



Carmel Unified School District
2022 - 2023
Salary Schedule
Classified Hourly

APPENDIX D
Pending Board Appr

Range	Step 1 A	Step 2 B	Step 3 C	Step 4 D	Step 5 E	Step 6 F	Step 8 G	Step 10 H	Step 15 I	Step 20 J	Step 25 K
1	20.69	21.62	22.56	23.60	24.71	25.81	26.47	27.13	27.80	28.52	29.22
2	21.16	22.09	23.10	24.16	25.26	26.42	27.08	27.72	28.42	29.13	29.85
3	21.62	22.56	23.60	24.71	25.81	27.04	27.70	28.39	29.11	29.81	30.60
4	22.09	23.10	24.16	25.26	26.42	27.66	28.32	29.06	29.77	30.52	31.28
5	22.56	23.60	24.71	25.81	27.04	28.26	29.01	29.70	30.45	31.19	31.99
6	23.10	24.16	25.26	26.42	27.66	28.92	29.64	30.40	31.15	31.91	32.70
7	23.60	24.71	25.81	27.04	28.26	29.59	30.29	31.10	31.83	32.64	33.46
8	24.16	25.26	26.42	27.66	28.92	30.28	31.08	31.82	32.59	33.44	34.26
9	24.71	25.81	27.04	28.26	29.59	31.00	31.75	32.55	33.36	34.19	35.00
10	25.26	26.42	27.66	28.92	30.28	31.68	32.49	33.25	34.08	34.93	35.82
10+10%	27.77	29.05	30.44	31.82	33.32	34.85	35.74	36.59	37.49	38.43	39.43
11	25.81	27.04	28.26	29.59	31.00	32.40	33.21	34.05	34.89	35.75	36.66
12	26.42	27.66	28.92	30.28	31.68	33.16	34.01	34.85	35.70	36.61	37.53
13	27.04	28.26	29.59	31.00	32.40	33.94	34.78	35.66	36.55	37.44	38.38
14	27.66	28.92	30.28	31.68	33.16	34.74	35.65	36.53	37.43	38.36	39.32
15	28.26	29.59	31.00	32.40	33.94	35.52	36.42	37.35	38.29	39.21	40.22
15+10%	31.10	32.55	34.05	35.65	37.34	39.07	40.10	41.09	42.11	43.12	44.22
16	28.92	30.28	31.68	33.16	34.74	36.40	37.28	38.23	39.14	40.17	41.14
17	29.59	31.00	32.40	33.94	35.52	37.17	38.14	39.06	40.05	41.04	42.08
18	30.28	31.68	33.16	34.74	36.40	38.12	39.02	40.01	41.02	42.03	43.07
19	31.00	32.40	33.94	35.52	37.17	38.96	39.91	40.94	41.96	43.01	44.06
20	31.68	33.16	34.74	36.40	38.12	39.86	40.87	41.91	42.97	44.03	45.13
20+10%	34.84	36.47	38.23	40.06	41.91	43.88	44.96	46.11	47.27	48.44	49.63
21	32.40	33.94	35.52	37.17	38.96	40.81	41.84	42.92	43.96	45.06	46.18
21+10%	35.65	37.34	39.07	40.89	42.86	44.91	46.03	47.20	48.36	49.58	50.83
22	33.16	34.74	36.40	38.12	39.86	41.80	42.83	43.91	44.99	46.13	47.27
23	33.94	35.52	37.17	38.96	40.81	42.75	43.81	44.90	46.02	47.18	48.35
24	34.74	36.40	38.12	39.86	41.80	43.77	44.89	45.99	47.11	48.29	49.53

STEP PLACEMENT: New employees shall normally be placed on Step A of the salary schedule. The District may grant experience credit up to Step E for any new employee or up to Step E for new journeymen, maintenance personnel, or mechanic. (Experience credit given up to Step E effective 7/1/12.)

STEP MOVEMENT: Continuing employees will advance to the next higher salary step each July 1st, provided they have been in paid status 75% of the required workdays of the prior year in their current classification. A change in classification will be applied following the 75% rule based upon the date of reclassification.

EDUCATIONAL INCENTIVE: Bachelor's - \$1,000, Master's - \$2,000, Doctorate - \$5,635 (all amounts are annual totals, only one incentive for each degree level)

Approved: 10/19/22

Effective: 7/1/2022