

NAPA COUNTY OFFICE OF EDUCATION

**2026-27 Certificated Management Salary Schedule**  
**Effective 7/1/26**  
**Annual Rates - Calendar Days: 210**

<b>Step Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>107</b>	\$ 122,085.36	\$ 126,365.76	\$ 130,145.04	\$ 134,091.36	\$ 138,058.56	\$ 142,192.80	\$ 146,494.08	\$ 150,878.88	\$ 154,658.16	\$ 157,790.16	\$ 160,901.28	\$ 164,116.80	\$ 167,415.84
<b>106</b>	\$ 110,831.04	\$ 114,756.48	\$ 118,159.92	\$ 121,709.52	\$ 125,363.52	\$ 129,121.92	\$ 132,984.72	\$ 136,993.68	\$ 140,418.00	\$ 143,195.04	\$ 146,097.36	\$ 148,978.80	\$ 151,985.52
<b>105</b>	\$ 100,558.08	\$ 104,107.68	\$ 107,197.92	\$ 110,392.56	\$ 113,712.48	\$ 117,157.68	\$ 120,644.64	\$ 124,298.64	\$ 127,409.76	\$ 129,957.12	\$ 132,546.24	\$ 135,177.12	\$ 137,912.40
<b>104</b>	\$ 91,182.96	\$ 94,356.72	\$ 97,217.28	\$ 100,140.48	\$ 103,168.08	\$ 106,237.44	\$ 109,432.08	\$ 112,710.24	\$ 115,529.04	\$ 117,846.72	\$ 120,164.40	\$ 122,565.60	\$ 125,008.56
<b>103</b>	\$ 82,622.16	\$ 85,524.48	\$ 88,050.96	\$ 90,702.72	\$ 93,458.88	\$ 96,235.92	\$ 99,117.36	\$ 102,082.32	\$ 104,671.44	\$ 106,738.56	\$ 108,910.08	\$ 111,102.48	\$ 113,274.00
<b>102b</b>	\$ 78,696.72	\$ 81,452.88	\$ 83,895.84	\$ 86,422.32	\$ 89,011.44	\$ 91,684.08	\$ 94,419.36	\$ 97,279.92	\$ 99,702.00	\$ 101,685.60	\$ 103,752.72	\$ 105,819.84	\$ 107,907.84
<b>102</b>	\$ 74,771.28	\$ 77,402.16	\$ 79,740.72	\$ 82,162.80	\$ 84,584.88	\$ 87,132.24	\$ 89,742.24	\$ 92,435.76	\$ 94,753.44	\$ 96,653.52	\$ 98,595.36	\$ 100,537.20	\$ 102,541.68
<b>101</b>	\$ 67,672.08	\$ 70,031.52	\$ 72,098.64	\$ 74,311.92	\$ 76,525.20	\$ 78,801.12	\$ 81,181.44	\$ 83,603.52	\$ 85,691.52	\$ 87,382.80	\$ 89,157.60	\$ 90,932.40	\$ 92,748.96

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

NAPA COUNTY OFFICE OF EDUCATION

**2026-27 Certificated Management Salary Schedule**  
**Effective 7/1/26**

**Annual Rates - Calendar Days: 220**

<b>Step Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>113</b>	\$ 215,940.96	\$ 223,478.64	\$ 230,222.88	\$ 237,092.40	\$ 244,254.24	\$ 251,562.24	\$ 259,120.80	\$ 266,888.16	\$ 273,548.88	\$ 279,019.44	\$ 284,573.52	\$ 290,294.64	\$ 296,078.40
<b>112</b>	\$ 196,564.32	\$ 203,433.84	\$ 209,530.80	\$ 215,815.68	\$ 222,330.24	\$ 228,949.20	\$ 235,860.48	\$ 242,938.80	\$ 248,973.12	\$ 253,942.56	\$ 259,016.40	\$ 264,236.40	\$ 269,498.16
<b>111</b>	\$ 178,858.08	\$ 185,101.20	\$ 190,676.16	\$ 196,355.52	\$ 202,285.44	\$ 208,319.76	\$ 214,604.64	\$ 221,014.80	\$ 226,527.12	\$ 231,058.08	\$ 235,693.44	\$ 240,433.20	\$ 245,235.60
<b>110</b>	\$ 165,661.92	\$ 171,466.56	\$ 176,582.16	\$ 181,927.44	\$ 187,377.12	\$ 192,972.96	\$ 198,756.72	\$ 204,749.28	\$ 209,864.88	\$ 214,061.76	\$ 218,342.16	\$ 222,664.32	\$ 227,153.52
<b>109</b>	\$ 151,171.20	\$ 156,453.84	\$ 161,130.96	\$ 165,954.24	\$ 170,944.56	\$ 176,101.92	\$ 181,363.68	\$ 186,813.36	\$ 191,469.60	\$ 195,311.52	\$ 199,216.08	\$ 203,183.28	\$ 207,213.12
<b>108</b>	\$ 134,425.44	\$ 139,123.44	\$ 143,320.32	\$ 147,579.84	\$ 152,006.40	\$ 156,558.24	\$ 161,256.24	\$ 166,121.28	\$ 170,276.40	\$ 173,658.96	\$ 177,145.92	\$ 180,716.40	\$ 184,266.00

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position