**Solana Beach School District**

## Classified Salary Schedule - 01

**Effective July 1, 2025 - June 30, 2026**

*3.0% on schedule Governing Board Approved June 12, 2025*

| **Revised: September 10, 2026** | **Step** | **1** | **2** | **3** | **4** | **5** | **6-7** |
|---|---|---|---|---|---|---|---|
| Child Nutrition Worker | | 42,958.34 | 45,107.37 | 47,255.13 | 49,402.95 | 51,550.91 | 53,698.55 |
| Instructional Assistant I | **23** | 3,579.86 | 3,758.95 | 3,937.93 | 4,116.91 | 4,295.91 | 4,474.88 |
| | | 20.65 | 21.69 | 22.72 | 23.75 | 24.78 | 25.82 |
| | | 44,584.23 | 46,813.08 | 49,041.93 | 51,270.76 | 53,499.60 | 55,728.45 |
| CDC School Age Programs Instructor | **26** | 3,715.35 | 3,901.09 | 4,086.83 | 4,272.56 | 4,458.30 | 4,644.04 |
| | | 21.43 | 22.51 | 23.58 | 24.65 | 25.72 | 26.79 |
| | | 45,698.03 | 47,983.37 | 50,267.48 | 52,552.81 | 54,838.15 | 57,122.24 |
| Child Nutrition Services Site Lead | **28** | 3,808.17 | 3,998.61 | 4,188.96 | 4,379.40 | 4,569.85 | 4,760.19 |
| | | 21.97 | 23.07 | 24.17 | 25.27 | 26.36 | 27.46 |
| CDC Preschool Teacher | | 46,838.59 | 49,190.80 | 51,520.17 | 53,872.38 | 56,201.74 | 58,553.94 |
| Health Technician | **30** | 3,903.22 | 4,099.23 | 4,293.35 | 4,489.37 | 4,683.48 | 4,879.50 |
| | | 22.52 | 23.65 | 24.77 | 25.90 | 27.02 | 28.15 |
| Child Nutrition Services Production Specialist | | 47,418.49 | 49,789.77 | 52,159.85 | 54,532.37 | 56,902.43 | 59,272.50 |
| Custodian | **31** | 3,951.54 | 4,149.15 | 4,346.65 | 4,544.36 | 4,741.87 | 4,939.38 |
| | | 22.80 | 23.94 | 25.08 | 26.22 | 27.36 | 28.50 |
| | | 48,011.62 | 50,412.37 | 52,813.15 | 55,213.91 | 57,613.24 | 60,014.22 |
| Child Nutrition Services Kitchen Lead Cook | **32** | 4,000.97 | 4,201.03 | 4,401.10 | 4,601.16 | 4,801.10 | 5,001.19 |
| | | 23.08 | 24.24 | 25.39 | 26.55 | 27.70 | 28.85 |
| CDC School Age Programs Leader | | 49,212.62 | 51,672.32 | 54,133.27 | 56,592.98 | 59,053.92 | 61,514.83 |
| Child Nutrition Services Coordinator | **34** | 4,101.05 | 4,306.03 | 4,511.11 | 4,716.08 | 4,921.16 | 5,126.24 |
| Instructional Assistant II | | 23.66 | 24.84 | 26.03 | 27.21 | 28.39 | 29.57 |
| Instructional Assistant M/M SN | | 50,441.85 | 52,964.20 | 55,486.53 | 58,007.64 | 60,531.20 | 63,052.33 |
| School Office Assistant | **36** | 4,203.49 | 4,413.68 | 4,623.88 | 4,833.97 | 5,044.27 | 5,254.36 |
| Warehouse Worker/Delivery Driver | | 24.25 | 25.46 | 26.68 | 27.89 | 29.10 | 30.31 |
| | | 51,702.86 | 54,283.44 | 56,864.01 | 59,444.59 | 62,048.00 | 64,628.58 |
| CDC Preschool Head Teacher | **38** | 4,308.57 | 4,523.62 | 4,738.67 | 4,953.72 | 5,170.67 | 5,385.72 |
| | | 24.86 | 26.10 | 27.34 | 28.58 | 29.83 | 31.07 |
| Instructional Assistant M/M/E SN | | 52,333.42 | 54,950.36 | 57,567.28 | 60,182.93 | 62,801.13 | 65,416.78 |
| Translator/Interpreter/Community Liaison | **39** | 4,361.12 | 4,579.20 | 4,797.27 | 5,015.24 | 5,233.43 | 5,451.40 |
| | | 25.16 | 26.42 | 27.68 | 28.93 | 30.19 | 31.45 |
| | | 53,649.42 | 56,332.63 | 59,014.61 | 61,696.60 | 64,379.80 | 67,063.01 |
| Plant Foreman | **41** | 4,470.79 | 4,694.39 | 4,917.88 | 5,141.38 | 5,364.98 | 5,588.58 |
| | | 25.79 | 27.08 | 28.37 | 29.66 | 30.95 | 32.24 |
| CDC Programs Specialist | | 54,319.92 | 57,036.28 | 59,752.65 | 62,469.01 | 65,184.16 | 67,900.50 |
