

Campbell Union School District

CSEA 868

Monthly Salary Schedule

Position Title	Range	Position Title	Range
ACCOUNTING PAYROLL TECHNICIAN	136	HEALTH/STUDENT SERVICES TECHNICIAN	129
ACCOUNTING TECHNICIAN	131	INSTRUCTIONAL AIDE - CDC	107
ACCOUNTING TECHNICIAN - ATTENDANCE	131	INSTRUCTIONAL ASSISTANT	116
ACCOUNTING TECHNICIAN - INTERN	129	INSTRUCTIONAL ASSISTANT - CDC	115
ACCOUNTING SPECIALIST	142	INSTRUCTIONAL ASSISTANT - COMPUTER LAB	115
ADMINISTRATIVE ASSISTANT - DISTRICT OFFICE	130	INSTRUCTIONAL ASSISTANT - ELD	117
ADMINISTRATIVE ASSISTANT - ELD	130	INSTRUCTIONAL ASSISTANT - LIBRARY / MEDIA	116
ADMINISTRATIVE ASSISTANT - EXTENSIONS	130	INSTRUCTIONAL ASSISTANT - SCHLBUS	117
ADMINISTRATIVE ASSISTANT - INSTRUCTIONAL	130	INSTRUCTIONAL ASSISTANT - SPECIAL ED	117
ADMINISTRATIVE ASSISTANT - SCHOOL SERVICES	130	INSTRUCTIONAL ASSISTANT - SPECIAL ED/HEALTH	120
ADMINISTRATIVE ASSISTANT - SPECIAL ED	130	INSTRUCTIONAL ASSISTANT - SPECIALIZED CIRCUMSTA	117
ADMINISTRATIVE ASSISTANT - STUDENT ENROLLMENT	130	INSTRUCTIONAL ASSISTANT - STEAM	116
AM CARE LEADER	113	LEAD FOR PARENT AND COMMUNITY ENGAGEMENT	135
APPLICATION SUPPORT TECHNICIAN	136	LEAD TECHNOLOGY SERVICES TECHNICIAN	138
ATTENDANCE ASSISTANT	122	LIBRARY / MEDIA TECHNICIAN	125
BEHAVIOR SPECIALIST I	131	LOW VOLTAGE SYSTEMS TECHNICIAN	137
BEHAVIOR SPECIALIST II	141	MAINTENANCE WORKER	126
BUS DRIVER	128	MAINTENANCE WORKER / IRRIGATION TECH	131
BUS DRIVER / DISPATCHER	128	MECHANIC	135
BUS DRIVER / TRAINER	135	MECHANIC / MAINTENANCE WORKER	131
BUS DRIVER / UTILITY WORKER	128	NETWORK TECHNICIAN	144
CAMPBELL CARE LEADER	118	PACKAGING MACHINE OPERATOR	113
CAMPUS SAFETY ASSISTANT	115	PBIS AND SAFETY SUPPORT	115
CHILD DEVELOPMENT SPECIALIST I	124	PRODUCTION FACILITY LEAD	122
CHILD DEVELOPMENT SPECIALIST II	131	RECESS ENRICHMENT COACH	115
CHILD DEVELOPMENT SPECIALIST III	138	RECREATION LEADER	113
CHILD NUTRITION ASSISTANT	113	SCHOOL / HEALTH OFFICE ASSISTANT	123
CLERICAL ASSISTANT I	117	SCHOOL ADMINISTRATIVE ASSISTANT	131
CLERICAL ASSISTANT II	124	SCHOOL GARDEN EDUCATIONAL LIAISON	124
CLERICAL ASSISTANT III	131	SCHOOL OFFICE ASSISTANT	126
COMMUNITY LIAISON - DISTRICT WIDE	129	SEMI-SKILLED MAINTENANCE WORKER	130
COMMUNITY LIAISON - SITE BASED	124	SITE BASED BEHAVIOR SPECIALIST	132
COMMUNITY LIAISON - SLS	129	SKILLED MAINTENANCE WORKER	136
COOK, CHILD NUTRITION	120	SLS CAMPUS COLLABORATIVE COORDINATOR	129
CUSTODIAN	126	TECHNOLOGY SERVICE TECHNICIAN	132
FACILITY SYSTEMS SPECIALIST	140	UTILITY WORKER	126
HEALTH OFFICE ASSISTANT	123	UTILITY WORKER /GENERAL DELIVERY DRIVER	128
		WEB DEVELOPER	143

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of Range 113 Step A - \$54/mo.

Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of Range 113, Step A \$163/mo.

Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members not designated as bilinaual or biliterate.

Sick Leave accrual:

8 hours per month

Vacation accrual:

1 - 4 service years: 8 hours per month

5 - 10 service years: 8 hours per month plus 24 hours

11 + service years: 8 hour per month plus 64 hours

Campbell Union School District

CSEA 868

Monthly Salary Schedule

Range	Step A	Step B	Step C	Step D	Step E
100	\$1,976	\$2,074	\$2,177	\$2,287	\$2,402
101	\$2,026	\$2,126	\$2,232	\$2,345	\$2,462
102	\$2,076	\$2,178	\$2,288	\$2,403	\$2,522
103	\$2,127	\$2,233	\$2,346	\$2,463	\$2,587
104	\$2,181	\$2,291	\$2,404	\$2,524	\$2,651
105	\$2,235	\$2,347	\$2,464	\$2,588	\$2,717
106	\$2,292	\$2,406	\$2,527	\$2,652	\$2,785
107	\$2,348	\$2,466	\$2,589	\$2,719	\$2,855
108	\$2,407	\$2,528	\$2,653	\$2,786	\$2,926
109	\$2,467	\$2,591	\$2,721	\$2,857	\$2,998
110	\$2,529	\$2,655	\$2,788	\$2,927	\$3,074
111	\$2,593	\$2,722	\$2,858	\$3,001	\$3,152
112	\$2,656	\$2,789	\$2,929	\$3,077	\$3,230
113	\$2,724	\$2,860	\$3,002	\$3,154	\$3,311
114	\$2,792	\$2,931	\$3,079	\$3,232	\$3,393
115	\$2,861	\$3,005	\$3,155	\$3,312	\$3,478
116	\$2,933	\$3,080	\$3,234	\$3,395	\$3,565
117	\$3,007	\$3,157	\$3,315	\$3,480	\$3,653
118	\$3,082	\$3,235	\$3,398	\$3,568	\$3,746
119	\$3,159	\$3,317	\$3,482	\$3,657	\$3,839
120	\$3,237	\$3,400	\$3,569	\$3,748	\$3,936
121	\$3,318	\$3,484	\$3,659	\$3,841	\$4,033
122	\$3,402	\$3,571	\$3,750	\$3,938	\$4,133
123	\$3,486	\$3,661	\$3,844	\$4,036	\$4,237
124	\$3,573	\$3,752	\$3,940	\$4,136	\$4,344
125	\$3,664	\$3,846	\$4,039	\$4,239	\$4,452

Range	Step A	Step B	Step C	Step D	Step E
126	\$3,754	\$3,942	\$4,140	\$4,347	\$4,563
127	\$3,848	\$4,042	\$4,243	\$4,454	\$4,678
128	\$3,944	\$4,143	\$4,349	\$4,565	\$4,795
129	\$4,044	\$4,246	\$4,458	\$4,680	\$4,915
130	\$4,145	\$4,351	\$4,569	\$4,798	\$5,037
131	\$4,248	\$4,461	\$4,682	\$4,918	\$5,163
132	\$4,355	\$4,572	\$4,801	\$5,040	\$5,293
133	\$4,463	\$4,687	\$4,920	\$5,166	\$5,425
134	\$4,575	\$4,803	\$5,044	\$5,296	\$5,561
135	\$4,689	\$4,923	\$5,170	\$5,428	\$5,699
136	\$4,806	\$5,046	\$5,298	\$5,564	\$5,842
137	\$4,925	\$5,172	\$5,431	\$5,702	\$5,987
138	\$5,050	\$5,301	\$5,567	\$5,845	\$6,137
139	\$5,175	\$5,434	\$5,706	\$5,993	\$6,290
140	\$5,305	\$5,570	\$5,848	\$6,140	\$6,449
141	\$5,437	\$5,709	\$5,996	\$6,295	\$6,610
142	\$5,574	\$5,852	\$6,145	\$6,452	\$6,774
143	\$5,712	\$5,999	\$6,298	\$6,613	\$6,944
144	\$5,856	\$6,149	\$6,456	\$6,778	\$7,117
145	\$6,002	\$6,302	\$6,618	\$6,947	\$7,295
146	\$6,152	\$6,459	\$6,782	\$7,121	\$7,478
147	\$6,306	\$6,621	\$6,953	\$7,301	\$7,664
148	\$6,463	\$6,787	\$7,127	\$7,482	\$7,856
149	\$6,625	\$6,957	\$7,305	\$7,668	\$8,054
150	\$6,792	\$7,131	\$7,488	\$7,861	\$8,253
151	\$6,961	\$7,309	\$7,674	\$8,058	\$8,460

