

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.**
4. *Section IV, Leave of Absence Policy, Bereavement Leave* shall be revised as follows:
  - 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

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**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.

## PFT Proposed Contract Language for Wages

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 1<sup>st</sup> to be credited for salary schedule advancement in the current year. Those received  
9 after October 1<sup>st</sup> will be applied in the following school year.

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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 1<sup>st</sup> to be credited for salary schedule advancement in the current  
16 year.

17

#### 18 **Step Advancement**

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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.

## PFT Proposed Contract Language for Wages

### 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

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

3 Home/hospital tutors

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

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

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

11 In the absence of an available substitute, elementary school and D39C teachers  
12 who cover a class or are assigned a group of five or more students for more than  
13 30 minutes

14 Impact teachers

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

### 24 25 Daily Per Diem Rate

26  
27 Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

28  
29 District-wide Staff Development Presenters/Trainers (persons who have primary  
30 responsibility for planning and coordinating staff development sessions) who present on  
31 a non–contracted day (paid at per diem 1/2 day or full day). Additionally, District-wide  
32 Staff Development Presenters/Trainers (persons who have primary responsibility for  
33 planning and coordinating staff development sessions) shall also be paid the teacher  
34 hourly rate for preparation. This preparation time shall be paid at two hours of  
35 preparation for every one hour of presentation.

36  
37 Teachers who teach regularly assigned classes in addition to a full-time teaching  
38 assignment will be compensated on a per diem basis. This does not apply to four and  
39 one-half and five and one-half period classes at the high school.

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## 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.

# PFT Proposed Contract Language for Wages

## 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

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# 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**

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# 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

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# 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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# PFT Proposed Contract Language for Wages

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

Step	10 months				100 Days				15 months				
	A(10)	A(11)	A(12)	A(13)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)
1	55,125	55,275	55,425	55,575	55,725	55,875	56,025	56,175	56,325	56,475	56,625	56,775	56,925
2	56,125	56,275	56,425	56,575	56,725	56,875	57,025	57,175	57,325	57,475	57,625	57,775	57,925
3	57,125	57,275	57,425	57,575	57,725	57,875	58,025	58,175	58,325	58,475	58,625	58,775	58,925
4	58,125	58,275	58,425	58,575	58,725	58,875	59,025	59,175	59,325	59,475	59,625	59,775	59,925
5	59,125	59,275	59,425	59,575	59,725	59,875	60,025	60,175	60,325	60,475	60,625	60,775	60,925
6	60,125	60,275	60,425	60,575	60,725	60,875	61,025	61,175	61,325	61,475	61,625	61,775	61,925
7	61,125	61,275	61,425	61,575	61,725	61,875	62,025	62,175	62,325	62,475	62,625	62,775	62,925
8	62,125	62,275	62,425	62,575	62,725	62,875	63,025	63,175	63,325	63,475	63,625	63,775	63,925
9	63,125	63,275	63,425	63,575	63,725	63,875	64,025	64,175	64,325	64,475	64,625	64,775	64,925
10	64,125	64,275	64,425	64,575	64,725	64,875	65,025	65,175	65,325	65,475	65,625	65,775	65,925
11	65,125	65,275	65,425	65,575	65,725	65,875	66,025	66,175	66,325	66,475	66,625	66,775	66,925
12	66,125	66,275	66,425	66,575	66,725	66,875	67,025	67,175	67,325	67,475	67,625	67,775	67,925
13	67,125	67,275	67,425	67,575	67,725	67,875	68,025	68,175	68,325	68,475	68,625	68,775	68,925
14	68,125	68,275	68,425	68,575	68,725	68,875	69,025	69,175	69,325	69,475	69,625	69,775	69,925
15	69,125	69,275	69,425	69,575	69,725	69,875	70,025	70,175	70,325	70,475	70,625	70,775	70,925
16	70,125	70,275	70,425	70,575	70,725	70,875	71,025	71,175	71,325	71,475	71,625	71,775	71,925
17	71,125	71,275	71,425	71,575	71,725	71,875	72,025	72,175	72,325	72,475	72,625	72,775	72,925
18	72,125	72,275	72,425	72,575	72,725	72,875	73,025	73,175	73,325	73,475	73,625	73,775	73,925
19	73,125	73,275	73,425	73,575	73,725	73,875	74,025	74,175	74,325	74,475	74,625	74,775	74,925
20	74,125	74,275	74,425	74,575	74,725	74,875	75,025	75,175	75,325	75,475	75,625	75,775	75,925
21	75,125	75,275	75,425	75,575	75,725	75,875	76,025	76,175	76,325	76,475	76,625	76,775	76,925
22	76,125	76,275	76,425	76,575	76,725	76,875	77,025	77,175	77,325	77,475	77,625	77,775	77,925
23	77,125	77,275	77,425	77,575	77,725	77,875	78,025	78,175	78,325	78,475	78,625	78,775	78,925
24	78,125	78,275	78,425	78,575	78,725	78,875	79,025	79,175	79,325	79,475	79,625	79,775	79,925
25	79,125	79,275	79,425	79,575	79,725	79,875	80,025	80,175	80,325	80,475	80,625	80,775	80,925
26	80,125	80,275	80,425	80,575	80,725	80,875	81,025	81,175	81,325	81,475	81,625	81,775	81,925

