

SULPHUR SPRINGS UNION SCHOOL DISTRICT
2024-25 MANAGEMENT COMPENSATION SCHEDULE
EFFECTIVE: 07/01/24

Board Approval Date: 2/26/25

MONTHLY RATES

SCH 025/SCH M

RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
*****	*****	*****	*****	*****	*****	*****	*****
BASE PAY							
001	Social Worker	\$6,958.08	\$7,305.92	\$7,671.08	\$8,054.75	\$8,457.50	186
010	School Psychologist	\$8,148.25	\$8,548.50	\$8,964.75	\$9,402.92	\$9,863.25	198
015	Educational Audiologist	\$8,642.17	\$9,066.67	\$9,508.17	\$9,972.83	\$10,461.08	210
020	Educational Program Coordinator	\$9,370.00	\$9,823.08	\$10,292.67	\$10,786.83	\$11,304.58	206
020	Coordinator of Expanded Learning	\$9,370.00	\$9,823.08	\$10,292.67	\$10,786.83	\$11,304.58	206
020	Asst Princ, one school	\$9,370.00	\$9,823.08	\$10,292.67	\$10,786.83	\$11,304.58	206
030	Asst Princ, 2 schs/Split	\$9,466.50	\$9,915.67	\$10,393.17	\$10,891.92	\$11,414.75	206
040	Teaching Principal	\$9,550.25	\$10,010.92	\$10,494.58	\$10,998.25	\$11,526.17	211
050	Principal, one school	\$10,612.42	\$11,119.00	\$11,657.17	\$12,216.67	\$12,803.17	211
060	Principal, 2 schs/Admin Split	\$10,708.92	\$11,220.67	\$11,755.00	\$12,319.25	\$12,910.33	211
080	Administrator, Pupil Services	\$9,555.25	\$10,016.00	\$10,492.00	\$10,995.58	\$11,523.50	211
080	Program Specialist	\$9,555.25	\$10,016.00	\$10,492.00	\$10,995.58	\$11,523.50	211
085	Program Specialist Lead	\$10,033.00	\$10,534.75	\$11,061.42	\$11,614.50	\$12,195.25	211
050	Administrator, Categorical Program	\$10,612.42	\$11,119.00	\$11,657.17	\$12,216.67	\$12,803.17	211
090	Director, Spec. Ed.	\$11,925.08	\$12,488.58	\$13,088.00	\$13,716.42	\$14,402.17	226
090	Director, Personnel/Pupil Svcs	\$11,925.08	\$12,488.58	\$13,088.00	\$13,716.42	\$14,402.17	226
090	Director of Curriculum and Instruction	\$11,925.08	\$12,488.58	\$13,088.00	\$13,716.42	\$14,402.17	226
090	Grant Project Director	\$11,925.08	\$12,488.58	\$13,088.00	\$13,716.42	\$14,402.17	226
091	Executive Director, Spec. Ed.	\$12,521.33	\$13,113.00	\$13,742.50	\$14,402.17	\$15,122.33	226
095	Asst Supt, Business Svcs	\$13,878.08	\$14,572.00	\$15,300.58	\$16,065.67	\$16,868.92	226
095	Asst Supt, Educational Svcs	\$13,878.08	\$14,572.00	\$15,300.58	\$16,065.67	\$16,868.92	226
095	Asst Supt, Personnel/Pupil Services	\$13,878.08	\$14,572.00	\$15,300.58	\$16,065.67	\$16,868.92	226
096	Deputy Supt, Business Services	\$14,571.92	\$15,300.67	\$16,065.67	\$16,868.92	\$17,712.25	226
Substitute Hourly Salary							
050	Substitute Principal	\$75.44	\$79.05	\$82.87	\$86.85	\$91.02	211
LG1 - 10 YRS - 2% OF BASE SALARY							
101	Social Worker	\$7,097.24	\$7,452.04	\$7,824.50	\$8,215.85	\$8,626.65	186
110	School Psychologist	\$8,311.22	\$8,719.47	\$9,144.05	\$9,590.98	\$10,060.52	198
115	Educational Audiologist	\$8,815.01	\$9,248.00	\$9,698.33	\$10,172.29	\$10,670.30	210
120	Educational Program Coordinator	\$9,557.40	\$10,019.54	\$10,498.52	\$11,002.57	\$11,530.67	206
120	Coordinator of Expanded Learning	\$9,557.40	\$10,019.54	\$10,498.52	\$11,002.57	\$11,530.67	206
120	Asst Princ, one school	\$9,557.40	\$10,019.54	\$10,498.52	\$11,002.57	\$11,530.67	206
130	Asst Princ, 2 schs/Split	\$9,655.83	\$10,113.98	\$10,601.03	\$11,109.76	\$11,643.05	206
140	Teaching Principal	\$9,741.26	\$10,211.14	\$10,704.47	\$11,218.22	\$11,756.69	211
150	Principal, one school	\$10,824.67	\$11,341.38	\$11,890.31	\$12,461.00	\$13,059.23	211
160	Principal, 2 schs/Admin Split	\$10,923.10	\$11,445.08	\$11,990.10	\$12,565.64	\$13,168.54	211
