

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2018-19

STEPS	B		C		D		E		F		G-3% 6 YEARS		H-6% 10 YEARS		I-8% 15 YEARS		J-10% 20 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
10M-06	15.85	2,345.22	16.64	2,462.34	17.48	2,585.64	18.35	2,715.43	19.28	2,852.05	19.83	2,934.02	20.97	3,103.15	22.59	3,341.68	24.76	3,663.82
10M-07	16.7	2,471.10	17.5	2,589.36	18.33	2,712.23	19.22	2,844.32	20.16	2,982.55	20.74	3,068.43	21.94	3,245.64	23.63	3,495.56	25.91	3,833.09
10M-08	17.09	2,527.93	17.92	2,650.81	18.79	2,779.83	18.41	2,724.44	20.66	3,056.28	21.25	3,144.37	22.48	3,326.15	24.21	3,582.51	26.55	3,928.73
10M-09	17.5	2,589.36	18.33	2,712.23	19.22	2,844.32	20.16	2,982.55	18.58	2,748.93	19.11	2,827.80	20.21	2,990.55	21.76	3,220.08	23.86	3,530.06
10M-10	17.92	2,650.81	18.79	2,779.83	19.7	2,914.98	20.66	3,056.28	21.65	3,203.70	22.28	3,296.22	23.57	3,487.11	25.39	3,756.34	27.85	4,119.94
10M-11	18.33	2,712.23	19.22	2,844.32	20.16	2,982.55	21.16	3,129.99	22.17	3,280.50	22.81	3,375.32	24.14	3,570.97	26	3,846.91	28.52	4,219.56
10M-12	18.79	2,779.83	19.7	2,914.98	20.66	3,056.28	21.65	3,203.70	22.7	3,358.84	23.36	3,456.01	24.71	3,656.51	26.62	3,939.29	29.21	4,321.18
10M-13	19.22	2,844.32	20.16	2,982.55	21.16	3,129.99	22.17	3,280.50	23.25	3,440.25	23.93	3,539.86	25.31	3,745.40	27.27	4,035.28	29.92	4,426.77
10M-14	19.7	2,914.98	20.66	3,056.28	21.65	3,203.70	22.7	3,358.84	23.81	3,523.17	24.5	3,625.27	25.93	3,835.94	27.93	4,133.06	30.65	4,534.33
10M-15	20.16	2,982.55	21.16	3,129.99	22.17	3,280.50	23.25	3,440.25	24.4	3,610.70	25.11	3,715.43	26.57	3,931.52	28.63	4,236.28	31.41	4,647.86
10M-16	21.17	3,131.47	22.16	3,278.91	23.18	3,429.41	24.26	3,589.15	25.41	3,759.60	26.15	3,868.79	27.67	4,094.10	29.82	4,411.86	32.72	4,841.00
10M-17	22.17	3,280.47	23.17	3,427.91	24.19	3,578.41	25.27	3,738.15	26.42	3,908.61	27.19	4,022.27	28.77	4,256.81	31.01	4,587.57	34.03	5,034.28
10M-18	23.18	3,429.48	24.18	3,576.91	25.19	3,727.42	26.27	3,887.16	27.42	4,057.62	28.22	4,175.75	29.87	4,419.51	32.19	4,763.29	35.33	5,227.56

RANGES 10M-06 - 10M-15 are 10-Month Employees with 217 Paid Days, paid over 11 months.

10M-06 - 10M-15, Hourly Rate = Monthly Base x 11 ÷ 217 ÷ 7.5.

