

APPENDIX

**Certificated Salary Schedule I-186 Days
Effective 7/1/23 plus 5%**

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
2	\$58,959	\$60,728	\$60,227	\$62,034	\$61,495	\$63,340	\$62,764	\$64,647
3	\$59,667	\$61,457	\$61,071	\$62,903	\$62,792	\$64,676	\$64,509	\$66,444
4	\$63,554	\$65,461	\$66,199	\$68,185	\$68,390	\$70,442	\$69,256	\$71,334
5	\$65,294	\$67,253	\$69,668	\$71,758	\$72,769	\$74,952	\$77,564	\$79,891
6	\$67,666	\$69,696	\$72,085	\$74,248	\$75,171	\$77,426	\$80,486	\$82,901
7	\$69,421	\$71,504	\$73,847	\$76,062	\$76,922	\$79,230	\$82,677	\$85,157
8			\$75,635	\$77,904	\$79,137	\$81,511	\$84,895	\$87,442
9			\$77,383	\$79,704	\$80,931	\$83,359	\$87,106	\$89,719
10			\$79,841	\$82,236	\$83,407	\$85,909	\$90,112	\$92,815
11					\$90,418	\$93,131	\$100,630	\$103,649
12					\$90,418	\$93,131	\$100,630	\$103,649
13					\$90,418	\$93,131	\$100,630	\$103,649
14					\$90,418	\$93,131	\$100,630	\$103,649
15					\$94,326	\$97,156	\$104,742	\$107,884
16					\$94,326	\$97,156	\$104,742	\$107,884
17					\$94,326	\$97,156	\$104,742	\$107,884
18					\$94,326	\$97,156	\$104,742	\$107,884
19					\$96,427	\$99,320	\$106,839	\$110,044
20					\$96,427	\$99,320	\$106,839	\$110,044
21					\$96,427	\$99,320	\$106,839	\$110,044
22					\$96,427	\$99,320	\$106,839	\$110,044
23					\$101,299	\$104,338	\$116,209	\$119,695
24					\$101,299	\$104,338	\$116,209	\$119,695
25					\$104,437	\$107,570	\$119,812	\$123,406
26					\$108,092	\$111,335	\$124,005	\$127,725

Schedule I WITH 5.0% increase from 2023-2023 TA effective **July 1, 2023**

Teacher Hourly @ B-2 Rate	\$45.28
Special Daily Rate @ B-2	\$316.98
** Stipend Base @ 75% of B-2 Salary	\$ 44,219

** The Stipend Base is the multiplier for all stipends (per Board Policy 4.212 and 4.213). For example, the head Softball coach on Step 1 (first year) receives 0.117 times the stipend base (\$44,219) or \$5,174. The previous Stipend Base Rate was \$40,689

Date: 4/6/23

Career Technical Education Teachers - District High Schools

2023-2024 Plus 5% Hourly/Daily/Yearly-186 days Salary Schedule 016				
	Hourly	Daily	Yearly I	Yearly Prime II
Step 1	\$ 45.29	\$ 317.03	\$ 58,968.00	\$ 60,737.00
Step 2	\$ 46.86	\$ 328.02	\$ 61,012.00	\$ 62,842.00
Step 3	\$ 48.24	\$ 337.68	\$ 62,808.00	\$ 64,692.00
Step 4	\$ 50.65	\$ 354.55	\$ 65,946.00	\$ 67,924.00
Step 5	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 6	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 7	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 8	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 9	\$ 53.18	\$ 372.26	\$ 69,240.00	\$ 71,317.00
Step 10	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 11	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 12	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 13	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 14	\$ 54.52	\$ 381.64	\$ 70,985.00	\$ 73,115.00
Step 15	\$ 55.88	\$ 391.16	\$ 72,756.00	\$ 74,939.00
Step 16	\$ 57.83	\$ 404.81	\$ 75,295.00	\$ 77,554.00

