

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

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	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly						
27	Classified Personnel Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
28	Classified Personnel Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
29	College Liaison	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
30	Community Engagement/Public Relations Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
31	Community Liaison Specialist - Opportunity Youth Academy	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
32	Contracts Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
33	Credential Services Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
34	Credential Services Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
35	Cybersecurity Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
36	Data Engineer	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
37	Data Engineer - Senior	57.0	68.88	71.69	74.27	77.88	81.78	85.87	90.16
38	Data Systems and Communications Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
39	Database Administrator II (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
40	Database Administrator III (ACS)	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
41	DevOps Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
42	Digital Communication Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
43	Digital Media Operations Coordinator	49.0	47.18	49.02	50.89	53.23	55.93	58.72	61.66
44	Disability Services Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
45	Early Learning Services Site Monitor	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
46	Early Learning Services Specialist	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
47	Education Navigator-Alternative Education	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
48	Education Program Analyst	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
49	Educator Preparation Program Advisor	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
50	Educator Preparation Program Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
51	Educator Resource Center Technical Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
52	Employee Benefits Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52

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	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly						
53	Employee Benefits Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
54	Enrollment Data Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
55	Enrollment Data Specialist - Lead	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
56	Environmental Education - Office Coordinator	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
57	Environmental Education Liaison/Recruiter	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
58	ERSEA Compliance Specialist - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
59	ERSEA Compliance Specialist - Senior - Restricted	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
60	ETL Developer	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
61	Facilities Maintenance and Construction Coordinator	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
62	Family Advocate - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
63	Family and Provider Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
64	Foster & Homeless Youth Services Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
65	Grant Writer/Research Analyst Specialist	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
66	Grant Writer/Research Analyst, Associate	55.5	64.19	66.77	69.18	72.53	76.17	79.97	83.97
67	Grants Program Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
68	Graphic Designer	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
69	Head Start Program Analyst - Restricted	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
70	Health Technician - Environmental Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
71	Home Visiting Specialist (EHS) - Restricted	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
72	Home Visiting Specialist, Lead (EHS) - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
73	Human Resources Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
74	Human Resources Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
75	Inclusion Services Specialist - Senior	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
76	Inclusion Support Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
77	IT Help Desk Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
78	IT Help Desk Support Specialist - Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42

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	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly						
79	Language Translator - English/Spanish	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
80	Language Translator - English/Spanish - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
81	Language Translator - English/Vietnamese - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
82	Language Translator English/Spanish - Senior	50.5	50.61	52.78	54.56	57.17	60.03	63.03	66.18
83	Licensed Vocational Nurse	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
84	Maternal Child Health Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
85	Mental Health Services Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
86	Migrant Education Community Liaison	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
87	Migrant Education Program Recruiter	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
88	Migrant Education Program Recruiter -Lead	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
89	Navigator - Opportunity Youth Academy	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
90	Network Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
91	Network Analyst - Senior	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
92	Network Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
93	Nutritionist - Early Learning Services	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
94	Occupational Therapist I (ACS)	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
95	Occupational Therapist II (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
96	Office Assistant II	40.5	31.75	32.99	34.20	35.73	37.52	39.39	41.36
97	Office Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
98	Office Specialist - Restricted	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
99	Payroll Services Specialist - Lead	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
100	Payroll Services Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
101	Payroll Services Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
102	Physical Therapist	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
103	Postal Services Assistant	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
104	Print Production Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52

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			Hourly						
105	Print Services Technician - Lead	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
106	Print Support Technician	41.5	33.25	34.62	35.73	37.49	39.35	41.32	43.38
107	Quality Systems Program Coordinator	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
108	Receptionist	39.5	30.28	31.54	32.60	34.20	35.90	37.69	39.58
109	Registrar	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
110	Research Analyst - Senior	57.0	68.88	71.69	74.27	77.88	81.78	85.87	90.16
111	Research Analyst, Associate	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
112	Risk Management Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
113	Risk Management Technician I (ACS)	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
114	Risk Management Technician II (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
115	School Climate Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
116	School Climate Specialist, Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
117	School Fiscal Technician	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
118	School Office Coordinator - Alternative Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
119	School Office Coordinator - Special Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
120	Site Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
121	Software Engineer	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
122	Software Engineer - Senior	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
123	Software Engineer-Lead	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19
124	Special Education Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
125	Staffing Specialist, Human Resources I	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
126	Staffing Specialist, Human Resources II	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
127	Student Data Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
128	Student Engagement & Wellness Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
129	Student Services Specialist	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
130	Systems Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28

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			Hourly						
131	Systems Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
132	Technology Support Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
133	Technology Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
134	Telecommunications Analyst	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
135	Transition Coordinator - AED	46.5	41.95	43.65	45.21	47.27	49.66	52.14	54.75
136	Warehouse Liaison	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
137	Web Developer	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
138	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