

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
**6 PERIOD WORK SCHEDULE**

|      | COLUMN 1<br>BACHELOR'S | COLUMN 2<br>BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | COLUMN 3<br>BACHELOR'S + 30<br>With PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | COLUMN 4<br>BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | COLUMN 5<br>*BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | COLUMN 6<br>*BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
|------|------------------------|---------------------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| STEP | SALARY                 | SALARY                                            | SALARY                                                                          | SALARY                                                                     | SALARY                                                                                          | SALARY                                                                                          |
| 1    | 43,341                 | 46,375                                            | 57,214                                                                          | 57,650                                                                     | 58,080                                                                                          | 58,517                                                                                          |
| 2    | 45,947                 | 48,980                                            | 57,283                                                                          | 57,720                                                                     | 58,151                                                                                          | 61,115                                                                                          |
| 3    | 48,548                 | 51,580                                            | 57,350                                                                          | 57,788                                                                     | 60,683                                                                                          | 63,717                                                                                          |
| 4    | 51,148                 | 54,182                                            | 57,420                                                                          | 60,250                                                                     | 63,285                                                                                          | 66,315                                                                                          |
| 5    | 53,747                 | 56,783                                            | 59,816                                                                          | 62,851                                                                     | 65,887                                                                                          | 68,919                                                                                          |
| 6    | 53,747                 | 59,381                                            | 62,418                                                                          | 65,451                                                                     | 68,484                                                                                          | 71,520                                                                                          |
| 7    | 53,747                 | 61,982                                            | 65,021                                                                          | 68,055                                                                     | 71,087                                                                                          | 74,120                                                                                          |
| 8    | 53,747                 | 64,584                                            | 67,622                                                                          | 70,654                                                                     | 73,686                                                                                          | 76,722                                                                                          |
| 9    | 53,747                 | 64,584                                            | 70,219                                                                          | 73,252                                                                     | 76,288                                                                                          | 79,320                                                                                          |
| 10   | 53,747                 | 64,584                                            | 72,819                                                                          | 75,853                                                                     | 78,888                                                                                          | 81,925                                                                                          |
| 11   | 53,747                 | 64,584                                            | 72,819                                                                          | 78,456                                                                     | 81,492                                                                                          | 84,523                                                                                          |
| 12   | 53,747                 | 64,584                                            | 72,819                                                                          | 81,056                                                                     | 84,093                                                                                          | 87,126                                                                                          |
| 13   | 53,747                 | 64,584                                            | 72,819                                                                          | 83,657                                                                     | 86,689                                                                                          | 89,722                                                                                          |
| 14   | 53,747                 | 64,584                                            | 72,819                                                                          | 83,657                                                                     | 86,689                                                                                          | 89,722                                                                                          |
| 15   | 53,747                 | 64,584                                            | 72,819                                                                          | 83,657                                                                     | 86,689                                                                                          | 89,722                                                                                          |
| 16   | 53,747                 | 64,584                                            | 72,819                                                                          | 83,657                                                                     | 86,689                                                                                          | 89,722                                                                                          |
| 17   | 53,747                 | 64,584                                            | 72,819                                                                          | 83,657                                                                     | 86,689                                                                                          | 92,873                                                                                          |
| 18   | 53,747                 | 64,584                                            | 75,971                                                                          | 86,802                                                                     | 89,835                                                                                          | 92,873                                                                                          |
| 19   | 53,747                 | 64,584                                            | 75,971                                                                          | 86,802                                                                     | 89,835                                                                                          | 92,873                                                                                          |
| 20   | 53,747                 | 64,584                                            | 75,971                                                                          | 86,802                                                                     | 89,835                                                                                          | 92,873                                                                                          |
| 21   | 53,747                 | 64,584                                            | 75,971                                                                          | 86,802                                                                     | 89,835                                                                                          | 96,019                                                                                          |
| 22   | 53,747                 | 64,584                                            | 75,971                                                                          | 86,802                                                                     | 89,835                                                                                          | 96,019                                                                                          |
| 23   | 53,747                 | 64,584                                            | 79,116                                                                          | 89,951                                                                     | 92,984                                                                                          | 96,019                                                                                          |
| 24   | 53,747                 | 64,584                                            | 79,116                                                                          | 89,951                                                                     | 92,984                                                                                          | 96,019                                                                                          |
| 25   | 53,747                 | 64,584                                            | 79,116                                                                          | 89,951                                                                     | 92,984                                                                                          | 99,165                                                                                          |
| 26   | 53,747                 | 64,584                                            | 79,116                                                                          | 89,951                                                                     | 92,984                                                                                          | 99,165                                                                                          |
| 27   | 53,747                 | 64,584                                            | 79,116                                                                          | 89,951                                                                     | 96,129                                                                                          | 99,165                                                                                          |
| 28   | 53,747                 | 64,584                                            | 82,265                                                                          | 93,096                                                                     | 96,129                                                                                          | 102,311                                                                                         |
| 29   | 53,747                 | 64,584                                            | 82,265                                                                          | 93,096                                                                     | 96,129                                                                                          | 102,311                                                                                         |
| 30   | 53,747                 | 64,584                                            | 82,265                                                                          | 93,096                                                                     | 96,129                                                                                          | 102,311                                                                                         |
| 31   | 53,747                 | 64,584                                            | 82,265                                                                          | 93,096                                                                     | 99,276                                                                                          | 105,457                                                                                         |
| 32   | 53,747                 | 64,584                                            | 82,265                                                                          | 93,096                                                                     | 99,276                                                                                          | 105,457                                                                                         |
| 33   | 53,747                 | 64,584                                            | 85,413                                                                          | 96,244                                                                     | 99,276                                                                                          | 105,457                                                                                         |
| 34   | 53,747                 | 64,584                                            | 85,413                                                                          | 96,244                                                                     | 99,276                                                                                          | 108,619                                                                                         |
| 35   | 53,747                 | 64,584                                            | 85,413                                                                          | 96,244                                                                     | 102,423                                                                                         | 108,619                                                                                         |
| 36   | 53,747                 | 64,584                                            | 85,413                                                                          | 96,244                                                                     | 102,423                                                                                         | 108,619                                                                                         |
| 37   | 53,747                 | 64,584                                            | 85,413                                                                          | 96,244                                                                     | 102,423                                                                                         | 111,782                                                                                         |
| 38   | 53,747                 | 64,584                                            | 88,557                                                                          | 99,391                                                                     | 102,423                                                                                         | 111,782                                                                                         |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period Special Education Mild Moderate

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 43,809.55  | 46,876.35                             | 57,832.53                                                           | 58,273.24                                                      | 58,707.89                                                                           | 59,149.62                                                                           |
| 2       | 46,443.72  | 49,509.51                             | 57,902.28                                                           | 58,344.00                                                      | 58,779.66                                                                           | 61,775.70                                                                           |
| 3       | 49,072.84  | 52,137.62                             | 57,970.00                                                           | 58,412.74                                                      | 61,339.03                                                                           | 64,405.83                                                                           |
| 4       | 51,700.95  | 54,767.75                             | 58,040.76                                                           | 60,901.35                                                      | 63,969.16                                                                           | 67,031.92                                                                           |
| 5       | 54,328.05  | 57,396.87                             | 60,462.66                                                           | 63,530.47                                                      | 66,599.29                                                                           | 69,664.07                                                                           |
| 6       | 54,328.05  | 60,022.96                             | 63,092.79                                                           | 66,158.58                                                      | 69,224.37                                                                           | 72,293.19                                                                           |
| 7       | 54,328.05  | 62,652.08                             | 65,723.93                                                           | 68,790.73                                                      | 71,855.51                                                                           | 74,921.30                                                                           |
| 8       | 54,328.05  | 65,282.21                             | 68,353.05                                                           | 71,417.83                                                      | 74,482.61                                                                           | 77,551.43                                                                           |
| 9       | 54,328.05  | 65,282.21                             | 70,978.12                                                           | 74,043.91                                                      | 77,112.74                                                                           | 80,177.51                                                                           |
| 10      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 76,673.03                                                      | 79,740.84                                                                           | 82,810.68                                                                           |
| 11      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 79,304.17                                                      | 82,372.99                                                                           | 85,436.76                                                                           |
| 12      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 81,932.28                                                      | 85,002.11                                                                           | 88,067.90                                                                           |
| 13      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 84,561.40                                                      | 87,626.18                                                                           | 90,691.97                                                                           |
| 14      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 84,561.40                                                      | 87,626.18                                                                           | 90,691.97                                                                           |
| 15      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 84,561.40                                                      | 87,626.18                                                                           | 90,691.97                                                                           |
| 16      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 84,561.40                                                      | 87,626.18                                                                           | 90,691.97                                                                           |
| 17      | 54,328.05  | 65,282.21                             | 73,606.23                                                           | 84,561.40                                                      | 87,626.18                                                                           | 93,877.03                                                                           |
| 18      | 54,328.05  | 65,282.21                             | 76,792.31                                                           | 87,740.40                                                      | 90,806.19                                                                           | 93,877.03                                                                           |
| 19      | 54,328.05  | 65,282.21                             | 76,792.31                                                           | 87,740.40                                                      | 90,806.19                                                                           | 93,877.03                                                                           |
| 20      | 54,328.05  | 65,282.21                             | 76,792.31                                                           | 87,740.40                                                      | 90,806.19                                                                           | 93,877.03                                                                           |
| 21      | 54,328.05  | 65,282.21                             | 76,792.31                                                           | 87,740.40                                                      | 90,806.19                                                                           | 97,057.04                                                                           |
| 22      | 54,328.05  | 65,282.21                             | 76,792.31                                                           | 87,740.40                                                      | 90,806.19                                                                           | 97,057.04                                                                           |
| 23      | 54,328.05  | 65,282.21                             | 79,971.31                                                           | 90,923.44                                                      | 93,989.23                                                                           | 97,057.04                                                                           |
| 24      | 54,328.05  | 65,282.21                             | 79,971.31                                                           | 90,923.44                                                      | 93,989.23                                                                           | 97,057.04                                                                           |
| 25      | 54,328.05  | 65,282.21                             | 79,971.31                                                           | 90,923.44                                                      | 93,989.23                                                                           | 100,237.05                                                                          |
| 26      | 54,328.05  | 65,282.21                             | 79,971.31                                                           | 90,923.44                                                      | 93,989.23                                                                           | 100,237.05                                                                          |
| 27      | 54,328.05  | 65,282.21                             | 79,971.31                                                           | 90,923.44                                                      | 97,168.23                                                                           | 100,237.05                                                                          |
| 28      | 54,328.05  | 65,282.21                             | 83,154.35                                                           | 94,102.44                                                      | 97,168.23                                                                           | 103,417.06                                                                          |
| 29      | 54,328.05  | 65,282.21                             | 83,154.35                                                           | 94,102.44                                                      | 97,168.23                                                                           | 103,417.06                                                                          |
| 30      | 54,328.05  | 65,282.21                             | 83,154.35                                                           | 94,102.44                                                      | 97,168.23                                                                           | 103,417.06                                                                          |
| 31      | 54,328.05  | 65,282.21                             | 83,154.35                                                           | 94,102.44                                                      | 100,349.25                                                                          | 106,597.08                                                                          |
| 32      | 54,328.05  | 65,282.21                             | 83,154.35                                                           | 94,102.44                                                      | 100,349.25                                                                          | 106,597.08                                                                          |
| 33      | 54,328.05  | 65,282.21                             | 86,336.38                                                           | 97,284.48                                                      | 100,349.25                                                                          | 106,597.08                                                                          |
| 34      | 54,328.05  | 65,282.21                             | 86,336.38                                                           | 97,284.48                                                      | 100,349.25                                                                          | 109,793.26                                                                          |
| 35      | 54,328.05  | 65,282.21                             | 86,336.38                                                           | 97,284.48                                                      | 103,530.28                                                                          | 109,793.26                                                                          |
| 36      | 54,328.05  | 65,282.21                             | 86,336.38                                                           | 97,284.48                                                      | 103,530.28                                                                          | 109,793.26                                                                          |
| 37      | 54,328.05  | 65,282.21                             | 86,336.38                                                           | 97,284.48                                                      | 103,530.28                                                                          | 112,990.45                                                                          |
| 38      | 54,328.05  | 65,282.21                             | 89,514.37                                                           | 100,465.50                                                     | 103,530.28                                                                          | 112,990.45                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 195 Activities Director, JROTC

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 45,683.76  | 48,881.76                             | 60,306.65                                                              | 60,766.22                                                      | 61,219.46                                                                           | 61,680.08                                                                           |
| 2       | 48,430.62  | 51,627.57                             | 60,379.38                                                              | 60,840.00                                                      | 61,294.30                                                                           | 64,418.51                                                                           |
| 3       | 51,172.22  | 54,368.11                             | 60,450.00                                                              | 60,911.68                                                      | 63,963.16                                                                           | 67,161.16                                                                           |
| 4       | 53,912.76  | 57,110.76                             | 60,523.78                                                              | 63,506.76                                                      | 66,705.81                                                                           | 69,899.59                                                                           |
| 5       | 56,652.24  | 59,852.35                             | 63,049.30                                                              | 66,248.35                                                      | 69,448.46                                                                           | 72,644.35                                                                           |
| 6       | 56,652.24  | 62,590.78                             | 65,791.95                                                              | 68,988.89                                                      | 72,185.84                                                                           | 75,385.95                                                                           |
| 7       | 56,652.24  | 65,332.38                             | 68,535.65                                                              | 71,733.65                                                      | 74,929.54                                                                           | 78,126.49                                                                           |
| 8       | 56,652.24  | 68,075.03                             | 71,277.24                                                              | 74,473.14                                                      | 77,669.03                                                                           | 80,869.14                                                                           |
| 9       | 56,652.24  | 68,075.03                             | 74,014.62                                                              | 77,211.57                                                      | 80,411.68                                                                           | 83,607.57                                                                           |
| 10      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 79,953.16                                                      | 83,152.22                                                                           | 86,353.38                                                                           |
| 11      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 82,696.86                                                      | 85,896.97                                                                           | 89,091.81                                                                           |
| 12      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 85,437.41                                                      | 88,638.57                                                                           | 91,835.51                                                                           |
| 13      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 88,179.00                                                      | 91,374.89                                                                           | 94,571.84                                                                           |
| 14      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 88,179.00                                                      | 91,374.89                                                                           | 94,571.84                                                                           |
| 15      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 88,179.00                                                      | 91,374.89                                                                           | 94,571.84                                                                           |
| 16      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 88,179.00                                                      | 91,374.89                                                                           | 94,571.84                                                                           |
| 17      | 56,652.24  | 68,075.03                             | 76,755.16                                                              | 88,179.00                                                      | 91,374.89                                                                           | 97,893.16                                                                           |
| 18      | 56,652.24  | 68,075.03                             | 80,077.54                                                              | 91,494.00                                                      | 94,690.95                                                                           | 97,893.16                                                                           |
| 19      | 56,652.24  | 68,075.03                             | 80,077.54                                                              | 91,494.00                                                      | 94,690.95                                                                           | 97,893.16                                                                           |
| 20      | 56,652.24  | 68,075.03                             | 80,077.54                                                              | 91,494.00                                                      | 94,690.95                                                                           | 97,893.16                                                                           |
| 21      | 56,652.24  | 68,075.03                             | 80,077.54                                                              | 91,494.00                                                      | 94,690.95                                                                           | 101,209.22                                                                          |
| 22      | 56,652.24  | 68,075.03                             | 80,077.54                                                              | 91,494.00                                                      | 94,690.95                                                                           | 101,209.22                                                                          |
| 23      | 56,652.24  | 68,075.03                             | 83,392.54                                                              | 94,813.22                                                      | 98,010.16                                                                           | 101,209.22                                                                          |
| 24      | 56,652.24  | 68,075.03                             | 83,392.54                                                              | 94,813.22                                                      | 98,010.16                                                                           | 101,209.22                                                                          |
| 25      | 56,652.24  | 68,075.03                             | 83,392.54                                                              | 94,813.22                                                      | 98,010.16                                                                           | 104,525.27                                                                          |
| 26      | 56,652.24  | 68,075.03                             | 83,392.54                                                              | 94,813.22                                                      | 98,010.16                                                                           | 104,525.27                                                                          |
| 27      | 56,652.24  | 68,075.03                             | 83,392.54                                                              | 94,813.22                                                      | 101,325.16                                                                          | 104,525.27                                                                          |
| 28      | 56,652.24  | 68,075.03                             | 86,711.76                                                              | 98,128.22                                                      | 101,325.16                                                                          | 107,841.32                                                                          |
| 29      | 56,652.24  | 68,075.03                             | 86,711.76                                                              | 98,128.22                                                      | 101,325.16                                                                          | 107,841.32                                                                          |
| 30      | 56,652.24  | 68,075.03                             | 86,711.76                                                              | 98,128.22                                                      | 101,325.16                                                                          | 107,841.32                                                                          |
| 31      | 56,652.24  | 68,075.03                             | 86,711.76                                                              | 98,128.22                                                      | 104,642.27                                                                          | 111,157.38                                                                          |
| 32      | 56,652.24  | 68,075.03                             | 86,711.76                                                              | 98,128.22                                                      | 104,642.27                                                                          | 111,157.38                                                                          |
| 33      | 56,652.24  | 68,075.03                             | 90,029.92                                                              | 101,446.38                                                     | 104,642.27                                                                          | 111,157.38                                                                          |
| 34      | 56,652.24  | 68,075.03                             | 90,029.92                                                              | 101,446.38                                                     | 104,642.27                                                                          | 114,490.30                                                                          |
| 35      | 56,652.24  | 68,075.03                             | 90,029.92                                                              | 101,446.38                                                     | 107,959.38                                                                          | 114,490.30                                                                          |
| 36      | 56,652.24  | 68,075.03                             | 90,029.92                                                              | 101,446.38                                                     | 107,959.38                                                                          | 114,490.30                                                                          |
| 37      | 56,652.24  | 68,075.03                             | 90,029.92                                                              | 101,446.38                                                     | 107,959.38                                                                          | 117,824.27                                                                          |
| 38      | 56,652.24  | 68,075.03                             | 93,343.86                                                              | 104,763.49                                                     | 107,959.38                                                                          | 117,824.27                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
6 period 200 days ACADEMY COORD

