

| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
|-------|----------|--|----------|----------|----------|-----------|
| 1     |          |  |          | \$35,191 | \$43,446 | \$51,701  |
| 2     |          |  |          | \$39,170 | \$48,358 | \$57,547  |
| 3     |          |  |          | \$43,149 | \$53,270 | \$63,391  |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 4     | 6000     | SWAP Employment Specialist                               | 260      | \$47,128 | \$58,182 | \$69,237  |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 5     | 5055     | ELL Student and Family Advocate                          | 209      | \$51,107 | \$63,094 | \$75,081  |
|       | 031028   | Intervention Services Case Manager                       | 209      |          |          |           |
|       | 080417   | Native Youth Advocate                                    | 209      |          |          |           |
|       | 031029   | SFOP Community Resource Specialist                       | 209      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 6     | 5023     | Architectural and Engineering Technician                 | 260      | \$55,084 | \$68,005 | \$80,927  |
|       | 5023     | Bond Architectural and Engineering Technician            | 260      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 7     | 05021C   | Extended Learning Coordinator                            | 220      | \$59,062 | \$72,917 | \$86,772  |
|       | 5037     | Purchasing (P-Card) Administrator                        | 260      |          |          |           |
|       | 3031     | Student Engagement Specialist                            | 220      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 8     | 040629   | BASE Supervisor  | 260      | \$63,042 | \$77,829 | \$92,617  |
|       | 250710   | Bond QA/QC Coordinator                                   | 260      |          |          |           |
|       | 3022     | Energy Engineer  | 260      |          |          |           |
|       | 5089     | Manager, Transportation Training & Safety                | 260      |          |          |           |
|       | 1161     | Nutrition Services Supervisor                            | 260      |          |          |           |
|       | 1458     | Risk Management Specialist                               | 260      |          |          |           |
|       | 6005     | SWAP Coordinator   | 260      |          |          |           |
|       | 051116   | Manager, Warehouse                                       | 260      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 9     | 250415   | Accounting and Budget Analyst                            | 260      | \$67,020 | \$82,740 | \$98,461  |
|       | 3325     | Bond Communications Specialist                           | 260      |          |          |           |
|       | 70611    | Communications Administrator - Learning Services         | 260      |          |          |           |
|       | 4099     | Digital Communications Specialist                        | 260      |          |          |           |
|       | 1341     | District Assessment Coordinator                          | 209      |          |          |           |
|       | 1062     | Equity and Engagement Partner                            | 260      |          |          |           |
|       | 1221     | Manager, Translation Services                            | 260      |          |          |           |
|       | 04089    | Marketing & Creative Specialist                          | 260      |          |          |           |
|       | 250922   | Nutrition Services Purchasing & Supply Chain Coordinator | 260      |          |          |           |
|       | 3044     | School Security Liaison                                  | 260      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
| 10    | 3054     | Accountability and Measurement Specialist                | 209      | \$70,999 | \$87,653 | \$104,307 |
|       | 3150     | Behavioral Threat Assessment Coordinator                 | 260      |          |          |           |
|       | B3015    | Bond Buyer, Senior                                       | 260      |          |          |           |
|       | 3015     | Buyer, Senior  | 260      |          |          |           |
|       | 3105     | Emergency Preparedness Coordinator                       | 260      |          |          |           |
|       | 100518   | Manager, Facility Use and Property Management            | 260      |          |          |           |
|       | 1172     | Nutrition Menu Coordinator                               | 260      |          |          |           |
| Level | Job Code | Position Title   | Calendar | Minimum  | Midpoint | Maximum   |
|       | 250416   | Accounting and Budget Analyst Senior                     | 260      |          |          |           |

