

**SULPHUR SPRINGS UNION SCHOOL DISTRICT**  
**2021-2022 MANAGEMENT COMPENSATION SCHEDULE**  
**EFFECTIVE: 7/01/2021**  
**Board Approval Date: 12/15/2021**  
**Raise: 4% Ongoing**

Revised 12-09-21

**ANNUAL RATES**

**SCH 025/SCH M**

<b>RANGE</b>	<b>CLASSIFICATION</b>	<b>Step A (1)</b>	<b>Step B (2)</b>	<b>Step C (3)</b>	<b>Step D (4)</b>	<b>Step E (5)</b>	<b>WORK DAYS/YR</b>
<b>BASE PAY</b>							
001	Social Worker	\$72,965	\$76,614	\$80,443	\$84,466	\$88,689	198
005	Behavior Intervention Specialist	\$79,534	\$83,441	\$87,504	\$91,783	\$96,275	190
010	School Psychologist	\$85,446	\$89,644	\$94,009	\$98,604	\$103,431	198
015	Educational Audiologist	\$90,625	\$95,077	\$99,707	\$104,580	\$109,700	210
020	Educational Program Coordinator	\$98,258	\$103,010	\$107,934	\$113,115	\$118,545	206
020	Trad/MTYR Asst Princ, one school	\$98,258	\$103,010	\$107,934	\$113,115	\$118,545	206
030	Trad/MTYR Asst Princ, 2 schs/Split	\$99,270	\$103,981	\$108,987	\$114,218	\$119,701	206
040	Teaching Principal	\$100,148	\$104,980	\$110,051	\$115,333	\$120,869	211
050	Principal, one school	\$111,287	\$116,599	\$122,243	\$128,110	\$134,260	211
060	Principal, 2 schs/Admin Split	\$112,299	\$117,665	\$123,268	\$129,185	\$135,384	211
070	Principal (MTYR)	\$115,095	\$120,633	\$126,422	\$132,492	\$138,851	218
080	Administrator, Pupil Services	\$100,201	\$105,033	\$110,024	\$115,305	\$120,841	211
080	Behavior Services Supervisor	\$100,201	\$105,033	\$110,024	\$115,305	\$120,841	211
080	Program Specialist	\$100,201	\$105,033	\$110,024	\$115,305	\$120,841	211
050	Administrator, Categorical Program	\$111,287	\$116,599	\$122,243	\$128,110	\$134,260	211
090	Director, Spec. Ed.	\$119,355	\$125,052	\$130,961	\$137,247	\$143,836	226
090	Director, Personnel/Pupil Svcs	\$119,355	\$125,052	\$130,961	\$137,247	\$143,836	226
090	Director of Curriculum and Instruction	\$119,355	\$125,052	\$130,961	\$137,247	\$143,836	226
090	Grant Project Director	\$119,355	\$125,052	\$130,961	\$137,247	\$143,836	226
095	Asst Supt, Business Svcs	\$132,002	\$138,602	\$145,532	\$152,809	\$160,449	226
095	Asst Supt, Educational Svcs	\$132,002	\$138,602	\$145,532	\$152,809	\$160,449	226
095	Asst Supt, Personnel/Pupil Services	\$132,002	\$138,602	\$145,532	\$152,809	\$160,449	226
<b>Substitute Daily Salary</b>							
050	Substitute Principal	\$527.43	\$552.60	\$579.35	\$607.16	\$636.30	211
<b>LG1 - 10 YRS - 2% OF BASE SALARY</b>							
101	Social Worker	\$74,424	\$78,146	\$82,052	\$86,155	\$90,463	198
105	Behavior Intervention Specialist	\$81,125	\$85,110	\$89,254	\$93,619	\$98,201	190
110	School Psychologist	\$87,155	\$91,437	\$95,889	\$100,576	\$105,500	198
115	Educational Audiologist	\$92,438	\$96,979	\$101,701	\$106,672	\$111,894	210
120	Educational Program Coordinator	\$100,223	\$105,070	\$110,093	\$115,377	\$120,916	206
120	Trad/MTYR Asst Princ, one school	\$100,223	\$105,070	\$110,093	\$115,377	\$120,916	206
130	Trad/MTYR Asst Princ, 2 schs/Split	\$101,255	\$106,061	\$111,167	\$116,502	\$122,095	206
140	Teaching Principal	\$102,151	\$107,080	\$112,252	\$117,640	\$123,286	211
