

NEWARK UNIFIED SCHOOL DISTRICT

Classified - CSEA

2024/2025

Board approved 1.75% increase 5/6/25 effective 7/1/24

CLERICAL (7.5 hours/day)											
Additional amount for Longevity rate based on column E											
Range	Classification	A	B	C	D	E	L1	L2	L3	L4	L5
38	Office Clerk	18.68	19.60	20.61	21.67	22.75	1.14	2.28	3.64	5.01	6.37
42	School Secretary I	20.61	21.67	22.75	23.89	25.12	1.25	2.51	4.02	5.53	7.03
43	IMC Clerk Staff Secretary I	21.14	22.20	23.30	24.46	25.74	1.29	2.57	4.12	5.67	7.20
46	DO Staff Secretary I, Bilingual School Community Liaison School Secretary II	22.75	23.89	25.12	26.39	27.74	1.38	2.78	4.44	6.11	7.76
47	Account technician Clerk, Human Resources IMC Technician Offset Press Operator Staff Secretary II	23.30	24.46	25.74	27.06	28.41	1.42	2.84	4.55	6.25	7.96
49	Office Manager Elementary Office Mgr Alternative Program Administrative Secretary	24.46	25.74	27.06	28.41	29.87	1.50	2.99	4.78	6.57	8.36
51	College & Career Program Spec Generalist, Human Resources Office Manager Adult Sch 11M	25.74	27.06	28.41	29.87	31.36	1.57	3.13	5.02	6.90	8.78
52	Payroll Technician	26.39	27.74	29.10	30.61	32.16	1.61	3.22	5.15	7.07	9.00
54	Student Development Technician CNS Technician	27.74	29.10	30.61	32.16	33.79	1.69	3.38	5.40	7.44	9.46
55	District Accountant Assessment Technician	28.41	29.87	31.36	32.97	34.63	1.73	3.46	5.54	7.62	9.70
56	Technician, Human Resources	29.10	30.61	32.16	33.79	35.48	1.77	3.55	5.68	7.80	9.93
57	Digital HS Program Coord	29.87	31.36	32.97	34.63	36.37	1.82	3.63	5.82	8.00	10.19

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Shift Differential:

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A 5% shift differential will be paid at whatever step of the unit member's range during the period of September 1 through June 30 of each year to all unit members who have an assignment with the majority of regularly assigned hours after (12:00) midnight and prior to seven (7:00) a.m.

Professional Growth Step:

Maximum of 10 increments: \$0.40 per hour upon completion of required academic courses for each increment 1-8; \$0.50 per hour upon completion of increment 9 or 10

Food Service Growth Step:

\$0.20 per hour for previously earned growth steps and for ServSafe Certification

Longevity:

- L1 5% after 10 years
- L2 10% after 15 years
- L3 16% after 20 years
- L4 22% after 25 years
- L5 28% after 30 years

Degree Stipends:

- Associate:** \$500 annually in addition to regular placement*
- Bachelor's:** \$750 annually in addition to regular placement*
- Master's:** \$1,000 annually in addition to regular placement*
- Doctorate:** \$1,200 annually in addition to regular placement*

*Payment for the degrees earned or new hire during the school year will be pro-rated
Limit one stipend for the highest degree earned

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MAINTENANCE/OPERATIONS/TRANSPORTATION (8 hours/day)										
Additional amount for Longevity rate based on column E										
Range Classification	A	B	C	D	E	L1	L2	L3	L4	L5
42 Custodian	20.61	21.67	22.75	23.89	25.12	1.25	2.51	4.02	5.53	7.03
46 Grounds Maintenance Worker Senior Custodian	22.75	23.89	25.12	26.39	27.74	1.38	2.78	4.44	6.11	7.76
48 Irrigation Specialist	23.89	25.12	26.39	27.74	29.10	1.46	2.91	4.66	6.40	8.15
49 Maintenance Specialist I	24.46	25.74	27.06	28.41	29.87	1.50	2.99	4.78	6.57	8.36
52 Storekeeper II	26.39	27.74	29.10	30.61	32.16	1.61	3.22	5.15	7.07	9.00
55 Bus Driver Software Support Specialist	28.41	29.87	31.36	32.97	34.63	1.73	3.46	5.54	7.62	9.70
57 Equipment Mechanic Maintenance Specialist II	29.87	31.36	32.97	34.63	36.37	1.82	3.63	5.82	8.00	10.19
59 HVAC Technician	31.36	32.97	34.63	36.37	38.20	1.91	3.82	6.12	8.40	10.69
60 Electrical Mechanical Tech	32.16	33.79	35.48	37.29	39.16	1.95	3.92	6.27	8.62	10.97
62 Information Technology Tech	33.79	35.48	37.29	39.16	41.12	2.06	4.11	6.58	9.05	11.51

