## Salary Schedule "A" Annual Salaries (184 Work Days)

*High School Teachers*

*(Effective July 1, 2018)*

| | | ***COLUMN II REQUIRES BA/BS*** | ***COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR OR *CTE CREDENTIAL AND BA/BS*** | | |
|---|---|---|---|---|---|
| | **I** | **II** | **III** | **IV** | **V** |
| | ***CTE CREDENTIAL WITHOUT BA/BS OR SHORT-TERM PERMIT WITH BA/BS** | **CTE OR INTERN OR PRELIMINARY OR CLEAR CREDENTIAL** | **BA/BS + 45 UNITS OR MA/MS** | **BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS** | **BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS** |
| **1** | $48,246.51 | $55,649.90 | $56,200.91 | $56,714.60 | $60,130.70 |
| **2** | $50,749.90 | $56,247.48 | $57,025.57 | $59,227.46 | $62,756.88 |
| **3** | $53,258.48 | $56,846.86 | $58,333.24 | $61,820.15 | $65,388.35 |
| **4** | $55,772.58 | $57,446.01 | $60,872.60 | $64,419.60 | $68,002.34 |
| **5** | $58,282.62 | $59,941.06 | $63,472.16 | $67,032.24 | $70,593.68 |
| **6** | $58,282.62 | $62,520.78 | $66,060.79 | $69,625.04 | $73,223.91 |
| **7** | $58,282.62 | $65,103.99 | $68,721.58 | $72,225.85 | $75,835.31 |
| **8** | $58,282.62 | $67,684.84 | $71,251.69 | $74,831.84 | $78,449.31 |
| **9** | $58,282.62 | $70,254.86 | $73,844.37 | $77,435.35 | $81,075.48 |
| **10** | $58,282.62 | $72,835.49 | $76,427.70 | $80,043.93 | $83,686.88 |
| **11** | $58,282.62 | $75,413.63 | $79,009.90 | $82,644.74 | $86,302.35 |
| **12** | $58,282.62 | $77,998.42 | $81,609.13 | $85,241.48 | $88,933.82 |
| **13** | $58,282.62 | $77,998.42 | $84,383.45 | $88,139.83 | $91,956.19 |
| **18** | $58,282.62 | $77,998.42 | $87,255.08 | $91,136.84 | $95,081.17 |
| **23** | $58,282.62 | $77,998.42 | $90,220.07 | $94,235.21 | $98,314.50 |
| **28** | $58,282.62 | $77,998.42 | $93,286.53 | $97,439.23 | $101,658.56 |

* Effective July 1, 2018, all newly-hired CTE teachers without a BA/BS shall be placed in Column I of Salary Schedule A. CTE teachers without a BA/BS hired prior to July 1, 2018 shall remain on Salary Schedule E.

Note to Payroll: Salary Schedule "A" is Salary Schedule "T" in HRS.

## Salary Schedule "B" Annual Salaries (218 Work Days)

*Junior Reserve Officers Training Corps (JROTC) Instructors*

*(Effective July 1, 2018)*

| School Year | Enlisted Instructor ID# WD8330462 | Officer Instructor ID# OZ1976073 |
|---|---|---|
| 2005-2006 | $45,519 | |
| 2006-2007 | $47,793 | |
| 2007-2008 | $50,179 | |
| 2008-2009 | $55,326 | |
| 2009-2010 | $58,092 | |
| 2010-2011 | $60,997 | |
| 2011-2012 | $64,046 | |
| 2012-2013 | $67,251 | |
| 2013-2014 | $70,611 | |
| 2014-2015 | $81,168 | |
| 2015-2016 | $77,850 | $118,851 |
| 2016-2017 | $81,742 | $119,342 |
| 2017-2018 | $85,520 | $130,149 |
| 2018-2019 | $89,402 | $133,403 |

Base JROTC instructor pay is specific to an individual JROTC instructor and is determined by the US Department of Defense (DOD). As JROTC instructors work under contract between the DOD and the District, instructor pay shall be published on an annual basis when the District is notified by the DOD of salary changes. Should a JROTC Instructor qualify for CVUHSD Salary Schedule A, they shall be paid the higher of the two rates.

