



## EDUCATORS' SALARY SCHEDULE 2018-2019

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

Effective: July 1, 2017 (0% COLA)

	<b>GROUP I Regular Credential</b>	<b>GROUP II Bachelors + 15 Units</b>	<b>GROUP III Bachelors + 30 Units</b>	<b>GROUP IV Masters or Bachelors + 45 Units</b>	<b>GROUP IV-8 Masters or Bachelors + 45 Units + Doctorate</b>	<b>GROUP IV Early Start 206 days</b>	<b>GROUP V Masters + 24 Units or Bachelors + 60 Units Which Includes a Masters</b>	<b>GROUP V-7 Masters + 24 Units or Bachelors + 60 Units Which Includes a Masters + Doctorate</b>	<b>GROUP V Early Start 206 days</b>	<b>Psychologists + Doctorate</b>	<b>Psychologists 191 days</b>	<b>Counselors 191 days</b>	<b>Counselors 191 days</b>
	<b>Range 1</b>	<b>Range 2</b>	<b>Range 3</b>	<b>Range 4</b>	<b>Range 8</b>	<b>Range 14</b>	<b>Range 5</b>	<b>Range 7</b>	<b>Range 15</b>	<b>Range 17</b>	<b>Range 19</b>	<b>Range 24</b>	<b>Range 25</b>
1	45,713	46,593	49,230	51,868	52,868	57,445	54,506	55,506	60,367	59,957	60,957	53,262	55,971
2	47,473	48,350	51,428	54,066	55,066	59,880	57,141	58,141	63,285	62,855	63,855	55,519	58,677
3	49,230	50,110	53,627	56,263	57,263	62,313	59,779	60,779	66,207	65,757	66,757	57,775	61,386
4	50,988	51,868	55,823	58,461	59,461	64,747	62,417	63,417	69,129	68,659	69,659	60,033	64,095
5	52,747	53,627	58,021	60,659	61,659	67,181	65,055	66,055	72,050	71,561	72,561	62,290	66,804
6	52,747	55,384	60,219	62,856	63,856	69,615	67,693	68,693	74,972	74,462	75,462	64,546	69,513
7	52,747	57,141	62,417	65,055	66,055	72,050	70,328	71,328	77,890	77,361	78,361	66,804	72,219
8	52,747	57,141	64,615	67,253	68,253	74,485	72,966	73,966	80,812	80,263	81,263	69,061	74,927
9	52,747	57,141	66,813	69,450	70,450	76,918	75,604	76,604	83,733	83,164	84,164	71,317	77,636
10	52,747	57,141	66,813	71,647	72,647	79,351	78,241	79,241	86,654	86,065	87,065	73,573	80,344
11	52,747	57,141	66,813	73,846	74,846	81,786	80,878	81,878	89,575	88,966	89,966	75,831	83,052
12	52,747	57,141	66,813	76,044	77,044	84,221	83,515	84,515	92,495	91,867	92,867	78,088	85,760
13	52,747	57,141	66,813	78,241	79,241	86,654	86,152	87,152	95,416	94,767	95,767	80,344	88,468
14	52,747	57,141	66,813	80,439	81,439	89,088	88,790	89,790	98,337	97,669	98,669	82,601	91,177
15	52,747	57,141	66,813	81,802	82,802	90,598	90,153	91,153	99,847	99,168	100,168	84,001	92,577
16	52,747	57,141	66,813	83,165	84,165	92,108	91,516	92,516	101,357	100,667	101,667	85,401	93,977
17	52,747	57,141	66,813	84,528	85,528	93,618	92,879	93,879	102,867	102,166	103,166	86,801	95,377
18	52,747	57,141	66,813	85,891	86,891	95,128	94,242	95,242	104,377	103,665	104,665	88,201	96,777
19	52,747	57,141	66,813	87,254	88,254	96,638	95,605	96,605	105,887	105,164	106,164	89,601	98,177
20	52,747	57,141	66,813	87,254	88,254	96,638	96,968	97,968	107,397	106,663	107,663	89,601	99,577
21	52,747	57,141	66,813	87,254	88,254	96,638	98,331	99,331	108,907	108,162	109,162	89,601	100,977
22	52,747	57,141	66,813	87,254	88,254	96,638	99,694	100,694	110,417	109,661	110,661	89,601	102,377
23	52,747	57,141	66,813	87,254	88,254	96,638	101,057	102,057	111,927	111,160	112,160	89,601	103,777
24	52,747	57,141	66,813	87,254	88,254	96,638	102,420	103,420	113,437	112,659	113,659	89,601	105,177
25	52,747	57,141	66,813	87,254	88,254	96,638	103,783	104,783	114,947	114,158	115,158	89,601	106,577
26	52,747	57,141	66,813	87,254	88,254	96,638	105,146	106,146	116,457	115,657	116,657	89,601	107,977
27+	52,747	57,141	66,813	87,254	88,254	96,638	106,509	107,509	117,967	117,156	118,156	89,601	109,377

Work Year: Teachers 186 days; Counselors 191 days; Early Start 206 days. Value Steps added after Step 14: Educators \$1,363; Counselors \$1,400; Psychologists \$1,499; Early Start \$1,510.

## **SALARY PLACEMENT CONDITIONS (K – 8 AND OTHER CERTIFICATED SUPPORT)**

### **INITIAL SALARY PLACEMENT**

Speech-Language Pathologists (SLPs): effective July 1, 2007, SLPs with less than seven (7) years of experience will be placed on step 8 of the appropriate salary range.

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:

Service performed under California credential requirement conditions:

1. Public school teaching and/or public school administration
2. Overseas military teaching and/or administration
3. Teaching in Peace Corps or VISTA
4. Private school teaching experience shall be granted as follows: effective July 1, 1995, up to ten years credit shall be granted to all teachers providing the experience was in a California accredited school and the teacher held a full California credential during the term of employment

Other 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

### **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, as reflected on the salary schedule for Ranges 7 and 19.

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

Without Students: \$33.37/hour

With Students: \$35.20/hour

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