

California School Employees Association
2018-19 Effective 07/01/18 2.5%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4.0	2,659 (15.29)	2,774 (15.95)	2,926 (16.82)	3,063 (17.61)	3,223 (18.53)	3,373 (19.39)
4.5	2,724 (15.66)	2,848 (16.38)	2,992 (17.20)	3,143 (18.07)	3,285 (18.89)	3,451 (19.84)
5.0	2,774 (15.95)	2,926 (16.82)	3,063 (17.61)	3,223 (18.53)	3,373 (19.39)	3,523 (20.26)
5.5	2,848 (16.38)	2,992 (17.20)	3,143 (18.07)	3,285 (18.89)	3,451 (19.84)	3,610 (20.76)
6.0	2,926 (16.82)	3,063 (17.61)	3,223 (18.53)	3,373 (19.39)	3,523 (20.26)	3,697 (21.26)
6.5	2,992 (17.20)	3,143 (18.07)	3,285 (18.89)	3,451 (19.84)	3,610 (20.76)	3,785 (21.76)
7.0	3,063 (17.61)	3,223 (18.53)	3,373 (19.39)	3,523 (20.26)	3,697 (21.26)	3,878 (22.30)
7.5	3,143 (18.07)	3,285 (18.89)	3,451 (19.84)	3,610 (20.76)	3,785 (21.76)	3,968 (22.82)
8.0	3,223 (18.53)	3,373 (19.39)	3,523 (20.26)	3,697 (21.26)	3,878 (22.30)	4,066 (23.38)
8.5	3,285 (18.89)	3,451 (19.84)	3,610 (20.76)	3,785 (21.76)	3,968 (22.82)	4,160 (23.92)
9.0	3,373 (19.39)	3,523 (20.26)	3,697 (21.26)	3,878 (22.30)	4,066 (23.38)	4,264 (24.52)
9.5	3,451 (19.84)	3,610 (20.76)	3,785 (21.76)	3,968 (22.82)	4,160 (23.92)	4,364 (25.09)
10.0	3,523 (20.26)	3,697 (21.26)	3,878 (22.30)	4,066 (23.38)	4,264 (24.52)	4,464 (25.67)
10.5	3,610 (20.76)	3,785 (21.76)	3,968 (22.82)	4,160 (23.92)	4,364 (25.09)	4,575 (26.31)
11.0	3,697 (21.26)	3,878 (22.30)	4,066 (23.38)	4,264 (24.52)	4,464 (25.67)	4,689 (26.96)
11.5	3,785 (21.76)	3,968 (22.82)	4,160 (23.92)	4,364 (25.09)	4,575 (26.31)	4,796 (27.58)
11.7	3,785 (21.76)	4,066 (23.38)	4,364 (25.09)	4,689 (26.96)	5,031 (28.93)	5,400 (31.05)
12.0	3,878 (22.30)	4,066 (23.38)	4,264 (24.52)	4,464 (25.67)	4,689 (26.96)	4,916 (28.27)
12.5	3,968 (22.82)	4,160 (23.92)	4,364 (25.09)	4,575 (26.31)	4,796 (27.58)	5,031 (28.93)
13.0	4,066 (23.38)	4,264 (24.52)	4,464 (25.67)	4,689 (26.96)	4,916 (28.27)	5,154 (29.63)
13.5	4,160 (23.92)	4,364 (25.09)	4,575 (26.31)	4,796 (27.58)	5,031 (28.93)	5,276 (30.34)
14.0	4,264 (24.52)	4,464 (25.67)	4,689 (26.96)	4,916 (28.27)	5,154 (29.63)	5,400 (31.05)
14.5	4,364 (25.09)	4,575 (26.31)	4,796 (27.58)	5,031 (28.93)	5,276 (30.34)	5,531 (31.80)
14.7	4,364 (25.09)	4,689 (26.96)	5,037 (28.96)	5,411 (31.11)	5,816 (33.44)	6,257 (35.98)
15.0	4,464 (25.67)	4,689 (26.96)	4,916 (28.27)	5,154 (29.63)	5,400 (31.05)	5,667 (32.58)
15.5	4,577 (26.32)	4,806 (27.63)	5,037 (28.96)	5,281 (30.36)	5,534 (31.82)	5,805 (33.38)
16.0	4,691 (26.97)	4,926 (28.32)	5,161 (29.67)	5,411 (31.11)	5,673 (32.62)	5,953 (34.23)
16.5	4,807 (27.64)	5,048 (29.02)	5,290 (30.42)	5,548 (31.90)	5,816 (33.44)	6,100 (35.07)
17.0	4,928 (28.33)	5,175 (29.76)	5,423 (31.18)	5,687 (32.70)	5,959 (34.26)	6,257 (35.98)
17.5	5,052 (29.05)	5,308 (30.52)	5,561 (31.97)	5,828 (33.51)	6,111 (35.14)	6,410 (36.86)
25.0	5,559 (31.96)	5,978 (34.37)	6,424 (36.94)	6,904 (39.70)	7,421 (42.67)	7,980 (45.88)
26.0	8,649 (49.73)	8,873 (51.02)	9,105 (52.35)	9,342 (53.71)	9,585 (55.11)	9,824 (56.49)

