

Santa Rosa City Schools  
**DRAFT REVISION** CSEA 75 Salary Schedule 2019-2020

RANGE	TIME BASE	Classified 12-Month pay rate based on 261 days						District Service Recognition* (Article 14.2)								
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10th YEAR	15th YEAR	20th YEAR	23rd YEAR	26th YEAR	28th YEAR	31st YEAR	33rd YEAR	
11	Monthly	2,254.30	2,367.00	2,485.30	2,609.57	2,740.10	2,877.10	3,020.94	3,171.99	3,330.59	3,497.12	3,671.98	3,855.58	4,048.35	4,250.77	
	Hourly	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30	19.22	20.18	21.19	22.25	23.36	24.53	
12	Monthly	2,310.60	2,426.20	2,547.50	2,674.90	2,808.60	2,949.00	3,096.47	3,251.29	3,413.86	3,584.55	3,763.78	3,951.96	4,149.56	4,357.04	
	Hourly	13.33	14.00	14.70	15.43	16.20	17.01	17.87	18.76	19.70	20.68	21.72	22.80	23.94	25.14	
13	Monthly	2,368.40	2,486.80	2,611.20	2,741.70	2,878.80	3,022.70	3,173.88	3,332.57	3,499.20	3,674.16	3,857.87	4,050.76	4,253.30	4,465.97	
	Hourly	13.66	14.35	15.06	15.82	16.61	17.44	18.31	19.23	20.19	21.20	22.26	23.37	24.54	25.77	
14	Monthly	2,427.60	2,549.00	2,676.40	2,810.30	2,950.80	3,098.30	3,253.23	3,415.89	3,586.68	3,766.02	3,954.32	4,152.03	4,359.63	4,577.62	
	Hourly	14.01	14.71	15.44	16.21	17.02	17.88	18.77	19.71	20.70	21.73	22.82	23.96	25.16	26.41	
15	Monthly	2,488.30	2,612.70	2,743.40	2,880.50	3,024.50	3,175.80	3,334.56	3,501.28	3,676.35	3,860.17	4,053.17	4,255.83	4,468.63	4,692.06	
	Hourly	14.36	15.07	15.83	16.62	17.45	18.32	19.24	20.20	21.21	22.27	23.39	24.56	25.78	27.07	
16	Monthly	2,550.50	2,678.00	2,811.90	2,952.50	3,100.20	3,255.20	3,417.92	3,588.82	3,768.26	3,956.67	4,154.50	4,362.23	4,580.34	4,809.36	
	Hourly	14.71	15.45	16.22	17.03	17.89	18.78	19.72	20.71	21.74	22.83	23.97	25.17	26.43	27.75	
17	Monthly	2,614.30	2,745.00	2,882.20	3,026.30	3,177.70	3,336.50	3,503.37	3,678.54	3,862.46	4,055.59	4,258.37	4,471.29	4,694.85	4,929.59	
	Hourly	15.08	15.84	16.63	17.46	18.33	19.25	20.21	21.23	22.29	23.40	24.57	25.80	27.09	28.44	
18	Monthly	2,679.60	2,813.60	2,954.30	3,102.00	3,257.10	3,420.00	3,590.95	3,770.50	3,959.03	4,156.98	4,364.83	4,583.07	4,812.22	5,052.83	
	Hourly	15.46	16.23	17.04	17.90	18.79	19.73	20.72	21.76	22.84	23.99	25.19	26.44	27.77	29.16	
19	Monthly	2,746.60	2,884.00	3,028.10	3,179.60	3,338.50	3,505.50	3,680.73	3,864.76	4,058.00	4,260.90	4,473.95	4,697.64	4,932.53	5,179.15	
	Hourly	15.85	16.64	17.47	18.34	19.26	20.22	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.88	
