

## CLASSIFIED MANAGEMENT SALARY SCHEDULE

**2026-2027**

Effective 07/01/2025

updated 07/06/2026

**Salary Plan 050**

| Grade | Minimum       | Monthly Salary Rates |             |             |             |             | Maximum       |
|-------|---------------|----------------------|-------------|-------------|-------------|-------------|---------------|
|       | Annual Salary | Step 1               | Step 2      | Step 3      | Step 4      | Step 5      | Annual Salary |
| 016   | -             | -                    | \$5,907.83  | \$6,203.42  | \$6,513.58  | \$6,839.50  | \$82,074      |
| 017   | -             | -                    | \$6,055.58  | \$6,358.33  | \$6,676.25  | \$7,010.33  | \$84,124      |
| 018   | \$70,938      | \$5,911.50           | \$6,207.08  | \$6,517.42  | \$6,843.33  | \$7,185.67  | \$86,228      |
| 019   | \$72,712      | \$6,059.33           | \$6,362.25  | \$6,680.33  | \$7,014.33  | \$7,365.33  | \$88,384      |
| 020   | \$74,529      | \$6,210.75           | \$6,521.42  | \$6,847.33  | \$7,189.67  | \$7,549.33  | \$90,592      |
| 021   | \$76,391      | \$6,365.92           | \$6,684.17  | \$7,018.42  | \$7,369.58  | \$7,738.00  | \$92,856      |
| 022   | \$78,301      | \$6,525.08           | \$6,851.33  | \$7,193.92  | \$7,553.75  | \$7,931.58  | \$95,179      |
| 023   | \$80,260      | \$6,688.33           | \$7,022.58  | \$7,373.75  | \$7,742.67  | \$8,130.00  | \$97,560      |
| 024   | \$82,266      | \$6,855.50           | \$7,198.25  | \$7,558.25  | \$7,936.08  | \$8,333.25  | \$99,999      |
| 025   | \$84,322      | \$7,026.83           | \$7,378.08  | \$7,747.08  | \$8,134.75  | \$8,541.67  | \$102,500     |
| 026   | \$86,430      | \$7,202.50           | \$7,562.58  | \$7,940.92  | \$8,338.00  | \$8,755.17  | \$105,062     |
| 027   | \$88,591      | \$7,382.58           | \$7,751.67  | \$8,139.33  | \$8,546.25  | \$8,973.75  | \$107,685     |
| 028   | \$90,805      | \$7,567.08           | \$7,945.50  | \$8,342.67  | \$8,760.17  | \$9,198.33  | \$110,380     |
| 029   | \$93,076      | \$7,756.33           | \$8,144.00  | \$8,551.50  | \$8,979.17  | \$9,428.42  | \$113,141     |
| 030   | \$95,403      | \$7,950.25           | \$8,347.67  | \$8,765.00  | \$9,203.50  | \$9,663.75  | \$115,965     |
| 031   | \$97,787      | \$8,148.92           | \$8,556.33  | \$8,984.25  | \$9,433.67  | \$9,905.58  | \$118,867     |
| 032   | \$100,232     | \$8,352.67           | \$8,770.33  | \$9,209.08  | \$9,669.50  | \$10,153.17 | \$121,838     |
| 033   | \$102,737     | \$8,561.42           | \$8,989.58  | \$9,438.92  | \$9,911.25  | \$10,407.08 | \$124,885     |
| 034   | \$105,307     | \$8,775.58           | \$9,214.33  | \$9,675.25  | \$10,158.83 | \$10,667.08 | \$128,005     |
| 035   | \$107,939     | \$8,994.92           | \$9,444.67  | \$9,917.25  | \$10,413.00 | \$10,933.83 | \$131,206     |
| 036   | \$110,637     | \$9,219.75           | \$9,680.75  | \$10,164.83 | \$10,673.08 | \$11,207.25 | \$134,487     |
