

MISSION VALLEY ROP

2025-26 CERTIFICATED INSTRUCTORS SALARY SCHEDULE 6 HOURS (5 HOURS INSTRUCTION AND 1 HOUR PREP)

	A		B		C		D		E	
			CREDENTIAL + 30 UNITS		CREDENTIAL + 45 UNITS		CREDENTIAL + 60 UNITS		CREDENTIAL + 75 UNITS	
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
1	78,687	70.51	81,223	72.79	83,774	75.07	86,308	77.34	88,860	79.63
2	80,961	72.55	83,511	74.84	86,046	77.11	88,597	79.39	91,135	81.67
3	82,986	74.37	85,521	76.64	88,072	78.92	90,610	81.20	93,159	83.48
4	84,996	76.17	87,547	78.45	90,085	80.73	92,634	83.01	95,169	85.28
5	86,760	77.75	89,298	80.02	91,846	82.30	94,382	84.58	96,933	86.86
6	88,248	79.08	90,796	81.36	93,332	83.64	95,883	85.92	98,419	88.19
7	90,796	81.36	93,332	83.64	95,883	85.92	98,419	88.19	100,970	90.48
8	93,332	83.64	95,883	85.92	98,419	88.19	100,970	90.48	103,521	92.77
9	95,883	85.92	98,419	88.19	100,970	90.48	103,521	92.77	106,056	95.04
10	98,419	88.19	100,970	90.48	103,521	92.77	106,056	95.04	108,593	97.31
11	100,970	90.48	103,521	92.77	106,056	95.04	108,593	97.31	111,143	99.60
12	103,521	92.77	106,056	95.04	108,593	97.31	111,143	99.60	113,693	101.88
13	106,056	95.04	108,593	97.31	111,143	99.60	113,693	101.88	116,463	104.36
14			111,143	99.60	113,693	101.88	116,463	104.36	118,780	106.44
15					116,463	104.36	118,780	106.44	121,316	108.71
16							121,316	108.71	123,851	110.98
17									126,952	113.76

Degree Stipends (Annual):

Associate 500

Bachelor 1,000

Masters 1,500

Doctorate 2,000

Associate Degree stipend added 7/1/2019 Board Approved 5/16/2019

Bachelor, Masters, and Doctorate increased \$200 effective 7/1/2019 Board Approved 5/16/2019

Employees will receive the highest educational stipend only.

Education degrees must be from an accredited college or university.

Education stipends shall be pro-rated based upon contracted teaching assignment, percentage, and daily rate.

Initial placement on the salary schedule is determined by Administration based upon factors, including, but not limited to, teaching experience and level of education.

Advancement to subsequent columns is made upon verification of approved units since date of hire.

Prep time is pro-rated for assignments less than 6 hours per day.

Salary schedule is based upon 186 workdays including 4 professional development days.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

Board approved 9/25/2015: 2% increase for all staff (2015/16)

Board approved 5/25/2016: 3% increase for all staff (2016/17)

Board approved 4/13/2017: 3% increase for all staff (2017/18)

Board approved 5/16/2019: 3% increase for all staff effective 1/01/2019

Additional steps added to each column effective 7/1/2019, Board Approved 5/16/2019

Board approved 4/14/2022: 6% increase for all staff effective 1/01/2022

Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022

Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024

Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

After all steps are reached, Instructors earn a 2.5% increase for every three (3) years of continued service.

MISSION VALLEY ROP

2025-26 CERTIFICATED INSTRUCTORS SALARY SCHEDULE 7 HOURS (6 HOURS INSTRUCTION AND 1 HOUR PREP)

