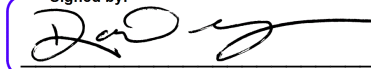


SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	Accountant I (ACS)	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
2	Accountant II (ACS)	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
3	Accountant, Senior	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
4	Accounting Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
5	Accounting Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
6	Accounting Technician (ACS)	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
7	Accounting Technician, Senior (ACS)	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
8	ADA Support Assistant	40.5	31.75	32.99	34.20	35.73	37.52	39.39	41.36
9	Administrative Accounting Assistant	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
10	Administrative Assistant - Senior	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
11	Administrative Assistant II	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
12	Administrative Assistant III	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
13	Administrative Assistant IV	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
14	Administrative Assistant IV - Restricted	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
15	Administrative Data Technician	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
16	Administrative Data Technician-Senior	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
17	Administrative Research Assistant	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
18	Applications Systems Administrator	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
19	Applications Systems Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.52
20	Associate Product Manager	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
21	Buyer	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
22	Buyer, Senior	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
23	Campus Monitor/Youth Advocate	40.0	30.98	32.23	33.32	34.97	36.73	38.57	40.50
24	Campus Monitor/Youth Advocate - Lead	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
25	Central Office Receptionist	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
26	Child Care Resource & Referral Specialist	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76

Signed by:



12/9/2025 | 10:53 AM PST

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Dr. David M. Toston, Sr., County Superintendent of Schools

Date

**SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025**

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
27	Child Development Specialist	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
28	Classified Personnel Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
29	Classified Personnel Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
30	College Liaison	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
31	Communications/Staff Liaison	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
32	Community Engagement/Public Relations Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
33	Community Liaison Specialist - Opportunity Youth Academy	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
34	Computer Operator	45.0	39.11	40.68	42.10	44.09	46.31	48.63	51.06
35	Computer Operator - Senior	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
36	Conference Center Coordinator	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
37	Contracts Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
38	Credential Services Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
39	Credential Services Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
40	Cybersecurity Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
41	Data Engineer	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
42	Data Engineer - Senior	57.0	68.88	71.69	74.27	77.88	81.78	85.87	90.16
43	Data Systems and Communications Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
44	Database Administrator II (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
45	Database Administrator III (ACS)	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
46	DevOps Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
47	Digital Communication Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
48	Digital Media Operations Coordinator	49.0	47.18	49.02	50.89	53.23	55.93	58.72	61.66
49	Digital Media Operations Specialist	46.5	41.95	43.65	45.21	47.27	49.66	52.14	54.75
50	Disability Services Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
51	Early Learning Services Site Monitor	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
52	Early Learning Services Specialist	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76

SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
53	Educare Family Engagement Specialist	45.0	39.11	40.68	42.10	44.09	46.31	48.63	51.06
54	Education Navigator-Alternative Education	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
55	Education Program Analyst	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
56	Education Program Coordinator, Vocational Services	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
57	Educator Preparation Program Advisor	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
58	Educator Preparation Program Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
59	Educator Resource Center Technical Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
60	Eligibility Enrollment Specialist	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
61	Employee Benefits Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
62	Employee Benefits Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
63	Employment Support Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
64	Enrollment Data Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
65	Enrollment Data Specialist - Lead	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
66	Environmental Education - Office Coordinator	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
67	Environmental Education Liaison/Recruiter	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
68	ERSEA Compliance Specialist - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
69	ERSEA Compliance Specialist - Senior - Restricted	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
70	ETL Developer	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
71	Facilities Maintenance and Construction Coordinator	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
72	Family Advocate - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
73	Family and Provider Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
74	Family Support Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
75	Fiscal Technician	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
76	Foster & Homeless Youth Services Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
77	Foster Youth Services Liaison	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
78	Grant Writer/Research Analyst Specialist	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19

Revised 12/2/2025

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Signed by:

 Dr. David M. Toole, Sr., County Superintendent of Schools
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12/9/2025 | 10:53 AM PST