| Instructor - Art | | 4,526.66 | 4,753.02 | 4,979.39 | 5,205.75 | 5,432.01 | 5,658.38 |
| Instructor - Garden | **42** | 26.12 | 27.42 | 28.73 | 30.03 | 31.34 | 32.64 |
| Instructor - Guidance Support | | | | | | | |
| Instructor - Physical Education | | | | | | | |
| | | 56,365.17 | 59,184.70 | 62,002.95 | 64,821.20 | 67,638.22 | 70,457.72 |
| Licensed Vocational Nurse (LVN) | **45** | 4,697.10 | 4,932.06 | 5,166.91 | 5,401.77 | 5,636.52 | 5,871.48 |
| | | 27.10 | 28.45 | 29.81 | 31.16 | 32.52 | 33.87 |
| | | 57,775.54 | 60,663.85 | 63,552.12 | 66,441.63 | 69,329.92 | 72,219.44 |
| Administrative Assistant II | **47** | 4,814.63 | 5,055.32 | 5,296.01 | 5,536.80 | 5,777.49 | 6,018.29 |
| | | 27.78 | 29.17 | 30.55 | 31.94 | 33.33 | 34.72 |
| School Administrative Assistant | | 59,202.70 | 62,164.14 | 65,124.26 | 68,084.40 | 71,043.23 | 74,004.68 |
| Senior Maintenance Worker | **49** | 4,933.56 | 5,180.35 | 5,427.02 | 5,673.70 | 5,920.27 | 6,167.06 |
| | | 28.46 | 29.89 | 31.31 | 32.73 | 34.16 | 35.58 |
| | | 60,699.46 | 63,735.10 | 66,770.74 | 69,803.93 | 72,839.58 | 75,875.24 |
| Accounting & Business Services Tech | **51** | 5,058.29 | 5,311.26 | 5,564.23 | 5,816.99 | 6,069.97 | 6,322.94 |
| | | 29.18 | 30.64 | 32.10 | 33.56 | 35.02 | 36.48 |
| Maintenance Electrician | | 63,789.05 | 66,979.21 | 70,169.37 | 73,356.95 | 76,547.12 | 79,737.27 |
| Speech Language Pathologist Assistant (SLPA) | **55** | 5,315.75 | 5,581.60 | 5,847.45 | 6,113.08 | 6,378.93 | 6,644.77 |
| | | 30.67 | 32.20 | 33.74 | 35.27 | 36.80 | 38.34 |
| | | 66,180.98 | 69,490.04 | 72,797.75 | 76,107.87 | 79,416.97 | 82,725.48 |
| IT Support Technician | **58** | 5,515.08 | 5,790.84 | 6,066.48 | 6,342.32 | 6,618.08 | 6,893.79 |
| | | 31.82 | 33.41 | 35.00 | 36.59 | 38.18 | 39.77 |
| | | 67,837.88 | 71,230.88 | 74,622.67 | 78,015.66 | 81,406.19 | 84,797.97 |
| Administrative Assistant III | **60** | 5,653.16 | 5,935.91 | 6,218.56 | 6,501.31 | 6,783.85 | 7,066.50 |
| | | 32.61 | 34.25 | 35.88 | 37.51 | 39.14 | 40.77 |
| | | 69,533.83 | 73,011.65 | 76,488.24 | 79,966.05 | 83,441.34 | 86,917.92 |
| Communications Specialist | **62** | 5,794.49 | 6,084.30 | 6,374.02 | 6,663.84 | 6,953.45 | 7,243.16 |
| | | 33.43 | 35.10 | 36.77 | 38.45 | 40.12 | 41.79 |
| Budget Analyst | | 74,881.76 | 78,624.75 | 82,368.97 | 86,114.40 | 89,857.39 | 93,601.61 |
| Payroll and Accounting Analyst | **68** | 6,240.15 | 6,552.06 | 6,864.08 | 7,176.20 | 7,488.12 | 7,800.13 |
| Senior Buyer | | 36.00 | 37.80 | 39.60 | 41.40 | 43.20 | 45.00 |
| | | 81,635.84 | 85,716.54 | 89,798.44 | 93,880.36 | 97,962.27 | 102,042.97 |
| Lead Accounting and Payroll Analyst | **75** | 6,802.99 | 7,143.05 | 7,483.20 | 7,823.36 | 8,163.52 | 8,503.58 |
| | | 39.25 | 41.21 | 43.17 | 45.13 | 47.10 | 49.06 |
| | | 82,647.01 | 86,778.13 | 90,910.62 | 95,044.47 | 99,175.59 | 103,308.09 |
| Network and Systems Specialist | **76** | 6,887.25 | 7,231.51 | 7,575.89 | 7,920.37 | 8,264.63 | 8,609.01 |
| | | 39.73 | 41.72 | 43.71 | 45.69 | 47.68 | 49.67 |
| | | 85,748.24 | 90,034.50 | 94,322.03 | 98,609.57 | 102,897.11 | 107,183.39 |
| IT Data Systems Analyst/Administrator | **79** | 7,145.69 | 7,502.88 | 7,860.17 | 8,217.46 | 8,574.76 | 8,931.95 |
| | | 41.23 | 43.29 | 45.35 | 47.41 | 49.47 | 51.53 |

