



2022-23 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AP1						
	Bilingual Examiner	187A	Daily	\$ 230.65	\$ 283.00	\$ 335.36
	Licensed Specialist in School Psychology Intern	198A	187 Days	43,132	52,921	62,712
	Occupational Therapist Assistant	187A	198 Days	45,669	56,034	66,401
	Orientation and Mobility Specialist	187A	226 Days	52,127	63,958	75,791
	Trainer Strength and Conditioning	226A				
AP2						
	Academic Advisor	202A	Daily	\$ 265.24	\$ 325.45	\$ 385.66
	Assessment Specialist	226A	187 Days	49,600	60,859	72,118
	Attendance Officer	187A	193 Days	51,191	62,812	74,432
	Behavior and Autism Specialist	193B	198 Days	52,518	64,439	76,361
	District Assessor	187A	202 Days	53,578	65,741	77,903
	Librarian	187A	226 Days	59,944	73,552	87,159
	Parent Educator (Special Ed)	187A				
	Physical Therapist Assistant	187A				
	Speech Language Pathologist Assistant	187A				
	Trainer Assistant Athletic	198A				
AP3						
	Advanced Academics Specialist	226A	Daily	\$ 288.22	\$ 351.49	\$ 414.76
	Campus Facilitator for Special Programs	198A	187 Days	53,897	65,729	77,560
	Campus Instructional Specialist	198A	193 Days	55,626	67,838	80,049
	Coordinator High School Special Education	210A	198 Days	57,068	69,595	82,122
	Counselor Elementary	193B	203 Days	58,509	71,352	84,196
	Counselor Registrar	220A	205 Days	59,085	72,055	85,026
	Counselor Secondary	203A	210 Days	60,526	73,813	87,100
	Counselor Secondary CATE	203A	220 Days	63,408	77,328	91,247
	Counselor Special Programs (HARP)	203A	226 Days	65,138	79,437	93,736
	Nurse	193A				
	Nurse Lead	226A				
	Social Worker (LCSW & LMSW)	187A				
	Substitute Specialist	226A				
	Trainer Head Athletic	205A				
AP4						
	Assistant Director Fine Arts	226A	Daily	\$ 305.52	\$ 372.58	\$ 439.64
	Assistant Principal Elementary School	205A	187 Days	57,132	69,672	82,213
	At-Risk Dyslexia 504 Homebound Specialist	226A	198 Days	60,493	73,771	87,049
	Educational Diagnostician	198A	205 Days	62,632	76,379	90,126
	Educational Diagnostician	215A	215 Days	65,687	80,105	94,523
	Educational Diagnostician	226A	220 Days	67,214	81,968	96,721
	Funding Compliance Specialist	226A	226 Days	69,048	84,203	99,359
	Licensed Specialist in School Psychology	226A				
	Licensed Specialist in School Psychology	198A				
	Occupational Therapist	187A				
	Occupational Therapist - EYS	220A				
	Parenting Specialist	226A				
	Physical Therapist	187A				
	Special Programs Specialist Bilingual	226A				
	Speech Language Pathologist	187A				
	Speech Language Pathologist	215A				
	Speech Language Pathologist	226A				



2022-23 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AP5			Daily	\$ 329.80	\$ 394.97	\$ 460.14
	Assistant Director Athletics	226A	205 Days	67,609	80,969	94,329
	Assistant Principal Gateway	205A	210 Days	69,258	82,944	96,629
	Assistant Principal High School	215A	215 Days	70,907	84,919	98,930
	Assistant Principal Middle School	205A	226 Days	74,535	89,263	103,992
	Assistant Principal Special Campus	205A				
	Coordinator Assessment and Accountability	226A				
	Coordinator Health Services	226A				
	Coordinator High School Student Activities	210A				
	Coordinator Special Education	226A				
	CTE Program Advisor	215A				
	Director High School Curriculum and Instruction	215A				
	Director Student Hearings	226A				
	District Instructional Specialist CTE & STEM	226A				
	District Instructional Specialist Early Childhood	226A				
	District Instructional Specialist Elementary Biliteracy	226A				
	District Instructional Specialist Primary/Intermediate	226A				
	District Instructional Specialist Sec Social Studies	226A				
	District Instructional Specialist Secondary English LA	226A				
	District Instructional Specialist Secondary Math	226A				
	District Instructional Specialist Secondary Science	226A				
	District Instructional Technologist	226A				
	Teacher Incentive Allotment Specialist	226A				
AP6			Daily	\$ 352.89	\$ 422.62	\$ 492.35
	Director STEM	226A	220 Days	77,636	92,976	108,317
	Principal Elementary School	220A	226 Days	79,753	95,512	111,271
	Principal Career Center	226A				
	Principal Pathways Academic Campus	220A				
AP7			Daily	\$ 402.33	\$ 473.33	\$ 544.33
	Coordinator Campus Athletics	226A	226 Days	90,927	106,973	123,019
	Director Assessment and Accountability	226A				
	Director Bilingual Services	226A				
	Director Federal and State Programs	226A				
	Director Fine Arts	226A				
	Director Guidance Services	226A				
	Director Innovation & Program Evaluation	226A				
	Director Special Education	226A				
	Principal Gateway Campus	226A				
	Principal Middle School	226A				
AP8			Daily	\$ 466.70	\$ 549.06	\$ 631.42
	Chief College, Career, & Military Readiness Officer	226A	226 Days	105,474	124,088	142,701
	Executive Director Athletics	226A				
	Executive Director for Elementary/Secondary Schools	226A				
	Executive Director for Special Education	226A				
	Executive Director for Student Services	226A				
	Principal High School	226A				
AP9			Daily	\$ 659.20	\$ 757.70	\$ 856.20
	Assistant Superintendent	226A	226 Days	148,979	171,240	193,501
AP10			Daily	\$ 760.00	\$ 880.00	\$ 1,000.00
	Deputy Superintendent (Instruction)	226A	226 Days	171,760	198,880	226,000



