

**Hartnell Community College District**  
**CSEA STAFF - JOB CLASSIFICATIONS**

<b>Position Title</b>	<b>Salary Range</b>
Academic Support Specialist	34
Accountant	36
Accounting Assistant	21
Accounting Specialist	27
Accounting Technician	25
Administrative Assistant I	17
Administrative Assistant II	20
Administrative Assistant III	23
Admissions and Records Evaluation Technician	24
Admissions and Records Lead	34
Admissions and Records Technician	18
Assessment Technician	15
Assessment Testing Coordinator	28
Athletic Equipment Attendant	21
Athletic Trainer	36
Budget and Grants Accountant	36
Child Development Center Teacher	34
Clinical Operations Specialist	37
College Pathways Coordinator	36
Computer Lab Coordinator	28
Computer/Telephone Technician	35
Coordinator of Job and Internship Placement	34
Counseling Data Technician	15
Curriculum and Scheduling Specialist	28
Curriculum and Scheduling Lead	34
Disabled Students Programs and Services (DSP&S) Specialist	31
Disabled Students Programs and Services (DSP&S) Lead Specialist	34
Enrollment Services Lead	34
Enrollment Services Specialist	26
EOPS/CARE Technician	18
Extended Opportunity Program and Services (EOP&S) Specialist	31
Financial Aid Lead	34
Financial Aid Specialist	31
Financial Aid Technician	18
Foundation Support Technician	20
Information Technology Specialist	39
Institutional Data Analyst	38
Institutional Research Analyst	36
Instructional Associate I	21
Instructional Associate II	23
Instructional Technologist	37
Instructional Technology Technician	22
Lead Program Coordinator	34
Library Services Specialist	31
Library Technician I (Circulation/Media)	20

**Hartnell Community College District  
CSEA STAFF - JOB CLASSIFICATIONS**

Library Technician II	22
Library Technician III	31
Library Technician, Senior	22
Marketing and Information Specialist	28
MESA Project Coordinator	36
Multimedia Specialist	23
Outcome and Assessment Specialist	28
Planetarium Coordinator	25
Program Assistant I	26
Program Assistant II	31
Programmer Analyst	40
Programmer Analyst/Network Administrator	48
Programmer Analyst/Web Administrator	48
Purchasing Technician	21
Salinas Valley Healthcare Professions Pathway Partnership Coordinator	36
Scholarship Technician	18
Science Lab Technician	25
Senior Accountant	45
Senior Programmer Analyst	44
Software Support Specialist	37
Student Services Technician	20
Tutorial Services Coordinator	20
Warehouse Technician	20
Workforce & Community Development Coordinator	34
Workforce & Community Development Specialist	31