2.5% between ranges

5.0% between steps

Campbell Union School District

CSEA 868

11 Month Salary Schedule

Position Title	Range	Position Title	Range
ACCOUNTING PAYROLL TECHNICIAN	136	HEALTH/STUDENT SERVICES TECHNICIAN	129
ACCOUNTING TECHNICIAN	131	INSTRUCTIONAL AIDE - CDC	107
ACCOUNTING TECHNICIAN - ATTENDANCE	131	INSTRUCTIONAL ASSISTANT	116
ACCOUNTING TECHNICIAN - INTERN	129	INSTRUCTIONAL ASSISTANT - CDC	115
ACCOUNTING SPECIALIST	142	INSTRUCTIONAL ASSISTANT - COMPUTER LAB	115
ADMINISTRATIVE ASSISTANT - DISTRICT OFFICE	130	INSTRUCTIONAL ASSISTANT - ELD	117
ADMINISTRATIVE ASSISTANT - ELD	130	INSTRUCTIONAL ASSISTANT - LIBRARY / MEDIA	116
ADMINISTRATIVE ASSISTANT - EXTENSIONS	130	INSTRUCTIONAL ASSISTANT - SCHLBUS	117
ADMINISTRATIVE ASSISTANT - INSTRUCTIONAL	130	INSTRUCTIONAL ASSISTANT - SPECIAL ED	117
ADMINISTRATIVE ASSISTANT - SCHOOL SERVICES	130	INSTRUCTIONAL ASSISTANT - SPECIAL ED/HEALTH	120
ADMINISTRATIVE ASSISTANT - SPECIAL ED	130	INSTRUCTIONAL ASSISTANT - SPECIALIZED CIRCUMSTANC	117
ADMINISTRATIVE ASSISTANT - STUDENT ENROLLMENT	130	INSTRUCTIONAL ASSISTANT - STEAM	116
AM CARE LEADER	113	LEAD FOR PARENT AND COMMUNITY ENGAGEMENT	135
APPLICATION SUPPORT TECHNICIAN	136	LEAD TECHNOLOGY SERVICES TECHNICIAN	138
ATTENDANCE ASSISTANT	122	LIBRARY / MEDIA TECHNICIAN	125
BEHAVIOR SPECIALIST I	131	LOW VOLTAGE SYSTEMS TECHNICIAN	137
BEHAVIOR SPECIALIST II	141	MAINTENANCE WORKER	126
BUS DRIVER	128	MAINTENANCE WORKER / IRRIGATION TECH	131
BUS DRIVER / DISPATCHER	128	MECHANIC	135
BUS DRIVER / TRAINER	135	MECHANIC / MAINTENANCE WORKER	131
BUS DRIVER / UTILITY WORKER	128	NETWORK TECHNICIAN	144
CAMPBELL CARE LEADER	118	PACKAGING MACHINE OPERATOR	113
CAMPUS SAFETY ASSISTANT	115	PBIS AND SAFETY SUPPORT	115
CHILD DEVELOPMENT SPECIALIST I	124	PRODUCTION FACILITY LEAD	122
CHILD DEVELOPMENT SPECIALIST II	131	RECESS ENRICHMENT COACH	115
CHILD DEVELOPMENT SPECIALIST III	138	RECREATION LEADER	113
CHILD NUTRITION ASSISTANT	113	SCHOOL / HEALTH OFFICE ASSISTANT	123
CLERICAL ASSISTANT I	117	SCHOOL ADMINISTRATIVE ASSISTANT	131
CLERICAL ASSISTANT II	124	SCHOOL GARDEN EDUCATIONAL LIAISON	124
CLERICAL ASSISTANT III	131	SCHOOL OFFICE ASSISTANT	126
COMMUNITY LIAISON - DISTRICT WIDE	129	SEMI-SKILLED MAINTENANCE WORKER	130
COMMUNITY LIAISON - SITE BASED	124	SITE BASED BEHAVIOR SPECIALIST	132
COMMUNITY LIAISON - SLS	129	SKILLED MAINTENANCE WORKER	136
COOK, CHILD NUTRITION	120	SLS CAMPUS COLLABORATIVE COORDINATOR	129
CUSTODIAN	126	TECHNOLOGY SERVICE TECHNICIAN	132
FACILITY SYSTEMS SPECIALIST	140	UTILITY WORKER	126
HEALTH OFFICE ASSISTANT	123	UTILITY WORKER /GENERAL DELIVERY DRIVER	128
		WEB DEVELOPER	143

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of Range 113 Step A (\$52/mo. for 11 months)

Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of Range 113, Step A (\$156/mo. for 11 months).

Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members

Sick Leave accrual:

8 hours per month

Vacation accrual:

1 - 4 service years: 8 hours per month

5 - 10 service years: 8 hours per month plus 22 hours

11 + service years: 8 hour per month plus 59 hours

Campbell Union School District

CSEA 868

11 Month Salary Schedule

Range*	Step A	Step B	Step C	Step D	Step E
100	\$1,881	\$1,977	\$2,073	\$2,177	\$2,287
101	\$1,929	\$2,026	\$2,126	\$2,233	\$2,345
102	\$1,978	\$2,074	\$2,178	\$2,288	\$2,403
103	\$2,027	\$2,127	\$2,234	\$2,346	\$2,464
104	\$2,078	\$2,181	\$2,289	\$2,404	\$2,525
105	\$2,130	\$2,235	\$2,347	\$2,465	\$2,588
106	\$2,182	\$2,292	\$2,407	\$2,526	\$2,652
107	\$2,237	\$2,349	\$2,466	\$2,589	\$2,719
108	\$2,293	\$2,408	\$2,527	\$2,653	\$2,787
109	\$2,349	\$2,468	\$2,591	\$2,721	\$2,856
110	\$2,409	\$2,529	\$2,655	\$2,788	\$2,927
111	\$2,469	\$2,593	\$2,722	\$2,859	\$3,001
112	\$2,530	\$2,656	\$2,790	\$2,929	\$3,077
113	\$2,595	\$2,724	\$2,860	\$3,003	\$3,154
114	\$2,659	\$2,792	\$2,931	\$3,079	\$3,231
115	\$2,725	\$2,862	\$3,005	\$3,155	\$3,314
116	\$2,793	\$2,933	\$3,080	\$3,233	\$3,396
117	\$2,864	\$3,007	\$3,157	\$3,316	\$3,480
118	\$2,936	\$3,081	\$3,236	\$3,399	\$3,568
119	\$3,009	\$3,159	\$3,317	\$3,482	\$3,658
120	\$3,083	\$3,238	\$3,400	\$3,570	\$3,748
121	\$3,160	\$3,319	\$3,484	\$3,659	\$3,841
122	\$3,240	\$3,401	\$3,572	\$3,750	\$3,937
123	\$3,320	\$3,487	\$3,661	\$3,844	\$4,037
124	\$3,403	\$3,573	\$3,752	\$3,940	\$4,136
125	\$3,489	\$3,663	\$3,847	\$4,039	\$4,239

Range*	Step A	Step B	Step C	Step D	Step E
126	\$3,576	\$3,754	\$3,942	\$4,141	\$4,346
127	\$3,665	\$3,850	\$4,042	\$4,242	\$4,455
128	\$3,756	\$3,945	\$4,143	\$4,348	\$4,567
129	\$3,851	\$4,044	\$4,247	\$4,457	\$4,681
130	\$3,947	\$4,145	\$4,351	\$4,570	\$4,797
131	\$4,045	\$4,249	\$4,460	\$4,684	\$4,918
132	\$4,148	\$4,355	\$4,573	\$4,800	\$5,041
133	\$4,251	\$4,464	\$4,687	\$4,921	\$5,166
134	\$4,358	\$4,575	\$4,804	\$5,044	\$5,296
135	\$4,466	\$4,689	\$4,924	\$5,170	\$5,428
136	\$4,578	\$4,806	\$5,046	\$5,299	\$5,565
137	\$4,691	\$4,925	\$5,173	\$5,431	\$5,702
138	\$4,810	\$5,050	\$5,302	\$5,568	\$5,845
139	\$4,929	\$5,176	\$5,435	\$5,707	\$5,992
140	\$5,053	\$5,306	\$5,570	\$5,847	\$6,142
141	\$5,179	\$5,438	\$5,710	\$5,997	\$6,295
142	\$5,310	\$5,573	\$5,853	\$6,145	\$6,452
143	\$5,440	\$5,713	\$5,999	\$6,297	\$6,615
144	\$5,576	\$5,857	\$6,149	\$6,456	\$6,778
145	\$5,717	\$6,002	\$6,303	\$6,618	\$6,948
146	\$5,860	\$6,152	\$6,459	\$6,783	\$7,122
147	\$6,006	\$6,306	\$6,621	\$6,954	\$7,301
148	\$6,156	\$6,464	\$6,788	\$7,127	\$7,482
149	\$6,311	\$6,625	\$6,958	\$7,305	\$7,670
150	\$6,469	\$6,792	\$7,132	\$7,487	\$7,862
151	\$6,630	\$6,962	\$7,308	\$7,675	\$8,058

