

SAN JUAN UNIFIED SCHOOL DISTRICT
San Juan Administrator Salary Schedule (SJAA)
2025 - 2026 School Year

SJAA CLASSIFIED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
10	787	Coordinator of Advancement and Development	245*	\$ 418.48	\$ 439.39	\$ 461.36	\$ 484.44	\$ 508.66	\$ 534.10	\$ 558.32
	825	Manager, Business Support Services		\$ 102,527.00	\$ 107,651.00	\$ 113,032.00	\$ 118,687.00	\$ 124,622.00	\$ 130,855.00	\$ 136,789.00
	801	Manager, Transportation Operations								
11	774	Coordinator, Business Systems Support	245*	\$ 429.65	\$ 450.02	\$ 471.38	\$ 493.73	\$ 517.16	\$ 541.71	\$ 566.29
				\$ 105,265.00	\$ 110,255.00	\$ 115,487.00	\$ 120,964.00	\$ 126,703.00	\$ 132,720.00	\$ 138,740.00
12	227	Coordinator, Mental Health	245*	\$ 437.48	\$ 460.67	\$ 481.39	\$ 503.01	\$ 525.67	\$ 549.32	\$ 574.24
	397	Coordinator, Special Programs and Grants		\$ 107,182.00	\$ 112,864.00	\$ 117,940.00	\$ 123,237.00	\$ 128,789.00	\$ 134,584.00	\$ 140,688.00
	435	Coordinator, Trauma Informed School Practices								
	439	Coordinator, Family Engagement								
	445	Manager, Fiscal Services								
	470	Coordinator, Camp Winthers								
	471	Coordinator, Data and Assessment								
	489	Coordinator, Information and Communication								
	509	Manager, Risk Management								
	556	Coordinator, Legal Compliance								
	627	Manager, Payroll								
	652	Coordinator, Facilities Accounting and Compliance								
	773	Coordinator, Fiscal Support & Training								
785	Coordinator, Family/School Problem Resolution									
13	398	Coordinator, Technology Support	245*	\$ 451.83	\$ 472.16	\$ 493.41	\$ 515.62	\$ 538.82	\$ 563.06	\$ 588.60
	783	Coordinator, Safe Schools Field Operations		\$ 110,698.00	\$ 115,679.00	\$ 120,885.00	\$ 126,326.00	\$ 132,011.00	\$ 137,950.00	\$ 144,207.00
	784	Coordinator, Safe Schools Planning and Training								
14	697	Construction Manager, Facilities	245*	\$ 463.13	\$ 483.97	\$ 505.74	\$ 528.53	\$ 552.30	\$ 577.16	\$ 603.34
	736	Construction Manager, Maintenance and Operations		\$ 113,466.00	\$ 118,572.00	\$ 123,906.00	\$ 129,491.00	\$ 135,313.00	\$ 141,405.00	\$ 147,819.00
	826	Research Specialist I								
15	339	Manager, Safe Schools	245*	\$ 474.71	\$ 496.09	\$ 518.38	\$ 541.74	\$ 566.09	\$ 591.60	\$ 618.43
	481	Applications Architect		\$ 116,303.00	\$ 121,541.00	\$ 127,004.00	\$ 132,727.00	\$ 138,692.00	\$ 144,942.00	\$ 151,516.00
	594	Manager, Maintenance and Operations								
	678	Manager, Expanded Learning and Prevention Programs								
	228	Behavior Support Specialist	198	\$ 516.90	\$ 540.19	\$ 564.45	\$ 589.89	\$ 616.41	\$ 644.19	\$ 673.15
231	Special Education Support Specialist		\$ 102,346.00	\$ 106,958.00	\$ 111,762.00	\$ 116,798.00	\$ 122,050.00	\$ 127,549.00	\$ 133,283.00	



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20	297	Program Manager, English Learner and Multicultural Education	245*	\$ 537.11	\$ 561.24	\$ 586.51	\$ 612.90	\$ 640.50	\$ 669.30	\$ 699.65
	339	Director, Safe Schools		\$ 131,592.00	\$ 137,505.00	\$ 143,696.00	\$ 150,161.00	\$ 156,923.00	\$ 163,979.00	\$ 171,415.00
	489	Director, Communications								
	568	Director, Business Support Services								
	700	Director, Nutrition Services								
21	341	Director, Facilities Construction and Modernization	245*	\$ 550.50	\$ 575.29	\$ 601.19	\$ 628.24	\$ 656.53	\$ 686.04	\$ 717.14
	600	Director, Maintenance and Operations		\$ 134,872.00	\$ 140,945.00	\$ 147,292.00	\$ 153,920.00	\$ 160,850.00	\$ 168,079.00	\$ 175,700.00
	643	Program Manager, Network and Telecommunications								
	699	Program Manager, Student Information Systems								
	778	Program Manager, Human Resources								
	794	Director, Continuous Improvement/LCAP								
1187	Project Manager, Technology Services									
22	805	Director, Transportation	245*	\$564.44	\$589.87	\$616.42	\$644.16	\$673.16	\$703.42	\$735.30
				\$138,287.00	\$144,518.00	\$151,022.00	\$157,820.00	\$164,924.00	\$172,339.00	\$180,149.00
25	315	Director, Human Resources (Certificated)	245*	\$ 607.66	\$ 635.04	\$ 663.60	\$ 693.43	\$ 724.66	\$ 757.28	\$ 791.61
	322	Director, Admissions and Family Services		\$148,876.00	\$155,585.00	\$162,581.00	\$169,891.00	\$177,541.00	\$185,533.00	\$ 193,945.00
	422	Director, Fiscal Services								
	440	Director, Family Engagement and Partner Development								
	513	Director, Human Resources								
	564	Director, Human Resources (Classified)								
595	Director, Accountability and Organizational Evaluation									