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

California School Employees Association											
2019-2020 Effective 07/01/19 3.26%-New rate 07/01/19											
Range	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6
3.5	2,522	(14.50)	2,630	(15.12)	2,775	(15.96)	2,904	(16.70)	3,056	(17.57)	3,198 (18.39)
4.0	2,746	(15.79)	2,864	(16.47)	3,021	(17.37)	3,163	(18.19)	3,328	(19.14)	3,483 (20.03)
4.5	2,813	(16.17)	2,941	(16.91)	3,090	(17.77)	3,245	(18.66)	3,392	(19.50)	3,564 (20.49)
5.0	2,864	(16.47)	3,021	(17.37)	3,163	(18.19)	3,328	(19.14)	3,483	(20.03)	3,638 (20.92)
5.5	2,941	(16.91)	3,090	(17.77)	3,245	(18.66)	3,392	(19.50)	3,564	(20.49)	3,728 (21.44)
6.0	3,021	(17.37)	3,163	(18.19)	3,328	(19.14)	3,483	(20.03)	3,638	(20.92)	3,818 (21.95)
6.5	3,090	(17.77)	3,245	(18.66)	3,392	(19.50)	3,564	(20.49)	3,728	(21.44)	3,908 (22.47)
7.0	3,163	(18.19)	3,328	(19.14)	3,483	(20.03)	3,638	(20.92)	3,818	(21.95)	4,004 (23.02)
7.5	3,245	(18.66)	3,392	(19.50)	3,564	(20.49)	3,728	(21.44)	3,908	(22.47)	4,097 (23.56)
8.0	3,328	(19.14)	3,483	(20.03)	3,638	(20.92)	3,818	(21.95)	4,004	(23.02)	4,199 (24.14)
8.5	3,392	(19.50)	3,564	(20.49)	3,728	(21.44)	3,908	(22.47)	4,097	(23.56)	4,296 (24.70)
9.0	3,483	(20.03)	3,638	(20.92)	3,818	(21.95)	4,004	(23.02)	4,199	(24.14)	4,403 (25.32)
9.5	3,564	(20.49)	3,728	(21.44)	3,908	(22.47)	4,097	(23.56)	4,296	(24.70)	4,506 (25.91)
10.0	3,638	(20.92)	3,818	(21.95)	4,004	(23.02)	4,199	(24.14)	4,403	(25.32)	4,610 (26.51)
10.5	3,728	(21.44)	3,908	(22.47)	4,097	(23.56)	4,296	(24.70)	4,506	(25.91)	4,724 (27.16)
11.0	3,818	(21.95)	4,004	(23.02)	4,199	(24.14)	4,403	(25.32)	4,610	(26.51)	4,842 (27.84)
11.5	3,908	(22.47)	4,097	(23.56)	4,296	(24.70)	4,506	(25.91)	4,724	(27.16)	4,952 (28.47)
11.7	3,908	(22.47)	4,199	(24.14)	4,506	(25.91)	4,842	(27.84)	5,195	(29.87)	5,576 (32.06)
12.0	4,004	(23.02)	4,199	(24.14)	4,403	(25.32)	4,610	(26.51)	4,842	(27.84)	5,076 (29.19)
12.5	4,097	(23.56)	4,296	(24.70)	4,506	(25.91)	4,724	(27.16)	4,952	(28.47)	5,195 (29.87)
13.0	4,199	(24.14)	4,403	(25.32)	4,610	(26.51)	4,842	(27.84)	5,076	(29.19)	5,322 (30.60)
13.5	4,296	(24.70)	4,506	(25.91)	4,724	(27.16)	4,952	(28.47)	5,195	(29.87)	5,448 (31.32)
14.0	4,403	(25.32)	4,610	(26.51)	4,842	(27.84)	5,076	(29.19)	5,322	(30.60)	5,576 (32.06)
14.5	4,506	(25.91)	4,724	(27.16)	4,952	(28.47)	5,195	(29.87)	5,448	(31.32)	5,711 (32.84)
14.7	4,506	(25.91)	4,842	(27.84)	5,201	(29.90)	5,587	(32.12)	6,006	(34.53)	6,461 (37.15)
15.0	4,610	(26.51)	4,842	(27.84)	5,076	(29.19)	5,322	(30.60)	5,576	(32.06)	5,852 (33.65)
15.5	4,726	(27.17)	4,963	(28.54)	5,201	(29.90)	5,453	(31.35)	5,714	(32.85)	5,994 (34.46)
16.0	4,844	(27.85)	5,087	(29.25)	5,329	(30.64)	5,587	(32.12)	5,858	(33.68)	6,147 (35.34)
16.5	4,964	(28.54)	5,213	(29.97)	5,462	(31.41)	5,729	(32.94)	6,006	(34.53)	6,299 (36.22)
17.0	5,089	(29.26)	5,344	(30.73)	5,600	(32.20)	5,872	(33.76)	6,153	(35.38)	6,461 (37.15)
17.5	5,217	(30.00)	5,481	(31.51)	5,742	(33.02)	6,018	(34.60)	6,310	(36.28)	6,619 (38.06)
25.0	5,740	(33.00)	6,173	(35.49)	6,633	(38.14)	7,129	(40.99)	7,663	(44.06)	8,240 (47.38)
26.0	8,931	(51.35)	9,162	(52.68)	9,402	(54.06)	9,647	(55.47)	9,897	(56.91)	10,144 (58.33)
SCHOOL SITE PERSONNEL				RANGE	OFFICE PERSONNEL				RANGE		
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				10.0		
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		
Noon Duty Supervisor				3.5	Executive Assistant, Education Services				13.0		
PLA Tutor				6.5	Executive Assistant/Operations				13.0		
Program Reading Tutor				5.5	Information Clerk				7.0		
School Clerk				8.0	Occupational Therapist				26.0		
School-Community Liaison				10.0	Office Assistant				8.0		
School Library/Multi Media Technician				8.0	Operations Department Clerk				8.0		
Special Education Paraeducator I				6.5	Payroll Technician				16.5		
Special Education Paraeducator II				7.5/8.5*	Purchasing Specialist				13.0		
*With Certification					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		



11/13/19