

Coast Unified School District
Confidential/Management Employees
2016-2017 Effective

<u>CERTIFICATED</u>			<u>Calendar Days</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>		
Principal, Grammar	210	Annual	\$ 108,311	\$ 111,560	\$ 114,907	\$ 118,355	\$ 121,905			
		(M)	\$ 9,025.95	\$ 9,296.70	\$ 9,575.56	\$ 9,862.89	\$ 10,158.78			
		(D)	\$ 515.77	\$ 531.24	\$ 547.17	\$ 563.59	\$ 580.50			
Principal, Middle School	210	Annual	\$ 108,311	\$ 111,560	\$ 114,907	\$ 118,355	\$ 121,905			
		(M)	\$ 9,025.95	\$ 9,296.70	\$ 9,575.56	\$ 9,862.89	\$ 10,158.78			
		(D)	\$ 515.77	\$ 531.24	\$ 547.17	\$ 563.59	\$ 580.50			
Principal, High School	217	Annual	\$ 113,727	\$ 117,139	\$ 120,653	\$ 124,272	\$ 128,001			
		(M)	\$ 9,477.26	\$ 9,761.61	\$ 10,054.44	\$ 10,356.00	\$ 10,666.76			
		(D)	\$ 524.09	\$ 539.81	\$ 556.01	\$ 572.68	\$ 589.87			
Principal, Grammar Leffingwell, Student Services	217	Annual	\$ 113,727	\$ 117,139	\$ 120,653	\$ 124,272	\$ 128,001			
		(M)	\$ 9,477.26	\$ 9,761.61	\$ 10,054.44	\$ 10,356.00	\$ 10,666.76			
		(D)	\$ 524.09	\$ 539.81	\$ 556.01	\$ 572.68	\$ 589.87			
Director of Special Education	215	Annual	\$ 108,290	\$ 111,539	\$ 114,885	\$ 118,331	\$ 121,881			
		(M)	\$ 9,024.17	\$ 9,294.89	\$ 9,573.74	\$ 9,860.95	\$ 10,156.78			
		(D)	\$ 503.67	\$ 518.78	\$ 534.35	\$ 550.38	\$ 566.89			
School Nurse	184	Annual	\$ 62,156	\$ 64,161	\$ 68,171	\$ 70,175				
		(M)	\$ 6,215.60	\$ 6,416.06	\$ 6,817.07	\$ 7,017.53				
		(D)	\$ 337.80	\$ 348.70	\$ 370.49	\$ 381.39				
<u>CLASSIFIED</u>			<u>Calendar Days</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Chief Business Official	261	Annual	129,000	132,870	136,856	140,961	145,190	149,546	154,032	
		(M)	10,750.00	11,072.50	11,404.67	11,746.75	12,099.17	12,462.17	12,836.00	
		(Hrly)	61.78	63.64	65.54	67.51	69.54	71.62	73.77	
Business Manager	261	Annual	90,172	92,877	95,663	98,533	101,489	104,534	107,670	
		(M)	7,514.34	7,739.77	7,971.96	8,211.08	8,457.42	8,711.14	8,972.52	
		(Hrly)	43.19	44.48	45.82	47.19	48.61	50.06	51.57	
Administrative Secretary to the Superintendent	261	Annual	68,338	70,388	72,500	73,950	76,915	79,223	81,600	
		(M)	5,694.83	5,865.67	6,041.67	6,162.50	6,409.58	6,601.92	6,800.00	
		(Hrly)	32.73	33.71	34.72	35.42	36.84	37.94	39.08	
Admin. Asst. of Business Services Human Resources Coordinator Payroll, Health & Benefits Coordinator	261	Annual	57,973	59,711	61,503	63,349	65,248	67,206	69,223	
		(M)	4,831.07	4,975.95	5,125.25	5,279.05	5,437.35	5,600.53	5,768.56	
		(Hrly)	27.76	28.60	29.46	30.34	31.25	32.19	33.15	
Supervisor of Food and Nutrition Services	250	Annual	57,973	59,711	61,503	63,349	65,248	67,206	69,223	
		(M)	4,831.07	4,975.95	5,125.25	5,279.05	5,437.35	5,600.53	5,768.56	
		(Hrly)	28.99	29.86	30.75	31.67	32.62	33.60	34.61	
Technology Director	261	Annual	78,348	80,699	83,119	85,614	88,182	90,827	93,552	
		(M)	6,529.01	6,724.88	6,926.62	7,134.48	7,348.47	7,568.94	7,795.99	
		(Hrly)	37.52	38.65	39.81	41.00	42.23	43.50	44.80	
Director of Maintenance & Operations Director of Transportation	261	Annual	58,721	60,483	62,298	64,167	66,092	68,075	70,117	
		(M)	4,893.42	5,040.28	5,191.47	5,347.25	5,507.63	5,672.88	5,843.08	
		(Hrly)	28.12	28.97	29.84	30.73	31.65	32.60	33.58	
Accounting Technician	261	Annual	51,508	53,053	54,645	56,284	57,973	59,711	61,503	
		(M)	4,292.36	4,421.12	4,553.74	4,690.34	4,831.07	4,975.95	5,125.25	
		(Hrly)	24.67	25.41	26.17	26.96	27.76	28.60	29.46	
Personnel Admin. Asst.	261	Annual	49,086	50,559	52,075	53,637	55,247	56,905	58,611	
		(M)	4,090.54	4,213.26	4,339.58	4,469.77	4,603.93	4,742.05	4,884.23	
		(Hrly)	23.51	24.21	24.94	25.69	26.46	27.25	28.07	

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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 CONF/MGMNT employees:

<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

Non-Duty Days: Principals/Certificated Management as listed on this Confidential/Management Salary Schedule do not earn vacation days.

Longevity: The District shall provide additional compensation in recognition for long-term service to CLASSIFIED Management and CONFIDENTIAL employees. The additional annual compensation shall be \$500.00 for full-time employees for each increment: after the 7th, 11th, 15th, 19th, and 24th year of continual employment with the District. The amount of compensation shall be based on the number of hours served at the time the compensation is given. If the employee receives a satisfactory evaluation for his/her qualifying year of employment, he/she will receive additional compensation the following year. A CLASS Management/Confidential employee who receives an unsatisfactory evaluation in a succeeding year shall be ineligible for the additional compensation for the next year. The additional compensation for the next year. The additional compensation shall be paid monthly beginning with the employee's eighth (8th) year in the District.

Professional Development Advancements: (For Employees on LAST STEP of Salary Schedule ONLY)

To encourage professional growth of Confidential/Management employees who obtain six units of course credit and/or the equivalent of 6 units that have been *pre-approved by the Superintendent*, shall be eligible for a salary increase of three (3) percent added to their base salary. The units or pre-approved coursework shall be directly related to the employee's current or probable future employment. *Credits or equivalent work may not be "banked; new work must be earned between each 2 year period.*

Employees can earn no more than a total of five (5) salary increases added to their base salary. Only one additional increase can be earned during each two-year period. Courses for units must be completed prior to the new fiscal year. Transcripts or Course Certification verifying units taken must be received for credit by June 30 (prior to new school year).

The employee shall submit a written request and the justification for such request to the Superintendent for approval.

No more than three (3) units will be approved during any one semester.

Board approved: November 10, 2016

c:/Annie/Salary Schedules/2016-17 Proposed CONF-MGMT Salary Schedule