| 037   | \$113,403     | \$9,450.25           | \$9,922.83  | \$10,419.08 | \$10,940.17 | \$11,487.33 | \$137,848     |
| 038   | \$116,239     | \$9,686.58           | \$10,170.83 | \$10,679.67 | \$11,213.67 | \$11,774.58 | \$141,295     |
| 039   | \$119,146     | \$9,928.83           | \$10,425.17 | \$10,946.75 | \$11,494.00 | \$12,068.83 | \$144,826     |
| 040   | \$122,124     | \$10,177.00          | \$10,685.92 | \$11,220.42 | \$11,781.50 | \$12,370.75 | \$148,449     |
| 041   | \$125,178     | \$10,431.50          | \$10,953.00 | \$11,500.92 | \$12,076.25 | \$12,679.92 | \$152,159     |
| 042   | \$128,306     | \$10,692.17          | \$11,226.83 | \$11,788.33 | \$12,377.75 | \$12,996.67 | \$155,960     |
| 043   | \$131,515     | \$10,959.58          | \$11,507.58 | \$12,083.00 | \$12,687.25 | \$13,321.92 | \$159,863     |
| 044   | \$134,804     | \$11,233.67          | \$11,795.33 | \$12,385.17 | \$13,004.42 | \$13,654.75 | \$163,857     |
| 045   | \$138,173     | \$11,514.42          | \$12,090.08 | \$12,694.75 | \$13,329.50 | \$13,996.17 | \$167,954     |
| 046   | \$141,627     | \$11,802.25          | \$12,392.25 | \$13,012.17 | \$13,662.92 | \$14,346.08 | \$172,153     |
| 047   | \$145,167     | \$12,097.25          | \$12,702.17 | \$13,337.25 | \$14,004.42 | \$14,704.83 | \$176,458     |
| 048   | \$148,797     | \$12,399.75          | \$13,019.83 | \$13,670.75 | \$14,354.25 | \$15,072.50 | \$180,870     |
| 049   | \$152,516     | \$12,709.67          | \$13,345.33 | \$14,012.50 | \$14,713.17 | \$15,449.25 | \$185,391     |
| 050   | \$156,331     | \$13,027.58          | \$13,678.75 | \$14,362.75 | \$15,080.92 | \$15,835.25 | \$190,023     |
| 051   | \$160,240     | \$13,353.33          | \$14,020.92 | \$14,722.00 | \$15,458.17 | \$16,231.17 | \$194,774     |
| 052   | \$164,245     | \$13,687.08          | \$14,371.25 | \$15,090.08 | \$15,844.67 | \$16,637.08 | \$199,645     |
| 053   | \$168,350     | \$14,029.17          | \$14,730.58 | \$15,467.42 | \$16,240.67 | \$17,053.00 | \$204,636     |
| 054   | \$172,559     | \$14,379.92          | \$15,098.92 | \$15,853.92 | \$16,647.00 | \$17,479.33 | \$209,752     |
| 055   | \$176,874     | \$14,739.50          | \$15,476.58 | \$16,250.42 | \$17,062.83 | \$17,916.58 | \$214,999     |
| 056   | \$181,294     | \$15,107.83          | \$15,863.33 | \$16,656.67 | \$17,489.50 | \$18,364.17 | \$220,370     |
| 057   | \$185,827     | \$15,485.58          | \$16,259.92 | \$17,072.92 | \$17,926.67 | \$18,823.25 | \$225,879     |
| 058   | \$190,474     | \$15,872.83          | \$16,666.42 | \$17,499.92 | \$18,374.92 | \$19,293.92 | \$231,527     |
| 059   | \$195,237     | \$16,269.75          | \$17,083.08 | \$17,937.17 | \$18,834.42 | \$19,776.25 | \$237,315     |
| 060   | \$200,116     | \$16,676.33          | \$17,510.17 | \$18,385.75 | \$19,305.17 | \$20,270.67 | \$243,248     |



