

**SANTA PAULA UNIFIED SCHOOL DISTRICT
CLASSIFIED CONFIDENTIAL SALARY SCHEDULE
2025/26**

TITLE	RANGE NO.	WORK YEAR	STEP 1 ANNUALLY	STEP 2 ANNUALLY	STEP 3 ANNUALLY	STEP 4 ANNUALLY	STEP 5 ANNUALLY
EXECUTIVE ASSISTANT TO SUPERINTENDENT	315	260	\$86,936 \$41.80	\$90,393 \$43.46	\$93,990 \$45.19	\$97,758 \$47.00	\$101,665 \$48.88
HR ANALYST CERTIFICATED	313	260	\$74,266 \$35.71	\$77,948 \$37.48	\$81,868 \$39.36	\$85,970 \$41.33	\$90,250 \$43.39
HR ANALYST CLASSIFIED	313	260	\$74,266 \$35.71	\$77,948 \$37.48	\$81,868 \$39.36	\$85,970 \$41.33	\$90,250 \$43.39
EXECUTIVE ASSISTANT	310	260	\$71,462 \$34.36	\$74,283 \$35.71	\$77,245 \$37.14	\$80,377 \$38.64	\$83,556 \$40.17
EMPLOYEE BENEFITS TECHNICIAN	310	260	\$71,462 \$34.36	\$74,283 \$35.71	\$77,245 \$37.14	\$80,377 \$38.64	\$83,556 \$40.17

The Santa Paula Unified School District agrees to provide confidential employees with the following service term longevity schedule:

SERVICE TERM LONGEVITY SCHEDULE:

Beginning of the 5th year to completion of the 8th year:	2%	of base salary
Beginning of the 9th year to completion of the 12th year:	5%	of base salary
Beginning of the 13th year to completion of the 16th year:	7%	of base salary
Beginning of the 17th year to completion of the 20th year:	9%	of base salary
Beginning of the 21st year to completion of the 24th year:	11%	of base salary
Beginning of the 25th year to completion of the 28th year:	13%	of base salary
Beginning of the 29th year to every year thereafter:	15%	of base salary

For the purposes of longevity the employee's first year of service is completed on July 1, following the date of hire.

Approved by Board on December 17, 2025, Retroactive and effective from 7/1/2025