



Classification Plan 2023-2024

Administrative Support Series	Salary Range	Instructional Series	Salary Range
<i>Administrative Analyst</i>	77	<i>Braille Transcriber</i>	72
<i>Administrative Assistant</i>	72	<i>Early Care and Education Case Worker</i>	61
<i>Administrative Assistant, Senior</i>	75	<i>Educational Interpreter, American Sign Language, Certified</i>	86
<i>Administrative Assistant, Superintendent's Office (Confidential) -</i>	75	<i>Educational Interpreter, American Sign Language, Waiver</i>	82
<i>Administrative Support Supervisor</i>	90	<i>Health Advocate</i>	62
<i>Executive Assistant to the County Superintendent (Confidential) -</i>	90	<i>Health Advocate - Bilingual</i>	64
<i>Office Assistant</i>	67	<i>Paraeducator</i>	60
<i>Program Associate</i>	72	<i>Paraeducator, Behavioral Intervention</i>	62
<i>Reprographics Administrative Assistant</i>	70	<i>Teaching Assistant</i>	64
<i>Training and Development Assistant</i>	73	<i>Vocational Assistant</i>	60
Clerical Series	Salary Range	<i>Youth Outreach Mentor</i>	66
<i>Clerical Assistant</i>	61	<i>Youth Support and Service Specialist - Bilingual</i>	60
<i>Clerical Interpreter</i>	68	Maintenance/Operations/Transportation Series	Salary Range
<i>Clerical Translator</i>	68	<i>Custodian</i>	58
<i>Data Entry Clerk</i>	53	<i>Custodian/Delivery Driver</i>	60
<i>Instructional Materials and Mail Clerk</i>	65	<i>Custodian/Maintenance Worker</i>	62
<i>Switchboard Operator/Receptionist - Bilingual</i>	62	<i>Delivery Specialist I</i>	62
Data Analysis Series	Salary Range	<i>Delivery Specialist II</i>	64
<i>Educational Data Analyst</i>	84	<i>Lead Custodian/Maintenance Worker</i>	64
<i>Student Information Specialist</i>	72	<i>Maintenance and Operations Supervisor</i>	88
Early Care and Education Series	Salary Range	Media and Design Series	Salary Range
<i>Alternative Payment Program Supervisor</i>	80	<i>Communications Specialist</i>	77
<i>Early Care and Education Lead</i>	70	<i>Digital Media Resources Developer</i>	87
<i>Food Service Worker</i>	53	<i>Digital Media Resources Specialist, IMS</i>	75
<i>Nutrition Program Specialist - Bilingual</i>	63	<i>Mixed Media Specialist</i>	77
Fiscal/Business Series	Salary Range	<i>Reprographics Supervisor</i>	77
<i>Accounting Assistant</i>	66		
<i>Accounting Supervisor</i>	92		
<i>Accounting Technician</i>	72		
<i>Accounting Technician, Senior</i>	76		
<i>Finance Systems Supervisor</i>	94		
<i>Financial Analyst</i>	80		
<i>Payroll Specialist</i>	75		
<i>Payroll Supervisor</i>	92		
<i>Payroll Systems Supervisor</i>	94		
<i>Payroll Technician</i>	75		
Healthcare Series	Salary Range		
<i>School Occupational Therapist</i>	99		
Human Resources Series	Salary Range		
<i>Benefits and Employee Relations Analyst</i>	84		
<i>Certificated Human Resources Specialist</i>	79		
<i>Certificated Human Resources Technician</i>	70		
<i>Classified Human Resources Analyst</i>	84		
<i>Classified Human Resources Specialist</i>	79		
<i>Human Resources Supervisor</i>	90		
Information Technology Series	Salary Range		
<i>Audiovisual Services Supervisor</i>	92		
<i>Computer/Network Support Supervisor</i>	97		
<i>Computer/Network Technician II</i>	87		
<i>Computer/Network Technician, Information Technology Services</i>	88		
<i>Information Technology Support Specialist - Bilingual</i>	88		
<i>Senior Software Engineer</i>	99		
<i>Technology Support Administrative Assistant</i>	75		



