

**VENTURA COUNTY SCHOOLS BUSINESS SERVICES AUTHORITY
MANAGEMENT SALARY SCHEDULE
2026-2027**

	Annual # of Work Days	Range	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Payroll Manager, Budget Manager	223 workdays, 15 holidays, 22 vacation days = 260 total days	190	Annual Monthly	\$112,449.12 \$9,370.76	\$118,067.04 \$9,838.92	\$123,970.44 \$10,330.87	\$130,172.16 \$10,847.68	\$136,685.28 \$11,390.44	\$143,519.54 \$11,959.96
Fiscal Services Manager	223 workdays, 15 holidays, 22 vacation days = 260 total days	191	Annual Monthly	\$115,264.56 \$9,605.38	\$121,025.16 \$10,085.43	\$127,071.24 \$10,589.27	\$133,428.72 \$11,119.06	\$140,097.60 \$11,674.80	\$147,102.48 \$12,258.54
Assistant Fiscal Director	223 workdays, 15 holidays, 22 vacation days = 260 total days	200	Annual Monthly	\$133,919.05 \$11,159.92	\$140,614.99 \$11,717.92	\$147,645.78 \$12,303.82	\$155,028.04 \$12,919.00	\$162,779.42 \$13,564.95	\$170,918.41 \$14,243.20
Director of Maintenance Operations & Transportation	223 workdays, 15 holidays, 22 vacation days = 260 total days	205	Annual Monthly	\$151,517.12 \$12,626.43	\$159,092.98 \$13,257.75	\$167,047.61 \$13,920.63	\$175,400.01 \$14,616.67	\$184,170.01 \$15,347.50	\$193,378.51 \$16,114.88
Director of School Business Services	223 workdays, 15 holidays, 22 vacation days = 260 total days	206	Annual Monthly	\$155,305.03 \$12,942.09	\$163,070.27 \$13,589.19	\$171,223.81 \$14,268.65	\$179,785.01 \$14,982.08	\$188,774.25 \$15,731.19	\$198,212.98 \$16,517.75
CBO	223 workdays, 15 holidays, 22 vacation days = 260 total days	214	Annual Monthly	\$253,719.90 \$21,143.33	\$261,331.50 \$21,777.63	\$269,171.44 \$22,430.95	\$277,246.59 \$23,103.88	\$285,563.98 \$23,797.00	\$294,130.90 \$24,510.91

**223 Workdays, 15 Holidays, 22 Vacation Days (Up to 5 vacation days can be accrued) = 260 Total Paid Days

HEALTH AND WELFARE ANNUAL CAP:

Single: \$ 9,785.40
2-Party: \$ 18,456.80
Family: \$ 24,268.20

OTHER COMPENSATION:

LONGEVITY PAY INCREMENTS:

Paid monthly based on monthly salary

1% of monthly salary	After 5 years of service
2% of monthly salary	After 10 years of service
3% of monthly salary	After 15 years of service
4% of monthly salary	After 20 years of service
5% of monthly salary	After 25 years of service
6% of monthly salary	After 30 years of service

Longevity pay is referenced in the VCSBSA employee handbook.

CELL PHONE STIPEND:

\$100 per month provided upon need

Substitutes and/or extra help positions will be paid on the first step.

EFFECTIVE: July 1, 2026

BOARD APPROVED:

