



**2026-2027**

## SENIOR MANAGEMENT HOURLY SALARY SCHEDULE

| <b>RANGE<br/>DOWN</b> | <b>STEP ACROSS</b> |          |          |          |          |          |          |
|-----------------------|--------------------|----------|----------|----------|----------|----------|----------|
|                       | <b>1</b>           | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
| <b>01</b>             | \$ 75.05           | \$ 77.11 | \$ 79.21 | \$ 81.40 | \$ 83.65 | \$ 85.96 | \$ 88.98 |
| <b>02</b>             | \$ 78.80           | \$ 80.94 | \$ 83.19 | \$ 85.47 | \$ 87.82 | \$ 90.24 | \$ 92.72 |
| <b>05</b>             | \$ 91.25           | \$ 93.75 | \$ 96.33 | \$ 98.99 | \$101.72 | \$104.51 | \$107.38 |

**\$2,100.00 Master Stipend, \$3,000.00 Doctoral Stipend. Stipend will be pro-rated for less than full-time employment.**

Step increments will be granted 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 credit for Management employees will be based on SJCOE years of contracted service at the 10 years (2.5%), 15 years (5%), 20 years (7.5%) and 25 years (10%).

One year of service credit requires completion of a minimum of 75% of a fully contracted year.

Salary schedule is based on an hourly rate.

| <b>POSITION RELATIONSHIP</b> |              |
|------------------------------|--------------|
| <b>POSITION</b>              | <b>RANGE</b> |
| Director I                   | 01           |
| Director II                  | 02           |
| Principal Engineer           | 05           |