

PACIFIC GROVE UNIFIED SCHOOL DISTRICT  
MANAGEMENT SALARY SCHEDULE  
2019/2020

| POSITION                             | WK YEAR | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|--------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| High School Principal                | 220     | 153,056 | 156,863 | 160,658 | 164,467 | 168,262 | 172,066 | 175,866 | 181,113 |
| **Adult School Principal             | 220     | 143,294 | 146,852 | 150,412 | 153,965 | 157,525 | 161,083 | 164,637 | 169,548 |
| Middle School Principal              | 215     | 141,820 | 145,341 | 148,864 | 152,383 | 155,905 | 159,423 | 162,945 | 167,804 |
| Elementary Principal                 | 215     | 140,619 | 144,125 | 147,604 | 151,094 | 154,646 | 158,076 | 161,701 | 167,153 |
| High/ Middle Asst. Principal         | 210     | 134,848 | 138,192 | 141,537 | 144,887 | 148,234 | 151,578 | 154,920 | 159,538 |
| **Adult School Asst. Principal       | 220     | 133,757 | 137,075 | 140,393 | 143,715 | 147,036 | 149,315 | 153,667 | 158,247 |
| Summer School Principal              | 24      | 11,075  | 11,438  | 11,692  | 11,944  | 12,203  | 12,459  | 12,713  | 13,064  |
| Curriculum/Sp Proj Director          | 220     | 141,222 | 144,725 | 148,230 | 151,740 | 155,246 | 158,751 | 162,250 | 167,090 |
| Student Services Director            | 220     | 143,294 | 146,852 | 150,412 | 153,965 | 157,525 | 161,083 | 164,637 | 169,548 |
| Director Educational Technology      | 215     | 132,283 | 133,618 | 134,969 | 136,333 | 137,710 | 139,100 | 140,505 | 144,108 |
| Human Resources Director II          | 225     | 144,217 | 147,796 | 151,376 | 154,961 | 158,542 | 162,120 | 165,696 | 170,637 |
| Nutrition Director                   | 220     | 90,098  | 93,939  | 97,780  | 101,621 | 105,462 | 109,303 | 113,144 | 116,985 |
| Technology Systems Coordinator       | 222     | 124,051 | 125,511 | 126,966 | 128,474 | 129,978 | 131,498 | 133,032 | 134,583 |
| Director Facilities & Transportation | 225     | 124,725 | 127,897 | 131,153 | 134,490 | 137,828 | 141,248 | 144,755 | 148,349 |
| Adult School Program Coordinator     | 220     | 75,126  | 75,878  | 76,636  | 77,402  | 78,175  | 78,956  | 79,746  | 80,544  |

Health Allowance payment \$3000 eff. 7/1/2016-\$872 to each cell

Note: In addition to other compensation each full time management employee who is enrolled in the district medical, dental and vision plans, shall have their annual compensation increased by the amount of this payment. The payment shall be made in installments over the normal monthly payroll. Eligible part-time employees shall receive a proportional share of the Health Allowance subject to enrollment in the insurance plans.

Earned doctorate stipend=3.02% of Step 1 of Assist Principal's salary

Paid ACSA Dues.eff 7/1/16 ~ Dir. ET add/ Dir. Ed.Inf.Tech inc. to comps

\*\*Longevity to be instituted in the 2006-07 school year, requires years to be served in Management capacity in PGUSD.\*\*

completion of 10 years of service 2.5% of salary (effective 7-1-2006)

completion of 12 years of service 2.5% of salary (effective 7-1-2006)

completion of 15 years of service 2.5% of salary (effective 7-1-2006)

completion of 20 years of service 2.5% of salary (effective 7-1-2006)

\*\* Eligibility for these steps require 10 or more years of service with the Pacific Grove Unified School District

Dir Ed Tech added 2010/11 \* not eligible for increase 10/11

Nutrition Director added 2006/2007 Dir. Fac. & Trans added 10/30/2014

Increase of 7.0% effective 7-1-2005, Increase of 6.87% effective 7-1-2006, Increase of 4.0% effective 7-1-2007

Increase of 2.0% effective 7-1-2008, increase 1.4% effective 7-1-2010, increase of 0.7% effective 7-1-2011

\*\* Revision incorporates Adult School Administrators into the Management Salary Schedule. Previously separated as

Increase of 1.45% effective 7-1-2012, Increase of 2.25% effective 7-1-2013

2013-2014 Eff July 1, 2013 Classified Mangement salaries increase 7% and employees will pay their own PERS contributions.

Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15, Increase 3.5% eff. 7/1/2016

Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj.Dir eff.7/1/2015; 3.5% increase eff 07/01/2017; 3.2% inc eff 07/01/2018

eff 02/13/2019 add Adult School Program Coordinator 220 work days

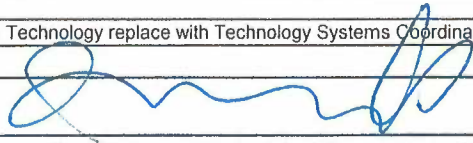
eff 06/20/2019 for 2019/2020 remove Director of Educational and Informational Technology replace with Technology Systems Coordinator

2.21% Base Salary inc. eff. 7/1/19

MGT\_19\_20

Date

Song Chin-Bendib, Assistant Superintendent/Business Manager

 6/11/2020

NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT  
 CERTIFICATED MANAGEMENT SALARY SCHEDULE 2021-22  
**EFFECTIVE 07/01/21**

|   | <u>Grade</u> | <u>Days</u> | <u>Tier 1</u> | <u>Tier 2</u> | <u>Tier 3</u> | <u>Tier 4</u> | <u>Tier 5</u> | <u>Tier 6</u> | <u>Tier 7</u> | <u>Tier 8</u> | <u>Tier 9</u> | <u>Tier 10</u> |
|---|--------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Certificated Supervisor                                   | 2            | 225         | \$91,108      | \$93,386      | \$95,721      | \$98,114      | \$100,567     | \$102,578     | \$104,630     | \$106,722     | \$108,856     | \$111,034      |
| Certificated Coordinator                                  | 3            | 212         | \$98,629      | \$101,095     | \$103,622     | \$106,213     | \$108,868     | \$111,046     | \$113,266     | \$115,531     | \$117,842     | \$120,199      |
| Asst. Principal K-8<br>Admin Adult Ed                     | 5            | 212         | \$106,135     | \$108,788     | \$111,508     | \$114,295     | \$117,153     | \$119,496     | \$121,886     | \$124,324     | \$126,810     | \$129,347      |
| Principal K-6<br>Asst. Principal HS<br>Admin Middle-years | 6            | 212         | \$113,646     | \$116,487     | \$119,400     | \$122,385     | \$125,444     | \$127,953     | \$130,512     | \$133,123     | \$135,785     | \$138,501      |
| Principal NMCMS<br>Certificated Director I                | 7            | 222         | \$119,058     | \$122,036     | \$125,087     | \$128,214     | \$131,419     | \$134,047     | \$136,727     | \$139,462     | \$142,251     | \$145,097      |
| Principal NMCHS   | 8            | 222         | \$129,039     | \$132,264     | \$135,571     | \$138,960     | \$142,434     | \$145,282     | \$148,188     | \$151,152     | \$154,175     | \$157,259      |
| Certificated Director II                                  | 9            | 225         | \$137,421     | \$140,856     | \$144,377     | \$147,986     | \$151,686     | \$154,719     | \$157,814     | \$160,970     | \$164,190     | \$167,473      |
| Senior Executive<br>Director                              | 9a           | 225         | \$146,062     | \$149,715     | \$153,456     | \$157,293     | \$161,225     | \$164,450     | \$167,739     | \$171,094     | \$174,516     | \$178,006      |
| Associate Superintendent                                  | 11           | 225         | \$156,286     | \$160,195     | \$164,198     | \$168,304     | \$172,510     | \$175,961     | \$179,481     | \$183,070     | \$186,732     | \$190,467      |

Each manager may move one Tier per year with a satisfactory evaluation, until reaching Tier 10. Subsequent longevity may be granted with a satisfactory evaluation as described below. Initial placement for managers with prior experience may be made up to Tier 5. A higher placement may be made with Board approval. Certificated Managers qualify for retirement incentives offered to the certificated bargaining unit.

**Longevity**

Upon commencement of years 12, 14, 16, 18 and 20 years of management service, up to 10 of which may have been served outside of NMCUSD.

**Other information:**

The Superintendent may authorize up to 10 additional days at the per diem rate for additional days of service.  
 Masters and or Doctorate Stipend \$1,135 Annually

