

APPENDIX A

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Certificated Salary Schedule I-186 Days
Effective 7/1/23 plus 5%

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$58,959	\$60,728	\$60,227	\$62,034	\$61,495	\$63,340	\$62,764	\$64,647
3	\$59,667	\$61,457	\$61,071	\$62,903	\$62,792	\$64,676	\$64,509	\$66,444
4	\$63,554	\$65,461	\$66,199	\$68,185	\$68,390	\$70,442	\$69,256	\$71,334
5	\$65,294	\$67,253	\$69,668	\$71,758	\$72,769	\$74,952	\$77,564	\$79,891
6	\$67,666	\$69,696	\$72,085	\$74,248	\$75,171	\$77,426	\$80,486	\$82,901
7	\$69,421	\$71,504	\$73,847	\$76,062	\$76,922	\$79,230	\$82,677	\$85,157
8			\$75,635	\$77,904	\$79,137	\$81,511	\$84,895	\$87,442
9			\$77,383	\$79,704	\$80,931	\$83,359	\$87,106	\$89,719
10			\$79,841	\$82,236	\$83,407	\$85,909	\$90,112	\$92,815
11					\$90,418	\$93,131	\$100,630	\$103,649
12					\$90,418	\$93,131	\$100,630	\$103,649
13					\$90,418	\$93,131	\$100,630	\$103,649
14					\$90,418	\$93,131	\$100,630	\$103,649
15					\$94,326	\$97,156	\$104,742	\$107,884
16					\$94,326	\$97,156	\$104,742	\$107,884
17					\$94,326	\$97,156	\$104,742	\$107,884
18					\$94,326	\$97,156	\$104,742	\$107,884
19					\$96,427	\$99,320	\$106,839	\$110,044
20					\$96,427	\$99,320	\$106,839	\$110,044
21					\$96,427	\$99,320	\$106,839	\$110,044
22					\$96,427	\$99,320	\$106,839	\$110,044
23					\$101,299	\$104,338	\$116,209	\$119,695
24					\$101,299	\$104,338	\$116,209	\$119,695
25					\$104,437	\$107,570	\$119,812	\$123,406
26					\$108,092	\$111,335	\$124,005	\$127,725

Schedule I WITH 5.0% increase from 2023-2023 TA effective **July 1, 2023**

Teacher Hourly @ B-2 Rate	\$45.28
Special Daily Rate @ B-2	\$316.98
** Stipend Base @ 75% of B-2 Salary	\$ 44,219

**** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$44,219) or \$5,174. The previous Stipend Base Rate was \$40,689**

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

BOE Approved Date: 4/6/23
Updated: 1/29/25

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Certificated Salary Schedule II
Effective 7/1/23 plus 5%

Range	B (20)	B (25)	C (30)	C (35)	D (40)	D (45)	E (50)	E (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$60,544	\$62,360	\$61,846	\$63,701	\$63,148	\$65,042	\$64,451	\$66,385
3	\$61,271	\$63,109	\$62,713	\$64,594	\$64,480	\$66,414	\$66,243	\$68,230
4	\$65,262	\$67,220	\$67,979	\$70,018	\$70,228	\$72,335	\$71,118	\$73,252
5	\$67,049	\$69,060	\$71,541	\$73,687	\$74,725	\$76,967	\$79,649	\$82,038
6	\$69,485	\$71,570	\$74,023	\$76,244	\$77,192	\$79,508	\$82,650	\$85,130
7	\$71,287	\$73,426	\$75,832	\$78,107	\$78,990	\$81,360	\$84,900	\$87,447
8			\$77,668	\$79,998	\$81,264	\$83,702	\$87,177	\$89,792
9			\$79,463	\$81,847	\$83,107	\$85,600	\$89,448	\$92,131
10			\$81,987	\$84,447	\$85,649	\$88,218	\$92,534	\$95,310
11					\$92,849	\$95,634	\$103,335	\$106,435
12					\$92,849	\$95,634	\$103,335	\$106,435
13					\$92,849	\$95,634	\$103,335	\$106,435
14					\$92,849	\$95,634	\$103,335	\$106,435
15					\$96,862	\$99,768	\$107,558	\$110,785
16					\$96,862	\$99,768	\$107,558	\$110,785
17					\$96,862	\$99,768	\$107,558	\$110,785
18					\$96,862	\$99,768	\$107,558	\$110,785
19					\$99,019	\$101,990	\$109,711	\$113,002
20					\$99,019	\$101,990	\$109,711	\$113,002
21					\$99,019	\$101,990	\$109,711	\$113,002
22					\$99,019	\$101,990	\$109,711	\$113,002
23					\$104,022	\$107,143	\$119,333	\$122,913
24					\$104,022	\$107,143	\$119,333	\$122,913
25					\$107,244	\$110,461	\$123,033	\$126,724
26					\$110,998	\$114,328	\$127,338	\$131,158

