san diego county office of EDUCATION
FUTURE WITHOUT BOUNDARIES™

CLASSIFIED MANAGEMENT SALARY SCHEDULE

2026-2027

Effective 07/01/2025

updated 07/06/2026

Salary Plan 050

Grade	Minimum Annual Salary	Monthly Salary Rates Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Annual Salary
016	-	-	$5,907.83	$6,203.42	$6,513.58	$6,839.50	$82,074
017	-	-	$6,055.58	$6,358.33	$6,676.25	$7,010.33	$84,124
018	$70,938	$5,911.50	$6,207.08	$6,517.42	$6,843.33	$7,185.67	$86,228
019	$72,712	$6,059.33	$6,362.25	$6,680.33	$7,014.33	$7,365.33	$88,384
020	$74,529	$6,210.75	$6,521.42	$6,847.33	$7,189.67	$7,549.33	$90,592
021	$76,391	$6,365.92	$6,684.17	$7,018.42	$7,369.58	$7,738.00	$92,856
022	$78,301	$6,525.08	$6,851.33	$7,193.92	$7,553.75	$7,931.58	$95,179
023	$80,260	$6,688.33	$7,022.58	$7,373.75	$7,742.67	$8,130.00	$97,560
024	$82,266	$6,855.50	$7,198.25	$7,558.25	$7,936.08	$8,333.25	$99,999
025	$84,322	$7,026.83	$7,378.08	$7,747.08	$8,134.75	$8,541.67	$102,500
026	$86,430	$7,202.50	$7,562.58	$7,940.92	$8,338.00	$8,755.17	$105,062
027	$88,591	$7,382.58	$7,751.67	$8,139.33	$8,546.25	$8,973.75	$107,685
028	$90,805	$7,567.08	$7,945.50	$8,342.67	$8,760.17	$9,198.33	$110,380
029	$93,076	$7,756.33	$8,144.00	$8,551.50	$8,979.17	$9,428.42	$113,141
030	$95,403	$7,950.25	$8,347.67	$8,765.00	$9,203.50	$9,663.75	$115,965
031	$97,787	$8,148.92	$8,556.33	$8,984.25	$9,433.67	$9,905.58	$118,867
032	$100,232	$8,352.67	$8,770.33	$9,209.08	$9,669.50	$10,153.17	$121,838
033	$102,737	$8,561.42	$8,989.58	$9,438.92	$9,911.25	$10,407.08	$124,885
034	$105,307	$8,775.58	$9,214.33	$9,675.25	$10,158.83	$10,667.08	$128,005
035	$107,939	$8,994.92	$9,444.67	$9,917.25	$10,413.00	$10,933.83	$131,206
036	$110,637	$9,219.75	$9,680.75	$10,164.83	$10,673.08	$11,207.25	$134,487
037	$113,403	$9,450.25	$9,922.83	$10,419.08	$10,940.17	$11,487.33	$137,848
038	$116,239	$9,686.58	$10,170.83	$10,679.67	$11,213.67	$11,774.58	$141,295
039	$119,146	$9,928.83	$10,425.17	$10,946.75	$11,494.00	$12,068.83	$144,826
040	$122,124	$10,177.00	$10,685.92	$11,220.42	$11,781.50	$12,370.75	$148,449
041	$125,178	$10,431.50	$10,953.00	$11,500.92	$12,076.25	$12,679.92	$152,159
042	$128,306	$10,692.17	$11,226.83	$11,788.33	$12,377.75	$12,996.67	$155,960
043	$131,515	$10,959.58	$11,507.58	$12,083.00	$12,687.25	$13,321.92	$159,863
044	$134,804	$11,233.67	$11,795.33	$12,385.17	$13,004.42	$13,654.75	$163,857
045	$138,173	$11,514.42	$12,090.08	$12,694.75	$13,329.50	$13,996.17	$167,954
046	$141,627	$11,802.25	$12,392.25	$13,012.17	$13,662.92	$14,346.08	$172,153
047	$145,167	$12,097.25	$12,702.17	$13,337.25	$14,004.42	$14,704.83	$176,458
048	$148,797	$12,399.75	$13,019.83	$13,670.75	$14,354.25	$15,072.50	$180,870
049	$152,516	$12,709.67	$13,345.33	$14,012.50	$14,713.17	$15,449.25	$185,391
050	$156,331	$13,027.58	$13,678.75	$14,362.75	$15,080.92	$15,835.25	$190,023
051	$160,240	$13,353.33	$14,020.92	$14,722.00	$15,458.17	$16,231.17	$194,774
052	$164,245	$13,687.08	$14,371.25	$15,090.08	$15,844.67	$16,637.08	$199,645
053	$168,350	$14,029.17	$14,730.58	$15,467.42	$16,240.67	$17,053.00	$204,636
054	$172,559	$14,379.92	$15,098.92	$15,853.92	$16,647.00	$17,479.33	$209,752
055	$176,874	$14,739.50	$15,476.58	$16,250.42	$17,062.83	$17,916.58	$214,999
056	$181,294	$15,107.83	$15,863.33	$16,656.67	$17,489.50	$18,364.17	$220,370
057	$185,827	$15,485.58	$16,259.92	$17,072.92	$17,926.67	$18,823.25	$225,879
058	$190,474	$15,872.83	$16,666.42	$17,499.92	$18,374.92	$19,293.92	$231,527
059	$195,237	$16,269.75	$17,083.08	$17,937.17	$18,834.42	$19,776.25	$237,315
060	$200,116	$16,676.33	$17,510.17	$18,385.75	$19,305.17	$20,270.67	$243,248



