

San Marcos Unified School District

Administrative Salary Schedule

Effective July 1, 2023

Certificated Administration	P-G	Months	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	03-11	12	224	157,594	163,108	168,817	174,725	180,841	187,170
Director	03-10	12	224	153,664	159,046	164,610	170,369	176,331	182,504
Assistant Director	03-07	12	224	143,439	148,459	153,655	159,033	164,599	170,359
Coordinator	03-12	12	215	133,213	137,049	140,892	144,734	148,575	153,696
Program Specialist	03-01	12	209	126,074	130,541	135,023	139,489	143,966	148,437
Principal-High School	03-14	12	219	159,482	163,942	168,413	172,888	177,360	186,229
Principal Continuation High School/Alt Ed Program	03-08	12	214	145,530	150,102	155,182	159,255	163,835	168,420
Principal-Middle School	03-09	12	209	142,131	146,595	151,556	155,534	160,007	164,484
Principal-Elementary	03-04	12	209	135,243	139,718	144,189	148,667	153,131	157,603
Assistant Principal-High School	03-03	12	209	132,943	137,425	141,899	146,371	150,838	155,310
Assistant Principal-Middle School; Continuation High School	03-02	12	209	129,509	133,986	138,460	142,934	147,405	151,874
Assistant Principal-Elementary	03-01	12	209	126,074	130,541	135,023	139,489	143,966	148,437
Classified Administration									
Executive Director	02-05	12	224	132,809	139,639	146,625	153,951	161,650	169,732
Director	02-08	12	224	104,886	111,708	118,539	125,988	132,809	139,639
Public Information Officer	02-08	12	224	104,886	111,708	118,539	125,988	132,809	139,639
Coordinator	02-03	12	224	91,468	97,120	102,067	106,916	112,394	118,487
Manager	02-07	12	224	86,373	90,694	95,229	99,990	104,991	110,239
Behavior Specialist	02-02	12	224	92,974	97,913	103,116	108,586	114,352	120,429
Supervisor	02-09	12	224	65,357	68,828	72,483	76,331	80,383	84,653
Administrative Support - Classified Confidential									
Administrative Assistant II / Confidential	12-01	12	N/A	66,744	70,014	73,545	77,293	81,225	85,182
Administrative Assistant I / Confidential	12-02	12	N/A	53,089	55,799	58,527	61,453	64,469	67,695
Executive Assistant to Superintendent	12-05	12	N/A	87,766	93,100	98,431	103,764	109,105	115,277
Human Resources Analyst; Benefits Analyst	12-03	12	N/A	75,254	79,016	82,965	87,114	91,468	97,120
Senior Accountant/Confidential	12-07	12	N/A	76,327	80,131	84,131	88,347	92,709	97,427

1. A service increment of \$5,271 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 \$3,612 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. Position assigned for Behavior Specialist has a modified work calendar - salary is adjusted accordingly