



**Non-Represented Management**  
**Annual Rate Salary Schedule A**  
**2024-25 School Year**  
*(Effective July 1, 2025)*

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Deputy Chief</b>  9861 Deputy Chief of Academics	CE	27	X	\$161,909	\$169,327	\$177,112	\$185,288	\$193,877	\$202,885
<b>Assistant Superintendent</b>  9768 Business Services 1939 Curriculum and Instruction 9869 Early Learning and Care 9770 Facility Support Services 9884 Human Resources 9733 Instructional Assistant Superintendent 9885 Labor Relations 9779 Special Education, Innovation, and Learning 9730 Student Support Services	CL CE CE CL CL CE CL CE CE	24	X	\$151,322	\$158,212	\$165,439	\$173,024	\$180,998	\$189,368
<b>Executive Director</b>  9860 LCAP (Local Control Accountability Plan) 9792 Nutrition Services, Central Kitchen and Distribution Services 9915 Office of Safe Schools 9842 Student Support and Health Services	CL CL CL CE	23	X	\$150,296	\$154,672	\$161,730	\$169,143	\$176,919	\$185,079

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<b>Director III</b>		<b>19</b>	<b>X</b>	<b>\$135,327</b>	<b>\$141,406</b>	<b>\$147,799</b>	<b>\$154,511</b>	<b>\$161,564</b>	<b>\$168,954</b>
9782 Accounting Services	CL								
6024 Adult Education	CL								
4912 Budget Services	CL								
1919 Child Development	CE								
4936 Enrollment Center	CL								
9772 Facilities Management, Maintenance and Operations and Resource Management	CL								
9728 Guidance & Counseling	CE								
9777 Multilingual Education, Teaching and Learning	CE								
9835 Multi-Tiered Systems of Support (MTSS)	CE								
9839 Professional Learning, Educator & Leadership Development	CE								
9897 Professional Learning, Culture, Climate	CE								
9837 Professional Learning,	CE								
9838 Professional Learning, Mathematics & Sciences	CE								
9734 Special Education Local Plan Area (SELPA)	CE								
9824 State and Federal Programs	CE								
9713 Strategy and Innovation	CE								
9847 Student and Data Systems	CL								
6030 Student Services/Alternative Education	CE								
9855 Summer School & Extended Learning Opportunities									
0214 Youth Development	CE								
<b>Director II</b>		<b>17</b>	<b>X</b>	<b>\$129,458</b>	<b>\$135,246</b>	<b>\$141,336</b>	<b>\$147,728</b>	<b>\$154,424</b>	<b>\$161,468</b>
9816 Constituent Services	CL								
5057 Employee Relations	CL								
9900 Facilities Design and Construction	CL								

Effective 7/1/2024, 2% Increase Applied

NRM 25-26– Updated 9-18-2025

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<b>Director II</b> (Continued)		17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
0204 Human Resource Services	CL								
9891 Payroll Operations	CL								
9901 Planning and Property Management	CL								
9840 Risk Management and Employee Benefits	CL								
9834 Talent Management	CL								
<b>Director I</b>		15	X	\$123,873	\$129,391	\$135,179	\$141,261	\$147,643	\$154,353
9832 Attendance and Engagement	CL								
9787 Transportation Services	CL								
<b>Coordinator*/ Manager III**</b>		13	X	\$118,555	\$123,817	\$129,318	\$135,104	\$141,189	\$147,567
9814 Assistant In-House Council	CL								
6015 Adult Education*	CE								
9895 Business Systems Administrator*									
1972 Database Administrator*	CL								
9850 Facilities Maintenance**	CL								
9927 Family and Community Empowerment	CL								
9903 Project Manager, Facilities Design and Construction**	CL								
9863 Position Control System**	CL								
0104 Youth Development*	CL								
<b>Coordinator* / Manager II**</b>		11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
9874 Accounting Services**	CL								
9775 Assistant Director, Nutrition Services	CL								
9798 Board Certified Behavior Analyst (BCBA)	CL								
9813 Budget Services**	CL								
9823 College and Career Experience*	CL								
0424 Communications Officer**	CL								
9736 Community Engagement**	CL								
1984 District Operations and Security Services**	CL								

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<b>Coordinator* / Manager II**</b> <i>(Continued)</i> 1906 Environmental Sustainability 9846 Facilities Planning** 1964 Grant Writer* 1978 Health Services* 9851 Human Resource Services, Change Management* 9887 Internal Auditor* 9708 K-12 Project Manager** 9765 Nutrition Program** 1955 Purchasing Services** 9751 Research and Data* 9876 Risk Management & Employee Benefits 1905 State and Federal Programs 6044 Student Information Systems 1986 Work-Based Learning	CL CL CL CL CL CL CL CL CL CL CE CL CL	11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
<b>Coordinator* / Manager I**</b> 9764 Central Kitchen** 9938 Facilities Business and Compliance** 9766 Nutrition Services Procurement & Warehouse** 9833 Safety Intervention and Response 9865 Title IX*	CL CL CL CL	9	X	\$108,685	\$113,440	\$118,438	\$123,679	\$129,182	\$134,965
<b>Coordinator* / Manager I**</b> 0122 Learning Support Services* 9769 Mental Health*	CL CL	9	TNR	\$107,527	\$112,202	\$117,119	\$122,255	\$127,659	\$133,340
<b>Specialist III</b> 9712 Attendance and Enrollment 9914 Enrollment TK AFS 9892 Cyber Security 1937 Youth Development	CL CL CL CL	7	X	\$104,106	\$108,629	\$113,377	\$118,377	\$123,612	\$129,115
<b>Specialist II</b> 5244 Bullying Prevention	CL	5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552

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<b>Specialist II (Continued)</b>  9748 District Facility Operations  9831 District Grounds Maintenance	  CL  CL	  5	  X	  \$99,745	  \$104,059	  \$108,573	  \$113,331	  \$118,310	  \$123,552
<b>Specialist II (Continued)</b>  9811 Mental Health 1974 Student, Support Services (Either 5A/5T)	  CL  CL	  5	  TNR	  \$98,747	  102,983	  107,415	  \$112,086	  \$116,983	  \$122,123
<b>Specialist I</b>  9785 Marketing and Graphic Design	  CL	  3	  X	  \$95,589	  \$99,695	  \$103,995	  \$108,517	  \$113,267	  \$118,252

CE = Certificated; CL = Classified; Cal = Calendar

The annual salaries shown above are derived by multiplying the number of days of required service in a given year (exclusive of legal and Board-granted holidays and vacation) by the daily rates shown in the following table.

SBE (School Board of Education) Waiver Days: TNR calendar has 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years.

The number of required days of service for each are as follows:

<b>Calendar</b>	<b># of Work Days</b>	<b>Salary Schedule</b>
<b>TNR</b>	<b>219 (211 + 8 SBE Waiver Days)</b>	<b>A5</b>
<b>X</b>	<b>239</b>	<b>A-Annual</b>

Longevity Increments: Effective July 1, 2023, Longevity steps are paid as follows:

- 10 years - 2% of employee's base salary
- 14 years - 4% of employee's base salary
- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary

An annual stipend of \$1,745 is added for the earned doctorate and is prorated if for less than a full year which will end on 2/28/2018. Effective 3/1/2018, the earned doctorate annual stipend will increase to \$3,000 and is prorated for less than a full year.