



CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2024-2025

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

Board Approved: March 11, 2025
Effective: July 1, 2024 (1.0% 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	114,304	118,875	125,733	130,305	128,845	153,486	158,399	143,486	148,172	167,072	172,098
2	118,875	123,449	130,305	134,879	133,531	158,399	163,309	148,172	152,856	172,098	177,123
3	123,449	128,019	134,879	139,449	138,215	163,309	168,222	152,856	157,540	177,123	182,147
4	128,019	132,591	139,449	144,021	142,901	168,221	173,134	157,540	162,227	182,147	187,172
5	132,591	137,164	144,021	148,594	147,584	173,134	178,045	162,227	166,913	187,172	192,196
6	136,020	140,591	147,449	152,023	151,101	176,816	181,730	165,741	170,424	190,940	195,965
7	138,307	142,878	149,736	154,308	153,441	179,272	184,185	168,084	172,767	193,452	198,477
8	140,591	145,164	152,023	156,594	155,784	181,730	186,639	170,424	175,112	195,965	200,989
9	142,878	147,449	154,308	158,881	158,128	184,185	189,095	172,767	177,453	198,477	203,500
10	145,164	149,736	156,594	161,166	160,467	186,639	191,553	175,112	179,794	200,989	206,015

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



CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2024-2025

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.

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.