

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Audiologist, Speech Language Pathologist & School Nurse Salary Schedule

Effective: Beginning of 2024-25 School Year

Step	Annual	Daily	Hourly
Speech Lanaguage Pathologist hired on a Waiver			
0	71,123	388.65	57.58
Fully Credentialed			
1	75,390	411.97	61.03
2	79,913	436.68	64.69
3	84,708	462.89	68.58
4	89,790	490.66	72.69
5	95,177	520.09	77.05
6	100,888	551.30	81.67
7	106,941	584.38	86.57
8	113,357	619.44	91.77
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)			

**Note:** Annual salary based on 183 duty days.

**Annual Additional Pay:**

Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024

Date

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Audiologist, Speech Language Pathologist & School Nurse Salary Schedule

INTERNAL USE

Effective: Beginning of 2024-25 School Year

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7/1/2024

Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**  
**2024 - 2025 CERTIFICATED CHILD DEVELOPMENT CENTER SALARY SCHEDULE**

**Effective Date: July 1, 2024**

DES	JCN	Job Title	Range	Duty Days	Work Year*	Rate	Step 1	Step 2	Step 3
CU	357	Child Development Center Teacher	510	220	234	H	22.14	23.25	24.41
M	361	Master Teacher - Child Development Center**	520	220	234	A	52,071	54,675	57,409
M	363	Master Teacher - Infant/Toddler - CDC**	520	220	234	A	52,071	54,675	57,409
M	374	Lead Master Teacher - Child Development Center**	530	220	234	A	60,279	63,293	66,458
M	373	Lead Master Teacher - Infant/Toddler – CDC**	530	220	234	A	60,279	63,293	66,458
M	425	Child Development Center Site Manager**	560	223	261	A	97,371	102,240	107,352

MASTER'S DEGREE CREDIT \$1,000 Annually  
 DOCTORATE DEGREE CREDIT \$1,600 Annually

Longevity is granted after 10 years of service (4.5%)  
 Additional 1.5% granted after 15 years of service (6.0%)  
 Additional 1.5% granted after 20 years of service (7.5%)  
 Additional 1.5% granted after 25 years of service (9.0%)  
 Additional 1.5% granted after 30 years of service (10.5%)

\*Work year includes compensation for specified duty days indicated and applicable vacation and holidays, paid on a monthly basis.

\*\*Position is exempt; annual compensation, which includes compensation for specified duty days indicated and applicable vacation and holidays, paid on a monthly basis.

Rate Legend:

H = Hourly

A = Annual

Position Designation (Des) Legend:

CU = Certificated/Classified Unrepresented

M = Management

S = Supervisory

Approved: \_\_\_\_\_



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: \_\_\_\_\_

7/1/2024

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**  
**2024 - 2025 CERTIFICATED CHILD DEVELOPMENT CENTER SALARY SCHEDULE**

**INTERNAL USE ONLY**

**Effective Date: July 1, 2024**

Des	JCN	Job Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
CU	357	Child Development Center Teacher	510	220	234	41,453	43,526	45,702
				<i>Daily</i>		177.15	186.01	195.31
				<i>Hourly</i>		22.14	23.25	24.41
M	361	Master Teacher - Child Development Center**	520	220	234	52,071	54,675	57,409
				<i>Daily</i>		222.53	233.65	245.34
				<i>Hourly</i>		27.82	29.21	30.67
M	363	Master Teacher - Infant/Toddler - CDC**	520	220	234	52,071	54,675	57,409
				<i>Daily</i>		222.53	233.65	245.34
				<i>Hourly</i>		27.82	29.21	30.67
M	374	Lead Master Teacher – Child Development Center**	530	220	234	60,279	63,293	66,458
				<i>Daily</i>		257.60	270.48	284.01
				<i>Hourly</i>		32.20	33.81	35.50
M	373	Lead Master Teacher – Infant/Toddler – CDC**	530	220	234	60,279	63,293	66,458
				<i>Daily</i>		257.60	270.48	284.01
				<i>Hourly</i>		32.20	33.81	35.50
M	425	Child Development Center Site Manager**	560	223	261	97,371	102,240	107,352
				<i>Daily</i>		373.07	391.72	411.31
				<i>Hourly</i>		46.63	48.97	51.41

MASTER'S DEGREE CREDIT

\$1,000 Annually

DOCTORATE DEGREE CREDIT

\$1,600 Annually

- Longevity is granted after 10 years of service (4.5%)
- Additional 1.5% granted after 15 years of service (6.0%)
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\*Work year includes compensation for specified duty days indicated and applicable vacation and holidays, paid on a monthly basis.

\*\*Position is exempt; annual compensation, which includes compensation for specified duty days indicated and applicable vacation and holidays, paid on a monthly basis.

Rate Legend:

H = Hourly

A = Annual

Position Designation (Des) Legend:

CU = Certificated/Classified Unrepresented

M = Management

S = Supervisory

Approved:

Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date:

7/1/2024

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Certificated Salary Schedule

6.75 hrs/day

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>Teachers hired on a Waiver, Temporary Permit or Internship Credential</b>				
<b>0</b>	57,815	60,672	65,656	68,930
<b>Fully Credentialed Teachers</b>				
<b>1</b>	59,833	66,415	73,057	77,440
<b>2</b>	61,329	68,075	74,883	79,376
<b>3</b>	62,862	69,777	76,755	81,360
<b>4</b>	64,434	71,521	78,674	83,394
<b>5</b>	66,045	73,309	80,641	85,479
<b>6</b>	67,696	75,142	82,657	87,616
<b>7</b>	69,388	77,021	84,723	89,806
<b>8</b>	71,123	78,947	86,841	92,051
<b>9</b>	72,901	80,921	89,012	94,352
<b>10</b>	74,724	82,944	91,237	96,711
<b>11</b>	0	85,018	93,518	99,129
<b>12</b>	0	0	95,856	101,607
<b>13</b>	0	0	0	104,147
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

**Note:** Annual salary based on 183 duty days.

**Annual Additional Pay:**

Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

  
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024  
 Date

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Certificated Salary Schedule

6.75 hrs/day

**INTERNAL USE ONLY**

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>Teachers hired on a Waiver, Temporary Permit or Internship Credential</b>				
<b>0</b>	57,815	60,672	65,656	68,930
<b>Daily</b>	315.93	331.54	358.78	376.67
<b>Hourly</b>	46.80	49.12	53.15	55.80
<b>Fully Credentialed Teachers</b>				
<b>1</b>	59,833	66,415	73,057	77,440
<b>Daily</b>	326.96	362.92	399.22	423.17
<b>Hourly</b>	48.44	53.77	59.14	62.69
<b>2</b>	61,329	68,075	74,883	79,376
<b>Daily</b>	335.13	371.99	409.20	433.75
<b>Hourly</b>	49.65	55.11	60.62	64.26
<b>3</b>	62,862	69,777	76,755	81,360
<b>Daily</b>	343.51	381.30	419.43	444.59
<b>Hourly</b>	50.89	56.49	62.14	65.87
<b>4</b>	64,434	71,521	78,674	83,394
<b>Daily</b>	352.10	390.83	429.91	455.70
<b>Hourly</b>	52.16	57.90	63.69	67.51
<b>5</b>	66,045	73,309	80,641	85,479
<b>Daily</b>	360.90	400.60	440.66	467.10
<b>Hourly</b>	53.47	59.35	65.28	69.20
<b>6</b>	67,696	75,142	82,657	87,616
<b>Daily</b>	369.92	410.61	451.68	478.78
<b>Hourly</b>	54.80	60.83	66.92	70.93
<b>7</b>	69,388	77,021	84,723	89,806
<b>Daily</b>	379.17	420.88	462.97	490.74
<b>Hourly</b>	56.17	62.35	68.59	72.70
<b>8</b>	71,123	78,947	86,841	92,051
<b>Daily</b>	388.65	431.40	474.54	503.01
<b>Hourly</b>	57.58	63.91	70.30	74.52
<b>9</b>	72,901	80,921	89,012	94,352
<b>Daily</b>	398.37	442.19	486.40	515.58
<b>Hourly</b>	59.02	65.51	72.06	76.38