180	Administrator, Pupil Services	\$9,746.36	\$10,216.32	\$10,701.84	\$11,215.49	\$11,753.97	211
180	Program Specialist	\$9,746.36	\$10,216.32	\$10,701.84	\$11,215.49	\$11,753.97	211
185	Program Specialist Lead	\$10,233.66	\$10,745.45	\$11,282.65	\$11,846.79	\$12,439.16	211
150	Administrator, Categorical Program	\$10,824.67	\$11,341.38	\$11,890.31	\$12,461.00	\$13,059.23	211
190	Director, Spec. Ed.	\$12,163.58	\$12,738.35	\$13,349.76	\$13,990.75	\$14,690.21	226
190	Director, Personnel/Pupil Svcs	\$12,163.58	\$12,738.35	\$13,349.76	\$13,990.75	\$14,690.21	226
190	Director of Curriculum and Instruction	\$12,163.58	\$12,738.35	\$13,349.76	\$13,990.75	\$14,690.21	226
190	Grant Project Director	\$12,163.58	\$12,738.35	\$13,349.76	\$13,990.75	\$14,690.21	226
191	Executive Director, Spec. Ed.	\$12,771.76	\$13,375.26	\$14,017.35	\$14,690.21	\$15,424.78	226
195	Asst Supt, Business Svcs	\$14,155.64	\$14,863.44	\$15,606.59	\$16,386.98	\$17,206.30	226
195	Asst Supt, Educational Svcs	\$14,155.64	\$14,863.44	\$15,606.59	\$16,386.98	\$17,206.30	226
195	Asst Supt, Personnel/Pupil Services	\$14,155.64	\$14,863.44	\$15,606.59	\$16,386.98	\$17,206.30	226
196	Deputy Supt, Business Services	\$14,863.36	\$15,606.68	\$16,386.98	\$17,206.30	\$18,066.50	226
LG2 - 15 YRS - 4% OF BASE SALARY							
201	Social Worker	\$7,236.40	\$7,598.16	\$7,977.92	\$8,376.94	\$8,795.80	186
210	School Psychologist	\$8,474.18	\$8,890.44	\$9,323.34	\$9,779.04	\$10,257.78	198
215	Educational Audiologist	\$8,987.86	\$9,429.34	\$9,888.50	\$10,371.74	\$10,879.52	210
220	Educational Program Coordinator	\$9,744.80	\$10,216.00	\$10,704.38	\$11,218.30	\$11,756.76	206
220	Coordinator of Expanded Learning	\$9,744.80	\$10,216.00	\$10,704.38	\$11,218.30	\$11,756.76	206
220	Asst Princ, one school	\$9,744.80	\$10,216.00	\$10,704.38	\$11,218.30	\$11,756.76	206
230	Asst Princ, 2 schs/Split	\$9,845.16	\$10,312.30	\$10,808.90	\$11,327.60	\$11,871.34	206
240	Teaching Principal	\$9,932.26	\$10,411.36	\$10,914.36	\$11,438.18	\$11,987.22	211
250	Principal, one school	\$11,036.92	\$11,563.76	\$12,123.46	\$12,705.34	\$13,315.30	211
260	Principal, 2 schs/Admin Split	\$11,137.28	\$11,669.50	\$12,225.20	\$12,812.02	\$13,426.74	211
280	Administrator, Pupil Services	\$9,937.46	\$10,416.64	\$10,911.68	\$11,435.40	\$11,984.44	211
280	Program Specialist	\$9,937.46	\$10,416.64	\$10,911.68	\$11,435.40	\$11,984.44	211
285	Program Specialist Lead	\$10,434.32	\$10,956.14	\$11,503.88	\$12,079.08	\$12,683.06	211
250	Administrator, Categorical Program	\$11,036.92	\$11,563.76	\$12,123.46	\$12,705.34	\$13,315.30	211
290	Director, Spec. Ed.	\$12,402.08	\$12,988.12	\$13,611.52	\$14,265.08	\$14,978.26	226
290	Director, Personnel/Pupil Svcs	\$12,402.08	\$12,988.12	\$13,611.52	\$14,265.08	\$14,978.26	226
290	Director of Curriculum and Instruction	\$12,402.08	\$12,988.12	\$13,611.52	\$14,265.08	\$14,978.26	226
290	Grant Project Director	\$12,402.08	\$12,988.12	\$13,611.52	\$14,265.08	\$14,978.26	226
291	Executive Director, Spec. Ed.	\$13,022.18	\$13,637.52	\$14,292.20	\$14,978.26	\$15,727.22	226
295	Asst Supt, Business Svcs	\$14,433.20	\$15,154.88	\$15,912.60	\$16,708.30	\$17,543.68	226
295	Asst Supt, Educational Svcs	\$14,433.20	\$15,154.88	\$15,912.60	\$16,708.30	\$17,543.68	226
295	Asst Supt, Personnel/Pupil Services	\$14,433.20	\$15,154.88	\$15,912.60	\$16,708.30	\$17,543.68	226
296	Deputy Supt, Business Services	\$15,154.80	\$15,912.70	\$16,708.30	\$17,543.68	\$18,420.74	226

