

MANAGEMENT TEAM (Certificated and Classified)

BP 4300 (u)

SAN LORENZO UNIFIED SCHOOL DISTRICT
2005-2006 MANAGEMENT TEAM SALARY SCHEDULE

APPENDIX A

Employees serving in management positions shall be compensated in accordance with the salary schedule rates and regulations presented below. EFFECTIVE July 1, 2005

STEP	E	F	G	H	I	J
15	45,026	48,487	51,947	55,405	58,864	62,322
16	46,756	50,219	53,676	57,136	60,595	64,053
17	48,487	51,947	55,405	58,864	62,322	65,781
18	50,219	53,676	57,136	60,595	64,053	67,514
19	51,947	55,405	58,864	62,322	65,781	69,244
20	53,676	57,136	60,595	64,053	67,514	70,972
21	55,405	58,864	62,322	64,340	69,244	72,701
22	57,136	60,595	64,053	67,514	70,972	74,431
23	58,864	62,322	65,781	69,244	72,701	76,161
24	60,595	64,053	67,514	70,972	74,431	77,892
25	62,322	65,781	69,244	72,701	76,161	79,617
26	64,053	67,514	70,972	74,431	77,892	81,350
27	65,781	69,244	72,701	76,161	79,617	83,078
28	67,514	70,972	74,431	77,892	81,350	84,811
29	69,244	72,701	76,161	79,617	83,078	86,539
30	70,972	74,431	77,892	81,350	84,811	88,267
31	72,701	76,161	79,617	83,078	86,539	89,997
32	74,431	77,892	81,350	84,811	88,267	91,729
33	76,161	79,617	83,078	86,539	89,997	93,457
34	77,892	81,350	84,811	88,267	91,729	95,186
35	79,617	83,078	86,539	89,997	93,457	96,914
36	81,350	84,811	88,267	91,729	95,186	98,646
37	83,078	86,539	89,997	93,457	96,914	100,375
38	84,811	88,267	91,729	95,186	98,646	102,105
39	86,539	89,997	93,457	96,914	100,375	103,836
40	88,267	91,729	95,186	98,646	102,105	105,563
41	89,997	93,457	96,914	100,375	103,836	107,292
42	91,729	95,186	98,646	102,105	105,563	109,022

1. Position Range and Work-Year Placements. Personnel shall be placed on the management salary schedule based upon position level and experience. Salary range, duty days and work-year adjustment factor by position are as follows:

Job Title	Range	Duty Days	Work Year Factor
Director, Assessment and EL Programs	41	12 mos.	1.11
Director, Secondary Education	41	12 mos.	1.11
Director, Elementary Education	41	12 mos.	1.11
Director, Instruction	41	12 mos.	1.11
Director, Instructional Material/Tech	41	12 mos.	1.11
Director, Personnel Services	41	12 mos.	1.11
Director, Special Services	41	12 mos.	1.11
Director, Student Support Services	41	12 mos.	1.11
High School Principal	41	215 days	1.075
Director of Management Information Systems	40	12 mos.	1.11
Middle School Principal	39	207 days	1.035
Adult School Principal	38	203 days	1.015
Administrator Alternative Programs *	38	205	1.025
Administrator, Curriculum and Staff Development	37	203 days	1.015
Continuation High School Principal	37	203 days	1.015
Elementary School Principal	37	203 days	1.015
High School Assistant Principal	36	203 days	1.015
Coordinator, Special Education/Program Specialist	36	203 days	1.015
Coordinator, Indian Education	36	203 days	1.015
Middle School Assistant Principal	35	203 days	1.025
Elementary Vice Principal	34	203 days	1.015
Adult School Vice-Principal	34	200 days	1.00
Psychologist	33	198 days	.990
Director of Maintenance or Operations	33	12 mos.	1.11
Director of Business Services	31	12 mos.	1.11
Director, Child Nutrition & Food Services	31	12 mos.	1.11
Safety & Risk Manager	28	12 mos.	1.11
Director of Purchasing	27	12 mos.	1.11
Director, Child Nut. & Food Services Assistant	24	12 mos.	1.11
Indian Education Specialist	23	198 days	.975
Child Nutrition Nutritionist	15	12 mos.	1.11

To obtain annual salary, multiply the appropriate range and step amount in the salary rate table on Page 1 by the work-year factor in the table above.

