

Madera Unified School District
2025/2026 Classified Salary Schedule
(Salary Schedule is based on 8hrs day/261 days per year)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
4	35,287.20	35,287.20	35,287.20	35,287.20	35,287.20	35,287.20	35,287.20	Cafeteria / Playground Aide Minimum Wage Increase 1/1/26
	2,940.60	2,940.60	2,940.60	2,940.60	2,940.60	2,940.60	2,940.60	
	135.20	135.20	135.20	135.20	135.20	135.20	135.20	
	16.90	16.90	16.90	16.90	16.90	16.90	16.90	
11	35,914.00	36,999.00	38,565.00	40,236.00	42,157.00	44,015.00	46,124.00	CN - Assistant I; Infant Toddler Care Provider
	2,993.00	3,083.00	3,214.00	3,353.00	3,513.00	3,668.00	3,844.00	
	137.60	141.76	147.76	154.16	161.52	168.64	176.72	
	17.20	17.72	18.47	19.27	20.19	21.08	22.09	
12	35,955.00	37,605.00	39,380.00	41,071.00	43,055.00	44,913.00	46,917.00	
	2,996.00	3,134.00	3,282.00	3,423.00	3,588.00	3,743.00	3,910.00	
	137.76	144.08	150.88	157.36	164.96	172.08	179.76	
	17.22	18.01	18.86	19.67	20.62	21.51	22.47	
13	36,665.00	38,252.00	39,964.00	41,739.00	43,639.00	45,623.00	47,690.00	
	3,055.00	3,188.00	3,330.00	3,478.00	3,637.00	3,802.00	3,974.00	
	140.48	146.56	153.12	159.92	167.20	174.80	182.72	
	17.56	18.32	19.14	19.99	20.90	21.85	22.84	
14	37,292.00	39,025.00	40,800.00	42,574.00	44,537.00	46,458.00	48,630.00	CN - Assistant II; CN - Cashier; Receptionist
	3,108.00	3,252.00	3,400.00	3,548.00	3,711.00	3,872.00	4,053.00	
	142.88	149.52	156.32	163.12	170.64	178.00	186.32	
	17.86	18.69	19.54	20.39	21.33	22.25	23.29	
15	37,939.00	39,735.00	41,468.00	43,326.00	45,310.00	47,460.00	49,632.00	Classroom Aide - Preschool - Level I; Office Assistant; Paraprofessional Aide
	3,162.00	3,311.00	3,456.00	3,611.00	3,776.00	3,955.00	4,136.00	
	145.36	152.24	158.88	166.00	173.60	181.84	190.16	
	18.17	19.03	19.86	20.75	21.70	22.73	23.77	
16	38,732.00	40,424.00	42,324.00	44,307.00	46,249.00	48,421.00	50,613.00	CN - Technician; Library Media Tech Elementary; Library Media Tech-Middle School
	3,228.00	3,369.00	3,527.00	3,692.00	3,854.00	4,035.00	4,218.00	
	148.40	154.88	162.16	169.76	177.20	185.52	193.92	
	18.55	19.36	20.27	21.22	22.15	23.19	24.24	

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17	39,421.00	41,322.00	43,055.00	44,955.00	46,917.00	49,068.00	51,365.00	Office Technician; Paraprofessional - Special Needs; School Office Technician
	3,285.00	3,444.00	3,588.00	3,746.00	3,910.00	4,089.00	4,280.00	
	151.04	158.32	164.96	172.24	179.76	188.00	196.80	
	18.88	19.79	20.62	21.53	22.47	23.50	24.60	
18	40,110.00	41,906.00	43,827.00	45,832.00	47,940.00	50,175.00	52,492.00	Library Media Tech-High School; Parent Resource Center Assistant
	3,343.00	3,492.00	3,652.00	3,819.00	3,995.00	4,181.00	4,374.00	
	153.68	160.56	167.92	175.60	183.68	192.24	201.12	
	19.21	20.07	20.99	21.95	22.96	24.03	25.14	
19	40,800.00	42,574.00	44,537.00	46,458.00	48,650.00	50,926.00	53,286.00	Accounting Tech I; Classroom Aide - Preschool - Level II; College & Career Specialist;
	3,400.00	3,548.00	3,711.00	3,872.00	4,054.00	4,244.00	4,441.00	