Compensation listed per cell represents the following:
Line 1: Annual compensation for staff working 8.0 hours daily, 260 days annually.
Line 2: Monthly compensation for staff working 8.0 hours daily.
Line 3: Hourly compensation.

New unit members, as defined as members who became employees of the district on/after July 1, 2004, who have public or nonpublic work experience in the same or comparable classification and/or job-related field will be given up to four (4) years of prior experience credit upon initial placement (maximum initial placement Step 5).

A longevity* compensation increment will be added for staff for continuous years of service with the District.
This increment shall be calculated using the percentages listed below, multiplied by the current base pay rate earnings:
- During the 8, 9 and 10th continuous year of classified service with the District, a 3% multiplier is used.
- During the 11, 12 and 13th continuous year of classified service with the District, a 6.09% multiplier is used.
- During the 14, 15 and 16th continuous year of classified service with the District, a 9.27% multiplier is used.
- During the 17, 18 and 19th continuous year of classified service with the District, a 12.55% multiplier is used.
- During each of the 20th+ continuous year of classified service with the District, a 15.93% multiplier is used.

Staff possessing a Master's Degree (MS) shall have $1,750 added to their annual compensation.
No more than one (1) MS shall be considered for this added compensation.

*The longevity increment shall be prorated for part-time (less than eight hours) employees.

**Solana Beach School District**

**Classified Salary Schedule - 015 "GRANDFATHERED"**

**Effective July 1, 2025 - June 30, 2026**

*Includes added clarifying language.* *3.0% on schedule Governing Board Approved June 12, 2025*

