

June 3, 2024 Proposed Summary of Salary Adjustments and Look Back

Lookback Agreement - Parties agree to a one time, off schedule, 2023-2024 salary-based 2% increase for all members (DTA, CSEA and Unrepresented including Confidential, Supervisory, Management and Adult Education)

Note that there is a 2% one time off schedule as well as adjustments to the below listed salary schedules

pdf Versions

2024-25 [MVLA Certificated Salary Schedule](#) CHANGED

Proposed [MGMT Salary Schedule](#) CHANGED

Proposed [Classified Salary Schedule](#) CHANGED

Proposed [Confidential Salary Schedule](#) CHANGED

Proposed [Supervisory Salary Schedule \(Monthly/Hourly\)](#) CHANGED

Proposed [Therapist Salary Schedule \(Monthly/Hourly\)](#) CHANGED

Proposed [Adult Ed Salary Schedule](#) CHANGED

Google Sheet Links

[2024-25 MVLA Certificated Salary Schedule](#)

[Proposed MGMT Salary Schedule](#)

[Proposed Classified Salary Schedule](#)

[Proposed Confidential Salary Schedule](#)

[Proposed Supervisory Salary Schedule \(Monthly/Hourly\)](#)

[Proposed Therapist Salary Schedule \(Monthly/Hourly\)](#)

[Proposed Adult Ed Salary Schedule](#)

2024-25 Management Salary Schedule											
Range	CLASSIFICATION			STEP			PROPOSED	Work	Holidays	Vacation	Service
		A	B	C	D	E	F	Days	Days	Days	Days
1	Associate Superintendent	\$242,435	\$250,436	\$258,775	\$267,392	\$276,297	\$285,498.56 3.33%	261	18	24	219
2	Principals/Director Adult Education/ Director Student Serv. & Equity	\$235,310	\$242,628	\$250,174	\$257,954	\$265,977	\$274,249.53 3.11%	261	18	24	219
3	Special Ed. Administrator, Director of Alternative Programs/Principal of AVHS and SS	\$223,425	\$230,373	\$237,539	\$244,926	\$252,543	\$260,396.88 3.11%	261	18	24	219
4	Assistant Principal, Asst Dir Adult Ed, Community Outreach Specialist, Director of Information Services, Director of Fiscal Services, Student Services Coord., District Wellness Coordinator	\$211,541	\$218,120	\$224,904	\$231,898	\$239,110	\$246,546.29 3.11%	261	18	24	219
	Masters Degree \$3,178										
	National Board Certification \$3,178										
	Doctorate \$5085										
	Pending Board Approval										
	June 3, 2024										

