

Board Approval: 5/1/08  
EFFECTIVE: 7/1/08

**SAN JOSE UNIFIED SCHOOL DISTRICT  
2008 - 2009 CSEA SALARY SCHEDULE  
HOURLY RATE**

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	9.87	10.35	10.87	11.42	11.98
14	10.08	10.60	11.14	11.67	12.26
14A	10.35	10.87	11.42	11.98	12.58
15	10.60	11.14	11.67	12.26	12.89
15A	10.87	11.42	11.98	12.58	13.21
16	11.14	11.67	12.26	12.89	13.56
16A	11.42	11.98	12.58	13.21	13.90
17	11.67	12.26	12.89	13.56	14.22
17A	11.98	12.58	13.21	13.90	14.58
18	12.26	12.89	13.56	14.22	14.93
18A	12.58	13.21	13.90	14.58	15.30
19	12.89	13.56	14.22	14.93	15.67
19A	13.21	13.90	14.58	15.30	16.08
20	13.56	14.22	14.93	15.67	16.43
20A	13.90	14.58	15.30	16.08	16.87
21	14.22	14.93	15.67	16.43	17.30
21A	14.58	15.30	16.08	16.87	17.72
22	14.93	15.67	16.43	17.30	18.16
22A	15.30	16.08	16.87	17.72	18.61
23	15.67	16.43	17.30	18.16	19.05
23A	16.08	16.87	17.72	18.61	19.54
24	16.43	17.30	18.16	19.05	20.00
24A	16.87	17.72	18.61	19.54	20.51
25	17.30	18.16	19.05	20.00	21.03
25A	17.72	18.61	19.54	20.51	21.56
26	18.16	19.05	20.00	21.03	22.07
26A	18.61	19.54	20.51	21.56	22.64
27	19.05	20.00	21.03	22.07	23.18
27A	19.54	20.51	21.56	22.64	23.74
28	20.00	21.03	22.07	23.18	24.36
28A	20.51	21.56	22.64	23.74	24.97
29	21.03	22.07	23.18	24.36	25.57
29A	21.56	22.64	23.74	24.97	26.22
30	22.07	23.18	24.36	25.57	26.82
30A	22.64	23.74	24.97	26.22	27.52
31	23.18	24.36	25.57	26.82	28.19
31A	23.74	24.97	26.22	27.52	28.90
32	24.36	25.57	26.82	28.19	29.61
32A	24.97	26.22	27.52	28.90	30.35
33	25.57	26.82	28.19	29.61	31.08
33A	26.22	27.52	28.90	30.35	31.87
34	26.82	28.19	29.61	31.08	32.64
34A	27.52	28.90	30.35	31.87	33.47
35	28.19	29.61	31.08	32.64	34.26
35A	28.90	30.35	31.87	33.47	35.14
36	29.61	31.08	32.64	34.26	35.98
36A	30.35	31.87	33.47	35.14	36.89
37	31.08	32.64	34.26	35.98	37.78
37A	31.87	33.47	35.14	36.89	38.73
38	32.64	34.26	35.98	37.78	39.67
38A	33.47	35.14	36.89	38.73	40.67
39	34.26	35.98	37.78	39.67	41.65

