

Carmel Unified School District
2025-2026
Salary Schedule
Classified Management

Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 10	Step 12	Step 14	Step 16
Chief (224 Work Days)	Annually	200,454	205,395	210,456	215,639	220,962	226,407	231,998	237,723	243,591	249,607	255,773	262,169
	Monthly	16,705	17,116	17,538	17,970	18,414	18,867	19,333	19,810	20,299	20,801	21,314	21,847
Senior Director (225 Work Days)	Annually	139,524	145,908	152,604	159,804	167,172	174,936	179,268	183,624	188,124	192,756	197,472	202,404
	Monthly	11,627	12,159	12,717	13,317	13,931	14,578	14,939	15,302	15,677	16,063	16,456	16,867
Director 2 (225 Work Days)	Annually	126,840	132,648	138,744	145,284	151,980	159,024	162,972	166,932	171,024	175,224	179,532	184,008
	Monthly	10,570	11,054	11,562	12,107	12,665	13,252	13,581	13,911	14,252	14,602	14,961	15,334
Director 1 (225 Work Days)	Annually	115,308	120,612	126,120	132,084	138,156	144,564	148,164	151,752	155,460	159,312	163,200	167,268
	Monthly	9,609	10,051	10,510	11,007	11,513	12,047	12,347	12,646	12,955	13,276	13,600	13,939
Network Administrator Coordinator (225 Work Days)	Annually	104,820	109,620	114,660	120,072	125,604	131,412	134,688	137,964	141,348	144,804	148,356	152,064
	Monthly	8,735	9,135	9,555	10,006	10,467	10,951	11,224	11,497	11,779	12,067	12,363	12,672
Manager (225 Work Days)	Annually	87,516	91,464	95,592	99,864	104,376	109,068	111,804	114,576	117,456	120,396	123,384	126,480
	Monthly	7,293	7,622	7,966	8,322	8,698	9,089	9,317	9,548	9,788	10,033	10,282	10,540

EDUCATIONAL INCENTIVE: Master's - \$2,000, Doctorate - \$5,635 (all amounts are annual totals, only one incentive for each degree level)

HEALTH AND WELFARE BENEFITS: The District shall provide eligible classified management employees with health, dental and vision insurance coverage that is comparable to that described in the CSEA contract. Issues of employee eligibility, continuation of coverage during periods of leave, retirement provisions, and the District share of employee benefit contributions shall be the same as those enumerated in the CSEA contract. In addition, the District shall provide eligible classified management employees with an assistance program that is comparable to the program described in the CSEA contract.

EXTRA DAYS: With prior approval from the Superintendent of Schools, employees shall be compensated, on a per diem basis, for up to 10 days worked in excess of the defined work year.

STEP 16: Added effective 7/1/22

INITIAL PLACEMENT: The maximum initial placement based upon verified prior experience may be Step 10 of the appropriate range.

Approved: 08/13/2025

Effective: 07/01/2025