


**SANTA CLARA COUNTY OFFICE OF EDUCATION**  
**LEADERSHIP TEAM SALARY SCHEDULE**  
 (Management, Supervisory, Confidential) 12 Months/260 Days  
 EFFECTIVE JULY 1, 2023

Range	JOB CLASSIFICATION	TYPE	CE/CL	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
				MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
17	Director - Integrated Data, Research & Evaluation	M	CE	14,984.82	179,817.84	15,734.08	188,808.96	16,520.75	198,249.00	17,346.81	208,161.72	18,214.15	218,569.80	19,124.86	229,498.32
	Assistant Director - Special Education	M	CE												
	Director - Alternative Education	M	CE												
	Director - Continuous Improvement & Accountability	M	CE												
	Director - Creative Impact	M	CE												
16	Director - Educator Preparation Programs	M	CE	14,271.25	171,255.00	14,984.82	179,817.84	15,734.08	188,808.96	16,520.75	198,249.00	17,346.81	208,161.72	18,214.15	218,569.80
	Director - Grants, Partnerships & Operations	M	CL												
	Director - Leadership & Advocacy	M	CE												
	Director - Human Resources	M	CE												
	Director - Human Resources Programs	M	CE												
	Director - Human Resources/Workforce Development & Organizational Culture	M	CE												
	Director - Special Projects	M	CE												
	Director - State & Regional Projects	M	CE												
	Director - Statewide Residency Technical Assistance Center	M	CE												
	Administrator - Special Assignment	M	CE												
	Assistant Director - Early Start Learning Development	M	CE												
	Assistant Director - Human Resources	M	CE												
	Associate Director - Charter Schools	M	CE												
	Director - Educational Services for Foster & Homeless Youth	M	CE												
	Director - Opportunity Youth Academy	M	CE												
	Director III - Applications, Business & Web Systems Development	M	CL												
	Director III - Community Schools & Engagement	M	CE												
	Director III - Creative Impact & Public Affairs	M	CE												
	Director III - Data & Analytics Development	M	CL												
	Director III - Differentiated Assistance & District Support	M	CE												
	Director III - District Business Services	M	CL												
	Director III - Early Care & Education Initiatives	M	CE												
15	Director III - Early Learning Services	M	CE	13,591.78	163,101.36	14,271.25	171,255.00	14,984.82	179,817.84	15,734.08	188,808.96	16,520.75	198,249.00	17,346.81	208,161.72
	Director III - Education, Business, & Web Technologies	M	CE												
	Director III - Educator Preparation Programs - Mental Health & Wellness	M	CE												
	Director III - General Services	M	CL												
	Director III - Human Resources/Classified Personnel Services	M	CL												
	Director III - Inclusion Collaborative	M	CE												
	Director III - Internal Business Services	M	CL												
	Director III - iSTEAM	M	CE												
	Director III - Learning Acceleration	M	CE												
	Director III - Migrant Education	M	CE												
	Director III - Physical Health & Wellness	M	CE												
	Director III - School Health Systems & Medical Billing	M	CL												
	Director III - School Climate, Leadership & Instructional Support	M	CE												
	Director III - Strategic Initiatives - Health & Wellness	M	CE												
	Director III - Technology Infrastructure and Support Services	M	CL												
	Director III - Youth Physical Health & Wellness	M	CE												


DocuSigned by:  
  
 2/1/2024 | 8:50 AM PST  
 Mary Ann Dewan, Ph.D., County Superintendent of Schools Date

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			MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
15	Director III - Youth Health & Wellness (YHW)-Wellness Programs	M CE												
	Director III - Youth Health & Wellness Strategic Initiatives	M CE												
	Manager - Special Education Programs	M CE												
14	Administrator - State & Regional Projects	M CE												
	Assistant Director - California Collaborative for Inclusion Practices (CCIP)	M CE												
	Assistant Director - Charter Schools	M CE												
	Assistant Director - Continuous Improvement and Accountability	M CE												
	Assistant Director - Creative Impact	M CE												
	Assistant Director - District Business Services	M CL												
	Assistant Director - Educator Preparation Programs	M CE	12,944.52	155,334.24	13,591.78	163,101.36	14,271.25	171,255.00	14,984.82	179,817.84	15,734.08	188,808.96	16,520.75	198,249.00
	Assistant Director - Grants & Partnerships	M CL												
	Assistant Director - Grants Operations	M CE												
	Assistant Director - Integrated Data	M CE												
	Assistant Director - Internal Business Services	M CL												
	Assistant Director - iSTEAM	M CE												
	Assistant Director - Learning Acceleration	M CE												
	Assistant Director - Public Affairs	M CE												
	Controller	M CL												
	Director II - Child Care Planning and Support	M CL												
	Director II - Early Learning & Care Innovations	M CE												
	Director II - Environmental Education	M CE												
	Director II - Executive Services & Community Engagement	M CE												
	Director II - School Health	M CE												
	Director II - Youth Health & Wellness (YHW)-Technical Assistance & Support	M CE												
	Manager - Security, Network & Systems Engineering	M CL												
	Principal - Alternative Education	M CE												
	Principal - Opportunity Youth Academy	M CE												
	Principal - Special Education	M CE												
	13	Administrator - Charter Schools	M CL											
Administrator - Continuous Improvement & Accountability		S CE												
Coordinator - Attendance & Engagement		S CE												
Coordinator - Community Schools		S CE												
Coordinator - Mental Health Wellness		S CE												
Coordinator - Social Emotional Wellness		S CE												
Coordinator - Physical Health & Wellness		S CE												
Manager - Early Childhood Integrated Data System (ECIDS)		M CE	12,328.05	147,936.60	12,944.52	155,334.24	13,591.78	163,101.36	14,271.25	171,255.00	14,984.82	179,817.84	15,734.08	188,808.96
Manager - Data Services		S CE												
Manager - Data Systems		M CL												
Manager - Grants & Partnerships		M CL												
Principal Assistant to the County Superintendent	M CL													
Senior District Business Advisor	M CL													