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 46,855.14  | 50,135.14                             | 61,852.97                                                              | 62,324.32                                                      | 62,789.19                                                                           | 63,261.62                                                                           |
| 2       | 49,672.43  | 52,951.35                             | 61,927.57                                                              | 62,400.00                                                      | 62,865.95                                                                           | 66,070.27                                                                           |
| 3       | 52,484.32  | 55,762.16                             | 62,000.00                                                              | 62,473.51                                                      | 65,603.24                                                                           | 68,883.24                                                                           |
| 4       | 55,295.14  | 58,575.14                             | 62,075.68                                                              | 65,135.14                                                      | 68,416.22                                                                           | 71,691.89                                                                           |
| 5       | 58,104.86  | 61,387.03                             | 64,665.95                                                              | 67,947.03                                                      | 71,229.19                                                                           | 74,507.03                                                                           |
| 6       | 58,104.86  | 64,195.68                             | 67,478.92                                                              | 70,757.84                                                      | 74,036.76                                                                           | 77,318.92                                                                           |
| 7       | 58,104.86  | 67,007.57                             | 70,292.97                                                              | 73,572.97                                                      | 76,850.81                                                                           | 80,129.73                                                                           |
| 8       | 58,104.86  | 69,820.54                             | 73,104.86                                                              | 76,382.70                                                      | 79,660.54                                                                           | 82,942.70                                                                           |
| 9       | 58,104.86  | 69,820.54                             | 75,912.43                                                              | 79,191.35                                                      | 82,473.51                                                                           | 85,751.35                                                                           |
| 10      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 82,003.24                                                      | 85,284.32                                                                           | 88,567.57                                                                           |
| 11      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 84,817.30                                                      | 88,099.46                                                                           | 91,376.22                                                                           |
| 12      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 87,628.11                                                      | 90,911.35                                                                           | 94,190.27                                                                           |
| 13      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 90,440.00                                                      | 93,717.84                                                                           | 96,996.76                                                                           |
| 14      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 90,440.00                                                      | 93,717.84                                                                           | 96,996.76                                                                           |
| 15      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 90,440.00                                                      | 93,717.84                                                                           | 96,996.76                                                                           |
| 16      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 90,440.00                                                      | 93,717.84                                                                           | 96,996.76                                                                           |
| 17      | 58,104.86  | 69,820.54                             | 78,723.24                                                              | 90,440.00                                                      | 93,717.84                                                                           | 100,403.24                                                                          |
| 18      | 58,104.86  | 69,820.54                             | 82,130.81                                                              | 93,840.00                                                      | 97,118.92                                                                           | 100,403.24                                                                          |
| 19      | 58,104.86  | 69,820.54                             | 82,130.81                                                              | 93,840.00                                                      | 97,118.92                                                                           | 100,403.24                                                                          |
| 20      | 58,104.86  | 69,820.54                             | 82,130.81                                                              | 93,840.00                                                      | 97,118.92                                                                           | 100,403.24                                                                          |
| 21      | 58,104.86  | 69,820.54                             | 82,130.81                                                              | 93,840.00                                                      | 97,118.92                                                                           | 103,804.32                                                                          |
| 22      | 58,104.86  | 69,820.54                             | 82,130.81                                                              | 93,840.00                                                      | 97,118.92                                                                           | 103,804.32                                                                          |
| 23      | 58,104.86  | 69,820.54                             | 85,530.81                                                              | 97,244.32                                                      | 100,523.24                                                                          | 103,804.32                                                                          |
| 24      | 58,104.86  | 69,820.54                             | 85,530.81                                                              | 97,244.32                                                      | 100,523.24                                                                          | 103,804.32                                                                          |
| 25      | 58,104.86  | 69,820.54                             | 85,530.81                                                              | 97,244.32                                                      | 100,523.24                                                                          | 107,205.41                                                                          |
| 26      | 58,104.86  | 69,820.54                             | 85,530.81                                                              | 97,244.32                                                      | 100,523.24                                                                          | 107,205.41                                                                          |
| 27      | 58,104.86  | 69,820.54                             | 85,530.81                                                              | 97,244.32                                                      | 103,923.24                                                                          | 107,205.41                                                                          |
| 28      | 58,104.86  | 69,820.54                             | 88,935.14                                                              | 100,644.32                                                     | 103,923.24                                                                          | 110,606.49                                                                          |
| 29      | 58,104.86  | 69,820.54                             | 88,935.14                                                              | 100,644.32                                                     | 103,923.24                                                                          | 110,606.49                                                                          |
| 30      | 58,104.86  | 69,820.54                             | 88,935.14                                                              | 100,644.32                                                     | 103,923.24                                                                          | 110,606.49                                                                          |
| 31      | 58,104.86  | 69,820.54                             | 88,935.14                                                              | 100,644.32                                                     | 107,325.41                                                                          | 114,007.57                                                                          |
| 32      | 58,104.86  | 69,820.54                             | 88,935.14                                                              | 100,644.32                                                     | 107,325.41                                                                          | 114,007.57                                                                          |
| 33      | 58,104.86  | 69,820.54                             | 92,338.38                                                              | 104,047.57                                                     | 107,325.41                                                                          | 114,007.57                                                                          |
| 34      | 58,104.86  | 69,820.54                             | 92,338.38                                                              | 104,047.57                                                     | 107,325.41                                                                          | 117,425.95                                                                          |
| 35      | 58,104.86  | 69,820.54                             | 92,338.38                                                              | 104,047.57                                                     | 110,727.57                                                                          | 117,425.95                                                                          |
| 36      | 58,104.86  | 69,820.54                             | 92,338.38                                                              | 104,047.57                                                     | 110,727.57                                                                          | 117,425.95                                                                          |
| 37      | 58,104.86  | 69,820.54                             | 92,338.38                                                              | 104,047.57                                                     | 110,727.57                                                                          | 120,845.41                                                                          |
| 38      | 58,104.86  | 69,820.54                             | 95,737.30                                                              | 107,449.73                                                     | 110,727.57                                                                          | 120,845.41                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
6 period 202 days ACADEMY COORD

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 47,323.69  | 50,636.49                             | 62,471.50                                                              | 62,947.57                                                      | 63,417.08                                                                           | 63,894.24                                                                           |
| 2       | 50,169.16  | 53,480.86                             | 62,546.84                                                              | 63,024.00                                                      | 63,494.61                                                                           | 66,730.97                                                                           |
| 3       | 53,009.17  | 56,319.78                             | 62,620.00                                                              | 63,098.25                                                      | 66,259.28                                                                           | 69,572.08                                                                           |
| 4       | 55,848.09  | 59,160.89                             | 62,696.43                                                              | 65,786.49                                                      | 69,100.38                                                                           | 72,408.81                                                                           |
| 5       | 58,685.91  | 62,000.90                             | 65,312.61                                                              | 68,626.50                                                      | 71,941.48                                                                           | 75,252.10                                                                           |
| 6       | 58,685.91  | 64,837.63                             | 68,153.71                                                              | 71,465.42                                                      | 74,777.12                                                                           | 78,092.11                                                                           |
| 7       | 58,685.91  | 67,677.64                             | 70,995.90                                                              | 74,308.70                                                      | 77,619.32                                                                           | 80,931.03                                                                           |
| 8       | 58,685.91  | 70,518.75                             | 73,835.91                                                              | 77,146.53                                                      | 80,457.15                                                                           | 83,772.13                                                                           |
| 9       | 58,685.91  | 70,518.75                             | 76,671.56                                                              | 79,983.26                                                      | 83,298.25                                                                           | 86,608.86                                                                           |
| 10      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 82,823.28                                                      | 86,137.17                                                                           | 89,453.24                                                                           |
| 11      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 85,665.47                                                      | 88,980.45                                                                           | 92,289.98                                                                           |
| 12      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 88,504.39                                                      | 91,820.46                                                                           | 95,132.17                                                                           |
| 13      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 91,344.40                                                      | 94,655.02                                                                           | 97,966.72                                                                           |
| 14      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 91,344.40                                                      | 94,655.02                                                                           | 97,966.72                                                                           |
| 15      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 91,344.40                                                      | 94,655.02                                                                           | 97,966.72                                                                           |
| 16      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 91,344.40                                                      | 94,655.02                                                                           | 97,966.72                                                                           |
| 17      | 58,685.91  | 70,518.75                             | 79,510.48                                                              | 91,344.40                                                      | 94,655.02                                                                           | 101,407.28                                                                          |
| 18      | 58,685.91  | 70,518.75                             | 82,952.12                                                              | 94,778.40                                                      | 98,090.11                                                                           | 101,407.28                                                                          |
| 19      | 58,685.91  | 70,518.75                             | 82,952.12                                                              | 94,778.40                                                      | 98,090.11                                                                           | 101,407.28                                                                          |
| 20      | 58,685.91  | 70,518.75                             | 82,952.12                                                              | 94,778.40                                                      | 98,090.11                                                                           | 101,407.28                                                                          |
| 21      | 58,685.91  | 70,518.75                             | 82,952.12                                                              | 94,778.40                                                      | 98,090.11                                                                           | 104,842.37                                                                          |
| 22      | 58,685.91  | 70,518.75                             | 82,952.12                                                              | 94,778.40                                                      | 98,090.11                                                                           | 104,842.37                                                                          |
| 23      | 58,685.91  | 70,518.75                             | 86,386.12                                                              | 98,216.77                                                      | 101,528.48                                                                          | 104,842.37                                                                          |
| 24      | 58,685.91  | 70,518.75                             | 86,386.12                                                              | 98,216.77                                                      | 101,528.48                                                                          | 104,842.37                                                                          |
| 25      | 58,685.91  | 70,518.75                             | 86,386.12                                                              | 98,216.77                                                      | 101,528.48                                                                          | 108,277.46                                                                          |
| 26      | 58,685.91  | 70,518.75                             | 86,386.12                                                              | 98,216.77                                                      | 101,528.48                                                                          | 108,277.46                                                                          |
| 27      | 58,685.91  | 70,518.75                             | 86,386.12                                                              | 98,216.77                                                      | 104,962.48                                                                          | 108,277.46                                                                          |
| 28      | 58,685.91  | 70,518.75                             | 89,824.49                                                              | 101,650.77                                                     | 104,962.48                                                                          | 111,712.55                                                                          |
| 29      | 58,685.91  | 70,518.75                             | 89,824.49                                                              | 101,650.77                                                     | 104,962.48                                                                          | 111,712.55                                                                          |
| 30      | 58,685.91  | 70,518.75                             | 89,824.49                                                              | 101,650.77                                                     | 104,962.48                                                                          | 111,712.55                                                                          |
| 31      | 58,685.91  | 70,518.75                             | 89,824.49                                                              | 101,650.77                                                     | 108,398.66                                                                          | 115,147.64                                                                          |
| 32      | 58,685.91  | 70,518.75                             | 89,824.49                                                              | 101,650.77                                                     | 108,398.66                                                                          | 115,147.64                                                                          |
| 33      | 58,685.91  | 70,518.75                             | 93,261.76                                                              | 105,088.04                                                     | 108,398.66                                                                          | 115,147.64                                                                          |
| 34      | 58,685.91  | 70,518.75                             | 93,261.76                                                              | 105,088.04                                                     | 108,398.66                                                                          | 118,600.21                                                                          |
| 35      | 58,685.91  | 70,518.75                             | 93,261.76                                                              | 105,088.04                                                     | 111,834.84                                                                          | 118,600.21                                                                          |
| 36      | 58,685.91  | 70,518.75                             | 93,261.76                                                              | 105,088.04                                                     | 111,834.84                                                                          | 118,600.21                                                                          |
| 37      | 58,685.91  | 70,518.75                             | 93,261.76                                                              | 105,088.04                                                     | 111,834.84                                                                          | 122,053.86                                                                          |
| 38      | 58,685.91  | 70,518.75                             | 96,694.67                                                              | 108,524.23                                                     | 111,834.84                                                                          | 122,053.86                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 190 Activities Director PHS

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 44,512.38  | 47,628.38                             | 58,760.32                                                              | 59,208.11                                                      | 59,649.73                                                                           | 60,098.54                                                                           |
| 2       | 47,188.81  | 50,303.78                             | 58,831.19                                                              | 59,280.00                                                      | 59,722.65                                                                           | 62,766.76                                                                           |
| 3       | 49,860.11  | 52,974.05                             | 58,900.00                                                              | 59,349.84                                                      | 62,323.08                                                                           | 65,439.08                                                                           |
| 4       | 52,530.38  | 55,646.38                             | 58,971.89                                                              | 61,878.38                                                      | 64,995.41                                                                           | 68,107.30                                                                           |
| 5       | 55,199.62  | 58,317.68                             | 61,432.65                                                              | 64,549.68                                                      | 67,667.73                                                                           | 70,781.68                                                                           |
| 6       | 55,199.62  | 60,985.89                             | 64,104.97                                                              | 67,219.95                                                      | 70,334.92                                                                           | 73,452.97                                                                           |
| 7       | 55,199.62  | 63,657.19                             | 66,778.32                                                              | 69,894.32                                                      | 73,008.27                                                                           | 76,123.24                                                                           |
| 8       | 55,199.62  | 66,329.51                             | 69,449.62                                                              | 72,563.57                                                      | 75,677.51                                                                           | 78,795.57                                                                           |
| 9       | 55,199.62  | 66,329.51                             | 72,116.81                                                              | 75,231.78                                                      | 78,349.84                                                                           | 81,463.78                                                                           |
| 10      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 77,903.08                                                      | 81,020.11                                                                           | 84,139.19                                                                           |
| 11      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 80,576.43                                                      | 83,694.49                                                                           | 86,807.41                                                                           |
| 12      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 83,246.70                                                      | 86,365.78                                                                           | 89,480.76                                                                           |
| 13      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 85,918.00                                                      | 89,031.95                                                                           | 92,146.92                                                                           |
| 14      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 85,918.00                                                      | 89,031.95                                                                           | 92,146.92                                                                           |
| 15      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 85,918.00                                                      | 89,031.95                                                                           | 92,146.92                                                                           |
| 16      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 85,918.00                                                      | 89,031.95                                                                           | 92,146.92                                                                           |
| 17      | 55,199.62  | 66,329.51                             | 74,787.08                                                              | 85,918.00                                                      | 89,031.95                                                                           | 95,383.08                                                                           |
| 18      | 55,199.62  | 66,329.51                             | 78,024.27                                                              | 89,148.00                                                      | 92,262.97                                                                           | 95,383.08                                                                           |
| 19      | 55,199.62  | 66,329.51                             | 78,024.27                                                              | 89,148.00                                                      | 92,262.97                                                                           | 95,383.08                                                                           |
| 20      | 55,199.62  | 66,329.51                             | 78,024.27                                                              | 89,148.00                                                      | 92,262.97                                                                           | 95,383.08                                                                           |
| 21      | 55,199.62  | 66,329.51                             | 78,024.27                                                              | 89,148.00                                                      | 92,262.97                                                                           | 98,614.11                                                                           |
| 22      | 55,199.62  | 66,329.51                             | 78,024.27                                                              | 89,148.00                                                      | 92,262.97                                                                           | 98,614.11                                                                           |
| 23      | 55,199.62  | 66,329.51                             | 81,254.27                                                              | 92,382.11                                                      | 95,497.08                                                                           | 98,614.11                                                                           |
| 24      | 55,199.62  | 66,329.51                             | 81,254.27                                                              | 92,382.11                                                      | 95,497.08                                                                           | 98,614.11                                                                           |
| 25      | 55,199.62  | 66,329.51                             | 81,254.27                                                              | 92,382.11                                                      | 95,497.08                                                                           | 101,845.14                                                                          |
| 26      | 55,199.62  | 66,329.51                             | 81,254.27                                                              | 92,382.11                                                      | 95,497.08                                                                           | 101,845.14                                                                          |
| 27      | 55,199.62  | 66,329.51                             | 81,254.27                                                              | 92,382.11                                                      | 98,727.08                                                                           | 101,845.14                                                                          |
| 28      | 55,199.62  | 66,329.51                             | 84,488.38                                                              | 95,612.11                                                      | 98,727.08                                                                           | 105,076.16                                                                          |
| 29      | 55,199.62  | 66,329.51                             | 84,488.38                                                              | 95,612.11                                                      | 98,727.08                                                                           | 105,076.16                                                                          |
| 30      | 55,199.62  | 66,329.51                             | 84,488.38                                                              | 95,612.11                                                      | 98,727.08                                                                           | 105,076.16                                                                          |
| 31      | 55,199.62  | 66,329.51                             | 84,488.38                                                              | 95,612.11                                                      | 101,959.14                                                                          | 108,307.19                                                                          |
| 32      | 55,199.62  | 66,329.51                             | 84,488.38                                                              | 95,612.11                                                      | 101,959.14                                                                          | 108,307.19                                                                          |
| 33      | 55,199.62  | 66,329.51                             | 87,721.46                                                              | 98,845.19                                                      | 101,959.14                                                                          | 108,307.19                                                                          |
| 34      | 55,199.62  | 66,329.51                             | 87,721.46                                                              | 98,845.19                                                      | 101,959.14                                                                          | 111,554.65                                                                          |
| 35      | 55,199.62  | 66,329.51                             | 87,721.46                                                              | 98,845.19                                                      | 105,191.19                                                                          | 111,554.65                                                                          |
| 36      | 55,199.62  | 66,329.51                             | 87,721.46                                                              | 98,845.19                                                      | 105,191.19                                                                          | 111,554.65                                                                          |
| 37      | 55,199.62  | 66,329.51                             | 87,721.46                                                              | 98,845.19                                                      | 105,191.19                                                                          | 114,803.14                                                                          |
| 38      | 55,199.62  | 66,329.51                             | 90,950.43                                                              | 102,077.24                                                     | 105,191.19                                                                          | 114,803.14                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |



**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
200 days NURSE (2%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 47,792.24  | 51,137.84                             | 63,090.03                                                              | 63,570.81                                                      | 64,044.97                                                                           | 64,526.85                                                                           |
| 2       | 50,665.88  | 54,010.38                             | 63,166.12                                                              | 63,648.00                                                      | 64,123.26                                                                           | 67,391.68                                                                           |
| 3       | 53,534.01  | 56,877.41                             | 63,240.00                                                              | 63,722.98                                                      | 66,915.31                                                                           | 70,260.91                                                                           |
| 4       | 56,401.04  | 59,746.64                             | 63,317.19                                                              | 66,437.84                                                      | 69,784.54                                                                           | 73,125.73                                                                           |
| 5       | 59,266.96  | 62,614.77                             | 65,959.26                                                              | 69,305.97                                                      | 72,653.77                                                                           | 75,997.17                                                                           |
| 6       | 59,266.96  | 65,479.59                             | 68,828.50                                                              | 72,172.99                                                      | 75,517.49                                                                           | 78,865.30                                                                           |
| 7       | 59,266.96  | 68,347.72                             | 71,698.83                                                              | 75,044.43                                                      | 78,387.83                                                                           | 81,732.32                                                                           |
| 8       | 59,266.96  | 71,216.95                             | 74,566.96                                                              | 77,910.36                                                      | 81,253.75                                                                           | 84,601.56                                                                           |
| 9       | 59,266.96  | 71,216.95                             | 77,430.68                                                              | 80,775.18                                                      | 84,122.98                                                                           | 87,466.38                                                                           |
| 10      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 83,643.31                                                      | 86,990.01                                                                           | 90,338.92                                                                           |
| 11      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 86,513.64                                                      | 89,861.45                                                                           | 93,203.74                                                                           |
| 12      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 89,380.67                                                      | 92,729.58                                                                           | 96,074.08                                                                           |
| 13      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 14      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 15      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 16      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 17      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 102,411.31                                                                          |
| 18      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 19      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 20      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 21      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 105,880.41                                                                          |
| 22      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 105,880.41                                                                          |
| 23      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 105,880.41                                                                          |
| 24      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 105,880.41                                                                          |
| 25      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 109,349.51                                                                          |
| 26      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 109,349.51                                                                          |
| 27      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 106,001.71                                                                          | 109,349.51                                                                          |
| 28      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 29      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 30      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 31      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 32      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 33      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 34      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 109,471.91                                                                          | 119,774.46                                                                          |
| 35      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 119,774.46                                                                          |
| 36      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 119,774.46                                                                          |
| 37      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 123,262.31                                                                          |
| 38      | 59,266.96  | 71,216.95                             | 97,652.04                                                              | 109,598.72                                                     | 112,942.12                                                                          | 123,262.31                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
200 days NURSE (4%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 48,729.34  | 52,140.54                             | 64,327.09                                                              | 64,817.30                                                      | 65,300.76                                                                           | 65,792.09                                                                           |
| 2       | 51,659.33  | 55,069.41                             | 64,404.67                                                              | 64,896.00                                                      | 65,380.58                                                                           | 68,713.08                                                                           |
| 3       | 54,583.70  | 57,992.65                             | 64,480.00                                                              | 64,972.45                                                      | 68,227.37                                                                           | 71,638.57                                                                           |
| 4       | 57,506.94  | 60,918.14                             | 64,558.70                                                              | 67,740.54                                                      | 71,152.86                                                                           | 74,559.57                                                                           |
| 5       | 60,429.06  | 63,842.51                             | 67,252.58                                                              | 70,664.91                                                      | 74,078.36                                                                           | 77,487.31                                                                           |
| 6       | 60,429.06  | 66,763.50                             | 70,178.08                                                              | 73,588.15                                                      | 76,998.23                                                                           | 80,411.68                                                                           |
| 7       | 60,429.06  | 69,687.87                             | 73,104.69                                                              | 76,515.89                                                      | 79,924.84                                                                           | 83,334.92                                                                           |
| 8       | 60,429.06  | 72,613.36                             | 76,029.06                                                              | 79,438.01                                                      | 82,846.96                                                                           | 86,260.41                                                                           |
| 9       | 60,429.06  | 72,613.36                             | 78,948.93                                                              | 82,359.01                                                      | 85,772.45                                                                           | 89,181.41                                                                           |
| 10      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 85,283.37                                                      | 88,695.70                                                                           | 92,110.27                                                                           |
| 11      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 88,209.99                                                      | 91,623.44                                                                           | 95,031.26                                                                           |
| 12      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 91,133.23                                                      | 94,547.81                                                                           | 97,957.88                                                                           |
| 13      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 14      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 15      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 16      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 17      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 104,419.37                                                                          |
| 18      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 19      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 20      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 21      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 107,956.50                                                                          |
| 22      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 107,956.50                                                                          |
| 23      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 107,956.50                                                                          |
| 24      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 107,956.50                                                                          |
| 25      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 111,493.62                                                                          |
| 26      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 111,493.62                                                                          |
| 27      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 108,080.17                                                                          | 111,493.62                                                                          |
| 28      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 29      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 30      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 31      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 32      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 33      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 34      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 111,618.42                                                                          | 122,122.98                                                                          |
| 35      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 122,122.98                                                                          |
| 36      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 122,122.98                                                                          |
| 37      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 125,679.22                                                                          |
| 38      | 60,429.06  | 72,613.36                             | 99,566.79                                                              | 111,747.72                                                     | 115,156.67                                                                          | 125,679.22                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |



