

# California School Employees Association (CSEA) Salary Schedule

CAPISTRANO UNIFIED SCHOOL DISTRICT

San Juan Capistrano, CA

7/1/2021 - 6/30/2022

Hourly Rate	Range Number	Monthly								
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 10	Step 15	Step 20
12.99	12	2,251.29	2,363.85	2,482.04	2,606.14	2,736.45	2,873.27	3,016.93	3,167.78	3,326.17
13.31	13	2,307.57	2,422.95	2,544.10	2,671.31	2,804.88	2,945.12	3,092.38	3,247.00	3,409.35
13.65	14	2,365.26	2,483.52	2,607.70	2,738.09	2,874.99	3,018.74	3,169.68	3,328.16	3,494.57
13.99	15	2,424.39	2,545.61	2,672.89	2,806.53	2,946.86	3,094.20	3,248.91	3,411.36	3,581.93
14.34	16	2,485.00	2,609.25	2,739.71	2,876.70	3,020.54	3,171.57	3,330.15	3,496.66	3,671.49
14.70	17	2,547.13	2,674.49	2,808.21	2,948.62	3,096.05	3,250.85	3,413.39	3,584.06	3,763.26
15.06	18	2,610.81	2,741.35	2,878.42	3,022.34	3,173.46	3,332.13	3,498.74	3,673.68	3,857.36
15.44	19	2,676.08	2,809.88	2,950.37	3,097.89	3,252.78	3,415.42	3,586.19	3,765.50	3,953.78
15.83	20	2,742.98	2,880.13	3,024.14	3,175.35	3,334.12	3,500.83	3,675.87	3,859.66	4,052.64
16.22	21	2,811.55	2,952.13	3,099.74	3,254.73	3,417.47	3,588.34	3,767.76	3,956.15	4,153.96
16.63	22	2,881.84	3,025.93	3,177.23	3,336.09	3,502.89	3,678.03	3,861.93	4,055.03	4,257.78
17.04	23	2,953.89	3,101.58	3,256.66	3,419.49	3,590.46	3,769.98	3,958.48	4,156.40	4,364.22
17.47	24	3,027.74	3,179.13	3,338.09	3,504.99	3,680.24	3,864.25	4,057.46	4,260.33	4,473.35
17.90	25	3,103.43	3,258.60	3,421.53	3,592.61	3,772.24	3,960.85	4,158.89	4,366.83	4,585.17
18.35	26	3,181.02	3,340.07	3,507.07	3,682.42	3,866.54	4,059.87	4,262.86	4,476.00	4,699.80
18.81	27	3,260.55	3,423.58	3,594.76	3,774.50	3,963.23	4,161.39	4,369.46	4,587.93	4,817.33
19.28	28	3,342.06	3,509.16	3,684.62	3,868.85	4,062.29	4,265.40	4,478.67	4,702.60	4,937.73
19.76	29	3,425.61	3,596.89	3,776.73	3,965.57	4,163.85	4,372.04	4,590.64	4,820.17	5,061.18
20.26	30	3,511.25	3,686.81	3,871.15	4,064.71	4,267.95	4,481.35	4,705.42	4,940.69	5,187.72
20.76	31	3,599.03	3,778.98	3,967.93	4,166.33	4,374.65	4,593.38	4,823.05	5,064.20	5,317.41
21.28	32	3,689.01	3,873.46	4,067.13	4,270.49	4,484.01	4,708.21	4,943.62	5,190.80	5,450.34
