



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1o

Meeting Date: September 5, 2024

Subject: Approve Salary Schedules

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resources Services

Recommendation: Approve 2024/2025 Salary Schedules, updated September 5, 2024: United Professional Educators (UPE), Confidential Employees and Non-Represented Management.

Background/Rationale: The District has a need to ensure salary schedules are updated, as needed, to align with job descriptions in order to meet evolving needs. Given the creation of additional job descriptions, the associated salary schedules have been updated to include these new positions.

Financial Considerations: N/A

LCAP Goal(s): Safe, Clean and Healthy Schools

Documents Attached:

Salary Schedules:

- UPE
- Confidential Employees
- Non-Represented Management

Estimated Time of Presentation: N/A

Submitted by: Cancy McArn, Chief Human Resources Officer & Lead Negotiator

Approved by: Lisa Allen, Superintendent



United Professional Educators (UPE)

Annual Rate Salary Schedule

2024-25 School Year

(Effective July 1, 2024)

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0130	Principal, High School	A	82	\$147,984	\$149,916	\$156,629	\$168,399	\$174,527	\$182,598	\$183,931	\$185,549
0117	Principal, Middle School	T	67	\$135,622	\$136,957	\$138,293	\$147,571	\$155,630	\$159,622	\$164,299	\$170,050
0111	Principal, K-8	T	67								
0131	Principal, Continuation High School	T	52	\$128,551	\$129,887	\$134,787	\$142,530	\$148,147	\$156,034	\$157,070	\$161,216
2117	Principal, New Innovative Small High School	T	52								
0106	Principal, Elementary School	T	52								
0107	Principal, Basic Elementary School	T	52								
0101	Principal, Elementary Charter School	T	52								
0129	Principal, Independent Study	T	52								
0124	Assistant Principal, High School	T	45								
0128	Assistant Principal, Middle School	T	37	\$115,504	\$120,485	\$125,684	\$132,305	\$137,457	\$144,789	\$147,460	\$150,130
0126	Assistant Principal, K-8 School	T	37								
0122	Assistant Principal, Elementary School	F-2	32	\$113,699	\$115,038	\$116,374	\$124,398	\$129,748	\$136,435	\$141,783	\$145,025
0812	Site Instruction Coordinator	T	24	\$105,145	\$109,594	\$114,293	\$121,472	\$125,445	\$132,034	\$133,294	\$134,553

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0134	Principal, High, <u>SPS*</u>	A	88	\$154,634	\$161,673	\$169,062	\$178,378	\$186,601	\$196,973	\$196,973	\$196,973
0133	Principal, Middle <u>SPS*</u>	A	75	\$141,407	\$147,918	\$154,630	\$163,068	\$170,530	\$179,933	\$179,933	\$179,933
0249	Principal, K-8, <u>SPS*</u>	A	75								
0127	Principal, Elementary, <u>SPS*</u>	A	72	\$138,538	\$144,769	\$151,314	\$159,570	\$166,857	\$176,041	\$176,041	\$176,041
0141	Assistant Principal, High, <u>SPS*</u>	A	65	\$132,601	\$138,538	\$144,769	\$152,630	\$159,570	\$168,318	\$168,318	\$168,318
0140	Assistant Principal, Middle, <u>SPS*</u>	A	55	\$129,659	\$135,471	\$141,539	\$149,203	\$155,972	\$164,501	\$164,501	\$164,501
0246	Assistant Principal, K-8 <u>SPS*</u>	A	55								
0139	Assistant Principal, Elementary, <u>SPS*</u>	A	46	\$124,165	\$129,668	\$135,464	\$142,769	\$149,219	\$157,335	\$157,335	\$157,335
0140	Assistant Principal, Middle, <u>SPS*</u>	T	42	\$123,706	\$129,199	\$134,967	\$142,230	\$148,643	\$156,735	\$156,735	\$156,735
0246	Assistant Principal, K-8, <u>SPS*</u>	T	42								
0139	Assistant Principal, Elementary <u>SPS*</u> λ	T	40	\$118,494	\$123,715	\$129,208	\$136,130	\$142,248	\$149,946	\$149,946	\$149,946
0812	Site Instructional Coordinator, <u>SPS*</u>	T	39	\$111,785	\$116,712	\$121,895	\$128,424	\$134,196	\$141,457	\$141,457	\$141,457

