

**2017-2018 Certificated Management Salary Schedule**  
**(Based on 2016/17 with 4% 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:**

Range 10 Step 3 of the Management Schedule Base Salary (\$88,102) 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%     | \$1,674 |
| 16th Year of Service in Education, 6 yrs completed in MUSD | 3.06%     | \$2,696 |
| 17th Year of Service in Education, 7 yrs completed in MUSD | 4.20%     | \$3,700 |
| 18th Year of Service in Education, 8 yrs completed in MUSD | 5.38%     | \$4,740 |
| 19th Year of Service in Education, 9 yrs completed in MUSD | 6.54%     | \$5,762 |
| 20th+ Year of Service in Education, 10 yrs completed MUSD  | 7.70%     | \$6,784 |
| 25th+ Year of Service in Education, 15 yrs completed MUSD  | 8.76%     | \$7,718 |

**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.