



EDUCATORS' SALARY SCHEDULE 2020-2021

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

Effective: July 1, 2020 (2% 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	48,026	48,951	51,721	54,492	55,492	60,351	57,264	58,264	63,421
2	49,875	50,797	54,030	56,802	57,802	62,910	60,032	61,032	66,487
3	51,721	52,645	56,341	59,110	60,110	65,466	62,803	63,803	69,556
4	53,568	54,492	58,648	61,419	62,419	68,023	65,576	66,576	72,627
5	55,416	56,341	60,957	63,729	64,729	70,582	68,347	69,347	75,696
6	55,416	58,187	63,267	66,037	67,037	73,138	71,118	72,118	78,765
7	55,416	60,032	65,576	68,347	69,347	75,696	73,887	74,887	81,832
8	55,416	60,032	67,884	70,656	71,656	78,253	76,658	77,658	84,901
9	55,416	60,032	70,193	72,965	73,965	80,811	79,429	80,429	87,970
10	55,416	60,032	70,193	75,272	76,272	83,366	82,200	83,200	91,039
11	55,416	60,032	70,193	77,582	78,582	85,924	84,970	85,970	94,107
12	55,416	60,032	70,193	79,892	80,892	88,483	87,740	88,740	97,174
13	55,416	60,032	70,193	82,200	83,200	91,039	90,512	91,512	100,244
14	55,416	60,032	70,193	84,509	85,509	93,596	93,283	94,283	103,313
15	55,416	60,032	70,193	85,941	86,941	95,182	94,715	95,715	104,899
16	55,416	60,032	70,193	87,373	88,373	96,768	96,147	97,147	106,485
17	55,416	60,032	70,193	88,805	89,805	98,354	97,579	98,579	108,071
18	55,416	60,032	70,193	90,237	91,237	99,940	99,011	100,011	109,657
19	55,416	60,032	70,193	91,669	92,669	101,526	100,443	101,443	111,243
20	55,416	60,032	70,193	91,669	92,669	101,526	101,875	102,875	112,829
21	55,416	60,032	70,193	91,669	92,669	101,526	103,307	104,307	114,415
22	55,416	60,032	70,193	91,669	92,669	101,526	104,739	105,739	116,001
23	55,416	60,032	70,193	91,669	92,669	101,526	106,171	107,171	117,587
24	55,416	60,032	70,193	91,669	92,669	101,526	107,603	108,603	119,173
25	55,416	60,032	70,193	91,669	92,669	101,526	109,035	110,035	120,759
26	55,416	60,032	70,193	91,669	92,669	101,526	110,467	111,467	122,345
27-36	55,416	60,032	70,193	91,669	92,669	101,526	111,899	112,899	123,931

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 \$1,432; Early Start \$1,586.

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: \$35.06/hour

With Students: \$36.98/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.