21.82	33	3,781.24	3,970.30	4,168.82	4,377.26	4,596.12	4,825.93	5,067.23	5,320.59	5,586.62
22.36	34	3,875.77	4,069.56	4,273.04	4,486.69	4,711.02	4,946.57	5,193.90	5,453.60	5,726.28
22.92	35	3,972.66	4,171.29	4,379.85	4,598.84	4,828.78	5,070.22	5,323.73	5,589.92	5,869.42
23.49	36	4,071.98	4,275.58	4,489.36	4,713.83	4,949.52	5,197.00	5,456.85	5,729.69	6,016.17
24.08	37	4,173.78	4,382.47	4,601.59	4,831.67	5,073.25	5,326.91	5,593.26	5,872.92	6,166.57
24.68	38	4,278.12	4,492.03	4,716.63	4,952.46	5,200.08	5,460.08	5,733.08	6,019.73	6,320.72
25.30	39	4,385.07	4,604.32	4,834.54	5,076.27	5,330.08	5,596.58	5,876.41	6,170.23	6,478.74
25.93	40	4,494.70	4,719.44	4,955.41	5,203.18	5,463.34	5,736.51	6,023.34	6,324.51	6,640.74
26.58	41	4,607.07	4,837.42	5,079.29	5,333.25	5,599.91	5,879.91	6,173.91	6,482.61	6,806.74
27.24	42	4,722.25	4,958.36	5,206.28	5,466.59	5,739.92	6,026.92	6,328.27	6,644.68	6,976.91
27.93	43	4,840.31	5,082.33	5,336.45	5,603.27	5,883.43	6,177.60	6,486.48	6,810.80	7,151.34
28.62	44	4,961.32	5,209.39	5,469.86	5,743.35	6,030.52	6,332.05	6,648.65	6,981.08	7,330.13
29.34	45	5,085.35	5,339.62	5,606.60	5,886.93	6,181.28	6,490.34	6,814.86	7,155.60	7,513.38
30.07	46	5,212.48	5,473.10	5,746.76	6,034.10	6,335.81	6,652.60	6,985.23	7,334.49	7,701.21
30.82	47	5,342.79	5,609.93	5,890.43	6,184.95	6,494.20	6,818.91	7,159.86	7,517.85	7,893.74
31.59	48	5,476.36	5,750.18	6,037.69	6,339.57	6,656.55	6,989.38	7,338.85	7,705.79	8,091.08
32.38	49	5,613.27	5,893.93	6,188.63	6,498.06	6,822.96	7,164.11	7,522.32	7,898.44	8,293.36
33.19	50	5,753.60	6,041.28	6,343.34	6,660.51	6,993.54	7,343.22	7,710.38	8,095.90	8,500.70
34.02	51	5,897.44	6,192.31	6,501.93	6,827.03	7,168.38	7,526.80	7,903.14	8,298.30	8,713.22
34.87	52	6,044.88	6,347.12	6,664.48	6,997.70	7,347.59	7,714.97	8,100.72	8,505.76	8,931.05
35.75	53	6,196.00	6,505.80	6,831.09	7,172.64	7,531.27	7,907.83	8,303.22	8,718.38	9,154.30
36.64	54	6,350.90	6,668.45	7,001.87	7,351.96	7,719.56	8,105.54	8,510.82	8,936.36	9,383.18
37.56	55	6,509.67	6,835.15	7,176.91	7,535.76	7,912.55	8,308.18	8,723.59	9,159.77	9,617.76

