

CARLSBAD UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE

**EFFECTIVE JULY 1, 2016**

**184 WORK DAYS**

**3% Increase**

STEP	I	II	III	IV	V
	CREDENTIAL OR BA - 30	CREDENTIAL W/BA BA + 30	CREDENTIAL W/MA OR W/BA + 60	CREDENTIAL W/MA + 15	CREDENTIAL W/DOCTORATE OR MA + 30 OR NBC
1	46,205	48,284	50,363	52,443	54,522
2	49,208	51,288	53,367	55,446	57,525
3	52,212	54,291	56,370	58,449	60,529
4	55,215	57,294	59,373	61,453	63,532
5	58,218	60,298	62,377	64,456	66,535
6	61,222	63,301	65,380	67,459	69,539
7	64,225	66,304	68,383	70,463	72,542
8	67,228	69,308	71,387	73,466	75,545
9	70,232	72,311	74,390	76,469	78,549
10	73,235	75,314	77,393	79,473	81,552
*11	76,238	78,317	80,397	82,476	84,555
**16	82,337	84,186	86,958	88,344	91,116
***20	86,496	88,806	91,578	92,964	95,737
****24	90,654	93,427	96,199	97,585	100,357
27	94,813	98,047	100,819	102,205	104,978

**EXTRA HOURLY RATES**

TIME WORKED ON OR AFTER 7/1/2016

NON-INSTRUCTIONAL - \$ 30.80

INSTRUCTIONAL - \$ 34.65

CONCURRENT - \$ 48.28

\* Longevity Steps: Must be on Step 11 for 5 years prior to moving to Step 16

\*\* Must be on Step 16 for 4 years prior to moving to Step 20

\*\*\* Must be on Step 20 for 4 years prior to moving to Step 24

\*\*\*\* Must be on Step 24 for 3 years prior to moving to step 27

NBC MEANS National Board Certification

CARLSBAD UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE

**EFFECTIVE JULY 1, 2016**

**194 WORK DAYS**

**(PSYCHOLOGISTS/COUNSELORS/LIBRARY MEDIA SPECIALISTS/  
SPEECH & LANGUAGE PATHOLOGISTS)**

**3% Increase**

STEP	I	II	III	IV	V
	CREDENTIAL OR BA - 30	CREDENTIAL W/BA BA + 30	CREDENTIAL W/MA OR W/BA + 60	CREDENTIAL W/MA + 15	CREDENTIAL W/DOCTORATE OR MA + 30 OR NBC
1	48,729	50,922	53,115	55,307	57,500
2	51,896	54,089	56,282	58,475	60,668
3	55,064	57,257	59,449	61,642	63,835
4	58,231	60,424	62,617	64,810	67,002
5	61,399	63,591	65,784	67,977	70,170
6	64,566	66,759	68,952	71,144	73,337
7	67,733	69,926	72,119	74,312	76,505
8	70,901	73,094	75,286	77,479	79,672
9	74,068	76,261	78,454	80,646	82,839
10	77,235	79,428	81,621	83,814	86,007
*11	80,403	82,596	84,788	86,981	89,174
**16	86,835	88,784	91,708	93,170	96,094
***20	91,221	93,657	96,581	98,043	100,966
****24	95,606	98,530	101,454	102,916	105,839
27	99,992	103,403	106,327	107,789	110,712

**EXTRA HOURLY RATES**

TIME WORKED ON OR AFTER 7/1/2016

NON-INSTRUCTIONAL - \$ 30.80

INSTRUCTIONAL - \$ 34.65

CONCURRENT - \$ 48.28

\* Longevity Steps: Must be on Step 11 for 5 years prior to moving to Step 16

\*\* Must be on Step 16 for 4 years prior to moving to Step 20

\*\*\* Must be on Step 20 for 4 years prior to moving to Step 24

\*\*\*\* Must be on Step 24 for 3 years prior to moving to step 27

NBC Means "National Board Certification"