

DEL MAR UNION SCHOOL DISTRICT GROUP 1 - REGULAR CLASSIFIED

CLASSIFIED SALARY SCHEDULE: Effective July 1, 2025

ADOPTED BY BOARD OF TRUSTEES - February 11, 2026

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%							
	MONTHLY HOURLY	MONTHLY HOURLY									
12	\$40,371.40 3,364.28 19.41	\$42,388.38 3,532.37 20.38	\$44,508.70 3,709.06 21.40	\$46,735.10 3,894.59 22.47	\$49,072.73 4,089.39 23.59	\$51,525.01 4,293.75 24.77	\$54,100.28 4,508.36 26.01	\$56,806.77 4,733.90 27.31	\$59,647.11 4,970.59 28.68	\$62,487.45 5,207.29 30.04	\$65,327.79 5,443.98 31.41
13	\$42,339.23 3,528.27 20.36	\$42,339.23 3,528.27 20.36	\$44,457.70 3,704.81 21.37	\$44,457.70 3,704.81 21.37	\$46,682.18 3,890.18 22.44	\$46,682.18 3,890.18 22.44	\$49,014.56 4,084.55 23.56	\$51,468.19 4,289.02 24.74	\$54,041.60 4,503.47 25.98	\$56,615.01 4,717.92 27.22	\$59,188.42 4,932.37 28.46
14	\$42,413.60 3,534.47 20.39	\$44,534.30 3,711.19 21.41	\$46,760.41 3,896.70 22.48	\$49,102.62 4,091.89 23.61	\$51,558.34 4,296.53 24.79	\$54,135.59 4,511.30 26.03	\$56,840.20 4,736.68 27.33	\$59,688.38 4,974.03 28.70	\$62,722.80 5,222.73 30.13	\$65,657.22 5,471.43 31.57	\$68,641.64 5,720.14 33.00
15	\$44,482.36 3,706.86 21.39	\$44,482.36 3,706.86 21.39	\$46,707.67 3,892.31 22.46	\$46,707.67 3,892.31 22.46	\$49,044.42 4,087.04 23.58	\$49,044.42 4,087.04 23.58	\$51,493.66 4,291.14 24.76	\$54,069.03 4,505.75 25.99	\$56,772.48 4,731.04 27.29	\$59,475.93 4,956.33 28.59	\$62,179.38 5,181.62 29.89
16	\$44,560.73 3,713.39 21.42	\$46,788.86 3,899.07 22.49	\$49,127.62 4,093.97 23.62	\$51,587.76 4,298.98 24.80	\$54,168.89 4,514.07 26.04	\$56,879.39 4,739.95 27.35	\$59,715.34 4,976.28 28.71	\$62,710.12 5,225.84 30.15	\$65,845.63 5,487.14 31.66	\$68,981.13 5,748.43 33.16	\$72,116.64 6,009.72 34.67
17	\$45,674.73 3,806.23 21.96	\$47,958.49 3,996.54 23.06	\$50,355.81 4,196.32 24.21	\$52,875.37 4,406.28 25.42	\$55,521.19 4,626.77 26.69	\$58,300.30 4,858.36 28.03	\$61,210.92 5,100.91 29.43	\$64,277.86 5,356.49 30.90	\$67,491.75 5,624.31 32.45	\$70,705.65 5,892.14 33.99	\$73,919.54 6,159.96 35.54
18	\$46,816.61 3,901.38 22.51	\$49,156.99 4,096.42 23.63	\$51,616.65 4,301.39 24.82	\$54,195.09 4,516.26 26.06	\$56,906.83 4,742.24 27.36	\$59,758.45 4,979.87 28.73	\$62,741.37 5,228.45 30.16	\$65,884.82 5,490.40 31.68	\$69,179.06 5,764.92 33.26	\$72,473.30 6,039.44 34.84	\$75,767.54 6,313.96 36.43
19	\$47,987.02 3,998.92 23.07	\$50,386.34 4,198.86 24.22	\$52,907.03 4,408.92 25.44	\$55,550.58 4,629.22 26.71	\$58,329.50 4,860.79 28.04	\$61,249.47 5,104.12 29.45	\$64,309.26 5,359.11 30.92	\$67,531.95 5,627.66 32.47	\$70,908.55 5,909.05 34.09	\$74,285.15 6,190.43 35.71	\$77,661.74 6,471.81 37.34
20	\$49,188.84 4,099.07 23.65	\$51,645.98 4,303.83 24.83	\$54,229.64 4,519.14 26.07	\$56,938.29 4,744.86 27.37	\$59,787.84 4,982.32 28.74	\$62,780.56 5,231.71 30.18	\$65,918.31 5,493.19 31.69	\$69,220.25 5,768.35 33.28	\$72,681.26 6,056.77 34.94	\$76,142.28 6,345.19 36.61	\$79,603.29 6,633.61 38.27
21	\$50,417.69 4,201.47 24.24	\$52,937.16 4,411.43 25.45	\$55,587.86 4,632.32 26.72	\$58,361.71 4,863.48 28.06	\$61,282.52 5,106.88 29.46	\$64,348.44 5,362.37 30.94	\$67,564.61 5,630.38 32.48	\$70,950.76 5,912.56 34.11	\$74,498.30 6,208.19 35.82	\$78,045.84 6,503.82 37.52	\$81,593.37 6,799.45 39.23
