

# Santa Barbara Unified School District

## Administrative Regulation

AR 4351.1

### Management and Confidential Personnel

#### MANAGEMENT SALARY SCHEDULE

##### Compensation

##### 1. Salary Schedule

All management employees shall be placed in their proper positions range on the Management Salary Schedule adopted by the Governing Board.

All confidential employees shall be placed in their proper position range on the Confidential Salary Schedule.

*(cf. 4151/4251/4351 - Employee Compensation)*

##### 2. Experience

To be credited experience, a year of service must be for 50 percent or more of a full year. Credit will be given for only one such partial year of management service.

Persons entering management positions in the district with outside administrative experience shall be placed at the appropriate step, considering credit for outside experience at the rate of one year for each year of outside experience in an comparable or higher administrative assignment.

District management employees will be given full credit for experience when assigned to a lower level on the salary schedule or to a level formerly held.

##### 3. Advanced Degrees

Management employees shall receive additional compensation for having earned a master's degree or doctorate at the same dollar amount provided by the contract agreement for certificated employees.

##### 4. Promotion

Whenever a management employee is promoted to a higher position level, the new placement on the management salary schedule will assure a salary greater than that of the employee's former position.

##### 5. Professional Growth

Management employees shall receive an annual payment of .010 of Range 1, Step 1 of the Management Salary Schedule towards the annual cost of membership in the Association of California School Administrators, the California Association of School Business Officials, or for use to attend professional conferences.

SANTA BARBARA UNIFIED SCHOOL DISTRICT  
Santa Barbara, California      January 26, 2010; June 8, 2010