

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

Effective 1/1/2016 (Revised Proposal Beginning 4/1/16)

Annual Step/Year(s) Admin Experience	0	1	2	3	4	5	6
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 (204 WORK DAYS / 10-MONTHS)	67,716	69,682	71,702	73,782	75,923	78,127	80,391
SMART-E Assistant Program Director (245 WORK DAYS / 12-MONTHS)	46,333	48,402	50,452	52,520	54,589	56,638	58,708

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Lead Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.64	24.69	25.74	26.80	27.85	28.90	29.95
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	22.55	23.60	24.65	25.70	26.76	27.80	28.86
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	20.49	21.54	22.59	23.64	24.69	25.74	26.80
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	15.76	16.29	16.81	17.34	17.85		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	17.86	18.66	19.44	20.23	21.02		
SMART-E Administrative Assistant (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

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
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 (204 WORK DAYS / 10-MONTHS)	68,732	70,727	72,778	74,889	77,062	79,299	81,597
SMART-E Assistant Program Director (245 WORK DAYS / 12-MONTHS)	47,028	49,128	51,208	53,308	55,408	57,488	59,588

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Lead Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.99	25.06	26.13	27.20	28.27	29.33	30.40
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	22.89	23.95	25.02	26.09	27.16	28.22	29.29
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	20.80	21.86	22.93	23.99	25.06	26.13	27.20
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	16.00	16.53	17.06	17.60	18.12		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.13	18.94	19.73	20.53	21.34		
SMART-E Administrative Assistant (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
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 (204 WORK DAYS / 10-MONTHS)	69,763	71,788	73,870	76,012	78,218	80,488	82,821
SMART-E Assistant Program Director (245 WORK DAYS / 12-MONTHS)	47,733	49,865	51,976	54,108	56,239	58,350	60,482

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Lead Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	24.35	25.44	26.52	27.61	28.69	29.77	30.86
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.23	24.31	25.40	26.48	27.57	28.64	29.73
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	21.11	22.19	23.27	24.35	25.44	26.52	27.61
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	16.24	16.78	17.32	17.86	18.39		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.40	19.22	20.03	20.84	21.66		
SMART-E Administrative Assistant (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:

- 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 1/1/17 - \$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 SMART-E ASP Substitute Salary (Criteria: Minimum 1 year experience working with children in an education or recreation setting (position can be paid or volunteer))

** Experienced SMART-E 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
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 (204 WORK DAYS / 10-MONTHS)	70,809	72,865	74,978	77,152	79,391	81,695	84,063
SMART-E Assistant Program Director (245 WORK DAYS / 12-MONTHS)	48,449	50,613	52,756	54,919	57,082	59,225	61,389

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Lead Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	24.72	25.82	26.92	28.02	29.12	30.22	31.32
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.58	24.67	25.78	26.88	27.98	29.07	30.18
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	21.43	22.52	23.62	24.72	25.82	26.92	28.02
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	16.48	17.03	17.58	18.13	18.67		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.68	19.51	20.33	21.15	21.98		
SMART-E Administrative Assistant (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						

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 1/1/17 - \$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 7/1/17

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 1/1/2018

Annual Step/Year(s) Admin Experience	0	1	2	3	4	5	6
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 (204 WORK DAYS / 10-MONTHS)	71,871	73,958	76,103	78,309	80,582	82,920	85,324
SMART-E Assistant Program Director (245 WORK DAYS/ 12-MONTHS)	49,176	51,372	53,547	55,743	57,938	60,114	62,310

Hourly Step/Year(s) Admin Experience	1	2	3	4	5	6	7
Preschool Lead Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	25.09	26.21	27.32	28.44	29.56	30.67	31.79
Preschool Site Supervisor (196 Work Days, 13 Holidays, 10 Days Paid Vacation)	23.93	25.04	26.17	27.28	28.40	29.51	30.63
Preschool Teacher (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	21.75	22.86	23.97	25.09	26.21	27.32	28.44
Preschool Aide (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	16.73	17.29	17.84	18.40	18.95		
Preschool Aide with ECE Units (Full Day = 196 / A.m. = 186 Work Days, 13 Holidays, 10 Days Paid Vacation)	18.96	19.80	20.63	21.47	22.31		
SMART-E Administrative Assistant (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						

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 1/1/17 - \$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 1/1/18

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.