



Supervisory/Confidential Personnel

Salary Schedule 2026-2027

Effective 7/1/2026

Approved 6/16/2026

12 Month Positions	Range	Monthly
Custodial Supervisor	83	261 Paid Days Work Days-222 Vacation-22 Holidays-17
Payroll Supervisor	89	
Executive Assistant to Deputy Supt.	91	
HR Secretary/Recruiting Analyst	91	
Secretary to Associate Superintendent	91	
Secretary to Chief Business Officer	91	
ESL Program Manager	93	
Info/Tech. Support Supervisor	93	
Sustainability Program Manager	93	
Benefits/Payroll Supervisor	94	
HR Data Specialist	95	
Executive Assistant to Board of Ed.	96	
Custodial Supervisor PM	97	
Maintenance Supervisor	97	
Operations Supervisor	97	
Theater Facilities Supervisor	97	
Transportation Supervisor	97	
11 Month Positions	Range	Days
Secretarial Supervisor MS	84	249 Paid Days Work Days-212 Holidays-16 Vacation-21 Paid out mthly
Secretarial Supervisor HS	86	
Transition Specialist Supervisor	94	
District Nurse	95	
Mental Health and Wellness Supervisor	97	
10 Month Positions	Range	Days
Student Nutrition Supervisor	85	224 Paid Days Work Days-189 Holidays-15 Vacation-20 Paid out mthly



PALO ALTO
UNIFIED SCHOOL DISTRICT

Range Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
83	6,181	6,526	6,873	7,215	7,566	7,907	8,255	8,600	8,943	9,294	9,294	9,294	9,294	9,294	9,536	9,536	9,536	9,536	9,536	9,778	9,778
84	6,292	6,638	6,993	7,340	7,689	8,043	8,390	8,739	9,091	9,436	9,436	9,436	9,436	9,436	9,678	9,678	9,678	9,678	9,678	9,921	9,921
87	6,953	7,319	7,688	8,060	8,431	8,799	9,162	9,538	9,907	10,278	10,278	10,278	10,278	10,278	10,521	10,521	10,521	10,521	10,521	10,762	10,762
88	7,162	7,538	7,914	8,291	8,666	9,044	9,419	9,795	10,171	10,543	10,543	10,543	10,543	10,543	10,787	10,787	10,787	10,787	10,787	11,029	11,029
89	7,374	7,753	8,137	8,516	8,901	9,288	9,666	10,050	10,431	10,814	10,814	10,814	10,814	10,814	11,054	11,054	11,054	11,054	11,054	11,298	11,298
91	7,493	7,881	8,268	8,651	9,037	9,426	9,807	10,197	10,582	10,973	10,973	10,973	10,973	10,973	11,216	11,216	11,216	11,216	11,216	11,457	11,457
92	7,839	8,238	8,634	9,029	9,427	9,822	10,221	10,617	11,014	11,411	11,411	11,411	11,411	11,411	11,651	11,651	11,651	11,651	11,651	11,892	11,892
93	8,546	8,959	9,376	9,796	10,213	10,630	11,051	11,465	11,889	12,304	12,304	12,304	12,304	12,304	12,547	12,547	12,547	12,547	12,547	12,788	12,788
94	9,034	9,466	9,902	10,334	10,772	11,201	11,640	12,073	12,505	12,936	12,936	12,936	12,936	12,936	13,177	13,177	13,177	13,177	13,177	13,418	13,418
95	9,887	10,349	10,810	11,268	11,731	12,187	12,648	13,102	13,568	14,026	14,026	14,026	14,026	14,026	14,268	14,268	14,268	14,268	14,268	14,509	14,509
96	10,206	10,675	11,143	11,615	12,083	12,556	13,023	13,492	13,963	14,435	14,435	14,435	14,435	14,435	14,676	14,676	14,676	14,676	14,676	14,918	14,918
97	11,198	11,698	12,198	12,699	13,197	13,700	14,196	14,695	15,196	15,698	15,698	15,698	15,698	15,698	15,940	15,940	15,940	15,940	15,940	16,181	16,181
Range Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
84	36.17	38.13	40.20	42.20	44.23	46.22	48.23	50.22	52.24	54.22	54.22	54.22	54.22	54.22	55.57	55.57	55.57	55.57	55.57	56.91	56.91
85	36.49	38.53	40.46	42.48	44.43	46.42	48.42	50.38	52.37	54.37	54.37	54.37	54.37	54.37	55.70	55.70	55.70	55.70	55.70	57.06	57.06
86	38.11	40.20	42.27	44.32	46.34	48.42	50.49	52.50	54.57	56.60	56.60	56.60	56.60	56.60	57.94	57.94	57.94	57.94	57.94	59.28	59.28
93	49.11	51.49	53.90	56.30	58.71	61.09	63.50	65.89	68.32	70.70	70.70	70.70	70.70	70.70	72.05	72.05	72.05	72.05	72.05	73.39	73.39
94	51.91	54.41	56.92	59.38	61.90	64.38	66.91	69.37	71.87	74.34	74.34	74.34	74.34	74.34	75.69	75.69	75.69	75.69	75.69	77.03	77.03
95	56.82	59.48	62.13	64.76	67.40	70.04	72.67	75.31	77.96	80.60	80.60	80.60	80.60	80.60	81.94	81.94	81.94	81.94	81.94	83.27	83.27
97	64.37	67.23	70.10	72.99	75.86	78.73	81.61	84.47	87.32	90.22	90.22	90.22	90.22	90.22	91.55	91.55	91.55	91.55	91.55	92.90	92.90



