

Coast Unified School District

2026-27 Confidential/Management Salary Schedule

Addition Column F & H and 1%

CERTIFICATED	Calendar Days		Step A	Step B	Step C	Step D	Step E	Step F		
Principal, Grammar	210	Annual	\$ 135,339	\$ 139,399	\$ 143,581	\$ 147,889	\$ 152,325	\$ 156,895		
		(M)	\$ 11,278.27	\$ 11,616.62	\$ 11,965.12	\$ 12,324.07	\$ 12,693.79	\$ 13,074.61		
		(D)	\$ 644.47	\$ 663.81	\$ 683.72	\$ 704.23	\$ 725.36	\$ 747.12		
Principal, Middle School	210	Annual	\$ 135,339	\$ 139,399	\$ 143,581	\$ 147,889	\$ 152,325	\$ 156,895		
		(M)	\$ 11,278.27	\$ 11,616.62	\$ 11,965.12	\$ 12,324.07	\$ 12,693.79	\$ 13,074.61		
		(D)	\$ 644.47	\$ 663.81	\$ 683.72	\$ 704.23	\$ 725.36	\$ 747.12		
Principal, High School	217	Annual	\$ 142,106	\$ 146,370	\$ 150,761	\$ 155,283	\$ 159,942	\$ 164,740		
		(M)	\$ 11,842.20	\$ 12,197.47	\$ 12,563.39	\$ 12,940.29	\$ 13,328.50	\$ 13,728.36		
		(D)	\$ 654.87	\$ 674.51	\$ 694.75	\$ 715.59	\$ 737.06	\$ 759.17		
Director of Special Education	215	Annual	\$ 135,313	\$ 139,372	\$ 143,553	\$ 147,860	\$ 152,295	\$ 156,864		
		(M)	\$ 11,276.04	\$ 11,614.33	\$ 11,962.75	\$ 12,321.64	\$ 12,691.29	\$ 13,072.03		
		(D)	\$ 629.36	\$ 648.24	\$ 667.69	\$ 687.72	\$ 708.35	\$ 729.60		
School Nurse	184	Annual	\$ 77,666	\$ 79,996	\$ 82,396	\$ 84,868	\$ 87,414	\$ 90,037		
		(M)	\$ 7,766.63	\$ 7,999.63	\$ 8,239.62	\$ 8,486.81	\$ 8,741.42	\$ 9,003.66		
		(D)	\$ 422.10	\$ 434.76	\$ 447.81	\$ 461.24	\$ 475.08	\$ 489.33		
Credentialed School Nurse	184	Annual	\$ 93,115	\$ 95,908	\$ 98,785	\$ 101,749	\$ 104,801	\$ 107,945		
		(M)	\$ 9,311.47	\$ 9,590.81	\$ 9,878.54	\$ 10,174.89	\$ 10,480.14	\$ 10,794.54		
		(D)	\$ 449.45	\$ 462.93	\$ 476.82	\$ 491.13	\$ 505.86	\$ 521.04		
CLASSIFIED	Calendar Days		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Chief Business Official	261	Annual	156,465	161,159	165,994	170,974	176,103	181,386	186,828	192,432
		(M)	13,038.77	13,429.93	13,832.83	14,247.81	14,675.25	15,115.51	15,568.97	16,036.04
		(Hrly)	74.94	77.18	79.50	81.88	84.34	86.87	89.48	92.16
Business Manager	261	Annual	117,349	120,869	124,495	128,230	132,077	136,040	140,121	144,324
		(M)	9,779.08	10,072.45	10,374.62	10,685.86	11,006.44	11,336.63	11,676.73	12,027.03
		(Hrly)	56.20	57.89	59.62	61.41	63.26	65.15	67.11	69.12
Payroll, Health & Benefits Coordinator	261	Annual	72,439	74,613	76,851	79,156	81,531	83,977	86,496	89,091
		(M)	6,036.61	6,217.71	6,404.24	6,596.37	6,794.26	6,998.09	7,208.03	7,424.27
		(Hrly)	34.69	35.73	36.81	37.91	39.05	40.22	41.43	42.67
Manager of Fiscal Services	261	Annual	87,651	90,280	92,989	95,778	98,652	101,611	104,660	107,799
		(M)	7,304.24	7,523.36	7,749.06	7,981.54	8,220.98	8,467.61	8,721.64	8,983.29
Executive Assistant to the Superintendent/HR Coordinator		(Hrly)	41.98	43.24	44.53	45.87	47.25	48.66	50.12	51.63
Supervisor of Food and Nutrition Services	261	Annual	75,627	77,895	80,232	82,639	85,118	87,672	90,302	93,011
		(M)	6,302.22	6,491.29	6,686.03	6,886.61	7,093.21	7,306.00	7,525.18	7,750.94
		(Hrly)	35.68	36.39	37.48	38.61	39.77	40.96	42.19	43.45
Technology Director	261	Annual	97,899	100,836	103,861	106,977	110,186	113,492	116,896	120,403
		(M)	8,158.24	8,402.99	8,655.08	8,914.73	9,182.18	9,457.64	9,741.37	10,033.61
		(Hrly)	46.89	48.29	49.74	51.23	52.77	54.35	55.98	57.66
Athletic Trainer	218	Annual	56,809	58,513	60,269	62,077	63,939	65,857	67,833	69,868
		(M)	5,680.91	5,851.33	6,026.87	6,207.68	6,393.91	6,585.73	6,783.30	6,986.80
		(Hrly)	32.57	33.55	34.56	35.59	36.66	37.76	38.90	40.06
Print Shop Supervisor	261	Annual	55,512	57,177	58,893	60,660	62,479	64,354	66,284	68,273
		(M)	4,626.01	4,764.79	4,907.73	5,054.96	5,206.61	5,362.81	5,523.69	5,689.40
		(Hrly)	26.59	27.38	28.21	29.05	29.92	30.82	31.75	32.70

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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 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.

Professional Growth Stipend:

Job related certification(s) and/or licenses annual stipend: A member of Confidential/Management staff may earn \$250 for obtaining a job-related license or specialty certificate. Confidential / Management staff requests must be approved in advance by their Superintendent, Hiring Manager, or designee. All requests must be submitted to Human Resources for final approval before the member of Confidential / Management staff begins the certification or license program. A final copy of the certificate or license must be submitted to Human Resources before payment is issued. Transcript and/or certificates must be attached. An annual stipend will be granted for degrees earened or conferred. The annual benefit will be \$350 for an Associate's Degree, \$500 for a Bachelor's Degree, and \$750 for a Master's Degree or higher. Transcripts must be attached. Not more than one benefit can be received at any time.

Director of Student Services Salary Enhancement:

For any Principal assigned as Director of Student Services, a salary enhancement of \$7,500 shall be given.

Bilingual Salary Enhancement

A \$1,000 annual bilingual stipend is provided only to management employees formally designated by the District as required to use Spanish and English in their job duties. Certificated Management must hold a valid BCLAD authorization. Classified Management must demonstrate biliteracy in Spanish and English and be assigned to a position where bilingual communication is required for district operations. Bilingual designation is assigned by the District based on job need and is not automatic based on informal language ability.

Board Approved: 6/11/2026