

Foothill - De Anza Community College District
2025-2026 CSEA (Skilled Trades and Crafts) Salary Schedule Effective 7/1/25

Title	Range	Salary		Hourly Rate	
		Min	Max	Min	Max
Building Automation Systems Specialist	70	\$ 8,998.33	\$ 12,058.58	\$ 51.71	\$ 69.30
Carpenter, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Constr & Maintenance Worker II	63	\$ 6,394.92	\$ 8,569.83	\$ 36.75	\$ 49.25
Custodian I	55	\$ 4,328.33	\$ 5,800.42	\$ 24.88	\$ 33.34
Custodian II	57	\$ 4,772.00	\$ 6,394.92	\$ 27.43	\$ 36.75
Custodian III	59	\$ 5,261.08	\$ 7,050.42	\$ 30.24	\$ 40.52
Custodian Lead	59	\$ 5,261.08	\$ 7,050.42	\$ 30.24	\$ 40.52
Electrician, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Environmental Specialist	68	\$ 8,161.75	\$ 10,937.50	\$ 46.91	\$ 62.86
Fire, Life Safety Technician, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Food Service Dishroom Asst	48	\$ 3,076.17	\$ 4,122.33	\$ 17.68	\$ 23.69
Food Service Exec Chef, Lead	62	\$ 6,090.42	\$ 8,161.75	\$ 35.00	\$ 46.91
Grounds Gardener I	56	\$ 4,544.75	\$ 6,090.42	\$ 26.12	\$ 35.00
Grounds Gardener II	59	\$ 5,261.08	\$ 7,050.42	\$ 30.24	\$ 40.52
Grounds Gardener III	60	\$ 5,524.17	\$ 7,402.92	\$ 31.75	\$ 42.55
Grounds Gardener, Head	63	\$ 6,394.92	\$ 8,569.83	\$ 36.75	\$ 49.25
HVAC, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Locksmith/Hardware, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Maintenance Worker	60	\$ 5,524.17	\$ 7,402.92	\$ 31.75	\$ 42.55
Mechanic, Journey	65	\$ 7,050.42	\$ 9,448.25	\$ 40.52	\$ 54.30
Mechanic, Senior	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Painter, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Plumber, Apprentice I	59	\$ 5,261.08	\$ 7,050.42	\$ 30.24	\$ 40.52
Plumber, Apprentice III	64	\$ 6,714.67	\$ 8,998.33	\$ 38.59	\$ 51.71
Plumber, Journey	67	\$ 7,773.08	\$ 10,416.67	\$ 44.67	\$ 59.87
Pool Maintenance Worker	62	\$ 6,090.42	\$ 8,161.75	\$ 35.00	\$ 46.91
Security Systems Specialist	69	\$ 8,569.83	\$ 11,484.42	\$ 49.25	\$ 66.00
Utility Maintenance Worker I	61	\$ 5,800.42	\$ 7,773.08	\$ 33.34	\$ 44.67
Utility Maintenance Worker II	64	\$ 6,714.67	\$ 8,998.33	\$ 38.59	\$ 51.71
Warehouse Worker I	59	\$ 5,261.08	\$ 7,050.42	\$ 30.24	\$ 40.52
Warehouse Worker II	61	\$ 5,800.42	\$ 7,773.08	\$ 33.34	\$ 44.67

Board Approved: 12.8.25, Updated 1.12.26

HR Rev: 12.9.25

Foothill - De Anza Community College District
 2025-2026 CSEA (Skilled Trades and Crafts) Salary Schedule Effective 7/1/25

