

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

2026-2027 ADMINISTRATIVE STAFF SALARY SCHEDULE

Effective July 1, 2026

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Director, District Support and Instructional Innovation	220	7	A	135,164
			B	141,915
			C	149,010
			D	156,462
			E	164,285
Director, SELPA	220	8	A	132,519
			B	139,520
			C	146,491
			D	153,817
			E	161,506
Director, Business Services Director, Early Learning Programs Director, Special Education Programs Director, District Support and Systematic Improvement	220	9	A	129,281
			B	135,749
			C	142,538
			D	149,666
			E	157,150
Program Director, Career Technical and Alternative Education Services Program Director, Special Education	210	10	A	120,401
			B	126,416
			C	132,739
			D	139,377
			E	146,347
Director, Credential and Certification Programs Director, Leadership Development and Special Programs Director, Student Achievement and Wellness Program Director, Early Learning, Special Education	220	10	A	126,135
			B	132,436
			C	139,060
			D	146,014
			E	153,316
Program Director, District and School Support Program Director, ELA/ELD Program Director, Leadership Development and Equity Support Program Director, Regional Leadership Emphasis Program Director, STEM Program Director, Student Support Systems	215	11	A	120,269
			B	126,280
			C	132,597
			D	139,225
			E	146,187
Program Director, Elementary Emphasis	220	11	A	123,066
			B	129,217
			C	135,681
			D	142,463
			E	149,587

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Assistant Director, Information Systems and Technology Services Manager, Human Resources	220	13	A	117,132
			B	122,991
			C	129,133
			D	135,588
			E	142,369
Coordinator, Mental Health Program Manager, Library Media Services Occupational Therapist School Psychologist School Psychologist, Mental Health	202	14	A	104,927
			B	110,173
			C	115,669
			D	121,455
			E	127,529
Business Systems and Payroll Manager Coordinator, Local Educational Consortium (LEC) Fiscal Manager Manager, Facilities, Maintenance and Operations Manager, Transportation	220	14	A	114,277
			B	119,990
			C	125,976
			D	132,277
			E	138,893
Learning Director, Special Education Specialist, Early Learning Programs Specialist, Youth Health Services and Sustainability	210	16	A	103,826
			B	109,015
			C	114,465
			D	120,189
			E	126,197
Board Certified Behavior Analyst/ Behavior Intervention Specialist Counselor, Mental Health Counselor, Student Support Systems Coordinator, Leadership Development and Coaching Specialist, Library Media Services School Counselor, Career and Alternative Education Services	202	16	A	99,871
			B	104,862
			C	110,104
			D	115,611
			E	121,390
Coordinator, Maintenance and Operations Specialist, Network Services	220	24	A	89,269
			B	93,735
			C	98,424
			D	103,343
			E	108,508
Manager, Early Learning Programs	215	24	A	87,241
			B	91,605
			C	96,187
			D	100,994
			E	106,042

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Coordinator, Information Technology Services	220	28	A	80,872
			B	84,924
			C	89,155
			D	93,612
			E	98,292
Coordinator, Early Learning Support Services Coordinator, Student Events	210	28	A	77,196
			B	81,064
			C	85,103
			D	89,357
			E	93,824

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

Annual payments will be applied to the following positions: Chief Business & Administrative Services Officer; Director, Business Services; and Fiscal Managers in possession of a valid CASBO Chief Business Official (CBO) Certification.

CASBO CBO Certification	= \$250.00
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Annual longevity payments for continuous years of service shall be paid 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 service	= \$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 \$14,300.00 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 qualified 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

2026-2027 ADMINISTRATIVE STAFF - DAILY RATES (220 Days)