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	CLASSIFICATION			MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
	Assistant Controller	M	CL												
	Budget Analyst	M	CL												
	Coordinator	S	CE												
	Coordinator - Alternative Education & Charter Schools	S	CE												
	Coordinator - CCLA Grant Literacy & Language Development	S	CE												
	Coordinator - CCLA Grant Mathematics	S	CE												
	Coordinator - Communications and Strategic Initiatives	S	CE												
	Coordinator - Computer Science	S	CE												
	Coordinator - Continuous Improvement (SELPA)	S	CE												
	Coordinator - District Improvement and Support	S	CE												
	Coordinator - Continuous Improvement & Accountability	S	CE												
	Coordinator - Educational Technology	S	CE												
	Coordinator - Educator Preparation Programs	S	CE												
	Coordinator - Educator Preparation Programs - Mental Health & Wellness	S	CE												
	Coordinator - Employee Assistance	S	CE												
	Coordinator - English Language Development, Dual & World Languages	S	CE												
	Coordinator - Equity, Diversity & Inclusion Support Services	S	CE												
	Coordinator - Foster Youth and Homeless Educational Services	S	CE												
	Coordinator - History-Social Science & Secondary Literacy	S	CE												
	Coordinator - Inclusion Education Technical Support	S	CE												
	Coordinator - LGBTQ District Resources & Support	S	CE												
	Coordinator - Makerspace Training	S	CE												
	Coordinator - Math	S	CE												
12	Coordinator - Migrant Education	S	CE	11,741.06	140,892.72	12,328.05	147,936.60	12,944.52	155,334.24	13,591.78	163,101.36	14,271.25	171,255.00	14,984.82	179,817.84
	Coordinator - Multi-Tiered Systems of Supports	S	CE												
	Coordinator - OYA Work Based Learning	S	CE												
	Coordinator - Parent Engagement	S	CE												
	Coordinator - School Library Services	S	CE												
	Coordinator - Special Education Local Plan Area (SELPA)	S	CE												
	Coordinator - Standards Implementation & Strategic Initiatives	S	CE												
	Coordinator - State & Federal Programs	S	CE												
	Coordinator - Strategic Initiatives	S	CE												
	Coordinator - Workforce Development & Organizational Culture	S	CE												
	Director I - School Health	M	CE												
	District Business Advisor	M	CL												
	Educational Coordinator - Justice Involved Families	S	CE												
	Manager - Applications Support	M	CL												
	Manager - Assessment & Accountability	M	CL												
	Manager - Data Governance and Strategy	M	CL												
	Manager - Early Head Start Program	M	CE												
	Manager - Early Learning Initiatives	M	CL												
	Manager - Early Learning Program Operations	M	CE												
	Manager - Early Learning Services/Planning & Support	M	CL												
	Manager - Facilities & Construction	M	CL												
	Manager - Implementation & Compliance	M	CL												

