

MADERA COUNTY SUPERINTENDENT OF SCHOOLS  
1105 South Madera Avenue, Madera, CA 93637

**CSEA CHAPTER 713**  
**2020-2021 CLASSIFIED STAFF SALARY SCHEDULE**

Effective January 1, 2021

**184 Work Days -- 10 Month Positions (Paid 11thly)**

**CLASS - INSTRUCTIONAL ASSISTANT**

**RANGE 5:**  
Instructional Assistant Classifications:  
Bilingual Interpreter; Building Trades; Charter School; Early Childhood Education (Level I); Early Start;  
Emotionally Disturbed; Mental Health; Resource Specialist Program or Mild/Moderate Program;  
Severely Disabled; Speech; Visually Impaired

	Step A	Step B	Step C	Step D	Step E	Step F
5 hours	1361.24	1428.93	1500.33	1575.44	1654.25	1736.78
6 hours	1633.48	1714.71	1800.39	1890.52	1985.11	2084.14

**RANGE 7:**  
Instructional Assistant Classifications:  
Deaf/Hard of Hearing; Early Childhood Education (Level II); Transporter

	Step A	Step B	Step C	Step D	Step E	Step F
1.5 hours	429.23	450.65	472.63	496.55	521.59	547.46
2 hours	572.31	600.87	630.17	662.07	695.45	729.95
6 hours	1716.94	1802.62	1890.52	1986.22	2086.36	2189.85

**RANGE 9:**  
Health Aide; Instructional Assistant (Range 5 Classifications); Registered Behavioral Technician -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	1804.84	1894.97	1986.22	2087.48	2192.07	2300.01
7 hours	2105.65	2210.80	2317.25	2435.39	2557.42	2683.34
7 1/2 hours	2256.05	2368.72	2482.77	2609.35	2740.09	2875.01
8 hours	2406.46	2526.63	2648.29	2783.30	2922.76	3066.68

**RANGE 11:**  
Instructional Assistant, Early Childhood Education (Level II) (Range 7 Classifications) -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	1897.20	1991.78	2087.48	2193.19	2302.23	2416.84

**RANGE 13:**  
Health Aide (Range 9 Classifications); Registered Behavioral Technician -- **Employees with AA degree, including a minimum of six college level coursework units in Health Sciences, Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	1994.01	2093.04	2193.19	2304.46	2419.07	2539.24
7 hours	2326.34	2441.88	2558.72	2688.53	2822.25	2962.45
7 1/2 hours	2492.51	2616.30	2741.48	2880.57	3023.84	3174.05
8 hours	2658.68	2790.72	2924.25	3072.61	3225.43	3385.66

**RANGE 23:**  
Interpreter-Deaf/Hard of Hearing

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	2552.60	2679.45	2808.52	2950.95	3097.83	3250.28

**RANGE 27:**

Certified Occupational Therapist Assistant; Licensed Vocational Nurse; Speech/Language Pathology Assistant

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	2817.43	2957.63	3100.06	3256.95	3419.41	3588.55
8 hours	3756.57	3943.51	4133.41	4342.60	4559.21	4784.73

**RANGE 31:**

Certified Interpreter-Deaf/Hard of Hearing

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	3110.07	3264.74	3421.64	3595.22	3775.48	3962.42

**RANGE 34:**Certified Interpreter-Deaf/Hard of Hearing -- (Range 31 Classifications) -- **Employees who have been awarded and maintain a Certificate of Competency by the National Registry of Interpreters for the Deaf**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	3349.31	3515.11	3685.35	3872.29	4065.91	4267.31

Childcare Aide \*\*\$14.25/Hourly

6 hours	1585.64
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\*\*Step and Cost of Living Adjustments do not apply to this classification due to funding limitations

204 Paid Days = 10 month position  
 184 workdays  
 10 vacation days  
 10 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.  
 (IEPs, IFSPs, Forms, etc.)

**CLASS - TRANSPORTATION****RANGE 13:**

School Bus Driver/Instructional Assistant (Range 5)

	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	2658.68	2790.72	2924.25	3072.61	3225.43	3385.66

**RANGE 14:**

School Bus Driver

	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	2725.44	2860.45	2996.95	3149.76	3305.54	3470.23

204 Paid Days = 10 month position  
 184 workdays  
 10 vacation days  
 10 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.  
 (IEPs, IFSPs, Forms, etc.)

