

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 4

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Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.4 MANAGEMENT PERSONNEL

SECTION 4.402 SALARY POLICY – CERTIFICATED MANAGEMENT

The District certificated management schedule will be competitive with certificated management salaries paid by other unified school districts in the state of California.

The minimum of each range will be eighty-five (85%) percent of the top step of the range. Each management position will be assigned a specific range on the certificated management salary schedule in accordance with the established work year and level of responsibility accorded the position. Additional days may be granted, by the written approval of the Superintendent, for any position which is less than twelve (12) months, based upon District need and Board approval. The salary to be paid will be at the daily rate established for that position.

All individuals appointed to certificated management positions, with the exception of the Superintendent and the Deputy Superintendent, will be placed on the appropriate step and range.

Prior Experience: Prior experience is defined as experience in a position having the same or similar responsibilities as the position for which the management employee is employed in the District. Prior experience at a lower responsibility level shall be credited at the discretion of the Superintendent.

Movement: Step movement across a range shall occur in annual increments provided the management employee receives a satisfactory or above evaluation for the previous year. In case of an unsatisfactory evaluation, the management employee will be frozen at the current rate for at least one (1) year, and until deficiencies are corrected.

Reassignment to Teaching: In the event a management employee is transferred to a teaching position, the employee shall retain the step status gained as a teacher in this District plus be given credit for experience as though the employee had been in the classroom for the period of time served as a management employee in the District.

If a certificated management employee has not served as a teacher in the District but is assigned to teaching duties, placement on the teacher's salary schedule will be at the maximum entry level for teachers, plus year-for-year credit for the period of time served as a management employee in the District.

Tenure: If a certificated management employee does not already have tenure as a classroom teacher in the District, the Board shall determine prior to the end of the second year of the management contract, whether to grant or deny permanent classification as a classroom teacher. If the Board fails to make this determination, tenure as a classroom teacher will automatically be granted. Certificated management personnel do not receive tenure for management positions.

In computing days and/or weeks of service, it is assumed that night meetings and working on days other than normally identified as part of the working week, will not be considered as extra duty. Working on days other than the normal work week is not expected to occur on a regular basis. Incumbents of positions are deemed to accept this additional responsibility. Consideration may be given by the Superintendent for compensatory time for required assignments and/or evening meetings which seem to exceed the amount of time which reasonably could be expected of management personnel. Such compensatory time shall not exceed ten (10) working days in any given year.

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Fringe Benefits: Certificated management employees will have at least the same level of fringe benefits as those granted to other certificated employees.

Multi-Year Contracts: Multi-year contracts may be offered to assistant superintendents, and the associate superintendent, not to exceed two years.

Salary ranges for individual positions are shown on the Certificated Management salary schedule.