Sched	Grade	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
C3	48	1	\$ 36,914.00	2	\$ 38,760.00	3	\$ 40,698.00	4	\$ 42,733.00	5	\$ 44,869.00	6	\$ 47,113.00	7	\$ 49,468.00
		1	\$ 3,076.17	2	\$ 3,230.00	3	\$ 3,391.50	4	\$ 3,561.08	5	\$ 3,739.08	6	\$ 3,926.08	7	\$ 4,122.33
		1	\$ 17.68	2	\$ 18.56	3	\$ 19.49	4	\$ 20.47	5	\$ 21.49	6	\$ 22.56	7	\$ 23.69
C3	49	1	\$ 38,760.00	2	\$ 40,697.00	3	\$ 42,733.00	4	\$ 44,869.00	5	\$ 47,112.00	6	\$ 49,468.00	7	\$ 51,941.00
		1	\$ 3,230.00	2	\$ 3,391.42	3	\$ 3,561.08	4	\$ 3,739.08	5	\$ 3,926.00	6	\$ 4,122.33	7	\$ 4,328.42
		1	\$ 18.56	2	\$ 19.49	3	\$ 20.47	4	\$ 21.49	5	\$ 22.56	6	\$ 23.69	7	\$ 24.88
C3	50	1	\$ 40,697.00	2	\$ 42,732.00	3	\$ 44,869.00	4	\$ 47,112.00	5	\$ 49,468.00	6	\$ 51,941.00	7	\$ 54,538.00
		1	\$ 3,391.42	2	\$ 3,561.00	3	\$ 3,739.08	4	\$ 3,926.00	5	\$ 4,122.33	6	\$ 4,328.42	7	\$ 4,544.83
		1	\$ 19.49	2	\$ 20.47	3	\$ 21.49	4	\$ 22.56	5	\$ 23.69	6	\$ 24.88	7	\$ 26.12
C3	51	1	\$ 42,732.00	2	\$ 44,868.00	3	\$ 47,112.00	4	\$ 49,467.00	5	\$ 51,940.00	6	\$ 54,538.00	7	\$ 57,264.00
		1	\$ 3,561.00	2	\$ 3,739.00	3	\$ 3,926.00	4	\$ 4,122.25	5	\$ 4,328.33	6	\$ 4,544.83	7	\$ 4,772.00
		1	\$ 20.47	2	\$ 21.49	3	\$ 22.56	4	\$ 23.69	5	\$ 24.88	6	\$ 26.12	7	\$ 27.43
C3	52	1	\$ 44,868.00	2	\$ 47,111.00	3	\$ 49,467.00	4	\$ 51,940.00	5	\$ 54,537.00	6	\$ 57,264.00	7	\$ 60,127.00
		1	\$ 3,739.00	2	\$ 3,925.92	3	\$ 4,122.25	4	\$ 4,328.33	5	\$ 4,544.75	6	\$ 4,772.00	7	\$ 5,010.58
		1	\$ 21.49	2	\$ 22.56	3	\$ 23.69	4	\$ 24.88	5	\$ 26.12	6	\$ 27.43	7	\$ 28.80
C3	53	1	\$ 47,111.00	2	\$ 49,467.00	3	\$ 51,940.00	4	\$ 54,537.00	5	\$ 57,264.00	6	\$ 60,127.00	7	\$ 63,133.00
		1	\$ 3,925.92	2	\$ 4,122.25	3	\$ 4,328.33	4	\$ 4,544.75	5	\$ 4,772.00	6	\$ 5,010.58	7	\$ 5,261.08
		1	\$ 22.56	2	\$ 23.69	3	\$ 24.88	4	\$ 26.12	5	\$ 27.43	6	\$ 28.80	7	\$ 30.24
C3	54	1	\$ 49,467.00	2	\$ 51,940.00	3	\$ 54,537.00	4	\$ 57,264.00	5	\$ 60,127.00	6	\$ 63,133.00	7	\$ 66,290.00
		1	\$ 4,122.25	2	\$ 4,328.33	3	\$ 4,544.75	4	\$ 4,772.00	5	\$ 5,010.58	6	\$ 5,261.08	7	\$ 5,524.17
		1	\$ 23.69	2	\$ 24.88	3	\$ 26.12	4	\$ 27.43	5	\$ 28.80	6	\$ 30.24	7	\$ 31.75
C3	55	1	\$ 51,940.00	2	\$ 54,537.00	3	\$ 57,264.00	4	\$ 60,127.00	5	\$ 63,133.00	6	\$ 66,290.00	7	\$ 69,605.00
		1	\$ 4,328.33	2	\$ 4,544.75	3	\$ 4,772.00	4	\$ 5,010.58	5	\$ 5,261.08	6	\$ 5,524.17	7	\$ 5,800.42
		1	\$ 24.88	2	\$ 26.12	3	\$ 27.43	4	\$ 28.80	5	\$ 30.24	6	\$ 31.75	7	\$ 33.34
C3	56	1	\$ 54,537.00	2	\$ 57,264.00	3	\$ 60,127.00	4	\$ 63,133.00	5	\$ 66,290.00	6	\$ 69,605.00	7	\$ 73,085.00
		1	\$ 4,544.75	2	\$ 4,772.00	3	\$ 5,010.58	4	\$ 5,261.08	5	\$ 5,524.17	6	\$ 5,800.42	7	\$ 6,090.42
		1	\$ 26.12	2	\$ 27.43	3	\$ 28.80	4	\$ 30.24	5	\$ 31.75	6	\$ 33.34	7	\$ 35.00
C3	57	1	\$ 57,264.00	2	\$ 60,127.00	3	\$ 63,133.00	4	\$ 66,290.00	5	\$ 69,605.00	6	\$ 73,085.00	7	\$ 76,739.00
