

MODESTO CITY SCHOOLS

2019-2020

MANAGEMENT SALARY SCHEDULE



MANAGEMENT SALARY SCHEDULES

2019-20

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MODESTO CITY SCHOOLS
MANAGEMENT JOB CLASSIFICATIONS
2019-2020

Job Code	Job Title	Job Class.	Salary Range #	Resp. Days
10032	Accountability Coordinator	CE	130	222
0189	Accountant, Capital Funds	CL	119	222
0188	Accounting Supervisor	CL	124	222
0014	Admin. Assistant to Assoc. Supt., Business Serv.	CONF	111	222
10023	Admin. Assistant to Assoc. Supt., Curriculum & Instruction / Professional Development	CONF	111	222
0013	Admin. Assistant to Assoc. Supt., Educational Serv.	CONF	111	222
10024	Admin. Assistant to Assoc. Supt, Student Support Services	CONF	111	222
10027	Admin. Assistant to the Chief Communications Officer	CONF	111	222
10028	Admin. Assistant to the Chief Technology Officer	CONF	111	222
0037	Administrator of Curriculum and Instructional Support and Pupil Services, K-6	CE	131	206
0141	Administrator of Special Projects/English Learners	CE	138	216
0040	Administrator of Student and Family Support Services	CL	118	206
0005	After School Education and Safety (ASES) Program Site Coordinator	CL	106	195
0152	Assistant Director, Nutrition Services	CL	119	222
0403	Assistant Principal, 7-8	CE	132	208
0415	Assistant Principal, Alternative Education	CE	134	211
0406	Assistant Principal, Pupil Services	CE	134	211
0412	Assistant Principal, Student Supervision & Attendance	CE	134	211
0414	Associate Principal, Alternative Education	CE	137	211
0405	Associate Principal, Curriculum and Instruction	CE	137	211
0006	Behavioral Intervention Specialist	CL	101	211
0031	Budget Analyst (through 2/23/20)	CL	119	222
0159	Budget Manager (effective 2/24/20)	CL	124	222
0010	Coordinator of Student, Parent and Community Support Services	CL	101	222
10029	Coordinator, Student Support Services	CE	131	222
0191	Coordinator, Vocational Training & Employment	CL	123	222
10033	Cyber Security Analyst	CL	123	222
10005	Data Analyst	CL	115	222
10034	Director I, Educational Technology	CE	136	222
0056	Director I, Maintenance and Operations	CL	130	222
0009	Director I, Purchasing	CL	127	222
0057	Director I, Risk Management	CL	133	222
10026	Director I, Security	CL	130	222
10015	Director I, Student Support Services	CE	138	222
10035	Director I, Information and Educational Technology Services (effective 6/1/20)	CL	136	222

Job Code	Job Title	Job Class.	Salary Range #	Resp. Days
0058	Director II, Assessment and Evaluation	CE	139	222
0061	Director II, Child Welfare and Attendance	CE	138	222
10013	Director II, English Learner Services	CE	139	222
0062	Director III, State and Federal Programs	CE	141	222
10000	Director of Innovation	CE	143	222
0011	Director of Student, Parent and Community Support Services	CL	126	222
0194	Dispatcher Supervisor	CL	114	222
0012	District Office Head Custodian	CL	101	222
0012	District Office Head Custodian (effective 01/30/19)	CL	109	222
0016	Executive Assistant to the Superintendent	CONF	115	222
0015	Executive Secretary to the Board of Education (through 7/22/19)	CONF	103	222
0015	Executive Secretary to the Board of Education (effective 07/23/19)	CONF	108	222
0019	Grant Writer	CL	131	222
0190	Healthy Start Project Coordinator	CL	106	203
10036	Help Desk Manager	CL	119	222
0182	High School Head Custodian	CL	109	222
10025	Human Resources Operations, Recruitment and Retention Specialist	CONF	111	222
0172	Installation and Support Manager	CL	121	222
0121	Negotiations and Administrative Support Secretary	CONF	111	222
0174	Network Manager (through 04/07/20)	CL	124	222
10037	Network Security Manager (effective 04/08/20)	CL	131	222
0177	Nutrition Services Supervisor, 9-12	CL	104	185
0180	Operations Technician	CL	101	222
0136	Planning Analyst	CL	119	222
0201	Principal, K-6	CE	138	211
0203	Principal, 7-8	CE	140	213
0205	Principal, 9-12	CE	143	222
0204	Principal, Alternative Education Programs	CE	140	222
0097	Program Manager – Autism	CE	131	200
0074	Program Manager – Mental Health	CE	131	200
0146	Program Manager – Special Education	CE	131	200
0160	Programmer Analyst	CL	119	222
0156	Public Information Officer	CL	118	222
0197	Reprographics Supervisor	CL	113	222
0007	School Safety Officer Supervisor	CL	101	188
0063	Senior Director, Alternative and Vocational Education	CE	144	222
0047	Senior Director, Business Services	CL	144	222
10016	Senior Director, Child Welfare and Attendance	CE	144	222
10021	Senior Director, Educational Options	CE	144	222
0045	Senior Director, Financial Services	CL	144	222
0068	Senior Director, Human Resources	CE	144	222
0044	Senior Director, Information and Technology Services	CL	144	222

