

SANTA CLARA COUNTY OFFICE OF EDUCATION  
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE  
(Full-time/12 months)  
Effective September 1, 2024

|    | Classification                            | Range | Step 1     |          |        | Step 2     |           |        | Step 3     |           |        | Step 4     |           |        | Step 5     |           |        | Step 6     |           |        | Step 7     |           |        |
|----|-------------------------------------------|-------|------------|----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|
|    |                                           |       | Annual     | Monthly  | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly |
| 1  | Accountant I (ACS)                        | 47.5  | 91,440.72  | 7620.06  | 43.96  | 95,156.04  | 7,929.67  | 45.75  | 98,304.96  | 8,192.08  | 47.26  | 103,248.48 | 8,604.04  | 49.64  | 108,380.88 | 9,031.74  | 52.11  | 113,799.96 | 9,483.33  | 54.71  | 119,490.00 | 9,957.50  | 57.45  |
| 2  | Accountant II (ACS)                       | 49.5  | 100,288.68 | 8357.39  | 48.22  | 104,507.64 | 8,708.97  | 50.24  | 108,380.88 | 9,031.74  | 52.11  | 113,481.60 | 9,456.80  | 54.56  | 119,212.68 | 9,934.39  | 57.31  | 125,173.44 | 10,431.12 | 60.18  | 131,432.04 | 10,952.67 | 63.19  |
| 3  | Accountant, Senior                        | 52.0  | 112,946.76 | 9412.23  | 54.30  | 117,638.52 | 9,803.21  | 56.56  | 121,826.04 | 10,152.17 | 58.57  | 127,683.00 | 10,640.25 | 61.39  | 134,043.24 | 11,170.27 | 64.44  | 140,745.36 | 11,728.78 | 67.67  | 147,782.64 | 12,315.22 | 71.05  |
| 4  | Accounting Specialist I (ACS)             | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72  | 6,646.56  | 38.35  | 83,599.92  | 6,966.66  | 40.19  | 87,756.60  | 7,313.05  | 42.19  | 92,144.40  | 7,678.70  | 44.30  | 96,751.56  | 8,062.63  | 46.52  |
| 5  | Accounting Specialist II (ACS)            | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60  | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 6  | Accounting Technician (ACS)               | 42.5  | 72,547.92  | 6045.66  | 34.88  | 75,256.08  | 6,271.34  | 36.18  | 77,963.52  | 6,496.96  | 37.48  | 81,553.44  | 6,796.12  | 39.21  | 85,614.84  | 7,134.57  | 41.16  | 89,895.60  | 7,491.30  | 43.22  | 94,390.56  | 7,865.88  | 45.38  |
| 7  | Accounting Technician, Senior (ACS)       | 44.0  | 77,711.88  | 6475.99  | 37.36  | 80,766.12  | 6,730.51  | 38.83  | 83,599.92  | 6,966.66  | 40.19  | 87,567.60  | 7,297.30  | 42.10  | 91,976.04  | 7,664.67  | 44.22  | 96,574.92  | 8,047.91  | 46.43  | 101,403.72 | 8,450.31  | 48.75  |
| 8  | ADA Support Assistant                     | 40.5  | 66,030.00  | 5502.50  | 31.75  | 68,611.68  | 5,717.64  | 32.99  | 71,131.08  | 5,927.59  | 34.20  | 74,311.20  | 6,192.60  | 35.73  | 78,026.88  | 6,502.24  | 37.51  | 81,928.08  | 6,827.34  | 39.39  | 86,024.52  | 7,168.71  | 41.36  |
| 9  | Administrative Accounting Assistant       | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20  | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 10 | Administrative Assistant - Senior         | 47.5  | 91,440.72  | 7620.06  | 43.96  | 95,156.04  | 7,929.67  | 45.75  | 98,304.96  | 8,192.08  | 47.26  | 103,248.48 | 8,604.04  | 49.64  | 108,380.88 | 9,031.74  | 52.11  | 113,799.96 | 9,483.33  | 54.71  | 119,490.00 | 9,957.50  | 57.45  |
