

Tentative Agreement
Between the
Poway Unified School District and Poway Federation of Teachers
2025-2026

In light of the projected state and PUSD budget gaps, the Poway Federation of Teachers (PFT) and the Poway Unified School District (PUSD) have tentatively agreed to a settlement for the 2025-26 school year as detailed below:

1. Maintenance of all teacher salary schedules including Adult Ed., CTE, Preschool, Librarian, Resource Nurse, and Speech and Language Pathologists.
2. Maintenance of current class sizes, including staffing ratios, elementary class size caps and secondary class size targets.
3. *Section IV, Leave of Absence Policy, Personal Necessity Leave* shall be revised as follows:
 - a. Effective July 1, 2025 and annually thereafter:
 - i. A unit member may use up to five (5) days per school year of accumulated sick leave for personal business. These days may be used at the unit member's discretion.
 - ii. Death of a member of the immediate family, (mother, father, ~~aunt, uncle~~ grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, or any person living in the immediate household of the employee.)
In cases of long established family or personal relationships not listed, personal necessity leave may be granted at the discretion of the Associate Superintendent Personnel Support Services or designee.
 - iii. Upon exhaustion of compelling reasons, up to two additional days of personal necessity leave may be accessed for graduation of a family member from a four-year college or university: used to participate in or attend a graduation or promotion.
 - a. Effective July 1, 2025 and annually thereafter:
 - i. The District will grant leave of absence, not to exceed ~~three (3) days, or five (5) days if out-of-state travel or travel in excess of 300 miles one way is required,~~ due to the death of any member of the employee's immediate family.

- ii. Members of the immediate family mean the mother, father, aunt, uncle, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the child of the employee or of the spouse of the employee, and the spouse, son-in-law, son, daughter, daughter-in-law, brother or sister of the employee or any person living in the immediate household of the employee.
5. *Section XI, Wages*, of the bargaining Agreement between PUSD and PFT, shall be revised as reflected in Attachment #1.

For the Federation

 5-6-2025
Kelly Logan, PFT President

For the District

 5-6-2025
James Jimenez, Associate Superintendent
Personnel Support Services

SECTION XI – WAGES
POWAY UNIFIED SCHOOL DISTRICT

INITIAL SALARY PLACEMENT FOR UNIT MEMBERS

Unit members will be placed on the appropriate column for which their training (units/degrees) qualifies them. Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column. A bachelor's and/or master's degree must be from an accredited college or university. See Appendix A for salary schedules.

For the purposes of initial step placement, a "year" of experience is defined as:

- Each year of successful full-time teaching experience (75% of total contract year minimum under contract) in a public school verified by the previous employer(s).
- Each year of successful full-time teaching experience (75% of total contract year minimum under contract, with a state issued teaching credential), in an accredited private school verified by the previous employer(s).

Additionally:

- Effective July 1, 2018, PUSD teachers holding a Designated Subjects Career Technical or a Vocational Education credential who teach A-G approved courses, and then acquire a single subject credential in a related subject area, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of CTE experience within PUSD.
- Effective July 1, 2019, PUSD Preschool teachers hired into the TK-12 setting, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of preschool experience within PUSD.
- Effective July 1, 2022, District Resource Nurses shall be placed on the certificated salary schedule as prescribed above, with credit given for years of successful full-time medical and/or clinical experience (work that required licensure as a Registered Nurse) as verified by previous employer(s).

INITIAL PLACEMENT FOR CERTIFICATED TEACHERS, LIBRARIANS, & DISTRICT RESOURCE NURSES

Less than one (1) year of experience

Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.

One (1) year of experience

Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.

PFT Proposed Contract Language for Wages

Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

PFT Proposed Contract Language for Wages

1 INITIAL PLACEMENT FOR CAREER TECHNICAL EDUCATION (CTE) TEACHERS, 2 ADULT EDUCATION TEACHERS, SPEECH & LANGUAGE PATHOLOGISTS, and 3 PRESCHOOL TEACHERS

Less than one (1) year of experience	Teachers will be placed on Step 1 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.

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Nine (9) years of experience

Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.