Job Code	Job Title	Job Class.	Salary Range #	Resp. Days
10012	Senior Director, K-12, Curriculum & Instruction / Professional Development	CE	144	222
0046	Senior Director, Maintenance and Operations	CL	144	222
10003	Senior Director, Nutrition Services	CL	144	222
10022	Senior Director, School Leadership	CE	144	222
10017	Senior Director, SELPA	CE	144	222
10014	Senior Director, Student Support Services	CE	144	222
10018	Senior Director, Talent Acquisition and Employee Ret.	CL	144	222
10039	Site Technician Manager (effective 4/13/20)	CL	119	222
0022	Shop Supervisor	CL	113	222
0072	Software Development Manager	CL	124	222
0183	Supervising Custodian IV	CL	101	222
0039	Supervisor, Alternative Education	CE	140	222
0043	Supervisor, Compliance	CL	130	222
10011	Supervisor, Employee Benefit Programs	CL	130	222
10006	Supervisor, Environmental Health and Safety	CL	123	222
0162	Supervisor, Information Systems (through 6/29/20)	CL	131	222
0176	Supervisor, Instructional Technology (through 10/31/19)	CE	134	211
10030	Supervisor, Payroll (effective 12/16/19)	CL	128	222
0179	Supervisor, Payroll & Benefits (through 2/5/20)	CL	124	222
0073	Supervisor, Special Education, K-12	CE	136	215
0168	Supervisor, Transportation	CL	126	222
10040	Systems and Applications Analyst (effective 6/15/20)	CL	121	222
0161	Systems and Operations Manager (through 9/30/19)	CL	121	222
0401	Vice Principal, K-6	CE	131	206
0107	Warehouse Supervisor	CL	115	222
0067	Web Designer/Developer	CL	119	222
0116	Workers' Compensation Specialist	CL	110	222

