

Kings County Office of Education

Classified Salary Schedule 2026-2027

07/01/2026

A handwritten signature in blue ink, appearing to read "Todd Barlow", is written over a horizontal line.

Todd Barlow, Superintendent

Kings County Office of Education

2026-2027

SALARY SCHEDULE

ASSISTANT SUPERINTENDENT- BUSINESS, CHIEF TECHNOLOGY OFFICER
(*SENIOR CLASSIFIED MANAGEMENT)

	<u>ANNUAL</u>
STEP 1	\$166,929
STEP 2	\$173,607
STEP 3	\$180,551
STEP 4	\$187,773
STEP 5	\$195,284
STEP 6	\$203,095

WORK YEAR:

260 days, 8 hours per day, includes 22 days paid vacation and 14 holidays for computational purposes

*Exempt Position

Kings County Office of Education

2026-2027

SALARY SCHEDULE

***DIRECTOR**

	<u>ANNUAL</u>
STEP 1	\$136,349
STEP 2	\$141,803
STEP 3	\$147,475
STEP 4	\$153,374
STEP 5	\$159,509
STEP 6	\$165,890

Following Positions:

Director, Business Services
 Director, Network Services
 Director, Application Development and Support

WORK YEAR:

260 work days, 8 hours per day, includes paid vacation and 14 holidays for computational purposes.

*Exempt position

Kings County Office of Education

2026-2027

SALARY SCHEDULE

*MANAGER

	<u>ANNUAL</u>
STEP 1	\$123,541
STEP 2	\$128,482
STEP 3	\$133,621
STEP 4	\$138,966
STEP 5	\$144,525
STEP 6	\$150,306

Following Positions:

Manager, Wireless Services
LAN Manager Information Technology

WORK YEAR:

260 work day, 8 hours per day, includes paid vacation and 14 holidays for computational purposes

*Exempt position

Kings County Office of Education
2026-2027
SALARY SCHEDULE
*BOARD CERTIFIED BEHAVIOR ANALYST

	<u>HOURLY</u>
STEP 1	\$75.16
STEP 2	\$78.15
STEP 3	\$81.28
STEP 4	\$84.54
STEP 5	\$87.92
STEP 6	\$91.44

ANNUAL SALARY

Based on the hourly rate times 190 work days, 12 holidays and vacation days times 7 hours per day

* Exempt position

Kings County Office of Education

2026-2027

SALARY SCHEDULE***SUPERVISOR****ANNUAL**

	<u>RANGE A</u>	<u>RANGE B</u>
STEP 1	\$83,877	\$90,867
STEP 2	\$87,232	\$94,501
STEP 3	\$90,721	\$98,282
STEP 4	\$94,350	\$102,213
STEP 5	\$98,124	\$106,301
STEP 6	\$102,049	\$110,553

WORK YEAR:

Work days as shown, 8 hours per day, includes paid vacation and 14 holidays for computational purposes.

* Exempt position

Range A - 240 Days

Range B - 260 Days

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SCHEDULE OF CLASSIFIED SALARIESRANGE

