

**APPENDIX A**  
**Central Unified School District**  
**Certificated Management Salary Schedule**  
**2016-2017 (4%)**

<b>Position</b>	<b>Duty Days</b>	<b>Step 1 Annual Salary</b>	<b>Step 2 Annual Salary</b>	<b>Step 3 Annual Salary</b>	<b>Step 4 Annual Salary</b>	<b>Step 5 Annual Salary</b>
Director / Administrator	225	\$96,766.21	\$101,604.52	\$106,684.58	\$112,018.70	\$117,620.07
High School Principal	215	\$96,766.21	\$101,604.52	\$106,684.58	\$112,018.70	\$117,620.07
Adult Educ. Director / Asst. Director/ AP	215	\$93,713.71	\$98,399.40	\$103,319.04	\$108,484.88	\$113,909.18
Middle School Principal	210	\$91,400.95	\$95,970.78	\$100,770.09	\$105,808.93	\$111,099.55
Elementary Principal	210	\$88,618.07	\$93,048.63	\$97,700.90	\$102,586.00	\$107,715.08
Continuation School Principal	210	\$88,618.07	\$93,048.63	\$97,700.90	\$102,586.00	\$107,715.08
Community Day Principal	210	\$85,196.82	\$89,456.94	\$93,929.85	\$98,626.67	\$103,557.45
District Coordinator	210	\$85,196.82	\$89,456.94	\$93,929.85	\$98,626.67	\$103,557.45
Supervisor	205	\$81,139.46	\$85,196.82	\$89,456.94	\$93,928.73	\$98,625.55
H.S. Vice Principal / Guidance Learning Dean	200	\$81,139.46	\$85,196.82	\$89,456.94	\$93,928.73	\$98,625.55
Middle School Vice Principal	200	\$79,851.62	\$83,844.36	\$88,069.95	\$92,438.13	\$97,059.21
Specialist	195	\$76,795.78	\$80,634.80	\$84,666.54	\$88,899.92	\$93,344.97
Athletic Director	195	\$76,795.78	\$80,634.80	\$84,666.54	\$88,899.92	\$93,344.97
Guidance Instructional Advisor	195	\$76,795.78	\$80,634.80	\$84,666.54	\$88,899.92	\$93,344.97

Director / Administrator who work a 225 day contract will receive 23 days of vacation per year.

These employees may carry-over from one year to the next no more than 11.5 days or 92 hours.

No employee will be allowed to carry more than 34.5 days or 276 hours of vacation at any time and shall be paid for no more than 23 accrued days upon separation from the district at the employees then current rate of pay.

New employees shall be given credit on the basis of one step for each year of verified commensurate experience, but in no case may be placed higher than the third step of the salary schedule without approval of the governing board.

To receive credit for a year of service, the employee must have rendered service for at least seventy-five (75%) of the days of his or her work year as of July 1.

For the current fiscal year, the District's total maximum contribution shall be Thirteen thousand, six hundred fifty-four dollars and fifty-eight cents (\$13,654.58) per employee per year for all health and welfare benefits, plus sixty percent (60%) of the increase of the projected cost.

Credit for only one degree will be given. The degree must be earned from a regionally accredited institution. See Page 2

The salary schedule will be effective as of July 1, 2016, for those persons who are employed by the District on the date of adoption by the Board of Trustees.

APPROVED BY THE BOARD OF TRUSTEES: 01.10.2017

## Salary Schedule for Management Personnel

The salary for management personnel shall be based upon the responsibility for each position, training/qualifications/experience required and the length of the work year, which shall be defined as the number of work days assigned to each position. The employee will be placed on the salary schedule applicable to the particular position.

District personnel newly assigned to a position will be placed on the salary schedule at the appropriate ratio on the particular step which will ensure at least a five-percent (5%) increase over their current salary. The salaries for special positions or assignments will be determined temporarily by the Superintendent/designee until permanent placement on the schedule has been approved by the Board of Trustees.

Management personnel are assigned to positions allocated to an annual work year in accordance with the following definitions:

- a) Ten-month personnel are employed for a work year comprised of from 177 – 196 actual work days. Ten days of sick leave.
- b) Eleven-month personnel are employed for a work year comprised of from 197 to 216 actual work days. Eleven days of sick leave.
- c) Twelve-month personnel are employed for a work year comprised of from 217 to 225 actual work days. Twelve days of sick leave.

Management personnel shall serve the equivalent of an 8 hour work day. Since non-teaching personnel are often required to work weekends and evenings, the open-ended professional day will be observed.

The Management Personnel Salary Schedule shall be used to compute the salary for each position in accordance with the defined responsibility level, specified number of work days and the established ratio placement. A management employee shall receive an annual increment, to be added to the annual salary, for completion of the highest earned degree filed in the Personnel Office as follows: (Degree must be earned from a regionally accredited institution.):

- a) Certificated Management Personnel
  - National Board Certification \$1600.00
  - Master's \$1664.00
  - Doctorate \$2080.00

(Credit for only one degree will be given)  
4% increase reflected

The Management personnel shall receive a longevity stipend as follows: (District Service)

11-15 years	\$800.00
16-20 years	\$1200.00
21-25 years	\$1600.00
26+ years	\$2000.00