2022-23 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AM1						
	Accountant Staff	226A	Daily	\$ 203.75	\$ 250.00	\$ 296.25
	Analyst Finance (Accounts Payable, Budget, Payroll)	226A	195 Days	39,731	48,750	57,769
	Analyst Human Resources	205A	205 Days	41,769	51,250	60,731
	Supervisor Property Management	226A	226 Days	46,048	56,500	66,953
	Supervisor School Nutrition	195A				
	Transportation Supervisor (Support and Training/Safety)	226A				
AM2						
	Accounting Specialist	226A	Daily	\$ 228.20	\$ 280.00	\$ 331.80
	Audio Video Engineer	226A	210 Days	47,922	58,800	69,678
	Board Clerk	226A	226 Days	51,573	63,280	74,987
	Grant and Education Foundation Specialist	226A				
	Human Resources Specialist	226A				
	Occupational Safety/Loss Control Specialist	226A				
	PEIMS Specialist	226A				
	Program Supervisor School Nutrition	226A				
	Public Information Assistant	210B				
	Routing Specialist	226A				
	School Safety Specialist	226A				
	Transportation Specialist (Remote and Support)	226A				
	Treasury Specialist	226A				
AM3						
	Business Operations Specialist	226A	Daily	\$ 241.89	\$ 296.80	\$ 351.71
	Campus Technologist Special Education	215A/B	210 Days	50,797	62,328	73,859
	Campus Technology Support Specialist	215B	215 Days	52,006	63,812	75,618
	Communications Specialist	226A	226 Days	54,667	67,077	79,486
	Employee Benefits Specialist	226A				
	Facilities Specialist	226A				
	Systems Specialist	226A				
	Multi Media Specialist	226A				
	Purchasing Specialist	226A				
	Transportation Operations Specialist	226A				
AM4						
	Accounts Payable Specialist	226A	Daily	\$ 261.24	\$ 320.54	\$ 379.84
	Coordinator Distribution Services	226A	226 Days	59,040	72,442	85,844
	Coordinator Physical Security Systems	226A				
	Coordinator Property Management	226A				
	Coordinator Transportation Services Applications	226A				
	Database and Data Integration Analyst	226A				
	Dietitian	226A				
	Lead Hardware Support Manager	226A				
	Service Desk Manager	226A				
	Systems Analyst	226A				
	VoIP Administrator	226A				
AM5						
	Consultant Assessment and Accountability	226A	Daily	\$ 294.41	\$ 352.59	\$ 410.77
	Contracting Specialist	226A	226 Days	66,537	79,685	92,834
	Coordinator Logistics	226A				
	CyberSecurity Analyst	226A				
	Database Administrator	226A				
	Desktop System Administrator	226A				
	Windows Systems Administrator	226A				



