

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 01/01/2013**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Mathematics Paraprofessionals
CAI Assistant II	Montessori Assistant
Child Assistant	Preschool Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,104 - 12.14	2,212 - 12.76	2,323 - 13.40	2,435 - 14.05	2,558 -14.76
15-29	29	2,267 - 13.08	2,377 - 13.71	2,499 - 14.42	2,623 - 15.13	2,754 -15.89
30-44	32	2,435 - 14.05	2,558 - 14.76	2,689 - 15.51	2,822 - 16.28	2,964 -17.10
45-59	34	2,558 - 14.76	2,689 - 15.51	2,822 - 16.28	2,964 - 17.10	3,112 -17.95
60-74	36	2,689 - 15.51	2,822 - 16.28	2,964 - 17.10	3,112 - 17.95	3,266 -18.84
75-89	38	2,822 - 16.28	2,964 - 17.10	3,112 - 17.95	3,266 - 18.84	3,428 -19.78
90+	40	2,964 - 17.10	3,112 - 17.95	3,266 - 18.84	3,428 - 19.78	3,602 -20.78

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,104 - 12.14	2,212 - 12.76	2,323 - 13.40	2,435 - 14.05	2,558 -14.76
	27	2,159 - 12.46	2,267 - 13.08	2,377 - 13.71	2,499 - 14.42	2,623 -15.13
21-40	28	2,212 - 12.76	2,323 - 13.40	2,435 - 14.05	2,558 - 14.76	2,689 -15.51
41-60	30	2,323 - 13.40	2,435 - 14.05	2,558 - 14.76	2,689 - 15.51	2,822 -16.28
61-80	32	2,435 - 14.05	2,558 - 14.76	2,689 - 15.51	2,822 - 16.28	2,964 -17.10
81+	34	2,558 - 14.76	2,689 - 15.51	2,822 - 16.28	2,964 - 17.10	3,112 -17.95
	54	4,186 - 24.15	4,397 - 25.37	4,619 - 26.65	4,848 - 27.97	5,089 -29.36

Position	Range	Monthly Salary
CAI Assistant/NPS	30	2,323 - 2,822
CAI Assistant	30	2,323 - 2,822
Infant Center Assistant	26	2,104 - 2,558
Native American Cultural Center Assistant	27	2,159 - 2,623
	30	2,323 - 2,822
Educational Sign Language Interpreter	54	4,186 - 5,089

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 01/01/2013**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped

Special Education Aquatic Assistant
 Special Education Development Assistant
 Special Education Outreach Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,499 - 14.42	2,623 - 15.13	2,754 - 15.89	2,892 - 16.68	3,039 -17.53
21-40	34	2,558 - 14.76	2,689 - 15.51	2,822 - 16.28	2,964 - 17.10	3,112 -17.95
41-60	35	2,623 - 15.13	2,754 - 15.89	2,892 - 16.68	3,039 - 17.53	3,190 -18.40
61-80	36	2,686 - 15.50	2,818 - 16.26	2,958 - 17.07	3,107 - 17.93	3,258 -18.80
81+	37	2,754 - 15.89	2,892 - 16.68	3,039 - 17.53	3,190 - 18.40	3,347 -19.31

LONGEVITY

Commencing with the 10th year	\$82 per month
Commencing with the 15th year	\$92 per month
Commencing with the 20th year	\$105 per month
Commencing with the 25th year	\$126 per month

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 06/27/2013**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Mathematics Paraprofessionals
CAI Assistant II	Montessori Assistant
Child Assistant	Preschool Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
15-29	29	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 - 15.59	2,837 -16.37
30-44	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
45-59	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
60-74	36	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 -19.41
75-89	38	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 -20.38
90+	40	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 - 20.38	3,711 -21.41

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
	27	2,224 - 12.83	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 -15.59
21-40	28	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 -15.98
41-60	30	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 -16.77
61-80	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
81+	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
	54	4,313 - 24.88	4,530 - 26.13	4,758 - 27.45	4,994 - 28.81	5,243 -30.25

Position	Range	Monthly Salary
CAI Assistant/NPS	30	2,393 - 2,907
CAI Assistant	30	2,393 - 2,907
Infant Center Assistant	26	2,167 - 2,635
Native American Cultural Center Assistant	27	2,224 - 2,702
	30	2,393 - 2,907
Educational Sign Language Interpreter	54	4,313 - 5,243

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 06/27/2013**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
15-29	29	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 - 15.59	2,837 -16.37
30-44	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
45-59	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
60-74	36	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 -19.41
75-89	38	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 -20.38
90+	40	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 - 20.38	3,711 -21.41

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
	27	2,224 - 12.83	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 -15.59
21-40	28	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 -15.98
41-60	30	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 -16.77
61-80	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
81+	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
	54	4,313 - 24.88	4,530 - 26.13	4,758 - 27.45	4,994 - 28.81	5,243 -30.25

Position	Range	Monthly Salary
Infant Center Assistant	26	2,167 - 2,635
Native American Cultural Center Assistant	27	2,224 - 2,702
CAI Assistant	30	2,393 - 2,907
Educational Sign Language Interpreter	54	4,313 - 5,243

