

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, California 93637

2026 - 2027 CONFIDENTIAL STAFF SALARY SCHEDULE

259 Paid Days @ 8 Hours per Day

Effective July 1, 2026

POSITION TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Human Resources Technician, Recruitment and Employment	46	4354.65	4573.94	4805.31	5050.50	5304.32	5573.68
Human Resources Specialist	48	4573.94	4805.31	5050.50	5304.32	5573.68	5855.13
Payroll/Retirement Technician	48	4573.94	4805.31	5050.50	5304.32	5573.68	5855.13
Credentials Analyst	55	5437.27	5711.81	6000.17	6305.79	6625.22	6961.92
Human Resources Analyst	55	5437.27	5711.81	6000.17	6305.79	6625.22	6961.92
Senior Human Resources Analyst	56	5573.68	5855.13	6152.11	6462.91	6790.98	7134.59
Payroll/Retirement Analyst	57	5711.81	6000.17	6305.79	6625.22	6961.92	7314.16
Senior Executive Assistant/Public Information Officer	60	6152.11	6462.91	6790.98	7134.59	7495.46	7875.33

Payments for a Master's Degree and/or Doctorate Degree shall be applied and pro-rated (if applicable) on the first of the month following the conferral date of the degree provided that official transcripts are submitted to Human Resources no later than the end of that fiscal year. When official transcripts are submitted late to Human Resources (in a subsequent fiscal year), the payment shall be applied retroactively effective July 1st of that current fiscal year regardless of the conferral date.

Master's Degree	= \$2000.00
Doctorate Degree	= \$2000.00
Both Degrees	= \$4000.00

Effective the month following completion of eight (8) years of continuous, full-time, satisfactory service with the MCSOS, exclusive of approved leave without pay, any employee in the classified service shall, in addition to the employee's current salary, receive longevity pay.

Longevity increments for employees hired prior to December 1, 2018, shall be as follows:

- 5% longevity pay after 8 years of continuous service (5.0%)
- Additionally 5.0% granted after 11 years of continuous service (10.25%)
- Additionally 5.0% granted after 14 years of continuous service (15.76%)

Longevity increments for employees hired on or after December 1, 2018, shall be as follows:

- Commencing with the 9th year of service = \$ 750.00 per annum level
- At the 12th year of service = \$1000.00 per annum level
- At the 15th year of service = \$1250.00 per annum level
- At the 18th year of service = \$1750.00 per annum level
- At the 20th year of service = \$2250.00 per annum level
- At the 26th year of services = \$3000.00 per annum level

\$25 monthly payment for each employee on the Confidential Staff Salary Schedule.

\$50 monthly payment for designated employees providing oral Spanish translation services.

\$75 monthly payment for designated employees providing oral and written Spanish translation services.

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$14,300 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and dependents after retirement provided the employee qualifies according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

Approved by
Patricia M. Protzman

Date

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Effective July 1, 2026

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	HOURLY	OT
36	3401.53	3572.47	3753.77	3943.71	4145.73	4354.65	19.70	29.55
37	3486.14	3662.26	3848.74	4042.13	4245.87	4463.43	20.19	30.29
38	3572.47	3753.77	3943.71	4145.73	4354.65	4573.94	20.69	31.04
39	3662.26	3848.74	4042.13	4245.87	4463.43	4689.63	21.21	31.82
40	3753.77	3943.71	4145.73	4354.65	4573.94	4805.31	21.74	32.61
41	3848.74	4042.13	4245.87	4463.43	4689.63	4926.18	22.29	33.44
42	3943.71	4145.73	4354.65	4573.94	4805.31	5050.50	22.84	34.26
43	4042.13	4245.87	4463.43	4689.63	4926.18	5174.82	23.41	35.12
44	4145.73	4354.65	4573.94	4805.31	5050.50	5304.32	24.01	36.02
45	4245.87	4463.43	4689.63	4926.18	5174.82	5437.27	24.59	36.89
46	4354.65	4573.94	4805.31	5050.50	5304.32	5573.68	25.22	37.83
47	4463.43	4689.63	4926.18	5174.82	5437.27	5711.81	25.85	38.78
48	4573.94	4805.31	5050.50	5304.32	5573.68	5855.13	26.49	39.74
49	4689.63	4926.18	5174.82	5437.27	5711.81	6000.17	27.16	40.74
50	4805.31	5050.50	5304.32	5573.68	5855.13	6152.11	27.83	41.75
51	4926.18	5174.82	5437.27	5711.81	6000.17	6305.79	28.53	42.80
52	5050.50	5304.32	5573.68	5855.13	6152.11	6462.91	29.25	43.88
53	5174.82	5437.27	5711.81	6000.17	6305.79	6625.22	29.97	44.96
54	5304.32	5573.68	5855.13	6152.11	6462.91	6790.98	30.72	46.08
55	5437.27	5711.81	6000.17	6305.79	6625.22	6961.92	31.49	47.24
56	5573.68	5855.13	6152.11	6462.91	6790.98	7134.59	32.28	48.42
57	5711.81	6000.17	6305.79	6625.22	6961.92	7314.16	33.08	49.62
58	5855.13	6152.11	6462.91	6790.98	7134.59	7495.46	33.91	50.87
59	6000.17	6305.79	6625.22	6961.92	7314.16	7683.67	34.75	52.13
60	6152.11	6462.91	6790.98	7134.59	7495.46	7875.33	35.63	53.45
61	6305.79	6625.22	6961.92	7314.16	7683.67	8072.17	36.52	54.78
62	6462.91	6790.98	7134.59	7495.46	7875.33	8272.46	37.43	56.15
63	6625.22	6961.92	7314.16	7683.67	8072.17	8481.39	38.37	57.56
64	6790.98	7134.59	7495.46	7875.33	8272.46	8692.04	39.33	59.00
65	6961.92	7314.16	7683.67	8072.17	8481.39	8909.60	40.32	60.48
66	7134.59	7495.46	7875.33	8692.04	9132.34	9132.34	41.32	61.98
67	7314.16	7683.67	8072.17	8909.60	9360.26	9360.26	42.36	63.54
68	7495.46	7875.33	8692.04	9132.34	9593.36	9593.36	43.41	65.12
69	7683.67	8072.17	8909.60	9360.26	9833.37	9833.37	44.50	66.75
70	7875.33	8692.04	9132.34	9593.36	10080.28	10080.28	45.61	68.42