| 11 | Administrative Assistant II               | 42.5  | 72,547.92  | 6045.66  | 34.88  | 75,256.08  | 6,271.34  | 36.18  | 77,963.52  | 6,496.96  | 37.48  | 81,553.44  | 6,796.12  | 39.21  | 85,614.84  | 7,134.57  | 41.16  | 89,895.60  | 7,491.30  | 43.22  | 94,390.56  | 7,865.88  | 45.38  |
| 12 | Administrative Assistant III              | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76  | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 13 | Administrative Assistant IV               | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24  | 8,021.52  | 46.28  | 100,792.20 | 8,399.35  | 48.46  | 105,798.84 | 8,816.57  | 50.86  | 111,088.80 | 9,257.40  | 53.41  | 116,643.24 | 9,720.27  | 56.08  |
| 14 | Administrative Assistant IV - Restricted  | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24  | 8,021.52  | 46.28  | 100,792.20 | 8,399.35  | 48.46  | 105,798.84 | 8,816.57  | 50.86  | 111,088.80 | 9,257.40  | 53.41  | 116,643.24 | 9,720.27  | 56.08  |
| 15 | Administrative Data Technician            | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76  | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 16 | Administrative Data Technician-Senior     | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20 | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 17 | Administrative Research Assistant         | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20  | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 18 | Applications Systems Administrator        | 54.5  | 127,242.00 | 10603.50 | 61.17  | 132,531.96 | 11,044.33 | 63.72  | 137,160.72 | 11,430.06 | 65.94  | 143,898.72 | 11,991.56 | 69.18  | 151,110.12 | 12,592.51 | 72.65  | 158,665.68 | 13,222.14 | 76.28  | 166,599.00 | 13,883.25 | 80.10  |
| 19 | Applications Systems Analyst              | 53.0  | 118,488.36 | 9874.03  | 56.97  | 123,369.36 | 10,280.78 | 59.31  | 127,683.00 | 10,640.25 | 61.39  | 133,949.04 | 11,162.42 | 64.40  | 140,592.72 | 11,716.06 | 67.59  | 147,622.44 | 12,301.87 | 70.97  | 155,003.52 | 12,916.96 | 74.52  |
| 20 | Associate Product Manager                 | 53.0  | 118,488.36 | 9874.03  | 56.97  | 123,369.36 | 10,280.78 | 59.31  | 127,683.00 | 10,640.25 | 61.39  | 133,949.04 | 11,162.42 | 64.40  | 140,592.72 | 11,716.06 | 67.59  | 147,622.44 | 12,301.87 | 70.97  | 155,003.52 | 12,916.96 | 74.52  |
| 21 | Buyer                                     | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60  | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 22 | Buyer, Senior                             | 49.5  | 100,288.68 | 8357.39  | 48.22  | 104,507.64 | 8,708.97  | 50.24  | 108,380.88 | 9,031.74  | 52.11  | 113,481.60 | 9,456.80  | 54.56  | 119,212.68 | 9,934.39  | 57.31  | 125,173.44 | 10,431.12 | 60.18  | 131,432.04 | 10,952.67 | 63.19  |
| 23 | Campus Monitor/Youth Advocate             | 40.0  | 64,423.80  | 5368.65  | 30.97  | 67,037.76  | 5,586.48  | 32.23  | 69,304.80  | 5,775.40  | 33.32  | 72,736.80  | 6,061.40  | 34.97  | 76,389.48  | 6,365.79  | 36.73  | 80,208.96  | 6,684.08  | 38.56  | 84,219.48  | 7,018.29  | 40.49  |
| 24 | Central Office Receptionist               | 42.0  | 70,721.64  | 5893.47  | 34.00  | 73,649.76  | 6,137.48  | 35.41  | 76,200.60  | 6,350.05  | 36.63  | 79,758.72  | 6,646.56  | 38.35  | 83,757.84  | 6,979.82  | 40.27  | 87,945.60  | 7,328.80  | 42.28  | 92,343.00  | 7,695.25  | 44.40  |
