

**San Marcos Unified School District**  
**Administrative Salary Schedule**  
**July 1, 2019 - December 31, 2019**

<b>Certificated Administration</b>	<b>Months</b>	<b>Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Executive Director	12	215	132,405	137,039	141,835	146,799	151,937	157,255
Director	12	225	129,104	133,625	138,301	143,139	148,148	153,335
Coordinator	12	215	111,921	115,145	118,373	121,601	124,829	129,131
Program Specialist	12	209	105,923	109,677	113,443	117,195	120,955	124,713
Principal-High School	12	219	133,992	137,740	141,495	145,255	149,012	156,464
Principal-Middle School; Continuation High School	12	209	119,414	123,165	127,333	130,675	134,434	138,194
Principal-Elementary	12	209	113,626	117,387	121,142	124,906	128,655	132,413
Assistant Principal-High School	12	209	111,695	115,460	119,218	122,977	126,729	130,487
Assistant Principal-Middle School; Continuation High School	12	209	108,810	112,572	116,330	120,088	123,846	127,600
Assistant Principal-Elementary	12	209	105,923	109,677	113,443	117,195	120,955	124,713
<b>Classified Administration</b>								
Executive Director	12	225	111,582	117,320	123,189	129,345	135,814	142,603
Director	12	225	88,122	93,854	99,593	105,850	111,582	117,320
Coordinator	12	225	76,849	81,598	85,753	89,828	94,430	99,549
Executive Assistant to Superintendent	12	225	80,150	85,022	89,889	94,760	99,637	105,274
Manager	12	225	72,568	76,198	80,009	84,008	88,210	92,619
Behavior Specialist	12	225	78,115	82,263	86,634	91,231	96,075	101,181
Supervisor	12	225	54,911	57,828	60,898	64,131	67,536	71,123
<b>Administrative Support - Classified Confidential</b>								
Administrative Assistant II / Confidential	12	N/A	56,077	58,823	61,790	64,939	68,243	71,567
Administrative Assistant I / Confidential	12	N/A	44,604	46,881	49,173	51,630	54,164	56,875
Human Resources Analyst; Benefits Analyst	12	N/A	63,227	66,386	69,705	73,190	76,849	81,598
Senior Accountant/Confidential	12	N/A	64,127	67,323	70,684	74,227	77,890	81,855

1. A service increment of \$4,428 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.
2. 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.
3. A \$3,034 stipend will be granted for an earned doctorate.
4. All administrative personnel will receive all fringe benefits provided for classified/certificated personnel except Birthday and Admission Day Holidays
5. Travel allowance will be paid according to Board approved travel policy.
6. The retiring certificated employee hired prior to July 1, 1996 and the retiring classified employee hired prior to July 1, 1997, aged 65 years or older, shall elect annual insurance coverage from one of the following District-provided options:
  - a. For those eligible for Medicare "A" coverage the District will provide Medicare "B" plus a Medicare Supplement premium.
  - b. For those not eligible for Medicare the District will provide Medicare "A", Medicare "B", plus a Medicare Supplement premium.
7. Effective July 1, 2004, current employees, promoted to a management position, will have longevity based on years of service within the management position.
8. Confidential employees shall receive a monthly stipend of 5.9% of base salary if assigned bilingual duties requiring oral and written translations.
9. A monthly stipend of \$711 will be granted to the Executive Assistant to the Superintendent for Board related responsibilities.