

**CERTIFICATED SALARY SCHEDULE**  
**with Base Credential**  
 (Not applicable to Psychologist or Speech Pathologist)  
 CAPISTRANO UNIFIED SCHOOL DISTRICT  
 San Juan Capistrano, California  
 7/1/2021 - 6/30/2022

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	55,047	57,799	60,689	65,635
2	56,974	59,822	62,813	67,932
3	58,968	61,916	65,011	70,310
4	61,032	64,083	67,286	72,771
5	63,168	66,326	69,641	75,318
6	65,379	68,647	72,078	77,954
7	67,667	71,050	74,601	80,682
8	70,035	73,537	77,212	83,506
9	72,486	76,111	79,914	86,429
10	75,023	78,775	82,711	89,454
11	77,649	81,532	85,606	92,585
15		85,609	89,886	97,214
19		90,746	95,279	103,047
23		97,098	101,949	110,260
				112,324 <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 \$5,351 calculated at 10.8% of 90% of Cell A1 (\$55,047 x 90% = \$49,542).
  - ~ Co-curricular activity percentages calculated on 90% of Cell A1 (\$55,047 x 90% = \$49,542).
  - ~ 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 \$2,064. Teachers with a Doctorate Degree shall receive \$2,064. Each stipend was calculated at 3.75% of Cell A1 (\$55,047 x 3.75% = \$2,064).**
  - ~ 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 \$2,064 for a Master's Degree.

~ **Includes a 3% increase to the schedule effective 7/1/2019.**

Effective : 7/1/2019  
 Adopted : 12/19/2019