# 2 3 4 5 6 7 8 9 10 13 18 26 39

# APPENDIX A

## 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 Special Daily Rate @ B-2 ** Stipend Base @ 75% of B-2 Salary	\$45.28
Special Daily Rate @ B-2	\$316.98
** Stipend Base @ 75% of B-2 Salary	\$ 44.219

<sup>\*\*</sup> 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

# 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.

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

Issue: 02

Step	A(10)	A [13]	8(20)	6 (23)	C 30	66.33	15/40	200	Mon	A/10	T V
	AA or CD Permit	AA or CD Permit TLC [+3%]	AA • 30 units CD Permit	AA + 30 units CD Permit TLC 1+3%)	BA - O Permit	BA+ CD Permit TLC (+3%)	BA + 15 units CD Permit	BA + IS units CD Permit TLC (+3%)		AA or CD Permit	AA or CD Permit TLC (43%)
1	\$39.40	\$40.58	\$40.20	541.41	\$40.99	\$42.22	\$41.82	\$43.07	-	551,295	\$52,834
2	539.63	22081	\$40.32	241.60	54121	542.45	\$42.03	543 20	7	551,583	\$53,130
	22.13	541.40	541.01	547.73	541 82	\$23.08	542.65	544.93	e	\$52,329	\$53,899
	09075	541.67	541.41	542.65	542.23	54140	\$43.00	544.16		552,861	550,447
50	541.41	547.65	542.23	54149	543.07	SAE	543.94	\$45.26		553,917	\$35,529
9	K1.11	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$13.94	545.26	و	553,912	\$55,529
-	541 41	\$42.65	542.23	543.49	\$43.07	544 36	543.94	\$45.26		553,917	\$55,523
	541.41	\$42.65	\$42.23	S43.49	\$43.07	\$44.36	\$43.94	\$45.26		\$53,912	555,539
6	ZI FI	\$42.65	542.23	\$43.49	\$43.07	\$44.36	543.94	545.76	6	\$53,912	\$55,529
10	52147	\$44.77	544.37	545.70	545.74	65 925	\$46.11	\$47.52	10	556.599	\$58.797
11	\$41.47	\$44,77	54437	\$45.70	\$45.74	\$46.59	\$46.13	\$47.52	11	\$56,599	\$58,797
12	543,43	544.77	244.37	\$45.70	545.74	546.30	\$46.13	547.52	13	556,377	558.257
11	\$41.27	541.77	544 17	543.70	\$65.74	546.59	\$46.13	547.52	13	\$56.594	558.797
14	\$43.47	544.77	544.37	\$45.70	\$45.74	\$46.59	\$46 13	\$47.57	14	\$56,599	\$58,797
15	55.65	\$47,02	546.57	547.57	\$47,45	26.885	24.815	549.89	11	559,436	\$61,219
316	53.65	547.02	346.57	15175	67.135	548.97	\$48.44	549.89	91	559,435	\$61,219
17	\$45.65	\$47.02	546.57	\$47.97	\$47.49	546.92	548.44	549.89	17	559,435	\$61,219
18	5556	\$27.02	246.57	\$47.93	547.49	518.93	348.41	549.80	18	559,435	551,219
19	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$\$ <del>\$\$</del>	549 89	67	\$59,436	\$61,219
20	\$47.63	549.17	548.89	\$50.35	549.87	\$51.16	550.87	\$52.40	30	562,407	\$56,279
11	54753	549.37	\$48.81	\$50.36	\$49.87	\$51.36	\$50.87	\$52.40	17	\$62.407	564 279
22	\$47.93	\$49.37	\$48.69	550.36	\$45 B7	551.36	550 87	552.40	z	\$62,407	\$64.279
23	269.71	\$50.65	\$6038	551.87	\$51.36	583.93	\$52.40	\$5197	23	584,279	566,207
24	\$49.37	\$50 RS	\$50.35	\$51.87	\$51.36	552.91	\$52.40	553.97	24	\$64.279	\$66,207
25	\$50.85	\$52.38	\$51.87	\$53.42	\$52.91	\$54.49	\$53.97	\$55.59	57	\$66,208	\$68,194
3.6	\$52.63	\$54.21	55358	555.79	\$54.76	556.40	555.86	\$57.55	36	558.525	S70.581