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
33.00	18.39	19.31	20.27	21.29	22.35	23.47
33.50	18.84	19.78	20.77	21.81	22.90	24.05
34.00	19.31	20.27	21.29	22.35	23.47	24.64
34.50	19.78	20.77	21.81	22.90	24.05	25.25
35.00	20.27	21.29	22.35	23.47	24.64	25.87
35.50	20.77	21.81	22.90	24.05	25.25	26.51
36.00	21.29	22.35	23.47	24.64	25.87	27.17
36.50	21.81	22.90	24.05	25.25	26.51	27.84
37.00	22.35	23.47	24.64	25.87	27.17	28.53
37.50	22.90	24.05	25.25	26.51	27.84	29.23
38.00	23.47	24.64	25.87	27.17	28.53	29.95
38.50	24.05	25.25	26.51	27.84	29.23	30.69
39.00	24.64	25.87	27.17	28.53	29.95	31.45
39.50	25.25	26.51	27.84	29.23	30.69	32.23
40.00	25.87	27.17	28.53	29.95	31.45	33.02
40.50	26.51	27.84	29.23	30.69	32.23	33.84
41.00	27.17	28.53	29.95	31.45	33.02	34.67
41.50	27.84	29.23	30.69	32.23	33.84	35.53
42.00	28.53	29.95	31.45	33.02	34.67	36.41
42.50	29.23	30.69	32.23	33.84	35.53	37.31
43.00	29.95	31.45	33.02	34.67	36.41	38.23
43.50	30.69	32.23	33.84	35.53	37.31	39.17
44.00	31.45	33.02	34.67	36.41	38.23	40.14
44.50	32.23	33.84	35.53	37.31	39.17	41.13
45.00	33.02	34.67	36.41	38.23	40.14	42.15
45.50	33.84	35.53	37.31	39.17	41.13	43.19
46.00	34.67	36.41	38.23	40.14	42.15	44.25
46.50	35.53	37.31	39.17	41.13	43.19	45.35
47.00	36.41	38.23	40.14	42.15	44.25	46.47
47.50	37.31	39.17	41.13	43.19	45.35	47.61
48.00	38.23	40.14	42.15	44.25	46.47	48.79
48.50	39.17	41.13	43.19	45.35	47.61	49.99
49.00	40.14	42.15	44.25	46.47	48.79	51.23
49.50	41.13	43.19	45.35	47.61	49.99	52.49
50.00	42.15	44.25	46.47	48.79	51.23	53.79

Kings County Office of Education

2026-2027

SALARY SCHEDULE

**INSTRUCTIONAL ASSISTANT - SPECIAL EDUCATION, SPECIAL EDUCATION
INFANT AND SPEECH AIDE**

	<u>I - High School Diploma</u>	<u>II - AA/AS or 60+ Units</u>	<u>III - BA/BS</u>
STEP A	\$18.31	\$20.17	\$22.77
STEP B	\$19.23	\$21.17	\$23.91
STEP C	\$20.19	\$22.23	\$25.11
STEP D	\$21.20	\$23.34	\$26.36
STEP E	\$22.26	\$24.51	\$27.68
STEP F	\$23.37	\$25.74	\$29.06

Bargaining Unit: CSEA

ANNUAL SALARY:

Based on the hourly rate times 186 days, 13 holidays, and vacation days times hour per day.

- I - HIGH SCHOOL DIPLOMA OR EQUIVALENT
- II - AA/AS OR 60+ UNITS AT AN ACCREDITED COLLEGE OR UNIVERSITY
- III - BA/BS

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
REGISTERED BEHAVIOR TECHNICIAN

	<u>HOURLY</u>
STEP A	\$26.53
STEP B	\$27.85
STEP C	\$29.24
STEP D	\$30.71
STEP E	\$32.24
STEP F	\$33.85

Bargaining Unit CSEA

ANNUAL SALARY:

Based on the hourly rate times 186 days, 13 holidays, and vacation days times hour per day.

Kings County Office of Education

2026-2027

SALARY SCHEDULE**MAINTENANCE/CUSTODIAN AND MAINTENANCE TECHNICIAN**

	<u>RANGE A</u>	<u>RANGE B</u>
STEP A	\$22.90	\$29.23
STEP B	\$24.05	\$30.69
STEP C	\$25.25	\$32.22
STEP D	\$26.51	\$33.84
STEP E	\$27.84	\$35.53
STEP F	\$29.23	\$37.31

Bargaining Unit: CSEA

Annual Salary:

Based on the hourly rate times 260 days, 8 hours per day includes 15 holidays for computational purposes

Range A - Maintenance/Custodian

Range B - Maintenance Technician

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SPECIALIZED HEALTH CARE NURSE

	<u>HOURLY</u>
STEP A	\$29.49
STEP B	\$30.97
STEP C	\$32.52
STEP D	\$34.14
STEP E	\$35.85
STEP F	\$37.64

Bargaining Unit: CSEA

Required: Licensed Vocational Nurse Certification

ANNUAL SALARY:

Based on the hourly rate times 186 days, 13 holidays, and vacation days times hour per day.

