



## EDUCATORS' SALARY SCHEDULE 2023-2024

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

**Board Approved:** November 14, 2023  
**Effective:** July 1, 2023

	<b>GROUP I</b> Regular Credential	<b>GROUP I</b> Early Start 206 Days	<b>GROUP II</b> Bachelors +15 Units	<b>GROUP III</b> Bachelors +30 Units	<b>GROUP IV</b> MA or BA +45 Units	<b>GROUP IV-8</b> MA or BA + 45 Units + Doctorate	<b>GROUP IV</b> Early Start 206 Days	<b>GROUP V</b> MA + 24 Units or BA + 60 Units which includes a MA	<b>GROUP V-7</b> MA + 24 Units or BA + 60 Units which includes a MA + Doctorate	<b>GROUP V</b> Early Start 206 Days
<b>STEP</b>	<b>Range 1</b>	<b>Range 41</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>
1	56,085	62,116	57,165	60,399	63,636	64,636	70,479	66,873	67,873	74,064
2	58,244	64,507	59,321	63,097	66,334	67,334	73,467	70,105	71,105	77,643
3	60,399	66,894	61,479	65,795	69,028	70,028	76,450	73,341	74,341	81,227
4	62,556	69,282	63,636	68,489	71,724	72,724	79,436	76,580	77,580	84,814
5	64,715	71,674	65,795	71,185	74,423	75,423	82,425	79,816	80,816	88,398
6	64,715	71,674	67,951	73,882	77,118	78,118	85,410	83,051	84,051	91,981
7	64,715	71,674	70,105	76,580	79,816	80,816	88,398	86,286	87,286	95,564
8	64,715	71,674	70,105	79,275	82,512	83,512	91,384	89,520	90,520	99,146
9	64,715	71,674	70,105	81,972	85,208	86,208	94,370	92,757	93,757	102,731
10	64,715	71,674	70,105	81,972	87,902	88,902	97,354	95,993	96,993	106,315
11	64,715	71,674	70,105	81,972	90,600	91,600	100,342	99,228	100,228	109,898
12	64,715	71,674	70,105	81,972	93,298	94,298	103,330	102,463	103,463	113,481
13	64,715	71,674	70,105	81,972	95,993	96,993	106,315	105,700	106,700	117,066
14	64,715	71,674	70,105	81,972	98,689	99,689	109,301	108,936	109,936	120,650
15	64,715	71,674	70,105	81,972	100,361	101,361	111,153	110,608	111,608	122,502
16	64,715	71,674	70,105	81,972	102,033	103,033	113,005	112,280	113,280	124,354
17	64,715	71,674	70,105	81,972	103,705	104,705	114,857	113,952	114,952	126,206
18	64,715	71,674	70,105	81,972	105,377	106,377	116,709	115,624	116,624	128,058
19	64,715	71,674	70,105	81,972	107,049	108,049	118,561	117,296	118,296	129,910
20	64,715	71,674	70,105	81,972	107,049	108,049	118,561	118,968	119,968	131,762
21	64,715	71,674	70,105	81,972	107,049	108,049	118,561	120,640	121,640	133,614
22	64,715	71,674	70,105	81,972	107,049	108,049	118,561	122,312	123,312	135,466
23	64,715	71,674	70,105	81,972	107,049	108,049	118,561	123,984	124,984	137,318
24	64,715	71,674	70,105	81,972	107,049	108,049	118,561	125,656	126,656	139,170
25	64,715	71,674	70,105	81,972	107,049	108,049	118,561	127,328	128,328	141,022
26	64,715	71,674	70,105	81,972	107,049	108,049	118,561	129,000	130,000	142,874
27-36	64,715	71,674	70,105	81,972	107,049	108,049	118,561	130,672	131,672	144,726

**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 \$1,672; Early Start \$1,852.



## EDUCATORS' SALARY SCHEDULE 2023-2024

### 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

Service performed under California credential requirement conditions:

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)

July 1, 2023 - November 30, 2023	December 1, 2023 - June 30, 2024
Without Students: \$38.26/hour	Without Students: \$40.94/hour
With Students: \$40.36/hour	With Students: \$43.19/hour

Eligible employees may enroll in a health and/or dental insurance plan, or make changes to their current elections, within 30 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