

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

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

Support Services Specialist, DHH/ Support Services Specialist, SDC (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

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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

**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:**

- 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.
- Longevity Schedules for Management are as follows:
- 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.
- 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.
- 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.
- 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.
- 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

	<b>Column A</b>	<b>Column B</b>	<b>Column C</b>	<b>Column D</b>	<b>Column E</b>
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

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