| | Step 1 | | | Step 2 | | | Step 3 | | | Step 4 | | | Step 5 | | | Step 6 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Hourly | Monthly | Annual | Hourly | Monthly | Annual | Hourly | Monthly | Annual | Hourly | Monthly | Annual | Hourly | Monthly | Annual | Hourly | Monthly | Annual |
| **Range** | | | | | | | | | | | | | | | | | | |
| **99** | 17.36 | 3,008.29 | 36,099.44 | 17.36 | 3,008.29 | 36,099.44 | 17.36 | 3,008.29 | 36,099.44 | 17.36 | 3,008.29 | 36,099.44 | 17.36 | 3,008.29 | 36,099.44 | 17.36 | 3,008.29 | 36,099.44 |
| **17** | 19.15 | 3,320.14 | 39,841.66 | 20.11 | 3,486.12 | 41,833.49 | 21.07 | 3,652.23 | 43,826.71 | 22.03 | 3,818.20 | 45,818.40 | 22.99 | 3,984.19 | 47,810.23 | 23.94 | 4,150.17 | 49,802.07 |
| **21** | 20.15 | 3,492.57 | 41,910.85 | 21.16 | 3,667.26 | 44,007.07 | 22.16 | 3,841.84 | 46,102.06 | 23.17 | 4,016.52 | 48,198.28 | 24.18 | 4,191.11 | 50,293.27 | 25.19 | 4,365.79 | 52,389.49 |
| **23** | 20.65 | 3,579.86 | 42,958.34 | 21.69 | 3,758.95 | 45,107.38 | 22.72 | 3,937.93 | 47,255.16 | 23.75 | 4,116.91 | 49,402.96 | 24.78 | 4,295.90 | 51,550.76 | 25.82 | 4,474.88 | 53,698.55 |
| **25** | 21.17 | 3,669.41 | 44,032.86 | 22.23 | 3,852.89 | 46,234.68 | 23.29 | 4,036.38 | 48,436.51 | 24.35 | 4,219.86 | 50,638.34 | 25.40 | 4,403.25 | 52,838.94 | 26.46 | 4,586.83 | 55,041.99 |
| **26** | 21.43 | 3,715.35 | 44,584.24 | 22.51 | 3,901.09 | 46,813.08 | 23.58 | 4,086.83 | 49,041.93 | 24.65 | 4,272.56 | 51,270.77 | 25.72 | 4,458.30 | 53,499.62 | 26.79 | 4,644.04 | 55,728.45 |
| **28** | 21.97 | 3,808.17 | 45,698.04 | 23.07 | 3,998.61 | 47,983.37 | 24.17 | 4,188.96 | 50,267.48 | 25.27 | 4,379.40 | 52,552.81 | 26.36 | 4,569.85 | 54,838.15 | 27.46 | 4,760.19 | 57,122.26 |
| **31** | 22.80 | 3,951.54 | 47,418.49 | 23.94 | 4,149.15 | 49,789.79 | 25.08 | 4,346.66 | 52,159.86 | 26.22 | 4,544.36 | 54,532.37 | 27.36 | 4,741.87 | 56,902.43 | 28.50 | 4,939.38 | 59,272.50 |
| **32** | 23.08 | 4,000.97 | 48,011.63 | 24.24 | 4,201.03 | 50,412.38 | 25.39 | 4,401.10 | 52,813.15 | 26.55 | 4,601.16 | 55,213.92 | 27.70 | 4,801.12 | 57,613.45 | 28.85 | 5,001.19 | 60,014.23 |
| **34** | 23.66 | 4,101.05 | 49,212.62 | 24.84 | 4,306.03 | 51,672.33 | 26.03 | 4,511.11 | 54,133.27 | 27.21 | 4,716.08 | 56,592.98 | 28.39 | 4,921.16 | 59,053.92 | 29.57 | 5,126.24 | 61,514.84 |
| **35** | 23.95 | 4,151.61 | 49,819.27 | 25.15 | 4,359.14 | 52,309.66 | 26.35 | 4,566.78 | 54,801.30 | 27.54 | 4,774.31 | 57,291.72 | 28.74 | 4,981.84 | 59,782.13 | 29.94 | 5,189.48 | 62,273.76 |
| **36** | 24.25 | 4,203.49 | 50,441.86 | 25.46 | 4,413.68 | 52,964.20 | 26.68 | 4,623.88 | 55,486.54 | 27.89 | 4,833.97 | 58,007.64 | 29.10 | 5,044.27 | 60,531.22 | 30.31 | 5,254.36 | 63,052.33 |