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SCH 025/SCH M

RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
*****	*****	*****	*****	*****	*****	*****	*****
<u>LG3 - 20 YRS - 6% OF BASE SALARY</u>							
301	Social Worker	\$7,375.57	\$7,744.28	\$8,131.35	\$8,538.04	\$8,964.95	186
310	School Psychologist	\$8,637.15	\$9,061.41	\$9,502.64	\$9,967.10	\$10,455.05	198
315	Educational Audiologist	\$9,160.70	\$9,610.67	\$10,078.66	\$10,571.20	\$11,088.75	210
320	Educational Program Coordinator	\$9,932.20	\$10,412.47	\$10,910.23	\$11,434.04	\$11,982.86	206
320	Coordinator of Expanded Learning	\$9,932.20	\$10,412.47	\$10,910.23	\$11,434.04	\$11,982.86	206
320	Asst Princ, one school	\$9,932.20	\$10,412.47	\$10,910.23	\$11,434.04	\$11,982.86	206
330	Asst Princ, 2 schs/Split	\$10,034.49	\$10,510.61	\$11,016.76	\$11,545.44	\$12,099.64	206
340	Teaching Principal	\$10,123.27	\$10,611.58	\$11,124.26	\$11,658.15	\$12,217.74	211
350	Principal, one school	\$11,249.17	\$11,786.14	\$12,356.60	\$12,949.67	\$13,571.36	211
360	Principal, 2 schs/Admin Split	\$11,351.46	\$11,893.91	\$12,460.30	\$13,058.41	\$13,684.95	211
380	Administrator, Pupil Services	\$10,128.57	\$10,616.96	\$11,121.52	\$11,655.32	\$12,214.91	211
380	Program Specialist	\$10,128.57	\$10,616.96	\$11,121.52	\$11,655.32	\$12,214.91	211
385	Program Specialist Lead	\$10,634.98	\$11,166.84	\$11,725.11	\$12,311.37	\$12,926.97	211
350	Administrator, Categorical Program	\$11,249.17	\$11,786.14	\$12,356.60	\$12,949.67	\$13,571.36	211
390	Director, Spec. Ed.	\$12,640.59	\$13,237.90	\$13,873.28	\$14,539.41	\$15,266.30	226
390	Director, Personnel/Pupil Svcs	\$12,640.59	\$13,237.90	\$13,873.28	\$14,539.41	\$15,266.30	226
390	Director of Curriculum and Instruction	\$12,640.59	\$13,237.90	\$13,873.28	\$14,539.41	\$15,266.30	226
390	Grant Project Director	\$12,640.59	\$13,237.90	\$13,873.28	\$14,539.41	\$15,266.30	226
391	Executive Director, Spec. Ed.	\$13,272.61	\$13,899.78	\$14,567.05	\$15,266.30	\$16,029.67	226
395	Asst Supt, Business Svcs	\$14,710.77	\$15,446.32	\$16,218.62	\$17,029.61	\$17,881.06	226
395	Asst Supt, Educational Svcs	\$14,710.77	\$15,446.32	\$16,218.62	\$17,029.61	\$17,881.06	226
395	Asst Supt, Personnel/Pupil Services	\$14,710.77	\$15,446.32	\$16,218.62	\$17,029.61	\$17,881.06	226
396	Deputy Supt, Business Services	\$15,446.24	\$16,218.71	\$17,029.61	\$17,881.06	\$18,774.99	226
<u>LG4 - 25 YRS - 8% OF BASE SALARY</u>							
401	Social Worker	\$7,514.73	\$7,890.39	\$8,284.77	\$8,699.13	\$9,134.10	186
410	School Psychologist	\$8,800.11	\$9,232.38	\$9,681.93	\$10,155.15	\$10,652.31	198
415	Educational Audiologist	\$9,333.54	\$9,792.00	\$10,268.82	\$10,770.66	\$11,297.97	210
420	Educational Program Coordinator	\$10,119.60	\$10,608.93	\$11,116.08	\$11,649.78	\$12,208.95	206
420	Coordinator of Expanded Learning	\$10,119.60	\$10,608.93	\$11,116.08	\$11,649.78	\$12,208.95	206
420	Asst Princ, one school	\$10,119.60	\$10,608.93	\$11,116.08	\$11,649.78	\$12,208.95	206
430	Asst Princ, 2 schs/Split	\$10,223.82	\$10,708.92	\$11,224.62	\$11,763.27	\$12,327.93	206
440	Teaching Principal	\$10,314.27	\$10,811.79	\$11,334.15	\$11,878.11	\$12,448.26	211
450	Principal, one school	\$11,461.41	\$12,008.52	\$12,589.74	\$13,194.00	\$13,827.42	211
460	Principal, 2 schs/Admin Split	\$11,565.63	\$12,118.32	\$12,695.40	\$13,304.79	\$13,943.16	211
480	Administrator, Pupil Services	\$10,319.67	\$10,817.28	\$11,331.36	\$11,875.23	\$12,445.38	211
