

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT

CLASSIFIED BARGAINING UNIT III - C.S.E.A. PARAEDUCATOR 2025-26 SALARY SCHEDULE FOR LESS THAN 12-MONTH POSITIONS

Range	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 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 = 1.08% (one-time); 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);

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 7/1/23

Board Approved 5/14/24

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

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