Instructor Pay Calculator (Per Navy JROTC website, September 2018):

- Minimum Salary. Personnel employed shall receive a salary at least equal to the difference between their retired pay and the active duty pay and allowances, excluding incentive pay, which they would receive if ordered to active duty. The institution is the employing agency and shall pay the full salary due to the individual employed. The amount reimbursed to the school is one-half of the minimum salary for each instructor.

- Minimum Salary Changes. The minimum salary for instructors normally changes at least two times per year. The adjustments are based on changes in active duty pay and allowances, retired Consumer Price Index adjustments, and when the Basic Allowance Housing (BAH) for a geographic area is adjusted. In any case, NSTC will provide schools

and individual instructors with written notification of changes as they occur.

- Instructor Pay Calculator (as calculated by DOD):

$$(A + B + C + D + E) – R = M$$

(A) Basic Pay
(B) Basic Allowance for Subsistence (BAS)
(C) Basic Allowance for Housing (BAH)
(D) Clothing Replacement Allowance (CRA)
(E) Cost of Living Allowance (COLA)
(R) Retirement Pay
(M) Minimum Instructor Pay

Note to Payroll: Salary Schedule “B” is Salary Schedule “R” in HRS.

## Salary Schedule “C” Hourly Salaries (At Least 205 Work Days)

*Adult Education Teachers*

*(Effective July 1, 2015)*

| Step | Compensation |
|---|---|
| 1 | $38.29 |
| 2 | $41.83 |
| 3 | $44.82 |
| 4 | $49.26 |
| 5 | $50.58 |
| 10 | $51.88 |
| 15 | $53.20 |
| 20 | $54.50 |
| 25 | $55.81 |

Note to Payroll: Salary Schedule “C” is Salary Schedule “I” in HRS.

## Salary Schedule "D" Annual Salaries

*Teachers on Special Assignment, Social Workers, Speech-Language Pathologists*

*(Effective July 1, 2018)*

| | | ***COLUMN II REQUIRES BA/BS*** | ***COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR OR *CTE CREDENTIAL AND BA/BS*** | | |
|---|---|---|---|---|---|
| | **I** | **II** | **III** | **IV** | **V** |
| | ***CTE CREDENTIAL WITHOUT BA/BS OR SHORT-TERM PERMIT WITH BA/BS** | **CTE OR INTERN OR PRELIMINARY OR CLEAR CREDENTIAL** | **BA/BS + 45 UNITS OR MA/MS** | **BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS** | **BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS** |
| **1** | $55,362.96 | $63,859.01 | $64,491.53 | $65,081.33 | $68,999.17 |
| **2** | $58,234.59 | $64,544.87 | $65,437.62 | $67,962.20 | $72,013.65 |
| **3** | $61,114.11 | $65,232.08 | $66,937.53 | $70,938.02 | $75,031.97 |
| **4** | $63,997.91 | $65,918.05 | $69,851.89 | $73,921.83 | $78,033.03 |
| **5** | $66,877.44 | $68,780.32 | $72,834.25 | $76,918.84 | $81,006.03 |
| **6** | $66,877.44 | $71,742.60 | $75,804.53 | $79,893.41 | $84,024.57 |
| **7** | $66,877.44 | $74,706.35 | $78,856.45 | $82,878.35 | $87,020.22 |
| **8** | $66,877.44 | $77,667.50 | $81,760.10 | $85,868.71 | $90,020.05 |
| **9** | $66,877.44 | $80,616.36 | $84,735.68 | $88,856.47 | $93,034.31 |
| **10** | $66,877.44 | $83,578.87 | $87,699.32 | $91,849.42 | $96,030.08 |
| **11** | $66,877.44 | $86,535.74 | $90,663.18 | $94,834.48 | $99,031.03 |
| **12** | $66,877.44 | $89,502.19 | $93,645.53 | $97,814.12 | $102,050.93 |
| **13** | $66,877.44 | $89,502.19 | $96,830.94 | $101,140.92 | $105,519.00 |
| **18** | $66,877.44 | $89,502.19 | $100,124.14 | $104,578.22 | $109,104.57 |
| **23** | $66,877.44 | $89,502.19 | $103,526.71 | $108,135.71 | $112,815.40 |
| **28** | $66,877.44 | $89,502.19 | $107,046.99 | $111,810.79 | $116,651.94 |