Issue: 04

Date: 4/6/23

Adult Education

2023-2024 Plus 5% Hourly/Daily/Yearly - 173 days Salary Schedule 017				
	Hourly	Daily	Yearly I	Yearly Prime II
Step 1	\$ 45.29	\$ 317.03	\$ 54,846.00	\$ 56,491.00
Step 2	\$ 46.86	\$ 328.02	\$ 56,747.00	\$ 58,449.00
Step 3	\$ 48.24	\$ 337.68	\$ 58,419.00	\$ 60,172.00
Step 4	\$ 50.65	\$ 354.55	\$ 61,337.00	\$ 63,177.00
Step 5	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 6	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 7	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 8	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 9	\$ 53.18	\$ 372.26	\$ 64,401.00	\$ 66,333.00
Step 10	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 11	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 12	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 13	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 14	\$ 54.52	\$ 381.64	\$ 66,024.00	\$ 68,005.00
Step 15	\$ 55.88	\$ 391.16	\$ 67,671.00	\$ 69,701.00
Step 16	\$ 57.83	\$ 404.81	\$ 70,032.00	\$ 72,133.00

Issue No.: 04

Date: 4/6/23

Group 14 CTE/ADULT ED Hourly

Effective 7/1/2023 plus 5%

Range	A
Step	
1	\$45.29
2	\$46.86
3	\$48.24
4	\$50.65
5	\$53.18
6	\$53.18
7	\$53.18
8	\$53.18
9	\$53.18
10	\$54.52
11	\$54.52
12	\$54.52
13	\$54.52
14	\$54.52
15	\$55.88
16	\$57.83

Initial Step Placement: Using the criteria above the service of ROP and Adult Education teachers after July 1, 2000 will be used to determine initial step placement.

Issue No.: 02

Date: 4/6/23

Librarian Salary Schedule Effective July 01, 2023

Range	B (20)	B' (25)	C (30)	C' (35)	D (40)	D' (45)	E (50)	E' (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$62,661	\$64,541	\$64,009	\$65,929	\$65,357	\$67,318	\$66,705	\$68,706
2	\$64,854	\$66,800	\$66,250	\$68,238	\$67,645	\$69,674	\$69,041	\$71,112
3	\$65,634	\$67,603	\$67,179	\$69,194	\$69,071	\$71,143	\$70,959	\$73,088
4	\$69,910	\$72,007	\$72,820	\$75,005	\$75,228	\$77,485	\$76,182	\$78,467
5	\$71,824	\$73,979	\$76,634	\$78,933	\$80,046	\$82,447	\$85,320	\$87,880
6	\$74,432	\$76,665	\$79,293	\$81,672	\$82,688	\$85,169	\$88,534	\$91,190
7	\$76,363	\$78,654	\$81,231	\$83,668	\$84,614	\$87,152	\$90,945	\$93,673
8			\$83,198	\$85,694	\$87,051	\$89,663	\$93,384	\$96,186
9			\$85,121	\$87,675	\$89,024	\$91,695	\$95,817	\$98,692
10			\$87,825	\$90,460	\$91,748	\$94,500	\$99,123	\$102,097
11					\$99,459	\$102,443	\$110,693	\$114,014
12					\$99,459	\$102,443	\$110,693	\$114,014
13					\$99,459	\$102,443	\$110,693	\$114,014
14					\$99,459	\$102,443	\$110,693	\$114,014
15					\$103,758	\$106,871	\$115,215	\$118,671
16					\$103,758	\$106,871	\$115,215	\$118,671
17					\$103,758	\$106,871	\$115,215	\$118,671
18					\$103,758	\$106,871	\$115,215	\$118,671
19					\$106,070	\$109,252	\$117,522	\$121,048
20					\$106,070	\$109,252	\$117,522	\$121,048
21					\$106,070	\$109,252	\$117,522	\$121,048
22					\$106,070	\$109,252	\$117,522	\$121,048
23					\$111,429	\$114,772	\$127,830	\$131,665
24					\$111,429	\$114,772	\$127,830	\$131,665
25					\$114,881	\$118,327	\$131,794	\$135,748
26					\$118,902	\$122,469	\$136,407	\$140,499