*hourly and daily rates are calculated on the 12 month schedule

Campbell Union School District

CSEA 868

10 Month Salary Schedule

Position Title	Range
ACCOUNTING PAYROLL TECHNICIAN	136
ACCOUNTING TECHNICIAN	131
ACCOUNTING TECHNICIAN - ATTENDANCE	131
ACCOUNTING TECHNICIAN - INTERN	129
ACCOUNTING SPECIALIST	142
ADMINISTRATIVE ASSISTANT - DISTRICT OFFICE	130
ADMINISTRATIVE ASSISTANT - ELD	130
ADMINISTRATIVE ASSISTANT - EXTENSIONS	130
ADMINISTRATIVE ASSISTANT - INSTRUCTIONAL	130
ADMINISTRATIVE ASSISTANT - SCHOOL SERVICES	130
ADMINISTRATIVE ASSISTANT - SPECIAL ED	130
ADMINISTRATIVE ASSISTANT - STUDENT ENROLLMENT	130
AM CARE LEADER	113
APPLICATION SUPPORT TECHNICIAN	136
ATTENDANCE ASSISTANT	122
BEHAVIOR SPECIALIST I	131
BEHAVIOR SPECIALIST II	141
BUS DRIVER	128
BUS DRIVER / DISPATCHER	128
BUS DRIVER / TRAINER	135
BUS DRIVER / UTILITY WORKER	128
CAMPBELL CARE LEADER	118
CAMPUS SAFETY ASSISTANT	115
CHILD DEVELOPMENT SPECIALIST I	124
CHILD DEVELOPMENT SPECIALIST II	131
CHILD DEVELOPMENT SPECIALIST III	138
CHILD NUTRITION ASSISTANT	113
CLERICAL ASSISTANT I	117
CLERICAL ASSISTANT II	124
CLERICAL ASSISTANT III	131
COMMUNITY LIAISON - DISTRICT WIDE	129
COMMUNITY LIAISON - SITE BASED	124
COMMUNITY LIAISON - SLS	129
COOK, CHILD NUTRITION	120
CUSTODIAN	126
FACILITY SYSTEMS SPECIALIST	140
HEALTH OFFICE ASSISTANT	123

Position Title	Range
HEALTH/STUDENT SERVICES TECHNICIAN	129
INSTRUCTIONAL AIDE - CDC	107
INSTRUCTIONAL ASSISTANT	116
INSTRUCTIONAL ASSISTANT - CDC	115
INSTRUCTIONAL ASSISTANT - COMPUTER LAB	115
INSTRUCTIONAL ASSISTANT - ELD	117
INSTRUCTIONAL ASSISTANT - LIBRARY / MEDIA	116
INSTRUCTIONAL ASSISTANT - SCHLBUS	117
INSTRUCTIONAL ASSISTANT - SPECIAL ED	117
INSTRUCTIONAL ASSISTANT - SPECIAL ED/HEALTH	120
INSTRUCTIONAL ASSISTANT - SPECIALIZED CIRCUMSTANCE	117
INSTRUCTIONAL ASSISTANT - STEAM	116
LEAD FOR PARENT AND COMMUNITY ENGAGEMENT	135
LEAD TECHNOLOGY SERVICES TECHNICIAN	138
LIBRARY / MEDIA TECHNICIAN	125
LOW VOLTAGE SYSTEMS TECHNICIAN	137
MAINTENANCE WORKER	126
MAINTENANCE WORKER / IRRIGATION TECH	131
MECHANIC	135
MECHANIC / MAINTENANCE WORKER	131
NETWORK TECHNICIAN	144
PACKAGING MACHINE OPERATOR	113
PBIS AND SAFETY SUPPORT	115
PRODUCTION FACILITY LEAD	122
RECESS ENRICHMENT COACH	115
RECREATION LEADER	113
SCHOOL / HEALTH OFFICE ASSISTANT	123
SCHOOL ADMINISTRATIVE ASSISTANT	131
SCHOOL GARDEN EDUCATIONAL LIAISON	124
SCHOOL OFFICE ASSISTANT	126
SEMI-SKILLED MAINTENANCE WORKER	130
SITE BASED BEHAVIOR SPECIALIST	132
SKILLED MAINTENANCE WORKER	136
SLS CAMPUS COLLABORATIVE COORDINATOR	129
TECHNOLOGY SERVICE TECHNICIAN	132
UTILITY WORKER	126
UTILITY WORKER /GENERAL DELIVERY DRIVER	128
WEB DEVELOPER	143

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of CSEA 868 Rng 113 Step A (\$52/mo. for 10 months)

Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of CSEA 868 rng 113, Step A (\$155/mo. for 10 months)

Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members not designated as bilingual or biliterate.

