

**Laguna Beach Unified School District 2025/26 Management, Confidential, Unrepresented Salary Schedule**

<b>Certificated Management</b>	<b>Cell Phone Allowance</b>	<b>Mileage Allowance</b>	<b>Work Year</b>	<b>Vacation Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Assistant Superintendent, Human Resources	\$1,200	\$2,400	244	24	\$235,350.62	\$241,040.39	\$246,756.12	\$252,620.01	\$258,620.18	\$267,079.67	\$291,118.17
Assistant Superintendent, Instructional Services	\$1,200	\$2,400	244	24	\$235,350.62	\$241,040.39	\$246,756.12	\$252,620.01	\$258,620.18	\$267,079.67	\$291,118.17
Director, Special Education	\$1,200	\$2,400	244	24	\$217,761.11	\$223,076.68	\$228,419.29	\$233,887.35	\$239,488.44	\$247,324.99	\$259,690.86
Director, Assessment and Accountability	\$1,200	\$2,400	244	24	\$201,297.43	\$206,296.13	\$211,199.65	\$216,265.39	\$221,728.05	\$228,995.73	\$240,445.57
Director, Social Emotional Support	\$1,200	\$2,400	244	24	\$201,297.43	\$206,296.13	\$211,199.65	\$216,265.39	\$221,728.05	\$228,995.73	\$240,445.57
High School Principal	\$1,200	\$2,400	222	n/a	\$221,770.23	\$227,156.10	\$232,570.09	\$238,119.26	\$243,791.73	\$251,734.27	\$264,320.76
Middle School Principal	\$1,200	\$1,500	212	n/a	\$202,522.77	\$207,522.55	\$212,427.15	\$217,491.81	\$222,955.55	\$230,221.07	\$241,732.55
Elementary School Principal	\$1,200	\$1,500	212	n/a	\$196,917.36	\$201,661.90	\$206,442.13	\$211,392.15	\$216,703.40	\$223,766.68	\$234,953.71
High School Assistant Principal	\$1,200	\$1,500	212	n/a	\$181,312.39	\$185,628.66	\$190,109.31	\$194,697.04	\$199,591.91	\$206,097.13	\$216,403.82
Middle School Assistant Principal	\$1,200	\$1,500	212	n/a	\$174,027.41	\$178,365.31	\$182,809.19	\$187,217.38	\$191,736.97	\$197,991.75	\$207,892.42
District Athletics Administrator	\$1,200	\$1,500	222	n/a	\$168,828.64	\$173,035.67	\$177,347.61	\$181,623.87	\$186,010.43	\$192,076.56	\$201,681.36
Program Specialist	\$1,200	\$1,500	212	n/a	\$164,406.54	\$168,351.44	\$172,341.66	\$176,426.64	\$180,836.07	\$186,496.95	\$195,893.64
<b>Certificated Unrepresented</b>	<b>Cell Phone Allowance</b>	<b>Mileage Allowance</b>	<b>Work Year</b>	<b>Vacation Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
School Psychologist	\$1,200	\$1,500	201	n/a	\$152,857.05	\$156,553.61	\$160,266.40	\$164,073.28	\$167,971.37	\$173,466.11	\$189,079.73
<b>Classified Management</b>	<b>Cell Phone Allowance</b>	<b>Mileage Allowance</b>	<b>Work Year</b>	<b>Vacation Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Assistant Superintendent, Business Services	\$1,200	\$2,400	244	24	\$235,350.62	\$241,040.39	\$246,756.12	\$252,620.01	\$258,620.18	\$267,079.67	\$291,118.17
Chief Technology Officer	\$1,200	\$2,400	244	24	\$217,761.11	\$223,076.68	\$228,419.29	\$233,887.35	\$239,488.44	\$247,324.99	\$259,690.86
Director of Facilities & Sustainability	\$1,200	\$2,400	244	24	\$201,297.43	\$206,296.13	\$211,199.65	\$216,265.39	\$221,728.05	\$228,995.73	\$240,445.57
Director of Early Learning	\$1,200	\$2,400	244	22	\$158,822.60	\$167,286.42	\$176,192.57	\$185,061.95	\$193,986.49	\$205,625.60	\$215,908.50