## 200 Work Days -- 11 Month Positions

### CLASS - INSTRUCTIONAL ASSISTANT

**RANGE 5:**

Instructional Assistant Classifications:

Bilingual Interpreter

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	1769.61	1857.61	1950.43	2048.07	2150.53	2257.82

221 Paid Days = 11 month position

200 workdays

11 vacation days

10 holidays

## 220 Work Days -- 12 Month Positions

### CLASS - TRANSPORTATION

**RANGE 21**

Dispatcher/School Bus Driver Trainer

	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	3536.46	3713.04	3891.24	4088.88	4293.00	4503.60

243 Paid Days = 12 month position

220 workdays

12 vacation days

11 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.

(IEPs, IFSPs, Forms, etc.)

## 261 Paid Days -- 12 Month Positions

### CLASS - INSTRUCTIONAL ASSISTANT

**RANGE 5:**

Instructional Assistant Classifications:

Correctional Facility; Early Childhood Education (Level I)

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	1915.74	2011.01	2111.49	2217.20	2328.12	2444.27

**RANGE 7:**

Instructional Assistant Classifications:

Early Childhood Education (Level II)

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	2013.62	2114.10	2217.20	2329.43	2446.88	2568.24

**RANGE 9:**

Instructional Assistant Early Childhood Education (Level I) (Range 5 Classifications) -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Teacher Education, or closely related field.**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	2116.71	2222.42	2329.43	2448.18	2570.85	2697.44

**RANGE 11:**

Instructional Assistant Early Childhood Education (Level II) (Range 7 Classifications) -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Teacher Education, or closely related field.**

	Step A	Step B	Step C	Step D	Step E	Step F
6 hours	2225.03	2335.95	2448.18	2572.16	2700.05	2834.46

Childcare Aide	**\$14.25/Hourly
6 hours	1859.63
**Step and Cost of Living Adjustments do not apply to this classification due to funding limitations	

261 Paid Days  
 \$50 monthly payment for designated employees providing written Spanish translation services.  
 (IEPs, IFSPs, Forms, etc.)

**CLASS - MAINTENANCE & OPERATIONS**

<b>RANGE 6:</b> Custodian						
	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	2618.70	2749.20	2884.92	3029.34	3182.46	3340.80

<b>RANGE 8:</b> Maintenance Custodian						
	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	2752.68	2890.14	3029.34	3184.20	3344.28	3509.58

<b>RANGE 10:</b> Lead Maintenance Custodian						
	Step A	Step B	Step C	Step D	Step E	Step F
8 hours	2893.62	3038.04	3184.20	3346.02	3513.06	3687.06

261 paid days  
 \$50 monthly payment for designated employees providing written Spanish translation services.  
 (IEPs, IFSPs, Forms, etc.)

Shift Differential - Any employee in the bargaining unit whose assigned work shift commences between 1:00 p.m. and 5:00 a.m. shall be paid at a shift differential of 5% above the employee's regular rate of pay for all hours worked

Effective the month following completion of ten (10) years of continuous, full time, satisfactory service with the MCSOS, exclusive of approved leave without pay, any employee in the classified service shall, in addition to the employee's current salary:

- Receive 5% longevity pay after 10 years of continuous service (5.0%)
- Additionally 5.0% granted after 15 years of continuous service (10.25%)
- Additionally 5.0% granted after 20 years of continuous service (15.76%)

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$13,500 for each full time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

For employees "grandfathered" in under the contract, Article XXI, full health coverage would continue for four hour plus employees to the annual rate of \$13,500.