		1	\$ 4,772.00	2	\$ 5,010.58	3	\$ 5,261.08	4	\$ 5,524.17	5	\$ 5,800.42	6	\$ 6,090.42	7	\$ 6,394.92
		1	\$ 27.43	2	\$ 28.80	3	\$ 30.24	4	\$ 31.75	5	\$ 33.34	6	\$ 35.00	7	\$ 36.75
C3	58	1	\$ 60,127.00	2	\$ 63,133.00	3	\$ 66,290.00	4	\$ 69,605.00	5	\$ 73,085.00	6	\$ 76,739.00	7	\$ 80,576.00
		1	\$ 5,010.58	2	\$ 5,261.08	3	\$ 5,524.17	4	\$ 5,800.42	5	\$ 6,090.42	6	\$ 6,394.92	7	\$ 6,714.67
		1	\$ 28.80	2	\$ 30.24	3	\$ 31.75	4	\$ 33.34	5	\$ 35.00	6	\$ 36.75	7	\$ 38.59
C3	59	1	\$ 63,133.00	2	\$ 66,290.00	3	\$ 69,605.00	4	\$ 73,085.00	5	\$ 76,739.00	6	\$ 80,576.00	7	\$ 84,605.00
		1	\$ 5,261.08	2	\$ 5,524.17	3	\$ 5,800.42	4	\$ 6,090.42	5	\$ 6,394.92	6	\$ 6,714.67	7	\$ 7,050.42
		1	\$ 30.24	2	\$ 31.75	3	\$ 33.34	4	\$ 35.00	5	\$ 36.75	6	\$ 38.59	7	\$ 40.52
C3	60	1	\$ 66,290.00	2	\$ 69,605.00	3	\$ 73,085.00	4	\$ 76,739.00	5	\$ 80,576.00	6	\$ 84,605.00	7	\$ 88,835.00
		1	\$ 5,524.17	2	\$ 5,800.42	3	\$ 6,090.42	4	\$ 6,394.92	5	\$ 6,714.67	6	\$ 7,050.42	7	\$ 7,402.92
		1	\$ 31.75	2	\$ 33.34	3	\$ 35.00	4	\$ 36.75	5	\$ 38.59	6	\$ 40.52	7	\$ 42.55
C3	61	1	\$ 69,605.00	2	\$ 73,085.00	3	\$ 76,739.00	4	\$ 80,576.00	5	\$ 84,605.00	6	\$ 88,835.00	7	\$ 93,277.00
		1	\$ 5,800.42	2	\$ 6,090.42	3	\$ 6,394.92	4	\$ 6,714.67	5	\$ 7,050.42	6	\$ 7,402.92	7	\$ 7,773.08
		1	\$ 33.34	2	\$ 35.00	3	\$ 36.75	4	\$ 38.59	5	\$ 40.52	6	\$ 42.55	7	\$ 44.67
C3	62	1	\$ 73,085.00	2	\$ 76,739.00	3	\$ 80,576.00	4	\$ 84,605.00	5	\$ 88,835.00	6	\$ 93,277.00	7	\$ 97,941.00
		1	\$ 6,090.42	2	\$ 6,394.92	3	\$ 6,714.67	4	\$ 7,050.42	5	\$ 7,402.92	6	\$ 7,773.08	7	\$ 8,161.75
		1	\$ 35.00	2	\$ 36.75	3	\$ 38.59	4	\$ 40.52	5	\$ 42.55	6	\$ 44.67	7	\$ 46.91
C3	63	1	\$ 76,739.00	2	\$ 80,576.00	3	\$ 84,605.00	4	\$ 88,835.00	5	\$ 93,277.00	6	\$ 97,941.00	7	\$ 102,838.00
		1	\$ 6,394.92	2	\$ 6,714.67	3	\$ 7,050.42	4	\$ 7,402.92	5	\$ 7,773.08	6	\$ 8,161.75	7	\$ 8,569.83
		1	\$ 36.75	2	\$ 38.59	3	\$ 40.52	4	\$ 42.55	5	\$ 44.67	6	\$ 46.91	7	\$ 49.25
C3	64	1	\$ 80,576.00	2	\$ 84,605.00	3	\$ 88,835.00	4	\$ 93,277.00	5	\$ 97,941.00	6	\$ 102,838.00	7	\$ 107,980.00
		1	\$ 6,714.67	2	\$ 7,050.42	3	\$ 7,402.92	4	\$ 7,773.08	5	\$ 8,161.75	6	\$ 8,569.83	7	\$ 8,998.33
		1	\$ 38.59	2	\$ 40.52	3	\$ 42.55	4	\$ 44.67	5	\$ 46.91	6	\$ 49.25	7	\$ 51.71
C3	65	1	\$ 84,605.00	2	\$ 88,835.00	3	\$ 93,277.00	4	\$ 97,941.00	5	\$ 102,838.00	6	\$ 107,980.00	7	\$ 113,379.00
		1	\$ 7,050.42	2	\$ 7,402.92	3	\$ 7,773.08	4	\$ 8,161.75	5	\$ 8,569.83	6	\$ 8,998.33	7	\$ 9,448.25
		1	\$ 40.52	2	\$ 42.55	3	\$ 44.67	4	\$ 46.91	5	\$ 49.25	6	\$ 51.71	7	\$ 54.30
C3	66	1	\$ 88,835.00	2	\$ 93,277.00	3	\$ 97,941.00	4	\$ 102,838.00	5	\$ 107,980.00	6	\$ 113,379.00	7	\$ 119,048.00
		1	\$ 7,402.92	2	\$ 7,773.08	3	\$ 8,161.75	4	\$ 8,569.83	5	\$ 8,998.33	6	\$ 9,448.25	7	\$ 9,920.67
		1	\$ 42.55	2	\$ 44.67	3	\$ 46.91	4	\$ 49.25	5	\$ 51.71	6	\$ 54.30	7	\$ 57.02