**Board Approved: July 22, 2021**

  
 Mary Dawson, Assistant Superintendent – Business Services



**Pajaro Valley Unified School District**  
**2018-2019**  
**CERTIFICATED MANAGEMENT SALARY SCHEDULE**

July 1, 2018

| Certificated Job Classification                       | Range     | Work Days  | 1             | 2             | 3             | 4              | 5              | 6              | 7              | Masters      |
|---|-----------|------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|--------------|
| Coordinator, Child Development                        | 20        | 205        | 48,831        | 50,291        | 51,806        | 53,355         | 54,958         | 56,607         | 58,300         | 1,343        |
| Coordinator, Child Development                        | 20        | 222        | 52,880        | 54,461        | 56,102        | 57,780         | 59,516         | 61,301         | 63,135         | 1,454        |
| Coordinator, Site - After School Program              | 27        | 190        | 55,661        | 57,333        | 59,046        | 60,823         | 62,643         | 64,526         | 66,460         | 1,531        |
| Coordinator, Program Operations                       | 27        | 205        | 60,055        | 61,859        | 63,708        | 65,625         | 67,589         | 69,620         | 71,707         | 1,652        |
| Coordinator, MSHS Disabilities/Mental Health          | 27        | 205        | 60,055        | 61,859        | 63,708        | 65,625         | 67,589         | 69,620         | 71,707         | 1,652        |
| Coordinator, MSHS Family & Community Services         | 27        | 205        | 60,055        | 61,859        | 63,708        | 65,625         | 67,589         | 69,620         | 71,707         | 1,652        |
| Coordinator, MSHS Family Child Care Home              | 27        | 215        | 62,984        | 64,876        | 66,816        | 68,826         | 70,886         | 73,016         | 75,205         | 1,732        |
| Coordinator, MSHS Child Development                   | 27        | 215        | 62,984        | 64,876        | 66,816        | 68,826         | 70,886         | 73,016         | 75,205         | 1,732        |
| Coordinator, ELD Instructional Technology             | 36        | 200        | 76,444        | 78,740        | 81,104        | 83,538         | 86,034         | 88,622         | 91,282         | 2,102        |
| Coordinator, Health Services                          | 36        | 200        | 76,444        | 78,740        | 81,104        | 83,538         | 86,034         | 88,622         | 91,282         | 2,102        |
| Coordinator, Instruction of Technology                | 36        | 200        | 76,444        | 78,740        | 81,104        | 83,538         | 86,034         | 88,622         | 91,282         | 2,102        |
| Coordinator, Site Academics Accountability and Instr. | 36        | 205        | 78,355        | 80,709        | 83,132        | 85,626         | 88,185         | 90,838         | 93,564         | 2,155        |
| Assistant Principal, Elementary                       | 36        | 205        | 78,355        | 80,709        | 83,132        | 85,626         | 88,185         | 90,838         | 93,564         | 2,155        |
| Principal, Special Education Pre-School               | 37        | 211        | 83,071        | 85,565        | 88,133        | 90,766         | 93,496         | 96,303         | 99,187         | 2,284        |
| Assistant Principal, Middle School                    | 37        | 211        | 83,071        | 85,565        | 88,133        | 90,766         | 93,496         | 96,303         | 99,187         | 2,284        |
| Coordinator, Student Services                         | 37        | 211        | 83,071        | 85,565        | 88,133        | 90,766         | 93,496         | 96,303         | 99,187         | 2,284        |
| Teacher/Principal                                     | 37        | 211        | 83,071        | 85,565        | 88,133        | 90,766         | 93,496         | 96,303         | 99,187         | 2,284        |
| Coordinator, Extended Learning Program                | 37        | 215        | 84,646        | 87,187        | 89,803        | 92,487         | 95,269         | 98,128         | 101,067        | 2,328        |
| <b>Coordinator, Adult Education</b>                   | <b>37</b> | <b>222</b> | <b>87,401</b> | <b>90,025</b> | <b>92,727</b> | <b>95,498</b>  | <b>98,370</b>  | <b>101,323</b> | <b>104,358</b> | <b>2,404</b> |
| Coordinator, Research, Accountability and Assessments | 37        | 222        | 87,401        | 90,025        | 92,727        | 95,498         | 98,370         | 101,323        | 104,358        | 2,404        |
| Coordinator, GATE/VAPA Program                        | 37        | 222        | 87,401        | 90,025        | 92,727        | 95,498         | 98,370         | 101,323        | 104,358        | 2,404        |
| Coordinator, Early Literacy                           | 37        | 222        | 87,401        | 90,025        | 92,727        | 95,498         | 98,370         | 101,323        | 104,358        | 2,404        |
| Coordinator, Math                                     | 37        | 222        | 87,401        | 90,025        | 92,727        | 95,498         | 98,370         | 101,323        | 104,358        | 2,404        |
| Coordinator, Child Development                        | 37        | 222        | 87,401        | 90,025        | 92,727        | 95,498         | 98,370         | 101,323        | 104,358        | 2,404        |
| Assistant Principal, High School                      | 39        | 210        | 87,715        | 90,336        | 93,053        | 95,846         | 98,717         | 101,669        | 104,727        | 2,412        |
| Director, Migrant and Seasonal Head Start             | 39        | 215        | 89,803        | 92,487        | 95,269        | 98,128         | 101,067        | 104,090        | 107,221        | 2,470        |
| Assistant Principal, High School (2)                  | 39        | 216        | 90,221        | 92,917        | 95,712        | 98,585         | 101,537        | 104,574        | 107,719        | 2,481        |
| <b>Assistant Director, Adult Education</b>            | <b>39</b> | <b>222</b> | <b>92,727</b> | <b>95,498</b> | <b>98,370</b> | <b>101,323</b> | <b>104,358</b> | <b>107,479</b> | <b>110,711</b> | <b>2,550</b> |
| Assistant Principal, High School (1)                  | 39        | 222        | 92,727        | 95,498        | 98,370        | 101,323        | 104,358        | 107,479        | 110,711        | 2,550        |
| Coordinator, Career Technical Education               | 39        | 222        | 92,727        | 95,498        | 98,370        | 101,323        | 104,358        | 107,479        | 110,711        | 2,550        |

