



PALO ALTO
UNIFIED SCHOOL DISTRICT

Supervisory/Confidential Personnel

Salary Schedule 2023-2024

Effective 7/1/2023

Approved 5/21/2024

12 Month Positions	Range	Monthly
Start Date: July 1, 2023 / End Date: June 30, 2024		
Administrative Assistant to Supt.	84	260 Paid Days Work Days-221 Vacation-22 Holidays-17
Administrative Support Specialist	84	
Custodial Supervisor	83	
Digital Publications Supervisor	92	
Emp. Benefits Spec./Payroll Supervisor	94	
ESL Program Manager	93	
Executive Assistant to Board of Ed.	96	
Executive Assistant to Deputy Supt.	91	
HR Data Specialist	88	
HR Secretary/Recruiting Analyst	91	
I/T Tech. Support Supervisor	93	
Maintenance Foreman	94	
Maintenance Supervisor	97	
MS Secretarial Supervisor	84	
Payroll Supervisor	89	
Printing & Mail Services Supervisor	92	
Purchasing Supervisor	93	
Registration Services Supervisor	95	
Secretary to Associate Superintendent	91	
Secretary to Chief Business Officer	91	
Substitute Services Specialist	87	
Theater Facilities Supervisor	93	
Title IX Investigator	93	
Transportation Supervisor	95	
11 Month Positions	Range	Days
Start Date: July 28, 2023 / End Date: June 30, 2024		
District Nurse	95	249 Paid Days Work Days-212 Holidays-16 Vacation-21 Paid out mthly
K-12 Pathway Coordinator	93	
Mental Health and Wellness Supervisor	97	
Secretarial Supervisor HS	86	
Secretarial Supervisor MS	84	
Transition Specialist Supervisor	94	
10 Month Positions	Range	Days
Start Date: August 3, 2023 / End Date: May 31, 2024		
Student Nutrition Supervisor	85	224 Paid Days Work Days-189 Holidays-15 Vacation-20 Paid out mthly



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Range Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
83	5,370	5,670	5,971	6,268	6,573	6,870	7,172	7,471	7,770	8,075	8,075	8,075	8,075	8,075	8,285	8,285	8,285	8,285	8,285	8,495	8,495
84	5,467	5,767	6,076	6,377	6,681	6,988	7,289	7,592	7,898	8,199	8,199	8,199	8,199	8,199	8,409	8,409	8,409	8,409	8,409	8,620	8,620
87	6,041	6,359	6,680	7,003	7,325	7,644	7,961	8,287	8,607	8,930	8,930	8,930	8,930	8,930	9,141	9,141	9,141	9,141	9,141	9,351	9,351
88	6,222	6,549	6,876	7,203	7,529	7,858	8,183	8,510	8,837	9,161	9,161	9,161	9,161	9,161	9,372	9,372	9,372	9,372	9,372	9,583	9,583
89	6,407	6,737	7,069	7,399	7,734	8,069	8,398	8,732	9,063	9,395	9,395	9,395	9,395	9,395	9,605	9,605	9,605	9,605	9,605	9,816	9,816
91	6,510	6,847	7,183	7,516	7,852	8,189	8,521	8,860	9,194	9,534	9,534	9,534	9,534	9,534	9,744	9,744	9,744	9,744	9,744	9,954	9,954
92	6,811	7,158	7,502	7,844	8,190	8,534	8,880	9,224	9,569	9,913	9,913	9,913	9,913	9,913	10,123	10,123	10,123	10,123	10,123	10,333	10,333
93	7,425	7,784	8,146	8,511	8,874	9,236	9,602	9,962	10,330	10,690	10,690	10,690	10,690	10,690	10,901	10,901	10,901	10,901	10,901	11,111	11,111
94	7,849	8,224	8,604	8,979	9,359	9,732	10,113	10,489	10,864	11,239	11,239	11,239	11,239	11,239	11,449	11,449	11,449	11,449	11,449	11,659	11,659
95	8,589	8,991	9,392	9,790	10,192	10,588	10,989	11,384	11,788	12,186	12,186	12,186	12,186	12,186	12,396	12,396	12,396	12,396	12,396	12,606	12,606
96	8,867	9,275	9,682	10,091	10,498	10,910	11,315	11,722	12,132	12,541	12,541	12,541	12,541	12,541	12,751	12,751	12,751	12,751	12,751	12,962	12,962
97	9,729	10,163	10,598	11,033	11,466	11,903	12,335	12,767	13,202	13,639	13,639	13,639	13,639	13,639	13,849	13,849	13,849	13,849	13,849	14,059	14,059
Range Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
84	31.43	33.13	34.92	36.66	38.42	40.15	41.90	43.63	45.38	47.11	47.11	47.11	47.11	47.11	48.28	48.28	48.28	48.28	48.28	49.44	49.44
85	31.70	33.48	35.15	36.90	38.60	40.33	42.07	43.77	45.50	47.23	47.23	47.23	47.23	47.23	48.39	48.39	48.39	48.39	48.39	49.58	49.58
86	33.12	34.92	36.72	38.51	40.27	42.07	43.87	45.62	47.40	49.17	49.17	49.17	49.17	49.17	50.34	50.34	50.34	50.34	50.34	51.50	51.50
93	42.66	44.73	46.83	48.92	51.01	53.08	55.17	57.24	59.36	61.43	61.43	61.43	61.43	61.43	62.60	62.60	62.60	62.60	62.60	63.76	63.76
94	45.10	47.27	49.45	51.60	53.78	55.93	58.13	60.28	62.44	64.59	64.59	64.59	64.59	64.59	65.76	65.76	65.76	65.76	65.76	66.92	66.92
95	49.37	51.67	53.98	56.26	58.56	60.86	63.14	65.43	67.74	70.03	70.03	70.03	70.03	70.03	71.19	71.19	71.19	71.19	71.19	72.35	72.35
97	55.92	58.41	60.90	63.41	65.90	68.40	70.90	73.38	75.87	78.38	78.38	78.38	78.38	78.38	79.54	79.54	79.54	79.54	79.54	80.71	80.71