	A		B		C		D		E	
			CREDENTIAL + 30 UNITS		CREDENTIAL + 45 UNITS		CREDENTIAL + 60 UNITS		CREDENTIAL + 75 UNITS	
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
1	88,337	67.85	91,314	70.14	94,272	72.41	97,247	74.70	100,206	76.97
2	91,051	69.94	94,009	72.21	96,985	74.49	99,944	76.77	102,919	79.05
3	93,484	71.81	96,460	74.09	99,419	76.36	102,394	78.65	105,351	80.92
4	95,935	73.69	98,894	75.96	101,869	78.25	104,826	80.52	107,803	82.80
5	98,106	75.36	101,082	77.64	104,039	79.91	107,015	82.20	109,974	84.47
6	100,032	76.83	102,989	79.11	105,965	81.39	108,924	83.66	111,900	85.95
7	102,989	79.11	105,965	81.39	108,924	83.66	111,900	85.95	114,876	88.24
8	105,965	81.39	108,924	83.66	111,900	85.95	114,876	88.24	117,834	90.51
9	108,924	83.66	111,900	85.95	114,876	88.24	117,834	90.51	120,794	92.78
10	111,900	85.95	114,876	88.24	117,834	90.51	120,794	92.78	123,769	95.07
11	114,876	88.24	117,834	90.51	120,794	92.78	123,769	95.07	126,728	97.34
12	117,834	90.51	120,794	92.78	123,769	95.07	126,728	97.34	129,703	99.62
13	120,794	92.78	123,769	95.07	126,728	97.34	129,703	99.62	132,680	101.91
14			126,728	97.34	129,703	99.62	132,680	101.91	135,637	104.18
15					132,680	101.91	135,637	104.18	138,614	106.47
16							138,614	106.47	141,572	108.74
17									145,204	111.53

Degree Stipends (Annual):

Associate	500
Bachelor	1,000
Masters	1,500
Doctorate	2,000

Associate Degree stipend added 7/1/2019 Board Approved 5/16/2019

Bachelor, Masters, and Doctorate increased \$200 effective 7/1/2019 Board Approved 5/16/2019

Employees will receive the highest educational stipend only.

Education degrees must be from an accredited college or university.

Education stipends shall be pro-rated based upon contracted teaching assignment, percentage, and daily rate.

Initial placement on the salary schedule is determined by Administration based upon factors, including, but not limited to, teaching experience and level of education.

Advancement to subsequent columns is made upon verification of approved units since date of hire.

Prep time is pro-rated for assignments less than 6 hours per day.

Salary schedule is based upon 186 workdays including 4 professional development days.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

Board approved 9/25/2015: 2% increase for all staff (2015/16)

Board approved 5/25/2016: 3% increase for all staff (2016/17)

Board approved 4/13/2017: 3% increase for all staff (2017/18)

Board approved 5/16/2019: 3% increase for all staff effective 1/01/2019

Additional steps added to each column effective 7/1/2019, Board Approved 5/16/2019

Board approved 4/14/2022: 6% increase for all staff effective 1/01/2022

Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022

Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024

Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

After all steps are reached, Instructors earn a 2.5% increase for every three (3) years of continued service.

MISSION VALLEY ROP

2025-26 HOURLY CERTIFICATED TEACHER		
Substitutes, Non-instructional, and Summer School**		
Position	Description	Hourly Rate
Substitute Instructor (regular)	Does not have a regular teaching assignment at MVROP Completes Keenan Safe Schools mandatory training	42.83
Substitute Instructor (long term)	Substitutes for more than 10 days Long-term sub rate is retro-active to the first day if assignment lasts 10 days or longer This rate is used to calculate differential pay for instructors on Medical leave (when all other paid leave is exhausted)	46.56
Substitute Instructor (MVROP instructor with assigned class)	Teacher with regular instructional assignment who also subs	46.56
Non-instructional hourly instructor	Curriculum development CC/CVE hours Faculty Meetings* WASC Meetings* Safety Meetings*	46.56
Summer School	Hourly**	59.92

*Cluster leaders receive stipend in lieu of hourly pay

**Currently inactive

Notes:
All hourly assignments are for instructional hours only. Pay for prep is included in the hourly rate
Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

Historical Information:
Board approved 9/25/2015: 2% increase for all staff (2015/16)
Board approved 5/25/2016: 3% increase for all staff (2016/17)
Board approved 4/13/2017: 3% increase for all staff (2017/18)
Board approved 5/16/2019: 3% increase for all staff effective 1/01/2019
Board approved 4/14/2022: 6% increase for all staff effective 1/01/2022
Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022
Board approved 5/16/2024; 3% increase for all staff effective 7/01/2024
Board approved 5/22/2025; 5% increase for all staff effective 7/01/2025