*Superintendent's Priority School (SPS)

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1945	Dir II, Integrated Health and Support Services	A	70	\$130,571	\$133,084	\$138,113	\$145,655	\$151,941	\$158,227	\$163,255	\$168,910
9883	Dir II, Career Readiness	A	70								
9888	Dir II, Master Scheduling	A	70								
5061	Dir II, Social Emotional Learning	A	70								
1977	Dir II, Student Services Alternative Education	A	70								
1949	Dir I, Behavior and Re-Entry	A	58	\$123,215	\$126,735	\$132,292	\$138,131	\$144,283	\$150,698	\$152,582	\$154,497
5246	Dir I, Health Services	A	58								
9809	Dir I, Student Support, CARES Act	A	58								
6034	Dir I, Youth Development	A	58								
9778	Administrator, Teaching and Learning	A	58								
9899	Administrator, SELPA	A	58								
5215	Coord III, Assessment & Eval	A	47	\$118,271	\$121,384	\$126,665	\$131,825	\$138,060	\$144,186	\$146,701	\$149,083
1982	Coord III, Attendance, Dropout, Prev, & Recovery	A	47								
9868	Coord III, Culture & Climate	A	47								
5141	Coord III, Curriculum & Instruction English Language Arts	A	47								
5142	Coord III, Curriculum and Instruction Mathematics	A	47								
5143	Coord III, Curriculum and Instruction Science	A	47								
9825	Coord III, District Athletics	A	47								
9670	Coord III, GATE and AP Programs	A	47								
9849	Coord III, Instructional Technology	A	47								

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
9879	Coord III, Visual & Performing Arts	A	47	\$118,271	\$121,384	\$126,665	\$131,825	\$138,060	\$144,186	\$146,701	\$149,083
9852	Coord II, Curriculum & Instruction - History-Social Science	A	44	\$116,793	\$118,050	\$120,564	\$127,857	+\$134,143	\$139,171	\$142,942	\$146,444
1959	Coord II, Foster Youth Services	A	44								
6020	Coord II, Library and Media Services	A	44								
6028	Coord II, Linked Learning	A	44								
9724	Coord II, Multilingual Literacy	A	44								
0114	Coord II, New Teacher Induction Services	A	44								
1941	Coord II, Regional Occupational Prog	A	44								
1979	Coord II, Student Support Services	A	44								
9810	Coord II, 504 & Educational Supports, CARES Act	A	44								
0082	Specialist, Researchλ	A	25								
0121	Coord, Child Development Progλ	A	23	\$104,938	\$107,725	\$112,340	\$118,147	\$123,275	\$130,518	\$131,775	\$133,032
5241	Coord I, CAGISM	T	22	\$105,145	\$107,937	\$112,561	\$118,379	\$123,518	\$130,775	\$132,034	\$133,294
2116	Dean, Secondaryλ	C	21	\$105,336	\$107,860	\$109,823	\$115,470	\$120,458	\$126,756	\$129,751	\$131,013
0189	Program Coord, Homeless	T	20	\$105,145	\$107,664	\$109,624	\$115,260	\$120,239	\$126,526	\$129,515	\$130,775

Salary Schedule: B7

The number of required days of service for each are as follows:

SBE (School Board of Education) Waiver Days: Calendars A, C, F-2, and T have 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years, per UPE agreement dated April 12, 2024.

Calendar	Number of Work Days
A	231 Days (223 + 8 SBE Waiver Days)
C	209 Days (201 + 8 SBE Waiver Days)
F-2	210 Days (202 + 8 SBE Waiver Days)
T	219 Days (211 + 8 SBE Waiver Days)

Per UPE/SCUSD agreement dated 8/3/17, annual salaries with the addition of Step 7 and Step 8. Doctoral Stipend: Commencing with the 2017-18 school year, UPE members who possess a doctorate degree will be paid an annual stipend in the amount of \$3,000.