## 2025-26 Administrative (APT) Salary Schedule

| 11     | 071201                                | Bond Contracts Administrator                           | 260      | \$74,977 | \$92,565  | \$110,153 |
|--------|---------------------------------------|--|----------|----------|-----------|-----------|
|        | 5043                                  | Bond Facilities Planner                                | 260      |          |           |           |
|        | 4199                                  | Computer Science & Online Learning Coordinator         | 209      |          |           |           |
|        | 5041                                  | Facilities Planner                                     | 260      |          |           |           |
|        | 90507                                 | HRIS Manager   | 260      |          |           |           |
|        | 4065                                  | Induction Coordinator                                  | 209      |          |           |           |
|        | 70627                                 | Instructional Technology Coordinator                   | 209      |          |           |           |
|        | 3008                                  | Manager, Instructional Materials Center                | 260      |          |           |           |
|        | 5038                                  | Manager, Printing Services                             | 260      |          |           |           |
|        | 70505                                 | Manager, Records                                       | 260      |          |           |           |
|        | 3055                                  | Manager, Security Services                             | 260      |          |           |           |
| Level  | Job Code                              | Position Title   | Calendar | Minimum  | Midpoint  | Maximum   |
| 12     | 30912                                 | Charter Liaison, Special Populations                   | 209      | \$78,956 | \$97,477  | \$115,998 |
|        | 71002                                 | Content Coordinator K-12                               | 209      |          |           |           |
|        | 5061                                  | Crisis Recovery and Suicide Prevention Coordinator     | 209      |          |           |           |
|        | 100309                                | English Language Learner Coordinator                   | 209      |          |           |           |
|        | 504125                                | Facilities Planner, Senior                             | 260      |          |           |           |
|        | 070417                                | Health Services Coordinator                            | 209      |          |           |           |
|        | 3002                                  | Manager, BASE Operations                               | 260      |          |           |           |
|        | 5035                                  | Manager, Compensation                                  | 260      |          |           |           |
|        | 050301                                | Manager, Energy and Sustainability                     | 260      |          |           |           |
|        | 60629                                 | Manager, Environmental Services                        | 260      |          |           |           |
|        | 05021G                                | Manager, Extended Learning                             | 260      |          |           |           |
|        | 3035                                  | Manager, Nutrition Operations                          | 260      |          |           |           |
|        | 32907                                 | Research and Data Analysis Coordinator                 | 260      |          |           |           |
|        | 3021                                  | Resource Manager-Nutrition Services                    | 260      |          |           |           |
|        | 070416                                | Section 504-Coordinator                                | 209      |          |           |           |
|        | 100603                                | Staff Mental Health/Wellness Coordinator               | 209      |          |           |           |
|        | 090720                                | Student Support Svcs Coordinator, Independence Academy | 209      |          |           |           |
|        | 4125                                  | Student Support Services Mental Health Coordinator     | 209      |          |           |           |
| 3900   | Student Transition Coordinator        | 209  |          |          |           |           |
| 071004 | Substance Abuse Prevention Specialist | 209  |          |          |           |           |
| 250509 | Work-based Learning Coordinator       | 260  |          |          |           |           |
| Level  | Job Code                              | Position Title   | Calendar | Minimum  | Midpoint  | Maximum   |
| 13     | 3122                                  | Assistant Director, Gifted Services                    | 209      | \$82,937 | \$102,391 | \$121,845 |
|        | 3085                                  | Assistant Principal, Elementary                        | 209      |          |           |           |
|        | 3040                                  | Early Childhood/SSS Coordinator                        | 220      |          |           |           |
|        | 3117                                  | Equity and Engagement Coordinator                      | 260      |          |           |           |
|        | 3003                                  | Manager, Culture and Engagement                        | 260      |          |           |           |
|        | 50503                                 | Manager, Fleet   | 260      |          |           |           |