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Certificated Salary Schedule

6.75 hrs/day

**INTERNAL USE ONLY**

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>10</b>	74,724	82,944	91,237	96,711
<b>Daily</b>	408.33	453.25	498.56	528.48
<b>Hourly</b>	60.49	67.15	73.86	78.29
<b>11</b>	0	85,018	93,518	99,129
<b>Daily</b>	0.00	464.58	511.03	541.69
<b>Hourly</b>	0.00	68.83	75.71	80.25
<b>12</b>	0	0	95,856	101,607
<b>Daily</b>	0.00	0.00	523.80	555.23
<b>Hourly</b>	0.00	0.00	77.60	82.26
<b>13</b>	0	0	0	104,147
<b>Daily</b>	0.00	0.00	0.00	569.11
<b>Hourly</b>	0.00	0.00	0.00	84.31
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

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7/1/2024

Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Certificated Salary Schedule

7.25 hrs/day

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>Teachers hired on a Waiver, Temporary Permit or Internship Credential</b>				
<b>0</b>	62,097	65,165	70,518	74,037
<b>Fully Credentialed Teachers</b>				
<b>1</b>	64,265	71,334	78,467	83,175
<b>2</b>	65,872	73,117	80,429	85,254
<b>3</b>	67,519	74,945	82,440	87,385
<b>4</b>	69,207	76,819	84,501	89,570
<b>5</b>	70,937	78,739	86,614	91,809
<b>6</b>	72,710	80,707	88,779	94,104
<b>7</b>	74,528	82,725	90,998	96,457
<b>8</b>	76,391	84,793	93,273	98,868
<b>9</b>	78,301	86,913	95,605	101,340
<b>10</b>	80,259	89,086	97,995	103,874
<b>11</b>	0	91,313	100,445	106,471
<b>12</b>	0	0	102,956	109,133
<b>13</b>	0	0	0	111,861
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Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024  
Date



**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Certificated Salary Schedule**

7.25 hrs/day

**INTERNAL USE ONLY**

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>Teachers hired on a Waiver, Temporary Permit or Internship Credential</b>				
<b>0</b>	62,097	65,165	70,518	74,037
<b>Daily</b>	339.33	356.09	385.34	404.57
<b>Hourly</b>	46.80	49.12	53.15	55.80
<b>Fully Credentialed Teachers</b>				
<b>1</b>	64,265	71,334	78,467	83,175
<b>Daily</b>	351.17	389.80	428.78	454.51
<b>Hourly</b>	48.44	53.77	59.14	62.69
<b>2</b>	65,872	73,117	80,429	85,254
<b>Daily</b>	359.96	399.55	439.50	465.87
<b>Hourly</b>	49.65	55.11	60.62	64.26
<b>3</b>	67,519	74,945	82,440	87,385
<b>Daily</b>	368.96	409.54	450.49	477.51
<b>Hourly</b>	50.89	56.49	62.14	65.86
<b>4</b>	69,207	76,819	84,501	89,570
<b>Daily</b>	378.18	419.78	461.75	489.45
<b>Hourly</b>	52.16	57.90	63.69	67.51
<b>5</b>	70,937	78,739	86,614	91,809
<b>Daily</b>	387.63	430.27	473.30	501.69
<b>Hourly</b>	53.47	59.35	65.28	69.20
<b>6</b>	72,710	80,707	88,779	94,104
<b>Daily</b>	397.32	441.02	485.13	514.23
<b>Hourly</b>	54.80	60.83	66.91	70.93
<b>7</b>	74,528	82,725	90,998	96,457
<b>Daily</b>	407.26	452.05	497.26	527.09
<b>Hourly</b>	56.17	62.35	68.59	72.70
<b>8</b>	76,391	84,793	93,273	98,868
<b>Daily</b>	417.44	463.35	509.69	540.26
<b>Hourly</b>	57.58	63.91	70.30	74.52
<b>9</b>	78,301	86,913	95,605	101,340
<b>Daily</b>	427.87	474.93	522.43	553.77
<b>Hourly</b>	59.02	65.51	72.06	76.38

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Certificated Salary Schedule

7.25 hrs/day

**INTERNAL USE ONLY**

Effective: Beginning of 2024-25 School Year

STEP	GROUP I BA + 30 or Designated Subjects	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
<b>10</b>	80,259	89,086	97,995	103,874
<b>Daily</b>	438.57	486.81	535.49	567.62
<b>Hourly</b>	60.49	67.15	73.86	78.29
<b>11</b>	0	91,313	100,445	106,471
<b>Daily</b>	0.00	498.98	548.88	581.81
<b>Hourly</b>	0.00	68.82	75.71	80.25
<b>12</b>	0	0	102,956	109,133
<b>Daily</b>	0.00	0.00	562.60	596.36
<b>Hourly</b>	0.00	0.00	77.60	82.26
<b>13</b>	0	0	0	111,861
<b>Daily</b>	0.00	0.00	0.00	611.26
<b>Hourly</b>	0.00	0.00	0.00	84.31
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Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024  
Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Classified Salary Schedule**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
100	ACCOUNTANT	148	M	6,163	6,471	6,795	7,135
			H	35.42	37.19	39.05	41.01
105	ACCOUNTING TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
110	ADMINISTRATIVE ASSISTANT	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
125	ASSISTANT - CHILD DEVELOPMENT CENTER	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
115	AUDIT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
145	BEHAVIOR TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
126	BILINGUAL ASSISTANT - CHILD DEVELOPMENT CENTER	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
175	BILINGUAL CREDENTIALS SPECIALIST	146	M	5,799	6,089	6,393	6,713
			H	33.33	34.99	36.74	38.58
203	BILINGUAL EDUCATION SERVICES SPECIALIST	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
131	BILINGUAL EXPANDED LEARNING PROGRAM SITE LEAD	137	M	4,694	4,929	5,175	5,434
			H	26.98	28.33	29.74	31.23
225	BILINGUAL FAMILY PARTNER	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
237	BILINGUAL HEALTH INFORMATION ASSISTANT	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
132	BILINGUAL OFFICE ASSISTANT	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
302	BILINGUAL PARAEDUCATOR - CAREER TECHNICAL EDUCATION	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
298	BILINGUAL PARAEDUCATOR - EXPANDED LEARNING PROGRAM	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
317	BILINGUAL PARAEDUCATOR - SPECIAL EDUCATION	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
350	BILINGUAL PROGRAM ASSISTANT	137	M	4,694	4,929	5,175	5,434
			H	26.98	28.33	29.74	31.23
355	BILINGUAL PROJECT SPECIALIST	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
313	BILINGUAL SCHOOL REGISTRAR	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
147	BILLING CLERK	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
137	BUSINESS SERVICES SYSTEMS SPECIALIST	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
146	CAMPUS SAFETY ASSISTANT	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
144	COMMUNITY ASSISTANT	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Classified Salary Schedule**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
181	COUNSELING AND ACADEMIC TUTOR	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
162	CREDENTIALS ANALYST	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
174	CREDENTIALS SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
168	CUSTODIAN	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
176	DEPARTMENT AUTOMATION SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
187	DIGITAL CONTENT SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
204	EDUCATION SERVICES SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
121	EXPANDED LEARNING PROGRAM SITE LEAD	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
215	FACILITIES SYSTEMS SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
219	FACILITIES TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
221	FAMILY PARTNER	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
217	FOOD SERVICE ASSISTANT	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
227	GRAPHIC DESIGN SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05
232	GROUNDS MAINTENANCE WORKER	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
238	HEALTH INFORMATION ASSISTANT	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
240	HEALTH SERVICES ASSISTANT	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
244	HEALTH SERVICES SPECIALIST	134	M	4,363	4,581	4,810	5,051
			H	25.07	26.33	27.64	29.03
256	HUMAN RESOURCES SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
253	HUMAN RESOURCES TECHNICIAN I	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
254	HUMAN RESOURCES TECHNICIAN II	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
272	INFORMATION TECHNOLOGY TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
263	INFORMATION SYSTEMS & TECHNOLOGY HELP DESK TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
271	INTERNAL BUSINESS SERVICES ANALYST	156	M	7,507	7,882	8,276	8,690
			H	43.14	45.30	47.56	49.94