Masters Stipend = 2.75%/Step 1

Administrators with a PhD receive an additional stipend of 1.0% of the Base Salary

Increase of 3%

Revised 06/07/19



**Pajaro Valley Unified School District  
2018-2019  
CERTIFICATED MANAGEMENT SALARY SCHEDULE**

**July 1, 2018**

Approved as of 06/12/2019 Board Meeting

| Certificated Job Classification                             | Range | Work Days | 1       | 2       | 3       | 4       | 5       | 6       | 7       | Masters |
|---|-------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| Coordinator, English Language Programs                      | 39    | 222       | 92,727  | 95,498  | 98,370  | 101,323 | 104,358 | 107,479 | 110,711 | 2,550   |
| Program Director, Special Services                          | 39    | 222       | 92,727  | 95,498  | 98,370  | 101,323 | 104,358 | 107,479 | 110,711 | 2,550   |
| Principal, Alternative Education                            | 40    | 211       | 90,766  | 93,496  | 96,303  | 99,187  | 102,154 | 105,226 | 108,382 | 2,496   |
| Principal, Diamond Technology Institute                     | 40    | 211       | 90,766  | 93,496  | 96,303  | 99,187  | 102,154 | 105,226 | 108,382 | 2,496   |
| Principal, Pacific Coast Charter                            | 40    | 211       | 90,766  | 93,496  | 96,303  | 99,187  | 102,154 | 105,226 | 108,382 | 2,496   |
| Director, Early Childhood/Child Development Programs        | 40    | 222       | 95,498  | 98,370  | 101,323 | 104,358 | 107,479 | 110,711 | 114,033 | 2,626   |
| Director, Extended Learning                                 | 40    | 222       | 95,498  | 98,370  | 101,323 | 104,358 | 107,479 | 110,711 | 114,033 | 2,626   |
| Principal, Elementary                                       | 41    | 210       | 93,053  | 95,846  | 98,717  | 101,669 | 104,727 | 107,869 | 111,113 | 2,559   |
| Principal, Middle School                                    | 42    | 215       | 98,128  | 101,067 | 104,090 | 107,221 | 110,437 | 113,759 | 117,164 | 2,699   |
| Principal, Alianza Charter School                           | 42    | 215       | 98,128  | 101,067 | 104,090 | 107,221 | 110,437 | 113,759 | 117,164 | 2,699   |
| Principal, WCSA Charter School                              | 42    | 215       | 98,128  | 101,067 | 104,090 | 107,221 | 110,437 | 113,759 | 117,164 | 2,699   |
| Director, Curriculum  | 42    | 222       | 101,323 | 104,358 | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 2,786   |
| Principal K-8   | 43    | 222       | 104,358 | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 2,870   |
| Director, Migrant Education                                 | 43    | 222       | 104,358 | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 2,870   |
| Director, Equity, State & Federal Programs & Accountability | 43    | 222       | 104,358 | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 2,870   |
| Director, ELA   | 43    | 222       | 104,358 | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 2,870   |
| Principal, High School                                      | 44    | 222       | 107,479 | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 128,349 | 2,956   |
| Director, Adult Education                                   | 45    | 222       | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 128,349 | 132,197 | 3,045   |
| Director, Human Resources (Certificated)                    | 45    | 222       | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 128,349 | 132,197 | 3,045   |
| Director, SELPA/ Special Services                           | 45    | 222       | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 128,349 | 132,197 | 3,045   |
| Director, Student Services                                  | 45    | 222       | 110,711 | 114,033 | 117,462 | 120,979 | 124,620 | 128,349 | 132,197 | 3,045   |

Masters Stipend = 2.75%/Step 1

Administrators with a PhD receive an additional stipend of 1.0% of the Base Salary

