

Carmel Unified School District  
2016-17  
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
Chief Business Official (224 Days)	Annually	152,680.00	156,443.00	160,297.00	164,246.00	168,298.00	172,448.00	176,705.00	181,066.00	185,535.00	190,118.00	194,815.00
	Monthly	12,723.33	13,036.91	13,358.08	13,687.16	14,024.83	14,370.66	14,725.41	15,088.83	15,461.25	15,843.16	16,234.58
Chief Academic Officer (224 Days)	Annually	147,518.00	151,150.00	154,875.00	158,692.00	162,607.00	166,615.00	170,730.00	174,942.00	179,261.00	183,690.00	188,228.00
	Monthly	12,293.16	12,595.83	12,906.25	13,224.33	13,550.58	13,884.58	14,227.50	14,578.50	14,938.41	15,307.50	15,685.66
Chief Human Resources Officer (224 Days)	Annually	147,518.00	151,150.00	154,875.00	158,692.00	162,607.00	166,615.00	170,730.00	174,942.00	179,261.00	183,690.00	188,228.00
	Monthly	12,293.16	12,595.83	12,906.25	13,224.33	13,550.58	13,884.58	14,227.50	14,578.50	14,938.41	15,307.50	15,685.66
Chief Student Services Officer (224 Days)	Annually	147,518.00	151,150.00	154,875.00	158,692.00	162,607.00	166,615.00	170,730.00	174,942.00	179,261.00	183,690.00	188,228.00
	Monthly	12,293.16	12,595.83	12,906.25	13,224.33	13,550.58	13,884.58	14,227.50	14,578.50	14,938.41	15,307.50	15,685.66
Chief Technology Officer (224 Days)	Annually	147,518.00	151,150.00	154,875.00	158,692.00	162,607.00	166,615.00	170,730.00	174,942.00	179,261.00	183,690.00	188,228.00
	Monthly	12,293.16	12,595.83	12,906.25	13,224.33	13,550.58	13,884.58	14,227.50	14,578.50	14,938.41	15,307.50	15,685.66
Director of Special Education (220 Days)	Annually	135,406.00	138,769.00	142,217.00	145,749.00	149,374.00	153,086.00	156,891.00	160,792.00	164,788.00	168,887.00	173,087.00
	Monthly	11,283.83	11,564.08	11,851.41	12,145.75	12,447.83	12,757.16	13,074.25	13,399.33	13,732.33	14,073.91	14,423.91
ROP/ Adult Education Coordinator (212 Days)	Annually	126,963.00	130,114.00	133,348.00	136,659.00	140,053.00	143,533.00	147,099.00	150,755.00	154,502.00	158,342.00	162,278.00
	Monthly	10,580.25	10,842.83	11,112.33	11,388.25	11,671.08	11,961.08	12,258.25	12,562.91	12,875.16	13,195.16	13,523.16
High School Principal (220 Days)	Annually	143,629.00	147,199.00	150,857.00	154,606.00	158,450.00	162,386.00	166,426.00	170,565.00	174,807.00	179,153.00	183,609.00
	Monthly	11,969.08	12,266.58	12,571.41	12,883.83	13,204.16	13,532.16	13,868.83	14,213.75	14,567.25	14,929.41	15,300.75
Middle School Principal (215 Days)	Annually	135,406.00	138,769.00	142,217.00	145,749.00	149,374.00	153,086.00	156,891.00	160,792.00	164,788.00	168,887.00	173,087.00
	Monthly	11,283.83	11,564.08	11,851.41	12,145.75	12,447.83	12,757.16	13,074.25	13,399.33	13,732.33	14,073.91	14,423.91
Elementary Principal (210 Days)	Annually	131,798.00	135,069.00	138,426.00	141,864.00	145,389.00	149,002.00	152,706.00	156,502.00	160,393.00	164,381.00	168,469.00
	Monthly	10,983.16	11,255.75	11,535.50	11,822.00	12,115.75	12,416.83	12,725.50	13,041.83	13,366.08	13,698.41	14,039.08
Assistant Principal High School (212 Days)	Annually	126,963.00	130,114.00	133,348.00	136,659.00	140,053.00	143,533.00	147,099.00	150,755.00	154,502.00	158,342.00	162,278.00
	Monthly	10,580.25	10,842.83	11,112.33	11,388.25	11,671.08	11,961.08	12,258.25	12,562.91	12,875.16	13,195.16	13,523.16
Assistant Principal Middle School (210 Days)	Annually	123,893.00	126,963.00	130,114.00	133,348.00	136,659.00	140,053.00	143,533.00	147,099.00	150,755.00	154,502.00	158,343.00
	Monthly	10,324.41	10,580.25	10,842.83	11,112.33	11,388.25	11,671.08	11,961.08	12,258.25	12,562.91	12,875.16	13,195.25
Teaching Principal Small Elementary (210 Days)	Annually	121,339.00	124,353.00	127,442.00	130,604.00	133,849.00	137,171.00	140,581.00	144,070.00	147,649.00	151,320.00	155,081.00
	Monthly	10,111.58	10,362.75	10,620.16	10,883.66	11,154.08	11,430.91	11,715.08	12,005.83	12,304.08	12,610.00	12,923.41
Teaching Principal Continuation High (210 Days)	Annually	118,775.00	121,722.00	124,742.00	127,836.00	131,011.00	134,267.00	137,601.00	141,017.00	144,521.00	148,114.00	151,796.00
	Monthly	9,897.91	10,143.50	10,395.16	10,653.00	10,917.58	11,188.91	11,466.75	11,751.41	12,043.41	12,342.83	12,649.66

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

Approved: 3/21/18

Effective: 7/1/16