



**CERTIFICATED ADMINISTRATORS'
SALARY SCHEDULE 2025-2026**

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

Board Approved:
Effective:

January 13, 2026
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 | 175,540 |
| 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 |



CERTIFICATED ADMINISTRATORS' SALARY SCHEDULE 2025-2026

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.