



**ADMINISTRATIVE PROGRAM PAY STRUCTURE
2023-2024**

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum
			\$	\$	\$
1	Interpreter Facilitator		293.55	369.14	444.73
	Learning Technology, Lead	187	54,894	69,030	83,165
	Service Specialist, Social Work	192	56,362	70,875	85,389
	Specialist, McKinney-Vento Education	198	58,123	73,090	88,057
	Specialist, Prevention	202	59,297	74,567	89,836
	Speech Pathologist Assistant	210	61,646	77,520	93,394
	Therapist, Music	220	64,581	81,211	97,841
		230	67,517	84,903	102,289

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum
			\$	\$	\$
2	Analyst, Board Certified Behavior		314.40	392.98	471.57
	Audiologist	187	58,792	73,488	88,184
	Counselor	192	60,364	75,453	90,542
	Counselor, GBCDHH	198	62,251	77,811	93,371
	Counselor, Lead/Director of College Counseling	202	63,508	79,383	95,257
	Counselor, Student Support	210	66,024	82,527	99,030
	Diagnostician	220	69,168	86,456	103,745
	Lead Educational Audiologist, GBCDHH	230	72,311	90,386	108,461
	Lead Nurse, Health Services				
	Lead Speech Pathologist				
	Lead, Assistive Technology Support Team Lead				
	LSSP, Special Education				
	Manager, Audio/Video Production Program				
	Manager, Bay Area Coalition				
	Manager, Career and Technical Ed Program				
	Manager, Robotics/Engineering Program				
	Specialist, Lead Assessment				
	Speech Pathologist				
	Therapist, Lead Occupational				
Therapist, Occupational/Physical					

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum
			\$	\$	\$
3	Assistant Principal, Elementary		368.77	455.24	541.71
	Coordinator, Assessment & Related Services	187	68,961	85,130	101,300
	Coordinator, Career and Technical Education	210	77,443	95,601	113,759
	Coordinator, Counseling and Student Services	220	81,130	100,153	119,176
	Coordinator, Curriculum	230	84,818	104,706	124,593
	Coordinator, Dual Language				
	Coordinator, Dyslexia / Section 504				
	Coordinator, Instructional Coaching				
	Coordinator, Literacy Initiatives				
	Coordinator, Prevention & At-Risk Services				
	Coordinator, Special Education GBCDHH				
	Coordinator, Special Education Resource & Inclusion				
	Coordinator, Student Behavior Support				
	Coordinator, Title III English Learners				
	Specialist, Behavior Response				
Supervisor, PDLs Instructional					



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Pay Grade 4	Assistant Principal, High School	Duty Days	Minimum	Midpoint	Maximum
	Assistant Principal, Intermediate		\$ 386.95	\$ 466.19	\$ 545.43
	Asst Director, Athletics Coordinator, Health & PE	210	\$ 81,260	\$ 97,900	\$ 114,540
	Asst Director, Early Learning	220	\$ 85,130	\$ 102,562	\$ 119,994
	Asst Director, Special Ed Services (Elem & Secondary)	230	\$ 88,999	\$ 107,224	\$ 125,448
	Asst Director, Student Assessment and Evaluation				
	Asst Director, Visual & Performing Arts				
	Dean of Instruction				

Pay Grade 5	Director, Advanced Academics & GT Programs	Duty Days	Minimum	Midpoint	Maximum
	Director, Instructional Design		\$ 454.99	\$ 548.20	\$ 641.42
	Director, Library Media Services	210	\$ 95,548	\$ 115,122	\$ 134,697
	Director, Professional Learning	215	\$ 97,823	\$ 117,863	\$ 137,904
	Principal, Elementary	220	\$ 100,098	\$ 120,604	\$ 141,111
		230	\$ 104,648	\$ 126,087	\$ 147,525

Pay Grade 6	Associate Principal	Duty Days	Minimum	Midpoint	Maximum
	Director, GBCDHH		\$ 460.36	\$ 554.53	\$ 648.70
	Director, Instruct. Svcs for Multilingual Programming	210	\$ 96,675	\$ 116,451	\$ 136,226
	Director, Learning Technology	220	\$ 101,279	\$ 121,996	\$ 142,713
	Director, Parent Assistance	230	\$ 105,883	\$ 127,541	\$ 149,200
	Director, Special Education Programs				
	Director, Special Education Support Services				
	Principal, High School Alternative (Clear Path, Clear View, Clear Horizons)				
	Principal, Secondary Intermediate				

Pay Grade 7	Director, Athletics	Duty Days	Minimum	Midpoint	Maximum
	Director, Career and Technical Education		\$ 497.64	\$ 591.78	\$ 685.93
	Director, Counseling and Student Services	230	\$ 114,457	\$ 136,110	\$ 157,763
	Director, HR Professional Staffing & Employee Retention				
	Director, Instructional Design				
	Director, State and Federal Programs				
	Director, Visual & Performing Arts				

Pay Grade 8	Executive Director, Assessment & Evaluation	Duty Days	Minimum	Midpoint	Maximum
	Executive Director, Curriculum & Instruction		\$ 588.82	\$ 676.71	\$ 764.60
	Executive Director, Secondary Education	230	\$ 135,430	\$ 155,643	\$ 175,857
	Executive Director, Special Services				
	Principal, Secondary (Comprehensive) HS				



**ADMINISTRATIVE PROGRAM PAY STRUCTURE
2023-2024**

Pay Grade 9	Chief Technology Officer	Duty	Minimum	Midpoint	Maximum
		Days	\$ 697.41	\$ 801.56	\$ 905.71
		230	\$ 160,404	\$ 184,359	\$ 208,314

Pay Grade 10	Assistant Superintendent - Curriculum & Instruction Assistant Superintendent - Elementary Education Assistant Superintendent - Human Resources Assistant Superintendent - Instructional Support Services Assistant Superintendent - Secondary Education Assistant Superintendent - Support Services Assistant Superintendent - Teaching & Learning Chief Communications Officer Chief Financial Officer General Counsel	Duty	Minimum	Midpoint	Maximum
		Days	\$ 776.53	\$ 892.57	\$ 1,008.60
		230	\$ 178,602	\$ 205,291	\$ 231,979