

CSEA Salary Schedule - Effective January 1, 2020

Range	Step						Years of Service					
	A	B	C	D	E	F	8-12	13-17	18-22	23-27	28-32	33+
							2.50%	5.00%	7.50%	10.00%	12.50%	15.00%
2	\$ 14.29	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.36	\$ 18.23	\$ 18.69	\$ 19.14	\$ 19.60	\$ 20.05	\$ 20.51	\$ 20.96
3	\$ 15.00	\$ 15.76	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14	\$ 19.62	\$ 20.10	\$ 20.58	\$ 21.05	\$ 21.53	\$ 22.01
4	\$ 15.76	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 20.60	\$ 21.11	\$ 21.61	\$ 22.11	\$ 22.61	\$ 23.12
5	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.09	\$ 21.62	\$ 22.14	\$ 22.67	\$ 23.20	\$ 23.73	\$ 24.25
6	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.09	\$ 22.16	\$ 22.71	\$ 23.27	\$ 23.82	\$ 24.38	\$ 24.93	\$ 25.48
7	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.09	\$ 22.16	\$ 23.26	\$ 23.84	\$ 24.42	\$ 25.00	\$ 25.59	\$ 26.17	\$ 26.75
8	\$ 19.14	\$ 20.10	\$ 21.09	\$ 22.16	\$ 23.26	\$ 24.42	\$ 25.03	\$ 25.64	\$ 26.25	\$ 26.86	\$ 27.47	\$ 28.08
9	\$ 20.10	\$ 21.09	\$ 22.16	\$ 23.26	\$ 24.42	\$ 25.65	\$ 26.29	\$ 26.93	\$ 27.57	\$ 28.22	\$ 28.86	\$ 29.50
10	\$ 21.09	\$ 22.16	\$ 23.26	\$ 24.42	\$ 25.65	\$ 26.93	\$ 27.60	\$ 28.28	\$ 28.95	\$ 29.62	\$ 30.30	\$ 30.97
11	\$ 22.16	\$ 23.26	\$ 24.42	\$ 25.65	\$ 26.93	\$ 28.28	\$ 28.99	\$ 29.69	\$ 30.40	\$ 31.11	\$ 31.82	\$ 32.52
12	\$ 23.26	\$ 24.42	\$ 25.65	\$ 26.93	\$ 28.28	\$ 29.69	\$ 30.43	\$ 31.17	\$ 31.92	\$ 32.66	\$ 33.40	\$ 34.14
13	\$ 24.42	\$ 25.65	\$ 26.93	\$ 28.28	\$ 29.69	\$ 31.19	\$ 31.97	\$ 32.75	\$ 33.53	\$ 34.31	\$ 35.09	\$ 35.87
14	\$ 25.65	\$ 26.93	\$ 28.28	\$ 29.69	\$ 31.19	\$ 32.72	\$ 33.54	\$ 34.36	\$ 35.17	\$ 35.99	\$ 36.81	\$ 37.63
15	\$ 26.93	\$ 28.28	\$ 29.69	\$ 31.19	\$ 32.72	\$ 34.37	\$ 35.23	\$ 36.09	\$ 36.95	\$ 37.81	\$ 38.67	\$ 39.53
16	\$ 28.28	\$ 29.69	\$ 31.19	\$ 32.72	\$ 34.37	\$ 36.09	\$ 36.99	\$ 37.89	\$ 38.80	\$ 39.70	\$ 40.60	\$ 41.50
41	\$ 16.40	\$ 17.23	\$ 18.08	\$ 18.98	\$ 19.94	\$ 20.93	\$ 21.45	\$ 21.98	\$ 22.50	\$ 23.02	\$ 23.55	\$ 24.07
42	\$ 16.81	\$ 17.64	\$ 18.51	\$ 19.44	\$ 20.42	\$ 21.43	\$ 21.97	\$ 22.50	\$ 23.04	\$ 23.57	\$ 24.11	\$ 24.64
43	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.09	\$ 21.62	\$ 22.14	\$ 22.67	\$ 23.20	\$ 23.73	\$ 24.25
44	\$ 17.02	\$ 17.87	\$ 18.75	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.24	\$ 22.79	\$ 23.33	\$ 23.87	\$ 24.41	\$ 24.96
51	\$ 17.23	\$ 18.08	\$ 18.98	\$ 19.94	\$ 20.93	\$ 21.97	\$ 22.52	\$ 23.07	\$ 23.62	\$ 24.17	\$ 24.72	\$ 25.27
52	\$ 17.36	\$ 18.23	\$ 19.14	\$ 20.10	\$ 21.09	\$ 22.16	\$ 22.71	\$ 23.27	\$ 23.82	\$ 24.38	\$ 24.93	\$ 25.48
71	\$ 19.68	\$ 20.67	\$ 21.70	\$ 22.77	\$ 23.93	\$ 25.11	\$ 25.74	\$ 26.37	\$ 26.99	\$ 27.62	\$ 28.25	\$ 28.88
115	\$ 28.80	\$ 30.23	\$ 31.74	\$ 33.33	\$ 35.02	\$ 36.77	\$ 37.69	\$ 38.61	\$ 39.53	\$ 40.45	\$ 41.37	\$ 42.29

Additional Notes:

NOTE 1:

Range 41: Night Custodian >50% after 6 p.m. for 10 months, or Day Custodian with Pool Certification (Range 4 + 4.17%)

Range 42: Night Lead Custodian - Sr. High Schools Only for 10 months (Range 4 + 6.67%)

Range 43: Night Custodian >50% after 6 p.m. for 12 months or Instructional Assistant, Special Ed - Specialized Care (Range 4 + 5%)

Range 44: Night Lead Custodian - Sr. High Schools Only for 12 months (Range 4 + 8%)

Range 51: Night Floater Custodian >50% after 6 p.m. for 10 months (Range 5 + 4.17%), or Day Floater Custodian with Pool Certification (Range 5 + 4.17%)

Range 52: Night Floater Custodian >50% after 6 pm for 12 months, Instructional Assistant, Full Inclusion and Instructional Assistant, South County Consortium-Specialized Care (Range 5 + 5%)

Range 71: Head Custodian III - Sr. High Schools Only (Range 7 + 8%)

Range 115: Guidance Specialist with specialized licensing in accordance with the job description (Range 11 + 30%)

NOTE 2: Should a member receive a promotion that moves them to a higher Range and a lesser Step, their years of service will be calculated based on the new step plus the respective years of service bracket above. For example: An Instructional Assistant on Range 2, Step F with 20 years of service (\$18.47 per hour) takes a new position of Staff Secretary at Range 5, Step D to receive a 5% raise. The years of service component will be calculated on \$18.04 plus 7.5%. This would be followed until they reach Step F in their new position and then follow the above schedule as shown.

NOTE 3: Range 1 eliminated per agreement with CSEA effective January 1, 2020. Range 31 eliminated due to reclass of Instructional Assistant, Special Ed-Specialized Care, now Range 43 (eff 3/1/19). Range 85 eliminated due to reclass of Guidance Specialist with specialized licensing (eff 3/1/19), now Range 115.

NOTE 4: Cells may round +/- .01 cent