Director of Communications and Engagement	\$1,200	\$2,400	244	22	\$158,822.60	\$167,286.42	\$176,192.57	\$185,061.95	\$193,986.49	\$205,625.60	\$215,908.50
Executive Assistant to Superintendent and Board of Education	\$1,200	\$2,400	244	22	\$121,200.46	\$127,278.49	\$133,706.93	\$140,325.71	\$147,361.95	\$156,141.56	\$163,949.99
Supervisor, Nutrition Services	\$1,200	\$2,400	244	22	\$94,388.99	\$99,270.89	\$104,016.51	\$109,375.34	\$114,511.38	\$121,311.86	\$127,380.15
<b>Classified Unrepresented</b>	<b>Cell Phone Allowance</b>	<b>Mileage Allowance</b>	<b>Work Year</b>	<b>Vacation Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Manager, Artist Theatre	\$1,200		244	22	\$86,921.70	\$91,266.24	\$95,977.46	\$100,778.29	\$105,879.88	\$112,200.99	\$118,274.90
Database Administrator	\$1,200		244	22	\$112,645.80	\$117,781.84	\$124,580.15	\$130,809.59	\$137,349.42	\$144,219.11	\$151,429.47
Occupational Therapist*			214	18	\$110,267.68	\$112,913.75	\$115,589.69	\$118,329.49	\$121,287.65	\$125,047.15	\$136,301.96
<b>Confidential</b>	<b>Cell Phone Allowance</b>	<b>Mileage Allowance</b>	<b>Work Year</b>	<b>Vacation Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Budget Administrator			244	22	\$121,200.46	\$127,278.49	\$133,706.93	\$140,325.71	\$147,361.95	\$156,141.56	\$163,949.99
Financial Analyst			244	22	\$121,200.46	\$127,278.49	\$133,706.93	\$140,325.71	\$147,361.95	\$156,141.56	\$163,949.99
Human Resources Technician			244	22	\$88,735.99	\$93,215.57	\$98,099.62	\$100,844.47	\$108,306.82	\$114,763.37	\$120,500.73
Administrative Assistant, Business Services			244	22	\$84,647.92	\$88,847.39	\$93,361.57	\$98,250.67	\$103,289.74	\$109,465.10	\$114,937.49
Administrative Assistant, Human Resources			244	22	\$84,647.92	\$88,847.39	\$93,361.57	\$98,250.67	\$103,289.74	\$109,465.10	\$114,937.49
Administrative Assistant, Instructional Services			244	22	\$84,647.92	\$88,847.39	\$93,361.57	\$98,250.67	\$103,289.74	\$109,465.10	\$114,937.49

**Additional compensation:**

- 1) Annual stipend of \$5,306.68 for first Master's degree or CPA License, \$2,500 for second Master's degree or Doctorate degree, and \$2500 for specialized certification.
- 2) Longevity of 4% after five years administrative service to Laguna Beach Unified School District.
- 3) Professional Membership Dues up to \$1,600 for Management and up to \$800 for Confidential.
- 4) Monthly Mileage Allowance to cover mileage within Orange County, tolls, parking as indicated above.
- 5) Monthly Cell Phone Allowance of \$100 per month.

\* The Occupational Therapist is on an eleven-month pay cycle and a 10.69 calendar.

**Vacation Accrual:** Employees eligible for vacation days are expected to use them each year.

Staff shall accumulate no more than fifty (50) vacation days at which point vacation will cease to accrue.

School Psychologist and Student Support Specialist Interns earn up to \$1,800 per month (NTE 10 months)

**Board approval date: July 24, 2025**

**Effective Date: July 1, 2025**

