

CoCoSPA Certified Teacher Salary Schedule 2023-2024

STEPS	0-44	45-59	60-74	75+
1	61,641.70	63,049.60	64,894.50	66,792.60
2	62,842.50	64,803.30	66,845.80	68,951.00
3	64,448.00	66,553.20	68,861.70	71,191.10
4	66,114.30	68,481.70	70,951.70	73,503.40
5	67,826.20	70,412.10	73,117.70	75,922.10
6	69,585.60	72,399.50	75,352.10	78,424.40
7	71,402.00	74,459.10	77,664.40	81,019.80
8	73,273.50	76,585.20	80,064.10	83,710.20
9	75,194.40	78,779.70	82,545.50	86,501.30
10	77,181.80	81,040.70	85,106.70	89,396.90
11	77,181.80	83,381.50	87,768.60	92,406.50
12	77,181.80	85,792.60	90,514.10	95,526.30
13	77,181.80	85,792.60	93,364.10	98,762.00
14	99,922.90			
15	101,099.00			
16	102,292.20			
17	103,496.80			
18	104,714.70			
19	105,945.90			
20	107,196.10			
21	108,457.70			
22	109,736.40			
23	111,028.40			
24	112,333.70			
25	113,654.20			

ADVANCED DEGREES

CoCoSPA personnel will receive a stipend above base salary placement for the following:

Master's Degree from an accredited institution—\$1,590.80

Doctorate (e.g., E.D. or Ph.D.) from an accredited institution—\$1,590.80

National Board Certification—\$1,590.80

Bilingual Cross-cultural Language in Academic Development (BCLAD) certification—\$1,590.80

PLACEMENT ON SALARY SCHEDULE

All classification units must conform to District requirements.

Class I: Teachers with a B.A. degree plus up to 44 semester units

Class II: Teachers with a B.A. degree plus 45 – 59 semester units

Class III: Teachers with a B.A. degree plus 60 – 74 semester units

Class IV: Teachers with a B.A. degree plus 75 – or more semester units

The units required must be accredited college credits in upper-division or graduate courses, and must be taken after the date of the Bachelor's Degree.

New and returning unit members shall have until October 31 to submit documentation of credits for salary placement for the current school year. Should units not be submitted by the deadline, credit for salary advance **Step (Years* of teaching at SPA)**

To count **Column (Years* of prior certificated teaching experience)**

- Longevity bonus of \$2K (off schedule and requires a signed contract for the following school year) for Teachers**
- A year of service must include completion of at least 3/4 of the contractual calendar**

Sub Compensation	
Hourly Sub:	\$30.00/hr
Per Period Sub:	\$75.00/per period

Teacher Stipend	Amount
Master's Degree*	\$1,000.00
Doctorate Degree*	\$1,000.00
Credential Addition**	\$500.00
Yearbook	\$2,000.00
Leadership	\$4,000.00
Grade Level Lead	\$3,000.00
Art Major Director	0.15 TOSA
Art Performance Director***	Variable

*Must be in Education or subject matter being currently taught by respective teacher

**Must be prearranged with administration and support current or future assignments

***Based on the type of performance and time required outside of school hours

Teaching Assignment¹ FTE Value

1 section	0.15 FTE
2 sections	0.30 FTE
3 sections	0.45 FTE
4 sections	0.60 FTE
5 sections	0.75 FTE**
6 sections	1.0 FTE***

* Assignment sections can be comprised of subject courses, advisory, intervention, or other pre-determined special assignments ("TOSA")

