San Juan School District
Administrative Salary Matrix -
2025-26

Annual Salary 12 Month Postions: 260 days - 18 holidays - 5 non-work days = 237 days

RANGE	1	2	3	4	5	6	7
48	$119,858	$123,086	$126,309	$129,525	$132,756	$135,976	$139,197
47	$116,637	$119,858	$123,086	$126,309	$129,525	$132,756	$135,976
46	$113,414	$116,637	$119,858	$123,086	$126,309	$129,525	$132,756
45	$110,196	$113,414	$116,637	$119,858	$123,086	$126,309	$129,525
44	$106,968	$110,196	$113,414	$116,637	$119,858	$123,086	$126,309
43	$103,751	$106,968	$110,196	$113,414	$116,637	$119,858	$123,086
42	$100,526	$103,751	$106,968	$110,196	$113,414	$116,637	$119,858
41	$97,310	$100,526	$103,751	$106,968	$110,196	$113,414	$116,637
40	$94,077	$97,310	$100,526	$103,751	$106,968	$110,196	$113,414

Annual Salary 11 Month Positions: 238 days - 16 holidays - 5 non-work days = 217 days

RANGE	1	2	3	4	5	6	7
48	$109,743	$112,699	$115,650	$118,595	$121,553	$124,502	$127,451
47	$106,794	$109,743	$112,699	$115,650	$118,595	$121,553	$124,502
46	$103,843	$106,794	$109,743	$112,699	$115,650	$118,595	$121,553
45	$100,896	$103,843	$106,794	$109,743	$112,699	$115,650	$118,595
44	$97,941	$100,896	$103,843	$106,794	$109,743	$112,699	$115,650
43	$94,996	$97,941	$100,896	$103,843	$106,794	$109,743	$112,699
42	$92,043	$94,996	$97,941	$100,896	$103,843	$106,794	$109,743
41	$89,098	$92,043	$94,996	$97,941	$100,896	$103,843	$106,794
40	$86,138	$89,098	$92,043	$94,996	$97,941	$100,896	$103,843

Annual Salary 10 Month Positions: 203 days - 0 holidays - 5 non-work days = 198 days

RANGE	1	2	3	4	5	6	7
48	$100,135	$102,831	$105,524	$108,211	$110,910	$113,601	$116,291
47	$97,444	$100,135	$102,831	$105,524	$108,211	$110,910	$113,601
46	$94,751	$97,444	$100,135	$102,831	$105,524	$108,211	$110,910
45	$92,062	$94,751	$97,444	$100,135	$102,831	$105,524	$108,211
44	$89,365	$92,062	$94,751	$97,444	$100,135	$102,831	$105,524
43	$86,678	$89,365	$92,062	$94,751	$97,444	$100,135	$102,831
42	$83,984	$86,678	$89,365	$92,062	$94,751	$97,444	$100,135
41	$81,297	$83,984	$86,678	$89,365	$92,062	$94,751	$97,444
40	$78,596	$81,297	$83,984	$86,678	$89,365	$92,062	$94,751

ADMINISTRATIVE TITLES AND SALARIES 2025-26

TITLES	RANGE
Superintendent of Schools	x
Business Administrator	x
Assistant Superintendent	48
Executive Director	47
Director III	46
High School Principal - 12 month	45
Middle School Principal - 12 month	44
Director II - 12 month	44
Grant Director - 10, 11, 12 month	43
NMH Principal - 10 month	43
Elementary Principal 12 month	43
Elementary Principal 11 month	43
Elementary Principal - 10 month	42
Assistant Principal - 11 month	41
Specialist - 10, 11 or 12 month	41
Coordinator - 10, 11 or 12 month	40

Principal Activity Supervision Stipend

TITLES	AMOUNT
HS Principals and Assistant Principals	$ 5,000.00
NMH Principal	$ 2,500.00
MS Principal and Assistant Principal	$ 2,500.00
Elementary Principal and Assistant Principal	$ 1,000.00

Degree Stipend:The following amounts will be added to the matrix salary

Educational Specialist	$500
Doctorate	$1,000