	156.32	163.12	170.64	178.00	186.40	195.12	204.16	
	19.54	20.39	21.33	22.25	23.30	24.39	25.52	
20	41,551.00	43,430.00	45,477.00	47,544.00	49,632.00	51,991.00	54,351.00	CN Food Handler & Delivery Worker; CN Technician-Lead; Custodian; District Mail Clerk; Grounds Person I; Health Services Assistant; Secretary; Secretary - Dept
	3,463.00	3,619.00	3,790.00	3,962.00	4,136.00	4,333.00	4,529.00	
	159.20	166.40	174.24	182.16	190.16	199.20	208.24	
	19.90	20.80	21.78	22.77	23.77	24.90	26.03	
21	42,324.00	44,307.00	46,249.00	48,421.00	50,613.00	52,973.00	55,332.00	
	3,527.00	3,692.00	3,854.00	4,035.00	4,218.00	4,414.00	4,611.00	
	162.16	169.76	177.20	185.52	193.92	202.96	212.00	
	20.27	21.22	22.15	23.19	24.24	25.37	26.50	
22	43,117.00	44,976.00	47,043.00	49,235.00	51,407.00	53,808.00	56,313.00	Paraprofessional Aide TK/K
	3,593.00	3,748.00	3,920.00	4,103.00	4,284.00	4,484.00	4,693.00	
	165.20	172.32	180.24	188.64	196.96	206.16	215.76	
	20.65	21.54	22.53	23.58	24.62	25.77	26.97	
23	43,911.00	45,414.00	48,108.00	50,383.00	52,618.00	55,123.00	57,629.00	Accounting Tech II; Communication Tech; H/R Tech I; Language & Literacy Technician; Print Shop Technician; Secretary - Attendance
	3,659.00	3,785.00	4,009.00	4,199.00	4,385.00	4,594.00	4,802.00	
	168.24	174.00	184.32	193.04	201.60	211.20	220.80	
	21.03	21.75	23.04	24.13	25.20	26.40	27.60	
24	44,621.00	46,542.00	48,692.00	50,968.00	53,307.00	55,812.00	58,380.00	Behavioral Intervention Tech;
	3,718.00	3,879.00	4,058.00	4,247.00	4,442.00	4,651.00	4,865.00	
	170.96	178.32	186.56	195.28	204.24	213.84	223.68	
	21.37	22.29	23.32	24.41	25.53	26.73	27.96	

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25	45,560.00	47,544.00	49,715.00	52,033.00	54,392.00	56,982.00	59,612.00	AE Data/Exam Technician; Athletic Equip Specialist; CN Head Custodian - Food Handler; CN - Senior Technician; Family Liaison-S&A Tech; Grounds Person II; Head Custodian I; Registrar-High School; Transportation Operation Assitant; Warehouse Assistant
	3,797.00	3,962.00	4,143.00	4,336.00	4,533.00	4,749.00	4,968.00	
	174.56	182.16	190.48	199.36	208.40	218.32	228.40	
	21.82	22.77	23.81	24.92	26.05	27.29	28.55	
26	46,312.00	48,421.00	50,676.00	53,014.00	55,499.00	58,151.00	60,782.00	Risk Management Tech I
	3,859.00	4,035.00	4,223.00	4,418.00	4,625.00	4,846.00	5,065.00	
	177.44	185.52	194.16	203.12	212.64	222.80	232.88	
	22.18	23.19	24.27	25.39	26.58	27.85	29.11	
27	47,168.00	49,256.00	51,553.00	54,037.00	56,522.00	59,257.00	61,993.00	Communications Technician - Bilingual Spanish; Spanish Translator-Interpreter
	3,931.00	4,105.00	4,296.00	4,503.00	4,710.00	4,938.00	5,166.00	
	180.72	188.72	197.52	207.04	216.56	227.04	237.52	
	22.59	23.59	24.69	25.88	27.07	28.38	29.69	
28	48,108.00	50,237.00	52,555.00	54,998.00	57,587.00	60,114.00	62,911.00	Accounting Tech III; Ag Farm Operator; Bilingual - Biliterate Paraprofessional Aide; Para -Adult Trans Prog; Para - Autism; Para - Math; Para-Phy Impaired; Para- T.O.P.S Para-Special Needs Preschl; School Safety Dispatcher; School Safety Officer
