



Carmel Unified School District
2020 - 2021
Salary Schedule
Classified Hourly

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 (F+2)	Step 10 H (F+4)	Step 15 I (F+9)	Step 20 J (F+14)	Step 25 K (F+19)
1A	13.74	14.56	15.39	16.21	17.04	17.85	17.85	17.85	17.85	17.85	17.85
1	18.76	19.61	20.47	21.41	22.41	23.41	24.01	24.61	25.22	25.87	26.50
2	19.19	20.04	20.95	21.91	22.91	23.96	24.56	25.14	25.78	26.42	27.08
3	19.61	20.47	21.41	22.41	23.41	24.52	25.12	25.75	26.40	27.04	27.75
4	20.04	20.95	21.91	22.91	23.96	25.09	25.69	26.36	27.00	27.69	28.37
5	20.47	21.41	22.41	23.41	24.52	25.63	26.31	26.94	27.62	28.29	29.02
6	20.95	21.91	22.91	23.96	25.09	26.23	26.89	27.57	28.26	28.94	29.66
7	21.41	22.41	23.41	24.52	25.63	26.84	27.48	28.21	28.87	29.61	30.35
8	21.91	22.91	23.96	25.09	26.23	27.47	28.19	28.86	29.56	30.33	31.08
9	22.41	23.41	24.52	25.63	26.84	28.11	28.80	29.52	30.26	31.01	31.74
10	22.91	23.96	25.09	26.23	27.47	28.73	29.47	30.16	30.91	31.69	32.49
10+10%	25.19	26.35	27.61	28.86	30.22	31.61	32.42	33.19	34.00	34.86	35.76
11	23.41	24.52	25.63	26.84	28.11	29.39	30.12	30.89	31.65	32.43	33.25
12	23.96	25.09	26.23	27.47	28.73	30.08	30.85	31.61	32.38	33.21	34.04
13	24.52	25.63	26.84	28.11	29.39	30.78	31.54	32.34	33.15	33.96	34.81
14	25.09	26.23	27.47	28.73	30.08	31.51	32.33	33.13	33.95	34.79	35.67
15	25.63	26.84	28.11	29.39	30.78	32.22	33.04	33.88	34.73	35.56	36.48
15+10%	28.21	29.52	30.89	32.33	33.87	35.44	36.37	37.27	38.19	39.11	40.10
16	26.23	27.47	28.73	30.08	31.51	33.02	33.81	34.68	35.50	36.44	37.31
17	26.84	28.11	29.39	30.78	32.22	33.71	34.59	35.43	36.32	37.23	38.17
18	27.47	28.73	30.08	31.51	33.02	34.57	35.39	36.29	37.21	38.12	39.07
19	28.11	29.39	30.78	32.22	33.71	35.33	36.20	37.13	38.06	39.01	39.96
20	28.73	30.08	31.51	33.02	34.57	36.15	37.07	38.01	38.97	39.93	40.93
20+10%	31.60	33.08	34.68	36.33	38.01	39.80	40.78	41.82	42.88	43.93	45.02
21	29.39	30.78	32.22	33.71	35.33	37.02	37.95	38.93	39.88	40.87	41.89
21+10%	32.33	33.87	35.44	37.09	38.88	40.73	41.75	42.81	43.87	44.97	46.10
22	30.08	31.51	33.02	34.57	36.15	37.91	38.85	39.83	40.81	41.84	42.88
23	30.78	32.22	33.71	35.33	37.02	38.77	39.73	40.72	41.74	42.79	43.86
24	31.51	33.02	34.57	36.15	37.91	39.70	40.71	41.71	42.73	43.80	44.92

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.

All employees shall normally be advanced not more than one step annually on the anniversary date of their employment.

A change in classification will change the step advancement to the date of reclassification. Each step advancement is subject to satisfactory service.

Approved: Pending

Effective: 7/1/2020