

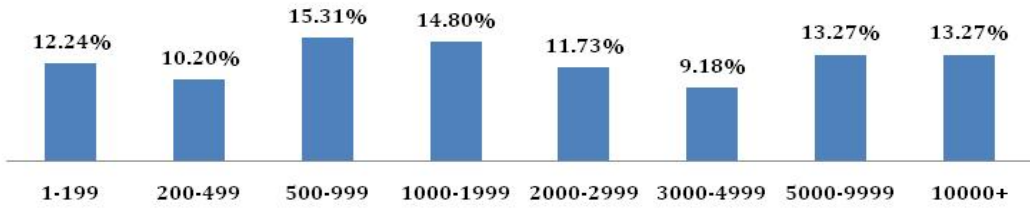


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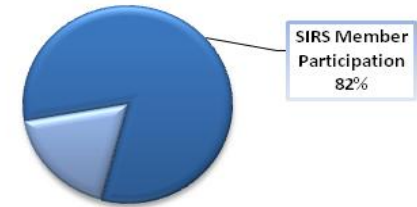
*****Because data contained in the annual SIRS Salary Survey is confidential and available in this format only to SIRS members, this simulated survey contains sample data and is for illustration purposes only.*****



Responding District by Enrollment Size



SIRS Salary Report



ESD	FTE	District	Position	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exp Steps	Ed Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	650	A District	Athletic Director	Yes	\$70,000	\$70,000	Certified	210	0	0		No			0		Princ/Athletic
ESD 1	650	A District	Business Manager-Assistant Superintendent	No	\$50,000	\$50,000	Classified	228	12	20		No			20	10	
ESD 1	650	A District	Custodial Services Supervisor	Yes	\$40,000	\$40,000	Classified	228	12	20		No			20	0	ance Sup
ESD 1	650	A District	Maintenance Supervisor	Yes	\$40,000	\$40,000	Classified	228	12	20		No			20	0	ance Sup
ESD 1	650	A District	Principal: Elementary School	No	\$75,000	\$75,000	Certified	210	0	0		No			0		
ESD 1	650	A District	Principal: Senior and Junior High-Middle School	No	\$75,000	\$75,000	Certified	210	0	0		No			0		
ESD 1	650	A District	Special Services Director	No	\$80,000	\$80,000	Certified	210	0	0		No			0		
ESD 1	650	A District	Superintendent	No	\$90,000	\$90,000	Certified	228	12	20	0	No			18	10	
ESD 2	3500	B District	Athletic Director	No	\$50,000	\$50,000	Classified	216	0	0	15	Yes	4	0	0	0	
ESD 2	3500	B District	Business Manager-Assistant Superintendent	No	\$75,000	\$75,000	Classified	222	13	25	15	Yes	6	0	40	6	
ESD 2	3500	B District	Curriculum Director	No	\$80,000	\$80,000	Certified	217	0	0	15	Yes	6	0	0	0	
ESD 2	3500	B District	Deputy-Associate Superintendent	No	\$100,000	\$100,000	Certified	222	13	25	15	Yes	4	0	40	11	
ESD 2	3500	B District	Director of Technology	No	\$75,000	\$75,000	Classified	222	13	25	15	Yes	6	0	40	6	
ESD 2	3500	B District	Food Services Supervisor	No	\$50,000	\$50,000	Classified	222	13	25	0	Yes	6	0	40	0	
ESD 2	3500	B District	Maintenance Supervisor	Yes	\$80,000	\$80,000	Classified	222	13	25	15	Yes	6	0	40	6	
ESD 2	3500	B District	Personnel Director	No	\$90,000	\$90,000	Certified	222	13	25	15	Yes	4	0	40	11	
ESD 2	3500	B District	Special Services Director	No	\$90,000	\$90,000	Certified	222	13	25	15	Yes	4	0	40	11	
ESD 2	3500	B District	Transportation Supervisor	Yes	\$80,000	\$80,000	Classified	222	13	25	15	Yes	6	0	40	6	
ESD 3	20000	C District	Assistant Superintendent	No	\$100,000	\$100,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Athletic Director	No	\$80,000	\$80,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Business Manager-Assistant Superintendent	No	\$100,000	\$100,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Curriculum Director	No	\$100,000	\$100,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Deputy-Associate Superintendent	No	\$100,000	\$100,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Director of Technology	No	\$100,000	\$100,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Facilities Director	No	\$100,000	\$100,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Food Services Supervisor	No	\$80,000	\$80,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Personnel Director	No	\$100,000	\$100,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Principal: Elementary School	No	\$100,000	\$100,000	Certified	220	13	22	0	Yes	4	2	40	30	

ESD	FTE	District	Position	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exp Steps	Ed Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 3	20000	C District	Principal: Junior High-Middle School	No	\$100,000	\$100,000	Certified	220	13	22	0	Yes	4	2	40	30	
ESD 3	20000	C District	Principal: Senior High School	No	\$100,000	\$100,000	Certified	220	13	22	0	Yes	4	2	40	30	
ESD 3	20000	C District	Public Information Officer	No	\$90,000	\$90,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Purchasing Director	No	\$80,000	\$80,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Special Services Director	No	\$100,000	\$100,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Staff Development Coordinator	No	\$90,000	\$90,000	Certified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Superintendent	No	\$100,000	\$100,000	Certified	220	13	27	0	No			40	10	
ESD 3	20000	C District	Transportation Supervisor	No	\$80,000	\$80,000	Classified	225	13	22	0	Yes	6		40	30	
ESD 3	20000	C District	Vice Principal: Elementary School	No	\$90,000	\$90,000	Certified	220	13	22	0	Yes	4	2	40	30	
ESD 3	20000	C District	Vice Principal: Junior High-Middle School	No	\$90,000	\$90,000	Certified	220	13	22	0	Yes	4	2	40	30	
ESD 3	20000	C District	Vice Principal: Senior High School	No	\$100,000	\$100,000	Certified	220	13	22	0	Yes	4	2	40	30	
ESD 3	20000	C District	Vocational Director	No	\$90,000	\$90,000	Certified	225	13	22	0	Yes	6		40	30	