480	Program Specialist	\$10,319.67	\$10,817.28	\$11,331.36	\$11,875.23	\$12,445.38	211
485	Program Specialist Lead	\$10,835.64	\$11,377.53	\$11,946.33	\$12,543.66	\$13,170.87	211
450	Administrator, Categorical Program	\$11,461.41	\$12,008.52	\$12,589.74	\$13,194.00	\$13,827.42	211
490	Director, Spec. Ed.	\$12,879.09	\$13,487.67	\$14,135.04	\$14,813.73	\$15,554.34	226
490	Director, Personnel/Pupil Svcs	\$12,879.09	\$13,487.67	\$14,135.04	\$14,813.73	\$15,554.34	226
490	Director of Curriculum and Instruction	\$12,879.09	\$13,487.67	\$14,135.04	\$14,813.73	\$15,554.34	226
490	Grant Project Director	\$12,879.09	\$13,487.67	\$14,135.04	\$14,813.73	\$15,554.34	226
491	Executive Director, Spec. Ed.	\$13,523.04	\$14,162.04	\$14,841.90	\$15,554.34	\$16,332.12	226
495	Asst Supt, Business Svcs	\$14,988.33	\$15,737.76	\$16,524.63	\$17,350.92	\$18,218.43	226
495	Asst Supt, Educational Svcs	\$14,988.33	\$15,737.76	\$16,524.63	\$17,350.92	\$18,218.43	226
495	Asst Supt, Personnel/Pupil Services	\$14,988.33	\$15,737.76	\$16,524.63	\$17,350.92	\$18,218.43	226
496	Deputy Supt, Business Services	\$15,737.67	\$16,524.72	\$17,350.92	\$18,218.43	\$19,129.23	226
<u>LG5 - 30 YRS - 10% OF BASE SALARY</u>							
501	Social Worker	\$7,653.89	\$8,036.51	\$8,438.19	\$8,860.23	\$9,303.25	186
510	School Psychologist	\$8,963.08	\$9,403.35	\$9,861.23	\$10,343.21	\$10,849.58	198
515	Educational Audiologist	\$9,506.39	\$9,973.34	\$10,458.99	\$10,970.11	\$11,507.19	210
520	Educational Program Coordinator	\$10,307.00	\$10,805.39	\$11,321.94	\$11,865.51	\$12,435.04	206
520	Coordinator of Expanded Learning	\$10,307.00	\$10,805.39	\$11,321.94	\$11,865.51	\$12,435.04	206
520	Asst Princ, one school	\$10,307.00	\$10,805.39	\$11,321.94	\$11,865.51	\$12,435.04	206
530	Asst Princ, 2 schs/Split	\$10,413.15	\$10,907.24	\$11,432.49	\$11,981.11	\$12,556.23	206
540	Teaching Principal	\$10,505.28	\$11,012.01	\$11,544.04	\$12,098.08	\$12,678.79	211
550	Principal, one school	\$11,673.66	\$12,230.90	\$12,822.89	\$13,438.34	\$14,083.49	211
560	Principal, 2 schs/Admin Split	\$11,779.81	\$12,342.74	\$12,930.50	\$13,551.18	\$14,201.36	211
580	Administrator, Pupil Services	\$10,510.78	\$11,017.60	\$11,541.20	\$12,095.14	\$12,675.85	211
580	Program Specialist	\$10,510.78	\$11,017.60	\$11,541.20	\$12,095.14	\$12,675.85	211
585	Program Specialist Lead	\$11,036.30	\$11,588.23	\$12,167.56	\$12,775.95	\$13,414.78	211
550	Administrator, Categorical Program	\$11,673.66	\$12,230.90	\$12,822.89	\$13,438.34	\$14,083.49	211
590	Director, Spec. Ed.	\$13,117.59	\$13,737.44	\$14,396.80	\$15,088.06	\$15,842.39	226
590	Director, Personnel/Pupil Svcs	\$13,117.59	\$13,737.44	\$14,396.80	\$15,088.06	\$15,842.39	226
590	Director of Curriculum and Instruction	\$13,117.59	\$13,737.44	\$14,396.80	\$15,088.06	\$15,842.39	226
590	Grant Project Director	\$13,117.59	\$13,737.44	\$14,396.80	\$15,088.06	\$15,842.39	226
591	Executive Director, Spec. Ed.	\$13,773.46	\$14,424.30	\$15,116.75	\$15,842.39	\$16,634.56	226
595	Asst Supt, Business Svcs	\$15,265.89	\$16,029.20	\$16,830.64	\$17,672.24	\$18,555.81	226
595	Asst Supt, Educational Svcs	\$15,265.89	\$16,029.20	\$16,830.64	\$17,672.24	\$18,555.81	226
595	Asst Supt, Personnel/Pupil Services	\$15,265.89	\$16,029.20	\$16,830.64	\$17,672.24	\$18,555.81	226
596	Deputy Supt, Business Services	\$16,029.11	\$16,830.74	\$17,672.24	\$18,555.81	\$19,483.48	226

