

SAN CARLOS SCHOOL DISTRICT
2015-16 SALARY SCHEDULE FOR DISTRICT MANAGEMENT TEAM
(1.5% Salary Increase Effective 7/1/2016)

CERTIFICATED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
I-B Speech Language Pathologist* (185 work days)	75,941	78,989	82,037	85,085	88,133	91,181	94,229	97,277	100,325
I Psych I/ SpEd Coord / PBL Coach (200 Work Days)	88,426	91,474	94,522	97,570	100,618	103,666	106,714	109,762	112,810
II Mid Sch Asst Principal/Psych II (203 work days)	91,474	94,522	97,570	100,618	103,666	106,714	109,762	112,810	115,858
III Admin III/ Currently Inactive (205 Work Days)	94,522	97,570	100,618	103,666	106,714	109,762	112,810	115,858	118,906
IV K-4 Sch Principal (205 work days)	97,570	100,618	103,666	106,714	109,762	112,810	115,858	118,906	121,954
V Upper Elementary Principal (208 days)	98,995	102,043	105,091	108,139	111,187	114,235	117,283	120,331	123,379
VI Middle School Principal (210 work days)	100,618	103,666	106,714	109,762	112,810	115,858	118,906	121,954	125,002
VII Director (223 work days)	112,785	115,833	118,881	121,929	124,977	128,025	131,073	134,121	137,169

CLASSIFIED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
VI CBO Currently inactive (223 work days)	112,785	115,833	118,881	121,929	124,977	128,025	131,073	134,121	137,169
VIA Dir of Finance/ HR Director (223 work days)	95,033	98,308	101,582	104,858	108,131	111,484	114,836	118,187	121,539
VII Sup Fac & MOT (223 work days)	86,394	89,370	92,348	95,325	98,302	101,349	104,396	107,443	110,490
VIII Data Sys Mgr/ Wellness Coord / Transportation Mgr (223 work days)	69,115	72,163	75,211	78,259	81,307	84,355	87,403	90,451	93,499

Base increment for classification or experience is \$3,048. An annual stipend of 1.0 times the base increment (\$3,048) will be awarded for a Masters. An annual stipend of 2.5 times the base increment (\$7,620) will be awarded to those who possess both Masters degree *and* a Ph.D. or Ed.D. Degrees earned only at an accredited college or university will be eligible for this stipend.

*An annual stipend of 1.0 times the base increment (\$3,048) will be awarded for Certificate of Clinical Competence for Speech Lang Pathologist.

**Incentive compensation available for Principals at the discretion of the Superintendent, not to exceed a combined total of \$30,000 for all individuals.

Beginning 7/1/15 the annual stipend amounts for all new employees will be as follows: Masters & Certificate of Clinical Competence = \$3,000, both Masters and Ph.D. or Ed.D. = \$6,000.

A. PROVISIONS FOR PLACEMENT ON SALARY SCHEDULE:

- Salaries for full-time Management Team members shall be based on a combination of experience and training, except that a person with a divided assignment, part of which is one-half time principalship, shall be placed on the full-time Management Team Salary Schedule if other one-half time is also administrative in nature.
- Upon entering the District, a candidate with full-time administrative experience may receive year for year credit for such experience upon recommendation of the Superintendent and approval of the Board of Trustees.
- Salary classification and initial placement shall be determined for all administrators by the Superintendent, subject to the approval of the Board of Trustees. All changes in classification are the same as stated in "Policy and Rules and Regulations Governing Certificated Personnel."

B. ADDITIONAL CONSIDERATIONS:

- All Principals and Assistant Principals shall be required to return to work approximately two weeks prior to the return of teachers, and they shall be required to remain on duty approximately one week following the last working day of teachers.
- Vacation periods shall generally coincide with those granted teachers during the regular school year or equivalent.
- Twelve month management may not carryover more than 10 days vacation per year.
- Each employee has the flexibility of selecting the coverage he or she wants from the various health and welfare plans offered through the district. Effective January 1, 2016, the district will contribute a maximum of \$9,270 for single coverage and \$11,330 for single + 1 or family coverage towards the employee's health and welfare package.
- ACSA/CASBO dues for administrators shall be paid by the district.

C. LENGTH OF WORK YEAR: See schedule.

D. RETIREMENT:

Certificated and classified management employees who completed seven or more years of services with the district, who retire from STRS/PERS, and are 55 years or older shall receive a contribution toward health benefits in an amount equal to the current health insurance cap. This contribution will be for 7 years or age 65, whichever occurs first.