3.3% Increase over 2006/2007

Board Approval: 5/1/08  
 EFFECTIVE: 7/1/08

**SAN JOSE UNIFIED SCHOOL DISTRICT**  
**2008 - 2009 CSEA SALARY SCHEDULE**  
**12 MONTH ANNUAL**  
**261 DAYS\***

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	20,610.20	21,603.46	22,687.02	23,838.30	25,012.16
14	21,039.11	22,122.67	23,251.38	24,357.51	25,599.08
14A	21,603.46	22,687.02	23,838.30	25,012.16	26,276.32
15	22,122.67	23,251.38	24,357.51	25,599.08	26,908.39
15A	22,687.02	23,838.30	25,012.16	26,276.32	27,585.61
16	23,251.38	24,357.51	25,599.08	26,908.39	28,307.99
16A	23,838.30	25,012.16	26,276.32	27,585.61	29,030.36
17	24,357.51	25,599.08	26,908.39	28,307.99	29,685.01
17A	25,012.16	26,276.32	27,585.61	29,030.36	30,452.53
18	25,599.08	26,908.39	28,307.99	29,685.01	31,174.91
18A	26,276.32	27,585.61	29,030.36	30,452.53	31,942.43
19	26,908.39	28,307.99	29,685.01	31,174.91	32,709.96
19A	27,585.61	29,030.36	30,452.53	31,942.43	33,567.77
20	28,307.99	29,685.01	31,174.91	32,709.96	34,312.72
20A	29,030.36	30,452.53	31,942.43	33,567.77	35,215.68
21	29,685.01	31,174.91	32,709.96	34,312.72	36,118.65
21A	30,452.53	31,942.43	33,567.77	35,215.68	36,999.03
22	31,174.91	32,709.96	34,312.72	36,118.65	37,924.58
22A	31,942.43	33,567.77	35,215.68	36,999.03	38,850.12
23	32,709.96	34,312.72	36,118.65	37,924.58	39,775.65
23A	33,567.77	35,215.68	36,999.03	38,850.12	40,791.50
24	34,312.72	36,118.65	37,924.58	39,775.65	41,762.19
24A	35,215.68	36,999.03	38,850.12	40,791.50	42,823.17
25	36,118.65	37,924.58	39,775.65	41,762.19	43,906.73
25A	36,999.03	38,850.12	40,791.50	42,823.17	45,012.86
26	37,924.58	39,775.65	41,762.19	43,906.73	46,073.85
26A	38,850.12	40,791.50	42,823.17	45,012.86	47,270.28
27	39,775.65	41,762.19	43,906.73	46,073.85	48,398.99
27A	40,791.50	42,823.17	45,012.86	47,270.28	49,572.84
28	41,762.19	43,906.73	46,073.85	48,398.99	50,859.57
28A	42,823.17	45,012.86	47,270.28	49,572.84	52,146.29
29	43,906.73	46,073.85	48,398.99	50,859.57	53,387.88
29A	45,012.86	47,270.28	49,572.84	52,146.29	54,742.32
30	46,073.85	48,398.99	50,859.57	53,387.88	56,006.47
30A	47,270.28	49,572.84	52,146.29	54,742.32	57,451.22
31	48,398.99	50,859.57	53,387.88	56,006.47	58,850.82
31A	49,572.84	52,146.29	54,742.32	57,451.22	60,340.72
32	50,859.57	53,387.88	56,006.47	58,850.82	61,830.61
32A	52,146.29	54,742.32	57,451.22	60,340.72	63,365.66
33	53,387.88	56,006.47	58,850.82	61,830.61	64,900.69
33A	54,742.32	57,451.22	60,340.72	63,365.66	66,548.61
34	56,006.47	58,850.82	61,830.61	64,900.69	68,151.37
34A	57,451.22	60,340.72	63,365.66	66,548.61	69,889.58
35	58,850.82	61,830.61	64,900.69	68,151.37	71,537.49
35A	60,340.72	63,365.66	66,548.61	69,889.58	73,366.00

Board Approval: 5/1/08  
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**SAN JOSE UNIFIED SCHOOL DISTRICT  
 2008 - 2009 CSEA SALARY SCHEDULE  
 11 MONTH ANNUAL  
 237 DAYS**

