

SALARY PLACEMENT AND ADVANCEMENT

The Monterey County Superintendent of Schools (County Superintendent), Associate Superintendent, Assistant Superintendent and Chief Human Resources Officer may place a new certificated or classified management employee up to Range "C" on the salary schedule based on experience in a similar position. The County Superintendent's approval is needed to place new employees on Range "D" and higher, unless the placement is a 5% or less increase from current position.

Certificated Managers

Certificated Management employees, after completing one year (July 1 – June 30) of service in a range step, may be granted single range step advancement on the salary schedule by the County Superintendent.

In order to qualify for one year of service on the respective salary schedule, certificated management employees must actually work a minimum of seventy-five percent (75%) of the days for the school year. Employees who start mid-year but will work less than seventy-five percent (75%) of the year will not advance a step at the close of the school year but would wait until the subsequent year.

Classified Managers

Classified Management employees will be granted single range step advancement on the salary schedule by the County Superintendent each year upon the first day of the month following the anniversary date of hire.

Adopted: 02/1987

Revised: 10/1988; 10/08/15