22	\$51,677.88 4,306.49 24.85	\$54,260.58 4,521.72 26.09	\$56,977.39 4,748.12 27.39	\$59,820.40 4,985.03 28.76	\$62,814.59 5,234.55 30.20	\$65,959.48 5,496.62 31.71	\$69,252.06 5,771.01 33.29	\$72,724.52 6,060.38 34.96	\$76,360.75 6,363.40 36.71	\$79,996.97 6,666.41 38.46	\$83,633.20 6,969.43 40.21
23	\$52,967.49 4,413.96 25.47	\$55,619.18 4,634.93 26.74	\$58,402.21 4,866.85 28.08	\$61,315.89 5,109.66 29.48	\$64,384.94 5,365.41 30.95	\$67,609.69 5,634.14 32.50	\$70,986.54 5,915.55 34.13	\$74,542.63 6,211.89 35.84	\$78,269.76 6,522.48 37.63	\$81,996.89 6,833.07 39.42	\$85,724.02 7,143.67 41.21
24	\$54,289.18 4,524.10 26.10	\$57,008.75 4,750.73 27.41	\$59,862.30 4,988.53 28.78	\$62,848.80 5,237.40 30.22	\$65,996.71 5,499.73 31.73	\$69,296.64 5,774.72 33.32	\$72,762.16 6,063.51 34.98	\$76,406.20 6,367.18 36.73	\$80,226.51 6,685.54 38.57	\$84,046.82 7,003.90 40.41	\$87,867.13 7,322.26 42.24
25	\$55,648.61 4,637.38 26.75	\$58,434.72 4,869.56 28.09	\$61,359.65 5,113.30 29.50	\$64,422.91 5,368.58 30.97	\$67,643.73 5,636.98 32.52	\$71,029.14 5,919.10 34.15	\$74,577.62 6,214.80 35.85	\$78,313.41 6,526.12 37.65	\$82,229.08 6,852.42 39.53	\$86,144.75 7,178.73 41.42	\$90,060.42 7,505.04 43.30
26	\$57,042.11 4,753.51 27.42	\$59,894.04 4,991.17 28.80	\$62,891.06 5,240.92 30.24	\$66,033.49 5,502.79 31.75	\$69,337.06 5,778.09 33.34	\$72,802.83 6,066.90 35.00	\$76,442.06 6,370.17 36.75	\$80,270.46 6,689.21 38.59	\$84,283.98 7,023.67 40.52	\$88,297.51 7,358.13 42.45	\$92,311.03 7,692.59 44.38
27	\$58,470.79 4,872.57 28.11	\$61,394.20 5,116.18 29.52	\$64,462.11 5,371.84 30.99	\$67,684.33 5,640.36 32.54	\$71,073.64 5,922.80 34.17	\$74,626.01 6,218.83 35.88	\$78,355.17 6,529.60 37.67	\$82,275.39 6,856.28 39.56	\$86,389.16 7,199.10 41.53	\$90,502.93 7,541.91 43.51	\$94,616.70 7,884.72 45.49
28	\$59,932.89 4,994.41 28.81	\$62,926.82 5,243.90 30.25	\$66,076.68 5,506.39 31.77	\$69,377.00 5,781.42 33.35	\$72,847.31 6,070.61 35.02	\$76,489.88 6,374.16 36.77	\$80,317.49 6,693.12 38.61	\$84,328.46 7,027.37 40.54	\$88,544.88 7,378.74 42.57	\$92,761.31 7,730.11 44.60	\$96,977.73 8,081.48 46.62
29	\$61,434.14 5,119.51 29.54	\$64,502.93 5,375.24 31.01	\$67,725.29 5,643.77 32.56	\$71,113.93 5,926.16 34.19	\$74,667.20 6,222.27 35.90	\$78,405.88 6,533.82 37.70	\$82,321.43 6,860.12 39.58	\$86,434.45 7,202.87 41.56	\$90,756.17 7,563.01 43.63	\$95,077.90 7,923.16 45.71	\$99,399.62 8,283.30 47.79
30	\$62,968.72 5,247.39 30.27	\$66,116.26 5,509.69 31.79	\$69,420.60 5,785.05 33.38	\$72,888.35 6,074.03 35.04	\$76,537.40 6,378.12 36.80	\$80,366.49 6,697.21 38.64	\$84,386.19 7,032.18 40.57	\$88,599.61 7,383.30 42.60	\$93,029.59 7,752.47 44.73	\$97,459.57 8,121.63 46.86	\$101,889.55 8,490.80 48.99
31	\$64,540.04 5,378.34 31.03	\$67,770.40 5,647.53 32.58	\$71,159.00 5,929.92 34.21	\$74,713.93 6,226.16 35.92	\$78,447.27 6,537.27 37.72	\$82,371.73 6,864.31 39.60	\$86,494.99 7,207.92 41.58	\$90,814.55 7,567.88 43.66	\$95,355.28 7,946.27 45.84	\$99,896.01 8,324.67 48.03	\$104,436.73 8,703.06 50.21
32	\$66,153.47 5,512.79 31.80	\$69,461.48 5,788.46 33.39	\$72,936.60 6,078.05 35.07	\$76,580.02 6,381.67 36.82	\$80,412.07 6,701.01 38.66	\$84,427.19 7,035.60 40.59	\$88,653.56 7,387.80 42.62	\$93,084.08 7,757.01 44.75	\$97,738.28 8,144.86 46.99	\$102,392.49 8,532.71 49.23	\$107,046.69 8,920.56 51.46