Increase of 3%

Revised 06/07/19

Approved as of 06/12/2019 Board Meeting

Carmel Unified School District  
2020-2021  
Administrative Salary Schedule

| Position (work year)                                  |          | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 10    | Step 12    | Step 14    | Step 16    |
|---|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Chief Business Official<br>(224 Days)                 | Annually | 168,117.00 | 172,260.00 | 176,504.00 | 180,852.00 | 185,315.00 | 189,883.00 | 194,571.00 | 199,373.00 | 204,294.00 | 209,340.00 | 214,511.00 | 219,875.00 |
|   | Monthly  | 14,009.75  | 14,355.00  | 14,708.66  | 15,071.00  | 15,442.91  | 15,823.58  | 16,214.25  | 16,614.41  | 17,024.50  | 17,445.00  | 17,875.91  | 18,322.91  |
| Chief Academic Officer<br>(224 Days)                  | Annually | 162,434.00 | 166,432.00 | 170,534.00 | 174,737.00 | 179,049.00 | 183,462.00 | 187,992.00 | 192,630.00 | 197,386.00 | 202,262.00 | 207,259.00 | 212,440.00 |
|   | Monthly  | 13,536.16  | 13,869.33  | 14,211.16  | 14,561.41  | 14,920.75  | 15,288.50  | 15,666.00  | 16,052.50  | 16,448.83  | 16,855.16  | 17,271.58  | 17,703.33  |
| Chief Human Resources Officer<br>(224 Days)           | Annually | 162,434.00 | 166,432.00 | 170,534.00 | 174,737.00 | 179,049.00 | 183,462.00 | 187,992.00 | 192,630.00 | 197,386.00 | 202,262.00 | 207,259.00 | 212,440.00 |
|   | Monthly  | 13,536.16  | 13,869.33  | 14,211.16  | 14,561.41  | 14,920.75  | 15,288.50  | 15,666.00  | 16,052.50  | 16,448.83  | 16,855.16  | 17,271.58  | 17,703.33  |
| Chief Student Services Officer<br>(224 Days)          | Annually | 162,434.00 | 166,432.00 | 170,534.00 | 174,737.00 | 179,049.00 | 183,462.00 | 187,992.00 | 192,630.00 | 197,386.00 | 202,262.00 | 207,259.00 | 212,440.00 |
|   | Monthly  | 13,536.16  | 13,869.33  | 14,211.16  | 14,561.41  | 14,920.75  | 15,288.50  | 15,666.00  | 16,052.50  | 16,448.83  | 16,855.16  | 17,271.58  | 17,703.33  |
| Chief Technology Officer<br>(224 Days)                | Annually | 162,434.00 | 166,432.00 | 170,534.00 | 174,737.00 | 179,049.00 | 183,462.00 | 187,992.00 | 192,630.00 | 197,386.00 | 202,262.00 | 207,259.00 | 212,440.00 |
|   | Monthly  | 13,536.16  | 13,869.33  | 14,211.16  | 14,561.41  | 14,920.75  | 15,288.50  | 15,666.00  | 16,052.50  | 16,448.83  | 16,855.16  | 17,271.58  | 17,703.33  |
| Director of Special Education<br>(220 Days)           | Annually | 149,098.00 | 152,800.00 | 156,596.00 | 160,485.00 | 164,478.00 | 168,564.00 | 172,755.00 | 177,049.00 | 181,450.00 | 185,963.00 | 190,587.00 | 195,352.00 |
|   | Monthly  | 12,424.83  | 12,733.33  | 13,049.66  | 13,373.75  | 13,706.50  | 14,047.00  | 14,396.25  | 14,754.08  | 15,120.83  | 15,496.91  | 15,882.25  | 16,279.33  |
| ROP/ Adult Education<br>Coordinator<br>(212 Days)     | Annually | 139,800.00 | 143,269.00 | 146,830.00 | 150,476.00 | 154,213.00 | 158,046.00 | 161,972.00 | 165,998.00 | 170,123.00 | 174,351.00 | 178,686.00 | 183,153.00 |
