

# Lakeside Union School District Classified Employees Salary Schedule

Effective July 1, 2024

**Monthly Based on 12 Month Full/Time Employment**

RNG	STEP 1		Step 1	STEP 2		Step 2	STEP 3		Step 3	STEP 4		Step 4	STEP 5		Step 5	STEP 6		Step 6	STEP 7		Step 7
	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL	MONTH	HOUR	ANNUAL
8	3,147	18.16	<b>37,769</b>	3,190	18.40	<b>38,277</b>	3,242	18.70	<b>38,902</b>	3,311	19.10	<b>39,728</b>	3,351	19.33	<b>40,211</b>	3,502	20.20	<b>42,020</b>	3,590	20.71	<b>43,074</b>
9	3,158	18.22	<b>37,899</b>	3,210	18.52	<b>38,524</b>	3,262	18.82	<b>39,149</b>	3,324	19.18	<b>39,890</b>	3,443	19.86	<b>41,310</b>	3,590	20.71	<b>43,074</b>	3,683	21.25	<b>44,199</b>
10	3,179	18.34	<b>38,146</b>	3,227	18.62	<b>38,726</b>	3,290	18.98	<b>39,481</b>	3,355	19.35	<b>40,258</b>	3,508	20.24	<b>42,094</b>	3,676	21.21	<b>44,110</b>	3,760	21.69	<b>45,116</b>
11	3,190	18.40	<b>38,277</b>	3,239	18.69	<b>38,873</b>	3,294	19.01	<b>39,532</b>	3,443	19.86	<b>41,310</b>	3,590	20.71	<b>43,074</b>	3,760	21.69	<b>45,116</b>	3,860	22.27	<b>46,317</b>
12	3,199	18.46	<b>38,393</b>	3,262	18.82	<b>39,149</b>	3,360	19.38	<b>40,317</b>	3,515	20.28	<b>42,183</b>	3,688	21.28	<b>44,257</b>	3,855	22.24	<b>46,258</b>	3,950	22.79	<b>47,399</b>
13	3,210	18.52	<b>38,524</b>	3,271	18.87	<b>39,250</b>	3,428	19.78	<b>41,132</b>	3,570	20.59	<b>42,836</b>	3,730	21.52	<b>44,762</b>	3,904	22.52	<b>46,851</b>	3,997	23.06	<b>47,962</b>
14	3,223	18.59	<b>38,673</b>	3,351	19.33	<b>40,211</b>	3,487	20.12	<b>41,843</b>	3,657	21.10	<b>43,888</b>	3,810	21.98	<b>45,725</b>	3,980	22.96	<b>47,756</b>	4,083	23.56	<b>49,001</b>
15	3,271	18.87	<b>39,250</b>	3,428	19.78	<b>41,132</b>	3,570	20.59	<b>42,836</b>	3,730	21.52	<b>44,762</b>	3,904	22.52	<b>46,851</b>	4,067	23.46	<b>48,807</b>	4,170	24.06	<b>50,036</b>
16	3,351	19.33	<b>40,211</b>	3,487	20.12	<b>41,843</b>	3,657	21.10	<b>43,888</b>	3,810	21.98	<b>45,725</b>	3,980	22.96	<b>47,756</b>	4,168	24.05	<b>50,020</b>	4,271	24.64	<b>51,252</b>
17	3,428	19.78	<b>41,132</b>	3,570	20.59	<b>42,836</b>	3,730	21.52	<b>44,762</b>	3,904	22.52	<b>46,851</b>	4,067	23.46	<b>48,807</b>	4,243	24.48	<b>50,911</b>	4,350	25.10	<b>52,200</b>
18	3,487	20.12	<b>41,843</b>	3,657	21.10	<b>43,888</b>	3,810	21.98	<b>45,725</b>	3,980	22.96	<b>47,756</b>	4,168	24.05	<b>50,020</b>	4,344	25.06	<b>52,126</b>	4,449	25.67	<b>53,386</b>
19	3,570	20.59	<b>42,836</b>	3,730	21.52	<b>44,762</b>	3,904	22.52	<b>46,851</b>	4,067	23.46	<b>48,807</b>	4,243	24.48	<b>50,911</b>	4,444	25.64	<b>53,326</b>	4,560	26.31	<b>54,719</b>
20	3,657	21.10	<b>43,888</b>	3,810	21.98	<b>45,725</b>	3,980	22.96	<b>47,756</b>	4,168	24.05	<b>50,020</b>	4,344	25.06	<b>52,126</b>	4,549	26.24	<b>54,585</b>	4,660	26.88	<b>55,920</b>
21	3,730	21.52	<b>44,762</b>	3,904	22.52	<b>46,851</b>	4,067	23.46	<b>48,807</b>	4,243	24.48	<b>50,911</b>	4,443	25.63	<b>53,312</b>	4,648	26.81	<b>55,770</b>	4,769	27.51	<b>57,223</b>
22	3,810	21.98	<b>45,725</b>	3,980	22.96	<b>47,756</b>	4,168	24.05	<b>50,020</b>	4,344	25.06	<b>52,126</b>	4,549	26.24	<b>54,585</b>	4,751	27.41	<b>57,017</b>	4,876	28.13	<b>58,512</b>
