



**Non-Represented Management**  
**Annual Rate Salary Schedule A**  
**2024-25 School Year**  
*(Effective July 1, 2024)*

| Job Class Code and Classification Title  | CE<br>CL   | Range     | Cal      | Step 1           | Step 2           | Step 3           | Step 4           | Step 5           | Step 6           |
|--|--|-----------|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Deputy Chief</b><br><br>9861 Deputy Chief of Academics  | <br><br>CE   | <b>27</b> | <b>X</b> | <b>\$161,909</b> | <b>\$169,327</b> | <b>\$177,112</b> | <b>\$185,288</b> | <b>\$193,877</b> | <b>\$202,885</b> |
| <b>Assistant Superintendent</b><br><br>9768 Business Services<br>1939 Curriculum and Instruction<br>9869 Early Learning and Care<br>9770 Facility Support Services<br>9884 Human Resources<br>9733 Instructional Assistant Superintendent<br>9885 Labor Relations<br>9779 Special Education, Innovation, and Learning<br>9730 Student Support Services | <br><br>CL<br>CE<br><br>CE<br>CL<br>CL<br>CE<br><br>CL<br>CE<br><br>CE | <b>24</b> | <b>X</b> | <b>\$151,322</b> | <b>\$158,212</b> | <b>\$165,439</b> | <b>\$173,024</b> | <b>\$180,998</b> | <b>\$189,368</b> |
| <b>Executive Director</b><br><br>9860 LCAP (Local Control Accountability Plan)<br>9792 Nutrition Services, Central Kitchen and Distribution Services<br>9842 Student Support and Health Services   | <br><br>CL<br>CL<br><br>CE   | <b>23</b> | <b>X</b> | <b>\$150,296</b> | <b>\$154,672</b> | <b>\$161,730</b> | <b>\$169,143</b> | <b>\$176,919</b> | <b>\$185,079</b> |

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|---|----------|-----------|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Director III</b>   |          | <b>19</b> | <b>X</b> | <b>\$135,327</b> | <b>\$141,406</b> | <b>\$147,799</b> | <b>\$154,511</b> | <b>\$161,564</b> | <b>\$168,954</b> |
| 9782 Accounting Services  | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 6024 Adult Education  | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 1919 Child Development  | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 4936 Enrollment Center  | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 9772 Facilities Management,<br>Maintenance and<br>Operations and Resource<br>Management | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 9728 Guidance & Counseling  | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9777 Multilingual Education,<br>Teaching and Learning                                   | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9835 Multi-Tiered Systems of<br>Support (MTSS)  | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9839 Professional Learning,<br>Educator & Leadership<br>Development                     | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9897 Professional Learning,<br>Culture, Climate   | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9837 Professional Learning,   | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9838 Professional Learning,<br>Mathematics & Sciences                                   | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9734 Special Education Local<br>Plan Area (SELPA)                                       | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9824 State and Federal<br>Programs  | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9713 Strategy and Innovation  | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 9847 Student and Data Systems   | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 6030 Student<br>Services/Alternative<br>Education                                       | CE       |           |          |                  |                  |                  |                  |                  |                  |
| 9855 Summer School &<br>Extended Learning<br>Opportunities                              |          |           |          |                  |                  |                  |                  |                  |                  |
| 0214 Youth Development  | CE       |           |          |                  |                  |                  |                  |                  |                  |
| <b>Director II</b>  |          | <b>17</b> | <b>X</b> | <b>\$129,458</b> | <b>\$135,246</b> | <b>\$141,336</b> | <b>\$147,728</b> | <b>\$154,424</b> | <b>\$161,468</b> |
| 9816 Constituent Services   | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 5057 Employee Relations   | CL       |           |          |                  |                  |                  |                  |                  |                  |
| 9900 Facilities Design and<br>Construction  | CL       |           |          |                  |                  |                  |                  |                  |                  |

