

LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT  
CLASSIFIED CONFIDENTIAL SALARY SCHEDULE

|                                         |         |         |         |         |         |         | LONGEVITY |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |  |  |  |  |
|-----------------------------------------|---------|---------|---------|---------|---------|---------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|--|--|--|--|--|--|
|                                         |         |         |         |         |         |         | 8 yrs     | 9 yrs   | 10 yrs  | 11 yrs  | 12 yrs  | 13 yrs  | 14 yrs  | 15 yrs  | 16 yrs  | 17 yrs  | 18 yrs  | 19 yrs  | 20 yrs  | 21 yrs  | 22 yrs  | 23 yrs  | 24 yrs  | 25 yrs  | 26 yrs  | 27 yrs  | 28 yrs  |  |  |  |  |  |  |  |
| CONFIDENTIAL CLASSIFICATION             | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  | Step 6  | 7.00%     | 8.06%   | 9.13%   | 10.21%  | 11.30%  | 12.41%  | 13.52%  | 14.65%  | 15.78%  | 16.93%  | 18.09%  | 19.26%  | 20.44%  | 21.64%  | 22.84%  | 24.06%  | 25.29%  | 26.54%  | 27.79%  | 29.06%  | 30.34%  |  |  |  |  |  |  |  |
| Executive Admin Asst. to Superintendent | 122,354 | 128,472 | 134,896 | 141,641 | 148,723 | 156,159 | 167,090   | 168,745 | 170,416 | 172,103 | 173,805 | 175,538 | 177,272 | 179,036 | 180,801 | 182,597 | 184,408 | 186,235 | 188,078 | 189,952 | 191,826 | 193,731 | 195,652 | 197,604 | 199,556 | 201,539 | 203,538 |  |  |  |  |  |  |  |
| Administrative Specialist               | 93,251  | 97,914  | 102,810 | 107,951 | 113,349 | 119,016 | 127,347   | 128,609 | 129,882 | 131,168 | 132,465 | 133,786 | 135,107 | 136,452 | 137,797 | 139,165 | 140,546 | 141,938 | 143,343 | 144,771 | 146,199 | 147,651 | 149,115 | 150,603 | 152,091 | 153,602 | 155,125 |  |  |  |  |  |  |  |
| Payroll / Benefits Technician           | 93,251  | 97,914  | 102,810 | 107,951 | 113,349 | 119,016 | 127,347   | 128,609 | 129,882 | 131,168 | 132,465 | 133,786 | 135,107 | 136,452 | 137,797 | 139,165 | 140,546 | 141,938 | 143,343 | 144,771 | 146,199 | 147,651 | 149,115 | 150,603 | 152,091 | 153,602 | 155,125 |  |  |  |  |  |  |  |
| Payroll / Benefits Specialist           | 93,251  | 97,914  | 102,810 | 107,951 | 113,349 | 119,016 | 127,347   | 128,609 | 129,882 | 131,168 | 132,465 | 133,786 | 135,107 | 136,452 | 137,797 | 139,165 | 140,546 | 141,938 | 143,343 | 144,771 | 146,199 | 147,651 | 149,115 | 150,603 | 152,091 | 153,602 | 155,125 |  |  |  |  |  |  |  |
| Human Resources Specialist              | 88,761  | 93,199  | 97,859  | 102,752 | 107,890 | 113,285 | 121,215   | 122,416 | 123,628 | 124,851 | 126,086 | 127,344 | 128,601 | 129,881 | 131,161 | 132,464 | 133,778 | 135,104 | 136,440 | 137,800 | 139,159 | 140,541 | 141,935 | 143,351 | 144,767 | 146,206 | 147,656 |  |  |  |  |  |  |  |

Employees who perform satisfactorily at the current salary step will be entitled to advance to the next step the following July. Satisfactory performance is determined by evaluations.

Vacation, sick leave, and health and welfare benefits, including retirement benefits, will conform to the conditions of the negotiated agreement between CSEA, Chapter 875 and the LGSUHSD.

Salary Schedule is based on a 12 month/260 day work year

A longevity increment may be earned following the completion of seven years of service as a Supervisory or Confidential Employee. The longevity increment shall be based on the worker's base rate of pay. Following the initial longevity, qualified annual longevity increments, as detailed on the salary schedule, shall be applied in July of each school year.

This Salary Schedule may be exceeded at the discretion of the Board of Trustees for initial salary placement in a position, for differential pay for unique assignments, or to address results of equity/comparability analysis.

Effective: July 1, 2026  
Board Approved: June 11, 2026