| 25 | Child Care Resource & Referral Specialist | 44.0  | 77,711.88  | 6475.99  | 37.36  | 80,766.12  | 6,730.51  | 38.83  | 83,599.92  | 6,966.66  | 40.19  | 87,567.60  | 7,297.30  | 42.10  | 91,976.04  | 7,664.67  | 44.22  | 96,574.92  | 8,047.91  | 46.43  | 101,403.72 | 8,450.31  | 48.75  |
| 26 | Child Developent Specialist               | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24  | 8,021.52  | 46.28  | 100,792.20 | 8,399.35  | 48.46  | 105,798.84 | 8,816.57  | 50.86  | 111,088.80 | 9,257.40  | 53.41  | 116,643.24 | 9,720.27  | 56.08  |
| 27 | Classified Personnel Specialist I (ACS)   | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72  | 6,td      |        |            |           |        |            |           |        |            |           |        |            |           |        |

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|----|-----------------------------------------------------|-------|------------|----------|--------|------------|-----------|--------|-------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|
|    |                                                     |       | Annual     | Monthly  | Hourly | Annual     | Monthly   | Hourly | Annual      | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly |
| 53 | Education Navigator-Alternative Education           | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 54 | Education Program Analyst                           | 54.0  | 124,313.76 | 10359.48 | 59.77  | 129,257.40 | 10,771.45 | 62.14  | 133,949.04  | 11,162.42 | 64.40  | 140,466.84 | 11,705.57 | 67.53  | 147,488.76 | 12,290.73 | 70.91  | 154,863.24 | 12,905.27 | 74.45  | 162,606.48 | 13,550.54 | 78.18  |
| 55 | Education Program Coordinator, Vocational Services  | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 56 | Educator Preparation Program Advisor                | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20  | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 57 | Educator Preparation Program Specialist             | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20  | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 58 | Educator Resource Center Technical Specialist       | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 59 | Eligibility Enrollment Specialist                   | 42.5  | 72,547.92  | 6045.66  | 34.88  | 75,256.08  | 6,271.34  | 36.18  | 77,963.52   | 6,496.96  | 37.48  | 81,553.44  | 6,796.12  | 39.21  | 85,614.84  | 7,134.57  | 41.16  | 89,895.60  | 7,491.30  | 43.22  | 94,390.56  | 7,865.88  | 45.38  |
| 60 | Employee Benefits Specialist I (ACS)                | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72   | 6,646.56  | 38.35  | 83,599.92  | 6,966.66  | 40.19  | 87,756.60  | 7,313.05  | 42.19  | 92,144.40  | 7,678.70  | 44.30  | 96,751.56  | 8,062.63  | 46.52  |
| 61 | Employee Benefits Specialist II (ACS)               | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 62 | Employment Support Specialist                       | 51.5  | 110,585.04 | 9215.42  | 53.17  | 114,898.68 | 9,574.89  | 55.24  | 118,897.92  | 9,908.16  | 57.16  | 124,722.96 | 10,393.58 | 59.96  | 130,957.68 | 10,913.14 | 62.96  | 137,505.48 | 11,458.79 | 66.11  | 144,380.88 | 12,031.74 | 69.41  |