|   | Monthly  | 11,650.00  | 11,939.08  | 12,235.83  | 12,539.66  | 12,851.08  | 13,170.50  | 13,497.66  | 13,833.16  | 14,176.91  | 14,529.25  | 14,890.50  | 15,262.75  |
| High School Principal<br>(220 Days)                   | Annually | 158,151.00 | 162,082.00 | 166,110.00 | 170,238.00 | 174,470.00 | 178,805.00 | 183,254.00 | 187,811.00 | 192,481.00 | 197,267.00 | 202,173.00 | 207,226.00 |
|   | Monthly  | 13,179.25  | 13,506.83  | 13,842.50  | 14,186.50  | 14,539.16  | 14,900.41  | 15,271.16  | 15,650.91  | 16,040.08  | 16,438.91  | 16,847.75  | 17,268.83  |
| Middle School Principal<br>(215 Days)                 | Annually | 149,098.00 | 152,800.00 | 156,596.00 | 160,485.00 | 164,478.00 | 168,564.00 | 172,755.00 | 177,049.00 | 181,450.00 | 185,963.00 | 190,587.00 | 195,352.00 |
|   | Monthly  | 12,424.83  | 12,733.33  | 13,049.66  | 13,373.75  | 13,706.50  | 14,047.00  | 14,396.25  | 14,754.08  | 15,120.83  | 15,496.91  | 15,882.25  | 16,279.33  |
| Elementary Principal<br>(210 Days)                    | Annually | 145,123.00 | 148,725.00 | 152,423.00 | 156,207.00 | 160,089.00 | 164,068.00 | 168,145.00 | 172,326.00 | 176,611.00 | 181,001.00 | 185,502.00 | 190,141.00 |
|   | Monthly  | 12,093.58  | 12,393.75  | 12,701.91  | 13,017.25  | 13,340.75  | 13,672.33  | 14,012.08  | 14,360.50  | 14,717.58  | 15,083.41  | 15,458.50  | 15,845.08  |
| Assistant Principal High School<br>(212 Days)         | Annually | 139,800.00 | 143,269.00 | 146,830.00 | 150,476.00 | 154,213.00 | 158,046.00 | 161,972.00 | 165,998.00 | 170,123.00 | 174,351.00 | 178,686.00 | 183,153.00 |
|   | Monthly  | 11,650.00  | 11,939.08  | 12,235.83  | 12,539.66  | 12,851.08  | 13,170.50  | 13,497.66  | 13,833.16  | 14,176.91  | 14,529.25  | 14,890.50  | 15,262.75  |
| Assistant Principal Middle<br>School<br>(210 Days)    | Annually | 136,419.00 | 139,800.00 | 143,269.00 | 146,830.00 | 150,476.00 | 154,213.00 | 158,046.00 | 161,972.00 | 165,998.00 | 170,123.00 | 174,353.00 | 178,710.00 |
|   | Monthly  | 11,368.25  | 11,650.00  | 11,939.08  | 12,235.83  | 12,539.66  | 12,851.08  | 13,170.50  | 13,497.66  | 13,833.16  | 14,176.91  | 14,529.41  | 14,892.50  |
| Teaching Principal Small<br>Elementary<br>(210 Days)  | Annually | 133,608.00 | 136,926.00 | 140,328.00 | 143,810.00 | 147,383.00 | 151,040.00 | 154,794.00 | 158,637.00 | 162,577.00 | 166,620.00 | 170,761.00 | 175,031.00 |
|   | Monthly  | 11,134.00  | 11,410.50  | 11,694.00  | 11,984.16  | 12,281.91  | 12,586.66  | 12,899.50  | 13,219.75  | 13,548.08  | 13,885.00  | 14,230.08  | 14,585.91  |
| Teaching Principal Continuation<br>High<br>(210 Days) | Annually | 130,784.00 | 134,028.00 | 137,353.00 | 140,760.00 | 144,257.00 | 147,842.00 | 151,513.00 | 155,275.00 | 159,133.00 | 163,090.00 | 167,143.00 | 171,322.00 |
|   | Monthly  | 10,898.66  | 11,169.00  | 11,446.08  | 11,730.00  | 12,021.41  | 12,320.16  | 12,626.08  | 12,939.58  | 13,261.08  | 13,590.83  | 13,928.58  | 14,276.83  |

