

MANAGEMENT SALARY SCHEDULE 2026-2027

Revised Effective 07/01/2026

Range	Step A	Step B	Step C	Step D	Step E	Step F
1	\$97,881	\$101,601	\$105,462	\$109,469	\$113,629	\$117,947
2	106,201	\$110,237	\$114,426	\$118,774	\$123,288	\$127,973
3	115,228	\$119,607	\$124,153	\$128,871	\$133,767	\$138,850
4	125,023	\$129,774	\$134,705	\$139,824	\$145,137	\$150,653
5	135,650	\$140,804	\$146,155	\$151,709	\$157,474	\$163,458
6	147,180	\$152,773	\$158,578	\$164,604	\$170,859	\$177,352

POSITION TITLES AND RANGES

Position Title	Salary Range	
Manager, Facilities and Maintenance	4	
Manager, Human Resources	4	
Administrator, Innovation and Instructional Support	5	
Administrator, Instructional Programs	6	
Director, Educational Services	6	
Director, Fiscal Services	6	
Director, Nursing Programs	6	
Director, Technology and Systems Innovation	6	

Senior Management Contract Salaries	Salary
Superintendent	\$253,348.00
Deputy Superintendent	\$212,000.00

NOTES:

1. New management employees shall normally be placed on the first step of the appropriate range. However, when exceptional experience, education, ability, special knowledge, retention, or recruitment difficulties warrant, new management employees may be placed on a higher step within the range by the Superintendent.

2. Advancement on the schedule shall be one step each year based upon an acceptable evaluation. Should performance merit, an additional step may be granted by the Superintendent. No step will be granted if the management employee's performance and evaluation are unacceptable. Advancement on the schedule shall be one step each year contingent upon receiving a satisfactory performance evaluation.

LONGEVITY STIPEND: The employee must be a regular full-time or part-time employee of the ROP. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. Substitute employees, temporary employees, student workers, and career guidance specialists do not qualify for the ROP longevity stipend. Employees who have resigned from the ROP and then returned to work later may not combine total years of service to establish eligibility since the resignation date constitutes a break in service and results in a new start date for calculating total years served. A two percent stipend will start the first month after the employee's 14th, 19th, and 24th continuous service anniversary. The percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. Additional stipends will not be included for the calculation of the longevity stipend. For certificated and ten-month classified employees, the longevity stipend will be calculated for the regular school year and for summer assignments. Refer to terms in AR 4141, 4241, 4341.

EDUCATIONAL INCENTIVE STIPEND / DOCTORAL DEGREE STIPEND: An annual stipend will be awarded for an earned doctoral degree from an accredited university. The stipend is \$220 per month, equivalent to \$2,640 per year for twelve-month employees, \$2,420 per year for eleven-month employees, and \$2,200 for ten-month employees. Refer to terms in AR 4141, 4241, 4341.

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