| 63 | Enrollment Data Specialist                          | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76   | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 64 | Enrollment Data Specialist - Lead                   | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24   | 8,021.52  | 46.28  | 100,792.20 | 8,399.35  | 48.46  | 105,798.84 | 8,816.57  | 50.86  | 111,088.80 | 9,257.40  | 53.41  | 116,643.24 | 9,720.27  | 56.08  |
| 65 | Environmental Education - Office Coordinator        | 42.5  | 72,547.92  | 6045.66  | 34.88  | 75,256.08  | 6,271.34  | 36.18  | 77,963.52   | 6,496.96  | 37.48  | 81,553.44  | 6,796.12  | 39.21  | 85,614.84  | 7,134.57  | 41.16  | 89,895.60  | 7,491.30  | 43.22  | 94,390.56  | 7,865.88  | 45.38  |
| 66 | Environmental Education Liaison/Recruiter           | 42.5  | 72,547.92  | 6045.66  | 34.88  | 75,256.08  | 6,271.34  | 36.18  | 77,963.52   | 6,496.96  | 37.48  | 81,553.44  | 6,796.12  | 39.21  | 85,614.84  | 7,134.57  | 41.16  | 89,895.60  | 7,491.30  | 43.22  | 94,390.56  | 7,865.88  | 45.38  |
| 67 | ERSEA Compliance Specialist - Restricted            | 44.0  | 77,711.88  | 6475.99  | 37.36  | 80,766.12  | 6,730.51  | 38.83  | 83,599.92   | 6,966.66  | 40.19  | 87,567.60  | 7,297.30  | 42.10  | 91,976.04  | 7,664.67  | 44.22  | 96,574.92  | 8,047.91  | 46.43  | 101,403.72 | 8,450.31  | 48.75  |
| 68 | ERSEA Compliance Specialist - Senior - Restricted   | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20   | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 69 | ETL Developer                                       | 57.5  | 146,796.12 | 12233.01 | 70.58  | 152,747.04 | 12,728.92 | 73.44  | 158,225.88  | 13,185.49 | 76.07  | 165,845.64 | 13,820.47 | 79.73  | 174,095.88 | 14,507.99 | 83.70  | 182,800.68 | 15,233.39 | 87.88  | 191,940.60 | 15,995.05 | 92.28  |
| 70 | Facilities Maintenance and Construction Coordinator | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 71 | Family Advocate - Restricted                        | 44.0  | 77,711.88  | 6475.99  | 37.36  | 80,766.12  | 6,730.51  | 38.83  | 83,599.92   | 6,966.66  | 40.19  | 87,567.60  | 7,297.30  | 42.10  | 91,976.04  | 7,664.67  | 44.22  | 96,574.92  | 8,047.91  | 46.43  | 101,403.72 | 8,450.31  | 48.75  |
| 72 | Family and Provider Specialist                      | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20   | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 73 | Family Support Specialist                           | 47.5  | 91,440.72  | 7620.06  | 43.96  | 95,156.04  | 7,929.67  | 45.75  | 98,304.96   | 8,192.08  | 47.26  | 103,248.48 | 8,604.04  | 49.64  | 108,380.88 | 9,031.74  | 52.11  | 113,799.96 | 9,483.33  | 54.71  | 119,490.00 | 9,957.50  | 57.45  |
| 74 | Fiscal Technician                                   | 41.0  | 67,573.08  | 5631.09  | 32.49  | 70,186.56  | 5,848.88  | 33.74  | 72,736.80   | 6,061.40  | 34.97  | 76,200.60  | 6,350.05  | 36.63  | 80,010.36  | 6,667.53  | 38.47  | 84,010.92  | 7,000.91  | 40.39  | 88,211.40  | 7,350.95  | 42.41  |
| 75 | Foster & Homeless Youth Services Specialist         | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20  | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 76 | Foster Youth Services Liaison                       | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60   | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 77 | Grant Writer/Research Analyst Specialist            | 49.5  | 100,288.68 | 8357.39  | 48.22  | 104,507.64 | 8,708.97  | 50.24  | 108,380.88  | 9,031.74  | 52.11  | 113,481.60 | 9,456.80  | 54.56  | 119,212.68 | 9,934.39  | 57.31  | 125,173.44 | 10,431.12 | 60.18  | 131,432.04 | 10,952.67 | 63.19  |