Longevity Steps: Commencing with the 2023-24 school year, UPE members will be eligible for longevity steps at the following years as reflected on the salary schedule attached hereto:

- Year 10 - 2% of employee's base salary
- Year 14 - 4% of employee's base salary
- Year 17 - 6% of employee's base salary
- Year 20 - 8% of employee's base salary
- Year 25 - 10% of employee's base salary

Unit members employed on or after July 1, 2017 on a twelve (12) month work calendar will work 223 days a year for the 2017-18 school year and thereafter with no vacation days.

λ New Range created for

- 0082 Specialist Research (Range 25), per UPE Tentative Agreement dated April 12, 2024.
- 0121 Coordinator, Child Development (Range 23), per UPE Tentative Agreement dated April 12, 2024.
- 2116 Dean, Secondary (Range 21), per UPE Tentative Agreement dated April 12, 2024.
- 0139 Assistant Principal, Elementary SPS* (Range 40), per UPE Tentative Agreement dated December 15, 2023.

Job Classifications Added/Revised:

- Director II, Health Services
- Administrator, SELPA



Confidential Unit
2024-25 School Year
Salary Schedule F
 Placement of Classes on Ranges
(Effective July 1, 2024)

Job Class Code	Salary Range	Position Classification Title
9873	63	Accounting Analyst
8061	55	Administrative Assistant to the Chief Business Officer
8052	55	Administrative Assistant (Education-Instructional Services)
9790	55	Administrative Assistant (Education-Special Education)
9828	55	Administrative Assistant (Facility Support Services)
8053	55	Administrative Assistant (Human Resource Services)
9864	63	Benefits Analyst
9723	55	Board of Education Specialist
8057	63	Budget Analyst
9845	63	Contract Analyst
9858	63	Employee Compensation Analyst
0805	63	Employee Relations Analyst
8050	63	Executive Assistant (Superintendent)
8058	63	Human Resource Services Analyst
9856	63	Human Resource Services, Audit & Compliance Analyst
9819	63	Human Resource Services Special Projects Analyst
9793	63	Human Resource Services Technology Analyst
9662	57	Legal Analyst I
9829	60	Legal Services/Safe Schools Specialist
8060	46	Office Assistant, Fiscal Services

Job Class Code	Salary Range	Position Classification Title
9820	46	Office Assistant, Human Resource Services
9818	46	Office Assistant, State and Federal Programs
9848	46	Office Assistant, Youth Development Support
9898	63	Payroll Retirement Analyst
0425	71	Personnel Specialist
9796	63	Recruitment and Retention Specialist

Salary Schedule F

Effective 7/1/2024, 2% Increase Applied
CONF 24-25 – Updated 9/5/2024

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Confidential Unit
2024-25 School Year (12 Months)
(Effective July 1, 2024)

