

**CERTIFICATED SALARY SCHEDULE**  
**with Base Credential**  
 (Not applicable to Psychologist or Speech Pathologist)  
 CAPISTRANO UNIFIED SCHOOL DISTRICT  
 San Juan Capistrano, California  
 7/1/2019 - 6/30/2020

STEP	A Bachelor's Degree + 0 - 44 units	B Bachelor's Degree + 45 - 59 units	C Bachelor's Degree + 60 - 74 units	D Bachelor's Degree + 75 units with Master's Degree
1	53,444	56,116	58,922	63,724
2	55,315	58,080	60,984	65,954
3	57,251	60,113	63,118	68,262
4	59,255	62,217	65,327	70,651
5	61,329	64,395	67,613	73,124
6	63,476	66,649	69,979	75,683
7	65,698	68,982	72,428	78,332
8	67,997	71,396	74,963	81,074
9	70,377	73,895	77,587	83,912
10	72,840	76,481	80,303	86,849
11	75,389	79,158	83,114	89,889
15		83,116	87,270	94,383
19		88,103	92,506	100,046
23		94,270	98,981	107,049
				108,949 <sup>(1)</sup>

Units for salary placement are based upon upper division or graduate level coursework taken after receipt of Bachelor's Degree from an accredited four year college or university.

- Members hired into the District may receive credit for up to ten years of comparable experience to a maximum starting salary of Step 11. To be placed on Column D, new unit members must have a Master's Degree. \*
  - Counselors and District Nurses receive \$5,195 calculated at 10.8% of 90% of Cell A1 (\$53,444 x 90% = \$48,100).
  - Co-curricular activity percentages calculated on 90% of Cell A1 (\$53,444 x 90% = \$48,100).
  - Extended contract rate shall be \$30 per hour for members who perform duties that do not provide direct instruction to students and \$35 per hour for members who provide direct instruction to students. Summer School contract rate shall be \$35 per hour.
  - Extra pay for Department Chairs, athletic activities, and other co-curricular activities. (See Appendix C)
  - Teachers with a Master's Degree shall receive an additional \$1,900. Teachers with a Doctorate Degree shall receive an additional \$1,900.
  - Additional column compensation of \$200 is obtainable by completing training in a CUSD certificate program [Reading Instruction Certificate (RIC), AAA certificate].
  - Those unit members, except psychologists, meeting District standards shall be provided longevity increments on the 15th, 19th, and 23rd years of service to the District at the columns and amounts indicated in Appendix A.
- <sup>(1)</sup> The Maximum Salary includes \$1,900 for a Master's Degree.

- **Includes a 1% increase to the schedule effective 7/1/2018.**

Effective : 7/1/2018  
 Adopted : 2/13/2018

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1	47,413	49,784	52,273	54,887
2	49,072	51,526	54,103	56,808
3	50,790	53,329	55,997	58,796
4	52,568	55,196	57,957	60,854
5	54,408	57,128	59,985	62,984
6	56,312	59,127	62,084	65,188
7	58,283	61,196	64,257	67,470
8	60,323	63,338	66,506	69,831
9	62,434	65,555	68,834	72,275
10	64,619	67,849	71,243	74,805
11	66,881	70,224	73,737	77,423

\* For holders of Interns, Emergency Permits, Waivers, Designated Subjects and any additional non-fully credentialed documents issued by CCTC.

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