20	Monthly	2,815.30	2,956.00	3,103.90	3,259.00	3,422.00	3,593.10	3,772.75	3,961.38	4,159.45	4,367.42	4,585.80	4,815.09	5,055.84	5,308.63	
	Hourly	16.24	17.05	17.91	18.80	19.74	20.73	21.77	22.86	24.00	25.20	26.46	27.78	29.17	30.63	
21	Monthly	2,885.70	3,030.00	3,181.40	3,340.50	3,507.50	3,682.90	3,867.06	4,060.42	4,263.44	4,476.61	4,700.44	4,935.46	5,182.24	5,441.35	
	Hourly	16.65	17.48	18.35	19.27	20.24	21.25	22.31	23.43	24.60	25.83	27.12	28.48	29.90	31.40	
22	Monthly	2,957.80	3,105.70	3,261.00	3,424.00	3,595.20	3,775.00	3,963.74	4,161.93	4,370.02	4,588.53	4,817.95	5,058.85	5,311.79	5,577.38	
	Hourly	17.06	17.92	18.81	19.75	20.74	21.78	22.87	24.01	25.22	26.48	27.80	29.19	30.65	32.18	
23	Monthly	3,031.80	3,183.30	3,342.50	3,509.60	3,685.10	3,869.40	4,062.83	4,265.98	4,479.27	4,703.24	4,938.40	5,185.32	5,444.59	5,716.82	
	Hourly	17.49	18.37	19.28	20.25	21.26	22.32	23.44	24.62	25.85	27.14	28.50	29.92	31.42	32.99	
24	Monthly	3,107.50	3,262.90	3,426.10	3,597.40	3,777.20	3,966.10	4,164.40	4,372.63	4,591.26	4,820.82	5,061.86	5,314.95	5,580.70	5,859.74	
	Hourly	17.93	18.82	19.77	20.75	21.79	22.88	24.03	25.23	26.49	27.82	29.21	30.67	32.20	33.81	
25	Monthly	3,185.20	3,344.50	3,511.70	3,687.30	3,871.70	4,065.30	4,268.51	4,481.94	4,706.04	4,941.34	5,188.41	5,447.83	5,720.22	6,006.23	
	Hourly	18.38	19.30	20.26	21.27	22.34	23.45	24.63	25.86	27.15	28.51	29.94	31.43	33.01	34.66	
26	Monthly	3,264.90	3,428.10	3,599.50	3,779.50	3,968.50	4,166.90	4,375.23	4,593.99	4,823.69	5,064.87	5,318.12	5,584.02	5,863.22	6,156.38	
	Hourly	18.84	19.78	20.77	21.81	22.90	24.04	25.25	26.51	27.83	29.23	30.69	32.22	33.83	35.52	
27	Monthly	3,346.50	3,513.80	3,689.50	3,874.00	4,067.70	4,271.10	4,484.61	4,708.84	4,944.28	5,191.49	5,451.07	5,723.62	6,009.80	6,310.29	
	Hourly	19.31	20.27	21.29	22.35	23.47	24.64	25.88	27.17	28.53	29.96	31.45	33.03	34.68	36.41	
28	Monthly	3,430.20	3,601.70	3,781.70	3,970.80	4,169.40	4,377.80	4,596.72	4,826.56	5,067.89	5,321.28	5,587.35	5,866.71	6,160.05	6,468.05	
	Hourly	19.79	20.78	21.82	22.91	24.05	25.26	26.52	27.85	29.24	30.70	32.24	33.85	35.54	37.32	
29	Monthly	3,515.90	3,691.70	3,876.30	4,070.10	4,273.60	4,487.30	4,711.64	4,947.22	5,194.59	5,454.31	5,727.03	6,013.38	6,314.05	6,629.75	
	Hourly	20.28	21.30	22.36	23.48	24.66	25.89	27.19	28.55	29.97	31.47	33.05	34.70	36.43	38.25	
30	Monthly	3,603.80	3,784.00	3,973.20	4,171.90	4,380.40	4,599.50	4,829.43	5,070.90	5,324.45	5,590.67	5,870.21	6,163.72	6,471.90	6,795.50	
	Hourly	20.79	21.83	22.92	24.07	25.27	26.54	27.87	29.26	30.72	32.26	33.87	35.57	37.34	39.21	
