

**Solana Beach School District**  
**Classified Salary Schedule - 01**  
**Effective July 1, 2025 - June 30, 2026**

*3.0% on schedule Governing Board Approved June 12, 2025*

	Step	1	2	3	4	5	6-7
Child Nutrition Worker	23	42,958.34	45,107.37	47,255.13	49,402.95	51,550.91	53,698.55
Instructional Assistant I		3,579.86	3,758.95	3,937.93	4,116.91	4,295.91	4,474.88
		20.65	21.69	22.72	23.75	24.78	25.82
CDC School Age Programs Instructor	26	44,584.23	46,813.08	49,041.93	51,270.76	53,499.60	55,728.45
		3,715.35	3,901.09	4,086.83	4,272.56	4,458.30	4,644.04
		21.43	22.51	23.58	24.65	25.72	26.79
Child Nutrition Services Site Lead	28	45,698.03	47,983.37	50,267.48	52,552.81	54,838.15	57,122.24
		3,808.17	3,998.61	4,188.96	4,379.40	4,569.85	4,760.19
		21.97	23.07	24.17	25.27	26.36	27.46
CDC Preschool Teacher	30	46,838.59	49,190.80	51,520.17	53,872.38	56,201.74	58,553.94
Health Technician		3,903.22	4,099.23	4,293.35	4,489.37	4,683.48	4,879.50
		22.52	23.65	24.77	25.90	27.02	28.15
Custodian	31	47,418.49	49,789.77	52,159.85	54,532.37	56,902.43	59,272.50
		3,951.54	4,149.15	4,346.65	4,544.36	4,741.87	4,939.38
		22.80	23.94	25.08	26.22	27.36	28.50
CDC School Age Programs Leader	34	49,212.62	51,672.32	54,133.27	56,592.98	59,053.92	61,514.83
Child Nutrition Services Coordinator		4,101.05	4,306.03	4,511.11	4,716.08	4,921.16	5,126.24
Instructional Assistant II		23.66	24.84	26.03	27.21	28.39	29.57
Instructional Assistant M/M SN	36	50,441.85	52,964.20	55,486.53	58,007.64	60,531.20	63,052.33
School Office Assistant		4,203.49	4,413.68	4,623.88	4,833.97	5,044.27	5,254.36
Warehouse Worker/Delivery Driver		24.25	25.46	26.68	27.89	29.10	30.31
CDC Preschool Head Teacher	38	51,702.86	54,283.44	56,864.01	59,444.59	62,048.00	64,628.58
		4,308.57	4,523.62	4,738.67	4,953.72	5,170.67	5,385.72
		24.86	26.10	27.34	28.58	29.83	31.07
Instructional Assistant M/M/E SN	39	52,333.42	54,950.36	57,567.28	60,182.93	62,801.13	65,416.78
Translator/Interpreter/Community Liaison		4,361.12	4,579.20	4,797.27	5,015.24	5,233.43	5,451.40
		25.16	26.42	27.68	28.93	30.19	31.45
Plant Foreman	41	53,649.42	56,332.63	59,014.61	61,696.60	64,379.80	67,063.01
		4,470.79	4,694.39	4,917.88	5,141.38	5,364.98	5,588.58
		25.79	27.08	28.37	29.66	30.95	32.24
CDC Programs Specialist	42	54,319.92	57,036.28	59,752.65	62,469.01	65,184.16	67,900.50
Instructor - Art		4,526.66	4,753.02	4,979.39	5,205.75	5,432.01	5,658.38
Instructor - Garden		26.12	27.42	28.73	30.03	31.34	32.64
Instructor - Guidance Support							
Instructor - Physical Education							
Licensed Vocational Nurse (LVN)	45	56,365.17	59,184.70	62,002.95	64,821.20	67,638.22	70,457.72
		4,697.10	4,932.06	5,166.91	5,401.77	5,636.52	5,871.48
		27.10	28.45	29.81	31.16	32.52	33.87
Administrative Assistant II	47	57,775.54	60,663.85	63,552.12	66,441.63	69,329.92	72,219.44
		4,814.63	5,055.32	5,296.01	5,536.80	5,777.49	6,018.29
		27.78	29.17	30.55	31.94	33.33	34.72
Unassigned - Acct Clerk III	48	58,496.11	61,420.92	64,347.00	67,272.17	70,197.15	73,122.13
		4,874.68	5,118.41	5,362.25	5,606.01	5,849.76	6,093.51
		28.12	29.53	30.94	32.34	33.75	35.15
School Administrative Assistant	49	59,202.70	62,164.14	65,124.26	68,084.40	71,043.23	74,004.68
Senior Maintenance Worker		4,933.56	5,180.35	5,427.02	5,673.70	5,920.27	6,167.06
		28.46	29.89	31.31	32.73	34.16	35.58
Accounting & Business Services Tech	51	60,699.46	63,735.10	66,770.74	69,803.93	72,839.58	75,875.24
		5,058.29	5,311.26	5,564.23	5,816.99	6,069.97	6,322.94
		29.18	30.64	32.10	33.56	35.02	36.48
Maintenance Electrician	55	63,789.05	66,979.21	70,169.37	73,356.95	76,547.12	79,737.27
Speech Language Pathologist Assistant (SLPA)		5,315.75	5,581.60	5,847.45	6,113.08	6,378.93	6,644.77
		30.67	32.20	33.74	35.27	36.80	38.34
IT Support Technician	58	66,180.98	69,490.04	72,797.75	76,107.87	79,416.97	82,725.48
		5,515.08	5,790.84	6,066.48	6,342.32	6,618.08	6,893.79
		31.82	33.41	35.00	36.59	38.18	39.77
Administrative Assistant III	60	67,837.88	71,230.88	74,622.67	78,015.66	81,406.19	84,797.97
		5,653.16	5,935.91	6,218.56	6,501.31	6,783.85	7,066.50
		32.61	34.25	35.88	37.51	39.14	40.77
Communications Specialist	62	69,533.83	73,011.65	76,488.24	79,966.05	83,441.34	86,917.92
		5,794.49	6,084.30	6,374.02	6,663.84	6,953.45	7,243.16
		33.43	35.10	36.77	38.45	40.12	41.79
Budget Analyst	68	74,881.76	78,624.75	82,368.97	86,114.40	89,857.39	93,601.61
Payroll and Accounting Analyst		6,240.15	6,552.06	6,864.08	7,176.20	7,488.12	7,800.13
Senior Buyer		36.00	37.80	39.60	41.40	43.20	45.00
Lead Accounting and Payroll Analyst	75	81,635.84	85,716.54	89,798.44	93,880.36	97,962.27	102,042.97
		6,802.99	7,143.05	7,483.20	7,823.36	8,163.52	8,503.58
		39.25	41.21	43.17	45.13	47.10	49.06
Network and Systems Specialist	76	82,647.01	86,778.13	90,910.62	95,044.47	99,175.59	103,308.09
		6,887.25	7,231.51	7,575.89	7,920.37	8,264.63	8,609.01
		39.73	41.72	43.71	45.69	47.68	49.67
IT Data Systems Analyst/Administrator	79	85,748.24	90,034.50	94,322.03	98,609.57	102,897.11	107,183.39
		7,145.69	7,502.88	7,860.17	8,217.46	8,574.76	8,931.95
		41.23	43.29	45.35	47.41	49.47	51.53

