

POWAY UNIFIED SCHOOL DISTRICT							Originator: Associate Superintendent, Personnel Support Services				
BOARD POLICY ARTICLE: 4.0 / 4.403 MANAGEMENT PERSONNEL - Effective 01/01/20							Issue No.: 116		Date: 01/16/20		5.2(f)
	Range	Step 1/85%	Step 2/90%	Step 3/94%	Step 4/97%	Step 5/100%	Range	Vacation	Work Days		
Area Superintendent	27	11,677	12,364	12,914	13,326	13,738	95%	26	244		
High School Principal (12 mo)	25	11,063	11,714	12,234	12,625	13,015	90%	26	244		
High School Assistant Principal (11 mo)	19	9,219	9,761	10,195	10,521	10,846	75%	23	225		
Continuation/Alternative School Principal (12 mo)	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Continuation/Alternative School Asst Principal (11 mo)	17	8,605	9,111	9,516	9,819	10,123	70%	23	225		
Middle School Principal (12 mo)	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Middle School Assistant Principal (10.5 mo)	18	8,911	9,436	9,855	10,169	10,484	72.5%	21	216		
Elementary School Principal (12 mo)	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Elementary School Assistant Principal (10.5 mo.)	17	8,605	9,111	9,516	9,819	10,123	70%	21	216		
Career, Technical & Adult Education Asst Principal (12 mo)	18	8,911	9,436	9,855	10,169	10,484	72.5%	26	244		
Executive Director II, Learning Support Services	26	11,370	12,038	12,573	12,975	13,376	93%	26	244		
Chief Financial Officer	25	11,063	11,714	12,234	12,625	13,015	90%	26	244		
Chief Communications Officer and Community Engagement	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Chief Technology Officer	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director, Career, Technical & Adult Education	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director, Facilities	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director, Human Resources	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director, Special Education	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director, Student Support Services	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Executive Director I, Learning Support Services	24	10,755	11,388	11,894	12,273	12,653	87.5%	26	244		
Director of Capital Facilities Funding and Planning	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director, Career, Technical & Adult Education	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director of Facilities, Maintenance, and Operations	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director, Finance	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director, Human Resources	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director II, Learning Support Services	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director II, Special Education	23	10,448	11,063	11,554	11,923	12,292	85%	26	244		
Director, Accounting	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Alternative Programs	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Early Childhood Development and Education	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Extended Student Services	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Information Technology	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Food and Nutrition	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Personnel Commission	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Special Education	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director of Student Attendance and Discipline	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director, Student Services	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director of Transportation	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director I, Learning Support Services	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Director I, Special Education	21	9,834	10,412	10,875	11,222	11,569	80%	26	244		
Assistant Director, Career, Technical & Adult Education	19	9,219	9,761	10,195	10,521	10,846	75%	26	244		
Director of Payroll	19	9,219	9,761	10,195	10,521	10,846	75%	26	244		
Director, Partners in Ed./Youth Programs	19	9,219	9,761	10,195	10,521	10,846	75%	26	244		
Director, Purchasing	19	9,219	9,761	10,195	10,521	10,846	75%	26	244		
Director, Risk Management	19	9,219	9,761	10,195	10,521	10,846	75%	26	244		
Assistant Director, Due Process Compliance SPED	18	8,911	9,436	9,855	10,169	10,484	72.5%	26	244		
Assistant Director, Student Attendance and Discipline	18	8,911	9,436	9,855	10,169	10,484	72.5%	26	244		
Director, Attendance and Welfare	18	8,911	9,436	9,855	10,169	10,484	72.5%	26	244		
Program Manager - Information Technology	18	8,911	9,436	9,855	10,169	10,484	72.5%	26	244		
Assistant Director of Facilities, Maintenance, and Operations	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director, Finance	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director, Learning Support Services	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director, Planning	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director, Purchasing	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director, Special Education	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Assistant Director of Transportation	17	8,605	9,111	9,516	9,819	10,123	70%	26	244		
Finance Manager	14	7,682	8,134	8,496	8,767	9,038	62.5%	26	244		
Project Manager - Construction	13	7,375	7,809	8,156	8,417	8,677	60%	26	244		
Legal Support Specialist	8	5,839	6,182	6,457	6,663	6,869	47.5%	26	244		

Range	1	2	3	4	5
29	12,292	13,015	13,593	14,027	14,461
28	11,984	12,689	13,253	13,676	14,099
27	11,677	12,364	12,914	13,326	13,738
26	11,370	12,038	12,573	12,975	13,376
25	11,063	11,714	12,234	12,625	13,015
24	10,755	11,388	11,894	12,273	12,653
23	10,448	11,063	11,554	11,923	12,292
22	10,141	10,737	11,214	11,572	11,930
21	9,834	10,412	10,875	11,222	11,569
20	9,526	10,086	10,535	10,871	11,207
19	9,219	9,761	10,195	10,521	10,846
18	8,911	9,436	9,855	10,169	10,484
17	8,605	9,111	9,516	9,819	10,123
16	8,297	8,785	9,175	9,468	9,761
15	7,990	8,460	8,836	9,118	9,400
14	7,682	8,134	8,496	8,767	9,038
13	7,375	7,809	8,156	8,417	8,677
12	7,068	7,484	7,816	8,066	8,315
11	6,761	7,159	7,477	7,715	7,954
10	6,453	6,833	7,136	7,364	7,592
9	6,146	6,508	6,797	7,014	7,231
8	5,839	6,182	6,457	6,663	6,869
7	5,531	5,856	6,117	6,312	6,507
6	5,094	5,394	5,633	5,813	5,993
5	4,671	4,946	5,165	5,330	5,495

**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