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

BOE Approved: 4/6/25
Updated: 1/29/25

Certificated Salary Schedule III
Effective 7/1/23 plus 5%

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$62,763	\$64,646	\$64,113	\$66,036	\$65,462	\$67,426	\$66,813	\$68,817
3	\$63,516	\$65,421	\$65,011	\$66,961	\$66,843	\$68,848	\$68,671	\$70,731
4	\$67,654	\$69,684	\$70,470	\$72,584	\$72,802	\$74,986	\$73,724	\$75,936
5	\$69,507	\$71,592	\$74,163	\$76,388	\$77,464	\$79,788	\$82,568	\$85,045
6	\$72,032	\$74,193	\$76,736	\$79,038	\$80,021	\$82,422	\$85,679	\$88,249
7	\$73,900	\$76,117	\$78,611	\$80,969	\$81,885	\$84,342	\$88,011	\$90,651
8			\$80,515	\$82,930	\$84,243	\$86,770	\$90,372	\$93,083
9			\$82,375	\$84,846	\$86,152	\$88,737	\$92,726	\$95,508
10			\$84,992	\$87,542	\$88,788	\$91,452	\$95,926	\$98,804
11					\$96,251	\$99,139	\$107,122	\$110,336
12					\$96,251	\$99,139	\$107,122	\$110,336
13					\$96,251	\$99,139	\$107,122	\$110,336
14					\$96,251	\$99,139	\$107,122	\$110,336
15					\$100,412	\$103,424	\$111,500	\$114,845
16					\$100,412	\$103,424	\$111,500	\$114,845
17					\$100,412	\$103,424	\$111,500	\$114,845
18					\$100,412	\$103,424	\$111,500	\$114,845
19					\$102,648	\$105,727	\$113,732	\$117,144
20					\$102,648	\$105,727	\$113,732	\$117,144
21					\$102,648	\$105,727	\$113,732	\$117,144
22					\$102,648	\$105,727	\$113,732	\$117,144
23					\$107,834	\$111,069	\$123,706	\$127,417
24					\$107,834	\$111,069	\$123,706	\$127,417
25					\$111,175	\$114,510	\$127,542	\$131,368
26					\$115,066	\$118,518	\$132,005	\$135,965

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

BOE Approved Date: 4/6/23
Updated: 1/29/25

Certificated Salary Schedule IV
Effective 7/1/2023 plus 5%

Range	B (20)	B (25)	C (30)	C (35)	D (40)	D (45)	E (50)	E (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$64,348	\$66,278	\$65,732	\$67,704	\$67,116	\$69,129	\$68,500	\$70,555
3	\$65,120	\$67,074	\$66,653	\$68,653	\$68,531	\$70,587	\$70,405	\$72,517
4	\$69,363	\$71,444	\$72,249	\$74,416	\$74,641	\$76,880	\$75,586	\$77,854
5	\$71,262	\$73,400	\$76,036	\$78,317	\$79,420	\$81,803	\$84,653	\$87,193
6	\$73,851	\$76,067	\$78,673	\$81,033	\$82,041	\$84,502	\$87,842	\$90,477
7	\$75,766	\$78,039	\$80,596	\$83,014	\$83,953	\$86,472	\$90,234	\$92,941
8			\$82,548	\$85,024	\$86,370	\$88,961	\$92,654	\$95,434
9			\$84,456	\$86,990	\$88,328	\$90,978	\$95,067	\$97,919
10			\$87,138	\$89,752	\$91,030	\$93,761	\$98,348	\$101,298
11					\$98,682	\$101,642	\$109,827	\$113,122
12					\$98,682	\$101,642	\$109,827	\$113,122
13					\$98,682	\$101,642	\$109,827	\$113,122
14					\$98,682	\$101,642	\$109,827	\$113,122
15					\$102,947	\$106,035	\$114,315	\$117,744
16					\$102,947	\$106,035	\$114,315	\$117,744
17					\$102,947	\$106,035	\$114,315	\$117,744
18					\$102,947	\$106,035	\$114,315	\$117,744
19					\$105,240	\$108,397	\$116,604	\$120,102
20					\$105,240	\$108,397	\$116,604	\$120,102
21					\$105,240	\$108,397	\$116,604	\$120,102
22					\$105,240	\$108,397	\$116,604	\$120,102
23					\$110,558	\$113,875	\$126,830	\$130,635
24					\$110,558	\$113,875	\$126,830	\$130,635
25					\$113,982	\$117,401	\$130,763	\$134,686
26					\$117,971	\$121,510	\$135,339	\$139,399