Salary Placement shall begin July 1 of each fiscal year.

Longevity Increment shall be applied as of July 1 of the fiscal year in which the employee will have reached the designated number of years of service.

Paid medical insurance for employees working 30 hours or more a week capped at \$11,250 for one party, \$18,000 for two party, and \$19,000 for family.

Cash in lieu of medical insurance (capped at \$3500.00 annually) if selected by 01/01/2016

Paid dental and vision insurance for employee and family at 100% of premium

1.3333 days of sick leave shall be accrued for each creditable month.

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ANNUAL RATES

SCH 025/SCH M

RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
*****	*****	*****	*****	*****	*****	*****	*****
<u>BASE PAY</u>							
001	Social Worker	\$83,497	\$87,671	\$92,053	\$96,657	\$101,490	186
010	School Psychologist	\$97,779	\$102,582	\$107,577	\$112,835	\$118,359	198
015	Educational Audiologist	\$103,706	\$108,800	\$114,098	\$119,674	\$125,533	210
020	Educational Program Coordinator	\$112,440	\$117,877	\$123,512	\$129,442	\$135,655	206
020	Coordinator of Expanded Learning	\$112,440	\$117,877	\$123,512	\$129,442	\$135,655	206
020	Asst Princ, one school	\$112,440	\$117,877	\$123,512	\$129,442	\$135,655	206
030	Asst Princ, 2 schs/Split	\$113,598	\$118,988	\$124,718	\$130,703	\$136,977	206
040	Teaching Principal	\$114,603	\$120,131	\$125,935	\$131,979	\$138,314	211
050	Principal, one school	\$127,349	\$133,428	\$139,886	\$146,600	\$153,638	211
060	Principal, 2 schs/Admin Split	\$128,507	\$134,648	\$141,060	\$147,831	\$154,924	211
080	Administrator, Pupil Services	\$114,663	\$120,192	\$125,904	\$131,947	\$138,282	211
080	Program Specialist	\$114,663	\$120,192	\$125,904	\$131,947	\$138,282	211
085	Program Specialist Lead	\$120,396	\$126,417	\$132,737	\$139,374	\$146,343	211
050	Administrator, Categorical Program	\$127,349	\$133,428	\$139,886	\$146,600	\$153,638	211
090	Director, Spec. Ed.	\$143,101	\$149,863	\$157,056	\$164,597	\$172,826	226
090	Director, Personnel/Pupil Svcs	\$143,101	\$149,863	\$157,056	\$164,597	\$172,826	226
090	Director of Curriculum and Instruction	\$143,101	\$149,863	\$157,056	\$164,597	\$172,826	226
090	Grant Project Director	\$143,101	\$149,863	\$157,056	\$164,597	\$172,826	226
091	Executive Director, Spec. Ed.	\$150,256	\$157,356	\$164,910	\$172,826	\$181,468	226
095	Asst Supt, Business Svcs	\$166,537	\$174,864	\$183,607	\$192,788	\$202,427	226
095	Asst Supt, Educational Svcs	\$166,537	\$174,864	\$183,607	\$192,788	\$202,427	226
095	Asst Supt, Personnel/Pupil Services	\$166,537	\$174,864	\$183,607	\$192,788	\$202,427	226
096	Deputy Supt, Business Services	\$174,863	\$183,608	\$192,788	\$202,427	\$212,547	226
<u>Substitute Daily Salary</u>							
050	Substitute Principal	\$604	\$632	\$663	\$695	\$728	211
<u>LG1 - 10 YRS - 2% OF BASE SALARY</u>							
101	Social Worker	\$85,167	\$89,424	\$93,894	\$98,590	\$103,520	186
110	School Psychologist	\$99,735	\$104,634	\$109,729	\$115,092	\$120,726	198
115	Educational Audiologist	\$105,780	\$110,976	\$116,380	\$122,067	\$128,044	210
120	Educational Program Coordinator	\$114,689	\$120,235	\$125,982	\$132,031	\$138,368	206
120	Coordinator of Expanded Learning	\$114,689	\$120,235	\$125,982	\$132,031	\$138,368	206
120	Asst Princ, one school	\$114,689	\$120,235	\$125,982	\$132,031	\$138,368	206
