

**CORONA-NORCO UNIFIED SCHOOL DISTRICT
2023-24 CERTIFICATED MANAGEMENT SALARY SCHEDULE
WITH RETIREMENT ENHANCEMENT ANNUAL AND DAILY AMOUNTS**

Range	Days	TITLE	A	B	C	D	E	F	R
I	196	Dean	110,893 565.78	116,491 594.34	122,372 624.35	128,547 655.85	135,042 688.99	141,845 723.70	154,122 786.34
II	214	Asst Principal, Elementary Asst Principal, Adult Education Supervising Manager (Certificated)	122,310 571.54	128,422 600.10	134,843 630.11	141,585 661.61	148,676 694.75	156,105 729.46	169,509 792.10
III	214	Asst Principal, Intermediate/ Middle School/K-8	122,917 574.38	129,065 603.11	135,509 633.22	142,291 664.91	149,404 698.15	156,882 733.09	170,357 796.06
III-A	217	Asst Principal, Continuation/ Alternative Education	127,005 585.28	135,400 623.96	140,022 645.26	147,020 677.51	154,374 711.40	162,093 746.97	176,020 811.15
IV	217	Asst Principal, High School	131,092 604.11	138,782 639.55	144,532 666.05	151,750 699.31	159,343 734.30	167,310 771.01	181,678 837.23
V	217	Principal, Adult Education Coordinator: Educational Services Employee/Community Relations Human Resources Instructional Support Special Education	133,566 615.51	140,238 646.26	147,250 678.57	154,611 712.49	162,358 748.19	170,469 785.57	185,111 853.05
	214	Coordinator, Alternative Ed Principals: Elementary School	624.14	655.32	688.08	722.48	758.68	796.58	865.00
VI	217	Principal, Intermediate/ Middle School/K-8 Coordinator: Parent Involvement	138,393 637.76	145,311 669.64	152,576 703.12	160,203 738.26	168,222 775.22	176,630 813.96	191,805 883.89
VI-A	224	Principal, School for Exceptional Students	139,863 624.39	146,854 655.60	154,192 688.36	161,904 722.79	170,016 759.00	178,508 796.91	193,838 865.35
	219	Principal, Continuation/ Alternative Education Director: STEM	638.64	670.57	704.07	739.29	776.33	815.11	885.11
VII	221	Director: Adult Education Educational Services Human Resources Instructional Support Special Education	141,240 639.10	148,300 671.04	155,722 704.62	163,504 739.84	171,679 776.83	180,259 815.65	195,743 885.71
VIII	219	Principal, High School	145,402 663.94	152,670 697.12	160,297 731.95	168,315 768.56	176,732 807.00	185,564 847.32	201,510 920.14
IX	221	Administrative Directors: Adult Education-Consortium Director Educational Services Human Resources Instructional Support Special Education	147,612 667.93	154,988 701.30	162,744 736.40	170,877 773.20	179,424 811.87	188,397 852.48	204,571 925.66

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.

*** The Class R salary enhancement column difference is only reportable for CalSTRS 2% at 60 members (5 CCR 27602). The Class R salary enhancement column difference is not reportable as pensionable compensation for CalPERS members. (GC§20636.1(f); CCR Section 570).

2023-24 CERTIFICATED EXECUTIVE CABINET SALARY SCHEDULE

Days	TITLE	A	B	C	D	E	F
217	**Chief of Staff (Executive Services) **Chief Business Officer **Executive Director of Development	180,108	189,107	198,566	208,493	218,919	229,867
217	**Assistant Superintendents: Educational Services Human Resources Instructional Support	195,634	205,419	215,685	226,469	237,793	249,683
217	**Associate Superintendent	220,844	230,630	240,897	251,681	263,006	274,895
217	**Deputy Superintendent	307,811					
220	**Superintendent	(Per Employment Agreement)					

**LONGEVITY: 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: 06/20/23