



**ADMINISTRATIVE PROGRAM PAY STRUCTURE
2024-2025**

Pay Grade 0	Color Guard Director	Duty	Minimum	Midpoint	Maximum
		Days	\$ 229.22	\$ 282.70	\$ 336.17
		187	\$ 42,864	\$ 52,864	\$ 62,864

Pay Grade 1	Interpreter Facilitator Service Specialist, Social Work Specialist, Digital Learning, Instructional Programs Specialist, McKinney-Vento Education Specialist, Prevention Speech Pathologist Assistant Therapist, Music	Duty	Minimum	Midpoint	Maximum
		Days	\$ 299.42	\$ 376.53	\$ 453.63
		187	\$ 55,992	\$ 70,410	\$ 84,829
		192	\$ 57,489	\$ 72,293	\$ 87,097
		198	\$ 59,285	\$ 74,552	\$ 89,818
		202	\$ 60,483	\$ 76,058	\$ 91,633
		210	\$ 62,879	\$ 79,070	\$ 95,262
		220	\$ 65,873	\$ 82,836	\$ 99,798
		230	\$ 68,867	\$ 86,601	\$ 104,335

Pay Grade 2	Analyst, Board Certified Behavior Audiologist Counselor Counselor, GBCDHH Counselor, Lead/Director of College Counseling Counselor, Student Support Diagnostician Lead Educational Audiologist, GBCDHH 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, Curriculum - Elementary Spanish Language Arts Specialist, Lead Assessment Speech Pathologist Therapist, Lead Occupational Therapist, Occupational/Physical	Duty	Minimum	Midpoint	Maximum
		Days	\$ 320.69	\$ 400.84	\$ 481.00
		187	\$ 59,968	\$ 74,958	\$ 89,947
		192	\$ 61,572	\$ 76,962	\$ 92,352
		198	\$ 63,496	\$ 79,367	\$ 95,238
		202	\$ 64,779	\$ 80,970	\$ 97,162
		210	\$ 67,344	\$ 84,177	\$ 101,010
		220	\$ 70,551	\$ 88,186	\$ 105,820
		230	\$ 73,758	\$ 92,194	\$ 110,630

Pay Grade 3	Assistant Principal, Elementary Coordinator, Career and Technical Education Coordinator, Counseling and Student Services Coordinator, Curriculum Coordinator, Dual Language Coordinator, Instructional Coaching Coordinator, Prevention & At-Risk Services Coordinator, Special Education - Dyslexia / Section 504 Coordinator, Special Education - GBCDHH Coordinator, Special Education Resource & Inclusion Coordinator, Speech & Related Services Coordinator, Student Behavior Support Coordinator, Title III English Learners	Duty	Minimum	Midpoint	Maximum
		Days	\$ 376.15	\$ 464.35	\$ 552.54
		187	\$ 70,340	\$ 86,833	\$ 103,325
		210	\$ 78,992	\$ 97,513	\$ 116,034
		220	\$ 82,753	\$ 102,156	\$ 121,559
		230	\$ 86,515	\$ 106,800	\$ 127,085



**ADMINISTRATIVE PROGRAM PAY STRUCTURE
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Pay Grade 3 (Cont'd) Specialist, Behavior Coaching MTSS
Specialist, Behavior Response
Supervisor, PDLs Instructional

Pay Grade 4 Assistant Principal, High School
Assistant Principal, Intermediate
Asst Director, Athletics Coordinator, Health & PE
Asst Director, Early Learning
Asst Director, Special Ed Services (Elem & Secondary)
Asst Director, Student Assessment and Evaluation
Asst Director, Visual & Performing Arts
Dean of Instruction

Duty Days	Minimum	Midpoint	Maximum
	\$ 394.69	\$ 475.51	\$ 556.34
210	\$ 82,885	\$ 99,858	\$ 116,831
220	\$ 86,832	\$ 104,613	\$ 122,394
230	\$ 90,779	\$ 109,368	\$ 127,957

Pay Grade 5 Director, Advanced Academics & GT Programs
Director, Instructional Design
Director, Library Media Services
Director, Professional Learning
Principal, Elementary

Duty Days	Minimum	Midpoint	Maximum
	\$ 464.09	\$ 559.17	\$ 654.24
210	\$ 97,459	\$ 117,425	\$ 137,391
215	\$ 99,779	\$ 120,221	\$ 140,662
220	\$ 102,100	\$ 123,017	\$ 143,934
230	\$ 106,741	\$ 128,608	\$ 150,476

Pay Grade 6 Associate Principal
Director, GBCDHH
Director, Instruct. Svcs for Multilingual Programming
Director, Learning Technology
Director, Behavior Support
Director, Special Education Support Services
Principal, High School Alternative (Clear Path, Clear View, Clear Horizons)
Principal, Secondary Intermediate

Duty Days	Minimum	Midpoint	Maximum
	\$ 469.57	\$ 565.62	\$ 661.67
210	\$ 98,609	\$ 118,780	\$ 138,951
220	\$ 103,305	\$ 124,436	\$ 145,568
230	\$ 108,000	\$ 130,092	\$ 152,184

Pay Grade 7 Director, Athletics
Director, Behavior Support Center
Director, Career and Technical Education
Director, Counseling and Student Services
Director, HR Professional Staffing & Employee Retention
Director, Instructional Design
Director, State and Federal Programs
Director, Visual & Performing Arts

Duty Days	Minimum	Midpoint	Maximum
	\$ 507.59	\$ 603.62	\$ 699.64
230	\$ 116,746	\$ 138,832	\$ 160,918

Pay Grade 8 Executive Director, Assessment & Evaluation
Executive Director, Secondary Education
Executive Director, Special Services
Principal, Secondary (Comprehensive) HS

Duty Days	Minimum	Midpoint	Maximum
	\$ 600.60	\$ 690.24	\$ 779.89
230	\$ 138,138	\$ 158,756	\$ 179,374



**ADMINISTRATIVE PROGRAM PAY STRUCTURE
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Pay Grade Chief Technology Officer
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Duty Days	Minimum	Midpoint	Maximum
230	\$ 163,612	\$ 188,046	\$ 212,480

Pay Grade Assistant Superintendent - Curriculum & Instruction
10 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 Days	Minimum	Midpoint	Maximum
230	\$ 182,174	\$ 209,396	\$ 236,618