



EDUCATORS' SALARY SCHEDULE 2025-2026

750 E. Main St, El Cajon, CA 920 www.cajonvalley.net

Effective: July 1, 2025 (2% COLA)

Board Approved: January 13, 2026

	GROUP I Regular Credential	GROUP I Early Start 205 Days	GROUP II Bachelors + 15 Units	GROUP II Early Start 205 Days	GROUP III Bachelors + 30 Units	GROUP III Early Start 205 Days	GROUP IV Masters or Bachelors +45 Units	GROUP IV-8 MA or BA + 45 Units + Doctorate	GROUP IV Early Start 205 Days	GROUP V MA + 24 Units or BA + 60 Units Incl. a Masters	GROUP V-7 MA + 24 Units or BA + 60 Units Incl. MA + Doc.	GROUP V Early Start 205 Days
STEP	Range 1	Range 41	Range 2	Range 42	Range 3	Range 43	Range 4	Range 8	Range 14	Range 5	Range 7	Range 15
1	57,779	64,025	58,892	65,259	62,223	68,950	65,557	66,557	72,644	68,893	69,893	76,341
2	60,003	66,490	61,112	67,719	65,003	72,030	68,337	69,337	75,725	72,222	73,222	80,030
3	62,223	68,950	63,336	70,183	67,782	75,110	71,112	72,112	78,800	75,555	76,555	83,723
4	64,446	71,413	65,557	72,644	70,557	78,185	73,890	74,890	81,878	78,893	79,893	87,422
5	66,669	73,876	67,782	75,110	73,335	81,263	76,670	77,670	84,959	82,226	83,226	91,115
6	66,669	73,876	70,004	77,572	76,113	84,341	79,447	80,447	88,036	85,560	86,560	94,810
7	66,669	73,876	72,222	80,030	78,893	87,422	82,226	83,226	91,115	88,892	89,892	98,502
8	66,669	73,876	72,222	80,030	81,669	90,498	85,004	86,004	94,194	92,223	93,223	102,193
9	66,669	73,876	72,222	80,030	84,448	93,578	87,781	88,781	97,271	95,559	96,559	105,890
10	66,669	73,876	72,222	80,030	84,448	93,578	90,557	91,557	100,347	98,892	99,892	109,583
11	66,669	73,876	72,222	80,030	84,448	93,578	93,336	94,336	103,426	102,224	103,224	113,275
12	66,669	73,876	72,222	80,030	84,448	93,578	96,116	97,116	106,507	105,558	106,558	116,970
13	66,669	73,876	72,222	80,030	84,448	93,578	98,892	99,892	109,583	108,892	109,892	120,664
14	66,669	73,876	72,222	80,030	84,448	93,578	101,670	102,670	112,661	112,226	113,226	124,359
15	66,669	73,876	72,222	80,030	84,448	93,578	103,393	104,393	114,569	113,949	114,949	126,267
16	66,669	73,876	72,222	80,030	84,448	93,578	105,116	106,116	116,477	115,672	116,672	128,175
17	66,669	73,876	72,222	80,030	84,448	93,578	106,839	107,839	118,385	117,395	118,395	130,083
18	66,669	73,876	72,222	80,030	84,448	93,578	108,562	109,562	120,293	119,118	120,118	131,991
19	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	120,841	121,841	133,899
20	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	122,564	123,564	135,807
21	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	124,287	125,287	137,715
22	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	126,010	127,010	139,623
23	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	127,733	128,733	141,531
24	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	129,456	130,456	143,439
25	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	131,179	132,179	145,347
26	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	132,902	133,902	147,255
27-36	66,669	73,876	72,222	80,030	84,448	93,578	110,285	111,285	122,201	134,625	135,625	149,163

Educators: Teachers, Adaptive PE Teachers, Education Specialists, Facilitators, Instructional Coaches
Work Year: Educators 185 days; Early Start 205 days. Value Steps added after Step 14: Educators \$1,723; Early Start \$1,908.

SALARY PLACEMENT CONDITIONS (TK – 8 EDUCATORS)

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:

Service performed under California credential requirement conditions:

1. Public school teaching and/or public school administration
2. Overseas military teaching and/or administration
3. Teaching in Peace Corps or VISTA
4. Private school teaching experience shall be granted as follows: effective July 1, 1995, up to ten years credit shall be granted to all teachers providing the experience was in a California accredited school and the teacher held a full California credential during the term of employment

Other 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

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, as reflected on the salary schedule for Range 7 and 8.

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.