

**Coast Unified School District**  
**2023-24 Confidential/Management Salary Schedules**  
**7.7% increase over 2022-23**

<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	\$ 128,174	\$ 132,019	\$ 135,979	\$ 140,059	\$ 144,261		
		(M)	\$ 10,681.15	\$ 11,001.55	\$ 11,331.54	\$ 11,671.56	\$ 12,021.71		
		(D)	\$ 610.35	\$ 628.66	\$ 647.52	\$ 666.95	\$ 686.96		
Principal, Middle School	210	Annual	\$ 128,174	\$ 132,019	\$ 135,979	\$ 140,059	\$ 144,261		
		(M)	\$ 10,681.15	\$ 11,001.55	\$ 11,331.54	\$ 11,671.56	\$ 12,021.71		
		(D)	\$ 610.35	\$ 628.66	\$ 647.52	\$ 666.95	\$ 686.96		
Principal, High School	217	Annual	\$ 134,583	\$ 138,621	\$ 142,779	\$ 147,061	\$ 151,474		
		(M)	\$ 11,215.22	\$ 11,551.72	\$ 11,898.24	\$ 12,255.11	\$ 12,622.85		
		(D)	\$ 620.20	\$ 638.80	\$ 657.97	\$ 677.70	\$ 698.04		
Principal/Assistant Superintendent of Ed Services	210	Annual	\$ 151,260	\$ 155,798	\$ 160,472	\$ 165,286	\$ 170,245		
		(M)	\$ 12,605.02	\$ 12,983.17	\$ 13,372.67	\$ 13,773.85	\$ 14,187.06		
		(D)	\$ 720.29	\$ 741.90	\$ 764.15	\$ 787.08	\$ 810.69		
Director of Special Education	215	Annual	\$ 128,148	\$ 131,993	\$ 135,953	\$ 140,031	\$ 144,232		
		(M)	\$ 10,679.04	\$ 10,999.41	\$ 11,329.39	\$ 11,669.27	\$ 12,019.35		
		(D)	\$ 596.04	\$ 613.92	\$ 632.34	\$ 651.31	\$ 670.85		
School Nurse	184	Annual	\$ 73,554	\$ 75,926	\$ 80,672	\$ 83,044	\$ 85,536		
		(M)	\$ 7,355.43	\$ 7,592.65	\$ 8,067.20	\$ 8,304.42	\$ 8,553.58		
		(D)	\$ 399.75	\$ 412.64	\$ 438.43	\$ 451.33	\$ 464.87		
Credentialed School Nurse	184	Annual	\$ 88,185	\$ 90,830	\$ 93,555	\$ 96,362	\$ 99,253		
		(M)	\$ 8,818.48	\$ 9,083.03	\$ 9,355.52	\$ 9,636.19	\$ 9,925.27		
		(D)	\$ 445.00	\$ 458.35	\$ 472.10	\$ 486.26	\$ 500.85		
<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	148,181	152,627	157,205	161,921	166,779	171,782	176,935
		(M)	12,348.44	12,718.89	13,100.45	13,493.39	13,898.21	14,315.19	14,744.61
		(Hrly)	70.97	73.10	75.29	77.55	79.87	82.27	84.74
Business Manager	261	Annual	111,136	114,470	117,904	121,441	125,084	128,837	132,701
		(M)	9,261.33	9,539.17	9,825.33	10,120.05	10,423.66	10,736.39	11,058.45
		(Hrly)	53.23	54.82	56.47	58.16	59.91	61.70	63.55
Administrative Assistant to the Superintendent	261	Annual	60,853	62,678	64,559	66,495	68,490	70,545	72,661
		(M)	5,071.06	5,223.19	5,379.89	5,541.28	5,707.52	5,878.75	6,055.11
		(Hrly)	29.14	30.02	30.92	31.85	32.80	33.79	34.80
Admin. Asst. of Business Services Payroll, Health & Benefits Coordinator	261	Annual	68,604	70,661	72,782	74,966	77,214	79,531	81,917
		(M)	5,717.00	5,888.45	6,065.13	6,247.13	6,434.47	6,627.56	6,826.41
		(Hrly)	32.86	33.84	34.86	35.90	36.98	38.09	39.23
Human Resources/Assessment Coordinator	261	Annual	75,464	77,728	80,060	82,462	84,935	87,484	90,109
		(M)	6,288.70	6,477.30	6,671.64	6,871.85	7,077.92	7,290.32	7,509.06
		(Hrly)	36.14	37.23	38.34	39.49	40.68	41.90	43.16
Supervisor of Food and Nutrition Services	261	Annual	71,623	73,771	75,984	78,264	80,611	83,030	85,521
		(M)	5,968.55	6,147.55	6,331.99	6,522.01	6,717.59	6,919.18	7,126.78
		(Hrly)	34.30	35.33	36.39	37.48	38.61	39.77	40.96
Technology Director MOT Director	261	Annual	92,716	95,497	98,362	101,314	104,353	107,483	110,708
		(M)	7,726.31	7,958.11	8,196.84	8,442.81	8,696.04	8,956.95	9,225.64
		(Hrly)	44.40	45.74	47.11	48.52	49.98	51.48	53.02
Athletic Trainer	218	Annual	53,801	55,415	57,078	58,790	60,554	62,370	64,242
		(M)	5,380.13	5,541.54	5,707.78	5,879.02	6,055.39	6,237.05	6,424.16
		(Hrly)	30.85	31.77	32.73	33.71	34.72	35.76	36.84
Print Shop Supervisor	261	Annual	52,573	54,149	55,774	57,447	59,170	60,945	62,774
		(M)	4,381.08	4,512.42	4,647.83	4,787.25	4,930.83	5,078.75	5,231.17
		(Hrly)	25.18	25.93	26.71	27.51	28.34	29.19	30.06

