



## Classification Plan 2025-2026

<b>Administrative Support Series</b>	<b>Salary Range</b>	<i>Network Engineer</i>	94
<i>Administrative Assistant</i>	72	<i>Security Engineer</i>	97
<i>Administrative Assistant, Senior</i>	75	<i>Senior Software Engineer</i>	99
<i>Administrative Assistant, Superintendent's Office (Confidential) -</i>	75	<i>Software Engineer</i>	92
<i>Administrative Support Supervisor</i>	90	<i>Systems Administrator</i>	94
<i>Development Associate</i>	72	<i>Technology Support Administrative Assistant</i>	75
<i>Executive Assistant to the County Superintendent (Confidential) -</i>	92	<b>Instructional Series</b>	<b>Salary Range</b>
<i>Office Assistant</i>	67	<i>Braille Transcriber</i>	72
<i>Program Associate</i>	72	<i>Early Care and Education Case Worker</i>	61
<i>Reprographics Administrative Assistant</i>	70	<i>Educational Interpreter, American Sign Language, Certified</i>	86
<i>Training and Development Assistant</i>	73	<i>Educational Interpreter, American Sign Language, Waiver</i>	82
<b>Clerical Series</b>	<b>Salary Range</b>	<i>Health Advocate</i>	62
<i>Clerical Assistant</i>	61	<i>Health Advocate - Bilingual</i>	64
<i>Clerical Translator</i>	68	<i>Paraeducator</i>	64
<i>Data Entry Clerk</i>	60	<i>Paraeducator, Behavioral Intervention</i>	66
<i>Instructional Materials and Mail Clerk</i>	65	<i>Teaching Assistant</i>	64
<i>Switchboard Operator/Receptionist - Bilingual</i>	62	<i>Vocational Assistant</i>	64
<b>Data Analysis Series</b>	<b>Salary Range</b>	<b>Maintenance/Operations/Transportation Series</b>	<b>Salary Range</b>
<i>Student Information Specialist</i>	72	<i>Custodian</i>	60
<b>Early Care and Education Series</b>	<b>Salary Range</b>	<i>Custodian/Delivery Driver</i>	60
<i>Alternative Payment Program Supervisor</i>	80	<i>Custodian/Maintenance Worker</i>	62
<i>Early Care and Education Case Worker</i>	61	<i>Delivery Specialist I</i>	62
<i>Early Care and Education Lead</i>	70	<i>Delivery Specialist II</i>	64
<i>Early Care and Education Provider Specialist</i>	61	<i>Lead Custodian/Maintenance Worker</i>	64
<i>Food Service Worker</i>	60	<i>Maintenance and Operations Supervisor</i>	88
<i>Nutrition Program Specialist - Bilingual</i>	63	<b>Media and Design Series</b>	<b>Salary Range</b>
<b>Fiscal/Business Series</b>	<b>Salary Range</b>	<i>Communications Specialist</i>	77
<i>Accounting Assistant</i>	66	<i>Digital Media Resources Developer</i>	87
<i>Accounting Supervisor</i>	92	<i>Mixed Media Specialist</i>	77
<i>Accounting Technician</i>	72	<i>Reprographics Supervisor</i>	84
<i>Accounting Technician, Senior</i>	76		
<i>Finance Systems Supervisor</i>	94		
<i>Financial Analyst</i>	80		
<i>Payroll Specialist</i>	75		
<i>Payroll Supervisor</i>	92		
<i>Payroll Systems Supervisor</i>	94		
<i>Payroll Technician</i>	75		
<b>Healthcare Series</b>	<b>Salary Range</b>		
<i>Behavioral Health Practitioner</i>	97		
<i>School Occupational Therapist</i>	99		
<b>Human Resources Series</b>	<b>Salary Range</b>		
<i>Benefits and Employee Relations Analyst</i>	84		
<i>Certificated Human Resources Analyst</i>	84		
<i>Certificated Human Resources Technician</i>	70		
<i>Classified Human Resources Analyst</i>	84		
<i>Classified Human Resources Specialist</i>	79		
<i>Human Resources Specialist</i>	79		
<i>Human Resources Supervisor</i>	90		
<b>Information Technology Series</b>	<b>Salary Range</b>		
<i>Audiovisual Services Supervisor</i>	92		
<i>Computer/Network Support Supervisor</i>	97		
<i>Computer/Network Technician II</i>	87		
<i>Computer/Network Technician, Information Technology Services</i>	88		
<i>Information Technology Support Specialist - Bilingual</i>	88		

