

NEWARK UNIFIED SCHOOL DISTRICT

2025/2026 Certificated Management Salary Schedule

Board approved 1.75% increase 5/5/26 effective 7/1/24

CERTIFICATED MANAGEMENT												
Daily and annual rate based on 1.00 FTE. Longevity rate based on column E.												
Range	Classification	Days		A	B	C	D	E	L1	L2	L3	L4
58	Admin Program Coordinator	210	Daily	776.72	776.72	776.72	776.72	776.72	+7.77	+15.53	+23.30	+31.07
			Annual	163,111	163,111	163,111	163,111	163,111	+1,631	+3,262	+4,893	+6,524
128	Athletic Director	210	Daily	612.21	633.02	660.48	689.33	719.64	+7.20	+14.39	+21.59	+28.79
			Annual	128,564	132,934	138,701	144,759	151,124	+1,511	+3,022	+4,534	+6,045
129	Pupil Services Coordinator	214	Daily	628.56	656.45	685.62	716.05	747.81	+7.48	+14.96	+22.43	+29.91
			Annual	134,512	140,480	146,723	153,235	160,031	+1,600	+3,201	+4,801	+6,401
132	Assistant Principal, Secondary	210	Daily	638.80	671.49	704.22	736.91	769.62	+7.70	+15.39	+23.09	+30.78
			Annual	134,148	141,013	147,886	154,751	161,620	+1,616	+3,232	+4,849	+6,465
133	Principal, Elementary	210	Daily	658.50	692.23	725.95	759.68	793.38	+7.93	+15.87	+23.80	+31.74
			Annual	138,285	145,368	152,450	159,533	166,610	+1,666	+3,332	+4,998	+6,664
134	Alternative Program Admin Principal, Middle School	215	Daily	668.96	703.21	737.48	771.75	805.98	+8.06	+16.12	+24.18	+32.24
			Annual	143,826	151,190	158,558	165,926	173,286	+1,733	+3,466	+5,199	+6,931
136	Director, Special Projects	214	Daily	700.97	736.84	772.76	808.67	844.53	+8.45	+16.89	+25.34	+33.78
			Annual	150,008	157,684	165,371	173,055	180,729	+1,807	+3,615	+5,422	+7,229
	Director, Teaching & Learning	224	Daily	700.97	736.84	772.76	808.67	844.53	+8.45	+16.89	+25.34	+33.78
			Annual	157,017	165,052	173,098	181,142	189,175	+1,892	+3,784	+5,675	+7,567
	Principal, Newark Memorial HS	220	Daily	700.97	736.84	772.76	808.67	844.53	+8.45	+16.89	+25.34	+33.78
			Annual	154,213	162,105	170,007	177,907	185,797	+1,858	+3,716	+5,574	+7,432
137	Director, Special Education	220	Daily	718.89	755.73	792.49	829.33	866.17	+8.66	+17.32	+25.99	+34.65
			Annual	158,156	166,261	174,348	182,453	190,557	+1,906	+3,811	+5,717	+7,622
138	Executive Director, HR	224	Daily	737.30	767.74	805.11	838.94	888.31	+8.88	+17.77	+26.65	+35.53
			Annual	165,155	171,974	180,345	187,923	198,981	+1,990	+3,980	+5,969	+7,959

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Longevity

- L1 1% after 10 years
- L2 2% after 15 years
- L3 3% after 20 years
- L4 4% after 25 years

Longevity increments will be given upon completion of the 10th, 15th, 20th and 25th year of service.

Degree Stipends (annual)

Masters: \$1,000 in addition to regular placement (limit 2)*

Doctorate: \$2,000 in addition to regular placement (limit 1)*

*Payment for the degrees earned or new hire during the school year will be pro-rated

Benefits: The District does not provide a separate allocation for insurance fringe benefits.

Approved by the NUSD Board on May 19, 2026.