

SAN CARLOS SCHOOL DISTRICT
2017-18 SALARY SCHEDULE FOR DISTRICT MANAGEMENT TEAM
(1.5% Salary Increase Effective 1/1/2018)

CERTIFICATED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
I-B Speech Language Pathologist* (185 work days)	79,410	82,599	85,788	88,977	92,166	95,355	98,544	101,733	104,922
I Psych I/ SpEd Coord / PBL Coach /Mental Health Ld Counselor (200 Work Days)	92,464	95,653	98,842	102,031	105,220	108,409	111,598	114,787	117,976
II Mid Sch Asst Principal/Psych II (203 work days)	95,653	98,842	102,031	105,220	108,409	111,598	114,787	117,976	121,165
III Admin III/ Admin Psychologist (205 Work Days)	98,842	102,031	105,220	108,409	111,598	114,787	117,976	121,165	124,354
IV K-4 Sch Principal (205 work days)	102,031	105,220	108,409	111,598	114,787	117,976	121,165	124,354	127,543
V Upper Elementary Principal (208 days)	103,517	106,706	109,895	113,084	116,273	119,462	122,651	125,840	129,029
VI Middle School Principal (210 work days)	105,220	108,409	111,598	114,787	117,976	121,165	124,354	127,543	130,732
VII Director (223 work days)	117,937	121,126	124,315	127,504	130,693	133,882	137,071	140,260	143,449

CLASSIFIED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
VI CBO <i>Currently inactive</i> (223 work days)	117,937	121,126	124,315	127,504	130,693	133,882	137,071	140,260	143,449
VIA Dir of Finance/ HR Director (223 work days)	99,374	102,799	106,223	109,647	113,070	116,576	120,082	123,585	127,090
VII Sup Fac & MOT (223 work days)	90,340	93,453	96,566	99,679	102,793	105,978	109,164	112,351	115,536
VIIA Behavior Intervention Specialist (202 work days)	81,200	83,738	86,275	88,813	91,350	93,888	96,425	98,963	101,500
VIII Data Sys Mgr/ Wellness Coord / Transportation Mgr (223 work days)	72,272	75,461	78,650	81,839	85,028	88,217	91,406	94,595	97,784

Base increment for classification or experience is \$3,189. An annual stipend of 1.0 times the base increment (\$3,189) will be awarded for a Masters. An annual stipend of 2.5 times the base increment (\$7,973) will be awarded to those who possess both Masters degree *and* a Ph.D. or Ed.D. Degrees earned only at an accredited college or university will be eligible for this stipend.

*An annual stipend of 1.0 times the base increment (\$3,189) will be awarded for Certificate of Clinical Competence for Speech Lang Pathologist.

**Performance Based Incentive Compensation available for Management Employees Ranges IV and above, at the discretion of the Superintendent, not to exceed a combined total of \$30,000 for all individuals.

Beginning 7/1/15 the annual stipend amounts for all new employees will be as follows: Masters & Certificate of Clinical Competence = \$3,000, both Masters and Ph.D. or Ed.D.= \$6,000.

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, 2017, the district will contribute a maximum of \$9,548 for single coverage and \$11,670 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.