Ten (10) years or more experience

Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

1 ADVANCEMENT ON SCHEDULE

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3 Column Advancement

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5 Column advancement is based on semester units. Quarter units are converted and
6 applied to the salary schedule as semester units. Official transcripts verifying completion
7 of units/degrees must be received by Personnel Support Services no later than October
8 1st to be credited for salary schedule advancement in the current year. Those received
9 after October 1st will be applied in the following school year.

10

11 Teaching and Learning Cooperative (TLC) salary schedule prime columns B', C', D', E'
12 are attained after completion of 40 TLC points. Once attained, the unit member has 4
13 years to complete an additional 40 TLC points to remain on the prime column.

14 Verification of completed TLC points must be received by Personnel Support Services
15 no later than October 1st to be credited for salary schedule advancement in the current
16 year.

17

18 Step Advancement

19

20 Teachers will advance on the salary schedule according to the following criteria, until
21 maximums are reached:

22

23 Teaching Assignment of .75 - 1.0 Full Time Equivalent (FTE): Teachers at .75 -
24 1.0 FTE will advance one step every year if they are in full paid status for at least
25 75% of their contracted work year. (For service rendered after July 1, 1997).

26

27 Teaching Assignment of .50 - .74 FTE: Teachers will advance one step every
28 other year for two consecutive years of service at .50 - .74 FTE, so long as the
29 teacher is in full paid status for at least 75% of their contracted work year in both
30 of these years.

31

32 Less than .50 FTE: A year of service at less than .50 FTE shall not be credited
33 toward step advancement.

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STEP ADVANCEMENT CHART

Teacher must be in full paid status for at least 75% of their contracted work year for this chart to apply

>75% FTE - Step every year

50% - 74% FTE - Step every other year

<50% - No step advancement

Effective July 1, 1985, teachers having served in temporary and/or long term substitute status in the same assignment, for a period of time equal to or greater than 75% of total contract year, in full paid status, shall be granted step advancement.

Units Earned/Experience Credited

Hours credited and courses taken for salary advancement must have prior approval of the District. Upper division or graduate level courses taken from an accredited college or university in the State of California in the field or discipline of the teacher's assignment have blanket approval.

Earned Doctorate

Earned Ed.D., Ph.D., or J.D. degree from an institution accredited by the appropriate required accrediting association will be paid an annual stipend of \$1,000.

National Board Certification

Beginning July 1, 1999, teachers certified by the National Board for Professional Teaching Standards will be compensated at \$1,000 per year from the second year of certification until expiration.

Speech Pathologist

Full-time Speech Pathologists will receive an annual stipend of \$1,000 and may be reimbursed for submitted certification and license fees paid beyond basic credential, not to exceed \$500 annually.

Extra Service Assignment Pay

Teacher Service Assignment and Extracurricular Service Assignments are those defined in PUSD Board Policy Article 4.2, Section 4.212 and 4.213. As of July 1, 2016, the Stipend Base will be 75% of a teacher on Salary Schedule I, B2. Any change to Salary Schedule I initiates the same change to the Stipend Base amount. See Appendix B.

Teachers New to the District

Teachers new to the District shall be scheduled for two additional days of service (see SECTION VIII - HOURS OF EMPLOYMENT). Day 1 is set aside to participate in District

PFT Proposed Contract Language for Wages

1 sponsored programs, such as New Teacher Day Orientation, and to report to their site
2 for teacher preparation time. Day 2 shall be set aside for teacher preparation time. The
3 first day shall be paid at the Salary Schedule I, B2 daily rate, and the second shall be
4 paid at their per diem rate.

5
6 Returning temporary teachers shall report to their school site for two days of additional
7 service. If a returning temporary teacher did not attend New Teacher Day Orientation
8 the prior year, but was contracted during the prior school year, the site principal may
9 approve teacher attendance at New Teacher Day Orientation in year two. These
10 temporary teachers shall be compensated for these two days at their per diem rate.

11 **RATES OF PAY**

12 **Hourly Rate Assignments**

13 Teacher Hourly Rate will be based on the hourly rate of a teacher on Salary Schedule I,
14 B2. Any change to Salary Schedule I initiates the same change to the Teacher Hourly
15 Rate.

