

MARICOPA UNIFIED SCHOOL DISTRICT #20

ADMINISTRATIVE COMPENSATION PLAN

		Minimum	Maximum
A	Assistant Superintendent of Academic Services, Assistant Superintendent of Administrative Services, Assistant Superintendent of Human Resources, Chief Financial Officer (CFO)	\$120,000	\$144,000
B	Director - Exceptional Student Services, Curriculum & Instruction, Elementary and Early Childhood Curriculum, Technology High School Principal	\$105,000	\$126,000
C	Director – Finance, Data and Assessment, Communications Middle School Principal, Elementary Principal	\$95,000	\$114,000
D	Director – Director of Academic and Federal Programs, Child Nutrition Services, Transportation, Facilities and Operations High School & Middle School Assistant Principals	\$80,000	\$96,000
E	Coordinator – Purchasing, Educational Technology, Network, Technology (Project Coordinator), Maintenance & Grounds, Grants & Federal Programs, Payroll, Human Resources – Certified Staff, Human Resources – Classified Staff & Grow Your Own Dean of Students	\$70,000	\$84,000

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

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on 260 days and a 12-month work calendar
- C. Administrators who hold a doctorate will earn extra compensation of \$2,300 annually.

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Retirement Incentive Program (Governing Board Policy GCQE)

- A. 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.
- B. 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.
- C. 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 of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. 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.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily 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%