

**Coast Unified School District**  
**2017-18 Confidential/Management Salary Schedules**  
**1.5% Increase Over 2016-17**

<b><u>CERTIFICATED</u></b>		<b><u>Calendar Days</u></b>	<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>		
Principal, Grammar	210	Annual	\$ 109,936	\$ 113,234	\$ 116,630	\$ 120,130	\$ 123,734		
		(M)	\$ 9,161.33	\$ 9,436.17	\$ 9,719.17	\$ 10,010.84	\$ 10,311.17		
		(D)	\$ 523.50	\$ 539.21	\$ 555.38	\$ 572.05	\$ 589.21		
Principal, Middle School	210	Annual	\$ 109,936	\$ 113,234	\$ 116,630	\$ 120,130	\$ 123,734		
		(M)	\$ 9,161.34	\$ 9,436.15	\$ 9,719.19	\$ 10,010.83	\$ 10,311.16		
		(D)	\$ 523.50	\$ 539.21	\$ 555.38	\$ 572.05	\$ 589.21		
Principal, High School	217	Annual	\$ 115,433	\$ 118,896	\$ 122,463	\$ 126,136	\$ 129,921		
		(M)	\$ 9,619.42	\$ 9,908.00	\$ 10,205.26	\$ 10,511.34	\$ 10,826.75		
		(D)	\$ 531.95	\$ 547.91	\$ 564.35	\$ 581.27	\$ 598.71		
Principal, Grammar Leffingwell, Student Services	217	Annual	\$ 115,433	\$ 118,896	\$ 122,463	\$ 126,136	\$ 129,921		
		(M)	\$ 9,619.42	\$ 9,908.04	\$ 10,205.26	\$ 10,511.34	\$ 10,826.76		
		(D)	\$ 531.95	\$ 547.91	\$ 564.35	\$ 581.27	\$ 598.71		
Director of Special Education	215	Annual	\$ 109,914	\$ 113,212	\$ 116,608	\$ 120,106	\$ 123,710		
		(M)	\$ 9,159.53	\$ 9,434.32	\$ 9,717.34	\$ 10,008.86	\$ 10,309.13		
		(D)	\$ 511.23	\$ 526.57	\$ 542.36	\$ 558.63	\$ 575.39		
School Nurse	184	Annual	\$ 63,088	\$ 65,123	\$ 69,193	\$ 71,228	\$ 73,365		
		(M)	\$ 6,308.84	\$ 6,512.30	\$ 6,919.30	\$ 7,122.78	\$ 7,336.50		
		(D)	\$ 342.87	\$ 353.93	\$ 376.05	\$ 387.11	\$ 398.72		
<b><u>CLASSIFIED</u></b>		<b><u>Calendar Days</u></b>	<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>	<b><u>Step F</u></b>	<b><u>Step G</u></b>
Chief Business Official	261	Annual	130,935	134,863	138,909	143,075	147,368	151,789	156,342
		(M)	10,911.25	11,238.59	11,575.74	11,922.95	12,280.65	12,649.10	13,028.54
		(Hrly)	62.71	64.59	66.53	68.52	70.58	72.70	74.88
Business Manager	261	Annual	91,525	94,270	97,098	100,011	103,011	106,102	109,285
		(M)	7,627.06	7,855.87	8,091.54	8,334.25	8,584.28	8,841.81	9,107.11
		(Hrly)	43.83	45.15	46.50	47.90	49.33	50.81	52.34
Administrative Secretary to the Superintendent	261	Annual	69,363	71,444	73,588	75,059	78,069	80,411	82,824
		(M)	5,780.26	5,953.65	6,132.29	6,254.94	6,505.73	6,700.95	6,902.00
		(Hrly)	33.22	34.22	35.24	35.95	37.39	38.51	39.67
Admin. Asst. of Business Services Human Resources Coordinator Payroll, Health & Benefits Coordinator	261	Annual	58,842	60,607	62,426	64,299	66,227	68,214	70,261
		(M)	4,903.54	5,050.59	5,202.13	5,358.23	5,518.92	5,684.53	5,855.09
		(Hrly)	28.18	29.03	29.90	30.79	31.72	32.67	33.65
Supervisor of Food and Nutrition Services	250	Annual	58,842	60,607	62,426	64,299	66,227	68,214	70,261
		(M)	4,903.54	5,050.59	5,202.13	5,358.23	5,518.92	5,684.53	5,855.09
		(Hrly)	29.42	30.30	31.21	32.15	33.11	34.11	35.13
Technology Director MOT Director	261	Annual	79,523	81,909	84,366	86,898	89,504	92,190	94,955
		(M)	6,626.94	6,825.76	7,030.52	7,241.50	7,458.69	7,682.47	7,912.93
		(Hrly)	38.09	39.23	40.41	41.62	42.87	44.15	45.48
Director of Maintenance & Operations Director of Transportation	261	Annual	59,602	61,391	63,232	65,130	67,083	69,096	71,169
		(M)	4,966.82	5,115.89	5,269.34	5,427.46	5,590.25	5,757.97	5,930.72
		(Hrly)	28.54	29.40	30.28	31.19	32.13	33.09	34.08
Accounting Technician	261	Annual	52,281	53,849	55,465	57,128	58,842	60,607	62,426
		(M)	4,356.75	4,487.43	4,622.05	4,760.69	4,903.54	5,050.59	5,202.13
		(Hrly)	25.04	25.79	26.56	27.36	28.18	29.03	29.90
Personnel Admin. Asst.	261	Annual	49,823	51,317	52,856	54,442	56,076	57,758	59,490
		(M)	4,151.90	4,276.46	4,404.67	4,536.82	4,672.99	4,813.18	4,957.49
		(Hrly)	23.86	24.58	25.31	26.07	26.86	27.66	28.49