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 06/27/2013**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped

Special Education Aquatic Assistant
 Special Education Development Assistant
 Special Education Outreach Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,574 - 14.85	2,702 - 15.59	2,837 - 16.37	2,980 - 17.19	3,131 -18.06
21-40	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
41-60	35	2,702 - 15.59	2,837 - 16.37	2,980 - 17.19	3,131 - 18.06	3,287 -18.96
61-80	36	2,767 - 15.96	2,903 - 16.75	3,047 - 17.58	3,201 - 18.47	3,356 -19.36
81+	37	2,837 - 16.37	2,980 - 17.19	3,131 - 18.06	3,287 - 18.96	3,448 -19.89

LONGEVITY

Commencing with the 10th year	\$85 per month
Commencing with the 15th year	\$95 per month
Commencing with the 20th year	\$108 per month
Commencing with the 25th year	\$130 per month

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 06/27/2013**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped

Special Education Aquatic Assistant
 Special Education Development Assistant
 Special Education Outreach Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,574 - 14.85	2,702 - 15.59	2,837 - 16.37	2,980 - 17.19	3,131 -18.06
21-40	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
41-60	35	2,702 - 15.59	2,837 - 16.37	2,980 - 17.19	3,131 - 18.06	3,287 -18.96
61-80	36	2,767 - 15.96	2,903 - 16.75	3,047 - 17.58	3,201 - 18.47	3,356 -19.36
81+	37	2,837 - 16.37	2,980 - 17.19	3,131 - 18.06	3,287 - 18.96	3,448 -19.89

LONGEVITY

Commencing with the 10th year	\$85 per month
Commencing with the 15th year	\$95 per month
Commencing with the 20th year	\$108 per month
Commencing with the 25th year	\$130 per month

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After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Mathematics Paraprofessionals
CAI Assistant II	Montessori Assistant
Child Assistant	Preschool Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
15-29	29	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 - 15.59	2,837 -16.37
30-44	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
45-59	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
60-74	36	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 -19.41
75-89	38	2,907 - 16.77	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 -20.38
90+	40	3,053 - 17.61	3,206 - 18.50	3,364 - 19.41	3,532 - 20.38	3,711 -21.41

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,167 - 12.50	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 -15.20
	27	2,224 - 12.83	2,335 - 13.47	2,449 - 14.13	2,574 - 14.85	2,702 -15.59
21-40	28	2,279 - 13.15	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 -15.98
41-60	30	2,393 - 13.81	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 -16.77
61-80	32	2,509 - 14.48	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 -17.61
81+	34	2,635 - 15.20	2,770 - 15.98	2,907 - 16.77	3,053 - 17.61	3,206 -18.50
	54	4,313 - 24.88	4,530 - 26.13	4,758 - 27.45	4,994 - 28.81	5,243 -30.25

Position	Range	Monthly Salary
CAI Assistant/NPS	30	2,393 - 2,907
CAI Assistant	30	2,393 - 2,907
Infant Center Assistant	26	2,167 - 2,635
Native American Cultural Center Assistant	27	2,224 - 2,702
	30	2,393 - 2,907
Educational Sign Language Interpreter	54	4,313 - 5,243

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
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The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Infant Center Assistant	

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
15-29	29	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 - 15.98	2,908 -16.78
30-44	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
45-59	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
60-74	36	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 -19.90
75-89	38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 -20.89
90+	40	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 - 20.89	3,804 -21.95

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
21-40	28	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 -16.38
41-60	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
61-80	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
81+	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96

NON-INCREMENTAL SCHEDULE

Position	Range
Native American Cultural Center Assistant	27
CAI Assistant	30
Concert Music Assistant	40
Mariachi Music Assistant	40
Educational Sign Language Interpreter	54
Speech Lanugage Path Assistant	54

Range	A	B	C	D	E
	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
27	2,280 - 13.15	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 -15.98
30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
40	3,130 - 18.06	3,207 - 18.50	3,287 - 18.96	3,621 - 20.89	3,804 -21.95
54	4,421 - 25.51	4,644 - 26.79	4,878 - 28.14	5,120 - 29.54	5,374 -31.00

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2014**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped

Special Education Aquatic Assistant
 Special Education Development Assistant
 Special Education Outreach Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,639 - 15.23	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 -18.51
21-40	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
41-60	35	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 -19.44
61-80	36	2,837 - 16.37	2,976 - 17.17	3,123 - 18.02	3,281 - 18.93	3,441 -19.85
81+	37	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 - 19.44	3,534 -20.39

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
Special Education Behavioral Intervention Assistant	45					
	Range	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
	45	3,541 - 20.43	3,629 - 20.94	3,719 - 21.46	3,812 - 21.99	3,908 -22.55

LONGEVITY

Commencing with the 10th year \$85.00 per month
 Commencing with the 15th year \$95.00 per month
 Commencing with the 20th year \$108.00 per month
 Commencing with the 25th year \$130.00 per month

**CSEA CHAPTER 318 - PARAPROFESSIONALS
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The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Infant Center Assistant	