Plus 5.0% increase from 2023-2024 TA effective **July 1, 2023**

**Nurses Salary Schedule 012
Plus 5% Effective 7/1/2023**

Range	B (20)	B (25)	C (30)	C (35)	D (40)	D (45)	E (50)	E (55)
Step	BA & 15 units or less	TLC (+3%)	BA & 30 Units	TLC (+3%)	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$58,190	\$59,936	\$59,442	\$61,225	\$60,693	\$62,514	\$61,946	\$63,804
2	\$60,227	\$62,034	\$61,522	\$63,368	\$62,817	\$64,702	\$64,114	\$66,037
3	\$60,950	\$62,779	\$62,384	\$64,256	\$64,142	\$66,066	\$65,896	\$67,873
4	\$64,921	\$66,869	\$67,623	\$69,652	\$69,861	\$71,957	\$70,745	\$72,867
5	\$66,698	\$68,699	\$71,166	\$73,301	\$74,334	\$76,564	\$79,232	\$81,609
6	\$69,121	\$71,195	\$73,635	\$75,844	\$76,788	\$79,092	\$82,217	\$84,684
7	\$70,914	\$73,041	\$75,435	\$77,698	\$78,576	\$80,933	\$84,455	\$86,989
8			\$77,262	\$79,580	\$80,839	\$83,264	\$86,721	\$89,323
9			\$79,047	\$81,418	\$82,671	\$85,151	\$88,979	\$91,648
10			\$81,558	\$84,005	\$85,201	\$87,757	\$92,050	\$94,812
11					\$92,362	\$95,133	\$102,794	\$105,878
12					\$92,362	\$95,133	\$102,794	\$105,878
13					\$92,362	\$95,133	\$102,794	\$105,878
14					\$92,362	\$95,133	\$102,794	\$105,878
15					\$96,355	\$99,246	\$106,995	\$110,205
16					\$96,355	\$99,246	\$106,995	\$110,205
17					\$96,355	\$99,246	\$106,995	\$110,205
18					\$96,355	\$99,246	\$106,995	\$110,205
19					\$98,501	\$101,456	\$109,137	\$112,411
20					\$98,501	\$101,456	\$109,137	\$112,411
21					\$98,501	\$101,456	\$109,137	\$112,411
22					\$98,501	\$101,456	\$109,137	\$112,411
23					\$103,477	\$106,581	\$118,708	\$122,269
24					\$103,477	\$106,581	\$118,708	\$122,269
25					\$106,683	\$109,883	\$122,389	\$126,061
26					\$110,417	\$113,730	\$126,672	\$130,472

Issue No.: 03

Date: 4/6/23

PreSchool Salary Schedule
SALARY Group 10
Effective 7/1/23 plus 5%

Table with 10 columns: Step, 10 month, Annually, 186 Days, AA or CD Permit, AA or CD Permit TLC (+3%), AA + 30 units CD Permit, AA + 30 units CD Permit TLC (+3%), BA + CD Permit, BA + CD Permit TLC (+3%), D(44), D(44) BA + 15 units CD Permit TLC (+3%), D(45) BA + 15 units CD Permit TLC (+3%).

Table with 10 columns: Step, 12 month, Annually, 220 days, AA or CD Permit, AA or CD Permit TLC (+3%), AA + 30 units CD Permit, AA + 30 units CD Permit TLC (+3%), BA + CD Permit, BA + CD Permit TLC (+3%), D(44), D(44) BA + 15 units CD Permit TLC (+3%), D(45) BA + 15 units CD Permit TLC (+3%).

Table with 10 columns: Hourly Step, A(10), A(11), A(12), B(20), B(21), C(10), C(11), C(12), D(40), D(41), D(42), D(43), D(44), D(45).

Table with 10 columns: Daily Step, A(10), A(11), A(12), B(20), B(21), C(10), C(11), C(12), D(40), D(41), D(42), D(43), D(44), D(45).

