

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

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	Work Days	Pay Months	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Certificated Director (I 200)	223	12	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Principal, 9-12 (I 205)	223	12	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563		
Principal, Adult Education (I 205)	223	12	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563		
Principal, 6-8 (I 210)	220	12	\$168,277	\$172,917	\$177,540	\$182,180	\$186,819		
Principal, Alternative Education (I 210)	220	12	\$168,277	\$172,917	\$177,540	\$182,180	\$186,819		
Principal, TK-5 (I 215)	213	12	\$162,451	\$166,613	\$170,882	\$175,259	\$179,760		
Principal, Children's Center (I 215)	223	12	\$162,451	\$166,613	\$170,882	\$175,259	\$179,760		
Assistant Principal, High School (I 305)	223	12	\$155,947	\$159,554	\$163,299	\$167,091	\$170,944		
Assistant Principal, High School (I 306)*	215	12	\$150,443	\$153,770	\$157,335	\$161,138	\$164,703		
Supervisor, Special Ed and Student SVC (I 305)	223	12	\$155,947	\$159,554	\$163,299	\$167,091	\$170,944		
Assistant Principal, Alternative Education (I310)	213	12		\$139,702	\$142,877	\$146,191	\$149,520	\$152,988	
Assistant Principal, Middle School (I310)	213	12	\$139,702	\$142,877	\$146,191	\$149,520	\$152,988		
Assistant Principal, Middle School (I 311)*	210	12	\$137,659	\$140,909	\$144,158	\$147,408	\$150,891		
Assistant Principal, Adult and Community Education (I 311)	210	12		\$137,659	\$140,909	\$144,158	\$147,408	\$150,891	
Assistant Principal, TK-5 (I 310)	213	12	\$139,702	\$142,877	\$146,191	\$149,520	\$152,988		
Coordinator, Career Technical Education (I 310)	213	12	\$139,702	\$142,877	\$146,191	\$149,520	\$152,988		
DHH Program Coordinator (I 310)	213	12	\$139,702	\$142,877	\$146,191	\$149,520	\$152,988		
Student Services Specialist (O 6-10)	203	11	\$134,163	\$137,217	\$140,393	\$143,586	\$146,916		
Program Specialist (213 days) (O 16-20)	213	12	\$140,772	\$143,977	\$147,309	\$150,659	\$154,153		
Program Specialist (223 days) (O 11-15)	223	12	\$147,381	\$150,736	\$154,225	\$157,732	\$161,391		
Student Activities Advisor (C 1-5)	203	11	\$133,623	\$136,668	\$139,833	\$143,029	\$146,330		
Health Services Coordinator (D 51-55)	225	12	\$127,853	\$132,393	\$137,056	\$141,916	\$146,901		
Coordinator, Extended School Programs (D 51-55)	225	12	\$127,853	\$132,393	\$137,056	\$141,916	\$146,901		
Coordinator, Mental Health Services (D 51-55)	225	12	\$127,853	\$132,393	\$137,056	\$141,916	\$146,901		
Coordinator, Multilingual Programs (D 51-55)	225	12	\$127,853	\$132,393	\$137,056	\$141,916	\$146,901		

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	\$72,240	\$74,612	\$77,129	\$79,679	\$82,277
			2	\$75,338	\$77,823	\$80,388	\$83,083	\$85,826
			3	\$78,533	\$81,147	\$83,841	\$86,601	\$89,505
			4	\$81,905	\$84,616	\$87,408	\$90,264	\$93,232
			5	\$85,358	\$88,230	\$91,102	\$94,152	\$97,202
			6	\$89,005	\$91,990	\$94,991	\$98,138	\$101,397
			7	\$92,813	\$95,847	\$99,009	\$102,301	\$105,625
			8	\$96,783	\$100,010	\$103,253	\$106,642	\$110,127
			9		\$104,269	\$107,658	\$111,208	\$114,871
			10			\$112,256	\$115,951	\$119,776
			11				\$120,857	\$124,923
			12					\$130,183

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Support Services Specialist, Vocational Ed (E 20-31)	184	11	1	\$68,781	\$71,056	\$73,466	\$75,891	\$78,361
			2	\$71,763	\$74,114	\$76,554	\$79,130	\$81,751
			3	\$74,807	\$77,277	\$79,823	\$82,474	\$85,230
			4	\$78,015	\$80,591	\$83,242	\$85,968	\$88,801
			5	\$81,299	\$84,025	\$86,782	\$89,659	\$92,567
			6	\$84,764	\$87,595	\$90,473	\$93,470	\$96,589
			7	\$88,394	\$91,271	\$94,284	\$97,432	\$100,580
			8	\$92,175	\$95,233	\$98,336	\$101,575	\$104,889
			9		\$99,300	\$102,539	\$105,913	\$109,408
			10			\$106,922	\$110,432	\$114,077
			11				\$115,102	\$118,988
			12					\$123,989

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	\$103,529
			2	\$108,865
			3	\$114,378
			4	\$120,263
			5	\$126,372