Note to Payroll: Salary Schedule "D" is Salary Schedule "E" in HRS.

## Salary Schedule “E” Annual Salaries

*CTE Teachers Without BA/BS Hired Prior to July 1, 2018*

*(Effective July 1, 2018)*

| Step | Salary |
|---|---|
| 1 | $46,656.98 |
| 2 | $48,987.83 |
| 3 | $51,433.48 |
| 4 | $56,709.15 |
| 5 | $59,544.30 |
| 6 | $62,521.93 |
| 7 | $65,647.15 |
| 8 | $68,932.28 |
| 9 | $72,376.28 |
| 10 | $83,197.20 |
| 11 | $79,796.25 |
| 12 | $83,785.55 |
| 13 | $122,325.55 |

NOTE: This salary schedule only applies to employees #UZ0121601 and #VP8114758.

Note to Payroll: Salary Schedule “E” is Salary Schedule “O” in HRS.

## Salary Schedule "F" Annual Salaries (196 Work Days)

*Counselors and School Psychologists*

*(Effective July 1, 2018)*

| | | ***COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR*** | | |
|---|---|---|---|---|
| | **I** | **II** | **III** | **IV** |
| | **INTERN OR PRELIMINARY OR CLEAR CREDENTIAL** | **BA/BS + 45 UNITS OR MA/MS** | **BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS** | **BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS** |
| **1** | $68,070.33 | $68,744.46 | $69,372.82 | $73,548.63 |
| **2** | $68,802.08 | $69,752.56 | $72,443.00 | $76,760.09 |
| **3** | $69,533.83 | $71,351.36 | $75,616.69 | $79,979.44 |
| **4** | $70,263.66 | $74,457.39 | $78,796.35 | $83,176.92 |
| **5** | $73,316.03 | $77,637.06 | $81,989.88 | $86,346.66 |
| **6** | $76,471.79 | $80,802.74 | $85,159.51 | $89,563.98 |
| **7** | $79,631.49 | $84,055.91 | $88,343.12 | $92,757.51 |
| **8** | $82,789.17 | $87,152.03 | $91,530.68 | $95,957.02 |
| **9** | $85,932.98 | $90,323.69 | $94,714.28 | $99,168.47 |
| **10** | $89,088.74 | $93,481.36 | $97,905.79 | $102,362.00 |
| **11** | $92,240.55 | $96,641.07 | $101,087.37 | $105,559.48 |
| **12** | $95,402.29 | $99,820.73 | $104,262.97 | $108,778.95 |
| **13** | $95,402.29 | $103,215.07 | $107,808.51 | $112,477.48 |
| **18** | $95,402.29 | $106,724.75 | $111,473.33 | $116,299.37 |
| **23** | $95,402.29 | $110,351.81 | $115,265.34 | $120,252.50 |
| **28** | $95,402.29 | $114,104.13 | $119,182.73 | $124,342.84 |

Note to Payroll: Salary Schedule "F" is Salary Schedule "U" in HRS.