MISSION VALLEY ROP

2025-26 CLASSIFIED CLERICAL SALARY SCHEDULE

2025-26 CLASSIFIED CLERICAL SALARY SCHEDULE																		
STEP	POSITION	COLUMN																
		Rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Attendance Clerk	Hourly	27.35	28.23	28.95	29.74	30.49	31.40	32.34	33.31	34.31	35.34	36.40	37.49	38.62	39.78	40.97	42.20
		Monthly	4,758.31	4,910.64	5,036.38	5,173.89	5,303.65	5,462.76	5,626.65	5,795.45	5,969.31	6,148.39	6,332.84	6,522.83	6,718.51	6,920.07	7,127.67	7,341.50
		Annual	57,099.70	58,927.60	60,436.50	62,086.65	63,643.80	65,553.12	67,519.72	69,545.32	71,631.68	73,780.64	75,994.06	78,273.89	80,622.11	83,040.78	85,532.01	88,097.98
2	Accounting Technician	Hourly	30.73	31.91	32.99	34.04	34.95	36.00	37.08	38.19	39.34	40.52	41.73	42.98	44.27	45.60	46.97	48.38
		Monthly	5,346.83	5,550.94	5,740.24	5,922.48	6,080.49	6,262.91	6,450.80	6,644.32	6,843.65	7,048.96	7,260.43	7,478.24	7,702.59	7,933.67	8,171.68	8,416.83
		Annual	64,161.88	66,611.25	68,882.88	71,069.74	72,965.87	75,154.85	77,409.50	79,731.79	82,123.75	84,587.47	87,125.10	89,738.86	92,431.03	95,203.97	98,060.09	101,001.90
2	Receptionist/Administrative Services Specialist* ROP College and Career Program Specialist* 231 days/yr, 8 hrs/day, 11 mos	Hourly	30.97	32.14	33.23	34.28	35.19	36.24	37.33	38.45	39.60	40.79	42.01	43.27	44.57	45.91	47.29	48.70
		Monthly	5,201.97	5,399.25	5,581.91	5,757.81	5,910.51	6,087.83	6,270.46	6,458.58	6,652.33	6,851.90	7,057.46	7,269.19	7,487.26	7,711.88	7,943.24	8,181.53
		Annual	57,221.66	59,391.73	61,401.00	63,335.90	65,015.58	66,966.05	68,975.04	71,044.30	73,175.63	75,370.90	77,632.03	79,961.00	82,359.83	84,830.63	87,375.55	89,996.82
3	Senior Accounting Technician Secretary/Personnel Technician	Hourly	33.37	34.61	35.73	36.88	37.87	39.01	40.18	41.38	42.63	43.90	45.22	46.58	47.97	49.41	50.90	52.42
		Monthly	5,805.87	6,021.75	6,215.76	6,416.84	6,588.97	6,786.64	6,990.24	7,199.95	7,415.94	7,638.42	7,867.58	8,103.60	8,346.71	8,597.11	8,855.03	9,120.68
		Annual	69,670.37	72,260.98	74,589.11	77,001.98	79,067.58	81,439.61	83,882.80	86,399.29	88,991.27	91,661.01	94,410.85	97,243.18	100,160.48	103,165.30	106,260.26	109,448.07
3.1	Attendance Specialist	Hourly	35.81	37.16	38.42	39.79	41.08	42.31	43.58	44.89	46.23	47.62	49.05	50.52	52.04	53.60	55.21	56.86
		Monthly	6,229.60	6,464.32	6,684.22	6,922.96	7,146.88	7,361.29	7,582.13	7,809.59	8,043.88	8,285.20	8,533.75	8,789.76	9,053.46	9,325.06	9,604.81	9,892.96
		Annual	74,755.13	77,571.75	80,210.59	83,075.44	85,762.52	88,335.40	90,985.47	93,715.04	96,526.50	99,422.30	102,404.97	105,477.12	108,641.44	111,900.69	115,257.72	118,715.46
4	Administrative Secretary	Hourly	36.93	38.31	39.64	41.06	42.40	43.68	44.99	46.34	47.73	49.16	50.63	52.15	53.72	55.33	56.99	58.70
		Monthly	6,424.99	6,664.41	6,896.09	7,144.24	7,377.58	7,598.91	7,826.87	8,061.68	8,303.53	8,552.64	8,809.22	9,073.49	9,345.70	9,626.07	9,914.85	10,212.30
		Annual	77,099.77	79,972.88	82,752.98	85,730.81	88,530.89	91,186.82	93,922.43	96,740.11	99,642.32	102,631.59	105,710.54	108,881.86	112,148.32	115,512.77	118,978.16	122,547.51
5	ROP Outreach Coordinator	Hourly	40.81	42.36	43.88	45.50	47.04	48.45	49.90	51.40	52.94	54.53	56.16	57.85	59.58	61.37	63.21	65.11
		Monthly	7,100.70	7,370.32	7,633.82	7,915.70	8,183.59	8,429.10	8,681.97	8,942.43	9,210.70	9,487.02	9,771.64	10,064.78	10,366.73	10,677.73	10,998.06	11,328.01
		Annual	85,208.29	88,443.74	91,605.74	94,988.36	98,203.01	101,149.11	104,183.59	107,309.10	110,528.38	113,844.24	117,259.57	120,777.36	124,400.69	128,132.72	131,976.71	135,936.02

