

## Salary Schedule "A" Annual Salaries

*High School Teachers*

*(Effective July 1, 2021)*

	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	\$51,191	\$59,046	\$59,630	\$60,175	\$63,800
2	\$53,847	\$59,680	\$60,505	\$62,841	\$66,586
3	\$56,508	\$60,316	\$61,893	\$65,592	\$69,378
4	\$59,176	\$60,951	\$64,587	\$68,350	\$72,152
5	\$61,839	\$63,599	\$67,345	\$71,123	\$74,901
6	\$61,839	\$66,336	\$70,092	\$73,874	\$77,692
7	\$61,839	\$69,077	\$72,915	\$76,633	\$80,463
8	\$61,839	\$71,815	\$75,600	\$79,398	\$83,237
9	\$61,839	\$74,542	\$78,350	\$82,161	\$86,023
10	\$61,839	\$77,280	\$81,092	\$84,928	\$88,794
11	\$61,839	\$80,015	\$83,831	\$87,688	\$91,569
12	\$61,839	\$82,758	\$86,589	\$90,443	\$94,361
13	\$61,839	\$82,758	\$89,533	\$93,518	\$97,568
14	\$61,839	\$82,758	\$89,533	\$93,518	\$97,568
15	\$61,839	\$82,758	\$89,533	\$93,518	\$97,568
16	\$61,839	\$82,758	\$89,533	\$93,518	\$97,568
17	\$61,839	\$82,758	\$89,533	\$93,518	\$97,568
18	\$61,839	\$82,758	\$92,580	\$96,698	\$100,883
19	\$61,839	\$82,758	\$92,580	\$96,698	\$100,883
20	\$61,839	\$82,758	\$92,580	\$96,698	\$100,883
21	\$61,839	\$82,758	\$92,580	\$96,698	\$100,883
22	\$61,839	\$82,758	\$92,580	\$96,698	\$100,883
23	\$61,839	\$82,758	\$95,726	\$99,986	\$104,314
24	\$61,839	\$82,758	\$95,726	\$99,986	\$104,314
25	\$61,839	\$82,758	\$95,726	\$99,986	\$104,314
26	\$61,839	\$82,758	\$95,726	\$99,986	\$104,314
27	\$61,839	\$82,758	\$95,726	\$99,986	\$104,314
28	\$61,839	\$82,758	\$98,979	\$103,385	\$107,862
29	\$61,839	\$82,758	\$98,979	\$103,385	\$107,862
30	\$61,839	\$82,758	\$98,979	\$103,385	\$107,862

\* 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

*Junior Reserve Officers Training Corps (JROTC) Instructors*

*(Effective July 1, 2021)*

School Year	Enlisted Instructor ID# FE9774261	Officer Instructor ID# QZ1976073
2015-2016		\$118,851
2016-2017		\$119,342
2017-2018		\$130,149
2018-2019	\$75,331	\$133,403
2019-2020	\$76,604	\$134,070
2020-2021	\$80,886	\$137,422
2021-2022	\$83,312	\$141,544

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

*Adult Education Teachers*

*(Effective July 1, 2021)*

<b>Step</b>	<b>Compensation</b>
1	\$49.05
2	\$53.59
3	\$57.41
4	\$63.11
5	\$64.78
6	\$64.78
7	\$64.78
8	\$64.78
9	\$64.78
10	\$66.46
11	\$66.46
12	\$66.46
13	\$66.46
14	\$66.46
15	\$68.15
16	\$68.15
17	\$68.15
18	\$68.15
19	\$68.15
20	\$69.82
21	\$69.82
22	\$69.82
23	\$69.82
24	\$69.82
25	\$71.47

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, 2021)*

	<b>COLUMN II REQUIRES BA/BS</b>		<b>COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR OR *CTE CREDENTIAL AND BA/BS</b>		
	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>
	<b>*CTE CREDENTIAL WITHOUT BA/BS OR SHORT-TERM PERMIT WITH BA/BS</b>	<b>CTE OR INTERN OR PRELIMINARY OR CLEAR CREDENTIAL</b>	<b>BA/BS + 45 UNITS OR MA/MS</b>	<b>BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS</b>	<b>BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS</b>
1	\$58,741	\$67,756	\$68,427	\$69,053	\$73,210
2	\$61,788	\$68,484	\$69,431	\$72,109	\$76,408
3	\$64,843	\$69,213	\$71,022	\$75,267	\$79,611
4	\$67,903	\$69,940	\$74,114	\$78,433	\$82,795
5	\$70,958	\$72,977	\$77,279	\$81,613	\$85,949
6	\$70,958	\$76,121	\$80,430	\$84,768	\$89,152
7	\$70,958	\$79,265	\$83,668	\$87,936	\$92,330
8	\$70,958	\$82,407	\$86,749	\$91,109	\$95,513
9	\$70,958	\$85,536	\$89,907	\$94,279	\$98,712
10	\$70,958	\$88,679	\$93,051	\$97,454	\$101,890
11	\$70,958	\$91,816	\$96,196	\$100,622	\$105,074
12	\$70,958	\$94,964	\$99,360	\$103,783	\$108,278
13	\$70,958	\$94,964	\$102,740	\$107,313	\$111,958
14	\$70,958	\$94,964	\$102,740	\$107,313	\$111,958
15	\$70,958	\$94,964	\$102,740	\$107,313	\$111,958
16	\$70,958	\$94,964	\$102,740	\$107,313	\$111,958
17	\$70,958	\$94,964	\$102,740	\$107,313	\$111,958
18	\$70,958	\$94,964	\$106,234	\$110,960	\$115,763
19	\$70,958	\$94,964	\$106,234	\$110,960	\$115,763
20	\$70,958	\$94,964	\$106,234	\$110,960	\$115,763
21	\$70,958	\$94,964	\$106,234	\$110,960	\$115,763
22	\$70,958	\$94,964	\$106,234	\$110,960	\$115,763
23	\$70,958	\$94,964	\$109,844	\$114,735	\$119,700
24	\$70,958	\$94,964	\$109,844	\$114,735	\$119,700
25	\$70,958	\$94,964	\$109,844	\$114,735	\$119,700
26	\$70,958	\$94,964	\$109,844	\$114,735	\$119,700
27	\$70,958	\$94,964	\$109,844	\$114,735	\$119,700
28	\$70,958	\$94,964	\$113,579	\$118,634	\$123,771
29	\$70,958	\$94,964	\$113,579	\$118,634	\$123,771
30	\$70,958	\$94,964	\$113,579	\$118,634	\$123,771

