



EDUCATORS' SALARY SCHEDULE 2011-2012

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

Effective: July 1, 2011 (-6 Furlough days, restore 2% salary and 1 furlough day)

	GROUP I Regular Credential Base	GROUP II Bachelors + 15 Units Base	GROUP III Bachelors + 30 Units Base	GROUP IV Masters or Bachelors + 45 Units Base	GROUP IV-8 Masters or Bachelors + 45 Units Base + Doctorate	GROUP V Masters + 24 Units or Bachelors + 60 Units Which Includes a Masters	GROUP V-7 Masters + 24 Units or Bachelors + 60 Units Which Includes a Masters + Doctorate	Psychologists	Psychologist + Doctorate	Counselors 182 days	Counselors 182 days
	Base Amt 35,686										
	Range 1	Range 2	Range 3	Range 4	Range 8	Range 5	Range 7	Range 17	Range 19	Range 24	Range 25
1	37,113	37,827	39,968	42,109	43,109	44,251	45,251	48,676	49,676	43,299	45,501
2	38,541	39,255	41,753	43,894	44,894	46,392	47,392	51,031	52,031	45,134	47,702
3	39,968	40,682	43,537	45,678	46,678	48,533	49,533	53,386	54,386	46,968	49,904
4	41,396	42,109	45,321	47,462	48,462	50,674	51,674	55,741	56,741	48,803	52,106
5	42,823	43,537	47,106	49,247	50,247	52,815	53,815	58,097	59,097	50,638	54,307
6	42,823	44,964	48,890	51,031	52,031	54,956	55,956	60,452	61,452	52,473	56,509
7	42,823	46,392	50,674	52,815	53,815	57,098	58,098	62,808	63,808	54,307	58,711
8	42,823	46,392	52,458	54,600	55,600	59,239	60,239	65,163	66,163	56,142	60,912
9	42,823	46,392	54,243	56,384	57,384	61,380	62,380	67,518	68,518	57,977	63,114
10	42,823	46,392	54,243	58,168	59,168	63,521	64,521	69,873	70,873	59,811	65,315
11	42,823	46,392	54,243	59,952	60,952	65,662	66,662	72,228	73,228	61,646	67,517
12	42,823	46,392	54,243	61,737	62,737	67,803	68,803	74,583	75,583	63,481	69,719
13	42,823	46,392	54,243	63,521	64,521	69,945	70,945	76,940	77,940	65,315	71,920
14	42,823	46,392	54,243	65,305	66,305	72,086	73,086	79,295	80,295	67,150	74,122
15	42,823	46,392	54,243	65,305	66,305	73,187	74,187	80,506	81,506	67,150	75,223
16	42,823	46,392	54,243	65,305	66,305	74,288	75,288	81,717	82,717	67,150	76,324
17	42,823	46,392	54,243	65,305	66,305	75,389	76,389	82,928	83,928	67,150	77,425
18	42,823	46,392	54,243	65,305	66,305	76,490	77,490	84,139	85,139	67,150	78,526
19	42,823	46,392	54,243	65,305	66,305	77,591	78,591	85,350	86,350	67,150	79,627
20	42,823	46,392	54,243	65,305	66,305	78,692	79,692	86,561	87,561	67,150	80,728
21	42,823	46,392	54,243	65,305	66,305	79,793	80,793	87,772	88,772	67,150	81,829
22	42,823	46,392	54,243	65,305	66,305	80,894	81,894	88,983	89,983	67,150	82,930
23	42,823	46,392	54,243	65,305	66,305	81,995	82,995	90,194	91,194	67,150	84,031
24	42,823	46,392	54,243	65,305	66,305	83,096	84,096	91,405	92,405	67,150	85,132
25	42,823	46,392	54,243	65,305	66,305	84,197	85,197	92,616	93,616	67,150	86,233
26	42,823	46,392	54,243	65,305	66,305	85,298	86,298	93,827	94,827	67,150	87,334
27 - 36	42,823	46,392	54,243	65,305	66,305	86,399	87,399	95,038	96,038	67,150	88,435

Annual salaries reflected in the shaded step areas are not to be used in the teacher salary placement. Base amount is the base of the salary schedule and is utilized for longevity calculations. Teacher work year = 177 days; Counselor work year = 182 days. Effective July 1, 2007, Speech Language Pathologists with less than seven (7) years of experience will be placed on step 8 of the appropriate salary range.

SALARY PLACEMENT CONDITIONS

K – 8 AND OTHER CERTIFICATED SUPPORT:

INITIAL SALARY PLACEMENT - The base schedule will be used for determination of initial salary placement. Fully credentialed teachers whose salary placement on the base schedule is in a cell that falls below the minimum salary level of \$34,000 will be placed on the appropriate step of the *modified* salary column for that group. Teachers who are not fully credentialed in California will remain on the base schedule.

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.

CREDIT FOR RELATED TEACHING AND/OR ADMINISTRATIVE EXPERIENCE - Credit for initial placement shall be granted on a year for year basis up to a maximum of ten steps on the base salary schedule for any combination of the following experiences that were 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. 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.
5. Private school teaching experience for initial placement 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.
6. Service as a registered nurse (applicable to school nurses only).

EARNED DOCTORATE - Holders of an earned doctorate shall receive \$1,000 in addition to their salary schedule placement.

If you are eligible for health and dental insurance but have not previously enrolled, or you wish to make changes to your health and/or dental insurance coverage, you must do so in the open enrollment period. Forms are available in the Payroll Department.