Monthly Hours Avg 147.95

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2018-19

STEPS	B		C		D		E		F		G-3% 6 YEARS		H-6% 10 YEARS		I-8% 15 YEARS		J-10% 20 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
11M-15	20.08	3,263.44	21.09	3,426.73	22.1	3,591.67	23.18	3,766.50	24.34	3,954.53	25.04	4,069.57	26.5	4,306.95	28.56	4,641.72	31.35	5,093.85
11M-16	20.58	3,344.96	21.58	3,506.89	22.63	3,677.27	23.74	3,857.75	24.91	4,048.38	25.64	4,166.24	27.13	4,409.42	29.25	4,752.39	32.1	5,215.58
11M-17	21.08	3,425.92	22.1	3,591.23	23.18	3,766.69	24.33	3,953.91	25.54	4,149.59	26.28	4,270.48	27.81	4,519.93	29.98	4,871.74	32.9	5,346.86
11M-19	22.10	3,591.23	23.18	3,766.69	24.33	3,953.91	25.54	4,149.59	26.77	4,350.32	27.55	4,477.23	29.16	4,739.11	31.44	5,108.44	34.51	5,607.23
11M-20	22.63	3,677.27	23.74	3,857.75	24.91	4,048.38	26.15	4,249.11	27.40	4,453.22	28.2	4,583.22	29.86	4,851.47	32.18	5,229.78	35.33	5,740.70
11M-21	23.18	3,766.69	24.33	3,953.91	25.54	4,149.59	26.77	4,350.38	28.10	4,566.22	28.92	4,699.61	30.61	4,974.85	33.00	5,363.03	36.23	5,887.27
11M-22	23.74	3,857.75	24.91	4,048.38	26.15	4,249.11	27.40	4,453.22	28.76	4,674.19	29.61	4,810.82	31.34	5,092.74	33.79	5,490.35	37.09	6,027.32
12M-15	20.02	3,253.46	21.03	3,416.75	22.04	3,581.69	23.12	3,756.52	24.27	3,944.55	24.98	4,059.59	26.44	4,296.97	28.50	4,631.75	31.29	5,083.87
12M-17	21.02	3,415.94	22.04	3,581.25	23.12	3,756.71	24.27	3,943.93	25.47	4,139.61	26.22	4,260.51	27.75	4,509.95	29.92	4,861.76	32.84	5,336.88
12M-18	21.52	3,496.92	22.57	3,667.29	23.68	3,847.77	24.85	4,038.40	26.09	4,239.13	26.85	4,363.01	28.42	4,618.62	30.64	4,979.11	33.64	5,465.97
12M-19	22.04	3,581.25	23.12	3,756.71	24.27	3,943.93	25.47	4,139.61	26.71	4,340.34	27.49	4,467.26	29.10	4,729.13	31.38	5,098.46	34.44	5,597.25
12M-20	22.57	3,667.29	23.68	3,847.77	24.85	4,038.40	26.09	4,239.13	27.34	4,443.24	28.14	4,573.24	29.79	4,841.49	32.12	5,219.80	35.27	5,730.72
12M-21	23.12	3,756.71	24.27	3,943.93	25.47	4,139.61	26.71	4,340.40	28.04	4,556.24	28.86	4,689.63	30.55	4,964.87	32.94	5,353.05	36.17	5,877.29
12M-22	23.68	3,847.77	24.85	4,038.40	26.09	4,239.13	27.34	4,443.24	28.70	4,664.21	29.54	4,800.84	31.28	5,082.76	33.73	5,480.37	37.03	6,017.34
12M-23	24.27	3,943.93	25.47	4,139.61	26.71	4,340.34	28.04	4,556.24	29.40	4,777.23	30.26	4,917.25	32.04	5,206.17	34.55	5,613.64	37.93	6,163.94
12M-24	24.85	4,038.40	26.09	4,239.13	27.34	4,443.24	28.70	4,664.21	30.15	4,898.69	31.03	5,042.36	32.85	5,338.79	35.43	5,756.87	38.90	6,321.48
12M-25	25.47	4,139.61	26.71	4,340.34	28.04	4,556.24	29.40	4,777.23	30.84	5,011.69	31.75	5,158.75	33.61	5,462.18	36.25	5,890.12	39.80	6,468.06
12M-26	26.09	4,239.12	27.34	4,443.24	28.7	4,664.21	30.15	4,898.69	31.62	5,138.20	32.55	5,289.05	34.46	5,600.31	37.16	6,039.30	40.81	6,632.15
12M-27	27.36	4,446.72	28.7	4,663.82	30.1	4,890.94	31.57	5,129.99	33.11	5,381.01	34.09	5,539.15	36.10	5,865.44	38.93	6,325.62	42.75	6,947.10

11M-16 - 12M-26, Hourly Rate = Monthly Base/Standard Monthly Hours
Standard Monthly Hours 162.50