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	18,715.02	19,616.94	20,600.86	21,646.28	22,712.20
14	19,104.49	20,088.41	21,113.32	22,117.75	23,245.15
14A	19,616.94	20,600.86	21,646.28	22,712.20	23,860.11
15	20,088.41	21,113.32	22,117.75	23,245.15	24,434.06
15A	20,600.86	21,646.28	22,712.20	23,860.11	25,049.01
16	21,113.32	22,117.75	23,245.15	24,434.06	25,704.96
16A	21,646.28	22,712.20	23,860.11	25,049.01	26,360.91
17	22,117.75	23,245.15	24,434.06	25,704.96	26,955.36
17A	22,712.20	23,860.11	25,049.01	26,360.91	27,652.30
18	23,245.15	24,434.06	25,704.96	26,955.36	28,308.25
18A	23,860.11	25,049.01	26,360.91	27,652.30	29,005.19
19	24,434.06	25,704.96	26,955.36	28,308.25	29,702.14
19A	25,049.01	26,360.91	27,652.30	29,005.19	30,481.08
20	25,704.96	26,955.36	28,308.25	29,702.14	31,157.52
20A	26,360.91	27,652.30	29,005.19	30,481.08	31,977.47
21	26,955.36	28,308.25	29,702.14	31,157.52	32,797.40
21A	27,652.30	29,005.19	30,481.08	31,977.47	33,596.84
22	28,308.25	29,702.14	31,157.52	32,797.40	34,437.27
22A	29,005.19	30,481.08	31,977.47	33,596.84	35,277.70
23	29,702.14	31,157.52	32,797.40	34,437.27	36,118.13
23A	30,481.08	31,977.47	33,596.84	35,277.70	37,040.56
24	31,157.52	32,797.40	34,437.27	36,118.13	37,921.99
24A	31,977.47	33,596.84	35,277.70	37,040.56	38,885.42
25	32,797.40	34,437.27	36,118.13	37,921.99	39,869.34
25A	33,596.84	35,277.70	37,040.56	38,885.42	40,873.75
26	34,437.27	36,118.13	37,921.99	39,869.34	41,837.18
26A	35,277.70	37,040.56	38,885.42	40,873.75	42,923.59
27	36,118.13	37,921.99	39,869.34	41,837.18	43,948.51
27A	37,040.56	38,885.42	40,873.75	42,923.59	45,014.43
28	37,921.99	39,869.34	41,837.18	43,948.51	46,182.84
28A	38,885.42	40,873.75	42,923.59	45,014.43	47,351.24
29	39,869.34	41,837.18	43,948.51	46,182.84	48,478.65
29A	40,873.75	42,923.59	45,014.43	47,351.24	49,708.55
30	41,837.18	43,948.51	46,182.84	48,478.65	50,856.46
30A	42,923.59	45,014.43	47,351.24	49,708.55	52,168.36
31	43,948.51	46,182.84	48,478.65	50,856.46	53,439.26
31A	45,014.43	47,351.24	49,708.55	52,168.36	54,792.15
32	46,182.84	48,478.65	50,856.46	53,439.26	56,145.05
32A	47,351.24	49,708.55	52,168.36	54,792.15	57,538.94
33	48,478.65	50,856.46	53,439.26	56,145.05	58,932.83
33A	49,708.55	52,168.36	54,792.15	57,538.94	60,429.20
34	50,856.46	53,439.26	56,145.05	58,932.83	61,884.59
34A	52,168.36	54,792.15	57,538.94	60,429.20	63,462.96
35	53,439.26	56,145.05	58,932.83	61,884.59	64,959.35
35A	54,792.15	57,538.94	60,429.20	63,462.96	66,619.71