150	Principal, one school	\$113,513	\$118,931	\$124,688	\$130,672	\$136,945	211
160	Principal, 2 schs/Admin Split	\$114,545	\$120,018	\$125,733	\$131,769	\$138,092	211
170	Principal (MTYR)	\$117,397	\$123,046	\$128,950	\$135,142	\$141,628	218
180	Administrator, Pupil Services	\$102,205	\$107,134	\$112,224	\$117,611	\$123,258	211
180	Behavior Services Supervisor	\$102,205	\$107,134	\$112,224	\$117,611	\$123,258	211
180	Program Specialist	\$102,205	\$107,134	\$112,224	\$117,611	\$123,258	211
150	Administrator, Categorical Program	\$113,513	\$118,931	\$124,688	\$130,672	\$136,945	211
190	Director, Spec. Ed.	\$121,742	\$127,553	\$133,580	\$139,992	\$146,713	226
190	Director, Personnel/Pupil Svcs	\$121,742	\$127,553	\$133,580	\$139,992	\$146,713	226
190	Director of Curriculum and Instruction	\$121,742	\$127,553	\$133,580	\$139,992	\$146,713	226
190	Grant Project Director	\$121,742	\$127,553	\$133,580	\$139,992	\$146,713	226
195	Asst Supt, Business Svcs	\$134,642	\$141,374	\$148,443	\$155,865	\$163,658	226
195	Asst Supt, Educational Svcs	\$134,642	\$141,374	\$148,443	\$155,865	\$163,658	226
195	Asst Supt, Personnel/Pupil Services	\$134,642	\$141,374	\$148,443	\$155,865	\$163,658	226
<b>LG2 - 15 YRS - 4% OF BASE SALARY</b>							
201	Social Worker	\$75,884	\$79,679	\$83,661	\$87,845	\$92,237	198
205	Behavior Intervention Specialist	\$82,715	\$86,779	\$91,004	\$95,454	\$100,126	190
210	School Psychologist	\$88,864	\$93,230	\$97,769	\$102,548	\$107,568	198
215	Educational Audiologist	\$94,250	\$98,880	\$103,695	\$108,763	\$114,088	210
220	Educational Program Coordinator	\$102,188	\$107,130	\$112,251	\$117,640	\$123,287	206
220	Trad/MTYR Asst Princ, one school	\$102,188	\$107,130	\$112,251	\$117,640	\$123,287	206
230	Trad/MTYR Asst Princ, 2 schs/Split	\$103,241	\$108,140	\$113,346	\$118,787	\$124,489	206
240	Teaching Principal	\$104,154	\$109,179	\$114,453	\$119,946	\$125,704	211
250	Principal, one school	\$115,738	\$121,263	\$127,133	\$133,234	\$139,630	211
260	Principal, 2 schs/Admin Split	\$116,791	\$122,372	\$128,199	\$134,352	\$140,799	211
270	Principal (MTYR)	\$119,699	\$125,458	\$131,479	\$137,792	\$144,405	218
280	Administrator, Pupil Services	\$104,209	\$109,234	\$114,425	\$119,917	\$125,675	211
280	Behavior Services Supervisor	\$104,209	\$109,234	\$114,425	\$119,917	\$125,675	211
280	Program Specialist	\$104,209	\$109,234	\$114,425	\$119,917	\$125,675	211
250	Administrator, Categorical Program	\$115,738	\$121,263	\$127,133	\$133,234	\$139,630	211
290	Director, Spec. Ed.	\$124,129	\$130,054	\$136,199	\$142,737	\$149,589	226
290	Director, Personnel/Pupil Svcs	\$124,129	\$130,054	\$136,199	\$142,737	\$149,589	226
290	Director of Curriculum and Instruction	\$124,129	\$130,054	\$136,199	\$142,737	\$149,589	226
290	Grant Project Director	\$124,129	\$130,054	\$136,199	\$142,737	\$149,589	226
295	Asst Supt, Business Svcs	\$137,282	\$144,146	\$151,353	\$158,921	\$166,867	226
295	Asst Supt, Educational Svcs	\$137,282	\$144,146	\$151,353	\$158,921	\$166,867	226
295	Asst Supt, Personnel/Pupil Services	\$137,282	\$144,146	\$151,353	\$158,921	\$166,867	226