*Classifications List updated February 2020*

## 2018/2019 SALARY SCHEDULE FOR CSEA GROUP

Range	Step A				Step B				Step C				Step D				Step E			
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	
1	\$26,074	\$ 2,173	\$ 12.54	\$ 11.91	\$ 27,378	\$ 2,282	\$ 13.16	\$ 28,747	\$ 2,396	\$ 13.82	\$ 30,183	\$ 2,515	\$ 14.51	\$ 31,692	\$ 2,641	\$ 15.24				
2	\$26,726	\$ 2,227	\$ 12.85	\$ 12.21	\$ 28,063	\$ 2,339	\$ 13.49	\$ 29,465	\$ 2,455	\$ 14.17	\$ 30,938	\$ 2,578	\$ 14.87	\$ 32,485	\$ 2,707	\$ 15.62				
3	\$27,394	\$ 2,283	\$ 13.17	\$ 12.51	\$ 28,764	\$ 2,397	\$ 13.83	\$ 30,202	\$ 2,517	\$ 14.52	\$ 31,713	\$ 2,643	\$ 15.25	\$ 33,298	\$ 2,775	\$ 16.01				
4	\$28,079	\$ 2,340	\$ 13.50	\$ 12.82	\$ 29,483	\$ 2,457	\$ 14.17	\$ 30,958	\$ 2,580	\$ 14.88	\$ 32,504	\$ 2,709	\$ 15.63	\$ 34,130	\$ 2,844	\$ 16.41				
5	\$28,780	\$ 2,398	\$ 13.84	\$ 13.14	\$ 30,220	\$ 2,518	\$ 14.53	\$ 31,731	\$ 2,644	\$ 15.26	\$ 33,317	\$ 2,776	\$ 16.02	\$ 34,983	\$ 2,915	\$ 16.82				
6	\$29,501	\$ 2,458	\$ 14.18	\$ 13.47	\$ 30,976	\$ 2,581	\$ 14.89	\$ 32,525	\$ 2,710	\$ 15.64	\$ 34,150	\$ 2,846	\$ 16.42	\$ 35,858	\$ 2,988	\$ 17.24				
7	\$30,238	\$ 2,520	\$ 14.54	\$ 13.81	\$ 31,749	\$ 2,646	\$ 15.26	\$ 33,337	\$ 2,778	\$ 16.03	\$ 35,004	\$ 2,917	\$ 16.83	\$ 36,754	\$ 3,063	\$ 17.67				
8	\$30,993	\$ 2,583	\$ 14.90	\$ 14.16	\$ 32,544	\$ 2,712	\$ 15.65	\$ 34,171	\$ 2,848	\$ 16.43	\$ 35,879	\$ 2,990	\$ 17.25	\$ 37,674	\$ 3,140	\$ 18.11				
9	\$31,770	\$ 2,648	\$ 15.27	\$ 14.51	\$ 33,357	\$ 2,780	\$ 16.04	\$ 35,025	\$ 2,919	\$ 16.84	\$ 36,775	\$ 3,065	\$ 17.68	\$ 38,615	\$ 3,218	\$ 18.56				
10	\$32,562	\$ 2,714	\$ 15.65	\$ 14.87	\$ 34,191	\$ 2,849	\$ 16.44	\$ 35,901	\$ 2,992	\$ 17.26	\$ 37,696	\$ 3,141	\$ 18.12	\$ 39,580	\$ 3,298	\$ 19.03				
11	\$33,377	\$ 2,781	\$ 16.05	\$ 15.24	\$ 35,046	\$ 2,921	\$ 16.85	\$ 36,798	\$ 3,067	\$ 17.69	\$ 38,638	\$ 3,220	\$ 18.58	\$ 40,571	\$ 3,381	\$ 19.51				
12	\$34,212	\$ 2,851	\$ 16.45	\$ 15.63	\$ 35,922	\$ 2,994	\$ 17.27	\$ 37,717	\$ 3,143	\$ 18.13	\$ 39,604	\$ 3,300	\$ 19.04	\$ 41,584	\$ 3,465	\$ 19.99				
13	\$35,067	\$ 2,922	\$ 16.86	\$ 16.02	\$ 36,820	\$ 3,068	\$ 17.70	\$ 38,661	\$ 3,222	\$ 18.59	\$ 40,594	\$ 3,383	\$ 19.52	\$ 42,624	\$ 3,552	\$ 20.49				
14	\$35,943	\$ 2,995	\$ 17.28	\$ 16.42	\$ 37,740	\$ 3,145	\$ 18.14	\$ 39,628	\$ 3,302	\$ 19.05	\$ 41,609	\$ 3,467	\$ 20.00	\$ 43,689	\$ 3,641	\$ 21.00				
15	\$36,841	\$ 3,070	\$ 17.71	\$ 16.83	\$ 38,684	\$ 3,224	\$ 18.60	\$ 40,617	\$ 3,385	\$ 19.53	\$ 42,649	\$ 3,554	\$ 20.50	\$ 44,782	\$ 3,732	\$ 21.53				
16	\$37,763	\$ 3,147	\$ 18.16	\$ 17.25	\$ 39,651	\$ 3,304	\$ 19.06	\$ 41,633	\$ 3,469	\$ 20.02	\$ 43,715	\$ 3,643	\$ 21.02	\$ 45,900	\$ 3,825	\$ 22.07				
17	\$38,707	\$ 3,226	\$ 18.61	\$ 17.68	\$ 40,643	\$ 3,387	\$ 19.54	\$ 42,674	\$ 3,556	\$ 20.52	\$ 44,808	\$ 3,734	\$ 21.54	\$ 47,048	\$ 3,921	\$ 22.62				