16 Teacher-initiated trainings (not mandatory or approved by the district or site) will not be
17 paid at the teacher hourly rate.

18
19 Teachers who elect to receive TLC credit for district/site initiated and approved
20 professional development shall not receive the teacher hourly rate.

21 The following qualify for additional compensation at the teacher hourly rate:

22 District-wide Staff Development Presenters/Trainers (persons who have primary
23 responsibility for planning and coordinating staff development sessions) shall be
24 paid for two hours of preparation for every one hour of presentation. Additionally,
25 for presentation hours outside the contracted workday, Presenters/Trainers shall
26 be paid the teacher hourly rate. For presentations delivered on a non-contracted
27 day, see Daily Per Diem Rate.

28 Participation in District/site initiated and approved in-service/training opportunities
29 (registration fees and required materials will be provided) during non-contracted
30 time

31
32 Curriculum Development during non-contracted time

33 Four and one-half or five and one-half period class at the high school

34 Compensated program-related tasks which are not covered under Extra
35 Assignment Schedule (i.e. SPSA, Title I)

36 Sixth-grade camp (additional compensation equivalent to twice the Salary
37 Schedule I, B2 hourly rate per overnight stay)

38 High school supervision defined as "paid" per SECTION VIII - HOURS OF
39 EMPLOYMENT, HIGH SCHOOL SUPERVISION (Teachers performing those

PFT Proposed Contract Language for Wages

duties defined as “paid” per this section shall be paid at the rate equivalent to one hour at the Salary Schedule I, B2 rate).

Home/hospital tutors

- Unit members shall be given preference as home/hospital tutors. After the District has advertised for unit members to serve as home tutors and an insufficient number of teachers have responded, the District may employ qualified non-unit members.

The following qualify for the teacher hourly rate for hours during the contracted workday:

Secondary teachers assigned by an administrator to teach on preparation period as a substitute (one hour minimum, in half hour increments)

In the absence of an available substitute, elementary school and D39C teachers who cover a class or are assigned a group of five or more students for more than 30 minutes

Impact teachers

- Shall be paid the teacher hourly rate to address core academic needs through supplemental instruction. This paid time shall include time for planning, preparation and collaboration at a ratio of 10 minutes for each 1 hour of instruction.
- Shall attend professional development activities and trainings directly related to their duties with attendance paid at the teacher hourly rate.
- May earn Teaching and Learning Cooperative (TLC) points, which shall be applied for salary schedule placement if the Impact Teacher is subsequently hired into a contracted assignment.

Daily Per Diem Rate

Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) who present on a non—contracted day (paid at per diem 1/2 day or full day). Additionally, District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) shall also be paid the teacher hourly rate for preparation. This preparation time shall be paid at two hours of preparation for every one hour of presentation.

Teachers who teach regularly assigned classes in addition to a full-time teaching assignment will be compensated on a per diem basis. This does not apply to four and one-half and five and one-half period classes at the high school.

PFT Proposed Contract Language for Wages

1 Undefined Rates

2 Rates of pay not specifically defined in Board Policy or in this agreement shall be
3 negotiated by the District and the Federation.

4 When outside agencies have an established rate of pay (e.g. Writing Project, County
5 Office of Education), the District shall pay at that rate, but not less than the negotiated
6 hourly rate.

APPENDIX A

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PFT Proposed Contract Language for Wages