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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: 11.9.23

**Coast Unified School District**  
**Proposed 2024-25 Confidential/Management Salary Schedules**  
**3% increase over 2023-24**

<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	\$ 132,019	\$ 135,979	\$ 140,058	\$ 144,261	\$ 148,588		
		(M)	\$ 11,001.58	\$ 11,331.59	\$ 11,671.49	\$ 12,021.71	\$ 12,382.36		
		(D)	\$ 628.66	\$ 647.52	\$ 666.94	\$ 686.95	\$ 707.56		
Principal, Middle School	210	Annual	\$ 132,019	\$ 135,979	\$ 140,058	\$ 144,261	\$ 148,588		
		(M)	\$ 11,001.58	\$ 11,331.59	\$ 11,671.49	\$ 12,021.71	\$ 12,382.36		
		(D)	\$ 628.66	\$ 647.52	\$ 666.94	\$ 686.95	\$ 707.56		
Principal, High School	217	Annual	\$ 138,620	\$ 142,779	\$ 147,062	\$ 151,473	\$ 156,018		
		(M)	\$ 11,551.68	\$ 11,898.27	\$ 12,255.19	\$ 12,622.76	\$ 13,001.54		
		(D)	\$ 638.80	\$ 657.97	\$ 677.71	\$ 698.03	\$ 718.98		
Principal/Assistant Superintendent of Ed Services	210	Annual	\$ 155,798	\$ 160,472	\$ 165,286	\$ 170,245	\$ 175,352		
		(M)	\$ 12,983.17	\$ 13,372.67	\$ 13,773.85	\$ 14,187.06	\$ 14,612.68		
		(D)	\$ 741.90	\$ 764.15	\$ 787.08	\$ 810.69	\$ 835.01		
Director of Special Education	215	Annual	\$ 131,993	\$ 135,953	\$ 140,031	\$ 144,232	\$ 148,559		
		(M)	\$ 10,999.41	\$ 11,329.39	\$ 11,669.27	\$ 12,019.35	\$ 12,379.93		
		(D)	\$ 613.92	\$ 632.34	\$ 651.31	\$ 670.85	\$ 690.97		
School Nurse	184	Annual	\$ 75,761	\$ 78,204	\$ 83,092	\$ 85,536	\$ 88,102		
		(M)	\$ 7,576.10	\$ 7,820.43	\$ 8,309.22	\$ 8,553.55	\$ 8,810.19		
		(D)	\$ 411.74	\$ 425.02	\$ 451.59	\$ 464.87	\$ 478.81		
Credentialed School Nurse	184	Annual	\$ 90,830	\$ 93,555	\$ 96,362	\$ 99,253	\$ 102,230		
		(M)	\$ 9,083.03	\$ 9,355.52	\$ 9,636.19	\$ 9,925.27	\$ 10,223.03		
		(D)	\$ 445.00	\$ 458.35	\$ 472.10	\$ 486.26	\$ 500.85		
<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	152,627	157,205	161,922	166,778	171,782	176,936	182,243
		(M)	12,718.89	13,100.45	13,493.46	13,898.20	14,315.16	14,744.64	15,186.94