130	Asst Princ, 2 schs/Split	\$115,870	\$121,368	\$127,212	\$133,317	\$139,717	206
140	Teaching Principal	\$116,895	\$122,534	\$128,454	\$134,619	\$141,080	211
150	Principal, one school	\$129,896	\$136,097	\$142,684	\$149,532	\$156,711	211
160	Principal, 2 schs/Admin Split	\$131,077	\$137,341	\$143,881	\$150,788	\$158,022	211
180	Administrator, Pupil Services	\$116,956	\$122,596	\$128,422	\$134,586	\$141,048	211
180	Program Specialist	\$116,956	\$122,596	\$128,422	\$134,586	\$141,048	211
185	Program Specialist Lead	\$122,804	\$128,945	\$135,392	\$142,161	\$149,270	211
150	Administrator, Categorical Program	\$129,896	\$136,097	\$142,684	\$149,532	\$156,711	211
190	Director, Spec. Ed.	\$145,963	\$152,860	\$160,197	\$167,889	\$176,283	226
190	Director, Personnel/Pupil Svcs	\$145,963	\$152,860	\$160,197	\$167,889	\$176,283	226
190	Director of Curriculum and Instruction	\$145,963	\$152,860	\$160,197	\$167,889	\$176,283	226
190	Grant Project Director	\$145,963	\$152,860	\$160,197	\$167,889	\$176,283	226
191	Executive Director, Spec. Ed.	\$153,261	\$160,503	\$168,208	\$176,283	\$185,097	226
195	Asst Supt, Business Svcs	\$169,868	\$178,361	\$187,279	\$196,644	\$206,476	226
195	Asst Supt, Educational Svcs	\$169,868	\$178,361	\$187,279	\$196,644	\$206,476	226
195	Asst Supt, Personnel/Pupil Services	\$169,868	\$178,361	\$187,279	\$196,644	\$206,476	226
196	Deputy Supt, Business Services	\$178,360	\$187,280	\$196,644	\$206,476	\$216,798	226
<u>LG2 - 15 YRS - 4% OF BASE SALARY</u>							
201	Social Worker	\$86,837	\$91,178	\$95,735	\$100,523	\$105,550	186
210	School Psychologist	\$101,690	\$106,685	\$111,880	\$117,348	\$123,093	198
215	Educational Audiologist	\$107,854	\$113,152	\$118,662	\$124,461	\$130,554	210
220	Educational Program Coordinator	\$116,938	\$122,592	\$128,452	\$134,620	\$141,081	206
220	Coordinator of Expanded Learning	\$116,938	\$122,592	\$128,452	\$134,620	\$141,081	206
220	Asst Princ, one school	\$116,938	\$122,592	\$128,452	\$134,620	\$141,081	206
230	Asst Princ, 2 schs/Split	\$118,142	\$123,748	\$129,707	\$135,931	\$142,456	206
240	Teaching Principal	\$119,187	\$124,936	\$130,972	\$137,258	\$143,847	211
250	Principal, one school	\$132,443	\$138,765	\$145,481	\$152,464	\$159,784	211
260	Principal, 2 schs/Admin Split	\$133,647	\$140,034	\$146,702	\$153,744	\$161,121	211
280	Administrator, Pupil Services	\$119,250	\$125,000	\$130,940	\$137,225	\$143,813	211
280	Program Specialist	\$119,250	\$125,000	\$130,940	\$137,225	\$143,813	211
285	Program Specialist Lead	\$125,212	\$131,474	\$138,046	\$144,949	\$152,197	211
250	Administrator, Categorical Program	\$132,443	\$138,765	\$145,481	\$152,464	\$159,784	211
290	Director, Spec. Ed.	\$148,825	\$155,858	\$163,338	\$171,181	\$179,739	226
290	Director, Personnel/Pupil Svcs	\$148,825	\$155,858	\$163,338	\$171,181	\$179,739	226
290	Director of Curriculum and Instruction	\$148,825	\$155,858	\$163,338	\$171,181	\$179,739	226
290	Grant Project Director	\$148,825	\$155,858	\$163,338	\$171,181	\$179,739	226
291	Executive Director, Spec. Ed.	\$156,266	\$163,650	\$171,506	\$179,739	\$188,727	226
295	Asst Supt, Business Svcs	\$173,198	\$181,859	\$190,951	\$200,500	\$210,524	226
295	Asst Supt, Educational Svcs	\$173,198	\$181,859	\$190,951	\$200,500	\$210,524	226
295	Asst Supt, Personnel/Pupil Services	\$173,198	\$181,859	\$190,951	\$200,500	\$210,524	226
296	Deputy Supt, Business Services	\$181,858	\$190,952	\$200,500	\$210,524	\$221,049	226

