

# Salary Schedule Management

2018 - 2019

Changes over 2017-2018: salary increase 5%, add degree stipends

Board-for review 6Sep2018

| Position                      | Days | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------------------------|------|---------|---------|---------|---------|---------|---------|---------|---------|
| Psychologist                  | 190  | 113,674 | 116,453 | 119,303 | 122,223 | 125,217 | 128,286 | 131,431 | 134,653 |
| Elem Asst Principal           | 213  | 128,342 | 131,458 | 134,650 | 137,925 | 141,280 | 144,720 | 148,246 | 151,858 |
| Elementary Principal          | 213  | 142,955 | 146,408 | 149,946 | 153,573 | 157,293 | 161,103 | 165,010 | 169,013 |
| Middle Asst Principal         | 215  | 129,511 | 132,656 | 135,881 | 139,185 | 142,571 | 146,045 | 149,603 | 153,250 |
| Middle Principal              | 215  | 151,221 | 154,880 | 158,631 | 162,475 | 166,417 | 170,456 | 174,596 | 178,839 |
| Program Coordinator           | 224  | 134,944 | 138,221 | 141,579 | 145,022 | 148,551 | 152,168 | 155,876 | 159,676 |
| Director I-MOT* (Classified)  | 224  | 132,966 | 136,243 | 139,600 | 143,044 | 146,572 | 150,190 | 153,896 | 157,697 |
| Director I (Classified)       | 224  | 137,031 | 140,308 | 143,666 | 147,109 | 150,638 | 154,256 | 157,963 | 161,763 |
| Director II-MOT* (Classified) | 224  | 147,124 | 150,757 | 154,477 | 158,293 | 162,202 | 166,210 | 170,319 | 174,529 |
| Director II (Classified)      | 224  | 151,191 | 154,821 | 158,542 | 162,359 | 166,268 | 170,275 | 174,385 | 178,595 |
| Director I (Certificated)     | 224  | 151,191 | 154,821 | 158,542 | 162,359 | 166,268 | 170,275 | 174,385 | 178,595 |
| Director II (Certificated)    | 224  | 158,451 | 162,265 | 166,173 | 170,178 | 174,284 | 178,491 | 182,806 | 187,227 |

- 1 The base salary includes both cell phone and mileage allowances.
- \* *The Director MOT is provided a cell phone and a vehicle, and a paid allowance is not provided.*
- 2 Sick leave accrual at the rate of 1 day per month of work.
- 3 Benefits (medical, dental, vision); Contributions for premium costs are shared between employee and District.
- 4 Life Insurance policy up to \$300 premium cost per year (district-paid). Section 125 Flex Plan, Sec 403(b) and Sec 457 Plans
- 5 Placement on this schedule is determined by the Superintendent. Factors impacting placement are experience, market conditions, and longevity. Movement from one step to another step is dependent on effective school/department leadership performance and positive contributions to district-wide efforts. Movement from one step to another does not automatically correspond to one year of service in the district.
- 6 Discretionary factors and merit bonuses as decided by Superintendent; up to \$2000.
- 7 The positive work year consists of a designated number of days (no holiday or vacation accrual).
- 8 District contributes 50% for ACSA dues for Principals/Asst Principals/Directors.
- 9 Management staff are required to provide a personal phone for school business. District provides cell phone for Director MOT.
- 10 Psychologists should submit mileage log for reimbursement at IRS rate per mile.
- 11 Classified Management titles include the following and are not limited by positions:  
Director - MOT, Fiscal Services, Technology, Child Nutrition Services, Capital Projects
- 12 Degree Stipends: \$2000 annual stipend to be paid for each of the following degrees (limit two): Masters, Doctorate, National Board Certified Teacher