

2025/2026 Certificated Management Salary Schedule
(Based on 2024/2025)

Placement:

The District agrees to place new management employees on the management schedule as follows:

- ◆ Full credit will be given for full time service in a position of equal responsibility

The District agrees that when a management employee is promoted to a higher management position, the promotion shall result in a minimum of 5% increase of the daily rate. (Daily rate is calculated by multiplying the base step by the responsibility factor, by the time factor). This figure determines placement on a base step, which may differ from the present base step. No individual may go beyond the last step in the implementation of this placement.

Advanced Degrees:

- \$1,500 will be added annually to salaries of those holding Masters Degrees
- \$2,000 will be added annually to salaries of those holding Doctorate Degrees

Longevity:

Range 10 Step 3 of the Management Schedule Base Salary (\$107,191) will be used to calculate longevity for Certificated Management employees as follows:

YEARS OF SERVICE	% of Base	Stipend
15th Year of Service in Education, 5 yrs completed in MUSD	1.90%	\$2,037
16th Year of Service in Education, 6 yrs completed in MUSD	3.06%	\$3,280
17th Year of Service in Education, 7 yrs completed in MUSD	4.20%	\$4,502
18th Year of Service in Education, 8 yrs completed in MUSD	5.38%	\$5,767
19th Year of Service in Education, 9 yrs completed in MUSD	6.54%	\$7,010
20th+ Year of Service in Education, 10 yrs completed MUSD	7.70%	\$8,254
25th+ Year of Service in Education, 15 yrs completed MUSD	8.76%	\$9,390

Supervision:

\$1,500 shall be paid annually to the Madera High School management team members according to additional time served and as approved by the Superintendent.

\$1,000 shall be paid annually to the Junior High School management team members.

MUSD Board of Education Approved:
 Motion No:
 Date:
 Document No:
 Effective: