



Classification Plan 2026-2027

Administrative Support Series	Salary Range	<i>Security Engineer</i>	97
<i>Administrative Assistant</i>	72	<i>Software Engineer</i>	92
<i>Administrative Assistant, Senior</i>	75	<i>Software Engineer, Senior</i>	99
<i>Administrative Assistant, Superintendent's Office (Confidential) -</i>	75	<i>Systems Administrator</i>	94
<i>Administrative Support Supervisor</i>	90	<i>Technology Support Administrative Assistant</i>	75
<i>Development Associate</i>	72	Instructional Series	Salary Range
<i>Executive Assistant to the County Superintendent (Confidential) -</i>	92	<i>Braille Transcriber</i>	72
<i>Office Assistant</i>	67	<i>Early Care and Education Case Worker</i>	61
<i>Program Associate</i>	72	<i>Educational Interpreter, American Sign Language, Certified</i>	86
<i>Reprographics Administrative Assistant</i>	70	<i>Educational Interpreter, American Sign Language, Waiver</i>	82
<i>Training and Development Assistant</i>	73	<i>Health Advocate</i>	62
Clerical Series	Salary Range	<i>Health Advocate - Bilingual</i>	64
<i>Clerical Assistant</i>	61	<i>Paraeducator</i>	64
<i>Clerical Translator</i>	68	<i>Paraeducator, Behavioral Intervention</i>	66
<i>Data Entry Clerk</i>	60	<i>Teaching Assistant</i>	64
<i>Instructional Materials and Mail Clerk</i>	65	<i>Vocational Assistant</i>	64
<i>Switchboard Operator/Receptionist - Bilingual</i>	62	Maintenance/Operations/Transportation Series	Salary Range
Data Analysis Series	Salary Range	<i>Custodian</i>	60
<i>Student Information Specialist</i>	72	<i>Custodian/Delivery Driver</i>	60
Early Care and Education Series	Salary Range	<i>Custodian/Maintenance Worker</i>	62
<i>Alternative Payment Program Supervisor</i>	80	<i>Delivery Specialist I</i>	62
<i>Early Care and Education Lead</i>	70	<i>Delivery Specialist II</i>	64
<i>Early Care and Education Provider Specialist</i>	61	<i>Lead Custodian/Maintenance Worker</i>	64
<i>Food Service Worker</i>	60	<i>Maintenance and Operations Supervisor</i>	88
<i>Nutrition Program Specialist - Bilingual</i>	63	Media and Design Series	Salary Range
Fiscal/Business Series	Salary Range	<i>Communications Specialist</i>	77
<i>Accounting Assistant</i>	66	<i>Digital Media Resources Developer</i>	87
<i>Accounting Supervisor</i>	92	<i>Mixed Media Specialist</i>	77
<i>Accounting Technician</i>	72	<i>Reprographics Supervisor</i>	84
<i>Accounting Technician, Senior</i>	76		
<i>Finance Systems Supervisor</i>	94		
<i>Financial Analyst</i>	80		
<i>Payroll Specialist</i>	75		
<i>Payroll Supervisor</i>	92		
<i>Payroll Systems Supervisor</i>	94		
<i>Payroll Technician</i>	75		
Healthcare Series	Salary Range		
<i>Behavioral Health Practitioner</i>	97		
<i>School Occupational Therapist</i>	99		
Human Resources Series	Salary Range		
<i>Benefits and Employee Relations Analyst</i>	84		
<i>Certificated Human Resources Analyst</i>	84		
<i>Certificated Human Resources Technician</i>	70		
<i>Classified Human Resources Analyst</i>	84		
<i>Classified Human Resources Specialist</i>	79		
<i>Human Resources Specialist</i>	79		
<i>Human Resources Supervisor</i>	90		
Information Technology Series	Salary Range		
<i>Audiovisual Services Supervisor</i>	92		
<i>Computer/Network Support Supervisor</i>	97		
<i>Computer/Network Technician II</i>	87		
<i>Computer/Network Technician, Information Technology Services</i>	88		
<i>Information Technology Support Specialist - Bilingual</i>	88		
<i>Network Engineer</i>	94		