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Classified Salary Schedule**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
177	LEAD DEPARTMENT AUTOMATION SPECIALIST	150	M	6,474	6,798	7,138	7,495
			H	37.21	39.07	41.02	43.07
283	LIBRARY ASSISTANT	126	M	3,575	3,754	3,942	4,139
			H	20.55	21.57	22.66	23.79
273	LIBRARY SPECIALIST	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
278	LICENSED VOCATIONAL NURSE	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
286	MAINTENANCE SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05
375	MEDIA CONTENT CREATOR	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
295	MULTIMEDIA SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
296	OFFICE ASSISTANT	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63
303	PARAEDUCATOR - CAREER TECHNICAL EDUCATION	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
299	PARAEDUCATOR - EXPANDED LEARNING PROGRAM	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
325	PARAEDUCATOR – EXPANDED LEARNING PROGRAM (SPECIAL EDUCATION)	124	M	3,449	3,621	3,802	3,992
			H	19.82	20.81	21.85	22.94
318	PARAEDUCATOR - SIGN LANGUAGE	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
314	PARAEDUCATOR - SPECIAL EDUCATION	124	M	3,449	3,621	3,802	3,992
			H	19.82	20.81	21.85	22.94
320	PARENT TRAINER	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
322	PAYROLL AUDIT / RETIREMENT ANALYST	148	M	6,163	6,471	6,795	7,135
			H	35.42	37.19	39.05	41.01
332	PAYROLL TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
340	PRODUCTION SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
351	PROGRAM ASSISTANT	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
354	PROGRAM TECHNICIAN FOR VISUALLY IMPAIRED	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
356	PROJECT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
359	PURCHASING/INVENTORY TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
367	RECEPTIONIST	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63
364	RECORDS TECHNICIAN	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Classified Salary Schedule**

**Effective Date: July 1, 2024**

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
368	SCHOOL REGISTRAR	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
402	SENIOR MAINTENANCE SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
418	SHIPPING & RECEIVING / DELIVERY DRIVER	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
419	SIGN LANGUAGE INTERPRETER	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
319	SPEECH INSTRUCTIONAL ASSISTANT	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
441	SPEECH LANGUAGE PATHOLOGY ASSISTANT	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
449	TRANSPORTATION SCHEDULER	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
266	USER SUPPORT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
455	WEB DEVELOPER	156	M	7,507	7,882	8,276	8,690
			H	43.14	45.30	47.56	49.94
457	WELLNESS COACH	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
134	YOUTH CARE SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05

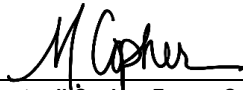
MASTERS DEGREE CREDIT \$1,000 Annually  
 DOCTORATE DEGREE CREDIT \$1,600 Annually

Longevity is granted after 10 years of continuous service (4.5%)  
 Additional 1.5% granted after 15 years of continuous service (6.0%)  
 Additional 1.5% granted after 20 years of continuous service (7.5%)  
 Additional 1.5% granted after 25 years of continuous service (9.0%)  
 Additional 1.5% granted after 30 years of continuous service (10.5%)

**Note:** The monthly rate is based on an 8 hour day, 261 days per year, 12-months per year.

\*M - Monthly

\*H - Hourly



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024

Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 Classified Salary Schedule

**INTERNAL USE ONLY**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
100	ACCOUNTANT	148	M	6,163	6,471	6,795	7,135
			H	35.42	37.19	39.05	41.01
105	ACCOUNTING TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
110	ADMINISTRATIVE ASSISTANT	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
125	ASSISTANT - CHILD DEVELOPMENT CENTER	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
115	AUDIT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
145	BEHAVIOR TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
126	BILINGUAL ASSISTANT - CHILD DEVELOPMENT CENTER	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
175	BILINGUAL CREDENTIALS SPECIALIST	146	M	5,799	6,089	6,393	6,713
			H	33.33	34.99	36.74	38.58
203	BILINGUAL EDUCATION SERVICES SPECIALIST	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
131	BILINGUAL EXPANDED LEARNING PROGRAM SITE LEAD	137	M	4,694	4,929	5,175	5,434
			H	26.98	28.33	29.74	31.23
225	BILINGUAL FAMILY PARTNER	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
237	BILINGUAL HEALTH INFORMATION ASSISTANT	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
132	BILINGUAL OFFICE ASSISTANT	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
302	BILINGUAL PARAEDUCATOR - CAREER TECHNICAL EDUCATION	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
298	BILINGUAL PARAEDUCATOR - EXPANDED LEARNING PROGRAM	123	M	3,283	3,447	3,619	3,800
			H	18.87	19.81	20.80	21.84
317	BILINGUAL PARAEDUCATOR - SPECIAL EDUCATION	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
350	BILINGUAL PROGRAM ASSISTANT	137	M	4,694	4,929	5,175	5,434
			H	26.98	28.33	29.74	31.23
355	BILINGUAL PROJECT SPECIALIST	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
313	BILINGUAL SCHOOL REGISTRAR	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
147	BILLING CLERK	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
137	BUSINESS SERVICES SYSTEMS SPECIALIST	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
146	CAMPUS SAFETY ASSISTANT	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
144	COMMUNITY ASSISTANT	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 Classified Salary Schedule

**INTERNAL USE ONLY**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
181	COUNSELING AND ACADEMIC TUTOR	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
162	CREDENTIALS ANALYST	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
174	CREDENTIALS SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
168	CUSTODIAN	125	M	3,491	3,666	3,849	4,041
			H	20.06	21.07	22.12	23.22
176	DEPARTMENT AUTOMATION SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
187	DIGITAL CONTENT SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
204	EDUCATION SERVICES SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
121	EXPANDED LEARNING PROGRAM SITE LEAD	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
215	FACILITIES SYSTEMS SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
219	FACILITIES TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
221	FAMILY PARTNER	130	M	3,949	4,146	4,353	4,571
			H	22.70	23.83	25.02	26.27
217	FOOD SERVICE ASSISTANT	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
227	GRAPHIC DESIGN SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05
232	GROUNDS MAINTENANCE WORKER	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
238	HEALTH INFORMATION ASSISTANT	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
240	HEALTH SERVICES ASSISTANT	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
244	HEALTH SERVICES SPECIALIST	134	M	4,363	4,581	4,810	5,051
			H	25.07	26.33	27.64	29.03
256	HUMAN RESOURCES SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
253	HUMAN RESOURCES TECHNICIAN I	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
254	HUMAN RESOURCES TECHNICIAN II	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
272	INFORMATION TECHNOLOGY TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
263	INFORMATION SYSTEMS & TECHNOLOGY HELP DESK TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
271	INTERNAL BUSINESS SERVICES ANALYST	156	M	7,507	7,882	8,276	8,690
			H	43.14	45.30	47.56	49.94