Notes:

Annual and Monthly Rates are based on a full time schedule, 8 hours per day, 261 days per year, 12 months per year unless otherwise noted.

Classified staff annual salaries are calculated based upon hourly rates

Unless otherwise noted, work year for classified staff is 261 days per year.

*Salaries for classified staff working fewer than 261 days will be prorated accordingly

Stipends (Annual):

Associate's Degree	500
Bachelor's Degree	1,000
Master's Degree	1,500
Doctorate Degree	2,000
Employees will receive the highest educational stipend only.	
Education degrees must be from an accredited college or university.	

Historical Information:

Board approved 9/25/2015: 2% increase for all staff (2015/16)
Board approved 5/25/2016: 3% increase for all staff (2016/17)
Board approved 3/16/2017: Salary steps 12, 13, and 14
Board approved 4/13/2017: 3% increase for all staff (2017/18)
Board approved 5/16/2019: 3% increase for all staff effective 1/1/2019
Board approved 4/14/2022: 6% increase for all staff effective 1/1/2022
Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022
Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024
Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

Salary column advancement effective July 1, 2019:

Advancement to Column 6 requires 3 years of full time service within the district at Column 5, provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 5.

Advancement to Columns 7 to 14 requires 3 years of full time service at each Salary Column.

Upon completing 3 years of service at Column 14, classified employees shall receive 3% salary increase provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 14.

Classified employees shall receive a second 3% salary increase increase, for a cumulative total of 6% of Column 14 upon completing 6 years of service at Column 14 provided he/she has earned an overall satisfactory evaluation for the immediate past three consecutive years.

Salary column advancement effective July 1, 2025:

Upon completing 3 years of service at Column 16, classified employees shall receive 2.5% salary increase for every three (3) years of continued service.

Notes:

Salary columns 1(A), 2(B), 3(C), 4(D) and 5(E) have been renamed 1, 2, 3, 4 and 5 respectively effective July 1, 2025.