For employees hired after November 1, 1988, employed four hours or more but less than eight hours per day, the premium shall be prorated.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCOE for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

**2020-2021 CSEA SALARY SCHEDULE/HOURLY RATES**

Effective January 1, 2021

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
5	14.68	15.41	16.18	16.99	17.84	18.73
6	15.05	15.80	16.58	17.41	18.29	19.20
7	15.43	16.20	16.99	17.85	18.75	19.68
8	15.82	16.61	17.41	18.30	19.22	20.17
9	16.22	17.03	17.85	18.76	19.70	20.67
10	16.63	17.46	18.30	19.23	20.19	21.19
11	17.05	17.90	18.76	19.71	20.69	21.72
12	17.48	18.35	19.23	20.20	21.21	22.26
13	17.92	18.81	19.71	20.71	21.74	22.82
14	18.37	19.28	20.20	21.23	22.28	23.39
15	18.83	19.76	20.71	21.76	22.84	23.97
16	19.30	20.25	21.23	22.30	23.41	24.57
17	19.78	20.76	21.76	22.86	24.00	25.18
18	20.27	21.28	22.30	23.43	24.60	25.81
19	20.78	21.81	22.86	24.02	25.22	26.46
20	21.30	22.36	23.43	24.62	25.85	27.12
21	21.83	22.92	24.02	25.24	26.50	27.80
22	22.38	23.49	24.62	25.87	27.16	28.50
23	22.94	24.08	25.24	26.52	27.84	29.21
24	23.51	24.68	25.87	27.18	28.54	29.94
25	24.10	25.30	26.52	27.86	29.25	30.69
26	24.70	25.93	27.18	28.56	29.98	31.46
27	25.32	26.58	27.86	29.27	30.73	32.25
28	25.95	27.24	28.56	30.00	31.50	33.06
29	26.60	27.92	29.27	30.75	32.29	33.89
30	27.27	28.62	30.00	31.52	33.10	34.74
31	27.95	29.34	30.75	32.31	33.93	35.61
32	28.65	30.07	31.52	33.12	34.78	36.50
33	29.37	30.82	32.31	33.95	35.65	37.41
34	30.10	31.59	33.12	34.80	36.54	38.35
35	30.85	32.38	33.95	35.67	37.45	39.31

**2019-2020 CSEA SALARY SCHEDULE/HOURLY RATES**

Effective July 1, 2019

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
<b>5</b>	14.25	14.96	15.71	16.50	17.32	18.19
<b>6</b>	14.61	15.34	16.11	16.91	17.75	18.64
<b>7</b>	14.98	15.73	16.52	17.33	18.20	19.11
<b>8</b>	15.35	16.12	16.93	17.76	18.65	19.58
<b>9</b>	15.73	16.52	17.35	18.21	19.12	20.07
<b>10</b>	16.12	16.93	17.78	18.66	19.60	20.58
<b>11</b>	16.52	17.35	18.22	19.13	20.09	21.09
<b>12</b>	16.93	17.78	18.67	19.61	20.59	21.62
<b>13</b>	17.35	18.22	19.13	20.10	21.10	22.16
<b>14</b>	17.78	18.67	19.60	20.60	21.63	22.71
<b>15</b>	18.22	19.13	20.09	21.12	22.17	23.28
<b>16</b>	18.68	19.61	20.59	21.64	22.73	23.86
<b>17</b>	19.15	20.11	21.12	22.18	23.29	24.46
<b>18</b>	19.63	20.61	21.64	22.74	23.88	25.07
<b>19</b>	20.12	21.13	22.19	23.31	24.47	25.70
<b>20</b>	20.62	21.65	22.73	23.89	25.08	26.34
<b>21</b>	21.14	22.20	23.31	24.49	25.71	27.00
<b>22</b>	21.67	22.75	23.89	25.10	26.35	27.67
<b>23</b>	22.21	23.32	24.49	25.73	27.01	28.36
<b>24</b>	22.77	23.91	25.11	26.37	27.69	29.07
<b>25</b>	23.34	24.51	25.74	27.03	28.38	29.80
<b>26</b>	23.92	25.12	26.38	27.71	29.09	30.55
<b>27</b>	24.52	25.75	27.04	28.40	29.82	31.31
<b>28</b>	25.13	26.39	27.71	29.11	30.56	32.09
<b>29</b>	25.76	27.05	28.40	29.84	31.33	32.89
<b>30</b>	26.40	27.72	29.11	30.58	32.11	33.72
<b>31</b>	27.06	28.41	29.83	31.35	32.91	34.56
<b>32</b>	27.74	29.13	30.59	32.13	33.74	35.42
<b>33</b>	28.43	29.85	31.34	32.93	34.58	36.31
<b>34</b>	29.14	30.60	32.13	33.76	35.44	37.22
<b>35</b>	29.87	31.36	32.93	34.60	36.33	38.15