

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

High School Teachers

(Effective May 26, 2020)

	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	\$48,487	\$55,928	\$56,481	\$56,998	\$60,431
2	\$51,003	\$56,528	\$57,310	\$59,523	\$63,070
3	\$53,524	\$57,130	\$58,624	\$62,129	\$65,715
4	\$56,051	\$57,733	\$61,177	\$64,741	\$68,342
5	\$58,573	\$60,240	\$63,789	\$67,367	\$70,946
6	\$58,573	\$62,833	\$66,391	\$69,973	\$73,589
7	\$58,573	\$65,429	\$69,065	\$72,586	\$76,214
8	\$58,573	\$68,023	\$71,607	\$75,205	\$78,841
9	\$58,573	\$70,606	\$74,213	\$77,822	\$81,480
10	\$58,573	\$73,199	\$76,809	\$80,444	\$84,105
11	\$58,573	\$75,790	\$79,404	\$83,057	\$86,733
12	\$58,573	\$78,388	\$82,017	\$85,667	\$89,378
13	\$58,573	\$78,388	\$84,805	\$88,580	\$92,415
18	\$58,573	\$78,388	\$87,691	\$91,592	\$95,556
23	\$58,573	\$78,388	\$90,671	\$94,706	\$98,806
28	\$58,573	\$78,388	\$93,752	\$97,926	\$102,166

* 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 May 26, 2020)

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
2019-2020	\$89,849	\$134,070

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 May 26, 2020)

Step	Compensation
1	\$38.48
2	\$42.04
3	\$45.04
4	\$49.51
5	\$50.83
10	\$52.14
15	\$53.47
20	\$54.77
25	\$56.09

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 May 26, 2020)

	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	\$55,639	\$64,178	\$64,814	\$65,406	\$69,344
2	\$58,525	\$64,867	\$65,764	\$68,302	\$72,373
3	\$61,419	\$65,558	\$67,272	\$71,292	\$75,407
4	\$64,317	\$66,247	\$70,201	\$74,291	\$78,423
5	\$67,211	\$69,124	\$73,198	\$77,303	\$81,411
6	\$67,211	\$72,101	\$76,183	\$80,292	\$84,444
7	\$67,211	\$75,079	\$79,250	\$83,292	\$87,455
8	\$67,211	\$78,055	\$82,168	\$86,297	\$90,470
9	\$67,211	\$81,019	\$85,159	\$89,300	\$93,499
10	\$67,211	\$83,996	\$88,137	\$92,308	\$96,510
11	\$67,211	\$86,968	\$91,116	\$95,308	\$99,526
12	\$67,211	\$89,949	\$94,113	\$98,303	\$102,561
13	\$67,211	\$89,949	\$97,314	\$101,646	\$106,046
18	\$67,211	\$89,949	\$100,624	\$105,101	\$109,650
23	\$67,211	\$89,949	\$104,044	\$108,676	\$113,379
28	\$67,211	\$89,949	\$107,582	\$112,369	\$117,235

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 May 26, 2020)

Step	Compensation
1	\$46,888
2	\$49,232
3	\$51,689
4	\$56,992
5	\$59,842
6	\$62,834
7	\$65,975
8	\$69,277
9	\$72,738
10	\$83,614
11	\$80,195
12	\$84,205
13	\$122,937

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 May 26, 2020)

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	\$68,410	\$69,088	\$69,719	\$73,916
2	\$69,146	\$70,101	\$72,805	\$77,143
3	\$69,881	\$71,708	\$75,994	\$80,379
4	\$70,614	\$74,829	\$79,190	\$83,592
5	\$73,682	\$78,025	\$82,399	\$86,778
6	\$76,854	\$81,206	\$85,585	\$90,011
7	\$80,029	\$84,476	\$88,784	\$93,221
8	\$83,203	\$87,587	\$91,988	\$96,436
9	\$86,362	\$90,775	\$95,187	\$99,664
10	\$89,534	\$93,948	\$98,395	\$102,873
11	\$92,701	\$97,124	\$101,592	\$106,087
12	\$95,879	\$100,319	\$104,784	\$109,322
13	\$95,879	\$103,731	\$108,347	\$113,039
18	\$95,879	\$107,258	\$112,030	\$116,880
23	\$95,879	\$110,903	\$115,841	\$120,853
28	\$95,879	\$114,674	\$119,778	\$124,964

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

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

Registered Nurses

(Effective May 26, 2020)

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	\$70,526	\$71,224	\$71,875	\$76,202
2	\$71,284	\$72,269	\$75,056	\$79,529
3	\$72,042	\$73,925	\$78,345	\$82,865
4	\$72,798	\$77,144	\$81,639	\$86,178
5	\$75,961	\$80,438	\$84,948	\$89,462
6	\$79,231	\$83,718	\$88,232	\$92,795
7	\$82,504	\$87,088	\$91,530	\$96,104
8	\$85,776	\$90,296	\$94,833	\$99,419
9	\$89,033	\$93,582	\$98,131	\$102,746
10	\$92,303	\$96,854	\$101,438	\$106,055
11	\$95,568	\$100,128	\$104,734	\$109,368
12	\$98,844	\$103,422	\$108,025	\$112,703
13	\$98,844	\$106,939	\$111,698	\$116,535
18	\$98,844	\$110,575	\$115,495	\$120,495
23	\$98,844	\$114,333	\$119,424	\$124,591
28	\$98,844	\$118,221	\$123,483	\$128,829

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