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue: 02

BOE Approved Date: 4/6/23
Updated: 1/29/25

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Preschool Salary Schedule
SALARY Group 10
Effective 7/1/23 plus 5%

Hourly Step	A(10)	A(11)	B(12)	C(13)	C(14)	C(15)	D(16)	D(17)
Step	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit
1	\$39.40	\$40.58	\$41.41	\$40.99	\$42.27	\$43.55	\$44.83	\$46.11
2	\$39.62	\$40.81	\$41.60	\$41.21	\$42.42	\$43.68	\$44.94	\$46.21
3	\$40.19	\$41.40	\$42.19	\$41.82	\$43.06	\$44.31	\$45.56	\$46.81
4	\$40.60	\$41.82	\$42.65	\$42.23	\$43.45	\$44.67	\$45.89	\$47.11
5	\$41.41	\$42.65	\$43.49	\$43.07	\$44.26	\$45.44	\$46.62	\$47.80
6	\$41.31	\$42.65	\$43.49	\$43.07	\$44.26	\$45.44	\$46.62	\$47.80
7	\$41.31	\$42.65	\$43.49	\$43.07	\$44.26	\$45.44	\$46.62	\$47.80
8	\$41.41	\$42.65	\$43.49	\$43.07	\$44.26	\$45.44	\$46.62	\$47.80
9	\$41.41	\$42.65	\$43.49	\$43.07	\$44.26	\$45.44	\$46.62	\$47.80
10	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
11	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
12	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
13	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
14	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
15	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
16	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
17	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
18	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
19	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
20	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
21	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
22	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
23	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
24	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
25	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00
26	\$41.47	\$42.77	\$43.57	\$43.10	\$44.34	\$45.56	\$46.78	\$48.00

Daily Step	A(10)	A(11)	B(12)	C(13)	C(14)	C(15)	D(16)	D(17)
Step	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit	AA or CD Permit
1	\$275.78	\$284.05	\$291.43	\$289.87	\$298.91	\$308.12	\$317.53	\$327.14
2	\$277.33	\$285.65	\$293.07	\$291.46	\$300.46	\$309.79	\$319.32	\$328.96
3	\$281.34	\$289.78	\$297.04	\$295.45	\$304.59	\$313.94	\$323.49	\$333.14
4	\$284.20	\$292.74	\$299.85	\$298.24	\$307.45	\$316.94	\$326.54	\$336.19
5	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
6	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
7	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
8	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
9	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
10	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
11	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
12	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
13	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
14	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
15	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
16	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
17	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
18	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
19	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
20	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
21	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
22	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
23	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
24	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
25	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79
26	\$289.85	\$298.54	\$305.58	\$304.45	\$313.87	\$323.49	\$333.14	\$342.79

Teachers and Learning Assistants: Column 6 (C-D) represents a 5% increase in all TLE points.
 Other full-time employees have 4 years to complete an additional 40 TLE points to receive the column.