**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
200 days NURSE (6%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 49,666.44  | 53,143.24                             | 65,564.15                                                              | 66,063.78                                                      | 66,556.54                                                                           | 67,057.32                                                                           |
| 2       | 52,652.78  | 56,128.43                             | 65,643.22                                                              | 66,144.00                                                      | 66,637.90                                                                           | 70,034.49                                                                           |
| 3       | 55,633.38  | 59,107.89                             | 65,720.00                                                              | 66,221.92                                                      | 69,539.44                                                                           | 73,016.24                                                                           |
| 4       | 58,612.84  | 62,089.64                             | 65,800.22                                                              | 69,043.24                                                      | 72,521.19                                                                           | 75,993.41                                                                           |
| 5       | 61,591.16  | 65,070.25                             | 68,545.90                                                              | 72,023.85                                                      | 75,502.94                                                                           | 78,977.45                                                                           |
| 6       | 61,591.16  | 68,047.42                             | 71,527.65                                                              | 75,003.31                                                      | 78,478.96                                                                           | 81,958.05                                                                           |
| 7       | 61,591.16  | 71,028.02                             | 74,510.55                                                              | 77,987.35                                                      | 81,461.86                                                                           | 84,937.51                                                                           |
| 8       | 61,591.16  | 74,009.77                             | 77,491.16                                                              | 80,965.66                                                      | 84,440.17                                                                           | 87,919.26                                                                           |
| 9       | 61,591.16  | 74,009.77                             | 80,467.18                                                              | 83,942.83                                                      | 87,421.92                                                                           | 90,896.43                                                                           |
| 10      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 86,923.44                                                      | 90,401.38                                                                           | 93,881.62                                                                           |
| 11      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 89,906.34                                                      | 93,385.43                                                                           | 96,858.79                                                                           |
| 12      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 92,885.79                                                      | 96,366.03                                                                           | 99,841.69                                                                           |
| 13      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 14      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 15      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 16      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 17      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 106,427.44                                                                          |
| 18      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 19      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 20      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 21      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 110,032.58                                                                          |
| 22      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 110,032.58                                                                          |
| 23      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 110,032.58                                                                          |
| 24      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 110,032.58                                                                          |
| 25      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 113,637.73                                                                          |
| 26      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 113,637.73                                                                          |
| 27      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 110,158.64                                                                          | 113,637.73                                                                          |
| 28      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 29      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 30      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 31      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 32      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 33      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 34      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 113,764.93                                                                          | 124,471.50                                                                          |
| 35      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 124,471.50                                                                          |
| 36      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 124,471.50                                                                          |
| 37      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 128,096.13                                                                          |
| 38      | 61,591.16  | 74,009.77                             | 101,481.54                                                             | 113,896.71                                                     | 117,371.22                                                                          | 128,096.13                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 205 Ag Teacher

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 48,026.51  | 51,388.51                             | 63,399.30                                                              | 63,882.43                                                      | 64,358.92                                                                           | 64,843.16                                                                           |
| 2       | 50,914.24  | 54,275.14                             | 63,475.76                                                              | 63,960.00                                                      | 64,437.59                                                                           | 67,722.03                                                                           |
| 3       | 53,796.43  | 57,156.22                             | 63,550.00                                                              | 64,035.35                                                      | 67,243.32                                                                           | 70,605.32                                                                           |
| 4       | 56,677.51  | 60,039.51                             | 63,627.57                                                              | 66,763.51                                                      | 70,126.62                                                                           | 73,484.19                                                                           |
| 5       | 59,557.49  | 62,921.70                             | 66,282.59                                                              | 69,645.70                                                      | 73,009.92                                                                           | 76,369.70                                                                           |
| 6       | 59,557.49  | 65,800.57                             | 69,165.89                                                              | 72,526.78                                                      | 75,887.68                                                                           | 79,251.89                                                                           |
| 7       | 59,557.49  | 68,682.76                             | 72,050.30                                                              | 75,412.30                                                      | 78,772.08                                                                           | 82,132.97                                                                           |
| 8       | 59,557.49  | 71,566.05                             | 74,932.49                                                              | 78,292.27                                                      | 81,652.05                                                                           | 85,016.27                                                                           |
| 9       | 59,557.49  | 71,566.05                             | 77,810.24                                                              | 81,171.14                                                      | 84,535.35                                                                           | 87,895.14                                                                           |
| 10      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 84,053.32                                                      | 87,416.43                                                                           | 90,781.76                                                                           |
| 11      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 86,937.73                                                      | 90,301.95                                                                           | 93,660.62                                                                           |
| 12      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 89,818.81                                                      | 93,184.14                                                                           | 96,545.03                                                                           |
| 13      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 92,701.00                                                      | 96,060.78                                                                           | 99,421.68                                                                           |
| 14      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 92,701.00                                                      | 96,060.78                                                                           | 99,421.68                                                                           |
| 15      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 92,701.00                                                      | 96,060.78                                                                           | 99,421.68                                                                           |
| 16      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 92,701.00                                                      | 96,060.78                                                                           | 99,421.68                                                                           |
| 17      | 59,557.49  | 71,566.05                             | 80,691.32                                                              | 92,701.00                                                      | 96,060.78                                                                           | 102,913.32                                                                          |
| 18      | 59,557.49  | 71,566.05                             | 84,184.08                                                              | 96,186.00                                                      | 99,546.89                                                                           | 102,913.32                                                                          |
| 19      | 59,557.49  | 71,566.05                             | 84,184.08                                                              | 96,186.00                                                      | 99,546.89                                                                           | 102,913.32                                                                          |
| 20      | 59,557.49  | 71,566.05                             | 84,184.08                                                              | 96,186.00                                                      | 99,546.89                                                                           | 102,913.32                                                                          |
| 21      | 59,557.49  | 71,566.05                             | 84,184.08                                                              | 96,186.00                                                      | 99,546.89                                                                           | 106,399.43                                                                          |
| 22      | 59,557.49  | 71,566.05                             | 84,184.08                                                              | 96,186.00                                                      | 99,546.89                                                                           | 106,399.43                                                                          |
| 23      | 59,557.49  | 71,566.05                             | 87,669.08                                                              | 99,675.43                                                      | 103,036.32                                                                          | 106,399.43                                                                          |
| 24      | 59,557.49  | 71,566.05                             | 87,669.08                                                              | 99,675.43                                                      | 103,036.32                                                                          | 106,399.43                                                                          |
| 25      | 59,557.49  | 71,566.05                             | 87,669.08                                                              | 99,675.43                                                      | 103,036.32                                                                          | 109,885.54                                                                          |
| 26      | 59,557.49  | 71,566.05                             | 87,669.08                                                              | 99,675.43                                                      | 103,036.32                                                                          | 109,885.54                                                                          |
| 27      | 59,557.49  | 71,566.05                             | 87,669.08                                                              | 99,675.43                                                      | 106,521.32                                                                          | 109,885.54                                                                          |
| 28      | 59,557.49  | 71,566.05                             | 91,158.51                                                              | 103,160.43                                                     | 106,521.32                                                                          | 113,371.65                                                                          |
| 29      | 59,557.49  | 71,566.05                             | 91,158.51                                                              | 103,160.43                                                     | 106,521.32                                                                          | 113,371.65                                                                          |
| 30      | 59,557.49  | 71,566.05                             | 91,158.51                                                              | 103,160.43                                                     | 106,521.32                                                                          | 113,371.65                                                                          |
| 31      | 59,557.49  | 71,566.05                             | 91,158.51                                                              | 103,160.43                                                     | 110,008.54                                                                          | 116,857.76                                                                          |
| 32      | 59,557.49  | 71,566.05                             | 91,158.51                                                              | 103,160.43                                                     | 110,008.54                                                                          | 116,857.76                                                                          |
| 33      | 59,557.49  | 71,566.05                             | 94,646.84                                                              | 106,648.76                                                     | 110,008.54                                                                          | 116,857.76                                                                          |
| 34      | 59,557.49  | 71,566.05                             | 94,646.84                                                              | 106,648.76                                                     | 110,008.54                                                                          | 120,361.59                                                                          |
| 35      | 59,557.49  | 71,566.05                             | 94,646.84                                                              | 106,648.76                                                     | 113,495.76                                                                          | 120,361.59                                                                          |
| 36      | 59,557.49  | 71,566.05                             | 94,646.84                                                              | 106,648.76                                                     | 113,495.76                                                                          | 120,361.59                                                                          |
| 37      | 59,557.49  | 71,566.05                             | 94,646.84                                                              | 106,648.76                                                     | 113,495.76                                                                          | 123,866.54                                                                          |
| 38      | 59,557.49  | 71,566.05                             | 98,130.73                                                              | 110,135.97                                                     | 113,495.76                                                                          | 123,866.54                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 215 Adult Ed Coord Tech

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 50,369.27  | 53,895.27                             | 66,491.95                                                              | 66,998.65                                                      | 67,498.38                                                                           | 68,006.24                                                                           |
| 2       | 53,397.86  | 56,922.70                             | 66,572.14                                                              | 67,080.00                                                      | 67,580.89                                                                           | 71,025.54                                                                           |
| 3       | 56,420.65  | 59,944.32                             | 66,650.00                                                              | 67,159.03                                                      | 70,523.49                                                                           | 74,049.49                                                                           |
| 4       | 59,442.27  | 62,968.27                             | 66,731.35                                                              | 70,020.27                                                      | 73,547.43                                                                           | 77,068.78                                                                           |
| 5       | 62,462.73  | 65,991.05                             | 69,515.89                                                              | 73,043.05                                                      | 76,571.38                                                                           | 80,095.05                                                                           |
| 6       | 62,462.73  | 69,010.35                             | 72,539.84                                                              | 76,064.68                                                      | 79,589.51                                                                           | 83,117.84                                                                           |
| 7       | 62,462.73  | 72,033.14                             | 75,564.95                                                              | 79,090.95                                                      | 82,614.62                                                                           | 86,139.46                                                                           |
| 8       | 62,462.73  | 75,057.08                             | 78,587.73                                                              | 82,111.41                                                      | 85,635.08                                                                           | 89,163.41                                                                           |
| 9       | 62,462.73  | 75,057.08                             | 81,605.86                                                              | 85,130.70                                                      | 88,659.03                                                                           | 92,182.70                                                                           |
| 10      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 88,153.49                                                      | 91,680.65                                                                           | 95,210.14                                                                           |
| 11      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 91,178.59                                                      | 94,706.92                                                                           | 98,229.43                                                                           |
| 12      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 94,200.22                                                      | 97,729.70                                                                           | 101,254.54                                                                          |
| 13      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 97,223.00                                                      | 100,746.68                                                                          | 104,271.51                                                                          |
| 14      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 97,223.00                                                      | 100,746.68                                                                          | 104,271.51                                                                          |
| 15      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 97,223.00                                                      | 100,746.68                                                                          | 104,271.51                                                                          |
| 16      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 97,223.00                                                      | 100,746.68                                                                          | 104,271.51                                                                          |
| 17      | 62,462.73  | 75,057.08                             | 84,627.49                                                              | 97,223.00                                                      | 100,746.68                                                                          | 107,933.49                                                                          |
| 18      | 62,462.73  | 75,057.08                             | 88,290.62                                                              | 100,878.00                                                     | 104,402.84                                                                          | 107,933.49                                                                          |
| 19      | 62,462.73  | 75,057.08                             | 88,290.62                                                              | 100,878.00                                                     | 104,402.84                                                                          | 107,933.49                                                                          |
| 20      | 62,462.73  | 75,057.08                             | 88,290.62                                                              | 100,878.00                                                     | 104,402.84                                                                          | 107,933.49                                                                          |
| 21      | 62,462.73  | 75,057.08                             | 88,290.62                                                              | 100,878.00                                                     | 104,402.84                                                                          | 111,589.65                                                                          |
| 22      | 62,462.73  | 75,057.08                             | 88,290.62                                                              | 100,878.00                                                     | 104,402.84                                                                          | 111,589.65                                                                          |
| 23      | 62,462.73  | 75,057.08                             | 91,945.62                                                              | 104,537.65                                                     | 108,062.49                                                                          | 111,589.65                                                                          |
| 24      | 62,462.73  | 75,057.08                             | 91,945.62                                                              | 104,537.65                                                     | 108,062.49                                                                          | 111,589.65                                                                          |
| 25      | 62,462.73  | 75,057.08                             | 91,945.62                                                              | 104,537.65                                                     | 108,062.49                                                                          | 115,245.81                                                                          |
| 26      | 62,462.73  | 75,057.08                             | 91,945.62                                                              | 104,537.65                                                     | 108,062.49                                                                          | 115,245.81                                                                          |
| 27      | 62,462.73  | 75,057.08                             | 91,945.62                                                              | 104,537.65                                                     | 111,717.49                                                                          | 115,245.81                                                                          |
| 28      | 62,462.73  | 75,057.08                             | 95,605.27                                                              | 108,192.65                                                     | 111,717.49                                                                          | 118,901.97                                                                          |
| 29      | 62,462.73  | 75,057.08                             | 95,605.27                                                              | 108,192.65                                                     | 111,717.49                                                                          | 118,901.97                                                                          |
| 30      | 62,462.73  | 75,057.08                             | 95,605.27                                                              | 108,192.65                                                     | 111,717.49                                                                          | 118,901.97                                                                          |
| 31      | 62,462.73  | 75,057.08                             | 95,605.27                                                              | 108,192.65                                                     | 115,374.81                                                                          | 122,558.14                                                                          |
| 32      | 62,462.73  | 75,057.08                             | 95,605.27                                                              | 108,192.65                                                     | 115,374.81                                                                          | 122,558.14                                                                          |
| 33      | 62,462.73  | 75,057.08                             | 99,263.76                                                              | 111,851.14                                                     | 115,374.81                                                                          | 122,558.14                                                                          |
| 34      | 62,462.73  | 75,057.08                             | 99,263.76                                                              | 111,851.14                                                     | 115,374.81                                                                          | 126,232.89                                                                          |
| 35      | 62,462.73  | 75,057.08                             | 99,263.76                                                              | 111,851.14                                                     | 119,032.14                                                                          | 126,232.89                                                                          |
| 36      | 62,462.73  | 75,057.08                             | 99,263.76                                                              | 111,851.14                                                     | 119,032.14                                                                          | 126,232.89                                                                          |
| 37      | 62,462.73  | 75,057.08                             | 99,263.76                                                              | 111,851.14                                                     | 119,032.14                                                                          | 129,908.81                                                                          |
| 38      | 62,462.73  | 75,057.08                             | 102,917.59                                                             | 115,508.46                                                     | 119,032.14                                                                          | 129,908.81                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 198 days WORK EXPERIENCE (6%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 49,169.78  | 52,611.81                             | 64,908.51                                                              | 65,403.15                                                      | 65,890.98                                                                           | 66,386.75                                                                           |
| 2       | 52,126.25  | 55,567.15                             | 64,986.79                                                              | 65,482.56                                                      | 65,971.52                                                                           | 69,334.14                                                                           |
| 3       | 55,077.05  | 58,516.81                             | 65,062.80                                                              | 65,559.71                                                      | 68,844.04                                                                           | 72,286.08                                                                           |
| 4       | 58,026.71  | 61,468.75                             | 65,142.21                                                              | 68,352.81                                                      | 71,795.98                                                                           | 75,233.47                                                                           |
| 5       | 60,975.25  | 64,419.55                             | 67,860.44                                                              | 71,303.61                                                      | 74,747.91                                                                           | 78,187.67                                                                           |
| 6       | 60,975.25  | 67,366.94                             | 70,812.38                                                              | 74,253.28                                                      | 77,694.17                                                                           | 81,138.47                                                                           |
| 7       | 60,975.25  | 70,317.74                             | 73,765.45                                                              | 77,207.48                                                      | 80,647.24                                                                           | 84,088.14                                                                           |
| 8       | 60,975.25  | 73,269.68                             | 76,716.25                                                              | 80,156.01                                                      | 83,595.77                                                                           | 87,040.07                                                                           |
| 9       | 60,975.25  | 73,269.68                             | 79,662.51                                                              | 83,103.40                                                      | 86,547.71                                                                           | 89,987.47                                                                           |
| 10      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 86,054.20                                                      | 89,497.37                                                                           | 92,942.81                                                                           |
| 11      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 89,007.27                                                      | 92,451.57                                                                           | 95,890.20                                                                           |
| 12      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 91,956.94                                                      | 95,402.37                                                                           | 98,843.27                                                                           |
| 13      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 94,907.74                                                      | 98,347.50                                                                           | 101,788.40                                                                          |
| 14      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 94,907.74                                                      | 98,347.50                                                                           | 101,788.40                                                                          |
| 15      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 94,907.74                                                      | 98,347.50                                                                           | 101,788.40                                                                          |
| 16      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 94,907.74                                                      | 98,347.50                                                                           | 101,788.40                                                                          |
| 17      | 60,975.25  | 73,269.68                             | 82,612.17                                                              | 94,907.74                                                      | 98,347.50                                                                           | 105,363.16                                                                          |
| 18      | 60,975.25  | 73,269.68                             | 86,188.07                                                              | 98,475.70                                                      | 101,916.59                                                                          | 105,363.16                                                                          |
| 19      | 60,975.25  | 73,269.68                             | 86,188.07                                                              | 98,475.70                                                      | 101,916.59                                                                          | 105,363.16                                                                          |
| 20      | 60,975.25  | 73,269.68                             | 86,188.07                                                              | 98,475.70                                                      | 101,916.59                                                                          | 105,363.16                                                                          |
| 21      | 60,975.25  | 73,269.68                             | 86,188.07                                                              | 98,475.70                                                      | 101,916.59                                                                          | 108,932.26                                                                          |
| 22      | 60,975.25  | 73,269.68                             | 86,188.07                                                              | 98,475.70                                                      | 101,916.59                                                                          | 108,932.26                                                                          |
| 23      | 60,975.25  | 73,269.68                             | 89,756.03                                                              | 102,048.19                                                     | 105,489.09                                                                          | 108,932.26                                                                          |
| 24      | 60,975.25  | 73,269.68                             | 89,756.03                                                              | 102,048.19                                                     | 105,489.09                                                                          | 108,932.26                                                                          |
| 25      | 60,975.25  | 73,269.68                             | 89,756.03                                                              | 102,048.19                                                     | 105,489.09                                                                          | 112,501.35                                                                          |
| 26      | 60,975.25  | 73,269.68                             | 89,756.03                                                              | 102,048.19                                                     | 105,489.09                                                                          | 112,501.35                                                                          |
| 27      | 60,975.25  | 73,269.68                             | 89,756.03                                                              | 102,048.19                                                     | 109,057.05                                                                          | 112,501.35                                                                          |
| 28      | 60,975.25  | 73,269.68                             | 93,328.53                                                              | 105,616.15                                                     | 109,057.05                                                                          | 116,070.45                                                                          |
| 29      | 60,975.25  | 73,269.68                             | 93,328.53                                                              | 105,616.15                                                     | 109,057.05                                                                          | 116,070.45                                                                          |
| 30      | 60,975.25  | 73,269.68                             | 93,328.53                                                              | 105,616.15                                                     | 109,057.05                                                                          | 116,070.45                                                                          |
| 31      | 60,975.25  | 73,269.68                             | 93,328.53                                                              | 105,616.15                                                     | 112,627.28                                                                          | 119,639.54                                                                          |
| 32      | 60,975.25  | 73,269.68                             | 93,328.53                                                              | 105,616.15                                                     | 112,627.28                                                                          | 119,639.54                                                                          |
| 33      | 60,975.25  | 73,269.68                             | 96,899.89                                                              | 109,187.52                                                     | 112,627.28                                                                          | 119,639.54                                                                          |
| 34      | 60,975.25  | 73,269.68                             | 96,899.89                                                              | 109,187.52                                                     | 112,627.28                                                                          | 123,226.79                                                                          |
| 35      | 60,975.25  | 73,269.68                             | 96,899.89                                                              | 109,187.52                                                     | 116,197.51                                                                          | 123,226.79                                                                          |
| 36      | 60,975.25  | 73,269.68                             | 96,899.89                                                              | 109,187.52                                                     | 116,197.51                                                                          | 123,226.79                                                                          |
| 37      | 60,975.25  | 73,269.68                             | 96,899.89                                                              | 109,187.52                                                     | 116,197.51                                                                          | 126,815.17                                                                          |
| 38      | 60,975.25  | 73,269.68                             | 100,466.72                                                             | 112,757.75                                                     | 116,197.51                                                                          | 126,815.17                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

## CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 198 days ATHLETIC DIRECTOR

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 46,386.58  | 49,633.78                             | 61,234.44                                                              | 61,701.08                                                      | 62,161.30                                                                           | 62,629.01                                                                           |
| 2       | 49,175.71  | 52,421.84                             | 61,308.29                                                              | 61,776.00                                                      | 62,237.29                                                                           | 65,409.57                                                                           |
| 3       | 51,959.48  | 55,204.54                             | 61,380.00                                                              | 61,848.78                                                      | 64,947.21                                                                           | 68,194.41                                                                           |
| 4       | 54,742.18  | 57,989.38                             | 61,454.92                                                              | 64,483.78                                                      | 67,732.05                                                                           | 70,974.97                                                                           |
| 5       | 57,523.82  | 60,773.16                             | 64,019.29                                                              | 67,267.56                                                      | 70,516.90                                                                           | 73,761.96                                                                           |
| 6       | 57,523.82  | 63,553.72                             | 66,804.13                                                              | 70,050.26                                                      | 73,296.39                                                                           | 76,545.73                                                                           |
| 7       | 57,523.82  | 66,337.49                             | 69,590.04                                                              | 72,837.24                                                      | 76,082.30                                                                           | 79,328.43                                                                           |
| 8       | 57,523.82  | 69,122.34                             | 72,373.82                                                              | 75,618.88                                                      | 78,863.94                                                                           | 82,113.28                                                                           |
| 9       | 57,523.82  | 69,122.34                             | 75,153.31                                                              | 78,399.44                                                      | 81,648.78                                                                           | 84,893.84                                                                           |
| 10      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 81,183.21                                                      | 84,431.48                                                                           | 87,681.89                                                                           |
| 11      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 83,969.12                                                      | 87,218.46                                                                           | 90,462.45                                                                           |
| 12      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 86,751.83                                                      | 90,002.24                                                                           | 93,248.37                                                                           |
| 13      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 89,535.60                                                      | 92,780.66                                                                           | 96,026.79                                                                           |
| 14      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 89,535.60                                                      | 92,780.66                                                                           | 96,026.79                                                                           |
| 15      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 89,535.60                                                      | 92,780.66                                                                           | 96,026.79                                                                           |
| 16      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 89,535.60                                                      | 92,780.66                                                                           | 96,026.79                                                                           |
| 17      | 57,523.82  | 69,122.34                             | 77,936.01                                                              | 89,535.60                                                      | 92,780.66                                                                           | 99,399.21                                                                           |
| 18      | 57,523.82  | 69,122.34                             | 81,309.50                                                              | 92,901.60                                                      | 96,147.73                                                                           | 99,399.21                                                                           |
| 19      | 57,523.82  | 69,122.34                             | 81,309.50                                                              | 92,901.60                                                      | 96,147.73                                                                           | 99,399.21                                                                           |
| 20      | 57,523.82  | 69,122.34                             | 81,309.50                                                              | 92,901.60                                                      | 96,147.73                                                                           | 99,399.21                                                                           |
| 21      | 57,523.82  | 69,122.34                             | 81,309.50                                                              | 92,901.60                                                      | 96,147.73                                                                           | 102,766.28                                                                          |
| 22      | 57,523.82  | 69,122.34                             | 81,309.50                                                              | 92,901.60                                                      | 96,147.73                                                                           | 102,766.28                                                                          |
| 23      | 57,523.82  | 69,122.34                             | 84,675.50                                                              | 96,271.88                                                      | 99,518.01                                                                           | 102,766.28                                                                          |
| 24      | 57,523.82  | 69,122.34                             | 84,675.50                                                              | 96,271.88                                                      | 99,518.01                                                                           | 102,766.28                                                                          |
| 25      | 57,523.82  | 69,122.34                             | 84,675.50                                                              | 96,271.88                                                      | 99,518.01                                                                           | 106,133.35                                                                          |
| 26      | 57,523.82  | 69,122.34                             | 84,675.50                                                              | 96,271.88                                                      | 99,518.01                                                                           | 106,133.35                                                                          |
| 27      | 57,523.82  | 69,122.34                             | 84,675.50                                                              | 96,271.88                                                      | 102,884.01                                                                          | 106,133.35                                                                          |
| 28      | 57,523.82  | 69,122.34                             | 88,045.78                                                              | 99,637.88                                                      | 102,884.01                                                                          | 109,500.42                                                                          |
| 29      | 57,523.82  | 69,122.34                             | 88,045.78                                                              | 99,637.88                                                      | 102,884.01                                                                          | 109,500.42                                                                          |
| 30      | 57,523.82  | 69,122.34                             | 88,045.78                                                              | 99,637.88                                                      | 102,884.01                                                                          | 109,500.42                                                                          |
| 31      | 57,523.82  | 69,122.34                             | 88,045.78                                                              | 99,637.88                                                      | 106,252.15                                                                          | 112,867.49                                                                          |
| 32      | 57,523.82  | 69,122.34                             | 88,045.78                                                              | 99,637.88                                                      | 106,252.15                                                                          | 112,867.49                                                                          |
| 33      | 57,523.82  | 69,122.34                             | 91,414.99                                                              | 103,007.09                                                     | 106,252.15                                                                          | 112,867.49                                                                          |
| 34      | 57,523.82  | 69,122.34                             | 91,414.99                                                              | 103,007.09                                                     | 106,252.15                                                                          | 116,251.69                                                                          |
| 35      | 57,523.82  | 69,122.34                             | 91,414.99                                                              | 103,007.09                                                     | 109,620.29                                                                          | 116,251.69                                                                          |
| 36      | 57,523.82  | 69,122.34                             | 91,414.99                                                              | 103,007.09                                                     | 109,620.29                                                                          | 116,251.69                                                                          |
| 37      | 57,523.82  | 69,122.34                             | 91,414.99                                                              | 103,007.09                                                     | 109,620.29                                                                          | 119,636.95                                                                          |
| 38      | 57,523.82  | 69,122.34                             | 94,779.92                                                              | 106,375.23                                                     | 109,620.29                                                                          | 119,636.95                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE 2019-2020

6 period 220 Ag Teacher Academy Coordinator

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 51,540.65  | 55,148.65                             | 68,038.27                                                              | 68,556.76                                                      | 69,068.11                                                                           | 69,587.78                                                                           |
| 2       | 54,639.68  | 58,246.49                             | 68,120.32                                                              | 68,640.00                                                      | 69,152.54                                                                           | 72,677.30                                                                           |
| 3       | 57,732.76  | 61,338.38                             | 68,200.00                                                              | 68,720.86                                                      | 72,163.57                                                                           | 75,771.57                                                                           |
| 4       | 60,824.65  | 64,432.65                             | 68,283.24                                                              | 71,648.65                                                      | 75,257.84                                                                           | 78,861.08                                                                           |
| 5       | 63,915.35  | 67,525.73                             | 71,132.54                                                              | 74,741.73                                                      | 78,352.11                                                                           | 81,957.73                                                                           |
| 6       | 63,915.35  | 70,615.24                             | 74,226.81                                                              | 77,833.62                                                      | 81,440.43                                                                           | 85,050.81                                                                           |
| 7       | 63,915.35  | 73,708.32                             | 77,322.27                                                              | 80,930.27                                                      | 84,535.89                                                                           | 88,142.70                                                                           |
| 8       | 63,915.35  | 76,802.59                             | 80,415.35                                                              | 84,020.97                                                      | 87,626.59                                                                           | 91,236.97                                                                           |
| 9       | 63,915.35  | 76,802.59                             | 83,503.68                                                              | 87,110.49                                                      | 90,720.86                                                                           | 94,326.49                                                                           |
| 10      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 90,203.57                                                      | 93,812.76                                                                           | 97,424.32                                                                           |
| 11      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 93,299.03                                                      | 96,909.41                                                                           | 100,513.84                                                                          |
| 12      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 96,390.92                                                      | 100,002.49                                                                          | 103,609.30                                                                          |
| 13      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 99,484.00                                                      | 103,089.62                                                                          | 106,696.43                                                                          |
| 14      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 99,484.00                                                      | 103,089.62                                                                          | 106,696.43                                                                          |
| 15      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 99,484.00                                                      | 103,089.62                                                                          | 106,696.43                                                                          |
| 16      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 99,484.00                                                      | 103,089.62                                                                          | 106,696.43                                                                          |
| 17      | 63,915.35  | 76,802.59                             | 86,595.57                                                              | 99,484.00                                                      | 103,089.62                                                                          | 110,443.57                                                                          |
| 18      | 63,915.35  | 76,802.59                             | 90,343.89                                                              | 103,224.00                                                     | 106,830.81                                                                          | 110,443.57                                                                          |
| 19      | 63,915.35  | 76,802.59                             | 90,343.89                                                              | 103,224.00                                                     | 106,830.81                                                                          | 110,443.57                                                                          |
| 20      | 63,915.35  | 76,802.59                             | 90,343.89                                                              | 103,224.00                                                     | 106,830.81                                                                          | 110,443.57                                                                          |
| 21      | 63,915.35  | 76,802.59                             | 90,343.89                                                              | 103,224.00                                                     | 106,830.81                                                                          | 114,184.76                                                                          |
| 22      | 63,915.35  | 76,802.59                             | 90,343.89                                                              | 103,224.00                                                     | 106,830.81                                                                          | 114,184.76                                                                          |
| 23      | 63,915.35  | 76,802.59                             | 94,083.89                                                              | 106,968.76                                                     | 110,575.57                                                                          | 114,184.76                                                                          |
| 24      | 63,915.35  | 76,802.59                             | 94,083.89                                                              | 106,968.76                                                     | 110,575.57                                                                          | 114,184.76                                                                          |
| 25      | 63,915.35  | 76,802.59                             | 94,083.89                                                              | 106,968.76                                                     | 110,575.57                                                                          | 117,925.95                                                                          |
| 26      | 63,915.35  | 76,802.59                             | 94,083.89                                                              | 106,968.76                                                     | 110,575.57                                                                          | 117,925.95                                                                          |
| 27      | 63,915.35  | 76,802.59                             | 94,083.89                                                              | 106,968.76                                                     | 114,315.57                                                                          | 117,925.95                                                                          |
| 28      | 63,915.35  | 76,802.59                             | 97,828.65                                                              | 110,708.76                                                     | 114,315.57                                                                          | 121,667.14                                                                          |
| 29      | 63,915.35  | 76,802.59                             | 97,828.65                                                              | 110,708.76                                                     | 114,315.57                                                                          | 121,667.14                                                                          |
| 30      | 63,915.35  | 76,802.59                             | 97,828.65                                                              | 110,708.76                                                     | 114,315.57                                                                          | 121,667.14                                                                          |
| 31      | 63,915.35  | 76,802.59                             | 97,828.65                                                              | 110,708.76                                                     | 118,057.95                                                                          | 125,408.32                                                                          |
| 32      | 63,915.35  | 76,802.59                             | 97,828.65                                                              | 110,708.76                                                     | 118,057.95                                                                          | 125,408.32                                                                          |
| 33      | 63,915.35  | 76,802.59                             | 101,572.22                                                             | 114,452.32                                                     | 118,057.95                                                                          | 125,408.32                                                                          |
| 34      | 63,915.35  | 76,802.59                             | 101,572.22                                                             | 114,452.32                                                     | 118,057.95                                                                          | 129,168.54                                                                          |
| 35      | 63,915.35  | 76,802.59                             | 101,572.22                                                             | 114,452.32                                                     | 121,800.32                                                                          | 129,168.54                                                                          |
| 36      | 63,915.35  | 76,802.59                             | 101,572.22                                                             | 114,452.32                                                     | 121,800.32                                                                          | 129,168.54                                                                          |
| 37      | 63,915.35  | 76,802.59                             | 101,572.22                                                             | 114,452.32                                                     | 121,800.32                                                                          | 132,929.95                                                                          |
| 38      | 63,915.35  | 76,802.59                             | 105,311.03                                                             | 118,194.70                                                     | 121,800.32                                                                          | 132,929.95                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |



# **ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**

**CERTIFICATED SALARY SCHEDULE 2019-2020**

**6 period 218 days WORK EXPERIENCE AG TEACHER (6%)**

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 54,136.42  | 57,926.14                             | 71,464.92                                                              | 72,009.52                                                      | 72,546.63                                                                           | 73,092.48                                                                           |
| 2       | 57,391.53  | 61,179.99                             | 71,551.11                                                              | 72,096.96                                                      | 72,635.31                                                                           | 76,337.59                                                                           |
| 3       | 60,640.39  | 64,427.60                             | 71,634.80                                                              | 72,181.90                                                      | 75,797.99                                                                           | 79,587.70                                                                           |
| 4       | 63,888.00  | 67,677.71                             | 71,722.24                                                              | 75,257.14                                                      | 79,048.10                                                                           | 82,832.81                                                                           |
| 5       | 67,134.36  | 70,926.57                             | 74,715.03                                                              | 78,506.00                                                      | 82,298.21                                                                           | 86,085.42                                                                           |
| 6       | 67,134.36  | 74,171.68                             | 77,965.14                                                              | 81,753.61                                                      | 85,542.07                                                                           | 89,334.28                                                                           |
| 7       | 67,134.36  | 77,420.54                             | 81,216.50                                                              | 85,006.21                                                      | 88,793.43                                                                           | 92,581.89                                                                           |
| 8       | 67,134.36  | 80,670.65                             | 84,465.36                                                              | 88,252.57                                                      | 92,039.79                                                                           | 95,832.00                                                                           |
| 9       | 67,134.36  | 80,670.65                             | 87,709.22                                                              | 91,497.69                                                      | 95,289.90                                                                           | 99,077.11                                                                           |
| 10      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 94,746.55                                                      | 98,537.51                                                                           | 102,330.97                                                                          |
| 11      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 97,997.91                                                      | 101,790.12                                                                          | 105,576.08                                                                          |
| 12      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 101,245.52                                                     | 105,038.98                                                                          | 108,827.44                                                                          |
| 13      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 104,494.38                                                     | 108,281.59                                                                          | 112,070.05                                                                          |
| 14      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 104,494.38                                                     | 108,281.59                                                                          | 112,070.05                                                                          |
| 15      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 104,494.38                                                     | 108,281.59                                                                          | 112,070.05                                                                          |
| 16      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 104,494.38                                                     | 108,281.59                                                                          | 112,070.05                                                                          |
| 17      | 67,134.36  | 80,670.65                             | 90,956.84                                                              | 104,494.38                                                     | 108,281.59                                                                          | 116,005.91                                                                          |
| 18      | 67,134.36  | 80,670.65                             | 94,893.94                                                              | 108,422.74                                                     | 112,211.20                                                                          | 116,005.91                                                                          |
| 19      | 67,134.36  | 80,670.65                             | 94,893.94                                                              | 108,422.74                                                     | 112,211.20                                                                          | 116,005.91                                                                          |
| 20      | 67,134.36  | 80,670.65                             | 94,893.94                                                              | 108,422.74                                                     | 112,211.20                                                                          | 116,005.91                                                                          |
| 21      | 67,134.36  | 80,670.65                             | 94,893.94                                                              | 108,422.74                                                     | 112,211.20                                                                          | 119,935.52                                                                          |
| 22      | 67,134.36  | 80,670.65                             | 94,893.94                                                              | 108,422.74                                                     | 112,211.20                                                                          | 119,935.52                                                                          |
| 23      | 67,134.36  | 80,670.65                             | 98,822.30                                                              | 112,356.09                                                     | 116,144.56                                                                          | 119,935.52                                                                          |
| 24      | 67,134.36  | 80,670.65                             | 98,822.30                                                              | 112,356.09                                                     | 116,144.56                                                                          | 119,935.52                                                                          |
| 25      | 67,134.36  | 80,670.65                             | 98,822.30                                                              | 112,356.09                                                     | 116,144.56                                                                          | 123,865.13                                                                          |
| 26      | 67,134.36  | 80,670.65                             | 98,822.30                                                              | 112,356.09                                                     | 116,144.56                                                                          | 123,865.13                                                                          |
| 27      | 67,134.36  | 80,670.65                             | 98,822.30                                                              | 112,356.09                                                     | 120,072.92                                                                          | 123,865.13                                                                          |
| 28      | 67,134.36  | 80,670.65                             | 102,755.66                                                             | 116,284.45                                                     | 120,072.92                                                                          | 127,794.73                                                                          |
| 29      | 67,134.36  | 80,670.65                             | 102,755.66                                                             | 116,284.45                                                     | 120,072.92                                                                          | 127,794.73                                                                          |
| 30      | 67,134.36  | 80,670.65                             | 102,755.66                                                             | 116,284.45                                                     | 120,072.92                                                                          | 127,794.73                                                                          |
| 31      | 67,134.36  | 80,670.65                             | 102,755.66                                                             | 116,284.45                                                     | 124,003.77                                                                          | 131,724.34                                                                          |
| 32      | 67,134.36  | 80,670.65                             | 102,755.66                                                             | 116,284.45                                                     | 124,003.77                                                                          | 131,724.34                                                                          |
| 33      | 67,134.36  | 80,670.65                             | 106,687.76                                                             | 120,216.56                                                     | 124,003.77                                                                          | 131,724.34                                                                          |
| 34      | 67,134.36  | 80,670.65                             | 106,687.76                                                             | 120,216.56                                                     | 124,003.77                                                                          | 135,673.94                                                                          |
| 35      | 67,134.36  | 80,670.65                             | 106,687.76                                                             | 120,216.56                                                     | 127,934.63                                                                          | 135,673.94                                                                          |
| 36      | 67,134.36  | 80,670.65                             | 106,687.76                                                             | 120,216.56                                                     | 127,934.63                                                                          | 135,673.94                                                                          |
| 37      | 67,134.36  | 80,670.65                             | 106,687.76                                                             | 120,216.56                                                     | 127,934.63                                                                          | 139,624.78                                                                          |
| 38      | 67,134.36  | 80,670.65                             | 110,614.87                                                             | 124,147.42                                                     | 127,934.63                                                                          | 139,624.78                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
200 days COUNSELOR (2%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 47,792.24  | 51,137.84                             | 63,090.03                                                              | 63,570.81                                                      | 64,044.97                                                                           | 64,526.85                                                                           |
| 2       | 50,665.88  | 54,010.38                             | 63,166.12                                                              | 63,648.00                                                      | 64,123.26                                                                           | 67,391.68                                                                           |
| 3       | 53,534.01  | 56,877.41                             | 63,240.00                                                              | 63,722.98                                                      | 66,915.31                                                                           | 70,260.91                                                                           |
| 4       | 56,401.04  | 59,746.64                             | 63,317.19                                                              | 66,437.84                                                      | 69,784.54                                                                           | 73,125.73                                                                           |
| 5       | 59,266.96  | 62,614.77                             | 65,959.26                                                              | 69,305.97                                                      | 72,653.77                                                                           | 75,997.17                                                                           |
| 6       | 59,266.96  | 65,479.59                             | 68,828.50                                                              | 72,172.99                                                      | 75,517.49                                                                           | 78,865.30                                                                           |
| 7       | 59,266.96  | 68,347.72                             | 71,698.83                                                              | 75,044.43                                                      | 78,387.83                                                                           | 81,732.32                                                                           |
| 8       | 59,266.96  | 71,216.95                             | 74,566.96                                                              | 77,910.36                                                      | 81,253.75                                                                           | 84,601.56                                                                           |
| 9       | 59,266.96  | 71,216.95                             | 77,430.68                                                              | 80,775.18                                                      | 84,122.98                                                                           | 87,466.38                                                                           |
| 10      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 83,643.31                                                      | 86,990.01                                                                           | 90,338.92                                                                           |
| 11      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 86,513.64                                                      | 89,861.45                                                                           | 93,203.74                                                                           |
| 12      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 89,380.67                                                      | 92,729.58                                                                           | 96,074.08                                                                           |
| 13      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 14      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 15      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 16      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 98,936.69                                                                           |
| 17      | 59,266.96  | 71,216.95                             | 80,297.71                                                              | 92,248.80                                                      | 95,592.19                                                                           | 102,411.31                                                                          |
| 18      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 19      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 20      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 102,411.31                                                                          |
| 21      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 105,880.41                                                                          |
| 22      | 59,266.96  | 71,216.95                             | 83,773.43                                                              | 95,716.80                                                      | 99,061.30                                                                           | 105,880.41                                                                          |
| 23      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 105,880.41                                                                          |
| 24      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 105,880.41                                                                          |
| 25      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 109,349.51                                                                          |
| 26      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 102,533.71                                                                          | 109,349.51                                                                          |
| 27      | 59,266.96  | 71,216.95                             | 87,241.43                                                              | 99,189.21                                                      | 106,001.71                                                                          | 109,349.51                                                                          |
| 28      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 29      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 30      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 106,001.71                                                                          | 112,818.62                                                                          |
| 31      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 32      | 59,266.96  | 71,216.95                             | 90,713.84                                                              | 102,657.21                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 33      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 109,471.91                                                                          | 116,287.72                                                                          |
| 34      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 109,471.91                                                                          | 119,774.46                                                                          |
| 35      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 119,774.46                                                                          |
| 36      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 119,774.46                                                                          |
| 37      | 59,266.96  | 71,216.95                             | 94,185.15                                                              | 106,128.52                                                     | 112,942.12                                                                          | 123,262.31                                                                          |
| 38      | 59,266.96  | 71,216.95                             | 97,652.04                                                              | 109,598.72                                                     | 112,942.12                                                                          | 123,262.31                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
**200 days COUNSELOR (4%)**