3.3% Increase over 2006/2007

Board Approval: 5/1/08  
 EFFECTIVE: 7/1/08

**SAN JOSE UNIFIED SCHOOL DISTRICT  
 2008 - 2009 CSEA SALARY SCHEDULE  
 10.25 MONTH ANNUAL  
 221 DAYS\***

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	16,977.76	17,795.97	18,688.56	19,636.94	20,603.90
14	17,331.07	18,223.67	19,153.44	20,064.63	21,087.38
14A	17,795.97	18,688.56	19,636.94	20,603.90	21,645.25
15	18,223.67	19,153.44	20,064.63	21,087.38	22,165.92
15A	18,688.56	19,636.94	20,603.90	21,645.25	22,723.79
16	19,153.44	20,064.63	21,087.38	22,165.92	23,318.86
16A	19,636.94	20,603.90	21,645.25	22,723.79	23,913.91
17	20,064.63	21,087.38	22,165.92	23,318.86	24,453.18
17A	20,603.90	21,645.25	22,723.79	23,913.91	25,085.42
18	21,087.38	22,165.92	23,318.86	24,453.18	25,680.49
18A	21,645.25	22,723.79	23,913.91	25,085.42	26,312.74
19	22,165.92	23,318.86	24,453.18	25,680.49	26,944.99
19A	22,723.79	23,913.91	25,085.42	26,312.74	27,651.62
20	23,318.86	24,453.18	25,680.49	26,944.99	28,265.28
20A	23,913.91	25,085.42	26,312.74	27,651.62	29,009.11
21	24,453.18	25,680.49	26,944.99	28,265.28	29,752.92
21A	25,085.42	26,312.74	27,651.62	29,009.11	30,478.15
22	25,680.49	26,944.99	28,265.28	29,752.92	31,240.56
22A	26,312.74	27,651.62	29,009.11	30,478.15	32,002.98
23	26,944.99	28,265.28	29,752.92	31,240.56	32,765.41
23A	27,651.62	29,009.11	30,478.15	32,002.98	33,602.21
24	28,265.28	29,752.92	31,240.56	32,765.41	34,401.81
24A	29,009.11	30,478.15	32,002.98	33,602.21	35,275.81
25	29,752.92	31,240.56	32,765.41	34,401.81	36,168.40
25A	30,478.15	32,002.98	33,602.21	35,275.81	37,079.58
26	31,240.56	32,765.41	34,401.81	36,168.40	37,953.58
26A	32,002.98	33,602.21	35,275.81	37,079.58	38,939.13
27	32,765.41	34,401.81	36,168.40	37,953.58	39,868.92
27A	33,602.21	35,275.81	37,079.58	38,939.13	40,835.88
28	34,401.81	36,168.40	37,953.58	39,868.92	41,895.84
28A	35,275.81	37,079.58	38,939.13	40,835.88	42,955.78
29	36,168.40	37,953.58	39,868.92	41,895.84	43,978.54
29A	37,079.58	38,939.13	40,835.88	42,955.78	45,094.27
30	37,953.58	39,868.92	41,895.84	43,978.54	46,135.63
30A	38,939.13	40,835.88	42,955.78	45,094.27	47,325.75
31	39,868.92	41,895.84	43,978.54	46,135.63	48,478.67
31A	40,835.88	42,955.78	45,094.27	47,325.75	49,705.98
32	41,895.84	43,978.54	46,135.63	48,478.67	50,933.28
32A	42,955.78	45,094.27	47,325.75	49,705.98	52,197.78
33	43,978.54	46,135.63	48,478.67	50,933.28	53,462.28
33A	45,094.27	47,325.75	49,705.98	52,197.78	54,819.76
34	46,135.63	48,478.67	50,933.28	53,462.28	56,140.05
34A	47,325.75	49,705.98	52,197.78	54,819.76	57,571.91
35	48,478.67	50,933.28	53,462.28	56,140.05	58,929.38
35A	49,705.98	52,197.78	54,819.76	57,571.91	60,435.62
36	50,933.28	53,462.28	56,140.05	58,929.38	61,886.08
36A	52,197.78	54,819.76	57,571.91	60,435.62	63,448.11
37	53,462.28	56,140.05	58,929.38	61,886.08	64,972.94
37A	54,819.76	57,571.91	60,435.62	63,448.11	66,609.36
38	56,140.05	58,929.38	61,886.08	64,972.94	68,227.17
38A	57,571.91	60,435.62	63,448.11	66,609.36	69,956.56
39	58,929.38	61,886.08	64,972.94	68,227.17	71,630.16

