

2022
SAN DIEGO COUNTY SCHOOLS
TEACHER SALARY SURVEY



san diego county office of
EDUCATION

FUTURE WITHOUT BOUNDARIESSM

BOARD OF EDUCATION

District 1 - Dr. Gregg Robinson
District 2 - Guadalupe González
District 3 - Alicia Muñoz
District 4 - Paulette Donnellon
District 5 - Rick Shea

SAN DIEGO COUNTY SUPERINTENDENT OF SCHOOLS

Dr. Paul Gothold

INTRODUCTION

The purpose of this study is to provide a general overview of current compensation practices for teachers in San Diego County school districts in a manner that is useful to all participating school districts. The cooperation of these districts is appreciated and was essential to the success of the project.

This report contains an analysis of selected San Diego County school district teacher salary schedules. The benchmarks used in the report were chosen by a group of San Diego County human resources administrators. The data shown reflects the salary rates and other terms and conditions of employment in effect on January 1, 2022.

While great care has been taken to honor the information provided by the participating districts, there is always a possibility of an error. It is hoped that such errors, if any, will not distort the overall validity of the report.

Participating School Districts for 2022:

County Office of Education

Elementary School Districts

High School Districts

Unified School Districts

San Diego County Office of Education
Alpine Unified School District
Cajon Valley Union School District
Cardiff School District
Chula Vista Elementary School District
Del Mar Unified School District
Encinitas Unified School District
Escondido Unified School District
Fallbrook Union Elementary School District
Jamul-Dulzura Unified School District
La Mesa-Spring Valley Schools
Lemon Grove School District
National School District
Rancho Santa Fe School District
San Pasqual Union School District
San Ysidro School District
Santee School District
South Bay Unified School District
Escondido Union High School
Grossmont Union High School District
San Dieguito Union High School District
Sweetwater Union High School District
Bonsall Unified School District
Borrego Springs Unified School District
Carlsbad Unified School District
Coronado Unified School District
Mountain Empire Unified School District
Oceanside Unified School District
Poway Unified School District
Ramona Unified School District
San Diego Unified School District
San Marcos Unified School District
Vista Unified School District
Warner Unified School District

Bachelor's (BA) Degree Only

District	Annual Salary	Daily Rate
Fallbrook Union ESD	100,765	550.63
Alpine USD	85,832	463.00
San Diego USD	82,794	450.00
SDCOE	71,995	378.92
Chula Vista ESD	71,538	386.69
San Ysidro SD	68,995	No response
Del Mar USD	68,296	369.17
Poway USD	64,856	No response
San Dieguito Union HSD	64,557	347.00
Lemon Grove SD	60,519	327.13
La Mesa-Spring Valley Schools	60,404	324.75
San Pasqual Union	58,735	317.00
Grossmont Union HSD	57,212	309.00
Cajon Valley	56,524	303.89
Cardiff SD	55,519	300.00
Santee SD	54,794	296.00
Coronado USD	54,251	291.68
Vista USD	52,075	279.97
Escondido USD	51,905	277.00
Escondido Union High School	51,569	280.27
NATIONAL SD	51,555	278.88
Bonsall USD	51,016	No response
Carlsbad USD	50,867	275.00
Borrego Springs USD	49,004	263.46
Oceanside USD	48,342	261.31
South Bay USD	47,868	258.00
Mountain Empire USD	47,377	259.00
Sweetwater Union HSD	46,605	253.29
Encinitas USD	45,858	247.00
Ramona USD	45,094	No response
Jamul-Dulzura USD	44,056	236.00
San Marcos USD	43,129	234.40