RANGE	POSITION
10M-06	Food Service Worker
10M-07	Clerk Typist
10M-10	Clerk - Elementary, PHS, PMS, Special Ed, DO
10M-10	Reading Resource Clerk
10M-11	Campus Supervisor - PHS
10M-12	Library Assistant - Elementary
10M-13	Secretary, AES/SpEd/DO Secretary
10M-14	Library Assistant - PHS, PMS
10M-14	Record Keeping Technician
10M-15	Attendance Secretary - Elementary, MHS, PHS, PMS, Special Ed
10M-15	Mainten/Buyer PHS
10M-18	District Information Technology Specialist
11M-15	Attendance /Substitute Secretary DO
11M-16	Counseling Secretary - Elementary
11M-17	Counseling Secretary - PHS, PMS
11M-17	Student Data Manager PHS
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	Attendance Secretary - District Office
12M-15	Personnel Attendance / Secretary
12M-15	Record Keeping Technician
12M-17	Business Service Assistant
12M-18	Account Technician
12M-19	District Buyer
12M-19	Fiscal Services Assistant
12M-20	Accounts Payable Technician
12M-20	Payroll Technician I
12M-22	Payroll Technician II
12M-22	Facilities
12M-22	Administrative Assistant - Adult Ed, District Office, Special Education
12M-23	Data Manager - District
12M-23	District Information Technology Specialist II
12M-23	Accountant
12M-23	H1 Bond Accountant
12M-24	District Data Coordinator
12M-27	Network Information Technology Technician

**CSEA EMPLOYEE SALARY SCHEDULE
40 HOURS PER WEEK, 8 HOURS PER DAY
2018-2019**

Hourly Rate = Monthly Base/Standard Monthly Hours

Standard Monthly Hours 173.33

STEPS	B		C		D		E		F		G 3% 6 YEARS		H 10 YEARS 6%		I 8% 15 YEARS		J 20 YEARS 10%	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
M12	17.48	3,030.64	18.34	3,179.25	19.24	3,335.20	20.17	3,496.66	21.16	3,667.29	21.77	3,774.02	23.04	3,994.23	24.84	4,304.80	27.26	4,724.24
M13	17.90	3,102.19	18.78	3,254.48	19.71	3,415.93	20.66	3,581.05	21.68	3,757.18	22.31	3,866.60	23.61	4,092.38	25.45	4,410.80	27.93	4,840.83
M14	18.34	3,179.25	19.24	3,335.20	20.17	3,496.66	21.16	3,667.29	22.20	3,847.09	22.84	3,959.21	24.18	4,190.55	26.06	4,516.82	28.60	4,957.45
M15	18.78	3,254.48	19.71	3,415.93	20.66	3,581.05	21.68	3,757.18	22.76	3,944.34	23.42	4,059.38	24.79	4,296.74	26.72	4,631.50	29.33	5,083.60
M16	19.24	3,335.20	20.17	3,496.66	21.16	3,667.29	22.20	3,847.09	23.30	4,037.91	23.98	4,155.75	25.38	4,398.91	27.36	4,741.84	30.03	5,204.97
M17	19.71	3,415.93	20.66	3,581.05	21.68	3,757.18	22.76	3,944.34	23.88	4,138.82	24.58	4,259.69	26.01	4,509.09	28.04	4,860.83	30.78	5,335.86
M18	20.17	3,496.66	21.16	3,667.29	22.20	3,847.09	23.30	4,037.91	24.46	4,239.72	25.18	4,363.62	26.65	4,619.26	28.73	4,979.81	31.54	5,466.73
M19	20.66	3,581.05	21.68	3,757.18	22.76	3,944.34	23.88	4,138.82	25.04	4,340.64	25.77	4,467.57	27.29	4,729.46	29.42	5,098.82	32.29	5,597.64
M20	21.16	3,667.29	22.20	3,847.09	23.30	4,037.91	24.46	4,239.72	25.64	4,443.37	26.39	4,573.38	27.93	4,841.63	30.12	5,219.95	33.06	5,730.89
M21	21.68	3,757.18	22.76	3,944.34	23.88	4,138.82	25.04	4,340.64	26.29	4,557.13	27.06	4,690.55	28.65	4,965.84	30.89	5,354.10	33.91	5,878.45
M22	22.20	3,847.09	23.30	4,037.91	24.46	4,239.72	25.64	4,443.37	26.91	4,663.55	27.69	4,800.16	29.32	5,082.04	31.61	5,479.59	34.71	6,016.48
M23	22.76	3,944.34	23.88	4,138.82	25.04	4,340.64	26.29	4,557.13	27.56	4,777.31	28.37	4,917.34	30.04	5,206.26	32.39	5,613.74	35.56	6,164.04
M24	23.30	4,037.91	24.46	4,239.72	25.64	4,443.37	26.91	4,663.55	28.26	4,898.40	29.09	5,042.06	30.80	5,338.48	33.21	5,756.53	36.47	6,321.11
M25	23.88	4,138.82	25.04	4,340.64	26.29	4,557.13	27.56	4,777.31	28.92	5,012.15	29.77	5,159.22	31.52	5,462.68	33.99	5,890.66	37.32	6,468.65
M26	24.46	4,239.72	25.64	4,443.37	26.91	4,663.55	28.26	4,898.40	29.65	5,138.75	30.52	5,289.62	32.31	5,600.92	34.85	6,039.95	38.27	6,632.87