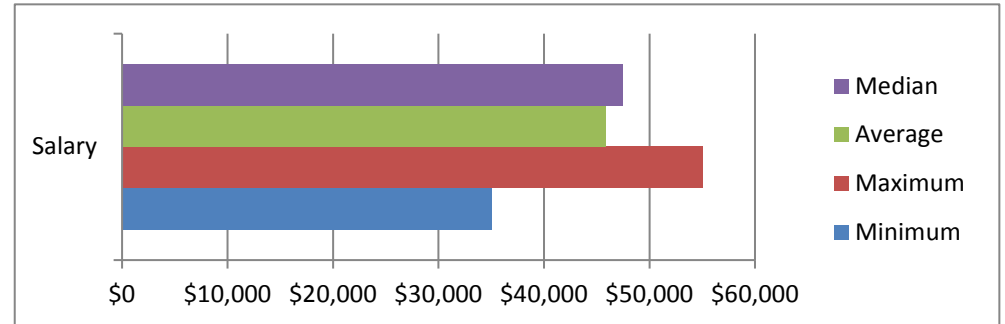
SIRS Salary Report 2009-2010

Administrative Personnel

Administrative Assistant

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$35,000	\$55,000	\$45,833	\$47,500
Work Days	217	223	220	220
Paid Holidays	11	14	12	12
Vacation Days	12	26	21	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	100	A District	Yes	\$35,000	\$40,000	Classified	217	11	12	0	No	0	0	10	10	
ESD 2	2500	B District	No	\$45,000	\$50,000	Classified	220	14	26	0	Yes	6	0	0	0	
ESD 3	10000	C District	No	\$50,000	\$55,000	Classified	223	12	25	6	Yes	7	0	45	30	



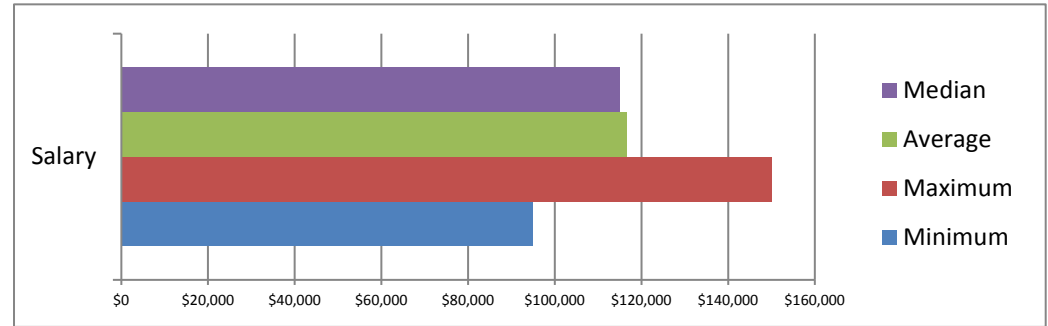
SIRS Salary Report 2009-2010

Administrative Personnel

Assistant Superintendent

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$95,000	\$150,000	\$116,667	\$115,000
Work Days	221	229	224	222
Paid Holidays	11	14	13	13
Vacation Days	20	25	23	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	15000	A District	No	\$100,000	\$110,000	Certified	229	11	20	0	No			5	5	
ESD 2	25000	B District	Yes	\$95,000	\$120,000	Certified	222	13	25	0	Yes	8	0	30	5	
ESD 3	8000	C District	No	\$125,000	\$150,000	Certified	221	14	25	0	No	0	0	30	5	



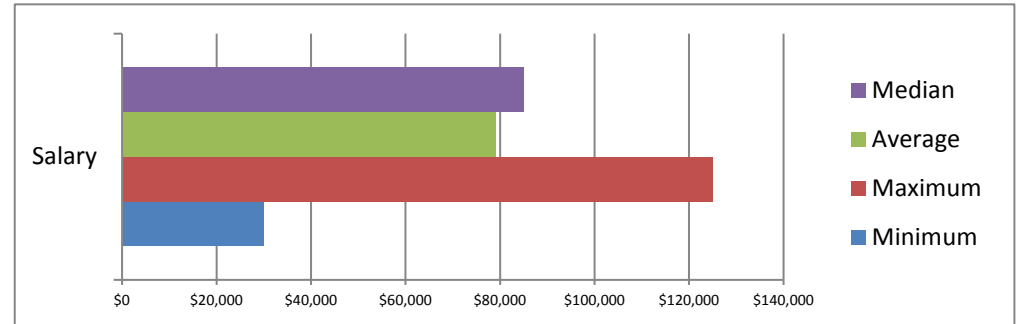
SIRS Salary Report 2009-2010

Administrative Personnel

Athletic Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$30,000	\$125,000	\$79,167	\$85,000
Work Days	181	226	206	211
Paid Holidays	0	12	8	11
Vacation Days	0	30	17	22



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 189	35000	A District	Yes	\$80,000	\$90,000	Certified	211	11	30	0	Yes	2		30	30	
ESD 2	4000	B District	No	\$30,000	\$50,000	Certified	181	0	0	8	Yes	16	8	0	0	
ESD 3	10000	C District	No	\$100,000	\$125,000	Certified	226	12	22	0	Yes	4		22	0	



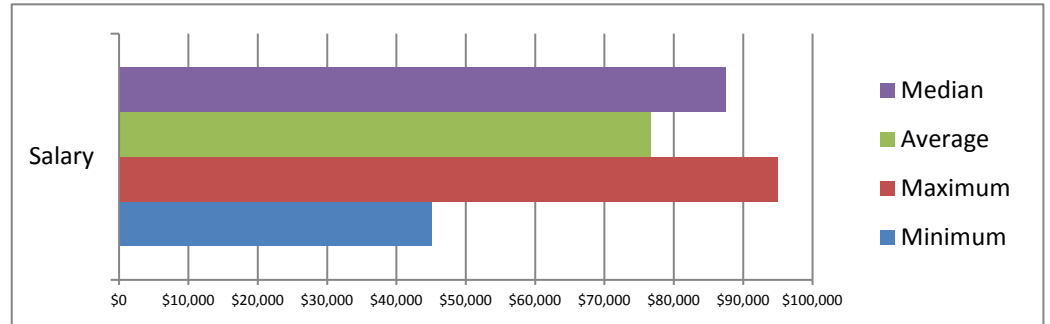
SIRS Salary Report 2009-2010

Administrative Personnel

Business Manager-Assistant Superintendent For Finance

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$45,000	\$95,000	\$76,667	\$87,500
Work Days	218	246	229	223
Paid Holidays	0	11	7	11
Vacation Days	20	30	25	24



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	100	A District	Yes	\$45,000	\$50,000	Classified	246	11	20	3				15		Business Mgr/Admin Secretary
ESD 2	3000	B District	No	\$85,000	\$95,000	Classified	218	11	30	0	Yes	2		30	30	
ESD 3	15000	C District	No	\$90,000	\$95,000	Classified	223	0	24	5	Yes	2	0	40	5	Director of Finance