Career/Longevity Increments - After completion of 5 years at Step 10, then every 5 years for 10, 15, 20, 25, 30 years: \$210.66 monthly



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Range Monthly	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40
83	8,495	8,495	8,495	8,706	8,706	8,706	8,706	8,706	8,916	8,916	8,916	8,916	8,916	9,126	9,126	9,126	9,126	9,126	9,336
84	8,620	8,620	8,620	8,830	8,830	8,830	8,830	8,830	9,041	9,041	9,041	9,041	9,041	9,251	9,251	9,251	9,251	9,251	9,461
87	9,351	9,351	9,351	9,561	9,561	9,561	9,561	9,561	9,772	9,772	9,772	9,772	9,772	9,982	9,982	9,982	9,982	9,982	10,192
88	9,583	9,583	9,583	9,793	9,793	9,793	9,793	9,793	10,003	10,003	10,003	10,003	10,003	10,213	10,213	10,213	10,213	10,213	10,424
89	9,816	9,816	9,816	10,027	10,027	10,027	10,027	10,027	10,237	10,237	10,237	10,237	10,237	10,447	10,447	10,447	10,447	10,447	10,657
91	9,954	9,954	9,954	10,164	10,164	10,164	10,164	10,164	10,375	10,375	10,375	10,375	10,375	10,585	10,585	10,585	10,585	10,585	10,795
92	10,333	10,333	10,333	10,544	10,544	10,544	10,544	10,544	10,754	10,754	10,754	10,754	10,754	10,965	10,965	10,965	10,965	10,965	11,175
93	11,111	11,111	11,111	11,321	11,321	11,321	11,321	11,321	11,532	11,532	11,532	11,532	11,532	11,743	11,743	11,743	11,743	11,743	11,953
94	11,659	11,659	11,659	11,871	11,871	11,871	11,871	11,871	12,081	12,081	12,081	12,081	12,081	12,291	12,291	12,291	12,291	12,291	12,501
95	12,606	12,606	12,606	12,816	12,816	12,816	12,816	12,816	13,026	13,026	13,026	13,026	13,026	13,237	13,237	13,237	13,237	13,237	13,447
96	12,962	12,962	12,962	13,173	13,173	13,173	13,173	13,173	13,383	13,383	13,383	13,383	13,383	13,593	13,593	13,593	13,593	13,593	13,803
97	14,059	14,059	14,059	14,270	14,270	14,270	14,270	14,270	14,480	14,480	14,480	14,480	14,480	14,690	14,690	14,690	14,690	14,690	14,900
Range Hourly	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40
84	49.44	49.44	49.44	50.60	50.60	50.60	50.60	50.60	51.77	51.77	51.77	51.77	51.77	52.94	52.94	52.94	52.94	52.94	54.09
85	49.58	49.58	49.58	50.75	50.75	50.75	50.75	50.75	51.93	51.93	51.93	51.93	51.93	53.10	53.10	53.10	53.10	53.10	54.28
86	51.50	51.50	51.50	52.66	52.66	52.66	52.66	52.66	53.83	53.83	53.83	53.83	53.83	55.00	55.00	55.00	55.00	55.00	56.15
93	63.76	63.76	63.76	64.93	64.93	64.93	64.93	64.93	66.09	66.09	66.09	66.09	66.09	67.26	67.26	67.26	67.26	67.26	68.41
94	66.92	66.92	66.92	68.08	68.08	68.08	68.08	68.08	69.25	69.25	69.25	69.25	69.25	70.42	70.42	70.42	70.42	70.42	71.57
95	72.35	72.35	72.35	73.52	73.52	73.52	73.52	73.52	74.68	74.68	74.68	74.68	74.68	75.85	75.85	75.85	75.85	75.85	77.00
97	80.71	80.71	80.71	81.88	81.88	81.88	81.88	81.88	83.03	83.03	83.03	83.03	83.03	84.21	84.21	84.21	84.21	84.21	85.36

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