MEAN	58,247	314.94
MEDIAN	54,523	293.84

BA + 30-36 UNITS

District	Annual Salary	Daily Rate
Fallbrook Union ESD	103,648	566.38
SDCOE	94,072	495.12
Del Mar USD	92,713	501.15
San Diego USD	88,770	482.00
Chula Vista ESD	87,492	472.93
Warner USD	87,349	473.00
Alpine USD	85,832	463.00
Encinitas USD	79,793	431.00
Poway USD	74,591	No response
San Ysidro SD	74,081	No response
San Dieguito Union HSD	72,620	390.00
San Pasqual Union	72,289	391.00
Cajon Valley	71,597	384.93
Coronado USD	68,264	367.01
Lemon Grove SD	62,939	340.21
La Mesa-Spring Valley Schools	60,404	324.75
Rancho Santa Fe SD	57,292	311.37
Grossmont Union HSD	57,212	309.00
Santee SD	54,794	296.00
Escondido Union High School	53,324	289.80
Carlsbad USD	53,155	287.00
NATIONAL SD	53,101	287.03
Sweetwater Union HSD	52,899	287.49
Vista USD	52,075	279.97
South Bay USD	51,974	280.00
Escondido USD	51,905	277.00
Bonsall USD	51,016	No response
Oceanside USD	49,778	269.07
San Marcos USD	49,168	267.22
Borrego Springs USD	49,008	263.48
Mountain Empire USD	47,816	261.00
Ramona USD	45,758	No response
Jamul-Dulzura USD	45,157	241.00

MEAN	65,209	354.79
MEDIAN	57,292	311.37

BA + 60 UNITS (or MA/MS)

District	Annual Salary	Daily Rate
Del Mar USD	114,019	616.32
Poway USD	111,933	No response
Fallbrook Union ESD	109,395	597.79
Encinitas USD	109,142	589.00
SDCOE	100,903	531.07
Coronado USD	99,681	535.92
San Ysidro SD	96,521	No response
San Diego USD	94,862	516.00
Chula Vista ESD	93,783	506.94
Cajon Valley	93,504	502.71
Alpine USD	93,179	503.00
Warner USD	92,451	500.00
Grossmont Union HSD	88,122	476.00
San Dieguito Union HSD	74,874	412.00
Lemon Grove SD	63,550	343.51
Rancho Santa Fe SD	63,118	343.03
La Mesa-Spring Valley Schools	60,404	324.75
Vista USD	58,212	312.97
Escondido USD	57,981	310.00
Santee SD	57,442	310.00
South Bay USD	56,864	307.00
NATIONAL SD	56,336	304.52
Escondido Union High School	56,226	305.57
Sweetwater Union HSD	56,045	304.59
Carlsbad USD	55,445	300.00
San Marcos USD	55,201	300.00
Oceanside USD	54,841	296.43
Bonsall USD	54,548	No response
Borrego Springs USD	49,820	267.85
Mountain Empire USD	48,732	266.00
Ramona USD	47,630	No response
Jamul-Dulzura USD	45,157	241.00
San Pasqual Union	10,244	554.00
	MEAN	397.28
	MEDIAN	333.89

BA + 90 UNITS or MA/MS + 30 UNITS

District	Annual Salary	Daily Rate
Del Mar USD	116,519	629.83
Cajon Valley	114,142	613.67
Encinitas USD	109,142	589.00
Coronado USD	107,478	577.84
San Diego USD	107,403	584.00
SDCOE	106,584	560.97
Chula Vista ESD	99,575	538.24
Alpine USD	97,131	525.00
Grossmont Union HSD	95,464	516.00
Warner USD	95,002	514.00
San Ysidro SD	79,260	No response
San Dieguito Union HSD	74,874	402.00
Lemon Grove SD	66,734	360.72
Rancho Santa Fe SD	66,031	358.86
Sweetwater Union HSD	62,337	338.79
Santee SD	61,545	332.00
Vista USD	61,396	330.84
San Marcos USD	60,419	328.36
La Mesa-Spring Valley Schools	60,404	324.75
Carlsbad USD	60,022	324.00
Escondido Union High School	59,124	321.33
NATIONAL SD	59,025	313.65
South Bay USD	58,536	316.00
Bonsall USD	56,687	No response
Borrego Springs USD	51,040	274.41
Mountain Empire USD	48,737	266.00
Jamul-Dulzura USD	47,460	254.00

