

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

CSEA CHAPTER 713
2023-2024 CLASSIFIED STAFF SALARY SCHEDULE

Effective January 1, 2024

187 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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2234.75	2346.06	2463.49	2587.03	2716.69	2852.46
7 hours	2406.66	2526.53	2652.99	2786.03	2925.66	3071.88

RANGE 7:

Instructional Assistant Classifications:

Community Resource/Transporter; Deaf/Hard of Hearing; Early Childhood Education (Level II); Transporter

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1.5 hours	541.96	569.06	597.57	627.49	658.82	691.85
2 hours	722.62	758.75	796.76	836.66	878.43	922.47
6.5 hours	2348.51	2465.93	2589.48	2719.13	2854.91	2998.02
7 hours	2529.16	2655.62	2788.67	2928.30	3074.51	3228.64

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2468.38	2591.92	2721.58	2857.35	3000.47	3150.92
7 hours	2658.26	2791.30	2930.93	3077.15	3231.27	3393.29
7.5 hours	2848.13	2990.68	3140.28	3296.95	3462.08	3635.67
8 hours	3038.01	3190.06	3349.64	3516.74	3692.88	3878.05

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2593.15	2722.80	2858.58	3001.69	3152.14	3309.93

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2724.03	2859.80	3002.91	3153.36	3311.15	3476.28
7 hours	2933.57	3079.78	3233.90	3395.93	3565.86	3743.69
7.5 hours	3143.11	3299.77	3464.90	3638.50	3820.56	4011.10
8 hours	3352.65	3519.75	3695.89	3881.06	4075.27	4278.50

RANGE 23:

Interpreter-Deaf/Hard of Hearing

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	3488.51	3663.43	3846.91	4038.95	4240.77	4452.38
7 hours	3756.86	3945.23	4142.82	4349.63	4566.98	4794.87

RANGE 27:

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

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	3850.58	4042.62	4244.44	4457.27	4679.89	4913.52
8 hours	4739.17	4975.53	5223.93	5485.88	5759.87	6047.41

RANGE 31:

Certified Interpreter-Deaf/Hard of Hearing

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	4251.78	4464.61	4688.46	4923.31	5169.17	5427.26
7 hours	4578.84	4808.05	5049.11	5302.02	5566.79	5844.74

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	4578.37	4807.10	5048.07	5300.05	5565.48	5844.36
7 hours	4930.55	5176.88	5436.38	5707.74	5993.59	6293.93

Childcare Aide **\$16.25/Hourly

6.5 hours	1987.67
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**Step and Cost of Living Adjustments do not apply to this classification due to funding limitations

207 Paid Days = 10 month position

187 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 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3352.65	3519.75	3695.89	3881.06	4075.27	4278.50

RANGE 14:

School Bus Driver

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3436.95	3608.57	3789.23	3978.92	4177.64	4386.89

207 Paid Days = 10 month position

187 workdays

10 vacation days

10 holidays

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

(IEPs, IFSPs, Forms, etc.)

The 187 workday calendar remains the same for the 2023-2024 school year only. Workdays shall return to 184 in the 2024-2025 school year.

203 Work Days -- 11 Month Positions

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:
Bilingual Interpreter

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2418.28	2538.73	2665.80	2799.49	2939.80	3086.72

224 Paid Days = 11 month position
 203 workdays
 11 vacation days
 10 holidays

The 203 workday calendar will remain the same for the 2023-2024 school year only. Workdays shall return to 200 in the 2024-2025 school year.

223 Work Days -- 12 Month Positions

CLASS - TRANSPORTATION

RANGE 21

Dispatcher/School Bus Driver Trainer

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	4469.05	4693.00	4928.47	5175.47	5434.00	5705.70

246 Paid Days = 12 month position
 223 workdays
 12 vacation days
 11 holidays

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

The 223 workday calendar will remain the same for the 2023-2024 school year only. Workdays shall return to 220 in the 2024-2025 school year.

