



**ADMINISTRATIVE COMPENSATION PLAN
(Initial Placement)**

I. Salary Range

		Minimum	Maximum
A	Director – Business Services, Exceptional Student Services, Curriculum & Instruction, Human Resources, Academic Services, Administrative Services, Elementary and Early Childhood Curriculum High School Principal	\$99,000	\$118,000
B	Middle School Principal, Elementary Principal, Athletic Director Director of Assessment and Data	\$87,000	\$104,000
C	High School & Middle School Assistant Principals Director – Finance, Multiple Projects, Food Services, Transportation, Facilities and Operations, Technology	\$70,000	\$84,000
D	High School Dean of Students Coordinator – Purchasing, Technology, Network, Maintenance & Grounds, Before & After School, Grants & Federal Programs, Payroll, Communications & Social Media, Human Resources – Certified Staff, Human Resources - Classified Staff & Grow Your Own	\$60,000	\$72,000

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on 261 days and a 12-month work calendar
- C. Administrators who hold a doctorate will earn extra compensation of \$2,300 annually.

II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment

must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.

- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%