Sick Leave accrual:

8 hours per month

Vacation accrual:

1 - 4 service years: 8 hours per month

5 - 10 service years: 8 hours per month plus 20 hours

11 + service years: 8 hour per month plus 53.6 hours

Campbell Union School District

CSEA 868

10 Month Salary Schedule

Range*	Step A	Step B	Step C	Step D	Step E
100	\$1,869	\$1,963	\$2,061	\$2,164	\$2,272
101	\$1,917	\$2,012	\$2,113	\$2,219	\$2,329
102	\$1,964	\$2,061	\$2,165	\$2,273	\$2,387
103	\$2,013	\$2,114	\$2,220	\$2,330	\$2,447
104	\$2,063	\$2,167	\$2,274	\$2,388	\$2,509
105	\$2,116	\$2,221	\$2,331	\$2,448	\$2,571
106	\$2,168	\$2,276	\$2,391	\$2,510	\$2,635
107	\$2,222	\$2,333	\$2,449	\$2,572	\$2,702
108	\$2,277	\$2,392	\$2,511	\$2,636	\$2,769
109	\$2,334	\$2,452	\$2,574	\$2,703	\$2,837
110	\$2,393	\$2,513	\$2,639	\$2,770	\$2,909
111	\$2,453	\$2,575	\$2,704	\$2,840	\$2,982
112	\$2,513	\$2,640	\$2,773	\$2,911	\$3,056
113	\$2,577	\$2,706	\$2,841	\$2,983	\$3,133
114	\$2,643	\$2,775	\$2,913	\$3,058	\$3,209
115	\$2,707	\$2,843	\$2,984	\$3,134	\$3,291
116	\$2,776	\$2,914	\$3,059	\$3,212	\$3,373
117	\$2,845	\$2,987	\$3,135	\$3,293	\$3,457
118	\$2,916	\$3,060	\$3,215	\$3,376	\$3,544
119	\$2,989	\$3,137	\$3,295	\$3,459	\$3,633
120	\$3,062	\$3,217	\$3,377	\$3,546	\$3,723
121	\$3,138	\$3,297	\$3,461	\$3,635	\$3,815
122	\$3,219	\$3,378	\$3,547	\$3,726	\$3,911
123	\$3,298	\$3,463	\$3,637	\$3,818	\$4,010
124	\$3,380	\$3,550	\$3,728	\$3,914	\$4,110
125	\$3,466	\$3,639	\$3,821	\$4,012	\$4,212

Range*	Step A	Step B	Step C	Step D	Step E
126	\$3,552	\$3,730	\$3,916	\$4,113	\$4,318
127	\$3,641	\$3,824	\$4,015	\$4,214	\$4,426
128	\$3,732	\$3,919	\$4,115	\$4,320	\$4,536
129	\$3,826	\$4,017	\$4,219	\$4,428	\$4,650
130	\$3,921	\$4,117	\$4,322	\$4,540	\$4,766
131	\$4,019	\$4,221	\$4,430	\$4,654	\$4,884
132	\$4,120	\$4,326	\$4,543	\$4,769	\$5,008
133	\$4,223	\$4,434	\$4,656	\$4,888	\$5,132
134	\$4,329	\$4,545	\$4,772	\$5,011	\$5,260
135	\$4,436	\$4,659	\$4,891	\$5,136	\$5,392
136	\$4,547	\$4,774	\$5,013	\$5,264	\$5,527
137	\$4,660	\$4,894	\$5,139	\$5,394	\$5,665
138	\$4,777	\$5,016	\$5,267	\$5,531	\$5,807
139	\$4,897	\$5,142	\$5,399	\$5,670	\$5,951
140	\$5,018	\$5,271	\$5,534	\$5,809	\$6,102
141	\$5,145	\$5,402	\$5,673	\$5,956	\$6,254
142	\$5,275	\$5,537	\$5,814	\$6,105	\$6,409
143	\$5,405	\$5,675	\$5,960	\$6,257	\$6,570
144	\$5,540	\$5,817	\$6,108	\$6,413	\$6,733
145	\$5,678	\$5,963	\$6,261	\$6,573	\$6,903
146	\$5,821	\$6,111	\$6,417	\$6,738	\$7,075
147	\$5,967	\$6,264	\$6,579	\$6,907	\$7,252
148	\$6,115	\$6,422	\$6,743	\$7,079	\$7,434
149	\$6,269	\$6,582	\$6,911	\$7,256	\$7,620
150	\$6,426	\$6,748	\$7,085	\$7,438	\$7,809
151	\$6,586	\$6,915	\$7,259	\$7,624	\$8,005

