



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1p

Meeting Date: April 10, 2025

Subject: Approve Salary Schedules

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: Approve 2024/2025 Salary Schedule, updated April 10, 2025:
Non-Represented Management

Background/Rationale: The District has a need to ensure salary schedules are updated, as needed, to align with job descriptions in order to meet evolving needs. Given the creation of additional job descriptions, the associated salary schedule has been updated to include these new and/or revised positions.

Financial Considerations: N/A

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached:

Salary Schedules:

- Non-Represented Management

Estimated Time of Presentation: N/A

Submitted by: Cancy McArn, Chief Human Resources Officer & Lead Negotiator

Approved by: Lisa Allen, Superintendent



Non-Represented Management
Annual Rate Salary Schedule A
2024-25 School Year
(Effective July 1, 2024)

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Deputy Chief 9861 Deputy Chief of Academics	CE	27	X	\$161,909	\$169,327	\$177,112	\$185,288	\$193,877	\$202,885
Assistant Superintendent 9768 Business Services 1939 Curriculum and Instruction 9869 Early Learning and Care 9770 Facility Support Services 9884 Human Resources 9733 Instructional Assistant Superintendent 9885 Labor Relations 9779 Special Education, Innovation, and Learning 9730 Student Support Services	CL CE CE CL CL CE CL CE CE	24	X	\$151,322	\$158,212	\$165,439	\$173,024	\$180,998	\$189,368
Executive Director 9860 LCAP (Local Control Accountability Plan) 9792 Nutrition Services, Central Kitchen and Distribution Services 9915 Office of Safe Schools 9842 Student Support and Health Services	CL CL CL CE	23	X	\$150,296	\$154,672	\$161,730	\$169,143	\$176,919	\$185,079

Effective 7/1/2024, 2% Increase Applied

NRM 24-25– Updated TBD

Salary Schedule A

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director III		19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954
9782 Accounting Services	CL								
6024 Adult Education	CL								
4912 Budget Services	CL								
1919 Child Development	CE								
4936 Enrollment Center	CL								
9772 Facilities Management, Maintenance and Operations and Resource Management	CL								
9728 Guidance & Counseling	CE								
9777 Multilingual Education, Teaching and Learning	CE								
9835 Multi-Tiered Systems of Support (MTSS)	CE								
9839 Professional Learning, Educator & Leadership Development	CE								
9897 Professional Learning, Culture, Climate	CE								
9837 Professional Learning,	CE								
9838 Professional Learning, Mathematics & Sciences	CE								
9734 Special Education Local Plan Area (SELPA)	CE								
9824 State and Federal Programs	CE								
9713 Strategy and Innovation	CL								
9847 Student and Data Systems	CL								
6030 Student Services/Alternative Education	CE								
9855 Summer School & Extended Learning Opportunities									
0214 Youth Development	CE								
Director II		17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
9816 Constituent Services	CL								
5057 Employee Relations	CL								
9900 Facilities Design and Construction	CL								

Effective 7/1/2024, 2% Increase Applied

NRM 24-25– Updated TBD

Salary Schedule A

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director II <i>(Continued)</i>		17	X	\$129,458	\$135,246	\$141,336	\$147,728	\$154,424	\$161,468
0204 Human Resource Services	CL								
9891 Payroll Operations	CL								
9901 Planning and Property Management	CL								
9840 Risk Management and Employee Benefits	CL								
9834 Talent Management	CL								
Director I		15	X	\$123,873	\$129,391	\$135,179	\$141,261	\$147,643	\$154,353
9832 Attendance and Engagement	CL								
9787 Transportation Services	CL								
Coordinator*/ Manager III**		13	X	\$118,555	\$123,817	\$129,318	\$135,104	\$141,189	\$147,567
9814 Assistant In-House Council	CL								
6015 Adult Education*	CE								
9895 Business Systems Administrator*									
1972 Database Administrator*	CL								
9850 Facilities Maintenance**	CL								
9903 Project Manager, Facilities Design and Construction**	CL								
9863 Position Control System**	CL								
0104 Youth Development*	CL								
Coordinator* / Manager II**		11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
9874 Accounting Services**	CL								
9775 Assistant Director, Nutrition Services	CL								
9798 Board Certified Behavior Analyst (BCBA)	CL								
9813 Budget Services**	CL								
9823 College and Career Experience*	CL								
0424 Communications Officer**	CL								
9736 Community Engagement**	CL								
1984 District Operations and Security Services**	CL								