**SULPHUR SPRINGS SCHOOL DISTRICT**  
**2021-2022 MANAGEMENT COMPENSATION SCHEDULE**

Revised 12-09-21

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**ANNUAL RATES**

**SCH 025/SCH M**

<b>RANGE</b>	<b>CLASSIFICATION</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>WORK DAYS/YR</b>
*****	*****	*****	*****	*****	*****	*****	*****
<b>LG3 - 20 YRS - 6% OF BASE SALARY</b>							
301	Social Worker	\$77,343	\$81,211	\$85,270	\$89,534	\$94,010	198
305	Behavior Intervention Specialist	\$84,306	\$88,447	\$92,754	\$97,290	\$102,052	190
310	School Psychologist	\$90,573	\$95,023	\$99,650	\$104,520	\$109,637	198
315	Educational Audiologist	\$96,063	\$100,782	\$105,689	\$110,855	\$116,282	210
320	Educational Program Coordinator	\$104,153	\$109,191	\$114,410	\$119,902	\$125,658	206
320	Trad/MTYR Asst Princ, one school	\$104,153	\$109,191	\$114,410	\$119,902	\$125,658	206
330	Trad/MTYR Asst Princ, 2 schs/Split	\$105,226	\$110,220	\$115,526	\$121,071	\$126,883	206
340	Teaching Principal	\$106,157	\$111,279	\$116,654	\$122,253	\$128,121	211
350	Principal, one school	\$117,964	\$123,595	\$129,578	\$135,797	\$142,316	211
360	Principal, 2 schs/Admin Split	\$119,037	\$124,725	\$130,664	\$136,936	\$143,507	211
370	Principal (MTYR)	\$122,001	\$127,871	\$134,007	\$140,442	\$147,182	218
380	Administrator, Pupil Services	\$106,213	\$111,335	\$116,625	\$122,223	\$128,091	211
380	Behavior Services Supervisor	\$106,213	\$111,335	\$116,625	\$122,223	\$128,091	211
380	Program Specialist	\$106,213	\$111,335	\$116,625	\$122,223	\$128,091	211
350	Administrator, Categorical Program	\$117,964	\$123,595	\$129,578	\$135,797	\$142,316	211
390	Director, Spec. Ed.	\$126,516	\$132,555	\$138,819	\$145,482	\$152,466	226
390	Director, Personnel/Pupil Svcs	\$126,516	\$132,555	\$138,819	\$145,482	\$152,466	226
390	Director of Curriculum and Instruction	\$126,516	\$132,555	\$138,819	\$145,482	\$152,466	226
390	Grant Project Director	\$126,516	\$132,555	\$138,819	\$145,482	\$152,466	226
395	Asst Supt, Business Svcs	\$139,922	\$146,918	\$154,264	\$161,978	\$170,076	226
395	Asst Supt, Educational Svcs	\$139,922	\$146,918	\$154,264	\$161,978	\$170,076	226
395	Asst Supt, Personnel/Pupil Services	\$139,922	\$146,918	\$154,264	\$161,978	\$170,076	226
<b>LG4 - 25 YRS - 8% OF BASE SALARY</b>							
401	Social Worker	\$78,802	\$82,743	\$86,878	\$91,223	\$95,784	198
405	Behavior Intervention Specialist	\$85,897	\$90,116	\$94,504	\$99,126	\$103,977	190
410	School Psychologist	\$92,282	\$96,816	\$101,530	\$106,492	\$111,705	198
415	Educational Audiologist	\$97,875	\$102,683	\$107,684	\$112,946	\$118,476	210
420	Educational Program Coordinator	\$106,119	\$111,251	\$116,569	\$122,164	\$128,029	206
420	Trad/MTYR Asst Princ, one school	\$106,119	\$111,251	\$116,569	\$122,164	\$128,029	206
430	Trad/MTYR Asst Princ, 2 schs/Split	\$107,212	\$112,299	\$117,706	\$123,355	\$129,277	206
440	Teaching Principal	\$108,160	\$113,378	\$118,855	\$124,560	\$130,539	211
450	Principal, one school	\$120,190	\$125,927	\$132,022	\$138,359	\$145,001	211
460	Principal, 2 schs/Admin Split	\$121,283	\$127,078	\$133,129	\$139,520	\$146,215	211