Additional Pay: \$4.73 additional per hour for Associates Degree in Nursing (ASN)

Additional Pay: \$500 annual stipend for a LVN with a Bachelors Degree in Nursing (BSN)

Additional Pay: \$0.50 per hour Assignment Differential - For position requiring Bilingual Duties, Spanish Proficiency Test Required

Kings County Office of Education

2026-2027

SALARY SCHEDULE

MENTAL HEALTH THERAPEUTIC INTERVENTION CLINICIAN

HOURLY

STEP A	\$49.71
STEP B	\$52.19
STEP C	\$54.80
STEP D	\$57.54
STEP E	\$60.42
STEP F	\$63.44

MASTERS DEGREE: Required

ANNUAL SALARY

Based on the hourly rate times 190 work days, 12 holidays, and vacation days times hour per day

Kings County Office of Education
2026-2027
SALARY SCHEDULE
BOARD MEMBERS

MONTHLY

RANGE 16	\$160
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HEALTH INSURANCE:
Plan includes Medical, Dental, Prescription and Vision
Employer contribution not to exceed:
Employee/Dependents October 1, 2025 \$1,250.00 per month (Employer pays)

LIFE INSURANCE:
\$50,000 Basic Life Insurance Policy including AD&D

Kings County Office of Education
2026-2027
SALARY SCHEDULE
WORKABILITY/DOR STUDENTS & CUSTODIAN HELPER

HOURLY

Effective 01-01-2025	\$16.50
Effective 01-01-2026	\$16.90

Kings County Office of Education

2026-2027

SALARY SCHEDULE**CLASSIFIED****HOURLY**

RANGE 2.8	\$28.00
RANGE 3.2	\$32.00
RANGE 3.6	\$36.00
RANGE 5.0	\$50.00

RANGE 2.8 SPECIAL EDUCATION EXTENDED SCHOOL YEAR INSTRUCTIONAL AIDE
(ESY INCLUDES AFTER-SCHOOL TUTORING, INTERSESSIONS, SUMMER SCHOOL)
JUNE 2026 - MAY 2027*

RANGE 3.2 SPECIAL EDUCATION EXTENDED SCHOOL YEAR REGISTERED BEHAVIOR TECHNICIAN (RBT)
(ESY INCLUDES AFTER-SCHOOL TUTORING, INTERSESSIONS, SUMMER SCHOOL)
JUNE 2026 - MAY 2027*

RANGE 3.6 SPECIAL EDUCATION EXTENDED SCHOOL YEAR SPECIALIZED HEALTH CARE NURSE
(ESY INCLUDES AFTER-SCHOOL TUTORING, INTERSESSIONS, SUMMER SCHOOL)
JUNE 2026 - MAY 2027*

RANGE 5.0 AEROBIC CONDITIONING INSTRUCTOR*

* Grant Program

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CLASSIFIED STIPENDSANNUAL

RANGE 1.0	\$100
RANGE 1.5	\$150
RANGE 2.0	\$200
RANGE 2.5	\$250
RANGE 3.0	\$300
RANGE 4.0	\$400
RANGE 4.5	\$450
RANGE 5.0	\$500
RANGE 6.0	\$600
RANGE 7.0	\$700
RANGE 8.0	\$800
RANGE 10.0	\$1,000
RANGE 15.0	\$1,500
RANGE 40.0	\$4,000

2.5	KCCAQ Stipend - Training Level III*
2.5	Early Education Teacher Development Stipend (EETD)*
4.5	KCCAQ Stipend - Ratings*
5.0	KCCAQ Stipend - Workforce Dev PD*
5.0	KCCAQ Stipend - PDG-R Infant and Toddler Course Work*
5.0	BCBA Supervision of Registered Behavior Technicians (RBT)
6.0	KCCAQ Stipend - Workforce Dev AA*
10.0	KCCAQ Stipend - Workforce Dev BA*
15.0	Medi-Cal Supervision for SpeechTherapist
40.0	KCCAQ Workforce BA Scholarship*

*Grant Based

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SCHEDULE OF CLASSIFIED SALARIESRANGE

