

## **Management, Supervisory and Confidential Personnel**

### **SALARY PLACEMENT**

#### **Initial Placement on the Management Salary Schedule**

New management employees may be placed on any step of the management salary schedule that will provide the new employee with credit for the employee's experience and training.

Current district employees who have been selected for management positions will be granted experience credit as provided above, but in no case will current district employee suffer a pay loss when assigned a management position. In cases where a loss of pay would result, the employee will be placed on a step that will result in at least a 2% pay increase over his/her daily rate of pay as a non-management employee.

#### **Step Advance**

After initial placement, advancement shall be made annually on the first of the month following completion of a one-year period of employment.

#### **Longevity**

Management personnel who have served five years on the district management salary schedule will be granted longevity pay equal to 2.5% of their base salary, and will be granted an additional 2.5% for each two year period served thereafter, for a total of eight years or for a total of 10% added to their base salary.

#### **Doctoral Pay**

Management personnel who have an earned doctorate granted by the graduate school of an institution of higher learning with accreditation recognized in the United States will receive additional pay per month at the rate established by the Board of Education.

Management personnel who work less than full time will be granted a pro rata share of additional pay per month.

All management personnel on the management schedule will be eligible for doctoral pay. The district Superintendent's eligibility for doctoral pay will be determined by individual contract.

**Wage**

The management salary schedule shall be adopted annually by the Board of Education. The salary schedule shall specify all management positions below the Superintendentcy, the number of days to be worked per year, the per diem rate and the monthly salaries for each of the five steps for each position.

**Wage Adjustment**

Management personnel who resign or are granted a non-paid leave prior to the completion of their normal work year will have their final salary warrant adjusted to reflect the actual days worked.

**Extra Pay**

Management personnel who work beyond the number of days specified in the salary schedule will be compensated at their daily rate. Daily rate is determined by dividing the base annual salary by the number of workdays per year.

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**CULVER CITY UNIFIED SCHOOL DISTRICT**  
Culver City, California

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