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Effective 07/01/2025

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Salary Plan 050

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061	$205,120	$17,093.33	$17,948.00	$18,845.50	$19,787.92	$20,777.33	$249,328
062	$210,247	$17,520.58	$18,396.58	$19,316.58	$20,282.75	$21,296.83	$255,562
063	$215,503	$17,958.58	$18,856.50	$19,799.50	$20,789.58	$21,829.42	$261,953
064	$220,890	$18,407.50	$19,327.92	$20,294.42	$21,309.33	$22,375.17	$268,502

CLASSIFIED MANAGEMENT JOB CLASSIFICATIONS

Updated 10/28/2026

Classification	Grade
Accounting & Data Support Specialist	040
Application Architect	038
Behavior Specialist, Special Education	040
Benefits Account Representative	035
Budget & Accounting Specialist	040
Business Advisor	047
Business Specialist	030
Buyer	024
Case Manager, Mental Health Services	038
Claims Adjuster	032
Claims Investigator	035
Cloud Solutions Architect	038
Commumnity Engagement Specialist, MEGA	030
Communications Strategist	035
Coordinator, Alcohol, Tobacco, and other Drugs	045
Coordinator, Career Pathways Trust Grant	045
Coordinator, Charter School Oversight Data	045
Coordinator, Charter Schools	045
Coordinator, Community Schools	045
Coordinator, Community Engagement Initiative	045
Coordinator, Data Assessment, Accountability & Continuous Improvement	045
Coordinator, Data Reporting	045
Coordinator, Early Education Special Projects	045
Coordinator, Expanded Learning & Community Engagement	045
Coordinator, Foster Youth & Homeless Education Svcs.	045
Coordinator, JCCS	045
Coordinator, Legal Services	045
Coordinator, LLS Special Projects	045
Coordinator, Maintenance and Operations	045
Coordinator, Outdoor Education	045
Coordinator, Prof Learning & Technology Research	045
Coordinator, Research and Evaluation	045
Coordinator, School Safety & Security Services	045
Coordinator, Student Wellness and School Culture	045
Coordinator, Special Projects	045
Coordinator, Student Support Services	045
Coordinator, Systems of Support	045
Coordinator, Youth Development	045
Cybersecurity Architect	044
Cybersecurity Engineer	040
Cybersecurity Officer	047
Cybersecurity Specialist	033
Data Scientist	044
Database Administration and Engineering Manager	044
Database Manager	044
Director, Budget and Accounting	050
Director, Business Advisory Services	050
Director, Classified Human Resources	050
Director, Communications	050
Director, Data and Impact Center of Excellence	050
Director, Early Education	050
Director, Employee Relations	050
Director, Infrastructure & Cloud Services	050
Director, Maintenance & Operations	050
Director, Security Operations Center	050
Director, Student Services and Programs	050
Engagement and Organizational Development Specialist	040
Executive Director, Charter Schools	056
Executive Director, Cybersecurity & Digital Privacy	056
Executive Director, District Financial Services	056
Executive Director, Enterprise Applications	056
Executive Director, Internal Business Services	056
Executive Director, Maintenance and Operations	056
Executive Director, Risk Management	056
Executive Director, Technology Infrastructure & Operations	056
Executive Director, Whole Child and Community Design	056
Family & Community Engagement Specialist, WCCD	030
Functional Consultant, HCM Application & Systems Development	050
Instructional Technology Specialist	035
ITV Writer/Producer	032
Loss Control Analyst	032
Manager, Budget & Accounting	044
Manager, California Community Schools Partnership Program	044
Manager, Commercial Warrants	044
Manager, Communications and Marketing	044
Manager, Credentials & LiveScan Services	044
Manager, Grants	044
Manager, Graphics Production	044
Manager, Media and Operations	044
Manager, Network Services	044
Manager, Payroll Services	044
Manager, Purchasing and Contracts	044
Manager, Retirement Systems	044
Manager, Student Data Systems	044
Manager, Technology Support Services	044
Media Production Supervisor	034
Operations Manager, Media and Creative Services	044
Organizational Effectiveness Specialist	038
PeopleSoft Engagement Specialist	030
Program Manager, Budget and Position Control	042
Program Manager, Deferred Compensation	044
Program Manager, Fiscal Services	042
Program Manager, Fringe Benefits Consortium	044
Program Manager, JPA Fiscal Services	042
Program Specialist, Cybersecurity	040
Program Specialist, Early Education	040
Program Specialist, Grants	040
Program Specialist, PASS AmeriCorps	040
Program Specialist, Prevention & School Safety	040
Program Specialist, Special Education	040
Program Specialist, Student Support Services	040
Program Specialist, Work-Based Learning	040
Project Manager, ITS	044
Project Specialist, Alcohol, Tobacco and Other Drug Prevention	035
Project Specialist, Charter Schools	035
Project Specialist, Community Engagement	035
Project Specialist, Expanded Learning	035
Project Specialist, Foster Youth/Homeless Ed Svcs	035
Project Specialist, Homeless Education	035
Project Specialist, Human Resources	035
Project Specialist, Innovation	035
Project Specialist, Mental Health	035
Project Specialist, Migrant Education	035
Project Specialist, Native American Studies & Native Scholars Pathway	035
Project Specialist, Outdoor Education	035
Project Specialist, Outdoor/Environmental Education	035
Project Specialist, PASS AmeriCorps	035
Project Specialist, Student Support Services	035
Project Specialist, Student & School Wellness	035
Project Specialist, Whole Child and Community Design	035
Project Specialist, Work-Based Learning	035
Purchasing/Contracts Specialist	030
School Facilities Planning Analyst	035
School Facilities Planning Specialist	038
Senior Business Specialist	038
Senior Claims Adjuster	038
Senior Consultant, ERP Application & Systems Development	051
Senior Director, Charter Schools	053
Senior Director, Enterprise Project Management Office	053
Senior Director, Enterprise Resource Planning	053
Senior Director, Media & Communications Strategy	053
Senior Director, Services and Solutions	053
Senior Director, Strategic Projects	053
Senior Director, Technology Infrastructure & Operations	053
Senior Loss Control Analyst	035
Senior Manager, After-School Programs	047
Senior Manager, Applications & Systems	047
Senior Manager, Budget & Accounting	047

