

**Management
Salary Schedule
Effective June 1, 2025**

Annual

Position	Work Days	Pay Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Certificated Director (I 200)	223	12	\$176,235	\$180,844	\$185,453	\$190,061	\$194,670	\$199,279	\$203,872
Principal, 9-12 (I 205)	223	12	\$176,235	\$180,844	\$185,453	\$190,061	\$194,670		
Principal, Adult Education (I 205)	223	12	\$176,235	\$180,844	\$185,453	\$190,061	\$194,670		
Principal, 6-8 (I 210)	220	12	\$164,978	\$169,526	\$174,059	\$178,607	\$183,156		
Principal, Alternative Education (I 210)	220	12	\$164,978	\$169,526	\$174,059	\$178,607	\$183,156		
Principal, TK-5 (I 215)	213	12	\$159,266	\$163,346	\$167,531	\$171,823	\$176,235		
Principal, Children's Center (I 215)	223	12	\$159,266	\$163,346	\$167,531	\$171,823	\$176,235		
Assistant Principal, High School (I 305)	223	12	\$152,889	\$156,425	\$160,097	\$163,814	\$167,592		
Assistant Principal, High School (I 306)*	215	12	\$147,493	\$150,755	\$154,250	\$157,978	\$161,473		
Supervisor, Special Ed and Student SVC(I 305)	223	12	\$152,889	\$156,425	\$160,097	\$163,814	\$167,592		
Assistant Principal, Alternative Education (I310)	213	12	\$136,963	\$140,075	\$143,324	\$146,588	\$149,988		
Assistant Principal, Middle School (I310)	213	12	\$136,963	\$140,075	\$143,324	\$146,588	\$149,988		
Assistant Principal, Middle School (I 311)*	210	12	\$134,959	\$138,146	\$141,332	\$144,518	\$147,932		
Assistant Principal, Adult and Community Education (I 311)	210	12	\$134,959	\$138,146	\$141,332	\$144,518	\$147,932		
Assistant Principal, TK-5 (I 310)	213	12	\$136,963	\$140,075	\$143,324	\$146,588	\$149,988		
Coordinator, Career Technical Education (I 310)	213	12	\$136,963	\$140,075	\$143,324	\$146,588	\$149,988		
DHH Program Coordinator (I 310)	213	12	\$136,963	\$140,075	\$143,324	\$146,588	\$149,988		
Student Services Specialist (O 6-10)	203	11	\$131,532	\$134,527	\$137,640	\$140,770	\$144,035		
Program Specialist (213 days) (O 16-20)	213	12	\$138,011	\$141,154	\$144,421	\$147,705	\$151,131		
Program Specialist (223 days) (O 11-15)	223	12	\$144,491	\$147,781	\$151,201	\$154,639	\$158,226		
Student Activities Advisor (C 1-5)	203	11	\$131,003	\$133,988	\$137,091	\$140,224	\$143,460		
Health Services Coordinator (D 51-55)	225	12	\$125,346	\$129,797	\$134,369	\$139,134	\$144,021		
Coordinator, Extended School Programs (D 51-55)	225	12	\$125,346	\$129,797	\$134,369	\$139,134	\$144,021		
Coordinator, Mental Health Services (D51-55)	225	12	\$125,346	\$129,797	\$134,369	\$139,134	\$144,021		

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

*Effective September 12, 2023

Tri-Community Adult Education Administrative substitute, evening, and weekend hourly salary schedule of \$80.33 per hour.

Position	Work Day	Pay Months	Step	Column A (BA)	Column B (BA+15)	Column C (BA+30)	Column D (MA)	Column E (BA+60 W/MA or MA+20)
Support Services Specialist, DHH/ Support Services Specialist, SDC (Q 1-12)	193	11	1	\$70,824	\$73,149	\$75,617	\$78,116	\$80,663
			2	\$73,861	\$76,297	\$78,812	\$81,454	\$84,143
			3	\$76,993	\$79,556	\$82,197	\$84,903	\$87,750
			4	\$80,299	\$82,957	\$85,694	\$88,494	\$91,404
			5	\$83,685	\$86,500	\$89,316	\$92,306	\$95,296
			6	\$87,260	\$90,186	\$93,128	\$96,213	\$99,409
			7	\$90,993	\$93,967	\$97,068	\$100,295	\$103,554
			8	\$94,885	\$98,049	\$101,228	\$104,551	\$107,968
			9		\$102,225	\$105,547	\$109,027	\$112,618
			10			\$110,055	\$113,678	\$117,427
			11				\$118,487	\$122,474
			12					\$127,631

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Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$67,432	\$69,662	\$72,025	\$74,403	\$76,825
			2	\$70,356	\$72,660	\$75,053	\$77,578	\$80,148
			3	\$73,340	\$75,762	\$78,258	\$80,857	\$83,559
			4	\$76,486	\$79,011	\$81,610	\$84,283	\$87,059
			5	\$79,705	\$82,378	\$85,080	\$87,901	\$90,752
			6	\$83,102	\$85,878	\$88,699	\$91,637	\$94,695
			7	\$86,661	\$89,481	\$92,435	\$95,522	\$98,608
			8	\$90,368	\$93,365	\$96,408	\$99,583	\$102,832
			9		\$97,353	\$100,528	\$103,836	\$107,263
			10			\$104,826	\$108,267	\$111,841
			11				\$112,845	\$116,655
			12					\$121,558

Notes

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

Doctoral Degree: \$121.99 per month shall be added for a doctoral degree earned at an accredited institution.

LONGEVITY PAY PROGRAM:

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

	Column A	Column B	Column C	Column D	Column E
At the beginning of the 15th year	\$288.36	\$294.66	\$304.74	\$313.55	\$322.36
At the beginning of the 20th year	\$401.70	\$424.36	\$438.20	\$457.09	\$475.98
At the beginning of the 25th year	\$516.28	\$545.23	\$572.94	\$600.65	\$624.57
At the beginning of the 30th year	\$634.64	\$669.91	\$706.42	\$745.46	\$778.20
At the beginning of the 35th year	\$751.75	\$794.56	\$841.16	\$882.73	\$929.30

Position	Work Day	Pay Months	Step	
Children's Center Supervisor (F 1-5)	223	12	1	\$103,529
			2	\$108,865
			3	\$114,378
			4	\$120,263
			5	\$126,372