18	\$39,675	\$ 3,306	\$ 19.07	\$ 18.12	\$ 41,659	\$ 3,472	\$ 20.03	\$ 43,741	\$ 3,645	\$ 21.03	\$ 45,929	\$ 3,827	\$ 22.08	\$ 48,225	\$ 4,019	\$ 23.19				
19	\$40,666	\$ 3,389	\$ 19.55	\$ 18.57	\$ 42,700	\$ 3,558	\$ 20.53	\$ 44,835	\$ 3,736	\$ 21.56	\$ 47,076	\$ 3,923	\$ 22.63	\$ 49,431	\$ 4,119	\$ 23.76				
20	\$41,683	\$ 3,474	\$ 20.04	\$ 19.04	\$ 43,767	\$ 3,647	\$ 21.04	\$ 45,955	\$ 3,830	\$ 22.09	\$ 48,254	\$ 4,021	\$ 23.20	\$ 50,667	\$ 4,222	\$ 24.36				
21	\$42,725	\$ 3,560	\$ 20.54	\$ 19.51	\$ 44,861	\$ 3,738	\$ 21.57	\$ 47,105	\$ 3,925	\$ 22.65	\$ 49,460	\$ 4,122	\$ 23.78	\$ 51,932	\$ 4,328	\$ 24.97				
22	\$43,794	\$ 3,650	\$ 21.05	\$ 20.00	\$ 45,984	\$ 3,832	\$ 22.11	\$ 48,283	\$ 4,024	\$ 23.21	\$ 50,696	\$ 4,225	\$ 24.37	\$ 53,231	\$ 4,436	\$ 25.59				
23	\$44,888	\$ 3,741	\$ 21.58	\$ 20.50	\$ 47,133	\$ 3,928	\$ 22.66	\$ 49,489	\$ 4,124	\$ 23.79	\$ 51,964	\$ 4,330	\$ 24.98	\$ 54,561	\$ 4,547	\$ 26.23				
24	\$46,011	\$ 3,834	\$ 22.12	\$ 21.01	\$ 48,311	\$ 4,026	\$ 23.23	\$ 50,727	\$ 4,227	\$ 24.39	\$ 53,263	\$ 4,439	\$ 25.61	\$ 55,925	\$ 4,660	\$ 26.89				
25	\$47,161	\$ 3,930	\$ 22.67	\$ 21.54	\$ 49,519	\$ 4,127	\$ 23.81	\$ 51,994	\$ 4,333	\$ 25.00	\$ 54,595	\$ 4,550	\$ 26.25	\$ 57,324	\$ 4,777	\$ 27.56				
26	\$48,339	\$ 4,028	\$ 23.24	\$ 22.08	\$ 50,757	\$ 4,230	\$ 24.40	\$ 53,295	\$ 4,441	\$ 25.62	\$ 55,959	\$ 4,663	\$ 26.90	\$ 58,756	\$ 4,896	\$ 28.25				
27	\$49,548	\$ 4,129	\$ 23.82	\$ 22.63	\$ 52,025	\$ 4,335	\$ 25.01	\$ 54,626	\$ 4,552	\$ 26.26	\$ 57,358	\$ 4,780	\$ 27.58	\$ 60,226	\$ 5,019	\$ 28.95				
28	\$50,787	\$ 4,232	\$ 24.42	\$ 23.20	\$ 53,326	\$ 4,444	\$ 25.64	\$ 55,992	\$ 4,666	\$ 26.92	\$ 58,792	\$ 4,899	\$ 28.27	\$ 61,732	\$ 5,144	\$ 29.68				
29	\$52,056	\$ 4,338	\$ 25.03	\$ 23.78	\$ 54,660	\$ 4,555	\$ 26.28	\$ 57,393	\$ 4,783	\$ 27.59	\$ 60,262	\$ 5,022	\$ 28.97	\$ 63,275	\$ 5,273	\$ 30.42				
30	\$53,359	\$ 4,447	\$ 25.65	\$ 24.37	\$ 56,026	\$ 4,669	\$ 26.94	\$ 58,827	\$ 4,902	\$ 28.28	\$ 61,768	\$ 5,147	\$ 29.70	\$ 64,856	\$ 5,405	\$ 31.18				
31	\$54,691	\$ 4,558	\$ 26.29	\$ 24.98	\$ 57,427	\$ 4,786	\$ 27.61	\$ 60,298	\$ 5,025	\$ 28.99	\$ 63,313	\$ 5,276	\$ 30.44	\$ 66,478	\$ 5,540	\$ 31.96				
32	\$56,059	\$ 4,672	\$ 26.95	\$ 25.60	\$ 58,862	\$ 4,905	\$ 28.30	\$ 61,805	\$ 5,150	\$ 29.71	\$ 64,896	\$ 5,408	\$ 31.20	\$ 68,140	\$ 5,678	\$ 32.76				
33	\$57,461	\$ 4,788	\$ 27.63	\$ 26.24	\$ 60,334	\$ 5,028	\$ 29.01	\$ 63,350	\$ 5,279	\$ 30.46	\$ 66,517	\$ 5,543	\$ 31.98	\$ 69,844	\$ 5,820	\$ 33.58				
34	\$58,897	\$ 4,908	\$ 28.32	\$ 26.90	\$ 61,842	\$ 5,154	\$ 29.73	\$ 64,934	\$ 5,411	\$ 31.22	\$ 68,182	\$ 5,682	\$ 32.78	\$ 71,590	\$ 5,966	\$ 34.42				
35	\$60,369	\$ 5,031	\$ 29.02	\$ 27.57	\$ 63,388	\$ 5,282	\$ 30.48	\$ 66,558	\$ 5,547	\$ 32.00	\$ 69,886	\$ 5,824	\$ 33.60	\$ 73,379	\$ 6,115	\$ 35.28				
36	\$61,878	\$ 5,157	\$ 29.75	\$ 28.26	\$ 64,973	\$ 5,414	\$ 31.24	\$ 68,221	\$ 5,685	\$ 32.80	\$ 71,633	\$ 5,969	\$ 34.44	\$ 75,214	\$ 6,268	\$ 36.16				