**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 Classified Salary Schedule

**INTERNAL USE ONLY**

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JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
177	LEAD DEPARTMENT AUTOMATION SPECIALIST	150	M	6,474	6,798	7,138	7,495
			H	37.21	39.07	41.02	43.07
283	LIBRARY ASSISTANT	126	M	3,575	3,754	3,942	4,139
			H	20.55	21.57	22.66	23.79
273	LIBRARY SPECIALIST	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
278	LICENSED VOCATIONAL NURSE	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
286	MAINTENANCE SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05
375	MEDIA CONTENT CREATOR	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
295	MULTIMEDIA SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
296	OFFICE ASSISTANT	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63
303	PARAEDUCATOR - CAREER TECHNICAL EDUCATION	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
299	PARAEDUCATOR - EXPANDED LEARNING PROGRAM	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
325	PARAEDUCATOR – EXPANDED LEARNING PROGRAM (SPECIAL EDUCATION)	124	M	3,449	3,621	3,802	3,992
			H	19.82	20.81	21.85	22.94
318	PARAEDUCATOR - SIGN LANGUAGE	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43
314	PARAEDUCATOR - SPECIAL EDUCATION	124	M	3,449	3,621	3,802	3,992
			H	19.82	20.81	21.85	22.94
320	PARENT TRAINER	143	M	5,506	5,781	6,070	6,374
			H	31.64	33.22	34.89	36.63
322	PAYROLL AUDIT / RETIREMENT ANALYST	148	M	6,163	6,471	6,795	7,135
			H	35.42	37.19	39.05	41.01
332	PAYROLL TECHNICIAN	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
340	PRODUCTION SPECIALIST	147	M	6,009	6,309	6,624	6,955
			H	34.53	36.26	38.07	39.97
351	PROGRAM ASSISTANT	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
354	PROGRAM TECHNICIAN FOR VISUALLY IMPAIRED	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
356	PROJECT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
359	PURCHASING/INVENTORY TECHNICIAN	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
367	RECEPTIONIST	129	M	3,853	4,046	4,248	4,460
			H	22.14	23.25	24.41	25.63
364	RECORDS TECHNICIAN	127	M	3,671	3,855	4,048	4,250
			H	21.10	22.16	23.26	24.43

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 Classified Salary Schedule

**INTERNAL USE ONLY**

Effective Date: July 1, 2024

JCN	JOB CLASSIFICATION	RANGE	RATE*	STEP 1	STEP 2	STEP 3	STEP 4
368	SCHOOL REGISTRAR	131	M	4,051	4,254	4,467	4,690
			H	23.28	24.45	25.67	26.95
402	SENIOR MAINTENANCE SPECIALIST	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
418	SHIPPING & RECEIVING / DELIVERY DRIVER	136	M	4,580	4,809	5,049	5,301
			H	26.32	27.64	29.02	30.47
419	SIGN LANGUAGE INTERPRETER	154	M	6,971	7,320	7,686	8,070
			H	40.06	42.07	44.17	46.38
319	SPEECH INSTRUCTIONAL ASSISTANT	122	M	3,204	3,364	3,532	3,709
			H	18.41	19.33	20.30	21.32
441	SPEECH LANGUAGE PATHOLOGY ASSISTANT	145	M	5,658	5,941	6,238	6,550
			H	32.52	34.14	35.85	37.64
449	TRANSPORTATION SCHEDULER	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
266	USER SUPPORT SPECIALIST	142	M	5,369	5,637	5,919	6,215
			H	30.86	32.40	34.02	35.72
455	WEB DEVELOPER	156	M	7,507	7,882	8,276	8,690
			H	43.14	45.30	47.56	49.94
457	WELLNESS COACH	132	M	4,150	4,358	4,576	4,805
			H	23.85	25.05	26.30	27.61
134	YOUTH CARE SPECIALIST	138	M	4,816	5,057	5,310	5,576
			H	27.68	29.06	30.52	32.05

MASTERS DEGREE CREDIT \$1,000 Annually  
 DOCTORATE DEGREE CREDIT \$1,600 Annually

Longevity is granted after 10 years of continuous service (4.5%)  
 Additional 1.5% granted after 15 years of continuous service (6.0%)  
 Additional 1.5% granted after 20 years of continuous service (7.5%)  
 Additional 1.5% granted after 25 years of continuous service (9.0%)  
 Additional 1.5% granted after 30 years of continuous service (10.5%)

**Note:** The monthly rate is based on an 8 hour day, 261 days per year, 12-months per year.

\*M - Monthly

\*H - Hourly

\_\_\_\_\_  
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024

\_\_\_\_\_  
 Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**  
**2024 - 2025 Career Technical Education Charter**  
**CTEC High School**  
**Academic Intervention**

**Effective: Beginning of the 2024-25 School Year**

Additional pay, when authorized, is paid to bargaining unit members who accept extra assignments that require time and effort that extend beyond the normal seven and one quarter (7.25) hour workday.

Employees will perform extra duties in addition to their regular full-time assignment, including preparation period.

First consideration and right of refusal for extra duties requiring a certificated staff member shall be granted to the certificated staff assigned to CTEC High School, subject to the following pay schedule:

<b>JCN</b>	<b>Position Title</b>	<b>Additonal Pay</b>	<b>50% Payable Dec 10th</b>
9231	Academic Intervention I	\$1250.00 per year	<b>50% Payable May 10th</b>
9232	Academic Intervention II	\$2500.00 per year	
9233	Academic Intervention III	\$3750.00 per year	
9234	Academic Intervention IV	\$5000.00 per year	
9235	Academic Intervention V	\$7500.00 per year	

Academic Intervention Levels I -V = Average approximate per day per week for the school year  
(i.e., Academic Intervention I = Approximate average one day per week for the school year)



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Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024

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Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS  
2024 - 2025 Annual Management Salary Schedule**

**Effective Date: July 1, 2024**

JCN	Position Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
620	Content Specialist I	705	196	209	112,318	115,126	118,004
650	Program Specialist	710	223	261	119,952	122,951	126,025
621	Content Specialist II	715	215	229	123,117	126,195	129,350
690	Vice Principal	720	220	234	127,595	130,785	134,055
641	Principal I	725	200	213	128,405	131,615	134,905
645	Program Coordinator	730	223	261	129,918	133,166	136,495
670	SELPA Compliance Officer	730	223	261	129,918	133,166	136,495
615	Content Coordinator	735	220	234	133,497	136,834	140,255
646	Child Development Center Program Manager	740	223	261	135,165	138,544	142,008
630	Executive Leadership Coach	740	220	234	135,165	138,544	142,008
124	Associate Director	740	223	261	135,165	138,544	142,008
640	Principal II	745	220	234	141,124	144,652	148,268
192	Director	750	223	261	159,014	162,989	167,064
392	Senior Director	755	223	261	171,017	175,292	179,674
625	Executive Director	760	223	261	177,653	182,094	186,646
122	Assistant Superintendent	775	223	261	198,064	203,016	208,091
609	Technology Officer	775	223	261	198,064	203,016	208,091
223	General Counsel	780	223	261	212,900	218,223	223,679
179	Deputy Superintendent	790	223	261	228,134	233,837	239,683

MASTER'S DEGREE CREDIT  
DOCTORATE DEGREE CREDIT

\$1,000 Annually  
\$1,600 Annually

Longevity is granted after 10 years of service (4.5%)  
Additional 1.5% granted after 15 years of service (6.0%)  
Additional 1.5% granted after 20 years of service (7.5%)  
Additional 1.5% granted after 25 years of service (9.0%)  
Additional 1.5% granted after 30 years of service (10.5%)

\* Positions are exempt; annual compensation, which includes compensation for duty days indicated and applicable vacation and holidays, paid on monthly basis.