SALARY RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
46	\$5,677	\$32.75	\$5,895	\$34.01	\$6,132	\$35.38	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70
47	\$5,785	\$33.38	\$6,011	\$34.68	\$6,227	\$35.93	\$6,491	\$37.45	\$6,769	\$39.05	\$7,035	\$40.59
48	\$5,895	\$34.01	\$6,132	\$35.38	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70	\$7,203	\$41.56
49	\$6,011	\$34.68	\$6,227	\$35.93	\$6,491	\$37.45	\$6,769	\$39.05	\$7,035	\$40.59	\$7,325	\$42.26
50	\$6,132	\$35.38	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26
51	\$6,227	\$35.93	\$6,491	\$37.45	\$6,769	\$39.05	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12
52	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26	\$7,805	\$45.03
53	\$6,491	\$37.45	\$6,769	\$39.05	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02
54	\$6,630	\$38.25	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26	\$7,805	\$45.03	\$8,158	\$47.07
55	\$6,769	\$39.05	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02	\$8,306	\$47.92
56	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26	\$7,805	\$45.03	\$8,158	\$47.07	\$8,489	\$48.98
57	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02	\$8,306	\$47.92	\$8,660	\$49.96
58	\$7,203	\$41.56	\$7,499	\$43.26	\$7,805	\$45.03	\$8,158	\$47.07	\$8,489	\$48.98	\$8,857	\$51.10
59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02	\$8,306	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15
60	\$7,499	\$43.26	\$7,805	\$45.03	\$8,158	\$47.07	\$8,489	\$48.98	\$8,857	\$51.10	\$9,231	\$53.26
61	\$7,647	\$44.12	\$7,976	\$46.02	\$8,306	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15	\$9,436	\$54.44
62	\$7,805	\$45.03	\$8,158	\$47.07	\$8,489	\$48.98	\$8,857	\$51.10	\$9,231	\$53.26	\$9,643	\$55.63
63	\$7,976	\$46.02	\$8,306	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15	\$9,436	\$54.44	\$9,867	\$56.93
64	\$8,158	\$47.07	\$8,489	\$48.98	\$8,857	\$51.10	\$9,231	\$53.26	\$9,643	\$55.63	\$10,089	\$58.21
65	\$8,306	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15	\$9,436	\$54.44	\$9,867	\$56.93	\$10,311	\$59.49
66	\$8,489	\$48.98	\$8,857	\$51.10	\$9,231	\$53.26	\$9,643	\$55.63	\$10,089	\$58.21	\$10,538	\$60.80
67	\$8,660	\$49.96	\$9,039	\$52.15	\$9,436	\$54.44	\$9,867	\$56.93	\$10,311	\$59.49	\$10,773	\$62.15
68	\$8,857	\$51.10	\$9,231	\$53.26	\$9,643	\$55.63	\$10,089	\$58.21	\$10,538	\$60.80	\$11,014	\$63.54
69	\$9,039	\$52.15	\$9,436	\$54.44	\$9,867	\$56.93	\$10,311	\$59.49	\$10,773	\$62.15	\$11,263	\$64.98
70	\$9,231	\$53.26	\$9,643	\$55.63	\$10,089	\$58.21	\$10,538	\$60.80	\$11,014	\$63.54	\$11,520	\$66.46
71	\$9,436	\$54.44	\$9,867	\$56.93	\$10,311	\$59.49	\$10,773	\$62.15	\$11,263	\$64.98	\$11,778	\$67.95
72	\$9,643	\$55.63	\$10,089	\$58.21	\$10,538	\$60.80	\$11,014	\$63.54	\$11,520	\$66.46	\$12,074	\$69.66
73	\$9,867	\$56.93	\$10,311	\$59.49	\$10,773	\$62.15	\$11,263	\$64.98	\$11,778	\$67.95	\$12,378	\$71.41

Longevity Increment: Effective July 1, 2023, Longevity steps are paid as follows: 10 years - 2% of employee's base salary; 14 years - 4% of employee's base salary; 17 years - 6% of employee's base salary; 20 years - 8% of employee's base salary; 25 years - 10% of employee's base salary.

In-Service Growth: Effective July 1, 1990, a stipend of \$5.00 per month, per semester unit of credit may be earned after three years of service, for up to a total of 32 units. Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0 - 6.5 units = \$6; 7 - 13.5 units = \$7; 14 - 20.5 units = \$8; 21 - 48 units = \$9; 49 - 60 units = \$10. District and/or union sponsored training programs will receive credit of one unit per 16 hours of training.

Hourly Rates: Computed on the basis of 173.333 average work-hours per month.

Salary Schedule - Hourly: F-HR; Monthly: F-M

Effective 7/1/2024, 2% Increase Applied
CONF 24-25 Updated 9/5/2024

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Salary Schedule for Confidential Unit
2024-25 School Year (12 Months)
(Effective July 1, 2024)