**MODESTO CITY SCHOOLS
MANAGEMENT SALARY SCHEDULE
2019-2020**

Range #	DAILY RATES				
	Step 1	Step 2	Step 3	Step 4	Step 5
101	272.31	278.30	284.01	290.01	296.48
102	279.04	284.60	290.50	297.11	303.42
103	280.57	286.41	292.25	299.01	305.23
104	286.41	292.25	299.01	305.23	311.91
105	290.01	296.48	302.59	309.26	315.50
106	290.50	297.11	303.42	309.89	316.13
107	292.25	299.01	305.23	311.91	318.28
108	295.34	301.95	308.53	315.23	321.54
109	302.59	309.26	315.50	322.66	329.61
110	308.53	315.23	321.54	328.85	335.98
111	315.23	321.54	328.85	335.98	342.98
112	320.22	327.39	334.57	341.81	349.23
113	323.31	330.55	337.31	344.76	352.31
114	352.31	360.05	368.05	375.93	384.55
115	356.93	364.86	372.82	380.89	389.58
116	367.17	375.17	383.73	392.35	400.85
117	368.05	375.93	384.55	393.16	401.79
118	393.16	401.79	410.67	420.04	429.24
119	398.32	407.07	416.33	425.59	434.96
120	410.67	420.04	429.24	438.81	449.05
121	420.04	429.24	438.81	449.05	458.95
122	429.24	438.81	449.05	458.95	469.50
123	438.81	449.05	458.95	469.50	480.41
124	441.63	452.08	461.91	472.72	483.67
125	447.98	457.95	468.51	479.45	490.09
126	449.05	458.95	469.50	480.41	491.11
127	456.99	467.12	477.70	489.11	499.94
128	458.95	469.50	480.41	491.11	502.50

DAILY RATES					
Range #	Step 1	Step 2	Step 3	Step 4	Step 5
129	467.12	477.70	489.11	499.94	511.51
130	469.50	480.41	491.11	502.50	513.71
131	491.11	502.50	513.71	525.48	537.57
132	502.50	513.71	525.48	537.57	549.90
133	505.82	517.10	529.00	541.21	553.56
133*	531.01	542.26	554.17	566.40	578.73
134	532.59	544.74	557.20	570.48	583.57
135	547.25	559.77	572.99	586.15	599.50
136	549.90	562.87	575.59	588.92	602.65
137	557.20	570.48	583.57	596.98	611.02
138	562.87	575.59	588.92	602.65	616.61
139	566.57	579.43	592.95	606.86	620.77
140	574.46	587.67	601.32	615.16	629.65
141	587.67	601.32	615.16	629.65	644.18
142	601.32	615.16	629.65	644.18	659.16
143	615.16	629.65	644.18	659.16	674.33
144	629.65	644.18	659.16	674.33	690.46

Longevity Rates:

- 2,004 (Longevity 1 - at the completion of 10 years of credited service)
- 4,011 (Longevity 2 - at the completion of 15 years of credited service)
- 6,015 (Longevity 3 - at the completion of 20 years of credited service)
- 8,021 (Longevity 4 - at the completion of 25 years of credited service)
- 10,026 (Longevity 5 - at the completion of 30 years of credited service)

Stipends:

- 1,200 Master's Degree
- 1,800 Doctorate

NOTE:
 * Ranges with an asterisk indicate grandfathered employees.

Board Approved: May 10, 2021
 This schedule represents a 0% change over the 2018-19 schedule.

MODESTO CITY SCHOOLS
EARLY CHILDHOOD EDUCATION – STATE PRESCHOOL
MANAGEMENT JOB CLASSIFICATIONS
2019-2020

Job Code	Job Title	Job Class.	Salary Range #	Resp. Days
10001	Coordinator of Child Development Programs – Early Head Start and Family Child Care Homes	CE	118	222
10020	Coordinator, Early Childhood Education	CE	118	222
10019	Senior Director, Early Childhood Education	CE	144	222

MODESTO CITY SCHOOLS
EARLY CHILDHOOD EDUCATION – HEAD START
MANAGEMENT JOB CLASSIFICATIONS
2019-2020

Job Code	Job Title	Job Class.	Salary Range #	Resp. Days
10001	Coordinator of Child Development Programs – Early Head Start and Family Child Care Homes	CE	118	222
10020	Coordinator, Early Childhood Education	CE	118	222
10019	Senior Director, Early Childhood Education	CE	144	222