23	3,904	22.52	<b>46,851</b>	4,067	23.46	<b>48,807</b>	4,243	24.48	<b>50,911</b>	4,443	25.63	<b>53,312</b>	4,648	26.81	<b>55,770</b>	4,850	27.98	<b>58,202</b>	4,976	28.71	<b>59,713</b>
24	3,980	22.96	<b>47,756</b>	4,168	24.05	<b>50,020</b>	4,344	25.06	<b>52,126</b>	4,549	26.24	<b>54,585</b>	4,751	27.41	<b>57,017</b>	4,971	28.68	<b>59,653</b>	5,092	29.38	<b>61,106</b>
25	4,067	23.46	<b>48,807</b>	4,243	24.48	<b>50,911</b>	4,443	25.63	<b>53,312</b>	4,648	26.81	<b>55,770</b>	4,850	27.98	<b>58,202</b>	5,079	29.30	<b>60,942</b>	5,208	30.05	<b>62,498</b>
26	4,168	24.05	<b>50,020</b>	4,344	25.06	<b>52,126</b>	4,549	26.24	<b>54,585</b>	4,751	27.41	<b>57,017</b>	4,971	28.68	<b>59,653</b>	5,207	30.04	<b>62,483</b>	5,334	30.77	<b>64,010</b>
27	4,243	24.48	<b>50,911</b>	4,443	25.63	<b>53,312</b>	4,648	26.81	<b>55,770</b>	4,850	27.98	<b>58,202</b>	5,079	29.30	<b>60,942</b>	5,324	30.72	<b>63,892</b>	5,456	31.48	<b>65,477</b>
28	4,344	25.06	<b>52,126</b>	4,549	26.24	<b>54,586</b>	4,751	27.41	<b>57,017</b>	4,971	28.68	<b>59,653</b>	5,207	30.04	<b>62,483</b>	5,423	31.29	<b>65,074</b>	5,566	32.11	<b>66,795</b>
29	4,443	25.63	<b>53,312</b>	4,648	26.81	<b>55,770</b>	4,850	27.98	<b>58,202</b>	5,079	29.30	<b>60,942</b>	5,324	30.72	<b>63,892</b>	5,566	32.11	<b>66,795</b>	5,707	32.93	<b>68,484</b>
30	4,549	26.24	<b>54,585</b>	4,751	27.41	<b>57,017</b>	4,971	28.68	<b>59,653</b>	5,207	30.04	<b>62,483</b>	5,423	31.29	<b>65,074</b>	5,671	32.72	<b>68,053</b>	5,822	33.59	<b>69,861</b>
31	4,648	26.81	<b>55,770</b>	4,850	27.98	<b>58,202</b>	5,079	29.30	<b>60,942</b>	5,324	30.72	<b>63,892</b>	5,566	32.11	<b>66,795</b>	5,817	33.56	<b>69,802</b>	5,955	34.36	<b>71,462</b>
32	4,751	27.41	<b>57,017</b>	4,971	28.68	<b>59,653</b>	5,207	30.04	<b>62,483</b>	5,423	31.29	<b>65,074</b>	5,671	32.72	<b>68,053</b>	5,955	34.36	<b>71,462</b>	6,107	35.23	<b>73,285</b>
33	4,859	28.03	<b>58,304</b>	5,101	29.43	<b>61,208</b>	5,340	30.81	<b>64,084</b>	5,596	32.28	<b>67,151</b>	5,868	33.85	<b>70,410</b>	6,160	35.54	<b>73,921</b>	6,308	36.39	<b>75,700</b>
34	4,979	28.72	<b>59,742</b>	5,223	30.13	<b>62,675</b>	5,471	31.56	<b>65,653</b>	5,744	33.14	<b>68,928</b>	6,017	34.71	<b>72,204</b>	6,308	36.39	<b>75,700</b>	6,473	37.34	<b>77,670</b>
35	5,113	29.50	<b>61,358</b>	5,346	30.84	<b>64,157</b>	5,602	32.32	<b>67,226</b>	5,872	33.88	<b>70,469</b>	6,168	35.58	<b>74,010</b>	6,465	37.30	<b>77,582</b>	6,623	38.21	<b>79,479</b>
36	5,223	30.13	<b>62,675</b>	5,471	31.56	<b>65,653</b>	5,744	33.14	<b>68,928</b>	6,017	34.71	<b>72,204</b>	6,308	36.39	<b>75,700</b>	6,606	38.11	<b>79,271</b>	6,775	39.09	<b>81,300</b>
37	5,346	30.84	<b>64,157</b>	5,602	32.32	<b>67,226</b>	5,872	33.88	<b>70,469</b>	6,168	35.58	<b>74,010</b>	6,465	37.30	<b>77,582</b>	6,775	39.09	<b>81,300</b>	6,944	40.06	<b>83,330</b>
38	7,273	41.96	<b>87,272</b>	7,539	43.50	<b>90,471</b>	7,804	45.02	<b>93,643</b>	8,069	46.55	<b>96,829</b>	8,336	48.09	<b>100,029</b>	8,599	49.61	<b>103,185</b>	8,867	51.15	<b>106,399</b>