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 48,729.34  | 52,140.54                             | 64,327.09                                                              | 64,817.30                                                      | 65,300.76                                                                           | 65,792.09                                                                           |
| 2       | 51,659.33  | 55,069.41                             | 64,404.67                                                              | 64,896.00                                                      | 65,380.58                                                                           | 68,713.08                                                                           |
| 3       | 54,583.70  | 57,992.65                             | 64,480.00                                                              | 64,972.45                                                      | 68,227.37                                                                           | 71,638.57                                                                           |
| 4       | 57,506.94  | 60,918.14                             | 64,558.70                                                              | 67,740.54                                                      | 71,152.86                                                                           | 74,559.57                                                                           |
| 5       | 60,429.06  | 63,842.51                             | 67,252.58                                                              | 70,664.91                                                      | 74,078.36                                                                           | 77,487.31                                                                           |
| 6       | 60,429.06  | 66,763.50                             | 70,178.08                                                              | 73,588.15                                                      | 76,998.23                                                                           | 80,411.68                                                                           |
| 7       | 60,429.06  | 69,687.87                             | 73,104.69                                                              | 76,515.89                                                      | 79,924.84                                                                           | 83,334.92                                                                           |
| 8       | 60,429.06  | 72,613.36                             | 76,029.06                                                              | 79,438.01                                                      | 82,846.96                                                                           | 86,260.41                                                                           |
| 9       | 60,429.06  | 72,613.36                             | 78,948.93                                                              | 82,359.01                                                      | 85,772.45                                                                           | 89,181.41                                                                           |
| 10      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 85,283.37                                                      | 88,695.70                                                                           | 92,110.27                                                                           |
| 11      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 88,209.99                                                      | 91,623.44                                                                           | 95,031.26                                                                           |
| 12      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 91,133.23                                                      | 94,547.81                                                                           | 97,957.88                                                                           |
| 13      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 14      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 15      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 16      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 100,876.63                                                                          |
| 17      | 60,429.06  | 72,613.36                             | 81,872.17                                                              | 94,057.60                                                      | 97,466.55                                                                           | 104,419.37                                                                          |
| 18      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 19      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 20      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 104,419.37                                                                          |
| 21      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 107,956.50                                                                          |
| 22      | 60,429.06  | 72,613.36                             | 85,416.04                                                              | 97,593.60                                                      | 101,003.68                                                                          | 107,956.50                                                                          |
| 23      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 107,956.50                                                                          |
| 24      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 107,956.50                                                                          |
| 25      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 111,493.62                                                                          |
| 26      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 104,544.17                                                                          | 111,493.62                                                                          |
| 27      | 60,429.06  | 72,613.36                             | 88,952.04                                                              | 101,134.10                                                     | 108,080.17                                                                          | 111,493.62                                                                          |
| 28      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 29      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 30      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 108,080.17                                                                          | 115,030.75                                                                          |
| 31      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 32      | 60,429.06  | 72,613.36                             | 92,492.54                                                              | 104,670.10                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 33      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 111,618.42                                                                          | 118,567.87                                                                          |
| 34      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 111,618.42                                                                          | 122,122.98                                                                          |
| 35      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 122,122.98                                                                          |
| 36      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 122,122.98                                                                          |
| 37      | 60,429.06  | 72,613.36                             | 96,031.91                                                              | 108,209.47                                                     | 115,156.67                                                                          | 125,679.22                                                                          |
| 38      | 60,429.06  | 72,613.36                             | 99,566.79                                                              | 111,747.72                                                     | 115,156.67                                                                          | 125,679.22                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
**200 days COUNSELOR (6%)**

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 49,666.44  | 53,143.24                             | 65,564.15                                                              | 66,063.78                                                      | 66,556.54                                                                           | 67,057.32                                                                           |
| 2       | 52,652.78  | 56,128.43                             | 65,643.22                                                              | 66,144.00                                                      | 66,637.90                                                                           | 70,034.49                                                                           |
| 3       | 55,633.38  | 59,107.89                             | 65,720.00                                                              | 66,221.92                                                      | 69,539.44                                                                           | 73,016.24                                                                           |
| 4       | 58,612.84  | 62,089.64                             | 65,800.22                                                              | 69,043.24                                                      | 72,521.19                                                                           | 75,993.41                                                                           |
| 5       | 61,591.16  | 65,070.25                             | 68,545.90                                                              | 72,023.85                                                      | 75,502.94                                                                           | 78,977.45                                                                           |
| 6       | 61,591.16  | 68,047.42                             | 71,527.65                                                              | 75,003.31                                                      | 78,478.96                                                                           | 81,958.05                                                                           |
| 7       | 61,591.16  | 71,028.02                             | 74,510.55                                                              | 77,987.35                                                      | 81,461.86                                                                           | 84,937.51                                                                           |
| 8       | 61,591.16  | 74,009.77                             | 77,491.16                                                              | 80,965.66                                                      | 84,440.17                                                                           | 87,919.26                                                                           |
| 9       | 61,591.16  | 74,009.77                             | 80,467.18                                                              | 83,942.83                                                      | 87,421.92                                                                           | 90,896.43                                                                           |
| 10      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 86,923.44                                                      | 90,401.38                                                                           | 93,881.62                                                                           |
| 11      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 89,906.34                                                      | 93,385.43                                                                           | 96,858.79                                                                           |
| 12      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 92,885.79                                                      | 96,366.03                                                                           | 99,841.69                                                                           |
| 13      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 14      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 15      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 16      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 102,816.56                                                                          |
| 17      | 61,591.16  | 74,009.77                             | 83,446.64                                                              | 95,866.40                                                      | 99,340.91                                                                           | 106,427.44                                                                          |
| 18      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 19      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 20      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 106,427.44                                                                          |
| 21      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 110,032.58                                                                          |
| 22      | 61,591.16  | 74,009.77                             | 87,058.66                                                              | 99,470.40                                                      | 102,946.05                                                                          | 110,032.58                                                                          |
| 23      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 110,032.58                                                                          |
| 24      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 110,032.58                                                                          |
| 25      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 113,637.73                                                                          |
| 26      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 106,554.64                                                                          | 113,637.73                                                                          |
| 27      | 61,591.16  | 74,009.77                             | 90,662.66                                                              | 103,078.98                                                     | 110,158.64                                                                          | 113,637.73                                                                          |
| 28      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 29      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 30      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 110,158.64                                                                          | 117,242.88                                                                          |
| 31      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 32      | 61,591.16  | 74,009.77                             | 94,271.24                                                              | 106,682.98                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 33      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 113,764.93                                                                          | 120,848.02                                                                          |
| 34      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 113,764.93                                                                          | 124,471.50                                                                          |
| 35      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 124,471.50                                                                          |
| 36      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 124,471.50                                                                          |
| 37      | 61,591.16  | 74,009.77                             | 97,878.68                                                              | 110,290.42                                                     | 117,371.22                                                                          | 128,096.13                                                                          |
| 38      | 61,591.16  | 74,009.77                             | 101,481.54                                                             | 113,896.71                                                     | 117,371.22                                                                          | 128,096.13                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE 2019-2020

203 days HEAD COUNSELOR (18%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 56,118.40  | 60,046.85                             | 74,081.31                                                              | 74,645.84                                                      | 75,202.61                                                                           | 75,768.44                                                                           |
| 2       | 59,492.67  | 63,419.83                             | 74,170.65                                                              | 74,736.48                                                      | 75,294.54                                                                           | 79,132.36                                                                           |
| 3       | 62,860.48  | 66,786.34                             | 74,257.40                                                              | 74,824.53                                                      | 78,573.00                                                                           | 82,501.46                                                                           |
| 4       | 66,226.98  | 70,155.44                             | 74,348.04                                                              | 78,012.35                                                      | 81,942.10                                                                           | 85,865.38                                                                           |
| 5       | 69,592.20  | 73,523.24                             | 77,450.40                                                              | 81,380.15                                                      | 85,311.20                                                                           | 89,237.07                                                                           |
| 6       | 69,592.20  | 76,887.16                             | 80,819.50                                                              | 84,746.66                                                      | 88,673.82                                                                           | 92,604.87                                                                           |
| 7       | 69,592.20  | 80,254.96                             | 84,189.89                                                              | 88,118.35                                                      | 92,044.22                                                                           | 95,971.38                                                                           |
| 8       | 69,592.20  | 83,624.06                             | 87,557.70                                                              | 91,483.56                                                      | 95,409.43                                                                           | 99,340.48                                                                           |
| 9       | 69,592.20  | 83,624.06                             | 90,920.32                                                              | 94,847.48                                                      | 98,778.53                                                                           | 102,704.39                                                                          |
| 10      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 98,215.28                                                      | 102,145.04                                                                          | 106,077.38                                                                          |
| 11      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 101,585.68                                                     | 105,516.72                                                                          | 109,441.29                                                                          |
| 12      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 104,952.19                                                     | 108,884.53                                                                          | 112,811.69                                                                          |
| 13      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 108,319.99                                                     | 112,245.85                                                                          | 116,173.02                                                                          |
| 14      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 108,319.99                                                     | 112,245.85                                                                          | 116,173.02                                                                          |
| 15      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 108,319.99                                                     | 112,245.85                                                                          | 116,173.02                                                                          |
| 16      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 108,319.99                                                     | 112,245.85                                                                          | 116,173.02                                                                          |
| 17      | 69,592.20  | 83,624.06                             | 94,286.83                                                              | 108,319.99                                                     | 112,245.85                                                                          | 120,252.96                                                                          |
| 18      | 69,592.20  | 83,624.06                             | 98,368.07                                                              | 112,392.17                                                     | 116,319.33                                                                          | 120,252.96                                                                          |
| 19      | 69,592.20  | 83,624.06                             | 98,368.07                                                              | 112,392.17                                                     | 116,319.33                                                                          | 120,252.96                                                                          |
| 20      | 69,592.20  | 83,624.06                             | 98,368.07                                                              | 112,392.17                                                     | 116,319.33                                                                          | 120,252.96                                                                          |
| 21      | 69,592.20  | 83,624.06                             | 98,368.07                                                              | 112,392.17                                                     | 116,319.33                                                                          | 124,326.44                                                                          |
| 22      | 69,592.20  | 83,624.06                             | 98,368.07                                                              | 112,392.17                                                     | 116,319.33                                                                          | 124,326.44                                                                          |
| 23      | 69,592.20  | 83,624.06                             | 102,440.25                                                             | 116,469.53                                                     | 120,396.69                                                                          | 124,326.44                                                                          |
| 24      | 69,592.20  | 83,624.06                             | 102,440.25                                                             | 116,469.53                                                     | 120,396.69                                                                          | 124,326.44                                                                          |
| 25      | 69,592.20  | 83,624.06                             | 102,440.25                                                             | 116,469.53                                                     | 120,396.69                                                                          | 128,399.91                                                                          |
| 26      | 69,592.20  | 83,624.06                             | 102,440.25                                                             | 116,469.53                                                     | 120,396.69                                                                          | 128,399.91                                                                          |
| 27      | 69,592.20  | 83,624.06                             | 102,440.25                                                             | 116,469.53                                                     | 124,468.87                                                                          | 128,399.91                                                                          |
| 28      | 69,592.20  | 83,624.06                             | 106,517.61                                                             | 120,541.71                                                     | 124,468.87                                                                          | 132,473.39                                                                          |
| 29      | 69,592.20  | 83,624.06                             | 106,517.61                                                             | 120,541.71                                                     | 124,468.87                                                                          | 132,473.39                                                                          |
| 30      | 69,592.20  | 83,624.06                             | 106,517.61                                                             | 120,541.71                                                     | 124,468.87                                                                          | 132,473.39                                                                          |
| 31      | 69,592.20  | 83,624.06                             | 106,517.61                                                             | 120,541.71                                                     | 128,543.64                                                                          | 136,546.86                                                                          |
| 32      | 69,592.20  | 83,624.06                             | 106,517.61                                                             | 120,541.71                                                     | 128,543.64                                                                          | 136,546.86                                                                          |
| 33      | 69,592.20  | 83,624.06                             | 110,593.68                                                             | 124,617.77                                                     | 128,543.64                                                                          | 136,546.86                                                                          |
| 34      | 69,592.20  | 83,624.06                             | 110,593.68                                                             | 124,617.77                                                     | 128,543.64                                                                          | 140,641.06                                                                          |
| 35      | 69,592.20  | 83,624.06                             | 110,593.68                                                             | 124,617.77                                                     | 132,618.41                                                                          | 140,641.06                                                                          |
| 36      | 69,592.20  | 83,624.06                             | 110,593.68                                                             | 124,617.77                                                     | 132,618.41                                                                          | 140,641.06                                                                          |
| 37      | 69,592.20  | 83,624.06                             | 110,593.68                                                             | 124,617.77                                                     | 132,618.41                                                                          | 144,736.54                                                                          |
| 38      | 69,592.20  | 83,624.06                             | 114,664.56                                                             | 128,692.54                                                     | 132,618.41                                                                          | 144,736.54                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

# ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE 2019-2020

205 days Counselor Activities Director PHS (6%)

| Column1 | COLUMN 1   | COLUMN 2                              | COLUMN 3                                                               | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|---------|------------|---------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|         | BACHELOR'S | BACHELOR'S+15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>With<br>PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP    | SALARY     | SALARY                                | SALARY                                                                 | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1       | 50,908.10  | 54,471.82                             | 67,203.26                                                              | 67,715.38                                                      | 68,220.45                                                                           | 68,733.75                                                                           |
| 2       | 53,969.10  | 57,531.64                             | 67,284.30                                                              | 67,797.60                                                      | 68,303.85                                                                           | 71,785.35                                                                           |
| 3       | 57,024.22  | 60,585.59                             | 67,363.00                                                              | 67,877.47                                                      | 71,277.92                                                                           | 74,841.64                                                                           |
| 4       | 60,078.16  | 63,641.88                             | 67,445.22                                                              | 70,769.32                                                      | 74,334.22                                                                           | 77,893.24                                                                           |
| 5       | 63,130.94  | 66,697.00                             | 70,259.55                                                              | 73,824.44                                                      | 77,390.51                                                                           | 80,951.88                                                                           |
| 6       | 63,130.94  | 69,748.60                             | 73,315.85                                                              | 76,878.39                                                      | 80,440.94                                                                           | 84,007.01                                                                           |
| 7       | 63,130.94  | 72,803.72                             | 76,373.32                                                              | 79,937.04                                                      | 83,498.41                                                                           | 87,060.95                                                                           |
| 8       | 63,130.94  | 75,860.02                             | 79,428.44                                                              | 82,989.81                                                      | 86,551.18                                                                           | 90,117.25                                                                           |
| 9       | 63,130.94  | 75,860.02                             | 82,478.86                                                              | 86,041.40                                                      | 89,607.47                                                                           | 93,168.84                                                                           |
| 10      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 89,096.52                                                      | 92,661.42                                                                           | 96,228.66                                                                           |
| 11      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 92,153.99                                                      | 95,720.06                                                                           | 99,280.26                                                                           |
| 12      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 95,207.94                                                      | 98,775.18                                                                           | 102,337.73                                                                          |
| 13      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 98,263.06                                                      | 101,824.43                                                                          | 105,386.98                                                                          |
| 14      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 98,263.06                                                      | 101,824.43                                                                          | 105,386.98                                                                          |
| 15      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 98,263.06                                                      | 101,824.43                                                                          | 105,386.98                                                                          |
| 16      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 98,263.06                                                      | 101,824.43                                                                          | 105,386.98                                                                          |
| 17      | 63,130.94  | 75,860.02                             | 85,532.80                                                              | 98,263.06                                                      | 101,824.43                                                                          | 109,088.12                                                                          |
| 18      | 63,130.94  | 75,860.02                             | 89,235.13                                                              | 101,957.16                                                     | 105,519.71                                                                          | 109,088.12                                                                          |
| 19      | 63,130.94  | 75,860.02                             | 89,235.13                                                              | 101,957.16                                                     | 105,519.71                                                                          | 109,088.12                                                                          |
| 20      | 63,130.94  | 75,860.02                             | 89,235.13                                                              | 101,957.16                                                     | 105,519.71                                                                          | 109,088.12                                                                          |
| 21      | 63,130.94  | 75,860.02                             | 89,235.13                                                              | 101,957.16                                                     | 105,519.71                                                                          | 112,783.40                                                                          |
| 22      | 63,130.94  | 75,860.02                             | 89,235.13                                                              | 101,957.16                                                     | 105,519.71                                                                          | 112,783.40                                                                          |
| 23      | 63,130.94  | 75,860.02                             | 92,929.23                                                              | 105,655.96                                                     | 109,218.50                                                                          | 112,783.40                                                                          |
| 24      | 63,130.94  | 75,860.02                             | 92,929.23                                                              | 105,655.96                                                     | 109,218.50                                                                          | 112,783.40                                                                          |
| 25      | 63,130.94  | 75,860.02                             | 92,929.23                                                              | 105,655.96                                                     | 109,218.50                                                                          | 116,478.67                                                                          |
| 26      | 63,130.94  | 75,860.02                             | 92,929.23                                                              | 105,655.96                                                     | 109,218.50                                                                          | 116,478.67                                                                          |
| 27      | 63,130.94  | 75,860.02                             | 92,929.23                                                              | 105,655.96                                                     | 112,912.60                                                                          | 116,478.67                                                                          |
| 28      | 63,130.94  | 75,860.02                             | 96,628.02                                                              | 109,350.06                                                     | 112,912.60                                                                          | 120,173.95                                                                          |
| 29      | 63,130.94  | 75,860.02                             | 96,628.02                                                              | 109,350.06                                                     | 112,912.60                                                                          | 120,173.95                                                                          |
| 30      | 63,130.94  | 75,860.02                             | 96,628.02                                                              | 109,350.06                                                     | 112,912.60                                                                          | 120,173.95                                                                          |
| 31      | 63,130.94  | 75,860.02                             | 96,628.02                                                              | 109,350.06                                                     | 116,609.05                                                                          | 123,869.22                                                                          |
| 32      | 63,130.94  | 75,860.02                             | 96,628.02                                                              | 109,350.06                                                     | 116,609.05                                                                          | 123,869.22                                                                          |
| 33      | 63,130.94  | 75,860.02                             | 100,325.65                                                             | 113,047.68                                                     | 116,609.05                                                                          | 123,869.22                                                                          |
| 34      | 63,130.94  | 75,860.02                             | 100,325.65                                                             | 113,047.68                                                     | 116,609.05                                                                          | 127,583.29                                                                          |
| 35      | 63,130.94  | 75,860.02                             | 100,325.65                                                             | 113,047.68                                                     | 120,305.50                                                                          | 127,583.29                                                                          |
| 36      | 63,130.94  | 75,860.02                             | 100,325.65                                                             | 113,047.68                                                     | 120,305.50                                                                          | 127,583.29                                                                          |
| 37      | 63,130.94  | 75,860.02                             | 100,325.65                                                             | 113,047.68                                                     | 120,305.50                                                                          | 131,298.53                                                                          |
| 38      | 63,130.94  | 75,860.02                             | 104,018.57                                                             | 116,744.13                                                     | 120,305.50                                                                          | 131,298.53                                                                          |

\* Must satisfy section 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*.

Board approved 11/16/19. Effective July 1, 2019.

\*\*Career increments are reflected in the individual cells of the salary schedule.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |



**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 PERIOD WORK SCHEDULE**

This salary schedule is for a guaranteed year-long, seven period teaching assignment (six classes & one conference/prep) which includes, but is not limited to, Independent Study & CDC. These salaries shall be for STRS credit.

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                         | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30 with<br>PRELIMINARY SINGLE<br>SUBJECT CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                           | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 50,569     | 54,107                                 | 66,751                                                           | 67,263                                                         | 67,765                                                                              | 68,271                                                                              |
| 2    | 53,607     | 57,143                                 | 66,831                                                           | 67,341                                                         | 67,843                                                                              | 71,304                                                                              |
| 3    | 56,639     | 60,175                                 | 66,911                                                           | 67,423                                                         | 70,799                                                                              | 74,336                                                                              |
| 4    | 59,672     | 63,212                                 | 66,989                                                           | 70,291                                                         | 73,833                                                                              | 77,368                                                                              |
| 5    | 62,705     | 66,248                                 | 69,786                                                           | 73,326                                                         | 76,867                                                                              | 80,776                                                                              |
| 6    | 62,705     | 69,277                                 | 72,818                                                           | 76,360                                                         | 79,901                                                                              | 83,440                                                                              |
| 7    | 62,705     | 72,312                                 | 75,854                                                           | 79,396                                                         | 82,932                                                                              | 86,474                                                                              |
| 8    | 62,705     | 75,347                                 | 78,888                                                           | 82,427                                                         | 85,965                                                                              | 89,511                                                                              |
| 9    | 62,705     | 75,347                                 | 81,927                                                           | 85,461                                                         | 89,000                                                                              | 92,540                                                                              |
| 10   | 62,705     | 75,347                                 | 84,960                                                           | 88,496                                                         | 92,038                                                                              | 95,576                                                                              |
| 11   | 62,705     | 75,347                                 | 84,960                                                           | 91,532                                                         | 95,072                                                                              | 98,610                                                                              |
| 12   | 62,705     | 75,347                                 | 84,960                                                           | 94,564                                                         | 98,106                                                                              | 101,643                                                                             |
| 13   | 62,705     | 75,347                                 | 84,960                                                           | 97,600                                                         | 101,142                                                                             | 104,676                                                                             |
| 14   | 62,705     | 75,347                                 | 84,960                                                           | 97,600                                                         | 101,142                                                                             | 104,676                                                                             |
| 15   | 62,705     | 75,347                                 | 84,960                                                           | 97,600                                                         | 101,142                                                                             | 104,676                                                                             |
| 16   | 62,705     | 75,347                                 | 84,960                                                           | 97,600                                                         | 101,142                                                                             | 104,676                                                                             |
| 17   | 62,705     | 75,347                                 | 84,960                                                           | 97,600                                                         | 101,142                                                                             | 108,350                                                                             |
| 18   | 62,705     | 75,347                                 | 88,631                                                           | 101,273                                                        | 104,808                                                                             | 108,350                                                                             |
| 19   | 62,705     | 75,347                                 | 88,631                                                           | 101,273                                                        | 104,808                                                                             | 108,350                                                                             |
| 20   | 62,705     | 75,347                                 | 88,631                                                           | 101,273                                                        | 104,808                                                                             | 108,350                                                                             |
| 21   | 62,705     | 75,347                                 | 88,631                                                           | 101,273                                                        | 104,808                                                                             | 112,018                                                                             |
| 22   | 62,705     | 75,347                                 | 88,631                                                           | 101,273                                                        | 104,808                                                                             | 112,018                                                                             |
| 23   | 62,705     | 75,347                                 | 92,300                                                           | 104,943                                                        | 108,481                                                                             | 112,018                                                                             |
| 24   | 62,705     | 75,347                                 | 92,300                                                           | 104,943                                                        | 108,481                                                                             | 112,018                                                                             |
| 25   | 62,705     | 75,347                                 | 92,300                                                           | 104,943                                                        | 108,481                                                                             | 115,690                                                                             |
| 26   | 62,705     | 75,347                                 | 92,300                                                           | 104,943                                                        | 108,481                                                                             | 115,690                                                                             |
| 27   | 62,705     | 75,347                                 | 92,300                                                           | 104,943                                                        | 112,153                                                                             | 115,690                                                                             |
| 28   | 62,705     | 75,347                                 | 95,971                                                           | 108,614                                                        | 112,153                                                                             | 119,362                                                                             |
| 29   | 62,705     | 75,347                                 | 95,971                                                           | 108,614                                                        | 112,153                                                                             | 119,362                                                                             |
| 30   | 62,705     | 75,347                                 | 95,971                                                           | 108,614                                                        | 112,153                                                                             | 119,362                                                                             |
| 31   | 62,705     | 75,347                                 | 95,971                                                           | 108,614                                                        | 115,825                                                                             | 123,037                                                                             |
| 32   | 62,705     | 75,347                                 | 95,971                                                           | 108,614                                                        | 115,825                                                                             | 123,037                                                                             |
| 33   | 62,705     | 75,347                                 | 99,645                                                           | 112,288                                                        | 115,825                                                                             | 123,037                                                                             |
| 34   | 62,705     | 75,347                                 | 99,645                                                           | 112,288                                                        | 115,825                                                                             | 126,727                                                                             |
| 35   | 62,705     | 75,347                                 | 99,645                                                           | 112,288                                                        | 119,493                                                                             | 126,727                                                                             |
| 36   | 62,705     | 75,347                                 | 99,645                                                           | 112,288                                                        | 119,493                                                                             | 126,727                                                                             |
| 37   | 62,705     | 75,347                                 | 99,645                                                           | 112,288                                                        | 119,493                                                                             | 130,414                                                                             |
| 38   | 62,705     | 75,347                                 | 103,314                                                          | 115,955                                                        | 119,493                                                                             | 130,414                                                                             |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019.