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
20.00	26.76	28.10	29.50	30.98	32.52	34.15
20.50	27.42	28.79	30.23	31.74	33.33	34.99
21.00	28.10	29.50	30.98	32.52	34.15	35.86
21.50	28.79	30.23	31.74	33.33	34.99	36.74
22.00	29.50	30.98	32.52	34.15	35.86	37.65
22.50	30.23	31.74	33.33	34.99	36.74	38.58
23.00	30.98	32.52	34.15	35.86	37.65	39.53
23.50	31.74	33.33	34.99	36.74	38.58	40.51
24.00	32.52	34.15	35.86	37.65	39.53	41.51
24.50	33.33	34.99	36.74	38.58	40.51	42.54
25.00	34.15	35.86	37.65	39.53	41.51	43.59
25.50	34.99	36.74	38.58	40.51	42.54	44.66
26.00	35.86	37.65	39.53	41.51	43.59	45.76
26.50	36.74	38.58	40.51	42.54	44.66	46.89
27.00	37.65	39.53	41.51	43.59	45.76	48.05
27.50	38.58	40.51	42.54	44.66	46.89	49.24
28.00	39.53	41.51	43.59	45.76	48.05	50.46
28.50	40.51	42.54	44.66	46.89	49.24	51.70
29.00	41.51	43.59	45.76	48.05	50.46	52.98
29.50	42.54	44.66	46.89	49.24	51.70	54.29
30.00	43.59	45.76	48.05	50.46	52.98	55.63
30.50	44.66	46.89	49.24	51.70	54.29	57.00
31.00	45.76	48.05	50.46	52.98	55.63	58.41
31.50	46.89	49.24	51.70	54.29	57.00	59.85
32.00	48.05	50.46	52.98	55.63	58.41	61.33
32.50	49.24	51.70	54.29	57.00	59.85	62.84
33.00	50.46	52.98	55.63	58.41	61.33	64.40
33.50	51.70	54.29	57.00	59.85	62.84	65.99
34.00	52.98	55.63	58.41	61.33	64.40	67.62
34.50	54.29	57.00	59.85	62.84	65.99	69.29
35.00	55.63	58.41	61.33	64.40	67.62	71.00
35.50	57.00	59.85	62.84	65.99	69.29	72.75
36.00	58.41	61.33	64.40	67.62	71.00	74.55
36.50	59.85	62.84	65.99	69.29	72.75	76.39
37.00	61.33	64.40	67.62	71.00	74.55	78.27
37.50	62.84	65.99	69.29	72.75	76.39	80.21
38.00	64.40	67.62	71.00	74.55	78.27	82.19
38.50	65.99	69.29	72.75	76.39	80.21	84.22
39.00	67.62	71.00	74.55	78.27	82.19	86.30
39.50	69.29	72.75	76.39	80.21	84.22	88.43
40.00	71.00	74.55	78.27	82.19	86.30	90.61

Kings County Office of Education

Kings County Self-Insured Schools

2026-2027

SALARY SCHEDULE

***EXECUTIVE DIRECTOR**

	<u>ANNUAL</u>
STEP 1	\$122,193
STEP 2	\$127,083
STEP 3	\$132,164
STEP 4	\$137,451
STEP 5	\$142,950
STEP 6	\$148,667
STEP 7	\$154,614
STEP 8	\$160,798
STEP 9	\$167,231

WORK YEAR:

260 days, 8 hours per day, includes 22 days paid vacation and 14 holidays for computational purposes.

LONGEVITY:

As of July 1, 2014, all un-represented classified employees receive \$0.24 per hour for each five (5) year increment of uninterrupted service.

LIFE INSURANCE:

\$50,000 Basic Life Insurance Policy including AD&D

* Exempt position

** Salary based on KCSIS Board Approval for step and salary increase

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
CLASSIFIED ASSIGNMENTS TO SALARY SCHEDULE AND RANGE

	<u>JOB CODE</u>	<u>CATEGORY</u>	<u>Work Location 1</u>	<u>Work Location 2</u>	<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>SCHEDULE</u>	<u>WORK YEAR</u>	<u>WORK HOURS</u>
CLASSIFIED	101	11	16	varies	S Assistant Superintendent	N/A	20.10	260 days	8
MANAGEMENT	2448	19	11	105	S Chief Technology Officer	N/A	20.10	260 days	8
(Bargaining Unit 16)	7195	19	7	103	Board Certified Behavior Analyst	N/A	20.80	190 days	7
	8420	12	16	100	Director, Business Services	N/A	20.50	260 days	8
	9821	12	11	105	Director, Application Development and Support	N/A	20.50	260 days	8
	9822	12	11	105	Director, Network Services	N/A	20.50	260 days	8
	2468	19	11	105	LAN Manager Information Technology	N/A	20.70	260 days	8
	9752	15	15	100	Maintenance and Facility Supervisor	B	21.50	260 days	8
	9824	19	11	105	Manager, Wireless Services	N/A	20.70	260 days	8
	7764	15	3	106	Youth Services Supervisor	A	21.50	240 days	8
	8387	12	85	105	Executive Director, Kings Self Insured Schools	N/A	51.00	260 days	8
CLERICAL	8090	39	16	100	Accounting Technician	42.50	22.00	260 days	8
AND	8012	51	16	100	© Benefits Analyst	45.50	22.00	260 days	8
OPERATIONAL	8088	39	16	100	Business Technician	42.50	22.00	260 days	8
SUPPORT	8311	39	27	100	Credentials Analyst	45.50	22.00	260 days	8
	8348	18	27	100	Credentials Specialist	49.00	22.00	260 days	8
	6053	39	3	106	Educational Services Program Analyst	45.50	22.00	220 days	8
	6055	51	3	106	Educational Services Program Specialist	49.00	22.00	220 days	8
	6049	39	3	106	Educational Services Technician	42.50	22.00	220-240 days	8
	4317	39	3	106	Family Engagement Analyst – Bilingual	46.00	22.00	240 days	8
	4315	39	3	106	Family Resource Center Technician	42.50	22.00	240 days	8
	9624	51	27	100	© Human Resources Administrative Specialist	49.00	22.00	260 days	8
	9623	51	27	100	© Human Resources Analyst	45.50	22.00	240-260	8
	9621	51	27	100	© Human Resources Technician	42.50	22.00	240-260 days	8
	8532	51	16	100	© Payroll Analyst	45.50	22.00	260 days	8
	8675	39	7	103	SELPA Technician – Bilingual	43.00	22.00	260 days	8
	7366	39	7	103	Special Education Analyst	45.50	22.00	240 days	8
	8061	51	16	100	© Staff Accountant	49.00	22.00	260 days	8
	7802	39	3	106	Technician – Bilingual – Educational Services	43.00	22.00	240 days	8

KINGS COUNTY OFFICE OF EDUCATION
2026-2027

CLASSIFIED ASSIGNMENTS TO SALARY SCHEDULE AND RANGE

	<u>JOB CODE</u>	<u>CATEGORY</u>	<u>Work Location 1</u>	<u>Work Location 2</u>	<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>SCHEDULE</u>	<u>WORK YEAR</u>	<u>WORK HOURS</u>
CLERICAL AND	8100	51	2	100	© Administrative Assistant to Superintendent	46.50	22.00	260 days	8
OPERATIONAL SUPPORT	8250	50	varies	varies	Clerk Typist/Clerical	35.00	22.00	220-260 days	Varies
	8296	50	Varies	Varies	Clerk Typist/Clerical – Bilingual	35.50	22.00	220-260 days	8
	8610	53	varies	varies	Secretary	38.00	22.00	179–260 days	6.5/8
	8612	53	Varies	Varies	Secretary – Bilingual	38.50	22.00	240–260 days	8
	8535	59	07	103	Substitute Caller	35.50	22.00	240 days	8
	8448	53	27	100	© Secretary – Human Resources - Bilingual	38.50	22.00	260	8
INFORMATION	8337	39	11	105	Database Administrator	32.50	44.00	260 days	8
SYSTEMS	8331	50	11	105	Internet Help Desk Clerk	39.00	22.00	260 days	Varies
	8334	39	11	105	Internet Help Desk Specialist	42.50	22.00	260 days	8
	8345	39	11	105	Internet Help Desk Specialist – Bilingual	43.00	22.00	260 days	8
	8318	39	11	105	LAN Support Technician	44.50	22.00	260 days	8
	2471	39	11	105	LAN Support Specialist	49.00	22.00	260 days	8
	9814	39	11	105	Network Coordinator	32.50	44.00	260 days	8
	8333	39	11	105	Programmer/Analyst	32.50	44.00	260 days	8
	2463	39	11	105	WAN Technician	44.50	22.00	260 days	8
	8336	39	11	105	Wireless Internet Installer	42.50	22.00	260 days	8