MEAN	77,114	419.77
MEDIAN	66,031	358.86

MA/MS + 45 UNITS OR DOCTORATE

District	Annual Salary	Daily Rate
Encinitas USD	121,065	654.00
Del Mar USD	116,519	629.83
Cajon Valley	115,142	619.04
SDCOE	110,067	579.30
San Diego USD	107,403	584.00
Chula Vista ESD	105,363	569.53
San Ysidro SD	102,632	No response
Alpine USD	101,282	547.00
Grossmont Union HSD	100,311	542.00
Oceanside USD	89,494	483.75
San Dieguito Union HSD	78,912	424.00
Lemon Grove SD	66,734	360.72
Sweetwater Union HSD	65,484	355.89
Escondido Union High School	62,023	337.08
Santee SD	61,545	332.00
San Marcos USD	61,519	334.34
La Mesa-Spring Valley Schools	60,404	324.75
Vista USD	60,235	323.84
Carlsbad USD	60,022	324.00
South Bay USD	59,707	322.00
Bonsall USD	58,569	No response
NATIONAL SD	54,695	295.65
Borrego Springs USD	50,478	271.39
Mountain Empire USD	48,737	266.00
Ramona USD	48,726	No response
Jamul-Dulzura USD	48,660	254.00

MEAN	77,528	423.22
MEDIAN	63,754	355.89

MAXIMUM ATTAINABLE SALARY FOR NEW TEACHERS

District	Annual Salary	Requirements
Alpine Union SD	101,282	MA + 36 or Doctorate
Bonsall USD	100,110	30 years of Service; Master's Degree +30
Borrego Springs USD	98,094	BA + 72 Units
Cajon Valley	115,142	BA + 60 grad units + MA + Doctorate
Cardiff SD	114,858	Masters, 75 Units, 25 years
Carlsbad USD	115,569	credential w/MA or Doctorate or NBC and 27 years
Chula Vista ESD	105,363	BA + 60 Units + MA/MS 23 years
Coronado USD	107,478	BA + 75 with MA
Del Mar Union SD	116,519	MA & BCLAD, 60 Units, 28 Years
Encinitas Union SD	121,065	Masters, 75+, 25 years of service
Escondido Union High School	110,683	Masters plus 80
Escondido Union SD	108,650	BA+60 or MA+15
Fallbrook Union ESD	115,145	BA Plus 84 w/MA
Grossmont Union HSD	107,581	A 5 year credential with a master's degree and/or Ph.D
Jamul-Dulzura Union SD	93,418	BA+75 and MA
La Mesa-Spring Valley Schools	112,461	BA + 75 w/ MA or MA + 30 with 24 years of service
Lemon Grove SD	114,914	BA + 90 or MA + 30
Mountain Empire USD	93,474	BA+90 or MA+45 and 20 yrs
NATIONAL SD	75,155	Yes
Oceanside USD	107,875	BA plus 60 units, step 22
Poway USD	111,933	BA plus 60 units including an MA (25 years of service)
Ramona USD	101,963	Doctorate, 30+ years
Rancho Santa Fe SD	117,497	MA+30
SDCOE	110,067	BA + 90 units; MA + 45 units; or BA + PhD AND 12 years
San Diego USD	107,403	BA w/90 semester upper division/grad units OR MA w/84 upper division/grad semester units OR DR
San Dieguito Union HSD	132,169	BA + MA + 75 semester units, completion of 29th year of service to the district
San Marcos USD	112,333	27 years of service with Masters and Doctorate
San Pasqual Union	105,517	B.A. +75 including M.A or PhD.
San Ysidro SD	102,632	Valid California credential - BA degree; no years of service
Santee SD	111,235	BA +75 w/MA or MA +30
South Bay Union SD	110,446	BA + 85 (21 years of service
Sweetwater Union HSD	104,592	26 years; Masters' Degree plus 45 semester units subsequent to Masters' Degree; or Masters' Degree with 90 semester units subsequent to Bachelors' Degree; or earned Doctorate.
Vista USD	109,148	Step 30, BA + 90 or BA + 75 with Masters
Warner USD	95,002	BA + 75 units, 24 steps

