

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX B-1 CERTIFICATED SALARY SCHEDULE ‘A’ 2022-2023

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-1

**CERTIFICATED SALARY SCHEDULE "A"
184 Day Work Year
2022-2023**

	A	B	C	D
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	57,630	60,377	63,121	65,868
2	60,515	63,398	66,275	69,155
3	63,398	66,413	69,429	72,454
4	66,275	69,429	72,585	75,747
5	69,154	72,449	75,741	79,042
6	72,038	75,468	78,897	82,334
7	74,921	78,485	82,053	85,633
8	77,798	81,501	85,205	88,924
9	80,682	84,523	88,363	92,219
10	83,562	87,538	91,515	95,515
11			94,672	98,809
12			97,827	102,099
13				105,394
16*				110,506
19*				115,866
22*				121,486
25*				128,228

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX B-2 CERTIFICATED SALARY SCHEDULE 'B' 2022-2023

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT **Appendix B-2**

**CERTIFICATED SALARY SCHEDULE "B"
184 Day Work Year
2022-2023**

	A	B				
STEP	BA	BA + 15				
1	54,892	54,892				
2	54,892	54,892				
3	54,892	54,892				
4	54,892	57,630				
5		60,515				
6		63,539				
7		66,717				
8		70,055				
9						
10						
11						
12						
13						
16*						
19*						
22*						
25*						

A teacher assigned to a "B" schedule holds either out of state credentials, emergency permits, waivers, or are intern program participants.

Effective 07/01/2022 - 6.26% salary increase

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

**APPENDIX B-3 COUNSELOR/LIBRARIAN/BEH HEALTH SUPP SPEC SALARY
SCHEDULE 2022-2023**

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-3

**COUNSELOR/LIBRARIAN/BEHAVIORAL HEALTH SUPPORT SPECIALIST SALARY SCHEDULE
194 Day Work Year
2022-2023**

	A	B	C	D
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	60,730	63,624	66,515	69,409
2	63,767	66,808	69,843	72,875
3	66,808	69,985	73,163	76,352
4	69,843	73,163	76,486	79,820
5	72,872	76,346	79,813	83,292
6	75,913	79,525	83,139	86,768
7	78,945	82,704	86,463	90,235
8	81,987	85,880	89,788	93,704
9	85,025	89,068	93,115	97,175
10	88,054	92,244	96,432	100,646
11			99,765	104,120
12			103,087	107,590
13				111,061
16*				116,448
19*				122,096
22*				128,018
25*				135,123

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

**APPENDIX B-4 PSYCHOLOGIST/LIC.CLIN.SOC.WRKR/BEHAV.ANALYST
SALARY SCHEDULE 2022-2023**

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-4

**PSYCHOLOGIST/LICENSED CLINICAL SOCIAL WORKER/BEHAVIOR ANALYST
SALARY SCHEDULE
189 Day Work Year
2022-2023**

	A	B	C	D
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	68,262	71,516	74,752	78,007
2	71,367	74,771	78,153	81,553
3	74,473	78,024	81,553	85,103
4	77,876	81,592	85,282	88,992
5	80,730	84,577	88,406	92,253
6	83,757	87,750	91,720	95,712
7	86,861	91,001	95,121	99,261
8	89,964	94,254	98,520	102,809
9	93,055	97,492	101,903	106,338
10	96,175	100,761	105,322	109,906
11			108,687	113,414
12			112,087	116,965
13				120,513
16*				126,357
19*				132,485
22*				138,911
25*				146,621

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX B-5 LEAD NURSE CERTIFICATED SALARY SCHEDULE 2022-2023

Appendix B-5

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE - LEAD NURSE
194 Day Work Year
2022-2023**

	A	B	C	D
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	63,894	66,938	69,982	73,027
2	67,093	70,290	73,482	76,671
3	70,290	73,632	76,977	80,330
4	73,482	76,977	80,476	83,979
5	76,671	80,322	83,975	87,635
6	79,869	83,671	87,472	91,285
7	83,065	87,016	90,971	94,941
8	86,257	90,361	94,466	98,590
9	89,453	93,711	97,967	102,242
10	92,643	97,052	101,463	105,897
11			104,962	109,549
12			108,460	113,197
13				116,851
16*				122,519
19*				128,461
22*				134,691
25*				142,166