Approved:   
Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: 7/1/2024

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Annual Management Salary Schedule

INTERNAL USE

Effective Date: July 1, 2024

JCN	Position Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
620	Content Specialist I	705	196	209	112,318	115,126	118,004
			<i>Daily</i>		537.41	550.84	564.61
			<i>Hourly</i>		67.18	68.86	70.58
650	Program Specialist	710	223	261	119,952	122,951	126,025
			<i>Daily</i>		459.59	471.08	482.85
			<i>Hourly</i>		57.45	58.89	60.36
621	Content Specialist II	715	215	229	123,117	126,195	129,350
			<i>Daily</i>		537.63	551.07	564.85
			<i>Hourly</i>		67.20	68.88	70.61
690	Vice Principal	720	220	234	127,595	130,785	134,055
			<i>Daily</i>		545.28	558.91	572.88
			<i>Hourly</i>		68.16	69.86	71.61
641	Principal I	725	200	213	128,405	131,615	134,905
			<i>Daily</i>		602.84	617.91	633.36
			<i>Hourly</i>		75.36	77.24	79.17
645	Program Coordinator	730	223	261	129,918	133,166	136,495
			<i>Daily</i>		497.77	510.21	522.97
			<i>Hourly</i>		62.22	63.78	65.37
670	SELPA Compliance Officer	730	223	261	129,918	133,166	136,495
			<i>Daily</i>		497.77	510.21	522.97
			<i>Hourly</i>		62.22	63.78	65.37
615	Content Coordinator	735	220	234	133,497	136,834	140,255
			<i>Daily</i>		570.50	584.76	599.38
			<i>Hourly</i>		71.31	73.10	74.92
646	Child Development Center Program Manager	740	223	261	135,165	138,544	142,008
			<i>Daily</i>		517.87	530.82	544.09
			<i>Hourly</i>		64.73	66.35	68.01
630	Executive Leadership Coach	740	220	234	135,165	138,544	142,008
			<i>Daily</i>		577.63	592.07	606.87
			<i>Hourly</i>		72.20	74.01	75.86
124	Associate Director	740	223	261	135,165	138,544	142,008
			<i>Daily</i>		517.87	530.82	544.09
			<i>Hourly</i>		64.73	66.35	68.01
640	Principal II	745	220	234	141,124	144,652	148,268
			<i>Daily</i>		603.09	618.17	633.62
			<i>Hourly</i>		75.39	77.27	79.20
192	Director	750	223	261	159,014	162,989	167,064
			<i>Daily</i>		609.25	624.48	640.09
			<i>Hourly</i>		76.16	78.06	80.01

JCN	Position Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
392	Senior Director	755	223	261	171,017	175,292	179,674
			<i>Daily</i>		655.24	671.62	688.41
			<i>Hourly</i>		81.91	83.95	86.05
625	Executive Director	760	223	261	177,653	182,094	186,646
			<i>Daily</i>		680.66	697.68	715.12
			<i>Hourly</i>		85.08	87.21	89.39
122	Assistant Superintendent	775	223	261	198,064	203,016	208,091
			<i>Daily</i>		758.87	777.84	797.28
			<i>Hourly</i>		94.86	97.23	99.66
609	Technology Officer	775	223	261	198,064	203,016	208,091
			<i>Daily</i>		758.87	777.84	797.28
			<i>Hourly</i>		94.86	97.23	99.66
223	General Counsel	780	223	261	212,900	218,223	223,679
			<i>Daily</i>		815.71	836.10	857.01
			<i>Hourly</i>		101.96	104.51	107.13
179	Deputy Superintendent	790	223	261	228,134	233,837	239,683
			<i>Daily</i>		874.08	895.93	918.33
			<i>Hourly</i>		109.26	111.99	114.79

MASTER'S DEGREE CREDIT

\$1,000 Annually

DOCTORATE DEGREE CREDIT

\$1,600 Annually

Longevity is granted after 10 years of service (4.5%)

Additional 1.5% granted after 15 years of service (6.0%)

Additional 1.5% granted after 20 years of service (7.5%)

Additional 1.5% granted after 25 years of service (9.0%)

Additional 1.5% granted after 30 years of service (10.5%)

\* Positions are exempt; annual compensation, which includes compensation for duty days indicated and applicable vacation and holidays, paid on monthly basis.

Approved: \_\_\_\_\_

Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: 7/1/2024 \_\_\_\_\_

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Miscellaneous Salary Schedule

Effective Date: July 1, 2024

### I. CERTIFICATED

#### A. HOURLY ASSIGNMENTS

Job Code	Position Title	Pay Rate		
9205	CTE/ROP Coach	\$50.00/Hour		
9849	Events Coordinator	\$67.00/Hour		
9841	Expository Reading and Writing Course (ERWC) Coach	\$50.00/Hour		
9570	Family Consumer Science Presenter	\$50.00/Hour		
9212	Migrant Education Preschool Teacher	\$40.00/Hour		
9203	Naturalist	\$35.00/Hour		
9862	Project Manager - Family & Consumer Sciences Project	\$67.00/Hour		
9204	Scout Island Instructor	Step I (2 years) \$25.00/Hour	Step II (3- 4 years) \$30.00/Hour	Step III (Over 4 years) \$35.00/Hour
9843	Williams and Compliance	\$60.00/Hour		
9707	Workshop Facilitator/Coach	\$50.00/Hour		

#### B. MONTHLY ASSIGNMENTS

Job Code	Position Title	Pay Rate
9240	District Liaison	\$2250.00/Monthly
9852	School Psychologist Intern	\$3000.00/Monthly*
9876	Universal Transitional Kindergarten (UTK) Planning Consultant I	\$1500.00/Monthly
9877	Universal Transitional Kindergarten (UTK) Planning Consultant II	\$2500.00/Monthly

#### C. FLAT RATE ASSIGNMENTS

Job Code	Position Title	Pay Rate
9213	County/City All Star Coach	\$1000.00/Section
9206	CTEC High School Adjunct Teacher	\$500.00/Section
9207	Curriculum Coach	\$500.00/Section
9218	ECE Ally Project Mentor	\$500.00/Semester
9219	ECE Master Teacher Special Assignment	\$500.00/Semester
9215	Intern Coach	\$1000.00/Semester
9250	PAC Panel Member	\$1000.00/Semester
9252	PAC Peer Coach	\$1000.00/Semester
9220	Reading Instruction Competence Assessment (RICA) Support Facilitator - Online	\$900.00/Section
9230	Reading Instruction Competence Assessment (RICA) Support Facilitator - In Person	\$1200.00/Section
9237	Social Emotional Learning (SEL) Assistant	\$3600.00/Section
9209	Teacher Induction Coach	\$1000.00/Semester
9210	Teacher Induction Reviewer I	\$2000.00/Semester
9216	Teacher Induction Reviewer II	\$2500.00/Semester

#### D. SUBSTITUTES

Job Code	Position Title	Pay Rate		
9853	Substitute Master Teacher - Child Development Center	Daily \$200.00	Half-Day \$100.00	Hourly \$25.00
522	Substitute Teacher	Daily \$200.00^	Half-Day \$100.00	Hourly \$25.00^

\*School Psych Intern is an exempt position; monthly compensation for 187 duty days over 10 months/5 days per week

\*\*Current CA minimum wage

\*\*\*Flat rate is not eligible for a CalPERS contribution

^Daily and hourly rates apply for Extended School Year/Summer School

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Miscellaneous Salary Schedule

Effective Date: July 1, 2024

### II. CLASSIFIED

#### A. HOURLY ASSIGNMENTS

Job Code	Position Title	Pay Rate		
102	Apprentice	\$23.00/Hour		
9842	CTEC High School Visiting Instructor	\$50.00/Hour		
9844	CTE/ROP Telephone Surveyor	\$20.00/Hour		
9214	Challenge Course Specialist	\$35.00/Hour		
9825	Department of Developmental Services (DDS) Direct Support Professional	Step I (2 years) \$40.00/Hour	Step II (3 - 6 years) \$50.00/Hour	Step III (Over 6 years) \$63.00/Hour
9869	ECE Ally Project Assistant - Instructional Assistant	\$18.41/Hour		
9847	Events Specialist	\$40.00/Hour		
9511	Law Clerk	\$20.00/Hour		
9510	Office Clerk	Minimum Wage**		
9848	Project Director - Family & Consumer Sciences Project	\$67.00/Hour		
9225	Rural Residency Program University Liaison	\$67.00/Hour		
9845	Scout Island Activity Instructor	Step I (2 years) \$25.00/Hour	Step II (3- 4 years) \$30.00/Hour	Step III (Over 4 years) \$35.00/Hour
9517	Scout Island Canoe Assistant	\$21.00/Hour		
9518	Scout Island Canoe Specialist	\$35.00/Hour		
9520	Student Worker	Minimum Wage**		
9846	Williams Facility Inspector	\$60.00/Hour		