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**2026-2027**

Effective 07/01/2025

updated 07/06/2026

**Salary Plan 050**

| Grade | Minimum       | Monthly Salary Rates |             |             |             |             | Maximum       |
|-------|---------------|----------------------|-------------|-------------|-------------|-------------|---------------|
|       | Annual Salary | Step 1               | Step 2      | Step 3      | Step 4      | Step 5      | Annual Salary |
| 061   | \$205,120     | \$17,093.33          | \$17,948.00 | \$18,845.50 | \$19,787.92 | \$20,777.33 | \$249,328     |
| 062   | \$210,247     | \$17,520.58          | \$18,396.58 | \$19,316.58 | \$20,282.75 | \$21,296.83 | \$255,562     |
| 063   | \$215,503     | \$17,958.58          | \$18,856.50 | \$19,799.50 | \$20,789.58 | \$21,829.42 | \$261,953     |
| 064   | \$220,890     | \$18,407.50          | \$19,327.92 | \$20,294.42 | \$21,309.33 | \$22,375.17 | \$268,502     |

# CLASSIFIED MANAGEMENT JOB CLASSIFICATIONS

Updated 06/19/2026

| Classification                                                        | Grade | Classification                                                        | Grade |
|-----------------------------------------------------------------------|-------|-----------------------------------------------------------------------|-------|
| Accounting & Data Support Specialist                                  | 040   | ITV Writer/Producer                                                   | 032   |
| Application Architect                                                 | 038   | Loss Control Analyst                                                  | 032   |
| Behavior Specialist, Special Education                                | 040   | Manager, Budget & Accounting                                          | 044   |
| Benefits Account Representative                                       | 035   | Manager, California Community Schools Partnership Program             | 044   |
| Budget & Accounting Specialist                                        | 040   | Manager, Commercial Warrants                                          | 044   |
| Business Advisor                                                      | 047   | Manager, Communications and Marketing                                 | 044   |
| Business Specialist                                                   | 030   | Manager, Credentials & LiveScan Services                              | 044   |
| Buyer                                                                 | 024   | Manager, Grants                                                       | 044   |
| Case Manager, Mental Health Services                                  | 038   | Manager, Graphics Production                                          | 044   |
| Claims Adjuster                                                       | 032   | Manager, Media and Operations                                         | 044   |
| Claims Investigator                                                   | 035   | Manager, Network Services                                             | 044   |
| Cloud Solutions Architect                                             | 038   | Manager, Payroll Services                                             | 044   |
| Community Engagement Specialist, MEGA                                 | 030   | Manager, Purchasing and Contracts                                     | 044   |
| Communications Strategist                                             | 035   | Manager, Retirement Systems                                           | 044   |
| Coordinator, Alcohol, Tobacco, and other Drugs                        | 045   | Manager, Student Data Systems                                         | 044   |
| Coordinator, Career Pathways Trust Grant                              | 045   | Manager, Technology Support Services                                  | 044   |
| Coordinator, Charter School Oversight Data                            | 045   | Media Production Supervisor                                           | 034   |
| Coordinator, Charter Schools                                          | 045   | Operations Manager, Media and Creative Services                       | 044   |
| Coordinator, Community Schools                                        | 045   | Organizational Effectiveness Specialist                               | 038   |
| Coordinator, Community Engagement Initiative                          | 045   | PeopleSoft Engagement Specialist                                      | 030   |
| Coordinator, Data Assessment, Accountability & Continuous Improvement | 045   | Program Manager, Budget and Position Control                          | 042   |
| Coordinator, Data Reporting                                           | 045   | Program Manager, Deferred Compensation                                | 047   |
| Coordinator, Early Education Special Projects                         | 045   | Program Manager, Fiscal Services                                      | 042   |
| Coordinator, Expanded Learning & Community Engagement                 | 045   | Program Manager, Fringe Benefits Consortium                           | 044   |
| Coordinator, Foster Youth & Homeless Education Svcs.                  | 045   | Program Manager, JPA Fiscal Services                                  | 042   |
| Coordinator, JCCS                                                     | 045   | Program Specialist, Cybersecurity                                     | 040   |
| Coordinator, Legal Services                                           | 045   | Program Specialist, Early Education                                   | 040   |
| Coordinator, LLS Special Projects                                     | 045   | Program Specialist, Grants                                            | 040   |
| Coordinator, Maintenance and Operations                               | 045   | Program Specialist, PASS AmeriCorps                                   | 040   |
| Coordinator, Prof Learning & Technology Research                      | 045   | Program Specialist, Prevention & School Safety                        | 040   |