Requires membership in Association of California School Administrators

Doctorate Stipend: 3.2% of High School Principal Salary, Step 1

M.A. receives add'l \$2,000

With prior approval from the Superintendent of Schools, employees shall be compensated, on a per diem basis, for up to 5 days worked in excess of the defined work year.

**Health and Welfare Benefits:** The District shall provide eligible administrative employees with health, dental and vision insurance coverage that is comparable to that described in the ACT contract. Issues of employee eligibility, continuation of coverage during periods of leave, retirement provisions, and the District share of employee benefit contributions shall be the same as those enumerated in the ACT contract. In addition, the District shall provide eligible administrative employees with an assistance program that is comparable to the program described in the ACT contract.

**Step 16:** Added effective 7/1/17. To move to step 16, an administrator must have completed 10 full years of service in an administrative position listed on the Administrative Salary Schedule with the Carmel Unified School District. For the 2017-18 year, any administrator who is on step 14 and meets the 10 year criteria will move to step 16 effective 7/1/17.

Approved: 6/24/20

Effective: 7/1/20

**MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT  
MANAGEMENT SALARY SCHEDULE  
2020-21**

| 204 DAYS                              |    |    | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8        |
|---------------------------------------|----|----|--------|--------|--------|--------|--------|--------|--------|----------|
| Imagine College Community Coordinator | CL | 6  | 52,063 | 53,103 | 54,166 | 55,249 | 56,355 | 57,483 | 58,634 | 59,807*  |
|                                       |    |    | 255.21 | 260.31 | 265.52 | 270.83 | 276.25 | 281.78 | 287.42 | 293.17** |
| CTE Work-Based Learning Specialist    | CL | 11 | 57,483 | 58,634 | 59,807 | 61,002 | 62,222 | 63,466 | 64,735 | 66,031   |
|                                       |    |    | 281.78 | 287.42 | 293.17 | 299.03 | 305.01 | 311.11 | 317.33 | 323.68   |
| Behavior Manager                      | CL | 25 | 75,849 | 77,367 | 78,915 | 80,494 | 82,104 | 83,746 | 85,421 | 87,128   |
|                                       |    |    | 371.81 | 379.25 | 386.84 | 394.58 | 402.47 | 410.52 | 418.73 | 427.10   |
| Career & College Planning Specialist  | CL | 25 | 75,849 | 77,367 | 78,915 | 80,494 | 82,104 | 83,746 | 85,421 | 87,128   |
|                                       |    |    | 371.81 | 379.25 | 386.84 | 394.58 | 402.47 | 410.52 | 418.73 | 427.10   |

| 205 DAYS                       |    |    | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      |
|--------------------------------|----|----|--------|--------|--------|--------|--------|--------|--------|--------|
| School Mental Health Clinician | CL | 25 | 75,849 | 77,367 | 78,915 | 80,494 | 82,104 | 83,746 | 85,421 | 87,128 |
|                                |    |    | 370.00 | 377.40 | 385.00 | 392.65 | 400.51 | 408.52 | 416.69 | 425.01 |

| 207 DAYS                         |    |    | 1      | 2      | 3      | 4      | 5       | 6       | 7       | 8       |
|----------------------------------|----|----|--------|--------|--------|--------|---------|---------|---------|---------|
| Assistant Principal - Elementary | CE | 35 | 93,821 | 95,696 | 97,611 | 99,563 | 101,554 | 103,585 | 105,657 | 107,770 |
|                                  |    |    | 453.24 | 462.30 | 471.55 | 480.98 | 490.60  | 500.41  | 510.42  | 520.63  |

| 212 DAYS                            |       |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|-------------------------------------|-------|----|---------|---------|---------|---------|---------|---------|---------|---------|
| Assistant Principal - Middle School | CE    | 37 | 99,969  | 101,968 | 104,007 | 106,087 | 108,209 | 110,374 | 112,580 | 114,832 |
|                                     |       |    | 471.55  | 480.98  | 490.60  | 500.41  | 510.42  | 520.63  | 531.04  | 541.66  |
| Coordinator (212)                   | CE/CL | 37 | 99,969  | 101,968 | 104,007 | 106,087 | 108,209 | 110,374 | 112,580 | 114,832 |
|                                     |       |    | 471.55  | 480.98  | 490.60  | 500.41  | 510.42  | 520.63  | 531.04  | 541.66  |
| Principal - Elementary              | CE    | 43 | 112,580 | 114,832 | 117,128 | 119,470 | 121,860 | 124,298 | 126,784 | 129,320 |
|                                     |       |    | 531.04  | 541.66  | 552.49  | 563.54  | 574.81  | 586.31  | 598.04  | 610.00  |

| 217 DAYS                          |    |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|-----------------------------------|----|----|---------|---------|---------|---------|---------|---------|---------|---------|
| Assistant Principal - High School | CE | 41 | 110,761 | 112,977 | 115,236 | 117,540 | 119,890 | 122,288 | 124,734 | 127,229 |
|                                   |    |    | 510.42  | 520.63  | 531.04  | 541.66  | 552.49  | 563.54  | 574.81  | 586.31  |
| Admin - Special Assignment        | CE | 41 | 110,761 | 112,977 | 115,236 | 117,540 | 119,890 | 122,288 | 124,734 | 127,229 |
|                                   |    |    | 510.42  | 520.63  | 531.04  | 541.66  | 552.49  | 563.54  | 574.81  | 586.31  |
| Principal-MS                      | CE | 45 | 119,890 | 122,288 | 124,734 | 127,229 | 129,775 | 132,370 | 135,017 | 137,717 |
|                                   |    |    | 552.49  | 563.54  | 574.81  | 586.31  | 598.04  | 610.00  | 622.20  | 634.64  |