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period Special Education Moderate Severe**

This salary schedule is for a guaranteed year-long, seven period teaching assignment (six classes & one conference/prep). These salaries shall be for STRS credit.

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 51,115.69  | 54,691.94                              | 67,472.63                                                           | 67,990.17                                                      | 68,497.59                                                                           | 69,009.06                                                                           |
| 2    | 54,186.54  | 57,760.76                              | 67,553.50                                                           | 68,069.01                                                      | 68,576.44                                                                           | 72,074.85                                                                           |
| 3    | 57,251.31  | 60,825.54                              | 67,634.36                                                           | 68,151.90                                                      | 71,564.39                                                                           | 75,139.63                                                                           |
| 4    | 60,317.10  | 63,895.37                              | 67,713.21                                                           | 71,050.90                                                      | 74,631.19                                                                           | 78,204.41                                                                           |
| 5    | 63,382.89  | 66,964.19                              | 70,540.44                                                           | 74,118.71                                                      | 77,697.99                                                                           | 81,649.25                                                                           |
| 6    | 63,382.89  | 70,025.94                              | 73,605.22                                                           | 77,185.51                                                      | 80,764.79                                                                           | 84,342.05                                                                           |
| 7    | 63,382.89  | 73,093.75                              | 76,674.04                                                           | 80,254.34                                                      | 83,828.56                                                                           | 87,408.85                                                                           |
| 8    | 63,382.89  | 76,161.56                              | 79,740.84                                                           | 83,318.10                                                      | 86,894.35                                                                           | 90,478.69                                                                           |
| 9    | 63,382.89  | 76,161.56                              | 82,812.70                                                           | 86,384.90                                                      | 89,962.16                                                                           | 93,540.43                                                                           |
| 10   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 89,452.71                                                      | 93,033.01                                                                           | 96,609.25                                                                           |
| 11   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 92,521.54                                                      | 96,099.81                                                                           | 99,676.05                                                                           |
| 12   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 95,586.31                                                      | 99,166.61                                                                           | 102,741.84                                                                          |
| 13   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 98,655.14                                                      | 102,235.43                                                                          | 105,807.63                                                                          |
| 14   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 98,655.14                                                      | 102,235.43                                                                          | 105,807.63                                                                          |
| 15   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 98,655.14                                                      | 102,235.43                                                                          | 105,807.63                                                                          |
| 16   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 98,655.14                                                      | 102,235.43                                                                          | 105,807.63                                                                          |
| 17   | 63,382.89  | 76,161.56                              | 85,878.49                                                           | 98,655.14                                                      | 102,235.43                                                                          | 109,521.35                                                                          |
| 18   | 63,382.89  | 76,161.56                              | 89,589.17                                                           | 102,367.84                                                     | 105,941.06                                                                          | 109,521.35                                                                          |
| 19   | 63,382.89  | 76,161.56                              | 89,589.17                                                           | 102,367.84                                                     | 105,941.06                                                                          | 109,521.35                                                                          |
| 20   | 63,382.89  | 76,161.56                              | 89,589.17                                                           | 102,367.84                                                     | 105,941.06                                                                          | 109,521.35                                                                          |
| 21   | 63,382.89  | 76,161.56                              | 89,589.17                                                           | 102,367.84                                                     | 105,941.06                                                                          | 113,229.01                                                                          |
| 22   | 63,382.89  | 76,161.56                              | 89,589.17                                                           | 102,367.84                                                     | 105,941.06                                                                          | 113,229.01                                                                          |
| 23   | 63,382.89  | 76,161.56                              | 93,297.84                                                           | 106,077.52                                                     | 109,653.77                                                                          | 113,229.01                                                                          |
| 24   | 63,382.89  | 76,161.56                              | 93,297.84                                                           | 106,077.52                                                     | 109,653.77                                                                          | 113,229.01                                                                          |
| 25   | 63,382.89  | 76,161.56                              | 93,297.84                                                           | 106,077.52                                                     | 109,653.77                                                                          | 116,940.70                                                                          |
| 26   | 63,382.89  | 76,161.56                              | 93,297.84                                                           | 106,077.52                                                     | 109,653.77                                                                          | 116,940.70                                                                          |
| 27   | 63,382.89  | 76,161.56                              | 93,297.84                                                           | 106,077.52                                                     | 113,365.46                                                                          | 116,940.70                                                                          |
| 28   | 63,382.89  | 76,161.56                              | 97,008.52                                                           | 109,788.21                                                     | 113,365.46                                                                          | 120,652.40                                                                          |
| 29   | 63,382.89  | 76,161.56                              | 97,008.52                                                           | 109,788.21                                                     | 113,365.46                                                                          | 120,652.40                                                                          |
| 30   | 63,382.89  | 76,161.56                              | 97,008.52                                                           | 109,788.21                                                     | 113,365.46                                                                          | 120,652.40                                                                          |
| 31   | 63,382.89  | 76,161.56                              | 97,008.52                                                           | 109,788.21                                                     | 117,077.16                                                                          | 124,367.13                                                                          |
| 32   | 63,382.89  | 76,161.56                              | 97,008.52                                                           | 109,788.21                                                     | 117,077.16                                                                          | 124,367.13                                                                          |
| 33   | 63,382.89  | 76,161.56                              | 100,722.24                                                          | 113,501.92                                                     | 117,077.16                                                                          | 124,367.13                                                                          |
| 34   | 63,382.89  | 76,161.56                              | 100,722.24                                                          | 113,501.92                                                     | 117,077.16                                                                          | 128,097.02                                                                          |
| 35   | 63,382.89  | 76,161.56                              | 100,722.24                                                          | 113,501.92                                                     | 120,784.82                                                                          | 128,097.02                                                                          |
| 36   | 63,382.89  | 76,161.56                              | 100,722.24                                                          | 113,501.92                                                     | 120,784.82                                                                          | 128,097.02                                                                          |
| 37   | 63,382.89  | 76,161.56                              | 100,722.24                                                          | 113,501.92                                                     | 120,784.82                                                                          | 131,823.88                                                                          |
| 38   | 63,382.89  | 76,161.56                              | 104,430.91                                                          | 117,208.57                                                     | 120,784.82                                                                          | 131,823.88                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 195 days TSA EL Teacher**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 53,302.46  | 57,031.70                              | 70,359.16                                                           | 70,898.84                                                      | 71,427.97                                                                           | 71,961.32                                                                           |
| 2    | 56,504.68  | 60,231.81                              | 70,443.49                                                           | 70,981.05                                                      | 71,510.19                                                                           | 75,158.27                                                                           |
| 3    | 59,700.57  | 63,427.70                              | 70,527.81                                                           | 71,067.49                                                      | 74,625.97                                                                           | 78,354.16                                                                           |
| 4    | 62,897.51  | 66,628.86                              | 70,610.03                                                           | 74,090.51                                                      | 77,823.97                                                                           | 81,550.05                                                                           |
| 5    | 66,094.46  | 69,828.97                              | 73,558.22                                                           | 77,289.57                                                      | 81,021.97                                                                           | 85,142.27                                                                           |
| 6    | 66,094.46  | 73,021.70                              | 76,754.11                                                           | 80,487.57                                                      | 84,219.97                                                                           | 87,950.27                                                                           |
| 7    | 66,094.46  | 76,220.76                              | 79,954.22                                                           | 83,687.68                                                      | 87,414.81                                                                           | 91,148.27                                                                           |
| 8    | 66,094.46  | 79,419.81                              | 83,152.22                                                           | 86,882.51                                                      | 90,611.76                                                                           | 94,349.43                                                                           |
| 9    | 66,094.46  | 79,419.81                              | 86,355.49                                                           | 90,080.51                                                      | 93,810.81                                                                           | 97,542.16                                                                           |
| 10   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 93,279.57                                                      | 97,013.03                                                                           | 100,742.27                                                                          |
| 11   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 96,479.68                                                      | 100,211.03                                                                          | 103,940.27                                                                          |
| 12   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 99,675.57                                                      | 103,409.03                                                                          | 107,137.22                                                                          |
| 13   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 102,875.68                                                     | 106,609.14                                                                          | 110,334.16                                                                          |
| 14   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 102,875.68                                                     | 106,609.14                                                                          | 110,334.16                                                                          |
| 15   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 102,875.68                                                     | 106,609.14                                                                          | 110,334.16                                                                          |
| 16   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 102,875.68                                                     | 106,609.14                                                                          | 110,334.16                                                                          |
| 17   | 66,094.46  | 79,419.81                              | 89,552.43                                                           | 102,875.68                                                     | 106,609.14                                                                          | 114,206.76                                                                          |
| 18   | 66,094.46  | 79,419.81                              | 93,421.86                                                           | 106,747.22                                                     | 110,473.30                                                                          | 114,206.76                                                                          |
| 19   | 66,094.46  | 79,419.81                              | 93,421.86                                                           | 106,747.22                                                     | 110,473.30                                                                          | 114,206.76                                                                          |
| 20   | 66,094.46  | 79,419.81                              | 93,421.86                                                           | 106,747.22                                                     | 110,473.30                                                                          | 114,206.76                                                                          |
| 21   | 66,094.46  | 79,419.81                              | 93,421.86                                                           | 106,747.22                                                     | 110,473.30                                                                          | 118,073.03                                                                          |
| 22   | 66,094.46  | 79,419.81                              | 93,421.86                                                           | 106,747.22                                                     | 110,473.30                                                                          | 118,073.03                                                                          |
| 23   | 66,094.46  | 79,419.81                              | 97,289.19                                                           | 110,615.59                                                     | 114,344.84                                                                          | 118,073.03                                                                          |
| 24   | 66,094.46  | 79,419.81                              | 97,289.19                                                           | 110,615.59                                                     | 114,344.84                                                                          | 118,073.03                                                                          |
| 25   | 66,094.46  | 79,419.81                              | 97,289.19                                                           | 110,615.59                                                     | 114,344.84                                                                          | 121,943.51                                                                          |
| 26   | 66,094.46  | 79,419.81                              | 97,289.19                                                           | 110,615.59                                                     | 114,344.84                                                                          | 121,943.51                                                                          |
| 27   | 66,094.46  | 79,419.81                              | 97,289.19                                                           | 110,615.59                                                     | 118,215.32                                                                          | 121,943.51                                                                          |
| 28   | 66,094.46  | 79,419.81                              | 101,158.62                                                          | 114,485.03                                                     | 118,215.32                                                                          | 125,814.00                                                                          |
| 29   | 66,094.46  | 79,419.81                              | 101,158.62                                                          | 114,485.03                                                     | 118,215.32                                                                          | 125,814.00                                                                          |
| 30   | 66,094.46  | 79,419.81                              | 101,158.62                                                          | 114,485.03                                                     | 118,215.32                                                                          | 125,814.00                                                                          |
| 31   | 66,094.46  | 79,419.81                              | 101,158.62                                                          | 114,485.03                                                     | 122,085.81                                                                          | 129,687.65                                                                          |
| 32   | 66,094.46  | 79,419.81                              | 101,158.62                                                          | 114,485.03                                                     | 122,085.81                                                                          | 129,687.65                                                                          |
| 33   | 66,094.46  | 79,419.81                              | 105,031.22                                                          | 118,357.62                                                     | 122,085.81                                                                          | 129,687.65                                                                          |
| 34   | 66,094.46  | 79,419.81                              | 105,031.22                                                          | 118,357.62                                                     | 122,085.81                                                                          | 133,577.11                                                                          |
| 35   | 66,094.46  | 79,419.81                              | 105,031.22                                                          | 118,357.62                                                     | 125,952.08                                                                          | 133,577.11                                                                          |
| 36   | 66,094.46  | 79,419.81                              | 105,031.22                                                          | 118,357.62                                                     | 125,952.08                                                                          | 133,577.11                                                                          |
| 37   | 66,094.46  | 79,419.81                              | 105,031.22                                                          | 118,357.62                                                     | 125,952.08                                                                          | 137,463.41                                                                          |
| 38   | 66,094.46  | 79,419.81                              | 108,898.54                                                          | 122,222.84                                                     | 125,952.08                                                                          | 137,463.41                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 197 days Teacher Reassigned**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 53,849.15  | 57,616.64                              | 71,080.79                                                           | 71,626.01                                                      | 72,160.57                                                                           | 72,699.39                                                                           |
| 2    | 57,084.21  | 60,849.57                              | 71,165.98                                                           | 71,709.06                                                      | 72,243.63                                                                           | 75,929.12                                                                           |
| 3    | 60,312.88  | 64,078.24                              | 71,251.17                                                           | 71,796.38                                                      | 75,391.37                                                                           | 79,157.79                                                                           |
| 4    | 63,542.62  | 67,312.24                              | 71,334.23                                                           | 74,850.42                                                      | 78,622.17                                                                           | 82,386.46                                                                           |
| 5    | 66,772.35  | 70,545.17                              | 74,312.66                                                           | 78,082.28                                                      | 81,852.97                                                                           | 86,015.52                                                                           |
| 6    | 66,772.35  | 73,770.64                              | 77,541.33                                                           | 81,313.08                                                      | 85,083.77                                                                           | 88,852.32                                                                           |
| 7    | 66,772.35  | 77,002.51                              | 80,774.26                                                           | 84,546.01                                                      | 88,311.37                                                                           | 92,083.12                                                                           |
| 8    | 66,772.35  | 80,234.37                              | 84,005.06                                                           | 87,773.62                                                      | 91,541.11                                                                           | 95,317.12                                                                           |
| 9    | 66,772.35  | 80,234.37                              | 87,241.18                                                           | 91,004.42                                                      | 94,772.97                                                                           | 98,542.59                                                                           |
| 10   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 94,236.28                                                      | 98,008.03                                                                           | 101,775.52                                                                          |
| 11   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 97,469.21                                                      | 101,238.83                                                                          | 105,006.32                                                                          |
| 12   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 100,697.88                                                     | 104,469.63                                                                          | 108,236.06                                                                          |
| 13   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 103,930.81                                                     | 107,702.56                                                                          | 111,465.79                                                                          |
| 14   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 103,930.81                                                     | 107,702.56                                                                          | 111,465.79                                                                          |
| 15   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 103,930.81                                                     | 107,702.56                                                                          | 111,465.79                                                                          |
| 16   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 103,930.81                                                     | 107,702.56                                                                          | 111,465.79                                                                          |
| 17   | 66,772.35  | 80,234.37                              | 90,470.92                                                           | 103,930.81                                                     | 107,702.56                                                                          | 115,378.11                                                                          |
| 18   | 66,772.35  | 80,234.37                              | 94,380.04                                                           | 107,842.06                                                     | 111,606.36                                                                          | 115,378.11                                                                          |
| 19   | 66,772.35  | 80,234.37                              | 94,380.04                                                           | 107,842.06                                                     | 111,606.36                                                                          | 115,378.11                                                                          |
| 20   | 66,772.35  | 80,234.37                              | 94,380.04                                                           | 107,842.06                                                     | 111,606.36                                                                          | 115,378.11                                                                          |
| 21   | 66,772.35  | 80,234.37                              | 94,380.04                                                           | 107,842.06                                                     | 111,606.36                                                                          | 119,284.03                                                                          |
| 22   | 66,772.35  | 80,234.37                              | 94,380.04                                                           | 107,842.06                                                     | 111,606.36                                                                          | 119,284.03                                                                          |
| 23   | 66,772.35  | 80,234.37                              | 98,287.03                                                           | 111,750.11                                                     | 115,517.61                                                                          | 119,284.03                                                                          |
| 24   | 66,772.35  | 80,234.37                              | 98,287.03                                                           | 111,750.11                                                     | 115,517.61                                                                          | 119,284.03                                                                          |
| 25   | 66,772.35  | 80,234.37                              | 98,287.03                                                           | 111,750.11                                                     | 115,517.61                                                                          | 123,194.22                                                                          |
| 26   | 66,772.35  | 80,234.37                              | 98,287.03                                                           | 111,750.11                                                     | 115,517.61                                                                          | 123,194.22                                                                          |
| 27   | 66,772.35  | 80,234.37                              | 98,287.03                                                           | 111,750.11                                                     | 119,427.79                                                                          | 123,194.22                                                                          |
| 28   | 66,772.35  | 80,234.37                              | 102,196.15                                                          | 115,659.23                                                     | 119,427.79                                                                          | 127,104.40                                                                          |
| 29   | 66,772.35  | 80,234.37                              | 102,196.15                                                          | 115,659.23                                                     | 119,427.79                                                                          | 127,104.40                                                                          |
| 30   | 66,772.35  | 80,234.37                              | 102,196.15                                                          | 115,659.23                                                     | 119,427.79                                                                          | 127,104.40                                                                          |
| 31   | 66,772.35  | 80,234.37                              | 102,196.15                                                          | 115,659.23                                                     | 123,337.97                                                                          | 131,017.78                                                                          |
| 32   | 66,772.35  | 80,234.37                              | 102,196.15                                                          | 115,659.23                                                     | 123,337.97                                                                          | 131,017.78                                                                          |
| 33   | 66,772.35  | 80,234.37                              | 106,108.46                                                          | 119,571.55                                                     | 123,337.97                                                                          | 131,017.78                                                                          |
| 34   | 66,772.35  | 80,234.37                              | 106,108.46                                                          | 119,571.55                                                     | 123,337.97                                                                          | 134,947.13                                                                          |
| 35   | 66,772.35  | 80,234.37                              | 106,108.46                                                          | 119,571.55                                                     | 127,243.90                                                                          | 134,947.13                                                                          |
| 36   | 66,772.35  | 80,234.37                              | 106,108.46                                                          | 119,571.55                                                     | 127,243.90                                                                          | 134,947.13                                                                          |
| 37   | 66,772.35  | 80,234.37                              | 106,108.46                                                          | 119,571.55                                                     | 127,243.90                                                                          | 138,873.29                                                                          |
| 38   | 66,772.35  | 80,234.37                              | 110,015.45                                                          | 123,476.41                                                     | 127,243.90                                                                          | 138,873.29                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 198 days OSC Teacher/Director Athletics**

This salary schedule is for a guaranteed year-long, seven period teaching assignment (six classes & one conference/prep). These salaries shall be for STRS credit.