470	Principal (MTYR)	\$124,303	\$130,284	\$136,536	\$143,091	\$149,959	218
480	Administrator, Pupil Services	\$108,217	\$113,436	\$118,826	\$124,529	\$130,508	211
480	Behavior Services Supervisor	\$108,217	\$113,436	\$118,826	\$124,529	\$130,508	211
480	Program Specialist	\$108,217	\$113,436	\$118,826	\$124,529	\$130,508	211
450	Administrator, Categorical Program	\$120,190	\$125,927	\$132,022	\$138,359	\$145,001	211
490	Director, Spec. Ed.	\$128,903	\$135,056	\$141,438	\$148,227	\$155,343	226
490	Director, Personnel/Pupil Svcs	\$128,903	\$135,056	\$141,438	\$148,227	\$155,343	226
490	Director of Curriculum and Instruction	\$128,903	\$135,056	\$141,438	\$148,227	\$155,343	226
490	Grant Project Director	\$128,903	\$135,056	\$141,438	\$148,227	\$155,343	226
495	Asst Supt, Business Svcs	\$142,562	\$149,690	\$157,175	\$165,034	\$173,285	226
495	Asst Supt, Educational Svcs	\$142,562	\$149,690	\$157,175	\$165,034	\$173,285	226
495	Asst Supt, Personnel/Pupil Services	\$142,562	\$149,690	\$157,175	\$165,034	\$173,285	226
<b>LG5 - 30 YRS - 10% OF BASE SALARY</b>							
501	Social Worker	\$80,262	\$84,275	\$88,487	\$92,913	\$97,558	198
505	Behavior Intervention Specialist	\$87,487	\$91,785	\$96,254	\$100,961	\$105,903	190
510	School Psychologist	\$93,991	\$98,608	\$103,410	\$108,464	\$113,774	198
515	Educational Audiologist	\$99,688	\$104,585	\$109,678	\$115,038	\$120,670	210
520	Educational Program Coordinator	\$108,084	\$113,311	\$118,727	\$124,427	\$130,400	206
520	Trad/MTYR Asst Princ, one school	\$108,084	\$113,311	\$118,727	\$124,427	\$130,400	206
530	Trad/MTYR Asst Princ, 2 schs/Split	\$109,197	\$114,379	\$119,886	\$125,640	\$131,671	206
540	Teaching Principal	\$110,163	\$115,478	\$121,056	\$126,866	\$132,956	211
550	Principal, one school	\$122,416	\$128,259	\$134,467	\$140,921	\$147,686	211
560	Principal, 2 schs/Admin Split	\$123,529	\$129,432	\$135,595	\$142,104	\$148,922	211
570	Principal (MTYR)	\$126,605	\$132,696	\$139,064	\$145,741	\$152,736	218
580	Administrator, Pupil Services	\$110,221	\$115,536	\$121,026	\$126,836	\$132,925	211
580	Behavior Services Supervisor	\$110,221	\$115,536	\$121,026	\$126,836	\$132,925	211
580	Program Specialist	\$110,221	\$115,536	\$121,026	\$126,836	\$132,925	211
550	Administrator, Categorical Program	\$122,416	\$128,259	\$134,467	\$140,921	\$147,686	211
590	Director, Spec. Ed.	\$131,291	\$137,557	\$144,057	\$150,972	\$158,220	226
590	Director, Personnel/Pupil Svcs	\$131,291	\$137,557	\$144,057	\$150,972	\$158,220	226
590	Director of Curriculum and Instruction	\$131,291	\$137,557	\$144,057	\$150,972	\$158,220	226
590	Grant Project Director	\$131,291	\$137,557	\$144,057	\$150,972	\$158,220	226
595	Asst Supt, Business Svcs	\$145,202	\$152,462	\$160,085	\$168,090	\$176,494	226
595	Asst Supt, Educational Svcs	\$145,202	\$152,462	\$160,085	\$168,090	\$176,494	226
595	Asst Supt, Personnel/Pupil Services	\$145,202	\$152,462	\$160,085	\$168,090	\$176,494	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 (capped at 17,734.30 annually) or 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.