259 Paid Days -- 12 Month Positions

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:
Early Childhood Education (Level I)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2563.13	2690.79	2825.47	2967.17	3115.88	3271.60
7 hours	2760.29	2897.78	3042.82	3195.41	3355.56	3523.26

RANGE 7:

Instructional Assistant Classifications:
Early Childhood Education (Level II)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2693.60	2828.28	2969.97	3118.68	3274.41	3438.55

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2831.09	2972.78	3121.49	3277.21	3441.35	3613.91

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 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2974.18	3122.89	3278.62	3442.76	3615.32	3796.29

Childcare Aide

**\$16.25/Hourly

6.5 hours	2279.74
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**Step and Cost of Living Adjustments do not apply to this classification due to funding limitations

259 Paid Days

\$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

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2582.92	2711.57	2847.29	2990.08	3139.94	3296.87
7 hours	2781.61	2920.16	3066.32	3220.09	3381.47	3550.47

CLASS - MAINTENANCE & OPERATIONS

RANGE 6:

Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3259.02	3422.58	3593.10	3772.32	3960.24	4158.60

RANGE 8:

Maintenance Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3426.06	3596.58	3775.80	3965.46	4163.82	4372.62

RANGE 10:

Lead Maintenance Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3600.06	3779.28	3968.94	4167.30	4376.10	4595.34

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 eight (8) 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 longevity pay.

Longevity increments for employees hired prior to December 1, 2018, shall be as follows:

- 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%)

Longevity increments for employees hired on or after December 1, 2018, shall be as follows:

Commencing with the 9th year of service	= \$ 500.00 per annum level
At the 12th year of service	= \$ 750.00 per annum level
At the 15th year of service	= \$1000.00 per annum level
At the 18th year of service	= \$1500.00 per annum level
At the 20th year of service	= \$2000.00 per annum level
At the 26th year of services	= \$2500.00 per annum level

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$13,800 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 \$13,800.

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 MCSOS 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.

Approved by
Cecilia A. Massetti, Ed.D.

Date

2023-2024 CSEA SALARY SCHEDULE/HOURLY RATES

Effective January 1, 2024

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
5	18.27	19.18	20.14	21.15	22.21	23.32
6	18.73	19.67	20.65	21.68	22.76	23.90
7	19.20	20.16	21.17	22.23	23.34	24.51
8	19.69	20.67	21.70	22.79	23.93	25.13
9	20.18	21.19	22.25	23.36	24.53	25.76
10	20.69	21.72	22.81	23.95	25.15	26.41
11	21.20	22.26	23.37	24.54	25.77	27.06
12	21.72	22.81	23.95	25.15	26.41	27.73
13	22.27	23.38	24.55	25.78	27.07	28.42
14	22.83	23.97	25.17	26.43	27.75	29.14
15	23.39	24.56	25.79	27.08	28.43	29.85
16	23.98	25.18	26.44	27.76	29.15	30.61
17	24.58	25.81	27.10	28.46	29.88	31.37
18	25.20	26.46	27.78	29.17	30.63	32.16
19	25.83	27.12	28.48	29.90	31.40	32.97
20	26.48	27.80	29.19	30.65	32.18	33.79
21	27.14	28.50	29.93	31.43	33.00	34.65
22	27.83	29.22	30.68	32.21	33.82	35.51
23	28.52	29.95	31.45	33.02	34.67	36.40
24	29.23	30.69	32.22	33.83	35.52	37.30
25	29.97	31.47	33.04	34.69	36.42	38.24
26	30.71	32.25	33.86	35.55	37.33	39.20
27	31.48	33.05	34.70	36.44	38.26	40.17
28	32.27	33.88	35.57	37.35	39.22	41.18
29	33.08	34.73	36.47	38.29	40.20	42.21
30	33.90	35.60	37.38	39.25	41.21	43.27
31	34.76	36.50	38.33	40.25	42.26	44.37
32	35.63	37.41	39.28	41.24	43.30	45.47
33	36.52	38.35	40.27	42.28	44.39	46.61
34	37.43	39.30	41.27	43.33	45.50	47.78
35	38.37	40.29	42.30	44.42	46.64	48.97