| 78 | Grant Writer/Research Analyst, Associate            | 55.5  | 133,508.28 | 11125.69 | 64.19  | 138,861.00 | 11,571.75 | 66.76  | 143,898.72  | 11,991.56 | 69.18  | 150,857.76 | 12,571.48 | 72.53  | 158,414.88 | 13,201.24 | 76.16  | 166,335.72 | 13,861.31 | 79.97  | 174,652.44 | 14,554.37 | 83.97  |
| 79 | Grant Writer/Research Analyst, Senior               | 59.0  | 157,564.80 | 13130.40 | 75.75  | 164,019.48 | 13,668.29 | 78.86  | 169,939.32  | 14,161.61 | 81.70  | 178,220.76 | 14,851.73 | 85.68  | 187,131.84 | 15,594.32 | 89.97  | 196,488.36 | 16,374.03 | 94.47  | 206,312.88 | 17,192.74 | 99.19  |
| 80 | Graphic Designer                                    | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24</ |           |        |            |           |        |            |           |        |            |           |        |            |           |        |



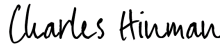
SANTA CLARA COUNTY OFFICE OF EDUCATION  
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE  
(Full-time/12 months)  
Effective September 1, 2024

|     | Classification                                              | Range | Step 1     |          |        | Step 2     |           |        | Step 3     |           |        | Step 4     |           |        | Step 5     |           |        | Step 6     |           |        | Step 7     |           |        |
|-----|-------------------------------------------------------------|-------|------------|----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|
|     |                                                             |       | Annual     | Monthly  | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly |
| 102 | Mental Health School Wellness Specialist I                  | 56.0  | 136,625.16 | 11385.43 | 65.69  | 142,198.56 | 11,849.88 | 68.36  | 147,236.88 | 12,269.74 | 70.79  | 154,510.44 | 12,875.87 | 74.28  | 162,225.00 | 13,518.75 | 77.99  | 170,336.04 | 14,194.67 | 81.89  | 178,852.92 | 14,904.41 | 85.99  |
| 103 | Mental Health School Wellness Specialist II                 | 59.0  | 157,564.80 | 13130.40 | 75.75  | 164,019.48 | 13,668.29 | 78.86  | 169,939.32 | 14,161.61 | 81.70  | 178,220.76 | 14,851.73 | 85.68  | 187,131.84 | 15,594.32 | 89.97  | 196,488.36 | 16,374.03 | 94.47  | 206,312.88 | 17,192.74 | 99.19  |
| 104 | Mental Health Services Specialist                           | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20  | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 105 | Migrant Education Community Liaison                         | 41.0  | 67,573.08  | 5631.09  | 32.49  | 70,186.56  | 5,848.88  | 33.74  | 72,736.80  | 6,061.40  | 34.97  | 76,200.60  | 6,350.05  | 36.63  | 80,010.36  | 6,667.53  | 38.47  | 84,010.92  | 7,000.91  | 40.39  | 88,211.40  | 7,350.95  | 42.41  |
| 106 | Migrant Education Program Recruiter                         | 45.5  | 83,190.72  | 6932.56  | 40.00  | 86,654.52  | 7,221.21  | 41.66  | 89,677.20  | 7,473.10  | 43.11  | 94,022.28  | 7,835.19  | 45.20  | 98,745.72  | 8,228.81  | 47.47  | 103,683.00 | 8,640.25  | 49.85  | 108,867.12 | 9,072.26  | 52.34  |
| 107 | Migrant Education Program Recruiter -Lead                   | 47.5  | 91,440.72  | 7620.06  | 43.96  | 95,156.04  | 7,929.67  | 45.75  | 98,304.96  | 8,192.08  | 47.26  | 103,248.48 | 8,604.04  | 49.64  | 108,380.88 | 9,031.74  | 52.11  | 113,799.96 | 9,483.33  | 54.71  | 119,490.00 | 9,957.50  | 57.45  |