Effective 7/1/2024, 2% Increase Applied

NRM 24-25– Updated TBD

Salary Schedule A

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Coordinator* / Manager II** <i>(Continued)</i>		11	X	\$113,503	\$118,496	\$123,747	\$129,250	\$135,036	\$141,109
1906 Environmental Sustainability	CL								
9846 Facilities Planning**	CL								
1964 Grant Writer*	CL								
1978 Health Services*	CL								
9851 Human Resource Services, Change Management*	CL								
9887 Internal Auditor*	CL								
9708 K-12 Project Manager**	CL								
9765 Nutrition Program**	CL								
1955 Purchasing Services**	CL								
9751 Research and Data*	CL								
9876 Risk Management & Employee Benefits	CL								
6044 Student Information Systems	CL								
1986 Work-Based Learning	CL								
Coordinator* / Manager I**		9	X	\$108,685	\$113,440	\$118,438	\$123,679	\$129,182	\$134,965
9764 Central Kitchen**	CL								
9766 Nutrition Services Procurement & Warehouse**	CL								
9833 Safety Intervention and Response	CL								
9865 Title IX*	CL								
Coordinator* / Manager I**		9	TNR	\$107,527	\$112,202	\$117,119	\$122,255	\$127,659	\$133,340
0122 Learning Support Services*	CL								
9769 Mental Health*	CL								
Specialist III		7	X	\$104,106	\$108,629	\$113,377	\$118,377	\$123,612	\$129,115
9712 Attendance and Enrollment	CL								
9914 Enrollment TK AFS	CL								
9892 Cyber Security	CL								
1937 Youth Development	CL								
Specialist II		5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552
5244 Bullying Prevention	CL								

Effective 7/1/2024, 2% Increase Applied

NRM 24-25– Updated TBD

Salary Schedule A

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist II (Continued) 9748 District Facility Operations 9831 District Grounds Maintenance	 CL CL	 5	 X	 \$99,745	 \$104,059	 \$108,573	 \$113,331	 \$118,310	 \$123,552
Specialist II (Continued) 9811 Mental Health 1974 Student, Support Services (Either 5A/5T)	 CL CL	 5	 TNR	 \$98,747	 102,983	 107,415	 \$112,086	 \$116,983	 \$122,123
Specialist I 9785 Marketing and Graphic Design	 CL	 3	 X	 \$95,589	 \$99,695	 \$103,995	 \$108,517	 \$113,267	 \$118,252

CE = Certificated; CL = Classified; Cal = Calendar

The annual salaries shown above are derived by multiplying the number of days of required service in a given year (exclusive of legal and Board-granted holidays and vacation) by the daily rates shown in the following table.

SBE (School Board of Education) Waiver Days: TNR calendar has 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years.

The number of required days of service for each are as follows:

Calendar	# of Work Days	Salary Schedule
TNR	219 (211 + 8 SBE Waiver Days)	A5
X	239	A-Annual

Longevity Increments: Effective July 1, 2023, Longevity steps are paid as follows:

- 10 years - 2% of employee's base salary
- 14 years - 4% of employee's base salary
- 17 years - 6% of employee's base salary
- 20 years - 8% of employee's base salary
- 25 years - 10% of employee's base salary

An annual stipend of \$1,745 is added for the earned doctorate and is prorated if for less than a full year which will end on 2/28/2018. Effective 3/1/2018, the earned doctorate annual stipend will increase to \$3,000 and is prorated for less than a full year.