Salary Schedule Footnotes on following page.

Board Approved: 12/19/2024  
 Negotiated Rate: 0.80%-7/1/2024 (0.20% One Time Off Schedule)  
 #0020

STEP INCREASES:

All bargaining unit members progress one step annually on July 1 (Tentative Agreement 11/12/2019)

HOURLY RATES:

Are determined by dividing the annual salary by 2,080.

ANNIVERSARY  
INCREMENT:

Per Article 10.9 of the CSEA Contract:

Beginning with the 10th year of continuous employment, 5% per month will be added to employees' salary. An additional 5% of the base salary will be added every five years thereafter.

Longevity: The District shall provide additional compensation for longevity as follows:

Bargaining unit employees hired before September 11, 2014, will receive compensation for longevity in accordance with "Anniversary Increment" provision in the Classified Salary Schedule. Bargaining unit employees hired on or after September 11, 2014, will receive compensation for longevity in accordance with "Anniversary Increment" provision in the Classified Salary Schedule except that longevity Anniversary Increments shall cease after the bargaining unit employees' 25th year.

The parties agree that seniority shall not be affected by any of the above changes.

DIFFERENTIAL PAY:

Per Article 9.10 of the Contract:

Employees whose normal work day requires employment after 6:00 p.m. but before 5:00 a.m. shall receive a 2.0% shift differential for each hour regularly scheduled and actually worked during these hours.