Speech Language Pathologist Salary Schedule
Effective 7/1/2023 plus 5%
186 Days

Salary Group 07

Range	D	D	E	E
Step	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$74,819	\$77,064	\$76,048	\$78,329
2	\$77,933	\$80,271	\$79,133	\$81,507
3	\$78,065	\$80,407	\$79,718	\$82,110
4	\$79,050	\$81,422	\$79,890	\$82,287
5	\$80,376	\$82,787	\$85,029	\$87,580
6	\$81,733	\$84,185	\$86,892	\$89,499
7	\$83,434	\$85,937	\$89,018	\$91,689
8	\$85,583	\$88,150	\$91,173	\$93,908
9	\$87,323	\$89,943	\$93,317	\$96,117
10	\$88,751	\$91,414	\$95,260	\$98,118
11	\$92,634	\$95,413	\$102,545	\$105,621
12	\$92,634	\$95,413	\$102,545	\$105,621
13	\$92,634	\$95,413	\$102,545	\$105,621
14	\$92,634	\$95,413	\$102,545	\$105,621
15	\$96,427	\$99,320	\$106,538	\$109,734
16	\$96,427	\$99,320	\$106,538	\$109,734
17	\$96,427	\$99,320	\$106,538	\$109,734
18	\$96,427	\$99,320	\$106,538	\$109,734
19	\$98,467	\$101,421	\$108,573	\$111,830
20	\$98,467	\$101,421	\$108,573	\$111,830
21	\$98,467	\$101,421	\$108,573	\$111,830
22	\$98,467	\$101,421	\$108,573	\$111,830
23	\$104,168	\$107,293	\$118,642	\$122,201
24	\$104,168	\$107,293	\$118,642	\$122,201
25	\$107,216	\$110,432	\$122,139	\$125,803
26	\$110,969	\$114,298	\$126,414	\$130,206

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

Issue No.: 06

BOE Approved Date 4/6/23
Updated: 1/29/25

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Librarian Salary Schedule Effective July 01, 2023

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$64,854	\$66,800	\$66,250	\$68,238	\$67,645	\$69,674	\$69,041	\$71,112
3	\$65,634	\$67,603	\$67,179	\$69,194	\$69,071	\$71,143	\$70,959	\$73,088
4	\$69,910	\$72,007	\$72,820	\$75,005	\$75,228	\$77,485	\$76,182	\$78,467
5	\$71,824	\$73,979	\$76,634	\$78,933	\$80,046	\$82,447	\$85,320	\$87,880
6	\$74,432	\$76,665	\$79,293	\$81,672	\$82,688	\$85,169	\$88,534	\$91,190
7	\$76,363	\$78,654	\$81,231	\$83,668	\$84,614	\$87,152	\$90,945	\$93,673
8			\$83,198	\$85,694	\$87,051	\$89,663	\$93,384	\$96,186
9			\$85,121	\$87,675	\$89,024	\$91,695	\$95,817	\$98,692
10			\$87,825	\$90,460	\$91,748	\$94,500	\$99,123	\$102,097
11					\$99,459	\$102,443	\$110,693	\$114,014
12					\$99,459	\$102,443	\$110,693	\$114,014
13					\$99,459	\$102,443	\$110,693	\$114,014
14					\$99,459	\$102,443	\$110,693	\$114,014
15					\$103,758	\$106,871	\$115,215	\$118,671
16					\$103,758	\$106,871	\$115,215	\$118,671
17					\$103,758	\$106,871	\$115,215	\$118,671
18					\$103,758	\$106,871	\$115,215	\$118,671
19					\$106,070	\$109,252	\$117,522	\$121,048
20					\$106,070	\$109,252	\$117,522	\$121,048
21					\$106,070	\$109,252	\$117,522	\$121,048
22					\$106,070	\$109,252	\$117,522	\$121,048
23					\$111,429	\$114,772	\$127,830	\$131,665
24					\$111,429	\$114,772	\$127,830	\$131,665
25					\$114,881	\$118,327	\$131,794	\$135,748
26					\$118,902	\$122,469	\$136,407	\$140,499

Plus 5.0% increase from 2023-2024 TA effective **July 1, 2023**

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

BOE Approved Date: 4/6/23

Updated: 1/29/25

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**Nurses Salary Schedule 012
Plus 5% Effective 7/1/2023**