** Eligibility for benefits kicks in at 0.75 FTE

*** A 0.10 FTE prep is a benefit afforded to full time teachers only

	Counselor	Psychologist	HR Specialist	SLP	Social Worker	Dean	Office Manager	Coordinator	Director	Assistant Principal	Principal	ED*
1	\$62,400.00	\$83,200.00	\$69,451.00	\$62,400.00	\$62,400.00	\$62,400.00	\$40,570.00	\$72,800.00	\$83,200.00	\$115,512	\$127,867.00	\$124,800.00
2	\$64,272.00	\$85,696.00	\$70,845.00	\$64,272.00	\$64,272.00	\$64,272.00	\$41,787.10	\$74,984.00	\$85,696.00	\$119,612.00	\$132,480.00	\$128,544.00
3	\$66,200.16	\$88,266.88	\$72,280.00	\$66,200.16	\$66,200.16	\$66,200.16	\$43,040.71	\$77,233.52	\$88,266.88	\$123,712.00	\$137,093.00	\$132,400.32
4	\$68,186.16	\$90,914.89	\$73,694.00	\$68,186.16	\$68,186.16	\$68,186.16	\$44,331.93	\$79,550.53	\$90,914.89	\$127,812.00	\$141,706.00	\$136,372.33
5	\$70,231.75	\$93,642.33	\$75,192.00	\$70,231.75	\$70,231.75	\$70,231.75	\$45,661.89	\$81,937.04	\$93,642.33	\$131,912.00	\$146,319.00	\$140,463.50
6	\$72,338.70	\$96,451.60	\$76,690.00	\$72,338.70	\$72,338.70	\$72,338.70	\$47,031.75	\$84,395.15	\$96,451.60	\$136,012.00	\$150,932.00	\$144,677.40
7	\$74,508.86	\$99,345.15	\$78,229.00	\$74,508.86	\$74,508.86	\$74,508.86	\$48,442.70	\$86,927.01	\$99,345.15	\$140,112.00	\$155,545.00	\$149,017.73
8	\$76,744.13	\$102,325.51	\$79,789.00	\$76,744.13	\$76,744.13	\$76,744.13	\$49,895.98	\$89,534.82	\$102,325.51	\$144,212.00	\$160,158.00	\$153,488.26
9	\$79,046.45	\$105,395.27	\$81,370.00	\$79,046.45	\$79,046.45	\$79,046.45	\$51,392.86	\$92,220.86	\$105,395.27	\$148,312.00	\$164,771.00	\$158,092.91
10	\$81,417.85	\$108,557.13		\$81,417.85	\$81,417.85	\$81,417.85	\$52,934.65	\$94,987.49	\$108,557.13			\$162,835.69
11	\$83,860.38	\$111,813.84		\$83,860.38	\$83,860.38	\$83,860.38	\$54,522.69	\$97,837.11	\$111,813.84			\$167,720.76
12	\$86,376.19	\$115,168.26		\$86,376.19	\$86,376.19	\$86,376.19	\$56,158.37	\$100,772.23	\$115,168.26			\$172,752.39
13	\$88,967.48	\$118,623.31		\$88,967.48	\$88,967.48	\$88,967.48	\$57,843.12	\$103,795.39	\$118,623.31			\$177,934.96
14	\$91,636.50	\$122,182.00		\$91,636.50	\$91,636.50	\$91,636.50	\$59,578.41	\$106,909.25	\$122,182.00			\$183,273.01
15	\$94,385.60	\$125,847.47		\$94,385.60	\$94,385.60	\$94,385.60	\$61,365.77	\$110,116.53	\$125,847.47			
16	\$97,217.17	\$129,622.89		\$97,217.17	\$97,217.17	\$97,217.17	\$63,206.74	\$113,420.03	\$129,622.89			
17	\$100,133.68	\$133,511.58		\$100,133.68	\$100,133.68	\$100,133.68	\$65,102.94	\$116,822.63	\$133,511.58			
18	\$103,137.69	\$137,516.92		\$103,137.69	\$103,137.69	\$103,137.69	\$67,066.03	\$120,327.31	\$137,516.92			
19	\$106,231.82			\$106,231.82	\$106,231.82	\$106,231.82	\$69,067.71	\$123,937.13	\$141,642.43			
20	\$109,418.78			\$109,418.78	\$109,418.78	\$109,418.78	\$71,139.74	\$127,655.24	\$145,891.70			
21	\$112,701.34			\$112,701.34	\$112,701.34	\$112,701.34	\$73,273.93	\$131,484.90	\$150,268.45			
22	\$116,082.38			\$116,082.38	\$116,082.38	\$116,082.38	\$75,472.15	\$135,429.44	\$154,776.51			
23							\$77,736.32	\$139,492.33				
24							\$80,068.40	\$143,677.10				
25												
26												
27												

