

**Coast Unified School District  
2019-20 Confidential/Management Salary Schedules**

<b><u>CERTIFICATED</u></b>			<b><u>Calendar Days</u></b>	<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>		
Principal, Grammar	210	Annual	\$ 111,035	\$ 114,366	\$ 117,797	\$ 121,331	\$ 124,971			
		(M)	\$ 9,252.95	\$ 9,530.51	\$ 9,816.38	\$ 10,110.94	\$ 10,414.27			
		(D)	\$ 528.74	\$ 544.60	\$ 560.94	\$ 577.77	\$ 595.10			
Principal, Middle School	210	Annual	\$ 111,035	\$ 114,366	\$ 117,797	\$ 121,331	\$ 124,971			
		(M)	\$ 9,252.95	\$ 9,530.51	\$ 9,816.38	\$ 10,110.94	\$ 10,414.27			
		(D)	\$ 528.74	\$ 544.60	\$ 560.94	\$ 577.77	\$ 595.10			
Principal, High School	217	Annual	\$ 116,587	\$ 120,085	\$ 123,688	\$ 127,397	\$ 131,220			
		(M)	\$ 9,715.61	\$ 10,007.12	\$ 10,307.31	\$ 10,616.46	\$ 10,935.03			
		(D)	\$ 537.27	\$ 553.39	\$ 569.99	\$ 587.09	\$ 604.70			
Principal/Assistant Superintendent of Ed Services	210	Annual	\$ 131,035	\$ 134,966	\$ 139,015	\$ 143,185	\$ 147,481			
		(M)	\$ 10,919.58	\$ 11,247.17	\$ 11,584.59	\$ 11,932.12	\$ 12,290.09			
		(D)	\$ 623.98	\$ 547.91	\$ 564.35	\$ 581.27	\$ 598.71			
Director of Special Education	215	Annual	\$ 111,013	\$ 114,344	\$ 117,774	\$ 121,307	\$ 124,947			
		(M)	\$ 9,251.12	\$ 9,434.32	\$ 9,717.34	\$ 10,008.86	\$ 10,309.13			
		(D)	\$ 516.34	\$ 531.83	\$ 547.79	\$ 564.22	\$ 581.15			
School Nurse	184	Annual	\$ 63,719	\$ 65,774	\$ 69,885	\$ 71,940	\$ 74,099			
		(M)	\$ 6,371.92	\$ 6,577.42	\$ 6,988.52	\$ 7,194.02	\$ 7,409.87			
		(D)	\$ 346.30	\$ 357.47	\$ 379.81	\$ 390.98	\$ 402.71			
<b><u>CLASSIFIED</u></b>			<b><u>Calendar Days</u></b>	<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>	<b><u>Step F</u></b>	<b><u>Step G</u></b>
Chief Business Official	261	Annual	132,244	136,212	140,298	144,506	148,842	153,307	157,906	
		(M)	11,020.36	11,350.97	11,691.49	12,042.18	12,403.46	12,775.59	13,158.83	
		(Hrly)	63.34	65.24	67.19	69.21	71.28	73.42	75.63	
Business Manager	261	Annual	92,440	95,213	98,069	101,011	104,041	107,163	110,378	
		(M)	7,703.33	7,934.43	8,172.45	8,417.59	8,670.12	8,930.22	9,198.18	
		(Hrly)	44.27	45.60	46.97	48.38	49.83	51.32	52.86	
Administrative Secretary to the Superintendent	261	Annual	70,057	72,158	74,323	75,810	78,849	81,215	83,652	
		(M)	5,838.06	6,013.19	6,193.61	6,317.49	6,570.78	6,767.95	6,971.02	
		(Hrly)	33.55	34.56	35.60	36.31	37.76	38.90	40.06	
Administrative Assistant to the Superintendent	261	Annual	52,716	54,297	55,926	57,604	59,332	61,112	62,946	
		(M)	4,393.00	4,524.79	4,660.53	4,800.35	4,944.36	5,092.69	5,245.47	
		(Hrly)	25.25	26.00	26.78	27.59	28.42	29.27	30.15	
Admin. Asst. of Business Services	261	Annual	59,431	61,213	63,050	64,942	66,889	68,897	70,964	
		(M)	4,952.57	5,101.10	5,254.15	5,411.82	5,574.10	5,741.38	5,913.64	
		(Hrly)	28.46	29.32	30.20	31.10	32.04	33.00	33.99	
Supervisor of Food and Nutrition Services	250	Annual	59,431	61,213	63,050	64,942	66,889	68,897	70,964	
		(M)	4,952.57	5,101.10	5,254.15	5,411.82	5,574.10	5,741.38	5,913.64	
		(Hrly)	29.72	30.61	31.52	32.47	33.44	34.45	35.48	
Technology Director	261	Annual	80,319	82,728	85,210	87,767	90,399	93,112	95,905	
		(M)	6,693.21	6,894.01	7,100.82	7,313.91	7,533.28	7,759.30	7,992.06	
		(Hrly)	38.47	39.62	40.81	42.03	43.29	44.59	45.93	
Director of Maintenance & Operations	261	Annual	60,198	62,005	63,864	65,781	67,754	69,787	71,880	
		(M)	5,016.49	5,167.05	5,322.04	5,481.74	5,646.15	5,815.55	5,990.03	
		(Hrly)	28.83	29.70	30.59	31.50	32.45	33.42	34.43	
Director of Transportation	261	Annual	60,198	62,005	63,864	65,781	67,754	69,787	71,880	
		(M)	5,016.49	5,167.05	5,322.04	5,481.74	5,646.15	5,815.55	5,990.03	
		(Hrly)	28.83	29.70	30.59	31.50	32.45	33.42	34.43	
Athletic Trainer	218	Annual	46,607	48,006	49,446	50,929	52,457	54,031	55,652	
		(M)	4,660.75	4,800.57	4,944.59	5,092.92	5,245.71	5,403.08	5,565.17	
		(Hrly)	26.72	27.53	28.35	29.20	30.08	30.98	31.91	