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
CLASSIFIED ASSIGNMENTS TO SALARY SCHEDULE AND RANGE

	<u>JOB CODE</u>	<u>CATEGORY</u>	<u>Work Location 1</u>	<u>Work Location 2</u>	<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>SCHEDULE</u>	<u>WORK YEAR</u>	<u>WORK HOURS</u>
INSTRUCTIONAL SUPPORT	3128	29	3	101	Aerobic Conditioning Instructor	5.0	34.80	Time Sheeted	Time Sheeted
	9906	29	70	104	Braille Transcriber	39.50	22.00	186 days	8
	9630	30	70	106	Career Advisor	39.00	22.00	195 days	8
	9889	30	70	106	Career Advisor Specialist	49.00	22.00	200 days	8
	2232	25	70	104	Certified Occupational Therapy Assistant	45.00	22.00	186 days	8
	4240	29	70	104	Educational Sign Language Interpreter	40.50	22.00	186 days	6.5
	6051	90	3	106	Expanded Learning Tutor	33.00 AA- 34.00 BA- 35.50	22.00	186 days (Time Sheeted)	3.5/4.5 (Time Sheeted)
	4308	59	3	106	Family Resource Center Assistant	35.50	22.00	240 days	8
	4309	18	3	106	Family Resource Center Specialist	37.50	22.00	240 days	8
	7141	90	70	104	Instructional Assistant, Adapted Physical Education (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	6.5
	7119	90	7/70	103, 104	Instructional Assistant, Deaf and Hard of Hearing (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	6.5
	7395	90	70	102	Instructional Assistant, Special Education, Infant (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	6.5
	7001	90	3	101	Instructional Assistant, Juvenile Court School	33.00 AA- 34.00 BA- 35.50	22.00	217 days	6

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
CLASSIFIED ASSIGNMENTS TO SALARY SCHEDULE AND RANGE

	<u>JOB CODE</u>	<u>CATEGORY</u>	<u>Work Location 1</u>	<u>Work Location 2</u>	<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>SCHEDULE</u>	<u>WORK YEAR</u>	<u>WORK HOURS</u>
INSTRUCTIONAL SUPPORT	7132	90	7/70	102, 103, 104	Instructional Assistant, Special Education, (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	4/6.5
	7019	90	7/70	102, 103, 104	Instructional Assistant, Special Education, Itinerant Services (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	6.5
	4233	25	7	101,103	Mental Health Therapeutic Intervention Clinician	N/A	27.50	190 days	8
	2230	25	70	104	Occupational Therapist I (BA degree)	34.50	44.00	187 days	8
	2231	25	70	104	Occupational Therapist II (MA degree)	37.50	44.00	187 days	8
	8191	90		106	Outdoor Education Program Assistant	33.00 AA- 34.00 BA- 35.50	22.00	186 days	6
	4225	25		104	Physical Therapist I (BA degree)	34.50	44.00	187 days	8
	4226	25		104	Physical Therapist II (MA degree)	37.50	44.00	187 days	8
	4229	29		104	Physical Therapist Assistant	45.00	22.00	186 days	8
	7611	90		106	Preschool Aide – Early Childhood Education	33.00 AA- 34.00 BA- 35.50	22.00	187 days	4 (PT) 7 (FT)
	7192	90		103	Registered Behavior Technician (CSEA Bargaining Unit)	N/A	23.50	186 days	7
	6052	16		106	Site Coordinator – Expanded Learning Program	37.50	22.00	186 days (Time Sheeted)	4.5 (Time Sheeted)
	410	31		103	Specialized Health Care Nurse (LVN) (CSEA Bargaining Unit)	N/A	26.00	186 days	6.5