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

APPENDIX B-6 HEALTH AND WELFARE BENEFITS INFORMATION



**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
 CERTIFICATED HEALTH AND WELFARE BENEFITS INFORMATION
 2022-2023 ANNUAL INSURANCE RATES**

- 1. Life Insurance \$25,000**
 Full-time Employee \$39.12

- 2. Delta Dental & VSP Vision Insurance**
 Full-time Employee, including dependents \$1,302.00

- Delta Dental w/ Orthodontia & VSP Vision Insurance** \$1,681.20
 Full-time Employee, including dependents

- 3. Medical Insurance**
 Full-time Employee, including dependents

Plan Options	Medical/Dental/Vision Monthly District Contribution	Medical/Dental/Vision** Monthly*** Full Time Employee Cost
SISC - PPO 40464A	\$937.25	\$748.25
SISC - PPO 40464B	\$937.25	\$237.25
SISC - PPO 40464C	\$937.25	\$517.25
SISC – HAS-A	\$937.25	\$380.25
SISC - HMO 57AHCA	\$937.25	\$541.25
SISC – KAISER	\$937.25	\$588.25
SISC – Anchor Bronze (EE only)*	\$615.00	\$0.00
SISC - Anchor Bronze (EE + Child(ren))*	\$937.25	\$28.75
Total Annual District Contribution	\$11,247.00	

*Anchor Bronze plans exclude dental/vision coverage and spouse/registered domestic partner.
 **Assumes Delta Dental coverage without Orthodontia
 ***Anticipated rate increase effective 10/1/2022.

APPENDIX B-7 ROTC SALARY SCHEDULE 2022-2023

Appendix B-7

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE - ROTC
194 Day Work Year
2022-2023

Salary for each ROTC teacher will be calculated by MIP x 1.108. TVUSD will adjust the salary based on notification by the Federal Government of a change in a specific teacher's MIP.

TVHS	ROTC Teacher 1	
	ROTC Teacher 2	
CHS	ROTC Teacher 1	
	ROTC Teacher 2	
GOHS	ROTC Teacher 1	
	ROTC Teacher 2	
	ROTC Teacher 3	

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX B-8 SPEECH & LANGUAGE PATHOLOGIST SALARY SCHEDULE 2022-2023

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-8

**SPEECH & LANGUAGE PATHOLOGIST SALARY SCHEDULE
184 Day Work Year
2022-2023**

	A	B	C	D
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	61,733	64,535	67,332	70,134
2	64,674	67,614	70,549	73,484
3	67,614	70,687	73,764	76,849
4	70,549	73,764	76,983	80,205
5	73,482	76,841	80,199	83,563
6	76,423	79,921	83,416	86,921
7	79,361	82,996	86,634	90,284
8	82,297	86,072	89,847	93,638
9	85,238	89,152	93,068	96,997
10	88,173	92,226	96,282	100,358
11			99,500	103,717
12			102,715	107,072
13				110,432
16*				115,787
19*				121,403
22*				127,291
25*				134,356

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024

APPENDIX B-9 CAREER TECHNICAL EDUCATION SALARY SCHEDULE 2022-2023

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-9

CAREER TECHNICAL EDUCATION SALARY SCHEDULE
184 Day Work Year
2022-2023

	A	B	C	D	E	F
STEP	Designated Subject Credential (DSC)	DSC + 15	DSC + 30	Master of Field (MoF) or DSC + 45	Master of Field (MoF) + 15 or DSC + 60	Master of Field (MoF) + 30 or DSC + 75 w/MoF
1	55,491	55,491	57,630	60,377	63,121	65,868
2	55,491	55,491	60,515	63,398	66,275	69,155
3	55,491	55,491	63,398	66,413	69,429	72,454
4	55,491	57,630	66,275	69,429	72,585	75,747
5		60,515	69,154	72,449	75,741	79,042
6		63,539	72,038	75,468	78,897	82,334
7		66,717	74,921	78,485	82,053	85,633
8		70,055	77,798	81,501	85,205	88,924
9			80,682	84,523	88,363	92,219
10			83,562	87,538	91,515	95,515
11					94,672	98,809
12					97,827	102,099
13						105,394
16*						110,506
19*						115,866
22*						121,486
25*						128,228