CONTRACT DAYS - MAXIMUM ENTRY STEPS

District	Contract Days per Year	Hours per Day	Max Entry Step for New Teachers
Alpine USD	185	7.5	15
Bonsall USD	183	7.5	No response
Borrego Springs USD	186	6.5	10
Cajon Valley	186	7	11
Cardiff SD	185	7.5	6
Carlsbad USD	185	7.5	11
Chula Vista ESD	185	7	6
Coronado USD	186	7.58	11
Del Mar USD	185	7	No response
Encinitas USD	185	7.5	7
Escondido Union High School	184	7.5	11
Escondido USD	187	8	11
Fallbrook Union ESD	183	7	10
Grossmont Union HSD	185	5	26
Jamul-Dulzura USD	187	7.5	44056
La Mesa-Spring Valley Schools	186	7	25
Lemon Grove SD	185	7.5	13
Mountain Empire USD	183	7.42	20
NATIONAL SD	185	6.58	26
Oceanside USD	185	7.5	22
Poway USD	186	7	10
Ramona USD	185	7	30
Rancho Santa Fe SD	184	8	5
SDCOE	190	6.75	8
San Diego USD	184	8	17
San Dieguito Union HSD	186	6.25	3
San Marcos USD	184	7.5	11
San Pasqual Union	185	7.5	10
San Ysidro SD	186	6.5	25
Santee SD	185	6.5	No response
South Bay USD	185	7	6
Sweetwater Union HSD	184	6.75	26
Vista USD	186	7.5	11
Warner USD	185	6.5	6

LONGEVITY

District	Increment 1	Increment 2	Increment 3	Increment 4
Mountain Empire USD	\$3000 Annual, 25 years of service	\$6000 Annual, 30 years of service		
NATIONAL SD	LONGEVITIES ARE BUILT INTO SALARY SCHEDULE			
San Diego USD	\$2600 annual, Teacher longevity for 6+ years on Step 17			
San Dieguito Union HSD	Built into salary schedule			
SDCOE	4% of Class IV, Step 13 After 15 years	4% of Class IV, Step 13 After 18 years	4% of Class IV, Step 13 After 21 years	4% of Class IV, Step 13 After 24 years