2022-23 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AM6			Daily	\$ 323.85	\$ 387.85	\$ 451.85
	Accountant Senior	226A	226 Days	73,190	87,654	102,118
	Coordinator Human Resources	226A				
	Coordinator Cleaning Services	226A				
	Coordinator Communications Services	226A				
	Coordinator Financial Services	226A				
	Coordinator School Nutrition	226A				
	Coordinator Transportation Services	226A				
	CTC Dual Enrollment Program Liaison	226A				
	Director Grants and Education Foundation	226A				
	Network Manager	226A				
	Systems Administrator	226A				
	Systems Supervisor	226A				
AM7			Daily	\$ 362.69	\$ 426.64	\$ 490.59
	Coordinator for PEIMS	226A	226 Days	81,968	96,421	110,873
	Cyber Security Coordinator	226A				
	Demographer	226A				
	Director Student/District/Community Relations	226A				
	Technology Support Manager	226A				
AM8			Daily	\$ 413.41	\$ 486.37	\$ 559.33
	Chief of Police	226A	226 Days	93,431	109,920	126,409
	Director Campus Technology	226A				
	Director Construction and Facilities Planning	226A				
	Director District Operations	226A				
	Director Financial Reporting	226A				
	Director Financial Services	226A				
	Director Human Resources	226A				
	Director Information Systems	226A				
	Director Investigations and Campus Safety	226A				
	Director Maintenance and Operations	226A				
	Director Purchasing Services	226A				
	Director School Nutrition	226A				
	Director Transportation Services	226A				
AM9			Daily	\$ 583.94	\$ 671.19	\$ 758.44
	Chief Communications and Marketing Officer	226A	226 Days	131,970	151,689	171,407
	Executive Director Facilities Services	226A				
	Executive Director Technology Services	226A				
	Executive Director for Data and Information Technology	226A				
	School Attorney	226A				
AM10			Daily	\$ 665.69	\$ 765.16	\$ 864.63
	Assistant Superintendent Human Resources	226A	226 Days	150,446	172,926	195,406
	Chief Financial Officer	226A				
AM11			Daily	\$ 760.00	\$ 880.00	\$ 1,000.00
	Deputy Superintendent (Operations)	226A	226 Days	171,760	198,880	226,000



2022-23 Administrative Support Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day (exception Media Attendant based on 7.5-hour day)</i>						
AS1			Hourly	\$ 13.00	\$ 15.48	\$ 17.96
	Media Attendant	187A	187 Days	18,233	21,711	25,189
AS3			Hourly	\$ 15.00	\$ 17.86	\$ 20.72
	Receptionist/Switchboard Operator	226A	187 Days	22,440	26,719	30,997
	Secretary III	187A	193 Days	23,160	27,576	31,992
	Secretary III	193B	198 Days	23,760	28,290	32,820
	Secretary III	198A	215 Days	25,800	30,719	35,638
	Secretary III	215A	220 Days	26,400	31,434	36,467
	Secretary III	220A	226 Days	27,120	32,291	37,462
	Secretary III	226A				
AS4			Hourly	\$ 17.00	\$ 20.23	\$ 23.46
	Clerk	215A	193 Days	26,248	31,235	36,222
	Clerk Activity Funds	193B	198 Days	26,928	32,044	37,161
	Clerk Central Administration	226A	215 Days	29,240	34,796	40,351
	Secretary IV Elementary Principal	220A	220 Days	29,920	35,605	41,290
	Secretary IV Registrar	226A	226 Days	30,736	36,576	42,416
	Secretary IV Registrar Special Campus	220A				
	Secretary IV Secondary Principal	226A				
	Secretary IV Special Campus	220A				
	Technician Administrative Support I	198A				
	Technician Administrative Support I	226A				
AS5			Hourly	\$ 18.52	\$ 22.05	\$ 25.58
	Clerk School Nutrition	226A	187 Days	27,706	32,987	38,268
	Secretary IV Central Administration	226A	226 Days	33,484	39,866	46,249
	Secretary IV High School Principal	226A				
	Secretary IV School Nutrition	226A				
	Secretary IV Special Education	226A				
	Technician Administrative Support II	187A				
AS6			Hourly	\$ 20.93	\$ 24.91	\$ 28.89
	Secretary V Central Administration	226A	226 Days	37,841	45,037	52,233
	Technician Administrative Support III	226A				
AS7			Hourly	\$ 28.25	\$ 33.63	\$ 39.01
	Paralegal	226A	226 Days	51,076	60,803	70,530
	Secretary VI Superintendent	226A				



2022-23 Instructional Support Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
Annualized salaries are based on a 7.5-hour work day						
IS1	Aide I	187A	Hourly	\$ 13.00	\$ 15.48	\$ 17.96
			187 Days	18,233	21,711	25,189
IS2	Aide II	187A	Hourly	\$ 14.00	\$ 16.67	\$ 19.34
			187 Days	19,635	23,380	27,124
IS3	Aide III	187A	Hourly	\$ 15.00	\$ 17.85	\$ 20.70
			187 Days	21,038	25,035	29,032
IS4	Sign Language Interpreter Certified	187A	Hourly	\$ 21.00	\$ 25.01	\$ 29.02
			187 Days	29,453	35,077	40,701