Hourly	Daily	Monthly	Yearly
\$32.75	\$256.89	\$5,677	\$68,124
\$33.38	\$261.79	\$5,785	\$69,420
\$34.01	\$266.72	\$5,895	\$70,740
\$34.68	\$271.99	\$6,011	\$72,132
\$35.38	\$277.48	\$6,132	\$73,584
\$35.93	\$281.77	\$6,227	\$74,724
\$36.74	\$288.14	\$6,368	\$76,416
\$37.45	\$293.72	\$6,491	\$77,892
\$38.25	\$300.00	\$6,630	\$79,560
\$39.05	\$306.28	\$6,769	\$81,228
\$39.70	\$311.35	\$6,881	\$82,572
\$40.59	\$318.32	\$7,035	\$84,420
\$41.56	\$325.94	\$7,203	\$86,436
\$42.26	\$331.43	\$7,325	\$87,900
\$43.26	\$339.32	\$7,499	\$89,988
\$44.12	\$346.02	\$7,647	\$91,764
\$45.03	\$353.17	\$7,805	\$93,660
\$46.02	\$360.92	\$7,976	\$95,712
\$47.07	\$369.14	\$8,158	\$97,896
\$47.92	\$375.83	\$8,306	\$99,672
\$48.98	\$384.14	\$8,489	\$101,868
\$49.96	\$391.85	\$8,660	\$103,920
\$51.10	\$400.75	\$8,857	\$106,284
\$52.15	\$409.02	\$9,039	\$108,468
\$53.26	\$417.69	\$9,231	\$110,772
\$54.44	\$426.97	\$9,436	\$113,232
\$55.63	\$436.34	\$9,643	\$115,716
\$56.93	\$446.49	\$9,867	\$118,404
\$58.21	\$456.51	\$10,089	\$121,068
\$59.49	\$466.57	\$10,311	\$123,732
\$60.80	\$476.82	\$10,538	\$126,456
\$62.15	\$487.48	\$10,773	\$129,276
\$63.54	\$498.37	\$11,014	\$132,168
\$64.98	\$509.63	\$11,263	\$135,156
\$66.46	\$521.26	\$11,520	\$138,240
\$67.95	\$532.94	\$11,778	\$141,336
\$69.66	\$546.32	\$12,074	\$144,888
\$71.41	\$560.08	\$12,378	\$148,536

Salary Schedule - Hourly: F-H; Monthly: F-M

Effective 7/1/2024, 2% Increase Applied
CONF 24-25 - Updated 9/5/2024



Non-Represented Management
Annual Rate Salary Schedule A
2024-25 School Year
(Effective July 1, 2024)

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Deputy Chief 9861 Deputy Chief of Academics	CE	27	X	\$161,909	\$169,327	\$177,112	\$185,288	\$193,877	\$202,885
Assistant Superintendent 9768 Business Services 1939 Curriculum and Instruction 9869 Early Learning and Care 9770 Facility Support Services 9884 Human Resources 9733 Instructional Assistant Superintendent 9885 Labor Relations 9779 Special Education, Innovation, and Learning 9730 Student Support Services	CL CE CE CL CL CE CL CE CE	24	X	\$151,322	\$158,212	\$165,439	\$173,024	\$180,998	\$189,368
Executive Director 9860 LCAP (Local Control Accountability Plan) 9792 Nutrition Services, Central Kitchen and Distribution Services 9842 Student Support and Health Services	CL CL CE	23	X	\$150,296	\$154,672	\$161,730	\$169,143	\$176,919	\$185,079

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director III		19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954
9782 Accounting Services	CL								
6024 Adult Education	CL								
1919 Child Development	CE								
4936 Enrollment Center	CL								
9772 Facilities Management, Maintenance and Operations and Resource Management	CL								
9728 Guidance & Counseling	CE								
9777 Multilingual Education, Teaching and Learning	CE								
9835 Multi-Tiered Systems of Support (MTSS)	CE								
9839 Professional Learning, Educator & Leadership Development	CE								
9897 Professional Learning, Culture, Climate	CE								
9837 Professional Learning,	CE								
9838 Professional Learning, Mathematics & Sciences	CE								
9734 Special Education Local Plan Area (SELPA)	CE								
9824 State and Federal Programs	CE								
9713 Strategy and Innovation	CL								
9847 Student and Data Systems	CL								
6030 Student Services/Alternative Education	CE								
9855 Summer School & Extended Learning Opportunities									
0214 Youth Development	CE								
Director II		17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
9816 Constituent Services	CL								
5057 Employee Relations	CL								
9900 Facilities Design and Construction	CL								

