

Menlo Park City School District
2020-21 Salary Schedule for Unrepresented Non-Management

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Certificated:												
Psychologist * (191 days)	\$ 99,826	\$ 103,818	\$ 107,972	\$ 112,291	\$ 116,782	\$ 121,453	\$ 126,313	\$ 131,366	\$ 136,618	\$ 142,084	\$ 147,767	\$ 153,679
Counselor, Elementary Schools * (189 days)	\$ 94,155	\$ 97,920	\$ 101,839	\$ 105,912	\$ 110,151	\$ 114,557	\$ 119,138	\$ 123,904	\$ 128,858	\$ 134,013	\$ 139,375	\$ 144,949
Counselor, Middle School * (199 days)	\$ 99,137	\$ 103,102	\$ 107,227	\$ 111,516	\$ 115,979	\$ 120,618	\$ 125,442	\$ 130,460	\$ 135,676	\$ 141,104	\$ 146,749	\$ 152,618
ELC Lead Teachers (202 days)	\$ 61,696	\$ 63,238	\$ 64,819	\$ 66,441	\$ 68,101	\$ 69,804	\$ 71,548	\$ 73,337				
daily rates:	\$ 305.43	\$ 313.07	\$ 320.89	\$ 328.91	\$ 337.13	\$ 345.56	\$ 354.20	\$ 363.06				
hourly rates:	\$ 38.18	\$ 39.13	\$ 40.11	\$ 41.11	\$ 42.14	\$ 43.19	\$ 44.28	\$ 45.39				
ELC Assistant Teachers (202 days)	\$ 51,601	\$ 52,891	\$ 54,214	\$ 55,569	\$ 56,958	\$ 58,382	\$ 59,842	\$ 61,338				
daily rates:	\$ 255.45	\$ 261.84	\$ 268.39	\$ 275.10	\$ 281.97	\$ 289.02	\$ 296.25	\$ 303.66				
hourly rates:	\$ 31.93	\$ 32.73	\$ 33.55	\$ 34.39	\$ 35.25	\$ 36.13	\$ 37.03	\$ 37.96				
Classified:												
Confidential Exec. Asst/Secretary to Supt (12 months)	\$ 89,474	\$ 91,712	\$ 94,003	\$ 96,353	\$ 98,763	\$ 101,231	\$ 103,762	\$ 106,356	\$ 109,015	\$ 111,740		
monthly rates:	\$ 7,456	\$ 7,642	\$ 7,834	\$ 8,030	\$ 8,231	\$ 8,436	\$ 8,647	\$ 8,863	\$ 9,085	\$ 9,312		
hourly rates:	\$ 43.02	\$ 44.10	\$ 45.20	\$ 46.33	\$ 47.49	\$ 48.67	\$ 49.89	\$ 51.14	\$ 52.41	\$ 53.72		
Occupational/Physical Therapist (189 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual)**	\$ 81,056	\$ 84,289	\$ 87,659	\$ 91,843	\$ 95,518	\$ 100,426	\$ 104,440	\$ 109,007	\$ 113,372	\$ 118,322	\$ 123,057	\$ 128,431
daily rates:	\$ 384.50	\$ 399.83	\$ 415.82	\$ 432.47	\$ 449.77	\$ 467.73	\$ 486.42	\$ 505.86	\$ 526.11	\$ 547.10	\$ 569.00	\$ 591.71
hourly rates:	\$ 48.06	\$ 49.98	\$ 51.98	\$ 54.06	\$ 56.22	\$ 58.47	\$ 60.80	\$ 63.23	\$ 65.76	\$ 68.39	\$ 71.12	\$ 73.96

*Psychologist & Counselor Stipends:
Masters Degree = \$2,000
PhD EdD or Equivalent = \$3,000

Date of Board Meeting Proposal: March 25, 2021, retroactive to July 1, 2020
2.5% salary increase effective July 1, 2020
Additional 1% OFF schedule (one time bonus)- retroactive to July 1, 2020

**Occupational/Physical Therapists are paid vacation days per Article V of the CSEA contract. Vacation has been simulated and included in annual salary above, but actual salary will depend on the individual's years of service with the District.