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
CLASSIFIED ASSIGNMENTS TO SALARY SCHEDULE AND RANGE

	<u>JOB CODE</u>	<u>CATEGOR Y</u>	<u>Work Location 1</u>	<u>Work Location 2</u>	<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>SCHEDULE</u>	<u>WORK YEAR</u>	<u>WORK HOURS</u>
	7361	90		104	Speech Language Pathology Aide (CSEA Bargaining Unit)	No Degree - Range I AA or 60 Units- Range II BA- Range III	23.00	186 days	6.5
INSTRUCTIONAL SUPPORT	2119	29	70	104	Speech Language Pathology Assistant (CA Licensure)	40.50	22.00	186 days	8
	7755	18	7	104	Student Information System Specialist	49.00	22.00	260 days	8
	9905	59	varies	varies	Translator	35.50	22.00	187 days	8
MAINTENANCE & OPERATIONS	9328	93	16	100	Custodian Helper	1.00	34.20	260 days	2
	9500	92	varies	varies	Food Service Worker	33.00	22.00	181 days	5
	9751	39	16	100	Maintenance Technician (CSEA Bargaining Unit)	B	24.50	260 days	8
	9701	93	16	100	Maintenance/Custodian (CSEA Bargaining Unit)	A	24.50	260 days	8
OTHER	8726	2	2	100	Board Member (Bargaining Unit 9)	16	34.10	N/A	N/A
	9960	3	41	106	Workability/Department of Rehabilitation Students (Bargaining Unit 15)	1.00	34.20	Time Sheeted	Time Sheeted

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
INSTRUCTIONS TO ADMINISTER CLASSIFIED ASSIGNMENTS

Substitute Employee Definition

A substitute employee means any person employed to replace any classified employee who is temporarily absent from duty. In addition, if the County Office is then engaged in a procedure to hire a permanent employee to fill a vacancy in any classified position, the Superintendent may fill the vacancy through the employment, for not more than 60 calendar days, of one or more substitute employees, except to the extent that a collective bargaining agreement then in effect provides for a different period of time. A substitute employee must not work for more than 163 days (any amount of hours worked on these days counts as a day) as a replacement for any employee.

1. All substitute positions will be paid on Step “A” of the Range in the substitute capacity in which they are working. Approved substitute positions that may be utilized from the County-Wide Substitute list are:

Clerical/Clerk Typist	Food Service Worker	Site Coordinator – Expanded Learning Program
Custodial/Maintenance	Instructional Assistant	Specialized Health Care Nurse (LVN)
Educational Sign Language Interpreter	Internet Help Desk Clerk	Student Information System Specialist
Expanded Learning Tutor	LAN Support Technician	Translator
Family Resource Center Assistant	Preschool Aide	Wireless Internet Installer
Family Resource Center Specialist	SELPA Technician	

2. If substitutes are needed in other positions, the request must go to the Human Resources Department to assure that the substitute is eligible for employment.
3. Substitute Special Education Instructional Assistants will be paid on Step A of Salary Schedule 23.00, Range I.
4. Increases in salaries for substitute employees will be effective the 16th day of the month following the increase for regular employees. Classified substitutes do not earn vacation, holiday, or other supplemental benefits EXCEPT for sick leave earned under AB 1522, and medical benefits under the Affordable Care Act.

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
INSTRUCTIONS TO ADMINISTER CLASSIFIED ASSIGNMENTS

Short-Term Employee Definition

Short-term employee means any person who is employed to perform a service for the County Office, upon the completion of which, the service required or similar services will not be extended or needed on a continuing basis. The beginning and ending date of service must be specified. A short-term position may not exceed 163 days (any amount of hours worked on these days counts as a day) and may not be repeated on an annual basis.

1. All short-term positions will be paid on Step “A” of the Range in the short-term capacity in which they are working.
2. Short-term Instructional Assistants will be placed on Step A on the appropriate salary schedule and Range as per college degree verification.
3. Former employees who work in a short-term position may be paid at a maximum of Step “C”.
4. Increases in salaries for short-term employees will be effective the 16th day of the month following the increase for regular employees. Short-term classified employees do not earn vacation, holiday, other supplemental benefits EXCEPT for sick leave earned under AB 1522, and medical benefits under the Affordable Care Act.
5. Short-term classified employees will receive differentials according to job title and work location.