*hourly and daily rates are calculated on the 12 month schedule

CAMPBELL UNION SCHOOL DISTRICT
C.S.E.A 868
(formerly 78 and 768)
Monthly Salary Schedule

(Pertains only to individuals in positions below prior to 01/01/2016)

CSEA 78 POSITION - Salary Schedule 78	RANGE	MONTHLY SALARY
Behavioral Specialist II	57	\$5,604 - \$6,774
Behavioral Specialist I	46	\$4,321 - \$5,225
School Administrative Assistant	46	\$4,321 - \$5,225
Health/Student Services Technician	43	\$4,031 - \$4,872
Community Liaison - Districtwide	43	\$4,031 - \$4,872
School Office Assistant	41	\$3,846 - \$4,660
Attendance Assistant	39	\$3,663 - \$4,433
School/Health Office Assistant	39	\$3,663 - \$4,433
Community Liaison - Site Based	38	\$3,578 - \$4,323
School Garden Educational Liaison	38	\$3,578 - \$4,323
Instructional Assistant - Special Ed/Health	34	\$3,259 - \$3,940
Clerical Assistant I	31	\$3,041 - \$3,663
Instructional Assistant - Computer Lab	29	\$2,903 - \$3,505
Instructional Assistant - Library/Media	29	\$2,903 - \$3,505

CSEA 78 (CDC) POSITION - Salary Schedule 88	RANGE	MONTHLY SALARY
Child Development Specialist III	CDS3	\$5,089 - \$6,145
Child Development Specialist II	CDS2	\$4,316 - \$5,211

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

- Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of Range 113 Step A - \$54/mo.
- Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of Range 113, Step A - \$163/mo.
- Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members not designated as bilingual or biliterate.

Sick Leave accrual:

8 hours per month

Vacation accrual:

- 1 - 4 service years: 8 hours per month
- 5 - 10 service years: 8 hours per month plus 24 hours
- 11 + service years: 8 hour per month plus 64 hours

CAMPBELL UNION SCHOOL DISTRICT
 C.S.E.A 868
 (formerly 78 and 768)
 Monthly Salary Schedule

(Pertains only to individuals in positions below prior to 01/01/2016)

CSEA (78) - Salary Schedule 78					
Range	Step 1	Step 2	Step 3	Step 4	Step 5
57	\$5,604	\$5,879	\$6,162	\$6,454	\$6,774
46	\$4,321	\$4,535	\$4,751	\$4,983	\$5,225
43	\$4,031	\$4,226	\$4,433	\$4,659	\$4,872
41	\$3,846	\$4,031	\$4,226	\$4,433	\$4,660
39	\$3,663	\$3,846	\$4,031	\$4,226	\$4,433
38	\$3,578	\$3,753	\$3,940	\$4,125	\$4,323
34	\$3,259	\$3,410	\$3,578	\$3,753	\$3,940
31	\$3,041	\$3,183	\$3,335	\$3,505	\$3,663
29	\$2,903	\$3,041	\$3,183	\$3,335	\$3,505

CSEA (78 CDC) - Salary Schedule 88					
Range	Step 1	Step 2	Step 3	Step 4	Step 5
CDS3	\$5,089	\$5,330	\$5,583	\$5,859	\$6,145
CDS2	\$4,316	\$4,537	\$4,744	\$4,972	\$5,211

CAMPBELL UNION SCHOOL DISTRICT
 C.S.E.A 868
 (formerly 78 and 768)
 11 Month Salary Schedule

(Pertains to individuals in positions below prior to 01/01/2016)

CSEA (formerly 78) POSITION - <i>Salary Schedule 81</i>	RANGE	MONTHLY SALARY*
School Administrative Assistant	46	\$4,116 - \$4,977
School Office Assistant	41	\$3,663 - \$4,438
Attendance Assistant	39	\$3,488 - \$4,222
School/Health Office Assistant	39	\$3,488 - \$4,222

*hourly and daily rates are calculated on the 12 month schedule

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

- Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of Range 113 Step A (\$52/mo. for 11 months)
- Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of Range 113, Step A (\$156/mo. for 11 months).
- Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members not designated as bilingual or biliterate.