DEGREES / PROFESSIONAL CERTIFICATIONS / RECOGNITION

District	Degrees/Training/Credential
Alpine Union SD	Single Subject/Supplementary Authorization Incentive \$1,000 annual; Special Education and Dual Immersion Teachers Stipend \$1,000 annual; Lead Teacher \$300 annual; TOSA \$3,000 annual
Bonsall USD	Nurse \$9,000 annual; ELD Coordinator \$9,000; Speech Language Pathologist \$9,000; Autism Specialist \$9,000
Cajon Valley	Admin Designee Stipend - \$300 per year 6/5th Assignments - 20% daily rate each day; 6th Grade Camp - \$100/night; Safety Patrol - \$1,000/year; Additional time (w/out Students) - \$35.76/hour; Additional time (w/Students) - \$37.72/hour
Chula Vista ESD	Special Education \$1000 annual; Induction Support Provider \$1000 per person annual
Coronado USD	National Board Certification \$2,000 annual; School Psychologists 9% of base salary; School Nurse 9% of base salary; SLP 9% of base salary
Del Mar Union SD	BCLAD \$2500 annual
Encinitas Union SD	NBCT \$1000; BCBA \$1000; CLAD \$500; BCLAD \$1000; Hard to fill, Psych, SLP, ABS 10%
Escondido Union High School	Special Ed Stipend \$1500 upon hire and \$1500 every 5 years thereafter; Counselor Stipend \$978 per counseling period; Special Ed added authorization \$250 one time stipend; Additional credential in high demand area (if requested by the District) \$250 one time stipend; Designated Subjects Vocational Ed or CTE Credential \$1230 annually (equal to Masters stipend)
Escondido Union SD	National Board Certification \$1500 annual; Special Education Stipend \$1200 annual
Fallbrook Union ESD	Board Certified Behavior Analyst; Nationally Certified School Psychologist
La Mesa-Spring Valley Schools	Teacher Additional Duties \$1236.24 annual; Department Chair \$100 annual; Health & Safety \$847.09 annual; Site Tech \$847.09 annual; Testing \$700 annual
Lemon Grove SD	National Board Certification \$850/year; Special Teacher (SpEd) \$550/year
Mountain Empire USD	BCLAD \$500 annual; National Board Certification \$500 annual; Medical Support \$500 annual; Elementary Combo Class \$1000 annual
NATIONAL SD	NATIONAL BOARD CERTIFICATION STIPEND \$1000 PER SCHOOL YEAR/SCHOOL YEAR; SP.ED. TEACHERS STIPEND \$2,500 PER SCHOOL YEAR; TECHNOLOGY LIAISON STIPEND \$1000 PER SCHOOL YEAR; PAR COUNCIL MEMBER STIPEND \$1000 PER SCHOOL YEAR; BILINGUAL WITH SET OR DUAL IMMERSION STIPEND \$1000
Oceanside USD	National Board 6% base salary for 10 years Psychologist 15% above teacher schedule, longer work year; Board Certified Behavior Analyst Certification 6% base salary Speech Pathologist 10% above teacher schedule; Department Chairs 4-8% of base salary Counselors 5% above teacher schedule, longer work year; Head Teacher \$672; Class size caps payment varies
Poway USD	National Board \$1000 annual
Ramona USD	Bilingual/BCLAD \$7500 Signing Bonus for Science, Math, Special Education and Speech-Language
SDCOE	Education Specialist Degree \$2018.04 annually; Remote Site \$2825.28 annually; Head Teacher \$4439.76 annually; PAR Council \$4,350 annually
San Dieguito Union HSD	SCHOOL IMPROVEMENT COMMITTEE \$1129
San Pasqual Union	BLCAD - 1400 \$1000 annual; ASSOCIATED STUDENT BODY ADVISOR \$1000 annual; TEACHER INDUCTION MENTOR \$1000 annual PER SUPPORT TEACHER
San Ysidro SD	BCLAD; CLAD - \$500; SPED - \$1000
South Bay Union SD	\$1000 National Board Certification \$500; GATE \$350
Vista USD	\$2000 Recruitment Incentive Special Education (21-22 Only)

EARLY CHILDHOOD EDUCATION / PRESCHOOL TEACHERS

District	Days per Year	Hours per Day	Minimum Annual Salary	Maximum Annual Salary
Cajon Valley	186	7	35,827	57,763
La Mesa-Spring Valley Schools	200	4.5	22,073	52,038
Alpine USD *	185	7.5	49,232	101,282
Bonsall USD *	183	7.5	51,016	100,110
Borrego Springs USD *	186	5	18,870	30,997
Chula Vista ESD	185	7 / 8	30,216.05 / 34,530.25	43,595.25 / 49,822.35
Del Mar USD *	188	8	30,468	49,306
Encinitas USD *	185	7.5	45,858	121,065
Escondido USD *	185	8	32,563	46,188
Fallbrook Union ESD	238	8	41,393	55,311
Lemon Grove SD	185	7.5	30,717	54,252
NATIONAL SD	181	6	3775111	4149885
Oceanside USD	185	7.5	33,776	56,759
Poway USD	186/222	7	45,170	61,879
SDCOE	184	7.5	30,160	44,329
San Diego USD	228	8	37,454	61,383
San Marcos USD	184	7.5	43,129	112,333
San Ysidro SD	186	3.5 - 6.5	29,916	49,226
Santee SD	185	6.5	34,193	40,179
South Bay USD	185	7	30,370	45,776
Warner USD	200	8	32,780	47,040