RANGE	POSITION
M12	Elementary Custodian, PMS/PHS/MHS Custodian
M13	Elementary Asst. Head Custodian, PMS/PHS/MHS Custodian
M14	Maintenance Assistant
M15	Groundkeeper/Gardener, Asst. Driver
M16	Elementary Head Custodian
M17	Lead Gardener, PMS Head Custodian
M18	PHS/MHS Head Custodian
M19	
M20	Maintenance Worker
M21	
M22	
M23	
M24	
M25	
M26	Maintenance Technician

PIEDMONT UNIFIED SCHOOL DISTRICT
Occupational Therapists' Salary Schedule
185 WORK DAYS
2018-19

Occupational Therapist			
	Annual Salary	Daily Rate	Hourly Rate
STEP	COLUMN F	185 Days	7.5 Hours
1	61,641	333.19	44.43
2	61,641	333.19	44.43
3	61,641	333.19	44.43
4	61,641	333.19	44.43
5	61,641	333.19	44.43
6	64,018	346.04	46.14
7	66,399	358.91	47.86
8	68,779	371.78	49.57
9	71,168	384.69	51.29
10	73,553	397.58	53.01
11	75,934	410.46	54.73
12	78,312	423.31	56.44
14	80,553	435.42	58.06
16	82,796	447.54	59.67
18	85,038	459.66	61.29
20	87,282	471.79	62.91
22	89,523	483.91	64.52
24	91,768	496.04	66.14
25	94,014	508.19	67.76

CSEA - INSTRUCTIONAL PARAEDUCATOR MONTHLY SALARY SCHEDULE
30 HOURS PER WEEK, 6 HOURS PER DAY (6.67 HOURS - SECONDARY SPECIAL ED PARA*)
2018-19

\$ 1,317 Add'l Annual Amount

1,242.00 hours = 207 Days x 6 hrs per day
 1,380.69 hours = 207 Days x 6.67 hrs per day

Years in District: 1 - 3

STEPS	B		C		D		E		F	
RANGE	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	17.29	1,952.20	18.09	2,042.53	18.95	2,139.63	19.78	2,233.34	20.62	2,328.19
Elementary SPED Para I	17.66	1,993.97	18.49	2,087.69	19.33	2,182.53	20.15	2,275.12	20.99	2,369.96
Asst. Site Tech Coordinator	17.66	1,993.97	18.49	2,087.69	19.33	2,182.53	20.15	2,275.12	20.99	2,369.96
SIP Coordinator	18.20	2,054.95	19.03	2,148.66	19.90	2,246.89	20.84	2,353.03	21.86	2,468.19
Elementary SPED Para II	20.15	2,275.12	20.99	2,369.96	21.87	2,469.32	22.79	2,573.20	23.73	2,679.33
Library Media Tech 30Hrs	20.15	2,275.12	20.99	2,369.96	21.87	2,469.32	22.79	2,573.20	23.73	2,679.33
Assistive Technology	21.29	2,403.83	22.18	2,504.32	23.11	2,609.33	24.08	2,718.85	25.08	2,831.76
P. E./Musical/Counseling	22.49	2,539.33	23.61	2,665.78	24.75	2,794.50	25.89	2,923.22	27.14	3,064.35
Secondary SPED Para I*	17.55	1,981.55	18.38	2,307.01	19.23	2,413.70	20.05	2,516.62	20.88	2,620.80
Secondary SPED Para II*	20.05	2,263.83	20.88	2,620.80	21.76	2,731.26	22.68	2,846.73	23.62	2,964.72
Library Media Tech *	20.05	2,263.83	20.88	2,620.80	21.76	2,731.26	22.68	2,846.73	23.62	2,964.72
Assistive Technology *	21.18	2,391.41	22.08	2,771.42	23.00	2,886.90	23.97	3,008.65	24.97	3,134.17

1,266.00 hours = 211 Days x 6 hrs per day
 1,407.37 hours = 211 Days x 6.67 hrs per day

