

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, CA 93637

CSEA CHAPTER 713
2025-2026 CLASSIFIED STAFF SALARY SCHEDULE

Effective January 1, 2026

184 Work Days -- 10 Month Positions (Paid 11thly)

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:

Bilingual Interpreter; Building Trades; Charter School; Early Childhood Education (Level I); Early Start; Emotionally Disturbed; Mental Health; Resource Specialist Program or Mild/Moderate Program; Severely Disabled; Speech; Visually Impaired

Student Support Assistant

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2320.50	2436.22	2557.97	2685.75	2819.56	2960.60
7 hours	2499.00	2623.63	2754.74	2892.35	3036.45	3188.33

RANGE 7:

Instructional Assistant Classifications:

Community Resource/Transporter; Deaf/Hard of Hearing; Early Childhood Education (Level II); Transporter

Student Support Assistant, Deaf/Hard of Hearing

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2437.43	2559.18	2686.96	2820.76	2961.80	3110.07
7 hours	2624.92	2756.04	2893.65	3037.75	3189.63	3349.31

RANGE 9:

Health Aide; Registered Behavioral Technician; and employees serving as Instructional Assistant or Student Support Assistant (Range 5 Classifications) -- **with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2560.39	2688.16	2823.17	2964.21	3112.48	3267.99
7 hours	2757.34	2894.95	3040.34	3192.23	3351.91	3519.37
7.5 hours	2954.29	3101.73	3257.51	3420.25	3591.33	3770.75
8 hours	3151.24	3308.51	3474.68	3648.26	3830.75	4022.14

RANGE 11:

Instructional Assistant, Early Childhood Education (Level II) (Range 7 Classifications) -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2690.57	2825.59	2966.62	3114.89	3270.40	3434.34
7 hours	2897.54	3042.94	3194.83	3354.50	3521.97	3698.52

RANGE 13:

Health Aide (Range 9 Classifications); Registered Behavioral Technician -- **Employees with AA degree, including a minimum of six college level coursework units in Health Sciences, Child Development, Early Childhood Education, Teacher Education, or closely related field.**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2826.79	2967.83	3116.10	3271.60	3435.55	3607.93
7 hours	3044.24	3196.12	3355.80	3523.27	3699.82	3885.46
7.5 hours	3261.68	3424.42	3595.50	3774.93	3964.09	4162.99
8 hours	3479.13	3652.71	3835.20	4026.59	4228.36	4440.52

RANGE 23: Interpreter-Deaf/Hard of Hearing						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	3618.77	3799.59	3990.05	4190.16	4399.91	4620.51
7 hours	3897.14	4091.87	4296.98	4512.48	4738.36	4975.93

RANGE 27: Certified Occupational Therapist Assistant; Licensed Vocational Nurse; Speech/Language Pathology Assistant						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	3993.67	4193.78	4403.53	4624.12	4855.57	5097.87
8 hours	4915.29	5161.57	5419.72	5691.23	5976.09	6274.30

RANGE 29: Speech/Language Pathology Assistant (Range 27 Classifications) -- Employees who have been awarded and maintain a C-SLPA certification from the American Speech-Language Hearing Association (ASHA)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	5164.54	5422.69	5694.20	5979.05	6278.75	6593.28

RANGE 31: Certified Interpreter-Deaf/Hard of Hearing						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	4408.35	4628.95	4860.39	5103.89	5359.45	5627.06
7 hours	4747.45	4985.02	5234.27	5496.50	5771.72	6059.91

RANGE 34: Certified Interpreter-Deaf/Hard of Hearing -- (Range 31 Classifications) -- Employees who have been awarded and maintain a Certificate of Competency by the National Registry of Interpreters for the Deaf						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	4747.08	4984.55	5234.08	5495.67	5770.51	6058.61
7 hours	5112.24	5367.98	5636.71	5918.41	6214.40	6524.66

Childcare Aide	**\$17.40/Hourly
6.5 hours	2097.49

**Step and Cost of Living Adjustments do not apply to this classification due to funding limitations

204 Paid Days = 10 month position

184 workdays
10 vacation days
10 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.
(IEPs, IFSPs, Forms, etc.)

CLASS - TRANSPORTATION

RANGE 13: School Bus Driver/Instructional Assistant (Range 5)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3479.13	3652.71	3835.20	4026.59	4228.36	4440.52

RANGE 14: School Bus Driver						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3565.18	3743.21	3930.15	4125.99	4332.22	4548.83

204 Paid Days = 10 month position

184 workdays

10 vacation days

10 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.
(IEPs, IFSPs, Forms, etc.)

