

Management Salary Schedules
Non-Unit Certificated Personnel - Effective January 1, 2017

AR 4321.2

Title	Calendar (days)	Pay Periods	Salary Schedule	Step	Column A BA	Column B BA+15 Units	Column C BA+30 Units	Column D MA	Column E BA+60 w/MA or MA+20 units
I ESGV SELPA Executive Director***	N (247)	12	R (1-5)	1					\$12,100.71
				2					\$12,817.30
				*3					\$13,533.90
				4					\$14,250.49
				5					\$14,967.09
II Senior Director** Director Principal, 9-12 Principal, Adult Education	LL (223)	12	A (1-5)	1				\$10,173.34	\$10,640.43
				2				\$10,405.33	\$10,883.80
				*3				\$10,640.43	\$11,128.22
				4				\$10,883.80	\$11,382.99
				5				\$11,128.22	\$11,639.85
III Principal, K-5 Principal, 6-8 Principal, Alternative Education Assistant Principal, 9-12 Supervisor, Child Welfare and Attendance	LL (223)	12	B (1-5)	1				\$9,382.10	\$9,822.25
				2				\$9,599.58	\$10,049.06
				*3				\$9,822.25	\$10,285.19
				4				\$10,049.06	\$10,524.43
				5				\$10,285.19	\$10,766.78
IV Special Education Administrator Program Specialist of Technology	LL (223)	12	O (11-15)	1		\$8,866.61	\$9,066.24	\$9,282.58	\$9,282.58
				2		\$9,066.24	\$9,282.58	\$9,493.92	\$9,493.92
				*3		\$9,282.58	\$9,493.92	\$9,713.63	\$9,713.63
				4		\$9,493.92	\$9,713.63	\$9,934.53	\$9,934.53
				5		\$9,713.63	\$9,934.53	\$10,164.96	\$10,164.96
V Student Activities Advisor	HH (203)	11	C (1-5)	1		\$8,771.05	\$8,966.79	\$9,181.17	\$9,181.17
				2		\$8,966.79	\$9,181.17	\$9,390.38	\$9,390.38
				*3		\$9,181.17	\$9,390.38	\$9,607.86	\$9,607.86
				4		\$9,390.38	\$9,607.86	\$9,827.43	\$9,827.43
				5		\$9,607.86	\$9,827.43	\$10,054.23	\$10,054.23
VI Adult Transition Administrator	II (213)	12	C (11-15)	1		\$8,435.43	\$8,624.79	\$8,830.61	\$8,830.61
				2		\$8,624.79	\$8,830.61	\$9,032.32	\$9,032.32
				*3		\$8,830.61	\$9,032.32	\$9,241.21	\$9,241.21
				4		\$9,032.32	\$9,241.21	\$9,452.18	\$9,452.18
				5		\$9,241.21	\$9,452.18	\$9,670.35	\$9,670.35
VII Assistant Principal, 6-8	II (213)	12	S (1-5)	1		\$8,404.52	\$8,593.89	\$8,798.82	\$8,798.82
				2		\$8,593.89	\$8,798.82	\$8,999.29	\$8,999.29
				*3		\$8,798.82	\$8,999.29	\$9,207.58	\$9,207.58
				4		\$8,999.29	\$9,207.58	\$9,416.95	\$9,416.95
				5		\$9,207.58	\$9,416.95	\$9,635.25	\$9,635.25
VIII Dean Program Specialist	GG (193)	11	O (1-5)	1		\$8,371.32	\$8,559.91	\$8,764.03	\$8,764.03
				2		\$8,559.91	\$8,764.03	\$8,963.72	\$8,963.72
				*3		\$8,764.03	\$8,963.72	\$9,171.18	\$9,171.18
				4		\$8,963.72	\$9,171.18	\$9,379.74	\$9,379.74
				5		\$9,171.18	\$9,379.74	\$9,597.17	\$9,597.17
IX Support Services Specialist Audiologist	HH (203)	11	D (20-24)	1		\$7,263.12	\$7,787.17	\$8,346.43	\$8,346.43
				2		\$7,521.00	\$8,063.69	\$8,642.63	\$8,642.63
				*3		\$7,787.17	\$8,346.43	\$8,948.15	\$8,948.15
				4		\$8,063.69	\$8,642.63	\$9,265.06	\$9,265.06
				5		\$8,346.43	\$8,949.19	\$9,591.30	\$9,591.30
X Board Certified Behavior Analyst	II (213)	12	D (30-34)	1				\$8,052.05	\$8,052.05
				2				\$8,337.94	\$8,337.94
				*3				\$8,631.67	\$8,631.67
				4				\$8,937.75	\$8,937.75
				5				\$9,251.68	\$9,251.68