37	\$63,425	\$ 5,285	\$ 30.49	\$ 28.97	\$ 66,597	\$ 5,550	\$ 32.02	\$ 69,926	\$ 5,827	\$ 33.62	\$ 73,423	\$ 6,119	\$ 35.30	\$ 77,094	\$ 6,425	\$ 37.06				
38	\$65,012	\$ 5,418	\$ 31.26	\$ 29.69	\$ 68,262	\$ 5,689	\$ 32.82	\$ 71,675	\$ 5,973	\$ 34.46	\$ 75,259	\$ 6,272	\$ 36.18	\$ 79,023	\$ 6,585	\$ 37.99				
39	\$66,637	\$ 5,553	\$ 32.04	\$ 30.44	\$ 69,969	\$ 5,831	\$ 33.64	\$ 73,468	\$ 6,122	\$ 35.32	\$ 77,140	\$ 6,428	\$ 37.09	\$ 80,997	\$ 6,750	\$ 38.94				
40	\$68,302	\$ 5,692	\$ 32.84	\$ 31.20	\$ 71,718	\$ 5,977	\$ 34.48	\$ 75,303	\$ 6,275	\$ 36.20	\$ 79,069	\$ 6,589	\$ 38.01	\$ 83,023	\$ 6,919	\$ 39.91				
41	\$70,010	\$ 5,834	\$ 33.66	\$ 31.98	\$ 73,510	\$ 6,126	\$ 35.34	\$ 77,187	\$ 6,432	\$ 37.11	\$ 81,046	\$ 6,754	\$ 38.96	\$ 85,098	\$ 7,092	\$ 40.91				
42	\$71,761	\$ 5,980	\$ 34.50	\$ 32.78	\$ 75,349	\$ 6,279	\$ 36.23	\$ 79,116	\$ 6,593	\$ 38.04	\$ 83,073	\$ 6,923	\$ 39.94	\$ 87,225	\$ 7,269	\$ 41.94				
43	\$73,555	\$ 6,130	\$ 35.36	\$ 33.59	\$ 77,231	\$ 6,436	\$ 37.13	\$ 81,094	\$ 6,758	\$ 38.99	\$ 85,148	\$ 7,096	\$ 40.94	\$ 89,406	\$ 7,451	\$ 42.98				
44	\$75,393	\$ 6,283	\$ 36.25	\$ 34.43	\$ 79,164	\$ 6,597	\$ 38.06	\$ 83,121	\$ 6,927	\$ 39.96	\$ 87,278	\$ 7,273	\$ 41.96	\$ 91,641	\$ 7,637	\$ 44.06				
45	\$77,278	\$ 6,440	\$ 37.15	\$ 35.30	\$ 81,142	\$ 6,762	\$ 39.01	\$ 85,200	\$ 7,100	\$ 40.96	\$ 89,460	\$ 7,455	\$ 43.01	\$ 93,932	\$ 7,828	\$ 45.16				
46	\$79,210	\$ 6,601	\$ 38.08	\$ 36.18	\$ 83,171	\$ 6,931	\$ 39.99	\$ 87,330	\$ 7,278	\$ 41.99	\$ 91,695	\$ 7,641	\$ 44.08	\$ 96,281	\$ 8,023	\$ 46.29				
47	\$81,190	\$ 6,766	\$ 39.03	\$ 37.08	\$ 85,250	\$ 7,104	\$ 40.99	\$ 89,512	\$ 7,459	\$ 43.03	\$ 93,988	\$ 7,832	\$ 45.19	\$ 98,687	\$ 8,224	\$ 47.45				
48	\$83,221	\$ 6,935	\$ 40.01	\$ 38.01	\$ 87,381	\$ 7,282	\$ 42.01	\$ 91,750	\$ 7,646	\$ 44.11	\$ 96,338	\$ 8,028	\$ 46.32	\$ 101,155	\$ 8,430	\$ 48.63				
49	\$85,301	\$ 7,108	\$ 41.01	\$ 38.96	\$ 89,566	\$ 7,464	\$ 43.06	\$ 94,044	\$ 7,837	\$ 45.21	\$ 98,746	\$ 8,229	\$ 47.47	\$ 103,684	\$ 8,640	\$ 49.85				
50	\$87,433	\$ 7,286	\$ 42.04	\$ 39.93	\$ 91,805	\$ 7,650	\$ 44.14	\$ 96,396	\$ 8,033	\$ 46.34	\$ 101,215	\$ 8,435	\$ 48.66	\$ 106,276	\$ 8,856	\$ 51.09				
51	\$89,619	\$ 7,468	\$ 43.09	\$ 40.93	\$ 94,100	\$ 7,842	\$ 45.24	\$ 98,805	\$ 8,234	\$ 47.50	\$ 103,746	\$ 8,646	\$ 49.88	\$ 108,933	\$ 9,078	\$ 52.37				
52	\$91,860	\$ 7,655	\$ 44.16	\$ 41.96	\$ 96,452	\$ 8,038	\$ 46.37	\$ 101,276	\$ 8,440	\$ 48.69	\$ 106,339	\$ 8,862	\$ 51.12	\$ 111,656	\$ 9,305	\$ 53.68				
53	\$94,156	\$ 7,846	\$ 45.27	\$ 43.00	\$ 98,863	\$ 8,239	\$ 47.53	\$ 103,806	\$ 8,651	\$ 49.91	\$ 108,998	\$ 9,083	\$ 52.40	\$ 114,447	\$ 9,537	\$ 55.02				
54	\$96,509	\$ 8,042	\$ 46.40	\$ 44.08	\$ 101,335	\$ 8,445	\$ 48.72	\$ 106,402	\$ 8,867	\$ 51.15	\$ 111,723	\$ 9,310	\$ 53.71	\$ 117,309	\$ 9,776	\$ 56.40				