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
15-29	29	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 - 15.98	2,908 -16.78
30-44	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
45-59	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
60-74	36	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 -19.90
75-89	38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 -20.89
90+	40	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 - 20.89	3,804 -21.95

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
21-40	28	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 -16.38
41-60	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
61-80	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
81+	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
Native American Cultural Center Assistant	27					
CAI Assistant	30					
Concert Music Assistant	40					
Mariachi Music Assistant	40					
Educational Sign Language Interpreter	54					
Speech Lanugage Path Assistant	54					
	Range	A	B	C	D	E
	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
	27	2,280 - 13.15	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 -15.98
	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
	40	3,130 - 18.06	3,207 - 18.50	3,287 - 18.96	3,621 - 20.89	3,804 -21.95
	54	4,421 - 25.51	4,644 - 26.79	4,878 - 28.14	5,120 - 29.54	5,374 -31.00

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2015**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0 -14	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
15-29	29	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 - 15.98	2,908 -16.78
30-44	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
45-59	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
60-74	36	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 -19.90
75-89	38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 -20.89
90+	40	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 - 20.89	3,804 -21.95

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
21-40	28	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 -16.38
41-60	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
61-80	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
81+	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96

NON-INCREMENTAL SCHEDULE

Position	Range
CAI Assistant	30
Dance Assistant	30
Concert Music Assistant	40
Mariachi Music Assistant	40
Educational Sign Language Interpreter	54
Speech Lanugage Path Assistant	54

Range	A	B	C	D	E
	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
27	2,280 - 13.15	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 -15.98
30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
40	3,130 - 18.06	3,207 - 18.50	3,287 - 18.96	3,621 - 20.89	3,804 -21.95
54	4,421 - 25.51	4,644 - 26.79	4,878 - 28.14	5,120 - 29.54	5,374 -31.00

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2015**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,639 - 15.23	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 -18.51
21-40	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
41-60	35	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 -19.44
61-80	36	2,837 - 16.37	2,976 - 17.17	3,123 - 18.02	3,281 - 18.93	3,441 -19.85
81+	37	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 - 19.44	3,534 -20.39

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
Special Education Behavioral Intervention Assistant	45					
	45	3,541 - 20.43	3,629 - 20.94	3,719 - 21.46	3,812 - 21.99	3,908 -22.55

LONGEVITY

Commencing with the 10th year \$94.10 per month
 Commencing with the 15th year \$110.14 per month
 Commencing with the 20th year \$182.70 per month
 Commencing with the 25th year \$192.70 per month
 Commencing with the 30th year \$416.00 per month

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2015**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-14	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
15-29	29	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 - 15.98	2,908 -16.78
30-44	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
45-59	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
60-74	36	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 -19.90
75-89	38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 -20.89
90+	40	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 - 20.89	3,804 -21.95

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
21-40	28	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 -16.38
41-60	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
61-80	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
81+	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96

NON-INCREMENTAL SCHEDULE

Position	Range
CAI Assistant	30
Dance Assistant	30
Band Assistant	40
Concert Music Assistant	40
Mariachi Music Assistant	40
Educational Sign Language Interpreter	54
Speech Lanugage Path Assistant	54

Range	A	B	C	D	E
	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
27	2,280 - 13.15	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 -15.98
30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
40	3,130 - 18.06	3,207 - 18.50	3,287 - 18.96	3,621 - 20.89	3,804 -21.95
54	4,421 - 25.51	4,644 - 26.79	4,878 - 28.14	5,120 - 29.54	5,374 -31.00

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2015**

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	33	2,639 - 15.23	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 -18.51
21-40	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
41-60	35	2,770 - 15.98	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 -19.44
61-80	36	2,837 - 16.37	2,976 - 17.17	3,123 - 18.02	3,281 - 18.93	3,441 -19.85
81+	37	2,908 - 16.78	3,055 - 17.63	3,209 - 18.51	3,370 - 19.44	3,534 -20.39

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
Special Education Behavioral Intervention Assistant	45	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
	45	3,541 - 20.43	3,629 - 20.94	3,719 - 21.46	3,812 - 21.99	3,908 -22.55

LONGEVITY

Commencing with the 10th year \$94.10 per month
 Commencing with the 15th year \$110.14 per month
 Commencing with the 20th year \$182.70 per month
 Commencing with the 25th year \$192.70 per month
 Commencing with the 30th year \$416.00 per month

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2015**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-14	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
15-29	29	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 - 15.98	2,908 -16.78
30-44	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
45-59	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96
60-74	36	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 -19.90
75-89	38	2,980 - 17.19	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 -20.89
90+	40	3,130 - 18.06	3,287 - 18.96	3,449 - 19.90	3,621 - 20.89	3,804 -21.95

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
0-20	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
21-40	28	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 -16.38
41-60	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
61-80	32	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 -18.06
81+	34	2,701 - 15.58	2,840 - 16.38	2,980 - 17.19	3,130 - 18.06	3,287 -18.96

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly	Monthly - Hourly
CAI Assistant	30					
Dance Assistant	30					
Band Assistant	40					
Concert Music Assistant	40					
Mariachi Music Assistant	40					
Educational Sign Language Interpreter	54					
Speech Lanugage Path Assistant	54					
	Range	A	B	C	D	E
	26	2,222 - 12.82	2,337 - 13.48	2,453 - 14.15	2,572 - 14.84	2,701 -15.58
	27	2,280 - 13.15	2,393 - 13.81	2,510 - 14.48	2,639 - 15.23	2,770 -15.98
	30	2,453 - 14.15	2,572 - 14.84	2,701 - 15.58	2,840 - 16.38	2,980 -17.19
	40	3,130 - 18.06	3,207 - 18.50	3,287 - 18.96	3,621 - 20.89	3,804 -21.95
	54	4,421 - 25.51	4,644 - 26.79	4,878 - 28.14	5,120 - 29.54	5,374 -31.00

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2016***

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0 -14	26	2,380 - 13.73	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69
15-29	29	2,564 - 14.79	2,688 - 15.51	2,827 - 16.31	2,967 - 17.12	3,115 - 17.97
30-44	32	2,755 - 15.89	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34
45-59	34	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34	3,521 - 20.31
60-74	36	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34	3,521 - 20.31	3,695 - 21.32
75-89	38	3,192 - 18.42	3,353 - 19.34	3,521 - 20.31	3,695 - 21.32	3,879 - 22.38
90+	40	3,353 - 19.34	3,521 - 20.31	3,695 - 21.32	3,879 - 22.38	4,075 - 23.51

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	26	2,380 - 13.73	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69
21-40	28	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69	3,043 - 17.56
41-60	30	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42
61-80	32	2,755 - 15.89	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34
81+	34	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34	3,521 - 20.31

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
CAI Assistant	30					
Dance Assistant	30					
Band Assistant	40					
Concert Music Assistant	40					
Mariachi Music Assistant	40					
Educational Sign Language Interpreter	54					
Speech Lanugage Path Assistant	54					
	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
	26	2,380 - 13.73	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69
	27	2,442 - 14.09	2,564 - 14.79	2,688 - 15.51	2,827 - 16.31	2,967 - 17.12
	30	2,628 - 15.16	2,755 - 15.89	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42
	40	3,353 - 19.34	3,435 - 19.82	3,521 - 20.31	3,879 - 22.38	4,075 - 23.51
	54	4,736 - 27.32	4,975 - 28.70	5,225 - 30.14	5,485 - 31.64	5,757 - 33.21

* Increase 4% for 2015-16 (effective 07/01/2016)

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2016***

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	2,827 - 16.31	2,967 - 17.12	3,115 - 17.97	3,272 - 18.88	3,437 - 19.83
21-40	34	2,893 - 16.69	3,043 - 17.56	3,192 - 18.42	3,353 - 19.34	3,521 - 20.31
41-60	35	2,967 - 17.12	3,115 - 17.97	3,272 - 18.88	3,437 - 19.83	3,610 - 20.83
61-80	36	3,039 - 17.53	3,188 - 18.39	3,345 - 19.30	3,514 - 20.27	3,686 - 21.27
81+	37	3,115 - 17.97	3,272 - 18.88	3,437 - 19.83	3,610 - 20.83	3,785 - 21.84

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
Special Education Behavioral Intervention Assistant	45					
	45	3,793 - 21.88	3,887 - 22.43	3,984 - 22.98	4,083 - 23.56	4,186 - 24.15

LONGEVITY

Commencing with the 10th year \$100.80 per month
 Commencing with the 15th year \$117.99 per month
 Commencing with the 20th year \$195.71 per month
 Commencing with the 25th year \$206.42 per month
 Commencing with the 30th year \$445.62 per month

* Increase 4% for 2015-16 (effective 07/01/2016)
 Increase 3% for 2016-17
 Rev 03/14/2016 JF

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2017***

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	INCREMENTAL SCHEDULE FOR EDUCATION UNITS				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0 -14	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
15-29	29	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54	3,193 - 18.42
30-44	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
45-59	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82
60-74	36	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85
75-89	38	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94
90+	40	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94	4,177 - 24.10

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	EMPLOYEES HIRED AFTER JULY 1, 1983				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0-20	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
21-40	28	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99
41-60	30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
61-80	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
81+	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82

NON-INCREMENTAL SCHEDULE

Position	Range	NON-INCREMENTAL SCHEDULE				
Range	A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)	
CAI Assistant	30					
Dance Assistant	30					
Band Assistant	40					
Concert Music Assistant	40					
Mariachi Music Assistant	40					
Educational Sign Language Interpreter	54					
Speech Lanugage Path Assistant	54					
	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
	27	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54
	30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
	40	3,437 - 19.83	3,521 - 20.31	3,609 - 20.82	3,976 - 22.94	4,177 - 24.10
	54	4,854 - 28.00	5,099 - 29.42	5,356 - 30.90	5,622 - 32.43	5,901 - 34.04

* Increase 2.5% for 2017-18 (effective 07/01/2017)
 Increase 3% for 2016-17
 Increase 4% for 2015-16 (effective 07/01/2016)
 Rev 06/05/2017 JF/nm

