

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

**Monthly**

	<b>Work Days</b>	<b>Pay Months</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Certificated Director (I 200)	223	12	\$14,686.27	\$15,070.33	\$15,454.39	\$15,838.45	\$16,222.50	\$16,606.57	\$16,989.37
Principal, 9-12 (I 205)	223	12	\$14,686.27	\$15,070.33	\$15,454.39	\$15,838.45	\$16,222.50		
Principal, Adult Education (I 205)	223	12	\$14,686.27	\$15,070.33	\$15,454.39	\$15,838.45	\$16,222.50		
Principal, 6-8 (I 210)	220	12	\$13,748.15	\$14,127.18	\$14,504.93	\$14,883.95	\$15,262.98		
Principal, Alternative Education (I 210)	220	12	\$13,748.15	\$14,127.18	\$14,504.93	\$14,883.95	\$15,262.98		
Principal, TK-5 (I 215)	213	12	\$13,272.16	\$13,612.15	\$13,960.94	\$14,318.56	\$14,686.27		
Principal, Children's Center (I 215)	223	12	\$13,272.16	\$13,612.15	\$13,960.94	\$14,318.56	\$14,686.27		
Assistant Principal, High School (I 305)	223	12	\$12,740.77	\$13,035.42	\$13,341.41	\$13,651.19	\$13,965.98		
Assistant Principal, High School (I 306)*	215	12	\$12,291.08	\$12,562.92	\$12,854.17	\$13,164.85	\$13,456.12		
Supervisor, Special Ed and Student SVC (I 305)	223	12	\$12,740.77	\$13,035.42	\$13,341.41	\$13,651.19	\$13,965.98		
Assistant Principal, Alternative Education (I310)	213	12	\$11,413.55	\$11,672.95	\$11,943.68	\$12,215.68	\$12,499.00		
Assistant Principal, Middle School (I310)	213	12	\$11,413.55	\$11,672.95	\$11,943.68	\$12,215.68	\$12,499.00		
Assistant Principal, Middle School (I 311)*	210	12	\$11,246.61	\$11,512.14	\$11,777.65	\$12,043.17	\$12,327.66		
Assistant Principal, Adult and Community Education (I 311)	210	12	\$11,246.61	\$11,512.14	\$11,777.65	\$12,043.17	\$12,327.66		
Assistant Principal, TK-5 (I 310)	213	12	\$11,413.55	\$11,672.95	\$11,943.68	\$12,215.68	\$12,499.00		
Coordinator, Career Technical Education (I 310)	213	12	\$11,413.55	\$11,672.95	\$11,943.68	\$12,215.68	\$12,499.00		
DHH Program Coordinator (I 310)	213	12	\$11,413.55	\$11,672.95	\$11,943.68	\$12,215.68	\$12,499.00		
Student Services Specialist (O 6-10)	203	11	\$11,957.46	\$12,229.70	\$12,512.74	\$12,797.30	\$13,094.13		
Program Specialist (213 days) (O 16-20)	213	12	\$11,500.94	\$11,762.80	\$12,035.05	\$12,308.73	\$12,594.23		
Program Specialist (223 days) (O 11-15)	223	12	\$12,040.91	\$12,315.05	\$12,600.06	\$12,886.61	\$13,185.50		
Student Activities Advisor (C 1-5)	203	11	\$11,909.39	\$12,180.75	\$12,462.85	\$12,747.66	\$13,041.86		
Health Services Coordinator (D 51-55)	225	12	\$10,445.48	\$10,816.40	\$11,197.40	\$11,594.48	\$12,001.71		
Coordinator, Extended School Programs (D 51-55)	225	12	\$10,445.48	\$10,816.40	\$11,197.40	\$11,594.48	\$12,001.71		
Coordinator, Mental Health Services (D 51-55)	225	12	\$10,445.48	\$10,816.40	\$11,197.40	\$11,594.48	\$12,001.71		

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.

<b>Position</b>	<b>Work Day</b>	<b>Pay Months</b>	<b>Step</b>	<b>Column A (BA)</b>	<b>Column B (BA+15)</b>	<b>Column C (BA+30)</b>	<b>Column D (MA)</b>	<b>Column E (BA+60 W/MA or MA+20)</b>
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Support Services Specialist, DHH/ Support Services Specialist, SDC (Q 1-12)	193	11	1	\$6,438.51	\$6,649.88	\$6,874.24	\$7,101.48	\$7,333.03
			2	\$6,714.61	\$6,936.06	\$7,164.74	\$7,404.91	\$7,649.40
			3	\$6,999.38	\$7,232.35	\$7,472.49	\$7,718.43	\$7,977.28
			4	\$7,299.95	\$7,541.55	\$7,790.33	\$8,044.88	\$8,309.48
			5	\$7,607.70	\$7,863.66	\$8,119.65	\$8,391.48	\$8,663.26
			6	\$7,932.71	\$8,198.74	\$8,466.22	\$8,746.68	\$9,037.20
			7	\$8,272.12	\$8,542.48	\$8,824.36	\$9,117.73	\$9,413.96
			8	\$8,625.90	\$8,913.53	\$9,202.56	\$9,504.60	\$9,815.24
			9		\$9,293.17	\$9,595.16	\$9,911.55	\$10,238.03
			10			\$10,005.02	\$10,334.35	\$10,675.20
			11				\$10,771.58	\$11,133.96
			12					\$11,602.78

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Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$6,130.19	\$6,332.94	\$6,547.77	\$6,763.92	\$6,984.07
			2	\$6,396.03	\$6,605.49	\$6,822.98	\$7,052.56	\$7,286.16
			3	\$6,667.25	\$6,887.44	\$7,114.35	\$7,350.60	\$7,596.30
			4	\$6,953.23	\$7,182.78	\$7,419.09	\$7,662.07	\$7,914.49
			5	\$7,245.88	\$7,488.90	\$7,734.57	\$7,991.03	\$8,250.14
			6	\$7,554.70	\$7,807.06	\$8,063.54	\$8,330.68	\$8,608.62
			7	\$7,878.26	\$8,134.68	\$8,403.18	\$8,683.79	\$8,964.39
			8	\$8,215.23	\$8,487.77	\$8,764.33	\$9,052.99	\$9,348.36
			9		\$8,850.28	\$9,138.93	\$9,439.68	\$9,751.15
			10			\$9,529.62	\$9,842.42	\$10,167.33
			11				\$10,258.64	\$10,605.01
			12					\$11,050.75

**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	\$8,627.41
			2	\$9,072.09
			3	\$9,531.51
			4	\$10,021.88
			5	\$10,531.04