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

Effective 07/01/2022 - 6.26% salary increase

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX C-1 STIPEND SCHEDULE 2022-2023

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
2022-2023

App. C-1 (Page 1 of 2)
Eff. 7/1/2022

APPENDIX C-1: SPORTS STIPENDS Stipend/Extra Duty Base: \$ 57,630

HIGH SCHOOL ATHLETIC STIPENDS																
SPORT		VARSITY COACH			Jr. VARSITY COACH			FROSH COACH			Jr. VARSITY RESERVE COACH			ASSISTANT COACH		
		# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND
BASEBALL	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882						
BASKETBALL	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882						
	GIRLS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882						
COMPETITIVE CHEER	GIRLS	1	8%	\$ 4,610												
CROSS COUNTRY	BOYS	1	7%	\$ 4,034												
	GIRLS	1	7%	\$ 4,034												
FIELD HOCKEY	GIRLS	1	7%	\$ 4,034	1	5%	\$ 2,882									
FOOTBALL	BOYS	1	10%	\$ 5,763	1	6%	\$ 3,458	1	6%	\$ 3,458				7	6%	\$ 3,458
	GIRLS										1	3%	\$ 1,729			
GOLF	BOYS	1	6%	\$ 3,458												
	GIRLS	1	6%	\$ 3,458	1	4%	\$ 2,305									
LACROSSE	BOYS	1	7%	\$ 4,034	1	5%	\$ 2,882									
	GIRLS	1	7%	\$ 4,034	1	5%	\$ 2,882									
SOCCER	BOYS	1	7%	\$ 4,034	1	5%	\$ 2,882									
	GIRLS	1	7%	\$ 4,034	1	5%	\$ 2,882	1	4%	\$ 2,305	1	4%	\$ 2,305			
SOFTBALL	GIRLS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882						
SWIMMING	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458									
	GIRLS	1	8%	\$ 4,610	1	6%	\$ 3,458									
TENNIS	BOYS	1	7%	\$ 4,034	1	5%	\$ 2,882									
	GIRLS	1	7%	\$ 4,034	1	5%	\$ 2,882									
TRACK	BOYS	1	8%	\$ 4,610										1	6%	\$ 3,458
	GIRLS	1	8%	\$ 4,610										1	6%	\$ 3,458
VOLLEYBALL	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458									
	GIRLS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882	1	4%	\$ 2,305			
WATER POLO	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458									
	GIRLS	1	8%	\$ 4,610	1	6%	\$ 3,458				1	4%	\$ 2,305			
WRESTLING	BOYS	1	8%	\$ 4,610	1	6%	\$ 3,458	1	5%	\$ 2,882						
	GIRLS	1	4%	\$ 2,305												
ATHLETIC TRAINER	ALL	3	8%	\$ 4,610												
SCHOOL DISCRETION	ANY	6		\$ 500												

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
2022-2023

App. C-1 (Page 2 of 2)
Eff. 7/1/2022

APPENDIX C-1: SPORTS STIPENDS

MIDDLE SCHOOLS													
	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND										
ANY INTRAMURAL	1	5%	\$ 2,882										

ATHLETIC EVENT SUPPORT POSITIONS				
SPORT	ACTIVITY	POSITION	STIPEND PER EVENT	MAXIMUM EVENTS
FOOTBALL, BASKETBALL, WRESTLING	VARSDITY	ANNOUNCER	\$17	25
FOOTBALL	JR. VARSITY & FRESHMAN	TIMER	\$12	25
BASKETBALL	ALL	TIMER	\$12	25
WRESTLING	ALL	TIMER	\$12	10
TRACK		TIMER/JUDGE	\$12	5
SWIMMING		TIMER/JUDGE	\$12	5

HIGH SCHOOL C.I.F. PLAYOFFS - Extension Team competitions: 10% of sport compensation paid per week (also for individual sports). District to determine the number of coaches to accompany players to CIF playoffs.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

APPENDIX C-2 EXTRA DUTY STIPEND SCHEDULE 2022-2023

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
2022-23

App. C-2 (Page 1 of 2)
Eff. 7/1/2022

APPENDIX C-2: EXTRA-DUTY STIPENDS

Stipend/Extra Duty Base: \$57,630

ELEMENTARY				
ACTIVITY	POSITION	NUMBER OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND
YEARBOOK	ADVISOR	1	3.75%	\$2,161
STUDENT COUNCIL	ADVISOR	1	3.75%	\$2,161
SCHOOL DISCRETION	ANY	1	4.00%	\$2,305
COMBO CLASS	Each Teacher		4.50%	\$2,593

