

2026-2027

**MERCED COUNTY OFFICE OF EDUCATION
Certificated Management Salary Schedule (CM)**

(Based upon 2026-2027 salary schedule realignment of Grade differential plus 3% increase effective July 1, 2026)

Grade/Step Duty Days			1	2	3	4	5
	1	225 Annual	\$ 73,959	\$ 76,548	\$ 79,227	\$ 82,000	\$ 84,870
		Daily	328.71	340.21	352.12	364.44	377.20
	2	225 Annual	\$ 79,728	\$ 82,518	\$ 85,406	\$ 88,395	\$ 91,489
		Daily	354.35	366.75	379.58	392.87	406.62
	3	225 Annual	\$ 85,947	\$ 88,955	\$ 92,068	\$ 95,290	\$ 98,625
		Daily	381.99	395.36	409.19	423.51	438.33
	4	225 Annual	\$ 92,651	\$ 95,894	\$ 99,250	\$ 102,724	\$ 106,319
		Daily	411.78	426.20	441.11	456.55	472.53
	5	225 Annual	\$ 99,878	\$ 103,374	\$ 106,992	\$ 110,737	\$ 114,613
		Daily	443.90	459.44	475.52	492.16	509.39
	6	225 Annual	\$ 107,668	\$ 111,436	\$ 115,336	\$ 119,373	\$ 123,551
		Daily	478.52	495.27	512.60	530.55	549.12
	7	225 Annual	\$ 116,066	\$ 120,128	\$ 124,332	\$ 128,684	\$ 133,188
		Daily	515.85	533.90	552.59	571.93	591.95
	8	225 Annual	\$ 125,119	\$ 129,498	\$ 134,030	\$ 138,721	\$ 143,576
		Daily	556.08	575.55	595.69	616.54	638.12
VICE PRINCIPAL - EDUCATIONAL SERVICES SCHOOL PSYCHOLOGIST (INFANT CARE) SCHOOL PSYCHOLOGIST	9	225 Annual	\$ 134,878	\$ 139,599	\$ 144,485	\$ 149,542	\$ 154,776
		Daily	599.46	620.44	642.16	664.63	687.89
		210 Annual	\$ 125,887	\$ 130,292	\$ 134,854	\$ 139,572	\$ 144,457
		Daily	599.46	620.44	642.16	664.63	687.89
		200 Annual	\$ 119,892	\$ 124,088	\$ 128,432	\$ 132,926	\$ 137,578
		Daily	599.46	620.44	642.16	664.63	687.89
COORDINATOR - ROP PROGRAMS COORDINATOR - EDUCATIONAL SERVICES COORDINATOR - HUMAN RESOURCES COORDINATOR - MIGRANT SERVICES COORDINATOR - SPECIAL EDUCATION PROGRAMS PRINCIPAL - ALTERNATIVE EDUCATION PRINCIPAL - MERCED SCHOLARS CHARTER SCHOOL (DLI)	10	190 Annual	\$ 113,897	\$ 117,884	\$ 122,010	\$ 126,280	\$ 130,699
		Daily	599.46	620.44	642.16	664.63	687.89
		225 Annual	\$ 145,398	\$ 150,487	\$ 155,754	\$ 161,205	\$ 166,847
		Daily	646.21	668.83	692.24	716.47	741.54
		220 Annual	\$ 142,166	\$ 147,143	\$ 152,293	\$ 157,623	\$ 163,139
		Daily	646.21	668.83	692.24	716.47	741.54
COORDINATOR - EDUCATIONAL SERVICES - SENIOR COORDINATOR - HUMAN RESOURCES - SENIOR COORDINATOR - SPECIAL EDUCATION - SENIOR	11	210 Annual	\$ 135,704	\$ 140,454	\$ 145,370	\$ 150,459	\$ 155,723
		Daily	646.21	668.83	692.24	716.47	741.54
		225 Annual	\$ 156,739	\$ 162,225	\$ 167,903	\$ 173,780	\$ 179,862
		Daily	696.62	721.00	746.24	772.36	799.39
DIRECTOR - EDUCATIONAL SERVICES * DIRECTOR - HUMAN RESOURCES * DIRECTOR - SPECIAL EDUCATION * DIRECTOR - EDUCATIONAL LEADERSHIP & SYSTEMS DIRECTOR - EDUCATIONAL SERVICES DIRECTOR - MIGRANT SERVICES DIRECTOR - STRATEGIC SYSTEMS IMPROVEMENT DATA AND RESEARCH	12	215 Annual	\$ 149,773	\$ 155,015	\$ 160,442	\$ 166,057	\$ 171,869
		Daily	696.62	721.00	746.24	772.36	799.39
		225 Annual	\$ 168,024	\$ 173,905	\$ 179,992	\$ 186,292	\$ 192,812
		Daily	746.77	772.91	799.96	827.96	856.94
	13	220 Annual	\$ 164,289	\$ 170,040	\$ 175,991	\$ 182,151	\$ 188,527
		Daily	746.77	772.91	799.96	827.96	856.94
		225 Annual	\$ 180,122	\$ 186,426	\$ 192,951	\$ 199,704	\$ 206,694
		Daily	800.54	828.56	857.56	887.57	918.64