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

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

BOE Approved Date: 4/6/23
Updated: 1/29/25

PFT Proposed Contract Language for Wages

Certificated Salary Schedule II 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	\$60,544	\$62,360	\$61,846	\$63,701	\$63,148	\$65,042	\$64,451	\$66,385
3	\$61,271	\$63,109	\$62,713	\$64,594	\$64,480	\$66,414	\$66,243	\$68,230
4	\$65,262	\$67,220	\$67,979	\$70,018	\$70,228	\$72,335	\$71,118	\$73,252
5	\$67,049	\$69,060	\$71,541	\$73,687	\$74,725	\$76,967	\$79,649	\$82,038
6	\$69,485	\$71,570	\$74,023	\$76,244	\$77,192	\$79,508	\$82,650	\$85,130
7	\$71,287	\$73,426	\$75,832	\$78,107	\$78,990	\$81,360	\$84,900	\$87,447
8			\$77,668	\$79,998	\$81,264	\$83,702	\$87,177	\$89,792
9			\$79,463	\$81,847	\$83,107	\$85,600	\$89,448	\$92,131
10			\$81,987	\$84,447	\$85,649	\$88,218	\$92,534	\$95,310
11					\$92,849	\$95,634	\$103,335	\$106,435
12					\$92,849	\$95,634	\$103,335	\$106,435
13					\$92,849	\$95,634	\$103,335	\$106,435
14					\$92,849	\$95,634	\$103,335	\$106,435
15					\$96,862	\$99,768	\$107,558	\$110,785
16					\$96,862	\$99,768	\$107,558	\$110,785
17					\$96,862	\$99,768	\$107,558	\$110,785
18					\$96,862	\$99,768	\$107,558	\$110,785
19					\$99,019	\$101,990	\$109,711	\$113,002
20					\$99,019	\$101,990	\$109,711	\$113,002
21					\$99,019	\$101,990	\$109,711	\$113,002
22					\$99,019	\$101,990	\$109,711	\$113,002
23					\$104,022	\$107,143	\$119,333	\$122,913
24					\$104,022	\$107,143	\$119,333	\$122,913
25					\$107,244	\$110,461	\$123,033	\$126,724
26					\$110,998	\$114,328	\$127,338	\$131,158

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

BOE Approved: 4/6/25
Updated: 1/29/25

PFT Proposed Contract Language for Wages

Certificated Salary Schedule III
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	\$62,763	\$64,646	\$64,113	\$66,036	\$65,462	\$67,426	\$66,813	\$68,817
3	\$63,516	\$65,421	\$65,011	\$66,961	\$66,843	\$68,848	\$68,671	\$70,731
4	\$67,654	\$69,684	\$70,470	\$72,584	\$72,802	\$74,986	\$73,724	\$75,936
5	\$69,507	\$71,592	\$74,163	\$76,388	\$77,464	\$79,788	\$82,568	\$85,045
6	\$72,032	\$74,193	\$76,736	\$79,038	\$80,021	\$82,422	\$85,679	\$88,249
7	\$73,900	\$76,117	\$78,611	\$80,969	\$81,885	\$84,342	\$88,011	\$90,651
8			\$80,515	\$82,930	\$84,243	\$86,770	\$90,372	\$93,083
9			\$82,375	\$84,846	\$86,152	\$88,737	\$92,726	\$95,508
10			\$84,992	\$87,542	\$88,788	\$91,452	\$95,926	\$98,804
11					\$96,251	\$99,139	\$107,122	\$110,336
12					\$96,251	\$99,139	\$107,122	\$110,336
13					\$96,251	\$99,139	\$107,122	\$110,336
14					\$96,251	\$99,139	\$107,122	\$110,336
15					\$100,412	\$103,424	\$111,500	\$114,845
16					\$100,412	\$103,424	\$111,500	\$114,845
17					\$100,412	\$103,424	\$111,500	\$114,845
18					\$100,412	\$103,424	\$111,500	\$114,845
19					\$102,648	\$105,727	\$113,732	\$117,144
20					\$102,648	\$105,727	\$113,732	\$117,144
21					\$102,648	\$105,727	\$113,732	\$117,144
22					\$102,648	\$105,727	\$113,732	\$117,144
23					\$107,834	\$111,069	\$123,706	\$127,417
24					\$107,834	\$111,069	\$123,706	\$127,417
25					\$111,175	\$114,510	\$127,542	\$131,368
26					\$115,066	\$118,518	\$132,005	\$135,965

*Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.*

BOE Approved Date: 4/6/23
Updated: 1/29/25

PFT Proposed Contract Language for Wages

Certificated Salary Schedule IV Effective 7/1/2023 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	\$64,348	\$66,278	\$65,732	\$67,704	\$67,116	\$69,129	\$68,500	\$70,555
3	\$65,120	\$67,074	\$66,653	\$68,653	\$68,531	\$70,587	\$70,405	\$72,517
4	\$69,363	\$71,444	\$72,249	\$74,416	\$74,641	\$76,880	\$75,586	\$77,854
5	\$71,262	\$73,400	\$76,036	\$78,317	\$79,420	\$81,803	\$84,653	\$87,193
6	\$73,851	\$76,067	\$78,673	\$81,033	\$82,041	\$84,502	\$87,842	\$90,477
7	\$75,766	\$78,039	\$80,596	\$83,014	\$83,953	\$86,472	\$90,234	\$92,941
8			\$82,548	\$85,024	\$86,370	\$88,961	\$92,654	\$95,434
9			\$84,456	\$86,990	\$88,328	\$90,978	\$95,067	\$97,919
10			\$87,138	\$89,752	\$91,030	\$93,761	\$98,348	\$101,298
11					\$98,682	\$101,642	\$109,827	\$113,122
12					\$98,682	\$101,642	\$109,827	\$113,122
13					\$98,682	\$101,642	\$109,827	\$113,122
14					\$98,682	\$101,642	\$109,827	\$113,122
15					\$102,947	\$106,035	\$114,315	\$117,744
16					\$102,947	\$106,035	\$114,315	\$117,744
17					\$102,947	\$106,035	\$114,315	\$117,744
18					\$102,947	\$106,035	\$114,315	\$117,744
19					\$105,240	\$108,397	\$116,604	\$120,102
20					\$105,240	\$108,397	\$116,604	\$120,102
21					\$105,240	\$108,397	\$116,604	\$120,102
22					\$105,240	\$108,397	\$116,604	\$120,102
23					\$110,558	\$113,875	\$126,830	\$130,635
24					\$110,558	\$113,875	\$126,830	\$130,635
25					\$113,982	\$117,401	\$130,763	\$134,686
26					\$117,971	\$121,510	\$135,339	\$139,399

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue: 02

BOE Approved Date: 4/6/23

Updated: 1/29/25

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

Hourly Step	A(10) AA or CD Permit	A(13) AA or CD Permit TLC (+3%)	B(20) AA + 30 units CD Permit	B(23) AA + 30 units CD Permit TLC (+3%)	C(30) BA + CD Permit	C(33) BA + CD Permit TLC (+3%)	D(40) BA + 15 units CD Permit	D(43) BA + 15 units CD Permit TLC (+3%)
1	\$39.40	\$40.58	\$40.20	\$41.41	\$40.99	\$42.22	\$41.82	\$43.07
2	\$39.62	\$40.81	\$40.39	\$41.60	\$41.21	\$42.45	\$42.03	\$43.29
3	\$40.19	\$41.40	\$41.01	\$42.24	\$41.82	\$43.08	\$42.65	\$43.93
4	\$40.60	\$41.82	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36
5	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$43.94	\$45.26
6	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$43.94	\$45.26
7	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$43.94	\$45.26
8	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$43.94	\$45.26
9	\$41.41	\$42.65	\$42.23	\$43.49	\$43.07	\$44.36	\$43.94	\$45.26
10	\$43.47	\$44.77	\$44.37	\$45.70	\$45.24	\$46.59	\$46.13	\$47.52
11	\$43.47	\$44.77	\$44.37	\$45.70	\$45.24	\$46.59	\$46.13	\$47.52
12	\$43.47	\$44.77	\$44.37	\$45.70	\$45.24	\$46.59	\$46.13	\$47.52
13	\$43.47	\$44.77	\$44.37	\$45.70	\$45.24	\$46.59	\$46.13	\$47.52
14	\$43.47	\$44.77	\$44.37	\$45.70	\$45.24	\$46.59	\$46.13	\$47.52
15	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$48.44	\$49.89
16	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$48.44	\$49.89
17	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$48.44	\$49.89
18	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$48.44	\$49.89
19	\$45.65	\$47.02	\$46.57	\$47.97	\$47.49	\$48.92	\$48.44	\$49.89
20	\$47.93	\$49.37	\$48.89	\$50.36	\$49.87	\$51.36	\$50.87	\$52.40
21	\$47.93	\$49.37	\$48.89	\$50.36	\$49.87	\$51.36	\$50.87	\$52.40
22	\$47.93	\$49.37	\$48.89	\$50.36	\$49.87	\$51.36	\$50.87	\$52.40
23	\$49.37	\$50.85	\$50.35	\$51.87	\$51.36	\$52.91	\$52.40	\$53.97
24	\$49.37	\$50.85	\$50.35	\$51.87	\$51.36	\$52.91	\$52.40	\$53.97
25	\$50.85	\$52.38	\$51.87	\$53.42	\$52.91	\$54.49	\$53.97	\$55.59
26	\$52.63	\$54.21	\$53.68	\$55.29	\$54.76	\$56.40	\$55.86	\$57.53

