

Carmel Unified School District
2026-2027
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	213,426	218,686	224,075	229,593	235,261	241,058	247,011	253,107	259,354	265,759	272,324	279,134
	Monthly	17,786	18,224	18,673	19,133	19,605	20,088	20,584	21,092	21,613	22,147	22,694	23,261
Senior Director (225 Work Days)	Annually	148,560	155,352	162,480	170,148	177,996	186,252	190,872	195,504	200,292	205,236	210,252	215,496
	Monthly	12,380	12,946	13,540	14,179	14,833	15,521	15,906	16,292	16,691	17,103	17,521	17,958
Director 2 (225 Work Days)	Annually	135,048	141,240	147,720	154,680	161,820	169,320	173,508	177,732	182,100	186,564	191,148	195,912
	Monthly	11,254	11,770	12,310	12,890	13,485	14,110	14,459	14,811	15,175	15,547	15,929	16,326
Director 1 (225 Work Days)	Annually	122,772	128,424	134,280	140,628	147,096	153,912	157,752	161,568	165,528	169,620	173,760	178,092
	Monthly	10,231	10,702	11,190	11,719	12,258	12,826	13,146	13,464	13,794	14,135	14,480	14,841
Network Administrator Coordinator (225 Work Days)	Annually	111,600	116,712	122,088	127,836	133,728	139,920	143,412	146,892	150,492	154,176	157,956	161,904
	Monthly	9,300	9,726	10,174	10,653	11,144	11,660	11,951	12,241	12,541	12,848	13,163	13,492
Manager (225 Work Days)	Annually	93,180	97,392	101,784	106,332	111,132	116,124	119,040	121,980	125,064	128,184	131,364	134,664
	Monthly	7,765	8,116	8,482	8,861	9,261	9,677	9,920	10,165	10,422	10,682	10,947	11,222

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.