



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1h

Meeting Date: September 17, 2026

Subject: Approve Salary Schedules

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: Approve 2026/2027 Salary Schedules, updated June 25, 2026: Confidential, Non-Represented Supervisors, Non-Represented ROTC Teachers, and SCTA

Background/Rationale: The District has a need to ensure salary schedules are updated, as needed, to align with job descriptions in order to meet evolving district needs. Given the creation of additional and revised job descriptions, the associated salary schedules have been updated to incorporate revised salary rates and position classifications.

Financial Considerations: N/A

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached:

Salary Schedules:

- **Non-Represented Management - Certificated**
- **Non-Represented Management - Classified**
- **Superintendent's Cabinet - Certificated**
- **Superintendent's Cabinet - Classified**

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Assistant Superintendent, Human Resources and Labor Relations

Approved by: Cancy McArn, Superintendent



CERTIFICATED
Non-Represented Management
Annual Rate Salary Schedule A
2026-2027 School Year
(Effective July 1, 2026)

Job Class Code and Classification Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Superintendent 1939 Curriculum and Instruction 9733 Instructional Assistant Superintendent 9779 Special Education, Innovation, and Learning	24	X	\$151,322	\$158,212	\$165,439	\$173,024	\$180,998	\$189,368
Executive Director 9946 Strategy Data & Continuous Improvement 9842 Student Support and Health Services	23	X	\$150,296	\$154,672	\$161,730	\$169,143	\$176,919	\$185,079
Director III 6024 Adult Education 9944 Early Learning & Care (ELC) 9728 Guidance & Counseling 9777 Multilingual Education, Teaching and Learning 9837 Professional Learning, ELA 9838 Professional Learning, Mathematics & Sciences 9945 Research Data & Accountability 9734 Special Education Local Plan Area (SELPA) 9824 State and Federal Programs	19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954

Job Class Code and Classification Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director III <i>(Continued)</i>	19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954
6030 Student Services/Alternative Education								
0214 Youth Development								

Cal = Calendar

The annual salaries shown above are based on the work calendar below and include any annual vacation entitlement.

The number of required days of service for each are as follows:

Calendar	# of Work Days	Salary Schedule
CERT-X	238	A-Annual

Longevity Increments: Effective July 1, 2023, Longevity steps are paid as follows:

- 10 years - 2% of employee's base salary
- 14 years - 4% of employee's base salary
- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary

An annual stipend of \$1,745 is added for the earned doctorate and is prorated if for less than a full year which will end on 2/28/2018. Effective 3/1/2018, the earned doctorate annual stipend will increase to \$3,000 and is prorated for less than a full year.



CLASSIFIED

Non-Represented Management

Annual Rate Salary Schedule A

2026-2027 School Year

(Effective July 1, 2026)

Job Class Code and Classification Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Superintendent 9770 Facility Support Services 9942 Human Resources & Labor Relations	24	X	\$151,322	\$158,212	\$165,439	\$173,024	\$180,998	\$189,368
Executive Director 9958 Community Engagement & Communication 9792 Nutrition Services, Central Kitchen and Distribution Services 9915 Office of Safe Schools 9959 Technology Services	23	X	\$150,296	\$154,672	\$161,730	\$169,143	\$176,919	\$185,079
Director III 9782 Accounting Services 4912 Budget Services 4936 Enrollment Center	19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954
Director II 9816 Constituent Services 5057 Employee Relations 9900 Facilities Design and Construction 9952 Facilities Maintenance, Operations & Transportation 0204 Human Resource Services 1907 Nutrition Services 9901 Planning and Property Management	17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468

Job Class Code and Classification Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director II (Continued) 9840 Risk Management and Employee Benefits	17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
Director I	15	X	\$123,873	\$129,391	\$135,179	\$141,261	\$147,643	\$154,353
Coordinator*/ Manager III** 1972 Database Administrator* 9948 Information Systems** 9903 Project Manager, Facilities Design and Construction** 9863 Position Control System** 0104 Youth Development*	13	X	\$118,555	\$123,817	\$129,318	\$135,104	\$141,189	\$147,567
Coordinator* / Manager II** 9775 Assistant Director, Nutrition Services 9798 Board Certified Behavior Analyst (BCBA) 9823 College and Career Experience* 0424 Communications Officer** 9955 District Operations & Compliance** 1906 Environmental Sustainability 9846 Facilities Planning** 9927 Family and Community Empowerment* 9765 Nutrition Program** 1955 Purchasing Services** 9751 Research and Data* 9876 Risk Management & Employee Benefits 9957 Transportation Services 1986 Work-Based Learning	11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109