3.3% Increase over 2006/2007

\*221 days = 215 days plus 6 days in August

Board Approval: 5/1/08  
 EFFECTIVE: 7/1/08

**SAN JOSE UNIFIED SCHOOL DISTRICT**  
**2008 - 2009 CSEA SALARY SCHEDULE**  
**9.5 MONTH ANNUAL**  
**194 DAYS**

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	15,319.46	16,057.75	16,863.16	17,718.89	18,591.42
14	15,638.27	16,443.68	17,282.64	18,104.82	19,027.68
14A	16,057.75	16,863.16	17,718.89	18,591.42	19,531.06
15	16,443.68	17,282.64	18,104.82	19,027.68	20,000.87
15A	16,863.16	17,718.89	18,591.42	19,531.06	20,504.25
16	17,282.64	18,104.82	19,027.68	20,000.87	21,041.19
16A	17,718.89	18,591.42	19,531.06	20,504.25	21,578.13
17	18,104.82	19,027.68	20,000.87	21,041.19	22,064.73
17A	18,591.42	19,531.06	20,504.25	21,578.13	22,635.22
18	19,027.68	20,000.87	21,041.19	22,064.73	23,172.15
18A	19,531.06	20,504.25	21,578.13	22,635.22	23,742.65
19	20,000.87	21,041.19	22,064.73	23,172.15	24,313.14
19A	20,504.25	21,578.13	22,635.22	23,742.65	24,950.76
20	21,041.19	22,064.73	23,172.15	24,313.14	25,504.47
20A	21,578.13	22,635.22	23,742.65	24,950.76	26,175.64
21	22,064.73	23,172.15	24,313.14	25,504.47	26,846.81
21A	22,635.22	23,742.65	24,950.76	26,175.64	27,501.21
22	23,172.15	24,313.14	25,504.47	26,846.81	28,189.15
22A	23,742.65	24,950.76	26,175.64	27,501.21	28,877.10
23	24,313.14	25,504.47	26,846.81	28,189.15	29,565.05
23A	24,950.76	26,175.64	27,501.21	28,877.10	30,320.12
24	25,504.47	26,846.81	28,189.15	29,565.05	31,041.63
24A	26,175.64	27,501.21	28,877.10	30,320.12	31,830.25
25	26,846.81	28,189.15	29,565.05	31,041.63	32,635.66
25A	27,501.21	28,877.10	30,320.12	31,830.25	33,457.84
26	28,189.15	29,565.05	31,041.63	32,635.66	34,246.47
26A	28,877.10	30,320.12	31,830.25	33,457.84	35,135.77
27	29,565.05	31,041.63	32,635.66	34,246.47	35,974.73
27A	30,320.12	31,830.25	33,457.84	35,135.77	36,847.25
28	31,041.63	32,635.66	34,246.47	35,974.73	37,803.67
28A	31,830.25	33,457.84	35,135.77	36,847.25	38,760.09
29	32,635.66	34,246.47	35,974.73	37,803.67	39,682.94
29A	33,457.84	35,135.77	36,847.25	38,760.09	40,689.70
30	34,246.47	35,974.73	37,803.67	39,682.94	41,629.34
30A	35,135.77	36,847.25	38,760.09	40,689.70	42,703.22
31	35,974.73	37,803.67	39,682.94	41,629.34	43,743.53
31A	36,847.25	38,760.09	40,689.70	42,703.22	44,850.96
32	37,803.67	39,682.94	41,629.34	43,743.53	45,958.39
32A	38,760.09	40,689.70	42,703.22	44,850.96	47,099.38
33	39,682.94	41,629.34	43,743.53	45,958.39	48,240.37
33A	40,689.70	42,703.22	44,850.96	47,099.38	49,465.26
34	41,629.34	43,743.53	45,958.39	48,240.37	50,656.58
34A	42,703.22	44,850.96	47,099.38	49,465.26	51,948.59
35	43,743.53	45,958.39	48,240.37	50,656.58	53,173.47
35A	44,850.96	47,099.38	49,465.26	51,948.59	54,532.59

