**ADMINISTRATIVE COMPENSATION PLAN**

**(INITIAL PLACEMENT)**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **Minimum** | **Maximum** |
| A | Assistant Superintendent of Academic Services, Assistant Superintendent of Administrative Services, Assistant Superintendent of Human Resources, Chief Financial Officer (CFO)  | $131, 000 | $157,000 |
| B | Director - Exceptional Student Services, Curriculum & Instruction, Elementary and Early Childhood Curriculum, Technology, Business Services, Athletics Activities and Access High School Principal | $115,000 | $138,000 |
| C | Director – Data and Assessment, Communications, Talent Development and RetentionMiddle School Principal, Elementary Principal  | $104,000 | $125,000 |
| D | Director – Director of Academic and Federal Programs, Child Nutrition Services, Transportation, Facilities and Operations, FinanceHigh School & Middle School Assistant Principals | $87,000 | $104,000 |
| E | Coordinator – Purchasing, Educational Technology, Network, Technology (Project Coordinator), Maintenance & Grounds, Grants & Federal Programs, Payroll, Certified Staff, Classified Staff & Grow Your Own, Literacy InitiativesDean of Students | $76,000 | $91,000 |

**Note: The maximum annual entry salary amount is 20% higher than the minimum annual salary amount**.

ADDITIONAL INFORMATION

1. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
2. Salaries are based on 261 days and a 12-month work calendar
3. Administrators who hold a doctorate will earn extra compensation of $2,600 annually.

**Retirement Incentive Program**

1. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
2. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
3. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement.  The payment will be based upon the number of years of service to the District.

 Number of years Percent

          of service to the of annual

          School District salary

                   10                           2%

11                           3%

12                           4%

13                           5%

14                           6%

15                           7%

16                   8%

17                   9%

18                 10%

19                 11%

1. and above       12%

**Sick Leave Payment upon Retirement**

1. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District.  Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
2. The payment will be made on the following scale:

Number of years Percent

of service to the of daily

School District rate

10                         0%
11                        5%

12                         10%

13                         15%
14                          20%

15                       25%

16                30%

17                35%

18                40%

19                45%

20 and above     50%