



CLASSIFIED EXEMPT Hiring Guidelines & Salary Placement

SY 2026-27

MINIMUM SALARY PLACEMENT

	BASE	AA/AS	BA/BS	MA/MS
Exempt A-I	\$38,864	\$39,164	\$39,764	\$40,664
Exempt A-II	\$41,243	\$41,543	\$42,143	\$43,043
Exempt A-III	\$41,550	\$41,850	\$42,450	\$43,350
Exempt A-IV	\$43,195	\$43,495	\$44,095	\$44,995
Exempt A-V	\$52,352	\$52,652	\$53,252	\$54,152
Exempt B-II	\$56,580	\$56,880	\$57,480	\$58,380
Exempt B-III	\$58,843	\$59,143	\$59,743	\$60,643

Experience Credit: Up to ten (10) years of prior contracted experience may be granted and are compensated based upon education level.

Education Credit: Compensation may be granted for job related eligible coursework completed within the last 10 years beyond your highest degree attained. A maximum of 60 credits beyond an AA will be compensated at \$40 per credit hour. A maximum of 45 credits beyond a BA and 75 credits beyond an MA will be compensated at \$60 per credit hour. Compensation may be granted for seat hours (workshops, conferences or job related certifications) at \$40 per 15 job related seat hours. All professional growth credits must be presented and considered at the time of initial placement; credits completed prior to hire date will not be considered after initial placement.

Performance Pay: Performance Pay is awarded to all eligible staff that successfully meet the eligibility requirements and meet the measures set forth in the District Performance Pay Framework.

Sign On Compensation: Up to \$500 for signing your contract within the first five (5) days of being issued. This compensation is prorated based on when the employee is hired and when the contract is signed.

Note: Paid holidays are included in the annual compensation amount.

EXEMPT A - I					BASE	\$38,864	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$38,864	\$160.60	\$39,164	\$161.84	\$39,764	\$164.32	\$40,664	\$168.03
1	\$41,059	\$169.67	\$41,659	\$172.15	\$42,559	\$175.87	\$43,759	\$180.82
2	\$43,254	\$178.74	\$44,154	\$182.46	\$45,354	\$187.41	\$46,854	\$193.61
3	\$45,449	\$187.81	\$46,649	\$192.77	\$48,149	\$198.96	\$49,949	\$206.40
4	\$47,644	\$196.88	\$49,144	\$203.08	\$50,944	\$210.51	\$53,044	\$219.19
5	\$49,839	\$205.95	\$51,639	\$213.39	\$53,739	\$222.06	\$56,139	\$231.98
6	\$52,034	\$215.02	\$54,134	\$223.70	\$56,534	\$233.61	\$59,234	\$244.77
7	\$54,229	\$224.09	\$56,629	\$234.01	\$59,329	\$245.16	\$62,329	\$257.56
8	\$56,424	\$233.16	\$59,124	\$244.32	\$62,124	\$256.71	\$65,424	\$270.35
9	\$58,619	\$242.23	\$61,619	\$254.63	\$64,919	\$268.26	\$68,519	\$283.14
10	\$60,814	\$251.30	\$64,114	\$264.94	\$67,714	\$279.81	\$71,614	\$295.93

POSITIONS: Information Systems Specialist, Migrant Regional Recruiter

EXEMPT A - II					BASE	\$41,243	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$41,243	\$170.43	\$41,543	\$171.67	\$42,143	\$174.15	\$43,043	\$177.86
1	\$43,438	\$179.50	\$44,038	\$181.98	\$44,938	\$185.70	\$46,138	\$190.65
2	\$45,633	\$188.57	\$46,533	\$192.29	\$47,733	\$197.24	\$49,233	\$203.44
3	\$47,828	\$197.64	\$49,028	\$202.60	\$50,528	\$208.79	\$52,328	\$216.23
4	\$50,023	\$206.71	\$51,523	\$212.91	\$53,323	\$220.34	\$55,423	\$229.02
5	\$52,218	\$215.78	\$54,018	\$223.22	\$56,118	\$231.89	\$58,518	\$241.81
6	\$54,413	\$224.85	\$56,513	\$233.53	\$58,913	\$243.44	\$61,613	\$254.60
7	\$56,608	\$233.92	\$59,008	\$243.84	\$61,708	\$254.99	\$64,708	\$267.39
8	\$58,803	\$242.99	\$61,503	\$254.15	\$64,503	\$266.54	\$67,803	\$280.18
9	\$60,998	\$252.06	\$63,998	\$264.46	\$67,298	\$278.09	\$70,898	\$292.97
10	\$63,193	\$261.13	\$66,493	\$274.77	\$70,093	\$289.64	\$73,993	\$305.76