## Salary Schedule "G" Annual Salaries (202 Work Days)

*Registered Nurses*

*(Effective July 1, 2018)*

| | | ***COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR*** | | |
|---|---|---|---|---|
| | **I** | **II** | **III** | **IV** |
| | **INTERN OR PRELIMINARY OR CLEAR CREDENTIAL** | **BA/BS + 45 UNITS OR MA/MS** | **BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS** | **BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS** |
| **1** | $70,175.60 | $70,870.59 | $71,518.34 | $75,823.36 |
| **2** | $70,930.01 | $71,909.92 | $74,683.57 | $79,134.15 |
| **3** | $71,684.42 | $73,558.10 | $77,955.35 | $82,453.06 |
| **4** | $72,436.80 | $76,760.20 | $81,233.33 | $85,749.42 |
| **5** | $75,583.54 | $80,038.18 | $84,525.63 | $89,017.14 |
| **6** | $78,836.83 | $83,301.73 | $87,793.35 | $92,334.02 |
| **7** | $82,094.29 | $86,655.59 | $91,075.39 | $95,626.32 |
| **8** | $85,349.72 | $89,847.43 | $94,361.49 | $98,924.82 |
| **9** | $88,590.72 | $93,117.18 | $97,643.53 | $102,235.50 |
| **10** | $91,844.12 | $96,372.50 | $100,933.80 | $105,527.80 |
| **11** | $95,093.35 | $99,629.96 | $104,213.81 | $108,824.27 |
| **12** | $98,352.84 | $102,907.94 | $107,487.62 | $112,143.18 |
| **13** | $98,352.84 | $106,407.25 | $111,142.75 | $115,956.16 |
| **18** | $98,352.84 | $110,025.51 | $114,921.00 | $119,896.32 |
| **23** | $98,352.84 | $113,764.75 | $118,830.27 | $123,971.67 |
| **28** | $98,352.84 | $117,633.09 | $122,868.75 | $128,188.52 |

Note to Payroll: Salary Schedule "G" is Salary Schedule "Q" in HRS.

## Extra Compensation Schedule

*(Effective July 1, 2019)*

| **Position** | **Work Day**<br>*(Based on a 6-period day)* | **Compensation**<br>*(All percentages are based on Schedule A, Step 10 Column II)* |
|---|---|---|
| Academy Coordinator | • 4 periods teaching, including at least 1 period of an academy course<br>• 1 period prep<br>• 1 period of release time for Academy Coordinator business | 8.0 % annually |
| Academy Leadership Team Member | • 5 periods teaching, including at least 1 period of an academy course<br>• 1 period prep | 4.0 % annually |
| Activities Director | • See Section 4.1.1<br>• 1 period teaching Student Council or equivalent | Schedule D and 8.3% annually |
| Assistant Coach, Athletics | • 5 periods teaching<br>• 1 period prep | • 6.3 % annually,<br>• $135.00/week while in CIF playoffs |
| Athletic Director | • See Section 4.1.1<br>• 1 period teaching of Athletics or equivalent | Schedule D and 8.3% annually |
| Athletic Trainer | • 5 periods teaching, including at least one period of Athletic Training or equivalent<br>• 1 period prep | 8.3 % annually |
| AVID Coordinator | • 4 periods teaching, including at least 1 period of AVID<br>• 1 period prep<br>• 1 period of release time for AVID Coordinator business | 8.0 % annually |
| AVID Leadership Team Member | • 5 periods teaching, including at least 1 period of AVID<br>• 1 period prep | 4.0 % annually |
| Band Director | • 5 periods teaching, including at least 1 period of Band or equivalent<br>• 1 period prep | 8.0 % annually |
| Choral Director | • 5 periods teaching, including at least 1 period of Choir or equivalent<br>• 1 period prep | 6.3 % annually |
| Competitive Culinary Assistant Advisor | • 5 periods teaching<br>• 1 period prep | 6.3 % annually |
| Competitive Culinary Advisor | • 5 periods teaching, including at least 1 period of Culinary Arts or equivalent<br>• 1 period prep | 7.3 % annually |