Salary columns L1, L2, L3, L4, L5, L6, L7, L8, and L9 have been renamed 6, 7, 8, 9, 10, 11, 12, 13, and 14 respectively effective July 1, 2025.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

MISSION VALLEY ROP

2025-26 CLASSIFIED OPERATIONS SALARY SCHEDULE

STEP	POSITION	COLUMN																
		Rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Custodian I	Hourly	28.98	29.95	30.84	31.72	32.54	33.52	34.52	35.56	36.63	37.72	38.86	40.02	41.22	42.46	43.73	45.04
		Monthly	5,040.80	5,209.60	5,365.95	5,517.59	5,661.47	5,831.32	6,006.26	6,186.44	6,372.04	6,563.20	6,760.09	6,962.90	7,171.79	7,386.94	7,608.55	7,836.80
		Annual	60,489.55	62,515.20	64,391.33	66,210.97	67,937.60	69,975.73	72,075.01	74,237.27	76,464.39	78,758.33	81,121.08	83,554.72	86,061.37	88,643.22	91,302.52	94,041.60
1	Campus Supervisor* (197 Days, 8 hrs/day, 10 mos)	Hourly	29.57	30.54	31.44	32.30	33.14	34.13	35.16	36.21	37.30	38.42	39.57	40.76	41.98	43.24	44.54	45.87
		Monthly	4,658.75	4,812.60	4,954.44	5,090.42	5,222.21	5,378.87	5,540.24	5,706.45	5,877.64	6,053.97	6,235.59	6,422.66	6,615.34	6,813.80	7,018.22	7,228.76
		Annual	46,587.47	48,125.94	49,544.34	50,904.18	52,222.02	53,788.69	55,402.36	57,064.44	58,776.38	60,539.68	62,355.88	64,226.56	66,153.36	68,137.97	70,182.11	72,287.58
2	Custodian I (Night) (5% Differential for night shift)	Hourly	30.26	31.28	32.22	33.18	34.04	35.07	36.12	37.20	38.32	39.47	40.65	41.87	43.12	44.42	45.75	47.12
		Monthly	5,264.44	5,442.65	5,606.06	5,771.82	5,922.77	6,100.45	6,283.47	6,471.97	6,666.13	6,866.12	7,072.10	7,284.26	7,502.79	7,727.88	7,959.71	8,198.50
		Annual	63,173.17	65,311.80	67,272.69	69,261.83	71,073.20	73,205.40	75,401.57	77,663.62	79,993.53	82,393.34	84,865.15	87,411.11	90,033.45	92,734.46	95,516.50	98,382.00
2	Custodian I* (Night Part-Time) (195 Days, 4 hours/day) (5% Differential for night shift)	Hourly	30.88	31.90	32.84	33.79	34.66	35.70	36.77	37.88	39.01	40.18	41.39	42.63	43.91	45.23	46.58	47.98
		Monthly	2,408.08	2,488.09	2,561.19	2,635.25	2,703.37	2,784.47	2,868.00	2,954.04	3,042.67	3,133.95	3,227.96	3,324.80	3,424.55	3,527.28	3,633.10	3,742.10
		Annual	24,080.79	24,880.85	25,611.81	26,352.44	27,033.64	27,844.65	28,679.99	29,540.39	30,426.61	31,339.41	32,279.60	33,247.99	34,245.43	35,272.80	36,330.99	37,420.92
3	Custodian II	Hourly	32.15	33.46	34.71	36.04	37.36	38.48	39.63	40.82	42.05	43.31	44.61	45.95	47.32	48.74	50.21	51.71
		Monthly	5,594.00	5,821.66	6,039.21	6,270.88	6,499.52	6,694.50	6,895.34	7,102.20	7,315.26	7,534.72	7,760.76	7,993.59	8,233.39	8,480.39	8,734.81	8,996.85
		Annual	67,127.99	69,859.84	72,470.45	75,250.54	77,994.13	80,333.96	82,743.98	85,226.30	87,783.09	90,416.59	93,129.09	95,922.97	98,800.66	101,764.68	104,817.63	107,962.16

Notes:

Annual and Monthly Rates are based on a full time schedule, 8 hours per day, 261 days per year, 12 months per year.

Classified staff annual salaries are calculated based upon hourly rates

Unless otherwise noted, work year for classified staff is 261 days per year.

*Salaries for classified staff working fewer than 261 days will be prorated accordingly

Stipends (Annual):

Associate's Degree	500
Bachelor's Degree	1,000
Master's Degree	1,500
Doctorate Degree	2,000
Employees will receive the highest educational stipend only.	
Education degrees must be from an accredited college or university.	