MIDDLE SCHOOL				
Visual and Performing Arts Stipends (VAPA)				
BAND	DIRECTOR	1	4%	\$2,305
CHORUS	DIRECTOR	1	4%	\$2,305
VAPA	DIRECTOR	1	4%	\$2,305
Other Stipends				
YEARBOOK	ADVISOR	1	5%	\$2,882
A.S.B.	ADVISOR	1	5%	\$2,882
SCIENCE OLYMPIAD	ADVISOR	1	3%	\$1,729

ALTERNATIVE HIGH SCHOOL				
YEARBOOK	ADVISOR	1	2.50%	\$1,441
STUDENT COUNCIL	ADVISOR	1	1.25%	\$720
*LEAD TEACHER - NHS, TAVS, EXCELSIOR			\$54.69 PER SECTION PLUS \$703.28	

OTHER ASSIGNMENTS			
DESCRIPTION	BASIS OF PAY	AMOUNT	
SPEECH & LANGUAGE PATHOLOGIST CLINICAL FIELDWORK YEAR SUPERVISOR	ANNUAL	\$1,000	
SPEECH AND LANGUAGE PATHOLOGIST INTERN SUPERVISOR	PER SEMESTER	\$500	
INTERN SUPPORT PROVIDER FIELDWORK YEAR SUPERVISOR	ANNUAL	\$1,500	
*NEW TEACHER ORIENTATION	HOUR	\$42	
STAFF/CURRICULUM DEVELOPMENT	HOUR	\$50	
DIRECT STUDENT INSTRUCTION	HOUR	Per Diem Hourly Rate	
SUMMER SCHOOL and AFTER SCHOOL INSTRUCTION	HOUR		
*HOME TEACHING	HOUR	\$60.49	
DISTRICT STAFF TRAINERS	HOUR	\$70	NON-CONTRACT DAYS
	HOUR	\$35	CONTRACT DAYS

*Indexed to compensation percent increases

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2021 – JUNE 30, 2024**

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
2022-23

App. C-2 (Page 2 of 2)
Eff. 7/1/2022

APPENDIX C-2: EXTRA-DUTY STIPENDS

HIGH SCHOOL				
ACTIVITY	POSITION	NUMBER OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND
PEP and Band Stipends				
PEP - VARSITY/FALL	COACH	1	6%	\$3,458
PEP - VARSITY/WINTER	COACH	1	6%	\$3,458
PEP - JR. VARSITY/FALL	COACH	1	5%	\$2,882
PEP - JR. VARSITY/WINTER	COACH	1	5%	\$2,882
PEP - FRESHMAN/FALL	COACH	1	4%	\$2,305
PEP - FRESHMAN/WINTER	COACH	1	4%	\$2,305
BAND - MARCHING	DIRECTOR	1	10%	\$5,763
BAND - MARCHING	ASSISTANTS	3	6%	\$3,458
Academic Stipends				
ACADEMIC DECATHLON	COACH	1	7%	\$4,034
MOCK TRIAL	COACH	1	7%	\$4,034
SCIENCE OLYMPIAD	COACH	1	7%	\$4,034
Visual and Performing Arts Stipends (VAPA)				
CHORUS	DIRECTOR	1	8%	\$4,610
DRAMA	DIRECTOR	1	8%	\$4,610
DANCE	DIRECTOR	1	8%	\$4,610
Other Stipends				
HIGH SCHOOL ACTIVITIES	DIRECTOR	1	12%	\$6,916
NEWSPAPER	ADVISOR	1	5.5%	\$3,170
YEARBOOK	ADVISOR	1	6%	\$3,458
*H.S. DEPARTMENT	CHAIR		\$54.69 PER SECTION PLUS \$703.28	
CLASS ADVISORS	SENIOR	1		\$255
CLASS ADVISORS	JUNIOR	1		\$255
CLASS ADVISORS	SOPHOMORE	1		\$255
CLASS ADVISORS	FRESHMAN	1		\$255

*Indexed to compensation percent increases