



CLASSIFIED SALARY SCHEDULE 2026-2027

Revised Effective 07/01/2026

Salary Range	Salary Schedule (240 duty days)											
	1		2		3		4		5		6	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
22	3,499	20.59	3,674	21.61	3,859	22.71	4,053	23.85	4,253	25.02	4,465	26.27
23	3,587	21.09	3,771	22.19	3,955	23.27	4,151	24.42	4,361	25.65	4,581	26.95
24	3,678	21.63	3,865	22.74	4,053	23.85	4,258	25.05	4,472	26.31	4,694	27.61
25	3,771	22.19	3,957	23.28	4,157	24.45	4,365	25.67	4,583	26.96	4,812	28.31
26	3,865	22.74	4,056	23.86	4,262	25.07	4,476	26.33	4,694	27.61	4,933	29.02
27	3,964	23.32	4,161	24.48	4,367	25.69	4,583	26.96	4,815	28.32	5,056	29.74
28	4,064	23.90	4,262	25.07	4,479	26.34	4,702	27.66	4,940	29.05	5,184	30.50
29	4,163	24.49	4,369	25.71	4,587	26.99	4,817	28.33	5,060	29.76	5,313	31.25
30	4,264	25.08	4,482	26.36	4,704	27.67	4,942	29.07	5,180	30.48	5,441	32.01
31	4,373	25.73	4,589	27.00	4,821	28.36	5,064	29.79	5,315	31.26	5,580	32.82
32	4,482	26.36	4,705	27.68	4,943	29.08	5,182	30.49	5,447	32.04	5,718	33.63
33	4,595	27.03	4,821	28.36	5,066	29.80	5,317	31.28	5,580	32.82	5,862	34.48
34	4,707	27.70	4,943	29.08	5,189	30.52	5,449	32.05	5,720	33.64	6,004	35.32
35	4,826	28.39	5,066	29.80	5,321	31.30	5,587	32.87	5,866	34.50	6,160	36.23
36	4,947	29.10	5,192	30.54	5,453	32.08	5,727	33.69	6,011	35.36	6,313	37.14
37	5,070	29.82	5,324	31.32	5,592	32.89	5,871	34.53	6,165	36.26	6,469	38.05
38	5,198	30.58	5,457	32.10	5,729	33.71	6,018	35.39	6,321	37.18	6,637	39.04
39	5,327	31.33	5,592	32.89	5,873	34.55	6,167	36.28	6,473	38.08	6,796	39.97
40	5,461	32.12	5,736	33.74	6,023	35.44	6,325	37.21	6,639	39.05	6,967	40.98
41	5,597	32.92	5,876	34.57	6,171	36.31	6,479	38.11	6,804	40.03	7,144	42.03
42	5,741	33.77	6,025	35.45	6,327	37.22	6,640	39.06	6,975	41.03	7,319	43.06
43	5,878	34.58	6,173	36.32	6,486	38.16	6,805	40.04	7,147	42.04	7,503	44.13
44	6,027	35.46	6,331	37.24	6,642	39.07	6,977	41.04	7,328	43.10	7,696	45.26
45	6,176	36.33	6,486	38.16	6,809	40.06	7,150	42.06	7,508	44.17	7,885	46.39
46	6,335	37.26	6,650	39.11	6,983	41.08	7,333	43.13	7,697	45.27	8,083	47.54
47	6,493	38.19	6,816	40.09	7,156	42.09	7,514	44.20	7,887	46.40	8,281	48.71
48	6,654	39.15	6,986	41.10	7,333	43.13	7,703	45.32	8,085	47.55	8,491	49.95
49	6,818	40.10	7,158	42.10	7,520	44.23	7,894	46.43	8,290	48.77	8,704	51.20
50	6,989	41.11	7,341	43.18	7,705	45.33	8,090	47.59	8,497	49.98	8,921	52.48

LONGEVITY: The employee must be a regular full-time or part-time employee of the ROP. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. Substitute employees, temporary employees, student workers, and career guidance specialists do not qualify for the ROP longevity stipend. Employees who have resigned from the ROP and then returned to work later may not combine total years of service to establish eligibility since the resignation date constitutes a break in service and results in a new start date for calculating total years served. A two percent stipend will be applied to the base salary, paid monthly, and start the first month after the employee's 14th, 19th, and 24th continuous service anniversary. The percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. Additional stipends will not be included for the calculation of the longevity stipend. For certificated and ten-month classified employees, the longevity stipend will be calculated for the regular school year and for summer assignments. Refer to terms in AR 4141, 4241, 4341.

EDUCATIONAL INCENTIVE STIPEND / DOCTORAL DEGREE STIPEND: An annual stipend will be awarded for an earned doctoral degree from an accredited university. The stipend is \$220 per month, equivalent to \$2,640 per year for twelve-month employees, \$2,240 per year for eleven-month employees, and \$2,200 for ten-month employees. Refer to terms in AR 4141, 4241, 4341.

PROFESSIONAL GROWTH PROGRAM: Effective October 1, 2026, a stipend will be awarded for preapproved, earned and verified professional growth units through the Classified Professional Growth Program. Up to four total stipends may be awarded to any one employee. Refer to terms in AR 4231.5.