MILITARY SCIENCE - JROTC/ROTC

District	Rate
Escondido Union High School	60,539, 202 days
Coronado USD	47,981, 186 days
Grossmont Union HSD	54,180, 195 days
Oceanside USD	No schedule based on MIP
Poway USD	244 days
Ramona USD	260 days
San Diego USD	47,646, 184 days
San Marcos USD	43,129, 184 days
Sweetwater Union HSD	All ROTC Instructors shall be paid at the rate designated at the "minimum instructor pay" by their respective branch of the military. Per the Agreement between the military and the District, the District shall pay fifty percent (50%) of the salary and fifty percent (50%) shall be paid by the respective branch of the military.
Vista USD	52,075, 186 days

SUBSTITUTE TEACHERS

GENERAL EDUCATION

District	Daily Rate	Long-Term Daily Rate
Alpine USD	200	240
Bonsall USD	175	210
Borrego Springs USD	175	200
Cajon Valley	145 - 190	190 - 210
Cardiff SD	180	195
Carlsbad USD	250	280
Chula Vista ESD	200	283
Coronado USD	220	225
Del Mar USD	180	195
Encinitas USD	180	195
Escondido Union High School	180	200
Escondido USD	165	200
Fallbrook Union ESD	180 to 200	180 to 200
Grossmont Union HSD	180	190 (after 10 consecutive days) 205 (after 30 consecutive days)
Jamul-Dulzura USD	175	200
La Mesa-Spring Valley Schools	200	250
Lemon Grove SD	240	240
Mountain Empire USD	150	160
NATIONAL SD	18500	19500
Oceanside USD	185	185
Poway USD	180	200
Ramona USD	200	225
Rancho Santa Fe SD	180	195
San Diego USD	Level 1: 173.36 ; Level 2: 183.55	193.73
San Dieguito Union HSD	250 (temp COVID rate)	280 (temp COVID rate)
San Marcos USD	165	180
San Pasqual Union	150	165
San Ysidro SD	225 (285 effective 1/20/2022)	230 (295 effective 1/20/2022)
Santee SD	120	130
SDCOE	200	215
South Bay USD	280 (COVID) 125 REG	280 (COVID) 125 REG
Sweetwater Union HSD	240 (6 Periods w/o Prep; Certificated Substitute Pay Rate Increase for the Period of 1/1/2022 thru 6/30/2022)	250 (6 Periods w/o Prep; Certificated Substitute Pay Rate Increase for the Period of 1/1/2022 thru 6/30/2022)
Vista USD	200 (21-22 only)	200 (21-22 only)
Warner USD	190	190

SUBSTITUTE TEACHERS (continued)

SPECIAL EDUCATION

District	Daily Rate	Long-Term Daily Rate
Cajon Valley	165 - 200	210 - 220
Escondido Union High School	180	200
La Mesa-Spring Valley Schools	210	260
San Pasqual Union	150	165
Alpine USD	200	240
Bonsall USD	175	210
Borrego Springs USD	175	200
Cardiff SD	180	195
Carlsbad USD	280	280
Chula Vista ESD	200	283
Coronado USD	200	225
Del Mar USD	180	195
Encinitas USD	180	195
Escondido USD	165	200
Fallbrook Union ESD	180 to 200	180 to 200
Grossmont Union HSD	180	190 (after 10 consecutive days) 205 (after 30 consecutive days)
Jamul-Dulzura USD	175	200
Lemon Grove SD	240	240
Mountain Empire USD	150	160
NATIONAL SD	19500	19500
Oceanside USD	185	185
Poway USD	180	200
Ramona USD	200	225
Rancho Santa Fe SD	180	195
SDCOE	205	215
San Diego USD	Level 1: 173.36 ; Level 2: 183.55	193.73
San Dieguito Union HSD	250 (temp COVID rate)	280 (temp COVID rate)
San Marcos USD	165	180
San Ysidro SD	225 (285 effective 1/20/2022)	230 (295 effective 1/20/2022)
Santee SD	130	140
South Bay USD	280 (COVID) 125 REG	280 (COVID) 125 REG
Sweetwater Union HSD	240 (6 Periods w/o Prep; Certificated Substitute Pay Rate Increase for the Period of 1/1/2022 thru 6/30/2022)	250 (6 Periods w/o Prep; Certificated Substitute Pay Rate Increase for the Period of 1/1/2022 thru 6/30/2022)
Vista USD	200 (21-22 only)	200 (21-22 only)
Warner USD	190	190

