

CSEA EMPLOYEE SALARY SCHEDULE
40 HOURS PER WEEK, 8 HOURS PER DAY
2026-27

Increase of **3.50%** from 2025-26 Schedule

Approved 6/17/2026

Hourly Rate = Monthly Base/Standard Monthly Hours

Standard Monthly Hours = Total Days*hours-per-day/12

173.3

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
M12	24.51	4,247.56	25.67	4,449.64	26.89	4,661.71	28.16	4,881.26	29.50	5,113.29	30.34	5,258.41	32.06	5,557.86	34.50	5,980.18	37.79	6,550.53	38.55	6,681.54
M13	25.07	4,344.86	26.26	4,551.94	27.53	4,771.48	28.82	4,996.02	30.20	5,235.52	31.06	5,384.31	32.83	5,691.33	35.33	6,124.32	38.71	6,709.08	39.48	6,843.26
M14	25.67	4,449.64	26.89	4,661.71	28.16	4,881.26	29.50	5,113.29	30.91	5,357.78	31.79	5,510.24	33.60	5,824.82	36.16	6,268.49	39.62	6,867.67	40.41	7,005.02
M15	26.26	4,551.94	27.53	4,771.48	28.82	4,996.02	30.20	5,235.52	31.67	5,490.02	32.58	5,646.45	34.44	5,969.22	37.06	6,424.43	40.61	7,039.20	41.42	7,179.98
M16	26.89	4,661.71	28.16	4,881.26	29.50	5,113.29	30.91	5,357.78	32.41	5,617.26	33.33	5,777.51	35.24	6,108.15	37.93	6,574.47	41.56	7,204.24	42.39	7,348.32
M17	27.53	4,771.48	28.82	4,996.02	30.20	5,235.52	31.67	5,490.02	33.20	5,754.48	34.15	5,918.84	36.10	6,257.98	38.86	6,736.27	42.59	7,382.22	43.44	7,529.87
M18	28.16	4,881.26	29.50	5,113.29	30.91	5,357.78	32.41	5,617.26	33.99	5,891.68	34.96	6,060.16	36.97	6,407.79	39.80	6,898.07	43.62	7,560.19	44.49	7,711.40
M19	28.82	4,996.02	30.20	5,235.52	31.67	5,490.02	33.20	5,754.48	34.78	6,028.92	35.78	6,201.51	37.83	6,557.64	40.73	7,059.89	44.64	7,738.20	45.54	7,892.96
M20	29.50	5,113.29	30.91	5,357.78	32.41	5,617.26	33.99	5,891.68	35.59	6,168.61	36.61	6,345.40	38.71	6,710.17	41.68	7,224.62	45.69	7,919.39	46.60	8,077.78
M21	30.20	5,235.52	31.67	5,490.02	33.20	5,754.48	34.78	6,028.92	36.48	6,323.30	37.53	6,504.73	39.69	6,879.08	42.73	7,407.03	46.85	8,120.04	47.78	8,282.44
M22	30.91	5,357.78	32.41	5,617.26	33.99	5,891.68	35.59	6,168.61	37.32	6,468.01	38.39	6,653.78	40.60	7,037.09	43.72	7,577.67	47.93	8,307.75	48.89	8,473.90
M23	31.67	5,490.02	33.20	5,754.48	34.78	6,028.92	36.48	6,323.30	38.21	6,622.70	39.31	6,813.11	41.57	7,205.99	44.77	7,760.09	49.09	8,508.40	50.07	8,678.57
M24	32.41	5,617.26	33.99	5,891.68	35.59	6,168.61	37.32	6,468.01	39.16	6,787.36	40.28	6,982.71	42.61	7,385.79	45.89	7,954.25	50.32	8,721.98	51.33	8,896.42
M25	33.20	5,754.48	34.78	6,028.92	36.48	6,323.30	38.21	6,622.70	40.05	6,942.04	41.20	7,142.03	43.58	7,554.68	46.94	8,136.65	51.48	8,922.61	52.51	9,101.06
M26	33.99	5,891.68	35.59	6,168.61	37.32	6,468.01	39.16	6,787.36	41.04	7,114.19	42.23	7,319.35	44.67	7,742.65	48.11	8,339.65	52.76	9,145.91	53.82	9,328.83