Revised: 09/09/26	Revised: 02/09/23
Revised: 07/08/26	Revised: 12/15/22
Revised: 07/09/25	Revised: 08/10/22
Revised: 07/19/23	Revised: 02/09/22
	Updated: 08/12/21
	Revised: 08/14/19

BEGINNING RATES: A new employee of North Orange County ROP shall be paid the rate shown in Step "1" in the range allocated to the job title of the hired position. If the new employee has directly related experience, the supervisor may request special authorization from the Superintendent to hire an employee at a higher step depending upon the employee's qualifications. Employees placed beyond the first step must satisfactorily complete one year of service to advance on the salary schedule. Advanced step placement shall not exceed step four (4).

ADVANCEMENT WITHIN SCHEDULE:

Merit Advancement: An employee may be considered for advancement through the salary ranges (Steps 1- 6) upon completion of the minimum length of service as specified in number 2 below. Advancement through the salary ranges may only be granted for continuous, meritorious, and efficient service, and continued improvement by the employee in the effective performance of the duties of the assigned position. A merit increase shall require the following:

1. The employee's supervisor shall file with the Human Resources Manager a statement recommending the approval or denial of the merit increase, with written support for the recommendation. (See Performance Evaluation Section)
2. After the six-month probationary increase, advancement through the pay steps (1 through 6) shall be on the anniversary date of the initial probationary increase. Employees placed beyond the first step shall advance on the salary schedule after completing one year of service satisfactorily.
3. If an employee is denied advancement to the next higher step the supervisor may recommend advancement at any subsequent time. This recommendation shall follow the same steps and shall be subject to the same actions as provided in steps 1-2 above.

Probation. An employee initially appointed to a job classification shall serve a probationary period during which time the employee shall have an opportunity to demonstrate suitability for the job. The probationary period shall be six (6) months from the first of the month following employment. Under certain conditions, with the approval of the Director, Human Resources, the probationary period may be extended for an additional two months. The employee shall attain "regular" status upon successful completion of the probationary period. An initially appointed probationary employee shall not be entitled to appeal the termination.

Promotion. When an employee is promoted to a position in a higher classification, the employee may be assigned to Step 1 in the appropriate range for the higher classification; provided. However, if the employee is already being paid at a rate equal to or higher than Step 1, the employee may be placed at the step of that appropriate salary range as will grant the employee an increase of at least one (1), but no more than three (3) salary steps.

An employee promoted to a higher classification shall serve a probationary period during which time the employee shall have an opportunity to demonstrate suitability for the job. The probationary period shall be six (6) months from the first day of employment in the new job classification. An employee shall attain permanent status in the higher class upon successful completion of the probationary period and be eligible for a merit increase. A permanent employee who is promoted to a higher classification and fails to satisfactorily complete the probationary period will be returned to the former classification.

SHIFT DIFFERENTIAL: A shift differential of \$25.00 per month shall be paid to classified employees assigned to the second or third shift who work four hours or more per day on a regularly assigned basis.

PARLIAMENTARIAN STIPEND: A \$100 per month stipend shall be paid to the Parliamentarian to the Board of Trustees.

OVERTIME: Authorized hours worked in excess of 40 hours per week shall be compensated at one and one-half the regular rate.

PERFORMANCE EVALUATIONS: North Orange County ROP shall maintain an employee performance evaluation rating system designed to give a fair evaluation of the quantity and quality of work performed by an employee.

1. The performance evaluation system shall include a diagnostic and objectives-setting process at the beginning of the performance evaluation period.
2. Before the performance evaluation report becomes a part of the employee's personnel file, the supervisor and the employee must review the evaluation.
3. Performance evaluation reports shall be prepared and recorded in the employee's personnel file for all regular full-time and regular part-time employees as follows:
 Probationary employees – evaluated in the third and fifth month and filed upon completion of the probationary period. Regular employees – annually, one month prior to recommendation for a merit step increase.
4. When a performance evaluation is recorded in the employee's personnel file, a copy shall be given to the employee.
5. The performance evaluation shall be considered a confidential program record, and the information shall not be disclosed except on a need-to-know basis as determined by management.

CLASSIFIED JOB TITLES AND RANGES BY SERIES

ADMINISTRATIVE SUPPORT

Range

Instructional Programs Administrative Assistant	40
Executive Assistant I	43
Executive Assistant II	48

EDUCATIONAL SERVICES

Range

Instructional Assistant – Automotive	28
Instructional Assistant – Construction	28
Instructional Assistant – Preschool	28
Instructional Assistant – WorkAbility	28
Job Placement Specialist	34
CTE Specialist	40
Work-Based Learning Coordinator	43
K-12 Pathway Coordinator	50
Partnership Engagement Specialist	50
Marketing & Communications Specialist	46

FACILITIES

Range

Maintenance Worker I	28
Maintenance Worker II	34

FISCAL SERVICES

Range

Accounting Technician I	40
Accounting Technician II	42
Fiscal Analyst I	46
Fiscal Analyst II	50

HUMAN RESOURCES

Range

Human Resources Assistant	36
Human Resources Technician	40
Human Resources Analyst I	46
Human Resources Analyst II	50

TECHNOLOGY & DATA SUPPORT SERVICES

Range

Student Services Assistant	32
Student Services Technician	38
Data Analyst	46
IT Support Technician	40
Network & Security Analyst	46
Applications Developer	46

HOURLY STUDENT WORKERS

Range

Student Worker	<i>Min Wage</i>
Special Populations Student Trainee	<i>Min Wage</i>