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	LONGEVITY		
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL @ 5%	ANNUAL @ 10%	ANNUAL @ 15%
	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY	MONTHLY HOURLY
33	\$67,809.59 5,650.80 32.60	\$71,198.19 5,933.18 34.23	\$74,759.28 6,229.94 35.94	\$78,496.77 6,541.40 37.74	\$82,422.40 6,868.53 39.63	\$86,540.07 7,211.67 41.61	\$90,871.40 7,572.62 43.69	\$95,410.47 7,950.87 45.87	\$100,180.99 8,348.42 48.16	\$104,951.52 8,745.96 50.46	\$109,722.04 9,143.50 52.75
34	\$69,504.82 5,792.07 33.42	\$72,978.17 6,081.51 35.09	\$76,628.28 6,385.69 36.84	\$80,459.19 6,704.93 38.68	\$84,482.94 7,040.25 40.62	\$88,703.56 7,391.96 42.65	\$93,143.17 7,761.93 44.78	\$97,795.72 8,149.64 47.02	\$102,685.51 8,557.13 49.37	\$107,575.29 8,964.61 51.72	\$112,465.08 9,372.09 54.07
35	\$71,243.26 5,936.94 34.25	\$74,804.38 6,233.70 35.96	\$78,543.80 6,545.32 37.76	\$82,471.39 6,872.62 39.65	\$86,596.90 7,216.41 41.63	\$90,925.55 7,577.13 43.71	\$95,471.20 7,955.93 45.90	\$100,245.47 8,353.79 48.19	\$105,257.74 8,771.48 50.60	\$110,270.02 9,189.17 53.01	\$115,282.29 9,606.86 55.42
36	\$73,024.36 6,085.36 35.11	\$76,674.49 6,389.54 36.86	\$80,507.40 6,708.95 38.71	\$84,533.18 7,044.43 40.64	\$88,761.83 7,396.82 42.67	\$93,198.68 7,766.56 44.81	\$97,858.01 8,154.83 47.05	\$102,751.60 8,562.63 49.40	\$107,889.18 8,990.77 51.87	\$113,026.76 9,418.90 54.34	\$118,164.34 9,847.03 56.81
37	\$74,849.96 6,237.50 35.99	\$78,591.33 6,549.28 37.78	\$82,520.08 6,876.67 39.67	\$86,646.49 7,220.54 41.66	\$90,980.89 7,581.74 43.74	\$95,528.65 7,960.72 45.93	\$100,304.45 8,358.70 48.22	\$105,320.38 8,776.70 50.63	\$110,586.40 9,215.53 53.17	\$115,852.42 9,654.37 55.70	\$121,118.44 10,093.20 58.23
38	\$75,602.21 6,300.18 36.35	\$79,382.63 6,615.22 38.16	\$83,351.35 6,945.95 40.07	\$87,518.07 7,293.17 42.08	\$91,895.48 7,657.96 44.18	\$96,488.74 8,040.73 46.39	\$101,313.59 8,442.80 48.71	\$106,379.85 8,864.99 51.14	\$111,698.84 9,308.24 53.70	\$117,017.84 9,751.49 56.26	\$122,336.83 10,194.74 58.82
39	\$77,602.04 6,466.84 37.31	\$81,482.52 6,790.21 39.17	\$85,556.27 7,129.69 41.13	\$89,834.07 7,486.17 43.19	\$94,325.78 7,860.48 45.35	\$99,042.05 8,253.50 47.62	\$103,994.18 8,666.18 50.00	\$109,193.88 9,099.49 52.50	\$114,653.57 9,554.46 55.12	\$120,113.27 10,009.44 57.75	\$125,572.96 10,464.41 60.37
40	\$79,542.10 6,628.51 38.24	\$83,519.59 6,959.97 40.15	\$87,695.15 7,307.93 42.16	\$92,079.91 7,673.33 44.27	\$96,683.92 8,056.99 46.48	\$101,518.10 8,459.84 48.81	\$106,594.01 8,882.83 51.25	\$111,923.72 9,326.98 53.81	\$117,519.91 9,793.33 56.50	\$123,116.09 10,259.67 59.19	\$128,712.28 10,726.02 61.88
