

**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE
2017-18
Effective 1/1/2018**

Annual Step/Year(s) Admin Experience	0	1	2	3	4	5	6
Director of Smart-E Programs/ Preschool Director (245 WORK DAYS / 12-MONTHS)	98,123	100,970	103,900	106,918	110,020	113,212	116,498
SMART-E Assistant Program Director/ Preschool Assistant Director (245 WORK DAYS / 12-MONTHS)	49,176	51,372	53,547	55,743	57,938	60,114	62,310

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.93	25.04	26.17	27.28	28.40	29.51	30.63
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	21.75	22.86	23.97	25.09	26.21	27.32	28.44
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	16.73	17.29	17.84	18.40	18.95		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.96	19.80	20.63	21.47	22.31		
SMART-E Administrative Assistant (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS)	22.31	23.15	23.97	24.83	25.65	26.49	27.32
SMART-E Office Help	18.59						
After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation)	21.19	21.81	22.43	23.10	23.72		
After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.96	19.52	20.08	20.63	21.19		
Smart-E Camp Instructor	36.09						
Smart-E Camp Lead Counselor/ After School Program Lead	16.41	16.87	17.36	17.83	18.32		
Smart-E Camp Counselor/ After School Program Aide	13.12	13.51	13.89	14.27	14.65		
SMART-E Entry Level Substitute*	13.12						
SMART-E Experienced Substitute**	16.41						

8 hour/day base (salary will be adjusted for FTE)

Effective 7/1/2012:

- Additional Paid Days Added to Positioned Salaries: 13 Paid Holidays, plus 10 Days Paid Vacation in Lieu of Time Off (Prorated on FTE)
- Positioned Employees Earn 10 Days Sick Leave Per Year (Prorated on FTE)
- Assoc Director of SMART-E Programs Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days Per Year

Effective 7/1/2013:

- Increase Preschool Director Salary 2.26%; Increase Preschool Teacher Salary \$0.50/hour
- Add Step Increases for Preschool Aides, After School Site Coordinators, and After School Assistant Site Coordinators
- Add New Position for SMART-E Secretary; Add Office Help Hourly Rate to Salary Schedule

Health & Welfare Benefits

Effective 1/1/17 - \$9,548 for single and \$11,670 for single + 1 & family

Effective 7/1/2014:

- Presch Director Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days per Year
- 2% salary increase for all positions except SMART-E Camp Lead Counselor/After School Program Lead and SMART-E Camp Counselor/After School Program Aide which were given step increases instead

Effective 1/1/18

1.5% Salary Increase

* Entry Level SMARTE ASP Substitute Salary (Criteria: Minimum 1 year experience working with children in an education or recreation setting (position can be paid or volunteer))

** Experienced SMARTE ASP Substitute Salary (Criteria: Minimum 2 years experience working with children in an education or recreation setting (positions can be paid or volunteer) and AA degree and above.