

GREENFIELD UNION SCHOOL DISTRICT

Certificated Management Salary Schedule

2019-2020

Exhibit A

Certificated Management (# Days/Months)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Superintendent (220 Days)	121,584	127,663	134,046	140,748	147,786	155,175
Director (220 Days)	110,115	115,621	121,402	127,472	133,845	140,537
Coordinator II (220 Days)	105,097	110,352	115,870	121,663	127,476	134,134
Middle School Principal (210 Days)	107,555	112,934	118,581	124,509	130,734	137,272
Elementary Principal (210 Days)	102,653	107,787	113,177	118,834	124,776	131,015
Secondary Assistant Principal (210 Days)	102,653	107,787	113,177	118,834	124,776	131,015
Coordinator I (220 Days)	88,801	93,241	97,904	102,800	107,939	113,337
Elementary Assistant Principal (200 Days)	88,801	93,241	97,904	102,800	107,939	113,337
Dean (200 Days)	78,770	82,708	86,844	91,186	95,746	100,534

Certificated Management Longevity Schedule	
Year 8	Step + 2%
Year 11	Step + 4%
Year 14	Step + 6%
Year 17	Step + 8%
Year 20+	Step + 10%

**Initial placement on the management salary schedule, from a non-management salary schedule, will be considered Year 1 of service. 8+ years of service on the management salary schedule will be awarded longevity enhancements only.*

Salary Enhancement			
Doctorate/Masters \$1,000			
H & W District Monthly Contribution			
	Medical	Dental*	Vision
Employee Only	\$ 502.61	\$ 49.62	\$ 11.70
Employee Plus One	\$ 764.83	\$ 92.50	\$ 16.61
Family	\$ 1,065.34	\$ 159.91	\$ 29.63
*Dental Plan w/Ortho Coverage			

Retirement Benefits: After 55, with min of 15 yrs of Dist Service, District pays 100% of E/O benefits up to Medicare/Medical eligible, then benefits cease. New Benefits offered at retiree's expense. Retiree has option of paying for dependent coverage - at group rate - while eligible for District retiree benefits.

Based on July 1 step increase

How is longevity calculated?

Longevity is calculated from an employee's base pay on an annual basis. Longevity pay is only calculated from the salary schedule and it is not an accumulated amount that would become a new base pay. An employee's base pay, taken from the appropriate salary schedule placement, is multiplied by the longevity percentage, determined by years of service in the district, the result is that year's longevity bonus. The base pay and longevity bonus are added together which results in an employee's annual total salary.

Example 1: Elementary Principal with the district for 13 years on Step 4 of the Certificated Management Salary schedule.

Base Annual Salary	Longevity%	Total Annual Salary
\$ 118,834	x 4%	= \$ 123,587.36

Example 2: Classified Director with the district for 28 years on Step 6 of the Classified Management Salary schedule.

Base Annual Salary	Longevity%	Total Annual Salary
\$ 122,575	X 10%	= \$ 134,832.50