

**CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION
PERMANENT CONTRACT ANNUAL SALARY SCHEDULE
Effective: July 1, 2016**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$31,067.75	\$32,651.37	\$34,286.54	\$36,011.80	\$37,814.33	\$39,719.85
2	\$31,956.13	\$33,539.77	\$35,226.42	\$37,003.18	\$38,870.09	\$40,839.98
3	\$32,857.40	\$34,453.91	\$36,217.80	\$38,058.96	\$39,977.35	\$41,985.88
4	\$33,938.90	\$35,612.67	\$37,389.44	\$39,282.09	\$41,264.86	\$43,324.89
5	\$35,046.16	\$36,810.05	\$38,651.21	\$40,582.48	\$42,616.75	\$44,754.03
6	\$36,282.18	\$38,123.32	\$40,054.61	\$42,063.12	\$44,187.54	\$46,389.18
7	\$37,749.95	\$39,655.48	\$41,638.26	\$43,749.76	\$45,964.30	\$48,243.18
8	\$39,282.09	\$41,264.86	\$43,324.89	\$45,539.42	\$47,818.33	\$50,213.09
9	\$40,930.12	\$43,003.01	\$45,178.91	\$47,457.81	\$49,826.83	\$52,324.63
10	\$42,784.12	\$44,947.16	\$47,200.32	\$49,556.47	\$52,015.61	\$54,616.40
11	\$44,689.66	\$46,917.05	\$49,260.32	\$51,758.12	\$54,358.89	\$57,075.55
12	\$47,032.94	\$49,427.71	\$51,899.74	\$54,487.65	\$57,255.80	\$60,088.35
13	\$49,504.97	\$51,964.11	\$54,564.90	\$57,333.07	\$60,191.34	\$63,229.88
14	\$52,170.12	\$54,783.78	\$57,539.06	\$60,410.21	\$63,474.50	\$66,654.67
15	\$55,105.65	\$57,848.08	\$60,757.85	\$63,770.64	\$67,002.32	\$70,336.95
16	\$58,466.07	\$61,401.61	\$64,440.13	\$67,684.67	\$71,083.72	\$74,624.38
17	\$61,929.49	\$65,032.40	\$68,289.80	\$71,714.61	\$75,319.64	\$79,117.81
18	\$65,740.52	\$69,049.46	\$72,525.75	\$76,156.53	\$79,980.45	\$83,971.74
19	\$70,066.59	\$73,568.62	\$77,276.66	\$81,164.96	\$85,207.76	\$89,495.18
20	\$74,843.27	\$78,589.93	\$82,516.85	\$86,624.02	\$91,014.45	\$95,546.52
21	\$80,019.08	\$84,023.25	\$88,246.30	\$92,688.24	\$97,284.67	\$102,164.34
22	\$86,830.03	\$91,156.09	\$95,726.76	\$100,542.08	\$105,550.50	\$110,842.19

Based on 12 Month/Year

Service Recognition:

10 Years	2.5%
15 Years	5.0%
20 Years	7.5%
25 Years	10 %
30 Years	12.50%

Differential Pay:

Bilingual Requirement	2.5%
Swing Shift	5%
Graveyard Shift	7.5%

COLA 1.06%

Board Approved: February 27, 2017