## 2025-26 Administrative (APT) Salary Schedule

|       | 5011     | Manager, Planning   | 260      |           |           |           |
|-------|----------|---|----------|-----------|-----------|-----------|
|       | 3057     | Manager, Transportation and Operations                    | 260      |           |           |           |
|       | 4120     | Student Support Services Coordinator                      | 220      |           |           |           |
|       | 4091     | Title & Family Partnership Coordinator                    | 260      |           |           |           |
|       | 130801   | Whole Child Initiatives Coordinator                       | 260      |           |           |           |
| Level | Job Code | Position Title  | Calendar | Minimum   | Midpoint  | Maximum   |
| 14    | 70807    | Assistant Principal, Alternative High School              | 209      | \$86,915  | \$107,302 | \$127,689 |
|       | 4073     | Assistant Principal, Career and Technical Education       | 209      |           |           |           |
|       | 3115     | Assistant Principal, Five Star Online                     | 209      |           |           |           |
|       | 030911   | Director, Charter Partnerships                            | 209      |           |           |           |
|       | 3114     | Human Resources Partner                                   | 260      |           |           |           |
|       | 250417   | Manager, Accounting and Budget                            | 260      |           |           |           |
|       | 4093     | Manager, Bond Construction Project                        | 260      |           |           |           |
|       | 4090     | Manager, Construction Project                             | 260      |           |           |           |
|       | 80527    | Manager, Payroll  | 260      |           |           |           |
| Level | Job Code | Position Title  | Calendar | Minimum   | Midpoint  | Maximum   |
| 15    | 70123    | Assistant Principal, K-8 School                           | 209      | \$90,893  | \$112,214 | \$133,536 |
|       | 3084     | Assistant Principal, Middle School                        | 209      |           |           |           |
|       | B4098    | Bond Construction Project Manager, Senior                 | 260      |           |           |           |
|       | 4098     | Construction Project Manager, Senior                      | 260      |           |           |           |
|       | 070618   | Manager, Benefits   | 260      |           |           |           |
| Level | Job Code | Position Title  | Calendar | Minimum   | Midpoint  | Maximum   |
| 16    | 3083     | Assistant Principal, High School                          | 209      | \$94,872  | \$117,125 | \$139,379 |
|       | 5040     | Bond Coordinating Architect                               | 260      |           |           |           |
|       | 3106     | Director, Communications and Marketing                    | 260      |           |           |           |
|       | 4066     | Director, Counseling                                      | 260      |           |           |           |
|       | 30ACDR   | Director, Gifted Services and Advanced Academics          | 260      |           |           |           |
|       | 50401    | Director, Multi-Tiered System Support                     | 260      |           |           |           |
|       | 4096     | Director, Risk Management                                 | 260      |           |           |           |
| Level | Job Code | Position Title  | Calendar | Minimum   | Midpoint  | Maximum   |
| 17    | 5080     | Bond Construction Manager                                 | 260      | \$98,850  | \$122,037 | \$145,225 |
|       | 3028     | Director, Athletic and Activities                         | 260      |           |           |           |
|       | 5071     | Director, CTE and Post-Secondary Readiness                | 260      |           |           |           |
|       | 050304   | Director, Newcomer Center                                 | 209      |           |           |           |
|       | 5073     | Director, P-Teach Program                                 | 209      |           |           |           |
|       | 3012     | Director, Supply Chain Management                         | 260      |           |           |           |
|       | 3082     | Principal, Elementary School                              | 209      |           |           |           |
|       | 3121     | Title IX - Nondiscrimination Coordinator                  | 209      |           |           |           |
| Level | Job Code | Position Title  | Calendar | Minimum   | Midpoint  | Maximum   |
| 18    | 5021     | Director, Before and After School Enrichment (BASE)       | 260      | \$102,830 | \$126,950 | \$151,071 |
|       | 5007     | Director, Culturally and Linguistically Diverse Education | 260      |           |           |           |
|       | 5087     | Director, Custodial and Outside Services                  | 260      |           |           |           |
|       | 060508   | Director, Early Childhood Education                       | 260      |           |           |           |
|       | 040511   | Director, Instructional Technology                        | 260      |           |           |           |
|       | 5008     | Director, Literacy  | 260      |           |           |           |
|       | 5082     | Director, Maintenance, Environmental & Sustainability     | 260      |           |           |           |
|       | 3119     | Director, Math  | 260      |           |           |           |

