

**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE
2015-16**

Effective 1/1/2016 (Revised Proposal Beginning 3/1/16)

| Annual Step/Year(s) Admin Experience | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
|--|--------|--------|--------|---------|---------|---------|---------|
| Assoc Director of Smart-E Programs (245 WORK DAYS / 12-MONTHS) | 92,449 | 95,133 | 97,894 | 100,736 | 103,659 | 106,667 | 109,763 |
| Preschool Director (227 WORK DAYS / 10-MONTHS) | 67,716 | 69,682 | 71,702 | 73,782 | 75,923 | 78,127 | 80,391 |

| Hourly Step/Year(s) Admin Experience | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|-------|-------|-------|-------|-------|-------|-------|
| Preschool Lead Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 23.64 | 24.69 | 25.74 | 26.80 | 27.85 | 28.90 | 29.95 |
| Preschool Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 20.49 | 21.54 | 22.59 | 23.64 | 24.69 | 25.74 | 26.80 |
| Preschool Aide (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 15.76 | 16.29 | 16.81 | 17.34 | 17.85 | | |
| Preschool Aide with ECE Units (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 17.86 | 18.66 | 19.44 | 20.23 | 21.02 | | |
| SMART-E Secretary (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS) | 21.02 | 21.81 | 22.59 | 23.39 | 24.17 | 24.96 | 25.74 |
| SMART-E Office Help | 17.52 | | | | | | |
| After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 19.97 | 20.55 | 21.13 | 21.76 | 22.34 | | |
| After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 17.86 | 18.39 | 18.92 | 19.44 | 19.97 | | |
| Smart-E Camp Instructor | 34.00 | | | | | | |
| Smart-E Camp Lead Counselor/ After School Program Lead | 15.46 | 15.89 | 16.35 | 16.80 | 17.26 | | |
| Smart-E Camp Counselor/ After School Program Aide | 12.36 | 12.73 | 13.08 | 13.45 | 13.80 | | |
| SMART-E Entry Level Substitute* | 12.36 | | | | | | |
| SMART-E Experienced Substitute** | 15.46 | | | | | | |

8 hour/day base (salary will be adjusted for FTE)

Effective 7/1/2012:

- Additional Paid Days Added to Positioned Salaries: 13 Paid Holidays, plus 10 Days Paid Vacation in Lieu of Time Off (Prorated on FTE)
- Positioned Employees Earn 10 Days Sick Leave Per Year (Prorated on FTE)
- Assoc Director of SMART-E Programs Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days Per Year

Effective 7/1/2013:

- Increase Preschool Director Salary 2.26%; Increase Preschool Teacher Salary \$0.50/hour
- Add Step Increases for Preschool Aides, After School Site Coordinators, and After School Assistant Site Coordinators
- Add New Position for SMART-E Secretary; Add Office Help Hourly Rate to Salary Schedule

Health & Welfare Benefits

Effective 1/1/16 - \$9,270 for single and \$11,330 for single + 1 & family

Effective 7/1/2014:

- Presch Director Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days per Year
- 2% salary increase for all positions except SMART-E Camp Lead Counselor/After School Program Lead and SMART-E Camp Counselor/After School Program Aide which were given step increases instead

Effective 1/1/16 - 1.5 % Salary Increase

Effective 3/1/16:

- * Entry Level SMARTE ASP Substitute Salary effective 3/1/16 (Criteria: Minimum 1 year experience working with children in an education or recreation setting (position can be paid or volunteer))
- ** Experienced SMARTE ASP Substitute Salary effective 3/1/16 (Criteria: Minimum 2 years experience working with children in an education or recreation setting (positions can be paid or volunteer) and AA degree and above.

**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE
2016-17
Effective 7/1/2016**

| Annual Step/Year(s) Admin Experience | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
|--|--------|--------|--------|---------|---------|---------|---------|
| Assoc Director of Smart-E Programs (245 WORK DAYS / 12-MONTHS) | 93,836 | 96,560 | 99,362 | 102,247 | 105,214 | 108,267 | 111,409 |
| Preschool Director (227 WORK DAYS / 10-MONTHS) | 68,732 | 70,727 | 72,778 | 74,889 | 77,062 | 79,299 | 81,597 |

| Hourly Step/Year(s) Admin Experience | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|-------|-------|-------|-------|-------|-------|-------|
| Preschool Lead Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 23.99 | 25.06 | 26.13 | 27.20 | 28.27 | 29.33 | 30.40 |
| Preschool Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 20.80 | 21.86 | 22.93 | 23.99 | 25.06 | 26.13 | 27.20 |
| Preschool Aide (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 16.00 | 16.53 | 17.06 | 17.60 | 18.12 | | |
| Preschool Aide with ECE Units (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.13 | 18.94 | 19.73 | 20.53 | 21.34 | | |
| SMART-E Secretary (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS) | 21.34 | 22.14 | 22.93 | 23.74 | 24.53 | 25.33 | 26.13 |
| SMART-E Office Help | 17.78 | | | | | | |
| After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 20.27 | 20.86 | 21.45 | 22.09 | 22.68 | | |
| After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.13 | 18.67 | 19.20 | 19.73 | 20.27 | | |
| Smart-E Camp Instructor | 34.51 | | | | | | |
| Smart-E Camp Lead Counselor/ After School Program Lead | 15.69 | 16.13 | 16.60 | 17.05 | 17.52 | | |
| Smart-E Camp Counselor/ After School Program Aide | 12.55 | 12.92 | 13.28 | 13.65 | 14.01 | | |
| SMART-E Entry Level Substitute* | 12.55 | | | | | | |
| SMART-E Experienced Substitute** | 15.69 | | | | | | |