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 54,122.50  | 57,909.11                              | 71,441.61                                                           | 71,989.59                                                      | 72,526.86                                                                           | 73,068.42                                                                           |
| 2    | 57,373.98  | 61,158.45                              | 71,527.23                                                           | 72,073.07                                                      | 72,610.35                                                                           | 76,314.55                                                                           |
| 3    | 60,619.04  | 64,403.51                              | 71,612.85                                                           | 72,160.83                                                      | 75,774.06                                                                           | 79,559.61                                                                           |
| 4    | 63,865.17  | 67,653.92                              | 71,696.34                                                           | 75,230.37                                                      | 79,021.26                                                                           | 82,804.67                                                                           |
| 5    | 67,111.30  | 70,903.26                              | 74,689.88                                                           | 78,478.64                                                      | 82,268.46                                                                           | 86,452.15                                                                           |
| 6    | 67,111.30  | 74,145.11                              | 77,934.94                                                           | 81,725.84                                                      | 85,515.66                                                                           | 89,303.35                                                                           |
| 7    | 67,111.30  | 77,393.38                              | 81,184.28                                                           | 84,975.18                                                      | 88,759.65                                                                           | 92,550.55                                                                           |
| 8    | 67,111.30  | 80,641.65                              | 84,431.48                                                           | 88,219.17                                                      | 92,005.78                                                                           | 95,800.96                                                                           |
| 9    | 67,111.30  | 80,641.65                              | 87,684.03                                                           | 91,466.37                                                      | 95,254.05                                                                           | 99,042.81                                                                           |
| 10   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 94,714.64                                                      | 98,505.54                                                                           | 102,292.15                                                                          |
| 11   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 97,963.98                                                      | 101,752.74                                                                          | 105,539.35                                                                          |
| 12   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 101,209.04                                                     | 104,999.94                                                                          | 108,785.48                                                                          |
| 13   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 104,458.38                                                     | 108,249.28                                                                          | 112,031.61                                                                          |
| 14   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 104,458.38                                                     | 108,249.28                                                                          | 112,031.61                                                                          |
| 15   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 104,458.38                                                     | 108,249.28                                                                          | 112,031.61                                                                          |
| 16   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 104,458.38                                                     | 108,249.28                                                                          | 112,031.61                                                                          |
| 17   | 67,111.30  | 80,641.65                              | 90,930.16                                                           | 104,458.38                                                     | 108,249.28                                                                          | 115,963.78                                                                          |
| 18   | 67,111.30  | 80,641.65                              | 94,859.12                                                           | 108,389.48                                                     | 112,172.89                                                                          | 115,963.78                                                                          |
| 19   | 67,111.30  | 80,641.65                              | 94,859.12                                                           | 108,389.48                                                     | 112,172.89                                                                          | 115,963.78                                                                          |
| 20   | 67,111.30  | 80,641.65                              | 94,859.12                                                           | 108,389.48                                                     | 112,172.89                                                                          | 115,963.78                                                                          |
| 21   | 67,111.30  | 80,641.65                              | 94,859.12                                                           | 108,389.48                                                     | 112,172.89                                                                          | 119,889.54                                                                          |
| 22   | 67,111.30  | 80,641.65                              | 94,859.12                                                           | 108,389.48                                                     | 112,172.89                                                                          | 119,889.54                                                                          |
| 23   | 67,111.30  | 80,641.65                              | 98,785.95                                                           | 112,317.37                                                     | 116,103.99                                                                          | 119,889.54                                                                          |
| 24   | 67,111.30  | 80,641.65                              | 98,785.95                                                           | 112,317.37                                                     | 116,103.99                                                                          | 119,889.54                                                                          |
| 25   | 67,111.30  | 80,641.65                              | 98,785.95                                                           | 112,317.37                                                     | 116,103.99                                                                          | 123,819.57                                                                          |
| 26   | 67,111.30  | 80,641.65                              | 98,785.95                                                           | 112,317.37                                                     | 116,103.99                                                                          | 123,819.57                                                                          |
| 27   | 67,111.30  | 80,641.65                              | 98,785.95                                                           | 112,317.37                                                     | 120,034.02                                                                          | 123,819.57                                                                          |
| 28   | 67,111.30  | 80,641.65                              | 102,714.91                                                          | 116,246.34                                                     | 120,034.02                                                                          | 127,749.60                                                                          |
| 29   | 67,111.30  | 80,641.65                              | 102,714.91                                                          | 116,246.34                                                     | 120,034.02                                                                          | 127,749.60                                                                          |
| 30   | 67,111.30  | 80,641.65                              | 102,714.91                                                          | 116,246.34                                                     | 120,034.02                                                                          | 127,749.60                                                                          |
| 31   | 67,111.30  | 80,641.65                              | 102,714.91                                                          | 116,246.34                                                     | 123,964.05                                                                          | 131,682.84                                                                          |
| 32   | 67,111.30  | 80,641.65                              | 102,714.91                                                          | 116,246.34                                                     | 123,964.05                                                                          | 131,682.84                                                                          |
| 33   | 67,111.30  | 80,641.65                              | 106,647.08                                                          | 120,178.51                                                     | 123,964.05                                                                          | 131,682.84                                                                          |
| 34   | 67,111.30  | 80,641.65                              | 106,647.08                                                          | 120,178.51                                                     | 123,964.05                                                                          | 135,632.14                                                                          |
| 35   | 67,111.30  | 80,641.65                              | 106,647.08                                                          | 120,178.51                                                     | 127,889.81                                                                          | 135,632.14                                                                          |
| 36   | 67,111.30  | 80,641.65                              | 106,647.08                                                          | 120,178.51                                                     | 127,889.81                                                                          | 135,632.14                                                                          |
| 37   | 67,111.30  | 80,641.65                              | 106,647.08                                                          | 120,178.51                                                     | 127,889.81                                                                          | 139,578.23                                                                          |
| 38   | 67,111.30  | 80,641.65                              | 110,573.90                                                          | 124,103.19                                                     | 127,889.81                                                                          | 139,578.23                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 190 days PAR Teacher**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 51,935.73  | 55,569.35                              | 68,555.08                                                           | 69,080.92                                                      | 69,596.49                                                                           | 70,116.16                                                                           |
| 2    | 55,055.84  | 58,687.41                              | 68,637.24                                                           | 69,161.03                                                      | 69,676.59                                                                           | 73,231.14                                                                           |
| 3    | 58,169.78  | 61,801.35                              | 68,719.41                                                           | 69,245.24                                                      | 72,712.49                                                                           | 76,345.08                                                                           |
| 4    | 61,284.76  | 64,920.43                              | 68,799.51                                                           | 72,190.76                                                      | 75,828.49                                                                           | 79,459.03                                                                           |
| 5    | 64,399.73  | 68,038.49                              | 71,672.11                                                           | 75,307.78                                                      | 78,944.49                                                                           | 82,959.14                                                                           |
| 6    | 64,399.73  | 71,149.35                              | 74,786.05                                                           | 78,423.78                                                      | 82,060.49                                                                           | 85,695.14                                                                           |
| 7    | 64,399.73  | 74,266.38                              | 77,904.11                                                           | 81,541.84                                                      | 85,173.41                                                                           | 88,811.14                                                                           |
| 8    | 64,399.73  | 77,383.41                              | 81,020.11                                                           | 84,654.76                                                      | 88,288.38                                                                           | 91,930.22                                                                           |
| 9    | 64,399.73  | 77,383.41                              | 84,141.24                                                           | 87,770.76                                                      | 91,405.41                                                                           | 95,041.08                                                                           |
| 10   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 90,887.78                                                      | 94,525.51                                                                           | 98,159.14                                                                           |
| 11   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 94,005.84                                                      | 97,641.51                                                                           | 101,275.14                                                                          |
| 12   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 97,119.78                                                      | 100,757.51                                                                          | 104,390.11                                                                          |
| 13   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 100,237.84                                                     | 103,875.57                                                                          | 107,505.08                                                                          |
| 14   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 100,237.84                                                     | 103,875.57                                                                          | 107,505.08                                                                          |
| 15   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 100,237.84                                                     | 103,875.57                                                                          | 107,505.08                                                                          |
| 16   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 100,237.84                                                     | 103,875.57                                                                          | 107,505.08                                                                          |
| 17   | 64,399.73  | 77,383.41                              | 87,256.22                                                           | 100,237.84                                                     | 103,875.57                                                                          | 111,278.38                                                                          |
| 18   | 64,399.73  | 77,383.41                              | 91,026.43                                                           | 104,010.11                                                     | 107,640.65                                                                          | 111,278.38                                                                          |
| 19   | 64,399.73  | 77,383.41                              | 91,026.43                                                           | 104,010.11                                                     | 107,640.65                                                                          | 111,278.38                                                                          |
| 20   | 64,399.73  | 77,383.41                              | 91,026.43                                                           | 104,010.11                                                     | 107,640.65                                                                          | 111,278.38                                                                          |
| 21   | 64,399.73  | 77,383.41                              | 91,026.43                                                           | 104,010.11                                                     | 107,640.65                                                                          | 115,045.51                                                                          |
| 22   | 64,399.73  | 77,383.41                              | 91,026.43                                                           | 104,010.11                                                     | 107,640.65                                                                          | 115,045.51                                                                          |
| 23   | 64,399.73  | 77,383.41                              | 94,794.59                                                           | 107,779.30                                                     | 111,412.92                                                                          | 115,045.51                                                                          |
| 24   | 64,399.73  | 77,383.41                              | 94,794.59                                                           | 107,779.30                                                     | 111,412.92                                                                          | 115,045.51                                                                          |
| 25   | 64,399.73  | 77,383.41                              | 94,794.59                                                           | 107,779.30                                                     | 111,412.92                                                                          | 118,816.76                                                                          |
| 26   | 64,399.73  | 77,383.41                              | 94,794.59                                                           | 107,779.30                                                     | 111,412.92                                                                          | 118,816.76                                                                          |
| 27   | 64,399.73  | 77,383.41                              | 94,794.59                                                           | 107,779.30                                                     | 115,184.16                                                                          | 118,816.76                                                                          |
| 28   | 64,399.73  | 77,383.41                              | 98,564.81                                                           | 111,549.51                                                     | 115,184.16                                                                          | 122,588.00                                                                          |
| 29   | 64,399.73  | 77,383.41                              | 98,564.81                                                           | 111,549.51                                                     | 115,184.16                                                                          | 122,588.00                                                                          |
| 30   | 64,399.73  | 77,383.41                              | 98,564.81                                                           | 111,549.51                                                     | 115,184.16                                                                          | 122,588.00                                                                          |
| 31   | 64,399.73  | 77,383.41                              | 98,564.81                                                           | 111,549.51                                                     | 118,955.41                                                                          | 126,362.32                                                                          |
| 32   | 64,399.73  | 77,383.41                              | 98,564.81                                                           | 111,549.51                                                     | 118,955.41                                                                          | 126,362.32                                                                          |
| 33   | 64,399.73  | 77,383.41                              | 102,338.11                                                          | 115,322.81                                                     | 118,955.41                                                                          | 126,362.32                                                                          |
| 34   | 64,399.73  | 77,383.41                              | 102,338.11                                                          | 115,322.81                                                     | 118,955.41                                                                          | 130,152.05                                                                          |
| 35   | 64,399.73  | 77,383.41                              | 102,338.11                                                          | 115,322.81                                                     | 122,722.54                                                                          | 130,152.05                                                                          |
| 36   | 64,399.73  | 77,383.41                              | 102,338.11                                                          | 115,322.81                                                     | 122,722.54                                                                          | 130,152.05                                                                          |
| 37   | 64,399.73  | 77,383.41                              | 102,338.11                                                          | 115,322.81                                                     | 122,722.54                                                                          | 133,938.70                                                                          |
| 38   | 64,399.73  | 77,383.41                              | 106,106.27                                                          | 119,088.92                                                     | 122,722.54                                                                          | 133,938.70                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |



**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 215 days Program Specialist (2%)**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 59,944.77  | 64,138.73                              | 79,127.00                                                           | 79,733.92                                                      | 80,329.00                                                                           | 80,928.81                                                                           |
| 2    | 63,546.03  | 67,737.62                              | 79,221.83                                                           | 79,826.39                                                      | 80,421.46                                                                           | 84,524.15                                                                           |
| 3    | 67,140.18  | 71,331.77                              | 79,316.66                                                           | 79,923.59                                                      | 83,925.52                                                                           | 88,118.30                                                                           |
| 4    | 70,735.51  | 74,931.85                              | 79,409.12                                                           | 83,323.33                                                      | 87,522.04                                                                           | 91,712.45                                                                           |
| 5    | 74,330.85  | 78,530.74                              | 82,724.70                                                           | 86,921.04                                                      | 91,118.56                                                                           | 95,752.31                                                                           |
| 6    | 74,330.85  | 82,121.33                              | 86,318.85                                                           | 90,517.56                                                      | 94,715.08                                                                           | 98,910.23                                                                           |
| 7    | 74,330.85  | 85,719.04                              | 89,917.74                                                           | 94,116.45                                                      | 98,308.04                                                                           | 102,506.75                                                                          |
| 8    | 74,330.85  | 89,316.74                              | 93,514.26                                                           | 97,709.41                                                      | 101,903.38                                                                          | 106,106.82                                                                          |
| 9    | 74,330.85  | 89,316.74                              | 97,116.71                                                           | 101,305.93                                                     | 105,501.08                                                                          | 109,697.42                                                                          |
| 10   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 104,903.64                                                     | 109,102.34                                                                          | 113,296.31                                                                          |
| 11   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 108,502.53                                                     | 112,698.86                                                                          | 116,892.83                                                                          |
| 12   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 112,096.68                                                     | 116,295.38                                                                          | 120,488.16                                                                          |
| 13   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 115,695.57                                                     | 119,894.27                                                                          | 124,083.50                                                                          |
| 14   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 115,695.57                                                     | 119,894.27                                                                          | 124,083.50                                                                          |
| 15   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 115,695.57                                                     | 119,894.27                                                                          | 124,083.50                                                                          |
| 16   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 115,695.57                                                     | 119,894.27                                                                          | 124,083.50                                                                          |
| 17   | 74,330.85  | 89,316.74                              | 100,712.04                                                          | 115,695.57                                                     | 119,894.27                                                                          | 128,438.68                                                                          |
| 18   | 74,330.85  | 89,316.74                              | 105,063.67                                                          | 120,049.56                                                     | 124,239.97                                                                          | 128,438.68                                                                          |
| 19   | 74,330.85  | 89,316.74                              | 105,063.67                                                          | 120,049.56                                                     | 124,239.97                                                                          | 128,438.68                                                                          |
| 20   | 74,330.85  | 89,316.74                              | 105,063.67                                                          | 120,049.56                                                     | 124,239.97                                                                          | 128,438.68                                                                          |
| 21   | 74,330.85  | 89,316.74                              | 105,063.67                                                          | 120,049.56                                                     | 124,239.97                                                                          | 132,786.74                                                                          |
| 22   | 74,330.85  | 89,316.74                              | 105,063.67                                                          | 120,049.56                                                     | 124,239.97                                                                          | 132,786.74                                                                          |
| 23   | 74,330.85  | 89,316.74                              | 109,412.92                                                          | 124,400.00                                                     | 128,593.96                                                                          | 132,786.74                                                                          |
| 24   | 74,330.85  | 89,316.74                              | 109,412.92                                                          | 124,400.00                                                     | 128,593.96                                                                          | 132,786.74                                                                          |
| 25   | 74,330.85  | 89,316.74                              | 109,412.92                                                          | 124,400.00                                                     | 128,593.96                                                                          | 137,139.55                                                                          |
| 26   | 74,330.85  | 89,316.74                              | 109,412.92                                                          | 124,400.00                                                     | 128,593.96                                                                          | 137,139.55                                                                          |
| 27   | 74,330.85  | 89,316.74                              | 109,412.92                                                          | 124,400.00                                                     | 132,946.77                                                                          | 137,139.55                                                                          |
| 28   | 74,330.85  | 89,316.74                              | 113,764.54                                                          | 128,751.62                                                     | 132,946.77                                                                          | 141,492.36                                                                          |
| 29   | 74,330.85  | 89,316.74                              | 113,764.54                                                          | 128,751.62                                                     | 132,946.77                                                                          | 141,492.36                                                                          |
| 30   | 74,330.85  | 89,316.74                              | 113,764.54                                                          | 128,751.62                                                     | 132,946.77                                                                          | 141,492.36                                                                          |
| 31   | 74,330.85  | 89,316.74                              | 113,764.54                                                          | 128,751.62                                                     | 137,299.58                                                                          | 145,848.72                                                                          |
| 32   | 74,330.85  | 89,316.74                              | 113,764.54                                                          | 128,751.62                                                     | 137,299.58                                                                          | 145,848.72                                                                          |
| 33   | 74,330.85  | 89,316.74                              | 118,119.72                                                          | 133,106.80                                                     | 137,299.58                                                                          | 145,848.72                                                                          |
| 34   | 74,330.85  | 89,316.74                              | 118,119.72                                                          | 133,106.80                                                     | 137,299.58                                                                          | 150,222.87                                                                          |
| 35   | 74,330.85  | 89,316.74                              | 118,119.72                                                          | 133,106.80                                                     | 141,647.65                                                                          | 150,222.87                                                                          |
| 36   | 74,330.85  | 89,316.74                              | 118,119.72                                                          | 133,106.80                                                     | 141,647.65                                                                          | 150,222.87                                                                          |
| 37   | 74,330.85  | 89,316.74                              | 118,119.72                                                          | 133,106.80                                                     | 141,647.65                                                                          | 154,593.46                                                                          |
| 38   | 74,330.85  | 89,316.74                              | 122,468.97                                                          | 137,453.68                                                     | 141,647.65                                                                          | 154,593.46                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 215 days Program Specialist (4%)**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 61,120.15  | 65,396.35                              | 80,678.51                                                           | 81,297.33                                                      | 81,904.08                                                                           | 82,515.65                                                                           |
| 2    | 64,792.03  | 69,065.81                              | 80,775.20                                                           | 81,391.61                                                      | 81,998.35                                                                           | 86,181.48                                                                           |
| 3    | 68,456.65  | 72,730.43                              | 80,871.89                                                           | 81,490.72                                                      | 85,571.12                                                                           | 89,846.11                                                                           |
| 4    | 72,122.48  | 76,401.10                              | 80,966.16                                                           | 84,957.12                                                      | 89,238.16                                                                           | 93,510.73                                                                           |
| 5    | 75,788.31  | 80,070.56                              | 84,346.75                                                           | 88,625.37                                                      | 92,905.20                                                                           | 97,629.80                                                                           |
| 6    | 75,788.31  | 83,731.55                              | 88,011.38                                                           | 92,292.41                                                      | 96,572.24                                                                           | 100,849.64                                                                          |
| 7    | 75,788.31  | 87,399.80                              | 91,680.83                                                           | 95,961.87                                                      | 100,235.65                                                                          | 104,516.68                                                                          |
| 8    | 75,788.31  | 91,068.05                              | 95,347.87                                                           | 99,625.28                                                      | 103,901.48                                                                          | 108,187.35                                                                          |
| 9    | 75,788.31  | 91,068.05                              | 99,020.96                                                           | 103,292.32                                                     | 107,569.73                                                                          | 111,848.35                                                                          |
| 10   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 106,960.57                                                     | 111,241.60                                                                          | 115,517.80                                                                          |
| 11   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 110,630.03                                                     | 114,908.64                                                                          | 119,184.84                                                                          |
| 12   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 114,294.65                                                     | 118,575.68                                                                          | 122,850.67                                                                          |
| 13   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 117,964.11                                                     | 122,245.14                                                                          | 126,516.51                                                                          |
| 14   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 117,964.11                                                     | 122,245.14                                                                          | 126,516.51                                                                          |
| 15   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 117,964.11                                                     | 122,245.14                                                                          | 126,516.51                                                                          |
| 16   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 117,964.11                                                     | 122,245.14                                                                          | 126,516.51                                                                          |
| 17   | 75,788.31  | 91,068.05                              | 102,686.79                                                          | 117,964.11                                                     | 122,245.14                                                                          | 130,957.08                                                                          |
| 18   | 75,788.31  | 91,068.05                              | 107,123.74                                                          | 122,403.47                                                     | 126,676.05                                                                          | 130,957.08                                                                          |
| 19   | 75,788.31  | 91,068.05                              | 107,123.74                                                          | 122,403.47                                                     | 126,676.05                                                                          | 130,957.08                                                                          |
| 20   | 75,788.31  | 91,068.05                              | 107,123.74                                                          | 122,403.47                                                     | 126,676.05                                                                          | 130,957.08                                                                          |
| 21   | 75,788.31  | 91,068.05                              | 107,123.74                                                          | 122,403.47                                                     | 126,676.05                                                                          | 135,390.40                                                                          |
| 22   | 75,788.31  | 91,068.05                              | 107,123.74                                                          | 122,403.47                                                     | 126,676.05                                                                          | 135,390.40                                                                          |
| 23   | 75,788.31  | 91,068.05                              | 111,558.27                                                          | 126,839.22                                                     | 131,115.41                                                                          | 135,390.40                                                                          |
| 24   | 75,788.31  | 91,068.05                              | 111,558.27                                                          | 126,839.22                                                     | 131,115.41                                                                          | 135,390.40                                                                          |
| 25   | 75,788.31  | 91,068.05                              | 111,558.27                                                          | 126,839.22                                                     | 131,115.41                                                                          | 139,828.56                                                                          |
| 26   | 75,788.31  | 91,068.05                              | 111,558.27                                                          | 126,839.22                                                     | 131,115.41                                                                          | 139,828.56                                                                          |
| 27   | 75,788.31  | 91,068.05                              | 111,558.27                                                          | 126,839.22                                                     | 135,553.57                                                                          | 139,828.56                                                                          |
| 28   | 75,788.31  | 91,068.05                              | 115,995.22                                                          | 131,276.16                                                     | 135,553.57                                                                          | 144,266.72                                                                          |
| 29   | 75,788.31  | 91,068.05                              | 115,995.22                                                          | 131,276.16                                                     | 135,553.57                                                                          | 144,266.72                                                                          |
| 30   | 75,788.31  | 91,068.05                              | 115,995.22                                                          | 131,276.16                                                     | 135,553.57                                                                          | 144,266.72                                                                          |
| 31   | 75,788.31  | 91,068.05                              | 115,995.22                                                          | 131,276.16                                                     | 139,991.73                                                                          | 148,708.50                                                                          |
| 32   | 75,788.31  | 91,068.05                              | 115,995.22                                                          | 131,276.16                                                     | 139,991.73                                                                          | 148,708.50                                                                          |
| 33   | 75,788.31  | 91,068.05                              | 120,435.79                                                          | 135,716.74                                                     | 139,991.73                                                                          | 148,708.50                                                                          |
| 34   | 75,788.31  | 91,068.05                              | 120,435.79                                                          | 135,716.74                                                     | 139,991.73                                                                          | 153,168.42                                                                          |
| 35   | 75,788.31  | 91,068.05                              | 120,435.79                                                          | 135,716.74                                                     | 144,425.05                                                                          | 153,168.42                                                                          |
| 36   | 75,788.31  | 91,068.05                              | 120,435.79                                                          | 135,716.74                                                     | 144,425.05                                                                          | 153,168.42                                                                          |
| 37   | 75,788.31  | 91,068.05                              | 120,435.79                                                          | 135,716.74                                                     | 144,425.05                                                                          | 157,624.70                                                                          |
| 38   | 75,788.31  | 91,068.05                              | 124,870.33                                                          | 140,148.85                                                     | 144,425.05                                                                          | 157,624.70                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE 2019-2020**  
7 period 215 days Program Specialist (6%)