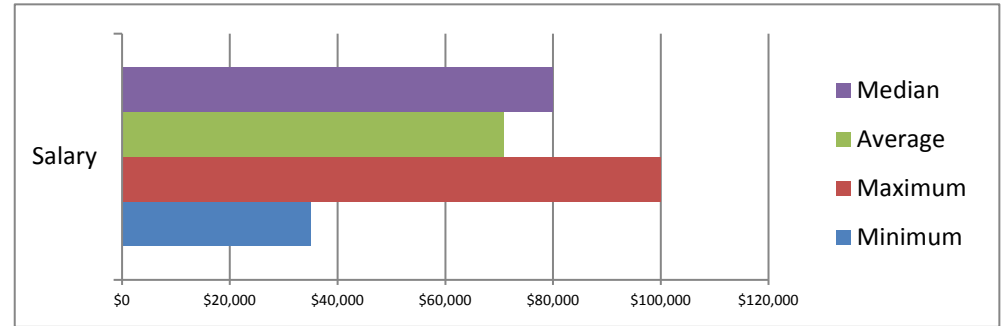
SIRS Salary Report 2009-2010

Administrative Personnel

Curriculum Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$35,000	\$100,000	\$70,833	\$80,000
Work Days	204	245	222	217
Paid Holidays	0	13	8	12
Vacation Days	0	31	18	22



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	2000	A District	No	\$75,000	\$85,000	Certified	204	0	0	0	Yes	3	2	0	0	
ESD 2	5000	B District	No	\$90,000	\$100,000	Certified	217	12	31	5	Yes	5	0	30	7	Student Assessment Coordinator
ESD 3	1000	C District		\$35,000	\$40,000	Classified	245	13	22	2		3		16		



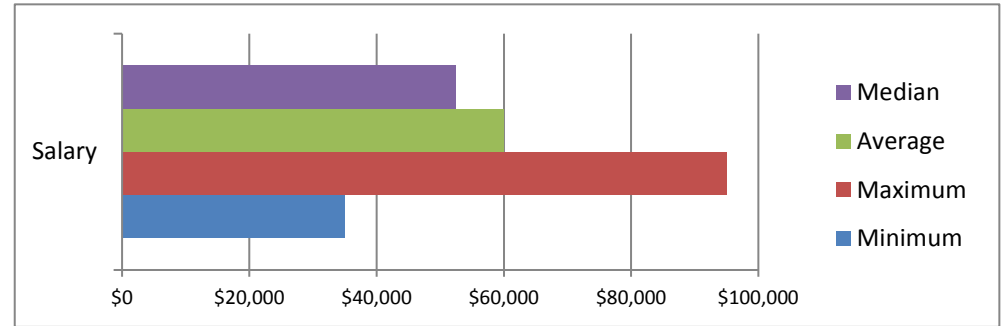
SIRS Salary Report 2009-2010

Administrative Personnel

Custodian Services Supervisor

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$35,000	\$95,000	\$60,000	\$52,500
Work Days	220	224	222	223
Paid Holidays	10	12	11	12
Vacation Days	25	28	26	26



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$50,000	\$55,000	Classified	223	12	25	0	No			30		
ESD 2	500	B District	Yes	\$35,000	\$40,000	Classified	224	10	26	0	Yes	3	0	37	0	
ESD 3	25000	C District	No	\$85,000	\$95,000	Classified	220	12	28	5	Yes	7		35	No	Maintenance/Custodial Director



SIRS Salary Report 2009-2010

Administrative Personnel

Deputy/Associate Superintendent

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$40,000	\$135,000	\$85,833	\$85,000
Work Days	223	240	229	224
Paid Holidays	0	12	7	10
Vacation Days	20	26	24	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	500	A District	Yes	\$40,000	\$45,000	Classified	224	10	26	0	Yes	5	0	37	0	
ESD 2	2000	B District	No	\$80,000	\$90,000	Certified	223	12	25	0	Yes	5	0	30	30	
ESD 3	15000	C District	No	\$125,000	\$135,000	Certified	240	0	20	0	No	0	0	30		



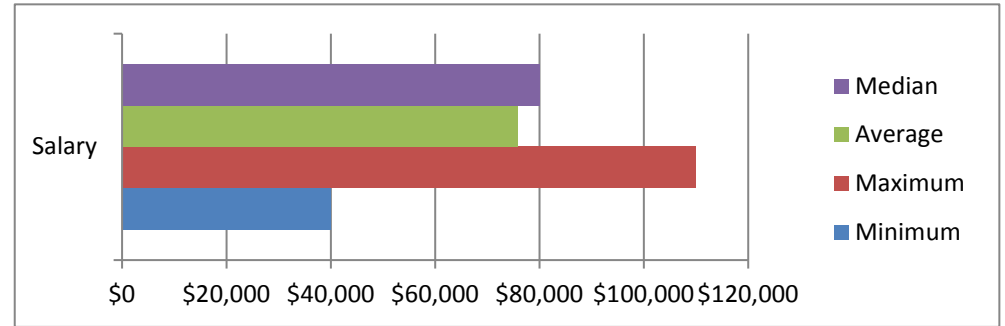
SIRS Salary Report 2009-2010

Administrative Personnel

Director of Technology

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$40,000	\$110,000	\$75,833	\$80,000
Work Days	220	224	222	222
Paid Holidays	0	13	8	11
Vacation Days	0	25	17	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	500	A District	No	\$40,000	\$45,000	Classified	224	11	25	10	Yes	16	0	0	25	
ESD 2	2000	B District	No	\$75,000	\$85,000	Certified	220	0	0	0	Yes	3	1	0	0	
ESD 3	15000	C District	No	\$100,000	\$110,000	Classified	222	13	25	11	Yes	5	2	50		



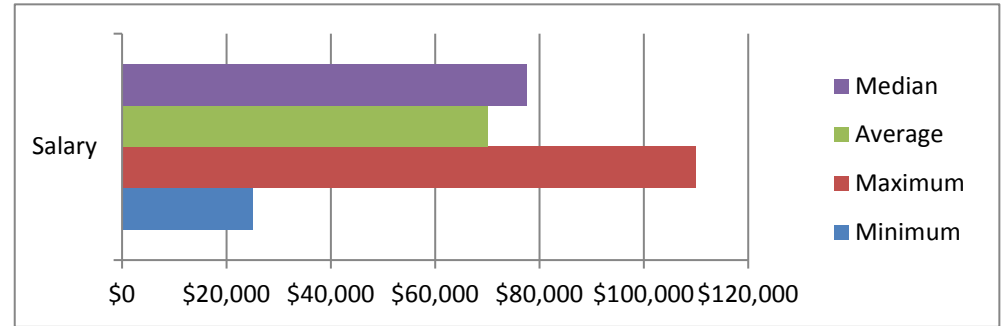
SIRS Salary Report 2009-2010

Administrative Personnel

Facilities Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$25,000	\$110,000	\$70,000	\$77,500
Work Days	220	223	222	222
Paid Holidays	12	14	13	13
Vacation Days	25	26	25	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	2000	A District	No	\$25,000	\$30,000	Classified	223	12	25	0	Yes	3	0	30	No	
ESD 2	5000	B District	Yes	\$75,000	\$80,000	Classified	222	13	25	0	Yes	3	0	50	No	
ESD 3	10000	C District	No	\$100,000	\$110,000	Classified	220	14	26	6	Yes	0	0	30	3	