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each.

(Approved, Board of Trustees April 4, 2017)

All whole number rounded to the nearest dollar.

Effective July 1, 2018 for 2018/19 fiscal year.

**2017/2018 SALARY SCHEDULE FOR CSEA GROUP**

Range	Step A				Step B				Step C				Step D				Step E			
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	
1	\$25,689	\$ 2,141	\$ 12.35	\$ 11.73	\$26,973	\$ 2,248	\$ 12.97	\$ 28,322	\$ 2,360	\$ 13.62	\$ 29,737	\$ 2,478	\$ 14.30	\$ 31,224	\$ 2,602	\$ 15.01				
2	\$26,331	\$ 2,194	\$ 12.66	\$ 12.03	\$27,648	\$ 2,304	\$ 13.29	\$ 29,030	\$ 2,419	\$ 13.96	\$ 30,481	\$ 2,540	\$ 14.65	\$ 32,005	\$ 2,667	\$ 15.39				
3	\$26,989	\$ 2,249	\$ 12.98	\$ 12.33	\$28,339	\$ 2,362	\$ 13.62	\$ 29,756	\$ 2,480	\$ 14.31	\$ 31,244	\$ 2,604	\$ 15.02	\$ 32,806	\$ 2,734	\$ 15.77				
4	\$27,664	\$ 2,305	\$ 13.30	\$ 12.64	\$29,047	\$ 2,421	\$ 13.96	\$ 30,500	\$ 2,542	\$ 14.66	\$ 32,024	\$ 2,669	\$ 15.40	\$ 33,626	\$ 2,802	\$ 16.17				
5	\$28,355	\$ 2,363	\$ 13.63	\$ 12.95	\$29,773	\$ 2,481	\$ 14.31	\$ 31,262	\$ 2,605	\$ 15.03	\$ 32,825	\$ 2,735	\$ 15.78	\$ 34,466	\$ 2,872	\$ 16.57				
6	\$29,065	\$ 2,422	\$ 13.97	\$ 13.27	\$30,518	\$ 2,543	\$ 14.67	\$ 32,044	\$ 2,670	\$ 15.41	\$ 33,645	\$ 2,804	\$ 16.18	\$ 35,328	\$ 2,944	\$ 16.98				
7	\$29,791	\$ 2,483	\$ 14.32	\$ 13.61	\$31,280	\$ 2,607	\$ 15.04	\$ 32,844	\$ 2,737	\$ 15.79	\$ 34,487	\$ 2,874	\$ 16.58	\$ 36,211	\$ 3,018	\$ 17.41				
8	\$30,535	\$ 2,545	\$ 14.68	\$ 13.95	\$32,063	\$ 2,672	\$ 15.41	\$ 33,666	\$ 2,806	\$ 16.19	\$ 35,349	\$ 2,946	\$ 16.99	\$ 37,117	\$ 3,093	\$ 17.84				
9	\$31,300	\$ 2,608	\$ 15.05	\$ 14.30	\$32,864	\$ 2,739	\$ 15.80	\$ 34,507	\$ 2,876	\$ 16.59	\$ 36,232	\$ 3,019	\$ 17.42	\$ 38,044	\$ 3,170	\$ 18.29				
10	\$32,081	\$ 2,673	\$ 15.42	\$ 14.65	\$33,686	\$ 2,807	\$ 16.20	\$ 35,370	\$ 2,948	\$ 17.00	\$ 37,139	\$ 3,095	\$ 17.86	\$ 38,995	\$ 3,250	\$ 18.75				
11	\$32,884	\$ 2,740	\$ 15.81	\$ 15.02	\$34,528	\$ 2,877	\$ 16.60	\$ 36,254	\$ 3,021	\$ 17.43	\$ 38,067	\$ 3,172	\$ 18.30	\$ 39,971	\$ 3,331	\$ 19.22				
12	\$33,706	\$ 2,809	\$ 16.20	\$ 15.39	\$35,391	\$ 2,949	\$ 17.01	\$ 37,160	\$ 3,097	\$ 17.87	\$ 39,019	\$ 3,252	\$ 18.76	\$ 40,969	\$ 3,414	\$ 19.70				
13	\$34,549	\$ 2,879	\$ 16.61	\$ 15.78	\$36,276	\$ 3,023	\$ 17.44	\$ 38,090	\$ 3,174	\$ 18.31	\$ 39,994	\$ 3,333	\$ 19.23	\$ 41,994	\$ 3,500	\$ 20.19				
14	\$35,412	\$ 2,951	\$ 17.03	\$ 16.17	\$37,182	\$ 3,099	\$ 17.88	\$ 39,042	\$ 3,254	\$ 18.77	\$ 40,994	\$ 3,416	\$ 19.71	\$ 43,043	\$ 3,587	\$ 20.69				
15	\$36,297	\$ 3,025	\$ 17.45	\$ 16.58	\$38,112	\$ 3,176	\$ 18.32	\$ 40,017	\$ 3,335	\$ 19.24	\$ 42,019	\$ 3,502	\$ 20.20	\$ 44,120	\$ 3,677	\$ 21.21				
16	\$37,205	\$ 3,100	\$ 17.89	\$ 16.99	\$39,065	\$ 3,255	\$ 18.78	\$ 41,018	\$ 3,418	\$ 19.72	\$ 43,069	\$ 3,589	\$ 20.71	\$ 45,222	\$ 3,769	\$ 21.74				
