



2025-2026
SENIOR MANAGEMENT HOURLY SALARY SCHEDULE

RANGE DOWN	STEP ACROSS						
	1	2	3	4	5	6	7
01	\$ 73.76	\$ 75.78	\$ 77.85	\$ 80.00	\$ 82.21	\$ 84.48	\$ 87.45
02	\$ 77.44	\$ 79.55	\$ 81.76	\$ 84.00	\$ 86.31	\$ 88.69	\$ 91.13
05	\$ 89.68	\$ 92.14	\$ 94.67	\$ 97.29	\$ 99.97	\$102.71	\$105.53

\$2,100.00 Master Stipend, \$3,000.00 Doctoral Stipend. Stipend will be pro-rated for less than full-time employment.

Step increments will be granted July of each fiscal year. New employees hired before January 1 will advance the next July. Employees hired January 1 through June 30 will advance the second July of employment.

Longevity credit for Management employees will be based on SJCOE years of contracted service at the 10 years (2.5%), 15 years (5%), 20 years (7.5%) and 25 years (10%).

One year of service credit requires completion of a minimum of 75% of a fully contracted year.

Salary schedule is based on an hourly rate.

POSITION RELATIONSHIP	
POSITION	RANGE
Director I	01
Director II	02
Principal Engineer	05