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2017***

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	2,898 - 16.72	3,041 - 17.54	3,193 - 18.42	3,354 - 19.35	3,523 - 20.33
21-40	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82
41-60	35	3,041 - 17.54	3,193 - 18.42	3,354 - 19.35	3,523 - 20.33	3,700 - 21.35
61-80	36	3,115 - 17.97	3,268 - 18.85	3,429 - 19.78	3,602 - 20.78	3,778 - 21.80
81+	37	3,193 - 18.42	3,354 - 19.35	3,523 - 20.33	3,700 - 21.35	3,880 - 22.38

NON-INCREMENTAL SCHEDULE

Position	Range					
Special Education Behavioral Intervention Assistant	45					
	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
	45	3,888 - 22.43	3,984 - 22.98	4,084 - 23.56	4,185 - 24.14	4,291 - 24.76

LONGEVITY

Commencing with the 10th year \$103.32 per month
 Commencing with the 15th year \$120.94 per month
 Commencing with the 20th year \$200.60 per month
 Commencing with the 25th year \$211.58 per month
 Commencing with the 30th year \$456.76 per month

* Increase 2.5% for 2017-18 (effective 07/01/2017)
 Increase 3% for 2016-17
 Increase 4% for 2015-16 (effective 07/01/2016)
 Rev 06/05/2017 JF/nm

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2017***

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0 -14	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
15-29	29	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54	3,193 - 18.42
30-44	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
45-59	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82
60-74	36	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85
75-89	38	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94
90+	40	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94	4,177 - 24.10

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
21-40	28	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99
41-60	30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
61-80	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
81+	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
CAI Assistant	30					
Dance Assistant	30					
Band Assistant	40					
Concert Music Assistant	40					
Mariachi Music Assistant	40					
Educational Sign Language Interpreter	54					
Speech Lanugage Path Assistant	54					
	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
	27	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54
	30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
	40	3,437 - 19.83	3,521 - 20.31	3,609 - 20.82	3,976 - 22.94	4,177 - 24.10
	54	4,854 - 28.00	5,099 - 29.42	5,356 - 30.90	5,622 - 32.43	5,901 - 34.04

* Increase 2.5% for 2017-18 (effective 07/01/2017)

Increase 3% for 2016-17

Increase 4% for 2015-16 (effective 07/01/2016)

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2017***

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0 -14	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
15-29	29	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54	3,193 - 18.42
30-44	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
45-59	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82
60-74	36	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85
75-89	38	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94
90+	40	3,437 - 19.83	3,609 - 20.82	3,787 - 21.85	3,976 - 22.94	4,177 - 24.10

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
21-40	28	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99
41-60	30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
61-80	32	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83
81+	34	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88	3,437 - 19.83	3,609 - 20.82

NON-INCREMENTAL SCHEDULE

Position	Range
CAI Assistant	30
Dance Assistant	30
Band Assistant	40
Concert Music Assistant	40
Mariachi Music Assistant	40
Educational Sign Language Interpreter	54
Speech Lanugage Path Assistant	54

Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
26	2,440 - 14.08	2,566 - 14.80	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11
27	2,503 - 14.44	2,628 - 15.16	2,755 - 15.89	2,898 - 16.72	3,041 - 17.54
30	2,694 - 15.54	2,824 - 16.29	2,965 - 17.11	3,119 - 17.99	3,272 - 18.88
40	3,437 - 19.83	3,521 - 20.31	3,609 - 20.82	3,976 - 22.94	4,177 - 24.10
54	4,854 - 28.00	5,099 - 29.42	5,356 - 30.90	5,622 - 32.43	5,901 - 34.04

* Increase 2.5% for 2017-18 (effective 07/01/2017)
 Increase 3% for 2016-17
 Increase 4% for 2015-16 (effective 07/01/2016)
 Rev 06/05/2017 JF/nm

CSEA CHAPTER 318 - PARAPROFESSIONALS

SALARY SCHEDULE

Effective 07/01/2018*

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	INCREMENTAL SCHEDULE FOR EDUCATION UNITS				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0 -14	26	2,489 - 14.36	2,617 - 15.10	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45
15-29	29	2,681 - 15.47	2,810 - 16.21	2,956 - 17.05	3,102 - 17.90	3,257 - 18.79
30-44	32	2,880 - 16.62	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23
45-59	34	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23	3,681 - 21.24
60-74	36	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23	3,681 - 21.24	3,863 - 22.29
75-89	38	3,337 - 19.25	3,506 - 20.23	3,681 - 21.24	3,863 - 22.29	4,056 - 23.40
90+	40	3,506 - 20.23	3,681 - 21.24	3,863 - 22.29	4,056 - 23.40	4,261 - 24.58

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	EMPLOYEES HIRED AFTER JULY 1, 1983				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0-20	26	2,489 - 14.36	2,617 - 15.10	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45
21-40	28	2,617 - 15.10	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45	3,181 - 18.35
41-60	30	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25
61-80	32	2,880 - 16.62	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23
81+	34	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23	3,681 - 21.24