		(Hrly)	73.10	75.29	77.55	79.87	82.27	84.74	87.28
Business Manager	261	Annual	114,470	117,904	121,441	125,084	128,836	132,702	136,682
		(M)	9,539.17	9,825.34	10,120.09	10,423.65	10,736.37	11,058.48	11,390.21
		(Hrly)	54.82	56.47	58.16	59.91	61.70	63.55	65.46
Administrative Assistant to the Superintendent	261	Annual	62,678	64,559	66,495	68,490	70,545	72,661	74,841
		(M)	5,223.19	5,379.89	5,541.28	5,707.52	5,878.75	6,055.11	6,236.76
		(Hrly)	30.02	30.92	31.85	32.80	33.79	34.80	35.84
Admin. Asst. of Business Services Payroll, Health & Benefits Coordinator	261	Annual	70,662	72,781	74,965	77,215	79,530	81,917	84,374
		(M)	5,888.51	6,065.11	6,247.08	6,434.55	6,627.50	6,826.39	7,031.21
		(Hrly)	33.84	34.86	35.90	36.98	38.09	39.23	40.41
Human Resources/Assessment Coordinator	261	Annual	77,728	80,059	82,461	84,936	87,483	90,108	92,812
		(M)	6,477.37	6,671.62	6,871.79	7,078.00	7,290.25	7,509.03	7,734.33
		(Hrly)	37.23	38.34	39.49	40.68	41.90	43.16	44.45
Supervisor of Food and Nutrition Services	261	Annual	67,553	69,579	71,667	73,817	76,031	78,312	80,662
		(M)	6,141.19	6,325.36	6,515.14	6,710.65	6,911.88	7,119.30	7,332.91
		(Hrly)	32.35	33.32	34.32	35.35	36.41	37.51	38.63
Technology Director MOT Director	261	Annual	95,497	98,362	101,313	104,353	107,483	110,708	114,029
		(M)	7,958.10	8,196.85	8,442.74	8,696.10	8,956.92	9,225.66	9,502.41
		(Hrly)	45.74	47.11	48.52	49.98	51.48	53.02	54.61
Athletic Trainer	218	Annual	55,415	57,078	58,790	60,554	62,370	64,242	66,169
		(M)	5,541.54	5,707.78	5,879.02	6,055.39	6,237.05	6,424.16	6,616.89
		(Hrly)	31.77	32.73	33.71	34.72	35.76	36.84	37.94
Print Shop Supervisor	261	Annual	54,149	55,774	57,447	59,170	60,945	62,774	64,657
		(M)	4,512.42	4,647.83	4,787.25	4,930.83	5,078.75	5,231.17	5,388.08
		(Hrly)	25.93	26.71	27.51	28.34	29.19	30.06	30.97

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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.

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Board Approved: 8.10.23