

Pacifica SD

Administrative Regulation

Compensation

USE PSD WITH REVISIONS

AR 4350
Personnel

The Superintendent is responsible for the annual review of Management and Confidential compensation and making recommendations to the Governing Board regarding any changes.

Management and Confidential employees will be compensated as follows:

1. Salary

Management and Confidential employees will be placed on the appropriate salary schedule (Certificated Management, Classified Management, Confidential). The most current salary schedule will be incorporated as part of this administrative regulation. The Superintendent's salary and compensation will be considered separately from other management groups.

2. Advanced Degrees/ Professional Growth Credit

- a. Management will receive a stipend for the acquisition of a masters and doctorate degree. The amount of that stipend will be the same as other certificated employees.
- b. Confidential employees will receive the same incentives for professional growth increments as do classified employees in the district.

3. Longevity

- a. Management employees will receive a \$1,000 longevity stipend after ten (10) years of administrative service to the district. A \$100 increment will be applied for every year of administrative service over ten (10) years.
- b. Confidential employees will receive the same longevity stipends as received by other classified employees.

4. Benefits

- a. It is the intent of the district to assure management and confidential employees similar benefits as those granted to other employees in the district. While those benefits may not be identical, they will provide for similar types of coverages. However, management and confidential employees may receive other types or levels of coverages as part of an annual compensation review.

b. Management employees will receive the following benefits:

1. Health benefits
2. Dental benefits
3. Vision benefits
4. Life insurance benefits
5. Membership in one professional organization (e.g., ACSA, CASBO)

c. Confidential employees will receive the following benefits:

1. Health benefits
2. Dental benefits
3. Vision benefits
4. Life insurance benefits

5. Benefits / Mileage / [Cell Phone](#) Stipend

Certificated and Classified Management employees will receive the following monthly stipend to cover their routine mileage and expenses:

	Mileage	Cell Phone
Cabinet Level Directors \$125.00	\$150.00	\$75.00
Principals, Elementary and Middle School \$75.00	\$75.00	\$45.00
Assistant Principals \$50.00	\$50.00	\$45.00
Vice Principals	\$75.00	\$45.00
Director of Facilities, Maintenance and Operations Manager \$100.00 \$45.00	\$100.00	\$100.00
Computer Network Systems Administrator	\$75.00	\$45.00
Child Nutrition Supervisor	\$75.00	\$45.00
Director, Linda Mar Educational Center	\$75.00	\$45.00

Regulation PACIFICA SCHOOL DISTRICT
approved: May 1, 2002 Pacifica, California