NON-INCREMENTAL SCHEDULE

Position	Range				
CAI Assistant	30				
Dance Assistant	30				
Band Assistant	40				
Concert Music Assistant	40				
Mariachi Music Assistant	40				
Educational Sign Language Interpreter	54				
Speech Lanugage Path Assistant	54				
Range	A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
26	2,489 - 14.36	2,617 - 15.10	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45
27	2,553 - 14.73	2,681 - 15.47	2,810 - 16.21	2,956 - 17.05	3,102 - 17.90
30	2,748 - 15.85	2,880 - 16.62	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25
40	3,506 - 20.23	3,591 - 20.72	3,681 - 21.24	4,056 - 23.40	4,261 - 24.58
54	4,951 - 28.56	5,201 - 30.01	5,463 - 31.52	5,734 - 33.08	6,019 - 34.73

* Increase 2% for 2018-19 (effective 07/01/2018)
 Increase 2.5% for 2017-18 (effective 07/01/2017)
 Increase 3% for 2016-17

CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS

SALARY SCHEDULE

Effective 07/01/2018*

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	2,956 - 17.05	3,102 - 17.90	3,257 - 18.79	3,421 - 19.74	3,593 - 20.73
21-40	34	3,024 - 17.45	3,181 - 18.35	3,337 - 19.25	3,506 - 20.23	3,681 - 21.24
41-60	35	3,102 - 17.90	3,257 - 18.79	3,421 - 19.74	3,593 - 20.73	3,774 - 21.77
61-80	36	3,177 - 18.33	3,333 - 19.23	3,498 - 20.18	3,674 - 21.20	3,854 - 22.23
81+	37	3,257 - 18.79	3,421 - 19.74	3,593 - 20.73	3,774 - 21.77	3,958 - 22.83

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
Special Education Behavioral Intervention Assistant	45					
	45	3,966 - 22.88	4,064 - 23.45	4,166 - 24.03	4,269 - 24.63	4,377 - 25.25

LONGEVITY

Commencing with the 10th year \$155.39 per month
 Commencing with the 15th year \$173.36 per month
 Commencing with the 20th year \$254.61 per month
 Commencing with the 25th year \$265.81 per month
 Commencing with the 30th year \$515.90 per month

* Increase 2% for 2018-19 (effective 07/01/2018)
 Increase 2.5% for 2017-18 (effective 07/01/2017)
 Increase 3% for 2016-17

CSEA CHAPTER 318 - PARAPROFESSIONALS

SALARY SCHEDULE

Effective 07/01/2019*

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	INCREMENTAL SCHEDULE FOR EDUCATION UNITS				
		A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0 -14	26	2,564 - 14.79	2,696 - 15.55	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97
15-29	29	2,761 - 15.93	2,894 - 16.70	3,045 - 17.57	3,195 - 18.43	3,355 - 19.36
30-44	32	2,966 - 17.11	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83
45-59	34	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83	3,791 - 21.87
60-74	36	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83	3,791 - 21.87	3,979 - 22.96
75-89	38	3,437 - 19.83	3,611 - 20.83	3,791 - 21.87	3,979 - 22.96	4,178 - 24.10
90+	40	3,611 - 20.83	3,791 - 21.87	3,979 - 22.96	4,178 - 24.10	4,389 - 25.32

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	EMPLOYEES HIRED AFTER JULY 1, 1983				
		A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	26	2,564 - 14.79	2,696 - 15.55	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97
21-40	28	2,696 - 15.55	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97	3,276 - 18.90
41-60	30	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83
61-80	32	2,966 - 17.11	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83
81+	34	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83	3,791 - 21.87

NON-INCREMENTAL SCHEDULE

Position	Range				
CAI Assistant	30				
Dance Assistant	30				
Band Assistant	40				
Concert Music Assistant	40				
Mariachi Music Assistant	40				
Educational Sign Language Interpreter	54				
Speech Lanugage Path Assistant	54				
Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
26	2,564 - 14.79	2,696 - 15.55	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97
27	2,630 - 15.17	2,761 - 15.93	2,894 - 16.70	3,045 - 17.57	3,195 - 18.43
30	2,830 - 16.33	2,966 - 17.11	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83
40	3,611 - 20.83	3,699 - 21.34	3,791 - 21.87	4,178 - 24.10	4,389 - 25.32
54	5,100 - 29.42	5,357 - 30.91	5,627 - 32.46	5,906 - 34.07	6,200 - 35.77

* Increase 3% for 2019-20 (effective 07/01/2019)
 Increase 2% for 2018-19 (effective 07/01/2018)
 Increase 2.5% for 2017-18 (effective 07/01/2017)

**CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2019***

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	3,045 - 17.57	3,195 - 18.43	3,355 - 19.36	3,524 - 20.33	3,701 - 21.35
21-40	34	3,115 - 17.97	3,276 - 18.90	3,437 - 19.83	3,611 - 20.83	3,791 - 21.87
41-60	35	3,195 - 18.43	3,355 - 19.36	3,524 - 20.33	3,701 - 21.35	3,887 - 22.43
61-80	36	3,272 - 18.88	3,433 - 19.81	3,603 - 20.79	3,784 - 21.83	3,970 - 22.90
81+	37	3,355 - 19.36	3,524 - 20.33	3,701 - 21.35	3,887 - 22.43	4,077 - 23.52

