

# Lakeside Union School District Classified Employees Salary Schedule

Effective July 1, 2025

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	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL	MONTH	HOURLY	ANNUAL
8	3,195	18.43	<b>38,336</b>	3,238	18.68	<b>38,851</b>	3,291	18.98	<b>39,486</b>	3,360	19.39	<b>40,324</b>	3,401	19.62	<b>40,814</b>	3,554	20.50	<b>42,650</b>	3,643	21.02	<b>43,720</b>
9	3,206	18.49	<b>38,467</b>	3,259	18.80	<b>39,102</b>	3,311	19.10	<b>39,736</b>	3,374	19.47	<b>40,488</b>	3,494	20.16	<b>41,930</b>	3,643	21.02	<b>43,720</b>	3,739	21.57	<b>44,862</b>
10	3,227	18.61	<b>38,718</b>	3,276	18.90	<b>39,307</b>	3,339	19.27	<b>40,073</b>	3,405	19.65	<b>40,862</b>	3,560	20.54	<b>42,725</b>	3,731	21.53	<b>44,772</b>	3,816	22.02	<b>45,793</b>
11	3,238	18.68	<b>38,851</b>	3,288	18.97	<b>39,456</b>	3,344	19.29	<b>40,125</b>	3,494	20.16	<b>41,930</b>	3,643	21.02	<b>43,720</b>	3,816	22.02	<b>45,793</b>	3,918	22.60	<b>47,012</b>
12	3,247	18.74	<b>38,969</b>	3,311	19.10	<b>39,736</b>	3,410	19.67	<b>40,922</b>	3,568	20.58	<b>42,816</b>	3,743	21.60	<b>44,921</b>	3,913	22.57	<b>46,952</b>	4,009	23.13	<b>48,110</b>
13	3,259	18.80	<b>39,102</b>	3,320	19.15	<b>39,839</b>	3,479	20.07	<b>41,749</b>	3,623	20.90	<b>43,479</b>	3,786	21.84	<b>45,433</b>	3,963	22.86	<b>47,554</b>	4,057	23.40	<b>48,681</b>
14	3,271	18.87	<b>39,253</b>	3,401	19.62	<b>40,814</b>	3,539	20.42	<b>42,471</b>	3,712	21.42	<b>44,546</b>	3,868	22.31	<b>46,411</b>	4,039	23.30	<b>48,472</b>	4,145	23.91	<b>49,736</b>
15	3,320	19.15	<b>39,839</b>	3,479	20.07	<b>41,749</b>	3,623	20.90	<b>43,479</b>	3,786	21.84	<b>45,433</b>	3,963	22.86	<b>47,554</b>	4,128	23.82	<b>49,539</b>	4,232	24.42	<b>50,787</b>
16	3,401	19.62	<b>40,814</b>	3,539	20.42	<b>42,471</b>	3,712	21.42	<b>44,546</b>	3,868	22.31	<b>46,411</b>	4,039	23.30	<b>48,472</b>	4,231	24.41	<b>50,770</b>	4,335	25.01	<b>52,021</b>
17	3,479	20.07	<b>41,749</b>	3,623	20.90	<b>43,479</b>	3,786	21.84	<b>45,433</b>	3,963	22.86	<b>47,554</b>	4,128	23.82	<b>49,539</b>	4,306	24.84	<b>51,675</b>	4,415	25.47	<b>52,983</b>
18	3,539	20.42	<b>42,471</b>	3,712	21.42	<b>44,546</b>	3,868	22.31	<b>46,411</b>	4,039	23.30	<b>48,472</b>	4,231	24.41	<b>50,770</b>	4,409	25.44	<b>52,908</b>	4,516	26.05	<b>54,187</b>
19	3,623	20.90	<b>43,479</b>	3,786	21.84	<b>45,433</b>	3,963	22.86	<b>47,554</b>	4,128	23.82	<b>49,539</b>	4,306	24.84	<b>51,675</b>	4,511	26.02	<b>54,126</b>	4,628	26.70	<b>55,540</b>
20	3,712	21.42	<b>44,546</b>	3,868	22.31	<b>46,411</b>	4,039	23.30	<b>48,472</b>	4,231	24.41	<b>50,770</b>	4,409	25.44	<b>52,908</b>	4,617	26.64	<b>55,404</b>	4,730	27.29	<b>56,759</b>
21	3,786	21.84	<b>45,433</b>	3,963	22.86	<b>47,554</b>	4,128	23.82	<b>49,539</b>	4,306	24.84	<b>51,675</b>	4,509	26.02	<b>54,112</b>	4,717	27.21	<b>56,607</b>	4,840	27.92	<b>58,081</b>
22	3,868	22.31	<b>46,411</b>	4,039	23.30	<b>48,472</b>	4,231	24.41	<b>50,770</b>	4,409	25.44	<b>52,908</b>	4,617	26.64	<b>55,404</b>	4,823	27.82	<b>57,872</b>	4,949	28.55	<b>59,390</b>
23	3,963	22.86	<b>47,554</b>	4,128	23.82	<b>49,539</b>	4,306	24.84	<b>51,675</b>	4,509	26.02	<b>54,112</b>	4,717	27.21	<b>56,607</b>	4,923	28.40	<b>59,075</b>	5,051	29.14	<b>60,609</b>