COMMON HIGH SCHOOL EXTRA CURRICULAR ASSIGNMENTS

District	Dean	Head Counselor	Curriculum Specialist	Athletic Director	Varsity Coach	Junior Varsity Coach
Bonsall USD				\$2,300	\$2,300	\$2,000
Borrego Springs USD			\$5,000	\$6,250	\$3,500	\$1,800
Carlsbad USD				\$5,086	range \$4323 - \$3306	range \$4323- \$3306
Coronado USD					\$6,270	\$3,762
Escondido Union High School		Varies - \$1399-\$2098 annually		Ranges from \$4576 (1-3 yrs) - \$5661 (26+ yrs)	Varies by sport - Ranges from \$3849 (1-3 yrs) - \$5661 (26+ yrs)	Varies by sport - Ranges from \$3122 (1-3 yrs) - \$4934 (26+ yrs)
Escondido Union SD						
Grossmont Union HSD				Min:(1-3 Yrs) \$2,861 Max:(10+ Yrs) \$5,149	Min:(1-3 Yrs) \$4,005 Max:(10+ Yrs) \$6,293	Min:(1-3 Yrs) \$2,861 Max:(10+ Yrs) \$5,149
Mountain Empire USD				2290 - 3665 dependent on yrs of service in that area	2790 - 4165 dependent on yrs of service in that area	2223 - 3249 dependent on yrs of service in that area
Oceanside USD	School Based Coordinator \$5395		School Based Coordinator \$5395	\$8,376	\$3,674	\$3,274
Poway USD				6317 - 9107	3643 - 9107	3643 - 9107
Ramona USD				\$3,923	\$3,335	\$2,746
SDCOE		\$4,440		\$4,560		\$1,728
San Diego USD		Class I = 3590 Annual; Class II = 4760 Annual				
San Dieguito Union HSD				4486 - 6634 based on years of experience	football: 4261 - 6377; all other 4126 - 5782 based on years of experience	3165 - 4430 based on years of experience
San Marcos USD		2989-4102 depending on years of service		15% of base salary	(Head) 5072-4925 Depending on sport and years of service	(Head) 3682-4102 Depending on sport and years of service
San Ysidro SD					1500 (Middle School)	800 (Elementary)
Sweetwater Union HSD		5011.70 (High School)	44.55 (Hourly)	\$3,418	5432 (Basketball)	3833 (Basketball)
Vista USD	20% 10,415			15% 7,811	10% 5,207 Football 12% 6,249	9% 4,686
Warner USD				\$7,372	\$3,798	\$1,787

COMMON HIGH SCHOOL EXTRA CURRICULAR ASSIGNMENTS (continued)