NON-INCREMENTAL SCHEDULE

Position	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
Special Education Behavioral Intervention Assistant	45					
	45	4,085 - 23.57	4,186 - 24.15	4,291 - 24.76	4,397 - 25.37	4,508 - 26.01

LONGEVITY

Commencing with the 10th year \$185.05 per month
 Commencing with the 15th year \$203.56 per month
 Commencing with the 20th year \$287.25 per month
 Commencing with the 25th year \$298.78 per month
 Commencing with the 30th year \$556.38 per month

* Increase 3% for 2019-20 (effective 07/01/2019)
 Increase 2% for 2018-19 (effective 07/01/2018)
 Increase 2.5% for 2017-18 (effective 07/01/2017)

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2020***

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	INCREMENTAL SCHEDULE FOR EDUCATION UNITS				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0 -14	26	2,615 - 15.09	2,750 - 15.87	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33
15-29	29	2,816 - 16.25	2,952 - 17.03	3,106 - 17.92	3,259 - 18.80	3,422 - 19.74
30-44	32	3,025 - 17.45	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23	3,683 - 21.25
45-59	34	3,177 - 18.33	3,242 - 18.70	3,506 - 20.23	3,683 - 21.25	3,867 - 22.31
60-74	36	3,342 - 19.28	3,506 - 20.23	3,683 - 21.25	3,867 - 22.31	4,059 - 23.42
75-89	38	3,506 - 20.23	3,683 - 21.25	3,867 - 22.31	4,059 - 23.42	4,262 - 24.59
90+	40	3,683 - 21.25	3,867 - 22.31	4,059 - 23.42	4,262 - 24.59	4,477 - 25.83

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	EMPLOYEES HIRED AFTER JULY 1, 1983				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0-20	26	2,615 - 15.09	2,750 - 15.87	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33
21-40	28	2,750 - 15.87	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33	3,342 - 19.28
41-60	30	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23
61-80	32	3,025 - 17.45	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23	3,683 - 21.25
81+	34	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23	3,683 - 21.25	3,867 - 22.31

* Increase 2% for 2020-21 (effective 07/01/2020)
 Increase 3% for 2019-20 (effective 07/01/2019)
 Increase 2% for 2018-19 (effective 07/01/2018)
 Rev 5/14/2019 JF/nm

NON-INCREMENTAL SCHEDULE

Position	Range				
CAI Assistant	30				
Dance Assistant	30				
Band Assistant	40				
Concert Music Assistant	40				
Mariachi Music Assistant	40				
Educational Sign Language Interpreter	54				
Speech Lanugage Path Assistant	54				
Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
26	2,615 - 15.09	2,750 - 15.87	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33
27	2,683 - 15.48	2,816 - 16.25	2,952 - 17.03	3,106 - 17.92	3,259 - 18.80
30	2,887 - 16.66	3,025 - 17.45	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23
40	3,683 - 21.25	3,773 - 21.77	3,867 - 22.31	4,262 - 24.59	4,477 - 25.83
54	5,202 - 30.01	5,464 - 31.52	5,740 - 33.12	6,024 - 34.75	6,324 - 36.48

CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS SALARY SCHEDULE Effective 07/01/2020*

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	3,106 - 17.92	3,259 - 18.80	3,422 - 19.74	3,594 - 20.73	3,775 - 21.78
21-40	34	3,177 - 18.33	3,342 - 19.28	3,506 - 20.23	3,683 - 21.25	3,867 - 22.31
41-60	35	3,259 - 18.80	3,422 - 19.74	3,594 - 20.73	3,775 - 21.78	3,965 - 22.88
61-80	36	3,337 - 19.25	3,502 - 20.20	3,675 - 21.20	3,860 - 22.27	4,049 - 23.36
81+	37	3,422 - 19.74	3,594 - 20.73	3,775 - 21.78	3,965 - 22.88	4,159 - 23.99

* Increase 2% for 2020-21 (effective 07/01/2020)
 Increase 3% for 2019-20 (effective 07/01/2019)
 Increase 2% for 2018-19 (effective 07/01/2018)
 Rev 5/14/2019 JF/nm

NON-INCREMENTAL SCHEDULE

Position	Range				
Special Education Behavioral Intervention Assistant	45				
Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
45	4,167 - 24.04	4,270 - 24.63	4,377 - 25.25	4,485 - 25.88	4,598 - 26.53

LONGEVITY

Commencing with the 5th year	\$90.00 per month
Commencing with the 10th year	\$203.75 per month
Commencing with the 15th year	\$222.63 per month
Commencing with the 20th year	\$308.00 per month
Commencing with the 25th year	\$319.76 per month
Commencing with the 30th year	\$582.51 per month

* Increase 2% for 2020-21 (effective 07/01/2020)
Increase 3% for 2019-20 (effective 07/01/2019)
Increase 2% for 2018-19 (effective 07/01/2018)
Rev 5/14/2019 JF/nm

**CSEA CHAPTER 318 - PARAPROFESSIONALS
SALARY SCHEDULE
Effective 07/01/2020**

The following positions will be compensated according to the incremental schedule below:

