San Bernardino County Superintendent of Schools

2026-2027 Classified Management Salary Schedule

Effective July 1, 2026

POSITION TITLE	RANGE	SERVICE DAYS	STEP A HOURLY	STEP B HOURLY	STEP C HOURLY	STEP D HOURLY	STEP E HOURLY	STEP F HOURLY	STEP G HOURLY
Administrative Assistant-SELPA	55	227	$48.21	$49.23	$50.22	$51.72	$53.27	$54.33	$55.42
Career Technical Education Specialist	55	227	$48.21	$49.23	$50.22	$51.72	$53.27	$54.33	$55.42
Outreach Specialist	55	227	$48.21	$49.23	$50.22	$51.72	$53.27	$54.33	$55.42
Intervention Specialist	56	227	$49.83	$50.83	$51.85	$53.41	$55.00	$56.11	$57.23
JPA Claims Specialist	56	227	$49.83	$50.83	$51.85	$53.41	$55.00	$56.11	$57.23
Prevention & Intervention Specialist	56	227	$49.83	$50.83	$51.85	$53.41	$55.00	$56.11	$57.23
Comm and Intergov Relations Strategic Comm Specialist	58	227	$53.06	$54.08	$55.08	$56.73	$58.45	$59.62	$60.81
Creative Designer	58	227	$53.06	$54.08	$55.08	$56.73	$58.45	$59.62	$60.81
Digital Communications Specialist	58	227	$53.06	$54.08	$55.08	$56.73	$58.45	$59.62	$60.81
JPA Multimedia Designer	58	227	$53.06	$54.08	$55.08	$56.73	$58.45	$59.62	$60.81
Position Control Specialist	58	227	$53.06	$54.08	$55.08	$56.73	$58.45	$59.62	$60.81
Accountant	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
JPA Application Specialist	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
JPA Benefits Account Manager I	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
JPA Training Manager	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
Network Specialist	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
Quality Assurance Specialist	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
Software Developer	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
Software Systems Training Manager	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19
Transition Project Assistant	60	227	$56.13	$57.13	$58.11	$59.89	$61.68	$62.91	$64.19

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San Bernardino County Superintendent of Schools

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Effective July 1, 2026

POSITION TITLE	RANGE	SERVICE DAYS	STEP A HOURLY	STEP B HOURLY	STEP C HOURLY	STEP D HOURLY	STEP E HOURLY	STEP F HOURLY	STEP G HOURLY
Community Health System Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Community/Industry Outreach Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
D/M SELPA Manager	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Expanded Learning Outreach Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Foster Youth Services Program Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Healthy SBCSS Program Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Homeless Education Program Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Integrated Supports Outreach Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
JPA Administrative Services Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
JPA Community Outreach Lead Specialist	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Manager, Des/Mtn Children's Center	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Nutrition Educator	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
West End SELPA Manager	61	227	$58.99	$60.00	$60.97	$62.81	$64.69	$65.96	$67.32
Business Systems Security Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Business Systems Support Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Data Collection Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Early Learning & Development Project Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Human Resources Special Projects Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Intergovermental Relations Project Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Management Information Systems Support Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Project Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Quality Start Project Analyst	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Senior Designer	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Senior Executive Secretary to the Superintendent	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Senior Multimedia Designer	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Video Conference System Manager	62	227	$61.84	$62.86	$63.89	$65.80	$67.78	$69.13	$70.51
Help Desk Supervisor	63	227	$64.69	$65.71	$66.74	$68.75	$70.81	$72.23	$73.67
Network Technician	63	227	$64.69	$65.71	$66.74	$68.75	$70.81	$72.23	$73.67
Software System Developer	63	227	$64.69	$65.71	$66.74	$68.75	$70.81	$72.23	$73.67
Student Information and State Reporting Analyst	63	227	$64.69	$65.71	$66.74	$68.75	$70.81	$72.23	$73.67

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San Bernardino County Superintendent of Schools

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Effective July 1, 2026

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Multimedia Services Supervisor	65	227	$68.49	$69.50	$70.51	$72.64	$74.81	$76.31	$77.83
Behavioral Health Counselor I	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Business Services Project Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
CAHELP JPA Project Manager-Prevention and Intervention	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Children Deserve Success Data and Project Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Clinical Nurse	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Comm and Intergov Relations Project Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
CTE Project Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Fiscal Analyst II	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Fiscal Support Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Healthy SBCSS Data and Project Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Innovation & Engagement Data and Project Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
JPA Benefits Account Manager II	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
JPA Risk Manager II	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
JPA Workers Compensation Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Building Services	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Maintenance Services	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Medi-Cal Admin Activiities	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Procurement Services	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Transportation Services	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Manager, Unemployment Insurance	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Program Data Analyst - Student Services	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
ROP Data and Project Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Senior Business Systems Support Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Trauma-Informed Care Lead Project Specialist	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Warehouse Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Workforce SBCSS Data and Project Analyst	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91
Workforce SBCSS Project Manager	66	227	$70.39	$71.40	$72.40	$74.59	$76.81	$78.35	$79.91