| Coordinator, Research and Evaluation                                  | 045   | Program Specialist, Special Education                                 | 040   |
| Coordinator, School Safety & Security Services                        | 045   | Program Specialist, Student Support Services                          | 040   |
| Coordinator, Student Wellness and School Culture                      | 045   | Program Specialist, Work-Based Learning                               | 040   |
| Coordinator, Special Projects                                         | 045   | Project Manager, ITS                                                  | 044   |
| Coordinator, Student Support Services                                 | 045   | Project Specialist, Alcohol, Tobacco and Other Drug Prevention        | 035   |
| Coordinator, Systems of Support                                       | 045   | Project Specialist, Charter Schools                                   | 035   |
| Coordinator, Youth Development                                        | 045   | Project Specialist, Community Engagement                              | 035   |
| Cybersecurity Architect                                               | 044   | Project Specialist, Expanded Learning                                 | 035   |
| Cybersecurity Engineer                                                | 040   | Project Specialist, Foster Youth/Homeless Ed Svcs                     | 035   |
| Cybersecurity Officer                                                 | 047   | Project Specialist, Human Resources                                   | 035   |
| Cybersecurity Specialist                                              | 033   | Project Specialist, Innovation                                        | 035   |
| Data Scientist                                                        | 044   | Project Specialist, Mental Health                                     | 035   |
| Database Administration and Engineering Manager                       | 044   | Project Specialist, Migrant Education                                 | 035   |
| Database Manager                                                      | 044   | Project Specialist, Native American Studies & Native Scholars Pathway | 035   |
| Director, Budget and Accounting                                       | 050   | Project Specialist, Outdoor Education                                 | 035   |
| Director, Business Advisory Services                                  | 050   | Project Specialist, Outdoor/Environmental Education                   | 035   |
| Director, Classified Human Resources                                  | 050   | Project Specialist, PASS AmeriCorps                                   | 035   |
| Director, Communications                                              | 050   | Project Specialist, Student Support Services                          | 035   |
| Director, Data and Impact Center of Excellence                        | 050   | Project Specialist, Student & School Wellness                         | 035   |
| Director, Early Education                                             | 050   | Project Specialist, Whole Child and Community Design                  | 035   |
| Director, Employee Relations                                          | 050   | Project Specialist, Work-Based Learning                               | 035   |
| Director, Infrastructure & Cloud Services                             | 050   | Purchasing/Contracts Specialist                                       | 030   |
| Director, Maintenance & Operations                                    | 050   | School Facilities Planning Analyst                                    | 035   |
| Director, Security Operations Center                                  | 050   | School Facilities Planning Specialist                                 | 038   |
| Director, Student Services and Programs                               | 050   | Senior Business Specialist                                            | 038   |
| Engagement and Organizational Development Specialist                  | 040   | Senior Claims Adjuster                                                | 038   |
| Executive Director, Charter Schools                                   | 056   | Senior Consultant, ERP Application & Systems Development              | 051   |
| Executive Director, Cybersecurity & Digital Privacy                   | 056   | Senior Director, Charter Schools                                      | 053   |
| Executive Director, District Financial Services                       | 056   | Senior Director, Enterprise Project Management Office                 | 053   |
| Executive Director, Enterprise Applications                           | 056   | Senior Director, Enterprise Resource Planning                         | 053   |
| Executive Director, Internal Business Services                        | 056   | Senior Director, Media & Communications Strategy                      | 053   |
| Executive Director, Maintenance and Operations                        | 056   | Senior Director, Services and Solutions                               | 053   |
| Executive Director, Risk Management                                   | 056   | Senior Director, Strategic Projects                                   | 053   |
| Executive Director, Technology Infrastructure & Operations            | 056   | Senior Director, Technology Infrastructure & Operations               | 053   |
| Executive Director, Whole Child and Community Design                  | 056   | Senior Loss Control Analyst                                           | 035   |
| Family & Community Engagement Specialist, WCCD                        | 030   | Senior Manager, After-School Programs                                 | 047   |
| Functional Consultant, HCM Application & Systems Development          | 050   | Senior Manager, Applications & Systems                                | 047   |
| Instructional Technology Specialist                                   | 035   | Senior Manager, Budget & Accounting                                   | 047   |