41	\$82,618.36 6,884.86 39.72	\$86,749.77 7,229.15 41.71	\$91,087.10 7,590.59 43.79	\$95,641.70 7,970.14 45.98	\$100,423.81 8,368.65 48.28	\$105,445.01 8,787.08 50.69	\$110,717.04 9,226.42 53.23	\$116,253.24 9,687.77 55.89	\$122,065.90 10,172.16 58.69	\$127,878.56 10,656.55 61.48	\$133,691.23 11,140.94 64.27
42	\$84,683.84 7,056.99 40.71	\$88,918.54 7,409.88 42.75	\$93,364.30 7,780.36 44.89	\$98,032.78 8,169.40 47.13	\$102,934.41 8,577.87 49.49	\$108,081.14 9,006.76 51.96	\$113,484.94 9,457.08 54.56	\$119,159.55 9,929.96 57.29	\$125,117.53 10,426.46 60.15	\$131,075.51 10,922.96 63.02	\$137,033.48 11,419.46 65.88
43	\$86,800.94 7,233.41 41.73	\$91,141.48 7,595.12 43.82	\$95,698.38 7,974.87 46.01	\$100,483.57 8,373.63 48.31	\$105,507.77 8,792.31 50.72	\$110,783.16 9,231.93 53.26	\$116,322.08 9,693.51 55.92	\$122,138.54 10,178.21 58.72	\$128,245.47 10,687.12 61.66	\$134,352.39 11,196.03 64.59	\$140,459.32 11,704.94 67.53
44	\$88,970.94 7,414.25 42.77	\$93,420.01 7,785.00 44.91	\$98,090.87 8,174.24 47.16	\$102,995.67 8,582.97 49.52	\$108,145.47 9,012.12 51.99	\$113,552.73 9,462.73 54.59	\$119,230.14 9,935.85 57.32	\$125,192.01 10,432.67 60.19	\$131,451.61 10,954.30 63.20	\$137,711.21 11,475.93 66.21	\$143,970.81 11,997.57 69.22
45	\$91,195.23 7,599.60 43.84	\$95,755.53 7,979.63 46.04	\$100,543.14 8,378.60 48.34	\$105,570.57 8,797.55 50.76	\$110,849.09 9,237.42 53.29	\$116,391.56 9,699.30 55.96	\$122,210.89 10,184.24 58.76	\$128,321.84 10,693.49 61.69	\$134,737.93 11,228.16 64.78	\$141,154.02 11,762.84 67.86	\$147,570.12 12,297.51 70.95
46	\$93,475.12 7,789.59 44.94	\$98,149.40 8,179.12 47.19	\$103,056.71 8,588.06 49.55	\$108,209.83 9,017.49 52.02	\$113,620.33 9,468.36 54.63	\$119,301.34 9,941.78 57.36	\$125,266.16 10,438.85 60.22	\$131,529.86 10,960.82 63.24	\$138,106.35 11,508.86 66.40	\$144,682.85 12,056.90 69.56	\$151,259.34 12,604.94 72.72
47	\$95,811.96 7,984.33 46.06	\$100,603.15 8,383.60 48.37	\$105,633.14 8,802.76 50.79	\$110,915.07 9,242.92 53.32	\$116,459.50 9,704.96 55.99	\$122,283.86 10,190.32 58.79	\$128,397.80 10,699.82 61.73	\$134,818.11 11,234.84 64.82	\$141,559.02 11,796.58 68.06	\$148,299.92 12,358.33 71.30	\$155,040.83 12,920.07 74.54
48	\$98,207.28 8,183.94 47.22	\$103,118.24 8,593.19 49.58	\$108,273.96 9,022.83 52.05	\$113,687.96 9,474.00 54.66	\$119,372.34 9,947.70 57.39	\$125,340.97 10,445.08 60.26	\$131,607.75 10,967.31 63.27	\$138,188.59 11,515.72 66.44	\$145,098.02 12,091.50 69.76	\$152,007.45 12,667.29 73.08	\$158,916.88 13,243.07 76.40