SAN CARLOS SCHOOL DISTRICT
2015-16 SALARY SCHEDULE FOR DISTRICT MANAGEMENT TEAM
(1.5% Salary Increase Effective 1/1/2017)

CERTIFICATED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
I-B Speech Language Pathologist* (185 work days)	77,080	80,174	83,268	86,362	89,456	92,550	95,644	98,738	101,832
I Psych I/ SpEd Coord / PBL Coach (200 Work Days)	89,752	92,846	95,940	99,034	102,128	105,222	108,316	111,410	114,504
II Mid Sch Asst Principal/Psych II (203 work days)	92,846	95,940	99,034	102,128	105,222	108,316	111,410	114,504	117,598
III Admin III/ <i>Currently Inactive</i> (205 Work Days)	95,940	99,034	102,128	105,222	108,316	111,410	114,504	117,598	120,692
IV K-4 Sch Principal (205 work days)	99,034	102,128	105,222	108,316	111,410	114,504	117,598	120,692	123,786
V Upper Elementary Principal (208 days)	100,480	103,574	106,668	109,762	112,856	115,950	119,044	122,138	125,232
VI Middle School Principal (210 work days)	102,128	105,222	108,316	111,410	114,504	117,598	120,692	123,786	126,880
VII Director (223 work days)	114,477	117,571	120,665	123,759	126,853	129,947	133,041	136,135	139,229

CLASSIFIED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
VI CBO <i>Currently inactive</i> (223 work days)	114,477	117,571	120,665	123,759	126,853	129,947	133,041	136,135	139,229
VIA Dir of Finance/ HR Director (223 work days)	96,458	99,783	103,106	106,431	109,753	113,156	116,559	119,960	123,362
VII Sup Fac & MOT (223 work days)	87,690	90,711	93,733	96,755	99,777	102,869	105,962	109,055	112,147
VIII Data Sys Mgr/ Wellness Coord / Transportation Mgr (223 work days)	70,152	73,246	76,340	79,434	82,528	85,622	88,716	91,810	94,904

Base increment for classification or experience is \$3,094. An annual stipend of 1.0 times the base increment (\$3,094) will be awarded for a Masters. An annual stipend of 2.5 times the base increment (\$7,735) will be awarded to those who possess both Masters degree *and* a Ph.D. or Ed.D. Degrees earned only at an accredited college or university will be eligible for this stipend.

*An annual stipend of 1.0 times the base increment (\$3,094) will be awarded for Certificate of Clinical Competence for Speech Lang Pathologist.

**Incentive compensation available for Principals at the discretion of the Superintendent, not to exceed a combined total of \$30,000 for all individuals.

Beginning 7/1/15 the annual stipend amounts for all new employees will be as follows: Masters & Certificate of Clinical Competence = \$3,000, both Masters and Ph.D. or Ed.D= \$6,000.

A. PROVISIONS FOR PLACEMENT ON SALARY SCHEDULE:

- Salaries for full-time Management Team members shall be based on a combination of experience and training, except that a person with a divided assignment, part of which is one-half time principalship, shall be placed on the full-time Management Team Salary Schedule if other one-half time is also administrative in nature.
- Upon entering the District, a candidate with full-time administrative experience may receive year for year credit for such experience upon recommendation of the Superintendent and approval of the Board of Trustees.
- Salary classification and initial placement shall be determined for all administrators by the Superintendent, subject to the approval of the Board of Trustees. All changes in classification are the same as stated in "Policy and Rules and Regulations Governing Certificated Personnel."

B. ADDITIONAL CONSIDERATIONS:

- All Principals and Assistant Principals shall be required to return to work approximately two weeks prior to the return of teachers, and they shall be required to remain on duty approximately one week following the last working day of teachers.
- Vacation periods shall generally coincide with those granted teachers during the regular school year or equivalent.
- Twelve month management may not carryover more than 10 days vacation per year.
- Each employee has the flexibility of selecting the coverage he or she wants from the various health and welfare plans offered through the district. Effective January 1, 2017, the district will contribute a maximum of \$9,548 for single coverage and \$11,670 for single + 1 or family coverage towards the employee's health and welfare package.
- ACSA/CASBO dues for administrators shall be paid by the district.

C. LENGTH OF WORK YEAR: See schedule.

D. RETIREMENT:

Certificated and classified management employees who completed seven or more years of services with the district, who retire from STRS/PERS, and are 55 years or older shall receive a contribution toward health benefits in an amount equal to the current health insurance cap. This contribution will be for 7 years or age 65, whichever occurs first.

SAN CARLOS SCHOOL DISTRICT
2015-16 SALARY SCHEDULE FOR DISTRICT MANAGEMENT TEAM
(1.5% Salary Increase Effective 7/1/2017)