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 62,295.54  | 66,653.97                              | 82,230.02                                                           | 82,860.74                                                      | 83,479.15                                                                           | 84,102.49                                                                           |
| 2    | 66,038.03  | 70,394.00                              | 82,328.57                                                           | 82,956.83                                                      | 83,575.24                                                                           | 87,838.82                                                                           |
| 3    | 69,773.12  | 74,129.09                              | 82,427.12                                                           | 83,057.85                                                      | 87,216.71                                                                           | 91,573.92                                                                           |
| 4    | 73,509.45  | 77,870.35                              | 82,523.21                                                           | 86,590.91                                                      | 90,954.27                                                                           | 95,309.01                                                                           |
| 5    | 77,245.78  | 81,610.37                              | 85,968.81                                                           | 90,329.70                                                      | 94,691.83                                                                           | 99,507.30                                                                           |
| 6    | 77,245.78  | 85,341.77                              | 89,703.90                                                           | 94,067.26                                                      | 98,429.39                                                                           | 102,789.06                                                                          |
| 7    | 77,245.78  | 89,080.57                              | 93,443.93                                                           | 97,807.29                                                      | 102,163.26                                                                          | 106,526.62                                                                          |
| 8    | 77,245.78  | 92,819.36                              | 97,181.49                                                           | 101,541.15                                                     | 105,899.59                                                                          | 110,267.88                                                                          |
| 9    | 77,245.78  | 92,819.36                              | 100,925.21                                                          | 105,278.71                                                     | 109,638.38                                                                          | 113,999.28                                                                          |
| 10   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 109,017.50                                                     | 113,380.87                                                                          | 117,739.30                                                                          |
| 11   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 112,757.53                                                     | 117,118.43                                                                          | 121,476.86                                                                          |
| 12   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 116,492.62                                                     | 120,855.99                                                                          | 125,213.19                                                                          |
| 13   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 120,232.65                                                     | 124,596.01                                                                          | 128,949.52                                                                          |
| 14   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 120,232.65                                                     | 124,596.01                                                                          | 128,949.52                                                                          |
| 15   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 120,232.65                                                     | 124,596.01                                                                          | 128,949.52                                                                          |
| 16   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 120,232.65                                                     | 124,596.01                                                                          | 128,949.52                                                                          |
| 17   | 77,245.78  | 92,819.36                              | 104,661.54                                                          | 120,232.65                                                     | 124,596.01                                                                          | 133,475.49                                                                          |
| 18   | 77,245.78  | 92,819.36                              | 109,183.81                                                          | 124,757.39                                                     | 129,112.13                                                                          | 133,475.49                                                                          |
| 19   | 77,245.78  | 92,819.36                              | 109,183.81                                                          | 124,757.39                                                     | 129,112.13                                                                          | 133,475.49                                                                          |
| 20   | 77,245.78  | 92,819.36                              | 109,183.81                                                          | 124,757.39                                                     | 129,112.13                                                                          | 133,475.49                                                                          |
| 21   | 77,245.78  | 92,819.36                              | 109,183.81                                                          | 124,757.39                                                     | 129,112.13                                                                          | 137,994.07                                                                          |
| 22   | 77,245.78  | 92,819.36                              | 109,183.81                                                          | 124,757.39                                                     | 129,112.13                                                                          | 137,994.07                                                                          |
| 23   | 77,245.78  | 92,819.36                              | 113,703.62                                                          | 129,278.43                                                     | 133,636.86                                                                          | 137,994.07                                                                          |
| 24   | 77,245.78  | 92,819.36                              | 113,703.62                                                          | 129,278.43                                                     | 133,636.86                                                                          | 137,994.07                                                                          |
| 25   | 77,245.78  | 92,819.36                              | 113,703.62                                                          | 129,278.43                                                     | 133,636.86                                                                          | 142,517.57                                                                          |
| 26   | 77,245.78  | 92,819.36                              | 113,703.62                                                          | 129,278.43                                                     | 133,636.86                                                                          | 142,517.57                                                                          |
| 27   | 77,245.78  | 92,819.36                              | 113,703.62                                                          | 129,278.43                                                     | 138,160.37                                                                          | 142,517.57                                                                          |
| 28   | 77,245.78  | 92,819.36                              | 118,225.90                                                          | 133,800.71                                                     | 138,160.37                                                                          | 147,041.08                                                                          |
| 29   | 77,245.78  | 92,819.36                              | 118,225.90                                                          | 133,800.71                                                     | 138,160.37                                                                          | 147,041.08                                                                          |
| 30   | 77,245.78  | 92,819.36                              | 118,225.90                                                          | 133,800.71                                                     | 138,160.37                                                                          | 147,041.08                                                                          |
| 31   | 77,245.78  | 92,819.36                              | 118,225.90                                                          | 133,800.71                                                     | 142,683.88                                                                          | 151,568.28                                                                          |
| 32   | 77,245.78  | 92,819.36                              | 118,225.90                                                          | 133,800.71                                                     | 142,683.88                                                                          | 151,568.28                                                                          |
| 33   | 77,245.78  | 92,819.36                              | 122,751.87                                                          | 138,326.68                                                     | 142,683.88                                                                          | 151,568.28                                                                          |
| 34   | 77,245.78  | 92,819.36                              | 122,751.87                                                          | 138,326.68                                                     | 142,683.88                                                                          | 156,113.96                                                                          |
| 35   | 77,245.78  | 92,819.36                              | 122,751.87                                                          | 138,326.68                                                     | 147,202.46                                                                          | 156,113.96                                                                          |
| 36   | 77,245.78  | 92,819.36                              | 122,751.87                                                          | 138,326.68                                                     | 147,202.46                                                                          | 156,113.96                                                                          |
| 37   | 77,245.78  | 92,819.36                              | 122,751.87                                                          | 138,326.68                                                     | 147,202.46                                                                          | 160,655.95                                                                          |
| 38   | 77,245.78  | 92,819.36                              | 127,271.68                                                          | 142,844.02                                                     | 147,202.46                                                                          | 160,655.95                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 205 days Program Specialist Nurse, Transition Coordinator (6%)**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 59,398.07  | 63,553.79                              | 78,405.36                                                           | 79,006.76                                                      | 79,596.40                                                                           | 80,190.75                                                                           |
| 2    | 62,966.49  | 67,119.86                              | 78,499.33                                                           | 79,098.37                                                      | 79,688.02                                                                           | 83,753.29                                                                           |
| 3    | 66,527.86  | 70,681.23                              | 78,593.30                                                           | 79,194.69                                                      | 83,160.12                                                                           | 87,314.66                                                                           |
| 4    | 70,090.41  | 74,248.47                              | 78,684.92                                                           | 82,563.43                                                      | 86,723.84                                                                           | 90,876.03                                                                           |
| 5    | 73,652.95  | 77,814.54                              | 81,970.26                                                           | 86,128.32                                                      | 90,287.56                                                                           | 94,879.05                                                                           |
| 6    | 73,652.95  | 81,372.39                              | 85,531.63                                                           | 89,692.04                                                      | 93,851.28                                                                           | 98,008.17                                                                           |
| 7    | 73,652.95  | 84,937.28                              | 89,097.70                                                           | 93,258.11                                                      | 97,411.48                                                                           | 101,571.89                                                                          |
| 8    | 73,652.95  | 88,502.18                              | 92,661.42                                                           | 96,818.31                                                      | 100,974.02                                                                          | 105,139.14                                                                          |
| 9    | 73,652.95  | 88,502.18                              | 96,231.01                                                           | 100,382.03                                                     | 104,538.92                                                                          | 108,696.98                                                                          |
| 10   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 103,946.92                                                     | 108,107.34                                                                          | 112,263.05                                                                          |
| 11   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 107,512.99                                                     | 111,671.06                                                                          | 115,826.77                                                                          |
| 12   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 111,074.36                                                     | 115,234.78                                                                          | 119,389.32                                                                          |
| 13   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 114,640.43                                                     | 118,800.85                                                                          | 122,951.86                                                                          |
| 14   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 114,640.43                                                     | 118,800.85                                                                          | 122,951.86                                                                          |
| 15   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 114,640.43                                                     | 118,800.85                                                                          | 122,951.86                                                                          |
| 16   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 114,640.43                                                     | 118,800.85                                                                          | 122,951.86                                                                          |
| 17   | 73,652.95  | 88,502.18                              | 99,793.56                                                           | 114,640.43                                                     | 118,800.85                                                                          | 127,267.32                                                                          |
| 18   | 73,652.95  | 88,502.18                              | 104,105.49                                                          | 118,954.72                                                     | 123,106.91                                                                          | 127,267.32                                                                          |
| 19   | 73,652.95  | 88,502.18                              | 104,105.49                                                          | 118,954.72                                                     | 123,106.91                                                                          | 127,267.32                                                                          |
| 20   | 73,652.95  | 88,502.18                              | 104,105.49                                                          | 118,954.72                                                     | 123,106.91                                                                          | 127,267.32                                                                          |
| 21   | 73,652.95  | 88,502.18                              | 104,105.49                                                          | 118,954.72                                                     | 123,106.91                                                                          | 131,575.74                                                                          |
| 22   | 73,652.95  | 88,502.18                              | 104,105.49                                                          | 118,954.72                                                     | 123,106.91                                                                          | 131,575.74                                                                          |
| 23   | 73,652.95  | 88,502.18                              | 108,415.08                                                          | 123,265.48                                                     | 127,421.20                                                                          | 131,575.74                                                                          |
| 24   | 73,652.95  | 88,502.18                              | 108,415.08                                                          | 123,265.48                                                     | 127,421.20                                                                          | 131,575.74                                                                          |
| 25   | 73,652.95  | 88,502.18                              | 108,415.08                                                          | 123,265.48                                                     | 127,421.20                                                                          | 135,888.85                                                                          |
| 26   | 73,652.95  | 88,502.18                              | 108,415.08                                                          | 123,265.48                                                     | 127,421.20                                                                          | 135,888.85                                                                          |
| 27   | 73,652.95  | 88,502.18                              | 108,415.08                                                          | 123,265.48                                                     | 131,734.31                                                                          | 135,888.85                                                                          |
| 28   | 73,652.95  | 88,502.18                              | 112,727.02                                                          | 127,577.42                                                     | 131,734.31                                                                          | 140,201.96                                                                          |
| 29   | 73,652.95  | 88,502.18                              | 112,727.02                                                          | 127,577.42                                                     | 131,734.31                                                                          | 140,201.96                                                                          |
| 30   | 73,652.95  | 88,502.18                              | 112,727.02                                                          | 127,577.42                                                     | 131,734.31                                                                          | 140,201.96                                                                          |
| 31   | 73,652.95  | 88,502.18                              | 112,727.02                                                          | 127,577.42                                                     | 136,047.42                                                                          | 144,518.60                                                                          |
| 32   | 73,652.95  | 88,502.18                              | 112,727.02                                                          | 127,577.42                                                     | 136,047.42                                                                          | 144,518.60                                                                          |
| 33   | 73,652.95  | 88,502.18                              | 117,042.48                                                          | 131,892.88                                                     | 136,047.42                                                                          | 144,518.60                                                                          |
| 34   | 73,652.95  | 88,502.18                              | 117,042.48                                                          | 131,892.88                                                     | 136,047.42                                                                          | 148,852.85                                                                          |
| 35   | 73,652.95  | 88,502.18                              | 117,042.48                                                          | 131,892.88                                                     | 140,355.83                                                                          | 148,852.85                                                                          |
| 36   | 73,652.95  | 88,502.18                              | 117,042.48                                                          | 131,892.88                                                     | 140,355.83                                                                          | 148,852.85                                                                          |
| 37   | 73,652.95  | 88,502.18                              | 117,042.48                                                          | 131,892.88                                                     | 140,355.83                                                                          | 153,183.58                                                                          |
| 38   | 73,652.95  | 88,502.18                              | 121,352.07                                                          | 136,200.12                                                     | 140,355.83                                                                          | 153,183.58                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |

**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE 2019-2020  
7 period 215 days Coord Guidance Service (18%)**

|      | COLUMN 1   | COLUMN 2                               | COLUMN 3                                                            | COLUMN 4                                                       | COLUMN 5                                                                            | COLUMN 6                                                                            |
|------|------------|----------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|      | BACHELOR'S | BACHELOR'S +15<br>OR SPECIAL<br>CREDIT | BACHELOR'S + 30<br>with PRELIMINARY<br>SINGLE SUBJECT<br>CREDENTIAL | BACHELOR'S +45<br>OR MASTERS with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S + 60<br>WITH MASTER OR<br>MASTERS +15 with<br>PRELIMINARY<br>CREDENTIAL | *BACHELOR'S +75<br>WITH MASTERS OR<br>MASTERS +30 with<br>PRELIMINARY<br>CREDENTIAL |
| STEP | SALARY     | SALARY                                 | SALARY                                                              | SALARY                                                         | SALARY                                                                              | SALARY                                                                              |
| 1    | 69,347.87  | 74,199.71                              | 91,539.07                                                           | 92,241.21                                                      | 92,929.62                                                                           | 93,623.53                                                                           |
| 2    | 73,514.03  | 78,363.13                              | 91,648.78                                                           | 92,348.17                                                      | 93,036.59                                                                           | 97,782.84                                                                           |
| 3    | 77,671.97  | 82,521.07                              | 91,758.49                                                           | 92,460.62                                                      | 97,090.30                                                                           | 101,940.77                                                                          |
| 4    | 81,831.28  | 86,685.86                              | 91,865.46                                                           | 96,393.66                                                      | 101,250.98                                                                          | 106,098.71                                                                          |
| 5    | 85,990.59  | 90,849.28                              | 95,701.13                                                           | 100,555.71                                                     | 105,411.66                                                                          | 110,772.28                                                                          |
| 6    | 85,990.59  | 95,003.11                              | 99,859.06                                                           | 104,716.39                                                     | 109,572.34                                                                          | 114,425.56                                                                          |
| 7    | 85,990.59  | 99,165.16                              | 104,022.49                                                          | 108,879.81                                                     | 113,728.91                                                                          | 118,586.24                                                                          |
| 8    | 85,990.59  | 103,327.21                             | 108,183.17                                                          | 113,036.38                                                     | 117,888.22                                                                          | 122,751.03                                                                          |
| 9    | 85,990.59  | 103,327.21                             | 112,350.70                                                          | 117,197.06                                                     | 122,050.27                                                                          | 126,904.85                                                                          |
| 10   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 121,359.11                                                     | 126,216.44                                                                          | 131,068.28                                                                          |
| 11   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 125,522.53                                                     | 130,377.12                                                                          | 135,228.96                                                                          |
| 12   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 129,680.47                                                     | 134,537.80                                                                          | 139,388.27                                                                          |
| 13   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 133,843.89                                                     | 138,701.22                                                                          | 143,547.57                                                                          |
| 14   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 133,843.89                                                     | 138,701.22                                                                          | 143,547.57                                                                          |
| 15   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 133,843.89                                                     | 138,701.22                                                                          | 143,547.57                                                                          |
| 16   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 133,843.89                                                     | 138,701.22                                                                          | 143,547.57                                                                          |
| 17   | 85,990.59  | 103,327.21                             | 116,510.01                                                          | 133,843.89                                                     | 138,701.22                                                                          | 148,585.92                                                                          |
| 18   | 85,990.59  | 103,327.21                             | 121,544.24                                                          | 138,880.87                                                     | 143,728.59                                                                          | 148,585.92                                                                          |
| 19   | 85,990.59  | 103,327.21                             | 121,544.24                                                          | 138,880.87                                                     | 143,728.59                                                                          | 148,585.92                                                                          |
| 20   | 85,990.59  | 103,327.21                             | 121,544.24                                                          | 138,880.87                                                     | 143,728.59                                                                          | 148,585.92                                                                          |
| 21   | 85,990.59  | 103,327.21                             | 121,544.24                                                          | 138,880.87                                                     | 143,728.59                                                                          | 153,616.04                                                                          |
| 22   | 85,990.59  | 103,327.21                             | 121,544.24                                                          | 138,880.87                                                     | 143,728.59                                                                          | 153,616.04                                                                          |
| 23   | 85,990.59  | 103,327.21                             | 126,575.73                                                          | 143,913.72                                                     | 148,765.57                                                                          | 153,616.04                                                                          |
| 24   | 85,990.59  | 103,327.21                             | 126,575.73                                                          | 143,913.72                                                     | 148,765.57                                                                          | 153,616.04                                                                          |
| 25   | 85,990.59  | 103,327.21                             | 126,575.73                                                          | 143,913.72                                                     | 148,765.57                                                                          | 158,651.64                                                                          |
| 26   | 85,990.59  | 103,327.21                             | 126,575.73                                                          | 143,913.72                                                     | 148,765.57                                                                          | 158,651.64                                                                          |
| 27   | 85,990.59  | 103,327.21                             | 126,575.73                                                          | 143,913.72                                                     | 153,801.17                                                                          | 158,651.64                                                                          |
| 28   | 85,990.59  | 103,327.21                             | 131,609.96                                                          | 148,947.96                                                     | 153,801.17                                                                          | 163,687.24                                                                          |
| 29   | 85,990.59  | 103,327.21                             | 131,609.96                                                          | 148,947.96                                                     | 153,801.17                                                                          | 163,687.24                                                                          |
| 30   | 85,990.59  | 103,327.21                             | 131,609.96                                                          | 148,947.96                                                     | 153,801.17                                                                          | 163,687.24                                                                          |
| 31   | 85,990.59  | 103,327.21                             | 131,609.96                                                          | 148,947.96                                                     | 158,836.77                                                                          | 168,726.96                                                                          |
| 32   | 85,990.59  | 103,327.21                             | 131,609.96                                                          | 148,947.96                                                     | 158,836.77                                                                          | 168,726.96                                                                          |
| 33   | 85,990.59  | 103,327.21                             | 136,648.31                                                          | 153,986.30                                                     | 158,836.77                                                                          | 168,726.96                                                                          |
| 34   | 85,990.59  | 103,327.21                             | 136,648.31                                                          | 153,986.30                                                     | 158,836.77                                                                          | 173,787.24                                                                          |
| 35   | 85,990.59  | 103,327.21                             | 136,648.31                                                          | 153,986.30                                                     | 163,866.89                                                                          | 173,787.24                                                                          |
| 36   | 85,990.59  | 103,327.21                             | 136,648.31                                                          | 153,986.30                                                     | 163,866.89                                                                          | 173,787.24                                                                          |
| 37   | 85,990.59  | 103,327.21                             | 136,648.31                                                          | 153,986.30                                                     | 163,866.89                                                                          | 178,843.42                                                                          |
| 38   | 85,990.59  | 103,327.21                             | 141,679.79                                                          | 159,015.05                                                     | 163,866.89                                                                          | 178,843.42                                                                          |

\* Must satisfy sections 3.8.2.7.1 through 3.8.2.9 of Agreement (Pre BA/BS UNITS DO NO APPLY)\*\*

\*\*Career increments are reflected in the individual cells of the salary schedule.

Board approved 11/16/19. Effective July 1, 2019

|                              |            |
|------------------------------|------------|
| Doctorate                    | \$3,500.00 |
| National Board Certification | \$1,500.00 |
| Hourly                       | \$50.00    |