31	Monthly	3,693.90	3,878.60	4,072.50	4,276.10	4,490.00	4,714.50	4,950.17	5,197.68	5,457.56	5,730.44	6,016.96	6,317.81	6,633.70	6,965.38	
	Hourly	21.31	22.38	23.50	24.67	25.90	27.20	28.56	29.99	31.49	33.07	34.72	36.45	38.28	40.19	
32	Monthly	3,786.20	3,975.60	4,174.30	4,383.10	4,602.20	4,832.30	5,073.92	5,327.62	5,594.00	5,873.70	6,167.38	6,475.75	6,799.54	7,139.52	
	Hourly	21.84	22.94	24.08	25.29	26.55	27.88	29.28	30.74	32.28	33.89	35.59	37.37	39.23	41.20	
33	Monthly	3,880.90	4,074.90	4,278.70	4,492.60	4,717.30	4,953.10	5,200.77	5,460.81	5,733.85	6,020.54	6,321.57	6,637.65	6,969.53	7,318.01	
	Hourly	22.39	23.51	24.69	25.92	27.22	28.58	30.01	31.51	33.09	34.74	36.48	38.30	40.22	42.23	
34	Monthly	3,977.90	4,176.80	4,385.70	4,604.90	4,835.20	5,076.90	5,330.79	5,597.33	5,877.20	6,171.06	6,479.61	6,803.59	7,143.77	7,500.96	
	Hourly	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.30	33.91	35.61	37.39	39.26	41.22	43.28	
35	Monthly	4,077.40	4,281.20	4,495.30	4,720.10	4,956.10	5,203.90	5,464.06	5,737.26	6,024.13	6,325.33	6,641.60	6,973.68	7,322.36	7,688.48	
	Hourly	23.52	24.70	25.93	27.23	28.59	30.02	31.53	33.10	34.76	36.50	38.32	40.24	42.25	44.36	
36	Monthly	4,179.30	4,388.30	4,607.70	4,838.10	5,080.00	5,334.00	5,600.66	5,880.69	6,174.73	6,483.47	6,807.64	7,148.02	7,505.42	7,880.69	
	Hourly	24.11	25.32	26.58	27.91	29.31	30.77	32.32	33.93	35.63	37.41	39.28	41.25	43.31	45.47	
37	Monthly	4,283.80	4,498.00	4,722.90	4,959.00	5,207.00	5,467.30	5,740.68	6,027.71	6,329.10	6,645.55	6,977.83	7,326.72	7,693.06	8,077.71	
	Hourly	24.71	25.95	27.25	28.61	30.04	31.54	33.12	34.78	36.52	38.35	40.26	42.28	44.39	46.61	
38	Monthly	4,390.90	4,610.40	4,840.90	5,083.00	5,337.10	5,604.00	5,884.19	6,178.40	6,487.32	6,811.69	7,152.28	7,509.89	7,885.38	8,279.65	
	Hourly	25.33	26.60	27.93	29.33	30.79	32.33	33.95	35.65	37.43	39.30	41.27	43.33	45.50	47.77	
39	Monthly	4,500.70	4,725.70	4,962.00	5,210.10	5,470.60	5,744.10	6,031.30	6,332.86	6,649.51	6,981.98	7,331.08	7,697.64	8,082.52	8,486.64	
	Hourly	25.97	27.26	28.63	30.06	31.56	33.14	34.80	36.54	38.37	40.29	42.30	44.42	46.64	48.97	
40	Monthly	4,613.20	4,843.80	5,086.00	5,340.30	5,607.30	5,887.70	6,182.08	6,491.19	6,815.75	7,156.53	7,514.36	7,890.08	8,284.58	8,698.81	
	Hourly	26.62	27.95	29.34	30.81	32.35	33.97	35.67	37.46	39.33	41.29	43.36	45.53	47.80	50.19	
41	Monthly	4,728.50	4,964.90	5,213.20	5,473.80	5,747.50	6,034.90	6,336.63	6,653.47	6,986.14	7,335.45	7,702.22	8,087.33	8,491.70	8,916.28	
	Hourly	27.28	28.64	30.08												

