

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, California 93637

2020-2021 ADMINISTRATIVE STAFF SALARY SCHEDULE

Effective July 1, 2020

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Administrator, Human Resources	220	7	1	110,097
Senior Director, Business Services			2	115,610
Administrator, Special Education Local Plan Area			3	121,385
			4	127,453
			5	133,826
Director, Local Control Accountability Plan (LCAP) and Strategic Planning	220	8	1	107,954
Director, SELPA			2	113,348
			3	119,335
			4	125,299
			5	131,564
Director, Credential and Certification Programs	220	10	1	102,744
			2	107,888
			3	113,278
			4	118,943
			5	124,890
Director, Curriculum & Instruction	215	10	1	100,409
			2	105,436
			3	110,704
			4	116,240
			5	122,051
Program Director, Special Education	210	10	1	98,074
Program Director, Career Technical and Alternative Education Services			2	102,984
			3	108,129
			4	113,537
			5	119,213
Principal, Charter School	215	11	1	97,973
Program Director, District and School Renewal (ELA/ELD Emphasis)			2	102,873
Program Director, ELA/ELD			3	108,014
Program Director, Early Learning Programs			4	113,413
Program Director, Leadership Development and Equity Support			5	119,084
Program Director, Leadership Development and Support Services				
Assistant Director, Information Systems and Technology Services	220	13	1	95,416
			2	100,186
			3	105,197
			4	110,453
			5	115,975

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Manager, Library Media Services	202	14	1	85,464
Coordinator, Mental Health Program			2	89,747
School Psychologist, Mental Health			3	94,235
Occupational Therapist			4	98,938
School Psychologist			5	103,885
Fiscal Manager	220	16	1	88,603
Manager, Facilities, Maintenance and Operations			2	93,036
			3	97,687
			4	102,568
			5	107,697
Specialist, Behavior Intervention	202	16	1	81,353
Counselor, Mental Health			2	85,424
Program Specialist, SELPA			3	89,694
School Counselor, Career and Alternative Education Services			4	94,176
			5	98,885
Coordinator, Local Educational Consortium (LEC)	220	20	1	80,274
			2	84,284
			3	88,493
			4	92,915
			5	97,561
Coordinator, Human Resources and Credentials	220	22	1	76,404
			2	80,214
			3	84,234
			4	88,449
			5	92,873
Manager, Transportation	220	24	1	72,725
Specialist, Network Services			2	76,353
			3	80,175
			4	84,183
			5	88,392
Business Systems Project Manager	220	28	1	65,868
			2	69,172
			3	72,637
			4	76,256
			5	80,069
Coordinator, Student Events	210	30	1	59,856
			2	62,849
			3	65,986
			4	69,287
			5	72,752

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Coordinator, Early Learning Support Services	208	30	1	59,286
			2	62,250
			3	65,358
			4	68,628
			5	72,060
Coordinator, Maintenance and Operations Specialist, Information Systems Support Specialist, Information Technology Services	220	30	1	62,707
			2	65,842
			3	69,128
			4	72,587
			5	76,217

Payments for a Master's Degree and/or Doctorate Degree shall be applied and pro-rated (if applicable) on the first of the month following the conferral date of the degree provided that official transcripts are submitted to Human Resources no later than the end of that fiscal year. When official transcripts are submitted late to Human Resources (in a subsequent fiscal year), the payment shall be applied retroactively effective July 1st of that current fiscal year regardless of the conferral date.

Master's Degree	= \$1000.00
Doctorate Degree	= \$1000.00
Both Degrees	= \$2000.00

Payments for Designated Employees providing Spanish translation services = \$1000.00

Annual longevity payments for continuous years of service shall be paid as follows:

Commencing with the 9th year of service	= \$ 500.00 per annum level
At the 12th year of service	= \$ 750.00 per annum level
At the 15th year of service	= \$1000.00 per annum level
At the 18th year of service	= \$1500.00 per annum level
At the 20th year of service	= \$2000.00 per annum level
At the 26th year of service	= \$2500.00 per annum level

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$11,850.00 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

2020-2021 ADMINISTRATIVE STAFF - DAILY RATES (220 Days)