PFT Proposed Contract Language for Wages

Step	A(10) AA or CD Permit	A(13) AA or CD Permit TLC (+3%)	B(20) AA + 30 units CD Permit	B(23) AA + 30 units CD Permit TLC (+3%)	C(30) BA + CD Permit	C(33) BA + CD Permit TLC (+3%)	D(40) BA + 15 units CD Permit	D(43) BA + 15 units CD Permit TLC (+3%)
1	\$51,295	\$52,834	\$52,346	\$53,916	\$53,365	\$54,966	\$54,447	\$56,080
2	\$51,583	\$53,130	\$52,588	\$54,166	\$53,654	\$55,264	\$54,721	\$56,363
3	\$52,329	\$53,899	\$53,389	\$54,991	\$54,451	\$56,085	\$55,528	\$57,194
4	\$52,861	\$54,447	\$53,912	\$55,529	\$54,978	\$56,627	\$56,073	\$57,755
5	\$53,912	\$55,529	\$54,978	\$56,627	\$56,073	\$57,755	\$57,215	\$58,931
6	\$53,912	\$55,529	\$54,978	\$56,627	\$56,073	\$57,755	\$57,215	\$58,931
7	\$53,912	\$55,529	\$54,978	\$56,627	\$56,073	\$57,755	\$57,215	\$58,931
8	\$53,912	\$55,529	\$54,978	\$56,627	\$56,073	\$57,755	\$57,215	\$58,931
9	\$55,599	\$58,297	\$57,770	\$59,503	\$58,896	\$60,663	\$60,066	\$61,868
10	\$55,599	\$58,297	\$57,770	\$59,503	\$58,896	\$60,663	\$60,066	\$61,868
11	\$55,599	\$58,297	\$57,770	\$59,503	\$58,896	\$60,663	\$60,066	\$61,868
12	\$55,599	\$58,297	\$57,770	\$59,503	\$58,896	\$60,663	\$60,066	\$61,868
13	\$56,599	\$59,297	\$58,770	\$60,636	\$60,066	\$61,837	\$61,267	\$63,067
14	\$56,599	\$59,297	\$58,770	\$60,636	\$60,066	\$61,837	\$61,267	\$63,067
15	\$59,436	\$61,219	\$60,636	\$62,455	\$61,837	\$63,692	\$63,067	\$64,959
16	\$59,436	\$61,219	\$60,636	\$62,455	\$61,837	\$63,692	\$63,067	\$64,959
17	\$59,436	\$61,219	\$60,636	\$62,455	\$61,837	\$63,692	\$63,067	\$64,959
18	\$59,436	\$61,219	\$60,636	\$62,455	\$61,837	\$63,692	\$63,067	\$64,959
19	\$62,407	\$64,279	\$63,653	\$65,563	\$64,929	\$66,877	\$66,235	\$68,222
20	\$62,407	\$64,279	\$63,653	\$65,563	\$64,929	\$66,877	\$66,235	\$68,222
21	\$62,407	\$64,279	\$63,653	\$65,563	\$64,929	\$66,877	\$66,235	\$68,222
22	\$62,407	\$64,279	\$63,653	\$65,563	\$64,929	\$66,877	\$66,235	\$68,222
23	\$64,279	\$66,207	\$65,562	\$67,529	\$66,877	\$68,883	\$68,222	\$70,269
24	\$64,279	\$66,207	\$65,562	\$67,529	\$66,877	\$68,883	\$68,222	\$70,269
25	\$66,208	\$68,194	\$67,530	\$69,556	\$68,883	\$70,949	\$70,268	\$72,376
26	\$68,525	\$70,581	\$69,894	\$71,990	\$71,294	\$73,432	\$72,727	\$74,909