8 hour/day base (salary will be adjusted for FTE)

Effective 7/1/2012:

- Additional Paid Days Added to Positioned Salaries: 13 Paid Holidays, plus 10 Days Paid Vacation in Lieu of Time Off (Prorated on FTE)
- Positioned Employees Earn 10 Days Sick Leave Per Year (Prorated on FTE)
- Assoc Director of SMART-E Programs Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days Per Year

Effective 7/1/2013:

- Increase Preschool Director Salary 2.26%; Increase Preschool Teacher Salary \$0.50/hour
- Add Step Increases for Preschool Aides, After School Site Coordinators, and After School Assistant Site Coordinators
- Add New Position for SMART-E Secretary; Add Office Help Hourly Rate to Salary Schedule

Health & Welfare Benefits

Effective 1/1/16 - \$9,270 for single and \$11,330 for single + 1 & family

Effective 7/1/2014:

- Presch Director Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days per Year
- 2% salary increase for all positions except SMART-E Camp Lead Counselor/After School Program Lead and SMART-E Camp Counselor/After School Program Aide which were given step increases instead

Effective 7/1/16

1.5% Salary Increase

* Entry Level SMARTE ASP Substitute Salary (Criteria: Minimum 1 year experience working with children in an education or recreation setting (position can be paid or volunteer))

** Experienced SMARTE ASP Substitute Salary (Criteria: Minimum 2 years experience working with children in an education or recreation setting (positions can be paid or volunteer) and AA degree and above.

**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE**

2016-17

Effective 1/1/2017

| Annual Step/Year(s) Admin Experience | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
|--|--------|--------|---------|---------|---------|---------|---------|
| Assoc Director of Smart-E Programs (245 WORK DAYS / 12-MONTHS) | 95,244 | 98,008 | 100,852 | 103,781 | 106,792 | 109,891 | 113,080 |
| Preschool Director (227 WORK DAYS / 10-MONTHS) | 69,763 | 71,788 | 73,870 | 76,012 | 78,218 | 80,488 | 82,821 |

| Hourly Step/Year(s) Admin Experience | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|-------|-------|-------|-------|-------|-------|-------|
| Preschool Lead Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 24.35 | 25.44 | 26.52 | 27.61 | 28.69 | 29.77 | 30.86 |
| Preschool Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 21.11 | 22.19 | 23.27 | 24.35 | 25.44 | 26.52 | 27.61 |
| Preschool Aide (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 16.24 | 16.78 | 17.32 | 17.86 | 18.39 | | |
| Preschool Aide with ECE Units (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.40 | 19.22 | 20.03 | 20.84 | 21.66 | | |
| SMART-E Secretary (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS) | 21.66 | 22.47 | 23.27 | 24.10 | 24.90 | 25.71 | 26.52 |
| SMART-E Office Help | 18.05 | | | | | | |
| After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 20.57 | 21.17 | 21.77 | 22.42 | 23.02 | | |
| After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.40 | 18.95 | 19.49 | 20.03 | 20.57 | | |
| Smart-E Camp Instructor | 35.03 | | | | | | |
| Smart-E Camp Lead Counselor/ After School Program Lead | 15.93 | 16.37 | 16.85 | 17.31 | 17.78 | | |
| Smart-E Camp Counselor/ After School Program Aide | 12.74 | 13.11 | 13.48 | 13.85 | 14.22 | | |
| SMART-E Entry Level Substitute* | 12.74 | | | | | | |
| SMART-E Experienced Substitute** | 15.93 | | | | | | |

8 hour/day base (salary will be adjusted for FTE)

Effective 7/1/2012:

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- Positioned Employees Earn 10 Days Sick Leave Per Year (Prorated on FTE)
- Assoc Director of SMART-E Programs Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days Per Year

Effective 7/1/2013:

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- Add Step Increases for Preschool Aides, After School Site Coordinators, and After School Assistant Site Coordinators
- Add New Position for SMART-E Secretary; Add Office Help Hourly Rate to Salary Schedule

Health & Welfare Benefits

Effective 1/1/17 - \$9,548 for single and \$11,670 for single + 1 & family

Effective 7/1/2014:

- Presch Director Converted to 12-Month, 223 Work Days + 22 Days Vacation -- Max Vacation Carryover of 10 Days per Year
- 2% salary increase for all positions except SMART-E Camp Lead Counselor/After School Program Lead and SMART-E Camp Counselor/After School Program Aide which were given step increases instead

Effective 1/1/17

1.5% Salary Increase

* Entry Level SMARTE ASP Substitute Salary (Criteria: Minimum 1 year experience working with children in an education or recreation setting (position can be paid or volunteer))

** Experienced SMARTE ASP Substitute Salary (Criteria: Minimum 2 years experience working with children in an education or recreation setting (positions can be paid or volunteer) and AA degree and above.