Compensation listed per cell represents the following:

Line 1: Annual compensation for staff working 8.0 hours daily, 260 days annually.

Line 2: Monthly compensation for staff working 8.0 hours daily.

Line 3: Hourly compensation.

New unit members, as defined as members who became employees of the district on/after July 1, 2004, who have public or nonpublic work experience in the same or comparable classification and/or job-related field will be given up to four (4) years of prior experience credit upon initial placement (maximum initial placement Step 5).

A longevity\* compensation increment will be added for staff for continuous years of service with the District.

This increment shall be calculated using the percentages listed below, multiplied by the current base pay rate earnings:

- During the 8, 9 and 10th continuous year of classified service with the District, a 3% multiplier is used.
- During the 11, 12 and 13th continuous year of classified service with the District, a 6.09% multiplier is used.
- During the 14, 15 and 16th continuous year of classified service with the District, a 9.27% multiplier is used.
- During the 17, 18 and 19th continuous year of classified service with the District, a 12.55% multiplier is used.
- During each of the 20th+ continuous year of classified service with the District, a 15.93% multiplier is used.

Staff possessing a Master's Degree (MS) shall have \$1,750 added to their annual compensation.

No more than one (1) MS shall be considered for this added compensation.

\*The longevity increment shall be prorated for part-time (less than eight hours) employees.

**Solana Beach School District**  
**Classified Salary Schedule - 015 "GRANDFATHERED"**  
**Effective July 1, 2025 - June 30, 2026**

*Includes added clarifying language.*

*3.0% on schedule Governing Board Approved June 12, 2025*

	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6		
	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
<b>Range</b>																		
<b>99</b>	17.36	3,008.29	36,099.44	17.36	3,008.29	36,099.44	17.36	3,008.29	36,099.44	17.36	3,008.29	36,099.44	17.36	3,008.29	36,099.44	17.36	3,008.29	36,099.44
<b>17</b>	19.15	3,320.14	39,841.66	20.11	3,486.12	41,833.49	21.07	3,652.23	43,826.71	22.03	3,818.20	45,818.40	22.99	3,984.19	47,810.23	23.94	4,150.17	49,802.07
<b>21</b>	20.15	3,492.57	41,910.85	21.16	3,667.26	44,007.07	22.16	3,841.84	46,102.06	23.17	4,016.52	48,198.28	24.18	4,191.11	50,293.27	25.19	4,365.79	52,389.49
<b>23</b>	20.65	3,579.86	42,958.34	21.69	3,758.95	45,107.38	22.72	3,937.93	47,255.16	23.75	4,116.91	49,402.96	24.78	4,295.90	51,550.76	25.82	4,474.88	53,698.55
<b>25</b>	21.17	3,669.41	44,032.86	22.23	3,852.89	46,234.68	23.29	4,036.38	48,436.51	24.35	4,219.86	50,638.34	25.40	4,403.25	52,838.94	26.46	4,586.83	55,041.99
<b>26</b>	21.43	3,715.35	44,584.24	22.51	3,901.09	46,813.08	23.58	4,086.83	49,041.93	24.65	4,272.56	51,270.77	25.72	4,458.30	53,499.62	26.79	4,644.04	55,728.45