RANGE	TIME BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10th YEAR	15th YEAR	20th YEAR	23rd YEAR	26th YEAR	28th YEAR	31st YEAR	33rd YEAR
	Hourly	15.74	16.53	17.36	18.22	19.14	20.09	21.10	22.15	23.26	24.42	25.65	26.93	28.27	29.69
64	Monthly	2,796.90	2,936.80	3,083.60	3,237.80	3,399.70	3,569.60	3,748.11	3,935.52	4,132.30	4,338.91	4,555.86	4,783.65	5,022.83	5,273.97
	Hourly	16.14	16.94	17.79	18.68	19.61	20.59	20.10	21.10	22.16	23.26	24.43	25.65	26.93	28.28
65	Monthly	2,866.80	3,010.20	3,160.70	3,318.70	3,484.60	3,658.90	3,841.82	4,033.91	4,235.60	4,447.38	4,669.75	4,903.24	5,148.40	5,405.82
	Hourly	16.54	17.37	18.24	19.15	20.10	21.11	20.63	21.66	22.75	23.88	25.08	26.33	27.65	29.03
66	Monthly	2,938.50	3,085.40	3,239.70	3,401.70	3,571.80	3,750.30	3,937.86	4,134.76	4,341.49	4,558.57	4,786.50	5,025.82	5,277.11	5,540.97
	Hourly	16.95	17.80	18.69	19.63	20.61	21.64	22.72	23.86	25.05	26.30	27.62	29.00	30.45	31.97
67	Monthly	3,012.00	3,162.60	3,320.70	3,486.70	3,661.10	3,844.10	4,036.31	4,238.12	4,450.03	4,672.53	4,906.16	5,151.47	5,409.04	5,679.49
	Hourly	17.38	18.25	19.16	20.12	21.12	22.18	23.29	24.45	25.68	26.96	28.31	29.72	31.21	32.77
68	Monthly	3,087.30	3,241.60	3,403.70	3,573.90	3,752.60	3,940.20	4,137.22	4,344.08	4,561.28	4,789.35	5,028.81	5,280.25	5,544.27	5,821.48
	Hourly	17.81	18.70	19.64	20.62	21.65	22.73	23.87	25.06	26.32	27.63	29.02	30.47	31.99	33.59
69	Monthly	3,164.40	3,322.70	3,488.80	3,663.20	3,846.40	4,038.70	4,240.65	4,452.68	4,675.31	4,909.08	5,154.53	5,412.26	5,682.87	5,967.02
	Hourly	18.26	19.17	20.13	21.13	22.19	23.30	24.47	25.69	26.98	28.32	29.74	31.23	32.79	34.43
70	Monthly	3,243.60	3,405.70	3,576.00	3,754.80	3,942.60	4,139.70	4,346.66	4,564.00	4,792.20	5,031.81	5,283.40	5,547.57	5,824.94	6,116.19
	Hourly	18.71	19.65	20.63	21.66	22.75	23.88	25.08	26.33	27.65	29.03	30.48	32.01	33.61	35.29
71	Monthly	3,324.60	3,490.90	3,665.40	3,848.70	4,041.10	4,243.20	4,455.33	4,678.10	4,912.00	5,157.60	5,415.48	5,686.26	5,970.57	6,269.10
	Hourly	19.18	20.14	21.15	22.20	23.31	24.48	25.71	26.99	28.34	29.76	31.25	32.81	34.45	36.17