FOOD SERVICE (8 hours/day)										
Longevity rate based on column E										
Range Classification	A	B	C	D	E	L1	L2	L3	L4	L5
34 Food Service Assistant	16.89	17.79	18.68	19.60	20.61	1.03	2.07	3.30	4.54	5.77
37 Senior Food Service Assistant	18.25	19.13	20.07	21.14	22.20	1.11	2.22	3.55	4.88	6.22
38 Cook	18.68	19.60	20.61	21.67	22.75	1.14	2.28	3.64	5.01	6.37
42 Food Driver	20.61	21.67	22.75	23.89	25.12	1.25	2.51	4.02	5.53	7.03

INSTRUCTIONAL SUPPORT (8 hours/day)										
Longevity rate based on column E										
Range Classification	A	B	C	D	E	L1	L2	L3	L4	L5
34 Child Care Attendant	16.89	17.79	18.68	19.60	20.61	1.03	2.07	3.30	4.54	5.77
37 Classroom Aide Lead Child Care Attendant I	18.25	19.13	20.07	21.14	22.20	1.11	2.22	3.55	4.88	6.22
38 Special Education Aide I	18.68	19.60	20.61	21.67	22.75	1.14	2.28	3.64	5.01	6.37
39 Bilingual Classroom Aide Campus Monitor Secondary	19.13	20.07	21.14	22.20	23.30	1.17	2.33	3.72	5.13	6.52
40 Special Education Aide II	19.60	20.61	21.67	22.75	23.89	1.19	2.39	3.83	5.26	6.68
41 Lead Child Care Attendant II	20.07	21.14	22.20	23.30	24.46	1.22	2.44	3.92	5.38	6.85
43 EL Program Liaison Library Clerk	21.14	22.20	23.30	24.46	25.74	1.29	2.57	4.12	5.67	7.20
52 Speech Pathology Assistant	26.39	27.74	29.10	30.61	32.16	1.61	3.22	5.15	7.07	9.00

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Shift Differential:

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Professional Growth Step:

Maximum of 10 increments: \$0.40 per hour upon completion of required academic courses for each increment 1-8; \$0.50 per hour upon completion of increment 9 or 10

Food Service Growth Step:

\$0.20 per hour for previously earned growth steps and for ServSafe Certification

Longevity:

- L1 5% after 10 years
- L2 10% after 15 years
- L3 16% after 20 years
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- L5 28% after 30 years

Degree Stipends:

- Associate:** \$500 annually in addition to regular placement*
- Bachelor's:** \$750 annually in addition to regular placement*
- Master's:** \$1,000 annually in addition to regular placement*
- Doctorate:** \$1,200 annually in addition to regular placement*

*Payment for the degrees earned or new hire during the school year will be pro-rated