| Position | Work Day<br>*(Based on a 6-period day)* | Compensation<br>*(All percentages are based on Schedule A, Step 10 Column II)* |
|---|---|---|
| Competitive Robotics Assistant Advisor | • 5 periods teaching<br>• 1 period prep | 6.3 % annually |
| Competitive Robotics Advisor | • 5 periods teaching, including at least 1 period of Robotics or equivalent<br>• 1 period prep | 7.3 % annually |
| Competitive Speech and Debate Assistant Advisor | • 5 periods teaching<br>• 1 period prep | 6.3 % annually |
| Competitive Speech and Debate Advisor | • 5 periods teaching, including at least 1 period of Speech and Debate or equivalent<br>• 1 period prep | 7.3 % annually |
| Counselor | See Section 4.1.1 | Salary Schedule F |
| Dance Performance Director | • 5 periods teaching, including at least 1 period of Dance or equivalent<br>• 1 period prep | 6.3 % annually |
| Department Chair (6-20 Sections) | • 5 periods teaching, including at least 3 periods in department<br>• 1 period prep | 5.0 % annually |
| Department Chair (21-39 Sections) | • 5 periods teaching, including at least 3 periods in department<br>• 1 period prep | 8.0 % annually |
| Department Chair (40 or more Sections) | • 4 periods teaching, including at least 3 periods in department<br>• 1 period prep<br>• 1 period of release time for Department Chair business | 8.0 % annually |
| District Nurse | See Section 4.1.1 | Salary Schedule G |
| Drama Production Director | • 5 teaching periods, including at least 1 period of Drama or equivalent<br>• 1 period prep | 6.3 % annually |
| Drill Team Advisor | • 5 periods teaching<br>• 1 period prep | 7.3 % annually |
| ELD Coordinator (1-199 Students) | • 4 periods teaching, including at least 1 period of ELD or equivalent<br>• 1 period prep<br>• 1 period of release time for ELD Coordinator business | 8.0 % annually |
| ELD Coordinator (200 or more students) | • 4 periods teaching ELD or equivalent<br>• 1 period prep<br>• 1 period of release time for ELD Coordinator business | 10.0 % annually |

| Position | Work Day<br>*(Based on a 6-period day)* | Compensation<br>*(All percentages are based on Schedule A, Step 10 Column II)* |
|---|---|---|
| Head Coach, Football | • 5 periods teaching<br>• 1 period prep | • 8.3 % annually, and<br>• $225.00 annually, if supervising 3 or more Assistant Coaches, and<br>• $170/week while in CIF playoffs |
| Head Coach, Other Athletics | • 5 periods teaching<br>• 1 period prep | • 7.3 % annually, and<br>• $225.00 annually, if supervising 3 or more Assistant Coaches, and<br>• $170.00 per week while in CIF playoffs |
| Instructional Coach | • 1 period teaching<br>• 5 periods of release time for Instructional Coach business | Salary Schedule D |
| Intramural Sports | Regular Teaching Assignment: Teach 5 Periods plus lunch-time sports program | $1,124.00 |
| Journalism Advisor | • 5 periods teaching, including at least 1 period of Journalism or equivalent<br>• 1 period prep | 6.3 % annually |
| Pep Squad Advisor | • 5 periods teaching<br>• 1 period prep | 7.3 % annually |
| Program Facilitator | See Section 4.1.1 | Salary Schedule D |
| Project Facilitator | See Section 4.1.1 | Salary Schedule D |
| Psychologist | See Section 4.1.1 | Salary Schedule F |
| Social Worker | See Section 4.1.1 | Salary Schedule D |
| Special Ed Program Specialist | See Section 4.1.1 | Salary Schedule D |
| Speech-Language Pathologist | See Section 4.1.1 | Salary Schedule D |
| Teacher on Assignment | See Section 4.1.1 | Salary Schedule D |
| Work Experience Coordinator (1-35 Students) | • See Section 4.1.1<br>• 3 periods teaching, including at least 1 period of Work Experience<br>• 3 periods of release time for Work Experience business | Salary Schedule D |
| Work Experience Coordinator (36-70 Students) | • See Section 4.1.1<br>• 2 periods teaching, including at least 1 period of Work Experience<br>• 4 periods of release time for Work Experience business | Salary Schedule D |
| Work Experience Coordinator (70-105 Students) | • See Section 4.1.1<br>• 1 period of Work Experience<br>• 5 periods of release time for Work Experience business | Salary Schedule D |

| Position | Work Day<br>*(Based on a 6-period day)* | Compensation<br>*(All percentages are based on Schedule A, Step 10 Column II)* |
|---|---|---|
| Yearbook Advisor | • 5 periods teaching, including at least 1 period of Yearbook or equivalent<br>• 1 period prep | 6.3 % annually |