Historical Information:

Board approved 9/25/2015: 2% increase for all staff (2015/16)

Board approved 5/25/2016: 3% increase for all staff (2016/17)

Board approved 3/16/2017: Salary steps 12, 13 and 14

Board approved 4/13/2017: 3% increase for all staff (2017/18)

Board approved 5/16/2019: 3% increase for all staff effective 1/1/2019.

Board approved 4/14/2022: 6% increase for all staff effective 1/1/2022

Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022

Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024

Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

Salary column advancement effective July 1, 2019:

Advancement to Column 6 requires 3 years of full time service within the district at Column 5, provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 5.

Advancement to Columns 7 to 14 requires 3 years of full time service at each Salary Column.

Upon completing 3 years of service at Column 14, classified employees shall receive 3% salary increase provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 14.

Classified employees shall receive a second 3% salary increase, for a cumulative total of 6% of Column 14 upon completing 6 years of service at Column 14 provided he/she has earned an overall satisfactory evaluation for the immediate past three consecutive years.

Salary column advancement effective July 1, 2025:

Upon completing 3 years of service at Column 16, classified employees shall receive 2.5% salary increase for every three (3) years of continued service.

Notes:

Salary columns 1(A), 2(B), 3(C), 4(D) and 5(E) have been renamed 1, 2, 3, 4 and 5 respectively effective July 1, 2025.

Salary columns L1, L2, L3, L4, L5, L6, L7, L8, and L9 have been renamed 6, 7, 8, 9, 10, 11, 12, 13, and 14 respectively effective July 1, 2025.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

MISSION VALLEY ROP

2025-26 CLASSIFIED TECHNICAL SALARY SCHEDULE

STEP	POSITION	COLUMN																
		Rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	IT Support Specialist I	Hourly	30.72	31.91	32.99	34.04	34.95	36.00	37.08	38.19	39.34	40.52	41.73	42.98	44.27	45.60	46.97	48.38
		Daily	245.73	255.22	263.92	272.30	279.57	287.95	296.59	305.49	314.66	324.09	333.82	343.83	354.15	364.77	375.71	386.99
		Monthly	5,344.47	5,550.94	5,740.24	5,922.48	6,080.49	6,262.91	6,450.80	6,644.32	6,843.65	7,048.96	7,260.43	7,478.24	7,702.59	7,933.67	8,171.68	8,416.83
		Annual	64,133.63	66,611.25	68,882.87	71,069.74	72,965.87	75,154.85	77,409.50	79,731.79	82,123.75	84,587.47	87,125.10	89,738.86	92,431.03	95,203.97	98,060.09	101,001.90
1	Technology Aide * (194 Days) 194 Days, 6 hrs/day, 10 mos	Hourly	31.35	32.54	33.62	34.67	35.58	36.65	37.75	38.88	40.04	41.25	42.48	43.76	45.07	46.42	47.81	49.25
		Daily	188.07	195.19	201.70	207.99	213.45	219.86	226.45	233.25	240.24	247.45	254.87	262.52	270.40	278.51	286.86	295.47
		Monthly	3,648.37	3,786.50	3,912.88	4,034.93	4,140.91	4,265.14	4,393.10	4,524.89	4,660.64	4,800.45	4,944.47	5,092.80	5,245.59	5,402.95	5,565.04	5,732.00
		Annual	36,483.69	37,864.98	39,128.75	40,349.28	41,409.08	42,651.36	43,930.91	45,248.84	46,606.31	48,004.50	49,444.64	50,927.98	52,455.82	54,029.50	55,650.39	57,319.91
1	Technology Aide * (194 Days) 194 Days, 4.8 hrs/day, 10 mos	Hourly	31.35	32.54	33.62	34.67	33.15	34.14	35.16	36.22	37.30	38.42	39.58	40.76	41.99	43.25	44.54	45.88
		Daily	150.46	156.16	161.37	166.40	159.08	163.85	168.76	173.83	179.04	184.41	189.94	195.64	201.51	207.56	213.78	220.20
		Monthly	2,918.85	3,029.40	3,130.40	3,228.04	3,085.98	3,178.56	3,273.92	3,372.13	3,473.30	3,577.50	3,684.82	3,795.37	3,909.23	4,026.51	4,147.30	4,271.72
		Annual	29,188.41	30,293.91	31,303.96	32,280.39	30,859.75	31,785.55	32,739.12	33,721.30	34,732.94	35,774.93	36,848.18	37,953.63	39,092.24	40,265.01	41,472.97	42,717.16
2	Technology Specialist IT Support Specialist II	Hourly	39.07	39.17	42.03	43.54	45.06	46.41	47.80	49.23	50.71	52.23	53.80	55.41	57.07	58.79	60.55	62.37
		Daily	312.51	313.34	336.22	348.28	360.42	371.23	382.37	393.84	405.65	417.82	430.36	443.27	456.56	470.26	484.37	498.90
		Monthly	6,796.93	6,815.07	7,312.75	7,575.03	7,838.98	8,074.14	8,316.37	8,565.86	8,822.84	9,087.52	9,360.15	9,640.95	9,930.18	10,228.09	10,534.93	10,850.98
		Annual	81,563.07	81,780.79	87,752.99	90,900.33	94,067.65	96,889.68	99,796.38	102,790.28	105,873.99	109,050.21	112,321.72	115,691.38	119,162.13	122,737.00	126,419.11	130,211.69