Management will be compensated for Saturday service at the daily rate or compensatory time.

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**MONTHLY RATES**

**SCH 025/SCH M**

<b>RANGE</b>	<b>CLASSIFICATION</b>	<b>Step A (1)</b>	<b>Step B (2)</b>	<b>Step C (3)</b>	<b>Step D (4)</b>	<b>Step E (5)</b>	<b>WORK DAYS/YR</b>
<b>BASE PAY</b>							
001	Social Worker	\$6,080.42	\$6,384.50	\$6,703.58	\$7,038.83	\$7,390.75	198
005	Behavior Intervention Specialist	\$6,627.83	\$6,953.42	\$7,292.00	\$7,648.58	\$8,022.92	190
010	School Psychologist	\$7,120.50	\$7,470.33	\$7,834.08	\$8,217.00	\$8,619.25	198
015	Educational Audiologist	\$7,552.08	\$7,923.08	\$8,308.92	\$8,715.00	\$9,141.67	210
020	Educational Program Coordinator	\$8,188.17	\$8,584.17	\$8,994.50	\$9,426.25	\$9,878.75	206
020	Trad/MTYR Asst Princ, one school	\$8,188.17	\$8,584.17	\$8,994.50	\$9,426.25	\$9,878.75	206
030	Trad/MTYR Asst Princ, 2 schs/Split	\$8,272.50	\$8,665.08	\$9,082.25	\$9,518.17	\$9,975.08	206
040	Teaching Principal	\$8,345.67	\$8,748.33	\$9,170.92	\$9,611.08	\$10,072.42	211
050	Principal, one school	\$9,273.92	\$9,716.58	\$10,186.92	\$10,675.83	\$11,188.33	211
060	Principal, 2 schs/Admin Split	\$9,358.25	\$9,805.42	\$10,272.33	\$10,765.42	\$11,282.00	211
070	Principal (MTYR)	\$9,591.25	\$10,052.75	\$10,535.17	\$11,041.00	\$11,570.92	218
080	Administrator, Pupil Services	\$8,350.08	\$8,752.75	\$9,168.67	\$9,608.75	\$10,070.08	211
080	Behavior Services Supervisor	\$8,350.08	\$8,752.75	\$9,168.67	\$9,608.75	\$10,070.08	211
080	Program Specialist	\$8,350.08	\$8,752.75	\$9,168.67	\$9,608.75	\$10,070.08	211
050	Administrator, Categorical Program	\$9,273.92	\$9,716.58	\$10,186.92	\$10,675.83	\$11,188.33	211
090	Director, Spec. Ed.	\$9,946.25	\$10,421.00	\$10,913.42	\$11,437.25	\$11,986.33	226
090	Director, Personnel/Pupil Svcs	\$9,946.25	\$10,421.00	\$10,913.42	\$11,437.25	\$11,986.33	226
090	Director of Curriculum and Instruction	\$9,946.25	\$10,421.00	\$10,913.42	\$11,437.25	\$11,986.33	226
090	Grant Project Director	\$9,946.25	\$10,421.00	\$10,913.42	\$11,437.25	\$11,986.33	226
095	Asst Supt, Business Svcs	\$11,000.17	\$11,550.17	\$12,127.67	\$12,734.08	\$13,370.75	226
095	Asst Supt, Educational Svcs	\$11,000.17	\$11,550.17	\$12,127.67	\$12,734.08	\$13,370.75	226
095	Asst Supt, Personnel/Pupil Services	\$11,000.17	\$11,550.17	\$12,127.67	\$12,734.08	\$13,370.75	226
<b>Substitute Hourly Salary</b>							
050	Substitute Principal	\$65.93	\$69.08	\$72.42	\$75.89	\$79.54	211
<b>LG1 - 10 YRS - 2% OF BASE SALARY</b>							
101	Social Worker	\$6,202.03	\$6,512.19	\$6,837.65	\$7,179.61	\$7,538.57	198
105	Behavior Intervention Specialist	\$6,760.39	\$7,092.49	\$7,437.84	\$7,801.55	\$8,183.38	190
110	School Psychologist	\$7,262.91	\$7,619.74	\$7,990.76	\$8,381.34	\$8,791.64	198
115	Educational Audiologist	\$7,703.12	\$8,081.54	\$8,475.10	\$8,889.30	\$9,324.50	210
120	Educational Program Coordinator	\$8,351.93	\$8,755.85	\$9,174.39	\$9,614.78	\$10,076.33	206
120	Trad/MTYR Asst Princ, one school	\$8,351.93	\$8,755.85	\$9,174.39	\$9,614.78	\$10,076.33	206
130	Trad/MTYR Asst Princ, 2 schs/Split	\$8,437.95	\$8,838.38	\$9,263.90	\$9,708.53	\$10,174.58	206
140	Teaching Principal	\$8,512.58	\$8,923.30	\$9,354.34	\$9,803.30	\$10,273.87	211
150	Principal, one school	\$9,459.40	\$9,910.91	\$10,390.66	\$10,889.35	\$11,412.10	211