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director II <i>(Continued)</i>		17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
0204 Human Resource Services	CL								
9735 Office of Safe Schools	CL								
9891 Payroll Operations	CL								
9901 Planning and Property Management	CL								
9840 Risk Management and Employee Benefits	CL								
9834 Talent Management	CL								
Director I		15	X	\$123,873	\$129,391	\$135,179	\$141,261	\$147,643	\$154,353
9832 Attendance and Engagement	CL								
9787 Transportation Services	CL								
Coordinator*/ Manager III**		13	X	\$118,555	\$123,817	\$129,318	\$135,104	\$141,189	\$147,567
9814 Assistant In-House Council	CL								
6015 Adult Education*	CE								
9895 Business Systems Administrator*									
1972 Database Administrator*	CL								
9850 Facilities Maintenance**	CL								
9903 Project Manager, Facilities Design and Construction**	CL								
9863 Position Control System**	CL								
0104 Youth Development*	CL								
Coordinator* / Manager II**		11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
9874 Accounting Services**	CL								
9775 Assistant Director, Nutrition Services	CL								
9798 Board Certified Behavior Analyst (BCBA)	CL								
9813 Budget Services**	CL								
9823 College and Career Experience*	CL								
0424 Communications Officer**	CL								
9736 Community Engagement**	CL								
1984 District Operations and Security Services**	CL								
9857 Employee Compensation**	CL								

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Coordinator* / Manager II** <i>(Continued)</i>		11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
1906 Environmental Sustainability	CL								
9846 Facilities Planning**	CL								
1964 Grant Writer*	CL								
1978 Health Services*	CL								
9851 Human Resource Services, Change Management*	CL								
9887 Internal Auditor*	CL								
9708 K-12 Project Manager**	CL								
9765 Nutrition Program**	CL								
1955 Purchasing Services**	CL								
9751 Research and Data*	CL								
9876 Risk Management & Employee Benefits	CL								
6044 Student Information Systems	CL								
1986 Work-Based Learning	CL								
Coordinator* / Manager I**		9	X	\$108,685	\$113,440	\$118,438	\$123,679	\$129,182	\$134,965
9764 Central Kitchen**	CL								
9766 Nutrition Services Procurement & Warehouse**	CL								
9833 Safety Intervention and Response	CL								
9865 Title IX*	CL								
Coordinator* / Manager I**		9	TNR	\$107,527	\$112,202	\$117,119	\$122,255	\$127,659	\$133,340
0122 Learning Support Services*	CL								
9769 Mental Health*	CL								
Specialist III		7	X	\$104,106	\$108,629	\$113,377	\$118,377	\$123,612	\$129,115
9712 Attendance and Enrollment	CL								
9892 Cyber Security	CL								
1937 Youth Development	CL								
Specialist II		5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552
5244 Bullying Prevention	CL								

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist II (Continued) 9748 District Facility Operations 9831 District Grounds Maintenance	CL CL	5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552
Specialist II (Continued) 9811 Mental Health 1974 Student, Support Services (Either 5A/5T) 9811 Mental Health 1974 Student Support Services (Either 5A/5T)	CL CL CL CL	5	TNR	\$98,747	102,983	107,415	\$112,086	\$116,983	\$122,123
Specialist I 9785 Marketing and Graphic Design	CL	3	X	\$95,589	\$99,695	\$103,995	\$108,517	\$113,267	\$118,252

CE = Certificated; CL = Classified; Cal = Calendar

The annual salaries shown above are derived by multiplying the number of days of required service in a given year (exclusive of legal and Board-granted holidays and vacation) by the daily rates shown in the following table.

SBE (School Board of Education) Waiver Days: TNR calendar has 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years.

The number of required days of service for each are as follows:

Calendar	# of Work Days	Salary Schedule
TNR	219 (211 + 8 SBE Waiver Days)	A5
X	239	A-Annual

Longevity Increments: Effective July 1, 2023, Longevity steps are paid as follows:

- 10 years - 2% of employee's base salary
- 14 years - 4% of employee's base salary
- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary