



**Carmel Unified School District  
2022-2023  
Salary Schedule  
Classified Monthly**

**APPENDIX D**  
Pending Board Approval

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	3,584	3,745	3,910	4,089	4,283	4,474	4,585	4,704	4,822	4,942	5,065
2	3,665	3,830	4,004	4,188	4,375	4,574	4,694	4,805	4,923	5,053	5,174
3	3,745	3,910	4,089	4,283	4,474	4,686	4,801	4,918	5,046	5,167	5,300
4	3,830	4,004	4,188	4,375	4,574	4,792	4,912	5,035	5,162	5,289	5,419
5	3,910	4,089	4,283	4,474	4,686	4,897	5,025	5,150	5,275	5,410	5,544
6	4,004	4,188	4,375	4,574	4,792	5,011	5,141	5,270	5,403	5,528	5,667
7	4,089	4,283	4,474	4,686	4,897	5,129	5,252	5,388	5,517	5,662	5,801
8	4,188	4,375	4,574	4,792	5,011	5,250	5,382	5,516	5,652	5,796	5,939
9	4,283	4,474	4,686	4,897	5,129	5,370	5,504	5,643	5,783	5,923	6,069
10	4,375	4,574	4,792	5,011	5,250	5,490	5,630	5,763	5,905	6,060	6,210
11	4,474	4,686	4,897	5,129	5,370	5,616	5,755	5,902	6,050	6,196	6,355
12	4,574	4,792	5,011	5,250	5,490	5,749	5,895	6,041	6,189	6,344	6,505
13	4,686	4,897	5,129	5,370	5,616	5,882	6,024	6,178	6,335	6,490	6,654
14	4,792	5,011	5,250	5,490	5,749	6,020	6,177	6,332	6,489	6,650	6,815
15	4,897	5,129	5,370	5,616	5,882	6,157	6,312	6,476	6,635	6,794	6,970
16	5,011	5,250	5,490	5,749	6,020	6,307	6,460	6,627	6,783	6,960	7,130
17	5,129	5,370	5,616	5,882	6,157	6,443	6,609	6,774	6,943	7,114	7,295
18	5,250	5,490	5,749	6,020	6,307	6,605	6,766	6,932	7,109	7,282	7,467
19	5,370	5,616	5,882	6,157	6,443	6,750	6,918	7,097	7,271	7,454	7,636
20	5,490	5,749	6,020	6,307	6,605	6,910	7,086	7,263	7,447	7,631	7,824
21	5,616	5,882	6,157	6,443	6,750	7,077	7,251	7,437	7,621	7,812	8,007
22	5,749	6,020	6,307	6,605	6,910	7,245	7,425	7,609	7,798	7,995	8,192
23	5,882	6,157	6,443	6,750	7,077	7,409	7,593	7,783	7,976	8,181	8,382
24	6,020	6,307	6,605	6,910	7,245	7,586	7,781	7,970	8,166	8,372	8,582

**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: 07/01/2022