MODESTO CITY SCHOOLS
EARLY CHILDHOOD EDUCATION - STATE PRESCHOOL
MANAGEMENT SALARY SCHEDULE
2019-2020

Range #	DAILY RATES				
	Step 1	Step 2	Step 3	Step 4	Step 5
101	266.99	272.84	278.46	284.32	290.67
102	273.57	279.02	284.82	291.28	297.45
103	275.06	280.79	286.53	293.14	299.26
104	280.79	286.53	293.14	299.26	305.80
105	284.32	290.67	296.65	303.19	309.31
106	284.82	291.28	297.45	303.81	309.92
107	286.53	293.14	299.26	305.80	312.03
108	289.55	296.04	302.46	309.05	315.23
109	296.65	303.19	309.31	316.33	323.15
110	302.46	309.05	315.23	322.39	329.36
111	309.05	315.23	322.39	329.36	336.26
112	313.94	320.96	328.00	335.09	342.38
113	316.96	324.06	330.71	337.99	345.41
114	345.41	352.98	360.83	368.55	376.99
115	349.91	357.70	365.52	373.41	381.93
116	359.99	367.80	376.20	384.65	393.00
117	360.83	368.55	376.99	385.46	393.92
118	385.46	393.92	402.61	411.80	420.82
119	390.50	399.09	408.16	417.23	426.43
120	402.61	411.80	420.82	430.20	440.24
121	411.80	420.82	430.20	440.24	449.96
122	420.82	430.20	440.24	449.96	460.30
123	430.20	440.24	449.96	460.30	470.99
124	432.97	443.21	452.85	463.46	474.19
125	439.20	448.96	459.32	470.05	480.50
126	440.24	449.96	460.30	470.99	481.47

DAILY RATES					
Range #	Step 1	Step 2	Step 3	Step 4	Step 5
127	448.03	457.96	468.34	479.50	490.12
128	449.96	460.30	470.99	481.47	492.66
129	457.96	468.34	479.50	490.12	501.47
130	460.30	470.99	481.47	492.66	503.62
131	481.47	492.66	503.62	515.18	527.02
132	492.66	503.62	515.18	527.02	539.11
133	495.92	506.97	518.64	530.60	542.71
134	522.15	534.04	546.27	559.30	572.13
135	536.53	548.79	561.75	574.66	587.74
136	539.11	551.82	564.30	577.38	590.83
137	546.27	559.30	572.13	585.28	599.04
138	551.82	564.30	577.38	590.83	604.52
139	555.47	568.07	581.33	594.95	608.60
140	563.18	576.13	589.54	603.12	617.29
141	576.13	589.54	603.12	617.29	631.54
142	589.54	603.12	617.29	631.54	646.24
143	603.12	617.29	631.54	646.24	661.12
144	617.29	631.54	646.24	661.12	676.92

Longevity Rates:

- 1,966 (Longevity 1 - at the completion of 10 years of credited service)
- 3,930 (Longevity 2 - at the completion of 15 years of credited service)
- 5,898 (Longevity 3 - at the completion of 20 years of credited service)
- 7,865 (Longevity 4 - at the completion of 25 years of credited service)
- 9,829 (Longevity 5 - at the completion of 30 years of credited service)

Stipends:

- 1,200 Master's Degree
- 1,800 Doctorate

Board Approved: May 10, 2021
 This schedule represents a 0% change over the 2018-19 schedule.

MODESTO CITY SCHOOLS
EARLY CHILDHOOD EDUCATION - HEAD START
MANAGEMENT SALARY SCHEDULE
2019-2020

Range #	DAILY RATES				
	Step 1	Step 2	Step 3	Step 4	Step 5
101	271.79	277.75	283.47	289.43	295.89
102	278.50	284.04	289.95	296.52	302.82
103	280.02	285.85	291.68	298.42	304.63
104	285.85	291.68	298.42	304.63	311.30
105	289.43	295.89	301.99	308.66	314.88
106	289.95	296.52	302.82	309.28	315.49
107	291.68	298.42	304.63	311.30	317.64
108	294.78	301.38	307.91	314.61	320.90
109	301.99	308.66	314.88	322.03	328.95
110	307.91	314.61	320.90	328.19	335.31
111	314.61	320.90	328.19	335.31	342.31
112	319.59	326.75	333.92	341.14	348.54
113	322.66	329.89	336.68	344.08	351.62
114	351.62	359.34	367.33	375.20	383.79
115	356.22	364.15	372.10	380.14	388.81
116	366.46	374.43	382.98	391.59	400.06
117	367.33	375.20	383.79	392.39	401.01
118	392.39	401.01	409.85	419.22	428.40
119	397.53	406.28	415.50	424.74	434.10
120	409.85	419.22	428.40	437.95	448.17
121	419.22	428.40	437.95	448.17	458.04
122	428.40	437.95	448.17	458.04	468.58
123	437.95	448.17	458.04	468.58	479.45
124	440.78	451.19	461.00	471.81	482.73
125	447.11	457.04	467.59	478.52	489.15
126	448.17	458.04	468.58	479.45	490.14

