

Carmel Unified School District
2026-2027
Confidential Salary Schedule
260 Day Work Year

Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 8	Step 10	Step 15	Step 20	Step 25
District Accountant	Annually	102,240	107,112	112,176	117,516	123,072	128,916	132,156	135,456	138,804	142,320	145,884
	Monthly	8,520	8,926	9,348	9,793	10,256	10,743	11,013	11,288	11,567	11,860	12,157
Executive Assistant to Human Resources	Annually	87,432	91,596	95,796	100,272	105,108	110,148	112,884	115,788	118,608	121,596	124,668
	Monthly	7,286	7,633	7,983	8,356	8,759	9,179	9,407	9,649	9,884	10,133	10,389

Educational Incentive: Bachelor's - \$1,000, 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 confidential 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.												
Vacation: Will be earned in accordance with Article IV of the CSEA contract. The number of days earned will be 2 more than the scheduled amounts in the CSEA contract.												
Professional Growth: Confidential employees are eligible to participate in professional growth in accordance with Article VII of the CSEA contract.												

Approved: 10/7/2026
Effective: 7/1/2026