

## PITTSBURG UNIFIED SCHOOL DISTRICT

CLASSIFIED MANAGEMENT SALARY SCHEDULE 2025-2026  
Classified Administrators of Pittsburg Schools (CAPS)  
2.30% increase effective July 1, 2025

| Range  |         | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Position                                                                                                                                                                |
|--------|---------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I      | Annual  | \$ 101,356   | \$ 106,633   | \$ 111,911   | \$ 117,193   | \$ 122,469   | \$ 127,750   | \$ 130,945   | \$ 134,220   | Assistant Director/Coordinator<br>Child Nutrition Services<br>Coordinator of Finance<br>Coordinator Network Systems<br>Maintenance & Facilities<br>Student Data Systems |
|        | Monthly | \$ 8,446.33  | \$ 8,886.08  | \$ 9,325.92  | \$ 9,766.08  | \$ 10,205.75 | \$ 10,645.83 | \$ 10,912.08 | \$ 11,185.00 |                                                                                                                                                                         |
|        | Hourly  | \$ 48.73     | \$ 51.27     | \$ 53.80     | \$ 56.34     | \$ 58.88     | \$ 61.42     | \$ 62.95     | \$ 64.53     |                                                                                                                                                                         |
| I(a)   | Annual  | \$ 106,207   | \$ 111,797   | \$ 117,680   | \$ 123,872   | \$ 130,390   | \$ 133,733   | \$ 137,162   | \$ 140,678   | Board Certified Behavior Analyst<br>School Based Therapist<br><br>(238 Days)                                                                                            |
|        | Monthly | \$8,850.58   | \$9,316.42   | \$9,806.67   | \$10,322.67  | \$10,865.83  | \$11,144.42  | \$11,430.17  | \$11,723.17  |                                                                                                                                                                         |
|        | Hourly  | \$ 55.78     | \$ 58.72     | \$ 61.81     | \$ 65.06     | \$ 68.48     | \$ 70.24     | \$ 72.04     | \$ 73.89     |                                                                                                                                                                         |
| II     | Annual  | \$ 108,547   | \$ 113,979   | \$ 119,676   | \$ 125,657   | \$ 131,249   | \$ 134,815   | \$ 138,381   | \$ 141,948   | Senior HR Analyst                                                                                                                                                       |
|        | Monthly | \$ 9,045.58  | \$ 9,498.25  | \$ 9,973.00  | \$ 10,471.42 | \$ 10,937.42 | \$ 11,234.58 | \$ 11,531.75 | \$ 11,829.00 |                                                                                                                                                                         |
|        | Hourly  | \$ 52.19     | \$ 54.80     | \$ 57.54     | \$ 60.41     | \$ 63.10     | \$ 64.81     | \$ 66.53     | \$ 68.24     |                                                                                                                                                                         |
| II(a)  | Annual  | \$ 109,254   | \$ 114,507   | \$ 119,759   | \$ 125,016   | \$ 130,264   | \$ 135,519   | \$ 140,619   | \$ 145,723   | Supervisor of Expanded Learning Opportunity Program                                                                                                                     |
|        | Monthly | \$ 9,104.50  | \$ 9,542.25  | \$ 9,979.92  | \$ 10,418.00 | \$ 10,855    | \$ 11,293.23 | \$ 11,718.25 | \$ 12,143.58 |                                                                                                                                                                         |
|        | Hourly  | \$ 52.53     | \$ 55.05     | \$ 57.58     | \$ 60.10     | \$ 62.63     | \$ 65.15     | \$ 67.61     | \$ 70.06     |                                                                                                                                                                         |
| III    | Annual  | \$ 114,026   | \$ 119,304   | \$ 124,582   | \$ 129,862   | \$ 135,141   | \$ 140,422   | \$ 143,934   | \$ 147,531   | Director IV<br>Project Manager                                                                                                                                          |
|        | Monthly | \$ 9,502.17  | \$ 9,942.00  | \$ 10,381.83 | \$ 10,821.83 | \$ 11,261.75 | \$ 11,701.83 | \$ 11,994.50 | \$ 12,294.25 |                                                                                                                                                                         |
|        | Hourly  | \$ 54.82     | \$ 57.36     | \$ 59.90     | \$ 62.43     | \$ 64.97     | \$ 67.51     | \$ 69.20     | \$ 70.93     |                                                                                                                                                                         |
| III(a) | Annual  | \$ 122,462   | \$ 126,137   | \$ 129,924   | \$ 133,821   | \$ 137,833   | \$ 141,970   | \$ 146,228   | \$ 153,079   | Occupational Therapist<br><br>11-Month Position (238 Days)                                                                                                              |
|        | Monthly | \$ 10,205.17 | \$ 10,511.42 | \$ 10,827.00 | \$ 11,151.75 | \$ 11,486.08 | \$ 11,830.83 | \$ 12,185.67 | \$ 12,756.58 |                                                                                                                                                                         |
|        | Hourly  | \$ 64.32     | \$ 66.25     | \$ 68.24     | \$ 70.28     | \$ 72.39     | \$ 74.56     | \$ 76.80     | \$ 80.40     |                                                                                                                                                                         |
| IV     | Annual  | \$ 139,362   | \$ 144,644   | \$ 149,921   | \$ 155,197   | \$ 160,476   | \$ 165,755   | \$ 169,899   | \$ 174,144   | Director II<br><br>Not applicable at this time                                                                                                                          |
|        | Monthly | \$ 11,613.50 | \$ 12,053.67 | \$ 12,493.42 | \$ 12,933.08 | \$ 13,373.00 | \$ 13,812.92 | \$ 14,158.25 | \$ 14,512.00 |                                                                                                                                                                         |
|        | Hourly  | \$ 67.00     | \$ 69.54     | \$ 72.08     | \$ 74.61     | \$ 77.15     | \$ 79.69     | \$ 81.68     | \$ 83.72     |                                                                                                                                                                         |
| IV(a)  | Annual  | \$ 146,809   | \$ 152,063   | \$ 157,316   | \$ 162,568   | \$ 167,819   | \$ 173,074   | \$ 178,174   | \$ 183,278   | Coord Data Reporting & Educational Technology<br>District Coordinator of Community Schools                                                                              |
|        | Monthly | \$ 12,234.08 | \$ 12,671.92 | \$ 13,109.67 | \$ 13,547.33 | \$ 13,984.92 | \$ 14,422.83 | \$ 14,847.83 | \$ 15,273.17 |                                                                                                                                                                         |
|        | Hourly  | \$ 70.58     | \$ 73.11     | \$ 75.63     | \$ 78.16     | \$ 80.68     | \$ 83.21     | \$ 85.66     | \$ 88.11     |                                                                                                                                                                         |
| V      | Annual  | \$ 147,541   | \$ 152,825   | \$ 158,099   | \$ 163,384   | \$ 168,659   | \$ 173,941   | \$ 178,290   | \$ 182,748   | Parent and Family Coordinator                                                                                                                                           |
|        | Monthly | \$ 12,295.08 | \$ 12,735.42 | \$ 13,174.92 | \$ 13,615.33 | \$ 14,054.92 | \$ 14,495.08 | \$ 14,857.50 | \$ 15,229.00 |                                                                                                                                                                         |
|        | Hourly  | \$ 70.93     | \$ 73.47     | \$ 76.01     | \$ 78.55     | \$ 81.09     | \$ 83.63     | \$ 85.72     | \$ 87.86     |                                                                                                                                                                         |
| V(a)   | Annual  | \$ 167,111   | \$ 170,574   | \$ 174,036   | \$ 177,502   | \$ 180,965   | \$ 184,426   | \$ 187,889   | \$ 191,351   | Senior Project Inspector<br><br>Not applicable at this time                                                                                                             |
|        | Monthly | \$ 13,925.92 | \$ 14,214.50 | \$ 14,503.00 | \$ 14,791.83 | \$ 15,080.42 | \$ 15,368.83 | \$ 15,657.42 | \$ 15,945.92 |                                                                                                                                                                         |
|        | Hourly  | \$ 80.34     | \$ 82.01     | \$ 83.67     | \$ 85.34     | \$ 87.00     | \$ 88.67     | \$ 90.33     | \$ 92.00     |                                                                                                                                                                         |
| VI     | Annual  | \$ 156,786   | \$ 162,066   | \$ 167,342   | \$ 172,620   | \$ 177,898   | \$ 183,179   | \$ 188,304   | \$ 193,433   | Director I<br>Child Nutrition Services<br>Facilities<br>Finance                                                                                                         |
|        | Monthly | \$ 13,065.50 | \$ 13,505.50 | \$ 13,945.17 | \$ 14,385.00 | \$ 14,824.83 | \$ 15,264.92 | \$ 15,692.00 | \$ 16,119.42 |                                                                                                                                                                         |
|        | Hourly  | \$ 75.38     | \$ 77.92     | \$ 80.45     | \$ 82.99     | \$ 85.53     | \$ 88.07     | \$ 90.53     | \$ 93.00     |                                                                                                                                                                         |
| VII    | Annual  | \$ 165,458   | \$ 170,974   | \$ 176,488   | \$ 182,000   | \$ 187,520   | \$ 193,037   | \$ 198,394   | \$ 203,750   | Executive Director of SSSC                                                                                                                                              |
|        | Monthly | \$ 13,788.17 | \$ 14,247.83 | \$ 14,707.33 | \$ 15,166.67 | \$ 15,626.67 | \$ 16,086.42 | \$ 16,532.83 | \$ 16,979.17 |                                                                                                                                                                         |
|        | Hourly  | \$ 79.55     | \$ 82.20     | \$ 84.85     | \$ 87.50     | \$ 90.15     | \$ 92.81     | \$ 95.38     | \$ 97.96     |                                                                                                                                                                         |

