



CERTIFICATED STUDENT SERVICE PROVIDER'S SALARY SCHEDULE 2025-2026

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

Effective: July 1, 2025 (2% COLA)
Board Approved: January 13, 2026

STEP	School Nurses					Extended Year School Nurses				
	GROUP I 191 Days Regular Credential	GROUP II 191 Days Bachelors + 15 Units	GROUP III 191 Days Bachelors + 30 Units	GROUP IV 191 Days MA or BA +45 Units	GROUP V 191 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP I 211 Days Regular Credential	GROUP II 211 Days Bachelors + 15 Units	GROUP III 211 Days Bachelors + 30 Units	GROUP IV 211 Days Masters or Bachelors +45 Units	GROUP V 211 Days MA + 24 Units or BA + 60 Units Incl. a Masters
	Range 11	Range 12	Range 13	Range 26	Range 27	Range 28	Range 29	Range 30	Range 31	Range 32
1	68,461	74,163	83,864	87,289	94,702	75,630	81,929	92,646	96,429	104,618
2	68,461	74,163	83,864	87,289	94,702	75,630	81,929	92,646	96,429	104,618
3	68,461	74,163	83,864	88,817	96,359	75,630	81,929	92,646	98,117	106,449
4	68,461	74,163	83,864	88,817	96,359	75,630	81,929	92,646	98,117	106,449
5	68,461	74,163	85,541	90,371	98,045	75,630	81,929	94,498	99,834	108,311
6	68,461	74,163	85,541	90,371	98,045	75,630	81,929	94,498	99,834	108,311
7	68,461	74,163	85,541	91,952	99,761	75,630	81,929	94,498	101,580	110,207
8	68,461	74,163	85,541	91,952	99,761	75,630	81,929	94,498	101,580	110,207
9	68,461	74,163	86,718	92,991	101,550	75,630	81,929	95,798	102,728	112,184
10	68,461	74,163	86,718	92,991	101,550	75,630	81,929	95,798	102,728	112,184
11	68,461	74,163	86,718	95,845	104,972	75,630	81,929	95,798	105,881	115,964
12	68,461	74,163	86,718	98,700	108,396	75,630	81,929	95,798	109,035	119,746
13	68,461	74,163	86,718	101,550	111,819	75,630	81,929	95,798	112,184	123,528
14	68,461	74,163	86,718	104,403	115,243	75,630	81,929	95,798	115,335	127,310
15	68,461	74,163	86,718	106,349	117,189	75,630	81,929	95,798	117,485	129,460
16	68,461	74,163	86,718	108,295	119,135	75,630	81,929	95,798	119,635	131,610
17	68,461	74,163	86,718	110,241	121,081	75,630	81,929	95,798	121,785	133,760
18	68,461	74,163	86,718	112,187	123,027	75,630	81,929	95,798	123,935	135,910
19	68,461	74,163	86,718	114,133	124,973	75,630	81,929	95,798	126,085	138,060
20	68,461	74,163	86,718	114,133	126,919	75,630	81,929	95,798	126,085	140,210
21	68,461	74,163	86,718	114,133	128,865	75,630	81,929	95,798	126,085	142,360
22	68,461	74,163	86,718	114,133	130,811	75,630	81,929	95,798	126,085	144,510
23	68,461	74,163	86,718	114,133	132,757	75,630	81,929	95,798	126,085	146,660
24	68,461	74,163	86,718	114,133	134,703	75,630	81,929	95,798	126,085	148,810
25	68,461	74,163	86,718	114,133	136,649	75,630	81,929	95,798	126,085	150,960
26	68,461	74,163	86,718	114,133	138,595	75,630	81,929	95,798	126,085	153,110
27-36	68,461	74,163	86,718	114,133	140,541	75,630	81,929	95,798	126,085	155,260

Work Year: Nurses 191 days; Extended Year School Nurses 211 days; Speech and Language Pathologists 185 days; Psychologists 185; Counselors 190 days. Value Steps added after Step 14: Nurses \$1,946; Extended Year Nurses \$2,150; SLPs \$1,723; Counselors \$1,946; Psychologists \$1,895; Early Start \$1,908.