POSITIONS: HR Generalist, Network Specialist, Communications and Marketing Specialist

EXEMPT A - III					BASE	\$41,550	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$41,550	\$171.69	\$41,850	\$172.93	\$42,450	\$175.41	\$43,350	\$179.13
1	\$43,745	\$180.76	\$44,345	\$183.24	\$45,245	\$186.96	\$46,445	\$191.92
2	\$45,940	\$189.83	\$46,840	\$193.55	\$48,040	\$198.51	\$49,540	\$204.71
3	\$48,135	\$198.90	\$49,335	\$203.86	\$50,835	\$210.06	\$52,635	\$217.50
4	\$50,330	\$207.98	\$51,830	\$214.17	\$53,630	\$221.61	\$55,730	\$230.29
5	\$52,525	\$217.05	\$54,325	\$224.48	\$56,425	\$233.16	\$58,825	\$243.08
6	\$54,720	\$226.12	\$56,820	\$234.79	\$59,220	\$244.71	\$61,920	\$255.87
7	\$56,915	\$235.19	\$59,315	\$245.10	\$62,015	\$256.26	\$65,015	\$268.66
8	\$59,110	\$244.26	\$61,810	\$255.41	\$64,810	\$267.81	\$68,110	\$281.45
9	\$61,305	\$253.33	\$64,305	\$265.72	\$67,605	\$279.36	\$71,205	\$294.24
10	\$63,500	\$262.40	\$66,800	\$276.03	\$70,400	\$290.91	\$74,300	\$307.02
POSITIONS:	Mobile Device Educational Coordinator; Security Coordinator							

EXEMPT A - IV					BASE	\$43,195	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$43,195	\$178.49	\$43,495	\$179.73	\$44,095	\$182.21	\$44,995	\$185.93
1	\$45,390	\$187.56	\$45,990	\$190.04	\$46,890	\$193.76	\$48,090	\$198.72
2	\$47,585	\$196.63	\$48,485	\$200.35	\$49,685	\$205.31	\$51,185	\$211.51
3	\$49,780	\$205.70	\$50,980	\$210.66	\$52,480	\$216.86	\$54,280	\$224.30
4	\$51,975	\$214.77	\$53,475	\$220.97	\$55,275	\$228.41	\$57,375	\$237.09
5	\$54,170	\$223.84	\$55,970	\$231.28	\$58,070	\$239.96	\$60,470	\$249.88
6	\$56,365	\$232.91	\$58,465	\$241.59	\$60,865	\$251.51	\$63,565	\$262.67
7	\$58,560	\$241.98	\$60,960	\$251.90	\$63,660	\$263.06	\$66,660	\$275.45
8	\$60,755	\$251.05	\$63,455	\$262.21	\$66,455	\$274.61	\$69,755	\$288.24
9	\$62,950	\$260.12	\$65,950	\$272.52	\$69,250	\$286.16	\$72,850	\$301.03
10	\$65,145	\$269.19	\$68,445	\$282.83	\$72,045	\$297.71	\$75,945	\$313.82
POSITION:	Executive Secretary to the Superintendent and Board							

