

California School Employees Association  
2016-2017 Effective 07/01/16 4%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4.0	2,470 (14.20)	2,577 (14.82)	2,719 (15.63)	2,846 (16.36)	2,994 (17.21)	3,134 (18.02)
4.5	2,531 (14.55)	2,647 (15.22)	2,780 (15.98)	2,920 (16.79)	3,052 (17.55)	3,207 (18.44)
5.0	2,577 (14.82)	2,719 (15.63)	2,846 (16.36)	2,994 (17.21)	3,134 (18.02)	3,273 (18.82)
5.5	2,647 (15.22)	2,780 (15.98)	2,920 (16.79)	3,052 (17.55)	3,207 (18.44)	3,354 (19.28)
6.0	2,719 (15.63)	2,846 (16.36)	2,994 (17.21)	3,134 (18.02)	3,273 (18.82)	3,435 (19.75)
6.5	2,780 (15.98)	2,920 (16.79)	3,052 (17.55)	3,207 (18.44)	3,354 (19.28)	3,517 (20.22)
7.0	2,846 (16.36)	2,994 (17.21)	3,134 (18.02)	3,273 (18.82)	3,435 (19.75)	3,603 (20.72)
7.5	2,920 (16.79)	3,052 (17.55)	3,207 (18.44)	3,354 (19.28)	3,517 (20.22)	3,687 (21.20)
8.0	2,994 (17.21)	3,134 (18.02)	3,273 (18.82)	3,435 (19.75)	3,603 (20.72)	3,778 (21.72)
8.5	3,052 (17.55)	3,207 (18.44)	3,354 (19.28)	3,517 (20.22)	3,687 (21.20)	3,866 (22.23)
9.0	3,134 (18.02)	3,273 (18.82)	3,435 (19.75)	3,603 (20.72)	3,778 (21.72)	3,962 (22.78)
9.5	3,207 (18.44)	3,354 (19.28)	3,517 (20.22)	3,687 (21.20)	3,866 (22.23)	4,055 (23.32)
10.0	3,273 (18.82)	3,435 (19.75)	3,603 (20.72)	3,778 (21.72)	3,962 (22.78)	4,148 (23.85)
10.5	3,354 (19.28)	3,517 (20.22)	3,687 (21.20)	3,866 (22.23)	4,055 (23.32)	4,250 (24.44)
11.0	3,435 (19.75)	3,603 (20.72)	3,778 (21.72)	3,962 (22.78)	4,148 (23.85)	4,357 (25.05)
11.5	3,517 (20.22)	3,687 (21.20)	3,866 (22.23)	4,055 (23.32)	4,250 (24.44)	4,456 (25.62)
11.7	3,517 (20.22)	3,778 (21.72)	4,055 (23.32)	4,357 (25.05)	4,674 (26.87)	5,017 (28.85)
12.0	3,603 (20.72)	3,778 (21.72)	3,962 (22.78)	4,148 (23.85)	4,357 (25.05)	4,568 (26.26)
12.5	3,687 (21.20)	3,866 (22.23)	4,055 (23.32)	4,250 (24.44)	4,456 (25.62)	4,674 (26.87)
13.0	3,778 (21.72)	3,962 (22.78)	4,148 (23.85)	4,357 (25.05)	4,568 (26.26)	4,789 (27.54)
13.5	3,866 (22.23)	4,055 (23.32)	4,250 (24.44)	4,456 (25.62)	4,674 (26.87)	4,902 (28.19)
14.0	3,962 (22.78)	4,148 (23.85)	4,357 (25.05)	4,568 (26.26)	4,789 (27.54)	5,017 (28.85)
14.5	4,055 (23.32)	4,250 (24.44)	4,456 (25.62)	4,674 (26.87)	4,902 (28.19)	5,139 (29.55)
14.7	4,055 (23.32)	4,357 (25.05)	4,680 (26.91)	5,028 (28.91)	5,404 (31.07)	5,813 (33.42)
15.0	4,148 (23.85)	4,357 (25.05)	4,568 (26.26)	4,789 (27.54)	5,017 (28.85)	5,266 (30.28)
15.5	4,252 (24.45)	4,466 (25.68)	4,680 (26.91)	4,907 (28.21)	5,142 (29.57)	5,393 (31.01)
16.0	4,359 (25.06)	4,577 (26.32)	4,795 (27.57)	5,028 (28.91)	5,271 (30.31)	5,531 (31.80)
16.5	4,467 (25.68)	4,690 (26.97)	4,915 (28.26)	5,155 (29.64)	5,404 (31.07)	5,668 (32.59)
17.0	4,579 (26.33)	4,809 (27.65)	5,039 (28.97)	5,284 (30.38)	5,537 (31.84)	5,813 (33.42)
17.5	4,694 (26.99)	4,932 (28.36)	5,167 (29.71)	5,415 (31.14)	5,678 (32.65)	5,956 (34.25)
25.0	5,165 (29.70)	5,554 (31.93)	5,969 (34.32)	6,415 (36.88)	6,895 (39.64)	7,414 (42.63)
26.0	8,036 (46.21)	8,245 (47.41)	8,460 (48.64)	8,680 (49.91)	8,906 (51.21)	9,128 (52.48)

SCHOOL SITE PERSONNEL	RANGE	OFFICE PERSONNEL	RANGE
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Administrative Secretary - Principal	11.0	Account Technician I	9.5
Administrative Secretary - CNS	11.0	Account Technician II	11.5
Alt. Learning Center Instructional Asso.	8.0	Account Technician III	15.0
Behavior Management Technician I	11.7	Accountant	17.5
Behavior Management Technician II	14.7	Accountant-Bond Budget	17.5
Bilingual Aide	5.0	Accounting Specialist	14.5
Case Facilitator	25.0	Accounting Technician	12.5
Child Aide	5.0	Administrative Assistant/Communication	16.0
Computer Clerk School	8.0	Administrative Secretary - Support Services	11.5
Computer Instructional Associate	7.0	Budget-Computer System Specialist	15.0
District Media Resource Technician	11.0	Categorical Programs Technician	13.5
Duplicating Machine Operator	5.5	Assessment Examiner-Clerk	8.0
English Learner (EL) Newcomer Aide	8.0	Child Nutrition Clerk	7.0
ESL Tutor	8.0	Clerk Typist, Categorical Program	7.0
Health Clerk	7.0	District - Librarian Assistant	8.0
Instructional Associate	5.5	District - Student Information Specialist	16.5
Math/Science Lab Associate	6.0	District - Student Information Clerk	8.0
Migrant Instructional Aide	5.0	Education Services Center Clerk	8.0
Migrant Health Statistical Aide	8.0	English Learner (EL) Community Liaison	6.5
PLA Tutor	6.5	Executive Assistant, Education Services	13.0
Program Reading Tutor	5.5	Executive Assistant/Operations	13.0
School Clerk	8.0	Information Clerk	7.0
School-Community Liaison	10.0	Occupational Therapist	26.0
School Library/Multi Media Technician	8.0	Office Assistant	8.0
Special Education Paraeducator I	6.5	Operations Department Clerk	8.0
Special Education Paraeducator II	7.5/8.5*	Payroll Technician	14.5
*With Certification		Purchasing Specialist	13.0
		Second Language Translator-Interpreter	8.0
		Senior Executive Assistant	16.5
		Special Projects Coordinator	16.5
		Speech-Language Pathology Assistant	15.5
		Substitute Services Specialist	10.0