17	\$38,135	\$ 3,178	\$ 18.33	\$ 17.42	\$40,042	\$ 3,337	\$ 19.25	\$ 42,043	\$ 3,504	\$ 20.21	\$ 44,146	\$ 3,679	\$ 21.22	\$ 46,353	\$ 3,863	\$ 22.29				
18	\$39,089	\$ 3,257	\$ 18.79	\$ 17.85	\$41,043	\$ 3,420	\$ 19.73	\$ 43,095	\$ 3,591	\$ 20.72	\$ 45,250	\$ 3,771	\$ 21.75	\$ 47,512	\$ 3,959	\$ 22.84				
19	\$40,065	\$ 3,339	\$ 19.26	\$ 18.30	\$42,069	\$ 3,506	\$ 20.23	\$ 44,172	\$ 3,681	\$ 21.24	\$ 46,380	\$ 3,865	\$ 22.30	\$ 48,700	\$ 4,058	\$ 23.41				
20	\$41,067	\$ 3,422	\$ 19.74	\$ 18.76	\$43,120	\$ 3,593	\$ 20.73	\$ 45,276	\$ 3,773	\$ 21.77	\$ 47,541	\$ 3,962	\$ 22.86	\$ 49,918	\$ 4,160	\$ 24.00				
21	\$42,094	\$ 3,508	\$ 20.24	\$ 19.23	\$44,198	\$ 3,683	\$ 21.25	\$ 46,409	\$ 3,867	\$ 22.31	\$ 48,729	\$ 4,061	\$ 23.43	\$ 51,165	\$ 4,264	\$ 24.60				
22	\$43,147	\$ 3,596	\$ 20.74	\$ 19.71	\$45,304	\$ 3,775	\$ 21.78	\$ 47,569	\$ 3,964	\$ 22.87	\$ 49,947	\$ 4,162	\$ 24.01	\$ 52,444	\$ 4,370	\$ 25.21				
23	\$44,225	\$ 3,685	\$ 21.26	\$ 20.20	\$46,436	\$ 3,870	\$ 22.33	\$ 48,758	\$ 4,063	\$ 23.44	\$ 51,196	\$ 4,266	\$ 24.61	\$ 53,755	\$ 4,480	\$ 25.84				
24	\$45,331	\$ 3,778	\$ 21.79	\$ 20.70	\$47,597	\$ 3,966	\$ 22.88	\$ 49,977	\$ 4,165	\$ 24.03	\$ 52,476	\$ 4,373	\$ 25.23	\$ 55,099	\$ 4,592	\$ 26.49				
25	\$46,464	\$ 3,872	\$ 22.34	\$ 21.22	\$48,787	\$ 4,066	\$ 23.46	\$ 51,226	\$ 4,269	\$ 24.63	\$ 53,788	\$ 4,482	\$ 25.86	\$ 56,477	\$ 4,706	\$ 27.15				
26	\$47,625	\$ 3,969	\$ 22.90	\$ 21.75	\$50,007	\$ 4,167	\$ 24.04	\$ 52,507	\$ 4,376	\$ 25.24	\$ 55,132	\$ 4,594	\$ 26.51	\$ 57,888	\$ 4,824	\$ 27.83				
27	\$48,816	\$ 4,068	\$ 23.47	\$ 22.30	\$51,256	\$ 4,271	\$ 24.64	\$ 53,819	\$ 4,485	\$ 25.87	\$ 56,510	\$ 4,709	\$ 27.17	\$ 59,336	\$ 4,945	\$ 28.53				
28	\$50,036	\$ 4,170	\$ 24.06	\$ 22.85	\$52,538	\$ 4,378	\$ 25.26	\$ 55,165	\$ 4,597	\$ 26.52	\$ 57,923	\$ 4,827	\$ 27.85	\$ 60,820	\$ 5,068	\$ 29.24				
29	\$51,287	\$ 4,274	\$ 24.66	\$ 23.42	\$53,852	\$ 4,488	\$ 25.89	\$ 56,545	\$ 4,712	\$ 27.19	\$ 59,371	\$ 4,948	\$ 28.54	\$ 62,340	\$ 5,195	\$ 29.97				
30	\$52,570	\$ 4,381	\$ 25.27	\$ 24.01	\$55,198	\$ 4,600	\$ 26.54	\$ 57,958	\$ 4,830	\$ 27.86	\$ 60,855	\$ 5,071	\$ 29.26	\$ 63,898	\$ 5,325	\$ 30.72				
31	\$53,883	\$ 4,490	\$ 25.91	\$ 24.61	\$56,578	\$ 4,715	\$ 27.20	\$ 59,407	\$ 4,951	\$ 28.56	\$ 62,377	\$ 5,198	\$ 29.99	\$ 65,496	\$ 5,458	\$ 31.49				
32	\$55,231	\$ 4,603	\$ 26.55	\$ 25.23	\$57,992	\$ 4,833	\$ 27.88	\$ 60,892	\$ 5,074	\$ 29.28	\$ 63,937	\$ 5,328	\$ 30.74	\$ 67,133	\$ 5,594	\$ 32.28				
33	\$56,612	\$ 4,718	\$ 27.22	\$ 25.86	\$59,442	\$ 4,954	\$ 28.58	\$ 62,414	\$ 5,201	\$ 30.01	\$ 65,534	\$ 5,461	\$ 31.51	\$ 68,812	\$ 5,734	\$ 33.08				
34	\$58,027	\$ 4,836	\$ 27.90	\$ 26.50	\$60,928	\$ 5,077	\$ 29.29	\$ 63,974	\$ 5,331	\$ 30.76	\$ 67,174	\$ 5,598	\$ 32.30	\$ 70,532	\$ 5,878	\$ 33.91				
35	\$59,477	\$ 4,956	\$ 28.59	\$ 27.16	\$62,451	\$ 5,204	\$ 30.02	\$ 65,574	\$ 5,465	\$ 31.53	\$ 68,853	\$ 5,738	\$ 33.10	\$ 72,295	\$ 6,025	\$ 34.76				