District	ASB Advisor	Band Director	Academic Decathlon Advisor	Cheer Advisor	Yearbook Advisor	Speech/Debate Advisor
Bonsall USD	\$2,000	\$1,500			\$1,000	
Borrego Springs USD	\$4,000			\$2,250		
Carlsbad USD	HS \$5086, MS \$2543	\$5,086	HS \$3815, MS \$2543	\$3,815	HS \$3815, MS \$2543	\$3,815
Coronado USD	\$7,524	\$3,135	\$1,254	\$1,254	\$3,135	\$1,254
Escondido Union High School	Ranges from \$4576 (1-3 yrs) - \$5661 (26+ yrs)	Ranges from \$4210 (1-3 yrs) - \$5295 (26+ yrs)	Ranges from \$4210 (1-3 yrs) - \$5295 (26+ yrs)	Ranges from \$4210 (1-3 yrs) - \$5295 (26+ yrs)	Ranges from \$3849 (1-3 yrs) - \$4934 (26+ yrs)	Ranges from \$3122 (1-3 yrs) - \$4207 (26+ yrs)
Escondido Union SD	\$1,500	\$1,500				
Grossmont Union HSD	Min:(1-3 Yrs) \$4,577 Max:(10+ Yrs) \$6,865	Min:(1-3 Yrs) \$4,577 Max:(10+ Yrs) \$6,865	Min:(1-3 Yrs) \$1,716 Max:(10+ Yrs) \$4,005	Min:(1-3 Yrs) \$2,288 Max:(10+ Yrs) \$4,577	Min:(1-3 Yrs) \$1,716 Max:(10+ Yrs) \$4,005	Min:(1-3 Yrs) \$2,288 Max:(10+ Yrs) \$4,577
Jamul-Dulzura Union SD	\$1,000				\$1,000	
Lemon Grove SD	\$1,984	\$1,984				
Mountain Empire USD	2790 - 4165 dependent on yrs of service in that area			720 - 1153 per term, dependent on yrs of service in that area	2790 - 4165 per term, dependent on yrs of service in that area	
Oceanside USD	\$4,188	\$4,188	\$3,274	\$3,674	\$2,478	\$3,674
Poway USD	9300 - 19764	6200 - 13176	2713 - 5425	2713 - 5425	2713 - 5425	2713 - 5425
Ramona USD	\$3,923	\$3,923		\$1,569	\$2,746	
SDCOE	\$3,600			\$2,520	\$3,600	
San Dieguito Union HSD	4866 - 6634 HS; 3647 4961 MS; based on years of experience	2189 - 3359, based on years of experience	3647 - 4961 based on years of experience	3647 - 4961 based on years of experience	2675 - 3393 (with a regular class) based on years of experience	3647 - 4961 based on years of experience
San Marcos USD	15% of base salary	5072-6599 Depending on years of service	2989-4102 Depending on years of service	(Varsity) 3682-4925 Depending on years of service	4378-5775 Depending on years of service	3682-4925 Depending on years of service
San Ysidro SD	\$1,500	\$1,500				
Sweetwater Union HSD	266.91 (Daily)	5432 (Marching Band)	\$3,350	\$3,077	\$3,568	\$3,568
Vista USD	15% 7,811	12% 6,249	5% 2,603	9% 4,686	9% 4,686	9% 4,686
Warner USD	\$7,372				\$1,787	

**MAXIMUM ANNUAL DISTRICT
CONTRIBUTION TO INSURANCE BENEFIT**

District	Maximum Annual Contribution
Alpine USD	12,000
Bonsall USD	No response
Borrego Springs USD	2,065
Cajon Valley	18,932
Cardiff SD	8,592
Carlsbad USD	21,306
Chula Vista ESD	14,000
Coronado USD	20,450
Del Mar USD	11,000
Encinitas USD	11,160
Escondido Union High School	23,117
Escondido USD	14,073
Fallbrook Union ESD	20,046
Grossmont Union HSD	14,062
Jamul-Dulzura USD	8,207
La Mesa-Spring Valley Schools	9,781
Lemon Grove SD	8,000
Mountain Empire USD	18,402
NATIONAL SD	15,280
Oceanside USD	27,291
Poway USD	24,128
Ramona USD	8,319
Rancho Santa Fe SD	11,400
SDCOE	19,323
San Diego USD	37,523
San Dieguito Union HSD	4,062
San Marcos USD	20,851
San Pasqual Union	10,057
San Ysidro SD	9,500
Santee SD	9,000
South Bay USD	14,000
Sweetwater Union HSD	14,130
Vista USD	11,700
Warner USD	11,072