

SAN CARLOS SCHOOL DISTRICT
2019-20 SALARY SCHEDULE FOR DISTRICT MANAGEMENT TEAM
(Effective 7/1/2019)

CERTIFICATED MANAGEMENT

Step/Year(s)	Admin Experience	0	1	2	3	4	5	6	7	8
I-B	Speech Language Pathologist* (185 work days)	81,792	85,077	88,362	91,646	94,931	98,216	101,500	104,785	108,070
I	Psych I/SPED Coord (200 Work Days)	95,238	98,523	101,807	105,092	108,377	111,661	114,946	118,231	121,515
II	Middle School Asst. Principal/ Curr. Coordinator/ Psych II (211 work days)	111,824	115,551	119,279	123,008	126,735	130,464	134,192	137,920	141,648
III	Admin III/ (205 Work Days)	101,808	105,093	108,378	111,662	114,947	118,232	121,516	124,801	128,086
IV	K-5 Principal (211 work days)	125,480	129,421	133,363	137,304	141,246	145,187	149,128	153,070	157,015
V	Middle School Principal (211 work days)	129,358	133,411	137,464	141,518	145,571	149,622	153,676	157,729	161,782
VI	Director (223 work days)	131,500	135,314	139,238	143,276	147,431	151,706	156,105	160,632	165,290

CLASSIFIED MANAGEMENT

Step/Year(s)	Admin Experience	0	1	2	3	4	5	6	7	8
VI	CBO (223 work days)	121,475	124,760	128,044	131,329	134,614	137,898	141,183	144,468	147,752
VIIA	Director, Facilities, Maintenance, Operations, & Transportation (223 days)	129,731	133,493	137,364	141,348	145,447	149,665	154,005	158,471	163,067
VIA	Dir of Finance/ HR Director (223 work days)	102,355	105,883	109,410	112,936	116,462	120,073	123,684	127,293	130,903
VII	Sup Fac & MOT (223 work days)	93,050	96,257	99,463	102,669	105,877	109,157	112,439	115,722	119,002
VIII	Data Sys Mgr/ Financial Analyst Wellness Coord / Transportation Mgr (223 work days)	74,440	77,725	81,010	84,294	87,579	90,864	94,148	97,433	100,718

Effective 7/1/2019, the annual stipend amounts for all new management employees will be as follows: Masters & Certificate of Clinical Competence = \$3,000, both Masters and Ph.D. or Ed.D.= \$6,000.

**Incentive compensation available for Principals at the discretion of the Superintendent, not to exceed a combined total of \$30,000 for all individuals.

A. PROVISIONS FOR PLACEMENT ON SALARY SCHEDULE:

- Salaries for full-time Management Team members shall be based on a combination of experience and training, except that a person with a divided assignment, part of which is one-half time principalship, shall be placed on the full-time Management Team Salary Schedule if other one-half time is also administrative in nature.
- Upon entering the District, a candidate with full-time administrative experience may receive year for year credit for such experience upon recommendation of the Superintendent and approval of the Board of Trustees.
- Salary classification and initial placement shall be determined for all administrators by the Superintendent, subject to the approval of the Board of Trustees. All changes in classification are the same as stated in "Policy and Rules and Regulations Governing Certificated Personnel."

B. ADDITIONAL CONSIDERATIONS:

- All Principals and Assistant Principals shall be required to return to work approximately two weeks prior to the return of teachers, and they shall be required to remain on duty approximately one week following the last working day of teachers.
- Vacation periods shall generally coincide with those granted teachers during the regular school year or equivalent.
- Twelve month management may not carryover more than 10 days vacation per year.
- Each employee has the flexibility of selecting the coverage he or she wants from the various health and welfare plans offered through the district. Effective January 1, 2019, the district will contribute a maximum of \$9,834 for single coverage and \$12,020 for single + 1 or family coverage towards the employee's health and welfare package.
- ACSA/CASBO dues for administrators shall be paid by the district.

C. LENGTH OF WORK YEAR: See schedule.

D. RETIREMENT:

Certificated and classified management employees who completed seven or more years of services with the district, who retire from STRS/PERS, and are 55 years or older shall receive a contribution toward health benefits in an amount equal to the current health insurance cap. This contribution will be for 7 years or age 65, whichever occurs first.