CLASSIFIED MANAGEMENT JOB CLASSIFICATIONS

Updated 10/28/2026

Classification	Grade
Senior Manager, Budget & Accounting	047
Senior Manager, EAP	047
Senior Manager, ERP Application & Systems Development	047
Senior Manager, Financial Accounting & Data Support	047
Senior Manager, Integrated Applications & Systems	047
Senior Manager, PeopleSoft Support	047
Senior Manager, Property & Liability Program	047
Senior Manager, ERP Implementation & Delivery Management	047
Senior Manager, Student Services and Programs	047
Senior Manager, Workers Compensation	047
Senior Program Business Specialist	040
Senior Program Specialist, Early Education Data Reporting	043
Senior Project Manager, Data & Analytics	047
Senior Project Manager, Integrated Technology Services	047
Small School District Business Specialist	044
Solution Consultant, HCM Application & Systems Development	050
Special Education Financial Analyst	042
Special Education Financial Expert	044
Supervisor I, Food Service Program	030
Supervisor II, Graphics Production	034
Supervisor III, Benefit Claims	040
Supervisor III, Human Resources - Employee Services	040
Supervisor III, Human Resources - Employment Services	040
Supervisor III, Retirement Reporting	040
Supervisor I, JCCS Student Data & Achievement	030
Supervisor III, Student Support & Family Involvement Services	040
Systems Developer, Enterprise Resource Planning (ERP)	038
Systems Expert, Enterprise Resource Planning	044
Technical Consultant, ERP Application & Systems Development	050
Technology Integration Architect	044
Technical Training Specialist	030
Tutor Connection Specialist	030

GENERAL PROVISIONS - CLASSIFIED MANAGEMENT

1. The compensation plan is based on a 12-month work schedule. Salaries shall be prorated for those employees on less than a 12-month work schedule.
2. Initial placement shall be on the step of the appropriate range based upon an evaluation of previous experience and salary history for the classification. Advanced placement may be authorized by the Superintendent of Schools (or designee).
3. A classified management employee shall receive step advancements on the salary schedule in accordance with procedures outlined in the Personnel Commission, Merit System Rules and Regulations for the Classified Service.
4. An employee promoted shall be placed on a step on the new salary range that would provide an approximate five percent (5%) increase.
5. Employees with an earned doctorate in an appropriate academic area from an institution accredited by the Western Association of Schools and Colleges or any equivalent agency or organization shall be entitled to an additional stipend of $1,555 on an annual basis.
6. Salary schedule adjustments for cost-of-living conditions shall be made on the basic salary schedule only.
7. Classified Management shall receive a 5% of base salary stipend for Long-Term Valued Service paid monthly upon completion of 9 and 14 consecutive years of service with San Diego County Office of Education.
8. Vacation, leave, and holidays shall be in accordance with adopted regulations.
9. The County Office shall pay employee retirement fees as required by law to be paid by the employers.