<b>28</b>	21.97	3,808.17	45,698.04	23.07	3,998.61	47,983.37	24.17	4,188.96	50,267.48	25.27	4,379.40	52,552.81	26.36	4,569.85	54,838.15	27.46	4,760.19	57,122.26
<b>31</b>	22.80	3,951.54	47,418.49	23.94	4,149.15	49,789.79	25.08	4,346.66	52,159.86	26.22	4,544.36	54,532.37	27.36	4,741.87	56,902.43	28.50	4,939.38	59,272.50
<b>32</b>	23.08	4,000.97	48,011.63	24.24	4,201.03	50,412.38	25.39	4,401.10	52,813.15	26.55	4,601.16	55,213.92	27.70	4,801.12	57,613.45	28.85	5,001.19	60,014.23
<b>34</b>	23.66	4,101.05	49,212.62	24.84	4,306.03	51,672.33	26.03	4,511.11	54,133.27	27.21	4,716.08	56,592.98	28.39	4,921.16	59,053.92	29.57	5,126.24	61,514.84
<b>35</b>	23.95	4,151.61	49,819.27	25.15	4,359.14	52,309.66	26.35	4,566.78	54,801.30	27.54	4,774.31	57,291.72	28.74	4,981.84	59,782.13	29.94	5,189.48	62,273.76
<b>36</b>	24.25	4,203.49	50,441.86	25.46	4,413.68	52,964.20	26.68	4,623.88	55,486.54	27.89	4,833.97	58,007.64	29.10	5,044.27	60,531.22	30.31	5,254.36	63,052.33
<b>40</b>	25.48	4,416.34	52,996.13	26.75	4,637.18	55,646.18	28.03	4,857.92	58,295.00	29.30	5,078.76	60,945.06	30.57	5,299.59	63,595.10	31.85	5,520.33	66,243.92
<b>41</b>	25.79	4,470.79	53,649.43	27.08	4,694.39	56,332.64	28.37	4,917.88	59,014.61	29.66	5,141.38	61,696.60	30.95	5,364.98	64,379.81	32.24	5,588.58	67,063.01
<b>42</b>	26.12	4,526.66	54,319.93	27.42	4,753.02	57,036.29	28.73	4,979.39	59,752.65	30.03	5,205.75	62,469.02	31.34	5,432.01	65,184.16	32.64	5,658.38	67,900.51
<b>43</b>	26.44	4,582.53	54,990.41	27.76	4,811.76	57,741.17	29.08	5,040.89	60,490.69	30.40	5,270.02	63,240.21	31.73	5,499.04	65,988.51	33.05	5,728.27	68,739.25
<b>47</b>	27.78	4,814.63	57,775.55	29.17	5,055.32	60,663.85	30.55	5,296.01	63,552.13	31.94	5,536.80	66,441.64	33.33	5,777.49	69,329.93	34.72	6,018.29	72,219.45
<b>48</b>	28.12	4,874.70	58,496.40	29.53	5,118.46	61,421.53	30.94	5,362.32	64,347.88	32.34	5,605.98	67,271.78	33.75	5,849.74	70,196.90	35.15	6,093.50	73,122.03
<b>51</b>	29.18	5,058.29	60,699.46	30.64	5,311.26	63,735.10	32.10	5,564.23	66,770.75	33.56	5,817.00	69,803.94	35.02	6,069.97	72,839.58	36.48	6,322.94	75,875.24
<b>53</b>	29.91	5,184.88	62,218.51	31.41	5,443.99	65,327.84	32.90	5,703.30	68,439.62	34.40	5,962.52	71,550.18	35.90	6,221.83	74,661.96	37.39	6,480.94	77,771.29
<b>56</b>	31.04	5,380.85	64,570.14	32.60	5,649.88	67,798.60	34.15	5,918.92	71,027.04	35.70	6,187.96	74,255.49	37.25	6,456.99	77,483.93	38.80	6,726.03	80,712.39
<b>60</b>	32.61	5,653.16	67,837.90	34.25	5,935.91	71,230.89	35.88	6,218.56	74,622.67	37.51	6,501.31	78,015.67	39.14	6,783.85	81,406.20	40.77	7,066.50	84,797.98
<b>63</b>	33.84	5,866.12	70,393.38	35.54	6,159.41	73,912.87	37.23	6,452.70	77,432.35	38.92	6,745.99	80,951.85	40.61	7,039.38	84,472.57	42.30	7,332.57	87,990.81
<b>68</b>	36.00	6,240.15	74,881.77	37.80	6,552.06	78,624.76	39.60	6,864.08	82,368.97	41.40	7,176.20	86,114.41	43.20	7,488.12	89,857.40	45.00	7,800.13	93,601.61
<b>75</b>	39.25	6,802.99	81,635.84	41.21	7,143.05	85,716.54	43.17	7,483.20	89,798.45	45.13	7,823.36	93,880.36	47.10	8,163.52	97,962.28	49.06	8,503.58	102,042.97

