

Santa Clara County Schools' Insurance Group Salary Schedule

All Staff minus the Executive Director, 3% COLA, effective 07/01/2023 Update for Executive Director Agreement effective 10/01/2023

Fiscal Year 2023/2024

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Annual:							
Executive Director	\$ 181,812	\$ 190,902	\$ 200,448	\$ 220,994	\$ 232,043	\$ 243,645	\$ 255,828
JPA Sr. Manager Program	\$ 95,567	\$ 100,345	\$ 105,362	\$ 110,631	\$ 116,162	\$ 121,971	\$ 128,069
Program Manager	\$ 87,083	\$ 91,437	\$ 96,008	\$ 100,809	\$ 105,849	\$ 111,142	\$ 116,699
JPA Project Manager	\$ 87,083	\$ 91,437	\$ 96,008	\$ 100,809	\$ 105,849	\$ 111,142	\$ 116,699
Director of Member Services	\$ 130,810	\$ 137,351	\$ 144,218	\$ 151,429	\$ 159,000	\$ 166,950	\$ 175,298
Monthly:							
Executive Director	\$ 15,151	\$ 15,909	\$ 16,704	\$ 18,416	\$ 19,337	\$ 20,304	\$ 21,319
JPA Sr. Manager Program	\$ 7,964	\$ 8,362	\$ 8,780	\$ 9,219	\$ 9,680	\$ 10,164	\$ 10,672
Program Manager	\$ 7,257	\$ 7,620	\$ 8,001	\$ 8,401	\$ 8,821	\$ 9,262	\$ 9,725
JPA Project Manager	\$ 7,257	\$ 7,620	\$ 8,001	\$ 8,401	\$ 8,821	\$ 9,262	\$ 9,725
Director of Member Services	\$ 10,901	\$ 11,446	\$ 12,018	\$ 12,619	\$ 13,250	\$ 13,913	\$ 14,608
Hourly:							
Executive Director	\$ 87.41	\$ 91.78	\$ 96.37	\$ 106.25	\$ 111.56	\$ 117.14	\$ 122.99
JPA Sr. Manager Program	\$ 45.95	\$ 48.24	\$ 50.65	\$ 53.19	\$ 55.85	\$ 58.64	\$ 61.57
Program Manager	\$ 41.87	\$ 43.96	\$ 46.16	\$ 48.47	\$ 50.89	\$ 53.43	\$ 56.11
JPA Project Manager	\$ 41.87	\$ 43.96	\$ 46.16	\$ 48.47	\$ 50.89	\$ 53.43	\$ 56.11
Director of Member Services	\$ 62.89	\$ 66.03	\$ 69.34	\$ 72.80	\$ 76.44	\$ 80.26	\$ 84.28

Note: Revisions from prior schedule, effective as of 07/01/2023. Approved at the EC meeting on 12/08/2023.

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