

CERTIFICATED SALARY SCHEDULE
with Base Credential
 (Not applicable to Psychologist or Speech Pathologist)
 CAPISTRANO UNIFIED SCHOOL DISTRICT
 San Juan Capistrano, California
 Effective 7/1/2025

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	66,197	69,507	72,982	78,930
2	68,514	71,940	75,536	81,693
3	70,912	74,458	78,180	84,552
4	73,394	77,064	80,916	87,511
5	75,963	79,761	83,748	90,574
6	78,622	82,553	86,679	93,744
7	81,374	85,442	89,713	97,025
8	84,222	88,432	92,853	100,421
9	87,170	91,527	96,103	103,936
10	90,221	94,730	99,467	107,574
11	93,379	98,046	102,948	111,339
15		102,948	108,095	116,906
19		109,125	114,581	123,920
23		116,764	122,602	132,594
				135,076 ⁽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 \$6,434 calculated at 10.8% of 90% of Cell A1 (\$66,197 x 90% = \$59,577).
 - ~ Co-curricular activity percentages calculated on 90% of Cell A1 (\$66,197 x 90% = \$59,577).
 - ~ 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 \$2,482. Teachers with a Doctorate Degree shall receive \$2,482. Each stipend was calculated at 3.75% of Cell A1 (\$66,197 x 3.75% = \$2,482).
 - ~ 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 \$2,482 for a Master's Degree.

~ **Includes a 1.5% increase to the schedule effective 7/1/2025.**

Adopted : 6/18/2025