REVISED: July 21, 2026

VENTURA COUNTY SCHOOLS BUSINESS SERVICES AUTHORITY
CLASSIFIED SALARY SCHEDULE
2026-2027

POSITION	RANGE	RATE	1	2	3	4	5
Clerical Assistant I	101	Hourly	20.13	21.12	22.18	23.29	24.46
		Monthly	3,488.93	3,661.53	3,844.94	4,036.98	4,239.77
	102	Hourly	20.64	21.66	22.74	23.88	25.06
		Monthly	3,577.37	3,754.31	3,942.03	4,138.36	4,343.35
	103	Hourly	21.15	22.21	23.32	24.47	25.68
		Monthly	3,665.85	3,849.26	4,041.28	4,241.95	4,451.24
	104	Hourly	21.68	22.77	23.90	25.08	26.33
		Monthly	3,758.63	3,946.36	4,142.69	4,347.67	4,563.44
	105	Hourly	22.23	23.34	24.50	25.69	27.00
		Monthly	3,853.56	4,045.61	4,246.26	4,453.39	4,679.94
	106	Hourly	22.79	23.93	25.11	26.35	27.67
		Monthly	3,950.65	4,147.00	4,351.98	4,567.74	4,796.46
	107	Hourly	23.37	24.52	25.73	27.01	28.36
		Monthly	4,049.91	4,250.56	4,459.87	4,682.11	4,915.14
	108	Hourly	23.95	25.13	26.38	27.68	29.07
		Monthly	4,151.32	4,356.29	4,572.06	4,798.61	5,038.13
	109	Hourly	24.55	25.76	27.04	28.38	29.79
		Monthly	4,254.89	4,464.19	4,686.43	4,919.45	5,163.26
Account Assistant I	110	Hourly	25.16	26.40	27.71	29.09	30.54
		Monthly	4,360.62	4,576.37	4,802.93	5,042.43	5,292.71
	111	Hourly	25.79	27.06	28.41	29.81	31.29
		Monthly	4,470.65	4,690.74	4,923.75	5,167.58	5,424.34
Payroll Technician	112	Hourly	26.44	27.73	29.12	30.56	32.09
		Monthly	4,582.85	4,807.24	5,046.75	5,297.02	5,562.44
	113	Hourly	27.10	28.43	29.84	31.32	32.89
		Monthly	4,697.20	4,928.08	5,171.89	5,428.64	5,700.51
Account Assistant II	114	Hourly	27.77	29.14	30.59	32.12	33.71
		Monthly	4,813.71	5,051.06	5,301.35	5,566.73	5,842.92
Office Assistant	115	Hourly	28.47	29.86	31.34	32.91	34.54
		Monthly	4,934.55	5,176.21	5,432.98	5,704.83	5,987.49
	116	Hourly	29.18	30.61	32.14	33.73	35.42
		Monthly	5,057.54	5,305.66	5,571.06	5,847.23	6,138.51
	117	Hourly	29.90	31.37	32.94	34.57	36.30
		Monthly	5,182.68	5,437.28	5,709.13	5,991.80	6,291.71
	118	Hourly	30.65	32.17	33.76	35.44	37.21
		Monthly	5,312.13	5,575.37	5,851.56	6,142.83	6,449.21
Account Assistant III	119	Hourly	31.41	32.96	34.61	36.32	38.13
		Monthly	5,443.77	5,713.45	5,998.27	6,296.02	6,608.89
	120	Hourly	32.20	33.78	35.47	37.25	39.09
		Monthly	5,581.85	5,855.86	6,147.15	6,455.69	6,775.01
Administrative Asst.	121	Hourly	33.00	34.64	36.35	38.17	40.06
		Monthly	5,719.93	6,004.74	6,300.34	6,615.35	6,943.31
	122	Hourly	33.82	35.50	37.27	39.12	41.07
		Monthly	5,862.35	6,153.62	6,460.00	6,781.49	7,118.10
	123	Hourly	34.68	36.39	38.19	40.10	42.09
		Monthly	6,011.21	6,306.82	6,619.67	6,949.79	7,295.02
	124	Hourly	35.54	37.31	39.15	41.10	43.15
		Monthly	6,160.09	6,466.47	6,785.81	7,124.57	7,478.43
Administrative Asst. II	125	Hourly	36.42	38.23	40.12	42.12	44.23
		Monthly	6,313.29	6,626.13	6,954.12	7,301.49	7,666.12
	126	Hourly	37.34	39.19	41.13	43.18	45.32
		Monthly	6,472.96	6,792.29	7,128.88	7,484.90	7,856.00
Accountant	127	Hourly	38.28	40.16	42.15	44.27	46.46
		Monthly	6,634.78	6,960.59	7,305.80	7,672.60	8,052.35
	128	Hourly	39.24	41.17	43.21	45.36	47.61
		Monthly	6,800.92	7,135.35	7,489.21	7,862.50	8,253.01
	129	Hourly	40.21	42.19	44.29	46.49	48.81
		Monthly	6,969.22	7,312.28	7,676.92	8,058.84	8,460.15
Payroll Specialist	130	Hourly	41.22	43.25	45.40	47.66	50.03
		Monthly	7,143.98	7,495.67	7,868.96	8,261.64	8,671.59
Budget Analyst	131	Hourly	42.25	44.33	46.52	48.86	51.29
		Monthly	7,323.07	7,683.39	8,063.13	8,468.77	8,889.51
	132	Hourly	43.29	45.44	47.69	50.08	52.57
		Monthly	7,504.30	7,875.43	8,265.96	8,680.23	9,111.77
	133	Hourly	44.38	46.56	48.88	51.34	53.89
		Monthly	7,692.01	8,069.61	8,473.10	8,898.14	9,340.47
Sr. Accountant/Information & Logistics Coordinator	134	Hourly	45.49	47.73	50.10	52.62	55.23
		Monthly	7,884.05	8,272.42	8,684.55	9,120.39	9,573.49
	135	Hourly	46.62	48.92	51.36	53.94	56.61
		Monthly	8,080.40	8,479.57	8,902.48	9,349.11	9,813.00
	136	Hourly	47.79	50.14	52.64	55.28	58.02
		Monthly	8,283.22	8,691.01	9,124.71	9,582.14	10,056.80
Budget & Accounting Supv.	137	Hourly	48.98	51.40	53.96	56.66	59.48
		Monthly	8,490.36	8,908.95	9,353.43	9,821.62	10,309.26

Hourly Rate is based on 173.3333 hours per month*

HEALTH AND WELFARE ANNUAL CAP:	Single:	\$ 9,785.40
	2-Party:	\$ 18,456.80
	Family:	\$ 24,268.20

OTHER COMPENSATION:

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Credit for work experience not to exceed three years.

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