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2026-2027

**MERCED COUNTY OFFICE OF EDUCATION
Certificated Management Salary Schedule (CM)**

(Based upon 2026-2027 salary schedule realignment of Grade differential plus 3% increase effective July 1, 2026)

Grade/Step Duty Days			1	2	3	4	5
	14	225 Annual	\$ 193,091	\$ 199,849	\$ 206,844	\$ 214,084	\$ 221,577
		Daily	858.18	888.22	919.31	951.48	984.79
ASST SUPT - EDUCATIONAL SERVICES *	15	225 Annual	\$ 206,994	\$ 214,239	\$ 221,737	\$ 229,498	\$ 237,530
ASST SUPT - SPECIAL EDUCATION *		Daily	919.97	952.17	985.50	1,019.99	1,055.69
	16	225 Annual	\$ 221,898	\$ 229,664	\$ 237,702	\$ 246,022	\$ 254,633
		Daily	986.21	1,020.73	1,056.45	1,093.43	1,131.70
DEPUTY SUPERINTENDENT - HUMAN RESOURCES *	17	225 Annual	\$ 237,875	\$ 246,201	\$ 254,818	\$ 263,737	\$ 272,968
		Daily	1,057.22	1,094.23	1,132.52	1,172.16	1,213.19

* Provided two (2) Discretionary Days per year. If hired after July 1st the Discretionary Days will be prorated according to percentage of full-time equivalent. The Discretionary Days shall be scheduled by the employee with administrative approval and may not be accumulated from year to year but must be taken during the fiscal year of July 1st through June 30th of each year, otherwise the days will be lost to the employee.

Longevity of 2.5% granted after the completion of 10 years of permanent MCOE service and an additional 2.5% (5% total) after the completion of 20 years of permanent MCOE service:

- Upon completion of the required years of service, the longevity increase will be added to the employee's base pay and take effect at the beginning of the following school year.
- Employees with a break in MCOE service may count their prior permanent service towards longevity eligibility immediately upon return.

Annual Education Incentive:

- Staff are entitled to receive no more than one Annual Education Incentive per year, which will be the highest incentive for which they qualify.
- The Annual Education Incentive will be prorated according to percentage of full-time equivalent.
- \$1,500 will be awarded for a Masters Degree from a regionally accredited college or university.
- \$3,000 will be awarded for a Doctorate Degree from a regionally accredited college or university.

\$5,000 School Psychologist Recruitment and Retention stipend to be prorated according to percentage of full-time equivalent. This Stipend shall be subject to annual review.

