CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2025-2026

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

Board Approved: January 13, 2026
Effective: July 1, 2025 (2.0% 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	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 12**	**Range 16**	**Range 46**
1	116,591	121,253	128,248	132,912	131,422	156,556	161,567	146,356	151,136	156,911	170,414	1,750,540
2	121,253	125,918	132,912	137,577	136,202	161,567	166,576	151,136	155,914	162,035	175,540	180,666
3	125,918	130,580	137,577	142,238	140,980	166,576	171,587	155,914	160,691	167,158	180,666	185,790
4	130,580	135,243	142,238	146,902	145,760	171,586	176,597	160,691	165,472	172,279	185,790	190,916
5	135,243	139,908	146,902	151,566	150,536	176,597	181,606	165,472	170,252	177,405	190,916	196,040
6	138,741	143,403	150,398	155,064	154,124	180,353	185,365	169,056	173,833	181,248	194,759	199,885
7	141,074	145,736	152,731	157,395	156,510	182,858	187,869	171,446	176,223	183,810	197,322	202,447
8	143,403	148,068	155,064	159,726	158,900	185,365	190,372	173,833	178,615	186,369	199,885	205,009
9	145,736	150,398	157,395	162,059	161,291	187,869	192,877	176,223	181,003	188,931	202,447	207,570
10	148,068	152,731	159,726	164,390	163,677	190,372	195,385	178,615	183,390	191,496	205,009	210,136

TITLE	RANGE	DUTY DAYS
Assistant Principal	5 / 6	203
Coordinator I	5 / 6	203
Coordinator II	15 / 45	208
Coordinator II	12	223
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 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.