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San Bernardino County Superintendent of Schools

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Effective July 1, 2026

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JPA Senior Marketing Specialist	69	227	$72.60	$73.59	$74.62	$76.83	$79.14	$80.73	$82.34
Parent & Family/Community Engagement Content Manager	69	227	$72.60	$73.59	$74.62	$76.83	$79.14	$80.73	$82.34
Senior Communications Specialist	69	227	$72.60	$73.59	$74.62	$76.83	$79.14	$80.73	$82.34
Senior Software Systems Developer	69	227	$72.60	$73.59	$74.62	$76.83	$79.14	$80.73	$82.34
Website/Social Media Content Manager	69	227	$72.60	$73.59	$74.62	$76.83	$79.14	$80.73	$82.34
Business Services Project Manager II	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
Community Relations Manager	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
Facilities Planner	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
JPA Virtual Compliance Supervisor	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
Multimedia Services Manager	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
Risk Management Analyst	70	227	$75.89	$76.85	$77.94	$80.27	$82.64	$84.29	$86.00
Application Support Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
CAHELP JPA Program Analyst	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Credentials Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
ESS Operations Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Human Resources Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
JPA Claims Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
JPA Finance Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Manager, Fiscal Services	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Manager, Payroll Services	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Network Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Research Analyst	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Safety Compliance Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
Systems Manager	75	227	$77.82	$78.82	$79.83	$82.21	$84.69	$86.37	$88.11
JPA Senior Employee Benefits Analyst	85	227	$80.67	$81.72	$82.69	$85.16	$87.70	$89.47	$91.28
Manager, District Financial Services	85	227	$80.67	$81.72	$82.69	$85.16	$87.70	$89.47	$91.28

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Client Systems Administrator	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Financial Systems Manager	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Network Administrator	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Personnel & Payroll Systems Manager	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Software Systems Engineer	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Systems Development Manager	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Technical Systems Engineer	90	227	$85.29	$86.30	$87.29	$89.93	$92.61	$94.49	$96.37
Behavior Specialist	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Clinical Compliance Supervisor	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Manager, Software Systems (Financial)	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Manager, Software Systems (Personnel/Payroll)	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Parent & Family Community Engagement Project Specialist	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
School Occupational Therapist II	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
School Physical Therapist II	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Senior Manager, Intergovernmental Relations/Communications	145	227	$91.72	$92.73	$93.73	$96.54	$99.45	$101.42	$103.46
Behaviorial Health Counselor II	160	227	$94.41	$95.41	$96.40	$99.31	$102.29	$104.33	$106.44
Behaviorial Health Counselor Supervisor	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
CAHELP JPA Compliance Manager	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
CAHELP JPA OT/PT Supervisor	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
CAHELP JPA Program Consultant	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Consultant	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Human Resources Compliance Officer	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Human Resources Special Projects Manager	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
JPA Employee Benefits Manager	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
JPA Manager, Claims Services	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
JPA Safety/Loss Control Manager	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Manager, CalFresh Healthy Living	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Manager, Expanded Learning Opportunities and After School Programs	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44
Manager, Health Billing Systems	246	227	$97.13	$98.09	$99.15	$102.11	$105.20	$107.29	$109.44

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Business Services Advisor	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
JPA Financial Officer	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, Behaviorial Health	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, Internal Business	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, MOT	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, District Services	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, Procurement & Warehouse Services	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
Program Manager, Software Services	347	227	$103.54	$104.57	$105.54	$108.71	$111.97	$114.21	$116.51
CAHELP JPA Operations Officer	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Business Support Services	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Business Advisory Services	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Communications & Intergovernmental Relations	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, D/M SELPA Children's Center	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, District Financial Services	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Healthy SBCSS	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Internal Business	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Risk Management Services	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Director, Technical Services	448	227	$110.00	$111.00	$112.01	$115.39	$118.82	$121.21	$123.64
Administrator, Technology JPA	549	227	$118.13	$119.11	$120.13	$123.74	$127.45	$129.99	$132.61
In-House Counsel, West End SELPA	549	227	$118.13	$119.11	$120.13	$123.74	$127.45	$129.99	$132.61
JPA Chief Executive Officer	600	227	$127.84	$128.85	$129.85	$133.76	$137.78	$140.51	$143.34
Assistant Superintendent	650	227	$138.28	$139.28	$140.34	$144.51	$148.83	$151.83	$154.88
Chief Business Officer	700	227	$149.33	$150.35	$151.37	$155.90	$160.57	$163.79	$167.09

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