

2015-2016 Certificated Management Salary Schedule
 (Based on 2014/15 with 3.9% Increase)

Placement:

The District agrees to place new management employees on the management schedule as follows:

- ◆ Full credit will be given for full time service in a position of equal responsibility

The District agrees that when a management employee is promoted to a higher management position, the promotion shall result in a minimum of 5% increase of the daily rate. (Daily rate is calculated by multiplying the base step by the responsibility factor, by the time factor). This figure determines placement on a base step, which may differ from the present base step. No individual may go beyond the last step in the implementation of this placement.

Advanced Degrees:

- \$1,000 will be added annually to salaries of those holding Masters Degrees
- \$1,500 will be added annually to salaries of those holding Doctorate Degrees

Longevity:

Step 5 of the Management Schedule Base Salary (\$70,675) will be used to calculate longevity for Certificated Management employees as follows:

YEARS OF SERVICE	% of Base	Stipend
15th Year of Service in Education, 5 yrs completed in MUSD	1.90%	\$1,343
16th Year of Service in Education, 6 yrs completed in MUSD	3.06%	\$2,163
17th Year of Service in Education, 7 yrs completed in MUSD	4.20%	\$2,968
18th Year of Service in Education, 8 yrs completed in MUSD	5.38%	\$3,802
19th Year of Service in Education, 9 yrs completed in MUSD	6.54%	\$4,622
20th+ Year of Service in Education, 10 yrs completed MUSD	7.70%	\$5,442
25th+ Year of Service in Education, 15 yrs completed MUSD	8.76%	\$6,191

Supervision:

\$1,500 shall be paid annually to the Madera High School management team members according to additional time served and as approved by the Superintendent.

\$1,000 shall be paid annually to the Junior High School management team members.