Effective July 1, 2020

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	560.62	588.66	618.07	648.96	681.41
Range 2	549.71	577.17	606.04	636.35	668.17
Range 3	536.27	563.09	591.28	620.79	651.84
Range 4	525.82	552.11	579.73	608.70	639.14
Range 5	523.25	549.36	576.88	605.73	636.01
Range 6	513.03	538.63	565.60	593.87	623.56
Range 7	500.44	525.50	551.75	579.33	608.30
Range 8	490.70	515.22	542.43	569.54	598.02
Range 9	478.70	502.63	527.78	554.17	581.88
Range 10	467.02	490.40	514.90	540.65	567.68
Range 11	455.69	478.48	502.39	527.50	553.88
Range 12	444.52	466.79	490.12	514.60	540.33
Range 13	433.71	455.39	478.17	502.06	527.16
Range 14	423.09	444.29	466.51	489.79	514.28
Range 15	412.81	433.48	455.17	477.90	501.80
Range 16	402.74	422.89	444.03	466.22	489.53
Range 17	392.86	412.57	433.17	454.86	477.60
Range 18	383.36	402.52	422.64	443.74	465.93
Range 19	373.94	392.67	412.26	432.86	454.50
Range 20	364.88	383.11	402.24	422.34	443.46
Range 21	355.96	373.77	392.43	412.04	432.64
Range 22	347.29	364.61	382.88	402.04	422.15
Range 23	338.79	355.77	373.51	392.21	411.82
Range 24	330.57	347.06	364.43	382.65	401.78
Range 25	322.55	338.66	355.56	373.36	392.03
Range 26	314.62	330.30	346.85	364.19	382.40
Range 27	306.95	322.28	338.39	355.32	373.09
Range 28	299.40	314.42	330.17	346.62	363.95
Range 29	292.12	306.79	322.14	338.23	355.14
Range 30	285.03	299.28	314.22	329.94	346.44
Range 31	278.07	291.99	306.55	321.86	337.95
Range 32	271.27	284.90	299.11	314.10	329.81
Range 33	264.71	277.91	291.82	306.41	321.73
Range 34	258.20	271.14	284.67	298.91	313.85
Range 35	251.91	264.46	277.72	291.59	306.18
Range 36	245.80	258.09	270.94	284.47	298.69
Range 37	239.77	251.78	264.33	277.59	291.47
Range 38	233.96	245.61	257.89	270.80	284.34
Range 39	228.21	239.65	251.60	264.15	277.36
Range 40	222.66	233.79	245.50	257.77	270.65
Range 41	217.27	228.12	239.51	251.52	264.09
Range 42	211.94	222.53	233.71	245.37	257.63
Range 43	206.77	217.11	227.95	239.36	251.33
Range 44	201.69	211.81	222.37	233.46	245.13
Range 45	196.80	206.62	216.99	227.83	239.22
Range 46	192.00	201.61	211.69	222.29	233.41
Range 47	187.28	196.67	206.54	216.85	227.69
Range 48	182.73	191.86	201.52	211.55	222.13
Range 49	178.30	187.21	196.58	206.42	216.74
Range 50	166.80	175.17	183.90	193.09	202.75

2020-2021 ADMINISTRATIVE STAFF - DAILY RATES (256 Days)

Effective July 1, 2020

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1	481.78	505.88	531.15	557.70	585.59
Range 2	472.41	496.00	520.82	546.86	574.21
Range 3	460.86	483.91	508.13	533.49	560.18
Range 4	451.88	474.47	498.21	523.10	549.26
Range 5	449.67	472.11	495.76	520.55	546.57
Range 6	440.89	462.89	486.06	510.36	535.87
Range 7	430.07	451.60	474.16	497.86	522.76
Range 8	421.70	442.77	466.15	489.45	513.92
Range 9	411.38	431.95	453.56	476.24	500.05
Range 10	401.34	421.44	442.49	464.62	487.85
Range 11	391.61	411.20	431.74	453.32	475.99
Range 12	382.01	401.15	421.20	442.23	464.35
Range 13	372.72	391.35	410.93	431.46	453.03
Range 14	363.59	381.81	400.91	420.91	441.96
Range 15	354.76	372.52	391.16	410.70	431.23
Range 16	346.11	363.42	381.59	400.66	420.69
Range 17	337.61	354.55	372.25	390.89	410.44
Range 18	329.45	345.91	363.21	381.34	400.41
Range 19	321.36	337.45	354.29	371.99	390.59
Range 20	313.57	329.23	345.68	362.95	381.10
Range 21	305.90	321.21	337.25	354.10	371.80
Range 22	298.45	313.34	329.04	345.50	362.79
Range 23	291.15	305.74	320.98	337.05	353.91
Range 24	284.08	298.25	313.18	328.84	345.28
Range 25	277.19	291.04	305.56	320.86	336.90
Range 26	270.38	283.85	298.07	312.98	328.63
Range 27	263.79	276.96	290.80	305.35	320.63
Range 28	257.30	270.20	283.74	297.88	312.77
Range 29	251.04	263.65	276.84	290.67	305.20
Range 30	244.95	257.20	270.03	283.54	297.72
Range 31	238.96	250.93	263.44	276.60	290.43
Range 32	233.12	244.84	257.05	269.93	283.43
Range 33	227.48	238.83	250.78	263.32	276.49
Range 34	221.89	233.01	244.64	256.88	269.71
Range 35	216.48	227.27	238.66	250.59	263.13
Range 36	211.23	221.80	232.84	244.46	256.69
Range 37	206.05	216.38	227.16	238.55	250.48
Range 38	201.06	211.07	221.63	232.72	244.36
Range 39	196.12	205.95	216.22	227.00	238.36
Range 40	191.35	200.91	210.98	221.52	232.59
Range 41	186.71	196.04	205.83	216.15	226.95
Range 42	182.14	191.24	200.84	210.86	221.40
Range 43	177.69	186.58	195.89	205.70	215.99
Range 44	173.33	182.02	191.10	200.63	210.66
Range 45	169.13	177.56	186.48	195.79	205.58
Range 46	165.00	173.26	181.92	191.03	200.59
Range 47	160.95	169.01	177.50	186.36	195.67
Range 48	157.04	164.88	173.18	181.80	190.89
Range 49	153.23	160.88	168.94	177.39	186.26
Range 50	143.34	150.54	158.04	165.94	174.24