RANGE	POSITION
M12	Elementary Custodian, PMS/PHS/MHS Custodian
M13	Elementary Asst. Head Custodian, PMS/PHS/MHS Custodian
M15	Driver
M16	Elementary Head Custodian
M17	PMS Head Custodian
M18	PHS/MHS Head Custodian
M19	Groundskeeper
M21	Head Groundskeeper
M22	Theater Tech
M26	Maintenance Technician

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2026-27

Increase of **3.50%** from 2026-27 Schedule

Approved 6/17/2026

RANGES 10M-06 - 10M-18 are 10-Month Employees with 220 Paid Days, paid over 11 months.

Hourly Rate = Monthly Base x 11 ÷ 220 ÷ 7.5.

STEPS	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
RANGE	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
10M-06	22.46	3,368.85	23.54	3,530.31	24.67	3,700.30	25.86	3,879.23	27.12	4,067.57	27.87	4,180.58	29.42	4,413.74	31.75	4,762.77	34.73	5,208.90	35.42	5,313.08
10M-07	23.62	3,542.39	24.70	3,705.42	25.83	3,874.81	27.05	4,056.92	28.32	4,247.48	29.11	4,365.88	30.73	4,610.18	33.17	4,975.89	36.29	5,443.32	37.01	5,552.19
10M-08	24.14	3,620.74	25.27	3,790.14	26.45	3,968.01	27.68	4,151.37	28.99	4,349.13	29.80	4,470.58	31.47	4,721.17	33.98	5,096.29	37.17	5,575.76	37.92	5,687.28
10M-09	24.70	3,705.42	25.83	3,874.81	27.05	4,056.92	28.32	4,247.48	29.63	4,444.82	30.46	4,569.14	32.17	4,825.65	30.63	4,594.37	33.49	5,023.66	34.16	5,124.13
10M-10	25.27	3,790.14	26.45	3,968.01	27.70	4,154.33	28.99	4,349.13	30.35	4,552.36	31.20	4,679.91	32.95	4,943.08	35.58	5,337.03	38.94	5,840.58	39.72	5,957.39
10M-11	25.83	3,874.81	27.05	4,056.92	28.32	4,247.48	29.67	4,450.74	31.05	4,658.24	31.93	4,788.96	33.72	5,058.69	36.42	5,462.45	39.86	5,978.53	40.65	6,098.10
10M-12	26.45	3,968.01	27.70	4,154.33	28.99	4,349.13	30.35	4,552.36	31.77	4,766.24	32.67	4,900.20	34.51	5,176.61	37.27	5,590.39	40.80	6,119.26	41.61	6,241.64
10M-13	27.05	4,056.92	28.32	4,247.48	29.67	4,450.74	31.05	4,658.24	32.52	4,878.47	33.44	5,015.80	35.33	5,299.16	38.16	5,723.33	41.77	6,265.50	42.61	6,390.81
10M-14	27.70	4,154.33	28.99	4,349.13	30.35	4,552.36	31.77	4,766.24	33.29	4,992.79	34.22	5,133.55	36.16	5,423.98	39.06	5,858.74	42.76	6,414.45	43.62	6,542.74
10M-15	28.32	4,247.48	29.67	4,450.74	31.05	4,658.24	32.52	4,878.47	34.09	5,113.45	35.05	5,257.84	37.04	5,555.74	40.01	6,001.68	43.81	6,571.68	44.69	6,703.11
10M-16	29.69	4,452.78	31.04	4,656.05	32.42	4,863.53	33.89	5,083.75	35.46	5,318.73	36.46	5,469.27	38.53	5,779.88	41.63	6,244.85	45.59	6,839.15	46.51	6,975.94
10M-17	31.05	4,658.20	32.41	4,861.46	33.79	5,068.94	35.26	5,289.16	36.83	5,524.16	37.87	5,680.86	40.03	6,004.19	43.25	6,488.19	47.38	7,106.82	48.33	7,248.96
10M-18	32.42	4,863.62	33.78	5,066.87	35.16	5,274.37	36.63	5,494.59	38.20	5,729.58	39.28	5,892.45	41.52	6,228.49	44.88	6,731.53	49.16	7,374.49	50.15	7,521.98