49	\$100,662.48 8,388.54 48.40	\$105,696.19 8,808.02 50.82	\$110,980.81 9,248.40 53.36	\$116,530.13 9,710.84 56.02	\$122,356.67 10,196.39 58.83	\$128,474.50 10,706.21 61.77	\$134,897.96 11,241.50 64.85	\$141,643.27 11,803.61 68.10	\$148,725.43 12,393.79 71.50	\$155,807.60 12,983.97 74.91	\$162,889.76 13,574.15 78.31
50	\$103,179.03 8,598.25 49.61	\$108,338.59 9,028.22 52.09	\$113,755.33 9,479.61 54.69	\$119,443.42 9,953.62 57.42	\$125,415.56 10,451.30 60.30	\$131,686.36 10,973.86 63.31	\$138,270.40 11,522.53 66.48	\$145,184.38 12,098.70 69.80	\$152,443.60 12,703.63 73.29	\$159,702.82 13,308.57 76.78	\$166,962.04 13,913.50 80.27
51	\$105,758.51 8,813.21 50.85	\$111,047.06 9,253.92 53.39	\$116,601.55 9,716.80 56.06	\$122,429.51 10,202.46 58.86	\$128,550.98 10,712.58 61.80	\$134,978.51 11,248.21 64.89	\$141,727.17 11,810.60 68.14	\$148,814.55 12,401.21 71.55	\$156,255.28 13,021.27 75.12	\$163,696.01 13,641.33 78.70	\$171,136.73 14,261.39 82.28
52	\$108,402.47 9,033.54 52.12	\$113,823.25 9,485.27 54.72	\$119,516.59 9,959.72 57.46	\$125,490.25 10,457.52 60.33	\$131,764.72 10,980.39 63.35	\$138,352.99 11,529.42 66.52	\$145,269.02 12,105.75 69.84	\$152,534.90 12,711.24 73.33	\$160,161.65 13,346.80 77.00	\$167,788.39 13,982.37 80.67	\$175,415.14 14,617.93 84.33
53	\$111,112.53 9,259.38 53.42	\$116,668.83 9,722.40 56.09	\$122,504.49 10,208.71 58.90	\$128,627.51 10,718.96 61.84	\$135,058.85 11,254.90 64.93	\$141,811.80 11,817.65 68.18	\$148,900.74 12,408.40 71.59	\$156,348.28 13,029.02 75.17	\$164,165.69 13,680.47 78.93	\$171,983.11 14,331.93 82.68	\$179,800.52 14,983.38 86.44
54	\$113,890.35 9,490.86 54.75	\$119,585.55 9,965.46 57.49	\$125,567.10 10,463.93 60.37	\$131,843.19 10,986.93 63.39	\$138,435.33 11,536.28 66.56	\$145,357.10 12,113.09 69.88	\$152,623.26 12,718.61 73.38	\$160,256.99 13,354.75 77.05	\$168,269.84 14,022.49 80.90	\$176,282.69 14,690.22 84.75	\$184,295.54 15,357.96 88.60
55	\$116,737.60 9,728.13 56.12	\$122,575.19 10,214.60 58.93	\$128,706.28 10,725.52 61.88	\$135,139.28 11,261.61 64.97	\$141,896.21 11,824.68 68.22	\$148,991.04 12,415.92 71.63	\$156,438.85 13,036.57 75.21	\$164,263.41 13,688.62 78.97	\$172,476.58 14,373.05 82.92	\$180,689.75 15,057.48 86.87	\$188,902.92 15,741.91 90.82
56	\$118,523.92 9,876.99 56.98	\$124,447.63 10,370.64 59.83	\$130,667.39 10,888.95 62.82	\$137,198.02 11,433.17 65.96	\$144,055.03 12,004.59 69.26	\$151,254.77 12,604.56 72.72	\$158,814.32 13,234.53 76.35	\$166,751.71 13,895.98 80.17	\$175,089.30 14,590.77 84.18	\$183,426.88 15,285.57 88.19	\$191,764.47 15,980.37 92.19