	4,009.00	4,186.00	4,380.00	4,583.00	4,799.00	5,010.00	5,243.00	
	184.32	192.48	201.36	210.72	220.64	230.32	241.04	
	23.04	24.06	25.17	26.34	27.58	28.79	30.13	
29	48,734.00	51,114.00	53,411.00	55,875.00	58,673.00	61,304.00	64,122.00	Pool Maintenance Technician
	4,061.00	4,260.00	4,451.00	4,656.00	4,889.00	5,109.00	5,344.00	
	186.72	195.84	204.64	214.08	224.80	234.88	245.68	
	23.34	24.48	25.58	26.76	28.10	29.36	30.71	
30	49,861.00	52,075.00	54,518.00	56,982.00	59,633.00	62,369.00	65,250.00	Bus Driver Trainer; Bus Driver; Relief Bus Driver; Head Custodian II; Information Systems Technician; PRC Assistant - Lead; Purchasing Technician
	4,155.00	4,340.00	4,543.00	4,749.00	4,969.00	5,197.00	5,438.00	
	191.04	199.52	208.88	218.32	228.48	238.96	250.00	
	23.88	24.94	26.11	27.29	28.56	29.87	31.25	
31	50,676.00	53,014.00	55,499.00	58,151.00	60,740.00	63,621.00	66,524.00	Transportation Router
	4,223.00	4,418.00	4,625.00	4,846.00	5,062.00	5,302.00	5,544.00	
	194.16	203.12	212.64	222.80	232.72	243.76	254.88	
	24.27	25.39	26.58	27.85	29.09	30.47	31.86	
32	51,553.00	54,037.00	56,522.00	59,257.00	61,867.00	64,791.00	67,839.00	Accounting Tech IV; Admin Assistant I; District Registrar; Piano Accompanist; School Safety Officer-Lead; School Safety Officer-Lead TSD; Transportation Dispatcher
	4,296.00	4,503.00	4,710.00	4,938.00	5,156.00	5,399.00	5,653.00	
	197.52	207.04	216.56	227.04	237.04	248.24	259.92	
	24.69	25.88	27.07	28.38	29.63	31.03	32.49	

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33	52,555.00	54,998.00	57,587.00	60,114.00	63,099.00	66,085.00	69,050.00	Admin Assistant II; Curator of Arts and Exhibits; H/R Tech II; Personnel Tech; HR Benefit Tech; Special Services Technician; Student Services Technician;
	4,380.00	4,583.00	4,799.00	5,010.00	5,258.00	5,507.00	5,754.00	
	201.36	210.72	220.64	230.32	241.76	253.20	264.56	
	25.17	26.34	27.58	28.79	30.22	31.65	33.07	
34	53,495.00	55,938.00	58,735.00	61,345.00	64,227.00	67,192.00	70,261.00	Admin Assistant III; Head Custodian III; Migrant Student & Family Support Specialist; Student Advocate, Student Advocate SEB
	4,458.00	4,662.00	4,895.00	5,112.00	5,352.00	5,599.00	5,855.00	
	204.96	214.32	225.04	235.04	246.08	257.44	269.20	
	25.62	26.79	28.13	29.38	30.76	32.18	33.65	
35	54,601.00	57,065.00	59,759.00	62,431.00	65,480.00	68,507.00	71,723.00	Admin Assistant IV; Buyer; Calpads Data Technician; Curriculum & Assessment Tech; Info Systems Spec. I; Printshop Tech-Lead Warehouse Lead;
	4,550.00	4,755.00	4,980.00	5,203.00	5,457.00	5,709.00	5,977.00	
	209.20	218.64	228.96	239.20	250.88	262.48	274.80	
	26.15	27.33	28.62	29.90	31.36	32.81	34.35	
36	55,583.00	58,151.00	60,865.00	63,663.00	66,691.00	69,885.00	73,101.00	Admin Assistant V; Bus Driver Trainer/Dispatcher Family Liaison S&A Specialist; Grounds Person III; Maint Parts Specialist; Maintenance-Journeyperson; Mechanic Technician; Transportation Parts Specialist;
	4,632.00	4,846.00	5,072.00	5,305.00	5,558.00	5,824.00	6,092.00	
