

**LUCIA MAR UNIFIED SCHOOL DISTRICT**  
**Human Resources**  
**CERTIFICATED MANAGEMENT SALARY SCHEDULE**  
**2019-2020**

Range	Position	Days	1	2	3	4	5
20	Psychologist	197	79,936	82,771	84,441	88,439	94,937
20	Head Counselor **	200	81,150	84,031	85,726	89,785	96,382
20	Counselor	200	81,150	84,031	85,726	89,785	96,382
20	District Nurse	209	84,802	87,813	89,583	93,826	100,718
21	Asst. Principal, Elementary	209	86,408	89,415	92,418	95,430	102,389
24	Area Administrator	213	94,187	97,255	99,201	103,385	110,726
24	Asst. Principal, Middle School	213	94,187	97,255	99,201	103,385	110,726
24	Asst. Principal, High School	224	99,049	102,280	104,323	108,722	116,445
25	Coordinator, Student Safety & Support	215	97,329	100,421	103,513	106,610	114,113
25	Coordinator, Career Technical Education	215	97,329	100,421	103,513	106,610	114,113
25	Coordinator, Curriculum	215	97,329	100,421	103,513	106,610	114,113
25	Coordinator, After School Programs	215	97,329	100,421	103,513	106,610	114,113
25	Coordinator, Special Ed	215	97,329	100,421	103,513	106,610	114,113
26	Principal, Elem. School	215	98,895	101,862	104,918	108,065	115,780
26	Principal, Adult Education	215	98,895	101,862	104,918	108,065	115,780
26	Principal, Cont High School	215	98,895	101,862	104,918	108,065	115,780
27	Principal, Middle School	215	101,258	104,353	107,449	110,535	118,196
28	Director, Elementary Curriculum	215	104,607	107,731	110,865	113,993	121,827
28	Director, Secondary Curriculum	215	104,607	107,731	110,865	113,993	121,827
28	Director, Categorical Programs	215	104,607	107,731	110,865	113,993	121,827
29	Director, Special Education	228	111,270	114,612	118,050	121,595	130,267
29	Director, Student Services	228	111,270	114,612	118,050	121,595	130,267
31	Executive Director of 21st Century Learning	224	119,711	121,496	123,322	125,167	133,471
31	Principal, High School	224	119,711	121,496	123,322	125,167	133,471
34	Asst. Superintendent	228	140,788	145,010	149,362	153,840	164,761
35	Deputy Superintendent	228	154,124	158,873	163,569	168,680	180,658

**Longevity Increment #1**

Salary Improvement Per Year **\$1,953**

Criteria: To receive this increment, an employee must have completed \*17 years in the district.

**Longevity Increment #2**

Salary Improvement Per Year **\$1,953**

Criteria: To receive this increment, an employee must have completed \*22 years in the district.

**Longevity Increment #3**

Salary Improvement Per Year **\$1,953**

Criteria: To receive this increment, an employee must have completed \*27 years in the district.

**Longevity Increment #4**

Salary Improvement Per Year **\$1,953**

Criteria: To receive this increment, an employee must have completed \*35 years in the district.

BCLAD or Bilingual Certificate of Competence 2% stipend

\* Out-of-district credit allowed: 5 years.

\*\* Head Counselor Stipend: \$2,334

Base salary schedule from 2007-2008 unchanged, 8/10/10  
 Add stipend for BCLAD or BCC.  
 Add District Superintendent: Reference Only 10/5/10 - salary placement is by contract  
 Add Asst. Supt. Business Services, eff. 7/1/11  
 Remove District Superintendent Reference Only, 6/25/13  
 Director, Vocational Prep - inactive 6/25/2013  
 Add Coordinator, Curriculum, Instruction & Assessment, eff. 5/25/13  
 Add Coordinator, Student Safety & Support (formerly At-Risk Coordinator), eff. 6/11/13  
 Add Director, Elementary Curriculum, eff 7/1/2014  
 Add Director, Secondary Curriculum, eff 7/1/2014  
 Add Asst. Principal, Elem. Eff 10/20/2015  
 Add Executive Director of 21st Century Learning - 3/15/16  
 Delete TIF Grant Coordinator, Add Principal Adult Ed & Director of SPED 06012016  
 Add Coordinator, Career Technical Education 7/1/2015

4.3% retro 7/1/2013

3% increase eff 4/1/15

4% Increase eff 7/1/2015

District Insurance Contribution Increase to \$10,000 eff 10/1/2015

3.75% Increase 07012016

2.3% Increase 7/1/2017 plus \$350 one-time bonus

**.7% Eff. 7/1/2018 plus 1% off-schedule**

**CERTIFICATED MANAGEMENT  
DAILY RATE OF PAY  
2019-2020**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1	221.58	235.99	250.47	264.77	290.38
2	231.18	245.55	259.98	274.33	300.37
3	242.66	255.17	269.57	283.94	310.33
4	250.37	264.77	278.32	293.53	320.27
5	259.98	274.33	288.75	303.12	326.81
6	269.57	283.94	298.34	312.72	340.21
7	278.30	293.53	307.90	322.33	350.18
8	288.75	303.13	317.52	331.92	360.20
9	298.34	312.72	327.08	341.48	370.14
10	309.13	323.52	337.91	352.31	381.43
11	317.53	331.92	346.30	360.66	390.13
12	327.08	341.48	355.84	370.25	400.14
13	336.69	351.09	365.46	379.86	410.09
14	346.30	360.66	375.08	389.44	420.09
15	357.81	372.19	386.60	400.99	432.08
16	365.46	379.86	394.24	408.61	439.99
17	376.82	391.23	405.61	420.01	451.84
18	386.09	400.45	414.86	429.23	461.45
19	394.24	408.61	422.99	437.39	469.96
20	405.75	420.16	428.64	448.92	481.91
21	413.43	427.82	442.19	456.60	489.90
22	422.99	437.39	451.81	466.18	499.86
23	433.50	447.88	462.25	476.64	510.76
24	442.19	456.60	465.73	485.37	519.84
25	452.69	467.08	481.45	495.86	530.76
26	459.98	473.77	487.99	502.62	538.51
27	470.97	485.36	499.76	514.11	549.75
28	486.54	501.07	515.65	530.20	566.64
29	488.03	502.68	517.76	533.31	571.35
30	493.92	508.74	542.01	539.74	578.23
31	534.42	542.39	550.55	558.78	595.85
32	574.95	583.53	592.30	601.18	634.70
33	603.70	621.78	640.45	659.67	679.45
34	617.49	636.01	655.09	674.74	722.64
35	675.99	696.81	717.41	739.82	792.36