

POWAY UNIFIED SCHOOL DISTRICT		Originator: Assistant Superintendent/Personnel Support Services					Issue No. 118		Date: 12/16/21	
BOARD POLICY ARTICLE: 4.0 4.403 MANAGEMENT PERSONNEL - Effective 7/1/21		Range	Step 1/85%	Step 2/90%	Step 3/94%	Step 4/97%	Step 5/100%	Range	Vacation	Work Days
Area Superintendent	27	12,144	12,858	13,430	13,858	14,287	95.0%	26	244	
High School Principal (12 mo)	25	11,505	12,182	12,723	13,129	13,535	90.0%	26	244	
High School Assistant Principal (11 mo)	19	9,587	10,151	10,602	10,941	11,279	75.0%	23	225	
Continuation/Alternative School Principal (12 mo)	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Continuation/Alternative School Asst Principal (11 mo)	17	8,948	9,474	9,895	10,211	10,527	70.0%	23	225	
Middle School Principal (12 mo)	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Middle School Assistant Principal (10.5 mo)	18	9,268	9,813	10,249	10,576	10,903	72.5%	21	216	
Elementary School Principal (12 mo)	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Elementary School Assistant Principal (10.5 mo.)	17	8,948	9,474	9,895	10,211	10,527	70.0%	21	216	
Career, Technical & Adult Education Asst Principal (12 mo)	18	9,268	9,813	10,249	10,576	10,903	72.5%	26	244	
Executive Director II, Learning Support Services	26	11,824	12,520	13,076	13,494	13,911	93.0%	26	244	
Chief Financial Officer	25	11,505	12,182	12,723	13,129	13,535	90.0%	26	244	
Chief Communications Officer and Community Engagement	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Chief Technology Officer	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director, Career, Technical & Adult Education	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director, Facilities, Maintenance & Operations	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director, Human Resources	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director, Special Education	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director, Student Support Services	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Executive Director I, Learning Support Services	24	11,185	11,843	12,369	12,764	13,159	87.5%	26	244	
Director of Capital Facilities Funding and Planning	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director, Career, Technical & Adult Education	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director of Education Technology and Information Services	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director of Facilities, Maintenance, and Operations	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director, Finance	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director, Human Resources	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director II, Equity and Improvement	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director II, Global Languages and Innovative Programs	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director II, Learning Support Services	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director II, Special Education	23	10,866	11,505	12,016	12,400	12,783	85.0%	26	244	
Director, Accounting	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Alternative Programs	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director I Digital Learning	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Early Childhood Development and Education	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director of Preschool and Before/After School Programs	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Information Technology	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Food and Nutrition	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Personnel Commission	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Special Education	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director of Student Attendance and Discipline	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director, Student Services	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director of Transportation	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director I, Learning Support Services	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Director I, Special Education	21	10,226	10,828	11,309	11,670	12,031	80.0%	26	244	
Assistant Director, Career, Technical & Adult Education	19	9,587	10,151	10,602	10,941	11,279	75.0%	26	244	
Director of Payroll	19	9,587	10,151	10,602	10,941	11,279	75.0%	26	244	
Director, Partners in Ed./Youth Programs	19	9,587	10,151	10,602	10,941	11,279	75.0%	26	244	
Director, Purchasing	19	9,587	10,151	10,602	10,941	11,279	75.0%	26	244	
Director, Risk Management	19	9,587	10,151	10,602	10,941	11,279	75.0%	26	244	
Assistant Director, Due Process Compliance SPED	18	9,268	9,813	10,249	10,576	10,903	72.5%	26	244	
Assistant Director, Student Attendance and Discipline	18	9,268	9,813	10,249	10,576	10,903	72.5%	26	244	
Director, Attendance and Welfare	18	9,268	9,813	10,249	10,576	10,903	72.5%	26	244	
Program Manager - Information Technology	18	9,268	9,813	10,249	10,576	10,903	72.5%	26	244	
Assistant Director of Facilities, Maintenance, and Operations	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director, Finance	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director, Learning Support Services	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director, Planning	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director, Purchasing	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director, Special Education	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director of Preschool and Before/After School Programs	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Assistant Director of Transportation	17	8,948	9,474	9,895	10,211	10,527	70.0%	26	244	
Finance Manager	14	7,989	8,459	8,835	9,117	9,399	62.5%	26	244	
Project Manager - Construction	13	7,670	8,121	8,482	8,752	9,023	60.0%	26	244	
Legal Support Specialist	8	6,072	6,430	6,715	6,930	7,144	47.50%	26	244	

4.403 - Management Salary Schedule - Effective 7/1/21

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 Revised Date: 12/16/21

Range	1	2	3	4	5
27	12,144	12,858	13,430	13,858	14,287
26	11,824	12,520	13,076	13,494	13,911
25	11,505	12,182	12,723	13,129	13,535
24	11,185	11,843	12,369	12,764	13,159
23	10,866	11,505	12,016	12,400	12,783
22	10,546	11,166	11,663	12,035	12,407
21	10,226	10,828	11,309	11,670	12,031
20	9,907	10,490	10,956	11,305	11,655
19	9,587	10,151	10,602	10,941	11,279
18	9,268	9,813	10,249	10,576	10,903
17	8,948	9,474	9,895	10,211	10,527
16	8,628	9,136	9,542	9,846	10,151
15	8,309	8,798	9,189	9,482	9,775
14	7,989	8,459	8,835	9,117	9,399
13	7,670	8,121	8,482	8,752	9,023
12	7,350	7,782	8,128	8,388	8,647
11	7,030	7,444	7,775	8,023	8,271
10	6,711	7,106	7,421	7,658	7,895
9	6,392	6,768	7,069	7,294	7,520
8	6,072	6,430	6,715	6,930	7,144
7	5,753	6,091	6,362	6,565	6,768
6	5,297	5,609	5,858	6,045	6,232
5	4,858	5,144	5,372	5,544	5,715

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