

**CLOVIS UNIFIED  
SCHOOL DISTRICT**

## PERSONNEL

Certificated

**CERTIFICATED MANAGEMENT PAY AND RATIO FACTORS**

The Administrative Management Salary Schedule is set forth on the following pages.

Amended: 04/11/2007, 08/07/2007, 11/08/2007, 12/21/2007, 03/04/2008, 05/21/2008, 06/06/2008, 07/22/2008, 08/29/2008, 09/29/2008, 12/02/2008, 07/16/2009, 06/01/2010, 09/22/2010, 07/14/2011, 04/11/2012, 07/01/2013, 04/23/2014, 07/01/2014, 07/01/2015, 08/21/2015, 07/01/2016, 05/10/2017, 07/01/2017, 08/30/2017, 02/09/2018, 02/22/2018, 07/01/2018, 03/04/2019, 07/01/2019, 07/01/2020, 07/13/2020, 07/22/2020, 07/01/2021 (EXH 6402(1) renumbered as EXH 4151.21)

Doc# 51690-6 (06/2021, None)



**EXHIBIT NO. 4251.21**

**ADMINISTRATIVE MANAGEMENT SALARY SCHEDULE  
2021-2022**

**SCHEDULE NO. 1**

Position	Duty Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Assistant Director, Special Education	215	\$84,513	\$88,739	\$93,177	\$97,834	\$102,726	\$107,863	\$113,255	\$118,920
Assistant Director, Student Serv & Sch Attend	215	\$84,513	\$88,739	\$93,177	\$97,834	\$102,726	\$107,863	\$113,255	\$118,920
Coordinator, Adult Education	205	\$73,259	\$76,921	\$80,767	\$84,804	\$89,044	\$93,498	\$98,172	\$103,080
Coordinator, Ed. Technology & Prof. Development	229	\$81,833	\$85,927	\$90,223	\$94,733	\$99,470	\$104,444	\$109,665	\$115,149
Coordinator, Instructional Resources & Library	215	\$76,830	\$80,673	\$84,705	\$88,941	\$93,389	\$98,057	\$102,962	\$108,107
Coordinator, Preschool Programs	215	\$76,830	\$80,673	\$84,705	\$88,941	\$93,389	\$98,057	\$102,962	\$108,107
Coordinator, School Age Programs	215	\$76,830	\$80,673	\$84,705	\$88,941	\$93,389	\$98,057	\$102,962	\$108,107
Coordinator, Supplemental Services	229	\$81,833	\$85,927	\$90,223	\$94,733	\$99,470	\$104,444	\$109,665	\$115,149
Coordinator, Visual & Performing Arts	229	\$81,833	\$85,927	\$90,223	\$94,733	\$99,470	\$104,444	\$109,665	\$115,149
Deaf Hard of Hearing Specialist	186	\$67,672	\$71,055	\$74,609	\$78,340	\$82,256	\$86,369	\$90,687	\$95,221
Deputy Principal, Ed. Center 7-12	210	\$89,479	\$93,952	\$98,648	\$103,583	\$108,761	\$114,200	\$119,910	\$125,905
Deputy Principal, Secondary	210	\$89,479	\$93,952	\$98,648	\$103,583	\$108,761	\$114,200	\$119,910	\$125,905
Director, Activities	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Director, Activities, Ed. Center 7-12	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Director, Athletics	203	\$75,190	\$78,950	\$82,897	\$87,043	\$91,395	\$95,964	\$100,761	\$105,801
Director, Athletics Ed Center 7-12	203	\$75,190	\$78,950	\$82,897	\$87,043	\$91,395	\$95,964	\$100,761	\$105,801
Director, (CTE) Grant Programs	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Child Development	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Digital and Multimedia Learning	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Educational Services	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Induction and Career Technical	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Nursing Services	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Program Evaluation	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Special Education	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Supplemental Services	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Director, Student Services & School Attendance	225	\$91,512	\$96,088	\$100,891	\$105,936	\$111,233	\$116,794	\$122,633	\$128,766
Guidance & Learning Director, Adult Education	205	\$75,930	\$79,727	\$83,714	\$87,899	\$92,296	\$96,909	\$101,755	\$106,844
Guidance & Learning Director, 7-12	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Guidance & Learning Specialist, 7-12	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Guidance/Instructional Specialist, Sr.	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Language/Speech Specialist	186	\$67,672	\$71,055	\$74,609	\$78,340	\$82,256	\$86,369	\$90,687	\$95,221
Lead Psychologist	210	\$78,857	\$82,801	\$86,940	\$91,288	\$95,852	\$100,646	\$105,676	\$110,961
Learning Director Athletics, 7-12	210	\$82,642	\$86,773	\$91,111	\$95,666	\$100,450	\$105,473	\$110,744	\$116,283
Learning Director, 504/Special Education	210	\$82,641	\$86,774	\$91,111	\$95,667	\$100,451	\$105,473	\$110,747	\$116,283
Learning Director, Adult Education	210	\$78,857	\$82,801	\$86,940	\$91,288	\$95,852	\$100,646	\$105,676	\$110,961
Learning Director, Athletics Secondary	210	\$82,642	\$86,773	\$91,111	\$95,666	\$100,450	\$105,473	\$110,744	\$116,283
Learning Director, Continuation/Ind. Study	205	\$75,930	\$79,727	\$83,714	\$87,899	\$92,296	\$96,909	\$101,755	\$106,844
Learning Director, 7-12	205	\$80,674	\$84,706	\$88,942	\$93,389	\$98,057	\$102,962	\$108,108	\$113,515



