

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

2023-2024 ADMINISTRATIVE STAFF SALARY SCHEDULE

Effective July 1, 2023

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Director, Human Resources	220	8	A	130,555
Director, Local Control Accountability Plan (LCAP) and Strategic Planning			B	137,449
			C	144,320
Director, SELPA			D	151,536
			E	159,113
Director, Business Services	220	9	A	127,365
Director, Early Learning Programs			B	133,736
Director, Special Education Programs			C	140,426
			D	147,448
			E	154,821
Director, Credential and Certification Programs	220	10	A	124,265
Director, District Support and Improvement			B	130,473
Director, Leadership Development and Special Programs			C	136,998
Program Director, Early Learning, Special Education			D	143,849
			E	151,041
Director, Student Achievement and Wellness	215	10	A	121,441
			B	127,508
			C	133,885
			D	140,580
			E	147,608
Program Director, Career Technical and Alternative Education Services	210	10	A	118,616
Program Director, Special Education			B	124,543
			C	130,771
			D	137,311
			E	144,176
Program Director, ELA/ELD	215	11	A	118,487
Program Director, Elementary Emphasis			B	124,408
Program Director, Leadership Development and Equity Support			C	130,630
Program Director, Leadership Development and Support Services			D	137,161
Program Director, Student Support Systems			E	144,020
Coordinator, Mental Health Program	202	14	A	103,371
Manager, Library Media Services			B	108,541
Occupational Therapist			C	113,954
School Psychologist			D	119,655
School Psychologist, Mental Health			E	125,638

TITLE	ANNUAL WORK DAYS	RANGE	STEP	SALARY
Coordinator, Local Educational Consortium (LEC) Fiscal Manager	220	14	A	112,583
Manager, Facilities, Maintenance and Operations			B	118,213
Manager, Transportation			C	124,109
			D	130,317
			E	136,833
Specialist, Early Learning Programs Learning Director, Special Education	210	16	A	102,287
			B	107,400
			C	112,768
			D	118,406
			E	124,326
Board Certified Behavior Analyst/ Behavior Intervention Specialist Counselor, Mental Health Counselor, Student Support Systems School Counselor, Career and Alternative Education Services School Counselor, Student Support Systems Specialist, Behavior Intervention	202	16	A	98,390
			B	103,309
			C	108,472
			D	113,896
			E	119,590
Business Systems Project Manager	220	22	A	92,391
			B	97,020
			C	101,875
			D	106,968
			E	112,317
Coordinator, Maintenance and Operations Specialist, Network Services	220	24	A	87,945
			B	92,345
			C	96,963
			D	101,809
			E	106,900
Manager, Early Learning Programs	215	24	A	85,946
			B	90,246
			C	94,759
			D	99,496
			E	104,471
Coordinator, Information Technology Services	220	28	A	79,673
			B	83,666
			C	87,833
			D	92,224
			E	96,835
Coordinator, Early Learning Support Services Coordinator, Student Events	210	28	A	76,052
			B	79,863
			C	83,840
			D	88,032
			E	92,434

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	= \$2000.00
Doctorate Degree	= \$2000.00
Both Degrees	= \$4000.00

Annual payments will be applied to the following positions: Chief Business & Administrative Services Officer; Director, Business Services; and Fiscal Managers in possession of a valid CASBO Chief Business Official (CBO) Certification.

CASBO CBO Certification	= \$250.00
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Annual longevity payments for continuous years of service shall be paid as follows:

Commencing with the 9th year of service	= \$ 750.00 per annum level
At the 12th year of service	= \$1000.00 per annum level
At the 15th year of service	= \$1250.00 per annum level
At the 18th year of service	= \$1750.00 per annum level
At the 20th year of service	= \$2250.00 per annum level
At the 26th year of service	= \$3000.00 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 \$13,500.00 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.

Approved by
Cecilia A. Massetti, Ed.D.

Date

2023-2024 ADMINISTRATIVE STAFF - DAILY RATES (220 Days)

