

**PIONEER UNION SCHOOL DISTRICT**  
CLASSIFICATIONS: INSTRUCTIONAL AIDE & INSTRUCTIONAL AIDE BILINGUAL  
2025-2026

| Level    | Description                                             | Step 1         | Step 2         | Step 3         | Step 4         | Step 5         | Step 6         | Step 8         | Step 12        | Step 14        | Step 16        |
|----------|---------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Level 1: | <i>Training Module</i>                                  | 2,978<br>17.18 | 3,098<br>17.87 | 3,221<br>18.58 | 3,350<br>19.33 | 3,484<br>20.10 | 3,623<br>20.90 | 3,768<br>21.74 | 3,919<br>22.61 | 4,076<br>23.52 | 4,239<br>24.46 |
| Level 2: | <i>30 Units/450 Hrs.</i>                                | 3,067<br>17.70 | 3,191<br>18.41 | 3,318<br>19.14 | 3,451<br>19.91 | 3,589<br>20.71 | 3,732<br>21.53 | 3,881<br>22.39 | 4,036<br>23.29 | 4,198<br>24.22 | 4,367<br>25.19 |
| Level 3: | <i>60 Units/AA/900 Hrs.</i>                             | 3,157<br>18.21 | 3,283<br>18.94 | 3,415<br>19.70 | 3,552<br>20.49 | 3,693<br>21.31 | 3,841<br>22.16 | 3,995<br>23.05 | 4,154<br>23.97 | 4,322<br>24.93 | 4,494<br>25.93 |
| Level 4: | <i>90 Units/1350 Hrs.<br/>or AA + 30 Units/450 Hrs.</i> | 3,254<br>18.77 | 3,384<br>19.53 | 3,519<br>20.30 | 3,660<br>21.11 | 3,807<br>21.96 | 3,959<br>22.84 | 4,117<br>23.75 | 4,282<br>24.70 | 4,453<br>25.69 | 4,631<br>26.72 |
| Level 5: | <i>120 Units/BA</i>                                     | 3,350<br>19.33 | 3,484<br>20.10 | 3,624<br>20.91 | 3,769<br>21.74 | 3,920<br>22.62 | 4,076<br>23.52 | 4,239<br>24.46 | 4,409<br>25.44 | 4,585<br>26.45 | 4,770<br>27.52 |
| Level 6: | <i>BA/CBEST/Emerg Credential</i>                        | 3,451<br>19.91 | 3,589<br>20.71 | 3,732<br>21.53 | 3,881<br>22.39 | 4,036<br>23.29 | 4,198<br>24.22 | 4,367<br>25.19 | 4,541<br>26.20 | 4,724<br>27.25 | 4,911<br>28.33 |

General: Employees who substitute for another employee(perform their duties) whose position is at a higher salary classification will be paid at the beginning step of that higher range.

| Vacation Schedule |         | District Paid Benefit Caps for 2025-2026 |          |
|-------------------|---------|------------------------------------------|----------|
| 0 - 3             | 12 days | Medical                                  | \$650.00 |
| 4 - 8             | 15 days | Dental                                   | \$68.00  |
| 9 - 13            | 18 days | Vision                                   | \$22.08  |
| 14 - 17           | 20 days |                                          |          |
| 18 - on           | 23 days |                                          |          |

Based on a 260 day work year, 8 hours per day, 12 months per year

Board Approved: **6/6/2024**