3.3% Increase over 2006/2007

Board Approval: 5/1/08  
 EFFECTIVE: 7/1/08

**SAN JOSE UNIFIED SCHOOL DISTRICT  
 2008 - 2009 CSEA SALARY SCHEDULE  
 10 MONTH ANNUAL  
 216 DAYS**

<b>Range Grade</b>	<b>Amount Step 1</b>	<b>Amount Step 2</b>	<b>Amount Step 3</b>	<b>Amount Step 4</b>	<b>Amount Step 5</b>
13A	17,056.72	17,878.73	18,775.47	19,728.25	20,699.72
14	17,411.68	18,308.42	19,242.53	20,157.94	21,185.46
14A	17,878.73	18,775.47	19,728.25	20,699.72	21,745.92
15	18,308.42	19,242.53	20,157.94	21,185.46	22,269.02
15A	18,775.47	19,728.25	20,699.72	21,745.92	22,829.48
16	19,242.53	20,157.94	21,185.46	22,269.02	23,427.30
16A	19,728.25	20,699.72	21,745.92	22,829.48	24,025.13
17	20,157.94	21,185.46	22,269.02	23,427.30	24,566.91
17A	20,699.72	21,745.92	22,829.48	24,025.13	25,202.10
18	21,185.46	22,269.02	23,427.30	24,566.91	25,799.93
18A	21,745.92	22,829.48	24,025.13	25,202.10	26,435.12
19	22,269.02	23,427.30	24,566.91	25,799.93	27,070.30
19A	22,829.48	24,025.13	25,202.10	26,435.12	27,780.22
20	23,427.30	24,566.91	25,799.93	27,070.30	28,396.74
20A	24,025.13	25,202.10	26,435.12	27,780.22	29,144.02
21	24,566.91	25,799.93	27,070.30	28,396.74	29,891.30
21A	25,202.10	26,435.12	27,780.22	29,144.02	30,619.90
22	25,799.93	27,070.30	28,396.74	29,891.30	31,385.87
22A	26,435.12	27,780.22	29,144.02	30,619.90	32,151.83
23	27,070.30	28,396.74	29,891.30	31,385.87	32,917.79
23A	27,780.22	29,144.02	30,619.90	32,151.83	33,758.48
24	28,396.74	29,891.30	31,385.87	32,917.79	34,561.81
24A	29,144.02	30,619.90	32,151.83	33,758.48	35,439.87
25	29,891.30	31,385.87	32,917.79	34,561.81	36,336.61
25A	30,619.90	32,151.83	33,758.48	35,439.87	37,252.03
26	31,385.87	32,917.79	34,561.81	36,336.61	38,130.09
26A	32,151.83	33,758.48	35,439.87	37,252.03	39,120.24
27	32,917.79	34,561.81	36,336.61	38,130.09	40,054.34
27A	33,758.48	35,439.87	37,252.03	39,120.24	41,025.80
28	34,561.81	36,336.61	38,130.09	40,054.34	42,090.68
28A	35,439.87	37,252.03	39,120.24	41,025.80	43,155.56
29	36,336.61	38,130.09	40,054.34	42,090.68	44,183.07
29A	37,252.03	39,120.24	41,025.80	43,155.56	45,304.00
30	38,130.09	40,054.34	42,090.68	44,183.07	46,350.19
30A	39,120.24	41,025.80	43,155.56	45,304.00	47,545.85
31	40,054.34	42,090.68	44,183.07	46,350.19	48,704.13
31A	41,025.80	43,155.56	45,304.00	47,545.85	49,937.15
32	42,090.68	44,183.07	46,350.19	48,704.13	51,170.16
32A	43,155.56	45,304.00	47,545.85	49,937.15	52,440.54
33	44,183.07	46,350.19	48,704.13	51,170.16	53,710.93
33A	45,304.00	47,545.85	49,937.15	52,440.54	55,074.72
34	46,350.19	48,704.13	51,170.16	53,710.93	56,401.14
34A	47,545.85	49,937.15	52,440.54	55,074.72	57,839.66
35	48,704.13	51,170.16	53,710.93	56,401.14	59,203.45
35A	49,937.15	52,440.54	55,074.72	57,839.66	60,716.70
36	51,170.16	53,710.93	56,401.14	59,203.45	62,173.90
36A	52,440.54	55,074.72	57,839.66	60,716.70	63,743.20
37	53,710.93	56,401.14	59,203.45	62,173.90	65,275.13
37A	55,074.72	57,839.66	60,716.70	63,743.20	66,919.14
38	56,401.14	59,203.45	62,173.90	65,275.13	68,544.48
38A	57,839.66	60,716.70	63,743.20	66,919.14	70,281.91
39	59,203.45	62,173.90	65,275.13	68,544.48	71,963.30

3.3% Increase over 2006/2007