# CLASSIFIED MANAGEMENT JOB CLASSIFICATIONS

Updated 06/19/2026

| Classification                                             | Grade |
|------------------------------------------------------------|-------|
| Senior Manager, EAP                                        | 047   |
| Senior Manager, ERP Application & Systems Development      | 047   |
| Senior Manager, Financial Accounting & Data Support        | 047   |
| Senior Manager, Integrated Applications & Systems          | 047   |
| Senior Manager, PeopleSoft Support                         | 047   |
| Senior Manager, Property & Liability Program               | 047   |
| Senior Manager, ERP Implementation & Delivery Management   | 047   |
| Senior Manager, Student Services and Programs              | 047   |
| Senior Manager, Workers Compensation                       | 047   |
| Senior Program Business Specialist                         | 040   |
| Senior Program Specialist, Early Education Data Reporting  | 043   |
| Senior Project Manager, Data & Analytics                   | 047   |
| Senior Project Manager, Integrated Technology Services     | 047   |
| Small School District Business Specialist                  | 044   |
| Solution Consultant, HCM Application & Systems Development | 050   |
| Special Education Financial Analyst                        | 042   |

| Classification                                                | Grade |
|---------------------------------------------------------------|-------|
| Special Education Financial Expert                            | 044   |
| Supervisor I, Food Service Program                            | 030   |
| Supervisor II, Graphics Production                            | 034   |
| Supervisor III, Benefit Claims                                | 040   |
| Supervisor III, Human Resources - Employee Services           | 040   |
| Supervisor III, Human Resources - Employment Services         | 040   |
| Supervisor III, Retirement Reporting                          | 040   |
| Supervisor I, JCCS Student Data & Achievement                 | 030   |
| Supervisor III, Student Support & Family Involvement Services | 040   |
| Systems Developer, Enterprise Resource Planning (ERP)         | 038   |
| Systems Expert, Enterprise Resource Planning                  | 044   |
| Technical Consultant, ERP Application & Systems Development   | 050   |
| Technology Integration Architect                              | 044   |
| Technical Training Specialist                                 | 030   |
| Tutor Connection Specialist                                   | 030   |

## CLASSIFIED MANAGEMENT JOB CLASSIFICATIONS

Updated 06/19/2026

### GENERAL PROVISIONS - CLASSIFIED MANAGEMENT

1. The compensation plan is based on a 12-month work schedule. Salaries shall be prorated for those employees on less than a 12-month work schedule.
2. Initial placement shall be on the step of the appropriate range based upon an evaluation of previous experience and salary history for the classification. Advanced placement may be authorized by the Superintendent of Schools (or designee).
3. A classified management employee shall receive step advancements on the salary schedule in accordance with procedures outlined in the Personnel Commission, Merit System Rules and Regulations for the Classified Service.
4. An employee promoted shall be placed on a step on the new salary range that would provide an approximate five percent (5%) increase.
5. Employees with an earned doctorate in an appropriate academic area from an institution accredited by the Western Association of Schools and Colleges or any equivalent agency or organization shall be entitled to an additional stipend of \$1,555 on an annual basis.
6. Salary schedule adjustments for cost-of-living conditions shall be made on the basic salary schedule only.
7. Classified Management shall receive a 5% of base salary stipend for Long-Term Valued Service paid monthly upon completion of 9 and 14 consecutive years of service with San Diego County Office of Education.
8. Vacation, leave, and holidays shall be in accordance with adopted regulations.
9. The County Office shall pay employee retirement fees as required by law to be paid by the employers.