160	Principal, 2 schs/Admin Split	\$9,545.42	\$10,001.53	\$10,477.78	\$10,980.73	\$11,507.64	211
170	Principal (MTYR)	\$9,783.08	\$10,253.81	\$10,745.87	\$11,261.82	\$11,802.34	218
180	Administrator, Pupil Services	\$8,517.08	\$8,927.81	\$9,352.04	\$9,800.93	\$10,271.48	211
180	Behavior Services Supervisor	\$8,517.08	\$8,927.81	\$9,352.04	\$9,800.93	\$10,271.48	211
180	Program Specialist	\$8,517.08	\$8,927.81	\$9,352.04	\$9,800.93	\$10,271.48	211
150	Administrator, Categorical Program	\$9,459.40	\$9,910.91	\$10,390.66	\$10,889.35	\$11,412.10	211
190	Director, Spec. Ed.	\$10,145.18	\$10,629.42	\$11,131.69	\$11,666.00	\$12,226.06	226
190	Director, Personnel/Pupil Svcs	\$10,145.18	\$10,629.42	\$11,131.69	\$11,666.00	\$12,226.06	226
190	Director of Curriculum and Instruction	\$10,145.18	\$10,629.42	\$11,131.69	\$11,666.00	\$12,226.06	226
190	Grant Project Director	\$10,145.18	\$10,629.42	\$11,131.69	\$11,666.00	\$12,226.06	226
195	Asst Supt, Business Svcs	\$11,220.17	\$11,781.17	\$12,370.22	\$12,988.76	\$13,638.17	226
195	Asst Supt, Educational Svcs	\$11,220.17	\$11,781.17	\$12,370.22	\$12,988.76	\$13,638.17	226
195	Asst Supt, Personnel/Pupil Services	\$11,220.17	\$11,781.17	\$12,370.22	\$12,988.76	\$13,638.17	226
<b>LG2 - 15 YRS - 4% OF BASE SALARY</b>							
201	Social Worker	\$6,323.64	\$6,639.88	\$6,971.72	\$7,320.38	\$7,686.38	198
205	Behavior Intervention Specialist	\$6,892.94	\$7,231.56	\$7,583.68	\$7,954.52	\$8,343.84	190
210	School Psychologist	\$7,405.32	\$7,769.14	\$8,147.44	\$8,545.68	\$8,964.02	198
215	Educational Audiologist	\$7,854.16	\$8,240.00	\$8,641.28	\$9,063.60	\$9,507.34	210
220	Educational Program Coordinator	\$8,515.70	\$8,927.54	\$9,354.28	\$9,803.30	\$10,273.90	206
220	Trad/MTYR Asst Princ, one school	\$8,515.70	\$8,927.54	\$9,354.28	\$9,803.30	\$10,273.90	206
230	Trad/MTYR Asst Princ, 2 schs/Split	\$8,603.40	\$9,011.68	\$9,445.54	\$9,898.90	\$10,374.08	206
240	Teaching Principal	\$8,679.50	\$9,098.26	\$9,537.76	\$9,995.52	\$10,475.32	211
250	Principal, one school	\$9,644.88	\$10,105.24	\$10,594.40	\$11,102.86	\$11,635.86	211
260	Principal, 2 schs/Admin Split	\$9,732.58	\$10,197.64	\$10,683.22	\$11,196.04	\$11,733.28	211
270	Principal (MTYR)	\$9,974.90	\$10,454.86	\$10,956.58	\$11,482.64	\$12,033.76	218
280	Administrator, Pupil Services	\$8,684.08	\$9,102.86	\$9,535.42	\$9,993.10	\$10,472.88	211
280	Behavior Services Supervisor	\$8,684.08	\$9,102.86	\$9,535.42	\$9,993.10	\$10,472.88	211
280	Program Specialist	\$8,684.08	\$9,102.86	\$9,535.42	\$9,993.10	\$10,472.88	211
250	Administrator, Categorical Program	\$9,644.88	\$10,105.24	\$10,594.40	\$11,102.86	\$11,635.86	211
290	Director, Spec. Ed.	\$10,344.10	\$10,837.84	\$11,349.96	\$11,894.74	\$12,465.78	226
290	Director, Personnel/Pupil Svcs	\$10,344.10	\$10,837.84	\$11,349.96	\$11,894.74	\$12,465.78	226
290	Director of Curriculum and Instruction	\$10,344.10	\$10,837.84	\$11,349.96	\$11,894.74	\$12,465.78	226
290	Grant Project Director	\$10,344.10	\$10,837.84	\$11,349.96	\$11,894.74	\$12,465.78	226
295	Asst Supt, Business Svcs	\$11,440.18	\$12,012.18	\$12,612.78	\$13,243.44	\$13,905.58	226
295	Asst Supt, Educational Svcs	\$11,440.18	\$12,012.18	\$12,612.78	\$13,243.44	\$13,905.58	226
295	Asst Supt, Personnel/Pupil Services	\$11,440.18	\$12,012.18	\$12,612.78	\$13,243.44	\$13,905.58	226