SULPHUR SPRINGS UNION SCHOOL DISTRICT
2024-25 MANAGEMENT COMPENSATION SCHEDULE
EFFECTIVE: 07/01/24
Board Approval Date: 2/26/25

ANNUAL RATES

SCH 025/SCH M

RANGE	CLASSIFICATION	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	WORK DAYS/YR
*****	*****	*****	*****	*****	*****	*****	*****
<u>LG3 - 20 YRS - 6% OF BASE SALARY</u>							
301	Social Worker	\$88,507	\$92,931	\$97,576	\$102,456	\$107,579	186
310	School Psychologist	\$103,646	\$108,737	\$114,032	\$119,605	\$125,461	198
315	Educational Audiologist	\$109,928	\$115,328	\$120,944	\$126,854	\$133,065	210
320	Educational Program Coordinator	\$119,186	\$124,950	\$130,923	\$137,209	\$143,794	206
320	Coordinator of Expanded Learning	\$119,186	\$124,950	\$130,923	\$137,209	\$143,794	206
320	Asst Princ, one school	\$119,186	\$124,950	\$130,923	\$137,209	\$143,794	206
330	Asst Princ, 2 schs/Split	\$120,414	\$126,127	\$132,201	\$138,545	\$145,196	206
340	Teaching Principal	\$121,479	\$127,339	\$133,491	\$139,898	\$146,613	211
350	Principal, one school	\$134,990	\$141,434	\$148,279	\$155,396	\$162,856	211
360	Principal, 2 schs/Admin Split	\$136,217	\$142,727	\$149,524	\$156,701	\$164,219	211
380	Administrator, Pupil Services	\$121,543	\$127,404	\$133,458	\$139,864	\$146,579	211
380	Program Specialist	\$121,543	\$127,404	\$133,458	\$139,864	\$146,579	211
385	Program Specialist Lead	\$127,620	\$134,002	\$140,701	\$147,736	\$155,124	211
350	Administrator, Categorical Program	\$134,990	\$141,434	\$148,279	\$155,396	\$162,856	211
390	Director, Spec. Ed.	\$151,687	\$158,855	\$166,479	\$174,473	\$183,196	226
390	Director, Personnel/Pupil Svcs	\$151,687	\$158,855	\$166,479	\$174,473	\$183,196	226
390	Director of Curriculum and Instruction	\$151,687	\$158,855	\$166,479	\$174,473	\$183,196	226
390	Grant Project Director	\$151,687	\$158,855	\$166,479	\$174,473	\$183,196	226
391	Executive Director, Spec. Ed.	\$159,271	\$166,797	\$174,805	\$183,196	\$192,356	226
395	Asst Supt, Business Svcs	\$176,529	\$185,356	\$194,623	\$204,355	\$214,573	226
395	Asst Supt, Educational Svcs	\$176,529	\$185,356	\$194,623	\$204,355	\$214,573	226
395	Asst Supt, Personnel/Pupil Services	\$176,529	\$185,356	\$194,623	\$204,355	\$214,573	226
396	Deputy Supt, Business Services	\$185,355	\$194,624	\$204,355	\$214,573	\$225,300	226
<u>LG4 - 25 YRS - 8% OF BASE SALARY</u>							
401	Social Worker	\$90,177	\$94,685	\$99,417	\$104,390	\$109,609	186
410	School Psychologist	\$105,601	\$110,789	\$116,183	\$121,862	\$127,828	198
415	Educational Audiologist	\$112,002	\$117,504	\$123,226	\$129,248	\$135,576	210
420	Educational Program Coordinator	\$121,435	\$127,307	\$133,393	\$139,797	\$146,507	206
420	Coordinator of Expanded Learning	\$121,435	\$127,307	\$133,393	\$139,797	\$146,507	206
420	Asst Princ, one school	\$121,435	\$127,307	\$133,393	\$139,797	\$146,507	206
430	Asst Princ, 2 schs/Split	\$122,686	\$128,507	\$134,695	\$141,159	\$147,935	206
440	Teaching Principal	\$123,771	\$129,741	\$136,010	\$142,537	\$149,379	211
450	Principal, one school	\$137,537	\$144,102	\$151,077	\$158,328	\$165,929	211
460	Principal, 2 schs/Admin Split	\$138,788	\$145,420	\$152,345	\$159,657	\$167,318	211
480	Administrator, Pupil Services	\$123,836	\$129,807	\$135,976	\$142,503	\$149,345	211
480	Program Specialist	\$123,836	\$129,807	\$135,976	\$142,503	\$149,345	211
485	Program Specialist Lead	\$130,028	\$136,530	\$143,356	\$150,524	\$158,050	211