All staff hired on or prior to July 1, 2004, having worked continuously through June 30, 2018, are to be paid from the Group 15 Salary Schedule starting July 1, 2018.

The following ID numbers represent the full list(as of the date of board approval listed below) of staff paid from Schedule 015:  
105149, 143572, 166165, 203671, 264696, 288210, 311591, 337559, 341626, 384262, 413213, 442080, 467657.

No additional staff shall be paid from this salary schedule. This schedule is to sunset upon termination of all staff currently referenced by a Staff ID number above.

**Longevity:**

A career\* compensation increment will be added for staff who have completed continuous years of service as follows:

An amount equal to eight percent (8%) of BASE (Range 21, Step 1) during the 14th-16th years,

An amount equal to 2 X eight percent (8%) of BASE (Range 21, Step 1) during the 17th-19th year,

An amount equal to 3 X eight percent (8%) of BASE (Range 21, Step 1) during the 20th-22nd year,

An amount equal to 4 X eight percent (8%) of BASE (Range 21, Step 1) during the 23rd-25th year, and

An amount equal to 5 X eight percent (8%) of BASE (Range 21, Step 1) during the 26th year of service and ongoing.

(For the current salary schedule, the eight percent (8%) of BASE (Range 21, Step 1) is equal to \$3,352.87 (Full-Time))

Additionally, beginning the 14th year, a longevity\* increment of \$1,000 will be added to the annual salary each year.

Staff possessing a Master's Degree (MS) shall have \$1,750 added to their annual compensation.

*No more than one (1) MS shall be considered for this added compensation.*

\*The career and longevity increments shall be prorated for part-time (less than eight hours) employees.