



CERTIFICATED STUDENT SERVICE PROVIDER'S SALARY SCHEDULE 2024-2025

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

Effective: July 1, 2024 (1% COLA)

Board Approved: March 11, 2025

STEP	School Nurses					Extended Year School Nurses				
	GROUP I 191 Days Regular Credential	GROUP II 191 Days Bachelors + 15 Units	GROUP III 191 Days Bachelors + 30 Units	GROUP IV 191 Days MA or BA +45 Units	GROUP V 191 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP I 211 Days Regular Credential	GROUP II 211 Days Bachelors + 15 Units	GROUP III 211 Days Bachelors + 30 Units	GROUP IV 211 Days Masters or Bachelors +45 Units	GROUP V 211 Days MA + 24 Units or BA + 60 Units Incl. a Masters
	Range 11	Range 12	Range 13	Range 26	Range 27	Range 28	Range 29	Range 30	Range 31	Range 32
1	67,119	72,709	82,220	85,577	92,846	74,147	80,323	90,829	94,538	102,568
2	67,119	72,709	82,220	85,577	92,846	74,147	80,323	90,829	94,538	102,568
3	67,119	72,709	82,220	87,075	94,471	74,147	80,323	90,829	96,193	104,363
4	67,119	72,709	82,220	87,075	94,471	74,147	80,323	90,829	96,193	104,363
5	67,119	72,709	83,864	88,599	96,124	74,147	80,323	92,646	97,876	106,189
6	67,119	72,709	83,864	88,599	96,124	74,147	80,323	92,646	97,876	106,189
7	67,119	72,709	83,864	90,149	97,806	74,147	80,323	92,646	99,589	108,047
8	67,119	72,709	83,864	90,149	97,806	74,147	80,323	92,646	99,589	108,047
9	67,119	72,709	85,018	91,168	99,559	74,147	80,323	93,920	100,714	109,984
10	67,119	72,709	85,018	91,168	99,559	74,147	80,323	93,920	100,714	109,984
11	67,119	72,709	85,018	93,966	102,914	74,147	80,323	93,920	103,805	113,690
12	67,119	72,709	85,018	96,764	106,270	74,147	80,323	93,920	106,896	117,398
13	67,119	72,709	85,018	99,559	109,627	74,147	80,323	93,920	109,984	121,106
14	67,119	72,709	85,018	102,355	112,983	74,147	80,323	93,920	113,073	124,814
15	67,119	72,709	85,018	104,263	114,891	74,147	80,323	93,920	115,181	126,922
16	67,119	72,709	85,018	106,171	116,799	74,147	80,323	93,920	117,289	129,030
17	67,119	72,709	85,018	108,079	118,707	74,147	80,323	93,920	119,397	131,138
18	67,119	72,709	85,018	109,987	120,615	74,147	80,323	93,920	121,505	133,246
19	67,119	72,709	85,018	111,895	122,523	74,147	80,323	93,920	123,613	135,354
20	67,119	72,709	85,018	111,895	124,431	74,147	80,323	93,920	123,613	137,462
21	67,119	72,709	85,018	111,895	126,339	74,147	80,323	93,920	123,613	139,570
22	67,119	72,709	85,018	111,895	128,247	74,147	80,323	93,920	123,613	141,678
23	67,119	72,709	85,018	111,895	130,155	74,147	80,323	93,920	123,613	143,786
24	67,119	72,709	85,018	111,895	132,063	74,147	80,323	93,920	123,613	145,894
25	67,119	72,709	85,018	111,895	133,971	74,147	80,323	93,920	123,613	148,002
26	67,119	72,709	85,018	111,895	135,879	74,147	80,323	93,920	123,613	150,110
27-36	67,119	72,709	85,018	111,895	137,787	74,147	80,323	93,920	123,613	152,218

Work Year: Nurses 191 days; Extended Year School Nurses 211 days; Speech and Language Pathologists 186 days; Psychologists 186; Counselors 191 days. Value Steps added after Step 14: Nurses \$1,908; Extended Year Nurses \$2,108; SLPs \$1,689; Counselors \$1,908; Psychologists \$1,858; Early Start \$1,871.

