SANTA ANA SCHOOL POLICE OFFICERS ASSOCIATION
2026-2027
School Police Officer

GRADE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 10		STEP 15		STEP 20		STEP 25		STEP 30	
	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
40	7213	41.613	7574	43.696	7953	45.883	8351	48.179	8769	50.59	9207	53.117	9667	55.771	9909	57.167	10157	58.598	10411	60.063	10671	61.563	10938	63.104

POST Incentive Pay

Basic Certification	4% Increase to base pay
Intermediate Certification	8% Increase to base pay
Advance Certification	12% Increase to base pay

Employees shall receive POST Incentive Pay based on the highest level of POST certification they have attained. Employees may not receive cumulative compensation for multiple POST certifications. Payment will be reported on Monthly basis as it is earned.

Board Approved: June 16, 2026
Effective: 7/1/26 (2.5% increase)