

**Management
Salary Schedule
Effective July 1, 2026**

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Monthly

	Work Days	Pay Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Certificated Director (I 200)	223	12	\$14,980.00	\$15,371.74	\$15,763.48	\$16,155.22	\$16,546.95	\$16,938.70	\$17,329.16
Principal, 9-12 (I 205)	223	12	\$14,980.00	\$15,371.74	\$15,763.48	\$16,155.22	\$16,546.95		
Principal, Adult Education (I 205)	223	12	\$14,980.00	\$15,371.74	\$15,763.48	\$16,155.22	\$16,546.95		
Principal, 6-8 (I 210)	220	12	\$14,023.11	\$14,409.72	\$14,795.03	\$15,181.63	\$15,568.24		
Principal, Alternative Education (I 210)	220	12	\$14,023.11	\$14,409.72	\$14,795.03	\$15,181.63	\$15,568.24		
Principal, TK-5 (I 215)	213	12	\$13,537.60	\$13,884.39	\$14,240.16	\$14,604.93	\$14,980.00		
Principal, Children's Center (I 215)	223	12	\$13,537.60	\$13,884.39	\$14,240.16	\$14,604.93	\$14,980.00		
Assistant Principal, High School (I 305)	223	12	\$12,995.59	\$13,296.13	\$13,608.24	\$13,924.21	\$14,245.30		
Assistant Principal, High School (I 306)*	215	12	\$12,536.90	\$12,814.18	\$13,111.25	\$13,428.15	\$13,725.24		
Supervisor, Special Ed and Student SVC (I 305)	223	12	\$12,995.59	\$13,296.13	\$13,608.24	\$13,924.21	\$14,245.30		
Assistant Principal, Alternative Education (I310)	213	12		\$11,641.82	\$11,906.41	\$12,182.55	\$12,459.99	\$12,748.98	
Assistant Principal, Middle School (I310)	213	12		\$11,641.82	\$11,906.41	\$12,182.55	\$12,459.99	\$12,748.98	
Assistant Principal, Middle School (I 311)*	210	12		\$11,471.54	\$11,742.38	\$12,013.20	\$12,284.03	\$12,574.21	
Assistant Principal, Adult and Community Education (I 311)	210	12		\$11,471.54	\$11,742.38	\$12,013.20	\$12,284.03	\$12,574.21	
Assistant Principal, TK-5 (I 310)	213	12		\$11,641.82	\$11,906.41	\$12,182.55	\$12,459.99	\$12,748.98	
Coordinator, Career Technical Education (I 310)	213	12		\$11,641.82	\$11,906.41	\$12,182.55	\$12,459.99	\$12,748.98	
DHH Program Coordinator (I 310)	213	12		\$11,641.82	\$11,906.41	\$12,182.55	\$12,459.99	\$12,748.98	
Student Services Specialist (O 6-10)	203	11		\$12,196.61	\$12,474.29	\$12,762.99	\$13,053.25	\$13,356.01	
Program Specialist (213 days) (O 16-20)	213	12		\$11,730.96	\$11,998.06	\$12,275.75	\$12,554.90	\$12,846.11	
Program Specialist (223 days) (O 11-15)	223	12		\$12,281.73	\$12,561.35	\$12,852.06	\$13,144.34	\$13,449.21	
Student Activities Advisor (C 1-5)	203	11		\$12,147.58	\$12,424.37	\$12,712.11	\$13,002.61	\$13,302.70	
Health Services Coordinator (D 51-55)	225	12		\$10,654.39	\$11,032.73	\$11,421.35	\$11,826.37	\$12,241.74	
Coordinator, Extended School Programs (D 51-55)	225	12		\$10,654.39	\$11,032.73	\$11,421.35	\$11,826.37	\$12,241.74	
Coordinator, Mental Health Services (D 51-55)	225	12		\$10,654.39	\$11,032.73	\$11,421.35	\$11,826.37	\$12,241.74	
Coordinator, Multilingual Programs (D 51-55)	225	12		\$10,654.39	\$11,032.73	\$11,421.35	\$11,826.37	\$12,241.74	

Administrator, Saturday School – Administrators will be paid 6 hours at step 1 of their current position on the salary schedule.

*Effective September 12, 2023

Tri-Community Adult Education Administrative substitute, evening, and weekend hourly salary schedule of \$81.94 per hour.

