

**CORONA-NORCO UNIFIED SCHOOL DISTRICT
2021 - 2022 CERTIFICATED MANAGEMENT SALARY SCHEDULE
WITH RETIREMENT ENHANCEMENT ANNUAL AND DAILY AMOUNTS**

Range	Days	TITLE	A	B	C	D	E	F	R
I	196	Dean	101,152	106,258	111,623	117,255	123,180	129,385	140,584
			516.08	542.13	569.51	598.24	628.47	660.13	717.27
II	214	Asst Principal, Elementary	111,566	117,141	122,998	129,148	135,616	142,393	154,619
		Asst Principal, Adult Education	521.34	547.39	574.76	603.50	633.72	665.39	722.52
		Supervising Manager (Certificated)							
III	214	Asst Principal, Intermediate/ Middle School/K-8	112,120	117,728	123,606	129,792	136,280	143,101	155,393
			523.93	550.13	577.60	606.50	636.82	668.70	726.14
III-A	217	Asst Principal, Continuation/ Alternative Education	115,849	123,506	127,722	134,106	140,814	147,855	160,558
			533.87	569.15	588.58	618.00	648.91	681.36	739.90
IV	217	Asst Principal, High School	119,577	126,591	131,836	138,420	145,346	152,613	165,719
			551.05	583.37	607.54	637.88	669.80	703.29	763.68
V	217	Principal, Adult Education Coordinator:	121,833	127,919	134,315	141,030	148,096	155,495	168,851
		Educational Services	561.44	589.49	618.96	649.91	682.47	716.57	778.12
		Employee/Community Relations Human Resources Instructional Support Special Education							
VI	214	Coordinator, Alternative Ed Principals:	569.31	597.75	627.64	659.02	692.04	726.61	789.02
		Elementary School							
VI	217	Principal, Intermediate/ Middle School/K-8	126,236	132,547	139,174	146,131	153,445	161,115	174,957
		Coordinator: Parent Involvement	581.73	610.82	641.35	673.41	707.12	742.47	806.25
VI-A	224	Principal, School for Exceptional Students	127,577	133,954	140,648	147,682	155,082	162,828	176,811
			569.54	598.01	627.89	659.29	692.33	726.91	789.33
		Principal, Continuation/ Alternative Education Director: STEM	582.54	611.66	642.23	674.35	708.14	743.51	807.36
VII	221	Director:	128,833	135,273	142,043	149,142	156,599	164,425	178,549
		Adult Education	582.95	612.10	642.73	674.85	708.59	744.00	807.91
		Educational Services							
		Human Resources							
		Instructional Support Special Education							
VIII	219	Principal, High School	132,630	139,259	146,216	153,530	161,208	169,264	183,809
			605.62	635.89	667.65	701.05	736.11	772.89	839.31
IX	221	Administrative Directors:	134,646	141,374	148,448	155,867	163,663	171,848	186,601
		Adult Education-Consortium Director	609.26	639.70	671.71	705.28	740.56	777.59	844.35
		Educational Services							
		Human Resources							
		Instructional Support Special Education							

LONGEVITY: 2% after 15 years of service, an additional 2% after 19 years of service, an additional 2% after 24 years of service and an additional 2% after 29 years of service is added to base salary. Experience outside CNUSD is negotiable.

CRITERIA FOR PLACEMENT: Individual placement dependent upon prior position. Maximum initial placement - Step E.

WORK YEAR: The basic work year for Management Personnel shall be in accordance with the "Days" column. A year of service credit is provided for each work year.

DAYS NOT EMPLOYED: Days worked during the work year are expected to be used at the time of greatest management need, normally while schools are in session. Days in addition to the assigned work days in a fiscal year are considered days not employed. Management employees who wish to use these days during the time schools are in session or carry them into the next fiscal year, are required to have at least thirty (30) days prior to approval from the Superintendent or his designee. The number of days carried to the next fiscal year shall not be more than twenty (20) days.

RETIREMENT ENHANCEMENT

Management Employees may advance to Class R of the Management Work Year Salary Schedule under the following circumstances:

- 1) Must have a minimum of ten consecutive years of service as a certificated or classified employee in the Corona-Norco Unified School District.
- 2) Must be at least 52 years of age and no more than 60 years of age, as of July 1 of the first year of participation in Class R.
- 3) Must be eligible for service retirement under STRS or PERS rules on the effective date of retirement.
- 4) Employee must submit a letter of intent stating the anticipated date of retirement from all employment with the Corona-Norco Unified School District effective on a specified date no more than three years from initial placement on Class R. The letter must be effective no later than June 30 of the third year on Class R. By September 30 of the final year of anticipated employment with the District, the Employee must submit a letter of resignation effective no later than June 30 of that school year. If the Employee wishes to withdraw from the Class R incentive program at any time prior to acceptance of his/her resignation, the Employee may elect to do so by presenting a letter to the Human Resources Division, and by signing an Agreement for payroll deduction to return all additional salary paid through this program in a term equivalent to their participation in the program to that date.
- 5) The letter of resignation with intent to move to Class R must be submitted to the Human Resources Division no later than September 30 of any year in order for the Employee to move to Class R that year.
- 6) Employee may continue on Class R in accordance with the letter of intent for a maximum of three years. No Employee may continue on Class R beyond the school year in which the Employee reaches age 61.
- 7) Only the Employees normal pay will be affected by movement to Class R. Any additional pay such as summer school will be paid as though the Employee has not moved to Class R.
- 8) Once an Employee has moved to Class R, the Employee will stay at the initial placement in Class R until the date of retirement for up to three years as specified in the letter of intent, unless the Employee would have moved to a higher qualifying class as above, then the Employee will move to the new corresponding position of Class R for any remaining service time prior to retirement.

2021-2022 SUPERINTENDENT, DEPUTY SUPERINTENDENT, ASSOCIATE SUPERINTENDENT, ASSISTANT SUPERINTENDENTS, CHIEF OF STAFF (EXECUTIVE SERVICES) AND CHIEF BUSINESS OFFICE SALARY SCHEDULE

Days	TITLE	A	B	C	D	E	F
217	**Chief of Staff (Executive Services) **Chief Business Officer **Executive Director of Development	164,287	172,496	181,124	190,179	199,689	209,675
217	**Assistant Superintendents: Educational Services Human Resources Instructional Support	178,449	187,375	196,739	206,576	216,905	227,751
217	**Associate Superintendent	201,445	210,371	219,736	229,573	239,903	250,748
217	**Deputy Superintendent	280,773					
225	**Superintendent	(Per Employment Agreement)					

**LONGEVITY: Consistent with the Certificated Teachers' longevity scale. 1.99% after 15 years of service, an additional 1.56% after 19 years of service, an additional 6.31% after 24 years of service and additional 3.29% after 29 years of service is added to base salary. Experience outside CNUSD is negotiable.

**WORK YEAR: The basic work year for Cabinet Personnel shall be in accordance with the "Days" column. A year of service credit is provided for each work year.

**RETIREMENT ENHANCEMENT: Does not apply to Cabinet

Certificated Retirees, who meet eligibility requirements, are entitled to the retirement benefits as stated in Article 17.8 of the Certificated Collective Bargaining Agreement

Board Approved: June 22, 2021

Revised: 11/09/21 3.66%

Revised: 05/03/22 Add Executive Director of Development