

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

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	Work Days	Pay Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Certificated Director (I 200)	223	12	\$14,398.30	\$14,774.83	\$15,151.36	\$15,527.89	\$15,904.41	\$16,280.95	\$16,656.24
Principal, 9-12 (I 205)	223	12	\$14,398.30	\$14,774.83	\$15,151.36	\$15,527.89	\$15,904.41		
Principal, Adult Education (I 205)	223	12	\$14,398.30	\$14,774.83	\$15,151.36	\$15,527.89	\$15,904.41		
Principal, 6-8 (I 210)	220	12	\$13,478.58	\$13,850.18	\$14,220.52	\$14,592.11	\$14,963.71		
Principal, Alternative Education (I 210)	220	12	\$13,478.58	\$13,850.18	\$14,220.52	\$14,592.11	\$14,963.71		
Principal, TK-5 (I 215)	213	12	\$13,011.92	\$13,345.24	\$13,687.20	\$14,037.80	\$14,398.30		
Principal, Children's Center (I 215)	223	12	\$13,011.92	\$13,345.24	\$13,687.20	\$14,037.80	\$14,398.30		
Assistant Principal, High School (I 305)	223	12	\$12,490.95	\$12,779.82	\$13,079.81	\$13,383.52	\$13,692.14		
Assistant Principal, High School (I 306)*	215	12	\$12,050.08	\$12,316.59	\$12,602.13	\$12,906.72	\$13,192.27		
Supervisor, Special Ed and Student SVC (I 305)	223	12	\$12,490.95	\$12,779.82	\$13,079.81	\$13,383.52	\$13,692.14		
Assistant Principal, Alternative Education (I310)	213	12	\$11,189.75	\$11,444.07	\$11,709.49	\$11,976.16	\$12,253.92		
Assistant Principal, Middle School (I310)	213	12	\$11,189.75	\$11,444.07	\$11,709.49	\$11,976.16	\$12,253.92		
Assistant Principal, Middle School (I 311)*	210	12	\$11,026.09	\$11,286.41	\$11,546.72	\$11,807.03	\$12,085.94		
Assistant Principal, Adult and Community Education (I 311)	210	12	\$11,026.09	\$11,286.41	\$11,546.72	\$11,807.03	\$12,085.94		
Assistant Principal, TK-5 (I 310)	213	12	\$11,189.75	\$11,444.07	\$11,709.49	\$11,976.16	\$12,253.92		
DHH Program Coordinator (I 310)	213	12	\$11,189.75	\$11,444.07	\$11,709.49	\$11,976.16	\$12,253.92		
Student Services Specialist (O 6-10)	203	11	\$11,723.00	\$11,989.90	\$12,267.39	\$12,546.37	\$12,837.38		
Program Specialist (213 days) (O 16-20)	213	12	\$11,275.43	\$11,532.16	\$11,799.07	\$12,067.38	\$12,347.28		
Program Specialist (223 days) (O 11-15)	223	12	\$11,804.81	\$12,073.58	\$12,353.00	\$12,633.93	\$12,926.96		
Student Activities Advisor (C 1-5)	203	11	\$11,675.87	\$11,941.91	\$12,218.48	\$1,2497.71	\$12,786.14		
Health Services Coordinator (D 51-55)	225	12	\$10,240.67	\$10,604.31	\$10,977.84	\$11,367.14	\$11,766.38		
Coordinator, Extended School Programs (D 51-55)	225	12	\$10,240.67	\$10,604.31	\$10,977.84	\$11,367.14	\$11,766.38		
Coordinator, Mental Health Services (D 51-55)	225	12	\$10,240.67	\$10,604.31	\$10,977.84	\$11,367.14	\$11,766.38		

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	\$6,734.73	\$6,955.91	\$7,191.84	\$7,426.43	\$7,670.39
			2	\$7,024.28	\$7,256.17	\$7,494.78	\$7,745.47	\$8,000.16
			3	\$7,321.86	\$7,564.48	\$7,816.53	\$8,072.55	\$8,344.67
			4	\$7,635.55	\$7,888.90	\$8,148.97	\$8,414.38	\$8,691.87
			5	\$7,957.28	\$8,226.71	\$8,492.15	\$8,777.65	\$9,061.86
			6	\$8,297.74	\$8,575.25	\$8,854.07	\$9,148.98	\$9,451.93
			7	\$8,653.00	\$8,934.50	\$9,230.76	\$9,537.72	\$9,846.05
			8	\$9,022.98	\$9,324.60	\$9,626.22	\$9,942.56	\$10,266.97
			9		\$9,720.05	\$10,036.40	\$10,366.18	\$10,707.99
			10			\$10,465.37	\$10,809.86	\$11,166.45
			11				\$11,266.98	\$11,645.01
			12					\$12,135.63