200 Work Days -- 11 Month Positions

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:

Bilingual Interpreter

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2513.88	2639.24	2771.14	2909.57	3054.52	3207.31

221 Paid Days = 11 month position

200 workdays

11 vacation days

10 holidays

220 Work Days -- 12 Month Positions

CLASS - TRANSPORTATION

RANGE 18

Dispatcher

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	4297.86	4513.32	4738.50	4975.02	5224.50	5485.32

243 Paid Days = 12 month position

220 workdays

12 vacation days

11 holidays

\$50 monthly payment for designated employees providing written Spanish translation services.
(IEPs, IFSPs, Forms, etc.)

259 Paid Days -- 12 Month Positions

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:

Early Childhood Education (Level I)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2700.61	2835.29	2976.99	3125.70	3281.42	3445.56
7 hours	2908.35	3053.39	3205.99	3366.14	3533.84	3710.61

RANGE 7:

Instructional Assistant Classifications:

Early Childhood Education (Level II)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2836.70	2978.39	3127.10	3282.83	3446.97	3619.53

RANGE 9:

Instructional Assistant Early Childhood Education (Level I) (Range 5 Classifications) -- **Employees with AA degree, including a minimum of six college level coursework units in Child Development,**

Early Childhood Teacher Education, or closely related field.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2979.80	3128.50	3285.63	3449.77	3622.33	3803.31

RANGE 11:

Instructional Assistant Early Childhood Education (Level II) (Range 7 Classifications) -- Employees with AA degree, including a minimum of six college level coursework units in Child Development, Early Childhood Teacher Education, or closely related field.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
6.5 hours		3131.31	3288.44	3452.58	3625.14	3806.11	3996.91

Childcare Aide	**\$17.40/Hourly
6.5 hours	2441.08

**Step and Cost of Living Adjustments do not apply to this classification due to funding limitations

259 Paid Days

235 workdays

12 vacation days

12 holidays

\$50 monthly payment for designated employees providing written Spanish translation services. (IEPs, IFSPs, Forms, etc.)

261 Paid Days -- 12 Month Positions

CLASS - INSTRUCTIONAL ASSISTANT

RANGE 5:

Instructional Assistant Classifications:

Correctional Facility

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
6.5 hours	2721.47	2857.19	2999.98	3149.84	3306.76	3472.17
7 hours	2930.81	3076.97	3230.75	3392.13	3561.13	3739.26

CLASS - MAINTENANCE & OPERATIONS

RANGE 6:

ROLE OF Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3433.02	3605.28	3786.24	3975.90	4174.26	4383.06

RANGE 8:

Maintenance Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8 hours	3607.02	3787.98	3977.64	4176.00	4384.80	4604.04

RANGE 10:

Lead Maintenance Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
8 hours		3789.72	3979.38	4177.74	4386.54	4605.78	4835.46

261 Paid Days

\$50 monthly payment for designated employees providing written Spanish translation services. (IEPs, IFSPs, Forms, etc.)

Shift Differential - Any employee in the bargaining unit whose assigned work shift commences between 1:00 p.m. and 5:00 a.m. shall be paid at a shift differential of 5% above the employee's regular rate of pay for all hours worked

Effective the month following completion of ten (10) years of continuous, full-time, satisfactory service with the MCSOS, exclusive of approved leave without pay, any employee in the classified service shall, in addition to the employee's current salary, receive longevity pay.

Longevity increments for employees hired prior to December 1, 2018, shall be as follows:

5% longevity pay after 10 years of continuous service (5.0%)
Additionally 5.0% granted after 15 years of continuous service (10.25%)
Additionally 5.0% granted after 20 years of continuous service (15.76%)

Longevity increments for employees hired on or after December 1, 2018, shall be as follows:

Commencing with the	
9th year of service	= \$ 500.00 per annum level
At the 12th year of service	= \$ 750.00 per annum level
At the 15th year of service	= \$1000.00 per annum level
At the 18th year of service	= \$1500.00 per annum level
At the 20th year of service	= \$2000.00 per annum level
At the 26th year of services	= \$2500.00 per annum level

In addition to the salary paid each employee according to the employee's placement on the salary schedule, effective October 1, 2024, the health benefit annual cap is \$14,000 for each full time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

For employees "grandfathered" in under the contract, Article XXI, full health coverage would continue for four hour plus employees to the annual rate of \$14,000.

For employees hired after November 1, 1988, employed four hours or more but less than eight hours per day, the premium shall be prorated.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

Approved by
Patricia M. Protzman

Date