

California School Employees Association
2017-18 Effective 07/01/17 5%

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4.0	2,594 (14.91)	2,706 (15.56)	2,855 (16.42)	2,988 (17.18)	3,144 (18.08)	3,291 (18.92)
4.5	2,658 (15.28)	2,779 (15.98)	2,919 (16.78)	3,066 (17.63)	3,205 (18.43)	3,367 (19.36)
5.0	2,706 (15.56)	2,855 (16.42)	2,988 (17.18)	3,144 (18.08)	3,291 (18.92)	3,437 (19.76)
5.5	2,779 (15.98)	2,919 (16.78)	3,066 (17.63)	3,205 (18.43)	3,367 (19.36)	3,522 (20.25)
6.0	2,855 (16.42)	2,988 (17.18)	3,144 (18.08)	3,291 (18.92)	3,437 (19.76)	3,607 (20.74)
6.5	2,919 (16.78)	3,066 (17.63)	3,205 (18.43)	3,367 (19.36)	3,522 (20.25)	3,693 (21.23)
7.0	2,988 (17.18)	3,144 (18.08)	3,291 (18.92)	3,437 (19.76)	3,607 (20.74)	3,783 (21.75)
7.5	3,066 (17.63)	3,205 (18.43)	3,367 (19.36)	3,522 (20.25)	3,693 (21.23)	3,871 (22.26)
8.0	3,144 (18.08)	3,291 (18.92)	3,437 (19.76)	3,607 (20.74)	3,783 (21.75)	3,967 (22.81)
8.5	3,205 (18.43)	3,367 (19.36)	3,522 (20.25)	3,693 (21.23)	3,871 (22.26)	4,059 (23.34)
9.0	3,291 (18.92)	3,437 (19.76)	3,607 (20.74)	3,783 (21.75)	3,967 (22.81)	4,160 (23.92)
9.5	3,367 (19.36)	3,522 (20.25)	3,693 (21.23)	3,871 (22.26)	4,059 (23.34)	4,258 (24.48)
10.0	3,437 (19.76)	3,607 (20.74)	3,783 (21.75)	3,967 (22.81)	4,160 (23.92)	4,355 (25.04)
10.5	3,522 (20.25)	3,693 (21.23)	3,871 (22.26)	4,059 (23.34)	4,258 (24.48)	4,463 (25.66)
11.0	3,607 (20.74)	3,783 (21.75)	3,967 (22.81)	4,160 (23.92)	4,355 (25.04)	4,575 (26.31)
11.5	3,693 (21.23)	3,871 (22.26)	4,059 (23.34)	4,258 (24.48)	4,463 (25.66)	4,679 (26.90)
11.7	3,693 (21.23)	3,967 (22.81)	4,258 (24.48)	4,575 (26.31)	4,908 (28.22)	5,268 (30.29)
12.0	3,783 (21.75)	3,967 (22.81)	4,160 (23.92)	4,355 (25.04)	4,575 (26.31)	4,796 (27.58)
12.5	3,871 (22.26)	4,059 (23.34)	4,258 (24.48)	4,463 (25.66)	4,679 (26.90)	4,908 (28.22)
13.0	3,967 (22.81)	4,160 (23.92)	4,355 (25.04)	4,575 (26.31)	4,796 (27.58)	5,028 (28.91)
13.5	4,059 (23.34)	4,258 (24.48)	4,463 (25.66)	4,679 (26.90)	4,908 (28.22)	5,147 (29.59)
14.0	4,160 (23.92)	4,355 (25.04)	4,575 (26.31)	4,796 (27.58)	5,028 (28.91)	5,268 (30.29)
14.5	4,258 (24.48)	4,463 (25.66)	4,679 (26.90)	4,908 (28.22)	5,147 (29.59)	5,396 (31.03)
14.7	4,258 (24.48)	4,575 (26.31)	4,914 (28.25)	5,279 (30.35)	5,674 (32.62)	6,104 (35.10)
15.0	4,355 (25.04)	4,575 (26.31)	4,796 (27.58)	5,028 (28.91)	5,268 (30.29)	5,529 (31.79)
15.5	4,465 (25.67)	4,689 (26.96)	4,914 (28.25)	5,152 (29.62)	5,399 (31.04)	5,663 (32.56)
16.0	4,577 (26.32)	4,806 (27.63)	5,035 (28.95)	5,279 (30.35)	5,535 (31.82)	5,808 (33.39)
16.5	4,690 (26.97)	4,925 (28.32)	5,161 (29.67)	5,413 (31.12)	5,674 (32.62)	5,951 (34.22)
17.0	4,808 (27.64)	5,049 (29.03)	5,291 (30.42)	5,548 (31.90)	5,814 (33.43)	6,104 (35.10)
17.5	4,929 (28.34)	5,179 (29.78)	5,425 (31.19)	5,686 (32.69)	5,962 (34.28)	6,254 (35.96)
25.0	5,423 (31.18)	5,832 (33.53)	6,267 (36.03)	6,736 (38.73)	7,240 (41.63)	7,785 (44.76)
26.0	8,438 (48.52)	8,657 (49.78)	8,883 (51.08)	9,114 (52.40)	9,351 (53.77)	9,584 (55.11)

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	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
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

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
ESI. 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
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