

**SECTION XI – WAGES  
POWAY UNIFIED SCHOOL DISTRICT  
Certificated Salary Schedule I  
186 day work year-Effective July 1, 2012**

Step	B BA & 29 units or less	B' * TLC	C BA & 30 Units	C' * TLC	D BA & 45 or MA	D' * TLC	E BA & 60 include MA	E' * TLC
1								
2	\$42,804	\$43,446	\$43,724	\$44,381	\$44,644	\$45,314	\$45,565	\$46,247
3	\$43,953	\$44,612	\$44,990	\$45,665	\$46,256	\$46,950	\$47,521	\$48,232
4	\$47,754	\$48,470	\$49,742	\$50,486	\$51,388	\$52,158	\$52,038	\$52,819
5	\$49,062	\$49,798	\$52,347	\$53,132	\$54,679	\$55,498	\$58,280	\$59,154
6	\$50,844	\$51,607	\$54,164	\$54,976	\$56,482	\$57,329	\$60,475	\$61,383
7	\$52,162	\$52,944	\$55,487	\$56,320	\$57,799	\$58,668	\$62,123	\$63,056
8			\$56,831	\$57,685	\$59,463	\$60,355	\$63,789	\$64,745
9			\$58,145	\$59,016	\$60,810	\$61,723	\$65,450	\$66,432
10			\$59,993	\$60,893	\$62,670	\$63,611	\$67,709	\$68,725
11					\$67,939	\$68,957	\$75,612	\$76,745
12					\$67,939	\$68,957	\$75,612	\$76,745
13					\$67,939	\$68,957	\$75,612	\$76,745
14					\$67,939	\$68,957	\$75,612	\$76,745
15					\$70,875	\$71,938	\$78,702	\$79,882
16					\$70,875	\$71,938	\$78,702	\$79,882
17					\$70,875	\$71,938	\$78,702	\$79,882
18					\$70,875	\$71,938	\$78,702	\$79,882
19					\$72,454	\$73,540	\$80,278	\$81,482
20					\$72,454	\$73,540	\$80,278	\$81,482
21					\$72,454	\$73,540	\$80,278	\$81,482
22					\$72,454	\$73,540	\$80,278	\$81,482
23					\$76,114	\$77,256	\$87,318	\$88,627

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.  
Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

**Certificated Teacher Leadership Salary Schedule II**  
**191 day work year**  
**Effective July 1, 2012**

<b>Step</b>	<b>B BA &amp; 15 units or less</b>	<b>B' TLC</b>	<b>C BA &amp; 30 Units</b>	<b>C' TLC</b>	<b>D BA &amp; 45 or MA</b>	<b>D' TLC</b>	<b>E BA &amp; 60 include MA</b>	<b>E' TLC</b>
<b>1</b>		0	0		0		0	
<b>2</b>	\$43,943	\$44,602	\$44,886	\$45,560	\$45,832	\$46,519	\$46,776	\$47,479
<b>3</b>	\$45,122	\$45,799	\$46,185	\$46,878	\$47,485	\$48,198	\$48,783	\$49,516
<b>4</b>	\$49,023	\$49,758	\$51,065	\$51,830	\$52,755	\$53,547	\$53,423	\$54,223
<b>5</b>	\$50,367	\$51,123	\$53,738	\$54,547	\$56,133	\$56,975	\$59,831	\$60,728
<b>6</b>	\$52,195	\$52,978	\$55,604	\$56,437	\$57,985	\$58,854	\$62,084	\$63,014
<b>7</b>	\$53,550	\$54,353	\$56,965	\$57,818	\$59,337	\$60,227	\$63,777	\$64,734
<b>8</b>			\$58,343	\$59,220	\$61,045	\$61,960	\$65,485	\$66,467
<b>9</b>			\$59,691	\$60,586	\$62,427	\$63,364	\$67,190	\$68,198
<b>10</b>			\$61,589	\$62,512	\$64,337	\$65,303	\$69,510	\$70,552
<b>11</b>					\$69,746	\$70,791	\$77,623	\$78,786
<b>12</b>					\$69,746	\$70,791	\$77,623	\$78,786
<b>13</b>					\$69,746	\$70,791	\$77,623	\$78,786
<b>14</b>					\$69,746	\$70,791	\$77,623	\$78,786
<b>15</b>					\$72,759	\$73,851	\$80,794	\$82,007
<b>16</b>					\$72,759	\$73,851	\$80,794	\$82,007
<b>17</b>					\$72,759	\$73,851	\$80,794	\$82,007
<b>18</b>					\$72,759	\$73,851	\$80,794	\$82,007
<b>19</b>					\$74,381	\$75,496	\$82,414	\$83,650
<b>20</b>					\$74,381	\$75,496	\$82,414	\$83,650
<b>21</b>					\$74,381	\$75,496	\$82,414	\$83,650
<b>22</b>					\$74,381	\$75,496	\$82,414	\$83,650
<b>23</b>					\$78,139	\$79,311	\$89,640	\$90,985

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.  
Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