Speech Language Pathologist Salary Schedule
Effective 7/1/2023 plus 5%
186 Days

Salary Group 07

Range	D	D	E	E
Step	BA & 45 or MA	TLC (+3%)	BA & 60 include MA	TLC (+3%)
1	\$74,819	\$77,064	\$76,048	\$78,329
2	\$77,933	\$80,271	\$79,133	\$81,507
3	\$78,065	\$80,407	\$79,718	\$82,110
4	\$79,050	\$81,422	\$79,890	\$82,287
5	\$80,376	\$82,787	\$85,029	\$87,580
6	\$81,733	\$84,185	\$86,892	\$89,499
7	\$83,434	\$85,937	\$89,018	\$91,689
8	\$85,583	\$88,150	\$91,173	\$93,908
9	\$87,323	\$89,943	\$93,317	\$96,117
10	\$88,751	\$91,414	\$95,260	\$98,118
11	\$92,634	\$95,413	\$102,545	\$105,621
12	\$92,634	\$95,413	\$102,545	\$105,621
13	\$92,634	\$95,413	\$102,545	\$105,621
14	\$92,634	\$95,413	\$102,545	\$105,621
15	\$96,427	\$99,320	\$106,538	\$109,734
16	\$96,427	\$99,320	\$106,538	\$109,734
17	\$96,427	\$99,320	\$106,538	\$109,734
18	\$96,427	\$99,320	\$106,538	\$109,734
19	\$98,467	\$101,421	\$108,573	\$111,830
20	\$98,467	\$101,421	\$108,573	\$111,830
21	\$98,467	\$101,421	\$108,573	\$111,830
22	\$98,467	\$101,421	\$108,573	\$111,830
23	\$104,168	\$107,293	\$118,642	\$122,201
24	\$104,168	\$107,293	\$118,642	\$122,201
25	\$107,216	\$110,432	\$122,139	\$125,803
26	\$110,969	\$114,298	\$126,414	\$130,206

Issue No.: 06

Date 4/6/23

POWAY UNIFIED SCHOOL DISTRICT

Originator: Assoc Superintendent, PSS
Issue No: 17
Date: 4/29/2010
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SALARY SCHEDULE – EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS

High School Department Chairpersons

Department Chairpersons will be accorded a salary schedule dependent on the number of persons in the department as follows:

Schedule A	Schedule B	Schedule C	Schedule D
11+ F.T.E.	8-10 F.T.E.	5-7 F.T.E.	2-4 F.T.E.

Middle School - Team Leaders

All team leaders at middle schools will be placed on Schedule D.

Elementary School - Head Teachers

Elementary school head teachers will be placed on Schedule D.

Extra/Co-Curricular Service Assignments (Non-Athletic)

Schedule A

- High School ASB (x 3)
- Middle School ASB
- *Band Director (x 2)

Schedule B

- Yearbook Advisor (High School)
- Newspaper Advisor (High School)
- Drama Advisor (High School)
- Forensic Advisor
- Pep Advisor
- *Assistant Band Director (x 2)
- Academic League Coach
- High School AVID Coordinator
- High School Choral

Schedule C

- Drill Team
- Academic League Coach
- Dance Team (High School)

*\$500 additional stipend for supervision of band in the Fourth of July Parade.

Schedule D

- Middle School Activities
- Assistant Pep Advisor
- Assistant Academic League Coach
- Elementary SIP Coordinator
- Middle School AVID Coordinator

Schedule E

- Elementary Safety Patrol
- Elementary Student Council Advisor
- Elementary Chorus Advisor (full year)

Schedule F

- Elementary Grade Level Leader
- Elementary Chorus Advisor (half year)

**SALARY SCHEDULE -
EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS**

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GATE Coordinators and English Language Learner Coordinators

1-39 students	(.5 factor of Schedule D)
40-79 students	(.75 factor of Schedule D)
80+ students	(1.25 factor of Schedule D)

Salary Schedule - Service Assignments

<i>Step</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
1	.080	.070	.060	.05	.0375	.0250
2	.090	.080	.065	.055	.0413	.0275
3	.100	.090	.075	.060	.0450	.0300
4	.110	.100	.080	.065	.0487	.0325
5	.120	.110	.085	.070	.0525	.0350
10**	.170	.140	.105	.095	.0713	.0475

Stipends for these assignments will be computed using a base negotiated between the District and the Union representing the teachers' unit. The rate is incorporated in the current contract. The District guarantees that methods and percentages for computing extra service stipends and placement on schedules used will not be changed, except by mutual consent, during the term of the current agreement.

Up to three (3) years credit will be given for comparable paid experience outside of the District.

**Longevity Increment