Position	Work Day	Pay Months	Step	Column A (BA)	Column B (BA+15)	Column C (BA+30)	Column D (MA)	Column E (BA+60 W/MA or MA+20)
Support Services Specialist, DHH/ Support Services Specialist, SDC (Q 1-12)	193	11	1	\$6,567.28	\$6,782.88	\$7,011.72	\$7,243.51	\$7,479.69
			2	\$6,848.90	\$7,074.78	\$7,308.03	\$7,553.01	\$7,802.39
			3	\$7,139.37	\$7,377.00	\$7,621.94	\$7,872.80	\$8,136.83
			4	\$7,445.95	\$7,692.38	\$7,946.14	\$8,205.78	\$8,475.67
			5	\$7,759.85	\$8,020.93	\$8,282.04	\$8,559.31	\$8,836.53
			6	\$8,091.36	\$8,362.71	\$8,635.54	\$8,921.61	\$9,217.94
			7	\$8,437.56	\$8,713.33	\$9,000.85	\$9,300.08	\$9,602.24
			8	\$8,798.42	\$9,091.80	\$9,386.61	\$9,694.69	\$10,011.54
			9		\$9,479.03	\$9,787.06	\$10,109.78	\$10,442.79
			10			\$10,205.12	\$10,541.04	\$10,888.70
			11				\$10,987.01	\$11,356.64
			12					\$11,834.84

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Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$6,252.79	\$6,459.60	\$6,678.73	\$6,899.20	\$7,123.75
			2	\$6,523.95	\$6,737.60	\$6,959.44	\$7,193.61	\$7,431.88
			3	\$6,800.60	\$7,025.19	\$7,256.64	\$7,497.61	\$7,748.23
			4	\$7,092.29	\$7,326.44	\$7,567.47	\$7,815.31	\$8,072.78
			5	\$7,390.80	\$7,638.68	\$7,889.26	\$8,150.85	\$8,415.14
			6	\$7,705.79	\$7,963.20	\$8,224.81	\$8,497.29	\$8,780.79
			7	\$8,035.83	\$8,297.37	\$8,571.24	\$8,857.47	\$9,143.68
			8	\$8,379.53	\$8,657.53	\$8,939.62	\$9,234.05	\$9,535.33
			9		\$9,027.29	\$9,321.71	\$9,628.47	\$9,946.17
			10			\$9,720.21	\$10,039.27	\$10,370.68
			11				\$10,463.81	\$10,817.11
			12					\$11,271.77

Notes

Units: A unit is one semester hour of upper division or graduate level work from an accredited institution taken after receipt of the pertinent degrees. Degrees: BA and MA refer to bachelor's degree and master's degree respectively, from an accredited institution in a field pertinent to the position.

Doctoral Degree: \$124.43 per month shall be added for a doctoral degree earned at an accredited institution.

LONGEVITY PAY PROGRAM:

1. Longevity pay shall be granted to District personnel upon completion of sufficient years of service in the Covina-Valley Unified School District and its predecessors, the Covina School District and/or the Covina Union High School District, and/or like experiences outside the District.
2. Longevity Schedules for Management are as follows:
3. Longevity pay shall be granted to District personnel upon completion of sufficient years of service in the Covina-Valley Unified School District. In order to recruit and retain highly qualified candidates, the Superintendent may authorize longevity pay for service less than 5 years if in his/her judgment the experience and training of a certified management employee warrant it. In such an event, it will be reported to the Board as an information item on the Personnel Report.
4. Employees occupying part-time positions shall be granted longevity pay prorated on their scheduled workday and workweek as it compares to the regular 8-hour and 40-hour week standard.
5. Years of service shall be counted in the aggregate except that any service rendered prior to a break in service of 39 months or more from the last day of paid service in a probationary or permanent classified position shall not be counted. Like experience shall be counted for longevity.
6. The above schedule applies only prospectively and does not entitle any employee to a longevity increment or stipend for any anniversary occurring prior to November 1, 2006.
7. Professional experts and advisors shall be employed to provide services on a limited-term basis for specific projects. The above salary schedule shall not apply to these employees, who will be paid at a rate commensurate with their experience, skill, and expertise. The hourly or per diem rate for these employees must be approved by the Assistant Superintendent, Personnel Services, or the Superintendent

	Column A	Column B	Column C	Column D	Column E
At the beginning of the 15th year	\$294.13	\$300.55	\$310.83	\$319.82	\$328.81
At the beginning of the 20th year	\$409.73	\$432.85	\$432.85	\$466.23	\$485.50
At the beginning of the 25th year	\$526.61	\$556.13	\$556.13	\$612.66	\$637.06
At the beginning of the 30th year	\$647.33	\$683.31	\$683.31	\$760.37	\$793.76
At the beginning of the 35th year	\$766.79	\$810.45	\$810.45	\$900.38	\$947.89

Position	Work Day	Pay Months	Step	
Children's Center Supervisor (F 1-5)	223	12	1	\$8,799.96
			2	\$9,253.53
			3	\$9,722.14
			4	\$10,222.32
			5	\$10,741.66