Effective July 1, 2023

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
Range 1	678.02	711.89	747.47	784.84	824.08
Range 2	664.79	698.03	732.94	769.60	808.08
Range 3	648.56	681.04	715.02	750.79	788.33
Range 4	635.91	667.73	701.10	736.16	772.97
Range 5	632.75	664.45	697.67	732.55	769.18
Range 6	620.39	651.46	684.02	718.22	754.13
Range 7	605.27	635.50	667.28	700.64	735.67
Range 8	593.43	624.77	656.00	688.80	723.24
Range 9	578.93	607.89	638.30	670.22	703.73
Range 10	564.84	593.06	622.72	653.86	686.55
Range 11	551.10	578.64	607.58	637.96	669.86
Range 12	537.64	564.51	592.71	622.36	653.48
Range 13	524.52	550.76	578.27	607.17	637.53
Range 14	511.74	537.33	564.13	592.35	621.97
Range 15	499.28	524.27	550.45	577.97	606.87
Range 16	487.08	511.43	536.99	563.84	592.03
Range 17	475.20	498.93	523.91	550.11	577.62
Range 18	463.63	486.80	511.10	536.66	563.49
Range 19	452.28	474.84	498.57	523.50	549.68
Range 20	441.26	463.30	486.45	510.77	536.31
Range 21	430.50	451.99	474.59	498.32	523.24
Range 22	419.96	441.00	463.07	486.22	510.53
Range 23	409.77	430.22	451.75	474.33	498.05
Range 24	399.75	419.75	440.74	462.77	485.91
Range 25	390.06	409.53	430.04	451.54	474.12
Range 26	380.44	399.50	419.48	440.44	462.46
Range 27	371.21	389.76	409.26	429.72	451.21
Range 28	362.15	380.30	399.24	419.20	440.16
Range 29	353.36	371.04	389.57	409.05	429.50
Range 30	344.72	361.92	380.03	399.02	418.97
Range 31	336.32	353.08	370.72	389.26	408.72
Range 32	328.15	344.52	361.78	379.87	398.86
Range 33	320.10	336.12	352.92	370.57	389.10
Range 34	312.29	327.88	344.28	361.49	379.56
Range 35	304.61	319.87	335.85	352.66	370.29
Range 36	297.27	312.07	327.65	344.03	361.23
Range 37	290.00	304.46	319.73	335.71	352.50
Range 38	282.89	297.05	311.90	327.51	343.89
Range 39	276.02	289.79	304.24	319.46	335.43
Range 40	269.27	282.78	296.90	311.73	327.32
Range 41	262.74	275.88	289.71	304.17	319.38
Range 42	256.32	269.19	282.62	296.74	311.58
Range 43	250.07	262.55	275.70	289.49	303.96
Range 44	243.96	256.13	268.89	282.33	296.45
Range 45	237.98	249.93	262.41	275.54	289.32
Range 46	232.22	243.82	256.03	268.84	282.28
Range 47	226.53	237.90	249.77	262.25	275.36
Range 48	220.99	232.11	243.66	255.84	268.63
Range 49	215.63	226.42	237.75	249.64	262.12
Range 50	201.77	211.82	222.40	233.52	245.20

2023-2024 ADMINISTRATIVE STAFF - DAILY RATES (256 Days)

Effective July 1, 2023

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
Range 1	582.67	611.78	642.36	674.47	708.20
Range 2	571.30	599.87	629.87	661.38	694.45
Range 3	557.36	585.27	614.47	645.21	677.47
Range 4	546.48	573.83	602.51	632.64	664.27
Range 5	543.77	571.01	599.56	629.54	661.02
Range 6	533.15	559.85	587.83	617.22	648.08
Range 7	520.15	546.13	573.45	602.11	632.21
Range 8	509.98	536.91	563.75	591.94	621.54
Range 9	497.52	522.41	548.54	575.97	604.77
Range 10	485.41	509.66	535.15	561.91	590.00
Range 11	473.60	497.27	522.14	548.25	575.66
Range 12	462.04	485.13	509.36	534.84	561.59
Range 13	450.76	473.31	496.95	521.79	547.88
Range 14	439.78	461.77	484.80	509.05	534.50
Range 15	429.07	450.54	473.04	496.69	521.53
Range 16	418.59	439.51	461.48	484.55	508.78
Range 17	408.38	428.77	450.23	472.75	496.39
Range 18	398.43	418.34	439.23	461.19	484.25
Range 19	388.68	408.07	428.46	449.88	472.38
Range 20	379.21	398.15	418.04	438.94	460.89
Range 21	369.96	388.43	407.85	428.24	449.66
Range 22	360.90	378.98	397.95	417.84	438.74
Range 23	352.14	369.72	388.22	407.63	428.01
Range 24	343.54	360.72	378.76	397.69	417.58
Range 25	335.21	351.94	369.57	388.04	407.45
Range 26	326.94	343.32	360.49	378.50	397.43
Range 27	319.01	334.95	351.71	369.29	387.76
Range 28	311.22	326.82	343.10	360.25	378.26
Range 29	303.67	318.86	334.79	351.53	369.10
Range 30	296.24	311.02	326.59	342.91	360.05
Range 31	289.02	303.43	318.59	334.52	351.24
Range 32	282.00	296.07	310.91	326.45	342.77
Range 33	275.09	288.85	303.29	318.46	334.38
Range 34	268.38	281.77	295.87	310.66	326.18
Range 35	261.77	274.89	288.62	303.07	318.22
Range 36	255.46	268.18	281.57	295.65	310.43
Range 37	249.22	261.64	274.77	288.50	302.93
Range 38	243.11	255.28	268.04	281.45	295.53
Range 39	237.20	249.04	261.46	274.54	288.26
Range 40	231.40	243.02	255.15	267.89	281.29
Range 41	225.79	237.09	248.97	261.39	274.47
Range 42	220.27	231.34	242.88	255.01	267.77
Range 43	214.90	225.63	236.93	248.78	261.21
Range 44	209.65	220.11	231.08	242.63	254.76
Range 45	204.52	214.79	225.51	236.79	248.63
Range 46	199.56	209.53	220.03	231.04	242.59
Range 47	194.68	204.45	214.64	225.37	236.64
Range 48	189.91	199.47	209.39	219.86	230.86
Range 49	185.31	194.58	204.32	214.54	225.26
Range 50	173.39	182.03	191.13	200.68	210.72