DAILY RATES					
Range #	Step 1	Step 2	Step 3	Step 4	Step 5
127	456.09	466.21	476.78	488.14	498.95
128	458.04	468.58	479.45	490.14	501.51
129	466.21	476.78	488.14	498.95	510.50
130	468.58	479.45	490.14	501.51	512.68
131	490.14	501.51	512.68	524.46	536.51
132	501.51	512.68	524.46	536.51	548.83
133	504.84	516.08	527.97	540.16	552.47
134	531.55	543.66	556.11	569.36	582.41
135	546.18	558.68	571.86	585.02	598.32
136	548.83	561.76	574.45	587.76	601.45
137	556.11	569.36	582.41	595.81	609.81
138	561.76	574.45	587.76	601.45	615.41
139	565.47	578.28	591.79	605.65	619.57
140	573.33	586.51	600.15	613.97	628.40
141	586.51	600.15	613.97	628.40	642.92
142	600.15	613.97	628.40	642.92	657.87
143	613.97	628.40	642.92	657.87	673.02
144	628.40	642.92	657.87	673.02	689.10

Longevity Rates:

- 2,001 (Longevity 1 - at the completion of 10 years of credited service)
- 4,001 (Longevity 2 - at the completion of 15 years of credited service)
- 6,003 (Longevity 3 - at the completion of 20 years of credited service)
- 8,006 (Longevity 4 - at the completion of 25 years of credited service)
- 9,984 (Longevity 5 - at the completion of 30 years of credited service)

Stipends:

- 1,200 Master's Degree
- 1,800 Doctorate

Board Approved: May 10, 2021
 This schedule represents a 0% change over the 2018-19 schedule.

MODESTO CITY SCHOOLS
CONFIDENTIAL SUBSTITUTE SALARY SCHEDULE
2019-2020

CONFIDENTIAL CLASSIFICATIONS	HOURLY RATE OF PAY	
	STEP A	STEP B
Administrative Assistant to Assoc. Supt. Business Svcs. <i>(range 111)</i>	36.45	38.42
Administrative Assistant to Assoc. Supt. Educational Svcs. <i>(range 111)</i>	36.45	38.42
Administrative Assistant to Assoc. Supt. Curriculum & Instruction / Professional Development <i>(range 111)</i>	36.45	38.42
Administrative Assistant to Assoc. Supt. Student Supp. Svcs. <i>(range 111)</i>	36.45	38.42
Administrative Assistant to Chief Communications Officer <i>(range 111)</i>	36.45	38.42
Administrative Assistant to Chief Technology Officer <i>(range 111)</i>	36.45	38.42
Executive Assistant to the Superintendent <i>(range 115)</i>	41.27	43.50
Executive Secretary to the Board of Education <i>(range 103, through 7/22/19)</i>	32.44	34.19
Executive Secretary to the Board of Education <i>(range 108, effec. 7/23/19)</i>	34.15	35.99
Human Resources Oper., Recruit. and Reten. Spec. <i>(range 111)</i>	36.45	38.42
Negotiations and Administrative Support Secretary <i>(range 111)</i>	36.45	38.42

Confidential substitutes shall be paid at Step A of the classification in which they substitute.

Modesto City Schools' retirees shall be paid at Step B when substituting in the classification from which they left the District (within 39 months). They will be paid at Step A while substituting in other classifications.