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	Manager - Network & Technical Support Services	M	CL												
	Manager - Physical Health & Wellness	M	CE												
	Manager - Positive Behavioral Interventions & Support	M	CL												
12	Manager - Program & Quality Assurance	M	CL	11,741.06	140,892.72	12,328.05	147,936.60	12,944.52	155,334.24	13,591.78	163,101.36	14,271.25	171,255.00	14,984.82	179,817.84
	Manager - Purchasing Services	M	CL												
	Manager - Risk & Liability	M	CL												
	Manager - Systems Administration	M	CL												
	Manager - Tobacco Use Prevention Education	M	CL												
	Manager - Web Services & Applications Development	M	CL												
	Product Manager	M	CL												
	Program Manager - Vocational Education	M	CE												
	Youth Health & Wellness - Community Schools Coach	M	CE												
	Academic Technology Specialist - Lead	S	CE												
	Administrator - Superintendent Projects	M	CL												
	Clinical Supervisor - Educator Preparation Programs	S	CE												
	Emergency Preparedness, School Safety & Security Administrator	M	CL												
	Financial Administrator - Charter Schools	S	CL												
	Manager - Claims & Reimbursement	M	CL												
11	Manager - CPIN	M	CE	11,181.87	134,182.44	11,741.06	140,892.72	12,328.05	147,936.60	12,944.52	155,334.24	13,591.78	163,101.36	14,271.25	171,255.00
	Manager - Human Resources/Employment Services	M	CL												
	Manager - Instructional Technology	M	CL												
	Manager - Media and Marketing	M	CL												
	Manager - Migrant Education	M	CE												
	Manager - Payroll Services	M	CL												
	Manager - Research, Evaluation & Planning	M	CL												
	Manager - School Health Systems	M	CL												
	Manager - School Wellness Programs	M	CL												
	Manager - Strategy and Implementation	M	CL												
	Manager - Youth Health & Wellness/Community Schools	M	CL												
	Supervisor - Classification & Recruitment	S	CL												

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	Assistant Manager - Early Head Start Program	M	CE												
	Early Start Program Services Specialist	S	CE												
	Manager - Credentials Services	M	CL												
	Manager - Human Resources/Employee Benefits	M	CL												
	Manager - Safe & Healthy Schools-Foster Youth Services	M	CE												
	Manager - Foster Youth Services	M	CE												
	Manager - Work Based Learning	M	CE												
	SELPA Financial Analyst	S	CL												
	Special Education Financial Analyst	S	CL												
	Supervisor - Accounting Services	S	CL												
10	Supervisor - Early Learning Services/ ERSEA	S	CL	10,649.46	127,793.52	11,181.87	134,182.44	11,741.06	140,892.72	12,328.05	147,936.60	12,944.52	155,334.24	13,591.78	163,101.36
	Supervisor - Head Start Family Health Services/Restricted	S	CL												
	Supervisor - Head Start Parent Advocacy/Restricted	S	CL												
	Supervisor - Head Start Preschool Sites	S	CE												
	Supervisor - Home Based Program -EHS Restricted	S	CL												
	Supervisor - Human Resources	S	CL												
	Supervisor - Migrant Education Identification & Recruitment	S	CL												
	Supervisor - Payroll Services	S	CL												
	Supervisor - Payroll, Tax and Retirement Systems	S	CL												
	Supervisor - Preschool Instructional Support	S	CE												
	Supervisor - Purchasing Services	S	CL												
	Supervisor - Risk & Liability	S	CL												
	Administrative Interpreter	S	CL												
	Inclusion Training Specialist	S	CE												
9	Manager - Early Learning Facilities Regional Support	M	CE	10,142.29	121,707.48	10,649.46	127,793.52	11,181.87	134,182.44	11,741.06	140,892.72	12,328.05	147,936.60	12,944.52	155,334.24
	Manager - Inclusion Collaborative Program Support	M	CL												
	Program Analyst	S	CL												
	Staff Development Specialist	S	CL												
	Supervisor-SELPA	S	CL												

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			MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
	Infant-Toddler Site Supervisor	S CE												
	Head Start Site Director II	S CE												
	School Health Billing Specialist	S CL												
	Senior Executive Assistant - County Superintendent of Schools	C CL												
	Senior Executive Assistant - Deputy Superintendent	C CL												
	Senior Legislative & Policy Analyst	S CL												
	Site Director II - Educare	S CE												
8	Supervisor - Child Care Resource & Referral	S CL	9,659.35	115,912.20	10,142.29	121,707.48	10,649.46	127,793.52	11,181.87	134,182.44	11,741.06	140,892.72	12,328.05	147,936.60
	Supervisor - Environmental Education	S CL												
	Supervisor - Inclusion Collaborative Operations	S CL												
	Supervisor - Tobacco Use Prevention Education	S CL												
	Supervisor - Human Resources/Substitute Services	S CL												
	Supervisor - Maintenance & Operations	S CL												
	Supervisor - Print Services	S CL												
	Supervisor - Transportation Services	S CL												
	Supervisor - Workers' Compensation	S CL												
	Employee Wellness Specialist	S CL												
	Head Start Site Director I	S CE												
	SELPA Administrative Specialist	S CL												
7	Senior Executive Assistant	C CL	9,199.41	110,392.92	9,659.35	115,912.20	10,142.29	121,707.48	10,649.46	127,793.52	11,181.87	134,182.44	11,741.06	140,892.72
	Supervisor - Administrative Services	S CL												
	Supervisor - Administrative Services/Restricted	S CL												
	Supervisor - Custodial Services	S CL												
	Supervisor - Warehousing Services	S CL												
	Assistant Site Director - Educare	M CE												
6	Executive Assistant	C CL	8,761.34	105,136.08	9,199.41	110,392.92	9,659.35	115,912.20	10,142.29	121,707.48	10,649.46	127,793.52	11,181.87	134,182.44