Sick Leave accrual:

8 hours per month

Vacation accrual:

1 - 4 service years: 8 hours per month

5 - 10 service years: 8 hours per month plus 22 hours

CAMPBELL UNION SCHOOL DISTRICT
C.S.E.A 868
(formerly 78 and 768)
11 Month Salary Schedule

(Pertains to individuals in positions below prior to 01/01/2016)

CSEA (formerly 78) - Salary Schedule 81

Range	Step 1	Step 2	Step 3	Step 4	Step 5
46	\$4,116	\$4,320	\$4,526	\$4,746	\$4,977
41	\$3,663	\$3,839	\$4,024	\$4,222	\$4,438
39	\$3,488	\$3,663	\$3,839	\$4,024	\$4,222

CAMPBELL UNION SCHOOL DISTRICT
C.S.E.A 868
(formerly 78 and 768)
10 month Salary Schedule

(Pertains to individuals in positions below prior to 01/01/2016)

CSEA 78 POSITION - Salary Schedule 79	RANGE	MONTHLY SALARY*
Behavioral Specialist II	57	\$5,302 - \$6,409
Clerical Assistant I	31	\$2,876 - \$3,465
Community Liaison - Districtwide	43	\$3,813 - \$4,609
Community Liaison - Site Based	38	\$3,385 - \$4,091
Health/Student Services Technician	43	\$3,813 - \$4,609
Instructional Assistant - Computer Lab	29	\$2,747 - \$3,317
Instructional Assistant - Library/Media	29	\$2,747 - \$3,317
Instructional Assistant - Special Ed/Health	34	\$3,083 - \$3,728
School Garden Educational Liaison	38	\$3,385 - \$4,091

CSEA 78 CDC POSITION - Salary Schedule 89	RANGE	MONTHLY SALARY*
Child Development Specialist II	CDS2	\$4,083 - \$4,930
Child Development Specialist III	CDS3	\$4,815 - \$5,814

*hourly and daily rates are calculated on the 12 month schedule

Annual Health & Welfare Benefit:

District Contribution - \$11,276 (max)

Additional Information

•Professional Growth - Nine (9) unit increments will be allowed, as credits are earned: 2% of CSEA 868 Rng 113 Step A (\$52/mo. for 10 months)

•Supermaximum (longevity) -Becomes effective the beginning of the 10th, 15th, 20th, 25th, 30th and 35th full year of service: 6% of CSEA 868 mg 113, Step A (\$155/mo. for 10 months)

•Bilingual/Biliterate Differential: Any unit member who has passed the District's test and qualifies as bilingual/biliterate and who is assigned to a position designated as bilingual or biliterate shall be paid one range higher on the salary schedule than similarly situated unit members not designated as bilingual or biliterate.

Sick Leave accrual:

8 hours per month

Vacation accrual:

1 - 4 service years: 8 hours per month

5 - 10 service years: 8 hours per month plus 20 hours

11 + service years: 8 hour per month plus 53.6 hours

CAMPBELL UNION SCHOOL DISTRICT
 C.S.E.A 868
 (formerly 78 and 768)
 10 month Salary Schedule

(Pertains to individuals in positions below prior to 01/01/2016)

CSEA (78) - Salary Schedule 79

Range	Step 1	Step 2	Step 3	Step 4	Step 5
57	\$5,302	\$5,562	\$5,831	\$6,107	\$6,409
46	\$4,089	\$4,291	\$4,496	\$4,715	\$4,944
43	\$3,813	\$3,998	\$4,194	\$4,408	\$4,609
38	\$3,385	\$3,551	\$3,728	\$3,904	\$4,091
34	\$3,083	\$3,228	\$3,385	\$3,551	\$3,728
31	\$2,876	\$3,011	\$3,155	\$3,317	\$3,465
29	\$2,747	\$2,876	\$3,011	\$3,155	\$3,317

CSEA (78) CDC - Salary Schedule 89

Range	Step 1	Step 2	Step 3	Step 4	Step 5
CDS2	\$4,083	\$4,293	\$4,490	\$4,704	\$4,930
CDS3	\$4,815	\$5,043	\$5,282	\$5,543	\$5,814