



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 Monthly Salary Schedule 2026-2027
Central Office Calendar Only

Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step
60	4499	4749	5011	5035	5062	5088	5112	5141	5167	5193	5218	5244	5271	60
61	4595	4847	5115	5142	5169	5195	5221	5246	5274	5299	5325	5350	5376	61
62	4704	4961	5234	5257	5285	5314	5338	5364	5389	5417	5442	5467	5496	62
63	4812	5078	5356	5380	5406	5434	5460	5488	5516	5546	5574	5600	5630	63
64	4916	5185	5467	5496	5523	5555	5583	5612	5640	5667	5697	5724	5752	64
65	5033	5311	5600	5630	5657	5688	5714	5742	5771	5799	5830	5857	5886	65
66	5141	5426	5721	5749	5777	5805	5835	5861	5890	5918	5951	5980	6010	66
67	5257	5552	5855	5883	5912	5942	5972	6002	6033	6063	6096	6124	6156	67
68	5368	5661	5976	6005	6036	6068	6101	6130	6160	6191	6222	6252	6282	68
69	5496	5799	6120	6151	6182	6215	6244	6274	6306	6336	6369	6398	6430	69
70	5623	5930	6261	6290	6322	6351	6382	6413	6447	6480	6514	6544	6579	70
71	5741	6055	6389	6419	6453	6488	6521	6552	6588	6620	6653	6685	6718	71
72	5867	6188	6529	6561	6597	6629	6661	6693	6729	6761	6794	6829	6862	72
73	6004	6335	6679	6715	6749	6781	6814	6846	6880	6917	6950	6986	7022	73
74	6136	6477	6831	6863	6896	6932	6968	7005	7039	7073	7109	7144	7180	74
75	6270	6616	6982	7018	7052	7088	7126	7160	7196	7230	7266	7300	7335	75
76	6421	6778	7146	7182	7219	7254	7289	7326	7360	7400	7435	7474	7511	76
77	6568	6930	7310	7348	7385	7421	7461	7498	7536	7573	7613	7649	7687	77
78	6710	7079	7467	7506	7544	7580	7619	7655	7695	7734	7770	7809	7844	78
79	6862	7237	7635	7674	7710	7749	7784	7825	7866	7903	7947	7986	8027	79
80	7024	7411	7816	7859	7898	7938	7979	8018	8058	8101	8141	8179	8220	80
81	7174	7572	7988	8028	8068	8110	8148	8189	8230	8270	8309	8352	8394	81
82	7339	7744	8171	8211	8251	8291	8334	8377	8419	8460	8503	8546	8589	82
83	7506	7918	8352	8394	8438	8482	8524	8565	8609	8651	8691	8735	8780	83
84	7668	8089	8534	8576	8621	8662	8706	8750	8790	8836	8881	8926	8970	84
85	7844	8277	8729	8776	8819	8864	8909	8953	8998	9044	9089	9134	9179	85
86	8018	8457	8926	8970	9017	9059	9105	9152	9196	9240	9289	9334	9384	86
87	8199	8649	9124	9170	9213	9258	9307	9355	9403	9447	9496	9544	9592	87
88	8388	8848	9336	9385	9434	9479	9526	9575	9621	9668	9716	9768	9816	88
89	8573	9048	9544	9592	9638	9686	9731	9783	9833	9881	9930	9983	10031	89
90	8763	9245	9753	9803	9853	9903	9954	10003	10052	10105	10150	10201	10254	90
91	8981	9475	9999	10048	10097	10147	10196	10248	10300	10353	10406	10457	10509	91
92	9210	9716	10252	10302	10355	10409	10458	10513	10563	10616	10669	10720	10776	92
93	9436	9954	10499	10552	10603	10657	10711	10764	10820	10874	10930	10982	11035	93
94	9675	10206	10767	10822	10876	10932	10984	11042	11094	11149	11205	11261	11319	94
95	9932	10482	11057	11110	11168	11221	11278	11335	11391	11448	11504	11564	11621	95
96	10184	10746	11337	11394	11450	11508	11566	11623	11683	11742	11798	11858	11916	96
97	10441	11016	11623	11683	11742	11798	11858	11916	11977	12035	12096	12158	12220	97
98	10695	11284	11903	11963	12023	12084	12142	12203	12266	12327	12387	12451	12513	98
99	10968	11573	12211	12269	12332	12393	12455	12516	12578	12643	12707	12770	12836	99
100	11242	11859	12515	12576	12640	12705	12767	12834	12897	12960	13024	13088	13157	100
Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step



