

SANTA CLARA COUNTY OFFICE OF EDUCATION  
 OPERATIONS SUPPORT SERVICES (OSS) UNIT-SALARY SCHEDULE  
 (Full-time/12 months)  
 Effective September 1, 2023

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 Bus Driver	38.5	60,456.96	5,038.08	29.07	62,730.12	5,227.51	30.16	64,818.96	5,401.58	31.16	68,013.60	5,667.80	32.70	71,147.16	5,928.93	34.21	74,704.44	6,225.37	35.92	78,439.68	6,536.64	37.71
2 Bus Driver, Lead/Scheduler	41.5	69,334.68	5,777.89	33.33	72,038.04	6,003.17	34.63	74,495.52	6,207.96	35.82	78,089.76	6,507.48	37.54	81,837.48	6,819.79	39.34	85,929.48	7,160.79	41.31	90,225.84	7,518.82	43.38
3 Cook	38.5	60,456.96	5,038.08	29.07	62,730.12	5,227.51	30.16	64,818.96	5,401.58	31.16	68,013.60	5,667.80	32.70	71,147.16	5,928.93	34.21	74,704.44	6,225.37	35.92	78,439.68	6,536.64	37.71
4 Cook, Lead	40.0	64,511.40	5,375.95	31.02	67,153.56	5,596.13	32.29	69,457.80	5,788.15	33.39	72,746.88	6,062.24	34.97	76,246.44	6,353.87	36.66	80,058.84	6,671.57	38.49	84,061.68	7,005.14	40.41
7 Custodian - Lead	40.0	64,511.40	5,375.95	31.02	67,153.56	5,596.13	32.29	69,457.80	5,788.15	33.39	72,746.88	6,062.24	34.97	76,246.44	6,353.87	36.66	80,058.84	6,671.57	38.49	84,061.68	7,005.14	40.41
5 Custodian I	36.5	55,019.16	4,584.93	26.45	57,231.00	4,769.25	27.51	59,258.52	4,938.21	28.49	61,961.76	5,163.48	29.79	64,818.84	5,401.57	31.16	68,059.68	5,671.64	32.72	72,760.44	6,063.37	34.98
6 Custodian II	38.0	59,012.64	4,917.72	28.37	61,101.84	5,091.82	29.38	63,282.96	5,273.58	30.42	66,293.40	5,524.45	31.87	69,457.80	5,788.15	33.39	72,930.72	6,077.56	35.06	76,577.28	6,381.44	36.82
8 Food Service Assistant	33.0	46,878.72	3,906.56	22.54	48,722.04	4,060.17	23.42	50,442.00	4,203.50	24.25	52,684.56	4,390.38	25.33	55,234.20	4,602.85	26.55	57,996.00	4,833.00	27.88	60,895.80	5,074.65	29.28
9 Food Service Assistant/Delivery	34.5	50,226.96	4,185.58	24.15	52,223.88	4,351.99	25.11	53,944.08	4,495.34	25.93	56,493.60	4,707.80	27.16	59,227.92	4,935.66	28.47	62,189.40	5,182.45	29.90	65,298.84	5,441.57	31.39
10 Maintenance Custodian	38.5	60,456.96	5,038.08	29.07	62,730.12	5,227.51	30.16	64,818.96	5,401.58	31.16	68,013.60	5,667.80	32.70	71,147.16	5,928.93	34.21	74,704.44	6,225.37	35.92	78,439.68	6,536.64	37.71
11 Maintenance Mechanic	45.0	81,591.96	6,799.33	39.23	84,725.16	7,060.43	40.73	87,674.16	7,306.18	42.15	91,944.36	7,662.03	44.20	96,398.52	8,033.21	46.35	101,218.44	8,434.87	48.66	106,279.32	8,856.61	51.10
12 Maintenance Person I (ACS)	41.0	67,645.32	5,637.11	32.52	70,348.32	5,862.36	33.82	72,775.32	6,064.61	34.99	76,246.44	6,353.87	36.66	79,994.40	6,666.20	38.46	83,994.12	6,999.51	40.38	88,193.76	7,349.48	42.40
13 Maintenance Person II (ACS)	43.0	74,218.92	6,184.91	35.68	77,198.88	6,433.24	37.11	79,994.40	6,666.20	38.46	83,650.08	6,970.84	40.22	87,705.12	7,308.76	42.17	92,090.28	7,674.19	44.27	96,694.80	8,057.90	46.49
14 Maintenance Person Lead	45.5	83,434.92	6,952.91	40.11	86,814.00	7,234.50	41.74	89,886.00	7,490.50	43.21	94,248.48	7,854.04	45.31	98,672.28	8,222.69	47.44	103,605.84	8,633.82	49.81	108,786.12	9,065.51	52.30
15 Mechanic, HVAC	49.0	98,364.60	8,197.05	47.29	102,235.56	8,519.63	49.15	105,921.84	8,826.82	50.92	110,929.20	9,244.10	53.33	116,335.80	9,694.65	55.93	122,152.56	10,179.38	58.73	128,260.08	10,688.34	61.66
16 Mechanic, Vehicle Maintenance	45.5	83,434.92	6,952.91	40.11	86,814.00	7,234.50	41.74	89,886.00	7,490.50	43.21	94,248.48	7,854.04	45.31	98,672.28	8,222.69	47.44	103,605.84	8,633.82	49.81	108,786.12	9,065.51	52.30
17 Utility Person	38.5	60,456.96	5,038.08	29.07	62,730.12	5,227.51	30.16	64,818.96	5,401.58	31.16	68,013.60	5,667.80	32.70	71,147.16	5,928.93	34.21	74,704.44	6,225.37	35.92	78,439.68	6,536.64	37.71
18 Warehouse Lead, Person	41.5	69,334.68	5,777.89	33.33	72,038.04	6,003.17	34.63	74,495.52	6,207.96	35.82	78,089.76	6,507.48	37.54	81,837.48	6,819.79	39.34	85,929.48	7,160.79	41.31	90,225.84	7,518.82	43.38
19 Warehouse Person/Delivery Driver	38.0	59,012.64	4,917.72	28.37	61,101.84	5,091.82	29.38	63,282.96	5,273.58	30.42	66,293.40	5,524.45	31.87	69,457.80	5,788.15	33.39	72,930.72	6,077.56	35.06	76,577.28	6,381.44	36.82

LONGEVITY--effective 2/1/23  
 10 years \$110.00 per month  
 12 years \$125.00 per month  
 15 years \$135.00 per month  
 17 years \$145.00 per month  
 19 years \$155.00 per month  
 22 years \$165.00 per month  
 24 years \$175.00 per month  
 26 years \$185.00 per month