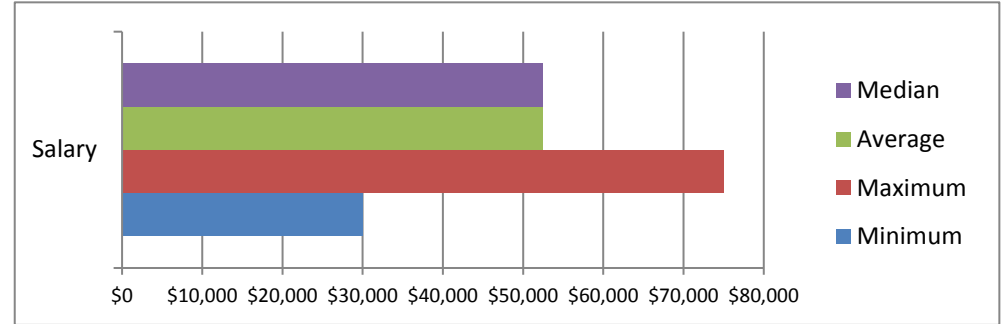
SIRS Salary Report 2009-2010

Administrative Personnel

Food Services Supervisor

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$30,000	\$75,000	\$52,500	\$52,500
Work Days	205	223	215	217
Paid Holidays	10	13	12	12
Vacation Days	0	30	18	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	2000	A District	No	\$50,000	\$55,000	Classified	217	13	30	0	Yes	3	2	30	30	
ESD 2	7500	B District	No	\$70,000	\$75,000	Classified	223	12	25	5	Yes	9	2	50	0	
ESD 3	1000	C District	No	\$30,000	\$35,000	Classified	205	10	0	0	Yes	5	1	0	0	



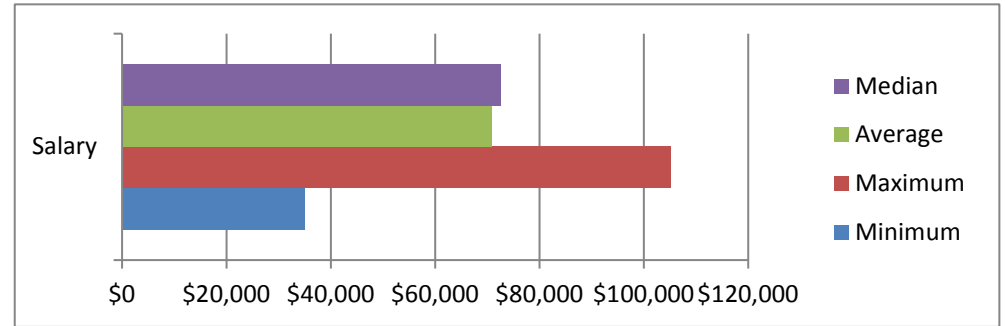
SIRS Salary Report 2009-2010

Administrative Personnel

Maintenance Supervisor

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$35,000	\$105,000	\$70,833	\$72,500
Work Days	217	246	230	226
Paid Holidays	11	13	12	12
Vacation Days	20	30	24	22



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	100	A District	Yes	\$35,000	\$40,000	Classified	246	11	20	3				15		Transport/Maint. Supr
ESD 2	2000	B District	Yes	\$70,000	\$75,000	Classified	217	13	30	0	Yes	3	2	30	No	
ESD 3	15000	C District	No	\$100,000	\$105,000	Classified	226	12	22	2	Yes	0	0	33	0	



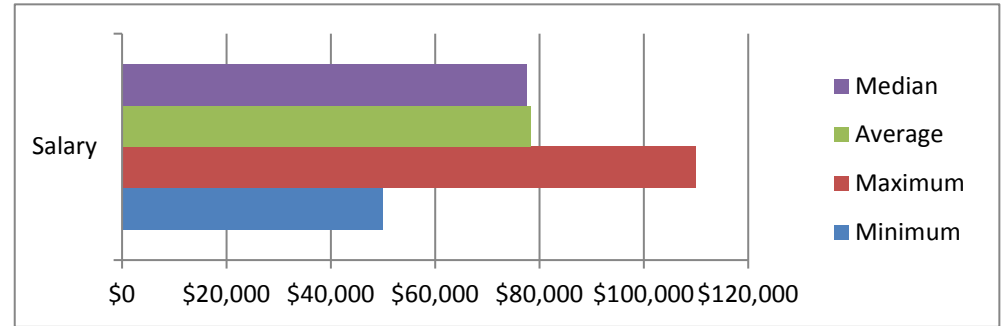
SIRS Salary Report 2009-2010

Administrative Personnel

Personnel Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$50,000	\$110,000	\$78,333	\$77,500
Work Days	217	228	222	221
Paid Holidays	12	13	13	13
Vacation Days	20	30	25	26



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	2000	A District	No	\$50,000	\$55,000	Classified	217	13	30	0	Yes	3	2	30	30	
ESD 2	1000	B District	No	\$75,000	\$80,000	Classified	228	12	20		No			30	30	
ESD 3	5000	C District	No	\$100,000	\$110,000	Certified	221	13	26	4	No			45	13	



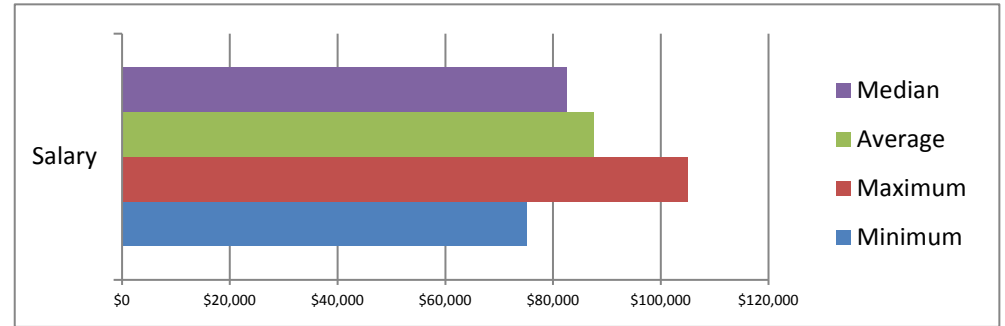
SIRS Salary Report 2009-2010

Administrative Personnel

Principal: Elementary School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$75,000	\$105,000	\$87,500	\$82,500
Work Days	210	221	215	215
Paid Holidays	0	11	4	0
Vacation Days	0	28	9	0