Step	12 months				210 days				18 months				
	A(12)	A(13)	A(14)	A(15)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)	AA or CD Permit TLC (1-3%)
1	81,125	81,275	81,425	81,575	81,725	81,875	82,025	82,175	82,325	82,475	82,625	82,775	82,925
2	82,125	82,275	82,425	82,575	82,725	82,875	83,025	83,175	83,325	83,475	83,625	83,775	83,925
3	83,125	83,275	83,425	83,575	83,725	83,875	84,025	84,175	84,325	84,475	84,625	84,775	84,925
4	84,125	84,275	84,425	84,575	84,725	84,875	85,025	85,175	85,325	85,475	85,625	85,775	85,925
5	85,125	85,275	85,425	85,575	85,725	85,875	86,025	86,175	86,325	86,475	86,625	86,775	86,925
6	86,125	86,275	86,425	86,575	86,725	86,875	87,025	87,175	87,325	87,475	87,625	87,775	87,925
7	87,125	87,275	87,425	87,575	87,725	87,875	88,025	88,175	88,325	88,475	88,625	88,775	88,925
8	88,125	88,275	88,425	88,575	88,725	88,875	89,025	89,175	89,325	89,475	89,625	89,775	89,925
9	89,125	89,275	89,425	89,575	89,725	89,875	90,025	90,175	90,325	90,475	90,625	90,775	90,925
10	90,125	90,275	90,425	90,575	90,725	90,875	91,025	91,175	91,325	91,475	91,625	91,775	91,925
11	91,125	91,275	91,425	91,575	91,725	91,875	92,025	92,175	92,325	92,475	92,625	92,775	92,925
12	92,125	92,275	92,425	92,575	92,725	92,875	93,025	93,175	93,325	93,475	93,625	93,775	93,925
13	93,125	93,275	93,425	93,575	93,725	93,875	94,025	94,175	94,325	94,475	94,625	94,775	94,925
14	94,125	94,275	94,425	94,575	94,725	94,875	95,025	95,175	95,325	95,475	95,625	95,775	95,925
15	95,125	95,275	95,425	95,575	95,725	95,875	96,025	96,175	96,325	96,475	96,625	96,775	96,925
16	96,125	96,275	96,425	96,575	96,725	96,875	97,025	97,175	97,325	97,475	97,625	97,775	97,925
17	97,125	97,275	97,425	97,575	97,725	97,875	98,025	98,175	98,325	98,475	98,625	98,775	98,925
18	98,125	98,275	98,425	98,575	98,725	98,875	99,025	99,175	99,325	99,475	99,625	99,775	99,925
19	99,125	99,275	99,425	99,575	99,725	99,875	100,025	100,175	100,325	100,475	100,625	100,775	100,925
20	100,125	100,275	100,425	100,575	100,725	100,875	101,025	101,175	101,325	101,475	101,625	101,775	101,925
21	102,125	102,275	102,425	102,575	102,725	102,875	103,025	103,175	103,325	103,475	103,625	103,775	103,925
22	104,125	104,275	104,425	104,575	104,725	104,875	105,025	105,175	105,325	105,475	105,625	105,775	105,925
23	106,125	106,275	106,425	106,575	106,725	106,875	107,025	107,175	107,325	107,475	107,625	107,775	107,925
24	108,125	108,275	108,425	108,575	108,725	108,875	109,025	109,175	109,325	109,475	109,625	109,775	109,925
25	110,125	110,275	110,425	110,575	110,725	110,875	111,025	111,175	111,325	111,475	111,625	111,775	111,925
26	112,125	112,275	112,425	112,575	112,725	112,875	113,025	113,175	113,325	113,475	113,625	113,775	113,925



# 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

<b>2023-2024 Plus 5% Hourly/Daily/Yearly-186 days Salary Schedule 016</b>				
	<b>Hourly</b>	<b>Daily</b>	<b>Yearly I</b>	<b>Yearly Prime II</b>
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

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

## 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

**Page:** 1 of 1

**Reference:**

**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**4.2 CERTIFICATED PERSONNEL**

**4.212 SALARY SCHEDULE -  
EXTRA-CURRICULAR SERVICE  
ASSIGNMENTS**

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**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 4.212.1

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# PFT Proposed Contract Language for Wages

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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

**Issue No:** 2

**Date:** 7/29/91

**Page:** 1 of 1

**Reference:**

**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**4.2 CERTIFICATED PERSONNEL**

**4.213 SALARY SCHEDULE - EXTRA-  
CURRICULAR COACHING  
ASSIGNMENTS**

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**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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