Santa Barbara County Education Office
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Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step
53	2959	3122	3295	3474	3665	3683	3701	3720	3738	3754	3775	3792	3810	53
54	3035	3199	3378	3563	3760	3778	3795	3815	3833	3850	3870	3892	3911	54
55	3094	3266	3446	3636	3838	3854	3875	3896	3916	3936	3955	3976	3998	55
56	3161	3333	3516	3709	3914	3933	3954	3974	3997	4014	4034	4057	4076	56
57	3228	3407	3593	3792	4002	4021	4040	4062	4081	4103	4123	4142	4162	57
58	3307	3490	3683	3886	4099	4119	4138	4158	4180	4198	4220	4240	4260	58
59	3385	3571	3769	3974	4193	4213	4235	4254	4275	4297	4320	4342	4363	59
60	3461	3651	3852	4065	4290	4310	4333	4356	4376	4401	4423	4445	4467	60
61	3535	3729	3933	4150	4379	4402	4425	4447	4469	4491	4515	4536	4558	61
62	3618	3816	4027	4247	4481	4501	4525	4549	4570	4593	4614	4638	4659	62
63	3701	3903	4119	4347	4585	4606	4628	4652	4674	4698	4722	4748	4772	63
64	3780	3987	4208	4439	4681	4706	4729	4756	4780	4804	4828	4851	4877	64
65	3870	4083	4308	4547	4794	4819	4843	4869	4892	4916	4941	4965	4991	65
66	3954	4171	4401	4644	4897	4921	4945	4969	4995	5018	5042	5066	5094	66
67	4045	4267	4501	4753	5012	5036	5061	5086	5112	5138	5165	5191	5219	67
68	4129	4356	4595	4846	5116	5141	5168	5195	5222	5247	5273	5300	5327	68
69	4229	4462	4706	4965	5240	5266	5292	5320	5345	5371	5398	5424	5452	69
70	4325	4562	4814	5077	5359	5384	5412	5437	5464	5490	5519	5547	5576	70
71	4416	4659	4915	5183	5469	5495	5524	5554	5582	5609	5640	5667	5695	71
72	4515	4761	5022	5297	5590	5617	5647	5675	5703	5730	5760	5788	5817	72
73	4618	4873	5140	5423	5718	5749	5777	5805	5833	5861	5890	5921	5950	73
74	4720	4981	5253	5544	5847	5875	5904	5934	5965	5997	6026	6055	6086	74
75	4822	5090	5368	5664	5977	6007	6037	6068	6100	6130	6160	6190	6220	75
76	4941	5214	5497	5802	6118	6148	6180	6210	6240	6271	6301	6334	6365	76
77	5050	5328	5622	5932	6258	6290	6322	6354	6387	6419	6451	6483	6517	77
78	5160	5444	5744	6060	6393	6425	6458	6489	6522	6554	6587	6621	6652	78
79	5277	5568	5874	6195	6536	6569	6600	6633	6664	6699	6733	6766	6803	79
80	5401	5699	6013	6344	6691	6728	6761	6795	6831	6864	6898	6934	6969	80
81	5519	5822	6142	6482	6839	6872	6907	6943	6976	7010	7045	7080	7113	81
82	5645	5954	6283	6630	6995	7029	7064	7097	7134	7171	7207	7243	7280	82
83	5774	6091	6425	6778	7150	7186	7223	7261	7297	7332	7370	7406	7441	83
84	5898	6222	6564	6925	7306	7342	7380	7416	7453	7490	7525	7564	7603	84
85	6034	6365	6715	7086	7472	7512	7550	7588	7627	7665	7703	7743	7781	85
86	6167	6506	6864	7240	7642	7679	7719	7756	7794	7835	7872	7910	7952	86
87	6304	6652	7019	7404	7811	7850	7887	7926	7968	8008	8049	8088	8130	87
88	6451	6807	7181	7575	7993	8034	8076	8114	8156	8197	8236	8276	8318	88
89	6595	6957	7339	7745	8170	8211	8251	8292	8331	8375	8418	8459	8501	89
90	6740	7109	7502	7914	8349	8392	8435	8478	8521	8563	8605	8650	8690	90
91	6911	7289	7689	8112	8559	8602	8644	8687	8729	8773	8818	8863	8908	91
92	7083	7470	7884	8318	8777	8819	8865	8911	8953	9000	9043	9088	9133	92
93	7256	7654	8078	8521	8988	9033	9077	9123	9169	9215	9263	9309	9357	93
94	7440	7850	8282	8737	9218	9265	9311	9359	9404	9453	9497	9544	9593	94
95	7642	8061	8503	8973	9466	9511	9560	9606	9655	9704	9752	9801	9849	95
96	7835	8266	8718	9200	9706	9755	9803	9851	9901	9950	10002	10052	10100	96
97	8031	8471	8938	9431	9950	10002	10052	10100	10151	10201	10253	10303	10356	97
98	8225	8679	9156	9660	10190	10242	10293	10344	10394	10447	10500	10553	10605	98
99	8435	8898	9389	9907	10453	10503	10557	10609	10662	10715	10768	10823	10878	99
100	8647	9123	9624	10152	10714	10766	10821	10876	10930	10986	11041	11095	11149	100