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	No	\$75,000	\$80,000	Certified	210	0	0	0	Yes	15	1	0	0	
ESD 2	1500	B District		\$80,000	\$85,000	Certified	215	0	0	0	Yes	5	0	0	0	
ESD 3	25000	C District	No	\$100,000	\$105,000	Certified	221	11	28	0	Yes	7	1	10	5	



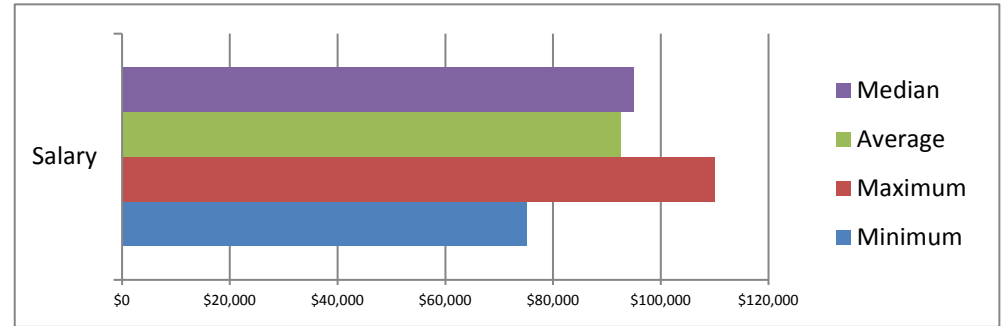
SIRS Salary Report 2009-2010

Administrative Personnel

Principal: Junior High-Middle School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$75,000	\$110,000	\$92,500	\$95,000
Work Days	210	221	217	220
Paid Holidays	0	12	8	11
Vacation Days	0	28	19	28



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	No	\$75,000	\$80,000	Certified	210	0	0	0	Yes	15	1	0	0	
ESD 2	25000	B District	No	\$90,000	\$100,000	Certified	220	12	28	5	Yes	5		30	No	
ESD 3	2000	C District	No	\$100,000	\$110,000	Certified	221	11	28	0	Yes	7	1	10	5	



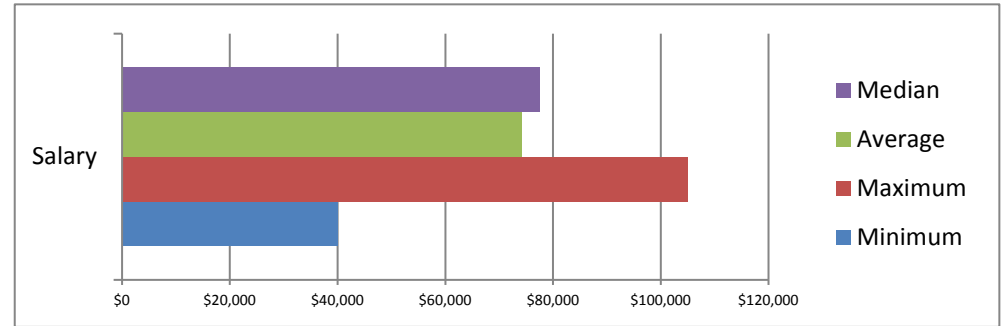
SIRS Salary Report 2009-2010

Administrative Personnel

Principal: Senior and Junior High-Middle School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$40,000	\$105,000	\$74,167	\$77,500
Work Days	200	217	206	200
Paid Holidays	0	12	4	0
Vacation Days	0	30	10	0



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	500	A District	Yes	\$40,000	\$45,000	Certified	200	0	0	0	No	0	0	0	No	
ESD 2	1000	B District	Yes	\$75,000	\$80,000	Certified	200	0	0	0	No	0	0	0	0	
ESD 3	10000	C District	No	\$100,000	\$105,000	Certified	217	12	30	17	Yes	3	1	30	3	



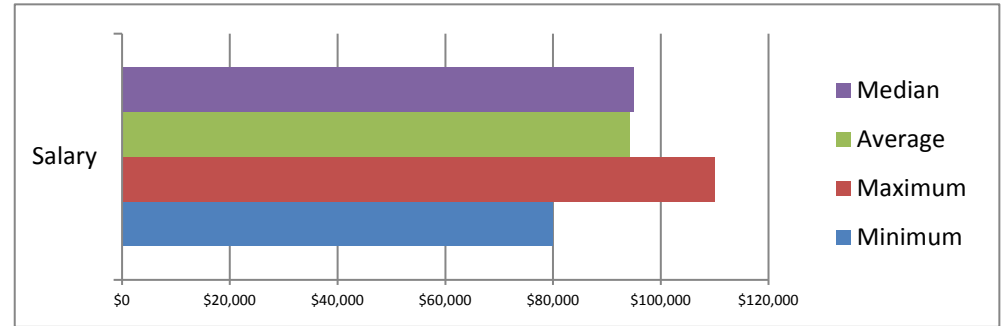
SIRS Salary Report 2009-2010

Administrative Personnel

Principal: Senior High School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$80,000	\$110,000	\$94,167	\$95,000
Work Days	205	223	217	223
Paid Holidays	0	12	8	12
Vacation Days	5	25	18	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	No	\$80,000	\$85,000	Certified	205	0	5	0	No	0	0	30	30	
ESD 2	10000	B District	No	\$90,000	\$100,000	Certified	223	12	25		Yes	5	1	30	5	
ESD 3	15000	C District	No	\$100,000	\$110,000	Certified	223	12	25	5	Yes	0	0	36	5	