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2026-2027
MERCED COUNTY OFFICE OF EDUCATION
Classified Management, Supervisory, and Confidential Salary Schedule (CMSC)

(Based upon 2026-2027 salary schedule realignment of Grade differential plus 3% increase effective July 1, 2026)

	Grade/Step	Duty Days	Work Year		1	2	3	4	5
	1			Annual	\$ 73,959	\$ 76,548	\$ 79,227	\$ 82,000	\$ 84,870
FOOD SERVICES SUPERVISOR (CGMOS)	223	261	Monthly	6,163	6,379	6,602	6,833	7,073	
FOOD SERVICES SUPERVISOR (SE)	Varies	261	Hourly	35.42	36.66	37.94	39.27	40.65	
	2			Annual	\$ 79,728	\$ 82,518	\$ 85,406	\$ 88,395	\$ 91,489
BUSINESS SERVICES SPECIALIST	223	261	Monthly	6,644	6,877	7,117	7,366	7,624	
EARLY LEARNING SYSTEMS SPECIALIST (EE)	Varies	261	Hourly	38.18	39.52	40.90	42.33	43.82	
FACILITIES SERVICES SPECIALIST									
FAMILY SERVICES SUPERVISOR (ME)									
HUMAN RESOURCES SPECIALIST - RECRUITMENT									
STUDENT INFORMATION & ATTENDANCE SPECIALIST (CAE)									
STUDENT INFORMATION & ATTENDANCE SPECIALIST (SE)									
	3			Annual	\$ 85,947	\$ 88,955	\$ 92,068	\$ 95,290	\$ 98,625
COMMUNICATIONS & MARKETING MANAGER	223	261	Monthly	7,162	7,413	7,672	7,941	8,219	
EMPLOYEE BENEFITS SPECIALIST	Varies	261	Hourly	41.16	42.60	44.09	45.64	47.23	
EXECUTIVE ASSISTANT - HR									
EXECUTIVE ASSISTANT - SUPT									
HUMAN RESOURCES SPECIALIST - CREDENTIALS									
HUMAN RESOURCES SPECIALIST - OHS									
HUMAN RESOURCES SPECIALIST - RECRUITMENT - SR									
PROGRAM SUPERVISOR - HOME VISITING SVS (EE)									
PROGRAM SUPERVISOR - SUBSIDY & REFERRAL SVS (EE)									
TRANSPORTATION SERVICES SUPERVISOR (BS)									
TRANSPORTATION SERVICES SUPERVISOR (SE)									
	4			Annual	\$ 92,651	\$ 95,894	\$ 99,250	\$ 102,724	\$ 106,319
CUSTODIAL SERVICES SUPERVISOR	223	261	Monthly	7,721	7,991	8,271	8,560	8,860	
EVENTS & COMMUNITY ENGAGEMENT SPECIALIST	Varies	261	Hourly	44.37	45.93	47.53	49.20	50.92	
EXPANDED LEARNING PROGRAM SUPERVISOR									
MAINTENANCE SUPERVISOR									
PROCUREMENT & WAREHOUSE SUPERVISOR									
PROGRAM SUPERVISOR - EARLY LEARNING DEVELOPMENT SERVICES (EE)									
	5			Annual	\$ 99,878	\$ 103,374	\$ 106,992	\$ 110,737	\$ 114,613
ARTS PROGRAM SPECIALIST	223	261	Monthly	8,323	8,615	8,916	9,228	9,551	
EXECUTIVE ASSISTANT TO SUPT - SR	Varies	261	Hourly	47.83	49.51	51.24	53.03	54.89	
FAMILY SOCIAL SERVICES SUPERVISOR (EE)									
FINANCIAL ANALYST									
HUMAN RESOURCES ANALYST - CERT									
HUMAN RESOURCES ANALYST - CREDENTIALS									
HUMAN RESOURCES ANALYST - HRIS									
HUMAN RESOURCES ANALYST - LEAVES									
PROGRAM ADVISOR - ASES (ES)									
PROGRAM ADVISOR - EL & TK (EE)									
PROGRAM ADVISOR - GRANTS & SYSTEMS									
PROGRAM ADVISOR - PROVIDER & PARENT ENGAGEMENT (EE)									
	6			Annual	\$ 107,668	\$ 111,436	\$ 115,336	\$ 119,373	\$ 123,551
BEHAVIOR SUPPORT SPECIALIST	223	261	Monthly	8,972	9,286	9,611	9,948	10,296	
FINANCIAL SERVICES SUPERVISOR	Varies	261	Hourly	51.57	53.37	55.24	57.17	59.17	
IT APPLICATIONS ANALYST									
NETWORK INFRASTRUCTURE ENGINEER									
SR FINANCIAL ANALYST									