Step	A(11) AA or CD Permit	A(15) AA or CD Permit TLC (+3%)	B(21) 30 units CD Permit	B(25) AA + 30 units CD Permit TLC (+3%)	C(31) BA + CD Permit	C(35) BA + CD Permit TLC (+3%)	D(41) BA + 15 units CD Permit	D(45) BA + 15 units CD Permit TLC (+3%)
1	\$60,672	\$62,491	\$61,915	\$63,771	\$63,120	\$65,014	\$64,401	\$66,332
2	\$61,013	\$62,843	\$62,201	\$64,068	\$63,461	\$65,366	\$64,724	\$66,667
3	\$61,895	\$63,752	\$63,149	\$64,405	\$63,807	\$65,719	\$65,073	\$66,999
4	\$62,524	\$64,401	\$63,767	\$65,679	\$64,508	\$66,979	\$66,323	\$68,312
5	\$63,767	\$65,679	\$65,028	\$66,979	\$65,823	\$68,312	\$67,674	\$69,703
6	\$63,767	\$65,679	\$65,028	\$66,979	\$65,823	\$68,312	\$67,674	\$69,703
7	\$63,767	\$65,679	\$65,028	\$66,979	\$65,823	\$68,312	\$67,674	\$69,703
8	\$63,767	\$65,679	\$65,028	\$66,979	\$65,823	\$68,312	\$67,674	\$69,703
9	\$63,767	\$65,679	\$65,028	\$66,979	\$65,823	\$68,312	\$67,674	\$69,703
10	\$66,946	\$68,952	\$68,330	\$70,380	\$69,663	\$71,753	\$71,047	\$73,176
11	\$66,946	\$68,952	\$68,330	\$70,380	\$69,663	\$71,753	\$71,047	\$73,176
12	\$66,946	\$68,952	\$68,330	\$70,380	\$69,663	\$71,753	\$71,047	\$73,176
13	\$66,946	\$68,952	\$68,330	\$70,380	\$69,663	\$71,753	\$71,047	\$73,176
14	\$66,946	\$68,952	\$68,330	\$70,380	\$69,663	\$71,753	\$71,047	\$73,176
15	\$70,301	\$72,409	\$71,720	\$73,872	\$73,141	\$75,335	\$74,595	\$76,833
16	\$70,301	\$72,409	\$71,720	\$73,872	\$73,141	\$75,335	\$74,595	\$76,833
17	\$70,301	\$72,409	\$71,720	\$73,872	\$73,141	\$75,335	\$74,595	\$76,833
18	\$70,301	\$72,409	\$71,720	\$73,872	\$73,141	\$75,335	\$74,595	\$76,833
19	\$73,814	\$76,030	\$75,288	\$77,548	\$76,798	\$79,101	\$78,342	\$80,692
20	\$73,814	\$76,030	\$75,288	\$77,548	\$76,798	\$79,101	\$78,342	\$80,692
21	\$73,814	\$76,030	\$75,288	\$77,548	\$76,798	\$79,101	\$78,342	\$80,692
22	\$73,814	\$76,030	\$75,288	\$77,548	\$76,798	\$79,101	\$78,342	\$80,692
23	\$76,030	\$78,309	\$77,546	\$79,873	\$79,101	\$81,475	\$80,692	\$83,114
24	\$76,030	\$78,309	\$77,546	\$79,873	\$79,101	\$81,475	\$80,692	\$83,114
25	\$78,311	\$80,659	\$79,873	\$82,271	\$81,475	\$83,919	\$83,112	\$85,606
26	\$81,050	\$83,483	\$82,669	\$85,149	\$84,326	\$86,856	\$86,022	\$88,603

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

PFT Proposed Contract Language for Wages

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

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No.: 06

BOE Approved Date 4/6/23
Updated: 1/29/25

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PFT Proposed Contract Language for Wages

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%)
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**

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.

Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

BOE Approved Date: 4/6/23
Updated: 1/29/25

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PFT Proposed Contract Language for Wages

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%)
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

Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No.: 03

BOE Approved Date: 4/6/23
Updated: 1/29/25

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PFT Proposed Contract Language for Wages

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 No. 4

BOE Approved Date: 4/6/23
Updated: 1/29/25

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PFT Proposed Contract Language for Wages

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

Teaching and Learning Cooperative Columns B, C, D, E attained after completion of 40 TLC points
Once attained, employee has 4 years to complete an additional 40 TLC points to remain on column.

Issue No.: 04

BOE Approved Date: 4/6/23

Updated: 1/29/25

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APPENDIX B

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PFT Proposed Contract Language for Wages

1

POWAY UNIFIED SCHOOL DISTRICT BOARD POLICY

Originator: Assoc. Superintendent, PSS

Issue No: 17

Date: 4/29/10

Page: 1 of 2

Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

SECTION 4.212 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)

Schedule D

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

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

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)

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PFT Proposed Contract Language for Wages

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POWAY UNIFIED SCHOOL DISTRICT ADMINISTRATIVE PROCEDURE

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

4.212 SALARY SCHEDULE - EXTRA-CURRICULAR SERVICE ASSIGNMENTS

SECTION 4.212.1 Service Assignment Procedure

Stipends paid for extra-curricular service assignments shall be prorated over a ten-month period and paid on a monthly basis.

AP 4.212

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POWAY UNIFIED SCHOOL DISTRICT BOARD POLICY

Originator: Assoc. Superintendent, PSS
Issue No: 12
Date: 12/11/06
Page: 1 of 2
Reference: Title IX, Title V; EC 200, 220

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES 4.2 CERTIFICATED PERSONNEL

SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS

High School Coaches Salary Schedule (Per Sport)

CLASS AAA	CLASS AA	CLASS A	CLASS B	CLASS C
Step 1 - .163	Step 1 - .140	Step 1 - .117	Step 1 - .094	Step 1 - .070
Step 2 - .171	Step 2 - .147	Step 2 - .123	Step 2 - .099	Step 2 - .074
Step 3 - .179	Step 3 - .154	Step 3 - .129	Step 3 - .104	Step 3 - .078
Step 4 - .187	Step 4 - .161	Step 4 - .135	Step 4 - .109	Step 4 - .082
Step 5 - .195	Step 5 - .168	Step 5 - .141	Step 5 - .114	Step 5 - .086
Step 10 - .235	Step 10 - .203	Step 10 - .171	Step 10 - .139	Step 10 - .106

CLASS AAA	CLASS AA	CLASS A**
Head Football Coach	Head Basketball Coach (boys)	Head Track Coach
Athletic Director (per semester)	Head Basketball Coach (girls)	Head Baseball Coach
		Head Gymnastics Coach
		Head Wrestling Coach
		Head Softball Coach

CLASS B*	CLASS C
All other Head Coaches	All Assistant Coaches regardless of sport
Head Swim Coach	

*If coaching a boys' and a girls' sport simultaneously, move to Class A

**If coaching a boys' and a girls' sport simultaneously, move to Class AA

Middle School Coaches Salary Schedule (Per year – may be divided into fractional units for specific sports)

Step 1 - .093
Step 2 - .096
Step 3 - .100
Step 4 - .103
Step 5 - .106
Step 10 - .119

1. In all instances at the high school level, paid experience credit must be specific to the position.
2. Out-of-District paid experience will be credited up to four (4) years for the specific position except at middle schools where credit for general coaching experience will be given.

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PFT Proposed Contract Language for Wages

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POWAY UNIFIED SCHOOL DISTRICT ADMINISTRATIVE PROCEDURE

Originator: Assoc. Superintendent, PSS

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

4.213 SALARY SCHEDULE - EXTRA- CURRICULAR COACHING ASSIGNMENTS

SECTION 4.213.1 Coaching Assignment Procedure

Stipends paid for extra-curricular coaching assignments will be paid at the completion of each assignment.

AP 4.213.1

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