**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE
2017-18
Effective 7/1/2017**

| Annual Step/Year(s) Admin Experience | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
|--|--------|--------|---------|---------|---------|---------|---------|
| Assoc Director of Smart-E Programs (245 WORK DAYS / 12-MONTHS) | 96,673 | 99,478 | 102,365 | 105,338 | 108,394 | 111,539 | 114,776 |
| Preschool Director (227 WORK DAYS / 10-MONTHS) | 70,809 | 72,865 | 74,978 | 77,152 | 79,391 | 81,695 | 84,063 |

| Hourly Step/Year(s) Admin Experience | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|-------|-------|-------|-------|-------|-------|-------|
| Preschool Lead Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 24.72 | 25.82 | 26.92 | 28.02 | 29.12 | 30.22 | 31.32 |
| Preschool Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 21.43 | 22.52 | 23.62 | 24.72 | 25.82 | 26.92 | 28.02 |
| Preschool Aide (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 16.48 | 17.03 | 17.58 | 18.13 | 18.67 | | |
| Preschool Aide with ECE Units (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.68 | 19.51 | 20.33 | 21.15 | 21.98 | | |
| SMART-E Secretary (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS) | 21.98 | 22.81 | 23.62 | 24.46 | 25.27 | 26.10 | 26.92 |
| SMART-E Office Help | 18.32 | | | | | | |
| After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 20.88 | 21.49 | 22.10 | 22.76 | 23.37 | | |
| After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.68 | 19.23 | 19.78 | 20.33 | 20.88 | | |
| Smart-E Camp Instructor | 35.56 | | | | | | |
| Smart-E Camp Lead Counselor/ After School Program Lead | 16.17 | 16.62 | 17.10 | 17.57 | 18.05 | | |
| Smart-E Camp Counselor/ After School Program Aide | 12.93 | 13.31 | 13.68 | 14.06 | 14.43 | | |
| SMART-E Entry Level Substitute* | 12.93 | | | | | | |
| SMART-E Experienced Substitute** | 16.17 | | | | | | |

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**SAN CARLOS SCHOOL DISTRICT
ENTERPRISE FUND SALARY SCHEDULE**

2017-18

Effective 1/1/2018

| Annual Step/Year(s) Admin Experience | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
|--|--------|---------|---------|---------|---------|---------|---------|
| Assoc Director of Smart-E Programs (245 WORK DAYS / 12-MONTHS) | 98,123 | 100,970 | 103,900 | 106,918 | 110,020 | 113,212 | 116,498 |
| Preschool Director (227 WORK DAYS / 10-MONTHS) | 71,871 | 73,958 | 76,103 | 78,309 | 80,582 | 82,920 | 85,324 |

| Hourly Step/Year(s) Admin Experience | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|-------|-------|-------|-------|-------|-------|-------|
| Preschool Lead Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 25.09 | 26.21 | 27.32 | 28.44 | 29.56 | 30.67 | 31.79 |
| Preschool Teacher (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 21.75 | 22.86 | 23.97 | 25.09 | 26.21 | 27.32 | 28.44 |
| Preschool Aide (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 16.73 | 17.29 | 17.84 | 18.40 | 18.95 | | |
| Preschool Aide with ECE Units (204 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.96 | 19.80 | 20.63 | 21.47 | 22.31 | | |
| SMART-E Secretary (245 WORK DAYS, 15 HOLIDAYS / 12-MONTHS) | 22.31 | 23.15 | 23.97 | 24.83 | 25.65 | 26.49 | 27.32 |
| SMART-E Office Help | 18.59 | | | | | | |
| After School Program Site Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 21.19 | 21.81 | 22.43 | 23.10 | 23.72 | | |
| After School Program Asst. Site Coordinator / Recreational Coordinator (189 Work Days, 13 Holidays, 10 Days Paid Vacation) | 18.96 | 19.52 | 20.08 | 20.63 | 21.19 | | |
| Smart-E Camp Instructor | 36.09 | | | | | | |
| Smart-E Camp Lead Counselor/ After School Program Lead | 16.41 | 16.87 | 17.36 | 17.83 | 18.32 | | |
| Smart-E Camp Counselor/ After School Program Aide | 13.12 | 13.51 | 13.89 | 14.27 | 14.65 | | |
| SMART-E Entry Level Substitute* | 13.12 | | | | | | |
| SMART-E Experienced Substitute** | 16.41 | | | | | | |

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Effective 1/1/18

1.5% Salary Increase

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