FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2026 - 2027 Fiscal Year

SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Retroactive to: July 1, 2026
Revision Date: September 2, 2026, November 4, 2026
Reflects 4.0% Increase

DES	JCN	JOB TITLE	RANGE	RATE	STEP 1	STEP 2	STEP 3
S	214	AREA SUPERVISOR | EXPANDED LEARNING PROGRAM*	158	Hourly	51.21	53.77	56.45
CU	478	ARTIFICIAL INTELLIGENCE AND INNOVATION MANAGER*	168	Hourly	66.06	69.37	72.83
C	479	ASSOCIATE LEGAL COUNSEL*	168	Hourly	66.06	69.37	72.83
C	129	BENEFITS ANALYST	154	Hourly	46.19	48.50	50.92
C	130	BENEFITS SPECIALIST	145	Hourly	37.49	39.36	41.33
C	135	BUSINESS SERVICES SYSTEMS ANALYST*	161	Hourly	55.94	58.74	61.67
CU	138	CUSTOMER SERVICE | TECHNOLOGY SUPPORT SPECIALIST*	154	Hourly	46.19	48.50	50.92
CU	182	DATA ARCHITECT*	169	Hourly	67.71	71.09	74.65
CU	171	DATA & ANALYTICS SPECIALIST*	165	Hourly	61.55	64.63	67.86
S	198	DISTRICT FINANCIAL SERVICES SUPERVISOR*	169	Hourly	67.71	71.09	74.65
CU	199	DISTRICT PROJECT CONSULTANT - FACILITIES & OPERATIONS*	165	Hourly	61.55	64.63	67.86
C	453	EDUCATIONAL INNOVATION AND SUPPORT EXECUTIVE ASSISTANT	151	Hourly	43.51	45.70	47.98
C	216	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT*	159	Hourly	52.49	55.11	57.87
C	116	EXECUTIVE ASSISTANT TO THE DEPUTY SUPERINTENDENT	151	Hourly	43.51	45.70	47.98
S	413	FINANCIAL SERVICES SUPERVISOR | SAFE AND HEALTHY KIDS*	168	Hourly	66.06	69.37	72.83
C	248	HUMAN RESOURCES ANALYST	154	Hourly	46.19	48.50	50.92
C	251	HUMAN RESOURCES EXECUTIVE ASSISTANT	151	Hourly	43.51	45.70	47.98
S	250	HUMAN RESOURCES MANAGER*	169	Hourly	67.71	71.09	74.65
C	259	HUMAN RESOURCES SYSTEMS ANALYST*	161	Hourly	55.94	58.74	61.67
C	257	HUMAN RESOURCES SYSTEMS SPECIALIST	154	Hourly	46.19	48.50	50.92

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2026 - 2027 Fiscal Year

SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Retroactive to: July 1, 2026
Revision Date: September 2, 2026, November 4, 2026
Reflects 4.0% Increase

DES	JCN	JOB TITLE	RANGE	RATE	STEP 1	STEP 2	STEP 3
CU	264	INFORMATION TECHNOLOGY ANALYST*	161	Hourly	55.94	58.74	61.67
CU	268	INFORMATION TECHNOLOGY SPECIALIST	154	Hourly	46.19	48.50	50.92
S	269	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR*	165	Hourly	61.55	64.63	67.86
S	275	INTERNAL BUSINESS SERVICES SUPERVISOR*	168	Hourly	66.06	69.37	72.83
S	277	INTERNAL PAYROLL SUPERVISOR*	165	Hourly	61.55	64.63	67.86
C	173	LEAD DATA & ANALYTICS SPECIALIST*	168	Hourly	66.06	69.37	72.83
C	280	LEGAL COUNSEL*	178	Hourly	85.73	90.01	94.50
C	301	LEGAL SECRETARY	145	Hourly	37.49	39.36	41.33
C	326	LEGAL SECRETARY LEAD	151	Hourly	43.51	45.70	47.98
S	289	MIGRANT EDUCATION SUPERVISOR – INSTRUCTIONAL SERVICES*	158	Hourly	51.21	53.77	56.45
CU	292	NETWORK SERVICES ANALYST*	161	Hourly	55.94	58.74	61.67
CU	291	NETWORK SERVICES SPECIALIST	154	Hourly	46.19	48.50	50.92
CU	353	PROJECT MANAGER - FACILITIES & OPERATIONS*	165	Hourly	61.55	64.63	67.86
CU	382	QUALITY ASSURANCE ANALYST*	161	Hourly	55.94	58.74	61.67
CU	383	QUALITY ASSURANCE LEAD*	168	Hourly	66.06	69.37	72.83
CU	381	QUALITY ASSURANCE SPECIALIST*	154	Hourly	46.19	48.50	50.92
CU	546	SAFETY AND RISK MANAGER*	169	Hourly	67.71	71.09	74.65
C	396	SENIOR HUMAN RESOURCES SPECIALIST	148	Hourly	40.83	42.88	45.02
CU	427	SOFTWARE ENGINEER LEAD*	168	Hourly	66.06	69.37	72.83
CU	426	SOFTWARE ARCHITECT*	169	Hourly	67.71	71.09	74.65

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2026 - 2027 Fiscal Year

SUPERVISORY / CONFIDENTIAL / CLASSIFIED UNREPRESENTED SALARY SCHEDULE

Retroactive to: July 1, 2026
Revision Date: September 2, 2026, November 4, 2026
Reflects 4.0% Increase

DES	JCN	JOB TITLE	RANGE	RATE	STEP 1	STEP 2	STEP 3
CU	428	SOFTWARE ENGINEER ANALYST*	161	Hourly	55.94	58.74	61.67
CU	430	SOFTWARE ENGINEER SPECIALIST*	154	Hourly	46.19	48.50	50.92
S	409	STUDENT SERVICES ADMINISTRATIVE SUPPORT SUPERVISOR*	154	Hourly	46.19	48.50	50.92
S	411	STUDENT SERVICES FINANCIAL SERVICES SUPERVISOR*	168	Hourly	66.06	69.37	72.83
CU	451	SYSTEMS ANALYST*	165	Hourly	61.55	64.63	67.86

CLASSIFICATION DESIGNATION AGREEMENT NOVEMBER 14, 2017			
DES	JCN	JOB TITLE	Hourly
CU	110	ADMINISTRATIVE ASSISTANT	41.33
CU	320	PARENT TRAINER	40.22
CU	351	PROGRAM ASSISTANT	33.47

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.

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

Approved _____ 11/4/2026
Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools — Date