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							Additional amount for Longevity rate based on column E					
Range	Classification	***	A	B	C	D	E	L1	L2	L3	L4	L5
34	Child Care Attendant	M	2,928	3,083	3,238	3,397	3,573	178	358	571	787	1,000
	Food Service Assistant	H	16.89	17.79	18.68	19.60	20.61	1.03	2.07	3.30	4.54	5.77
37	Classroom Aide	M	3,164	3,316	3,478	3,665	3,848	192	384	616	847	1,078
	Lead Child Care Attendant I Senior Food Service Assistant	H	18.25	19.13	20.07	21.14	22.20	1.11	2.22	3.55	4.88	6.22
38	Cook	M	3,238	3,397	3,573	3,757	3,944	198	395	631	868	1,104
	Office Clerk Special Education Aide I	H	18.68	19.60	20.61	21.67	22.75	1.14	2.28	3.64	5.01	6.37
39	Bilingual Classroom Aide	M	3,316	3,478	3,665	3,848	4,039	203	404	646	889	1,131
	Campus Monitor Secondary	H	19.13	20.07	21.14	22.20	23.30	1.17	2.33	3.72	5.13	6.52
40	Special Education Aide II	M	3,397	3,573	3,757	3,944	4,141	206	414	663	912	1,159
		H	19.60	20.61	21.67	22.75	23.89	1.19	2.39	3.83	5.26	6.68
41	Lead Child Care Attendant II	M	3,478	3,665	3,848	4,039	4,240	212	423	679	933	1,187
		H	20.07	21.14	22.20	23.30	24.46	1.22	2.44	3.92	5.38	6.85
42	Custodian	M	3,573	3,757	3,944	4,141	4,354	217	436	697	958	1,219
	Food Driver School Secretary I	H	20.61	21.67	22.75	23.89	25.12	1.25	2.51	4.02	5.53	7.03
43	EL Program Liaison	M	3,665	3,848	4,039	4,240	4,462	224	446	714	982	1,249
	IMC Clerk Library Clerk Staff Secretary I	H	21.14	22.20	23.30	24.46	25.74	1.29	2.57	4.12	5.67	7.20
46	DO Staff Secretary I, Bilingual	M	3,944	4,141	4,354	4,575	4,808	240	481	769	1,058	1,346
	Grounds Maintenance Worker School Community Liaison School Secretary II Senior Custodian	H	22.75	23.89	25.12	26.39	27.74	1.38	2.78	4.44	6.11	7.76
47	Account Technician	M	4,039	4,240	4,462	4,690	4,924	247	492	788	1,083	1,379
	Clerk, Human Resources IMC Technician Offset Press Operator Staff Secretary II	H	23.30	24.46	25.74	27.06	28.41	1.42	2.84	4.55	6.25	7.96
48	Irrigation Specialist	M	4,141	4,354	4,575	4,808	5,044	252	504	808	1,109	1,413
		H	23.89	25.12	26.39	27.74	29.10	1.46	2.91	4.66	6.40	8.15
49	Maintenance Specialist I	M	4,240	4,462	4,690	4,924	5,178	259	519	829	1,139	1,450
	Office Manager Elementary Office Mgr Alternative Program	H	24.46	25.74	27.06	28.41	29.87	1.50	2.99	4.78	6.57	8.36
51	Administrative Secretary	M	4,462	4,690	4,924	5,178	5,436	272	543	869	1,196	1,522
	College & Career Program Spec Generalist, Human Resources Office Manager Adult Sch 11M	H	25.74	27.06	28.41	29.87	31.36	1.57	3.13	5.02	6.90	8.78
52	Payroll Technician	M	4,575	4,808	5,044	5,305	5,575	279	557	892	1,226	1,561
	Speech Pathology Assistant Storekeeper II	H	26.39	27.74	29.10	30.61	32.16	1.61	3.22	5.15	7.07	9.00
54	Student Development Technician	M	4,808	5,044	5,305	5,575	5,857	293	586	937	1,289	1,640
		H	27.74	29.10	30.61	32.16	33.79	1.69	3.38	5.40	7.44	9.46
55	Bus Driver	M	4,924	5,178	5,436	5,714	6,002	300	600	959	1,321	1,681
	CNS Technician District Accountant Software Support Specialist	H	28.41	29.87	31.36	32.97	34.63	1.73	3.46	5.54	7.62	9.70
56	Assessment Technician	M	5,044	5,305	5,575	5,857	6,150	307	616	984	1,353	1,721
	Technician, Human Resources	H	29.10	30.61	32.16	33.79	35.48	1.77	3.55	5.68	7.80	9.93
57	Digital HS Program Coord	M	5,178	5,436	5,714	6,002	6,303	316	630	1,009	1,386	1,765
	Equipment Mechanic Maintenance Specialist II	H	29.87	31.36	32.97	34.63	36.37	1.82	3.63	5.82	8.00	10.19
59	HVAC Technician	M	5,436	5,714	6,002	6,303	6,621	332	661	1,060	1,457	1,854
		H	31.36	32.97	34.63	36.37	38.20	1.91	3.82	6.12	8.40	10.69
60	Electrical Mechanical Tech	M	5,575	5,857	6,150	6,464	6,788	339	679	1,086	1,494	1,901
		H	32.16	33.79	35.48	37.29	39.16	1.95	3.92	6.27	8.62	10.97
62	Information Technology Tech	M	5,857	6,150	6,464	6,788	7,127	356	713	1,141	1,568	1,995
		H	33.79	35.48	37.29	39.16	41.12	2.06	4.11	6.58	9.05	11.51

*** M = Monthly - 12 months H = Hourly

Individual calculations will vary due to various work calendars and schedules

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