#### B. MONTHLY ASSIGNMENTS

Job Code	Position Title	Pay Rate
9826	Arts Education Assistant	\$750.00/Monthly
9831	Arts Education Instructor	\$1750.00/Monthly
9827	Senior Arts Education Assistant	\$1000.00/Monthly

#### C. FLAT RATE ASSIGNMENTS

Job Code	Position Title	Pay Rate
9208	Content Support Advisor	\$500.00/Section
9824	DSP Proctor	\$35.00/Test***

#### D. SUBSTITUTES

Job Code	Position Title	Pay Rate
9868	Substitute Assistant - Child Development Center	\$18.41/Hour
9851	Substitute Custodian	\$20.06/Hour
9866	Substitute Food Service Assistant	\$18.41/Hour
9854	Substitute Licensed Vocational Nurse	\$32.52/Hour^
448	Substitute Paraeducator	\$19.82/Hour^
9861	Substitute Paraeducator - Sign Language	\$21.10/Hour^

\*School Psych Intern is an exempt position; monthly compensation for 187 duty days over 10 months/5 days per week

\*\*Current CA minimum wage

\*\*\*Flat rate is not eligible for a CalPERS contribution

^Daily and hourly rates apply for Extended School Year/Summer School



**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

**2024 - 2025 Miscellaneous Salary Schedule**

Effective Date: July 1, 2024

**III. EXPANDED LEARNING PROGRAM**

**A. CLASSIFIED HOURLY ASSIGNMENTS**

Job Code	Position Title	Pay Rate		
9551	ELP Activity Instructor - Academic Coach (Subject Matter Requirements A-G)	\$23.00/Hour		
9552	ELP Activity Instructor - Community Education (Content/Industry Sector Expert)	Step I (2 years) \$25.00/Hour	Step II (3- 4 years) \$30.00/Hour	Step III (Over 4 years) \$35.00/Hour
9553	ELP Activity Instructor - Leadership (Community Outreach, Life Skills)	\$21.00/Hour		
9554	ELP Activity Instructor - Recreational Activities (Chess, Cheer, Colorguard, Dance, Hiking, Photography, Swimming)	\$21.00/Hour		
9556	ELP Activity Instructor - Technology (Computer Skills, Kids Code, Robotics)	\$21.00/Hour		

**B. CERTIFICATED HOURLY ASSIGNMENTS**

Job Code	Position Title	Pay Rate
9560	Expanded Learning Program (ELP) Coordinator	\$50.00/Hour
9565	Expanded Learning Program (ELP) Intervention Teacher	\$40.00/Hour

**C. CLASSIFIED SUBSTITUTES**

Job Code	Position Title	Pay Rate
9858	Substitute Paraeducator - Expanded Learning Program	\$18.41/Hour
9867	Substitute Paraeducator - Expanded Learning Program (Special Education)	\$19.82/Hour

**IV. EXTENDED SCHOOL YEAR/SUMMER SCHOOL (ESY/SS)**

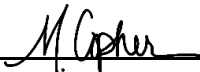
**A. CERTIFICATED HOURLY ASSIGNMENTS**

Job Code	Position Title	Pay Rate
9864	ESY/SS CTEC High School Teacher	\$40.00/Hour
9860	ESY/SS Special Education Teacher	\$40.00/Hour
9865	Summer School/Intersession Court and Community Teacher	\$40.00/Hour
9875	Summer School/Intersession Migrant Education Teacher	\$60.00/Hour
9859	Summer School Nurse	\$45.00/Hour

**B. CERTIFICATED DAILY ASSIGNMENTS**

Job Code	Position Title	Pay Rate
9832	Principal - Summer Academy	\$350.00/Day

Approved: \_\_\_\_\_



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: 7/1/2024 \_\_\_\_\_

\*School Psych Intern is an exempt position; monthly compensation for 187 duty days over 10 months/5 days per week

\*\*Current CA minimum wage

\*\*\*Flat rate is not eligible for a CalPERS contribution

^Daily and hourly rates apply for Extended School Year/Summer School

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025

## Nurse Practitioner Salary Schedule

8.00 hrs/day

Effective: Beginning of 2024-25 School Year

Step	Annual	Daily	Hourly
1	92,219	493.15	61.64
2	96,830	517.81	64.73
3	101,672	543.70	67.96
4	106,756	570.89	71.36
5	112,094	599.43	74.93
6	117,699	629.41	78.68
7	123,584	660.88	82.61
8	129,763	693.92	86.74

Longevity is granted after 10 years of continuous service (4.5%)  
 Additional 1.5% granted after 15 years of continuous service (6.0%)  
 Additional 1.5% granted after 20 years of continuous service (7.5%)  
 Additional 1.5% granted after 25 years of continuous service (9.0%)  
 Additional 1.5% granted after 30 years of continuous service (10.5%)

**Note:** Annual salary based on 187 duty days.

**Annual Additional Pay:**

Master's Degree                      \$1,000  
 Doctorate Degree                      \$1,600



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024

Date

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025

## Nurse Practitioner Salary Schedule

INTERNAL USE ONLY

Effective: Beginning of 2024-25 School Year

Step	Annual	Daily	Hourly
1	92,219	493.15	61.64
2	96,830	517.81	64.73
3	101,672	543.70	67.96
4	106,756	570.89	71.36
5	112,094	599.43	74.93
6	117,699	629.41	78.68
7	123,584	660.88	82.61
8	129,763	693.92	86.74

Longevity is granted after 10 years of continuous service (4.5%)  
Additional 1.5% granted after 15 years of continuous service (6.0%)  
Additional 1.5% granted after 20 years of continuous service (7.5%)  
Additional 1.5% granted after 25 years of continuous service (9.0%)  
Additional 1.5% granted after 30 years of continuous service (10.5%)

**Note:** Annual salary based on 187 duty days.

**Annual Additional Pay:**

Master's Degree                    \$1,000  
Doctorate Degree                 \$1,600

7/1/2024

Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**  
**2024 - 2025 Annual Pupil Services Salary Schedule**

**Effective Date: July 1, 2024**

JCN	Job Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
166	Behavioral Health Clinician (Unlicensed)	610	215	239	79,194	83,154	87,312
167	Behavioral Health Support Liaison	630	215	239	90,025	94,526	99,252
169	Behavioral Health Clinician I (Licensed)	630	215	239	90,025	94,526	99,252
170	Behavioral Health Clinician II (Licensed)	645	215	239	102,320	107,436	112,808
127	Behavioral Health Clinician Supervisor	660	215	239	114,198	119,908	125,903
385	Quality Support Supervisor	670	215	239	122,083	128,187	134,596
133	Behavioral Health Program Supervisor	680	220	244	128,761	135,199	141,959
387	Lead Behavioral Health Program/Quality Support Supervisor	685	220	244	135,199	141,959	149,057
450	Student Services Specialist	620	220	244	92,934	97,581	102,460
294	Occupational Therapist	640	187	210	99,943	104,940	110,187
535	Physical Therapist	640	187	210	99,943	104,940	110,187
366	School Psychologist	650	187	200	102,991	108,141	113,548
377	Lead School Psychologist	670	202	215	122,083	128,187	134,596
378	Lead School Nurse	670	202	215	122,083	128,187	134,596
365	Guidance Learning Specialist	655	196	209	103,170	108,329	113,745
270	K-12 Pathway Specialist	625	180	203	88,465	92,888	97,532
349	Psychiatrist	695	223	261	270,000	283,500	297,675

MASTER'S DEGREE CREDIT  
DOCTORATE DEGREE CREDIT

\$1,000 Annually  
\$1,600 Annually

Longevity is granted after 10 years of service (4.5%)  
Additional 1.5% granted after 15 years of service (6.0%)  
Additional 1.5% granted after 20 years of service (7.5%)  
Additional 1.5% granted after 25 years of service (9.0%)  
Additional 1.5% granted after 30 years of service (10.5%)

\* Positions are exempt; annual compensation, which includes compensation for duty days indicated and applicable vacation and holidays, paid on monthly basis.