| **39** | 25.16 | 4,361.16 | 52,333.91 | 26.42 | 4,579.22 | 54,950.60 | 27.68 | 4,797.37 | 57,568.45 | 28.93 | 5,015.22 | 60,182.63 | 30.19 | 5,233.48 | 62,801.78 | 31.45 | 5,451.46 | 65,417.47 |
| **40** | 25.48 | 4,416.34 | 52,996.13 | 26.75 | 4,637.18 | 55,646.18 | 28.03 | 4,857.92 | 58,295.00 | 29.30 | 5,078.76 | 60,945.06 | 30.57 | 5,299.59 | 63,595.10 | 31.85 | 5,520.33 | 66,243.92 |
| **41** | 25.79 | 4,470.79 | 53,649.43 | 27.08 | 4,694.39 | 56,332.64 | 28.37 | 4,917.88 | 59,014.61 | 29.66 | 5,141.38 | 61,696.60 | 30.95 | 5,364.98 | 64,379.81 | 32.24 | 5,588.58 | 67,063.01 |
| **42** | 26.12 | 4,526.66 | 54,319.93 | 27.42 | 4,753.02 | 57,036.29 | 28.73 | 4,979.39 | 59,752.65 | 30.03 | 5,205.75 | 62,469.02 | 31.34 | 5,432.01 | 65,184.16 | 32.64 | 5,658.38 | 67,900.51 |
| **43** | 26.44 | 4,582.53 | 54,990.41 | 27.76 | 4,811.76 | 57,741.17 | 29.08 | 5,040.89 | 60,490.69 | 30.40 | 5,270.02 | 63,240.21 | 31.73 | 5,499.04 | 65,988.51 | 33.05 | 5,728.27 | 68,739.25 |
| **47** | 27.78 | 4,814.63 | 57,775.55 | 29.17 | 5,055.32 | 60,663.85 | 30.55 | 5,296.01 | 63,552.13 | 31.94 | 5,536.80 | 66,441.64 | 33.33 | 5,777.49 | 69,329.93 | 34.72 | 6,018.29 | 72,219.45 |
| **48** | 28.12 | 4,874.70 | 58,496.40 | 29.53 | 5,118.46 | 61,421.53 | 30.94 | 5,362.32 | 64,347.88 | 32.34 | 5,605.98 | 67,271.78 | 33.75 | 5,849.74 | 70,196.90 | 35.15 | 6,093.50 | 73,122.03 |
| **51** | 29.18 | 5,058.29 | 60,699.46 | 30.64 | 5,311.26 | 63,735.10 | 32.10 | 5,564.23 | 66,770.75 | 33.56 | 5,817.00 | 69,803.94 | 35.02 | 6,069.97 | 72,839.58 | 36.48 | 6,322.94 | 75,875.24 |
| **53** | 29.91 | 5,184.88 | 62,218.51 | 31.41 | 5,443.99 | 65,327.84 | 32.90 | 5,703.30 | 68,439.62 | 34.40 | 5,962.52 | 71,550.18 | 35.90 | 6,221.83 | 74,661.96 | 37.39 | 6,480.94 | 77,771.29 |
| **56** | 31.04 | 5,380.85 | 64,570.14 | 32.60 | 5,649.88 | 67,798.60 | 34.15 | 5,918.92 | 71,027.04 | 35.70 | 6,187.96 | 74,255.49 | 37.25 | 6,456.99 | 77,483.93 | 38.80 | 6,726.03 | 80,712.39 |
| **60** | 32.61 | 5,653.16 | 67,837.90 | 34.25 | 5,935.91 | 71,230.89 | 35.88 | 6,218.56 | 74,622.67 | 37.51 | 6,501.31 | 78,015.67 | 39.14 | 6,783.85 | 81,406.20 | 40.77 | 7,066.50 | 84,797.98 |
| **63** | 33.84 | 5,866.12 | 70,393.38 | 35.54 | 6,159.41 | 73,912.87 | 37.23 | 6,452.70 | 77,432.35 | 38.92 | 6,745.99 | 80,951.85 | 40.61 | 7,039.38 | 84,472.57 | 42.30 | 7,332.57 | 87,990.81 |
| **68** | 36.00 | 6,240.15 | 74,881.77 | 37.80 | 6,552.06 | 78,624.76 | 39.60 | 6,864.08 | 82,368.97 | 41.40 | 7,176.20 | 86,114.41 | 43.20 | 7,488.12 | 89,857.40 | 45.00 | 7,800.13 | 93,601.61 |
| **75** | 39.25 | 6,802.99 | 81,635.84 | 41.21 | 7,143.05 | 85,716.54 | 43.17 | 7,483.20 | 89,798.45 | 45.13 | 7,823.36 | 93,880.36 | 47.10 | 8,163.52 | 97,962.28 | 49.06 | 8,503.58 | 102,042.97 |

