

On March 27, 2025, the district's Human Resources Department confirmed that this 2023-2024 salary schedule remained in use for the 2024-2025 school year.

CERTIFICATED SALARY SCHEDULE
with Base Credential
 (Not applicable to Psychologist or Speech Pathologist)
 CAPISTRANO UNIFIED SCHOOL DISTRICT
 San Juan Capistrano, California
 Effective 7/1/2023

STEP	A Bachelor's Degree + 0 - 44 semester units	B Bachelor's Degree + 45 - 59 semester units	C Bachelor's Degree + 60 - 74 semester units	D Bachelor's Degree + 75 semester units with Master's Degree
1	65,219	68,480	71,904	77,764
2	67,502	70,877	74,421	80,486
3	69,865	73,358	77,026	83,303
4	72,310	75,926	79,722	86,219
5	74,841	78,583	82,512	89,237
6	77,460	81,333	85,400	92,360
7	80,171	84,180	88,389	95,593
8	82,977	87,126	91,483	98,939
9	85,881	90,175	94,685	102,402
10	88,887	93,331	97,999	105,986
11	91,998	96,598	101,429	109,696
15		101,428	106,500	115,181
19		107,514	112,890	122,092
23		115,040	120,792	130,638
				133,084 ⁽¹⁾

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. Quarter units can be converted to semester units by multiplying the quarter units by 2/3.

- ~ 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 \$6,339 calculated at 10.8% of 90% of Cell A1 (\$65,219 x 90% = \$58,697).
- ~ Co-curricular activity percentages calculated on 90% of Cell A1 (\$65,219 x 90% = \$58,697).
- ~ Extended contract rate shall be \$30 per hour for members who perform duties that do not provide direct instruction to students and \$50 per hour for members who provide direct instruction to students. Summer School contract rate shall be \$50 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 \$2,446. Teachers with a Doctorate Degree shall receive \$2,446. Each stipend was calculated at 3.75% of Cell A1 (\$65,219 x 3.75% = \$2,446).
- ~ 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.

⁽¹⁾ The Maximum Salary includes \$2,446 for a Master's Degree.

- ~ Includes a 3.0% increase to the schedule effective 7/1/2023 for unit members in active status as of May 15, 2024.

Adopted : 5/15/2024