

San Marcos Unified School District

Administrative Salary Schedule

Effective July 1, 2021

Certificated Administration	Months	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	12	215	143,974	149,012	154,227	159,625	165,212	170,994
Director	12	225	140,384	145,301	150,384	155,645	161,092	166,732
Coordinator	12	215	121,700	125,205	128,715	132,225	135,735	140,413
Program Specialist	12	209	115,178	119,259	123,354	127,434	131,524	135,609
Principal-High School	12	219	145,699	149,774	153,858	157,946	162,031	170,134
Principal-Middle School; Continuation High School	12	209	129,847	133,926	138,458	142,092	146,179	150,269
Principal-Elementary	12	209	123,554	127,643	131,727	135,819	139,896	143,982
Assistant Principal-High School	12	209	121,454	125,548	129,635	133,721	137,802	141,888
Assistant Principal-Middle School; Continuation High School	12	209	118,316	122,407	126,494	130,581	134,666	138,749
Assistant Principal-Elementary	12	209	115,178	119,259	123,354	127,434	131,524	135,609
Classified Administration								
Executive Director	12	225	121,331	127,571	133,953	140,646	147,680	155,063
Director	12	225	95,821	102,054	108,295	115,099	121,331	127,571
Public Information Officer	12	225	95,821	102,054	108,295	115,099	121,331	127,571
Coordinator	12	225	83,563	88,727	93,246	97,676	102,680	108,247
Executive Assistant to Superintendent	12	225	87,153	92,450	97,743	103,039	108,343	114,472
Manager	12	225	78,908	82,856	86,999	91,348	95,917	100,712
Behavior Specialist	12	225	84,939	89,451	94,204	99,202	104,469	110,021
Supervisor	12	225	59,708	62,880	66,219	69,734	73,436	77,337
Administrative Support - Classified Confidential								
Administrative Assistant II / Confidential	12	N/A	60,976	63,963	67,189	70,613	74,205	77,820
Administrative Assistant I / Confidential	12	N/A	48,501	50,977	53,469	56,142	58,897	61,844
Human Resources Analyst; Benefits Analyst	12	N/A	68,751	72,187	75,795	79,585	83,563	88,727
Senior Accountant/Confidential	12	N/A	69,730	73,206	76,860	80,712	84,696	89,007

1. A service increment of \$4,815 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, promoted to a management position, will have longevity based on years of service within the management position.
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 \$3,300 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. Confidential employees shall receive a monthly stipend of 5.9% of base salary if assigned bilingual duties requiring oral and written translations.
8. A monthly stipend of \$773 will be granted to the Executive Assistant to the Superintendent for Board related responsibilities.