CERTIFICATED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
I-B Speech Language Pathologist* (185 work days)	78,236	81,377	84,518	87,659	90,800	93,941	97,082	100,223	103,364
I Psych I/ SpEd Coord / PBL Coach (200 Work Days)	91,098	94,239	97,380	100,521	103,662	106,803	109,944	113,085	116,226
II Mid Sch Asst Principal/Psych II (203 work days)	94,239	97,380	100,521	103,662	106,803	109,944	113,085	116,226	119,367
III Admin III/ <i>Currently Inactive</i> (205 Work Days)	97,380	100,521	103,662	106,803	109,944	113,085	116,226	119,367	122,508
IV K-4 Sch Principal (205 work days)	100,521	103,662	106,803	109,944	113,085	116,226	119,367	122,508	125,649
V Upper Elementary Principal (208 days)	101,987	105,128	108,269	111,410	114,551	117,692	120,833	123,974	127,115
VI Middle School Principal (210 work days)	103,662	106,803	109,944	113,085	116,226	119,367	122,508	125,649	128,790
VII Director (223 work days)	116,194	119,335	122,476	125,617	128,758	131,899	135,040	138,181	141,322

CLASSIFIED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
VI CBO <i>Currently inactive</i> (223 work days)	116,194	119,335	122,476	125,617	128,758	131,899	135,040	138,181	141,322
VIA Dir of Finance/ HR Director (223 work days)	97,905	101,280	104,653	108,027	111,399	114,853	118,307	121,759	125,212
VII Sup Fac & MOT (223 work days)	89,005	92,072	95,139	98,206	101,274	104,412	107,551	110,691	113,829
VIII Data Sys Mgr/ Wellness Coord / Transportation Mgr (223 work days)	71,204	74,345	77,486	80,627	83,768	86,909	90,050	93,191	96,332

Base increment for classification or experience is \$3,141. An annual stipend of 1.0 times the base increment (\$3,141) will be awarded for a Masters. An annual stipend of 2.5 times the base increment (\$7,852) will be awarded to those who possess both Masters degree *and* a Ph.D. or Ed.D. Degrees earned only at an accredited college or university will be eligible for this stipend.

*An annual stipend of 1.0 times the base increment (\$3,141) will be awarded for Certificate of Clinical Competence for Speech Lang Pathologist.

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A. PROVISIONS FOR PLACEMENT ON SALARY SCHEDULE:

- Salaries for full-time Management Team members shall be based on a combination of experience and training, except that a person with a divided assignment, part of which is one-half time principalship, shall be placed on the full-time Management Team Salary Schedule if other one-half time is also administrative in nature.
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- Twelve month management may not carryover more than 10 days vacation per year.
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- ACSA/CASBO dues for administrators shall be paid by the district.

C. LENGTH OF WORK YEAR: See schedule.

D. RETIREMENT:

Certificated and classified management employees who completed seven or more years of services with the district, who retire from STRS/PERS, and are 55 years or older shall receive a contribution toward health benefits in an amount equal to the current health insurance cap. This contribution will be for 7 years or age 65, whichever occurs first.

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CERTIFICATED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
I-B Speech Language Pathologist* (185 work days)	79,410	82,599	85,788	88,977	92,166	95,355	98,544	101,733	104,922
I Psych I/ SpEd Coord / PBL Coach (200 Work Days)	92,464	95,653	98,842	102,031	105,220	108,409	111,598	114,787	117,976
II Mid Sch Asst Principal/Psych II (203 work days)	95,653	98,842	102,031	105,220	108,409	111,598	114,787	117,976	121,165
III Admin III/ <i>Currently Inactive</i> (205 Work Days)	98,842	102,031	105,220	108,409	111,598	114,787	117,976	121,165	124,354
IV K-4 Sch Principal (205 work days)	102,031	105,220	108,409	111,598	114,787	117,976	121,165	124,354	127,543
V Upper Elementary Principal (208 days)	103,517	106,706	109,895	113,084	116,273	119,462	122,651	125,840	129,029
VI Middle School Principal (210 work days)	105,220	108,409	111,598	114,787	117,976	121,165	124,354	127,543	130,732
VII Director (223 work days)	117,937	121,126	124,315	127,504	130,693	133,882	137,071	140,260	143,449

CLASSIFIED MANAGEMENT

Step/Year(s) Admin Experience	0	1	2	3	4	5	6	7	8
VI CBO <i>Currently inactive</i> (223 work days)	117,937	121,126	124,315	127,504	130,693	133,882	137,071	140,260	143,449
VIA Dir of Finance/ HR Director (223 work days)	99,374	102,799	106,223	109,647	113,070	116,576	120,082	123,585	127,090
VII Sup Fac & MOT (223 work days)	90,340	93,453	96,566	99,679	102,793	105,978	109,164	112,351	115,536
VIII Data Sys Mgr/ Wellness Coord / Transportation Mgr (223 work days)	72,272	75,461	78,650	81,839	85,028	88,217	91,406	94,595	97,784

Base increment for classification or experience is \$3,189. An annual stipend of 1.0 times the base increment (\$3,189) will be awarded for a Masters. An annual stipend of 2.5 times the base increment (\$7,973) will be awarded to those who possess both Masters degree *and* a Ph.D. or Ed.D. Degrees earned only at an accredited college or university will be eligible for this stipend.

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- ACSA/CASBO dues for administrators shall be paid by the district.

C. LENGTH OF WORK YEAR: See schedule.

D. RETIREMENT:

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