

**San Dieguito Union High School District
Management Employees Salary Schedule
Effective July 1, 2023
Pending Board Approved: March 13, 2024**

All Management actively employed on the date the Board of Trustees approves this agreement will receive the retroactive salary increase for 2023-24

Certificated Management

Group	Range	Title	Step 1	Step 2	Step 3	Step 4	Work Days
4	3	Principal, Sr. High School	168,830	176,502	184,545	193,005	220
4	4	Principal, Middle School	154,242	161,207	168,516	176,189	220
4	4	Principal Alternative Schools & Programs	154,242	161,207	168,516	176,189	220
4	5	Asst.Principal, Sr. High School	145,247	151,783	158,651	165,861	210
4	6	Asst.Principal, Middle School	131,219	137,110	143,294	149,786	200
4	6	Program Supervisor - Special Education	131,219	137,110	143,294	149,786	200
4	8	Executive Director of Educational Services	172,759	180,819	189,282	198,166	222
4	10	Director of Accountability & Assessment	158,888	166,080	173,546	181,548	220
4	10	Director of Community Resolution and Outreach	158,888	166,080	173,546	181,548	220
4	10	Director of School & Student Services	158,888	166,080	173,546	181,548	220
4	10	Director of Pupil Services	158,888	166,080	173,546	181,548	220
4	10	Director of Teaching, Learning & Innovation	158,888	166,080	173,546	181,548	220
4	13	Coordinator of Special Education	142,252	148,789	155,644	162,841	210
4	13	Coordinator of Student Support Services	142,252	148,789	155,644	162,841	210
4	13	Coordinator of Accountability, Assessment & Research	142,252	148,789	155,644	162,841	210
4	13	Coordinator of Multilingual Learners	142,252	148,789	155,644	162,841	210
4	13	Coordinator of College Readiness and Testing	142,252	148,789	155,644	162,841	210
4	17	Director of Career Technical Education and Work Experience	154,242	161,207	168,516	176,189	220
4	17	Director of Special Education	154,242	161,207	168,516	176,189	220
4	15	Student Services Specialist	97,030	101,704	106,609	111,759	220
4	20	District Mental Health Support Provider	127,474	133,251	139,307	145,671	196

Classified Management

Group	Range	Title	Step 1	Step 2	Step 3	Step 4	Work Year
5	2	Director of Fiscal Services	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Classified Personnel	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Communications	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Human Resources	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Planning Services	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Technology Project Management	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Maintenance, Operations, & Trans.	143,307	149,659	156,331	163,338	12 MO
5	2	Director of Information Technology	143,307	149,659	156,331	163,338	12 MO
5	3	Construction Project Manager - II	113,610	118,711	124,066	129,690	12 MO
5	4	Director of Nutrition Services	125,039	130,710	136,666	142,919	12 MO
5	4	Director of Purchasing & Risk Management	125,039	130,710	136,666	142,919	12 MO
5	4	Director of Student Information Services	125,039	130,710	136,666	142,919	12 MO
5	4	Director of Transportation	125,039	130,710	136,666	142,919	12 MO
5	8	Chief Facilities Officer	168,830	176,502	184,545	193,005	12 MO
5	8	Executive Director of Planning Services	168,830	176,502	184,545	193,005	12 MO
5	9	Construction Project Manager - I	100,344	104,782	109,441	114,334	12 MO
5	10	Director of Purchasing	121,367	126,709	132,283	138,105	12 MO
5	11	Communications Coordinator	90,351	95,436	100,804	106,468	12 MO
5	12	Director of Maintenance & Operations	132,542	138,506	144,739	151,252	12 MO

245 days = 12 month employee

Credit for previous management experience will be given consideration toward initial placement on the management salary schedule. Twelve (12) days of sick leave for each year shall be allowed each full-time manager during the period of time under active contract with the District.

All classified managers are governed by the Personnel Commission's Rules and Regulations for the Classified Service (merit system).

As of January 1, 2016, the District's Health and Welfare benefits contribution has been embedded into salaries. The District makes a minimal contribution for eligible employee's health and welfare benefits as noted on the [Benefits At A Glance webpage](#)

The employee is responsible for paying the difference, tenths, for their selected health and welfare benefits. The amount of the health care credit shall increase annually using the same method health and welfare benefits are increased in the collective bargaining agreement with SDFA.

Longevity Benefits

An increment of \$3,528 for a 12 month, 8 hours per day full-time employee at the end of 10, 15, 20, 25 and 30 years in the District shall be added to the employee's annual salary. The longevity increment of those employees employed less than 12 months or less than 8 hours per day will be prorated in accordance with the number of months and/or hours of regular employment.