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

Board Approved 05/25/2021

Revised 07/01/2021

## Salary Schedule "E" Annual Salaries

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

*(Effective July 1, 2021)*

Step	Compensation
1	\$49,502
2	\$51,976
3	\$54,571
4	\$60,170
5	\$63,178
6	\$66,337
7	\$69,653
8	\$73,139
9	\$76,794
10	\$88,275
11	\$84,666
12	\$88,899
13	\$129,790

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

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

Board Approved 05/25/2021

Revised 07/01/2021

# Salary Schedule "F" Annual Salaries

*Counselors and School Psychologists*

(Effective July 1, 2021)

COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR				
	II	III	IV	V
	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	\$72,224	\$72,939	\$73,606	\$78,037
2	\$73,001	\$74,009	\$76,864	\$81,444
3	\$73,777	\$75,705	\$80,231	\$84,860
4	\$74,551	\$79,001	\$83,605	\$88,253
5	\$77,790	\$82,375	\$86,993	\$91,616
6	\$81,138	\$85,733	\$90,356	\$95,030
7	\$84,491	\$89,185	\$93,734	\$98,418
8	\$87,841	\$92,470	\$97,116	\$101,813
9	\$91,177	\$95,835	\$100,494	\$105,220
10	\$94,525	\$99,186	\$103,880	\$108,609
11	\$97,869	\$102,538	\$107,256	\$112,001
12	\$101,224	\$105,912	\$110,626	\$115,417
13	\$101,224	\$109,514	\$114,387	\$119,341
14	\$101,224	\$109,514	\$114,387	\$119,341
15	\$101,224	\$109,514	\$114,387	\$119,341
16	\$101,224	\$109,514	\$114,387	\$119,341
17	\$101,224	\$109,514	\$114,387	\$119,341
18	\$101,224	\$113,238	\$118,276	\$123,397
19	\$101,224	\$113,238	\$118,276	\$123,397
20	\$101,224	\$113,238	\$118,276	\$123,397
21	\$101,224	\$113,238	\$118,276	\$123,397
22	\$101,224	\$113,238	\$118,276	\$123,397
23	\$101,224	\$117,086	\$122,299	\$127,591
24	\$101,224	\$117,086	\$122,299	\$127,591
25	\$101,224	\$117,086	\$122,299	\$127,591
26	\$101,224	\$117,086	\$122,299	\$127,591
27	\$101,224	\$117,086	\$122,299	\$127,591
28	\$101,224	\$121,067	\$126,456	\$131,931
29	\$101,224	\$121,067	\$126,456	\$131,931
30	\$101,224	\$121,067	\$126,456	\$131,931

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

Board Approved 05/25/2021

Revised 07/01/2021

# Salary Schedule "G" Annual Salaries

Registered Nurses

(Effective July 1, 2021)

	COLUMNS III - V REQUIRE PRELIMINARY OR CLEAR			
	II	III	IV	V
	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	\$74,458	\$75,195	\$75,883	\$80,450
2	\$75,258	\$76,298	\$79,241	\$83,963
3	\$76,059	\$78,047	\$82,712	\$87,485
4	\$76,857	\$81,444	\$86,190	\$90,982
5	\$80,196	\$84,922	\$89,684	\$94,449
6	\$83,648	\$88,385	\$93,151	\$97,969
7	\$87,104	\$91,944	\$96,633	\$101,462
8	\$90,558	\$95,330	\$100,120	\$104,962
9	\$93,997	\$98,799	\$103,602	\$108,474
10	\$97,449	\$102,254	\$107,093	\$111,968
11	\$100,896	\$105,710	\$110,573	\$115,465
12	\$104,355	\$109,188	\$114,047	\$118,987
13	\$104,355	\$112,901	\$117,925	\$123,032
14	\$104,355	\$112,901	\$117,925	\$123,032
15	\$104,355	\$112,901	\$117,925	\$123,032
16	\$104,355	\$112,901	\$117,925	\$123,032
17	\$104,355	\$112,901	\$117,925	\$123,032
18	\$104,355	\$116,740	\$121,934	\$127,213
19	\$104,355	\$116,740	\$121,934	\$127,213
20	\$104,355	\$116,740	\$121,934	\$127,213
21	\$104,355	\$116,740	\$121,934	\$127,213
22	\$104,355	\$116,740	\$121,934	\$127,213
23	\$104,355	\$120,707	\$126,082	\$131,537
24	\$104,355	\$120,707	\$126,082	\$131,537
25	\$104,355	\$120,707	\$126,082	\$131,537
26	\$104,355	\$120,707	\$126,082	\$131,537
27	\$104,355	\$120,707	\$126,082	\$131,537
28	\$104,355	\$124,812	\$130,367	\$136,011
29	\$104,355	\$128,812	\$130,367	\$136,011
30	\$104,355	\$128,812	\$130,367	\$136,011

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

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