C3	67	1	\$ 93,277.00	2	\$ 97,941.00	3	\$ 102,838.00	4	\$ 107,980.00	5	\$ 113,379.00	6	\$ 119,048.00	7	\$ 125,000.00
		1	\$ 7,773.08	2	\$ 8,161.75	3	\$ 8,569.83	4	\$ 8,998.33	5	\$ 9,448.25	6	\$ 9,920.67	7	\$ 10,416.67
		1	\$ 44.67	2	\$ 46.91	3	\$ 49.25	4	\$ 51.71	5	\$ 54.30	6	\$ 57.02	7	\$ 59.87
C3	68	1	\$ 97,941.00	2	\$ 102,838.00	3	\$ 107,980.00	4	\$ 113,379.00	5	\$ 119,048.00	6	\$ 125,000.00	7	\$ 131,250.00
		1	\$ 8,161.75	2	\$ 8,569.83	3	\$ 8,998.33	4	\$ 9,448.25	5	\$ 9,920.67	6	\$ 10,416.67	7	\$ 10,937.50
		1	\$ 46.91	2	\$ 49.25	3	\$ 51.71	4	\$ 54.30	5	\$ 57.02	6	\$ 59.87	7	\$ 62.86
C3	69	1	\$ 102,838.00	2	\$ 107,980.00	3	\$ 113,379.00	4	\$ 119,048.00	5	\$ 125,000.00	6	\$ 131,250.00	7	\$ 137,813.00
		1	\$ 8,569.83	2	\$ 8,998.33	3	\$ 9,448.25	4	\$ 9,920.67	5	\$ 10,416.67	6	\$ 10,937.50	7	\$ 11,484.42
		1	\$ 49.25	2	\$ 51.71	3	\$ 54.30	4	\$ 57.02	5	\$ 59.87	6	\$ 62.86	7	\$ 66.00
C3	70	1	\$ 107,980.00	2	\$ 113,379.00	3	\$ 119,048.00	4	\$ 125,000.00	5	\$ 131,250.00	6	\$ 137,813.00	7	\$ 144,703.00
		1	\$ 8,998.33	2	\$ 9,448.25	3	\$ 9,920.67	4	\$ 10,416.67	5	\$ 10,937.50	6	\$ 11,484.42	7	\$ 12,058.58
		1	\$ 51.71	2	\$ 54.30	3	\$ 57.02	4	\$ 59.87	5	\$ 62.86	6	\$ 66.00	7	\$ 69.30

Longevity Award: Longevity increments are awarded to acknowledge continued employment with the District. The monthly increments are cumulative (and subject to proration) and will be paid starting with the first month of the year as follows:

Full-Time Employees:	
Ninth Year	\$150 per month
Fourteenth Year	\$160 per month
Nineteenth Year	\$170 per month
Twenty-Four Year	\$190 per month
MAX	\$8,040 per year

Professional Growth Award: \$500 per year for employees who meet the requirements of the award

Shift Differential Pay:

Swing Shift - A full-time employee whose normal workday extends after 9:00 p.m. will be entitled to the swing shift differential of 4.5% per month.

Grave Shift - A full-time employee whose normal workday extends after 12:00 a.m. will be entitled to the graveyard differential of 6.0% per month.

(Part-time employees in the bargaining unit who have a normal work day of six (6) hours or more shall be eligible for the swing shift differential or the graveyard differential on a pro-rata

Weekend Shift - Premium pay of \$75 per month shall be paid to any worker whose regular workweek assignment falls outside of the normal workweek (Monday-Friday).