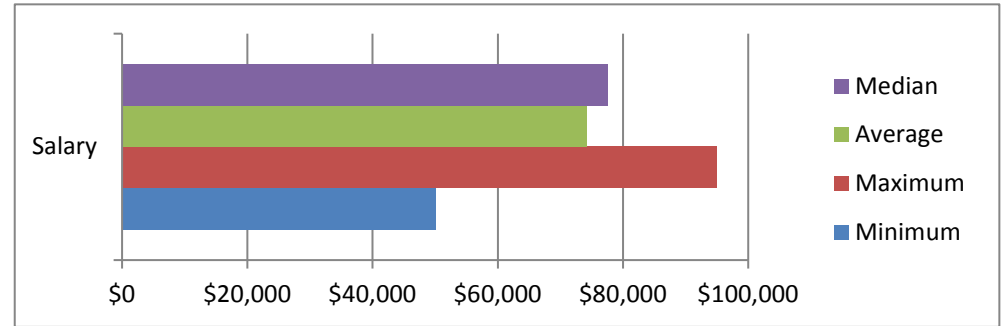
SIRS Salary Report 2009-2010

Administrative Personnel

Public Information Officer

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$50,000	\$95,000	\$74,167	\$77,500
Work Days	217	233	225	224
Paid Holidays	11	12	12	12
Vacation Days	15	30	23	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	5000	A District	No	\$50,000	\$55,000	Classified	233	12	15	0	No	0	0	30	4	
ESD 2	10000	B District	No	\$75,000	\$80,000	Classified	217	12	30	20	Yes	3	1	30	3	
ESD 3	15000	C District	No	\$90,000	\$95,000	Classified	224	11	25		No				50	



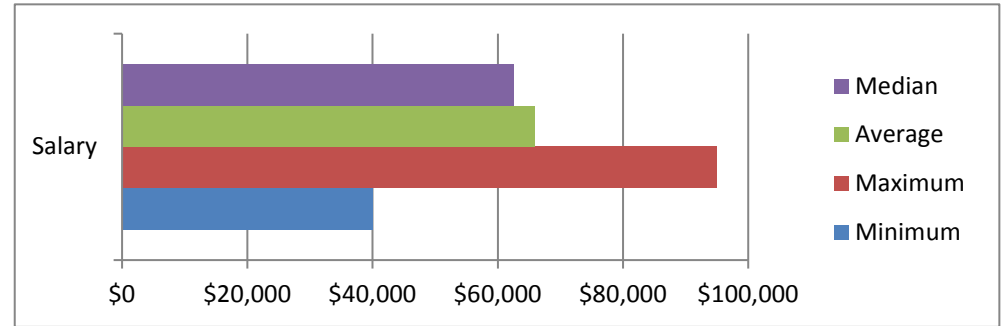
SIRS Salary Report 2009-2010

Administrative Personnel

Purchasing Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$40,000	\$95,000	\$65,833	\$62,500
Work Days	217	228	223	223
Paid Holidays	12	13	12	12
Vacation Days	20	25	23	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$40,000	\$45,000	Classified	228	12	20	0	No	0	0	0	0	
ESD 2	10000	B District	No	\$60,000	\$65,000	Classified	223	12	25	6	Yes	7	0	45	30	
ESD 3	5000	C District	Yes	\$90,000	\$95,000	Classified	217	13	25		Yes	4		40	25	



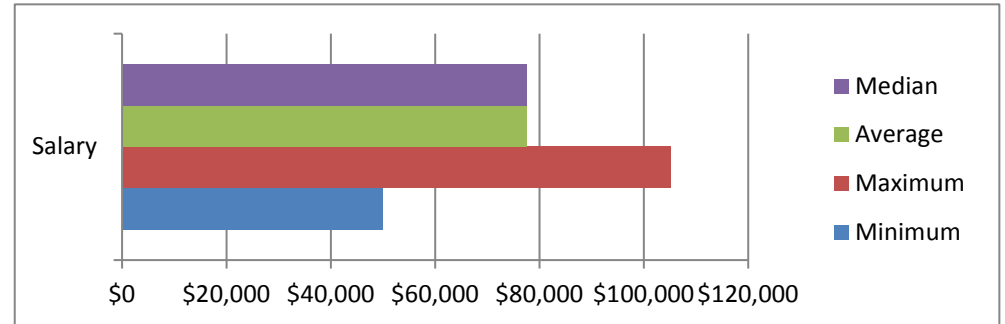
SIRS Salary Report 2009-2010

Administrative Personnel

Special Services Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$50,000	\$105,000	\$77,500	\$77,500
Work Days	149.8	217	194	215
Paid Holidays	0	12	4	0
Vacation Days	0	30	10	0



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	2000	A District	No	\$50,000	\$55,000	Certified	149.8	0	0	7	Yes	10	0	0	0	
ESD 2	1000	B District	No	\$75,000	\$80,000	Certified	215	0	0	0	No	0	0	0		
ESD 3	10000	C District	No	\$100,000	\$105,000	Certified	217	12	30	17	Yes	3	1	30	3	



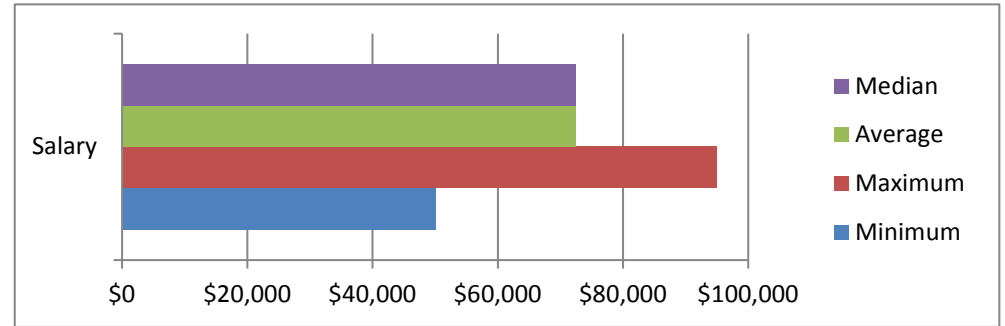
SIRS Salary Report 2009-2010

Administrative Personnel

Staff Development Coordinator

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$50,000	\$95,000	\$72,500	\$72,500
Work Days	181	220	206	218
Paid Holidays	0	14	9	13
Vacation Days	0	29	18	26



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	15000	A District	No	\$50,000	\$55,000	Classified	218	13	29	0	Yes	4	4	20	13	
ESD 2	2000	B District	No	\$70,000	\$75,000	Certified	181	0	0	0	Yes	16	9	0	0	
ESD 3	10000	C District	No	\$90,000	\$95,000	Certified	220	14	26	6	Yes	0	0	30	3	