	212.96	222.80	233.20	243.92	255.52	267.76	280.08	
	26.62	27.85	29.15	30.49	31.94	33.47	35.01	
37	56,522.00	59,257.00	61,867.00	64,791.00	67,902.00	71,117.00	74,354.00	Admin Assistant VI;
	4,710.00	4,938.00	5,156.00	5,399.00	5,659.00	5,926.00	6,196.00	
	216.56	227.04	237.04	248.24	260.16	272.48	284.88	
	27.07	28.38	29.63	31.03	32.52	34.06	35.61	
38	57,608.00	60,155.00	63,183.00	66,127.00	69,175.00	72,412.00	75,794.00	Accounting Tech V; Assessment Specialist; Communications Assistant; H/R Specialist; Info Systems Specialist II; Licensed Vocational Nurse (LVN); Maint Journeyperson/Specialty; Payroll Specialist; Personnel Specialist; Special Service Specialist
	4,801.00	5,013.00	5,265.00	5,511.00	5,765.00	6,034.00	6,316.00	
	220.72	230.48	242.08	253.36	265.04	277.44	290.40	
	27.59	28.81	30.26	31.67	33.13	34.68	36.30	
39	58,756.00	61,492.00	64,310.00	67,275.00	70,512.00	73,748.00	77,110.00	Budget/Accounting Analyst; Head Custodian IV
	4,896.00	5,124.00	5,359.00	5,606.00	5,876.00	6,146.00	6,426.00	
	225.12	235.60	246.40	257.76	270.16	282.56	295.44	
	28.14	29.45	30.80	32.22	33.77	35.32	36.93	

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40	59,759.00	62,431.00	65,480.00	68,507.00	71,806.00	75,168.00	78,592.00	Administrative Specialist; Costume, Makeup, & Hair Specialist; Instrument Repair Specialist; Lighting & Sound Specialist; Maintenance-Journeyman Lead; Network Specialist; Network Support Specialist; Payroll Acct - Specialist Lead; Personnel Specialist-Lead; Risk Management Analyst; Scenic Specialist; Senior Buyer; Senior Dist Registrar; Senior HR Specialist-Credentials; Server Support Specialist Speech & Language Pathologist Assistant; Student Data & Procedures Analyst; Videographer
	4,980.00	5,203.00	5,457.00	5,709.00	5,984.00	6,264.00	6,549.00	
	228.96	239.20	250.88	262.48	275.12	288.00	301.12	
	28.62	29.90	31.36	32.81	34.39	36.00	37.64	
41	60,970.00	63,705.00	66,607.00	69,530.00	72,725.00	75,961.00	79,386.00	Low Voltage Systems Specialist
	5,081.00	5,309.00	5,551.00	5,794.00	6,060.00	6,330.00	6,616.00	
	233.60	244.08	255.20	266.40	278.64	291.04	304.16	
	29.20	30.51	31.90	33.30	34.83	36.38	38.02	
42	62,181.00	64,979.00	67,902.00	70,971.00	74,187.00	77,465.00	80,952.00	Mechanic Specialist;
	5,182.00	5,415.00	5,659.00	5,914.00	6,182.00	6,455.00	6,746.00	
	238.24	248.96	260.16	271.92	284.24	296.80	310.16	
	29.78	31.12	32.52	33.99	35.53	37.10	38.77	
43	63,413.00	66,273.00	69,301.00	72,349.00	75,669.00	79,031.00	82,580.00	
	5,284.00	5,523.00	5,775.00	6,029.00	6,306.00	6,586.00	6,882.00	
	242.96	253.92	265.52	277.20	289.92	302.80	316.40	
	30.37	31.74	33.19	34.65	36.24	37.85	39.55	
44	64,707.00	67,568.00	70,658.00	73,811.00	77,131.00	80,597.00	84,230.00	Athletic Trainer; Executive Admin Assistant; Maint. Tradesperson - Carpenter; Maint. Tradesperson - Electrical; Maint. Tradesperson - HVAC; Maint. Tradesperson - Painter; Maint. Tradesperson Plumber; Maint. Tradesperson -Welder Fabricator
	5,392.00	5,631.00	5,888.00	6,151.00	6,428.00	6,716.00	7,019.00	