SALARY PLACEMENT CONDITIONS (TK – 8 CERTIFICATED STUDENT SERVICE PROVIDERS)

INITIAL SALARY PLACEMENT

Credit for related experience shall be granted on a year-for-year basis up to a maximum of ten steps on the salary schedule for any combination of the following experience:

Creditable service:

- 1. Military service in lieu of experience up to a maximum of three (3) steps
 - a. Service of 10 - 19 months = 1 step
 - b. Service of 20 - 29 months = 2 steps
 - c. Service of 30 months or more = 3 steps
- 2. Service as a registered nurse (applicable to school nurses only)
- 3. Service as a Licensed Speech & Language Pathologist or Psychologist in a clinical setting
- 4. Service as a School Counselor, working under California credential requirement (School Counselors Only)

COLLEGE TRAINING CREDIT

Salary increases for additional college training subsequent to the date of the Bachelor or Master’s degree is based on semester units officially documented. Official transcripts must accompany requests for salary group placement changes. Salary group placement adjustments will become effective the first day of the month following receipt of official transcripts.

- 1. Graduate units - approved without question
- 2. Credit allowed for upper and lower division units completed after employment begins is subject to District approval

EARNED DOCTORATE

Holders of an earned doctorate shall receive \$1,000 annually.

ADDITIONAL TIME (Hourly rate(s) for additional services as outlined in the Collective Bargaining Agreement)

July 1, 2024 - March 31, 2025	April 1, 2025 - June 30, 2025
Without Students: \$40.94/hour	Without Students: \$41.35/hour
With Students: \$43.19/hour	With Students: \$43.62/hour

Eligible employees may enroll in a health and/or dental insurance plan, or make changes to their current elections, within 31 days of their hire date, during the Open Enrollment period, and/or for a qualifying event. Forms are available online or in the Personnel and Payroll Departments.



CERTIFICATED STUDENT SERVICE PROVIDER'S SALARY SCHEDULE 2024-2025

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

Effective: July 1, 2024 (1% COLA)

Board Approved: March 11, 2025

STEP	Speech and Language Pathologists				Counselors		Psychologists	
	GROUP IV 186 Days MA or BA +45 Units	GROUP IV 206 Days MA or BA +45 Units	GROUP V 186 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V 206 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP IV 191 Days MA or BA +45 Units	GROUP V 191 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V 186 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V-19 186 Days MA + 24 Units or BA + 60 Units + MA + Doctorate
	Range 20	Range 21	Range 22	Range 23	Range 24	Range 25	Range 17	Range 19
1	83,337	92,298	90,415	100,137	66,000	69,358	74,296	75,296
2	83,337	92,298	90,415	100,137	68,798	72,709	77,887	78,887
3	84,795	93,913	91,997	101,889	71,592	76,065	81,481	82,481
4	84,795	93,913	91,997	101,889	74,388	79,425	85,081	86,081
5	86,279	95,556	93,607	103,672	77,188	82,781	88,675	89,675
6	86,279	95,556	93,607	103,672	79,983	86,137	92,270	93,270
7	87,789	97,229	95,245	105,486	82,781	89,492	95,864	96,864
8	87,789	97,229	95,245	105,486	85,577	92,846	99,457	100,457
9	88,781	98,327	96,953	107,378	88,373	96,203	103,054	104,054
10	88,781	98,327	96,953	107,378	91,168	99,559	106,648	107,648
11	91,506	101,345	100,220	110,996	93,966	102,914	110,242	111,242
12	94,231	104,363	103,488	114,616	96,764	106,270	113,837	114,837
13	96,953	107,378	106,757	118,236	99,559	109,627	117,433	118,433
14	99,676	110,394	110,025	121,856	102,355	112,983	121,028	122,028
15	101,365	112,265	111,714	123,727	104,263	114,891	122,886	123,886
16	103,054	114,136	113,403	125,598	106,171	116,799	124,744	125,744
17	104,743	116,007	115,092	127,469	108,079	118,707	126,602	127,602
18	106,432	117,878	116,781	129,340	109,987	120,615	128,460	129,460
19	108,121	119,749	118,470	131,211	111,895	122,523	130,318	131,318
20	108,121	119,749	120,159	133,082	111,895	124,431	132,176	133,176
21	108,121	119,749	121,848	134,953	111,895	126,339	134,034	135,034
22	108,121	119,749	123,537	136,824	111,895	128,247	135,892	136,892
23	108,121	119,749	125,226	138,695	111,895	130,155	137,750	138,750
24	108,121	119,749	126,915	140,566	111,895	132,063	139,608	140,608
25	108,121	119,749	128,604	142,437	111,895	133,971	141,466	142,466
26	108,121	119,749	130,293	144,308	111,895	135,879	143,324	144,324
27-36	108,121	119,749	131,982	146,179	111,895	137,787	145,182	146,182

Work Year: Nurses 191 days; Extended Year School Nurses 211 days; Speech and Language Pathologists 186 days; Psychologists 186; Counselors 191 days. Value Steps added after Step 14: Nurses \$1,908; Extended Year Nurses \$2,108; SLPs \$1,689; Counselors \$1,908; Psychologists \$1,858; Early Start \$1,871.