

### Administrative Certified Pay Schedule

Effective July 1, 2023

Position	Days	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent	260	143,517	147,105	150,782	154,552	158,416
Director of Special Education	260	136,651	140,067	143,569	147,158	150,837
Director of Migrant & Multilingual Services	260	136,651	140,067	143,569	147,158	150,837

### Administrative Classified Pay Schedule

Effective July 1, 2023

Position	Days	Step 1	Step 2	Step 3	Step 4	Step 5
Director of Student Support Services	260	123,227	126,307	129,465	132,702	136,019
Interim Director of Business & Finance	260	123,227	126,307	129,465	132,702	136,019
Director of Information Technology	260	125,434	128,570	131,785	135,079	138,456
Director of Human Resources	260	123,227	126,307	129,465	132,702	136,019

Vacation Days	
Years	Days
0-5	20
6-10	25
11+	30
Maximum Carryover	5 days
Maximum Sellback	5 days
<i>*Based on years of relevant experience</i>	

Longevity Pay   Years @ WSD	
Years	Amount
5-9	2.00%
10-14	2.50%
15-19	3.50%
20+	4.00%

#### Additional to the salary above:

- \$1000 per year incentive will be offered and may be reimbursed for professional development & tuition available at the completion of their 2nd year.
- AWSP or WASA Membership
- Cell Phone Stipend
- Longevity Pay *\*see above*

#### Compensation for Non-Represented Employees

The board of directors shall be responsible for annually approving a motion to set salaries for the non-represented employees of the district, which shall be recommended by the superintendent, provided that compensation and benefits for the Superintendent's salary shall be established by individual employment contracts. Non-represented employees shall be paid an annual salary or hourly wage, as applicable, in accordance with the board-approved annual salary motion(s).

#### Schedule Placement for Non-Represented Employees

Schedule placement for non-represented employees shall be determined based on the employee's education, experience and technical ability levels as related to the requirements of each specific position and the applicable salary schedule. Evaluation for schedule placement shall be made by Human Resources with approval by the superintendent.

#### Schedule Placement Advancement for Non-Represented Employees

Employee advancement on the applicable salary schedule shall be periodically reviewed by Human Resources. Recommendations for advancement shall be based on criteria which may include, but not be limited to, educational growth, experience, added responsibility, and/or certifications. The superintendent shall review and make a final determination on all advancement requests. The board of directors shall annually review non-represented salaries and make adjustments in accordance with the district's financial resources, legal capacity, and the terms of this policy.

Per Board Policy 5280 all classified non-represented employees are in probationary status for 12 months from date of hire.

IPD increases will be evaluated on a year-by-year basis and recommendations will be made to the board.