**EXHIBIT NO. 4251.21**

**ADMINISTRATIVE MANAGEMENT SALARY SCHEDULE  
2021-2022**

**SCHEDULE NO. 1**

Position	Duty Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Learning Director, ROP	210	\$82,641	\$86,774	\$91,111	\$95,667	\$100,451	\$105,473	\$110,747	\$116,283
Mental Health Support Provider	193	\$74,080	\$77,783	\$81,673	\$85,756	\$90,044	\$94,547	\$99,273	\$104,237
Nurse	186	\$67,672	\$71,055	\$74,609	\$78,340	\$82,256	\$86,369	\$90,687	\$95,221
Nurse Practitioner	206	\$77,358	\$81,224	\$85,285	\$89,549	\$94,028	\$98,729	\$103,666	\$108,849
Principal, Adult	215	\$87,445	\$91,816	\$96,407	\$101,228	\$106,289	\$111,604	\$117,184	\$123,044
Principal, Alternative Education	215	\$87,445	\$91,816	\$96,407	\$101,228	\$106,289	\$111,604	\$117,184	\$123,044
Principal, Clovis Community Day School	205	\$80,674	\$84,706	\$88,942	\$93,389	\$98,057	\$102,962	\$108,108	\$113,515
Principal, Ed. Center 7-12	225	\$102,261	\$107,376	\$112,744	\$118,379	\$124,298	\$130,516	\$137,040	\$143,893
Principal, Elementary	205	\$86,628	\$90,959	\$95,506	\$100,281	\$105,296	\$110,560	\$116,088	\$121,893
Principal, Intermediate	210	\$89,479	\$93,952	\$98,648	\$103,583	\$108,761	\$114,200	\$119,910	\$125,905
Principal, Online School	205	\$75,930	\$79,727	\$83,714	\$87,899	\$92,296	\$96,909	\$101,755	\$106,844
Principal, Secondary	220	\$98,243	\$103,156	\$108,314	\$113,728	\$119,415	\$125,387	\$131,656	\$138,238
Program Specialist, Special Education	200	\$75,102	\$78,857	\$82,801	\$86,940	\$91,288	\$95,852	\$100,646	\$105,676
Psychologist	193	\$74,080	\$77,783	\$81,673	\$85,756	\$90,044	\$94,547	\$99,273	\$104,237
Resource Teacher	198	\$69,845	\$73,339	\$77,007	\$80,855	\$84,900	\$89,144	\$93,601	\$98,281
Resource Teacher, Senior	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Transition Counselor	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Transition Director	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195
Transition Specialist	198	\$73,338	\$77,006	\$80,855	\$84,899	\$89,143	\$93,601	\$98,280	\$103,195

When requested by the supervising administrator, and with prior approval of the Superintendent, Certificated Management personnel will receive the daily rate of contract pay for days worked in excess of the contract period, or as specified in contracted agreements for special projects.

Doctorate Stipend: \$2,234.00 (Board Policy No. 4151.30, 4251.30, 4351.30 – Doctoral Degree Stipend)

20 Year Longevity Increment: \$2,178.00 (Board Policy No. 4151.20 – Certificated Employee Salaries)

25 Year Longevity Increment: \$6,389.00 (Board Policy No. 4151.20 – Certificated Employee Salaries)



**EXHIBIT NO. 4251.21**

**ADMINISTRATIVE MANAGEMENT SALARY SCHEDULE  
2021-2022**

**SCHEDULE NO. 2  
CONTRACTED**

Position	Duty Days	
Administrator, Assessment & Accountability	229	Contracted
Administrator, Facility Services	229	Contracted
Administrator, Professional Development and Curriculum Innovations	229	Contracted
Administrator, SELPA & Psychological Services	229	Contracted
Assistant Superintendent (Area)	229	Contracted
Assistant Superintendent, Business Services	229	Contracted
Assistant Superintendent, Curriculum, Instruction and Accountability	229	Contracted
Assistant Superintendent, Facility Services	229	Contracted
General Counsel	229	Contracted
Legislative Analyst/Government Relations	229	Contracted

Doctorate Stipend: \$2,234.00 (Board Policy No. 4151.30, 4251.30, 4351.30 – Doctoral Degree Stipend)

20 Year Longevity Increment: \$2,178.00 (Board Policy No. 4151.20 – Certificated Employee Salaries)

25 Year Longevity Increment: \$6,389.00 (Board Policy No. 4151.20 - Certificated Employee Salaries)

Position	Duty Days	
Associate Superintendent, Administrative Services	229	Contracted
Associate Superintendent, Human Resources	229	Contracted
Associate Superintendent, Instructional Services	229	Contracted
Associate Superintendent, School Leadership	229	Contracted
Deputy Superintendent	229	Contracted

Doctorate Stipend: \$2,234.00 (Board Policy No. 4151.30, 4251.30, 4351.30 – Doctoral Degree Stipend)

Doc# 51690-6 (06/2021, None)