Regular Employees

1. Positions with a work year of 180 to 190 days will have vacation days and holidays added to their work year by payroll.
2. Internal Staff transferred to a lateral assignment will be paid the same as the previous assignment. When Internal Staff are transferred to a higher paid assignment, they will begin on Step A of the new assignment. If Step A is lower than their current rate of pay, the step will be adjusted only to the point that the employee does not receive a decrease in their current hourly rate of pay. Superintendent or designee may place higher than first adjusted step.
3. Internal staff transferring to a higher paid lateral position, will move to the closest step on the new salary schedule that does not result in lower pay.
4. New hires will be placed no higher than Step C (or the third Step). Related past work experience will determine placement to Step C. Superintendent may approve new hire placement on Steps higher than Step C.
5. A current employee who fills in for an absent employee in the same classification as they currently hold must be paid at their regular rate of pay. If a current employee substitutes outside their classification as a substitute, they must be on the Substitute List and will be paid on Step A of the position they are substituting in.
6. Employees hired on or before October 15th and who work at least 75% of their regularly assigned work days for the school year are eligible for salary step increase. Substitute and Short-term service, as well as days not worked during a Leave of Absence, will not be calculated for credit.

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
INSTRUCTIONS TO ADMINISTER CLASSIFIED ASSIGNMENTS

Additional Pay for Hourly Employees

Branch Assignment Pay

Management level employees are not eligible for Branch Assignment Pay.

1. Branch assignment pay applies to all hours for which a classified employee is assigned to the applicable site.
2. Classified employees assigned to the following remote work locations as their primary or regular assignment will receive Branch Assignment Pay as noted:
 - a. All sites within the Corcoran Unified School District: additional \$.85 per hour
 - b. Stratford Elementary School: additional \$.85 per hour
 - c. All sites within the Reef-Sunset Unified School District: additional \$2.50 per hour
3. Classified employees may submit for mileage reimbursement when additional travel between locations is required

Confidential

1. Confidential employees will receive \$.60 per hour pay differential.

Cellular Phone

1. The following positions receive additional pay for the usage of their personal cell phone for business purposes:

Job Title	Department	Job Code	Salary Schedule/Range	Amount
Network Coordinator	Information Systems	9814	22.00/50.00	\$50.00 (Monthly)
KCSIS Executive Director	Superintendent	8387	51.00/N-A	\$150.00 (Monthly)

Longevity

1. All unrepresented classified employees receive \$.30 per hour for each five (5) year increment of uninterrupted service.
2. All classified employees represented by the CSEA bargaining unit will be compensated as agreed and documented in the current collective bargaining unit agreement.

KINGS COUNTY OFFICE OF EDUCATION
2026-2027
INSTRUCTIONS TO ADMINISTER CLASSIFIED ASSIGNMENTS

Night Shift

1. Employees who work 75% or more of their schedule after 5:00 p.m., will receive additional pay of \$.85 per hour for night shift.
2. 75% is the minimum threshold and calculations will not be rounded.

Overnight Supervision of Students

1. Staff members will receive a stipend of \$150.00 per night for accompanying students on overnight field trips.

Other Additional Pay

1. Additional pay for anything other than branch assignment pay may require an HR Action Form.

Transfer of Accumulated Sick Leave

1. Employees may transfer accumulated sick leave from previous employment at a school district, county office of education, community college, charter school, or state special school including verified excess sick leave. Sick leave accumulated through AB1522 is not transferrable.

Years of Service

1. Employees hired on or before October 15th and who work at least 75% of their regularly assigned work days for the school year are eligible for salary step increase. Substitute and Short-term service, as well as days not worked during a Leave of Absence, will not be calculated for credit.

Salary Schedule Range Reclassification

1. Unrepresented Classified staff on Salary Schedule 22.00 that are in a position with classifications for an AA Degree or a BA Degree, are required to submit official transcripts by October 15th of each year verifying Degree or 60 or more units from an accredited college or university for Salary Range Reclassification to count for the current year. Transcripts submitted after October 15th must wait for reclassification until the next school year.