

SOUTHERN KERN UNIFIED SCHOOL DISTRICT
CERTIFICATED ADMINISTRATION & CLASSIFIED MANAGEMENT
2026-2027

SALARY SCHEDULE

CERTIFICATED	STEP I	STEP II	STEP III	STEP IV	STEP V	WORK DAYS
ASSOCIATE SUPERINTENDENT, HUMAN RESOURCES	147,016	154,366	160,541	166,160	171,975	225
CHIEF BUSINESS OFFICER	141,362	147,016	154,366	160,541	166,160	261*
ASSISTANT SUPERINTENDENT EDUCATIONAL SERVICES SPECIAL EDUCATION & PUPIL PERSONNEL	141,362	147,016	154,366	160,541	166,160	220
DIRECTOR, CERTIFICATED EDUCATIONAL SUPPORT PROGRAMS TECHNOLOGY & INSTRUCTIONAL SUPPORT	139,588	145,171	150,978	157,017	163,298	220
PRINCIPAL HIGH SCHOOL MIDDLE SCHOOL ELEMENTARY & ALTERNATIVE EDUCATION	138,480 129,305 122,446	144,019 134,478 127,344	149,780 139,857 132,438	155,771 145,451 137,736	162,002 151,269 143,245	220
ASSISTANT PRINCIPAL HIGH SCHOOL ELEMENTARY & MIDDLE SCHOOL	113,017 108,670	117,538 113,016	122,239 117,537	127,129 122,240	132,214 127,128	215 210
COORDINATOR SPECIAL EDUCATION BEHAVIORAL HEALTH	108,670 108,670	113,016 113,016	117,537 117,537	122,240 122,240	127,128 127,128	200
OCCUPATIONAL THERAPIST	102,107	106,191	110,439	114,856	119,450	200
SCHOOL PSYCHOLOGIST	92,937	97,584	102,464	107,586	112,966	
BOARD CERTIFIED BEHAVIOR ANALYST	92,937	97,584	102,464	107,586	112,966	
CREDENTIALLED SCHOOL NURSE	87,502	91,002	94,642	98,427	102,365	205
SOCIAL EMOTIONAL LEARNING SPECIALIST	92,937	97,584	102,464	107,586	112,966	200
MENTAL HEALTH THERAPIST	92,937	97,584	102,464	107,586	112,966	
MFT and SCHOOL PSYCHOLOGIST INTERN	61,249	64,567				

	MASTER'S STIPEND	\$2,000.00		
LONGEVITY STIPEND	10 years	15 years	20 years	25 years
	\$2,000.00	\$4,000.00	\$6,000.00	\$8,000.00

* Per (EC §) 45108.5 Senior Management employees are in the classified service. As such, Senior Management entitlements such as holiday and such as holiday and vacation are applicable. The CBO position is entitled to 15 paid holidays and 26 vacation days.

CLASSIFIED	STEP I	STEP II	STEP III	STEP IV	STEP V	WORK DAYS
DIRECTOR, MAINTENANCE & OPERATIONS	92,944.19 44.51	96,642.42 46.28	100,340.64 48.06	103,945.84 49.78	107,620.81 51.54	261
DIRECTOR, HUMAN RESOURCES	92,944.19 44.51	96,642.42 46.28	100,340.64 48.06	103,945.84 49.78	107,620.81 51.54	
DIRECTOR, TRANSPORTATION	92,944.19 44.51	96,642.42 46.28	100,340.64 48.06	103,945.84 49.78	107,620.81 51.54	
ACCOUNTANT	91,199.74 43.68	94,828.19 45.42	98,456.64 47.15	102,085.09 48.89	105,713.54 50.63	
ASSISTANT DIRECTOR OF MAINT & OPERATIONS	81,430.83 39.00	84,687.13 40.56	88,059.73 42.17	91,595.15 43.87	95,293.38 45.64	
GRANT COORDINATOR, CALIFORNIA COMMUNITY SCHOOLS PARTNERSHIP PROGRAM	81,430.83 39.00	84,687.13 40.56	88,059.73 42.17	91,595.15 43.87	95,293.38 45.64	

EDUCATIONAL UNITS	30-59 0.40	60-90 0.60	91-124 0.80	125-154 1.00	155+ 1.20	an hour
LONGEVITY	6th year 1.60	11th year 2.20	16th year 2.80	21st year 3.40	26th year 4.00	31st year 4.60 an hour
VACATION	0-10 years 11+ years	24 days 29 days				

As Of: 7/1/2026
Board Approved: 7/15/2026