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2026-27

Increase of **3.50%** from 2026-27 Schedule

Hourly Rate = Monthly Base/Standard Monthly Hours

Approved 6/27/2026

Standard Monthly Hours = Total Days*hours-per-day/11 **160.23** 11 Month

Standard Monthly Hours = Total Days*hours-per-day/12 **162.50** 12 Month

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
11M-15	28.56	4,575.62	29.94	4,797.66	31.34	5,021.95	32.83	5,259.69	34.42	5,515.37	35.40	5,671.81	37.41	5,994.59	40.25	6,449.83	44.09	7,064.63	44.97	7,205.92
11M-16	29.25	4,686.47	30.62	4,906.67	32.07	5,138.35	33.60	5,383.77	35.22	5,642.99	36.22	5,803.26	38.28	6,133.94	41.19	6,600.32	45.12	7,230.16	46.03	7,374.77
11M-17	29.94	4,796.56	31.34	5,021.35	32.83	5,259.94	34.42	5,514.53	36.08	5,780.62	37.10	5,945.01	39.22	6,284.21	42.21	6,762.61	46.24	7,408.68	47.16	7,556.85
11M-19	31.34	5,021.35	32.83	5,259.94	34.42	5,514.53	36.08	5,780.62	37.78	6,053.57	38.86	6,226.16	41.08	6,582.25	44.22	7,084.47	48.45	7,762.73	49.42	7,917.98
11M-20	32.07	5,138.35	33.60	5,383.77	35.22	5,642.99	36.92	5,915.94	38.65	6,193.50	39.76	6,370.28	42.03	6,735.04	45.24	7,249.47	49.58	7,944.23	50.57	8,103.11
11M-21	32.83	5,259.94	34.42	5,514.53	36.08	5,780.62	37.78	6,053.65	39.61	6,347.15	40.75	6,528.55	43.08	6,902.82	46.38	7,430.67	50.82	8,143.54	51.84	8,306.41
11M-22	33.60	5,383.77	35.22	5,642.99	36.92	5,915.94	38.65	6,193.50	40.53	6,493.97	41.69	6,679.77	44.08	7,063.13	47.46	7,603.80	52.01	8,333.98	53.05	8,500.65
12M-15	28.00	4,550.56	29.37	4,772.60	30.75	4,996.89	32.21	5,234.62	33.79	5,490.31	34.75	5,646.75	36.74	5,969.53	39.54	6,424.76	43.32	7,039.57	44.19	7,180.36
12M-17	29.36	4,771.50	30.75	4,996.29	32.21	5,234.88	33.78	5,489.46	35.42	5,755.55	36.43	5,919.95	38.52	6,259.15	41.46	6,737.54	45.44	7,383.62	46.35	7,531.29
12M-18	30.04	4,881.62	31.47	5,113.29	32.98	5,358.70	34.57	5,617.93	36.25	5,890.88	37.29	6,059.34	39.43	6,406.92	42.44	6,897.12	46.52	7,559.15	47.45	7,710.33
12M-19	30.75	4,996.29	32.21	5,234.88	33.78	5,489.46	35.42	5,755.55	37.10	6,028.51	38.16	6,201.09	40.35	6,557.19	43.44	7,059.41	47.62	7,737.67	48.57	7,892.42
12M-20	31.47	5,113.29	32.98	5,358.70	34.57	5,617.93	36.25	5,890.88	37.96	6,168.43	39.05	6,345.21	41.29	6,709.97	44.46	7,224.41	48.73	7,919.16	49.71	8,077.55
12M-21	32.21	5,234.88	33.78	5,489.46	35.42	5,755.55	37.10	6,028.59	38.91	6,322.09	40.02	6,503.48	42.32	6,877.75	45.57	7,405.60	49.96	8,118.47	50.96	8,280.84
12M-22	32.98	5,358.70	34.57	5,617.93	36.25	5,890.88	37.96	6,168.43	39.81	6,468.91	40.95	6,654.71	43.31	7,038.07	46.64	7,578.73	51.13	8,308.91	52.15	8,475.09
12M-23	33.78	5,489.46	35.42	5,755.55	37.10	6,028.51	38.91	6,322.09	40.75	6,622.60	41.93	6,813.00	44.34	7,205.88	47.75	7,759.96	52.36	8,508.26	53.41	8,678.42
12M-24	34.57	5,617.93	36.25	5,890.88	37.96	6,168.43	39.81	6,468.91	41.77	6,787.76	42.97	6,983.12	45.45	7,386.22	48.95	7,954.72	53.68	8,722.49	54.75	8,896.94
12M-25	35.42	5,755.55	37.10	6,028.51	38.91	6,322.09	40.75	6,622.60	42.72	6,941.42	43.95	7,141.39	46.49	7,554.00	50.07	8,135.91	54.90	8,921.80	56.00	9,100.24
12M-26	36.25	5,890.87	37.96	6,168.43	39.81	6,468.91	41.77	6,787.76	43.78	7,113.45	45.04	7,318.58	47.64	7,741.84	51.32	8,338.77	56.28	9,144.94	57.40	9,327.84
12M-27	37.99	6,173.16	39.81	6,468.38	41.71	6,777.22	43.71	7,102.28	45.81	7,443.62	47.13	7,658.66	49.86	8,102.35	53.71	8,728.11	58.91	9,573.21	60.09	9,764.68