24	4,039	23.30	<b>48,472</b>	4,231	24.41	<b>50,770</b>	4,409	25.44	<b>52,908</b>	4,617	26.64	<b>55,404</b>	4,823	27.82	<b>57,872</b>	5,046	29.11	<b>60,548</b>	5,169	29.82	<b>62,023</b>
25	4,128	23.82	<b>49,539</b>	4,306	24.84	<b>51,675</b>	4,509	26.02	<b>54,112</b>	4,717	27.21	<b>56,607</b>	4,923	28.40	<b>59,075</b>	5,155	29.74	<b>61,856</b>	5,286	30.50	<b>63,435</b>
26	4,231	24.41	<b>50,770</b>	4,409	25.44	<b>52,908</b>	4,617	26.64	<b>55,404</b>	4,823	27.82	<b>57,872</b>	5,046	29.11	<b>60,548</b>	5,285	30.49	<b>63,420</b>	5,414	31.24	<b>64,970</b>
27	4,306	24.84	<b>51,675</b>	4,509	26.02	<b>54,112</b>	4,717	27.21	<b>56,607</b>	4,923	28.40	<b>59,075</b>	5,155	29.74	<b>61,856</b>	5,404	31.18	<b>64,850</b>	5,538	31.95	<b>66,459</b>
28	4,409	25.44	<b>52,908</b>	4,617	26.64	<b>55,404</b>	4,823	27.82	<b>57,872</b>	5,046	29.11	<b>60,548</b>	5,285	30.49	<b>63,420</b>	5,504	31.75	<b>66,050</b>	5,650	32.59	<b>67,797</b>
29	4,509	26.02	<b>54,112</b>	4,717	27.21	<b>56,607</b>	4,923	28.40	<b>59,075</b>	5,155	29.74	<b>61,856</b>	5,404	31.18	<b>64,850</b>	5,650	32.59	<b>67,797</b>	5,793	33.42	<b>69,511</b>
30	4,617	26.64	<b>55,404</b>	4,823	27.82	<b>57,872</b>	5,046	29.11	<b>60,548</b>	5,285	30.49	<b>63,420</b>	5,504	31.75	<b>66,050</b>	5,756	33.21	<b>69,074</b>	5,909	34.09	<b>70,909</b>
31	4,717	27.21	<b>56,607</b>	4,923	28.40	<b>59,075</b>	5,155	29.74	<b>61,856</b>	5,404	31.18	<b>64,850</b>	5,650	32.59	<b>67,797</b>	5,904	34.06	<b>70,849</b>	6,045	34.87	<b>72,534</b>
32	4,823	27.82	<b>57,872</b>	5,046	29.11	<b>60,548</b>	5,285	30.49	<b>63,420</b>	5,504	31.75	<b>66,050</b>	5,756	33.21	<b>69,074</b>	6,045	34.87	<b>72,534</b>	6,199	35.76	<b>74,384</b>
33	4,932	28.45	<b>59,179</b>	5,177	29.87	<b>62,126</b>	5,420	31.27	<b>65,045</b>	5,680	32.77	<b>68,158</b>	5,956	34.36	<b>71,466</b>	6,253	36.07	<b>75,030</b>	6,403	36.94	<b>76,836</b>
34	5,053	29.15	<b>60,638</b>	5,301	30.58	<b>63,615</b>	5,553	32.04	<b>66,638</b>	5,830	33.64	<b>69,962</b>	6,107	35.23	<b>73,287</b>	6,403	36.94	<b>76,836</b>	6,570	37.90	<b>78,835</b>
35	5,190	29.94	<b>62,278</b>	5,427	31.31	<b>65,119</b>	5,686	32.80	<b>68,234</b>	5,961	34.39	<b>71,526</b>	6,260	36.12	<b>75,120</b>	6,562	37.86	<b>78,746</b>	6,723	38.78	<b>80,671</b>
36	5,301	30.58	<b>63,615</b>	5,553	32.04	<b>66,638</b>	5,830	33.64	<b>69,962</b>	6,107	35.23	<b>73,287</b>	6,403	36.94	<b>76,836</b>	6,705	38.68	<b>80,460</b>	6,877	39.67	<b>82,520</b>
37	5,427	31.31	<b>65,119</b>	5,686	32.80	<b>68,234</b>	5,961	34.39	<b>71,526</b>	6,260	36.12	<b>75,120</b>	6,562	37.86	<b>78,746</b>	6,877	39.67	<b>82,520</b>	7,048	40.66	<b>84,580</b>
38	7,382	42.59	<b>88,581</b>	7,652	44.15	<b>91,828</b>	7,921	45.70	<b>95,048</b>	8,190	47.25	<b>98,281</b>	8,461	48.81	<b>101,529</b>	8,728	50.35	<b>104,733</b>	9,000	51.92	<b>107,995</b>
39	7,566	43.65	<b>90,796</b>	7,844	45.25	<b>94,124</b>	8,119	46.84	<b>97,424</b>	8,395	48.43	<b>100,739</b>	8,672	50.03	<b>104,068</b>	8,946	51.61	<b>107,351</b>	9,225	53.22	<b>110,695</b>
40	7,755	44.74	<b>93,065</b>	8,040	46.38	<b>96,477</b>	8,322	48.01	<b>99,860</b>	8,605	49.64	<b>103,257</b>	8,889	51.28	<b>106,669</b>	9,170	52.90	<b>110,035</b>	9,455	54.55	<b>113,462</b>