<b>CLASSIFIED SALARY ENHANCEMENTS</b>		
<b>Stipend/Differential</b>	<b>Details</b>	<b>Amount</b>
<i>Longevity**</i>	After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750
<i>Master's**</i>	Evidence of a Master's Degree from a regionally accredited institution.	\$2,000 annual stipend
<i>Doctorate**</i>	Evidence of a Doctorate Degree from a regionally accredited institution.  Maximum stipend for an employee who possesses both a Master's Degree and a Doctorate Degree shall not exceed \$3,000 annually.	\$3,000 annual stipend
<i>Bilingual*</i>	Assigned to a position that requires bilingual skills. Shall be required to pass a bilingual examination.	Additional 5 percent of base salary
<i>ELPAC*</i>	Assigned to a position assigned the duties of coordinating English Language Proficiency Assessments for California (ELPAC) testing, administering the ELPAC test, and training.	Additional 5 percent of base salary
<i>Signing*</i>	Assigned to a position that requires signing. Shall be required to pass a signing (American Sign Language) examination or be otherwise certified.	Additional 5 percent of base salary
<i>Braille*</i>	Assigned to a position that requires Braille skills. Shall be required to pass a Braille examination.	Additional 5 percent of base salary
<i>Specialized Health Care (SHC)*</i>	Who perform SHC procedures after being certified by the School Nurse. Shall be required to possess an SHC certificate signed by a School Nurse for each procedure that is expected to be performed.	Additional 5 percent of base salary
<i>Virtual Therapy Support*</i>	Assigned to a position that provides in-person support during the administration of virtual therapy sessions (such as speech and language therapy or occupational therapy)	Additional 5 percent of base salary
<i>Juvenile Court Schools*</i>	Assigned to an instructional position in a locked facility with students who are incarcerated	Additional 5 percent of base salary
<i>Shift</i>	Assigned to a position for which the majority of regularly scheduled hours are worked after 1:30 p.m.	Additional 5 percent of base salary
<i>Clerical Translator/Interpreter Bilingual</i>	Bilingual translation for Individualized Education Plan (IEP) meetings for Special Day Class IEPs for preschool through age 22 or itinerant IEPs with full assessment. Shall be required to pass an advanced bilingual examination.	\$10 per IEP meeting regardless of length of the meeting
<i>Educational Interpreter Waiver Mentor**</i>	Certified educational interpreters may be assigned as a mentor to non-certified interpreters on a CDE-approved waiver	\$1,400 annual stipend
<i>Professional Growth**</i>	To be considered qualifying, educational and professional development activities shall be: A. in a field or subject that relates to the unit member's job or prepares the unit member for another job or assignment in SBCEO; B. completed outside the unit member's regular work hours; C. paid for (if applicable) by the unit member; AND D. completed on or after July 1, 2021.  One growth award is equivalent to: A. three (3) semester units or the equivalent quarter units, OR B. 37.5 hours of seat time in workshops, conferences, or Continuing Education Unit courses.	\$100 per growth award not to exceed a maximum of 10 growth awards per fiscal year at \$1,000  Up to \$30 for related educational materials for each \$100 award

\* There shall be an overall cap on differential pay equivalent to 15 percent regardless of differential services performed.

\*\* Prorated according to Full Time Equivalency (FTE)



**Santa Barbara County Education Office**  
**Classified Monthly Salary Schedule 2025-2026**  
 Central Office Calendar Only

Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step
60	4326	4566	4818	4841	4867	4892	4915	4943	4968	4993	5017	5042	5068	60
61	4418	4661	4918	4944	4970	4995	5020	5044	5071	5095	5120	5144	5169	61
62	4523	4770	5033	5055	5082	5110	5133	5158	5182	5209	5233	5257	5285	62
63	4627	4883	5150	5173	5198	5225	5250	5277	5304	5333	5360	5385	5413	63
64	4727	4986	5257	5285	5311	5341	5368	5396	5423	5449	5478	5504	5531	64
65	4839	5107	5385	5413	5439	5469	5494	5521	5549	5576	5606	5632	5660	65
66	4943	5217	5501	5528	5555	5582	5611	5636	5663	5690	5722	5750	5779	66
67	5055	5338	5630	5657	5685	5713	5742	5771	5801	5830	5862	5888	5919	67
68	5162	5443	5746	5774	5804	5835	5866	5894	5923	5953	5983	6012	6040	68
69	5285	5576	5885	5914	5944	5976	6004	6033	6063	6092	6124	6152	6183	69
70	5407	5702	6020	6048	6079	6107	6137	6166	6199	6231	6263	6292	6326	70
71	5520	5822	6143	6172	6205	6238	6270	6300	6335	6365	6397	6428	6460	71
72	5641	5950	6278	6309	6343	6374	6405	6436	6470	6501	6533	6566	6598	72
73	5773	6091	6422	6457	6489	6520	6552	6583	6615	6651	6683	6717	6752	73
74	5900	6228	6568	6599	6631	6665	6700	6736	6768	6801	6836	6869	6904	74
75	6029	6362	6713	6748	6781	6815	6852	6885	6919	6952	6987	7019	7053	75
76	6174	6517	6871	6906	6941	6975	7009	7044	7077	7115	7149	7187	7222	76
77	6315	6663	7029	7065	7101	7136	7174	7210	7246	7282	7320	7355	7391	77
78	6452	6807	7180	7217	7254	7288	7326	7361	7399	7437	7471	7509	7542	78
79	6598	6959	7341	7379	7413	7451	7485	7524	7563	7599	7641	7679	7718	79
80	6754	7126	7515	7557	7594	7633	7672	7710	7748	7789	7828	7864	7904	80
81	6898	7281	7681	7719	7758	7798	7835	7874	7913	7952	7989	8031	8071	81
82	7057	7446	7857	7895	7934	7972	8013	8055	8095	8135	8176	8217	8259	82
83	7217	7613	8031	8071	8113	8156	8196	8236	8278	8318	8357	8399	8442	83
84	7373	7778	8206	8246	8289	8329	8371	8413	8452	8496	8539	8583	8625	84
85	7542	7959	8393	8438	8480	8523	8566	8609	8652	8696	8739	8783	8826	85
86	7710	8132	8583	8625	8670	8711	8755	8800	8842	8885	8932	8975	9023	86
87	7884	8316	8773	8817	8859	8902	8949	8995	9041	9084	9131	9177	9223	87
88	8065	8508	8977	9024	9071	9114	9160	9207	9251	9296	9342	9392	9438	88
89	8243	8700	9177	9223	9267	9313	9357	9407	9455	9501	9548	9599	9645	89
90	8426	8889	9378	9426	9474	9522	9571	9618	9665	9716	9760	9809	9860	90
91	8636	9111	9614	9662	9709	9757	9804	9854	9904	9955	10006	10055	10105	91
92	8856	9342	9858	9906	9957	10009	10056	10109	10157	10208	10259	10308	10362	92
93	9073	9571	10095	10146	10195	10247	10299	10350	10404	10456	10510	10560	10611	93
94	9303	9813	10353	10406	10458	10512	10562	10617	10667	10720	10774	10828	10884	94
95	9550	10079	10632	10683	10738	10789	10844	10899	10953	11008	11062	11119	11174	95
96	9792	10333	10901	10956	11010	11065	11121	11176	11234	11290	11344	11402	11458	96
97	10039	10592	11176	11234	11290	11344	11402	11458	11516	11572	11631	11690	11750	97
98	10284	10850	11445	11503	11561	11619	11675	11734	11794	11853	11911	11972	12032	98
99	10546	11128	11741	11797	11858	11916	11976	12035	12094	12157	12218	12279	12342	99
100	10810	11403	12034	12092	12154	12216	12276	12340	12401	12462	12523	12585	12651	100
Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step



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 Central Office Calendar Only

Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	Range/Step
60	5093	5119	5143	5167	5192	5247	5296	5350	5405	5459	5514	5569	5625	60
61	5195	5222	5247	5274	5298	5353	5407	5462	5516	5570	5626	5683	5740	61
62	5311	5341	5368	5396	5423	5478	5531	5587	5643	5699	5756	5814	5872	62
63	5439	5469	5494	5521	5549	5606	5661	5719	5774	5832	5892	5950	6009	63
64	5558	5587	5615	5641	5669	5727	5781	5840	5898	5957	6017	6078	6138	64
65	5687	5714	5744	5773	5802	5862	5919	5979	6036	6099	6160	6221	6284	65
66	5808	5840	5870	5898	5927	5987	6046	6107	6167	6231	6292	6355	6419	66
67	5949	5979	6009	6036	6066	6130	6190	6251	6313	6376	6441	6504	6570	67
68	6070	6102	6132	6160	6192	6254	6315	6378	6443	6505	6571	6637	6703	68
69	6215	6248	6278	6309	6343	6405	6470	6533	6599	6665	6731	6798	6867	69
70	6359	6390	6421	6455	6486	6548	6615	6681	6748	6815	6884	6952	7022	70
71	6492	6525	6555	6589	6621	6684	6752	6821	6889	6956	7025	7096	7167	71
72	6629	6663	6698	6733	6765	6833	6902	6972	7042	7113	7183	7255	7328	72
73	6785	6821	6855	6889	6922	6992	7063	7132	7202	7276	7349	7422	7496	73
74	6939	6974	7008	7042	7075	7146	7217	7288	7361	7437	7511	7586	7663	74
75	7088	7126	7160	7198	7234	7307	7381	7453	7528	7603	7679	7755	7833	75
76	7260	7297	7332	7368	7405	7480	7557	7628	7708	7786	7863	7942	8022	76
77	7430	7465	7500	7537	7576	7651	7727	7805	7884	7963	8043	8124	8205	77
78	7584	7622	7660	7700	7737	7815	7894	7972	8053	8130	8211	8293	8376	78
79	7755	7796	7833	7872	7910	7989	8069	8149	8232	8314	8397	8481	8566	79
80	7944	7980	8023	8062	8103	8187	8267	8350	8435	8518	8603	8689	8776	80
81	8113	8156	8196	8236	8278	8357	8444	8526	8611	8700	8786	8873	8962	81
82	8300	8342	8381	8423	8466	8552	8636	8722	8812	8899	8988	9078	9169	82
83	8484	8526	8570	8614	8657	8743	8830	8919	9007	9100	9192	9283	9377	83
84	8670	8711	8755	8800	8842	8932	9020	9109	9202	9292	9385	9480	9574	84
85	8869	8912	8959	9002	9050	9140	9230	9321	9417	9511	9606	9703	9800	85
86	9069	9111	9158	9205	9250	9342	9436	9531	9625	9721	9819	9916	10015	86
87	9267	9313	9357	9407	9455	9548	9645	9741	9838	9936	10035	10135	10236	87
88	9486	9534	9580	9628	9677	9775	9872	9969	10072	10169	10272	10374	10477	88
89	9693	9741	9788	9838	9890	9986	10086	10188	10290	10392	10497	10601	10707	89
90	9908	9960	10011	10058	10110	10210	10312	10416	10520	10626	10732	10840	10949	90
91	10155	10204	10258	10307	10360	10464	10570	10672	10782	10887	10996	11106	11217	91
92	10416	10469	10520	10572	10626	10730	10839	10947	11057	11168	11279	11391	11504	92
93	10665	10717	10773	10825	10882	10992	11100	11210	11322	11438	11552	11668	11784	93
94	10938	10993	11047	11103	11158	11269	11384	11498	11614	11727	11845	11962	12083	94
95	11232	11288	11341	11399	11456	11570	11686	11803	11922	12040	12160	12281	12403	95
96	11516	11572	11631	11690	11750	11867	11985	12107	12228	12351	12474	12599	12724	96
97	11807	11867	11926	11985	12044	12167	12288	12410	12534	12661	12788	12916	13045	97
98	12090	12152	12214	12274	12336	12458	12584	12708	12838	12964	13094	13225	13357	98
99	12403	12465	12524	12588	12653	12780	12907	13035	13167	13298	13432	13566	13702	99
100	12714	12778	12842	12905	12969	13099	13231	13363	13495	13631	13768	13905	14044	100