Custodians shall be eligible for this shift differential beginning at 5:00 p.m.

## ARTICLE 1: RECOGNITION

The District hereby recognizes CSEA and its Lakeside Chapter No. 240 as the exclusive representative for the purposes of the Educational Employment Relations Act (Government Code Section 3540, et seq.), for all permanent and probationary classified employees holding positions listed below.

The bargaining unit excludes all certificated, management, confidential and supervisory employees and all short term and substitute classified employees. The determination of management, confidential, or supervisory employees shall be made by the District. Disputed designations shall be made by the PERB. The bargaining unit may be modified by mutual agreement or by the PERB.

### INSTRUCTIONAL SUPPORT

Art/Music Instructional Assistant	13
Behavioral Intervention Assistant	17
Instructional Assistant - Preschool	9
Instructional Assistant I - Special Education	10
Instructional Assistant	11
Instructional Assistant II - Special Education	12
Instructional Assistant III - Special Education	14
Playground Activity Coordinator	10

### LIBRARY / MEDIA

Library Media Specialist	19
School Library Technician	18

### STUDENT SERVICES

Campus Student Supervisor	8
Community Liason - Bilingual	18
Guidance Specialist	12
Speech and Language Pathology Assistant	29

### ACCOUNTING/FISCAL

Accounting Technician - Various	27
Budget Analyst	36
Payroll & Benefits Specialist	37

### CLERICAL/SECRETARIAL SUPPORT

Administrative Assistant - Pupil Services/Special Education	23
Administrative Support Specialist - Child Nutrition	27
Administrative Support Specialist - District	27
Administrative Support Specialist - ESS/LEAPP	27
Administrative Support Specialist - MOT	27
Administrative Support Specialist - Pupil Services/Special Ed	27
Administrative Support Specialist - Technology	27
Office Clerk	16
School Clerk I	16
School Office and Health Assistant	21
School Site Administrative Assistant	24

### HEALTH AND PUPIL SERVICES

Certified Occupational Therapist Assistant	29
Classified School Nurse	38
Licensed Vocational Nurse	23
Occupational Therapist	38
Student Support Assistant	20

### HUMAN RESOURCES

Human Resources Assistant	20
Human Resources Technician	27

### MAINTENANCE & OPERATIONS

Lead Skilled Maintenance Worker	33
Maintenance Worker	24
Skilled Maintenance Worker	29

### CUSTODIAL

Custodian - Day	20
Custodian - Night	17

### GROUNDS MAINTENANCE

Gardener	24
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### TRANSPORTATION

Mechanic	30
Lead Mechanic	35
Bus Driver/Trainer/Dispatcher	29
School Bus Driver	23
Transportation Assistant/School Bus Driver	23
Van/Passenger Vehicle Driver	19
Transportation Student Attendant	10

### SPECIALIZED SUPPORT

Attendance Technician	17
Theater Tech	9
Data Specialist	30
Behavioral Intervention Specialist	38
Licensed Mental Health Clinician	38
Social Services Coordinator	38

### INFORMATION TECHNOLOGY

Information Technology Analyst	37
Information Technology Specialist	23
System Support Analyst	38

### NUTRITION SERVICES

Child Nutrition Assistant I	8
Child Nutrition Assistant II	11
Child Nutrition Lead	20
Child Nutrition Site Assistant	9
Child Nutrition Utility Worker	19
Middle School Kitchen Lead	17

### CHILD DEVELOPMENT

Child Development Assistant	8
ESS Health Technician Site Lead Assistant	14
Site Lead - Extended Student Services	20

**ARCHIVED (NOT CURRENTLY IN USE)**

Student Data and Executive Administrative Support Specialist	30
Health Service Technician	18
Instructional Assistant - EL	13
Preschool Teacher	10
School Office Assistant	16
Warehouse/Delivery/Custodian	19
Accounting Assistant - Child Nutrition	23