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## **BENEFITS SCHEDULE FOR CONFIDENTIAL/MANAGEMENT EMPLOYEES**

VACATION: Paid Vacation Days are based on the number of years of continuous service in the district per the following schedule for classified confidential an classified management employees.

Principals and Certificated Management do not earn vacation days.

<u>Year</u>	<u>No Days</u>	<u>Year</u>	<u>No Days</u>
1 & 2	13	9 & 10	18
3 & 4	14	11 & 12	19
5 & 6	16	13 & 14	20
7 & 8	17	15 and More	22

**Doctoral Degree Pay: 2% of base salary. All confidential and management employees are eligible for Doctoral Degree Pay. Salary increases based on acquisition of a doctorate degree shall commence in the**

the month following certification by the Superintendent that the employee has acquired a doctorate degree from an accredited college or university.

**Longevity: The District shall provide its classified management and classified confidential staff additional compensation in recognition of their continuous long-term service to the District. The additional**

annual compensation shall be \$500.00 for full-time employees after the 7th, 11th, 15th, 19th, and 24th year of continual employment with the District, so long as the employee has received a satisfactory evaluation. Part-time classified management and classified confidential employees shall earn this annual compensation on a pro rata basis. If the employee receives a satisfactory annual evaluation for his/her qualifying year of employment (e.g. 7th, 11th, 15th, 19th, and 24th year), he/she will receive the additional compensation beginning with the employee's eighth (8th) year in the District. A classified Management/Confidential employee who receives an unsatisfactory annual evaluation in any succeeding year shall be ineligible for the additional compensation until the employee again receives a satisfactory annual evaluation. Longevity pay shall be paid monthly.

Professional Development Advancements:

To encourage professional growth of all Confidential/Management employees, the District shall provide a three percent (3%) salary increase for those employees who have been on the last step of the salary schedule for at least one year and who obtain six (6) units of course credit, or the equivalent of 6 units, that have been pre-approved by the Superintendent. The units or pre-approved coursework must be directly related to the employee's current or probable future employment. The employee shall submit a written request and the justification for such request to the Superintendent for approval prior to beginning the coursework. No more than three (3) units will be approved during any one semester. Courses for units must be completed prior to the new fiscal year. Transcripts or course certification documents must verifying units taken be received by the first day of June prior to new school year in which the salary increase will be effective. The Superintendent shall grant or deny the salary increase by June 30. salary increase Only one additional can be earned during each two-year period. Credits or equivalent work may not be "banked; new credits or equivalent coursework must be completed between each two (2) year can earn period. Employees can receive no more than a total of five (5) salary increases based on professional development over their entire employment with the District.

Board Approved: 5/16/2019

c:/Annie/Salary Schedules/Prop 2019-20 with Asst Sup 5.16.19