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STEP	Speech and Language Pathologists				Counselors		Psychologists	
	GROUP IV 185 Days MA or BA +45 Units	GROUP IV 205 Days MA or BA +45 Units	GROUP V 185 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V 205 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP IV 190 Days MA or BA +45 Units	GROUP V 190 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V 185 Days MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V-19 185 Days MA + 24 Units or BA + 60 Units + MA + Doctorate
	Range 20	Range 21	Range 22	Range 23	Range 24	Range 25	Range 17	Range 19
1	85,004	94,194	92,223	102,193	67,320	70,745	75,782	76,782
2	85,004	94,194	92,223	102,193	70,174	74,163	79,444	80,444
3	86,492	95,842	93,837	103,982	73,024	77,586	83,111	84,111
4	86,492	95,842	93,837	103,982	75,876	81,014	86,782	87,782
5	88,006	97,520	95,479	105,801	78,732	84,437	90,449	91,449
6	88,006	97,520	95,479	105,801	81,583	87,860	94,116	95,116
7	89,546	99,227	97,150	107,653	84,437	91,282	97,781	98,781
8	89,546	99,227	97,150	107,653	87,289	94,703	101,445	102,445
9	90,557	100,347	98,892	109,583	90,140	98,127	105,115	106,115
10	90,557	100,347	98,892	109,583	92,991	101,550	108,781	109,781
11	93,336	103,426	102,224	113,275	95,845	104,972	112,446	113,446
12	96,116	106,507	105,558	116,970	98,699	108,395	116,114	117,114
13	98,892	109,583	108,892	120,664	101,550	111,820	119,781	120,781
14	101,670	112,661	112,226	124,359	104,402	115,243	123,449	124,449
15	103,393	114,569	113,949	126,267	106,348	117,189	125,344	126,344
16	105,116	116,477	115,672	128,175	108,294	119,135	127,239	128,239
17	106,839	118,385	117,395	130,083	110,240	121,081	129,134	130,134
18	108,562	120,293	119,118	131,991	112,186	123,027	131,029	132,029
19	110,285	122,201	120,841	133,899	114,132	124,973	132,924	133,924
20	110,285	122,201	122,564	135,807	114,132	126,919	134,819	135,819
21	110,285	122,201	124,287	137,715	114,132	128,865	136,714	137,714
22	110,285	122,201	126,010	139,623	114,132	130,811	138,609	139,609
23	110,285	122,201	127,733	141,531	114,132	132,757	140,504	141,504
24	110,285	122,201	129,456	143,439	114,132	134,703	142,399	143,399
25	110,285	122,201	131,179	145,347	114,132	136,649	144,294	145,294
26	110,285	122,201	132,902	147,255	114,132	138,595	146,189	147,189
27-36	110,285	122,201	134,625	149,163	114,132	140,541	148,084	149,084

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SALARY PLACEMENT CONDITIONS (TK – 8 CERTIFICATED STUDENT SERVICE PROVIDERS)

INITIAL SALARY PLACEMENT

Credit for related experience shall be granted on a year-for-year basis up to a maximum of ten steps on the salary schedule for any combination of the following experience:

Creditable service:

1. Military service in lieu of experience up to a maximum of three (3) steps
 - a. Service of 10 - 19 months = 1 step
 - b. Service of 20 - 29 months = 2 steps
 - c. Service of 30 months or more = 3 steps
2. Service as a registered nurse (applicable to school nurses only)
3. Service as a Licensed Speech & Language Pathologist or Psychologist in a clinical setting
4. Service as a School Counselor, working under California credential requirement (School Counselors Only)

COLLEGE TRAINING CREDIT

Salary increases for additional college training subsequent to the date of the Bachelor or Master's degree is based on semester units officially documented. Official transcripts must accompany requests for salary group placement changes. Salary group placement adjustments will become effective the first day of the month following receipt of official transcripts.

1. Graduate units - approved without question
2. Credit allowed for upper and lower division units completed after employment begins is subject to District approval

EARNED DOCTORATE

Holders of an earned doctorate shall receive \$1,000 annually.

ADDITIONAL TIME (Hourly rate(s) for additional services as outlined in the Collective Bargaining Agreement)

July 1, 2025 - January 31, 2026	February 1, 2026 - June 30, 2026
Without Students: \$41.35/hour	Without Students: \$42.18/hour
With Students: \$43.62/hour	With Students: \$44.49/hour

Eligible employees may enroll in a health and/or dental insurance plan, or make changes to their current elections, within 31 days of their hire date, during the Open Enrollment period, and/or for a qualifying event. Forms are available online or in the Personnel and Payroll Departments.