A(10)	(£1).V	6(20)	8:(23)	C(30)	C(33)	0(40)	D(43)	Step
AA or CD Permit	8 6	AA + 30 units CD Permit	AA + 30 units CD Permit TLC [+3%]	BA 4 CD Permit	BA + CD Permit TLC (+3%)	BA i 15 units CD Permit	BA+ 15 units CD Permit TLC (+3%)	
5275.78	\$284.05	\$281.43	\$289.67	5785.91	\$295.52	\$292.73	5401.53	-
\$277 33	\$285.65	5787 73	5791 22	\$288.46	\$297.12	\$294.20	\$303.03	7
5281,34	5289.78	\$0,782.04	\$205.65	577772	5301.53	5258.54	5,107.49	•
\$284.20	\$7.5552.73	S289 85	5798.52	\$455.58	\$304.45	\$301.47	15 01 6 \$	4
5289.85	\$798 54	S295 SR	\$355.45	\$101.47	\$310.51	\$307.61	5316.83	
\$200.05	\$208.54	5295.58	\$101.45	5301.47	\$310.51	5307.61	\$116.83	9
\$289.85	\$298.54	\$295.5B	5304.45	\$301.47	\$310.51	5307.61	\$316.83	7
5389.85	\$238.54	83.564.5	\$301.45	\$101.47	\$310.51	\$307.61	5116.83	æ
\$289.85	\$798.54	5295.58	5,101.45	\$301.47	\$310 51	\$307.61	\$316.83	6
\$304.30	\$313.42	\$310.59	531991	\$316.65	\$326.15	\$3.22.94	\$432.62	07
5354.30	5313.42	\$310.59	5119 61	\$919165	\$326 15	\$377.94	5333.62	11
\$304.30	\$313.42	\$310.59	531991	\$316.65	\$326 15	\$322.94	\$332.67	12
\$304.30	5313.42	\$310.59	\$319.91	\$316.65	\$326.15	\$322.94	5117.62	13
\$304.30	5313.42	\$310.59	\$319.51	\$316.65	\$326.15	\$332.94	\$412.62	2
531935	5129.13	\$326.00	\$135.78	\$337.46	\$342.43	5339.07	5349.74	13
\$319.55	\$329.13	5326.00	\$335.78	\$332.46	\$342.43	\$339.07	5345.24	16
5319135	\$1.6585	\$356.00	\$5.55.78	\$332.46	\$342.43	\$339.07	5349.74	11
55 6115	\$379.13	\$325.00	\$135.78	\$337.46	\$342.41	5339.07	\$349.24	=
\$319.55	\$329.13	\$326.00	5335 78	\$332.46	5342.43	5339-07	5349.24	13
5335.52	\$345.59	\$342.22	\$55.49	\$949.08	\$359.55	5336.10	5316.78	30
5335 57	\$345.5%	\$842.22	\$167.49	\$969.08	\$359.55	\$356 10	\$366.78	21
\$335.52	336.55	5342.22	\$85.49	\$3,634.2	535555	3156.10	5366.78	33
5345.59	\$355.95	535238	5363.06	\$355.55	\$370.14	5300.78	\$377.79	77
5345 59	\$355.95	\$357.48	\$363.06	\$359.55	\$870.34	\$346.78	5177.79	×
3355 %	\$365.63	5363.06	\$17156	\$170.14	\$381.45	S337.78	5389.12	35
5368 41	5379.47	5375.77	\$387 DA	\$383.10	\$304.80	\$391.01	5422.74	36

Step	A(13)	A'(15)	6(21)	6 (25)	(191)	C(32)	
	AA or CD Permit	AA or CD Permit TLC (+3%)	AA + 36 units CD Permir	AA + 30 units CD Permit TLC (+3%)	BA + CD Permit	BA + CD Permit TLC (+3%)	
-	\$60,672	552,491	\$61,915	563,771	\$51,170	565,014	
7	\$61,013	\$62,843	\$62,201	\$64,068	\$63,461	\$65,366	\$64,734
·	561,835	563.752	563,143	\$45,043	564,405	566,337	\$65,670
4	\$62,524	\$64,401	\$63,767	FC9 59\$	\$65,028	6/6/995	\$66,323
	563,767	\$65,679	\$60,038	\$66,979	\$66,333	568,312	\$67,674
9	563,787	545,473	565,028	\$66,939	\$66,323	568,312	\$67,674
7	563,767	679 595	\$65,028	6/6 995	\$66,323	568,312	\$67,674
80	563,767	\$65,673	\$65,028	\$66,939	\$66,323	568.312	\$63,674
6	563,767	\$65,679	\$65,028	\$66.979	\$66,323	\$68,312	\$67,674
10	564.946	504.955	566,330	\$70,383	54,3,503	571,753	\$71.047
11	556,956	\$68.952	\$68,130	570.380	\$69,653	571,753	\$21,047
12	\$66.946	568.952	\$68,330	\$70.350	\$69,663	571,753	\$71,017
13	566.945	508.952	568,130	\$70.383	540,543	\$71,755	\$71,047
2	\$56,945	568,952	568,330	\$70,363	\$69,663	571.783	\$71,647
15	570,391	572,409	571,720	573,872	\$73,141	575,335	\$74.595
16	570,1611	\$72,409	571,720	\$73.872	\$73,141	575,335	\$74,595
17	570,301	\$12.459	\$71,720	\$13.872	\$73,341	575,335	\$74.595
=	570,301	\$72,409	571,730	573.872	\$73,141	\$75,335	\$74,595
13	\$70,101	572,403	\$71,730	\$73,872	\$71.141	\$75,105	\$74,535
30	571.814	\$76.050	\$75,186	\$77.548	\$76,798	\$29,101	\$78,342
71	\$73,814	\$76.030	\$75,288	\$77,548	\$76,798	\$79,101	\$78,347
33	\$73.814	\$76.050	\$71,788	\$77,548	\$76,798	\$79,101	\$78,342
11	\$76,030	578.309	\$77,546	579,873	\$79,101	\$81,475	\$40,692
74	576.050	578.309	\$77,346	\$79.873	\$79,101	583,475	\$80,692
35	578,111	\$80,659	\$79,473	\$82,271	581,475	583,919	\$83,112
36	CALMER	487.483	583 (20)	685.140	463 736	235.875	CER. 033