Masters Degree: \$ 1,495.08 additional per year

Doctoral Degree: \$ 2,325.68 Additional per year

**Longevity Pay:**

5.00% of base salary beginning with the 11th consecutive year of employment  
7.00% of base salary beginning with the 16th consecutive year of employment  
9.00% of base salary beginning with the 21st consecutive year of employment  
10.00% of base salary beginning with the 26th consecutive year of employment

**WORK YEAR:**

260 Days

**HOLIDAYS:**

16 Days Per Year

**VACATION:**

22 Days Per Year

**AFTER 19 YEARS:**

27 Days Per Year

**SICK:**

12 Days Per Year

**MANAGEMENT LEAVE** - Four (4) days per year of Leave with pay (this provision is not cumulative from year to year)

Revised to include After School  
Coord and Human Resources  
December 9, 2020

**Fringe Benefits:**

Employee Only \$1,168.86/month

Employee plus one \$2,337.72/month

Family \$3,039.04/month

Revised to include Board Certified Behavior Analyst (BCBA) - November  
10, 2021

School Based Therapist - January 25, 2023

Coordinator of Finance March 8, 2023

Supervisor Expanded Learning Opportunity Program February 26, 2025

District Coordinator of Community Schools May 29, 2024

Executive Director of SSSC June 17, 2026

Board Approved: June 17, 2026