All staff hired on or prior to July 1, 2004, having worked continuously through June 30, 2018, are to be paid from the Group 15 Salary Schedule starting July 1, 2018.

The following ID numbers represent the full list(as of the date of board approval listed below) of staff paid from Schedule 015:
105149, 143572, 166165, 203671, 264696, 288210, 311591, 337559, 341626, 384262, 413213, 442080, 467657.

No additional staff shall be paid from this salary schedule. This schedule is to sunset upon termination of all staff currently referenced by a Staff ID number above.

Longevity:
A career* compensation increment will be added for staff who have completed continuous years of service as follows:
An amount equal to eight percent (8%) of BASE (Range 21, Step 1) during the 14th-16th years,
An amount equal to 2 X eight percent (8%) of BASE (Range 21, Step 1) during the 17th-19th year,
An amount equal to 3 X eight percent (8%) of BASE (Range 21, Step 1) during the 20th-22nd year,
An amount equal to 4 X eight percent (8%) of BASE (Range 21, Step 1) during the 23rd-25th year, and
An amount equal to 5 X eight percent (8%) of BASE (Range 21, Step 1) during the 26th year of service and ongoing.
(For the current salary schedule, the eight percent (8%) of BASE (Range 21, Step 1) is equal to $3,352.87 (Full-Time))

Additionally, beginning the 14th year, a longevity* increment of $1,000 will be added to the annual salary each year.

Staff possessing a Master's Degree (MS) shall have $1,750 added to their annual compensation.
*No more than one (1) MS shall be considered for this added compensation.*

*The career and longevity increments shall be prorated for part-time (less than eight hours) employees.

## Solana Beach School District
## Classified Salary Classifications - 015 "GRANDFATHERED"

| Instructional Series | Payroll Range |
|---|---|
| ***Instructional Assistance*** | |
| Instructional Assistant I | **23** |
| Instructional Assistant II | **34** |
| Instructional Assistant M/M SN | **36** |
| Instructional Assistant M/M/E SN | **39** |
| Speech Language Pathology Assistant | **55** |
| ***Instructor*** | |
| Instructor - Art | **42** |
| Instructor - Garden | **42** |
| Instructor - Guidance Support | **42** |
| Instructor - Physical Education | **42** |
| ***Child Development Center*** | |
| CDC School Age Programs Instructor | **26** |
| CDC Preschool Teacher | **30** |
| CDC School Age Programs Leader | **34** |
| CDC Preschool Head Teacher | **38** |
| **Clerical/Technical Series** | |
| ***School Positions*** | |
| Health Technician | **30** |
| School Office Assistant | **36** |
| Licensed Vocational Nurse (LVN) | **45** |
| School Administrative Assistant | **49** |
| ***Non-School Clerical Positions*** | |
| CDC Programs Specialist | **42** |
| Administrative Assistant III | **60** |
| Communications Specialist | **62** |
| ***Non-School Projects*** | |
| Translator/Interpreter/Community Liaison | **39** |

| | Payroll Range |
|---|---|
| **Custodial** | |
| Custodian | **31** |
| Plant Foreman | **41** |
| **Warehouse/Delivery Driver** | |
| Warehouse Worker/Delivery Driver | **36** |
| **Maintenance** | |
| Senior Maintenance Worker | **49** |
| **Accounting** | |
| Accounting & Business Services Tech | **51** |
| Budget Analyst | **68** |
| Payroll and Accounting Analyst | **68** |
| Senior Buyer | **68** |
| Lead Accounting and Payroll Analyst | **75** |
| **Technology** | |
| IT Support Technician | **58** |
| Network and Systems Specialist | **76** |
| IT Data Systems Analyst/Administrator | **79** |
| **Child Nutrition** | |
| Child Nutrition Worker | **23** |
| Child Nutrition Worker Site Lead | **28** |
| Child Nutrition Services Coordinator | **34** |