36	\$60,964	\$ 5,080	\$ 29.31	\$ 27.84	\$64,013	\$ 5,334	\$ 30.78	\$ 67,213	\$ 5,601	\$ 32.31	\$ 70,574	\$ 5,881	\$ 33.93	\$ 74,102	\$ 6,175	\$ 35.63				
37	\$62,488	\$ 5,207	\$ 30.04	\$ 28.54	\$65,613	\$ 5,468	\$ 31.54	\$ 68,893	\$ 5,741	\$ 33.12	\$ 72,338	\$ 6,028	\$ 34.78	\$ 75,955	\$ 6,330	\$ 36.52				
38	\$64,051	\$ 5,338	\$ 30.79	\$ 29.25	\$67,253	\$ 5,604	\$ 32.33	\$ 70,616	\$ 5,885	\$ 33.95	\$ 74,147	\$ 6,179	\$ 35.65	\$ 77,855	\$ 6,488	\$ 37.43				
39	\$65,652	\$ 5,471	\$ 31.56	\$ 29.99	\$68,935	\$ 5,745	\$ 33.14	\$ 72,382	\$ 6,032	\$ 34.80	\$ 76,000	\$ 6,333	\$ 36.54	\$ 79,800	\$ 6,650	\$ 38.37				
40	\$67,293	\$ 5,608	\$ 32.35	\$ 30.73	\$70,658	\$ 5,888	\$ 33.97	\$ 74,190	\$ 6,183	\$ 35.67	\$ 77,900	\$ 6,492	\$ 37.45	\$ 81,796	\$ 6,816	\$ 39.33				
41	\$68,975	\$ 5,748	\$ 33.16	\$ 31.50	\$72,424	\$ 6,035	\$ 34.82	\$ 76,046	\$ 6,337	\$ 36.56	\$ 79,848	\$ 6,654	\$ 38.39	\$ 83,840	\$ 6,987	\$ 40.31				
42	\$70,700	\$ 5,892	\$ 33.99	\$ 32.29	\$74,235	\$ 6,186	\$ 35.69	\$ 77,947	\$ 6,496	\$ 37.47	\$ 81,845	\$ 6,820	\$ 39.35	\$ 85,936	\$ 7,161	\$ 41.32				
43	\$72,468	\$ 6,039	\$ 34.84	\$ 33.10	\$76,090	\$ 6,341	\$ 36.58	\$ 79,896	\$ 6,658	\$ 38.41	\$ 83,890	\$ 6,991	\$ 40.33	\$ 88,085	\$ 7,340	\$ 42.35				
44	\$74,279	\$ 6,190	\$ 35.71	\$ 33.93	\$77,994	\$ 6,500	\$ 37.50	\$ 81,893	\$ 6,824	\$ 39.37	\$ 85,988	\$ 7,166	\$ 41.34	\$ 90,287	\$ 7,524	\$ 43.41				
45	\$76,136	\$ 6,345	\$ 36.60	\$ 34.77	\$79,943	\$ 6,662	\$ 38.43	\$ 83,941	\$ 6,995	\$ 40.36	\$ 88,138	\$ 7,345	\$ 42.37	\$ 92,544	\$ 7,712	\$ 44.49				
46	\$78,039	\$ 6,503	\$ 37.52	\$ 35.64	\$81,942	\$ 6,829	\$ 39.40	\$ 86,039	\$ 7,170	\$ 41.36	\$ 90,340	\$ 7,528	\$ 43.43	\$ 94,858	\$ 7,905	\$ 45.60				
47	\$79,990	\$ 6,666	\$ 38.46	\$ 36.53	\$83,990	\$ 6,999	\$ 40.38	\$ 88,189	\$ 7,349	\$ 42.40	\$ 92,599	\$ 7,717	\$ 44.52	\$ 97,229	\$ 8,102	\$ 46.74				
48	\$81,991	\$ 6,833	\$ 39.42	\$ 37.45	\$86,090	\$ 7,174	\$ 41.39	\$ 90,394	\$ 7,533	\$ 43.46	\$ 94,914	\$ 7,910	\$ 45.63	\$ 99,660	\$ 8,305	\$ 47.91				
49	\$84,040	\$ 7,003	\$ 40.40	\$ 38.38	\$88,242	\$ 7,354	\$ 42.42	\$ 92,654	\$ 7,721	\$ 44.55	\$ 97,287	\$ 8,107	\$ 46.77	\$102,152	\$ 8,513	\$ 49.11				
50	\$86,141	\$ 7,178	\$ 41.41	\$ 39.34	\$90,448	\$ 7,537	\$ 43.48	\$ 94,971	\$ 7,914	\$ 45.66	\$ 99,719	\$ 8,310	\$ 47.94	\$104,705	\$ 8,725	\$ 50.34				
51	\$88,295	\$ 7,358	\$ 42.45	\$ 40.33	\$92,709	\$ 7,726	\$ 44.57	\$ 97,345	\$ 8,112	\$ 46.80	\$102,213	\$ 8,518	\$ 49.14	\$107,323	\$ 8,944	\$ 51.60				
52	\$90,502	\$ 7,542	\$ 43.51	\$ 41.34	\$95,027	\$ 7,919	\$ 45.69	\$ 99,779	\$ 8,315	\$ 47.97	\$104,767	\$ 8,731	\$ 50.37	\$110,006	\$ 9,167	\$ 52.89				
53	\$92,765	\$ 7,730	\$ 44.60	\$ 42.37	\$97,402	\$ 8,117	\$ 46.83	\$102,272	\$ 8,523	\$ 49.17	\$107,387	\$ 8,949	\$ 51.63	\$112,756	\$ 9,396	\$ 54.21				
54	\$95,083	\$ 7,924	\$ 45.71	\$ 43.43	\$99,837	\$ 8,320	\$ 48.00	\$104,830	\$ 8,736	\$ 50.40	\$110,072	\$ 9,173	\$ 52.92	\$115,575	\$ 9,631	\$ 55.56				