After School Site Program Facilitator	Community Assistant
Bilingual Assistant	Instructional Assistant
Bilingual Evaluation Assistant	Montessori Assistant
Child Assistant	Preschool Assistant
Native American Cultural Center Assistant	Infant Center Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	INCREMENTAL SCHEDULE FOR EDUCATION UNITS				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0 -14	26	2,628 - 15.16	2,764 - 15.94	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42
15-29	29	2,830 - 16.33	2,967 - 17.12	3,122 - 18.01	3,275 - 18.90	3,439 - 19.84
30-44	32	3,040 - 17.54	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33	3,701 - 21.35
45-59	34	3,193 - 18.42	3,258 - 18.80	3,524 - 20.33	3,701 - 21.35	3,886 - 22.42
60-74	36	3,359 - 19.38	3,524 - 20.33	3,701 - 21.35	3,886 - 22.42	4,079 - 23.53
75-89	38	3,524 - 20.33	3,701 - 21.35	3,886 - 22.42	4,079 - 23.53	4,283 - 24.71
90+	40	3,701 - 21.35	3,886 - 22.42	4,079 - 23.53	4,283 - 24.71	4,499 - 25.96

EMPLOYEES HIRED AFTER JULY 1, 1983

Semester Unit	Range	EMPLOYEES HIRED AFTER JULY 1, 1983				
		A (Monthly - Hourly)	B (Monthly - Hourly)	C (Monthly - Hourly)	D (Monthly - Hourly)	E (Monthly - Hourly)
0-20	26	2,628 - 15.16	2,764 - 15.94	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42
21-40	28	2,764 - 15.94	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42	3,359 - 19.38
41-60	30	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33
61-80	32	3,040 - 17.54	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33	3,701 - 21.35
81+	34	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33	3,701 - 21.35	3,886 - 22.42

Revised 07/01/2021 and adopted by the Board as of 10/26/2021
Salary increase of 0.5% retroactive to 7/01/2020
Increase 2% for 2020-21 (effective 07/01/2020)

NON-INCREMENTAL SCHEDULE

Position	Range				
CAI Assistant	30				
Dance Assistant	30				
Band Assistant	40				
Concert Music Assistant	40				
Mariachi Music Assistant	40				
Educational Sign Language Interpreter	54				
Speech Lanugage Path Assistant	54				
Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
26	2,628 - 15.16	2,764 - 15.94	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42
27	2,696 - 15.56	2,830 - 16.33	2,967 - 17.12	3,122 - 18.01	3,275 - 18.90
30	2,901 - 16.74	3,040 - 17.54	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33
40	3,701 - 21.35	3,792 - 21.88	3,886 - 22.42	4,283 - 24.71	4,499 - 25.96
54	5,228 - 30.16	5,491 - 31.68	5,769 - 33.28	6,054 - 34.93	6,356 - 36.67

CSEA CHAPTER 318 - SPECIAL EDUCATION PARAPROFESSIONALS SALARY SCHEDULE Effective

Special Education Assistant/Braille Transcriber
 Special Education Assistant/Hearing Impaired
 Special Education Assistant/Learning & Communicatively Handicapped
 Special Education Assistant/Learning & Communicatively Handicapped (One-on-One)
 Special Education Assistant/Physically Handicapped
 Special Education Assistant/Severely Mentally Handicapped
 Special Education Assistant/Severely Mentally Handicapped (One-on-One)
 Special Education Aquatic Assistant
 Special Education Development Assistant

INCREMENTAL SCHEDULE FOR EDUCATION UNITS

Semester Unit	Range	A	B	C	D	E
		(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
0-20	33	3,122 - 18.01	3,275 - 18.90	3,439 - 19.84	3,612 - 20.84	3,794 - 21.89
21-40	34	3,193 - 18.42	3,359 - 19.38	3,524 - 20.33	3,701 - 21.35	3,886 - 22.42
41-60	35	3,275 - 18.90	3,439 - 19.84	3,612 - 20.84	3,794 - 21.89	3,985 - 22.99
61-80	36	3,354 - 19.35	3,520 - 20.30	3,693 - 21.31	3,879 - 22.38	4,069 - 23.48
81+	37	3,439 - 19.84	3,612 - 20.84	3,794 - 21.89	3,985 - 22.99	4,180 - 24.11

Revised 07/01/2021 and adopted by the Board as of 10/26/2021
 Salary increase of 0.5% retroactive to 7/01/2020
 Increase 2% for 2020-21 (effective 07/01/2020)

NON-INCREMENTAL SCHEDULE

Position	Range				
Special Education Behavioral Intervention Assistant	45				
Range	A	B	C	D	E
	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)	(Monthly - Hourly)
45	4,188 - 24.16	4,291 - 24.76	4,399 - 25.38	4,507 - 26.00	4,621 - 26.66

LONGEVITY

Commencing with the 5th year	\$90.45 per month
Commencing with the 10th year	\$204.77 per month
Commencing with the 15th year	\$223.74 per month
Commencing with the 20th year	\$309.54 per month
Commencing with the 25th year	\$321.36 per month
Commencing with the 30th year	\$585.42 per month

DEGREE STIPENDS:

BA Increment:	\$1,358.00
MA Increment:	\$3,000.00
Doct Increment:	\$6,000.00