Range	B (20)	B (25)	C (30)	C (35)	D (40)	D (45)	E (50)	E (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$60,227	\$62,034	\$61,522	\$63,368	\$62,817	\$64,702	\$64,114	\$66,037
3	\$60,950	\$62,779	\$62,384	\$64,256	\$64,142	\$66,066	\$65,896	\$67,873
4	\$64,921	\$66,869	\$67,623	\$69,652	\$69,861	\$71,957	\$70,745	\$72,867
5	\$66,698	\$68,699	\$71,166	\$73,301	\$74,334	\$76,564	\$79,232	\$81,609
6	\$69,121	\$71,195	\$73,635	\$75,844	\$76,788	\$79,092	\$82,217	\$84,684
7	\$70,914	\$73,041	\$75,435	\$77,698	\$78,576	\$80,933	\$84,455	\$86,989
8			\$77,262	\$79,580	\$80,839	\$83,264	\$86,721	\$89,323
9			\$79,047	\$81,418	\$82,671	\$85,151	\$88,979	\$91,648
10			\$81,558	\$84,005	\$85,201	\$87,757	\$92,050	\$94,812
11					\$92,362	\$95,133	\$102,794	\$105,878
12					\$92,362	\$95,133	\$102,794	\$105,878
13					\$92,362	\$95,133	\$102,794	\$105,878
14					\$92,362	\$95,133	\$102,794	\$105,878
15					\$96,355	\$99,246	\$106,995	\$110,205
16					\$96,355	\$99,246	\$106,995	\$110,205
17					\$96,355	\$99,246	\$106,995	\$110,205
18					\$96,355	\$99,246	\$106,995	\$110,205
19					\$98,501	\$101,456	\$109,137	\$112,411
20					\$98,501	\$101,456	\$109,137	\$112,411
21					\$98,501	\$101,456	\$109,137	\$112,411
22					\$98,501	\$101,456	\$109,137	\$112,411
23					\$103,477	\$106,581	\$118,708	\$122,269
24					\$103,477	\$106,581	\$118,708	\$122,269
25					\$106,683	\$109,883	\$122,389	\$126,061
26					\$110,417	\$113,730	\$126,672	\$130,472

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

Issue No.: 03

BOE Approved Date: 4/6/23
Updated: 1/29/25

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Career Technical Education Teachers - District High Schools

2023-2024 Plus 5% Hourly/Daily/Yearly-186 days Salary Schedule 016				
	Hourly	Daily	Yearly I	Yearly Prime II
Step 1	\$ 45.29	\$ 317.03	\$ 58,968.00	\$ 60,737.00
Step 2	\$ 46.86	\$ 328.02	\$ 61,012.00	\$ 62,842.00
Step 3	\$ 48.24	\$ 337.68	\$ 62,808.00	\$ 64,692.00
Step 4	\$ 50.65	\$ 354.55	\$ 65,946.00	\$ 67,924.00
Step 5	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 6	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 7	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 8	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 9	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 10	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 11	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 12	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 13	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 14	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 15	\$ 55.88	\$ 391.16	\$ 72,756.00	\$ 74,939.00
Step 16	\$ 57.83	\$ 404.81	\$ 75,295.00	\$ 77,554.00

Issue No. 4

BOE Approved Date: 4/6/23
Updated: 1/29/25

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Adult Education

2023-2024 Plus 5% Hourly/Daily/Yearly - 173 days Salary Schedule 017				
	Hourly	Daily	Yearly I	Yearly Prime II
Step 1	\$ 45.29	\$ 317.03	\$ 54,846.00	\$ 56,491.00
Step 2	\$ 46.86	\$ 328.02	\$ 56,747.00	\$ 58,449.00
Step 3	\$ 48.24	\$ 337.68	\$ 58,419.00	\$ 60,172.00
Step 4	\$ 50.65	\$ 354.55	\$ 61,337.00	\$ 63,177.00
Step 5	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 6	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 7	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 8	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 9	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 10	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 11	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 12	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 13	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 14	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 15	\$ 55.88	\$ 391.16	\$ 67,671.00	\$ 69,701.00
Step 16	\$ 57.83	\$ 404.81	\$ 70,032.00	\$ 72,133.00

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No.: 04

BOE Approved Date: 4/6/23
Updated: 1/29/25

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APPENDIX B

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**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 17

Date: 4/29/10

Page: 1 of 2

Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

SECTION 4.212 SALARY SCHEDULE – EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS

High School Department Chairpersons

Department Chairpersons will be accorded a salary schedule dependent on the number of persons in the department as follows:

Schedule A	Schedule B	Schedule C	Schedule D
11+ F.T.E.	8-10 F.T.E.	5-7 F.T.E.	2-4 F.T.E.

