



CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2022-2023

750 E. Main Street, El Cajon, CA 92020
www.cajonvalley.net

Board Approved: November 15, 2022
Effective: July 1, 2022 (7.0% COLA)

	203 Days	203 Days w/ doctorate	203 Days	203 Days w/ doctorate	208 Days	218 Days	218 Days w/ doctorate	208 Days	208 Days w/ doctorate	223 Days	223 Days w/ doctorate
STEP	Range 3	Range 43	Range 5	Range 6	Range 7	Range 11	Range 41	Range 14 / 15	Range 44 / 45	Range 16	Range 46
1	105,768	109,998	116,343	120,573	119,223	142,024	146,570	132,771	137,106	154,595	159,246
2	109,998	114,229	120,573	124,806	123,558	146,570	151,114	137,106	141,441	159,246	163,896
3	114,229	118,458	124,806	129,035	127,893	151,114	155,659	141,441	145,775	163,896	168,544
4	118,458	122,689	129,035	133,266	132,229	155,658	160,204	145,775	150,112	168,544	173,194
5	122,689	126,920	133,266	137,497	136,562	160,204	164,749	150,112	154,448	173,194	177,843
6	125,862	130,092	136,438	140,670	139,816	163,612	168,158	153,364	157,697	176,681	181,330
7	127,978	132,208	138,554	142,785	141,982	165,885	170,430	155,531	159,865	179,005	183,655
8	130,092	134,323	140,670	144,900	144,150	168,158	172,701	157,697	162,035	181,330	185,980
9	132,208	136,438	142,785	147,015	146,319	170,430	174,973	159,865	164,201	183,655	188,303
10	134,323	138,554	144,900	149,130	148,484	172,701	177,248	162,035	166,367	185,980	190,630

TITLE	RANGE	DUTY DAYS
Assistant Principal	5 / 6	203
Coordinator - Special Education	7	208
Coordinator I	5 / 6	203
Coordinator II	15 / 45	208
Director I	11 / 41	218
Director II - Special Education & Pupil Services	16 / 46	223
Principal	14 / 44	208
Program Specialist	3 / 43	203



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Daily rate is computed by dividing the annual rate by the number of duty days the individual is required to work.

When a person is promoted from a position on the matrix to a position of greater responsibility, placement will be on the step which reflects a five percent (5%) increase in salary. A District employee not already on the matrix is placed on the salary schedule at the step that will result in at least a five percent (5%) increase in salary.

Effective July 1, 2016, the District will fund unit members' administrative clear credential program while employed with the District. The District Contribution will align with the annual rate of the two-year San Diego County Office (SDCOE) Administrative Clear Credential Program (up to \$3,300). Should the selected program require two years to complete, documentation indicating successful completion of year one must be submitted prior to the District processing payment for year two.

Effective July 1, 2016, the District will budget a \$10,000 annual cap for professional growth for CVAA unit members. Reimbursement will be limited \$1,000 per year for fees/tuition and/or required course materials. Reimbursement is to occur after completion of the course with a grade of "B", pass/credit if course is on a pass/fail or credit/non-credit basis, or a completion/attendance certificate. The course must be related to the unit member's current position or a position to which they aspire to and receive pre-approval from Cabinet supervisor. Note: Administrators participating in a District-funded clear credential program are exempt from professional growth reimbursement during the duration of their clear credential program.

Effective 2012-2013, the Cajon Valley Administrators' Association (CVAA) and the Cajon Valley Union School District ("District") established a joint CVAA/CVSA Calamitous/Catastrophic Leave bank from which eligible members may apply for additional sick days when they or their family members are suffering from a catastrophic illness, injury, or calamitous event.

The District provides the total cost of a \$50,000 group term life insurance and accidental death and dismemberment program for each management team member.

Employees eligible for health and dental insurance that have not previously enrolled, or that wish to make changes to their health and/or dental insurance coverage, must do so during the Open Enrollment period. Forms are available in the Payroll Department.

RETIREMENT INFORMATION

Retirement Stipend:

Effective July 1, 2019, unit members who are at least 54 years of age, have served the last ten (10) consecutive years as a Cajon Valley administrator/confidential employee or the last fifteen (15) consecutive years as an employee in the Cajon Valley Union School District and submit an irrevocable resignation/retirement letter to the Assistant Superintendent, Personnel Services six (6) months prior to retirement date are eligible to receive a one-time, off-schedule retirement incentive equivalent to six point four percent (6.4%) of Step 5 of their current salary range to be paid in February or August of the year following retirement.

Retiree Health Benefits:

An employee who is hired prior to June 30, 2015, has ten (10) years of service in the District (the last five years must be consecutive) and has reached age fifty-five (55), is eligible to receive District health and dental coverage for his/herself and eligible dependents until age sixty-five (65). Effective July 1, 2015, retirement benefits for new employees with a start date on or after July 1, 2015, will exclude district-paid dental and medical coverage for dependents. Retired employees may choose to pay the costs to continue coverage for their dependents until the employee becomes eligible for Medicare as outlined below. The cost of this coverage will be established by the District each year. Eligibility for this coverage is subject to any rules and regulations set by the insurance carrier or legal counsel.

Eligible dependents of retired employees who are enrolled in District medical plans may continue coverage in the plan as long as the retiree is enrolled. If the eligible dependent of a retiree becomes eligible for Medicare, they should enroll in Medicare parts A and B to continue coverage under the District plan. If the eligible dependent does not enroll in Medicare parts A and B, they may continue coverage under the District plan, but must pay the difference between the premium with Medicare coverage and the premium without Medicare coverage. If the dependent is already eligible for Medicare at the time that the employee retires, the dependent must immediately enroll in Medicare parts A and B in order to continue to be covered by the District sponsored plan or must pay the difference in premium cost.

The District will provide medical insurance for retirees only, sixty-five and older, who qualify for Medicare and who served the District for at least 15 years and were an administrator for the last five years. This coverage would be provided through Kaiser's Senior Advantage Program at a maximum District contribution of \$600 annually for each eligible employee. The employee is responsible for the employee co-premium.