



Carmel Unified School District
2018-2019

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 (224 Days) | Annually | 160,017.00 | 163,960.00 | 167,999.00 | 172,138.00 | 176,385.00 | 180,734.00 | 185,195.00 | 189,766.00 | 194,450.00 | 199,253.00 | 204,175.00 | 209,280.00 |
| | Monthly | 13,334.75 | 13,663.33 | 13,999.91 | 14,344.83 | 14,698.75 | 15,061.16 | 15,432.91 | 15,813.83 | 16,204.16 | 16,604.41 | 17,014.58 | 17,440.00 |
| Chief Academic Officer (224 Days) | Annually | 154,607.00 | 158,413.00 | 162,317.00 | 166,317.00 | 170,421.00 | 174,621.00 | 178,934.00 | 183,348.00 | 187,875.00 | 192,516.00 | 197,272.00 | 202,204.00 |
| | Monthly | 12,883.91 | 13,201.08 | 13,526.41 | 13,859.75 | 14,201.75 | 14,551.75 | 14,911.16 | 15,279.00 | 15,656.25 | 16,043.00 | 16,439.33 | 16,850.33 |
| Chief Human Resources Officer (224 Days) | Annually | 154,607.00 | 158,413.00 | 162,317.00 | 166,317.00 | 170,421.00 | 174,621.00 | 178,934.00 | 183,348.00 | 187,875.00 | 192,516.00 | 197,272.00 | 202,204.00 |
| | Monthly | 12,883.91 | 13,201.08 | 13,526.41 | 13,859.75 | 14,201.75 | 14,551.75 | 14,911.16 | 15,279.00 | 15,656.25 | 16,043.00 | 16,439.33 | 16,850.33 |
| Chief Student Services Officer (224 Days) | Annually | 154,607.00 | 158,413.00 | 162,317.00 | 166,317.00 | 170,421.00 | 174,621.00 | 178,934.00 | 183,348.00 | 187,875.00 | 192,516.00 | 197,272.00 | 202,204.00 |
| | Monthly | 12,883.91 | 13,201.08 | 13,526.41 | 13,859.75 | 14,201.75 | 14,551.75 | 14,911.16 | 15,279.00 | 15,656.25 | 16,043.00 | 16,439.33 | 16,850.33 |
| Chief Technology Officer (224 Days) | Annually | 154,607.00 | 158,413.00 | 162,317.00 | 166,317.00 | 170,421.00 | 174,621.00 | 178,934.00 | 183,348.00 | 187,875.00 | 192,516.00 | 197,272.00 | 202,204.00 |
| | Monthly | 12,883.91 | 13,201.08 | 13,526.41 | 13,859.75 | 14,201.75 | 14,551.75 | 14,911.16 | 15,279.00 | 15,656.25 | 16,043.00 | 16,439.33 | 16,850.33 |
| Director of Special Education (220 Days) | Annually | 141,913.00 | 145,437.00 | 149,051.00 | 152,752.00 | 156,552.00 | 160,442.00 | 164,430.00 | 168,518.00 | 172,706.00 | 177,002.00 | 181,404.00 | 185,939.00 |
| | Monthly | 11,826.08 | 12,119.75 | 12,420.91 | 12,729.33 | 13,046.00 | 13,370.16 | 13,702.50 | 14,043.16 | 14,392.16 | 14,750.16 | 15,117.00 | 15,494.91 |
| ROP/ Adult Education Coordinator (212 Days) | Annually | 133,063.00 | 136,366.00 | 139,755.00 | 143,225.00 | 146,782.00 | 150,430.00 | 154,167.00 | 157,999.00 | 161,926.00 | 165,950.00 | 170,076.00 | 174,328.00 |
| | Monthly | 11,088.58 | 11,363.83 | 11,646.25 | 11,935.41 | 12,231.83 | 12,535.83 | 12,847.25 | 13,166.58 | 13,493.83 | 13,829.16 | 14,173.00 | 14,527.33 |