	247.92	258.88	270.72	282.80	295.52	308.80	322.72	
	30.99	32.36	33.84	35.35	36.94	38.60	40.34	
45	65,981.00	68,946.00	72,099.00	75,293.00	78,655.00	82,225.00	85,900.00	Information Systems Specialist Lead
	5,498.00	5,746.00	6,008.00	6,274.00	6,555.00	6,852.00	7,158.00	
	252.80	264.16	276.24	288.48	301.36	315.04	329.12	
	31.60	33.02	34.53	36.06	37.67	39.38	41.14	

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46	67,296.00	70,345.00	73,477.00	76,838.00	80,242.00	83,896.00	87,633.00	Mechanic - Lead;
	5,608.00	5,862.00	6,123.00	6,403.00	6,687.00	6,991.00	7,303.00	
	257.84	269.52	281.52	294.40	307.44	321.44	335.76	
	32.23	33.69	35.19	36.80	38.43	40.18	41.97	
47	68,633.00	71,744.00	74,980.00	78,321.00	81,870.00	85,524.00	89,387.00	Information Security Specialist
	5,719.00	5,979.00	6,248.00	6,527.00	6,823.00	7,127.00	7,449.00	
	262.96	274.88	287.28	300.08	313.68	327.68	342.48	
	32.87	34.36	35.91	37.51	39.21	40.96	42.81	
48	70,032.00	73,184.00	76,483.00	79,908.00	83,478.00	87,278.00	91,204.00	
	5,836.00	6,099.00	6,374.00	6,659.00	6,957.00	7,273.00	7,600.00	
	268.32	280.40	293.04	306.16	319.84	334.40	349.44	
	33.54	35.05	36.63	38.27	39.98	41.80	43.68	
49	71,451.00	74,625.00	77,987.00	81,495.00	85,170.00	89,011.00	93,020.00	
	5,954.00	6,219.00	6,499.00	6,791.00	7,098.00	7,418.00	7,752.00	
	273.76	285.92	298.80	312.24	326.32	341.04	356.40	
	34.22	35.74	37.35	39.03	40.79	42.63	44.55	
50	74,270.00	77,569.00	81,056.00	84,689.00	88,552.00	92,498.00	96,654.00	Communications Analyst; Community Support Specialist; ISS Digital Curriculum Lead Facilities Planning Analyst; Technology Trainer
	6,189.00	6,464.00	6,755.00	7,057.00	7,379.00	7,708.00	8,055.00	
	284.56	297.20	310.56	324.48	339.28	354.40	370.32	
	35.57	37.15	38.82	40.56	42.41	44.30	46.29	
51	75,648.00	79,052.00	82,601.00	86,318.00	90,222.00	94,273.00	98,554.00	
	6,304.00	6,588.00	6,883.00	7,193.00	7,519.00	7,856.00	8,213.00	
	289.84	302.88	316.48	330.72	345.68	361.20	377.60	
	36.23	37.86	39.56	41.34	43.21	45.15	47.20	
53	78,551.00	82,058.00	85,775.00	89,638.00	93,668.00	97,865.00	102,249.00	
	6,546.00	6,838.00	7,148.00	7,470.00	7,806.00	8,155.00	8,521.00	
	300.96	314.40	328.64	343.44	358.88	374.96	391.76	
	37.62	39.30	41.08	42.93	44.86	46.87	48.97	

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
54	80,054.00	83,666.00	87,404.00	91,329.00	95,442.00	99,765.00	104,254.00	Network Administrator; Server Administrator
	6,671.00	6,972.00	7,284.00	7,611.00	7,954.00	8,314.00	8,688.00	
	306.72	320.56	334.88	349.92	365.68	382.24	399.44	
	38.34	40.07	41.86	43.74	45.71	47.78	49.93	
57	84,689.00	88,489.00	92,478.00	96,633.00	100,997.00	105,507.00	110,267.00	Information Security Analyst
	7,057.00	7,374.00	7,707.00	8,053.00	8,416.00	8,792.00	9,189.00	
	324.48	339.04	354.32	370.24	386.96	404.24	422.48	
	40.56	42.38	44.29	46.28	48.37	50.53	52.81	
58	86,297.00	90,181.00	94,252.00	98,449.00	102,918.00	107,490.00	112,397.00	Behavior Analyst; Behavioral Health Clinician I