Step

Position

Position salary cap

* Placement based on Board-approved comp study

	Office Manager	Climate & Culture Spec	HR Manager	Registrar	Admin Assistant	Food Services Assistant	Campus Supervisor	Instructional Assistant	Counseling Assistant	Counseling Intern	Counseling Credentialled
1	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00	\$15.50	\$16.00	\$17.00	\$15.50	\$47.00	\$47.00
2	\$24.72	\$24.72	\$24.72	\$24.72	\$18.54	\$16.00	\$16.48	\$17.51	\$16.00	\$48.41	\$48.41
3	\$25.46	\$25.46	\$25.46	\$25.46	\$19.10	\$16.48	\$16.97	\$18.04	\$16.48	\$49.86	\$49.86
4	\$26.23	\$26.23	\$26.23	\$26.23	\$19.67	\$16.97	\$17.48	\$18.58	\$16.97	\$51.36	\$51.36
5	\$27.01	\$27.01	\$27.01	\$27.01	\$20.26	\$17.48	\$18.01	\$19.13	\$17.48	\$52.90	\$52.90
6	\$27.82	\$27.82	\$27.82	\$27.82	\$20.87	\$18.01	\$18.55	\$19.71	\$18.01	\$54.49	\$54.49
7	\$28.66	\$28.66	\$28.66	\$28.66	\$21.49	\$18.55	\$19.10	\$20.30	\$18.55	\$56.12	\$56.12
8	\$29.52	\$29.52	\$29.52	\$29.52	\$22.14	\$19.10	\$19.68	\$20.91	\$19.10	\$57.80	\$57.80
9	\$30.40	\$30.40	\$30.40	\$30.40	\$22.80	\$19.68	\$20.27	\$21.54	\$19.68	\$59.54	\$59.54
10	\$31.31	\$31.31	\$31.31	\$31.31	\$23.49	\$20.27	\$20.88	\$22.18	\$20.27	\$61.32	\$61.32
11	\$32.25	\$32.25	\$32.25	\$32.25	\$24.19	\$20.88	\$21.50	\$22.85	\$20.88	\$63.16	\$63.16
12	\$33.22	\$33.22	\$33.22	\$33.22	\$24.92	\$21.50	\$22.15	\$23.53	\$21.50	\$65.06	\$65.06
13	\$34.22	\$34.22	\$34.22	\$34.22	\$25.66	\$22.15	\$22.81	\$24.24	\$22.15	\$67.01	\$67.01
14	\$35.24	\$35.24	\$35.24	\$35.24	\$26.43	\$22.81	\$23.50	\$24.97	\$23.50	\$69.02	\$69.02
15	\$36.30	\$36.30	\$36.30	\$36.30	\$27.23	\$23.50	\$24.20	\$25.71	\$24.20	\$71.09	\$71.09
16	\$37.39	\$37.39	\$37.39	\$37.39	\$28.04	\$24.20	\$24.93	\$26.49	\$24.93	\$73.22	\$73.22
17	\$38.51	\$38.51	\$38.51	\$38.51	\$28.88	\$24.93	\$25.68	\$27.28	\$24.93	\$75.42	\$75.42
18	\$39.67	\$39.67	\$39.67	\$39.67	\$29.75	\$25.68	\$26.45	\$28.10	\$25.68	\$77.68	\$77.68
19	\$40.86	\$40.86	\$40.86	\$40.86	\$30.64	\$26.45	\$27.24	\$28.94	\$26.45	\$80.01	\$80.01
20	\$42.08	\$42.08	\$42.08	\$42.08	\$31.56	\$27.24	\$28.06	\$29.81	\$27.24	\$82.41	\$82.41

Step
Position