| <b>Job Class Code and Classification Title</b>             | <b>CE<br/>CL</b> | <b>Range</b> | <b>Cal</b> | <b>Step 1</b>    | <b>Step 2</b>    | <b>Step 3</b>    | <b>Step 4</b>    | <b>Step 5</b>    | <b>Step 6</b>    |
|--|------------------|--------------|------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Director II</b><br><i>(Continued)</i>                   |                  | <b>17</b>    | <b>X</b>   | <b>\$129,458</b> | <b>\$135,246</b> | <b>\$141,336</b> | <b>\$147,728</b> | <b>\$154,424</b> | <b>\$161,468</b> |
| 0204 Human Resource Services                               | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9735 Office of Safe Schools                                | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9891 Payroll Operations                                    | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9901 Planning and Property Management                      | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9840 Risk Management and Employee Benefits                 | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9834 Talent Management                                     | CL               |              |            |                  |                  |                  |                  |                  |                  |
| <b>Director I</b>  |                  | <b>15</b>    | <b>X</b>   | <b>\$123,873</b> | <b>\$129,391</b> | <b>\$135,179</b> | <b>\$141,261</b> | <b>\$147,643</b> | <b>\$154,353</b> |
| 9832 Attendance and Engagement                             | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9787 Transportation Services                               | CL               |              |            |                  |                  |                  |                  |                  |                  |
| <b>Coordinator*/ Manager III**</b>                         |                  | <b>13</b>    | <b>X</b>   | <b>\$118,555</b> | <b>\$123,817</b> | <b>\$129,318</b> | <b>\$135,104</b> | <b>\$141,189</b> | <b>\$147,567</b> |
| 9814 Assistant In-House Council                            | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 6015 Adult Education*                                      | CE               |              |            |                  |                  |                  |                  |                  |                  |
| 9895 Business Systems Administrator*                       |                  |              |            |                  |                  |                  |                  |                  |                  |
| 1972 Database Administrator*                               | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9850 Facilities Maintenance**                              | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9903 Project Manager, Facilities Design and Construction** | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9863 Position Control System**                             | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 0104 Youth Development*                                    | CL               |              |            |                  |                  |                  |                  |                  |                  |
| <b>Coordinator* / Manager II**</b>                         |                  | <b>11</b>    | <b>X</b>   | <b>\$113,503</b> | <b>\$118,496</b> | <b>\$123,747</b> | <b>\$129,250</b> | <b>\$135,036</b> | <b>\$141,109</b> |
| 9874 Accounting Services**                                 | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9775 Assistant Director, Nutrition Services                | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9798 Board Certified Behavior Analyst (BCBA)               | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9813 Budget Services**                                     | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9823 College and Career Experience*                        | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 0424 Communications Officer**                              | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9736 Community Engagement**                                | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 1984 District Operations and Security Services**           | CL               |              |            |                  |                  |                  |                  |                  |                  |
| 9857 Employee Compensation**                               | CL               |              |            |                  |                  |                  |                  |                  |                  |