**Menlo Park City School District
2020-21 Salary Schedule for District Certificated Management**

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Director (does not include Director of ELC) (223 days)	\$ 152,009	\$ 157,251	\$ 162,678	\$ 168,295	\$ 174,105	\$ 180,121	\$ 186,349	\$ 192,794	\$ 199,465
daily rates:	\$ 681.65	\$ 705.16	\$ 729.50	\$ 754.68	\$ 780.74	\$ 807.72	\$ 835.65	\$ 864.55	\$ 894.46
Middle School Principal (216 days)	\$ 152,009	\$ 157,251	\$ 162,678	\$ 168,295	\$ 174,105	\$ 180,121	\$ 186,349	\$ 192,794	\$ 199,465
daily rates:	\$ 703.74	\$ 728.02	\$ 753.14	\$ 779.14	\$ 806.04	\$ 833.89	\$ 862.73	\$ 892.57	\$ 923.45
Elementary Principal (213 days)	\$ 147,618	\$ 152,709	\$ 157,975	\$ 163,426	\$ 169,069	\$ 174,910	\$ 180,954	\$ 187,208	\$ 193,683
daily rates:	\$ 693.04	\$ 716.94	\$ 741.67	\$ 767.26	\$ 793.75	\$ 821.17	\$ 849.55	\$ 878.91	\$ 909.31
Assistant Principal/Associate Principal Coordinator (<i>Certificated only</i>)	\$ 133,753	\$ 138,357	\$ 143,122	\$ 148,053	\$ 153,158	\$ 158,440			
Director of Early Learning Center Program Specialist daily rates (213 days)	\$ 627.95	\$ 649.56	\$ 671.93	\$ 695.08	\$ 719.05	\$ 743.85			

Masters Degree = \$2,000
PhD EdD or Equivalent = \$3,000
BCLAD = \$2,000

Date of Board Meeting Proposal: March 25 2021; retroactive to July 1, 2020
2.5% salary increase effective July 1, 2020
Additional 1% OFF schedule (one time bonus)- retroactive to July 1, 2020

Recent Revision History:

**Menlo Park City School District
2020-21 Salary Schedule for District Classified Management**

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Director of Technology	\$ 144,399	\$ 148,009	\$ 151,709	\$ 155,502	\$ 159,390	\$ 163,374	\$ 167,458	\$ 171,644	\$ 175,936
hourly rates:	\$ 69.42	\$ 71.16	\$ 72.94	\$ 74.76	\$ 76.63	\$ 78.55	\$ 80.51	\$ 82.52	\$ 84.58
Director of Human Resources	\$ 152,009	\$ 157,251	\$ 162,678	\$ 168,295	\$ 174,105	\$ 180,121	\$ 186,349	\$ 192,794	\$ 199,465
hourly rates:	\$ 73.08	\$ 75.60	\$ 78.21	\$ 80.91	\$ 83.70	\$ 86.60	\$ 89.59	\$ 92.69	\$ 95.90
Manager of Employee Services	\$ 113,957	\$ 116,806	\$ 119,726	\$ 122,720	\$ 125,788	\$ 128,933	\$ 132,156	\$ 135,460	\$ 138,847
hourly rates:	\$ 54.79	\$ 56.16	\$ 57.56	\$ 59.00	\$ 60.48	\$ 61.99	\$ 63.54	\$ 65.12	\$ 66.75
Director of Fiscal Services Director of Maint, Operations & Transp (MOT)	\$ 137,251	\$ 140,681	\$ 144,199	\$ 147,804	\$ 151,499	\$ 155,287	\$ 159,168	\$ 163,147	\$ 167,227
hourly rates:	\$ 65.99	\$ 67.64	\$ 69.33	\$ 71.06	\$ 72.84	\$ 74.66	\$ 76.52	\$ 78.44	\$ 80.40
Supervisor of Transportation	\$ 89,184	\$ 91,414	\$ 93,699	\$ 96,041	\$ 98,442	\$ 100,903	\$ 103,426	\$ 106,012	\$ 108,661
hourly rates:	\$ 42.88	\$ 43.95	\$ 45.05	\$ 46.17	\$ 47.33	\$ 48.51	\$ 49.72	\$ 50.97	\$ 52.24
Public Information Officer (211 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual)*	\$ 80,410	\$ 82,422	\$ 84,492	\$ 87,240	\$ 89,421	\$ 92,653	\$ 94,976	\$ 97,712	\$ 100,140
hourly rates:	\$ 38.66	\$ 39.63	\$ 40.62	\$ 41.94	\$ 42.99	\$ 44.54	\$ 45.66	\$ 46.98	\$ 48.14

Date of Board Meeting Proposal: March 25 2021; retroactive to July 1, 2020

Masters Degree = \$2,000
PhD EdD or Equivalent = \$3,000

*The Public Information Officer is paid vacation days per Article V of the CSEA contract. Vacation has been simulated and included in the annual salary above, but actual salary will depend on the individual's years of

Recent Revision History:

0% salary increase effective July 1, 2017; eligible for medical benefits per Article IX of the CSEA contract effective January 1, 2018.

1.5% salary increase effective July 1, 2018.

5.0% salary increase and increase of Masters stipend effective July 1, 2019.

Added "Director of Human Resources" and replaced "Manager of Human Resources" with "Manager of Employee Services" effective July 1, 2019.

Removed "Supervisor of Maintenance and Custodial" and added "Director of Maintenance, Operations & Transportation" effective November 15, 2019.

Added "Public Information Officer" effective December 13, 2019.

Add hourly rates for retirement reporting purposes effective July 1, 2019, Board approved June 11, 2020. Annual salary based on 260 work days. Actual days may vary.

2.5% salary increase effective July 1, 2020

Additional 1% OFF schedule (one time bonus)- retroactive to July 1, 2020