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2026-2027
MERCED COUNTY OFFICE OF EDUCATION
Classified Management, Supervisory, and Confidential Salary Schedule (CMSC)

(Based upon 2026-2027 salary schedule realignment of Grade differential plus 3% increase effective July 1, 2026)

	Grade/Step	Duty Days	Work Year		1	2	3	4	5
BEHAVIORAL HEALTH SPECIALIST (ES)	7	223	261	Annual	\$ 116,066	\$ 120,128	\$ 124,332	\$ 128,684	\$ 133,188
DEPARTMENT BUSINESS SERVICES MANAGER		Varies	261	Monthly	9,672	10,011	10,361	10,724	11,099
EXTERNAL PAYROLL & RETIREMENT COMPLIANCE MANAGER				Hourly	55.59	57.53	59.55	61.63	63.79
GRANT WRITER									
HUMAN RESOURCES MANAGER									
PAYROLL SUPERVISOR									
PROGRAM MANAGER - CALSOAP (CAE)									
PROGRAM MANAGER - COLLABORATIVE & PARENT DEVELOPMENT SVS (EE)									
PROGRAM MANAGER - CPIN									
PROGRAM MANAGER - EARLY LEARNING SERVICES									
PROGRAM MANAGER - EMPOWER									
PROGRAM MANAGER - EXPANDED LEARNING PROGRAM									
PROGRAM MANAGER - GOVERNANCE & COMMUNITY SUPPORT (EE)									
PROGRAM MANAGER - MIGRANT EDUCATION									
PROGRAM MANAGER - PARENT & WORKFORCE DEVELOPMENT SVS (EE)									
PROGRAM MANAGER - SUBSIDY & REFERRAL SVS (EE)									
ASSISTANT DIRECTOR - FINANCIAL SERVICES INTERNAL	8	223	261	Annual	\$ 125,119	\$ 129,498	\$ 134,030	\$ 138,721	\$ 143,576
BUDGET MANAGER - FINANCIAL SERVICES INTERNAL		Varies	261	Monthly	10,427	10,792	11,169	11,560	11,965
CYBERSECURITY & USER SUPPORT MANAGER				Hourly	59.92	62.02	64.19	66.44	68.76
ENTERPRISE SYSTEMS MANAGER									
NETWORK MANAGER									
PHYSICAL THERAPIST									
BEHAVIOR ANALYST	9	223	261	Annual	\$ 134,878	\$ 139,599	\$ 144,485	\$ 149,542	\$ 154,776
BEHAVIORAL HEALTH CLINICIAN (ES)		Varies	261	Monthly	11,240	11,633	12,040	12,462	12,898
OCCUPATIONAL THERAPIST				Hourly	64.60	66.86	69.20	71.62	74.13
COMMUNICATIONS & PUBLIC RELATIONS OFFICER	10	223	261	Annual	\$ 145,398	\$ 150,487	\$ 155,754	\$ 161,205	\$ 166,847
MAINTENANCE & OPERATIONS MANAGER		Varies	261	Monthly	12,117	12,541	12,980	13,434	13,904
				Hourly	69.64	72.07	74.59	77.21	79.91
PROGRAM MANAGER - BEHAVIORAL HEALTH - SENIOR (ES)	11	223	261	Annual	\$ 156,739	\$ 162,225	\$ 167,903	\$ 173,780	\$ 179,862
		Varies	261	Monthly	13,062	13,519	13,992	14,482	14,989
				Hourly	75.07	77.69	80.41	83.23	86.14
DIRECTOR - BUSINESS SERVICES	12	223	261	Annual	\$ 168,024	\$ 173,905	\$ 179,992	\$ 186,292	\$ 192,812
DIRECTOR - EARLY LEARNING & FAMILY SERVICES (EE)		Varies	261	Monthly	14,002	14,492	14,999	15,524	16,068
DIRECTOR - FACILITIES & SUPPORT SERVICES				Hourly	80.47	83.29	86.20	89.22	92.34
DIRECTOR - FINANCIAL SERVICES EXTERNAL									
DIRECTOR - FINANCIAL SERVICES INTERNAL									
DIRECTOR - INFORMATION TECHNOLOGIES									
	13	223	261	Annual	\$ 180,122	\$ 186,426	\$ 192,951	\$ 199,704	\$ 206,694
		Varies	261	Monthly	15,010	15,536	16,079	16,642	17,225
				Hourly	86.27	89.28	92.41	95.64	98.99
	14	223	261	Annual	\$ 193,091	\$ 199,849	\$ 206,844	\$ 214,084	\$ 221,577
		Varies	261	Monthly	16,091	16,654	17,237	17,840	18,465
				Hourly	92.48	95.71	99.06	102.53	106.12
ASSISTANT SUPERINTENDENT - BUSINESS SERVICES	15	223	261	Annual	\$ 206,994	\$ 214,239	\$ 221,737	\$ 229,498	\$ 237,530
EXECUTIVE DIRECTOR - EARLY LEARNING & FAMILY SERVICES (EE)		Varies	261	Monthly	17,250	17,853	18,478	19,125	19,794
				Hourly	99.14	102.60	106.20	109.91	113.76