| High School Principal (220 Days) | Annually | 150,531.00 | 154,272.00 | 158,106.00 | 162,035.00 | 166,063.00 | 170,189.00 | 174,423.00 | 178,761.00 | 183,206.00 | 187,762.00 | 192,431.00 | 197,241.00 |
| | Monthly | 12,544.25 | 12,856.00 | 13,175.50 | 13,502.91 | 13,838.58 | 14,182.41 | 14,535.25 | 14,896.75 | 15,267.16 | 15,646.83 | 16,035.91 | 16,436.75 |
| Middle School Principal (215 Days) | Annually | 141,913.00 | 145,437.00 | 149,051.00 | 152,752.00 | 156,552.00 | 160,442.00 | 164,430.00 | 168,518.00 | 172,706.00 | 177,002.00 | 181,404.00 | 185,939.00 |
| | Monthly | 11,826.08 | 12,119.75 | 12,420.91 | 12,729.33 | 13,046.00 | 13,370.16 | 13,702.50 | 14,043.16 | 14,392.16 | 14,750.16 | 15,117.00 | 15,494.91 |
| Elementary Principal (210 Days) | Annually | 138,130.00 | 141,559.00 | 145,078.00 | 148,680.00 | 152,375.00 | 156,162.00 | 160,043.00 | 164,022.00 | 168,100.00 | 172,279.00 | 176,564.00 | 180,979.00 |
| | Monthly | 11,510.83 | 11,796.58 | 12,089.83 | 12,390.00 | 12,697.91 | 13,013.50 | 13,336.91 | 13,668.50 | 14,008.33 | 14,356.58 | 14,713.66 | 15,081.58 |
| Assistant Principal High School (212 Days) | Annually | 133,063.00 | 136,366.00 | 139,755.00 | 143,225.00 | 146,782.00 | 150,430.00 | 154,167.00 | 157,999.00 | 161,926.00 | 165,950.00 | 170,076.00 | 174,328.00 |
| | Monthly | 11,088.58 | 11,363.83 | 11,646.25 | 11,935.41 | 12,231.83 | 12,535.83 | 12,847.25 | 13,166.58 | 13,493.83 | 13,829.16 | 14,173.00 | 14,527.33 |
| Assistant Principal Middle School (210 Days) | Annually | 129,846.00 | 133,063.00 | 136,366.00 | 139,755.00 | 143,225.00 | 146,782.00 | 150,430.00 | 154,167.00 | 157,999.00 | 161,926.00 | 165,951.00 | 170,099.00 |
| | Monthly | 10,820.50 | 11,088.58 | 11,363.83 | 11,646.25 | 11,935.41 | 12,231.83 | 12,535.83 | 12,847.25 | 13,166.58 | 13,493.83 | 13,829.25 | 14,174.91 |
| Teaching Principal Small Elementary (210 Days) | Annually | 127,170.00 | 130,328.00 | 133,566.00 | 136,880.00 | 140,281.00 | 143,762.00 | 147,336.00 | 150,993.00 | 154,743.00 | 158,591.00 | 162,533.00 | 166,597.00 |
| | Monthly | 10,597.50 | 10,860.66 | 11,130.50 | 11,406.66 | 11,690.08 | 11,980.16 | 12,278.00 | 12,582.75 | 12,895.25 | 13,215.91 | 13,544.41 | 13,883.08 |
| Teaching Principal Continuation High (210 Days) | Annually | 124,482.00 | 127,570.00 | 130,735.00 | 133,978.00 | 137,306.00 | 140,718.00 | 144,213.00 | 147,793.00 | 151,465.00 | 155,231.00 | 159,089.00 | 163,066.00 |
| | Monthly | 10,373.50 | 10,630.83 | 10,894.58 | 11,164.83 | 11,442.16 | 11,726.50 | 12,017.75 | 12,316.08 | 12,622.08 | 12,935.91 | 13,257.41 | 13,588.83 |

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: 1/16/19

Effective: 7/1/18