	7,191.00	7,515.00	7,854.00	8,204.00	8,577.00	8,958.00	9,366.00	
	330.64	345.52	361.12	377.20	394.32	411.84	430.64	
	41.33	43.19	45.14	47.15	49.29	51.48	53.83	
59	87,926.00	91,893.00	96,048.00	100,328.00	104,859.00	109,599.00	114,527.00	DHH-Sign Language/Oral Interpreter;
	7,327.00	7,658.00	8,004.00	8,361.00	8,738.00	9,133.00	9,544.00	
	336.88	352.08	368.00	384.40	401.76	419.92	438.80	
	42.11	44.01	46.00	48.05	50.22	52.49	54.85	
60	89,617.00	93,668.00	97,844.00	102,228.00	106,864.00	111,666.00	116,719.00	Database Administrator;
	7,468.00	7,806.00	8,154.00	8,519.00	8,905.00	9,306.00	9,727.00	
	343.36	358.88	374.88	391.68	409.44	427.84	447.20	
	42.92	44.86	46.86	48.96	51.18	53.48	55.90	
63	94,837.00	99,055.00	103,544.00	108,200.00	113,065.00	118,160.00	123,443.00	Behavioral Health Clinician II
	7,903.00	8,255.00	8,629.00	9,017.00	9,422.00	9,847.00	10,287.00	
	363.36	379.52	396.72	414.56	433.20	452.72	472.96	
	45.42	47.44	49.59	51.82	54.15	56.59	59.12	
65	98,449.00	102,897.00	107,469.00	112,355.00	117,387.00	122,712.00	128,203.00	Full Stack-Developer Research & Systems Improvement-Analyst; Software Developer;
	8,204.00	8,575.00	8,956.00	9,363.00	9,782.00	10,226.00	10,684.00	
	377.20	394.24	411.76	430.48	449.76	470.16	491.20	
	47.15	49.28	51.47	53.81	56.22	58.77	61.40	

Madera Unified School District
2025/2026 Classified Salary Schedule
(Salary Schedule is based on 8hrs day/261 days per year)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
66	102,396.00	107,010.00	111,771.00	116,844.00	122,085.00	127,619.00	133,340.00	
	8,533.00	8,918.00	9,314.00	9,737.00	10,174.00	10,635.00	11,112.00	
	392.32	410.00	428.24	447.68	467.76	488.96	510.88	
	49.04	51.25	53.53	55.96	58.47	61.12	63.86	
67	106,488.00	111,290.00	116,239.00	121,522.00	126,971.00	132,734.00	138,664.00	
	8,874.00	9,274.00	9,687.00	10,127.00	10,581.00	11,061.00	11,555.00	
	408.00	426.40	445.36	465.60	486.48	508.56	531.28	
	51.00	53.30	55.67	58.20	60.81	63.57	66.41	
68	110,748.00	115,738.00	120,895.00	126,387.00	132,045.00	138,038.00	144,218.00	Occupational Therapist
	9,229.00	9,645.00	10,075.00	10,532.00	11,004.00	11,503.00	12,018.00	
	424.32	443.44	463.20	484.24	505.92	528.88	552.56	
	53.04	55.43	57.90	60.53	63.24	66.11	69.07	
69	115,174.00	120,373.00	125,718.00	131,440.00	137,328.00	143,550.00	149,981.00	
	9,598.00	10,031.00	10,477.00	10,953.00	11,444.00	11,963.00	12,498.00	
	441.28	461.20	481.68	503.60	526.16	550.00	574.64	
	55.16	57.65	60.21	62.95	65.77	68.75	71.83	
Longevity:	Completion of:							
	10 Years	.035 of the employees annual salary for completion of 10 years in MUSD						
	15 Years	.045 of the employees annual salary for completion of 15 years in MUSD						
	20 Years	.055 of the employees annual salary for completion of 20 years in MUSD						
	25 Years	.065 of the employees annual salary for completion of 25 years in MUSD						
	30 Years	.075 of the employees annual salary for completion of 30 years in MUSD						
	35+ Years	.085 of the employees annual salary for completion of 35+ years in MUSD						