Step A represents 92.5% of Step 1 on the current Management Salary Schedule.
 Step B represents 97.5% of Step 1 on the current Management Salary Schedule.

Board Approved: May 10, 2021
 This schedule represents a 0% change over the 2018-19 schedule.

**MODESTO CITY SCHOOLS
SUMMER SCHOOL STIPEND SCHEDULE
2019-2020**

	DAILY RATE
Summer School Principal, 9-12	504.43
Summer School Principal, 7-8	471.06
Summer School Principal, K-6	461.55
Summer School Principal, Special Education	402.71

This stipend will be based on a 25-day assignment: 5 days set-up and 20 days in session.
Effective 4/9/2019, 5 days converted to 40 hours for set-up VP/preparation.

Board Approved: May 10, 2021

This schedule represents 0% change over the 2018-19 schedule (rates based on 2008-09 stipend rates, divided by 25 days).

MODESTO CITY SCHOOLS
CONTRACTED MANAGEMENT SALARY SCHEDULE
2019-2020

	Salary Base	Longevity	Degree	Total Annual
Superintendent Annual Work Days: 222	\$262,500	N/A	N/A	\$262,500
Associate Superintendents:				
Human Resources Annual Work Days: 222	\$168,738	\$4,011	\$1,200	\$173,949
Educational Services Annual Work Days: 222	\$168,738	\$6,015	\$1,200	\$175,953
Business Services, CBO *daily rate + annual stipend Annual Work Days: 222	\$760.08			\$168,737.76
Student Support Services Annual Work Days: 222	\$168,738	\$2,004	\$1,200	\$171,942
Curriculum & Instruction / Professional Development Annual Work Days: 222	\$163,823		\$3,000	\$166,823
Chief Communications Officer *daily rate + annual stipend Annual Work Days: 222	\$677.08			\$150,311.76
Chief Technology Officer *daily rate + annual stipend Annual Work Days: 222 (effec. 7/15/19 = 214 Work Days for 2019-20)	\$801.80		\$1,200	\$172,785.20

Formula (Salary Base + Longevity Rate + Degree) = Total Annual

Longevity Rates:

- 2,004 (Longevity 1 - at the completion of 10 years of credited service)
- 4,011 (Longevity 2 - at the completion of 15 years of credited service)
- 6,015 (Longevity 3 - at the completion of 20 years of credited service)
- 8,021 (Longevity 4 - at the completion of 25 years of credited service)
- 10,026 (Longevity 5 - at the completion of 30 years of credited service)

Stipends:

- 1,200 Master's Degree
- 1,800 Doctorate

Board Approved: May 10, 2021

This schedule represents compensation amounts reflected in individual employment agreements as approved by the Board of Education.

MODESTO CITY SCHOOLS

MANAGEMENT/CONFIDENTIAL EMPLOYEES FRINGE BENEFITS

District management and confidential staff may purchase various benefits from an approved list of insurance vendors including qualified non-taxable benefits under Section 125.

HEALTH & MEDICAL BENEFITS

The District makes available several health insurance plans through CalPERS at group rates for the management/confidential employee only, employee plus one, or employee plus family. Effective July 1, 2015, the District will contribute \$278 per month per full-time employee towards the CalPERS insurance premium.

Effective July 1, 2014, the District shall contribute an additional \$110 per month per full-time employee toward benefits. An employee who is otherwise provided basic group medical coverage may opt to have the District pay \$110 per month, cash in lieu. Such payment shall be in lieu of medical coverage paid by the District and shall be initiated only following the employee's certification on a form prescribed by the District, of alternative coverage.

DENTAL COVERAGE

The District makes coverage available for the management/confidential employee and family at group rates.

VISION COVERAGE

The District makes vision coverage available for the management/confidential employee and family at group rates.

LIFE INSURANCE & LONG-TERM DISABILITY COVERAGE

The District makes available \$200,000 in Life Insurance with no physical and LTD coverage (up to \$8,500 per month maximum) for all management and confidential employees, and offers additional plans of Life Insurance, Accidental Death and Long Term Disability coverage.