

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

**2025-2026 INTERNAL CLASSIFIED SALARY SCHEDULE**

Effective January 1, 2026

**259 Paid Days @ 8 Hours per Day**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Program Administrative Assistant	40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77
Program Administrative Assistant, Special Events	40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77
Senior Secretary	40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77
Senior School Secretary	40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77
Translator/Interpreter	40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77
Accounting Technician I	41	3840.11	4038.67	4251.05	4463.43	4691.35	4931.36
Receptionist/Accounting Support	41	3840.11	4038.67	4251.05	4463.43	4691.35	4931.36
School Administrative Assistant	41	3840.11	4038.67	4251.05	4463.43	4691.35	4931.36
Accounting Technician II	43	4038.67	4251.05	4463.43	4691.35	4931.36	5174.82
Administrative Assistant	43	4038.67	4251.05	4463.43	4691.35	4931.36	5174.82
Medi-Cal Coder	43	4038.67	4251.05	4463.43	4691.35	4931.36	5174.82
Warehouse & Inventory Control Technician	45	4251.05	4463.43	4691.35	4931.36	5174.82	5430.37
Digital Media Technician	46	4352.93	4575.67	4808.77	5052.23	5302.59	5570.23
Human Resources/Credentials Technician	46	4352.93	4575.67	4808.77	5052.23	5302.59	5570.23
Student Services Liaison	46	4352.93	4575.67	4808.77	5052.23	5302.59	5570.23
Accounting Technician III	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Administrative Assistant II	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Attendance Specialist	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Career & Alt Ed Counseling Specialist	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Computer/Application Support Technician	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Medi-Cal Administrative Activities Specialist	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
SELPA Data Management Technician	48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40
Senior Administrative Assistant	54	5302.59	5570.23	5853.40	6146.93	6457.73	6785.80
PC/Network Technician	55	5430.37	5715.27	6000.17	6307.51	6623.49	6965.37
Senior Business and Administrative Services Assistant	55	5430.37	5715.27	6000.17	6307.51	6623.49	6965.37
Application Support Specialist	56	5570.23	5853.40	6146.93	6457.73	6785.80	7125.95
Executive Assistant	56	5570.23	5853.40	6146.93	6457.73	6785.80	7125.95
Attendance/CALPADS Specialist	57	5715.27	6000.17	6307.51	6623.49	6965.37	7310.71
Senior Application Specialist	57	5715.27	6000.17	6307.51	6623.49	6965.37	7310.71
Fiscal Analyst	59	6000.17	6307.51	6623.49	6965.37	7310.71	7676.76
Business Systems Specialist	61	6307.51	6623.49	6965.37	7310.71	7676.76	8066.99

\_\_\_\_\_  
Approved by  
Tricia Protzman

\_\_\_\_\_  
Date

**Positions Less Than 259 Paid Days**

**12 Month Positions**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Senior School Secretary	40	3486.47	3666.41	3862.43	4050.41	4257.67	4474.57
School Administrative Assistant	41	3573.23	3757.99	3955.61	4153.23	4365.31	4588.64

**Based on 241 paid days @ 8 hours per day**

- 12 Vacation Days
- 13 Holidays
- 216 Work Days

**Positions Less Than 259 Paid Days**

**12 Month Position**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Delivery Assistant	37	2181.60	2295.00	2401.92	2526.12	2658.96	2791.80

**Based on 162 paid days @ 8 hours per day**

- 12 Vacation Days
- 14 Holidays
- 148 Work Days

**Positions Less Than 8 Hours per Day**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Office Assistant	32	495.72	521.59	547.18	576.11	603.65	634.81

**Based on 204 paid days @ 1.5 hours per day**

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

---

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

---

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

---

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

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 eligible 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.

