

# Salinas Union High School District

## **COMPENSATION AND MANAGEMENT**

### **Salary Schedules**

The Governing Board will establish salary schedules for each management position. It reserves the right to increase or decrease the salary schedule at any time.

New employees normally shall be employed at a rate no higher than that of Step C of the appropriate salary classification. If exceptional recruitment difficulties are encountered or an individual with unusually high qualifications is being considered for employment, the Board reserves the right to approve appointment above Step C.

No step increase on the salary schedule shall be granted automatically; each such increase shall be based upon at least satisfactory performance by the employee and the specific recommendation for such increase by his/her immediate supervisor or department head. Increases shall receive prior approval by the Superintendent or his/her designated representative.

### **Promotion**

An employee who has been promoted shall be placed on the salary schedule as follows:

1. If the range increase on a daily rate basis is less than five (5) percent above his/her range, the employee shall be placed on the same step on the new range
2. If the range increase on a daily rate basis is five (5) percent or more above his/her current range, the employee shall be placed at the step on the new range that is five (5) percent higher than his/her salary prior to promotion; or if the five (5) percent falls between steps, the next step higher which exceeds the five (5) percent.

### **Lower Paying Position**

An employee who has been demoted or who voluntarily accepts a position that pays less on a daily rate basis shall be placed on the lower-paying schedule at the same step he/she would have been placed on had the change in position not taken place.

### **Administrative Longevity Pay Stipend**

An employee who has successfully been an administrator in the Salinas Union High School District will be provided a one-time stipend as per the following schedule: An employee will receive a one-time stipend upon the completion of four years of administrative experience in the district (i.e. at the beginning of years five, nine, thirteen, seventeen, twenty-one, twenty-five and twenty-nine).

# Salinas Union High School District

Management Personnel

Policy #4350/4450

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## **COMPENSATION AND MANAGEMENT**

Associate Superintendent – Instruction  
Associate Superintendent – Business  
Associate Superintendent – Human Resources  
Director of ROP/C  
Director of Human Resource  
Director of Curriculum  
Director/Principal-Adult School  
Principal/High School  
Principal Cont. HS/Dir I.S./PPS  
Director of Categorical Programs  
Principal/Middle School  
Director Research, Assessment and Accountability  
Director SPED/GATE/Counseling/Guidance  
Assistant Principal/High School  
Assistant Director of ROP/C  
Assistant Principal/Middle School  
Assistant Director/ Adult Ed  
Voc. Coordinator ROP/C  
Director of Student Activities  
Administrative Intern II  
Administrative Intern I  
Budget Analyst  
Manager of Planning and Facilities  
Manager of Food Service  
Manager of Maintenance, Operations, and Safety (MOS)  
Manager of Transportation

Adopted: July 16, 2002

Revised and Retained: 10/26/04