**SULPHUR SPRINGS UNION SCHOOL DISTRICT  
2021-2022 MANAGEMENT COMPENSATION SCHEDULE  
EFFECTIVE: 7/01/2021**

Revised 12-09-21

Board Approval Date: 12/15/2021  
Raise: 4% Ongoing

**MONTHLY RATES**

SCH 025/SCH M

RANGE	CLASSIFICATION	Step A	Step B	Step C	Step D	Step E	WORK DAYS/YR
*****	*****	*****	*****	*****	*****	*****	*****
<b><u>LG3 - 20 YRS - 6% OF BASE SALARY</u></b>							
301	Social Worker	\$6,445.25	\$6,767.57	\$7,105.79	\$7,461.16	\$7,834.20	198
305	Behavior Intervention Specialist	\$7,025.50	\$7,370.63	\$7,729.52	\$8,107.49	\$8,504.30	190
310	School Psychologist	\$7,547.73	\$7,918.55	\$8,304.12	\$8,710.02	\$9,136.41	198
315	Educational Audiologist	\$8,005.20	\$8,398.46	\$8,807.46	\$9,237.90	\$9,690.17	210
320	Educational Program Coordinator	\$8,679.46	\$9,099.22	\$9,534.17	\$9,991.83	\$10,471.48	206
320	Trad/MTYR Asst Princ, one school	\$8,679.46	\$9,099.22	\$9,534.17	\$9,991.83	\$10,471.48	206
330	Trad/MTYR Asst Princ, 2 schs/Split	\$8,768.85	\$9,184.98	\$9,627.19	\$10,089.26	\$10,573.58	206
340	Teaching Principal	\$8,846.41	\$9,273.23	\$9,721.18	\$10,187.74	\$10,676.77	211
350	Principal, one school	\$9,830.36	\$10,299.57	\$10,798.14	\$11,316.38	\$11,859.63	211
360	Principal, 2 schs/Admin Split	\$9,919.75	\$10,393.75	\$10,888.67	\$11,411.35	\$11,958.92	211
370	Principal (MTYR)	\$10,166.73	\$10,655.92	\$11,167.28	\$11,703.46	\$12,265.18	218
380	Administrator, Pupil Services	\$8,851.08	\$9,277.92	\$9,718.79	\$10,185.28	\$10,674.28	211
380	Behavior Services Supervisor	\$8,851.08	\$9,277.92	\$9,718.79	\$10,185.28	\$10,674.28	211
380	Program Specialist	\$8,851.08	\$9,277.92	\$9,718.79	\$10,185.28	\$10,674.28	211
350	Administrator, Categorical Program	\$9,830.36	\$10,299.57	\$10,798.14	\$11,316.38	\$11,859.63	211
390	Director, Spec. Ed.	\$10,543.03	\$11,046.26	\$11,568.23	\$12,123.49	\$12,705.51	226
390	Director, Personnel/Pupil Svcs	\$10,543.03	\$11,046.26	\$11,568.23	\$12,123.49	\$12,705.51	226
390	Director of Curriculum and Instruction	\$10,543.03	\$11,046.26	\$11,568.23	\$12,123.49	\$12,705.51	226
390	Grant Project Director	\$10,543.03	\$11,046.26	\$11,568.23	\$12,123.49	\$12,705.51	226
395	Asst Supt, Business Svcs	\$11,660.18	\$12,243.18	\$12,855.33	\$13,498.12	\$14,173.00	226
395	Asst Supt, Educational Svcs	\$11,660.18	\$12,243.18	\$12,855.33	\$13,498.12	\$14,173.00	226
395	Asst Supt, Personnel/Pupil Services	\$11,660.18	\$12,243.18	\$12,855.33	\$13,498.12	\$14,173.00	226
<b><u>LG4 - 25 YRS - 8% OF BASE SALARY</u></b>							
401	Social Worker	\$6,566.85	\$6,895.26	\$7,239.87	\$7,601.94	\$7,982.01	198
405	Behavior Intervention Specialist	\$7,158.06	\$7,509.69	\$7,875.36	\$8,260.47	\$8,664.75	190
410	School Psychologist	\$7,690.14	\$8,067.96	\$8,460.81	\$8,874.36	\$9,308.79	198
415	Educational Audiologist	\$8,156.25	\$8,556.93	\$8,973.63	\$9,412.20	\$9,873.00	210
420	Educational Program Coordinator	\$8,843.22	\$9,270.90	\$9,714.06	\$10,180.35	\$10,669.05	206
420	Trad/MTYR Asst Princ, one school	\$8,843.22	\$9,270.90	\$9,714.06	\$10,180.35	\$10,669.05	206
430	Trad/MTYR Asst Princ, 2 schs/Split	\$8,934.30	\$9,358.29	\$9,808.83	\$10,279.62	\$10,773.09	206
440	Teaching Principal	\$9,013.32	\$9,448.20	\$9,904.59	\$10,379.97	\$10,878.21	211
450	Principal, one school	\$10,015.83	\$10,493.91	\$11,001.87	\$11,529.90	\$12,083.40	211
460	Principal, 2 schs/Admin Split	\$10,106.91	\$10,589.85	\$11,094.12	\$11,626.65	\$12,184.56	211