Effective July 1, 2026

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
Range 1	688.22	722.61	758.71	796.65	836.48
Range 2	674.80	708.54	743.97	781.19	820.24
Range 3	658.33	691.29	725.78	762.09	800.19
Range 4	645.48	677.78	711.65	747.24	784.60
Range 5	642.28	674.45	708.17	743.58	780.75
Range 6	629.72	661.26	694.31	729.03	765.48
Range 7	614.38	645.07	677.32	711.19	746.75
Range 8	602.36	634.18	665.87	699.17	734.12
Range 9	587.64	617.04	647.90	680.30	714.32
Range 10	573.34	601.98	632.09	663.70	696.89
Range 11	559.39	587.35	616.73	647.56	679.94
Range 12	545.74	573.01	601.63	631.72	663.31
Range 13	532.42	559.05	586.97	616.31	647.13
Range 14	519.44	545.41	572.62	601.26	631.33
Range 15	506.79	532.16	558.73	586.67	616.00
Range 16	494.41	519.12	545.07	572.33	600.94
Range 17	482.35	506.44	531.80	558.39	586.32
Range 18	470.61	494.13	518.79	544.74	571.97
Range 19	459.08	481.99	506.08	531.38	557.96
Range 20	447.90	470.27	493.77	518.46	544.38
Range 21	436.98	458.79	481.74	505.82	531.11
Range 22	426.28	447.64	470.04	493.54	518.22
Range 23	415.94	436.69	458.55	481.47	505.55
Range 24	405.77	426.07	447.38	469.74	493.22
Range 25	395.93	415.70	436.51	458.34	481.25
Range 26	386.16	405.52	425.79	447.06	469.42
Range 27	376.79	395.63	415.42	436.19	458.00
Range 28	367.60	386.02	405.25	425.51	446.78
Range 29	358.67	376.62	395.44	415.21	435.97
Range 30	349.91	367.37	385.75	405.03	425.28
Range 31	341.38	358.39	376.30	395.12	414.87
Range 32	333.09	349.71	367.23	385.59	404.86
Range 33	324.92	341.18	358.23	376.15	394.95
Range 34	316.99	332.82	349.46	366.93	385.28
Range 35	309.20	324.69	340.91	357.97	375.86
Range 36	301.74	316.77	332.58	349.21	366.66
Range 37	294.36	309.04	324.54	340.77	357.81
Range 38	287.15	301.52	316.60	332.44	349.07
Range 39	280.17	294.15	308.82	324.26	340.47
Range 40	273.32	287.04	301.37	316.42	332.24
Range 41	266.70	280.03	294.07	308.75	324.18
Range 42	260.17	273.24	286.88	301.21	316.27
Range 43	253.83	266.51	279.85	293.84	308.54
Range 44	247.63	259.98	272.94	286.58	300.91
Range 45	241.56	253.69	266.36	279.69	293.67
Range 46	235.71	247.49	259.88	272.89	286.53
Range 47	229.94	241.48	253.53	266.19	279.50
Range 48	224.32	235.60	247.33	259.69	272.68
Range 49	218.88	229.82	241.33	253.40	266.06
Range 50	204.81	215.01	225.74	237.04	248.89

2026-2027 ADMINISTRATIVE STAFF - DAILY RATES (256 Days)

Effective July 1, 2026

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
Range 1	591.44	620.99	652.02	684.62	718.85
Range 2	579.91	608.90	639.35	671.34	704.89
Range 3	565.75	594.08	623.72	654.92	687.66
Range 4	554.71	582.47	611.57	642.16	674.27
Range 5	551.96	579.61	608.58	639.02	670.96
Range 6	541.16	568.27	596.67	626.51	657.84
Range 7	527.98	554.36	582.07	611.18	641.74
Range 8	517.65	545.00	572.23	600.85	630.88
Range 9	505.00	530.27	556.79	584.63	613.87
Range 10	492.71	517.33	543.20	570.37	598.89
Range 11	480.73	504.75	530.00	556.50	584.32
Range 12	469.00	492.43	517.03	542.88	570.03
Range 13	457.55	480.43	504.43	529.64	556.13
Range 14	446.39	468.71	492.09	516.71	542.55
Range 15	435.52	457.32	480.16	504.17	529.38
Range 16	424.88	446.12	468.42	491.85	516.43
Range 17	414.52	435.22	457.02	479.87	503.87
Range 18	404.43	424.64	445.84	468.14	491.54
Range 19	394.52	414.21	434.91	456.66	479.50
Range 20	384.91	404.14	424.33	445.55	467.83
Range 21	375.53	394.27	414.00	434.69	456.42
Range 22	366.34	384.69	403.94	424.14	445.34
Range 23	357.45	375.28	394.07	413.76	434.46
Range 24	348.71	366.15	384.47	403.68	423.86
Range 25	340.25	357.24	375.13	393.89	413.57
Range 26	331.86	348.49	365.91	384.19	403.41
Range 27	323.80	340.00	357.00	374.85	393.59
Range 28	315.91	331.73	348.26	365.67	383.95
Range 29	308.23	323.66	339.83	356.82	374.66
Range 30	300.70	315.71	331.50	348.07	365.48
Range 31	293.38	307.99	323.38	339.55	356.53
Range 32	286.25	300.53	315.59	331.37	347.93
Range 33	279.23	293.20	307.86	323.25	339.41
Range 34	272.41	286.02	300.32	315.33	331.10
Range 35	265.72	279.03	292.97	307.63	323.00
Range 36	259.31	272.22	285.81	300.10	315.10
Range 37	252.96	265.58	278.90	292.85	307.49
Range 38	246.77	259.12	272.08	285.69	299.98
Range 39	240.77	252.79	265.39	278.66	292.59
Range 40	234.88	246.68	258.99	271.92	285.52
Range 41	229.20	240.65	252.71	265.33	278.59
Range 42	223.58	234.82	246.54	258.85	271.79
Range 43	218.14	229.03	240.50	252.52	265.15
Range 44	212.81	223.42	234.56	246.28	258.59
Range 45	207.59	218.02	228.90	240.36	252.37
Range 46	202.56	212.69	223.34	234.52	246.24
Range 47	197.61	207.52	217.88	228.76	240.20
Range 48	192.77	202.47	212.55	223.17	234.34
Range 49	188.10	197.50	207.39	217.77	228.64
Range 50	176.01	184.77	194.00	203.71	213.89