



EDUCATORS' SALARY SCHEDULE 2019-2020

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

Effective: July 1, 2019 (3% COLA)

	GROUP I Regular Credential	GROUP II Bachelors + 15 Units	GROUP III Bachelors + 30 Units	GROUP IV Masters or Bachelors +45 Units	GROUP IV-8 MA or BA + 45 Units + Doctorate	GROUP IV Early Start 206 Days	GROUP V MA + 24 Units or BA + 60 Units Which Includes a Masters	GROUP V-7 MA + 24 Units or BA + 60 Units Which Includes a MA + Doctorate	GROUP V Early Start 206 Days
STEP	Range 1	Range 2	Range 3	Range 4	Range 8	Range 14	Range 5	Range 7	Range 15
1	47,084	47,991	50,707	53,424	54,424	59,169	56,141	57,141	62,178
2	48,897	49,801	52,971	55,688	56,688	61,676	58,855	59,855	65,183
3	50,707	51,613	55,236	57,951	58,951	64,182	61,572	62,572	68,193
4	52,518	53,424	57,498	60,215	61,215	66,690	64,290	65,290	71,203
5	54,329	55,236	59,762	62,479	63,479	69,197	67,007	68,007	74,212
6	54,329	57,046	62,026	64,742	65,742	71,704	69,724	70,724	77,221
7	54,329	58,855	64,290	67,007	68,007	74,212	72,438	73,438	80,227
8	54,329	58,855	66,553	69,271	70,271	76,719	75,155	76,155	83,236
9	54,329	58,855	68,817	71,534	72,534	79,226	77,872	78,872	86,245
10	54,329	58,855	68,817	73,796	74,796	81,731	80,588	81,588	89,253
11	54,329	58,855	68,817	76,061	77,061	84,240	83,304	84,304	92,261
12	54,329	58,855	68,817	78,325	79,325	86,747	86,020	87,020	95,269
13	54,329	58,855	68,817	80,588	81,588	89,253	88,737	89,737	98,279
14	54,329	58,855	68,817	82,852	83,852	91,761	91,454	92,454	101,288
15	54,329	58,855	68,817	84,256	85,256	93,316	92,858	93,858	102,843
16	54,329	58,855	68,817	85,660	86,660	94,871	94,262	95,262	104,398
17	54,329	58,855	68,817	87,064	88,064	96,426	95,666	96,666	105,953
18	54,329	58,855	68,817	88,468	89,468	97,981	97,070	98,070	107,508
19	54,329	58,855	68,817	89,872	90,872	99,536	98,474	99,474	109,063
20	54,329	58,855	68,817	89,872	90,872	99,536	99,878	100,878	110,618
21	54,329	58,855	68,817	89,872	90,872	99,536	101,282	102,282	112,173
22	54,329	58,855	68,817	89,872	90,872	99,536	102,686	103,686	113,728
23	54,329	58,855	68,817	89,872	90,872	99,536	104,090	105,090	115,283
24	54,329	58,855	68,817	89,872	90,872	99,536	105,494	106,494	116,838
25	54,329	58,855	68,817	89,872	90,872	99,536	106,898	107,898	118,393
26	54,329	58,855	68,817	89,872	90,872	99,536	108,302	109,302	119,948
27-36	54,329	58,855	68,817	89,872	90,872	99,536	109,706	110,706	121,503

Educators: Teachers, Adaptive PE Teachers, Education Specialists, Facilitators, Instructional Coaches

Work Year: Educators 186 days; Early Start 206 days. Value Steps added after Step 14: Educators \$1,404; Early Start \$1,555.

Board Approved: February 11, 2020

SALARY PLACEMENT CONDITIONS (TK – 8 EDUCATORS)

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:

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

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 Range 7 and 8.

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

Without Students: \$34.37/hour

With Students: \$36.25/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.