RANGE	POSITION
10M-06	Food Service Assistant
10M-10	Clerk - Elementary, Special Ed, DO
10M-11	Campus Supervisor - PHS
10M-12	Library Assistant - Elementary
10M-13	Secretary, AES/SpEd/DO Secretary
10M-15	Attendance Secretary - Elementary, MHS, PHS, PMS, Special Ed
10M-16	Cook
10M-16	Clerk- PMS,PHS
11M-15	Attendance /Substitute Secretary DO
11M-17	Health Clerk
11M-21	District Information Technology Specialist I
11M-22	Administrative Assistant - Curriculum, Elementary, MHS, PHS, PMS, Special Ed, Counseling
11M-22	Database Specialist
12M-15	Personnel Attendance / Secretary
12M-15	Record Keeping Technician
12M-20	Accounts Payable Technician
12M-20	Payroll Technician I
12M-22	Payroll Technician II
12M-22	Facilities Coordinator
12M-22	Administrative Assistant - Adult Ed
12M-23	District Information Technology Specialist II
12M-23	Accountant
12-M 24	Operations Coodinator
12M-24	District Data Coordinator
12M-25	Engineering Lab Coordinator

CSEA - INSTRUCTIONAL PARAEDUCATOR MONTHLY SALARY SCHEDULE
30 HOURS PER WEEK, 6 HOURS PER DAY / * 31.25 HOURS PER WEEK, 6.25 HOURS PER DAY
2026-27

