

**HANFORD ELEMENTARY SCHOOL DISTRICT  
2026-2027 SALARY SCHEDULES  
MANAGEMENT**

| Range | Position                                                                                                                                | **Compensated<br>Days Per Year |                 | Step 1            | Step 2            | Step 3            | Step 4            | Step 5            |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 0-A   | Chief Business Official<br>(224 work + 15 hol + 22 vac)                                                                                 | 261                            | annual<br>daily | 188,762<br>723.22 | 196,312<br>752.15 | 204,164<br>782.24 | 212,331<br>813.53 | 220,824<br>846.07 |
| 1-A   | Assistant Superintendent<br>(224 work + 15 hol + 22 vac)                                                                                | 261                            | annual<br>daily | 175,284<br>671.59 | 182,295<br>698.45 | 189,587<br>726.39 | 197,170<br>755.44 | 205,057<br>785.66 |
| 3-A   | Director<br>Chief Technology Officer<br>(224 work + 15 hol + 22 vac)                                                                    | 261                            | annual<br>daily | 158,798<br>608.42 | 165,150<br>632.76 | 171,756<br>658.07 | 178,627<br>684.39 | 185,772<br>711.77 |
| 3-C   | Director<br>Principal<br>(204 work + 13 hol + 20 vac)                                                                                   | 237                            | annual<br>daily | 144,196<br>608.42 | 149,964<br>632.76 | 155,963<br>658.07 | 162,201<br>684.39 | 168,689<br>711.77 |
| 6-A   | Fiscal Services Specialist<br>Curriculum & Professional<br>Development Specialist<br>Program Specialist<br>(224 work + 15 hol + 22 vac) | 261                            | annual<br>daily | 147,460<br>564.98 | 153,359<br>587.58 | 159,493<br>611.08 | 165,873<br>635.53 | 172,508<br>660.95 |
| 6-C   | Vice Principal<br>Learning Director<br>Curriculum & Professional<br>Development Specialist<br>(204 work + 13 hol + 20 vac)              | 237                            | annual<br>daily | 133,901<br>564.98 | 139,257<br>587.58 | 144,827<br>611.08 | 150,620<br>635.53 | 156,645<br>660.95 |
| 10-B  | Administrative Intern<br>(204 work + 13 hol + 20 vac)                                                                                   | 237                            | annual<br>daily | 121,307<br>511.85 | 126,160<br>532.32 | 131,206<br>553.61 | 136,454<br>575.76 | 141,912<br>598.79 |
| 15-A  | Program Manager<br>(224 work + 15 hol + 22 vac)                                                                                         | 261                            | annual<br>daily | 118,076<br>452.40 | 122,799<br>470.49 | 127,711<br>489.31 | 132,819<br>508.88 | 138,132<br>529.24 |
| 15-B  | Program Manager<br>(203 work + 13 hol + 20 vac)                                                                                         | 236                            | annual<br>daily | 106,766<br>452.40 | 111,036<br>470.49 | 115,478<br>489.31 | 120,097<br>508.88 | 124,901<br>529.24 |
| 22-A  | Supervisor<br>(224 work + 15 hol + 22 vac)                                                                                              | 261                            | annual<br>daily | 99,333<br>380.59  | 103,306<br>395.81 | 107,438<br>411.64 | 111,736<br>428.11 | 116,205<br>445.23 |
| 22-C  | Supervisor<br>(200 work + 13 hol + 19 vac)                                                                                              | 232                            | annual<br>daily | 88,296<br>380.59  | 91,828<br>395.81  | 95,501<br>411.64  | 99,321<br>428.11  | 103,294<br>445.23 |
| 23-A  | Analyst<br>(224 work + 15 hol + 22 vac)                                                                                                 | 261                            | annual<br>daily | 96,910<br>371.30  | 100,787<br>386.16 | 104,818<br>401.60 | 109,011<br>417.67 | 113,371<br>434.37 |
| 26-C  | School Operations Officer<br>(204 work + 13 hol + 20 vac)                                                                               | 237                            | annual<br>daily | 81,716<br>344.79  | 84,984<br>358.58  | 88,384<br>372.93  | 91,919<br>387.84  | 95,596<br>403.36  |

**PROFESSIONAL SPECIALIST**

|      |                                                      |     |                 |                   |                   |                   |                   |                   |
|------|------------------------------------------------------|-----|-----------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 7-C  | Psychologist<br>(194 work + 13 hol + 19 vac)         | 226 | annual<br>daily | 124,572<br>551.20 | 129,554<br>573.25 | 134,737<br>596.18 | 140,126<br>620.03 | 145,731<br>644.83 |
| 10-C | School Social Worker<br>(194 work + 13 hol + 19 vac) | 226 | annual<br>daily | 115,677<br>511.85 | 120,304<br>532.32 | 125,116<br>553.61 | 130,121<br>575.76 | 135,326<br>598.79 |
| 11-C | Counselor<br>(194 work + 13 hol + 19 vac)            | 226 | annual<br>daily | 112,856<br>499.36 | 117,370<br>519.34 | 122,065<br>540.11 | 126,947<br>561.71 | 132,025<br>584.18 |

**CONFIDENTIAL CLASSIFIED\***

|      |                          |     |                 |                  |                  |                  |                  |                   |
|------|--------------------------|-----|-----------------|------------------|------------------|------------------|------------------|-------------------|
| 28-A | Administrative Assistant | 261 | annual<br>daily | 85,654<br>328.18 | 89,081<br>341.30 | 92,644<br>354.96 | 96,350<br>369.16 | 100,204<br>383.92 |
| 29-A | Personnel Specialist     | 261 | annual<br>daily | 83,565<br>320.17 | 86,908<br>332.98 | 90,384<br>346.30 | 94,000<br>360.15 | 97,760<br>374.56  |
| 32-A | Administrative Secretary | 261 | annual<br>daily | 77,599<br>297.31 | 80,703<br>309.21 | 83,931<br>321.57 | 87,288<br>334.44 | 90,779<br>347.81  |
| 34-A | Personnel Assistant      | 261 | annual<br>daily | 73,860<br>282.99 | 76,814<br>294.31 | 79,886<br>306.08 | 83,082<br>318.32 | 86,405<br>331.05  |

\* = The number of work days depends on vacation accrual rate.

\*\*Longevity - 15 years = \$2,000 Longevity includes all consecutive years of HESD service

- 20 years = \$2,000 Additional

- 25 years = \$2,000 Additional

- 30 years = \$2,000 Additional

- 35 years = \$2,000 Additional

\*\*If your hire date falls between July 1 and December 31, the applicable longevity stipend will begin that school year.

If your hire date falls between January 1 and June 30, the applicable longevity stipend will begin the following school year.

Adopted: 06/24/26

Effective: 07/01/26