| 108 | Navigator - Opportunity Youth Academy                       | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60  | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 109 | Network Administrator                                       | 57.5  | 146,796.12 | 12233.01 | 70.58  | 152,747.04 | 12,728.92 | 73.44  | 158,225.88 | 13,185.49 | 76.07  | 165,845.64 | 13,820.47 | 79.73  | 174,095.88 | 14,507.99 | 83.70  | 182,800.68 | 15,233.39 | 87.88  | 191,940.60 | 15,995.05 | 92.28  |
| 110 | Network Analyst - Senior                                    | 54.5  | 127,242.00 | 10603.50 | 61.17  | 132,531.96 | 11,044.33 | 63.72  | 137,160.72 | 11,430.06 | 65.94  | 143,898.72 | 11,991.56 | 69.18  | 151,110.12 | 12,592.51 | 72.65  | 158,665.68 | 13,222.14 | 76.28  | 166,599.00 | 13,883.25 | 80.10  |
| 111 | Network Engineer                                            | 59.5  | 161,374.68 | 13447.89 | 77.58  | 167,955.72 | 13,996.31 | 80.75  | 174,032.76 | 14,502.73 | 83.67  | 182,534.52 | 15,211.21 | 87.76  | 191,666.04 | 15,972.17 | 92.15  | 201,249.36 | 16,770.78 | 96.75  | 211,311.84 | 17,609.32 | 101.59 |
| 112 | Nutritionist - Early Learning Services                      | 49.5  | 100,288.68 | 8357.39  | 48.22  | 104,507.64 | 8,708.97  | 50.24  | 108,380.88 | 9,031.74  | 52.11  | 113,481.60 | 9,456.80  | 54.56  | 119,212.68 | 9,934.39  | 57.31  | 125,173.44 | 10,431.12 | 60.18  | 131,432.04 | 10,952.67 | 63.19  |
| 113 | Occupational Therapist I (ACS)                              | 52.0  | 112,946.76 | 9412.23  | 54.30  | 117,638.52 | 9,803.21  | 56.56  | 121,826.04 | 10,152.17 | 58.57  | 127,683.00 | 10,640.25 | 61.39  | 134,043.24 | 11,170.27 | 64.44  | 140,745.36 | 11,728.78 | 67.67  | 147,782.64 | 12,315.22 | 71.05  |
| 114 | Occupational Therapist I-Early Learning Intervention (ACS)  | 52.0  | 112,946.76 | 9412.23  | 54.30  | 117,638.52 | 9,803.21  | 56.56  | 121,826.04 | 10,152.17 | 58.57  | 127,683.00 | 10,640.25 | 61.39  | 134,043.24 | 11,170.27 | 64.44  | 140,745.36 | 11,728.78 | 67.67  | 147,782.64 | 12,315.22 | 71.05  |
| 115 | Occupational Therapist II (ACS)                             | 56.0  | 136,625.16 | 11385.43 | 65.69  | 142,198.56 | 11,849.88 | 68.36  | 147,236.88 | 12,269.74 | 70.79  | 154,510.44 | 12,875.87 | 74.28  | 162,225.00 | 13,518.75 | 77.99  | 170,336.04 | 14,194.67 | 81.89  | 178,852.92 | 14,904.41 | 85.99  |
| 116 | Occupational Therapist II-Early Learning Intervention (ACS) | 56.0  | 136,625.16 | 11385.43 | 65.69  | 142,198.56 | 11,849.88 | 68.36  | 147,236.88 | 12,269.74 | 70.79  | 154,510.44 | 12,875.87 | 74.28  | 162,225.00 | 13,518.75 | 77.99  | 170,336.04 | 14,194.67 | 81.89  | 178,852.92 | 14,904.41 | 85.99  |
| 117 | Office Assistant II                                         | 40.5  | 66,030.00  | 5502.50  | 31.75  | 68,611.68  | 5,717.64  | 32.99  | 71,131.08  | 5,927.59  | 34.20  | 74,311.20  | 6,192.60  | 35.73  | 78,026.88  | 6,502.24  | 37.51  | 81,928.08  | 6,827.34  | 39.39  | 86,024.52  | 7,168.71  | 41.36  |