Date

SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
79	Grant Writer/Research Analyst, Associate	55.5	64.19	66.77	69.18	72.53	76.17	79.97	83.97
80	Grant Writer/Research Analyst, Senior	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19
81	Grants Program Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
82	Graphic Designer	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
83	Head Start Compliance Monitor - Restricted	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
84	Head Start Program Analyst - Restricted	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
85	Health Technician - Environmental Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
86	Home Visiting Specialist (EHS) - Restricted	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
87	Home Visiting Specialist, Lead (EHS) - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
88	Homeless Youth Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
89	Human Resources Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
90	Human Resources Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
91	Inclusion Services Specialist - Senior	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
92	Inclusion Support Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
93	IT Help Desk Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
94	IT Help Desk Support Specialist - Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
95	Job Development Coordinator	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
96	Language Translator - English/Spanish	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
97	Language Translator - English/Spanish - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
98	Language Translator - English/Vietnamese - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
99	Language Translator English/Spanish - Senior	50.5	50.61	52.78	54.56	57.17	60.03	63.03	66.18
100	Licensed Vocational Nurse	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
101	LPC Administrative Specialist	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
102	Maternal Child Health Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
103	Mental Health School Wellness Specialist I	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
104	Mental Health School Wellness Specialist II	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19

Revised 12/2/2025

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Signed by:

 Dr. David M. Toole, Sr., County Superintendent of Schools
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12/9/2025 | 10:53 AM PST

Date

SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
105	Mental Health Services Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
106	Migrant Education Community Liaison	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
107	Migrant Education Program Recruiter	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
108	Migrant Education Program Recruiter -Lead	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
109	Navigator - Opportunity Youth Academy	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
110	Network Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
111	Network Analyst - Senior	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
112	Network Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
113	Nutritionist - Early Learning Services	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
114	Occupational Therapist I (ACS)	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
115	Occupational Therapist I-Early Learning Intervention (ACS)	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
116	Occupational Therapist II (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
117	Occupational Therapist II-Early Learning Intervention (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
118	Office Assistant II	40.5	31.75	32.99	34.20	35.73	37.52	39.39	41.36
119	Office Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
120	Office Specialist - Restricted	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
121	Payroll Services Specialist - Lead	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
122	Payroll Services Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
123	Payroll Services Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
124	Physical Therapist	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
125	Postal Services Assistant	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
126	Preschool Site Coordinator-Early Learning Services	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
127	Print Production Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
128	Print Production/Staff Liaison	41.5	33.25	34.62	35.73	37.49	39.35	41.32	43.38
129	Print Services Technician - Lead	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
130	Print Support Technician	41.5	33.25	34.62	35.73	37.49	39.35	41.32	43.38

Signed by:

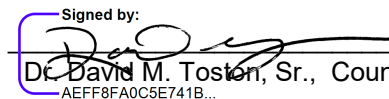
 Dr. David M. Toston, Sr., County Superintendent of Schools

SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
131	Quality Systems Program Coordinator	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
132	Receptionist	39.5	30.28	31.54	32.60	34.20	35.90	37.69	39.58
133	Registrar	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
134	Research Analyst - Senior	57.0	68.88	71.69	74.27	77.88	81.78	85.87	90.16
135	Research Analyst, Associate	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
136	Risk Management Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
137	Risk Management Technician I (ACS)	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
138	Risk Management Technician II (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
139	School Climate Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
140	School Climate Specialist, Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
141	School Fiscal Technician	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
142	School Office Coordinator - Alternative Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
143	School Office Coordinator - Special Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
144	School Site Technology Support Specialist	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
145	SELPA Data Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
146	Site Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
147	Software Engineer	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
148	Software Engineer - Senior	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
149	Software Engineer-Lead	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19
150	Special Education Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
151	Staffing Specialist, Human Resources I	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
152	Staffing Specialist, Human Resources II	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
153	Student Data Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
154	Student Engagement & Wellness Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
155	Student Services Specialist	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
156	Systems Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28

Revised 12/2/2025

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Signed by:  12/9/2025 | 10:53 AM PST
 Dr. David M. Toston, Sr., County Superintendent of Schools Date
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SANTA CLARA COUNTY OFFICE OF EDUCATION
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE
Effective July 1, 2025

	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
157	Systems Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
158	Technology Support Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
159	Technology Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
160	Telecommunications Analyst	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
161	Transition Coordinator - AED	46.5	41.95	43.65	45.21	47.27	49.66	52.14	54.75
162	Warehouse Liaison	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
163	Web Developer	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
164	Web Master, Lead	56.5	67.29	70.07	72.53	76.06	79.84	83.84	88.03
165	Wellness Center Liaison	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76

LONGEVITY--effective 9/1/24

10 years \$160.00 per month

12 years \$175.00 per month

15 years \$195.00 per month

17 years \$205.00 per month

19 years \$225.00 per month

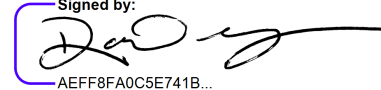
22 years \$235.00 per month

24 years \$245.00 per month

26 years \$255.00 per month

28 years \$265.00 per month

Signed by:



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12/9/2025 | 10:53 AM PST