*Vacation days accrued

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

1. Two percent (2%) of the base salary after 9 years of completed service in the San Juan Unified School District.
2. Four percent (4%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 4% includes the 9 year increment).
3. Six percent (6%) of the base salary after 19 years of completed service in the San Juan Unified School District (the 6% includes the 9 year and 14 year increment).
4. Eight percent (8%) of the base salary after 24 years of completed service in the San Juan Unified School District (the 8% includes the 9 year, 14 year, and 19 year increments).

Board Approval Date of CBA: May 23, 2023

4.5% Increase July 1, 2023

NOTE: Continuing Education is 4.5% of base salary upon completion of 150 hours of professional development hours

Rev 10.10.23

Board Approval: July 30, 2024

4.84% increase July 1, 2024

Board Approval: July 30, 2024

3.06% increase July 1, 2025



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SJAA CERIFICATED MANAGEMENT POSITIONS										
Salary Range	Class Code	Job Classification	Total Paid	1	2	3	4	5	6	Continuing Education
12	471	Coordinator, Data and Assessment	245	\$ 437.48	\$ 460.67	\$ 481.39	\$ 503.01	\$ 525.67	\$ 549.32	\$ 574.24
	772	Coordinator, Equity and Student Achievement		\$ 107,182.00	\$ 112,864.00	\$ 117,940.00	\$ 123,237.00	\$ 128,789.00	\$ 134,584.00	\$ 140,688.00
15	352	Program Specialist, Special Projects	245	\$ 474.71	\$ 496.09	\$ 518.38	\$ 541.74	\$ 566.09	\$ 591.60	\$ 618.43
				\$ 116,303.00	\$ 121,541.00	\$ 127,004.00	\$ 132,727.00	\$ 138,692.00	\$ 144,942.00	\$ 151,516.00
18	033	Safe Schools Central Review Administrator	208	\$ 551.37	\$ 576.18	\$ 602.08	\$ 629.20	\$ 657.50	\$ 687.10	\$ 725.15
				\$ 114,685.00	\$ 119,845.00	\$ 125,233.00	\$ 130,873.00	\$ 136,759.00	\$ 142,916.00	\$ 150,832.00
20	297	Program Manager, English Learner and Multicultural Education	245	\$ 537.11	\$ 561.24	\$ 586.51	\$ 612.90	\$ 640.50	\$ 669.30	\$ 699.65
				\$ 131,592.00	\$ 137,505.00	\$ 143,696.00	\$ 150,161.00	\$ 156,923.00	\$ 163,979.00	\$ 171,415.00
21	293	Program Manager, Title I	245	\$ 550.50	\$ 575.29	\$ 601.19	\$ 628.24	\$ 656.53	\$ 686.04	\$ 717.14
	442	Program Manager, Early Childhood Education		\$ 134,872.00	\$ 140,945.00	\$ 147,292.00	\$ 153,920.00	\$ 160,850.00	\$ 168,079.00	\$ 175,700.00
	443	Program Manager, Student Support Services								
22	232 595	Assistant Director, Special Education	245	\$ 564.44	\$ 589.87	\$ 616.42	\$ 644.16	\$ 673.16	\$ 703.42	\$ 735.32
		Assistant Director, Accountability, Evaluation and Planning		\$ 138,287.00	\$ 144,518.00	\$ 151,022.00	\$ 157,820.00	\$ 164,924.00	\$ 172,339.00	\$ 180,154.00
25	223	Director, Equity and Student Achievement	245	\$ 607.66	\$ 635.04	\$ 663.60	\$ 693.43	\$ 724.66	\$ 757.28	\$ 791.61
	250	Director, Multi-Tiered System of Supports (MTSS)		\$ 148,876.00	\$ 155,585.00	\$ 162,581.00	\$ 169,891.00	\$ 177,541.00	\$ 185,533.00	\$ 193,945.00
	289	Director, Secondary Education								
	290	Director, K-8 Teaching and Learning								
	321	Director, Professional Learning and Innovation								
	331	Director, Special Education								
	335	Director, Student Learning Assistance								
	371	Director, Adult Education/School-to-Career								
	412	Director, Student Support Services								
	794	Director, Continuous Improvement/LCAP								
26		Director II, Special Education	245	\$ 639.49	\$ 666.14	\$ 692.54	\$ 722.80	\$ 752.93	\$ 784.30	\$ 821.25
				\$ 156,676.00	\$ 163,204.00	\$ 169,673.00	\$ 177,087.00	\$ 184,467.00	\$ 192,153.00	\$ 201,207.00



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