



EDUCATORS' SALARY SCHEDULE 2024-2025

750 E. Main St, El Cajon, CA 920 www.cajonvalley.net

Effective: July 1, 2024 (1% COLA)

Board Approved: March 11, 2025

	GROUP I Regular Credential	GROUP I Early Start 206 Days	GROUP II Bachelors + 15 Units	GROUP II Early Start 206 Days	GROUP III Bachelors + 30 Units	GROUP III Early Start 206 Days	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 Incl. a Masters	GROUP V-7 MA + 24 Units or BA + 60 Units Incl. MA + Doc.	GROUP V Early Start 206 Days
STEP	Range 1	Range 41	Range 2	Range 42	Range 3	Range 43	Range 4	Range 8	Range 14	Range 5	Range 7	Range 15
1	56,646	62,737	57,737	63,945	61,003	67,562	64,272	65,272	71,183	67,542	68,542	74,805
2	58,826	65,151	59,914	66,356	63,728	70,580	66,997	67,997	74,201	70,806	71,806	78,420
3	61,003	67,562	62,094	68,771	66,453	73,598	69,718	70,718	77,215	74,074	75,074	82,039
4	63,182	69,976	64,272	71,183	69,174	76,612	72,441	73,441	80,230	77,346	78,346	85,663
5	65,362	72,390	66,453	73,598	71,897	79,628	75,167	76,167	83,249	80,614	81,614	89,282
6	65,362	72,390	68,631	76,011	74,621	82,645	77,889	78,889	86,264	83,882	84,882	92,902
7	65,362	72,390	70,806	78,420	77,346	85,663	80,614	81,614	89,282	87,149	88,149	96,520
8	65,362	72,390	70,806	78,420	80,068	88,677	83,337	84,337	92,298	90,415	91,415	100,137
9	65,362	72,390	70,806	78,420	82,792	91,694	86,060	87,060	95,314	93,685	94,685	103,759
10	65,362	72,390	70,806	78,420	82,792	91,694	88,781	89,781	98,327	96,953	97,953	107,378
11	65,362	72,390	70,806	78,420	82,792	91,694	91,506	92,506	101,345	100,220	101,220	110,996
12	65,362	72,390	70,806	78,420	82,792	91,694	94,231	95,231	104,363	103,488	104,488	114,616
13	65,362	72,390	70,806	78,420	82,792	91,694	96,953	97,953	107,378	106,757	107,757	118,236
14	65,362	72,390	70,806	78,420	82,792	91,694	99,676	100,676	110,394	110,025	111,025	121,856
15	65,362	72,390	70,806	78,420	82,792	91,694	101,365	102,365	112,265	111,714	112,714	123,727
16	65,362	72,390	70,806	78,420	82,792	91,694	103,054	104,054	114,136	113,403	114,403	125,598
17	65,362	72,390	70,806	78,420	82,792	91,694	104,743	105,743	116,007	115,092	116,092	127,469
18	65,362	72,390	70,806	78,420	82,792	91,694	106,432	107,432	117,878	116,781	117,781	129,340
19	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	118,470	119,470	131,211
20	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	120,159	121,159	133,082
21	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	121,848	122,848	134,953
22	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	123,537	124,537	136,824
23	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	125,226	126,226	138,695
24	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	126,915	127,915	140,566
25	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	128,604	129,604	142,437
26	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	130,293	131,293	144,308
27-36	65,362	72,390	70,806	78,420	82,792	91,694	108,121	109,121	119,749	131,982	132,982	146,179

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 \$1,689; Early Start \$1,871.

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)

July 1, 2024 - March 31, 2025	April 1, 2025 - June 30, 2025
Without Students: \$40.94/hour	Without Students: \$41.35/hour
With Students: \$43.19/hour	With Students: \$43.62/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.