Hourly rate: Monthly rate divided by 173.33

Shift Differential: Any shift differentials are computed by adding \$68.00 to monthly salary or adding thirty-nine cents (\$.39) to hourly rate.

~ Step 6: An employee who has completed one (1) year of service with CUSD on Step 5 is eligible for Step 6. Step 6 shall be 5% higher than Step 5.

~ Step 10: An employee who has completed one (1) year on Step 6 and is beginning ten (10) or more years of consecutive, regular service with CUSD is eligible for Step 10. Step 10 shall be 5% higher than Step 6.

~ Step 15: An employee who is beginning fifteen (15) or more years of consecutive, regular service with CUSD is eligible for Step 15. Step 15 shall be 5% higher than Step 10.

~ Step 20: An employee who is beginning twenty (20) or more years of consecutive, regular service with CUSD is eligible for Step 20. Step 20 shall be 5% higher than Step 15.

~ **Includes a 0.21% increase to the schedule effective July 1, 2020.**

Effective: 7/1/2020

Adopted: 8/19/2020

CAPISTRANO UNIFIED SCHOOL DISTRICT

2021-2022

Range	Series	Range	Series	Range	Series
	<b><u>Clerical</u></b>		<b><u>Instructional Support</u></b>		<b><u>Food Services</u></b>
23	School Clerk I	12	Elementary School Student Supervisor	18	Food Service Professional
23	School Receptionist	15	Noon Aide	23	Lead Food Service Worker I
23	Health/Office Assistant	19	Infant/Toddler Childcare Provider	31	Lead Food Service Worker II
25	Bilingual Clerk	19	Para-Educator I	36	Lead Warehouse Worker-Food Service
25	District Receptionist	20	Instructional Music Assistant		
25	Intermediate Office Assistant	20	Para-Educator II		<b><u>Maintenance</u></b>
25	School Clerk II	20	Bilingual Paraeducator I	29	Painter's Helper
26	Attendance Clerk (High School)	21	Bilingual Paraeducator II	33	Maintenance and Operations Storekeeper
26	Bilingual District Receptionist	22	Para-Educator III	34	Electronic Assistant
26	Elementary School Clerk	23	Bilingual Community Services Liaison	34	Locksmith Assistant
27	Bilingual Elementary School Clerk	23	Bilingual Paraeducator III	34	Maintenance Worker
27	Bilingual Intermediate Office Assistant	23	Instructional Assistant-Preschool	36	Heating & Air Conditioning Assistant
28	Enrollment Services Clerk	23	Middle School Campus Supervisor	36	Pool Maintenance Technician
28	Lead Intermediate Office Assistant	24	Bilingual Instructional Assistant-Preschool	38	Carpet/Floor Tile Installer
28	Personnel Assistant	24	IBI Assistant/Tutor	38	Glazier
28	Registrar	24	Para-Educator IV	38	Maintenance Carpenter
28	District Registrar	25	Bilingual Paraeducator IV	38	Maintenance Locksmith
		25	High School Campus Supervisor	38	Maintenance Painter
	<b><u>Secretarial</u></b>	26	Job Technician I	38	Maintenance Welder
27	School Secretary I	26	Literacy Intervention Assistant	40	Heating, A/C & Refrigeration Technician
29	School Secretary II	28	Job Technician II	40	Maintenance Electrician
31	Staff Secretary	28	Behavior Intervention Assistant	40	Maintenance Plumber
32	Bilingual Staff Secretary	31	Preschool Teacher	42	Electronic Specialist
33	Alternative Education Office Manager	32	Bilingual Preschool Teacher	46	Maintenance Planner
33	Community Education Office Manager	33	Preschool Teacher/Site Facilitator		
33	Elementary School Office Manager	33	Preschool Resource Teacher		<b><u>Operations</u></b>
33	Middle School Office Manager	36	Senior IBI Assistant/Tutor	26	Custodian I
33	High School Office Manager	36	Mental Health and Behavior Support Specialist	27	Boys Athletic Equip/Locker Rm Attendant
34	Bilingual Elementary School Office Manager			27	Girls Athletic Equip/Locker Rm Attendant
37	Senior Staff Secretary			27	Groundskeeper
			<b><u>Specialized Support</u></b>	28	Custodian II
		24	Braille Transcriber	30	Custodian III
	<b><u>Media Services</u></b>	26	Bilingual Special Programs Liaison	30	Grounds Equipment Operator
22	High School Library Media Clerk	26	Family Resource Center Liaison	31	Pesticide Applicator Technician
24	Elementary Library Media Technician	27	Health Assistant	32	Custodian IV
26	Middle School Library Media Technician	29	Assistant Buyer	35	Irrigation Specialist
28	High School Library Media Technician	30	Interpreter for the Hearing Impaired	37	Lead Groundskeeper
36	Instructional Materials Specialist	30	Licensed Vocational Nurse	37	Heavy Equipment Operator
		33	Transportation Inventory Storekeeper		
	<b><u>Fiscal Services</u></b>	34	Benefits Technician		<b><u>TIS</u></b>
26	Account Clerk I	34	Bilingual Transportation Services Specialist	35	User Support Specialist
29	Account Clerk II	34	Buyer	36	Lead Warehouse Worker (TIS)
30	Activities Account Clerk	34	Research Assessment Technician	37	Training/User Support Specialist
32	Account Clerk III	34	Risk Management Technician	41	Technology Support Specialist I
32	Payroll Specialist	34	Transportation Route Planner	44	Information Systems Specialist I
34	Accounting Technician I	35	Guidance Technician	44	Technology Support Specialist II
37	Accounting Technician II	35	Special Projects & Grants Technician	46	Web Master
37	Attendance/Accounting Technician	36	Risk Management Lead	48	Information Systems Specialist II
37	Enrollment Technician	39	Certified Occupational Therapist Assistant	48	Lead Training/User Support Specialist
41	Lead Accounting Technician	39	Speech & Language Pathologist Assistant	48	Technology Support Specialist III
		40	Theater Technician	52	Information Systems Specialist III
	<b><u>Graphic Arts</u></b>	41	Buyer/Planner	52	Technology Support Specialist IV
27	Bindery Worker	42	Research/Evaluation Analyst	53	Programmer Analyst
32	Reprographics Technician	42	Lead Theater Technician	54	Lead Programmer/Analyst
35	Senior Press Technician	46	Facilities Planning Technician	55	Lead Technology Support Specialist
		50	Special Education Legal Specialist		
		51	Nursing Specialist		<b><u>Warehouse</u></b>
		52	Early Intervention Transition Specialist-Special Education	28	Storekeeper/Delivery Driver
		55	Occupational Therapist		
		55	Physical Therapist		

NOTE: Food Services employees receive an earned meal during their regular work shift.

Italics - Early Childhood Career Ladder MOU Transition Positions