## **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 classified confidential and classified management employees. Principals and Certificated Management do not earn vacation days.

<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. All confidential and management employees are eligible for Doctoral Degree Pay. Salary increases based on acquisition of a doctorate degree shall commence in the month following certification by the Superintendent that the employee has acquired a doctorate degree from an accredited college or university.

**Longevity:** The District shall provide its classified management and classified confidential staff additional compensation in recognition of their continuous long-term service to the District. The additional annual compensation shall be \$500.00 for full-time employees after the 7th, 11th, 15th, 19th, and 24th year of continual employment with the District, so long as the employee has received a satisfactory evaluation. Part-time classified management and classified confidential employees shall earn this annual compensation on a pro rata basis. If the employee receives a satisfactory annual evaluation for his/her qualifying year of employment (e.g. 7th, 11th, 15th, 19th, and 24th year), he/she will receive the additional compensation beginning with the employee's eighth (8th) year in the District. A classified Management/Confidential employee who receives an unsatisfactory annual evaluation in any succeeding year shall be ineligible for the additional compensation until the employee again receives a satisfactory annual evaluation. Longevity pay shall be paid monthly.

**Professional Development Advancements:**

To encourage professional growth of all Confidential/Management employees, the District shall provide a three percent (3%) salary increase for those employees who have been on the last step of the salary schedule for at least one year and who obtain six (6) units of course credit, or the equivalent of 6 units, that have been pre-approved by the Superintendent. The units or pre-approved coursework must be directly related to the employee's current or probable future employment. The employee shall submit a written request and the justification for such request to the Superintendent for approval prior to beginning the coursework. No more than three (3) units will be approved during any one semester. Courses for units must be completed prior to the new fiscal year. Transcripts or course certification documents must verifying units taken be received by the first day of June prior to new school year in which the salary increase will be effective. The Superintendent shall grant or deny the salary increase by June 30. salary increase Only one additional can be earned during each two-year period. Credits or equivalent work may not be "banked; new credits or equivalent coursework must be completed between each two (2) year can earn period. Employees can receive no more than a total of five (5) salary increases based on professional development over their entire employment with the District.

Board approved: October 12, 2017

c:/Annie/Salary Schedules/Frinal 2017-18 Conf-Mangement