

Carmel Unified School District
2026-2027 Salary Schedule
Program Specialist
210 Day 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
Program Specialist	Annually	156,755.00	160,673.00	164,690.00	168,808.00	173,028.00	177,354.00	181,789.00	186,333.00	190,993.00	195,765.00	200,660.00	205,677.00
	Monthly	13,062.91	13,389.41	13,724.16	14,067.33	14,419.00	14,779.50	15,149.08	15,527.75	15,916.08	16,313.75	16,721.66	17,139.75

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 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.

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.