* 10 Extra per diem days

2. **Placement on Management Team Schedule**

- a. Position Change. Placement on a new salary range resulting from promotion shall be made by advancing the staff member to the step that will provide a daily rate increase and a minimum of 5% per year more than the staff member would have received in his/her previous position classification. In no instance, however, shall the salary received exceed the schedule range maximum for the position.
- b. Credit For Out Of District Experience. Personnel new to the District may receive credit for previous administrative or other equivalent experience on a year for year basis up to a maximum of six years.

3. **Temporary Appointment**

A certificated employee appointed to fill a certificated management position on a temporary basis from within the San Lorenzo Unified School District, shall be reimbursed at a higher daily rate of pay than the employee's daily rate on the Teacher's Salary Schedule.

4. **Advancement On The Schedule**

- a. Certificated management personnel shall advance one step on the schedule for each year of employment in which they serve at least 75% of the days when the District Offices are open.
- b. Classified Management personnel shall advance on this schedule in accordance with the Merit System Regulations, subject to modifications approved by the Board of Education in accordance with the provisions of Education Code Sections 45160, 45162, 45241 and 45268.

5. **Professional Increment--Management**

One of the following professional increment amounts may be added to management base salary:

- a. Master's Degree - 2.5% of Range 37, Step J effective 1-1-2000
- b. Completion of 84 upper division or graduate units in education, administration or subject commonly taught in schools - 2.0% of Range 37, Step J
- c. Doctorate in education, administration or subject commonly taught in schools - 4.0% of Range 37, Step J
- d. One year at top of step in classification and BA plus 75 semester units - 2.0% of Range 37, Step J

Earned degrees shall be those granted by a recognized institution and related competence in education. Units taken beyond the bachelor's degree shall be upper division or graduate level with exceptions subject to administrative approval.

6. **CEER**

Site administrators serving on the Council for Employer-Employee Relations (CEER) shall receive a stipend based on 2.1% of Range 37, Step J.

7. **Longevity Increment**

Management Staff - After 10 years of service in the District, management staff shall be entitled to one anniversary increment amount of 2% of Range 37, Step J. After 15 years of service in the District, management staff shall be entitled to one anniversary increment amount of 3% of Range 37, Step J, after 20 years of service in the District, management staff shall be entitled to one anniversary increment amount of 4% of Range 37, Step J. After 25 years of service in the District, the longevity increment will be increased from 4% of Range 37, Step J to 5% of Range 37, Step J.

8. **Duty Days**

The dates for the basic work year for the Management Team shall be established annually by the Superintendent. All management personnel are expected to be on duty every day schools are in session in addition to the specified days prior to and after the school year for teaching staff. All other required duty days must be worked on days that the District Offices are open. Exceptions to the required duty day schedule may be made by the Superintendent.

9. Administrative management *personnel* attending meetings concluding after 5:30 p.m. will receive payment of \$30 per meeting.
10. Qualified Management will receive a cell phone stipend of \$50 per month.
11. Certificated and Classified Directors will receive one (1) non-cumulative floating holiday per year that they may use at any time with advance notice.
12. Management Team members will receive one (1) floating holiday for every day they are required to work outside their regular work year. Such days are non-cumulative and may not be carried over from year to year. Before receiving credit for a floating holiday in this situation, the Superintendent or designee will determine whether the work performed outside the regular work year was required.
13. Management Team members are not required to work the night activities following high school graduation on graduation day.
14. The District will update, print, and distribute Board Policy 4300 to all Management Team members following any Board-approved revisions.
16. Willie Brown Act. The District will follow provisions in Education Code 44922.