

Carmel Unified School District
2026-2027
Certificated Administrative Salary Schedule

Position (work year)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 10	Step 12	Step 14	Step 16
Deputy Superintendent (224 Days)	Annually	235,669.00	241,561.00	247,600.00	253,791.00	260,136.00	266,639.00	273,303.00	280,137.00	287,141.00	294,318.00	301,678.00	309,220.00
	Monthly	19,639.08	20,130.08	20,633.33	21,149.25	21,678.00	22,219.91	22,775.25	23,344.75	23,928.41	24,526.50	25,139.83	25,768.33
Chief (224 Days)	Annually	213,426.00	218,686.00	224,075.00	229,593.00	235,261.00	241,058.00	247,011.00	253,107.00	259,354.00	265,759.00	272,324.00	279,134.00
	Monthly	17,785.50	18,223.83	18,672.91	19,132.75	19,605.08	20,088.16	20,584.25	21,092.25	21,612.83	22,146.58	22,693.66	23,261.16
Director 2 (220 Days)	Annually	189,282.00	193,982.00	198,800.00	203,737.00	208,806.00	213,995.00	219,316.00	224,766.00	230,354.00	236,082.00	241,952.00	248,002.00
	Monthly	15,773.50	16,165.16	16,566.66	16,978.08	17,400.50	17,832.91	18,276.33	18,730.50	19,196.16	19,673.50	20,162.66	20,666.83
Director 1 (220 Days)	Annually	182,205.00	186,761.00	191,429.00	196,215.00	201,121.00	206,148.00	211,302.00	216,586.00	221,999.00	227,550.00	233,238.00	239,069.00
	Monthly	15,183.75	15,563.41	15,952.41	16,351.25	16,760.08	17,179.00	17,608.50	18,048.83	18,499.91	18,962.50	19,436.50	19,922.41
High School Principal (222 Days)	Annually	202,496.00	207,528.00	212,687.00	217,972.00	223,390.00	228,941.00	234,639.00	240,473.00	246,451.00	252,580.00	258,861.00	265,330.00
	Monthly	16,874.66	17,294.00	17,723.91	18,164.33	18,615.83	19,078.41	19,553.25	20,039.41	20,537.58	21,048.33	21,571.75	22,110.83
Middle School Principal (215 Days)	Annually	189,282.00	193,982.00	198,800.00	203,737.00	208,806.00	213,995.00	219,316.00	224,766.00	230,354.00	236,082.00	241,952.00	248,002.00
	Monthly	15,773.50	16,165.16	16,566.66	16,978.08	17,400.50	17,832.91	18,276.33	18,730.50	19,196.16	19,673.50	20,162.66	20,666.83
Elementary Principal (212 Days)	Annually	185,903.00	190,517.00	195,254.00	200,101.00	205,074.00	210,170.00	215,393.00	220,749.00	226,240.00	231,862.00	237,628.00	243,570.00
	Monthly	15,491.91	15,876.41	16,271.16	16,675.08	17,089.50	17,514.16	17,949.41	18,395.75	18,853.33	19,321.83	19,802.33	20,297.50
Assistant Principal HS (212 Days)	Annually	177,479.00	181,883.00	186,403.00	191,032.00	195,776.00	200,640.00	205,627.00	210,737.00	215,972.00	221,341.00	226,844.00	232,516.00
	Monthly	14,789.91	15,156.91	15,533.58	15,919.33	16,314.66	16,720.00	17,135.58	17,561.41	17,997.66	18,445.08	18,903.66	19,376.33
Assistant Principal MS (210 Days)	Annually	173,186.00	177,479.00	181,883.00	186,403.00	191,032.00	195,776.00	200,640.00	205,627.00	210,737.00	215,972.00	221,341.00	226,874.00
	Monthly	14,432.16	14,789.91	15,156.91	15,533.58	15,919.33	16,314.66	16,720.00	17,135.58	17,561.41	17,997.66	18,445.08	18,906.16
Teaching Principal Small Elementary (212 Days)	Annually	171,151.00	175,400.00	179,760.00	184,222.00	188,798.00	193,482.00	198,291.00	203,214.00	208,261.00	213,440.00	218,743.00	224,216.00
	Monthly	14,262.58	14,616.66	14,980.00	15,351.83	15,733.16	16,123.50	16,524.25	16,934.50	17,355.08	17,786.66	18,228.58	18,684.66
Teaching Principal Continuation High (210 Days)	Annually	166,031.00	170,149.00	174,372.00	178,696.00	183,136.00	187,687.00	192,348.00	197,125.00	202,022.00	207,045.00	212,191.00	217,495.00
	Monthly	13,835.91	14,179.08	14,531.00	14,891.33	15,261.33	15,640.58	16,029.00	16,427.08	16,835.16	17,253.75	17,682.58	18,124.58

Educational Incentive: Master's - \$2,000, Doctorate - \$5,635 (all amounts are annual totals, only one incentive for each degree level)
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.
Health and Welfare Benefits: The District shall provide eligible administrative employees with health, dental and vision insurance coverage that is comparable to that described in the ACT 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 ACT contract. In addition, the District shall provide eligible administrative employees with an assistance program that is comparable to the program described in the ACT contract.
Step 16: Added effective 7/1/17
Initial Placement: The maximum initial placement based upon verified prior experience may be Step 10 of the appropriate range

Approved: 10/7/2026

Effective: 7/1/2026