



SJCOE
EDUCATE · INNOVATE · INSPIRE

2026-2027

**CLASSIFIED/CONFIDENTIAL, SUPERVISORY
HOURLY SALARY SCHEDULE**

RANGE DOWN	STEP ACROSS				
	A	B	C	D	E
1	\$28.33	\$29.75	\$31.21	\$32.77	\$34.44
2	\$29.14	\$30.64	\$32.12	\$33.79	\$35.48
3	\$30.33	\$31.82	\$33.42	\$35.10	\$36.82
4	\$31.54	\$33.09	\$34.81	\$36.54	\$38.31
5	\$32.79	\$34.45	\$36.18	\$38.01	\$39.87
6	\$34.12	\$35.85	\$37.64	\$39.52	\$41.47
7	\$35.50	\$37.26	\$39.11	\$41.05	\$43.12
8	\$36.87	\$38.75	\$40.68	\$42.71	\$44.83
9	\$38.37	\$40.30	\$42.31	\$44.41	\$46.63
10	\$39.88	\$41.90	\$43.98	\$46.17	\$48.49
11	\$41.47	\$43.59	\$45.77	\$48.07	\$50.44
12	\$43.13	\$45.31	\$47.56	\$49.97	\$52.43
13	\$44.84	\$47.16	\$49.47	\$51.98	\$54.57
14	\$46.67	\$49.02	\$51.48	\$54.04	\$56.74
15	\$48.54	\$51.00	\$53.54	\$56.19	\$58.95
16	\$50.47	\$53.00	\$55.65	\$58.47	\$61.36

\$240 AA Stipend. \$600 BA Stipend. \$2,100 Masters Stipend.

Salaries shown in hourly increments. Step increments will be July of each fiscal year. New employees hired before January 1, will advance the next July. Employees hired January 1 through June 30, will advance the second July of employment.

Longevity: Percentages will be effective July 1, based on completed SJCOE years of service as of June 30. Years of service will earn the following:
10 years worked - 2.5%, 15 years - 5%, 20 years - 7.5% and 25 years - 10%

Position Relationship			
Position	Range	Position	Range
Natural Resource Supervisor	1	Human Resources Senior Analyst	6
Recycling Supervisor	1	Student Services Supervisor	9
Human Resources Analyst	4	Youthbuild Supervisor	9
Human Resources Records Analyst	4	Human Resources Credentials Specialist	10
Attendance Accounting Supervisor	5	Human Resources/Payroll Specialist	10
Attendance/Workers' Compensation Technician	5	Payroll Specialist	10
Credentials Specialist	5	Human Resources Credentials Analyst	14
Outreach Specialist	5		
Payroll Technician	5		