K. W. WEAVER

2026-2027
MERCED COUNTY OFFICE OF EDUCATION
Classified Management, Supervisory, and Confidential Salary Schedule (CMSC)

(Based upon 2026-2027 salary schedule realignment of Grade differential plus 3% increase effective July 1, 2026)

					Grade/Step	Duty	Work	1	2	3	4	5	
						Days	Year						
					16			Annual	\$ 221,898	\$ 229,664	\$ 237,702	\$ 246,022	\$ 254,633
						223	261	Monthly	18,492	19,139	19,809	20,502	21,219
						Varies	261	Hourly	106.27	109.99	113.84	117.83	121.95
DEPUTY SUPERINTENDENT - BUSINESS SERVICES					17			Annual	\$ 237,875	\$ 246,201	\$ 254,818	\$ 263,737	\$ 272,968
						223	261	Monthly	19,823	20,517	21,235	21,978	22,747
						Varies	261	Hourly	113.92	117.91	122.04	126.31	130.73

These positions are classified as Executive, Supervisory, and/or Administrative pursuant to Education Code Section 45130 and are thereby exempt from the overtime provisions of Education Code Sections 45127 and 45128. Employees serving in exempt positions or classes of positions will not be unreasonably discriminated against as a result of the exclusion.

Annual based on 12 months (261 days) per year. Monthly equals Annual divided by 12 months per year. Hourly equals Annual divided by 2088 hours per year.

Employees scheduled to work less than 12 months and 261 days per year are paid at the corresponding Hourly rate.

Longevity of 2.5% granted after the completion of 10 years of permanent MCOE service and an additional 2.5% (5% total) after the completion of 20 years of permanent MCOE service:

- Upon completion of the required years of service, the longevity increase will be added to the employee's base pay and take effect at the beginning of the following school year.
- Employees with a break in MCOE service may count their prior permanent service towards longevity eligibility immediately upon return.

Annual Education Incentive:

- Staff are entitled to receive no more than one Annual Education Incentive per year, which will be the highest incentive for which they qualify.
- The Annual Education Incentive will be prorated according to percentage of full-time equivalent.
- \$1,500 will be awarded for a Masters Degree from a regionally accredited college or university.
- \$3,000 will be awarded for a Doctorate Degree from a regionally accredited college or university.

\$5,000 Behavior Analyst Recruitment and Retention stipend to be prorated according to percentage of full-time equivalent. This Stipend shall be subject to annual review.

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