



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

| Job Class Code and Classification Title | CE CL | Range | Cal | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|--|-------|-----|-----------|-----------|-----------|-----------|-----------|-----------|
| Deputy Chief 9861 Deputy Chief of Academics | CE | 27 | X | \$161,909 | \$169,327 | \$177,112 | \$185,288 | \$193,877 | \$202,885 |
| Assistant Superintendent 9768 Business Services 1939 Curriculum and Instruction 9869 Early Learning and Care 9770 Facility Support Services 9884 Human Resources 9733 Instructional Assistant Superintendent 9885 Labor Relations 9779 Special Education, Innovation, and Learning 9730 Student Support Services | CL CE CE CL CL CE CL CE CE | 24 | X | \$151,322 | \$158,212 | \$165,439 | \$173,024 | \$180,998 | \$189,368 |
| Executive Director 9860 LCAP (Local Control Accountability Plan) 9792 Nutrition Services, Central Kitchen and Distribution Services 9915 Office of Safe Schools 9842 Student Support and Health Services | CL CL CL CE | 23 | X | \$150,296 | \$154,672 | \$161,730 | \$169,143 | \$176,919 | \$185,079 |

| Job Class Code and Classification Title | CE CL | Range | Cal | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|------------------|--------------|------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Director III | | 19 | X | \$135,327 | \$141,406 | \$147,799 | \$154,511 | \$161,564 | \$168,954 |
| 9782 Accounting Services | CL | | | | | | | | |
| 6024 Adult Education | CL | | | | | | | | |
| 4912 Budget Services | CL | | | | | | | | |
| 1919 Child Development | CE | | | | | | | | |
| 4936 Enrollment Center | CL | | | | | | | | |
| 9772 Facilities Management, Maintenance and Operations and Resource Management | CL | | | | | | | | |
| 9728 Guidance & Counseling | CE | | | | | | | | |
| 9777 Multilingual Education, Teaching and Learning | CE | | | | | | | | |
| 9835 Multi-Tiered Systems of Support (MTSS) | CE | | | | | | | | |
| 9839 Professional Learning, Educator & Leadership Development | CE | | | | | | | | |
| 9897 Professional Learning, Culture, Climate | CE | | | | | | | | |
| 9837 Professional Learning, | CE | | | | | | | | |
| 9838 Professional Learning, Mathematics & Sciences | CE | | | | | | | | |
| 9734 Special Education Local Plan Area (SELPA) | CE | | | | | | | | |
| 9824 State and Federal Programs | CE | | | | | | | | |
| 9713 Strategy and Innovation | CL | | | | | | | | |
| 9847 Student and Data Systems | CL | | | | | | | | |
| 6030 Student Services/Alternative Education | CE | | | | | | | | |
| 9855 Summer School & Extended Learning Opportunities | | | | | | | | | |
| 0214 Youth Development | CE | | | | | | | | |
| Director II | | 17 | X | \$129,458 | \$135,246 | \$141,336 | \$147,728 | \$154,424 | \$161,468 |
| 9816 Constituent Services | CL | | | | | | | | |
| 5057 Employee Relations | CL | | | | | | | | |
| 9900 Facilities Design and Construction | CL | | | | | | | | |

Effective 7/1/2024, 2% Increase Applied
NRM 24-25- Updated 4-10-2025

Salary Schedule A

| Job Class Code and Classification Title | CE CL | Range | Cal | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|------------------|--------------|------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Director II <i>(Continued)</i> | | 17 | X | \$129,458 | \$135,246 | \$141,336 | \$147,728 | \$154,424 | \$161,468 |
| 0204 Human Resource Services | CL | | | | | | | | |
| 9891 Payroll Operations | CL | | | | | | | | |
| 9901 Planning and Property Management | CL | | | | | | | | |
| 9840 Risk Management and Employee Benefits | CL | | | | | | | | |
| 9834 Talent Management | CL | | | | | | | | |
| Director I | | 15 | X | \$123,873 | \$129,391 | \$135,179 | \$141,261 | \$147,643 | \$154,353 |
| 9832 Attendance and Engagement | CL | | | | | | | | |
| 9787 Transportation Services | CL | | | | | | | | |
| Coordinator*/ Manager III** | | 13 | X | \$118,555 | \$123,817 | \$129,318 | \$135,104 | \$141,189 | \$147,567 |
| 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 | | | | | | | | |
| Coordinator* / Manager II** | | 11 | X | \$113,503 | \$118,496 | \$123,747 | \$129,250 | \$135,036 | \$141,109 |
| 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 | | | | | | | | |

Effective 7/1/2024, 2% Increase Applied

NRM 24-25- Updated 4-10-2025

Salary Schedule A

| Job Class Code and Classification Title | CE CL | Range | Cal | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|-------|-----------|------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Coordinator* / Manager II** <i>(Continued)</i> | | 11 | X | \$113,503 | \$118,496 | \$123,747 | \$129,250 | \$135,036 | \$141,109 |
| 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 | | | | | | | | |
| Coordinator* / Manager I** | | 9 | X | \$108,685 | \$113,440 | \$118,438 | \$123,679 | \$129,182 | \$134,965 |
| 9764 Central Kitchen** | CL | | | | | | | | |
| 9766 Nutrition Services Procurement & Warehouse** | CL | | | | | | | | |
| 9833 Safety Intervention and Response | CL | | | | | | | | |
| 9865 Title IX* | CL | | | | | | | | |
| Coordinator* / Manager I** | | 9 | TNR | \$107,527 | \$112,202 | \$117,119 | \$122,255 | \$127,659 | \$133,340 |
| 0122 Learning Support Services* | CL | | | | | | | | |
| 9769 Mental Health* | CL | | | | | | | | |
| Specialist III | | 7 | X | \$104,106 | \$108,629 | \$113,377 | \$118,377 | \$123,612 | \$129,115 |
| 9712 Attendance and Enrollment | CL | | | | | | | | |
| 9914 Enrollment TK AFS | CL | | | | | | | | |
| 9892 Cyber Security | CL | | | | | | | | |
| 1937 Youth Development | CL | | | | | | | | |
| Specialist II | | 5 | X | \$99,745 | \$104,059 | \$108,573 | \$113,331 | \$118,310 | \$123,552 |
| 5244 Bullying Prevention | CL | | | | | | | | |

| Job Class Code and Classification Title | CE CL | Range | Cal | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|------------------|--------------|------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Specialist II (Continued) 9748 District Facility Operations 9831 District Grounds Maintenance | CL CL | 5 | X | \$99,745 | \$104,059 | \$108,573 | \$113,331 | \$118,310 | \$123,552 |
| Specialist II (Continued) 9811 Mental Health 1974 Student, Support Services (Either 5A/5T) | CL CL | 5 | TNR | \$98,747 | 102,983 | 107,415 | \$112,086 | \$116,983 | \$122,123 |
| Specialist I 9785 Marketing and Graphic Design | CL | 3 | X | \$95,589 | \$99,695 | \$103,995 | \$108,517 | \$113,267 | \$118,252 |

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:

| Calendar | # of Work Days | Salary Schedule |
|-----------------|--------------------------------------|------------------------|
| TNR | 219 (211 + 8 SBE Waiver Days) | A5 |
| X | 239 | 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.