| 222 DAYS                  |       |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|---------------------------|-------|----|---------|---------|---------|---------|---------|---------|---------|---------|
| Child Center Head Teacher | CE    | 11 | 62,555  | 63,807  | 65,084  | 66,385  | 67,712  | 69,066  | 70,447  | 71,857  |
|                           |       |    | 281.78  | 287.42  | 293.17  | 299.03  | 305.01  | 311.11  | 317.33  | 323.68  |
| Culinary Specialist       | CL    | 11 | 62,555  | 63,807  | 65,084  | 66,385  | 67,712  | 69,066  | 70,447  | 71,857  |
|                           |       |    | 281.78  | 287.42  | 293.17  | 299.03  | 305.01  | 311.11  | 317.33  | 323.68  |
| Communications Specialist | CL    | 18 | 71,857  | 73,293  | 74,759  | 76,255  | 77,780  | 79,336  | 80,923  | 82,542  |
|                           |       |    | 323.68  | 330.15  | 336.75  | 343.49  | 350.36  | 357.37  | 364.52  | 371.81  |
| Supervisor                | CL    | 18 | 71,857  | 73,293  | 74,759  | 76,255  | 77,780  | 79,336  | 80,923  | 82,542  |
|                           |       |    | 323.68  | 330.15  | 336.75  | 343.49  | 350.36  | 357.37  | 364.52  | 371.81  |
| Coordinator (222)         | CE/CL | 37 | 104,684 | 106,778 | 108,913 | 111,091 | 113,313 | 115,580 | 117,891 | 120,249 |
|                           |       |    | 471.55  | 480.98  | 490.60  | 500.41  | 510.42  | 520.63  | 531.04  | 541.66  |
| Director I                | CE/CL | 39 | 108,913 | 111,091 | 113,313 | 115,580 | 117,891 | 120,249 | 122,653 | 125,106 |
|                           |       |    | 490.60  | 500.41  | 510.42  | 520.63  | 531.04  | 541.66  | 552.49  | 563.54  |
| Principal - High School   | CE    | 47 | 127,608 | 130,161 | 132,765 | 135,420 | 138,128 | 140,890 | 143,707 | 146,582 |
|                           |       |    | 574.81  | 586.31  | 598.04  | 610.00  | 622.20  | 634.64  | 647.33  | 660.28  |
| Director II               | CE/CL | 49 | 132,765 | 135,420 | 138,128 | 140,890 | 143,707 | 146,582 | 149,515 | 152,505 |
|                           |       |    | 598.04  | 610.00  | 622.20  | 634.64  | 647.33  | 660.28  | 673.49  | 686.96  |
| Senior Director           | CE    | 51 | 138,128 | 140,890 | 143,707 | 146,582 | 149,515 | 152,505 | 155,555 | 158,666 |
|                           |       |    | 622.20  | 634.64  | 647.33  | 660.28  | 673.49  | 686.96  | 700.70  | 714.71  |

| 223 DAYS                            |       |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|-------------------------------------|-------|----|---------|---------|---------|---------|---------|---------|---------|---------|
| Assistant Superintendent            | CE    | 56 | 153,192 | 156,256 | 159,380 | 162,567 | 165,818 | 169,134 | 172,517 | 175,967 |
|                                     |       |    | 686.96  | 700.70  | 714.71  | 729.00  | 743.58  | 758.45  | 773.62  | 789.09  |
| Chief of Comm & Engagement          | CL    | 56 | 153,192 | 156,256 | 159,380 | 162,567 | 165,818 | 169,134 | 172,517 | 175,967 |
|                                     |       |    | 686.96  | 700.70  | 714.71  | 729.00  | 743.58  | 758.45  | 773.62  | 789.09  |
| Executive Director - HR & Risk Mgmt | CL    | 56 | 153,192 | 156,256 | 159,380 | 162,567 | 165,818 | 169,134 | 172,517 | 175,967 |
|                                     |       |    | 686.96  | 700.70  | 714.71  | 729.00  | 743.58  | 758.45  | 773.62  | 789.09  |
| Associate Superintendent            | CE/CL | 58 | 159,380 | 162,567 | 165,818 | 169,134 | 172,517 | 175,967 | 179,486 | 183,076 |
|                                     |       |    | 714.71  | 729.00  | 743.58  | 758.45  | 773.62  | 789.09  | 804.87  | 820.97  |

Board Approved: 08/11/2020  
Board Updated: 7/27/2021

Daniel PK Diefenbaugh, Superintendent

\* Yearly Salary in US Dollars (\$)  
\*\* Daily Rate in US Dollars (\$)