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Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Range/Step
53	3830	3847	3865	3886	3905	3924	3947	3983	4026	4065	4107	4145	53
54	3932	3952	3972	3995	4012	4033	4055	4093	4135	4175	4218	4260	54
55	4018	4036	4058	4078	4099	4119	4138	4180	4221	4264	4307	4350	55
56	4098	4116	4136	4157	4177	4197	4218	4260	4302	4347	4387	4432	56
57	4184	4203	4224	4244	4264	4288	4308	4352	4392	4439	4483	4527	57
58	4284	4305	4327	4350	4371	4392	4416	4462	4504	4550	4595	4644	58
59	4385	4410	4431	4453	4476	4496	4520	4564	4611	4658	4705	4753	59
60	4489	4512	4534	4557	4579	4600	4622	4671	4715	4763	4812	4860	60
61	4580	4602	4625	4649	4671	4695	4717	4766	4814	4863	4911	4959	61
62	4681	4706	4729	4756	4780	4804	4828	4877	4924	4974	5024	5074	62
63	4794	4819	4843	4869	4892	4916	4941	4991	5040	5092	5141	5193	63
64	4900	4924	4948	4974	4999	5022	5047	5099	5147	5199	5251	5304	64
65	5014	5039	5063	5087	5114	5140	5166	5219	5269	5323	5374	5430	65
66	5119	5145	5171	5199	5226	5251	5277	5331	5382	5437	5491	5547	66
67	5243	5269	5296	5323	5350	5374	5401	5457	5511	5566	5620	5677	67
68	5353	5378	5405	5432	5459	5484	5513	5568	5622	5679	5736	5792	68
69	5477	5505	5533	5563	5590	5617	5647	5703	5760	5817	5875	5934	69
70	5602	5632	5661	5689	5717	5747	5775	5830	5890	5948	6007	6068	70
71	5723	5752	5780	5809	5836	5867	5894	5951	6011	6073	6133	6193	71
72	5845	5874	5902	5932	5963	5994	6023	6083	6145	6207	6269	6332	72
73	5981	6011	6041	6073	6103	6133	6163	6225	6288	6350	6412	6478	73
74	6116	6146	6178	6209	6239	6269	6299	6362	6425	6489	6554	6621	74
75	6249	6280	6310	6344	6375	6408	6441	6506	6571	6635	6702	6769	75
76	6399	6430	6464	6496	6528	6560	6593	6659	6728	6792	6863	6932	76
77	6548	6581	6615	6646	6678	6710	6745	6812	6880	6949	7019	7090	77
78	6685	6715	6752	6786	6819	6856	6888	6957	7028	7097	7169	7238	78
79	6837	6871	6905	6941	6974	7008	7043	7113	7184	7256	7329	7402	79
80	7002	7037	7072	7105	7143	7178	7214	7289	7360	7434	7510	7583	80
81	7150	7186	7223	7261	7297	7332	7370	7441	7518	7591	7667	7745	81
82	7316	7353	7390	7427	7462	7499	7537	7614	7689	7766	7845	7923	82
83	7478	7516	7554	7591	7630	7669	7707	7784	7861	7941	8019	8102	83
84	7642	7679	7719	7756	7794	7835	7872	7952	8031	8110	8193	8273	84
85	7819	7858	7896	7934	7976	8015	8057	8137	8218	8302	8384	8468	85
86	7991	8033	8074	8112	8154	8195	8235	8318	8401	8485	8569	8655	86
87	8170	8211	8251	8292	8331	8375	8418	8501	8587	8672	8759	8846	87
88	8362	8403	8445	8488	8530	8572	8616	8703	8789	8876	8968	9054	88
89	8546	8587	8630	8672	8715	8759	8806	8891	8980	9070	9161	9252	89
90	8733	8779	8821	8868	8913	8955	9001	9090	9181	9273	9366	9460	90
91	8952	8996	9041	9085	9132	9177	9224	9317	9410	9502	9599	9693	91
92	9178	9225	9273	9320	9366	9412	9460	9553	9650	9746	9844	9943	92
93	9402	9447	9495	9542	9592	9638	9688	9786	9882	9981	10081	10183	93
94	9641	9690	9738	9787	9835	9885	9934	10033	10135	10237	10340	10441	94
95	9899	9948	10000	10050	10097	10149	10199	10301	10405	10508	10614	10719	95
96	10151	10201	10253	10303	10356	10407	10461	10566	10670	10779	10887	10996	96
97	10407	10461	10512	10566	10618	10670	10723	10832	10940	11049	11159	11272	97
98	10659	10712	10764	10819	10874	10928	10983	11092	11204	11314	11430	11542	98
99	10932	10988	11043	11098	11150	11207	11265	11378	11492	11606	11723	11840	99
100	11205	11263	11319	11377	11433	11490	11546	11662	11780	11897	12015	12136	100
Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Range/Step