Job Class Code and Classification Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Coordinator* / Manager I** 9764 Central Kitchen** 9938 Facilities Business and Compliance** 9766 Nutrition Services Procurement & Warehouse 9833 Safety Intervention and Response 9865 Title IX*	9	X	\$108,685	\$113,440	\$118,438	\$123,679	\$129,182	\$134,965
Coordinator* / Manager I** 0122 Learning Support Services* 9769 Mental Health*	9	TNR	\$103,599	\$108,104	\$112,841	\$117,789	\$122,996	\$128,469
Specialist III 9712 Attendance and Enrollment 9914 Enrollment TK AFS 1937 Youth Development	7	X	\$104,106	\$108,629	\$113,377	\$118,377	\$123,612	\$129,115
Specialist II 5244 Bullying Prevention 9748 District Facility Operations 9831 District Grounds Maintenance	5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552
Specialist II	5	TNR	\$95,140	\$99,221	\$103,491	\$107,992	\$112,710	\$117,662
Specialist I	3	X	\$95,589	\$99,695	\$103,995	\$108,517	\$113,267	\$118,252

Cal = Calendar

The annual salaries shown above are based on the below work calendar and include all legal and Board granted holidays and vacation.

The number of required days of service for each are as follows:

Calendar	# of Work Days	Salary Schedule
TNR	211	A5
CLASS-X	260	A-Annual

For purposes of vacation cashout, the daily rate shall be calculated based on 238 days (i.e., total workdays minus holidays).



Superintendent's Cabinet - Certificated

Annual Rate Salary Schedule

2026-27 School Year

(Effective July 1, 2026)

Job Class Code and Position Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0243 Chief Academic Officer	29	CERT-X	\$169,415	\$177,206	\$185,394	\$193,979	\$202,999	\$212,468
4937 Chief of Schools	29	CERT-X						

Cal = Calendar

The annual salaries shown above are based on the below work calendar and include any annual vacation entitlement.

Calendar:	CERT-X = 238 Days
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An annual stipend of \$3,000 is added for the earned doctorate and is prorated if service is less than a full year.
An annual salary stipend of \$4,800 is added for in-district travel and expenses.

Longevity Increments: Effective July 1, 2023, longevity steps are as follows:

- 10 years - 2% of employee's base salary
- 14 years - 4% of employee's base salary
- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary

Eligible employees only get one longevity increment per fiscal year (e.g., an employee with 14 years of service gets longevity of 4% of base salary, not both the 10 years of longevity of 2% and the 14 years of longevity of 4%).

Longevity Increments: Effective July 1, 2023, Longevity steps are paid as follows:

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- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary

An annual stipend of \$1,745 is added for the earned doctorate and is prorated if for less than a full year which will end on 2/28/2018. Effective 3/1/2018, the earned doctorate annual stipend will increase to \$3,000 and is prorated for less than a full year.



Superintendent's Cabinet - Classified

Annual Rate Salary Schedule

2026-27 School Year

(Effective July 1, 2026)

Job Class Code and Position Title	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
9947 General Counsel 9941 Chief Business Officer	37	CLASS-X	\$199,085	\$208,261	\$217,884	\$227,999	\$238,622	\$249,770
9943 Chief of Staff	29	CLASS-X	\$169,415	\$177,206	\$185,394	\$193,979	\$202,999	\$212,468

Cal = Calendar

The annual salaries shown above are based on the below work calendar and include all legal and Board-granted holidays and vacation.

Calendar:	CLASS-X = 260 Days
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For purposes of vacation cashout, the daily rate shall be calculated based on 238 days (i.e., total workdays minus holidays).

An annual stipend of \$3,000 is added for the earned doctorate and is prorated if less than a full year of service.

An annual salary stipend of \$4,800 is added for in-district travel and expenses.

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