Approved:   
Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: 7/1/2024

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Annual Pupil Services Salary Schedule

INTERNAL USE

Effective Date: July 1, 2024

Des	JCN	Job Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
CU	166	Behavioral Health Clinician (Unlicensed)	610	215	239	79,194	83,154	87,312
				<i>Daily</i>		331.36	347.92	365.32
				<i>Hourly</i>		41.42	43.49	45.67
CU	167	Behavioral Health Support Liaison	630	215	239	90,025	94,526	99,252
				<i>Daily</i>		376.67	395.51	415.28
				<i>Hourly</i>		47.08	49.44	51.91
CU	169	Behavioral Health Clinician I (Licensed)	630	215	239	90,025	94,526	99,252
				<i>Daily</i>		376.67	395.51	415.28
				<i>Hourly</i>		47.08	49.44	51.91
CU	170	Behavioral Health Clinician II (Licensed)	645	215	239	102,320	107,436	112,808
				<i>Daily</i>		428.12	449.52	472.00
				<i>Hourly</i>		53.52	56.19	59.00
S	127	Behavioral Health Clinician Supervisor	660	215	239	114,198	119,908	125,903
				<i>Daily</i>		477.82	501.71	526.79
				<i>Hourly</i>		59.73	62.71	65.85
S	385	Quality Support Supervisor	670	215	239	122,083	128,187	134,596
				<i>Daily</i>		510.81	536.35	563.16
				<i>Hourly</i>		63.85	67.04	70.40
S	133	Behavioral Health Program Supervisor	680	220	244	128,761	135,199	141,959
				<i>Daily</i>		527.71	554.09	581.80
				<i>Hourly</i>		65.96	69.26	72.73
S	387	Lead Behavioral Health Program/Quality Support Supervisor	685	220	244	135,199	141,959	149,057
				<i>Daily</i>		554.09	581.80	610.89
				<i>Hourly</i>		69.26	72.73	76.36
CU	450	Student Services Specialist	620	220	244	92,934	97,581	102,460
				<i>Daily</i>		380.88	399.92	419.92
				<i>Hourly</i>		47.61	49.99	52.49
CU	294	Occupational Therapist	640	187	210	99,943	104,940	110,187
				<i>Daily</i>		475.92	499.71	524.70
				<i>Hourly</i>		59.49	62.46	65.59
CU	535	Physical Therapist	640	187	210	99,943	104,940	110,187
				<i>Daily</i>		475.92	499.71	524.70
				<i>Hourly</i>		59.49	62.46	65.59
M	366	School Psychologist	650	187	200	102,991	108,141	113,548
				<i>Daily</i>		514.96	540.71	567.74
				<i>Hourly</i>		64.37	67.59	70.97
M	377	Lead School Psychologist	670	202	215	122,083	128,187	134,596
				<i>Daily</i>		567.83	596.22	626.03
				<i>Hourly</i>		70.98	74.53	78.25
M	378	Lead School Nurse	670	202	215	122,083	128,187	134,596
				<i>Daily</i>		567.83	596.22	626.03
				<i>Hourly</i>		70.98	74.53	78.25
M	365	Guidance Learning Specialist	655	196	209	103,170	108,329	113,745
				<i>Daily</i>		493.64	518.32	544.23
				<i>Hourly</i>		61.71	64.79	68.03
CU	270	K-12 Pathway Specialist	625	180	203	88,465	92,888	97,532

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2024 - 2025 Annual Pupil Services Salary Schedule

INTERNAL USE

Effective Date: July 1, 2024

Des	JCN	Job Title	Range	Duty Days	Work Year*	Step 1	Step 2	Step 3
				<i>Daily</i>		435.79	457.58	480.45
				<i>Hourly</i>		54.47	57.20	60.06
CU	349	Psychiatrist	695	223	261	270,000	283,500	297,675
				<i>Daily</i>		1,034.48	1,086.21	1,140.52
				<i>Hourly</i>		129.31	135.78	142.57

MASTER'S DEGREE CREDIT \$1,000 Annually  
 DOCTORATE DEGREE CREDIT \$1,600 Annually

Longevity is granted after 10 years of service (4.5%)  
 Additional 1.5% granted after 15 years of service (6.0%)  
 Additional 1.5% granted after 20 years of service (7.5%)  
 Additional 1.5% granted after 25 years of service (9.0%)  
 Additional 1.5% granted after 30 years of service (10.5%)

\* Positions are exempt; annual compensation, which includes compensation for duty days indicated and applicable vacation and holidays, paid on monthly basis.

**Position Designation (Des) Legend:**

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CU = Certificated/Classified Unrepresented  
 M = Management  
 S = Supervisory

Approved: \_\_\_\_\_  
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

Date: \_\_\_\_\_  
 7/1/2024

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Effective Date: July 1, 2024

DES	JCN	JOB TITLE	RANGE	RATE	STEP 1	STEP 2	STEP 3
S	214	AREA SUPERVISOR   EXPANDED LEARNING PROGRAM*	158	M	8,114	8,520	8,946
C	129	BENEFITS ANALYST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
C	130	BENEFITS SPECIALIST	145	M	5,941	6,238	6,550
				H	34.14	35.85	37.64
CU	149	BUSINESS MANAGER - ENTERPRISE RESOURCE PLANNING SYSTEM*	169	M	10,731	11,268	11,831
C	135	BUSINESS SERVICES SYSTEMS ANALYST*	161	M	8,864	9,307	9,772
CU	139	BUSINESS SYSTEMS ANALYST*	164	M	9,517	9,993	10,493
CU	138	CUSTOMER SERVICE   TECHNOLOGY SUPPORT SPECIALIST*	154	M	7,318	7,684	8,068
CU	171	DATA & ANALYTICS*	165	M	9,753	10,241	10,753
S	198	DISTRICT FINANCIAL SERVICES SUPERVISOR*	168	M	10,469	10,992	11,542
C	453	EDUCATIONAL INNOVATION AND SUPPORT EXECUTIVE ASSISTANT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
C	216	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT*	159	M	8,317	8,733	9,170
C	116	EXECUTIVE ASSISTANT TO THE DEPUTY SUPERINTENDENT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
S	413	FINANCIAL SERVICES SUPERVISOR   SAFE AND HEALTHY KIDS*	168	M	10,469	10,992	11,542
C	248	HUMAN RESOURCES ANALYST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
C	251	HUMAN RESOURCES EXECUTIVE ASSISTANT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
C	265	HUMAN RESOURCES SOLUTIONS DEVELOPER*	168	M	10,469	10,992	11,542
S	255	HUMAN RESOURCES SUPPORT SUPERVISOR*	163	M	9,141	9,598	10,078
C	259	HUMAN RESOURCES SYSTEMS ANALYST*	161	M	8,864	9,307	9,772
C	257	HUMAN RESOURCES SYSTEMS SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
CU	264	INFORMATION TECHNOLOGY ANALYST*	161	M	8,864	9,307	9,772
CU	268	INFORMATION TECHNOLOGY SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
S	269	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR*	164	M	9,517	9,993	10,493
S	275	INTERNAL BUSINESS SERVICES SUPERVISOR*	165	M	9,753	10,241	10,753
S	277	INTERNAL PAYROLL SUPERVISOR*	163	M	9,141	9,598	10,078
C	173	LEAD DATA & ANALYTICS*	168	M	10,469	10,992	11,542
C	280	LEGAL COUNSEL*	178	M	13,584	14,263	14,976
C	301	LEGAL SECRETARY	145	M	5,941	6,238	6,550
				H	34.14	35.85	37.64
C	326	LEGAL SECRETARY LEAD	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
CU	292	NETWORK SERVICES ANALYST*	161	M	8,864	9,307	9,772
CU	291	NETWORK SERVICES SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Effective Date: July 1, 2024

