

## HUENEME ELEMENTARY SCHOOL DISTRICT

### 2020-21 CERTIFICATED MANAGEMENT SALARY SCHEDULE

POSITION	DAYS WORKED	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>Associate Superintendent</b>	224*	N/A	N/A	N/A	N/A	\$173,659

1. All certificated management positions require a Master's Degree and an appropriate administrative credential.
2. Credit will be given for up to four (4) years of experience in a similar position.
3. Any certificated management employee promoted from within the District will be placed on the schedule at a level that provides a salary increase in a daily rate of pay above the previous position.
4. Anniversary increments:
  - 16 through 20 years of continuous service - salary + 4% of Class V, Step 12 (\$4,076)
  - 21 through 25 years of continuous service - salary + 6% of Class V, Step 12 (\$6,113)
  - 26 through 30 years of continuous service - salary + 7% of Class V, Step 12 (\$7,132)
  - 31 through 34 years of continuous service - salary + 9% of Class V, Step 12 (\$9,170)
  - 35 years to retirement - salary +11% of Class V, Step 12 (\$11,207)
5. Any extra days assigned to management personnel will be paid per diem and require prior approval of the Superintendent.
6. Certificated employees who have earned NTBC, or the Ph.D./Ed.D. degree shall receive an annual stipend equal to 5.00% of Class III, Step I on the Teacher's Salary Schedule (\$3,023).

\* Work year: Based on 260 day work year (224 work days, 14 holidays, 22 vacation days).

The 2020-21 Certificated Management Salary Schedule was increased in March 2021 by 1.00 % retroactive to July 1, 2020