

Appendix A

Valley Center-Pauma Unified School District Certificated Salary Schedule 2024-25

1.17% effective 07/01/2024

Board approved:3/13/2025

Step	Range IA	Range I	Range II	Range III	Range IV	Range V
	B.A.	B.A.	B.A. + 15	B.A. + 30	B.A. + 45	B.A. + 60
	No Credential	w/Credential	w/Credential	w/Credential	w/Credential	w/Credential
1	55,317	69,041	69,042	69,043	69,422	74,125
2	58,636	69,042	69,043	69,044	72,744	77,443
3	61,957	69,043	69,044	71,358	76,058	80,764
4	65,274	69,044	69,975	74,677	79,379	84,081
5	68,592	69,045	73,294	77,999	82,697	87,401
6		71,913	76,614	81,313	86,018	90,718
7		75,230	79,932	84,635	89,336	94,040
8			83,253	87,952	92,658	97,353
9			86,570	91,274	95,973	100,677
10			89,893	94,591	99,294	103,995
11				97,909	102,610	107,312
12-13				101,229	105,931	110,633
14-16				103,488	108,189	112,893
17-19				105,743	110,447	115,150
20-22				108,002	112,702	117,409
23-25				110,259	114,960	119,665
26-28				112,518	117,219	121,924
29+				114,776	119,476	124,180

- 1.1 District approved Master & Doctoral Degrees will receive a \$2,318 stipend per annum, (4.19% of Range IA, Step 1).
- 1.2 School Psychologists, Speech-Language Pathologists, and Credentialed School Nurses shall automatically receive credit for four steps on the salary schedule, regardless of actual years of experience. The minimum placement in this position is Range V/Step 5 of the salary schedule.
- 1.3 Newly hired certificated employees shall be awarded step advancement credit for up to seven (7) years and may be awarded up to twenty-eight (28) years of step advancement credit for prior professional experience that is directly related to the position being offered to the employee.
 - a. One step of credit shall be granted for each year the new employee served in a full-time, paid position. Full-time experience is defined as experience that is equivalent to at least 75% of the actual number of annual hours that the newly hired employee will perform in their new position with the District.
 - b. Step advancement credit for relevant and paid part-time experience may be granted to the new employee on a pro-rata basis.
 - c. In no case shall a newly hired employee be granted more than one step of advancement for prior professional experience performed within a single calendar year.
 - d. The newly hired employee is responsible for providing the District with adequate

documentation (e.g., job descriptions, employment records, etc.) to verify their professional experience.

- e. Unless otherwise extended in writing, all initial step and column placements for newly hired employees shall be made without undue delay by the Human Resources Department and no later than 90 calendar days from the first day that the newly hired employee performs paid service to the District.
- f. The District has the final authority to determine if prior professional experience is relevant to the position being offered to the employee. Initial placement on the salary schedule shall be considered the final decision of the District on the matter and not subject to grievance procedures.

1.4 Step Advancement

The advancement on the salary schedule shall be at the rate of one step for each year of teaching experience. If a teacher with a full time assignment is in paid status for at least seventy-five percent (75%) of a school year, the teacher shall be given credit for that year's experience for salary schedule advancement purposes.

1.5 Range Advancement

Employees are eligible for salary range advancement upon the completion, submission, and verification of valid college or university units that are relevant to the position they hold within the school district. Generally speaking, only post-baccalaureate courses taken at colleges or universities accredited by the Western association of Schools and Colleges (WASC) or equivalent accrediting agency will qualify for advancement. Employees are strongly encouraged to seek District approval for units before beginning a college or university course as prior approval will guarantee the proposed units qualify for salary range advancement.

Salary range advancement is completed only once per year on July 1st. However, approved units that are submitted by an employee on or before October 15th each year will be applied to that school year and a range adjustment retroactive to July 1st will be made for the employee.

Unit Conversion - Range requirements are stated in semester units; quarter units are converted by multiplying quarter units by .667. Total unit calculations shall be rounded to the nearest whole unit.

1.6 Hourly Professional Service rate of pay shall be \$48.00