2022-23 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>						
MT1			Hourly	\$ 11.50	\$ 13.70	\$ 15.90
	Bus Monitor	180C	178 Days	16,376	19,509	22,642
	Crossing Guard	180B	180 Days	16,560	19,728	22,896
	Custodian	260A	260 Days	23,920	28,496	33,072
	Worker School Nutrition	178A				
MT2			Hourly	\$ 12.65	\$ 15.07	\$ 17.49
	Assistant Manager School Nutrition	180C	180 Days	18,216	21,701	25,186
	Worker Grounds Care	260A	260 Days	26,312	31,346	36,379
MT3			Hourly	\$ 14.21	\$ 16.91	\$ 19.61
	Bus Driver Non-CDL	180C	180 Days	20,462	24,350	28,238
	Lead Custodian	260A	260 Days	29,557	35,173	40,789
	Lead Grounds Care	260A				
	Manager School Nutrition Elementary/Middle School	180C				
	Print Shop Worker	260A				
	Worker	260A				
MT4			Hourly	\$ 16.20	\$ 19.28	\$ 22.36
	Carpenter Apprentice	260A	180 Days	23,328	27,763	32,198
	Driver Central Distribution	260A	260 Days	33,696	40,102	46,509
	Electrician Apprentice	260A				
	HVAC Apprentice	260A				
	Kitchen Appliance Worker	260A				
	Lead Custodian High School	260A				
	Locksmith Apprentice	260A				
	Manager School Nutrition High School	180C				
	Painter Apprentice	260A				
	Plumber Apprentice	260A				
	Technician Transportation Support	180C				
	Welder Apprentice	260A				
MT5			Hourly	\$ 17.81	\$ 21.21	\$ 24.61
	Bus Driver	180C	180 Days	25,646	30,542	35,438
	Bus Driver	226A	226 Days	32,200	38,348	44,495
	Bus Driver Part-time	180C	260 Days	37,045	44,117	51,189
	Custodian Property Book	260A				
	Discipline Liaison	226A				
	Driver/Transportation Lead	226A				
	Foreman Grounds Utility	260A				
	Foreman Special Crew	260A				
	Lead Cold Storage	260A				
	Lead Property Management	260A				
	Lead Warehouse Worker	260A				
	Manager Buckley Stadium	260A				
	Technician I Classified	260A				
	Technician School Nutrition Resource	260A				



2022-23 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>						
MT6			Hourly	\$ 20.48	\$ 24.39	\$ 28.30
	Carpenter Skilled Worker	260A	180 Days	29,491	35,122	40,752
	Dispatcher	180C	226 Days	37,028	44,097	51,166
	Dispatcher EY	226A	260 Days	42,598	50,731	58,864
	Driver/Transportation Lead	226A				
	Electrician Skilled Worker	260A				
	Foreman Grounds Care	260A				
	Foreman Grounds Care Athletics	260A				
	Foreman Special Needs	260A				
	Foreman Transportation	260A				
	Foreman Transportation Routing	260A				
	Foreman Transportation Scheduling	260A				
	HVAC Mechanic	260A				
	Kitchen Appliance Skilled Worker	260A				
	Locksmith Skilled Worker	260A				
	Mechanic	260A				
	Painter	260A				
	Plumber	260A				
	Technician II Classified	260A				
	Technician II NonClassified	226A				
	Welder Skilled Worker	260A				
MT7			Hourly	\$ 23.56	\$ 28.05	\$ 32.54
	Foreman Custodial Zone	260A	195 Days	36,754	43,758	50,762
	Foreman Operations School Nutrition	195A	226 Days	42,596	50,714	58,832
	Foreman Transportation II	260A	260 Days	49,005	58,344	67,683
	Lead Stock Control	260A				
	Mechanic Senior	260A				
	School Nutrition Office Worker	226A				
	Technician Press Bindery	260A				
	Technician Technology Services I	226A				
	Technician Technology Services I Classified	260A				
MT8			Hourly	\$ 26.16	\$ 31.14	\$ 36.12
	Foreman Transportation III	260A	226 Days	47,297	56,301	65,305
	Lead Carpenter	260A	260 Days	54,413	64,771	75,130
	Lead Electrician	260A				
	Lead HVAC	260A				
	Lead Locksmith	260A				
	Lead Master Plumber	260A				
	Police Officer	226A				
	Technician III Classified	260A				
	Technician Technology Inventory Control	226A				
	Technician Technology Services III	226A				
	Technician Technology Services III Classified	260A				
MT9			Hourly	\$ 29.27	\$ 34.39	\$ 39.51
	Technician IV Classified	260A	260 Days	60,882	71,531	82,181
MT10			Hourly	\$ 32.19	\$ 37.83	\$ 43.47
	Developer	226A	226 Days	58,200	68,397	78,594
	Technician Technology Services V Classified	260A	260 Days	66,955	78,686	90,418
	Technology Associate (Interface)	226A				