



**Mountain View Whisman School District  
 Certified and Classified  
 Management  
 Salary Schedule  
 2025 - 2026**

Board Approved: 30 MAY 2024

Changes over 2024-2025: 5% salary increase  
 Effective July 1, 2025

Position	Days	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
Clinical Therapist	190	122,943	126,631	130,428	134,342	138,372	142,524	146,798	151,203
Psychologist	190	152,462	157,037	161,749	166,600	171,598	176,748	182,050	187,510
Board Certified Behavior Analyst (Classified)	190	152,462	157,037	161,749	166,600	171,598	176,748	182,050	187,510
Elementary Principal	213	191,738	197,489	203,413	209,516	215,801	222,276	228,945	235,811
Middle Asst Principal	215	173,706	178,917	184,284	189,812	195,505	201,370	207,412	213,635
Middle Principal	215	202,822	208,908	215,177	221,630	228,279	235,128	242,183	249,446
Program Coordinator	224	180,992	186,419	192,015	197,775	203,706	209,819	216,112	222,596
Director II-MOT* (Classified)	224	197,329	203,249	209,345	215,626	222,095	228,756	235,621	242,689
Director (Classified)	224	202,783	208,866	215,132	221,587	228,234	235,081	242,133	249,398
PIO/Chief of Staff	224	228,248	235,095	242,150	249,413	256,896	264,602	272,540	280,716
Director (Certificated)	224	222,876	229,562	236,450	243,543	250,848	258,377	266,126	274,111

- 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