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					BA	BA+15 Units	BA+30 Units	MA	BA+60 w/MA or MA+20 units
XI School Psychologist Mental Health Services Coordinator	FF (184)	11	D (1-5)	1			\$6,603.41	\$7,078.84	\$7,588.10
				2			\$6,836.91	\$7,330.29	\$7,857.53
				*3			\$7,078.84	\$7,588.10	\$8,134.33
				4			\$7,330.29	\$7,857.53	\$8,422.77
				5			\$7,588.10	\$8,134.33	\$8,718.61
XII Counselor, 6-8 Counselor, Adult Education Head Counselor	H (225) HH (203) HH (203)	11	E (1-12)	1	\$5,203.18	\$5,374.07	\$5,556.35	\$5,737.58	\$5,926.07
				2	\$5,426.89	\$5,606.05	\$5,790.40	\$5,984.07	\$6,180.85
				3	\$5,656.80	\$5,844.26	\$6,038.96	\$6,236.77	\$6,447.02
				4	\$5,899.15	\$6,094.89	\$6,295.81	\$6,500.87	\$6,715.25
				5	\$6,147.71	\$6,355.87	\$6,560.94	\$6,781.53	\$7,001.10
				6	\$6,410.77	\$6,625.15	\$6,840.57	\$7,068.42	\$7,302.47
				7	\$6,685.22	\$6,902.71	\$7,131.59	\$7,368.75	\$7,606.96
				8	\$6,971.06	\$7,204.09	\$7,437.12	\$7,681.52	\$7,932.16
				*9		\$7,509.61	\$7,754.03	\$8,008.80	\$8,272.89
				10			\$8,085.44	\$8,351.60	\$8,627.10
				11				\$8,704.77	\$8,996.82
				12					\$9,375.87
XIII Support Services Specialist (DHH, SDC) Counselor, 9-12 Counselor, Alternative Education	GG (193)	11	Q (1-12)	1	\$4,966.67	\$5,129.72	\$5,302.80	\$5,478.08	\$5,656.69
				2	\$5,179.65	\$5,350.49	\$5,526.89	\$5,712.15	\$5,900.76
				3	\$5,399.31	\$5,579.03	\$5,764.29	\$5,954.00	\$6,153.67
				4	\$5,631.18	\$5,817.55	\$6,009.46	\$6,205.83	\$6,409.94
				5	\$5,868.58	\$6,066.03	\$6,263.50	\$6,473.18	\$6,682.85
				6	\$6,119.29	\$6,324.52	\$6,530.87	\$6,747.20	\$6,971.30
				7	\$6,381.11	\$6,589.67	\$6,807.12	\$7,033.42	\$7,261.94
				8	\$6,654.02	\$6,875.89	\$7,098.87	\$7,331.85	\$7,571.45
				*9		\$7,168.76	\$7,401.72	\$7,645.78	\$7,897.61
				10			\$7,717.89	\$7,971.94	\$8,234.86
				11				\$8,309.20	\$8,588.75
				12					\$8,950.40
XIV Support Services Specialist, Vocational Education	FF (184)	11	E (20-31)	1	\$4,728.84	\$4,885.23	\$5,050.94	\$5,217.68	\$5,387.53
				2	\$4,933.91	\$5,095.47	\$5,263.25	\$5,440.35	\$5,620.56
				3	\$5,143.11	\$5,312.97	\$5,488.00	\$5,670.26	\$5,859.79
				4	\$5,363.72	\$5,540.81	\$5,723.08	\$5,910.54	\$6,105.24
				5	\$5,589.48	\$5,776.94	\$5,966.47	\$6,164.28	\$6,364.16
				6	\$5,827.69	\$6,022.39	\$6,220.20	\$6,426.30	\$6,640.69
				7	\$6,077.28	\$6,275.10	\$6,482.23	\$6,698.68	\$6,915.13
				8	\$6,337.24	\$6,547.47	\$6,760.82	\$6,983.49	\$7,211.34
				*9		\$6,827.11	\$7,049.77	\$7,281.76	\$7,522.04
				10			\$7,351.15	\$7,592.46	\$7,843.09
				11				\$7,913.52	\$8,180.72
				12					\$8,524.56

