

# SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT

## CLASSIFIED BARGAINING UNIT III - C.S.E.A. PARAEDUCATOR 2026-27 SALARY SCHEDULE FOR LESS THAN 12-MONTH POSITIONS

| Range | Step 1<br>Hourly | Step 2<br>Hourly | Step 3<br>Hourly | Step 4<br>Hourly | Step 5<br>Hourly | Step 6<br>Hourly | Step 7<br>Hourly |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| A     | 17.26            | 18.10            | 19.02            | 19.97            | 20.98            | 22.02            | 23.13            |
| B     | 17.69            | 18.57            | 19.50            | 20.48            | 21.51            | 22.59            | 23.71            |
| C     | 19.00            | 19.95            | 20.97            | 22.01            | 23.12            | 24.25            | 25.47            |
| D     | 19.47            | 20.45            | 21.48            | 22.55            | 23.67            | 24.86            | 26.10            |
| E     | 20.88            | 21.92            | 22.99            | 24.16            | 25.36            | 26.64            | 27.95            |
| F     | 21.40            | 22.47            | 23.60            | 24.78            | 26.02            | 27.33            | 28.69            |
| G     | 24.71            | 25.94            | 27.23            | 28.58            | 30.01            | 31.50            | 33.07            |
| H     | 25.32            | 26.60            | 27.92            | 29.32            | 30.77            | 32.32            | 33.94            |
| I     | 27.19            | 28.54            | 29.95            | 31.45            | 33.03            | 34.66            | 36.39            |
| J     | 27.87            | 29.26            | 30.72            | 32.26            | 33.87            | 35.56            | 37.34            |
| K     | 28.54            | 29.95            | 31.45            | 33.03            | 34.66            | 36.39            | 38.23            |
| L     | 29.25            | 30.71            | 32.25            | 33.86            | 35.55            | 37.33            | 39.20            |
| M     | 32.58            | 34.22            | 35.93            | 37.74            | 39.60            | 41.58            | 43.66            |
| N     | 33.40            | 35.06            | 36.81            | 38.66            | 40.59            | 42.61            | 44.74            |
| O     | 36.36            | 38.18            | 40.09            | 42.09            | 44.20            | 46.42            | 48.72            |
| P     | 37.26            | 39.12            | 41.09            | 43.14            | 45.30            | 47.57            | 49.95            |
| Q     | 38.17            | 40.06            | 42.08            | 44.17            | 46.41            | 48.71            | 51.16            |
| R     | 39.12            | 41.09            | 43.14            | 45.30            | 47.57            | 49.95            | 52.45            |

### PROFESSIONAL GROWTH:

Employees may earn up to four (4) professional growth awards, each of which is equal to five percent (5%) of their regular monthly salaries, when they meet the specific conditions set forth in Article XIV E. (Professional Growth) of the CSEA Unit III Collective Bargaining Agreement.

### LONGEVITY:

4% of base salary after 5 years of continuous service  
6% of base salary after 10 years of continuous service  
8% of base salary after 15 years of continuous service  
10% of base salary after 20 years of continuous service  
13% of base salary after 25 years of continuous service  
16% of base salary after 30 years of continuous service  
20% of base salary after 35 years of continuous service

### INCREASES:

95/6 = 4%; 95/6 = additional 1%; 96/7 = 5%; 97/98 = 5.25%; 98-/9 = 4%; 99/0 = 2.96%; 00/1 = 10%; 01/02 = 2%; 02/03 = 6%; 03/04 = 0%; 04/05 = 3.5%; 05/06 = 5%; 06/07 = 8.3%; 07/08 = 2.0%;  
08/09 = 0%; 09/10 = 0%; 10/11 = 4 Budget-cut Days; Revised 10/11 = 2 Budget-cut Days; 11/12 = 0.78% (one-time percentage of furlough days from the previous year); 12/13 = 4% one time payment;  
13/14 = 4%; 14/15 = 2% & 2.38% (one-time); 15/16 = 5.07% + 4% (one-time); 16/17 = 3%; 17/18 = 2% (one-time); 18/19 = 4.18%; 19/20 = 2.56%; 20/21 = 1%; 21/22 = 3% + 1% (one-time);  
22/23 = 8.5% = 1% (one-time); 23/24 = 6% + 1% (one-time); 25/26 = 0.53% (one-time)

### Range A

Paraeducator-Classroom

### Range B

### Range C

Paraeducator-Early Childhood

Paraeducator-Health

Paraprofessional-Preschool

Paraeducator-Special Education

### Range D

### Range E

Instructional Assistant

Instructional Assistant - Physical Education (PE)

Instructional Assistant - School Technology

Primary Intervention Specialist

### Range F

### Range G

### Range H

Paraeducator-Autism

### Range I

Paraeducator-Behavior Specialist

### Range J

### Range K

Paraeducator-Lead Behavior Specialist

Workability Coordinator

### Range L

### Range M

Accompanist

Assistive Technology Technician\*

Performing Arts Specialist

Visual Arts Specialist

### Range N

### Range O

Interpreter for Hearing-Impaired

Braille Interpreter for Visually Impaired

### Range P

### Range Q

Special Education Paraeducator/Sign Language Interpreter

*\*Assistive Technology Technicians with certification in assistive technology applications shall receive a 5% certification pay in addition to the base salary.*

Salary Effective: 7/1/26

Board Approved: 8/18/26

Range Changes Due to Reclass Effective Date: 10/1/22

Revised to Include New Positions/Range M: 11/19/24