

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2025 - 2026 SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Revision Date: September 29, 2025

Effective Date: September 29, 2025

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
CU	199	DISTRICT PROJECT CONSULTANT - FACILITIES & OPERATIONS*	165	M	10,297	10,812	11,353
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

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S	269	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR*	165	M	10,297	10,812	11,353
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

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S	409	STUDENT SERVICES ADMINISTRATIVE SUPPORT SUPERVISOR*	154	M	7,726	8,112	8,518
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

9/29/2025

Date