Explanatory Notes: Experience credit: *On Schedules I, II, III, IV,V, VI, VII, VIII, IX, X, and XI, a maximum of two years' experience at a level comparable to the position sought in the District will be recognized. This could result in initial placement on the third step. On Schedules XII, XIII, and XIV, a maximum of 8 years of acceptable experience outside the Covina-Valley Unified School District will be recognized on this Schedule for placement on the ninth step.

The Superintendent may authorize a higher step placement if in his/her judgment the experience and training of the promoted certificated employee so warrants it.

**Senior Director positions are authorized the maximum stipend as provided for in Board Policy 4351.4.

***Two vacation days accrued monthly

Units: A unit is one semester hour of upper division or graduate level work from an accredited institution taken after receipt of the pertinent degree. One quarter hour equals 2/3 semester hour.

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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: \$100 per month shall be added to for a doctoral degree earned at an accredited institution.

Middle School Stipend: An annual stipend of \$2,122 will be paid to middle school principals whose middle schools exceed 1,000 students

Longevity Pay: Longevity pay shall apply only to District certificated personnel:

- a. Who have had service in the Covina-Valley Unified School District and its predecessors, the Covina School District, and/or the Covina Union High School District
- b. For regular assignments, and shall exclude summer school and all extra pay assignments

Longevity pay shall be applied as follows:

<u>Effective January 1, 2016</u>	<u>Col. A</u>	<u>Col B</u>	<u>Col. C</u>	<u>Col. D</u>	<u>Col. E</u>
At the beginning of the 15th year	\$207	\$212	\$219	\$225	\$232
At the beginning of the 20th year	\$289	\$304	\$314	\$328	\$342
At the beginning of the 25th year	\$371	\$392	\$412	\$432	\$449
At the beginning of the 30th year	\$456	\$482	\$507	\$535	\$559
At the beginning of the 35th year	\$540	\$571	\$604	\$634	\$668

Definition: Years of service, for purposes of longevity pay, shall be counted in the same manner as years of service for salary step advancement pursuant to Policy 4351.2, Step Advancement. 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 as a probationary or permanent certificated employee shall not be counted. In order to be eligible for like management experience to be counted for longevity, the employee must serve five years in the Covina-Valley Unified School District.

XV Children's Center Supervisor	LL(223)	12	F						
			(1-5)	1	\$6,651.04				
				2	\$6,993.84				
				3	\$7,348.04				
				4	\$7,726.06				
				5	\$8,118.58				

Longevity Pay Program

1. Longevity pay shall be granted to Children's Center Supervisor:
 - a. 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;
 - b. For paid service in the employee's regular position only, excluding temporary, substitute, and all other extra pay assignments.

2. Longevity pay shall be granted to employee occupying full-time positions by increasing their regular monthly salary as follows:
 - a. \$64 beginning in the first month of the 15th year of District service;
 - b. \$90 beginning in the first month of the 20th year of District service.

3. Employees occupying part-time positions shall be granted longevity pay prorated on their scheduled work day and week as it compares to the regular 8-hour day and 40-hour week standard.

4. 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 certificated position shall not be counted.