

Carmel Unified School District  
2022-2023  
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
Deputy Superintendent <i>(224 Days)</i>	Annually	204,666.00	209,783.00	215,027.00	220,403.00	225,913.00	231,561.00	237,349.00	243,284.00	249,366.00	255,599.00	261,990.00	268,540.00
	Monthly	17,055.50	17,481.91	17,918.91	18,366.91	18,826.08	19,296.75	19,779.08	20,273.66	20,780.50	21,299.91	21,832.50	22,378.33
Chief <i>(224 Days)</i>	Annually	185,349.00	189,917.00	194,596.00	199,389.00	204,310.00	209,346.00	214,515.00	219,809.00	225,234.00	230,797.00	236,498.00	242,412.00
	Monthly	15,445.75	15,826.41	16,216.33	16,615.75	17,025.83	17,445.50	17,876.25	18,317.41	18,769.50	19,233.08	19,708.16	20,201.00
Director 2 <i>(220 Days)</i>	Annually	164,381.00	168,462.00	172,647.00	176,934.00	181,337.00	185,842.00	190,463.00	195,196.00	200,049.00	205,024.00	210,122.00	215,376.00
	Monthly	13,698.41	14,038.50	14,387.25	14,744.50	15,111.41	15,486.83	15,871.91	16,266.33	16,670.75	17,085.33	17,510.16	17,948.00
Director 1 <i>(220 Days)</i>	Annually	158,235.00	162,191.00	166,245.00	170,401.00	174,662.00	179,028.00	183,504.00	188,092.00	192,794.00	197,614.00	202,554.00	207,618.00
	Monthly	13,186.25	13,515.91	13,853.75	14,200.08	14,555.16	14,919.00	15,292.00	15,674.33	16,066.16	16,467.83	16,879.50	17,301.50
High School Principal <i>(222 Days)</i>	Annually	175,856.00	180,227.00	184,707.00	189,296.00	194,002.00	198,822.00	203,770.00	208,837.00	214,029.00	219,351.00	224,807.00	230,425.00
	Monthly	14,654.66	15,018.91	15,392.25	15,774.66	16,166.83	16,568.50	16,980.83	17,403.08	17,835.75	18,279.25	18,733.91	19,202.08
Middle School Principal <i>(215 Days)</i>	Annually	164,381.00	168,462.00	172,647.00	176,934.00	181,337.00	185,842.00	190,463.00	195,196.00	200,049.00	205,024.00	210,122.00	215,376.00
	Monthly	13,698.41	14,038.50	14,387.25	14,744.50	15,111.41	15,486.83	15,871.91	16,266.33	16,670.75	17,085.33	17,510.16	17,948.00
Elementary Principal <i>(212 Days)</i>	Annually	161,446.00	165,453.00	169,567.00	173,776.00	178,095.00	182,521.00	187,057.00	191,708.00	196,476.00	201,359.00	206,366.00	211,527.00
	Monthly	13,453.83	13,787.75	14,130.58	14,481.33	14,841.25	15,210.08	15,588.08	15,975.66	16,373.00	16,779.91	17,197.16	17,627.25
Assistant Principal HS <i>(212 Days)</i>	Annually	154,130.00	157,954.00	161,881.00	165,900.00	170,020.00	174,245.00	178,575.00	183,013.00	187,560.00	192,222.00	197,001.00	201,927.00
	Monthly	12,844.16	13,162.83	13,490.08	13,825.00	14,168.33	14,520.41	14,881.25	15,251.08	15,630.00	16,018.50	16,416.75	16,827.25
Assistant Principal MS <i>(210 Days)</i>	Annually	150,402.00	154,130.00	157,954.00	161,881.00	165,900.00	170,020.00	174,245.00	178,575.00	183,013.00	187,560.00	192,222.00	197,028.00
	Monthly	12,533.50	12,844.16	13,162.83	13,490.08	13,825.00	14,168.33	14,520.41	14,881.25	15,251.08	15,630.00	16,018.50	16,419.00
Teaching Principal Small Elementary <i>(212 Days)</i>	Annually	148,635.00	152,326.00	156,111.00	159,986.00	163,960.00	168,028.00	172,205.00	176,480.00	180,863.00	185,361.00	189,967.00	194,718.00
	Monthly	12,386.25	12,693.83	13,009.25	13,332.16	13,663.33	14,002.33	14,350.41	14,706.66	15,071.91	15,446.75	15,830.58	16,226.50
Teaching Principal Continuation High <i>(210 Days)</i>	Annually	144,189.00	147,765.00	151,432.00	155,188.00	159,044.00	162,996.00	167,043.00	171,191.00	175,445.00	179,807.00	184,275.00	188,882.00
	Monthly	12,015.75	12,313.75	12,619.33	12,932.33	13,253.66	13,583.00	13,920.25	14,265.91	14,620.41	14,983.91	15,356.25	15,740.16

EDUCATIONAL INCENTIVE: Master's - \$2,000, Doctorate - \$5,635 (all amounts are annual totals, only one incentive for each degree level)

With prior approval from the Superintendent of Schools, employees shall be compensated, on a per diem basis, for up to 10 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: 10/19/22

Effective: 7/1/22