Salary Schedule Footnotes on following page.

Salary Plan: 001

Board Approved:

Negotiated Rate: 1.5% and added Step 39 and 40

#0021

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.

### 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

### HUMAN RESOURCES

Human Resources Assistant	23
Human Resources Credential Analyst	36

### INSTRUCTIONAL SUPPORT

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

### NUTRITION SERVICES

Child Nutrition Assistant I	8
Child Nutrition Assistant II	11
Child Nutrition Coordinator	23
Child Nutrition Site Assistant	9
Child Nutrition Utility Worker	19
Middle School Kitchen Lead	17

### STUDENT SERVICES

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

### CHILD DEVELOPMENT

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

### CUSTODIAL

Custodian - Day	20
Custodian - Night	17

### GROUNDS MAINTENANCE

Gardener	24
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### HEALTH AND PUPIL SERVICES

Certified Occupational Therapist Assistant	29
Classified School Nurse	38
Licensed Vocational Nurse	36
Occupational Therapist	38
Student Support Assistant	23

### INFORMATION TECHNOLOGY

Cybersecurity Engineer	40
Information Technology Analyst	37
Information Technology Specialist	23
System Support Analyst	38

### LIBRARY / MEDIA

Library Media Specialist	19
School Library Technician	18

### MAINTENANCE & OPERATIONS

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

### SPECIALIZED SUPPORT

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

### 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

**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
Guidance Specialist	12