

San Marcos Unified School District

Administrative Salary Schedule

Effective July 1, 2024

Certificated Administration	P-G	Months	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	03-11	12	224	159,170	164,739	170,505	176,472	182,649	189,042
Director	03-10	12	224	155,201	160,636	166,256	172,073	178,094	184,329
Assistant Director	03-07	12	224	144,873	149,944	155,192	160,623	166,245	172,063
Coordinator	03-12	12	215	134,545	138,419	142,301	146,181	150,061	155,233
Program Specialist	03-01	12	209	127,335	131,846	136,373	140,884	145,406	149,921
Principal-High School	03-14	12	219	161,077	165,581	170,097	174,617	179,134	188,091
Principal Continuation High School/Alt Ed Program	03-08	12	214	146,985	151,603	156,734	160,848	165,473	170,104
Principal-Middle School	03-09	12	209	143,552	148,061	153,072	157,089	161,607	166,129
Principal-Elementary	03-04	12	209	136,595	141,115	145,631	150,154	154,662	159,179
Assistant Principal-High School	03-03	12	209	134,272	138,799	143,318	147,835	152,346	156,863
Assistant Principal-Middle School; Continuation High School	03-02	12	209	130,804	135,326	139,845	144,363	148,879	153,393
Assistant Principal-Elementary	03-01	12	209	127,335	131,846	136,373	140,884	145,406	149,921
Classified Administration									
Executive Director	02-05	12	224	134,137	141,035	148,091	155,491	163,267	171,429
Director	02-08	12	224	105,935	112,825	119,724	127,248	134,137	141,035
Public Information Officer	02-08	12	224	105,935	112,825	119,724	127,248	134,137	141,035
Coordinator	02-03	12	224	92,383	98,091	103,088	107,985	113,518	119,672
Manager	02-07	12	224	87,237	91,601	96,181	100,990	106,041	111,341
Behavior Specialist	02-02	12	224	93,904	98,892	104,147	109,672	115,496	121,633
Supervisor	02-09	12	224	66,011	69,516	73,208	77,094	81,187	85,500
Administrative Support - Classified Confidential									
Administrative Assistant II / Confidential	12-01	12	N/A	67,411	70,714	74,280	78,066	82,037	86,034
Administrative Assistant I / Confidential	12-02	12	N/A	53,620	56,357	59,112	62,068	65,114	68,372
Executive Assistant to Superintendent	12-05	12	N/A	88,644	94,031	99,415	104,802	110,196	116,430
Human Resources Analyst; Benefits Analyst	12-03	12	N/A	76,007	79,806	83,795	87,985	92,383	98,091
Senior Accountant/Confidential	12-07	12	N/A	77,090	80,932	84,972	89,230	93,636	98,401

- Admin Longevity: A service increment of \$5,324 will be granted after 14 years of service and thereafter in the beginning of the 20th, 25th, and 30th year of service as an administrator in the District. Employees hired in a management position prior to July 1st, 2004, will be paid longevity based on years of service in the district, however, only longevity pay earned based on years of service in a management position will be considered creditable compensation and reported to CalSTRS. This footnote is retroactive to July 1, 2004.
- Admin Support Longevity: After nine (9) consecutive years of service, a service increment will be granted to administrative support employees at the beginning of the tenth (10th) year and thereafter in the beginning of the 13th, 16th, 19th, and 22nd year of service. For the purposes of this procedure, one (1) year of service shall be defined as completion of seventy-five percent (75%) of one (1) year of service during the prior fiscal year. Computation of years of service will be made as of June 30 each year. An earned anniversary increment will become effective July 1, in accordance with the schedule listed above. Anniversary increments are figured at five percent (5%) of Step 6 of the particular classification.
- A \$3,648 stipend will be granted for an earned doctorate.
- All administrative personnel will receive all fringe benefits provided for classified/certificated personnel except Birthday and Admission Day Holidays
- Confidential employees shall receive a monthly stipend of 5.9% of base salary if assigned bilingual duties requiring oral and written translations.
- Position assigned for Behavior Specialist has a modified work calendar - salary is adjusted accordingly
- Summer School Certificated Admin hourly rate is \$65.00