High School Counselor/ Adult Education Counselor (Q 21-32)	193	11	1	\$6,340.90	\$6,549.09	\$6,770.05	\$6,993.83	\$7,221.87
			2	\$6,612.84	\$6,830.94	\$7,056.14	\$7,292.66	\$7,533.44
			3	\$6,893.28	\$7,122.72	\$7,359.24	\$7,601.43	\$7,856.35
			4	\$7,189.30	\$7,427.23	\$7,672.25	\$7,922.94	\$8,183.53
			5	\$7,492.37	\$7,744.46	\$7,996.58	\$8,264.27	\$8,531.95
			6	\$7,812.46	\$8,074.49	\$8,337.91	\$8,614.11	\$8,900.21
			7	\$8,146.73	\$8,413.00	\$8,690.62	\$8,979.53	\$9,271.27
			8	\$8,495.14	\$8,778.41	\$9,063.06	\$9,360.52	\$9,666.44

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9	\$9,152.31	\$9,449.73	\$9,761.33	\$10,082.83
10		\$9,853.39	\$10,177.73	\$10,513.38
11			\$10,608.31	\$10,965.19
12				\$11,426.91

Support Services Specialist; Audiology (D 20-24)	203	11	1	\$10,614.29				
			2	\$10,990.98				
			3	\$11,379.52				
			4	\$11,782.54				
			5	\$12,197.43				

Middle School Counselor (E 41-52)	213	11	1	\$6,633.08	\$6,850.93	\$7,083.31	\$7,314.35	\$7,554.63
			2	\$6,918.26	\$7,146.66	\$7,381.67	\$7,628.57	\$7,879.44
			3	\$7,211.36	\$7,450.32	\$7,698.54	\$7,950.70	\$8,218.75
			4	\$7,520.31	\$7,769.84	\$8,025.98	\$8,287.37	\$8,560.68
			5	\$7,837.17	\$8,102.54	\$8,363.97	\$8,645.17	\$8,925.10
			6	\$8,172.53	\$8,445.82	\$8,720.44	\$9,010.90	\$9,309.27
			7	\$8,522.39	\$8,799.66	\$9,091.44	\$9,393.78	\$9,697.44
			8	\$8,886.80	\$9,183.86	\$9,480.94	\$9,792.49	\$10,112.01
			9		\$9,573.35	\$9,884.93	\$10,209.69	\$10,546.36
			10			\$10,307.41	\$10,646.72	\$10,997.94
			11				\$11,096.93	\$11,469.24
			12					\$11,952.48

Support Services Specialist, DHH/ Support Services Specialist, SDC Elementary School Counselor (Q 1-12)	193	11	1	\$6,312.26	\$6,519.49	\$6,739.45	\$6,962.23	\$7,189.24
			2	\$6,582.95	\$6,800.06	\$7,024.25	\$7,259.72	\$7,499.41
			3	\$6,862.14	\$7,090.54	\$7,325.97	\$7,567.09	\$7,820.86
			4	\$7,156.81	\$7,393.68	\$7,637.58	\$7,887.14	\$8,146.55
			5	\$7,458.53	\$7,709.47	\$7,960.44	\$8,226.94	\$8,493.39
			6	\$7,777.17	\$8,037.98	\$8,300.22	\$8,575.18	\$8,860.00
			7	\$8,109.92	\$8,374.98	\$8,651.33	\$8,938.95	\$9,229.37
			8	\$8,456.76	\$8,738.75	\$9,022.12	\$9,318.23	\$9,622.78
			9		\$9,110.95	\$9,407.02	\$9,717.21	\$10,037.28
			10			\$9,808.84	\$10,131.72	\$10,465.88
			11				\$10,560.37	\$10,915.65
			12					\$11,375.27

Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$6,009.99	\$6,208.76	\$6,419.38	\$6,631.29	\$6,847.13
			2	\$6,270.62	\$6,475.97	\$6,689.20	\$6,914.27	\$7,143.29
			3	\$6,536.52	\$6,752.39	\$6,974.85	\$7,206.47	\$7,447.35
			4	\$6,816.89	\$7,041.94	\$7,273.62	\$7,511.83	\$7,759.30
			5	\$7,103.80	\$7,342.06	\$7,582.91	\$7,834.34	\$8,088.37
			6	\$7,406.57	\$7,653.98	\$7,905.43	\$8,167.33	\$8,439.82
			7	\$7,723.78	\$7,975.18	\$8,238.41	\$8,513.52	\$8,788.62
			8	\$8,054.15	\$8,321.34	\$8,592.48	\$8,875.48	\$9,165.06
			9		\$8,676.74	\$8,959.73	\$9,254.59	\$9,559.95
			10			\$9,342.76	\$9,649.43	\$9,967.97
			11				\$10,057.49	\$10,397.07
			12					\$10,834.07

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**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	\$8,458.24
			2	\$8,894.21
			3	\$9,344.62
			4	\$9,825.37
			5	\$10,324.55