Notes:

Annual and Monthly Rates are based on a full time schedule, 8 hours per day, 261 days per year, 12 months per year unless otherwise noted.

Classified staff annual salaries are calculated based upon hourly rates

Unless otherwise noted, work year for classified staff is 261 days per year.

*Salaries for classified staff working fewer than 261 days will be prorated accordingly

Stipends (Annual):

Associate's Degree	500
Bachelor's Degree	1,000
Master's Degree	1,500
Doctorate Degree	2,000
Employees will receive the highest educational stipend only.	
Education degrees must be from an accredited college or university.	

Historical Information:

Board approved 9/25/2015: 2% increase for all staff (2015/16)
Board approved 5/25/2016: 3% increase for all staff (2016/17)
Board approved 3/16/2017: Salary steps 12, 13 and 14
Board approved 4/13/2017: 3% increase for all staff (2017/18)
Board approved 5/16/2019: 3% increase for all staff effective 1/1/2019
Board approved 4/14/2022: 6% increase for all staff effective 1/1/2022
Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022
Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024
Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

Salary column advancement effective July 1, 2019:

Advancement to Column 6 requires 3 years of full time service within the district at Column 5 provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 5.

Advancement to Columns 7 to 14 requires 3 years of full time service at each Salary Column.

Upon completing 3 years of service at Column 14, classified employees shall receive 3% salary increase provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 14.

Classified employees shall receive a second 3% salary increase, for a cumulative total of 6% of Column 14 upon completing 6 years of service at Column 14 provided he/she has earned an overall satisfactory evaluation for the immediate past three consecutive years.

Salary column advancement effective July 1, 2025

Upon completing 3 years of service at Column 16, classified employees shall receive 2.5% salary increase for every three (3) years of continued service.

Notes:

Salary columns 1(A), 2(B), 3(C), 4(D) and 5(E) have been renamed 1, 2, 3, 4 and 5 respectively effective July 1, 2025.