Fascineg and to among Chapersian Columns  $0 = G \cdot G$  , F against after samplitude of  $dO \cap G$  points

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

## Salary Group 07

Issue No.: 06

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.

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

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**, <u>2023</u>

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

## 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)
	BA & 15							
	units or	TLC	BA & 30	TLC	BA & 45	TLC	BA & 60	TLC
Step	less	(+3%)	Units	(+3%)	or MA	(+3%)	include MA	(+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.

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

Issue No.: 03

**Career Technical Education Teachers - District High Schools** 

2023-2024	Plus	5% Hourly/	Dai	ly/Yearly-18	6 d	ays Salary So	hed	ule 016
		Hourly		Daily		Yearly I	Yea	arly 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

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

Issue No. 4

#### **Adult Education**

2023-2024 Plus 5% Hourly/Daily/Yearly - 173 days Salary Schedule 017										
		tourly		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.

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

Issue No.: 04

# APPENDIX B 2 3 4 5 6 7 8 9 10

**POWAY UNIFIED SCHOOL DISTRICT** Originator: Assoc. Superintendent, PSS

**BOARD POLICY** 

Issue No: 17 Date: 4/29/10

Page: 1 of 2

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Reference:

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) Yearbook Advisor (High School) Middle School ASB Newspaper Advisor (High School) \*Band Director (x 2) 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 Schedule D

Drill Team Middle School Activities Academic League Coach Assistant Pep Advisor

Dance Team (High School) Assistant Academic League Coach Elementary SIP Coordinator \*\$500 additional stipend for supervision of Middle School AVID Coordinator

band in the Fourth of July Parade.

Schedule E Schedule F

**Elementary Safety Patrol** Elementary Grade Level Leader Elementary Student Council Advisor Elementary Chorus Advisor (half year) Elementary Chorus Advisor (full year)

Issue 16: 10/13/08

# POWAY UNIFIED SCHOOL DISTRICT ADMINISTRATIVE PROCEDURE

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Page: 1 of 1

Reference:

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

**POWAY UNIFIED SCHOOL DISTRICT** 

**BOARD POLICY** 

Originator: Assoc. Superintendent, PSS

Issue No: 12

Date: 12/11/06 Page: 1 of 2

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

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

4.2 CERTIFICATED PERSONNEL

#### SECTION 4.213 SALARY SCHEDULE - EXTRA-CURRICULAR COACHING ASSIGNMENTS

#### High School Coaches Salary Schedule (Per Sport)

CLASS AAA	CLASS AA	CLASS A	CLASS B	CLASS C
Step 1163	Step 1140	Step 1117	Step 1094	Step 1070
Step 2171	Step 2147	Step 2123	Step 2099	Step 2074
Step 3179	Step 3154	Step 3129	Step 3104	Step 3078
Step 4187	Step 4161	Step 4135	Step 4109	Step 4082
Step 5195	Step 5168	Step 5141	Step 5114	Step 5086
Step 10235	Step 10203	Step 10171	Step 10139	Step 10106

CLASS AAA CLASS AA CLASS A\*\*

Head Football Coach Athletic Director (per semester) Head Basketball Coach (boys) Head Basketball Coach (girls) Head Track Coach Head Baseball Coach Head Gymnastics Coach Head Wresting Coach Head Softball Coach

CLASS 8\*

CLASS C

All other Head Coaches Head Swim Coach All Assistant Coaches regardless of sport

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

- In all instances at the high school level, paid experience credit must be specific to the position.
- 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

<sup>\*</sup>If coaching a boys' and a girls' sport simultaneously, move to Class A

<sup>\*\*</sup>If coaching a boys' and a girls' sport simultaneously, move to Class AA

#### POWAY UNIFIED SCHOOL DISTRICT ADMINISTRATIVE PROCEDURE

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Page: 1 of 1 Reference:

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