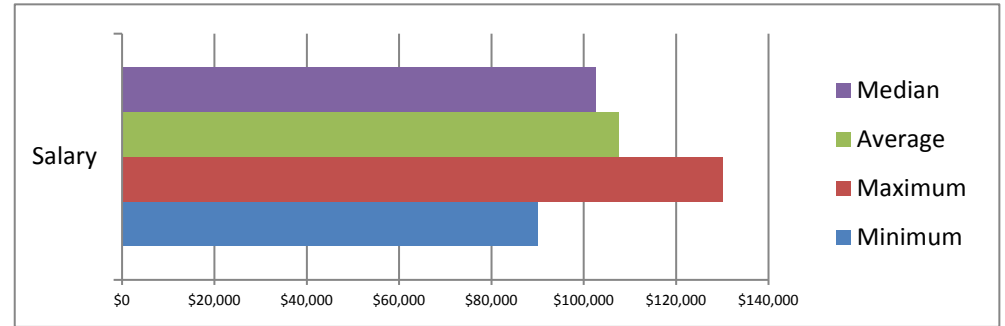
SIRS Salary Report 2009-2010

Administrative Personnel

Superintendent

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$90,000	\$130,000	\$107,500	\$102,500
Work Days	217	223	219	218
Paid Holidays	12	14	13	13
Vacation Days	25	30	28	28



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$90,000	\$95,000	Certified	223	12	25	0	No			no limit	no limit	
ESD 2	5000	B District	No	\$100,000	\$105,000	Certified	217	13	30	5	No	0	0	10	30	
ESD 3	10000	C District	No	\$125,000	\$130,000	Certified	218	14	28	0	No	6		50	10	



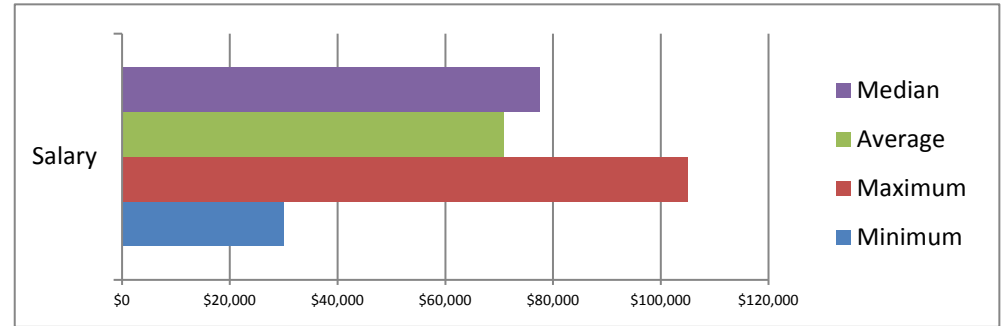
SIRS Salary Report 2009-2010

Administrative Personnel

Superintendent-Principal

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$30,000	\$105,000	\$70,833	\$77,500
Work Days	84	235	181	223
Paid Holidays	0	12	8	11
Vacation Days	0	25	17	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	500	A District	Yes	\$30,000	\$35,000	Certified	84	0	0	0	No	0	0	0	0	
ESD 2	1000	B District	Yes	\$75,000	\$80,000	Certified	235	11	25	0	No	0	0	30	10	
ESD 3	5000	C District	Yes	\$100,000	\$105,000	Certified	223	12	25	0	No			30	30	



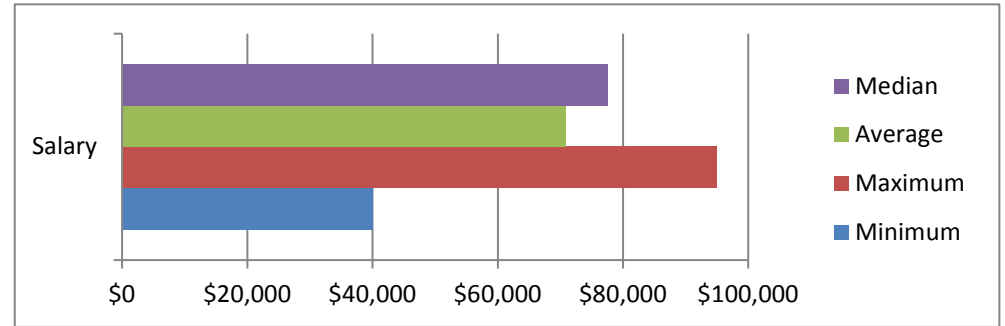
SIRS Salary Report 2009-2010

Administrative Personnel

Transportation Supervisor

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$40,000	\$95,000	\$70,833	\$77,500
Work Days	217	224	221	221
Paid Holidays	11	12	12	12
Vacation Days	25	30	27	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	No	\$40,000	\$45,000	Classified	224	11	25	0	Yes	16	0	0	25	
ESD 2	5000	B District	No	\$75,000	\$80,000	Classified	217	12	30	17	Yes	3	1	30	3	
ESD 3	10000	C District	No	\$90,000	\$95,000	Classified	221	12	25	0	Yes	1	3	50	30	



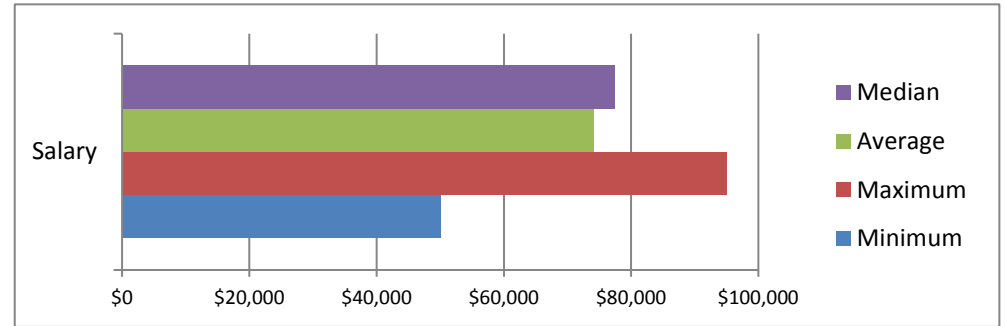
SIRS Salary Report 2009-2010

Administrative Personnel

Vice Principal: Elementary

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$50,000	\$95,000	\$74,167	\$77,500
Work Days	205	214	208	205
Paid Holidays	0	13	8	12
Vacation Days	0	43	24	29



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	No	\$50,000	\$55,000	Certified	205	0	0	0	No			0	0	
ESD 2	5000	B District	No	\$75,000	\$80,000	Certified	205	12	43	0	No	0	0	30	30	
ESD 3	10000	C District	No	\$90,000	\$95,000	Certified	214	13	29	0	Yes			20	13	