PALO ALTO
UNIFIED SCHOOL DISTRICT

Range Monthly	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40
83	9,778	9,778	9,778	10,020	10,020	10,020	10,020	10,020	10,263	10,263	10,263	10,263	10,263	10,504	10,504	10,504	10,504	10,504	10,744
84	9,921	9,921	9,921	10,163	10,163	10,163	10,163	10,163	10,406	10,406	10,406	10,406	10,406	10,648	10,648	10,648	10,648	10,648	10,889
87	10,762	10,762	10,762	11,004	11,004	11,004	11,004	11,004	11,247	11,247	11,247	11,247	11,247	11,489	11,489	11,489	11,489	11,489	11,731
88	11,029	11,029	11,029	11,271	11,271	11,271	11,271	11,271	11,513	11,513	11,513	11,513	11,513	11,755	11,755	11,755	11,755	11,755	11,998
89	11,298	11,298	11,298	11,540	11,540	11,540	11,540	11,540	11,782	11,782	11,782	11,782	11,782	12,024	12,024	12,024	12,024	12,024	12,265
91	11,457	11,457	11,457	11,699	11,699	11,699	11,699	11,699	11,942	11,942	11,942	11,942	11,942	12,182	12,182	12,182	12,182	12,182	12,425
92	11,892	11,892	11,892	12,136	12,136	12,136	12,136	12,136	12,377	12,377	12,377	12,377	12,377	12,621	12,621	12,621	12,621	12,621	12,862
93	12,788	12,788	12,788	13,031	13,031	13,031	13,031	13,031	13,273	13,273	13,273	13,273	13,273	13,516	13,516	13,516	13,516	13,516	13,758
94	13,418	13,418	13,418	13,663	13,663	13,663	13,663	13,663	13,904	13,904	13,904	13,904	13,904	14,147	14,147	14,147	14,147	14,147	14,388
95	14,509	14,509	14,509	14,751	14,751	14,751	14,751	14,751	14,992	14,992	14,992	14,992	14,992	15,235	15,235	15,235	15,235	15,235	15,477
96	14,918	14,918	14,918	15,162	15,162	15,162	15,162	15,162	15,403	15,403	15,403	15,403	15,403	15,646	15,646	15,646	15,646	15,646	15,887
97	16,181	16,181	16,181	16,424	16,424	16,424	16,424	16,424	16,666	16,666	16,666	16,666	16,666	16,908	16,908	16,908	16,908	16,908	17,150
Range Hourly	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40
84	56.91	56.91	56.91	58.23	58.23	58.23	58.23	58.23	59.58	59.58	59.58	59.58	59.58	60.93	60.93	60.93	60.93	60.93	62.25
85	57.06	57.06	57.06	58.41	58.41	58.41	58.41	58.41	59.77	59.77	59.77	59.77	59.77	61.11	61.11	61.11	61.11	61.11	62.47
86	59.28	59.28	59.28	60.62	60.62	60.62	60.62	60.62	61.95	61.95	61.95	61.95	61.95	63.30	63.30	63.30	63.30	63.30	64.63
93	73.39	73.39	73.39	74.74	74.74	74.74	74.74	74.74	76.07	76.07	76.07	76.07	76.07	77.42	77.42	77.42	77.42	77.42	78.74
94	77.03	77.03	77.03	78.35	78.35	78.35	78.35	78.35	79.70	79.70	79.70	79.70	79.70	81.05	81.05	81.05	81.05	81.05	82.37
95	83.27	83.27	83.27	84.62	84.62	84.62	84.62	84.62	85.95	85.95	85.95	85.95	85.95	87.29	87.29	87.29	87.29	87.29	88.62
97	92.90	92.90	92.90	94.25	94.25	94.25	94.25	94.25	95.57	95.57	95.57	95.57	95.57	96.93	96.93	96.93	96.93	96.93	98.24