|              |                 |   |                 |                |                 |                |
|--------------|-----------------|---|-----------------|----------------|-----------------|----------------|
|              | 5028            | Director, Nutrition Services                                      | 260             |                |                 |                |
|              | 50302           | Director, Student Engagement Initiatives                          | 260             |                |                 |                |
|              | 3026            | Director, Student Support Services                                | 260             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 19           | B3086           | Bond Principal Liaison  | 260             | \$106,809      | \$133,362       | \$159,916      |
|              | 5084            | Director, Construction  | 260             |                |                 |                |
|              | 5085            | Director, Facilities Design and Planning                          | 260             |                |                 |                |
|              | 5032            | Director, Finance   | 260             |                |                 |                |
|              | 3099            | Director, Human Resources   | 260             |                |                 |                |
|              | 3144            | Director, Human Resources Operations                              | 260             |                |                 |                |
|              | 5083            | Director, Safety and Security Services                            | 260             |                |                 |                |
|              | 5010            | Director, Transportation and Fleet Operations                     | 260             |                |                 |                |
|              | 61115           | Principal, K-8  | 209             |                |                 |                |
|              | 3081            | Principal, Middle School  | 209             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 20           | 3087            | Principal, Alternative High School                                | 220             | \$110,788      | \$136,774       | \$162,761      |
|              | 5076            | Principal, Career and Technical Education                         | 220             |                |                 |                |
|              | 3089            | Principal, Five Star Online                                       | 220             |                |                 |                |
|              | 110308          | Principal, Pathways   | 220             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 21           | 110622          | Executive Director, Assessment, Evaluation and Analytics          | 260             | \$114,766      | \$141,685       | \$168,607      |
|              | 5086            | Executive Director, Business Services                             | 260             |                |                 |                |
|              | 110630          | Executive Director, Secondary Options & Innovative Programming    | 260             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 22           | 100626          | Deputy General Counsel  | 260             | \$118,744      | \$146,597       | \$174,451      |
|              | 3080            | Principal, High School  | 220             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 23           | 3120            | Executive Director, Professional Learning and Strategic Alignment | 260             | \$122,723      | \$151,510       | \$180,297      |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 24           | 3041            | Chief Communications Officer                                      | 260             | \$126,702      | \$156,422       | \$186,142      |
|              | 3066            | Executive Director, Curriculum & Instruction                      | 260             |                |                 |                |
|              | 3116            | Executive Director, Equity and Engagement                         | 260             |                |                 |                |
|              | 3092            | Executive Director, Schools                                       | 260             |                |                 |                |
|              | 3095            | Executive Director, Special Populations                           | 260             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 25           |                 |   |                 | \$130,678      | \$161,332       | \$191,987      |
| 26           |                 |   |                 | \$134,658      | \$166,244       | \$197,831      |
| 27           |                 |   |                 | \$138,638      | \$171,158       | \$203,678      |
| 28           |                 |   |                 | \$142,615      | \$176,068       | \$209,521      |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 29           | 3091            | Chief Financial Officer   | 260             | \$146,594      | \$180,981       | \$215,368      |
|              | 3076            | Chief Human Resources Officer                                     | 260             |                |                 |                |
|              | 60301           | Chief Information Technology Officer                              | 260             |                |                 |                |
|              | 3075            | Chief Operating Officer   | 260             |                |                 |                |
|              | 3005            | General Counsel   | 260             |                |                 |                |
| <b>Level</b> | <b>Job Code</b> | <b>Position Title</b>   | <b>Calendar</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
| 30           | 100223          | Chief Academic Officer  | 260             | \$150,573      | \$185,892       | \$221,212      |

**2025-26 Administrative (APT) Salary Schedule**

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|-------|----------|-----------------------|----------|-----------|-----------|-----------|
| 31    |          |                       |          | \$154,552 | \$190,805 | \$227,058 |
| 32    |          |                       |          | \$158,531 | \$195,717 | \$232,904 |
| 33    |          |                       |          | \$162,510 | \$200,629 | \$238,749 |
| 34    |          |                       |          | \$166,489 | \$205,541 | \$244,594 |
| Level | Job Code | Position Title        | Calendar | Minimum   | Midpoint  | Maximum   |
| 35    | 30901    | Deputy Superintendent | 260      | \$170,467 | \$210,454 | \$250,442 |

Due to unique circumstances, some individuals may be temporarily paid outside of the posted range.