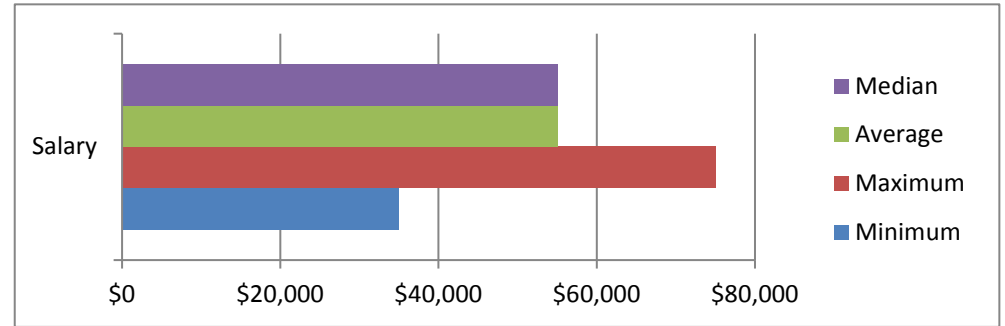
SIRS Salary Report 2009-2010

Administrative Personnel

Vice Principal: Senior and Junior High-Middle School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$35,000	\$75,000	\$55,000	\$55,000
Work Days	108	205	157	157
Paid Holidays	0	0	0	0
Vacation Days	0	0	0	0



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$35,000	\$40,000	Certified	108	0	0	0	No			0	No	
ESD 2	2000	B District	No	\$70,000	\$75,000	Certified	205	0	0	0	Yes	4		0		asst princp



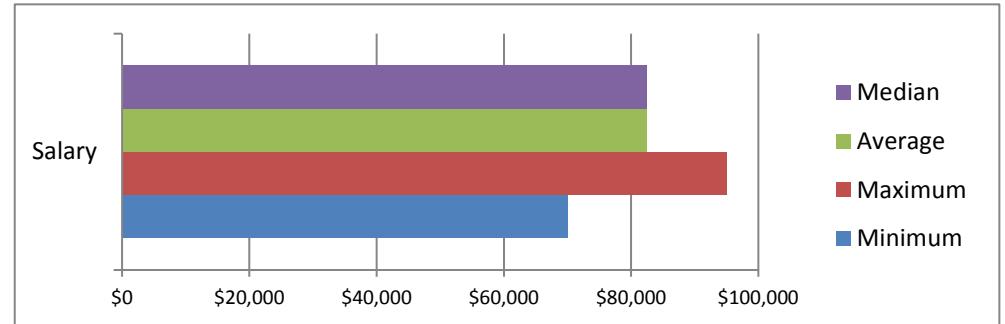
SIRS Salary Report 2009-2010

Administrative Personnel

Vice Principal: Junior High-Middle School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$70,000	\$95,000	\$82,500	\$82,500
Work Days	210	223	219	223
Paid Holidays	0	13	8	12
Vacation Days	0	25	16	23



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$70,000	\$75,000	Certified	210	0	0		No			0		Jr-Middle Vice Princ/Athletic Director
ESD 2	5000	B District	No	\$80,000	\$85,000	Certified	223	12	25	5	Yes	9	1	30	7	
ESD 3	10000	C District	No	\$90,000	\$95,000	Certified	223	13	23	11.5	Yes	5	0	40	30	



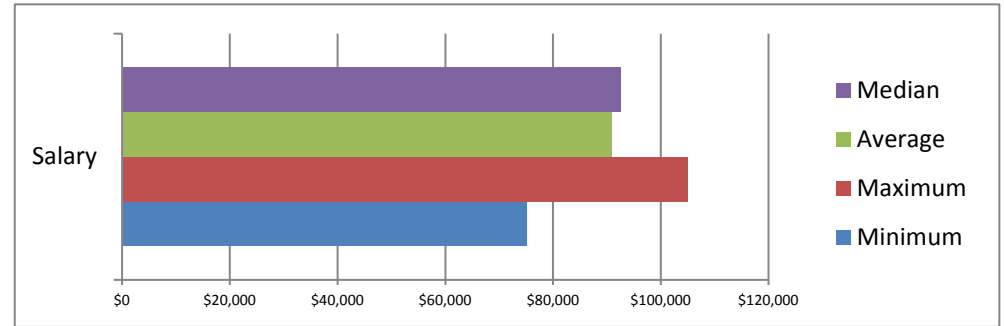
SIRS Salary Report 2009-2010

Administrative Personnel

Vice Principal: Senior High School

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$75,000	\$105,000	\$90,833	\$92,500
Work Days	211	221	217	219
Paid Holidays	11	12	12	12
Vacation Days	20	30	25	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	5000	A District	No	\$75,000	\$80,000	Certified	211	11	30	0	Yes	2		30	30	
ESD 2	10000	B District	No	\$90,000	\$95,000	Certified	219	12	20	0	Yes	4	0	30	0	
ESD 3	15000	C District	No	\$100,000	\$105,000	Certified	221	12	25	0	Yes	1	3	50	30	



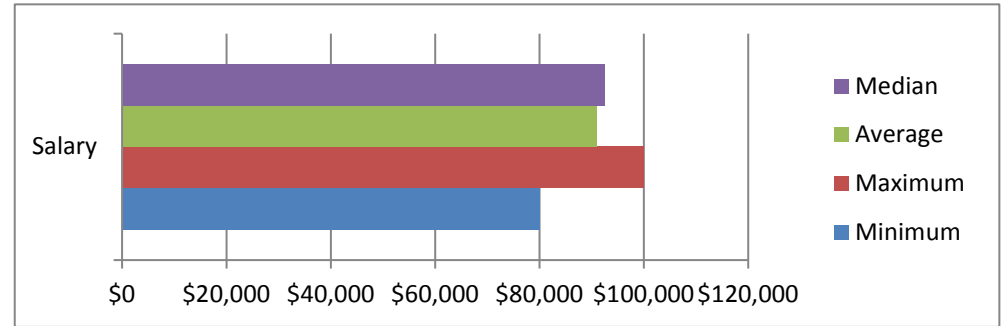
SIRS Salary Report 2009-2010

Administrative Personnel

Vocational Director

COMPARATIVE DATA

	Minimum	Maximum	Average	Median
Salary	\$80,000	\$100,000	\$90,833	\$92,500
Work Days	210	223	219	223
Paid Holidays	0	12	8	12
Vacation Days	0	25	17	25



ESD	FTE	District	Multiple Jobs	Beginning Salary	Maximum Salary	Certified Classified	Work Days	Paid Holidays	Maximum Vacation Days	Supp Days	Salary Schedule	Exper Steps	Educ Steps	Maximum Vacation Accumulation	Pay for Unused Vacation	Alternative Position Title
ESD 1	1000	A District	Yes	\$80,000	\$85,000	Certified	210	0	0	0	Yes	3		0	0	
ESD 2	5000	B District	Yes	\$90,000	\$95,000	Certified	223	12	25	8	Yes	9	2	50	0	
ESD 3	10000	C District	No	\$95,000	\$100,000	Classified	223	12	25	6	Yes	7	0	45	30	