EXEMPT A - V					BASE	\$52,352	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$52,352	\$216.33	\$52,652	\$217.57	\$53,252	\$220.05	\$54,152	\$223.77
1	\$54,715	\$226.10	\$55,315	\$228.57	\$56,215	\$232.29	\$57,415	\$237.25
2	\$57,078	\$235.86	\$57,978	\$239.58	\$59,178	\$244.54	\$60,678	\$250.74
3	\$59,441	\$245.62	\$60,641	\$250.58	\$62,141	\$256.78	\$63,941	\$264.22
4	\$61,804	\$255.39	\$63,304	\$261.59	\$65,104	\$269.03	\$67,204	\$277.70
5	\$64,167	\$265.15	\$65,967	\$272.59	\$68,067	\$281.27	\$70,467	\$291.19
6	\$66,530	\$274.92	\$68,630	\$283.60	\$71,030	\$293.51	\$73,730	\$304.67
7	\$68,893	\$284.68	\$71,293	\$294.60	\$73,993	\$305.76	\$76,993	\$318.15
8	\$71,256	\$294.45	\$73,956	\$305.60	\$76,956	\$318.00	\$80,256	\$331.64
9	\$73,619	\$304.21	\$76,619	\$316.61	\$79,919	\$330.24	\$83,519	\$345.12
10	\$75,982	\$313.98	\$79,282	\$327.61	\$82,882	\$342.49	\$86,782	\$358.60
POSITIONS:	Network Administrator, Assistant Manager of Business Services, Application Analyst							

EXEMPT B-II					BASE	\$56,580	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$56,580	\$233.80	\$56,880	\$235.04	\$57,480	\$237.52	\$58,380	\$241.24
1	\$58,775	\$242.87	\$59,375	\$245.35	\$60,275	\$249.07	\$61,475	\$254.03
2	\$60,970	\$251.94	\$61,870	\$255.66	\$63,070	\$260.62	\$64,570	\$266.82
3	\$63,165	\$261.01	\$64,365	\$265.97	\$65,865	\$272.17	\$67,665	\$279.61
4	\$65,360	\$270.08	\$66,860	\$276.28	\$68,660	\$283.72	\$70,760	\$292.40
5	\$67,555	\$279.15	\$69,355	\$286.59	\$71,455	\$295.27	\$73,855	\$305.19
6	\$69,750	\$288.22	\$71,850	\$296.90	\$74,250	\$306.82	\$76,950	\$317.97
7	\$71,945	\$297.29	\$74,345	\$307.21	\$77,045	\$318.37	\$80,045	\$330.76
8	\$74,140	\$306.36	\$76,840	\$317.52	\$79,840	\$329.92	\$83,140	\$343.55
9	\$76,335	\$315.43	\$79,335	\$327.83	\$82,635	\$341.47	\$86,235	\$356.34
10	\$78,530	\$324.50	\$81,830	\$338.14	\$85,430	\$353.02	\$89,330	\$369.13
POSITIONS:	Food and Nutrition Supervisor, Migrant Program Supervisor							

EXEMPT B-III					BASE	\$58,843	WORK DAYS	242
Years of Exp	NO DEGREE	NO DEGREE Daily Rate	AA/AS	AA/AS Daily Rate	BA/BS	BA/BS Daily Rate	MA/MS	MA/MS Daily Rate
0	\$58,843	\$243.15	\$59,143	\$244.39	\$59,743	\$246.87	\$60,643	\$250.59
1	\$61,038	\$252.22	\$61,638	\$254.70	\$62,538	\$258.42	\$63,738	\$263.38
2	\$63,233	\$261.30	\$64,133	\$265.01	\$65,333	\$269.97	\$66,833	\$276.17
3	\$65,428	\$270.37	\$66,628	\$275.32	\$68,128	\$281.52	\$69,928	\$288.96
4	\$67,623	\$279.44	\$69,123	\$285.63	\$70,923	\$293.07	\$73,023	\$301.75
5	\$69,818	\$288.51	\$71,618	\$295.94	\$73,718	\$304.62	\$76,118	\$314.54
6	\$72,013	\$297.58	\$74,113	\$306.25	\$76,513	\$316.17	\$79,213	\$327.33
7	\$74,208	\$306.65	\$76,608	\$316.56	\$79,308	\$327.72	\$82,308	\$340.12
8	\$76,403	\$315.72	\$79,103	\$326.87	\$82,103	\$339.27	\$85,403	\$352.91
9	\$78,598	\$324.79	\$81,598	\$337.18	\$84,898	\$350.82	\$88,498	\$365.70
10	\$80,793	\$333.86	\$84,093	\$347.49	\$87,693	\$362.37	\$91,593	\$378.49
POSITIONS:	Safety and Wellness Administrator; Benefits Administrator; Food and Nutrition District Liaison							