

POWAY UNIFIED SCHOOL DISTRICT			Originator: Associate Superintendent, Personnel Support Services						
BOARD POLICY ARTICLE: 4.0 / 4.403 MANAGEMENT PERSONNEL - Effective 07/01/18			Issue No.: 111			Date: 06/28/18		5.4(c)	
	Range	Step 1/85%	Step 2/90%	Step 3/94%	Step 4/97%	Step 5/100%	Range	Vacation	Work Days
Area Superintendent	27	11,334	12,001	12,534	12,934	13,334	95%	26	244
High School Principal (12 mo)	25	10,737	11,369	11,874	12,253	12,632	90%	26	244
High School Assistant Principal (11 mo)	19	8,948	9,474	9,895	10,211	10,527	75%	23	225
Continuation/Alternative School Principal (12 mo)	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Continuation/Alternative School Asst Principal (11 mo)	17	8,351	8,843	9,236	9,530	9,825	70%	23	225
Middle School Principal (12 mo)	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Middle School Assistant Principal (10.5 mo)	18	8,650	9,158	9,565	9,871	10,176	72.5%	21	216
Elementary School Principal (12 mo)	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Elementary School Assistant Principal (10.5 mo.)	17	8,351	8,843	9,236	9,530	9,825	70%	21	216
Career, Technical & Adult Education Asst Principal (12 mo)	18	8,650	9,158	9,565	9,871	10,176	72.5%	26	244
<b>Executive Director II, Learning Support Services</b>	<b>26</b>	<b>11,036</b>	<b>11,685</b>	<b>12,204</b>	<b>12,594</b>	<b>12,983</b>	<b>93%</b>	<b>26</b>	<b>244</b>
<b>Chief Financial Officer</b>	<b>25</b>	<b>10,737</b>	<b>11,369</b>	<b>11,874</b>	<b>12,253</b>	<b>12,632</b>	<b>90%</b>	<b>26</b>	<b>244</b>
Chief Technology Officer	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
Executive Director, Career, Technical & Adult Education	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
Executive Director, Facilities	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
Executive Director, Human Resources	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
Executive Director, Special Education	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
Executive Director, Student Support Services	24	10,440	11,054	11,545	11,914	12,282	87.5%	26	244
<b>Executive Director I, Learning Support Services</b>	<b>24</b>	<b>10,440</b>	<b>11,054</b>	<b>11,545</b>	<b>11,914</b>	<b>12,282</b>	<b>87.5%</b>	<b>26</b>	<b>244</b>
Director of Capital Facilities Funding and Planning	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Director, Career, Technical & Adult Education	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Director, Facilities, Maintenance & Operations	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Director, Finance	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Director, Human Resources	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
Director II, Learning Support Services	23	10,141	10,738	11,215	11,573	11,931	85%	26	244
<b>Director II, Special Education</b>	<b>23</b>	<b>10,141</b>	<b>10,738</b>	<b>11,215</b>	<b>11,573</b>	<b>11,931</b>	<b>85%</b>	<b>26</b>	<b>244</b>
Director, Accounting	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Alternative Programs	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Early Childhood Development and Education	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Extended Student Services	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Information Technology	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Food and Nutrition	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Maintenance & Operations	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Personnel Commission	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Special Education	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director of Student Attendance and Discipline	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Student Services	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director, Transportation	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
Director I, Learning Support Services	21	9,545	10,106	10,555	10,892	11,229	80%	26	244
<b>Director I, Special Education</b>	<b>21</b>	<b>9,545</b>	<b>10,106</b>	<b>10,555</b>	<b>10,892</b>	<b>11,229</b>	<b>80%</b>	<b>26</b>	<b>244</b>
Assistant Director, Career, Technical & Adult Education	19	8,948	9,474	9,895	10,211	10,527	75%	26	244
Director of Payroll	19	8,948	9,474	9,895	10,211	10,527	75%	26	244
Director, Partners in Ed./Youth Programs	19	8,948	9,474	9,895	10,211	10,527	75%	26	244
Director, Purchasing	19	8,948	9,474	9,895	10,211	10,527	75%	26	244
Director, Risk Management	19	8,948	9,474	9,895	10,211	10,527	75%	26	244
Assistant Director, Due Process Compliance SPED	18	8,650	9,158	9,565	9,871	10,176	72.5%	26	244
Assistant Director, Student Attendance and Discipline	18	8,650	9,158	9,565	9,871	10,176	72.5%	26	244
Director, Attendance and Welfare	18	8,650	9,158	9,565	9,871	10,176	72.5%	26	244
Director, Communications and Community Engagement	18	8,650	9,158	9,565	9,871	10,176	72.5%	26	244
<b>Program Manager - Information Technology</b>	<b>18</b>	<b>8,650</b>	<b>9,158</b>	<b>9,565</b>	<b>9,871</b>	<b>10,176</b>	<b>72.5%</b>	<b>26</b>	<b>244</b>
Assistant Director, Facilities	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Finance	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Learning Support Services	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Planning	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Purchasing	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Special Education	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
Assistant Director, Transportation	17	8,351	8,843	9,236	9,530	9,825	70%	26	244
<b>Project Manager - Construction</b>	<b>13</b>	<b>7,159</b>	<b>7,580</b>	<b>7,917</b>	<b>8,169</b>	<b>8,422</b>	<b>49%</b>	<b>26</b>	<b>244</b>
Legal Support Specialist	8	5,667	6,000	6,267	6,467	6,667	47.5%	26	244

Range	1	2	3	4	5
29	11,931	12,632	13,194	13,615	14,036
28	11,632	12,317	12,864	13,274	13,685
27	11,334	12,001	12,534	12,934	13,334
26	11,036	11,685	12,204	12,594	12,983
25	10,737	11,369	11,874	12,253	12,632
24	10,440	11,054	11,545	11,914	12,282
23	10,141	10,738	11,215	11,573	11,931
22	9,843	10,422	10,885	11,233	11,580
21	9,545	10,106	10,555	10,892	11,229
20	9,246	9,790	10,225	10,552	10,878
19	8,948	9,474	9,895	10,211	10,527
18	8,650	9,158	9,565	9,871	10,176
17	8,351	8,843	9,236	9,530	9,825
16	8,053	8,527	8,906	9,190	9,474
15	7,755	8,211	8,576	8,849	9,123
14	7,457	7,896	8,247	8,510	8,773
13	7,159	7,580	7,917	8,169	8,422
12	6,860	7,264	7,587	7,829	8,071
11	6,562	6,948	7,257	7,488	7,720
10	6,264	6,632	6,927	7,148	7,369
9	5,965	6,316	6,597	6,807	7,018
8	5,667	6,000	6,267	6,467	6,667
7	5,369	5,684	5,937	6,127	6,316
6	4,944	5,235	5,468	5,642	5,817
5	4,534	4,801	5,014	5,174	5,334

**Longevity Steps**

- 2.5% increase at the conclusion of ten (10) years of service
- 2.5% increase at the conclusion of fifteen (15) years of service
- 2.5% increase at the conclusion of twenty (20) years of service
- 2.5% increase at the conclusion of twenty-five (25) years of service

**Doctoral Stipend**

Effective 1/3/06, Management personnel in possession of an earned doctoral degree or juris doctorate from an accredited college or university will receive an annual stipend of \$2,500