



**Mountain View Whisman School District  
 Certified and Classified  
 Management  
 Salary Schedule  
 2026 - 2027**

Board Approved: 30 MAY 2024

Changes over 2025-2026: 4% salary increase  
 Effective July 1, 2026

Position	Days	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
Clinical Therapist	190	127,861	131,696	135,645	139,716	143,907	148,225	152,670	157,251
Psychologist	190	158,560	163,318	168,219	173,264	178,462	183,818	189,332	195,010
Board Certified Behavior Analyst (Classified)	190	158,560	163,318	168,219	173,264	178,462	183,818	189,332	195,010
Elementary Principal	213	199,408	205,389	211,550	217,897	224,433	231,167	238,103	245,243
Middle Asst Principal	215	180,654	186,074	191,655	197,404	203,325	209,425	215,708	222,180
Middle Principal	215	210,935	217,264	223,784	230,495	237,410	244,533	251,870	259,424
Program Coordinator	224	188,232	193,876	199,696	205,686	211,854	218,212	224,756	231,500
Director II-MOT* (Classified)	224	205,222	211,379	217,719	224,251	230,979	237,906	245,046	252,397
Director (Classified)	224	210,894	217,221	223,737	230,450	237,363	244,484	251,818	259,374
PIO/Chief of Staff	224	237,378	244,499	251,836	259,390	267,172	275,186	283,442	291,945
Director (Certificated)	224	231,791	238,744	245,908	253,285	260,882	268,712	276,771	285,075

- 1 Sick leave accrual at the rate of 1 day per month of work.
- 2 Benefits (medical, dental, vision); Contributions for premium costs are shared between employee and District.
- 3 Life Insurance policy up to \$300 premium cost per year (district-paid). Section 125 Flex Plan, Sec 403(b) and Sec 457 Plans available.
- 4 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.
- 5 Discretionary factors and merit bonuses as decided by Superintendent; up to \$2000.
- 6 The positive work year consists of a designated number of days (no holiday or vacation accrual).
- 7 District contributes 100% for ACSA dues for Principals/Asst Principals/Directors/Coordinators.
- 8 Management staff are required to provide a personal phone for school business. Leadership Team members receive \$100/mo cell phone stipend. \* The Director MOT is provided a cell phone and a vehicle, and a paid allowance is not provided.
- 9 Cabinet members are required to be available at all hours by internet for meetings. Cabinet members shall receive \$100/mo internet stipend
- 10 Psychologists/BCBA/Clinical Therapist receive a \$50/mo stipend for routine travel between sites.
- 11 Classified Management titles include the following and are not limited by positions:  
 Director - MOT, Fiscal Services, Technology, Child Nutrition Services
- 12 Degree Stipends- annual stipend to be paid for each of the following degrees (limit two; prorated by FTE):  
 Doctorate \$ 2,700, Masters \$2,500, National Board Certified Teachers \$2,500