

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	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
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

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



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			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
52	Educare Family Engagement Specialist	45.0	39.11	40.68	42.10	44.09	46.31	48.63	51.06
53	Education Navigator-Alternative Education	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
54	Education Program Analyst	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
55	Education Program Coordinator, Vocational Services	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
56	Educator Preparation Program Advisor	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
57	Educator Preparation Program Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
58	Educator Resource Center Technical Specialist	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
59	Eligibility Enrollment Specialist	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
60	Employee Benefits Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
61	Employee Benefits Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
62	Employment Support Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
63	Enrollment Data Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
64	Enrollment Data Specialist - Lead	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
65	Environmental Education - Office Coordinator	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
66	Environmental Education Liaison/Recruiter	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
67	ERSEA Compliance Specialist - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
68	ERSEA Compliance Specialist - Senior - Restricted	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
69	ETL Developer	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
70	Facilities Maintenance and Construction Coordinator	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
71	Family Advocate - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
72	Family and Provider Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
73	Family Support Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
74	Fiscal Technician	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
75	Foster & Homeless Youth Services Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
76	Foster Youth Services Liaison	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
77	Grant Writer/Research Analyst Specialist	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
78	Grant Writer/Research Analyst, Associate	55.5	64.19	66.77	69.18	72.53	76.17	79.97	83.97
79	Grant Writer/Research Analyst, Senior	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19

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			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
80	Graphic Designer	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
81	Head Start Compliance Monitor - Restricted	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
82	Head Start Program Analyst - Restricted	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
83	Health Technician - Environmental Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
84	Home Visiting Specialist (EHS) - Restricted	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
85	Home Visiting Specialist, Lead (EHS) - Restricted	44.0	37.37	38.83	40.20	42.10	44.22	46.44	48.76
86	Homeless Youth Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
87	Human Resources Specialist - Lead	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
88	Human Resources Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
89	Human Resources Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
90	Inclusion Services Specialist - Senior	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
91	Inclusion Support Specialist	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
92	IT Help Desk Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
93	IT Help Desk Support Specialist - Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
94	Job Development Coordinator	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
95	Language Translator - English/Spanish	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
96	Language Translator - English/Spanish - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
97	Language Translator - English/Vietnamese - Restricted	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
98	Language Translator English/Spanish - Senior	50.5	50.61	52.78	54.56	57.17	60.03	63.03	66.18
99	Licensed Vocational Nurse	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
100	LPC Administrative Specialist	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53

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	Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
101	Maternal Child Health Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
102	Mental Health School Wellness Specialist I	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
103	Mental Health School Wellness Specialist II	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19
104	Mental Health Services Specialist	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
105	Migrant Education Community Liaison	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
106	Migrant Education Program Recruiter	45.5	40.00	41.67	43.12	45.21	47.48	49.85	52.34
107	Migrant Education Program Recruiter -Lead	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
108	Navigator - Opportunity Youth Academy	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
109	Network Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
110	Network Analyst - Senior	54.5	61.18	63.72	65.95	69.19	72.65	76.29	80.10
111	Network Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
112	Nutritionist - Early Learning Services	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
113	Occupational Therapist I (ACS)	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
114	Occupational Therapist I-Early Learning Intervention (ACS)	52.0	54.31	56.56	58.58	61.39	64.45	67.67	71.05
115	Occupational Therapist II (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
116	Occupational Therapist II-Early Learning Intervention (ACS)	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
117	Office Assistant II	40.5	31.75	32.99	34.20	35.73	37.52	39.39	41.36
118	Office Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
119	Office Specialist - Restricted	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
120	Payroll Services Specialist - Lead	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
121	Payroll Services Specialist I (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
122	Payroll Services Specialist II (ACS)	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
123	Physical Therapist	56.0	65.69	68.37	70.79	74.29	78.00	81.90	85.99
124	Postal Services Assistant	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
125	Preschool Site Coordinator-Early Learning Services	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
126	Print Production Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
127	Print Production/Staff Liaison	41.5	33.25	34.62	35.73	37.49	39.35	41.32	43.38
128	Print Services Technician - Lead	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52

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129	Print Support Technician	41.5	33.25	34.62	35.73	37.49	39.35	41.32	43.38
130	Quality Systems Program Coordinator	49.5	48.22	50.25	52.11	54.56	57.32	60.18	63.19
131	Receptionist	39.5	30.28	31.54	32.60	34.20	35.90	37.69	39.58
132	Registrar	42.5	34.88	36.19	37.49	39.21	41.17	43.22	45.39
133	Research Analyst - Senior	57.0	68.88	71.69	74.27	77.88	81.78	85.87	90.16
134	Research Analyst, Associate	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
135	Risk Management Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
136	Risk Management Technician I (ACS)	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
137	Risk Management Technician II (ACS)	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
138	School Climate Specialist	47.5	43.97	45.75	47.27	49.64	52.11	54.72	57.45
139	School Climate Specialist, Senior	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
140	School Fiscal Technician	41.0	32.49	33.75	34.97	36.64	38.47	40.39	42.41
141	School Office Coordinator - Alternative Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
142	School Office Coordinator - Special Education	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
143	School Site Technology Support Specialist	42.0	34.01	35.41	36.64	38.35	40.27	42.29	44.40
144	SELPA Data Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
145	Site Coordinator	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
146	Software Engineer	54.0	59.77	62.15	64.40	67.54	70.91	74.46	78.18
147	Software Engineer - Senior	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
148	Software Engineer-Lead	59.0	75.76	78.86	81.71	85.69	89.97	94.47	99.19
149	Special Education Specialist	44.5	38.24	39.68	41.15	43.12	45.27	47.53	49.91
150	Staffing Specialist, Human Resources I	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
151	Staffing Specialist, Human Resources II	46.0	41.00	42.63	44.09	46.28	48.58	51.01	53.56
152	Student Data Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90


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6 of 7 Dr. David M. Toston, Sr., County Superintendent of Schools Date

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153	Student Services Specialist	47.0	42.95	44.66	46.28	48.46	50.87	53.41	56.08
154	Systems Administrator	57.5	70.58	73.44	76.08	79.74	83.70	87.89	92.28
155	Systems Engineer	59.5	77.59	80.75	83.67	87.76	92.15	96.76	101.60
156	Technology Support Analyst	53.0	56.97	59.32	61.39	64.40	67.60	70.98	74.53
157	Technology Support Specialist	48.0	45.00	46.84	48.46	50.90	53.43	56.10	58.90
158	Telecommunications Analyst	53.5	58.33	60.72	62.92	65.95	69.26	72.73	76.36
159	Transition Coordinator - AED	46.5	41.95	43.65	45.21	47.27	49.66	52.14	54.75
160	Warehouse Liaison	43.0	35.69	37.11	38.35	40.20	42.20	44.31	46.52
161	Web Developer	51.5	53.17	55.24	57.17	59.97	62.97	66.11	69.42
162	Web Master, Lead	56.5	67.29	70.07	72.53	76.06	79.84	83.84	88.03
163	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