



## CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2023-2024

750 E. Main Street, El Cajon, CA 92020  
www.cajonvalley.net

**Board Approved:** November 14, 2023  
**Effective:** July 1, 2023 ( 7.0% COLA )

	203 Days	203 Days w/ doctorate	203 Days	203 Days w/ doctorate	208 Days	218 Days	218 Days w/ doctorate	208 Days	208 Days w/ doctorate	223 Days	223 Days w/ doctorate
STEP	Range 3	Range 43	Range 5	Range 6	Range 7	Range 11	Range 41	Range 14 / 15	Range 44 / 45	Range 16	Range 46
1	113,172	117,698	124,488	129,014	127,569	151,966	156,830	142,065	146,704	165,417	170,394
2	117,698	122,226	129,014	133,543	132,208	156,830	161,692	146,704	151,342	170,394	175,369
3	122,226	126,751	133,543	138,068	136,846	161,692	166,556	151,342	155,980	175,369	180,343
4	126,751	131,278	138,068	142,595	141,486	166,555	171,419	155,980	160,620	180,343	185,318
5	131,278	135,805	142,595	147,122	146,122	171,419	176,282	160,620	165,260	185,318	190,293
6	134,673	139,199	145,989	150,517	149,604	175,065	179,930	164,100	168,736	189,049	194,024
7	136,937	141,463	148,253	152,780	151,921	177,497	182,361	166,419	171,056	191,536	196,511
8	139,199	143,726	150,517	155,043	154,241	179,930	184,791	168,736	173,378	194,024	198,999
9	141,463	145,989	152,780	157,307	156,562	182,361	187,222	171,056	175,696	196,511	201,485
10	143,726	148,253	155,043	159,570	158,878	184,791	189,656	173,378	178,013	198,999	203,975

TITLE	RANGE	DUTY DAYS
Assistant Principal	5 / 6	203
Coordinator I	5 / 6	203
Coordinator II	15 / 45	208
Director I	11 / 41	218
Director II - Special Education & Pupil Services	16 / 46	223
Principal	14 / 44	208
Program Specialist	3 / 43	203



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Daily rate is computed by dividing the annual rate by the number of duty days the individual is required to work.

When a person is promoted from a position on the matrix to a position of greater responsibility, placement will be on the step which reflects a five percent (5%) increase in salary. A District employee not already on the matrix is placed on the salary schedule at the step that will result in at least a five percent (5%) increase in salary.

Effective July 1, 2016, the District will fund unit members' administrative clear credential program while employed with the District. The District Contribution will align with the annual rate of the two-year San Diego County Office (SDCOE) Administrative Clear Credential Program (up to \$3,300). Should the selected program require two years to complete, documentation indicating successful completion of year one must be submitted prior to the District processing payment for year two.

Effective July 1, 2016, the District will budget a \$10,000 annual cap for professional growth for CVAA unit members. Reimbursement will be limited \$1,000 per year for fees/tuition and/or required course materials. Reimbursement is to occur after completion of the course with a grade of "B", pass/credit if course is on a pass/fail or credit/non-credit basis, or a completion/attendance certificate. The course must be related to the unit member's current position or a position to which they aspire to and receive pre-approval from Cabinet supervisor. Note: Administrators participating in a District-funded clear credential program are exempt from professional growth reimbursement during the duration of their clear credential program.

Effective 2012-2013, the Cajon Valley Administrators' Association (CVAA) and the Cajon Valley Union School District ("District") established a joint CVAA Calamitous/Catastrophic Leave bank from which eligible members may apply for additional sick days when they or their family members are suffering from a catastrophic illness, injury, or calamitous event.

The District provides the total cost of a \$50,000 group term life insurance and accidental death and dismemberment program for each management team member.

Employees eligible for health and dental insurance that have not previously enrolled, or that wish to make changes to their health and/or dental insurance coverage, must do so during the Open Enrollment period. Forms are available in the Payroll Department.

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### **RETIREMENT INFORMATION**

#### Retirement Stipend:

Effective July 1, 2019, unit members who are at least 54 years of age, have served the last ten (10) consecutive years as a Cajon Valley administrator/confidential employee or the last fifteen (15) consecutive years as an employee in the Cajon Valley Union School District and submit an irrevocable resignation/retirement letter to the Assistant Superintendent, Personnel Services six (6) months prior to retirement date are eligible to receive a one-time, off-schedule retirement incentive equivalent to six point four percent (6.4%) of Step 5 of their current salary range to be paid in February or August of the year following retirement.

#### Retiree Health Benefits:

An employee who is hired prior to June 30, 2015, has ten (10) years of service in the District (the last five years must be consecutive) and has reached age fifty-five (55), is eligible to receive District health and dental coverage for his/herself and eligible dependents until age sixty-five (65). Effective July 1, 2015, retirement benefits for new employees with a start date on or after July 1, 2015, will exclude district-paid dental and medical coverage for dependents. Retired employees may choose to pay the costs to continue coverage for their dependents until the employee becomes eligible for Medicare as outlined below. The cost of this coverage will be established by the District each year. Eligibility for this coverage is subject to any rules and regulations set by the insurance carrier or legal counsel.

Eligible dependents of retired employees who are enrolled in District medical plans may continue coverage in the plan as long as the retiree is enrolled. If the eligible dependent of a retiree becomes eligible for Medicare, they should enroll in Medicare parts A and B to continue coverage under the District plan. If the eligible dependent does not enroll in Medicare parts A and B, they may continue coverage under the District plan, but must pay the difference between the premium with Medicare coverage and the premium without Medicare coverage. If the dependent is already eligible for Medicare at the time that the employee retires, the dependent must immediately enroll in Medicare parts A and B in order to continue to be covered by the District sponsored plan or must pay the difference in premium cost.

The District will provide medical insurance for retirees only, sixty-five and older, who qualify for Medicare and who served the District for at least 15 years and were an administrator for the last five years. This coverage would be provided through Kaiser's Senior Advantage Program at a maximum District contribution of \$600 annually for each eligible employee. The employee is responsible for the employee co-premium.