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each.

(Approved, Board of Trustees April 4, 2017)

All whole number rounded to the nearest dollar.

Effective July 1, 2017 for 2017/18 fiscal year.

**2016/2017 SALARY SCHEDULE FOR CSEA GROUP**

Range	Step A				Step B			Step C			Step D			Step E		
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	\$ 25,309	2,109	12.17	11.56	26,574	2,215	12.78	27,903	2,325	13.41	29,298	2,442	14.09	30,763	2,563.58	14.79
2	\$ 25,942	2,162	12.47	11.85	27,239	2,270	13.10	28,601	2,383	13.75	30,031	2,503	14.44	31,532	2,627.67	15.16
3	\$ 26,590	2,216	12.78	12.14	27,920	2,327	13.42	29,316	2,443	14.09	30,782	2,565	14.80	32,321	2,693.42	15.54
4	\$ 27,255	2,271	13.10	12.45	28,618	2,385	13.76	30,049	2,504	14.45	31,551	2,629	15.17	33,129	2,760.75	15.93
5	\$ 27,936	2,328	13.43	12.76	29,333	2,444	14.10	30,800	2,567	14.81	32,340	2,695	15.55	33,957	2,829.75	16.33
6	\$ 28,635	2,386	13.77	13.08	30,067	2,506	14.46	31,570	2,631	15.18	33,148	2,762	15.94	34,806	2,900.50	16.73
7	\$ 29,351	2,446	14.11	13.41	30,818	2,568	14.82	32,359	2,697	15.56	33,977	2,831	16.34	35,676	2,973.00	17.15
8	\$ 30,084	2,507	14.46	13.74	31,589	2,632	15.19	33,168	2,764	15.95	34,827	2,902	16.74	36,568	3,047.33	17.58
9	\$ 30,837	2,570	14.83	14.08	32,378	2,698	15.57	33,997	2,833	16.34	35,697	2,975	17.16	37,482	3,123.50	18.02
10	\$ 31,607	2,634	15.20	14.44	33,188	2,766	15.96	34,847	2,904	16.75	36,590	3,049	17.59	38,419	3,201.58	18.47
11	\$ 32,398	2,700	15.58	14.80	34,018	2,835	16.35	35,718	2,977	17.17	37,504	3,125	18.03	39,380	3,281.67	18.93
12	\$ 33,208	2,767	15.97	15.17	34,868	2,906	16.76	36,611	3,051	17.60	38,442	3,204	18.48	40,364	3,363.67	19.41
13	\$ 34,038	2,837	16.36	15.55	35,740	2,978	17.18	37,527	3,127	18.04	39,403	3,284	18.94	41,373	3,447.75	19.89
14	\$ 34,889	2,907	16.77	15.93	36,633	3,053	17.61	38,465	3,205	18.49	40,388	3,366	19.42	42,407	3,533.92	20.39
15	\$ 35,761	2,980	17.19	16.33	37,549	3,129	18.05	39,426	3,286	18.95	41,398	3,450	19.90	43,468	3,622.33	20.90
16	\$ 36,655	3,055	17.62	16.74	38,488	3,207	18.50	40,412	3,368	19.43	42,433	3,536	20.40	44,554	3,712.83	21.42
17	\$ 37,571	3,131	18.06	17.16	39,450	3,288	18.97	41,422	3,452	19.91	43,494	3,625	20.91	45,668	3,805.67	21.96
18	\$ 38,511	3,209	18.51	17.59	40,436	3,370	19.44	42,458	3,538	20.41	44,581	3,715	21.43	46,810	3,900.83	22.50
19	\$ 39,473	3,289	18.98	18.03	41,447	3,454	19.93	43,519	3,627	20.92	45,695	3,808	21.97	47,980	3,998.33	23.07
20	\$ 40,460	3,372	19.45	18.48	42,483	3,540	20.42	44,607	3,717	21.45	46,838	3,903	22.52	49,180	4,098.33	23.64
21	\$ 41,472	3,456	19.94	18.94	43,545	3,629	20.94	45,723	3,810	21.98	48,009	4,001	23.08	50,409	4,200.75	24.24
22	\$ 42,509	3,542	20.44	19.42	44,634	3,720	21.46	46,866	3,906	22.53	49,209	4,101	23.66	51,669	4,305.75	24.84
23	\$ 43,571	3,631	20.95	19.90	45,750	3,813	22.00	48,037	4,003	23.09	50,439	4,203	24.25	52,961	4,413.42	25.46
24	\$ 44,661	3,722	21.47	20.40	46,894	3,908	22.55	49,238	4,103	23.67	51,700	4,308	24.86	54,285	4,523.75	26.10
25	\$ 45,777	3,815	22.01	20.91	48,066	4,006	23.11	50,469	4,206	24.26	52,993	4,416	25.48	55,642	4,636.83	26.75
26	\$ 46,921	3,910	22.56	21.43	49,268	4,106	23.69	51,731	4,311	24.87	54,317	4,526	26.11	57,033	4,752.75	27.42
27	\$ 48,095	4,008	23.12	21.97	50,499	4,208	24.28	53,024	4,419	25.49	55,675	4,640	26.77	58,459	4,871.58	28.11
28	\$ 49,297	4,108	23.70	22.52	51,762	4,314	24.89	54,350	4,529	26.13	57,067	4,756	27.44	59,921	4,993.42	28.81
29	\$ 50,529	4,211	24.29	23.08	53,056	4,421	25.51	55,709	4,642	26.78	58,494	4,875	28.12	61,419	5,118.25	29.53
30	\$ 51,793	4,316	24.90	23.66	54,382	4,532	26.15	57,101	4,758	27.45	59,956	4,996	28.83	62,954	5,246.17	30.27
31	\$ 53,087	4,424	25.52	24.25	55,742	4,645	26.80	58,529	4,877	28.14	61,455	5,121	29.55	64,528	5,377.33	31.02
32	\$ 54,415	4,535	26.16	24.85	57,135	4,761	27.47	59,992	4,999	28.84	62,992	5,249	30.28	66,141	5,511.75	31.80
33	\$ 55,775	4,648	26.81	25.47	58,564	4,880	28.16	61,492	5,124	29.56	64,566	5,381	31.04	67,795	5,649.58	32.59
34	\$ 57,169	4,764	27.49	26.11	60,028	5,002	28.86	63,029	5,252	30.30	66,181	5,515	31.82	69,490	5,790.83	33.41
35	\$ 58,598	4,883	28.17	26.76	61,528	5,127	29.58	64,605	5,384	31.06	67,835	5,653	32.61	71,227	5,935.58	34.24
36	\$ 60,063	5,005	28.88	27.43	63,067	5,256	30.32	66,220	5,518	31.84	69,531	5,794	33.43	73,007	6,083.92	35.10
37	\$ 61,565	5,130	29.60	28.12	64,643	5,387	31.08	67,875	5,656	32.63	71,269	5,939	34.26	74,833	6,236.08	35.98
38	\$ 63,104	5,259	30.34	28.82	66,259	5,522	31.86	69,572	5,798	33.45	73,051	6,088	35.12	76,704	6,392.00	36.88
39	\$ 64,682	5,390	31.10	29.54	67,916	5,660	32.65	71,312	5,943	34.28	74,877	6,240	36.00	78,621	6,551.75	37.80
40	\$ 66,299	5,525	31.87	30.28	69,614	5,801	33.47	73,094	6,091	35.14	76,749	6,396	36.90	80,587	6,715.58	38.74
41	\$ 67,956	5,663	32.67	31.04	71,354	5,946	34.30	74,922	6,244	36.02	78,668	6,556	37.82	82,601	6,883.42	39.71
42	\$ 69,655	5,805	33.49	31.81	73,138	6,095	35.16	76,795	6,400	36.92	80,635	6,720	38.77	84,666	7,055.50	40.70
43	\$ 71,397	5,950	34.33	32.61	74,966	6,247	36.04	78,715	6,560	37.84	82,650	6,888	39.74	86,783	7,231.92	41.72
44	\$ 73,181	6,098	35.18	33.42	76,841	6,403	36.94	80,683	6,724	38.79	84,717	7,060	40.73	88,953	7,412.75	42.77
45	\$ 75,011	6,251	36.06	34.26	78,762	6,564	37.87	82,700	6,892	39.76	86,835	7,236	41.75	91,176	7,598.00	43.83
46	\$ 76,886	6,407	36.96	35.12	80,731	6,728	38.81	84,767	7,064	40.75	89,005	7,417	42.79	93,456	7,788.00	44.93
47	\$ 78,808	6,567	37.89	35.99	82,749	6,896	39.78	86,886	7,241	41.77	91,231	7,603	43.86	95,792	7,982.67	46.05
48	\$ 80,779	6,732	38.84	36.89	84,818	7,068	40.78	89,058	7,422	42.82	93,511	7,793	44.96	98,187	8,182.25	47.21
49	\$ 82,798	6,900	39.81	37.82	86,938	7,245	41.80	91,285	7,607	43.89	95,849	7,987	46.08	100,642	8,386.83	48.39
50	\$ 84,868	7,072	40.80	38.76	89,111	7,426	42.84	93,567	7,797	44.98	98,245	8,187	47.23	103,158	8,596.50	49.60
51	\$ 86,990	7,249	41.82	39.73	91,339	7,612	43.91	95,906	7,992	46.11	100,702	8,392	48.41	105,737	8,811.42	50.84
52	\$ 89,165	7,430	42.87	40.72	93,623	7,802	45.01	98,304	8,192	47.26	103,219	8,602	49.62	108,380	9,031.67	52.11
53	\$ 91,394	7,616	43.94	41.74	95,963	7,997	46.14	100,761	8,397	48.44	105,800	8,817	50.87	111,090	9,257.50	53.41
54	\$ 93,678	7,807	45.04	42.79	98,362	8,197	47.29	103,281	8,607	49.65	108,445	9,037	52.14	113,867	9,488.92	54.74

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each.

(Approved, Board of Trustees July 5, 2016)

All whole numbers rounded to the nearest dollar.

Effective July 1, 2015