| 118 | Office Specialist                                           | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76  | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 119 | Office Specialist - Restricted                              | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76  | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 120 | Payroll Services Specialist - Lead                          | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20 | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 121 | Payroll Services Specialist I (ACS)                         | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72  | 6,646.56  | 38.35  | 83,599.92  | 6,966.66  | 40.19  | 87,756.60  | 7,313.05  | 42.19  | 92,144.40  | 7,678.70  | 44.30  | 96,751.56  | 8,062.63  | 46.52  |
| 122 | Payroll Services Specialist II (ACS)                        | 46.0  | 85,269.00  | 7105.75  | 40.99  | 88,669.80  | 7,389.15  | 42.63  | 91,692.60  | 7,641.05  | 44.08  | 96,258.24  | 8,021.52  | 46.28  | 101,044.20 | 8,420.35  | 48.58  | 106,096.56 | 8,841.38  | 51.01  | 111,401.52 | 9,283.46  | 53.56  |
| 123 | Physical Therapist                                          | 56.0  | 136,625.16 | 11385.43 | 65.69  | 142,198.56 | 11,849.88 | 68.36  | 147,236.88 | 12,269.74 | 70.79  | 154,510.44 | 12,875.87 | 74.28  | 162,225.00 | 13,518.75 | 77.99  | 170,336.04 | 14,194.67 | 81.89  | 178,852.92 | 14,904.41 | 85.99  |
| 124 | Postal Services Assistant                                   | 42.0  | 70,721.64  | 5893.47  | 34.00  | 73,649.76  | 6,137.48  | 35.41  | 76,200.60  | 6,350.05  | 36.63  | 79,758.72  | 6,646.56  | 38.35  | 83,757.84  | 6,979.82  | 40.27  | 87,945.60  | 7,328.80  | 42.28  | 92,343.00  | 7,695.25  | 44.40  |
| 125 | Preschool Site Coordinator-Early Learning Services          | 44.5  | 79,538.28  | 6628.19  | 38.24  | 82,529.52  | 6,877.46  | 39.68  | 85,583.76  | 7,131.98  | 41.15  | 89,677.32  | 7,473.11  | 43.11  | 94,148.64  | 7,845.72  | 45.26  | 98,856.12  | 8,238.01  | 47.53  | 103,798.80 | 8,649.90  | 49.90  |
| 126 | Print Production Coordinator                                | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72  | 6,646.56  | 38.35  | 83,599.92  | 6,966.66  | 40.19  | 87,756.60  | 7,313.05  | 42.19  | 92,144.40  | 7,678.70  | 44.30  | 96,751.56  | 8,062.63  | 46.52  |
| 127 | Print Production/Staff Liaison                              | 41.5  | 69,147.12  | 5762.26  | 33.24  | 72,007.32  | 6,000.61  | 34.62  | 74,311.56  | 6,192.63  | 35.73  | 77,963.52  | 6,496.96  | 37.48  | 81,836.64  | 6,819.72  | 39.34  | 85,928.52  | 7,160.71  | 41.31  | 90,224.88  | 7,518.74  | 43.38  |
| 128 | Print Services Technician - Lead                            | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.3   |        |            |           |        |            |           |        |            |           |        |            |           |        |            |           |        |

SANTA CLARA COUNTY OFFICE OF EDUCATION  
OFFICE, TECHNICAL AND BUSINESS SERVICES (OTBS) UNIT SALARY SCHEDULE  
(Full-time/12 months)  
Effective September 1, 2024

|     | Classification                | Range | Step 1     |          |        | Step 2     |           |        | Step 3     |           |        | Step 4     |           |        | Step 5     |           |        | Step 6     |           |        | Step 7     |           |        |
|-----|-------------------------------|-------|------------|----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|------------|-----------|--------|