72	Monthly	3,407.80	3,578.10	3,757.10	3,944.90	4,142.10	4,349.40	4,566.71	4,795.05	5,034.80	5,286.54	5,550.87	5,828.41	6,119.83	6,425.82
	Hourly	19.66	20.64	21.68	22.76	23.90	25.09	26.35	27.67	29.05	30.50	32.03	33.63	35.31	37.08
73	Monthly	3,493.00	3,667.60	3,851.00	4,043.52	4,245.70	4,458.00	4,680.88	4,914.92	5,160.67	5,418.70	5,689.64	5,974.12	6,272.83	6,586.47
	Hourly	20.15	21.16	22.22	23.33	24.49	25.72	27.01	28.36	29.78	31.27	32.83	34.47	36.19	38.00
74	Monthly	3,580.30	3,759.30	3,947.30	4,144.60	4,351.80	4,569.40	4,797.90	5,037.80	5,289.69	5,554.17	5,831.88	6,123.47	6,429.65	6,751.13
	Hourly	20.66	21.69	22.77	23.91	25.11	26.36	27.68	29.07	30.52	32.05	33.65	35.33	37.10	38.95
75	Monthly	3,669.80	3,853.30	4,045.90	4,248.20	4,460.60	4,683.70	4,917.85	5,163.74	5,421.93	5,693.03	5,977.68	6,276.56	6,590.39	6,919.91
	Hourly	21.17	22.23	23.34	24.51	25.73	27.02	28.38	29.79	31.28	32.85	34.49	36.21	38.03	39.93
76	Monthly	3,761.50	3,949.60	4,147.10	4,354.40	4,572.20	4,800.80	5,040.80	5,292.84	5,557.48	5,835.35	6,127.12	6,433.48	6,755.15	7,092.91
	Hourly	21.70	22.79	23.93	25.12	26.38	27.70	29.08	30.54	32.07	33.67	35.35	37.12	38.98	40.93
77	Monthly	3,855.60	4,048.30	4,250.80	4,463.30	4,686.50	4,920.80	5,166.82	5,425.16	5,696.42	5,981.24	6,280.30	6,594.31	6,924.03	7,270.23
	Hourly	22.24	23.36	24.52	25.75	27.04	28.39	29.81	31.30	32.87	34.51	36.24	38.05	39.95	41.95
78	Monthly	3,952.00	4,149.50	4,357.00	4,574.90	4,803.60	5,043.80	5,295.99	5,560.79	5,838.83	6,130.77	6,437.31	6,759.17	7,097.13	7,451.99
	Hourly	22.80	23.94	25.14	26.39	27.71	29.10	30.56	32.08	33.69	35.37	37.14	39.00	40.95	43.00
79	Monthly	4,050.80	4,253.30	4,466.00	4,689.20	4,923.70	5,169.90	5,428.39	5,699.81	5,984.80	6,284.04	6,598.24	6,928.15	7,274.56	7,638.29
	Hourly	23.37	24.54	25.77	27.05	28.41	29.83	31.32	32.89	34.53	36.26	38.07	39.97	41.97	44.07
80	Monthly	4,152.00	4,359.60	4,577.60	4,806.50	5,046.80	5,299.10	5,564.10	5,842.30	6,134.42	6,441.14	6,763.19	7,101.35	7,456.42	7,829.24
	Hourly	23.95	25.15	26.41	27.73	29.12	30.57	32.10	33.71	35.39	37.16	39.02	40.97	43.02	45.17

