

**Management Salary
Schedule
Effective July 1, 2023
Annual**

**AR
4321.2
Page 1**

Position	Work Days	Pay Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Certificated Director (I 200)	223	12	\$172,780	\$177,298	\$181,816	\$186,335	\$190,853	\$195,371	\$199,875
Principal, 9-12 (I 205)	223	12	\$172,780	\$177,298	\$181,816	\$186,335	\$190,853		
Principal, Adult Education (I 205)	223	12	\$172,780	\$177,298	\$181,816	\$186,335	\$190,853		
Principal, 6-8 (I 210)	220	12	\$161,743	\$166,202	\$170,646	\$175,105	\$179,565		
Principal, Alternative Education (I 210)	220	12	\$161,743	\$166,202	\$170,646	\$175,105	\$179,565		
Principal, TK-5 (I 215)	213	12	\$156,143	\$160,143	\$164,246	\$168,454	\$172,780		
Principal, Children's Center (I 215)	223	12	\$156,143	\$160,143	\$164,246	\$168,454	\$172,780		
Assistant Principal, High School (I 305)	223	12	\$149,891	\$153,358	\$156,958	\$160,602	\$164,306		
Assistant Principal, High School (I 306)*	215	12	\$144,601	\$147,799	\$151,226	\$154,881	\$158,307		
Supervisor, Special Ed and Student SVC(I 305)	223	12	\$149,891	\$153,358	\$156,958	\$160,602	\$164,306		
Assistant Principal, Alternative Education (I310)	213	12	\$134,277	\$137,329	\$140,514	\$143,714	\$147,047		
Assistant Principal, Middle School (I310)	213	12	\$134,277	\$137,329	\$140,514	\$143,714	\$147,047		
Assistant Principal, Middle School (I 311)*	210	12	\$132,313	\$135,437	\$138,561	\$141,684	\$145,031		
Assistant Principal, Adult and Community Education (I 311)	210	12	\$132,313	\$135,437	\$138,561	\$141,684	\$145,031		
Assistant Principal, TK-5 (I 310)	213	12	\$134,277	\$137,329	\$140,514	\$143,714	\$147,047		
DHH Program Coordinator (I 310)	213	12	\$134,277	\$137,329	\$140,514	\$143,714	\$147,047		
Student Services Specialist (O 6-10)	203	11	\$128,953	\$131,889	\$134,941	\$138,010	\$141,211		
Program Specialist (213 days) (O 16-20)	213	12	\$135,305	\$138,386	\$141,589	\$144,809	\$148,167		
Program Specialist (223 days) (O 11-15)	223	12	\$141,658	\$144,883	\$148,236	\$151,607	\$155,124		
Student Activities Advisor (C 1-5)	203	11	\$128,435	\$131,361	\$134,403	\$137,475	\$140,648		
Health Services Coordinator (D 51-55)	225	12	\$122,888	\$127,252	\$131,734	\$136,406	\$141,197		
Coordinator, Extended School Programs (D 51-55)	225	12	\$122,888	\$127,252	\$131,734	\$136,406	\$141,197		
Coordinator, Mental Health Services (D51-55)	225	12	\$122,888	\$127,252	\$131,734	\$136,406	\$141,197		

Administrator, Saturday School – Administrators will be paid 6 hours at step 1 of their current position on the salary schedule.

*Effective September 12, 2023

Tri-Community Adult Education Administrative substitute, evening, and weekend hourly salary schedule of \$78.75 per hour.

Position	Work Day	Pay Months	Step	Column A (BA)	Column B (BA+15)	Column C (BA+30)	Column D (MA)	Column E (BA+60 W/MA or MA+20)
Head Counselor/Adult Education Counselor (E 1-12)	203	11	1	\$74,082	\$76,515	\$79,110	\$81,691	\$84,374
			2	\$77,267	\$79,818	\$82,443	\$85,200	\$88,002
			3	\$80,540	\$83,209	\$85,982	\$88,798	\$91,791
			4	\$83,991	\$86,778	\$89,639	\$92,558	\$95,611
			5	\$87,530	\$90,494	\$93,414	\$96,554	\$99,680
			6	\$91,275	\$94,328	\$97,395	\$100,639	\$103,971
			7	\$95,183	\$98,280	\$101,538	\$104,915	\$108,307
			8	\$99,253	\$102,571	\$105,888	\$109,368	\$112,937
			9		\$106,921	\$110,400	\$114,028	\$117,788
			10			\$115,119	\$118,908	\$122,831
			11				\$123,937	\$128,095
			12					\$133,492

High School Counselor/ Adult Education Counselor (Q 21-32)	193	11	1	\$69,750	\$72,040	\$74,471	\$76,932	\$79,441
			2	\$72,741	\$75,140	\$77,618	\$80,219	\$82,868
			3	\$75,826	\$78,350	\$80,952	\$83,616	\$86,420
			4	\$79,082	\$81,700	\$84,395	\$87,152	\$90,019
			5	\$82,416	\$85,189	\$87,962	\$90,907	\$93,851
			6	\$85,937	\$88,819	\$91,717	\$94,755	\$97,902
			7	\$89,614	\$92,543	\$95,597	\$98,775	\$101,984
			8	\$93,447	\$96,563	\$99,694	\$102,966	\$106,331
			9		\$100,675	\$103,947	\$107,375	\$110,911
			10			\$108,387	\$111,955	\$115,647
			11				\$116,691	\$120,617