|     |                               |       | Annual     | Monthly  | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly | Annual     | Monthly   | Hourly |
| 153 | Student Services Specialist   | 47.0  | 89,331.00  | 7444.25  | 42.95  | 92,888.76  | 7,740.73  | 44.66  | 96,258.24  | 8,021.52  | 46.28  | 100,792.20 | 8,399.35  | 48.46  | 105,798.84 | 8,816.57  | 50.86  | 111,088.80 | 9,257.40  | 53.41  | 116,643.24 | 9,720.27  | 56.08  |
| 154 | Systems Administrator         | 57.5  | 146,796.12 | 12233.01 | 70.58  | 152,747.04 | 12,728.92 | 73.44  | 158,225.88 | 13,185.49 | 76.07  | 165,845.64 | 13,820.47 | 79.73  | 174,095.88 | 14,507.99 | 83.70  | 182,800.68 | 15,233.39 | 87.88  | 191,940.60 | 15,995.05 | 92.28  |
| 155 | Systems Engineer              | 59.5  | 161,374.68 | 13447.89 | 77.58  | 167,955.72 | 13,996.31 | 80.75  | 174,032.76 | 14,502.73 | 83.67  | 182,534.52 | 15,211.21 | 87.76  | 191,666.04 | 15,972.17 | 92.15  | 201,249.36 | 16,770.78 | 96.75  | 211,311.84 | 17,609.32 | 101.59 |
| 156 | Technology Support Analyst    | 53.0  | 118,488.36 | 9874.03  | 56.97  | 123,369.36 | 10,280.78 | 59.31  | 127,683.00 | 10,640.25 | 61.39  | 133,949.04 | 11,162.42 | 64.40  | 140,592.72 | 11,716.06 | 67.59  | 147,622.44 | 12,301.87 | 70.97  | 155,003.52 | 12,916.96 | 74.52  |
| 157 | Technology Support Specialist | 48.0  | 93,581.76  | 7798.48  | 44.99  | 97,422.96  | 8,118.58  | 46.84  | 100,792.20 | 8,399.35  | 48.46  | 105,862.08 | 8,821.84  | 50.90  | 111,120.24 | 9,260.02  | 53.42  | 116,676.36 | 9,723.03  | 56.09  | 122,510.04 | 10,209.17 | 58.90  |
| 158 | Telecommunications Analyst    | 53.5  | 121,322.40 | 10110.20 | 58.33  | 126,297.60 | 10,524.80 | 60.72  | 130,863.12 | 10,905.26 | 62.91  | 137,160.72 | 11,430.06 | 65.94  | 144,056.40 | 12,004.70 | 69.26  | 151,259.28 | 12,604.94 | 72.72  | 158,822.28 | 13,235.19 | 76.36  |
| 159 | Transition Coordinator - AED  | 46.5  | 87,252.84  | 7271.07  | 41.95  | 90,779.04  | 7,564.92  | 43.64  | 94,022.40  | 7,835.20  | 45.20  | 98,304.96  | 8,192.08  | 47.26  | 103,280.16 | 8,606.68  | 49.65  | 108,444.00 | 9,037.00  | 52.14  | 113,866.32 | 9,488.86  | 54.74  |
| 160 | Warehouse Liaison             | 43.0  | 74,216.76  | 6184.73  | 35.68  | 77,176.56  | 6,431.38  | 37.10  | 79,758.72  | 6,646.56  | 38.35  | 83,599.92  | 6,966.66  | 40.19  | 87,756.60  | 7,313.05  | 42.19  | 92,144.40  | 7,678.70  | 44.30  | 96,751.56  | 8,062.63  | 46.52  |
| 161 | Web Developer                 | 51.5  | 110,585.04 | 9215.42  | 53.17  | 114,898.68 | 9,574.89  | 55.24  | 118,897.92 | 9,908.16  | 57.16  | 124,722.96 | 10,393.58 | 59.96  | 130,957.68 | 10,913.14 | 62.96  | 137,505.48 | 11,458.79 | 66.11  | 144,380.88 | 12,031.74 | 69.41  |
| 162 | Web Master, Lead              | 56.5  | 139,963.08 | 11663.59 | 67.29  | 145,725.36 | 12,143.78 | 70.06  | 150,857.76 | 12,571.48 | 72.53  | 158,194.56 | 13,182.88 | 76.06  | 166,066.44 | 13,838.87 | 79.84  | 174,369.96 | 14,530.83 | 83.83  | 183,088.44 | 15,257.37 | 88.02  |
| 163 | Wellness Center Liaison       | 44.0  | 77,711.88  | 6475.99  | 37.36  | 80,766.12  | 6,730.51  | 38.83  | 83,599.92  | 6,966.66  | 40.19  | 87,567.60  | 7,297.30  | 42.10  | 91,976.04  | 7,664.67  | 44.22  | 96,574.92  | 8,047.91  | 46.43  | 101,403.72 | 8,450.31  | 48.75  |

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:  
  
280C9108B011428

2/18/2025 | 8:59 AM PST

Charles Hinman Ed.D., Interim County Superintendent of Schools

Date

DS

