

# FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

## 2025 - 2026 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Effective Date: July 1, 2025

*Reflects 3.0% Increase*

| DES | JCN | JOB TITLE  | RANGE | RATE | STEP 1 | STEP 2 | STEP 3 |
|-----|-----|--|-------|------|--------|--------|--------|
| S   | 214 | AREA SUPERVISOR   EXPANDED LEARNING PROGRAM*           | 158   | M    | 8,567  | 8,995  | 9,445  |
|     |     |  |       |      |        |        |        |
| C   | 129 | BENEFITS ANALYST                                       | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       | H    | 44.40  | 46.62  | 48.95  |
| C   | 130 | BENEFITS SPECIALIST                                    | 145   | M    | 6,273  | 6,587  | 6,916  |
|     |     |  |       | H    | 36.05  | 37.86  | 39.75  |
| C   | 135 | BUSINESS SERVICES SYSTEMS ANALYST*                     | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| CU  | 138 | CUSTOMER SERVICE   TECHNOLOGY SUPPORT SPECIALIST*      | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       |      |        |        |        |
| CU  | 182 | DATA ARCHITECT*  | 169   | M    | 11,329 | 11,895 | 12,490 |
|     |     |  |       |      |        |        |        |
| CU  | 171 | DATA & ANALYTICS SPECIALIST*                           | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |  |       |      |        |        |        |
| S   | 198 | DISTRICT FINANCIAL SERVICES SUPERVISOR*                | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| C   | 453 | EDUCATIONAL INNOVATION AND SUPPORT EXECUTIVE ASSISTANT | 151   | M    | 7,281  | 7,645  | 8,027  |
|     |     |  |       | H    | 41.84  | 43.94  | 46.13  |
| C   | 216 | EXECUTIVE ASSISTANT TO THE SUPERINTENDENT*             | 159   | M    | 8,781  | 9,220  | 9,681  |
|     |     |  |       |      |        |        |        |
| C   | 116 | EXECUTIVE ASSISTANT TO THE DEPUTY SUPERINTENDENT       | 151   | M    | 7,281  | 7,645  | 8,027  |
|     |     |  |       | H    | 41.84  | 43.94  | 46.13  |
| S   | 413 | FINANCIAL SERVICES SUPERVISOR   SAFE AND HEALTHY KIDS* | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| C   | 248 | HUMAN RESOURCES ANALYST                                | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       | H    | 44.40  | 46.62  | 48.95  |
| C   | 251 | HUMAN RESOURCES EXECUTIVE ASSISTANT                    | 151   | M    | 7,281  | 7,645  | 8,027  |
|     |     |  |       | H    | 41.84  | 43.94  | 46.13  |
| S   | 255 | HUMAN RESOURCES SUPERVISOR*                            | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |  |       |      |        |        |        |
| C   | 259 | HUMAN RESOURCES SYSTEMS ANALYST*                       | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| C   | 257 | HUMAN RESOURCES SYSTEMS SPECIALIST                     | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       | H    | 44.40  | 46.62  | 48.95  |
| CU  | 264 | INFORMATION TECHNOLOGY ANALYST*                        | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| CU  | 268 | INFORMATION TECHNOLOGY SPECIALIST                      | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       | H    | 44.40  | 46.62  | 48.95  |
| S   | 269 | INFORMATION TECHNOLOGY SUPPORT SUPERVISOR*             | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |  |       |      |        |        |        |

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|-----|-----|--|-------|------|--------|--------|--------|
| S   | 275 | INTERNAL BUSINESS SERVICES SUPERVISOR*                 | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| S   | 277 | INTERNAL PAYROLL SUPERVISOR*                           | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |  |       |      |        |        |        |
| C   | 173 | LEAD DATA & ANALYTICS SPECIALIST*                      | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| C   | 280 | LEGAL COUNSEL*   | 178   | M    | 14,342 | 15,059 | 15,812 |
|     |     |  |       |      |        |        |        |
| C   | 301 | LEGAL SECRETARY  | 145   | M    | 6,273  | 6,587  | 6,916  |
|     |     |  |       | H    | 36.05  | 37.86  | 39.75  |
| C   | 326 | LEGAL SECRETARY LEAD                                   | 151   | M    | 7,281  | 7,645  | 8,027  |
|     |     |  |       | H    | 41.84  | 43.94  | 46.13  |
| S   | 289 | MIGRANT EDUCATION SUPERVISOR – INSTRUCTIONAL SERVICES* | 158   | M    | 8,567  | 8,995  | 9,445  |
|     |     |  |       |      | 49.24  | 51.70  | 54.28  |
| CU  | 292 | NETWORK SERVICES ANALYST*                              | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| CU  | 291 | NETWORK SERVICES SPECIALIST                            | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       | H    | 44.40  | 46.62  | 48.95  |
| CU  | 353 | PROJECT MANAGER - FACILITIES & OPERATIONS*             | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |  |       |      |        |        |        |
| CU  | 382 | QUALITY ASSURANCE ANALYST*                             | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| CU  | 383 | QUALITY ASSURANCE LEAD*                                | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| CU  | 381 | QUALITY ASSURANCE SPECIALIST*                          | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       |      |        |        |        |
| CU  | 546 | SAFETY AND RISK MANAGER*                               | 169   | M    | 11,329 | 11,895 | 12,490 |
|     |     |  |       |      |        |        |        |
| C   | 396 | SENIOR HUMAN RESOURCES SPECIALIST                      | 148   | M    | 6,831  | 7,173  | 7,532  |
|     |     |  |       | H    | 39.26  | 41.22  | 43.29  |
| CU  | 427 | SOFTWARE ENGINEER LEAD*                                | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |  |       |      |        |        |        |
| CU  | 426 | SOFTWARE ARCHITECT*                                    | 169   | M    | 11,329 | 11,895 | 12,490 |
|     |     |  |       |      |        |        |        |
| CU  | 428 | SOFTWARE ENGINEER ANALYST*                             | 161   | M    | 9,359  | 9,827  | 10,318 |
|     |     |  |       |      |        |        |        |
| CU  | 430 | SOFTWARE ENGINEER SPECIALIST*                          | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       |      |        |        |        |
| S   | 409 | STUDENT SERVICES ADMINISTRATIVE SUPPORT SUPERVISOR*    | 154   | M    | 7,726  | 8,112  | 8,518  |
|     |     |  |       |      |        |        |        |

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|-----|-----|---|-------|------|--------|--------|--------|
| S   | 411 | STUDENT SERVICES FINANCIAL SERVICES SUPERVISOR* | 168   | M    | 11,053 | 11,606 | 12,186 |
|     |     |   |       |      |        |        |        |
| CU  | 451 | SYSTEMS ANALYST*                                | 165   | M    | 10,297 | 10,812 | 11,353 |
|     |     |   |       |      |        |        |        |

| CLASSIFICATION DESIGNATION AGREEMENT NOVEMBER 14, 2017 |     |                                   |        |  |  |  |  |
|--|-----|-----------------------------------|--------|--|--|--|--|
| DES  | JCN | JOB TITLE                         | Hourly |  |  |  |  |
| CU   | 110 | ADMINISTRATIVE ASSISTANT          | 39.74  |  |  |  |  |
| CU   | 272 | INFORMATION TECHNOLOGY TECHNICIAN | 37.71  |  |  |  |  |
| CU   | 320 | PARENT TRAINER                    | 38.68  |  |  |  |  |
| CU   | 351 | PROGRAM ASSISTANT                 | 32.18  |  |  |  |  |


|                         |                  |
|-------------------------|------------------|
| 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

07/1/2025  
 \_\_\_\_\_  
 Date