



2026-2027

## CLASSIFIED/CONFIDENTIAL, SUPERVISORY MONTHLY SALARY SCHEDULE

| RANGE<br>DOWN | STEP ACROSS |             |             |             |             |
|---------------|-------------|-------------|-------------|-------------|-------------|
|               | A           | B           | C           | D           | E           |
| 1             | \$ 4,905.00 | \$ 5,154.00 | \$ 5,410.00 | \$ 5,682.00 | \$ 5,968.00 |
| 2             | \$ 5,051.00 | \$ 5,308.00 | \$ 5,567.00 | \$ 5,856.00 | \$ 6,148.00 |
| 3             | \$ 5,261.00 | \$ 5,518.00 | \$ 5,792.00 | \$ 6,088.00 | \$ 6,386.00 |
| 4             | \$ 5,470.00 | \$ 5,736.00 | \$ 6,031.00 | \$ 6,334.00 | \$ 6,645.00 |
| 5             | \$ 5,687.00 | \$ 5,974.00 | \$ 6,274.00 | \$ 6,587.00 | \$ 6,913.00 |
| 6             | \$ 5,917.00 | \$ 6,214.00 | \$ 6,523.00 | \$ 6,850.00 | \$ 7,190.00 |
| 7             | \$ 6,153.00 | \$ 6,461.00 | \$ 6,781.00 | \$ 7,117.00 | \$ 7,474.00 |
| 8             | \$ 6,397.00 | \$ 6,718.00 | \$ 7,050.00 | \$ 7,404.00 | \$ 7,770.00 |
| 9             | \$ 6,649.00 | \$ 6,988.00 | \$ 7,334.00 | \$ 7,697.00 | \$ 8,083.00 |
| 10            | \$ 6,915.00 | \$ 7,265.00 | \$ 7,623.00 | \$ 8,004.00 | \$ 8,408.00 |
| 11            | \$ 7,190.00 | \$ 7,555.00 | \$ 7,937.00 | \$ 8,331.00 | \$ 8,744.00 |
| 12            | \$ 7,477.00 | \$ 7,853.00 | \$ 8,245.00 | \$ 8,660.00 | \$ 9,091.00 |
| 13            | \$ 7,773.00 | \$ 8,175.00 | \$ 8,575.00 | \$ 9,010.00 | \$ 9,458.00 |
| 14            | \$ 8,089.00 | \$ 8,499.00 | \$ 8,921.00 | \$ 9,370.00 | \$ 9,836.00 |
| 15            | \$ 8,413.00 | \$ 8,839.00 | \$ 9,280.00 | \$ 9,740.00 | \$10,223.00 |
| 16            | \$ 8,748.00 | \$ 9,188.00 | \$ 9,646.00 | \$10,133.00 | \$10,636.00 |

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

Salaries shown in monthly 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     |                                        |       |