

**CSEA Salary Schedule - Effective July 1, 2023**

Range	Step						Years of Service					
	A	B	C	D	E	F	8-12 2.50%	13-17 5.00%	18-22 7.50%	23-27 10.00%	28-32 12.50%	33+ 15.00%
2	\$ 18.79	\$ 19.72	\$ 20.71	\$ 21.75	\$ 22.83	\$ 23.97	\$ 24.57	\$ 25.17	\$ 25.77	\$ 26.37	\$ 26.97	\$ 27.57
3	\$ 19.72	\$ 20.71	\$ 21.75	\$ 22.83	\$ 23.97	\$ 25.17	\$ 25.80	\$ 26.43	\$ 27.06	\$ 27.69	\$ 28.32	\$ 28.95
4	\$ 20.71	\$ 21.75	\$ 22.83	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.08	\$ 27.74	\$ 28.40	\$ 29.06	\$ 29.72	\$ 30.38
5	\$ 21.75	\$ 22.83	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.73	\$ 28.42	\$ 29.12	\$ 29.81	\$ 30.50	\$ 31.20	\$ 31.89
6	\$ 22.83	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.73	\$ 29.13	\$ 29.86	\$ 30.59	\$ 31.31	\$ 32.04	\$ 32.77	\$ 33.50
7	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.73	\$ 29.13	\$ 30.58	\$ 31.34	\$ 32.11	\$ 32.87	\$ 33.64	\$ 34.40	\$ 35.17
8	\$ 25.17	\$ 26.42	\$ 27.73	\$ 29.13	\$ 30.58	\$ 32.10	\$ 32.90	\$ 33.71	\$ 34.51	\$ 35.31	\$ 36.11	\$ 36.92
9	\$ 26.42	\$ 27.73	\$ 29.13	\$ 30.58	\$ 32.10	\$ 33.73	\$ 34.57	\$ 35.42	\$ 36.26	\$ 37.10	\$ 37.95	\$ 38.79
10	\$ 27.73	\$ 29.13	\$ 30.58	\$ 32.10	\$ 33.73	\$ 35.41	\$ 36.30	\$ 37.18	\$ 38.07	\$ 38.95	\$ 39.84	\$ 40.72
11	\$ 29.13	\$ 30.58	\$ 32.10	\$ 33.73	\$ 35.41	\$ 37.18	\$ 38.11	\$ 39.04	\$ 39.97	\$ 40.90	\$ 41.83	\$ 42.76
12	\$ 30.58	\$ 32.10	\$ 33.73	\$ 35.41	\$ 37.18	\$ 39.04	\$ 40.02	\$ 40.99	\$ 41.97	\$ 42.94	\$ 43.92	\$ 44.90
13	\$ 32.10	\$ 33.73	\$ 35.41	\$ 37.18	\$ 39.04	\$ 41.01	\$ 42.04	\$ 43.06	\$ 44.09	\$ 45.11	\$ 46.14	\$ 47.16
14	\$ 33.73	\$ 35.41	\$ 37.18	\$ 39.04	\$ 41.01	\$ 43.02	\$ 44.10	\$ 45.17	\$ 46.25	\$ 47.32	\$ 48.40	\$ 49.47
15	\$ 35.41	\$ 37.18	\$ 39.04	\$ 41.01	\$ 43.02	\$ 45.18	\$ 46.31	\$ 47.44	\$ 48.57	\$ 49.70	\$ 50.83	\$ 51.96
16	\$ 37.18	\$ 39.04	\$ 41.01	\$ 43.02	\$ 45.18	\$ 47.44	\$ 48.63	\$ 49.81	\$ 51.00	\$ 52.18	\$ 53.37	\$ 54.56
17	\$ 39.04	\$ 41.01	\$ 43.02	\$ 45.18	\$ 47.44	\$ 49.82	\$ 51.07	\$ 52.31	\$ 53.56	\$ 54.80	\$ 56.05	\$ 57.29
41	\$ 21.56	\$ 22.65	\$ 23.76	\$ 24.95	\$ 26.22	\$ 27.51	\$ 28.20	\$ 28.89	\$ 29.57	\$ 30.26	\$ 30.95	\$ 31.64
42	\$ 22.10	\$ 23.19	\$ 24.33	\$ 25.56	\$ 26.85	\$ 28.18	\$ 28.88	\$ 29.59	\$ 30.29	\$ 31.00	\$ 31.70	\$ 32.41
43	\$ 21.75	\$ 22.83	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.73	\$ 28.42	\$ 29.12	\$ 29.81	\$ 30.50	\$ 31.20	\$ 31.89
44	\$ 22.39	\$ 23.50	\$ 24.65	\$ 25.87	\$ 27.17	\$ 28.52	\$ 29.23	\$ 29.95	\$ 30.66	\$ 31.37	\$ 32.09	\$ 32.80
51	\$ 22.65	\$ 23.76	\$ 24.95	\$ 26.22	\$ 27.51	\$ 28.89	\$ 29.61	\$ 30.33	\$ 31.06	\$ 31.78	\$ 32.50	\$ 33.22
52	\$ 22.83	\$ 23.97	\$ 25.17	\$ 26.42	\$ 27.73	\$ 29.13	\$ 29.86	\$ 30.59	\$ 31.31	\$ 32.04	\$ 32.77	\$ 33.50
71	\$ 25.87	\$ 27.18	\$ 28.52	\$ 29.93	\$ 31.46	\$ 33.01	\$ 33.84	\$ 34.66	\$ 35.49	\$ 36.31	\$ 37.14	\$ 37.96
115	\$ 37.86	\$ 39.75	\$ 41.72	\$ 43.81	\$ 46.05	\$ 48.35	\$ 49.56	\$ 50.77	\$ 51.98	\$ 53.19	\$ 54.39	\$ 55.60

**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:** 2023-24 10% Increase

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

Board Approved: 4/23/2024