Salary columns L1, L2, L3, L4, L5, L6, L7, L8, and L9 have been renamed 6, 7, 8, 9, 10, 11, 12, 13, and 14 respectively effective July 1, 2025.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

MISSION VALLEY ROP

2025-26 MANAGEMENT SALARY SCHEDULE

STEP	POSITION	WORK DAYS		COLUMN											
				1	2	3	4	5	6	7	8	9	10	11	12
1	Admin Assistant/Public Relations Administrator Information Technology Manager (Classified)	261	Annual Monthly	106,778 8,898.17	110,731 9,227.59	114,688 9,557.34	117,992 9,832.67	121,438 10,119.84	124,969 10,414.09	128,719 10,726.59	132,581 11,048.42	136,559 11,379.92	140,656 11,721.34	144,876 12,073.00	149,223 12,435.25
2	ROP Coordinator (Certificated)	226	Annual Monthly	141,915 11,826.25	148,584 12,382.00	155,253 12,937.75	159,797 13,316.42	164,479 13,706.59	169,299 14,108.25	174,378 14,531.50	179,610 14,967.50	184,999 15,416.59	190,549 15,879.09	196,266 16,355.50	202,154 16,846.17
3A	Director of Educational Services (Certificated)	226	Annual Monthly	158,115 13,176.25	164,487 13,707.25	170,862 14,238.50	175,873 14,656.09	181,037 15,086.42	186,354 15,529.50	191,945 15,995.42	197,704 16,475.34	203,636 16,969.67	209,746 17,478.84	216,039 18,003.25	222,521 18,543.42
3B	Director of Business Services (Classified)	261	Annual Monthly	158,115 13,176.25	164,487 13,707.25	170,862 14,238.50	175,873 14,656.09	181,037 15,086.42	186,354 15,529.50	191,945 15,995.42	197,704 16,475.34	203,636 16,969.67	209,746 17,478.84	216,039 18,003.25	222,521 18,543.42

Stipends (Annual):	
Associate's Degree	500
Bachelor's Degree	1,000
Master's Degree	1,500
Doctorate Degree	2,000
Employees will receive the highest educational stipend only.	
Education degrees must be from an accredited college or university.	

Historical Information:
Board approved 9/25/2015: 2% increase for all staff (2015/16)
Board approved 5/25/2016: 3% increase for all staff (2016/17)
Board approved 4/13/2017: 3% increase for all staff (2017/18)
Board approved 5/16/2019: 3% increase for all staff effective 1/1/2019
Board approved 4/14/2022: 6% increase for all staff effective 1/1/2022
Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022
Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024
Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

Salary column advancement effective July 1, 2019:

Advancement to Column 7 requires 2 years of full time service within the district at Column 6, provided he/she has earned an overall satisfactory evaluation for both years of service on Column 6.

Advancement to Columns 8 to 10 requires 3 years of full time service at each Salary Column.

Upon completing 3 years of service at Column 10, managers shall receive 3% salary increase (see column 11) provided he/she has earned an overall satisfactory evaluation for 3 years of service on Column 10. Managers shall receive a second 3% salary increase (see column 12), for a cumulative total of 6% of Column 10 upon completing 6 years of service at Column 10 provided he/she has earned an overall satisfactory evaluation for the immediate past three consecutive years.

Notes:

Salary columns 1(C), 2(D), 3(E), 4(F), 5(G) and 6(H) have been renamed 1, 2, 3, 4, 5 and 6 respectively effective July 1, 2025

Salary columns L1, L2, L3, L4, L5 and L6 have been renamed 7, 8, 9, 10, 11 and 12 respectively effective July 1, 2025

Certificated Management Work Days do not include vacation/non-work days and holidays.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

MISSION VALLEY ROP

2025-26 SALARY SCHEDULE

Other Positions

Position	Hourly Rate
Clinical Supervisor	55.62
Classified Clerical Aide	18.69
Classified Clerical Substitute	30.07

Historical Information:

Board approved 9/25/2015: 2% increase for all staff (2015/16)
Board approved 5/25/2016: 3% increase for all staff (2016/17)
Board approved 4/13/2017: 3% increase for all staff (2017/18)
Classified Clerical Aide Minimum Wage Law increase to \$12.00 for employers with 26 or more employees effective 1/1/2019
Board approved 5/16/2019: 3% increase for all staff effective 1/1/2019
Board approved 4/14/2022: 6% increase for all staff effective 1/1/2022
Classified Clerical Aide Minimum Wage Law increase to \$16.00 effective July 1, 2022
Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022
Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024
Board approved 5/22/2025; 5% increase for all staff effective 7/01/2025

Notes:

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.