Years in District: 4 - 9

STEPS	E		F		G - (6 Yrs/3%)	
RANGE	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	19.76	2,274.20	20.60	2,370.87	21.18	2,437.63
Elementary SPED Para I	20.13	2,316.78	20.97	2,413.46	21.56	2,481.36
Asst. Site Tech Coordinator	20.13	2,316.78	20.97	2,413.46	21.56	2,481.36
SIP Coordinator	20.82	2,396.19	21.84	2,513.59	22.46	2,584.94
Elementary SPED Para II	22.77	2,620.62	23.71	2,728.81	24.39	2,807.07
Library Media Tech 30Hrs	22.77	2,620.62	23.71	2,728.81	24.39	2,807.07
Assistive Technology	24.06	2,769.09	25.06	2,884.18	25.78	2,967.04
P. E./Musical/Counseling	25.87	2,977.40	27.12	3,121.27	27.91	3,212.19
Secondary SPED Para I*	20.03	2,562.69	20.86	2,668.89	21.46	2,745.65
Secondary SPED Para II*	22.66	2,899.18	23.61	3,020.73	24.29	3,107.73
Library Media Tech *	22.66	2,899.18	23.61	3,020.73	24.29	3,107.73
Assistive Technology *	23.95	3,064.23	24.96	3,193.45	25.68	3,285.57

Years in District: 11-13

1278.00 hours = 213 Days x 6 hrs per day
 1420.71 hours = 213 Days x 6.67 hrs per day

Years in District: 10

STEPS	H - (10 Yrs/6%)	
RANGE	Hrly	Monthly
Instructional Paraeducator	22.38	2,600.15
Elementary SPED Para I	22.79	2,647.78
Asst. Site Tech Coordinator	22.79	2,647.78
SIP Coordinator	23.74	2,758.16
Elementary SPED Para II	25.78	2,995.17
Library Media Tech 30 Hrs	25.78	2,995.17
Assistive Technology	27.26	3,167.12
P. E./Musical/Counseling	29.51	3,428.53
Secondary SPED Para I*	22.69	2,930.54
Secondary SPED Para II*	25.68	3,316.71
Library Media Tech *	25.68	3,316.71
Assistive Technology *	27.15	3,506.57

1290.00 hours = 215 Days x 6 hrs per day
 1434.05 hours = 215 Days x 6.67 hrs per day

STEPS	H - (10 Yrs/6%)	
RANGE	Hrly	Monthly
Instructional Paraeducator	22.38	2,624.56
Elementary SPED Para I	22.78	2,671.47
Asst. Site Tech Coordinator	22.78	2,671.47
SIP Coordinator	23.73	2,782.88
Elementary SPED Para II	25.78	3,023.29
Library Media Tech 30 Hrs	25.78	3,023.29
Assistive Technology	27.25	3,195.68
P. E./Musical/Counseling	29.50	3,459.55
Secondary SPED Para I*	22.68	2,956.75
Secondary SPED Para II*	25.67	3,346.55
Library Media Tech *	25.67	3,346.55
Assistive Technology *	27.15	3,539.50

1296.00 hours = 216 Days x 6 hrs per day
 1440.72 hours = 216 Days x 6.67 hrs per day

Years in District: 14 & up

STEPS	H - (10 Yrs/6%)		I - (15 Yrs/8%)		J - (20 Yrs/10%)	
RANGE	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	22.37	2,635.59	24.08	2,837.06	26.38	3,108.04
Elementary SPED Para I	22.77	2,682.72	24.51	2,887.72	26.86	3,164.60
Asst. Site Tech Coordinator	22.77	2,682.72	24.51	2,887.72	26.86	3,164.60
SIP Coordinator	23.73	2,795.83	25.54	3,009.08	28.00	3,298.91
Elementary SPED Para II	25.77	3,036.17	27.75	3,269.45	30.42	3,584.03
Library Media Tech 30 Hrs	25.77	3,036.17	27.75	3,269.45	30.42	3,584.03
Assistive Technology	27.24	3,209.37	29.34	3,456.79	32.17	3,790.21
P. E./Musical/Counseling	29.50	3,475.64	31.77	3,743.08	34.85	4,105.96
Secondary SPED Para I*	22.67	2,969.19	24.41	3,197.09	26.76	3,504.88
Secondary SPED Para II*	25.67	3,362.12	27.65	3,621.45	30.32	3,971.15
Library Media Tech *	25.67	3,362.12	27.65	3,621.45	30.32	3,971.15
Assistive Technology *	27.14	3,554.65	29.24	3,829.70	32.07	4,200.35

(Hourly rates are rounded)
 Hourly = Monthly * # Hours / 11