# 2025-2026 INTERNAL CLASSIFIED SALARY SCHEDULE

259 Paid Days @ 8 Hours per Day

Effective January 1, 2026

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	HOURLY	O.T.
32	3076.92	3237.50	3396.35	3575.93	3746.87	3940.25	17.82	26.73
33	3154.62	3316.93	3487.87	3669.17	3840.11	4038.67	18.27	27.41
34	3237.50	3396.35	3575.93	3746.87	3940.25	4150.91	18.75	28.13
35	3316.93	3487.87	3669.17	3840.11	4038.67	4251.05	19.21	28.82
36	3396.35	3575.93	3746.87	3940.25	4150.91	4352.93	19.67	29.51
37	3487.87	3669.17	3840.11	4038.67	4251.05	4463.43	20.20	30.30
38	3575.93	3746.87	3940.25	4150.91	4352.93	4575.67	20.71	31.07
39	3669.17	3840.11	4038.67	4251.05	4463.43	4691.35	21.25	31.88
40	3746.87	3940.25	4150.91	4352.93	4575.67	4808.77	21.70	32.55
41	3840.11	4038.67	4251.05	4463.43	4691.35	4931.36	22.24	33.36
42	3940.25	4150.91	4352.93	4575.67	4808.77	5052.23	22.82	34.23
43	4038.67	4251.05	4463.43	4691.35	4931.36	5174.82	23.39	35.09
44	4150.91	4352.93	4575.67	4808.77	5052.23	5302.59	24.04	36.06
45	4251.05	4463.43	4691.35	4931.36	5174.82	5430.37	24.62	36.93
46	4352.93	4575.67	4808.77	5052.23	5302.59	5570.23	25.21	37.82
47	4463.43	4691.35	4931.36	5174.82	5430.37	5715.27	25.85	38.78
48	4575.67	4808.77	5052.23	5302.59	5570.23	5853.40	26.50	39.75
49	4691.35	4931.36	5174.82	5430.37	5715.27	6000.17	27.17	40.76
50	4808.77	5052.23	5302.59	5570.23	5853.40	6146.93	27.85	41.78
51	4931.36	5174.82	5430.37	5715.27	6000.17	6307.51	28.56	42.84
52	5052.23	5302.59	5570.23	5853.40	6146.93	6457.73	29.26	43.89
53	5174.82	5430.37	5715.27	6000.17	6307.51	6623.49	29.97	44.96
54	5302.59	5570.23	5853.40	6146.93	6457.73	6785.80	30.71	46.07
55	5430.37	5715.27	6000.17	6307.51	6623.49	6965.37	31.45	47.18
56	5570.23	5853.40	6146.93	6457.73	6785.80	7125.95	32.26	48.39
57	5715.27	6000.17	6307.51	6623.49	6965.37	7310.71	33.10	49.65
58	5853.40	6146.93	6457.73	6785.80	7125.95	7504.09	33.90	50.85
59	6000.17	6307.51	6623.49	6965.37	7310.71	7676.76	34.75	52.13
60	6146.93	6457.73	6785.80	7125.95	7504.09	7871.87	35.60	53.40
61	6307.51	6623.49	6965.37	7310.71	7676.76	8066.99	36.53	54.80

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

**2025-2026 INTERNAL CLASSIFIED  
Grant Programs SALARY SCHEDULE**

Effective January 1, 2026

**184 Work Days -- 11 Month Position**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
*Early Start Family Resource Center Support Specialist 1.5 Hours/Day	36	557.91	587.41	615.49	647.26	681.86	715.05

\*Based on 208 paid days/11 month position  
11 vacation days  
13 holidays  
184 workdays

**200 Work Days -- 12 Month Position**

<b>POSITION TITLE</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
*Early Childhood Education Technician 8 Hours/Day	45	3693.00	3877.50	4075.50	4284.00	4495.50	4717.50

\*Based on 225 paid days/12 month position  
12 vacation days  
13 holidays  
200 workdays

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

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 eligible 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  
Tricia Protzman

\_\_\_\_\_  
Date

# INTERNAL CLASSIFIED SALARY SCHEDULE

## 2025-2026 Hourly Rates

Effective January 1, 2026

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
32	17.82	18.75	19.67	20.71	21.70	22.82
33	18.27	19.21	20.20	21.25	22.24	23.39
34	18.75	19.67	20.71	21.70	22.82	24.04
35	19.21	20.20	21.25	22.24	23.39	24.62
36	19.67	20.71	21.70	22.82	24.04	25.21
37	20.20	21.25	22.24	23.39	24.62	25.85
38	20.71	21.70	22.82	24.04	25.21	26.50
39	21.25	22.24	23.39	24.62	25.85	27.17
40	21.70	22.82	24.04	25.21	26.50	27.85
41	22.24	23.39	24.62	25.85	27.17	28.56
42	22.82	24.04	25.21	26.50	27.85	29.26
43	23.39	24.62	25.85	27.17	28.56	29.97
44	24.04	25.21	26.50	27.85	29.26	30.71
45	24.62	25.85	27.17	28.56	29.97	31.45
46	25.21	26.50	27.85	29.26	30.71	32.26
47	25.85	27.17	28.56	29.97	31.45	33.10
48	26.50	27.85	29.26	30.71	32.26	33.90
49	27.17	28.56	29.97	31.45	33.10	34.75
50	27.85	29.26	30.71	32.26	33.90	35.60
51	28.56	29.97	31.45	33.10	34.75	36.53
52	29.26	30.71	32.26	33.90	35.60	37.40
53	29.97	31.45	33.10	34.75	36.53	38.36
54	30.71	32.26	33.90	35.60	37.40	39.30
55	31.45	33.10	34.75	36.53	38.36	40.34
56	32.26	34.12	35.60	37.40	39.30	41.27
57	33.10	34.75	36.53	38.36	40.34	42.34
58	33.90	35.60	37.40	39.30	41.27	43.46
59	34.75	36.53	38.36	40.34	42.34	44.46
60	35.60	37.40	39.30	41.27	43.46	45.59
61	36.53	38.36	40.34	42.34	44.46	46.72