NOTE: The rates of compensation listed herein will go into effect as of July 1, 2019. Unit members holding the position of Department Chair as of July 1, 2019 shall maintain compensation at their current rate (unless current rate is lower than percentage of Step 10, Column II, as set forth herein) for the duration of their current term.

**Regulations Governing Additional Assignments:**

1. Payment will be made monthly during the athletic season or period of activity.

2. Unit members receiving periods of release time to conduct business relating to their extra-duty assignment shall not be eligible for 6th period assignment pay, sub pay, or any other extra-duty compensation resulting from activities conducted during their release periods. This regulation in no way precludes the District from requiring a unit member receiving periods of release time to perform the duties of a substitute teacher when necessary.

3. Unit members shall be given preference in filling athletic activities assignments in accordance with Education Code 44919(b), provided the unit member applied for the position and is otherwise equally qualified under the applicable criteria established by the District for the position.

4. The district will advertise all extra duty assignments internally for five (5) work days. The Association and District agree to work together to waive this regulation in emergency situations and a final decision shall be made in writing and signed by both parties.

5. When calculating the number of sections for Department Chairs' stipend/release period, only sections with a course code aligning it with that department shall be included. Sections shall not count for more than one department, and prep periods shall not be included in the calculation.

6. To qualify for the additional pay schedule:

    a. The Activities Director or administrator designee shall attend all site leadership team meetings, all District Activities Director meetings, and coordinate such other school events as arranged by the designated administrator or administrator designee.

    b. The Athletics Director or administrator designee shall attend all site leadership team meetings, all District Athletic Director meetings, all South Bay Athletics Association meetings, all required CIF meetings, and

coordinate such other school events as arranged with the principal or administrator designee.

c. The Athletics Trainer shall attend all athletics events as arranged with the principal or administrator designee.

d. The Band Director shall direct the band at athletic events, including performances on the field, and shall lead the band in at least two parade competitions, and such other school events as arranged with the principal.

e. The Choral Director shall direct at least one performance the first semester and one performance the second semester outside of regular school hours, and such other school events as arranged with the principal.

f. The Competitive Culinary Advisor shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

g. The Competitive Robotics Advisor shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

h. The Competitive Speech and Debate Advisor shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

i. The Dance Director shall direct at least one performance the first semester and one performance the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

j. The Department Chair shall attend monthly school site and Districtwide department chair meetings, all Professional Development days, and such other school events as arranged with the principal or administrator designee.

k. The Drama Production Director shall direct at least one performance the first semester and one performance the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

l. The Drill Team Advisor shall direct the Drill Team at athletic events, including performances on the field, shall direct in at least two parade competitions, and such other school events as arranged with the principal or administrator designee.

m. The Journalism Advisor shall publish a quarterly newspaper, magazine, website, video, or other journalistic media product, and such other journalistic media products as arranged with the principal or administrator designee.

n. The Pep Squad Advisor shall supervise the squad at all athletic events where the band and drill team appear, shall direct at least two performances outside of regular school hours, and such other events as arranged with the principal or administrator designee.

o. The Work Experience Coordinator shall complete all field supervision and documentation as set forth in the State Board approved Work Experience Education Program, and such other activities to in support of the Work Experience Education Program as arranged with the principal or administrator designee.

p. The Yearbook Advisor shall produce a rough draft or digital edition no later than three months prior to the last day of school and participate in such other school events as arranged with the principal or administrator designee.