employee salary beginning with the 20th year of service in CUSD
- 13% of employee salary beginning with the 25th year of service in CUSD

Date Effective : July 1, 2025
Board Adopted: February 12, 2026

HR/ck