CLASSIFIED SALARY ENHANCEMENTS		
Stipend/Differential	Details	Amount
<i>Longevity**</i>	After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750
<i>Master's**</i>	Evidence of a Master's Degree from a regionally accredited institution.	\$2,000 annual stipend
<i>Doctorate**</i>	Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for an employee who possesses both a Master's Degree and a Doctorate Degree shall not exceed \$3,000 annually.	\$3,000 annual stipend
<i>Bilingual*</i>	Assigned to a position that requires bilingual skills. Shall be required to pass a bilingual examination.	Additional 5 percent of base salary
<i>ELPAC*</i>	Assigned to a position assigned the duties of coordinating English Language Proficiency Assessments for California (ELPAC) testing, administering the ELPAC test, and training.	Additional 5 percent of base salary
<i>Signing*</i>	Assigned to a position that requires signing. Shall be required to pass a signing (American Sign Language) examination or be otherwise certified.	Additional 5 percent of base salary
<i>Braille*</i>	Assigned to a position that requires Braille skills. Shall be required to pass a Braille examination.	Additional 5 percent of base salary
<i>Specialized Health Care (SHC)*</i>	Who perform SHC procedures after being certified by the School Nurse. Shall be required to possess an SHC certificate signed by a School Nurse for each procedure that is expected to be performed.	Additional 5 percent of base salary
<i>Virtual Therapy Support*</i>	Assigned to a position that provides in-person support during the administration of virtual therapy sessions (such as speech and language therapy or occupational therapy)	Additional 5 percent of base salary
<i>Juvenile Court Schools*</i>	Assigned to an instructional position in a locked facility with students who are incarcerated	Additional 5 percent of base salary
<i>Shift</i>	Assigned to a position for which the majority of regularly scheduled hours are worked after 1:30 p.m.	Additional 5 percent of base salary
<i>Clerical Translator/Interpreter Bilingual</i>	Bilingual translation for Individualized Education Plan (IEP) meetings for Special Day Class IEPs for preschool through age 22 or itinerant IEPs with full assessment. Shall be required to pass an advanced bilingual examination.	\$10 per IEP meeting regardless of length of the meeting
<i>Educational Interpreter Waiver Mentor**</i>	Certified educational interpreters may be assigned as a mentor to non-certified interpreters on a CDE-approved waiver	\$1,400 annual stipend
<i>Professional Growth**</i>	To be considered qualifying, educational and professional development activities shall be: A. in a field or subject that relates to the unit member's job or prepares the unit member for another job or assignment in SBCEO; B. completed outside the unit member's regular work hours; C. paid for (if applicable) by the unit member; AND D. completed on or after July 1, 2021. One growth award is equivalent to: A. three (3) semester units or the equivalent quarter units, OR B. 37.5 hours of seat time in workshops, conferences, or Continuing Education Unit courses.	\$100 per growth award not to exceed a maximum of 10 growth awards per fiscal year at \$1,000 Up to \$30 for related educational materials for each \$100 award

* There shall be an overall cap on differential pay equivalent to 15 percent regardless of differential services performed.

** Prorated according to Full Time Equivalency (FTE)



Santa Barbara County Education Office
Classified Hourly Salary Schedule 2026-2027
All Calendars Except Central Office

Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step
60	25.86	27.29	28.80	28.94	29.09	29.24	29.38	29.55	29.70	29.84	29.99	30.14	30.29	60
61	26.41	27.86	29.40	29.55	29.71	29.86	30.01	30.15	30.31	30.45	30.60	30.75	30.90	61
62	27.03	28.51	30.08	30.21	30.37	30.54	30.68	30.83	30.97	31.13	31.28	31.42	31.59	62
63	27.66	29.18	30.78	30.92	31.07	31.23	31.38	31.54	31.70	31.87	32.03	32.18	32.36	63
64	28.25	29.80	31.42	31.59	31.74	31.93	32.09	32.25	32.41	32.57	32.74	32.90	33.06	64
65	28.93	30.52	32.18	32.36	32.51	32.69	32.84	33.00	33.17	33.33	33.51	33.66	33.83	65
66	29.55	31.18	32.88	33.04	33.20	33.36	33.53	33.68	33.85	34.01	34.20	34.37	34.54	66
67	30.21	31.91	33.65	33.81	33.98	34.15	34.32	34.49	34.67	34.84	35.03	35.20	35.38	67
68	30.85	32.53	34.34	34.51	34.69	34.87	35.06	35.23	35.40	35.58	35.76	35.93	36.10	68
69	31.59	33.33	35.17	35.35	35.53	35.72	35.89	36.06	36.24	36.41	36.60	36.77	36.95	69
70	32.32	34.08	35.98	36.15	36.33	36.50	36.68	36.86	37.05	37.24	37.44	37.61	37.81	70
71	32.99	34.80	36.72	36.89	37.09	37.29	37.48	37.66	37.86	38.05	38.24	38.42	38.61	71
72	33.72	35.56	37.52	37.71	37.91	38.10	38.28	38.47	38.67	38.86	39.05	39.25	39.44	72
73	34.51	36.41	38.39	38.59	38.79	38.97	39.16	39.34	39.54	39.75	39.94	40.15	40.36	73
74	35.26	37.22	39.26	39.44	39.63	39.84	40.05	40.26	40.45	40.65	40.86	41.06	41.26	74
75	36.03	38.02	40.13	40.33	40.53	40.74	40.95	41.15	41.36	41.55	41.76	41.95	42.16	75
76	36.90	38.95	41.07	41.28	41.49	41.69	41.89	42.10	42.30	42.53	42.73	42.95	43.17	76
77	37.75	39.83	42.01	42.23	42.44	42.65	42.88	43.09	43.31	43.52	43.75	43.96	44.18	77
78	38.56	40.68	42.91	43.14	43.36	43.56	43.79	43.99	44.22	44.45	44.66	44.88	45.08	78
79	39.44	41.59	43.88	44.10	44.31	44.53	44.74	44.97	45.21	45.42	45.67	45.90	46.13	79
80	40.37	42.59	44.92	45.17	45.39	45.62	45.86	46.08	46.31	46.56	46.79	47.01	47.24	80
81	41.23	43.52	45.91	46.14	46.37	46.61	46.83	47.06	47.30	47.53	47.75	48.00	48.24	81
82	42.18	44.51	46.96	47.19	47.42	47.65	47.90	48.14	48.39	48.62	48.87	49.11	49.36	82
83	43.14	45.51	48.00	48.24	48.49	48.75	48.99	49.22	49.48	49.72	49.95	50.20	50.46	83
84	44.07	46.49	49.05	49.29	49.55	49.78	50.03	50.29	50.52	50.78	51.04	51.30	51.55	84
85	45.08	47.57	50.17	50.44	50.68	50.94	51.20	51.45	51.71	51.98	52.24	52.49	52.75	85
86	46.08	48.60	51.30	51.55	51.82	52.06	52.33	52.60	52.85	53.10	53.39	53.64	53.93	86
87	47.12	49.71	52.44	52.70	52.95	53.21	53.49	53.76	54.04	54.29	54.57	54.85	55.13	87
88	48.21	50.85	53.66	53.94	54.22	54.48	54.75	55.03	55.29	55.56	55.84	56.14	56.41	88
89	49.27	52.00	54.85	55.13	55.39	55.67	55.93	56.22	56.51	56.79	57.07	57.37	57.65	89
90	50.36	53.13	56.05	56.34	56.63	56.91	57.21	57.49	57.77	58.07	58.33	58.63	58.93	90
91	51.61	54.45	57.47	57.75	58.03	58.32	58.60	58.90	59.20	59.50	59.80	60.10	60.40	91
92	52.93	55.84	58.92	59.21	59.51	59.82	60.10	60.42	60.71	61.01	61.32	61.61	61.93	92
93	54.23	57.21	60.34	60.64	60.94	61.25	61.56	61.86	62.18	62.49	62.82	63.11	63.42	93
94	55.60	58.66	61.88	62.20	62.51	62.83	63.13	63.46	63.76	64.07	64.40	64.72	65.05	94
95	57.08	60.24	63.55	63.85	64.18	64.49	64.82	65.14	65.47	65.79	66.11	66.46	66.79	95
96	58.53	61.76	65.16	65.48	65.80	66.14	66.47	66.80	67.14	67.48	67.80	68.15	68.48	96
97	60.01	63.31	66.80	67.14	67.48	67.80	68.15	68.48	68.83	69.17	69.52	69.87	70.23	97
98	61.47	64.85	68.41	68.75	69.10	69.45	69.78	70.13	70.49	70.84	71.19	71.56	71.91	98
99	63.03	66.51	70.18	70.51	70.87	71.22	71.58	71.93	72.29	72.66	73.03	73.39	73.77	99
100	64.61	68.16	71.93	72.28	72.64	73.02	73.37	73.76	74.12	74.48	74.85	75.22	75.61	100
Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step



Santa Barbara County Education Office
Classified Hourly Salary Schedule 2026-2027
All Calendars Except Central Office

Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	Range/Step
60	30.44	30.60	30.74	30.89	31.03	31.36	31.66	31.98	32.30	32.63	32.96	33.29	33.62	60
61	31.05	31.21	31.36	31.52	31.67	31.99	32.32	32.64	32.97	33.29	33.63	33.97	34.31	61
62	31.74	31.93	32.09	32.25	32.41	32.74	33.06	33.39	33.73	34.06	34.40	34.75	35.10	62
63	32.51	32.69	32.84	33.00	33.17	33.51	33.83	34.18	34.51	34.86	35.22	35.56	35.91	63
64	33.22	33.39	33.56	33.72	33.89	34.23	34.55	34.91	35.25	35.60	35.97	36.33	36.69	64
65	33.99	34.16	34.33	34.51	34.68	35.03	35.38	35.74	36.07	36.45	36.82	37.18	37.56	65
66	34.71	34.91	35.09	35.25	35.43	35.78	36.14	36.50	36.86	37.24	37.61	37.98	38.37	66
67	35.56	35.74	35.91	36.07	36.26	36.64	37.00	37.36	37.74	38.11	38.50	38.87	39.27	67
68	36.28	36.47	36.65	36.82	37.01	37.38	37.75	38.12	38.51	38.88	39.28	39.67	40.06	68
69	37.15	37.34	37.52	37.71	37.91	38.28	38.67	39.05	39.44	39.84	40.23	40.63	41.05	69
70	38.01	38.20	38.38	38.58	38.76	39.14	39.54	39.93	40.33	40.74	41.14	41.55	41.97	70
71	38.80	39.00	39.18	39.39	39.57	39.95	40.36	40.77	41.18	41.57	41.99	42.41	42.84	71
72	39.62	39.83	40.03	40.24	40.44	40.84	41.25	41.67	42.09	42.52	42.93	43.36	43.80	72
73	40.55	40.77	40.97	41.18	41.37	41.79	42.22	42.63	43.05	43.49	43.93	44.36	44.80	73
74	41.48	41.68	41.89	42.09	42.29	42.71	43.14	43.56	43.99	44.45	44.89	45.34	45.80	74
75	42.37	42.59	42.79	43.02	43.24	43.67	44.11	44.55	44.99	45.44	45.90	46.35	46.82	75
76	43.39	43.61	43.82	44.04	44.26	44.71	45.17	45.59	46.07	46.53	47.00	47.47	47.95	76
77	44.41	44.62	44.83	45.05	45.28	45.73	46.18	46.65	47.12	47.60	48.07	48.56	49.04	77
78	45.33	45.56	45.78	46.02	46.24	46.71	47.18	47.65	48.13	48.59	49.07	49.57	50.06	78
79	46.35	46.60	46.82	47.05	47.28	47.75	48.23	48.71	49.20	49.70	50.19	50.69	51.20	79
80	47.48	47.70	47.95	48.18	48.43	48.93	49.41	49.91	50.41	50.91	51.42	51.94	52.45	80
81	48.49	48.75	48.99	49.22	49.48	49.95	50.47	50.96	51.47	52.00	52.51	53.03	53.56	81
82	49.61	49.86	50.09	50.34	50.60	51.11	51.61	52.13	52.67	53.19	53.72	54.26	54.80	82
83	50.71	50.96	51.22	51.49	51.74	52.26	52.78	53.31	53.83	54.39	54.94	55.48	56.05	83
84	51.82	52.06	52.33	52.60	52.85	53.39	53.91	54.44	55.00	55.54	56.09	56.66	57.22	84
85	53.01	53.26	53.55	53.80	54.09	54.63	55.17	55.74	56.29	56.84	57.41	57.99	58.57	85
86	54.21	54.45	54.74	55.02	55.29	55.84	56.40	56.97	57.53	58.10	58.69	59.27	59.86	86
87	55.39	55.67	55.93	56.22	56.51	57.07	57.65	58.22	58.80	59.39	59.98	60.57	61.18	87
88	56.70	56.98	57.26	57.55	57.84	58.43	59.01	59.59	60.20	60.78	61.40	62.01	62.62	88
89	57.94	58.22	58.51	58.80	59.11	59.68	60.28	60.90	61.51	62.11	62.74	63.36	63.99	89
90	59.22	59.53	59.83	60.11	60.43	61.02	61.63	62.26	62.88	63.51	64.14	64.79	65.44	90
91	60.70	60.99	61.31	61.60	61.92	62.55	63.18	63.79	64.44	65.07	65.72	66.38	67.05	91
92	62.26	62.57	62.88	63.19	63.51	64.13	64.79	65.43	66.09	66.75	67.41	68.09	68.76	92
93	63.75	64.06	64.39	64.70	65.04	65.70	66.34	67.00	67.67	68.37	69.05	69.74	70.43	93
94	65.38	65.71	66.03	66.36	66.69	67.36	68.04	68.72	69.42	70.09	70.80	71.49	72.22	94
95	67.13	67.47	67.79	68.13	68.47	69.16	69.84	70.55	71.26	71.97	72.68	73.40	74.13	95
96	68.83	69.17	69.52	69.87	70.23	70.93	71.63	72.36	73.09	73.82	74.56	75.30	76.05	96
97	70.57	70.93	71.28	71.63	71.99	72.72	73.45	74.17	74.91	75.67	76.44	77.20	77.97	97
98	72.26	72.63	73.01	73.36	73.73	74.46	75.21	75.95	76.74	77.49	78.26	79.05	79.83	98
99	74.13	74.51	74.86	75.24	75.63	76.39	77.14	77.91	78.70	79.48	80.28	81.09	81.90	99
100	75.99	76.37	76.76	77.13	77.52	78.29	79.08	79.87	80.66	81.47	82.29	83.11	83.94	100
Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	Range/Step