DES	JCN	JOB TITLE	RANGE	RATE	STEP 1	STEP 2	STEP 3
CU	353	PROJECT MANAGER - FACILITIES & OPERATIONS*	165	M	9,753	10,241	10,753
CU	382	QUALITY ASSURANCE ANALYST*	161	M	8,864	9,307	9,772
CU	383	QUALITY ASSURANCE LEAD*	168	M	10,469	10,992	11,542
CU	381	QUALITY ASSURANCE SPECIALIST*	154	M	7,318	7,684	8,068
CU	546	SAFETY AND RISK MANAGER*	169	M	10,731	11,268	11,831
C	396	SENIOR HUMAN RESOURCES SPECIALIST	148	M	6,470	6,794	7,134
				H	37.18	39.05	41.00
CU	427	SOFTWARE ENGINEER LEAD*	168	M	10,469	10,992	11,542
CU	426	SOFTWARE ARCHITECT*	169	M	10,731	11,268	11,831
CU	428	SOFTWARE ENGINEER ANALYST*	161	M	8,864	9,307	9,772
CU	430	SOFTWARE ENGINEER SPECIALIST*	154	M	7,318	7,684	8,068
S	409	STUDENT SERVICES ADMINISTRATIVE SUPPORT SUPERVISOR*	154	M	7,318	7,684	8,068
S	411	STUDENT SERVICES FINANCIAL SERVICES SUPERVISOR*	168	M	10,469	10,992	11,542
CU	451	SYSTEMS ANALYST*	165	M	9,753	10,241	10,753

CLASSIFICATION DESIGNATION AGREEMENT NOVEMBER 14, 2017			
DES	JCN	JOB TITLE	Hourly
CU	110	ADMINISTRATIVE ASSISTANT	37.64
CU	272	INFORMATION TECHNOLOGY TECHNICIAN	36.31
CU	320	PARENT TRAINER	36.63
CU	351	PROGRAM ASSISTANT	30.47

MASTERS DEGREE CREDIT \$1,000 Annually  
 DOCTORATE DEGREE CREDIT \$1,600 Annually

Longevity is granted after 10 years of service (4.5%)  
 Additional 1.5% granted after 15 years of service (6.0%)  
 Additional 1.5% granted after 20 years of service (7.5%)  
 Additional 1.5% granted after 25 years of service (9.0%)  
 Additional 1.5% granted after 30 years of service (10.5%)

Salary Schedule for non-exempt employees is based on an eight (8) hour work day, 261 days per year, 12-months per year.  
 \* Position is exempt, paid on a monthly salary basis, and based on 261 days per year, 12-months per year.

Rate Legend:  
 H = Hourly  
 M = Monthly

Position Designation (Des) Legend:  
 C = Confidential  
 S = Supervisory  
 CU = Classified Unrepresented

Approved   
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024  
 Date



**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

**INTERNAL USE ONLY**  
Effective Date: July 1, 2024

DES	JCN	JOB TITLE	RANGE	RANGE	STEP 1	STEP 2	STEP 3
S	214	AREA SUPERVISOR   EXPANDED LEARNING PROGRAM*	158	M	8,114	8,520	8,946
				H	46.63	48.97	51.41
C	129	BENEFITS ANALYST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
C	130	BENEFITS SPECIALIST	145	M	5,941	6,238	6,550
				H	34.14	35.85	37.64
CU	149	BUSINESS MANAGER - ENTERPRISE RESOURCE PLANNING SYSTEM*	169	M	10,731	11,268	11,831
				H	61.67	64.76	67.99
C	135	BUSINESS SERVICES SYSTEMS ANALYST*	161	M	8,864	9,307	9,772
				H	50.94	53.49	56.16
CU	139	BUSINESS SYSTEMS ANALYST*	164	M	9,517	9,993	10,493
				H	54.70	57.43	60.30
CU	138	CUSTOMER SERVICE   TECHNOLOGY SUPPORT SPECIALIST*	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
CU	171	DATA & ANALYTICS	165	M	9,753	10,241	10,753
				H	56.05	58.86	61.80
S	198	DISTRICT FINANCIAL SERVICES SUPERVISOR*	168	M	10,469	10,992	11,542
				H	60.17	63.17	66.33
C	453	EDUCATIONAL INNOVATION AND SUPPORT EXECUTIVE ASSISTANT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
C	216	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT*	159	M	8,317	8,733	9,170
				H	47.80	50.19	52.70
C	116	EXECUTIVE ASSISTANT TO THE DEPUTY SUPERINTENDENT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
S	413	FINANCIAL SERVICES SUPERVISOR   SAFE AND HEALTHY KIDS*	168	M	10,469	10,992	11,542
				H	60.17	63.17	66.33
C	248	HUMAN RESOURCES ANALYST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
C	251	HUMAN RESOURCES EXECUTIVE ASSISTANT	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
C	265	HUMAN RESOURCES SOLUTIONS DEVELOPER*	168	M	10,469	10,992	11,542
				H	60.17	63.17	66.33
S	255	HUMAN RESOURCES SUPPORT SUPERVISOR*	163	M	9,141	9,598	10,078
				H	52.53	55.16	57.92
C	259	HUMAN RESOURCES SYSTEMS ANALYST*	161	M	8,864	9,307	9,772
				H	50.94	53.49	56.16
C	257	HUMAN RESOURCES SYSTEMS SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
CU	264	INFORMATION TECHNOLOGY ANALYST*	161	M	8,864	9,307	9,772
				H	50.94	53.49	56.16
CU	268	INFORMATION TECHNOLOGY SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
S	269	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR*	164	M	9,517	9,993	10,493
				H	54.70	57.43	60.30
S	275	INTERNAL BUSINESS SERVICES SUPERVISOR*	165	M	9,753	10,241	10,753
				H	56.05	58.86	61.80
S	277	INTERNAL PAYROLL SUPERVISOR*	163	M	9,141	9,598	10,078
				H	52.53	55.16	57.92
C	173	LEAD DATA & ANALYTICS*	168	M	10,469	10,992	11,542
				H	60.17	63.17	66.33
C	280	LEGAL COUNSEL*	178	M	13,584	14,263	14,976
				H	78.07	81.97	86.07
C	301	LEGAL SECRETARY	145	M	5,941	6,238	6,550
				H	34.14	35.85	37.64
C	326	LEGAL SECRETARY LEAD	151	M	6,897	7,242	7,604
				H	39.64	41.62	43.70
CU	292	NETWORK SERVICES ANALYST*	161	M	8,864	9,307	9,772
				H	50.94	53.49	56.16

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**

2024 - 2025 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

**INTERNAL USE ONLY**  
Effective Date: July 1, 2024

DES	JCN	JOB TITLE	RANGE	RANGE	STEP 1	STEP 2	STEP 3
CU	291	NETWORK SERVICES SPECIALIST	154	M	7,318	7,684	8,068
				H	42.06	44.16	46.37
CU	353	PROJECT MANAGER - FACILITIES & OPERATIONS*	165	M	9,753	10,241	10,753
				H	56.05	58.86	61.80
CU	382	QUALITY ASSURANCE ANALYST*	161	M	8,864	9,307	9,772
				H	50.94	53.49	56.16
CU	383	QUALITY ASSURANCE LEAD*	168	M	10,469	10,992	11,542
				H	60.17	63.17	66.33
CU	381	QUALITY ASSURANCE SPECIALIST*	154	M	7,318	7,684	8,068
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CU	546	SAFETY AND RISK MANAGER*	169	M	10,731	11,268	11,831
				H	61.67	64.76	67.99
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				H	61.67	64.76	67.99
CU	428	SOFTWARE ENGINEER ANALYST*	161	M	8,864	9,307	9,772
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**CLASSIFICATION DESIGNATION AGREEMENT NOVEMBER 14, 2017**

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Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

7/1/2024  
\_\_\_\_\_  
Date