



**RIVERSIDE COUNTY  
OFFICE OF EDUCATION**  
JUDY D. WHITE, Ed.D.  
County Superintendent of Schools

## MANAGEMENT LEADERSHIP TEAM (MLT) MANAGEMENT COMPENSATION PLAN (Effective July 1, 2019)

1. Management salary schedules are effective July 1 each year.
2. A row/range differential from a bachelor's degree to master's degree represents approximately 2.75% whereas a column/step differential approximates 5.5%.
3. Salary placement on the schedule is dependent upon verified experience and training. Management personnel normally start on the first column/step of the particular position classification at the direction of the Riverside County Superintendent of Schools.
4. The structure of the salary schedule provides for placement upon possession of a bachelor's degree (or other minimum qualifications) or master's degree. Managers with a valid master's degree will be placed on the schedule one row/range above those with a bachelor's degree. Managers with a valid doctorate degree from an accredited educational institution will receive an annual stipend of \$1200\*. The rows/ranges indicated above are for incumbents with either a bachelor's or master's degree, verified by official transcripts from an accredited educational institution. Management substitute rate of pay is based upon the first column/step of the classification row/range of the absent employee, unless authorized at a higher level by the county superintendent.
5. Management personnel must successfully complete 50% of the preceding contract year in a paid status to be eligible for a column/step advancement on July 1.
6. All positions work a full year (223 work days) unless otherwise indicated. Salary is paid on a 12-month pay cycle except as noted.
7. Positions are placed on the salary schedules as follows:

*\*Management employees hired prior to 7/1/13 and with an earned doctorate awarded prior to 7/1/13 will be placed in the schedule one row/range above those with a master's degree, in lieu of the stipend.*

<b>Position Title</b>	<b>Salary Schedule</b>	<b>Row</b>	<b>Notes</b>
Mentoring Coach, Head Start/Early Head Start	99	1-5	
Site Manager I, Migrant Head Start	99	1-5	
Site Manager II, Migrant Head Start, Head Start	99	3-7	
Food Services Manager	100	1-2	
Campus Security Manager	100	11-12	
Program Specialist	100	11-12	(2)
Project Coordinator, Alt. Ed./Foster Youth Services	100	11-12	
School Nutrition Program Specialist	100	11-12	
Application Systems Trainer	100	11-12	
Personnel Specialist	100	13-14	
Program Development Specialist	100	13-14	(3)
Project Coordinator, CTE	100	13-14	
Project Coordinator, Special Ed/Career Voc. Ed.	100	15-16	
Accounting Manager	100	17-18	
Assistant Risk Manager	100	17-18	
Financial Manager	100	17-18	
Graphics Tech Mgmt. Specialist	100	17-18	
Image Information Manager	100	17-18	

<b>Position Title</b>	<b>Salary Schedule</b>	<b>Row</b>	<b>Notes</b>
Instructional Specialist (All Classes)	100	17-18	(4)
Manager, Contracts & Purchasing	100	17-18	
Payroll Manager	100	17-18	
Payroll & Retirement Manager	100	17-18	
Personnel Manager	100	17-18	
Project Manager (All Classes)	100	17-18	(5)
Retirement Services Manager	100	17-18	
Supply Chain Manager	100	17-18	
Supporting Inclusive Practices Program Support Specialist	100	17-18	
District Accounting Manager	100	20-21	
Induction Facilitator	100	20-21	
IT Project Manager & Educational Technology Analyst	100	20-21	(15)
Manager (All Classes)	100	20-21	(6)
Occupational Therapist	100	20-21	
Program Coordinator	100	20-21	
Digital Marketing Communications Manager	100	21-22	(15)
Coordinator (All Classes)	100	23-24	(7)
Facilities Planner	100	23-24	
Public Information Officer	100	23-24	
Risk Manager	100	23-24	
IT Support & Operations Manager	100	24-25	(15)
Coordinator/Principal (CTE/ROP)	100	25-26	(8)
Middleware Engineer	100	25-26	(15)
Database Administrator	100	27-28	(15)
Principal, Student Programs & Services (All Classes)	100	28	(9)
Telecommunications & Network Architect	100	30-31	(15)
Senior Database Administrator	100	31-32	(15)
Intensive Behavior Intervention Specialist (202/12-months)	102	1-2	
Intensive Behavior Intervention Manager (202/12-months)	102	20-21	
School Counselor, SPS (220/12-months)	104	19	
Psychologist (223/12-months)	105	21-22	
Psychologist (202/11-months)	112	21-22	(1)
Physical Therapist (185/10-months)	185	20-21	
Administrator (All Classes)	301	29-30	(10)
RCOE Foundation Director	301	29-30	
Director I (All Classes)	302	32-33	(11, 15)
Director II (All Classes)	303	35-36	(12)
Executive Director (All Classes)	304	38-39	(13, 15)
Information Security Officer	304	38-39	
Policy Director	304	38-39	
Cabinet Leadership (226/12-months)	151	37-38	(14)
Deputy Superintendent (226/12-months)	152	43-44	

**NOTES:**

1. Work year equals 202 days; salary is paid on 11 or 12-month pay cycle.
2. Classes of Program Specialists
3. Classes of Program Development Specialists

4. Classes of Instructional Specialist
5. Classes of Project Manager
6. Classes of Manager
7. Classes of Coordinator
8. Classes of Coordinator/Principal
9. Classes of Principal
10. Classes of Administrator
11. Classes of Director I
12. Classes of Director II
13. Classes of Executive Director
14. Cabinet Leadership – Classes of Assistant Superintendent, Associate Superintendent, Chief Academic Officer, Chief Business Official, Chief Governmental Relations Officer, Chief Personnel Officer, Chief of Staff, and Chief Technology Officer.
15. Identified information technology positions within the Division of Information Technology Services (ITS) and the Office of the Riverside County Superintendent of Schools (ORCSS) are placed on a two-range salary structure. Placement qualifications, with range and column placement are subject to negotiations with the applicant and approval by the Superintendent. Accordingly, placement could be anywhere within this two-range salary. Movement on the schedule would be based on years of satisfactory service and there would not be a degree-block to the second range. Thus, an employee could move to the higher range and step based on continued service and achievement of professional growth goals.