**Certificated Teacher Leadership Salary Schedule III**  
**198 day work year**  
**Effective July 1, 2012**

Step	B BA & 15 units or less	B' TLC	C BA & 30 Units	C' TLC	D BA & 45 or MA	D' TLC	E BA & 60 include MA	E' TLC
1	0		0		0		0	
2	\$45,535	\$46,218	\$46,514	\$47,212	\$47,494	\$48,207	\$48,474	\$49,201
3	\$46,759	\$47,460	\$47,862	\$48,579	\$49,208	\$49,947	\$50,554	\$51,312
4	\$50,802	\$51,564	\$52,916	\$53,710	\$54,667	\$55,487	\$55,359	\$56,191
5	\$52,193	\$52,976	\$55,690	\$56,524	\$58,169	\$59,041	\$62,000	\$62,931
6	\$54,088	\$54,899	\$57,621	\$58,485	\$60,087	\$60,989	\$64,336	\$65,301
7	\$55,490	\$56,322	\$59,029	\$59,915	\$61,490	\$62,412	\$66,089	\$67,080
8			\$60,460	\$61,367	\$63,258	\$64,207	\$67,859	\$68,877
9			\$61,855	\$62,784	\$64,692	\$65,661	\$69,628	\$70,671
10			\$63,822	\$64,779	\$66,671	\$67,672	\$72,030	\$73,111
11					\$72,274	\$73,359	\$80,438	\$81,645
12					\$72,274	\$73,359	\$80,438	\$81,645
13					\$72,274	\$73,359	\$80,438	\$81,645
14					\$72,274	\$73,359	\$80,438	\$81,645
15					\$75,399	\$76,530	\$83,726	\$84,982
16					\$75,399	\$76,530	\$83,726	\$84,982
17					\$75,399	\$76,530	\$83,726	\$84,982
18					\$75,399	\$76,530	\$83,726	\$84,982
19					\$77,077	\$78,235	\$85,402	\$86,686
20					\$77,077	\$78,235	\$85,402	\$86,686
21					\$77,077	\$78,235	\$85,402	\$86,686
22					\$77,077	\$78,235	\$85,402	\$86,686
23					\$80,972	\$82,188	\$92,892	\$94,284

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points. Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

**Certificated Teacher Leadership Salary Schedule IV**  
**203 day work year**  
**Effective July 1, 2012**

<b>Step</b>	<b>B BA &amp; 15 units or less</b>	<b>B' TLC</b>	<b>C BA &amp; 30 Units</b>	<b>C' TLC</b>	<b>D BA &amp; 45 or MA</b>	<b>D' TLC</b>	<b>E BA &amp; 60 include MA</b>	<b>E' TLC</b>
<b>1</b>	0		0		0		0	
<b>2</b>	\$46,674	\$47,374	\$47,677	\$48,391	\$48,682	\$49,411	\$49,685	\$50,429
<b>3</b>	\$47,928	\$48,647	\$49,058	\$49,794	\$50,438	\$51,195	\$51,817	\$52,596
<b>4</b>	\$52,072	\$52,853	\$54,239	\$55,054	\$56,035	\$56,875	\$56,744	\$57,595
<b>5</b>	\$53,498	\$54,300	\$57,082	\$57,938	\$59,624	\$60,518	\$63,551	\$64,504
<b>6</b>	\$55,440	\$56,272	\$59,062	\$59,948	\$61,590	\$62,513	\$65,945	\$66,935
<b>7</b>	\$56,879	\$57,732	\$60,504	\$61,413	\$63,027	\$63,972	\$67,742	\$68,759
<b>8</b>			\$61,972	\$62,900	\$64,842	\$65,813	\$69,556	\$70,600
<b>9</b>			\$63,403	\$64,353	\$66,309	\$67,303	\$71,370	\$72,439
<b>10</b>			\$65,417	\$66,399	\$68,338	\$69,364	\$73,830	\$74,940
<b>11</b>					\$74,082	\$75,192	\$82,450	\$83,686
<b>12</b>					\$74,082	\$75,192	\$82,450	\$83,686
<b>13</b>					\$74,082	\$75,192	\$82,450	\$83,686
<b>14</b>					\$74,082	\$75,192	\$82,450	\$83,686
<b>15</b>					\$77,284	\$78,443	\$85,819	\$87,105
<b>16</b>					\$77,284	\$78,443	\$85,819	\$87,105
<b>17</b>					\$77,284	\$78,443	\$85,819	\$87,105
<b>18</b>					\$77,284	\$78,443	\$85,819	\$87,105
<b>19</b>					\$79,005	\$80,190	\$87,539	\$88,852
<b>20</b>					\$79,005	\$80,190	\$87,539	\$88,852
<b>21</b>					\$79,005	\$80,190	\$87,539	\$88,852
<b>22</b>					\$79,005	\$80,190	\$87,539	\$88,852
<b>23</b>					\$82,996	\$84,242	\$95,213	\$96,642

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.  
Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

**Salary Schedule – Emergency Credentials  
186 Day Work Year  
Effective July 1, 2012**

<b>Step</b>	<b>B BA &amp; 15 units or less</b>	<b>C BA &amp; 30 Units</b>	<b>D BA &amp; 45 or MA</b>	<b>E BA &amp; 60 including MA</b>
<b>1</b>	\$39,013	\$39,835	\$39,953	\$40,806
<b>2</b>	\$42,153	\$43,370	\$44,488	\$45,297
<b>3</b>	\$43,396	\$44,917	\$46,239	\$47,413
<b>4</b>	\$45,512	\$47,408	\$48,977	\$49,596
<b>5</b>	\$46,759	\$49,892	\$52,113	\$55,545
<b>6</b>	\$48,456	\$51,622	\$53,833	\$57,637
<b>7</b>	\$49,353	\$52,884	\$55,089	\$59,207
<b>8</b>		\$54,166	\$56,671	\$60,795
<b>9</b>		\$55,416	\$58,027	\$62,379
<b>10</b>		\$57,177	\$59,730	\$64,530
<b>11</b>			\$64,751	\$72,064
<b>12</b>			\$64,751	\$72,064
<b>13</b>			\$64,751	\$72,064
<b>14</b>			\$67,550	\$75,008
<b>15</b>			\$69,052	\$76,511
<b>16</b>			\$71,118	\$78,964