



Carmel Unified School District
2019-2020

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	164,017.00	168,059.00	172,199.00	176,441.00	180,795.00	185,252.00	189,825.00	194,510.00	199,311.00	204,234.00	209,279.00	214,512.00
	Monthly	13,668.08	14,004.91	14,349.91	14,703.41	15,066.25	15,437.66	15,818.75	16,209.16	16,609.25	17,019.50	17,439.91	17,876.00
Chief Academic Officer (224 Days)	Annually	158,472.00	162,373.00	166,375.00	170,475.00	174,682.00	178,987.00	183,407.00	187,932.00	192,572.00	197,329.00	202,204.00	207,259.00
	Monthly	13,206.00	13,531.08	13,864.58	14,206.25	14,556.83	14,915.58	15,283.91	15,661.00	16,047.66	16,444.08	16,850.33	17,271.58
Chief Human Resources Officer (224 Days)	Annually	158,472.00	162,373.00	166,375.00	170,475.00	174,682.00	178,987.00	183,407.00	187,932.00	192,572.00	197,329.00	202,204.00	207,259.00
	Monthly	13,206.00	13,531.08	13,864.58	14,206.25	14,556.83	14,915.58	15,283.91	15,661.00	16,047.66	16,444.08	16,850.33	17,271.58
Chief Student Services Officer (224 Days)	Annually	158,472.00	162,373.00	166,375.00	170,475.00	174,682.00	178,987.00	183,407.00	187,932.00	192,572.00	197,329.00	202,204.00	207,259.00
	Monthly	13,206.00	13,531.08	13,864.58	14,206.25	14,556.83	14,915.58	15,283.91	15,661.00	16,047.66	16,444.08	16,850.33	17,271.58
Chief Technology Officer (224 Days)	Annually	158,472.00	162,373.00	166,375.00	170,475.00	174,682.00	178,987.00	183,407.00	187,932.00	192,572.00	197,329.00	202,204.00	207,259.00
	Monthly	13,206.00	13,531.08	13,864.58	14,206.25	14,556.83	14,915.58	15,283.91	15,661.00	16,047.66	16,444.08	16,850.33	17,271.58
Director of Special Education (220 Days)	Annually	145,461.00	149,073.00	152,777.00	156,571.00	160,466.00	164,453.00	168,541.00	172,731.00	177,024.00	181,427.00	185,939.00	190,587.00
	Monthly	12,121.75	12,422.75	12,731.41	13,047.58	13,372.16	13,704.41	14,045.08	14,394.25	14,752.00	15,118.91	15,494.91	15,882.25
ROPI Adult Education Coordinator (212 Days)	Annually	136,390.00	139,775.00	143,249.00	146,806.00	150,452.00	154,191.00	158,021.00	161,949.00	165,974.00	170,099.00	174,328.00	178,686.00
	Monthly	11,365.83	11,647.91	11,937.41	12,233.83	12,537.66	12,849.25	13,168.41	13,495.75	13,831.16	14,174.91	14,527.33	14,890.50
High School Principal (220 Days)	Annually	154,294.00	158,129.00	162,059.00	166,086.00	170,215.00	174,444.00	178,784.00	183,230.00	187,786.00	192,456.00	197,242.00	202,172.00
	Monthly	12,857.83	13,177.41	13,504.91	13,840.50	14,184.58	14,537.00	14,898.66	15,269.16	15,648.83	16,038.00	16,436.83	16,847.66
Middle School Principal (215 Days)	Annually	145,461.00	149,073.00	152,777.00	156,571.00	160,466.00	164,453.00	168,541.00	172,731.00	177,024.00	181,427.00	185,939.00	190,587.00
	Monthly	12,121.75	12,422.75	12,731.41	13,047.58	13,372.16	13,704.41	14,045.08	14,394.25	14,752.00	15,118.91	15,494.91	15,882.25
Elementary Principal (210 Days)	Annually	141,583.00	145,098.00	148,075.00	152,397.00	156,184.00	160,066.00	164,044.00	168,123.00	172,303.00	176,586.00	180,978.00	185,503.00
	Monthly	11,798.58	12,091.50	12,339.58	12,699.75	13,015.33	13,338.83	13,670.33	14,010.25	14,358.58	14,715.50	15,081.50	15,458.58
Assistant Principal High School (212 Days)	Annually	136,390.00	139,775.00	143,249.00	146,806.00	150,452.00	154,191.00	158,021.00	161,949.00	165,974.00	170,099.00	174,328.00	178,686.00
	Monthly	11,365.83	11,647.91	11,937.41	12,233.83	12,537.66	12,849.25	13,168.41	13,495.75	13,831.16	14,174.91	14,527.33	14,890.50
Assistant Principal Middle School (210 Days)	Annually	133,092.00	136,390.00	139,775.00	143,249.00	146,806.00	150,452.00	154,191.00	158,021.00	161,949.00	165,974.00	170,100.00	174,351.00
	Monthly	11,091.00	11,365.83	11,647.91	11,937.41	12,233.83	12,537.66	12,849.25	13,168.41	13,495.75	13,831.16	14,175.00	14,529.25
Teaching Principal Small Elementary (210 Days)	Annually	130,349.00	133,586.00	136,905.00	140,302.00	143,788.00	147,356.00	151,019.00	154,768.00	158,612.00	162,556.00	166,596.00	170,762.00
	Monthly	10,862.41	11,132.16	11,408.75	11,691.83	11,982.33	12,279.66	12,584.91	12,897.33	13,217.66	13,546.33	13,883.00	14,230.16
Teaching Principal Continuation High (210 Days)	Annually	127,594.00	130,759.00	134,003.00	137,327.00	140,739.00	144,236.00	147,818.00	151,488.00	155,252.00	159,112.00	163,066.00	167,143.00
	Monthly	10,632.83	10,896.58	11,166.91	11,443.91	11,728.25	12,019.66	12,318.16	12,624.00	12,937.66	13,259.33	13,588.83	13,928.58

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: 6/26/19

Effective: 7/1/19