450	Administrator, Categorical Program	\$137,537	\$144,102	\$151,077	\$158,328	\$165,929	211
490	Director, Spec. Ed.	\$154,549	\$161,852	\$169,620	\$177,765	\$186,652	226
490	Director, Personnel/Pupil Svcs	\$154,549	\$161,852	\$169,620	\$177,765	\$186,652	226
490	Director of Curriculum and Instruction	\$154,549	\$161,852	\$169,620	\$177,765	\$186,652	226
490	Grant Project Director	\$154,549	\$161,852	\$169,620	\$177,765	\$186,652	226
491	Executive Director, Spec. Ed.	\$162,276	\$169,944	\$178,103	\$186,652	\$195,985	226
495	Asst Supt, Business Svcs	\$179,860	\$188,853	\$198,296	\$208,211	\$218,621	226
495	Asst Supt, Educational Svcs	\$179,860	\$188,853	\$198,296	\$208,211	\$218,621	226
495	Asst Supt, Personnel/Pupil Services	\$179,860	\$188,853	\$198,296	\$208,211	\$218,621	226
496	Deputy Supt, Business Services	\$188,852	\$198,297	\$208,211	\$218,621	\$229,551	226
<u>LG5 - 30 YRS - 10% OF BASE SALARY</u>							
501	Social Worker	\$91,847	\$96,438	\$101,258	\$106,323	\$111,639	186
510	School Psychologist	\$107,557	\$112,840	\$118,335	\$124,119	\$130,195	198
515	Educational Audiologist	\$114,077	\$119,680	\$125,508	\$131,641	\$138,086	210
520	Educational Program Coordinator	\$123,684	\$129,665	\$135,863	\$142,386	\$149,221	206
520	Coordinator of Expanded Learning	\$123,684	\$129,665	\$135,863	\$142,386	\$149,221	206
520	Asst Princ, one school	\$123,684	\$129,665	\$135,863	\$142,386	\$149,221	206
530	Asst Princ, 2 schs/Split	\$124,958	\$130,887	\$137,190	\$143,773	\$150,675	206
540	Teaching Principal	\$126,063	\$132,144	\$138,529	\$145,177	\$152,145	211
550	Principal, one school	\$140,084	\$146,771	\$153,875	\$161,260	\$169,002	211
560	Principal, 2 schs/Admin Split	\$141,358	\$148,113	\$155,166	\$162,614	\$170,416	211
580	Administrator, Pupil Services	\$126,129	\$132,211	\$138,494	\$145,142	\$152,110	211
580	Program Specialist	\$126,129	\$132,211	\$138,494	\$145,142	\$152,110	211
585	Program Specialist Lead	\$132,436	\$139,059	\$146,011	\$153,311	\$160,977	211
550	Administrator, Categorical Program	\$140,084	\$146,771	\$153,875	\$161,260	\$169,002	211
590	Director, Spec. Ed.	\$157,411	\$164,849	\$172,762	\$181,057	\$190,109	226
590	Director, Personnel/Pupil Svcs	\$157,411	\$164,849	\$172,762	\$181,057	\$190,109	226
590	Director of Curriculum and Instruction	\$157,411	\$164,849	\$172,762	\$181,057	\$190,109	226
590	Grant Project Director	\$157,411	\$164,849	\$172,762	\$181,057	\$190,109	226
591	Executive Director, Spec. Ed.	\$165,282	\$173,092	\$181,401	\$190,109	\$199,615	226
595	Asst Supt, Business Svcs	\$183,191	\$192,350	\$201,968	\$212,067	\$222,670	226
595	Asst Supt, Educational Svcs	\$183,191	\$192,350	\$201,968	\$212,067	\$222,670	226
595	Asst Supt, Personnel/Pupil Services	\$183,191	\$192,350	\$201,968	\$212,067	\$222,670	226
596	Deputy Supt, Business Services	\$192,349	\$201,969	\$212,067	\$222,670	\$233,802	226

Salary Placement shall begin July 1 of each fiscal year.
Longevity Increment shall be applied as of July 1 of the fiscal year in which the employee will have reached the designated number of years of service.
Paid medical insurance for employees working 30 hours or more a week capped at \$11,250 for one party, \$18,000 for two party, and \$19,000 for family.
Cash in lieu of medical insurance (capped at \$3500.00 annually) if selected by 01/01/2016
Paid dental and vision insurance for employee and family at 100% of premium
1.3333 days of sick leave shall be accrued for each creditable month.