**Management Salary
Schedule
Effective July 1, 2023
Annual**

**AR
4321.2
Page 2**

	12				\$125,696
--	----	--	--	--	-----------

Support Services Specialist; Audiology (D 20-24)	203	11	1	\$116,757				
			2	\$120,901				
			3	\$125,175				
			4	\$129,608				
			5	\$134,172				

Middle School Counselor (E 41-52)	213	11	1	\$72,964	\$75,360	\$77,916	\$80,458	\$83,101
			2	\$76,101	\$78,613	\$81,198	\$83,914	\$86,674
			3	\$79,325	\$81,954	\$84,684	\$87,458	\$90,406
			4	\$82,723	\$85,468	\$88,286	\$91,161	\$94,167
			5	\$86,209	\$89,128	\$92,004	\$95,097	\$98,176
			6	\$89,898	\$92,904	\$95,925	\$99,120	\$102,402
			7	\$93,746	\$96,796	\$100,006	\$103,332	\$106,672
			8	\$97,755	\$101,022	\$104,290	\$107,717	\$111,232
			9		\$105,307	\$108,734	\$112,307	\$116,010
			10			\$113,382	\$117,114	\$120,977
			11				\$122,066	\$126,162
			12					\$131,477

Support Services Specialist, DHH/ Support Services Specialist, SDC Elementary School Counselor (Q 1-12)	193	11	1	\$69,435	\$71,714	\$74,134	\$76,585	\$79,082
			2	\$72,412	\$74,801	\$77,267	\$79,857	\$82,494
			3	\$75,484	\$77,996	\$80,586	\$83,238	\$86,029
			4	\$78,725	\$81,330	\$84,013	\$86,759	\$89,612
			5	\$82,044	\$84,804	\$87,565	\$90,496	\$93,427
			6	\$85,549	\$88,418	\$91,302	\$94,327	\$97,460
			7	\$89,209	\$92,125	\$95,165	\$98,328	\$101,523
			8	\$93,024	\$96,126	\$99,243	\$102,501	\$105,851
			9		\$100,220	\$103,477	\$106,889	\$110,410
			10			\$107,897	\$111,449	\$115,125
			11				\$116,164	\$120,072
			12					\$125,128

Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$66,110	\$68,296	\$70,613	\$72,944	\$75,318
			2	\$68,977	\$71,236	\$73,581	\$76,057	\$78,576
			3	\$71,902	\$74,276	\$76,723	\$79,271	\$81,921
			4	\$74,986	\$77,461	\$80,010	\$82,630	\$85,352
			5	\$78,142	\$80,763	\$83,412	\$86,178	\$88,972
			6	\$81,472	\$84,194	\$86,960	\$89,841	\$92,838
			7	\$84,962	\$87,727	\$90,623	\$93,649	\$96,675
			8	\$88,596	\$91,535	\$94,517	\$97,630	\$100,816
			9		\$95,444	\$98,557	\$101,800	\$105,159
			10			\$102,770	\$106,144	\$109,648
			11				\$110,632	\$114,368
			12					\$119,175

**Management Salary
Schedule
Effective July 1, 2023
Annual**

**AR
4321.2
Page 3**

Notes

Units: A unit is one semester hour of upper division or graduate level work from an accredited institution taken after receipt of the pertinent degrees. Degrees: BA and MA refer to bachelor's degree and master's degree respectively, from an accredited institution in a field pertinent to the position.

Doctoral Degree: \$119.60 per month shall be added for a doctoral degree earned at an accredited institution.

LONGEVITY PAY PROGRAM:

1. Longevity pay shall be granted to District personnel upon completion of sufficient years of service in the Covina-Valley Unified School District and its predecessors, the Covina School District and/or the Covina Union High School District, and/or like experiences outside the District.
2. Longevity Schedules for Management are as follows:
3. Longevity pay shall be granted to District personnel upon completion of sufficient years of service in the Covina-Valley Unified School District. In order to recruit and retain highly qualified candidates, the Superintendent may authorize longevity pay for service less than 5 years if in his/her judgment the experience and training of a certified management employee warrant it. In such an event, it will be reported to the Board as an information item on the Personnel Report.
4. Employees occupying part-time positions shall be granted longevity pay prorated on their scheduled workday and workweek as it compares to the regular 8-hour and 40-hour week standard.
5. Years of service shall be counted in the aggregate except that any service rendered prior to a break in service of 39 months or more from the last day of paid service in a probationary or permanent classified position shall not be counted. Like experience shall be counted for longevity.
6. The above schedule applies only prospectively and does not entitle any employee to a longevity increment or stipend for any anniversary occurring prior to November 1, 2006.
7. Professional experts and advisors shall be employed to provide services on a limited-term basis for specific projects. The above salary schedule shall not apply to these employees, who will be paid at a rate commensurate with their experience, skill, and expertise. The hourly or per diem rate for these employees must be approved by the Assistant Superintendent, Personnel Services, or the Superintendent

	Column A	Column B	Column C	Column D	Column E
At the beginning of the 15th year	\$282.71	\$288.88	\$298.76	\$307.40	\$316.04
At the beginning of the 20th year	\$393.82	\$416.04	\$429.61	\$448.13	\$466.65
At the beginning of the 25th year	\$506.16	\$534.54	\$561.71	\$588.87	\$612.32
At the beginning of the 30th year	\$622.20	\$656.77	\$692.57	\$730.84	\$762.94
At the beginning of the 35th year	\$737.01	\$778.98	\$824.67	\$865.42	\$911.08

Position	Work Day	Pay Months	Step	
Children's Center Supervisor (F 1-5)	223	12	1	\$101,499
			2	\$106,731
			3	\$112,135
			4	\$117,904
			5	\$123,895