Add for Masters: \$1200 annual stipend

Classified 12-Month pay rate based on 260 days (computed on the basis of average work month of 173.33 hours)

\*EXCEPTION: If promoted to Steps 1-6 with greater than 9 years of service, Article 14.2 applies

Note: Monthly salary for employees working less than 8 hours per day is computed by multiplying the above 8-hour rates by:

.8750 if you work 7 hours per day	.6250 if you work 5 hours per day	.4375 if you work 3.5 hours per day
.7500 if you work 6 hours per day	.5000 if you work 4 hours per day	.3750 if you work 3 hours per day

Revisions Board Approved:

Board Approved: May 22, 2019

Effective date: JULY 1, 2019

**CSEA 75 - SCHEMATIC LIST OF CLASSIFICATIONS**

<b>CLERICAL, SECRETARIAL &amp; RELATED CLASSES</b>		<b>RANGE</b>
Administrative Secretaries C&I K-6 & 7-12		31
School Secretary III		27
Administrative Asst. - Middle/Cont. School		26
Administrative and Technical Assistant		25
Senior Secretary		25
High School Counseling Secretary/Registrar		25
Middle School Counseling Secretary/Registrar		24
Elementary School Office Manager		23
Senior High School Technician III		23
CWA Secretary-Bilingual		22
Elementary School Technician II		20
Middle School Technician		20
Senior High School Technician II		20
Secretary		20
Typist Clerk IV		20
Duplicating Services Technician		19
Senior High School Technician I		18
Typist Clerk III		18
Typist Clerk II		17
Typist Clerk I		11

<b>HUMAN RESOURCES</b>	
Lead Human Resources Technician	30
Human Resources Technician III	30
Human Resources Recruiting Technician	29
Human Resources Substitute Technician	29

<b>TECHNOLOGY SUPPORT &amp; DATA PROCESSING PROGRAMMING SERVICES</b>	
Programmer/Analyst	48
Student Information System Coordinator	43
District Assessment Data Specialist	34
Operations Coordinator	31
District Testing Coordinator	31
System Support Specialist	28
Computer Operator	27
Technology Assistant	26
District Testing Specialist	21
Data Processing Control Clerk II	21
Data Processing Control Clerk I	18

<b>FISCAL, ATTENDANCE &amp; RELATED CLASSES</b>	
Budget Technician	31
Payroll Technician III	30
Purchasing Assistant	27
Accounting Technician II	26
Program Account Technician II	26
District Attendance Specialist	25
Accounting Technician	24
Program Account Technician I	24
Account Clerk III	23
Child Welfare and Attendance Worker	22
Account Clerk II	19
Purchasing Clerk	19
School Account Technician I	15
Data Entry Clerk	15
Account Clerk I	14

<b>INSTRUCTIONAL MATERIALS &amp; RELATED CLASSES</b>	
Instructional Materials Technician-Elem	18
Library Technician II	20
Library Technician	17

<b>DAY CARE &amp; RELATED CLASSES</b>		<b>RANGE</b>
Program Account Technician		24
Child Care Lead Person II		20
Child Care Lead Person		18
Child Care Assistant-Site-level II		13
Child Care Assistant-District-wide		11
Child Care Assistant-Site-level		11
Infant Toddler Care Worker		11

<b>INSTRUCTIONAL ASSISTANTS &amp; RELATED CLASSES</b>	
Licensed Vocational Nurse-Instructional Assistant	30
Restorative Response Specialist	26
Special Education Assistant II, DHH	22
Behavior Assistant	20
Student Engagement Activity Worker	20
Family Engagement Facilitator	20
Career Center Specialist	20
Student Advisor	19
Family Mentor	18
Resource Assistant (Bilingual Ed Program)	18
Resource Assistant	18
Special Ed Assistant, Severely Handicapped	18
Community Worker	17
District Testing Technician	17
Special Education Assistant, DHH	17
Enhanced Special Education Assistant	16
Career Education Worker	15
Special Education Assistant	15
Campus Supervisor	14
Instructional Assistant II	14
Instructional Assistant, Bilingual	14
Instructional Assistant, Vocational	14
Instructional Assistant I	14
Lead Noon/Yard Duty Aides	13
Noon/Yard Duty Aides	11

<b>FOOD SERVICE CLASSES</b>	
Assistant Food Service Transport Manager	21
Culinary Coordinator	22
Lead Food Service Worker	18
Baker II	15
Cook/Baker	15
Food Service Delivery Worker	15
Food Service Dock Worker I	15
Food Service Worker III	15
Baker I	13
Food Service Worker II	13

<b>MAINTENANCE, WAREHOUSE &amp; RELATED CLASSES</b>	
Custodian II-Day Shift	66
Custodian II-District Wide	67
Custodian II-Night Shift	67
Warehouse Keeper/Driver	67
Grounds Worker	69
Grounds Worker-Specialist	70
Locksmith	76
Mechanic	76
Maintenance Technician	76
Lead Grounds Worker	77
Lead Maintenance Technician	80

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