CLASSIFIED SALARY ENHANCEMENTS		
Stipend/Differential	Details	Amount
<i>Longevity**</i>	After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750
<i>Master's**</i>	Evidence of a Master's Degree from a regionally accredited institution.	\$800 annual stipend
<i>Doctorate**</i>	Evidence of a Doctorate Degree from a regionally accredited institution. Possession of a Master's Degree and a Doctorate degree shall not entitle the unit member to more than \$1,500.	\$1,500 annual stipend
<i>Bilingual*</i>	Assigned to a position that requires bilingual skills after having passed the bilingual examination.	5% of the base salary
<i>ELPAC*</i>	Assigned to the duties of coordinating English Language Proficiency Assessments for California (ELPAC) testing, administering the ELPAC test, and training.	5% of the base salary
<i>Signing*</i>	Assigned to a position that requires signing after having passed a signing (American Sign Language) examination or is otherwise certified.	5% of the base salary
<i>Braille*</i>	Assigned to a position that requires Braille skills after having passed a Braille examination.	5% of the base salary
<i>Specialized Health Care (SHC)*</i>	Who perform SHC procedures after being certified by the School Nurse. Shall be required to possess an SHC certificate signed by a School Nurse for each procedure that is expected to be performed.	5% of the base salary
<i>Clerical Translator/Interpreter Bilingual</i>	Bilingual translation for Individualized Education Plan (IEP) meetings for Special Day Class IEPs for preschool through age 22 or itinerant IEPs with full assessment.	\$10 per IEP meeting regardless of length of the meeting
<i>Educational Interpreter Waiver Mentor**</i>	Certified educational interpreters may be assigned as a mentor to non-certified unit members on a CDE-approved waiver	\$1,400 annual stipend
<i>Shift</i>	Assigned to a position for which the majority of regularly scheduled hours are worked after 1:30 p.m.	5% of the base salary
<i>Professional Growth**</i>	To be considered qualifying, educational and professional development activities shall be: A. in a field or subject that relates to the unit member's job or prepares the unit member for another job or assignment in SBCEO; B. completed outside the unit member's regular work hours; C. paid for (if applicable) by the unit member; AND D. completed on or after July 1, 2021. One growth award is equivalent to: A. three (3) semester units or the equivalent quarter units, OR B. 37.5 hours of seat time in workshops, conferences, or Continuing Education Unit courses.	\$100 per growth award not to exceed a maximum of 10 growth awards per fiscal year at \$1,000 Up to \$30 for related educational materials for each \$100 award

* There shall be an overall cap on differential pay equivalent to 12.5 percent regardless of differential services performed.

** Prorated according to Full Time Equivalency (FTE)