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|--|-------|-----------|------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Coordinator* / Manager II**</b><br><i>(Continued)</i> |       | <b>11</b> | <b>X</b>   | <b>\$113,503</b> | <b>\$118,496</b> | <b>\$123,747</b> | <b>\$129,250</b> | <b>\$135,036</b> | <b>\$141,109</b> |
| 1906 Environmental Sustainability                        | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9846 Facilities Planning**                               | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 1964 Grant Writer*                                       | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 1978 Health Services*                                    | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9851 Human Resource Services, Change Management*         | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9887 Internal Auditor*                                   | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9708 K-12 Project Manager**                              | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9765 Nutrition Program**                                 | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 1955 Purchasing Services**                               | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9751 Research and Data*                                  | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9876 Risk Management & Employee Benefits                 | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 6044 Student Information Systems                         | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 1986 Work-Based Learning                                 | CL    |           |            |                  |                  |                  |                  |                  |                  |
| <b>Coordinator* / Manager I**</b>                        |       | <b>9</b>  | <b>X</b>   | <b>\$108,685</b> | <b>\$113,440</b> | <b>\$118,438</b> | <b>\$123,679</b> | <b>\$129,182</b> | <b>\$134,965</b> |
| 9764 Central Kitchen**                                   | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9766 Nutrition Services Procurement & Warehouse**        | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9833 Safety Intervention and Response                    | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9865 Title IX*   | CL    |           |            |                  |                  |                  |                  |                  |                  |
| <b>Coordinator* / Manager I**</b>                        |       | <b>9</b>  | <b>TNR</b> | <b>\$107,527</b> | <b>\$112,202</b> | <b>\$117,119</b> | <b>\$122,255</b> | <b>\$127,659</b> | <b>\$133,340</b> |
| 0122 Learning Support Services*                          | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9769 Mental Health*                                      | CL    |           |            |                  |                  |                  |                  |                  |                  |
| <b>Specialist III</b>                                    |       | <b>7</b>  | <b>X</b>   | <b>\$104,106</b> | <b>\$108,629</b> | <b>\$113,377</b> | <b>\$118,377</b> | <b>\$123,612</b> | <b>\$129,115</b> |
| 9712 Attendance and Enrollment                           | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 9892 Cyber Security                                      | CL    |           |            |                  |                  |                  |                  |                  |                  |
| 1937 Youth Development                                   | CL    |           |            |                  |                  |                  |                  |                  |                  |
| <b>Specialist II</b>                                     |       | <b>5</b>  | <b>X</b>   | <b>\$99,745</b>  | <b>\$104,059</b> | <b>\$108,573</b> | <b>\$113,331</b> | <b>\$118,310</b> | <b>\$123,552</b> |
| 5244 Bullying Prevention                                 | CL    |           |            |                  |                  |                  |                  |                  |                  |

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|---|--------------------------|--------------|------------|-----------------|------------------|------------------|------------------|------------------|------------------|
| <b>Specialist II (Continued)</b><br>9748 District Facility Operations<br>9831 District Grounds Maintenance  | <br>CL<br>CL             | <b>5</b>     | <b>X</b>   | <b>\$99,745</b> | <b>\$104,059</b> | <b>\$108,573</b> | <b>\$113,331</b> | <b>\$118,310</b> | <b>\$123,552</b> |
| <b>Specialist II (Continued)</b><br>9811 Mental Health<br>1974 Student, Support Services (Either 5A/5T)<br>9811 Mental Health<br>1974 Student Support Services (Either 5A/5T) | <br>CL<br>CL<br>CL<br>CL | <b>5</b>     | <b>TNR</b> | <b>\$98,747</b> | <b>102,983</b>   | <b>107,415</b>   | <b>\$112,086</b> | <b>\$116,983</b> | <b>\$122,123</b> |
| <b>Specialist I</b><br>9785 Marketing and Graphic Design  | <br>CL                   | <b>3</b>     | <b>X</b>   | <b>\$95,589</b> | <b>\$99,695</b>  | <b>\$103,995</b> | <b>\$108,517</b> | <b>\$113,267</b> | <b>\$118,252</b> |

CE = Certificated; CL = Classified; Cal = Calendar

The annual salaries shown above are derived by multiplying the number of days of required service in a given year (exclusive of legal and Board-granted holidays and vacation) by the daily rates shown in the following table.

SBE (School Board of Education) Waiver Days: TNR calendar has 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years.

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

| <b>Calendar</b> | <b># of Work Days</b>                | <b>Salary Schedule</b> |
|-----------------|--------------------------------------|------------------------|
| <b>TNR</b>      | <b>219 (211 + 8 SBE Waiver Days)</b> | <b>A5</b>              |
| <b>X</b>        | <b>239</b>                           | <b>A-Annual</b>        |

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