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Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	Range/Step
60	5297	5324	5349	5374	5400	5457	5508	5564	5621	5677	5735	5792	5850	60
61	5403	5431	5457	5485	5510	5567	5623	5680	5737	5793	5851	5910	5970	61
62	5523	5555	5583	5612	5640	5697	5752	5810	5869	5927	5986	6047	6107	62
63	5657	5688	5714	5742	5771	5830	5887	5948	6005	6065	6128	6188	6249	63
64	5780	5810	5840	5867	5896	5956	6012	6074	6134	6195	6258	6321	6384	64
65	5914	5943	5974	6004	6034	6096	6156	6218	6277	6343	6406	6470	6535	65
66	6040	6074	6105	6134	6164	6226	6288	6351	6414	6480	6544	6609	6676	66
67	6187	6218	6249	6277	6309	6375	6438	6501	6566	6631	6699	6764	6833	67
68	6313	6346	6377	6406	6440	6504	6568	6633	6701	6765	6834	6902	6971	68
69	6464	6498	6529	6561	6597	6661	6729	6794	6863	6932	7000	7070	7142	69
70	6613	6646	6678	6713	6745	6810	6880	6948	7018	7088	7159	7230	7303	70
71	6752	6786	6817	6853	6886	6951	7022	7094	7165	7234	7306	7380	7454	71
72	6894	6930	6966	7002	7036	7106	7178	7251	7324	7398	7470	7545	7621	72
73	7056	7094	7129	7165	7199	7272	7346	7417	7490	7567	7643	7719	7796	73
74	7217	7253	7288	7324	7358	7432	7506	7580	7655	7734	7811	7889	7970	74
75	7372	7411	7446	7486	7523	7599	7676	7751	7829	7907	7986	8065	8146	75
76	7550	7589	7625	7663	7701	7779	7859	7933	8016	8097	8178	8260	8343	76
77	7727	7764	7800	7838	7879	7957	8036	8117	8199	8282	8365	8449	8533	77
78	7887	7927	7966	8008	8046	8128	8210	8291	8375	8455	8539	8625	8711	78
79	8065	8108	8146	8187	8226	8309	8392	8475	8561	8647	8733	8820	8909	79
80	8262	8299	8344	8384	8427	8514	8598	8684	8772	8859	8947	9037	9127	80
81	8438	8482	8524	8565	8609	8691	8782	8867	8955	9048	9137	9228	9320	81
82	8632	8676	8716	8760	8805	8894	8981	9071	9164	9255	9348	9441	9536	82
83	8823	8867	8913	8959	9003	9093	9183	9276	9367	9464	9560	9654	9752	83
84	9017	9059	9105	9152	9196	9289	9381	9473	9570	9664	9760	9859	9957	84
85	9224	9268	9317	9362	9412	9506	9599	9698	9794	9891	9990	10091	10192	85
86	9432	9475	9524	9573	9620	9716	9813	9912	10010	10110	10212	10313	10416	86
87	9638	9686	9731	9783	9833	9930	10031	10131	10232	10333	10436	10540	10645	87
88	9865	9915	9963	10013	10064	10166	10267	10368	10475	10576	10683	10789	10896	88
89	10081	10131	10180	10232	10286	10385	10489	10596	10702	10808	10917	11025	11135	89
90	10304	10358	10411	10460	10514	10618	10724	10833	10941	11051	11161	11274	11387	90
91	10561	10612	10668	10719	10774	10883	10993	11099	11213	11322	11436	11550	11666	91
92	10833	10888	10941	10995	11051	11159	11273	11385	11499	11615	11730	11847	11964	92
93	11092	11146	11204	11258	11317	11432	11544	11658	11775	11896	12014	12135	12255	93
94	11376	11433	11489	11547	11604	11720	11839	11958	12079	12196	12319	12440	12566	94
95	11681	11740	11795	11855	11914	12033	12153	12275	12399	12522	12646	12772	12899	95
96	11977	12035	12096	12158	12220	12342	12464	12591	12717	12845	12973	13103	13233	96
97	12279	12342	12403	12464	12526	12654	12780	12906	13035	13167	13300	13433	13567	97
98	12574	12638	12703	12765	12829	12956	13087	13216	13352	13483	13618	13754	13891	98
99	12899	12964	13025	13092	13159	13291	13423	13556	13694	13830	13969	14109	14250	99
100	13223	13289	13356	13421	13488	13623	13760	13898	14035	14176	14319	14461	14606	100
Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	Range/Step