TURLOCK UNIFIED SCHOOL DISTRICT
C.S.E.A.
SALARY AND BENEFITS SCHEDULE
2025-26

POSITION		RANGE	HOURLY RATES STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Cafeteria Helper/Server Crossing Guard Cafeteria Cashier/Server Expanded Learning Activity Leader		7	18.51	19.44	20.41	21.43	22.50	23.63	24.81
Campus Supervisor - Elementary		7.5	18.97	19.92	20.92	21.97	23.06	24.22	25.43
Food Serv Asst I Student Store Clerk		8	19.44	20.41	21.43	22.50	23.63	24.81	26.05
		8.5	19.92	20.92	21.97	23.06	24.22	25.43	26.70
Para-Educator Para-Educator - E.S.L. Food Serv Asst II Para-Educator - Preschool Para-Educator - TK and K ECE Visual Arts Assistant		9	20.41	21.43	22.50	23.63	24.81	26.05	27.35
Para-Educator - Bilingual Sign Language Interpreter Bilingual Interpreter/Translator		9.5	20.92	21.97	23.06	24.22	25.43	26.70	28.03
Head Start Paraprofessional		9.8	21.41	22.48	23.60	24.78	26.02	27.33	28.69
Job Developer/Coach Para-Educator - Non-Severe Bilingual Assessment Assistant		10	21.43	22.50	23.63	24.81	26.05	27.35	28.72
Campus Supervisor II		10.5	21.97	23.06	24.22	25.43	26.70	28.03	29.44
Para-Educator - Severe		11	22.50	23.63	24.81	26.05	27.35	28.72	30.15
Family Service Worker		11.3	23.06	24.21	25.42	26.69	28.03	29.43	30.90
Custodian/Groundskeeper Computer Repair Technician Custodian Groundskeeper		11.5	23.06	24.22	25.43	26.70	28.03	29.44	30.91
Head Start Custodian/Groundskeeper		11.6	23.23	24.39	25.61	26.89	28.24	29.65	31.13
Campus Supervisor - Secondary		12	23.63	24.81	26.05	27.35	28.72	30.15	31.66
Cafeteria Driver Food Service Lead		12.5	24.22	25.43	26.70	28.03	29.44	30.91	32.45

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POSITION		RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Student Welfare & Attendance Asst. Career Navigator Performing Arts Assistant		13	24.81	26.05	27.35	28.72	30.15	31.66	33.24
Custodian/Warehouser/Deliverer Lead Custodian Child Nutrition Custodian/Warehouser/Deliverer		13.5	25.43	26.70	28.03	29.44	30.91	32.45	34.08
Coordinator of Campus Supervisors		14	26.05	27.35	28.72	30.15	31.66	33.24	34.91
Head Custodian Head Custodian/Groundskeeper		14.5	26.70	28.03	29.44	30.91	32.45	34.08	35.78
Bus Driver		15	27.35	28.72	30.15	31.66	33.24	34.91	36.65
Bus Driver/Delegated Behind the Wheel Trainer Lead School Bus Driver		15.5	28.03	29.44	30.91	32.45	34.08	35.78	37.57
Maintenance Worker Painter/Maintenance Worker Mechanic/Bus Driver Bus Driver/Dispatcher Bus Driver/Trainer		16	28.72	30.15	31.66	33.24	34.91	36.65	38.49
Lead Computer Repair Technician Lead Mechanic School Bus Training Officer		17	30.15	31.66	33.24	34.91	36.65	38.49	40.41
		17.5	30.91	32.45	34.08	35.78	37.57	39.45	41.42
Electrician Network Technician Telecommunications Technician Sign Language Interpreter Specialist Audio Visual Technician HVAC Technician/Maintenance Worker		18	31.66	33.24	34.91	36.65	38.49	40.41	42.43
		18.5	32.45	34.08	35.78	37.57	39.45	41.42	43.49
Student Welfare & Attendance Specialist		19	33.24	34.91	36.65	38.49	40.41	42.43	44.55
Lead Maintenance Worker		20	34.91	36.65	38.49	40.41	42.43	44.55	46.78

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POSITION		RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Network Engineer		21	36.65	38.49	40.41	42.43	44.55	46.78	49.12
Athletic Trainer		22	38.49	40.41	42.43	44.55	46.78	49.12	51.57
Speech Language Pathology Assistant Certified Occupational Therapy Assistant		23	40.41	42.43	44.55	46.78	49.12	51.57	54.15

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 CSEA 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 $3,843 annually ($320.25 monthly) and must provide annual verification of health insurance. All benefit-eligible CSEA 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 Superintendent shall allow year-for-year credit for previous like experience up to two years and may allow employees new to the district year-for-year credit for six or more years of like experience.
For example: an employee with two years like experience would be placed on Step 3 of the salary schedule.

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.

Salary Effective Date: July 1, 2025
Revised Date: May 20, 2026
Adopted by the Board of Trustees on: June 16, 2026