470	Principal (MTYR)	\$10,358.55	\$10,856.97	\$11,377.98	\$11,924.28	\$12,496.59	218
480	Administrator, Pupil Services	\$9,018.09	\$9,452.97	\$9,902.16	\$10,377.45	\$10,875.69	211
480	Behavior Services Supervisor	\$9,018.09	\$9,452.97	\$9,902.16	\$10,377.45	\$10,875.69	211
480	Program Specialist	\$9,018.09	\$9,452.97	\$9,902.16	\$10,377.45	\$10,875.69	211
450	Administrator, Categorical Program	\$10,015.83	\$10,493.91	\$11,001.87	\$11,529.90	\$12,083.40	211
490	Director, Spec. Ed.	\$10,741.95	\$11,254.68	\$11,786.49	\$12,352.23	\$12,945.24	226
490	Director, Personnel/Pupil Svcs	\$10,741.95	\$11,254.68	\$11,786.49	\$12,352.23	\$12,945.24	226
490	Director of Curriculum and Instruction	\$10,741.95	\$11,254.68	\$11,786.49	\$12,352.23	\$12,945.24	226
490	Grant Project Director	\$10,741.95	\$11,254.68	\$11,786.49	\$12,352.23	\$12,945.24	226
495	Asst Supt, Business Svcs	\$11,880.18	\$12,474.18	\$13,097.88	\$13,752.81	\$14,440.41	226
495	Asst Supt, Educational Svcs	\$11,880.18	\$12,474.18	\$13,097.88	\$13,752.81	\$14,440.41	226
495	Asst Supt, Personnel/Pupil Services	\$11,880.18	\$12,474.18	\$13,097.88	\$13,752.81	\$14,440.41	226
<b><u>LG5 - 30 YRS - 10% OF BASE SALARY</u></b>							
501	Social Worker	\$6,688.46	\$7,022.95	\$7,373.94	\$7,742.71	\$8,129.83	198
505	Behavior Intervention Specialist	\$7,290.61	\$7,648.76	\$8,021.20	\$8,413.44	\$8,825.21	190
510	School Psychologist	\$7,832.55	\$8,217.36	\$8,617.49	\$9,038.70	\$9,481.18	198
515	Educational Audiologist	\$8,307.29	\$8,715.39	\$9,139.81	\$9,586.50	\$10,055.84	210
520	Educational Program Coordinator	\$9,006.99	\$9,442.59	\$9,893.95	\$10,368.88	\$10,866.63	206
520	Trad/MTYR Asst Princ, one school	\$9,006.99	\$9,442.59	\$9,893.95	\$10,368.88	\$10,866.63	206
530	Trad/MTYR Asst Princ, 2 schs/Split	\$9,099.75	\$9,531.59	\$9,990.48	\$10,469.99	\$10,972.59	206
540	Teaching Principal	\$9,180.24	\$9,623.16	\$10,088.01	\$10,572.19	\$11,079.66	211
550	Principal, one school	\$10,201.31	\$10,688.24	\$11,205.61	\$11,743.41	\$12,307.16	211
560	Principal, 2 schs/Admin Split	\$10,294.08	\$10,785.96	\$11,299.56	\$11,841.96	\$12,410.20	211
570	Principal (MTYR)	\$10,550.38	\$11,058.03	\$11,588.69	\$12,145.10	\$12,728.01	218
580	Administrator, Pupil Services	\$9,185.09	\$9,628.03	\$10,085.54	\$10,569.63	\$11,077.09	211
580	Behavior Services Supervisor	\$9,185.09	\$9,628.03	\$10,085.54	\$10,569.63	\$11,077.09	211
580	Program Specialist	\$9,185.09	\$9,628.03	\$10,085.54	\$10,569.63	\$11,077.09	211
550	Administrator, Categorical Program	\$10,201.31	\$10,688.24	\$11,205.61	\$11,743.41	\$12,307.16	211
590	Director, Spec. Ed.	\$10,940.88	\$11,463.10	\$12,004.76	\$12,580.98	\$13,184.96	226
590	Director, Personnel/Pupil Svcs	\$10,940.88	\$11,463.10	\$12,004.76	\$12,580.98	\$13,184.96	226
590	Director of Curriculum and Instruction	\$10,940.88	\$11,463.10	\$12,004.76	\$12,580.98	\$13,184.96	226
590	Grant Project Director	\$10,940.88	\$11,463.10	\$12,004.76	\$12,580.98	\$13,184.96	226
595	Asst Supt, Business Svcs	\$12,100.19	\$12,705.19	\$13,340.44	\$14,007.49	\$14,707.83	226
595	Asst Supt, Educational Svcs	\$12,100.19	\$12,705.19	\$13,340.44	\$14,007.49	\$14,707.83	226
595	Asst Supt, Personnel/Pupil Services	\$12,100.19	\$12,705.19	\$13,340.44	\$14,007.49	\$14,707.83	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 (capped at 17,734.30 annually) or 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.

Management will be compensated for Saturday service at the daily rate or compensatory time.