Board approved 6/17/2026

3.50% Increase from 2025-26 Schedule + adjustments to Paid Days per Year

1,266.00 hours = 211 Days x 6 hrs per day

1,318.75 hours = 211 Days x 6.25 hrs per day

1296.00 hours = 216 Days x 6 hrs per day

1350.00 hours = 216 Days x 6.25 hrs per day

Years in District: 1 - 9	B		C		D		E		F		G - (6-9 Yrs)		H - (10-14 Yrs)		I - (15-19 Yrs)		J - (20-24)		K - (25+ Yrs)	
STEPS (Years in District)	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
RANGE																				
30 hr/wk Instructional Para	\$24.71	\$2,844.21	\$25.79	\$2,967.95	\$26.97	\$3,104.13	\$28.10	\$3,234.26	\$29.23	\$3,364.39	\$30.03	\$3,456.29	\$31.62	\$3,724.86	\$33.94	\$3,998.77	\$37.08	\$4,368.54	\$37.82	\$4,455.91
30 hr/wk SPED Para I	\$25.21	\$2,901.38	\$26.33	\$3,029.98	\$27.47	\$3,161.34	\$28.59	\$3,290.24	\$29.72	\$3,420.37	\$30.53	\$3,513.95	\$32.15	\$3,787.43	\$34.51	\$4,066.34	\$37.71	\$4,442.88	\$38.46	\$4,531.73
30 hr/wk SPED Para II	\$28.58	\$3,289.71	\$29.72	\$3,420.37	\$30.94	\$3,561.38	\$32.18	\$3,703.69	\$33.47	\$3,852.05	\$34.40	\$3,958.58	\$36.24	\$4,269.90	\$38.94	\$4,587.42	\$42.57	\$5,016.06	\$43.43	\$5,116.38
30 hr/wk Library Media Tech	\$28.58	\$3,289.71	\$29.72	\$3,420.37	\$30.94	\$3,561.38	\$32.18	\$3,703.69	\$33.47	\$3,852.05	\$34.40	\$3,958.58	\$36.24	\$4,269.90	\$38.94	\$4,587.42	\$42.57	\$5,016.06	\$43.43	\$5,116.38
30 hr/wk Assistive Tech	\$30.15	\$3,469.58	\$31.36	\$3,609.18	\$32.63	\$3,755.32	\$33.93	\$3,905.30	\$35.30	\$4,062.74	\$36.28	\$4,175.59	\$38.24	\$4,505.39	\$41.09	\$4,841.74	\$44.95	\$5,295.81	\$45.80	\$5,395.71
31.25 hr/wk SPED Para I	\$25.10	\$3,009.73	\$26.22	\$3,143.69	\$27.36	\$3,280.52	\$28.48	\$3,414.79	\$29.61	\$3,550.34	\$30.43	\$3,647.82	\$32.04	\$3,932.70	\$34.41	\$4,223.23	\$37.61	\$4,615.45	\$38.31	\$4,701.74
31.25 hr/wk SPED Para II	\$28.48	\$3,414.24	\$29.61	\$3,550.34	\$30.84	\$3,697.23	\$32.08	\$3,845.47	\$33.36	\$4,000.01	\$34.29	\$4,110.98	\$36.14	\$4,435.28	\$38.83	\$4,766.02	\$42.47	\$5,212.52	\$43.27	\$5,310.75
31.25 hr/wk Library Media Tec	\$28.48	\$3,414.24	\$29.61	\$3,550.34	\$30.84	\$3,697.23	\$32.08	\$3,845.47	\$33.36	\$4,000.01	\$34.29	\$4,110.98	\$36.14	\$4,435.28	\$38.83	\$4,766.02	\$42.47	\$5,212.52	\$43.27	\$5,310.75
31.25 hr/wk Assistive Tech	\$30.04	\$3,601.61	\$31.25	\$3,747.02	\$32.52	\$3,899.25	\$33.83	\$4,055.47	\$35.20	\$4,219.48	\$36.18	\$4,337.03	\$38.14	\$4,680.57	\$40.99	\$5,030.93	\$44.85	\$5,503.93	\$45.69	\$5,607.98

PIEDMONT UNIFIED SCHOOL DISTRICT
OT & BCBA Salary Schedule
185 WORK DAYS
2026-27 (approved 6/17/2026)

3.50% Increase over 2025-26

		Occupational Therapist (OT) Board Certified Behavior Analyst (BCBA)		
		Annual Salary	Daily Rate	Hourly Rate
STEP	COLUMN F	185 Days	7.5 Hours	
1	87,129	470.96	62.80	
2	87,129	470.96	62.80	
3	87,129	470.96	62.80	
4	87,129	470.96	62.80	
5	87,129	470.96	62.80	
6	90,361	488.44	65.13	
7	93,599	505.94	67.46	
8	96,835	523.43	69.79	
9	100,083	540.99	72.13	
10	103,327	558.52	74.47	
11	106,565	576.02	76.80	
12	109,798	593.51	79.13	
14	112,846	609.98	81.33	
16	115,895	626.46	83.53	
18	118,944	642.94	85.73	
20	121,995	659.43	87.92	
22	125,043	675.91	90.12	
24	128,096	692.41	92.32	
25	131,150	708.92	94.52	