Middle School - Team Leaders

All team leaders at middle schools will be placed on Schedule D.

Elementary School - Head Teachers

Elementary school head teachers will be placed on Schedule D.

Extra/Co-Curricular Service Assignments (Non-Athletic)

Schedule A

High School ASB (x 3)
Middle School ASB
*Band Director (x 2)

Schedule B

Yearbook Advisor (High School)
Newspaper Advisor (High School)
Drama Advisor (High School)
Forensic Advisor
Pep Advisor
*Assistant Band Director (x 2)
Academic League Coach
High School AVID Coordinator
High School Choral

Schedule C

Drill Team
Academic League Coach
Dance Team (High School)

Schedule D

Middle School Activities
Assistant Pep Advisor
Assistant Academic League Coach
Elementary SIP Coordinator
Middle School AVID Coordinator

*\$500 additional stipend for supervision of band in the Fourth of July Parade.

Schedule E

Elementary Safety Patrol
Elementary Student Council Advisor
Elementary Chorus Advisor (full year)

Schedule F

Elementary Grade Level Leader
Elementary Chorus Advisor (half year)

Issue 16: 10/13/08

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**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

Page: 1 of 1

Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

**4.212 SALARY SCHEDULE -
EXTRA-CURRICULAR SERVICE
ASSIGNMENTS**

SECTION 4.212.1 Service Assignment Procedure

Stipends paid for extra-curricular service assignments shall be prorated over a ten-month period and paid on a monthly basis.

AP 4.212.1

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**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 12

Date: 12/11/06

Page: 1 of 2

Reference: Title IX, Title V; EC 200, 220

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS

High School Coaches Salary Schedule (Per Sport)

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A</i>	<i>CLASS B</i>	<i>CLASS C</i>
Step 1 - .163	Step 1 - .140	Step 1 - .117	Step 1 - .094	Step 1 - .070
Step 2 - .171	Step 2 - .147	Step 2 - .123	Step 2 - .099	Step 2 - .074
Step 3 - .179	Step 3 - .154	Step 3 - .129	Step 3 - .104	Step 3 - .078
Step 4 - .187	Step 4 - .161	Step 4 - .135	Step 4 - .109	Step 4 - .082
Step 5 - .195	Step 5 - .168	Step 5 - .141	Step 5 - .114	Step 5 - .086
Step 10 - .235	Step 10 - .203	Step 10 - .171	Step 10 - .139	Step 10 - .106

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A**</i>
Head Football Coach	Head Basketball Coach (boys)	Head Track Coach
Athletic Director (per semester)	Head Basketball Coach (girls)	Head Baseball Coach
		Head Gymnastics Coach
		Head Wrestling Coach
		Head Softball Coach

*CLASS B**
All other Head Coaches
Head Swim Coach

CLASS C
All Assistant Coaches regardless of sport

*If coaching a boys' and a girls' sport simultaneously, move to Class A

**If coaching a boys' and a girls' sport simultaneously, move to Class AA

Middle School Coaches Salary Schedule (Per year – may be divided into fractional units for specific sports)

Step 1 - .093
Step 2 - .096
Step 3 - .100
Step 4 - .103
Step 5 - .106
Step 10 - .119

1. In all instances at the high school level, paid experience credit must be specific to the position.
2. Out-of-District paid experience will be credited up to four (4) years for the specific position except at middle schools where credit for general coaching experience will be given.

Issue 11: 5/19/03

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**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

Page: 1 of 1

Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

**4.213 SALARY SCHEDULE – EXTRA-
CURRICULAR COACHING
ASSIGNMENTS**

SECTION 4.213.1 Coaching Assignment Procedure

Stipends paid for extra-curricular coaching assignments will be paid at the completion of each assignment.

AP 4.213.1