Salary Rules

** Longevity Increase is to be paid monthly upon completion of the following continuous years of service:*

10 years of service - 5% Increase of Current Step Base Salary
15 years of service - 10% Increase of Current Step Base Salary
20 years of service - 15% Increase of Current Step Base Salary

Vacation is based upon a 12 month year:

6 days - 6 months of service
12 days - 1 through 5 years of service - 1 day per month
15 days - 6 through 10 years of service - 1.25 days per month
18 days - 11 through 21+ years of service - 1.50 days per month

- 1) Initial placement: Experience credit of two years may be applied at the time of employment. Such experience credit must relate to assignment in Del Mar. The Board of Trustees may grant additional years of experience credit upon the recommendation of the Superintendent.
- 2) Experience increments relate to length of service.
- 3) Range placement relates to job assignment exclusively.
- 4) Experience increments are earned annually and are effective on July 1.
In order to qualify for an experience increment, an employee must have service in paid status in a position in the classified service for at least 75% of the required days of service in the job assignment. Vacation and holiday periods are excluded from this calculation.
- 5) Salary ranges are assigned to job assignments. If an employee is reclassified into a different salary range during the year, the employee remains in the currently assigned experience column. If a range change is to become effective in an ensuing year, the employee will move to the next appropriate experience column, except that no employee may advance more than a single experience column in any single year.
- 6) Employees are eligible for Longevity at the beginning of the Fiscal Year (July 1st) of their eleventh, sixteenth, and twenty-first year of service at the District. These percentages are not compounded.
- 7) Range placement is made by the Board of Trustees upon recommendation of the Superintendent.