CLASSIFICATION	RANGE	2024-25 CSEA Salary Schedule - Hourly						PROPOSED
		RANGE	STEP A	B	C	D	E	
OFFICE AND CLERICAL		25	\$28.16	\$29.53	\$30.98	\$32.52	\$34.11	\$35.78
Accounting Technician I	43	26	\$28.89	\$30.23	\$31.70	\$33.29	\$34.89	\$36.57
Accounting Technician II	45	27	\$29.53	\$30.98	\$32.52	\$34.11	\$35.74	\$37.45
Accounting Technician III	47	28	\$30.25	\$31.72	\$33.29	\$34.91	\$36.56	\$38.29
Accountant	49	29	\$31.00	\$32.56	\$34.13	\$35.74	\$37.50	\$39.35
Attendance Clerk	37	30	\$31.76	\$33.31	\$34.91	\$36.60	\$38.41	\$40.31
Bilingual Secretary	39	31	\$32.56	\$34.13	\$35.80	\$37.54	\$39.39	\$41.33
Bilingual Community Liaison	37	32	\$33.31	\$34.97	\$36.64	\$38.43	\$40.38	\$42.43
Clerk Typist	33	33	\$34.15	\$35.82	\$37.62	\$39.41	\$41.32	\$43.32
Counseling Secretary	38	34	\$34.97	\$36.72	\$38.45	\$40.40	\$42.32	\$44.33
Delivery Driver/Clerk	37	35	\$35.82	\$37.62	\$39.43	\$41.34	\$43.37	\$45.50
Night Clerk	37	36	\$36.74	\$38.49	\$40.42	\$42.32	\$44.41	\$46.60
Payroll/Benefits Technician	47	37	\$37.64	\$39.43	\$41.38	\$43.37	\$45.56	\$47.86
Personnel Technician	47	38	\$38.51	\$40.46	\$42.38	\$44.43	\$46.62	\$48.92
Personnel Technician II	49	39	\$39.47	\$41.38	\$43.39	\$45.60	\$47.83	\$50.17
Program Support Specialist	43	40	\$40.46	\$42.44	\$44.49	\$46.68	\$48.97	\$51.37
Program Technician	47	41	\$41.40	\$43.45	\$45.60	\$47.85	\$50.22	\$52.71
Program Technician II	49	42	\$42.48	\$44.47	\$46.70	\$48.99	\$51.40	\$53.93
Receptionist	31	43	\$43.49	\$45.62	\$47.85	\$50.26	\$52.71	\$55.28
Registrar	40	44	\$44.51	\$46.76	\$49.03	\$51.42	\$54.01	\$56.73
School Bookkeeper	40	45	\$45.62	\$47.89	\$50.28	\$52.73	\$55.32	\$58.04
Senior Office Assistant	37	46	\$46.78	\$49.03	\$51.44	\$54.03	\$56.64	\$59.38
Staff Secretary	38	47	\$47.91	\$50.30	\$52.75	\$55.34	\$58.07	\$60.93
Senior Staff Secretary	41	48	\$49.07	\$51.50	\$54.03	\$56.66	\$59.45	\$62.38
		49	\$50.34	\$52.79	\$55.36	\$58.11	\$60.92	\$63.87
INSTRUCTION AND SERVICES		50	\$51.58	\$54.05	\$56.70	\$59.47	\$62.47	\$65.62
Assessment Coordinator	41	51	\$52.79	\$55.42	\$58.85	\$60.94	\$63.97	\$67.15
Athletic Trainer	44	52	\$54.11	\$56.72	\$59.49	\$62.51	\$65.58	\$68.80
College Career Center Coordinator	45	53	\$55.46	\$58.19	\$60.98	\$63.99	\$67.15	\$70.47
Computer Support Specialist	47	54	\$56.76	\$59.56	\$62.53	\$65.60	\$68.83	\$72.22
Data Systems Specialist	47	55	\$58.23	\$61.00	\$64.01	\$67.19	\$70.52	\$74.02
District Technology Trainer	50	56	\$59.60	\$62.55	\$65.82	\$68.91	\$72.33	\$75.92
Educational Interpreter	37	57	\$61.06	\$64.11	\$67.21	\$70.56	\$74.12	\$77.86
Instructional Assistant	38	58	\$62.59	\$65.66	\$68.95	\$72.35	\$75.88	\$79.58
Instructional Assistant One-on-One	38	59	\$64.13	\$67.29	\$70.58	\$74.18	\$77.79	\$81.58
Instructional Assistant Child Care	36	60	\$65.68	\$68.97	\$72.39	\$75.92	\$79.74	\$83.75
Library Assistant	38							
Nursery Aide	28							
Publicity/Volunteer Coordinator	37							
Science Lab Technician	50							
Service Learning/Comm. Service Coord.	40							
Student Conduct Liaison	35							
Transition Program Coordinator	47							
Transition Specialist	40							
Tutorial Center Coordinator	41							
Workability Placement Specialist	43							
CAFETERIA								
Food Service Worker I	30							
Food Service Worker II	31							
Lead Food Service Worker	37							

CUSTODIAL SERVICES								
Bus Driver/Custodial	40							
Custodian	39							
Custodian/General Maintenance	41							
Lead Custodian	44							
GROUPS MAINTENANCE		2024-25 SALARY SCHEDULE MONTHLY						PROPOSED
		RANGE	A	B	C	D	E	F
Groundskeeper	40							
Senior Groundskeeper	44	25	\$4,901	\$5,138	\$5,390	\$5,659	\$5,935	\$6,224
		26	\$5,026	\$5,261	\$5,516	\$5,792	\$6,071	\$6,363
		27	\$5,138	\$5,390	\$5,659	\$5,935	\$6,218	\$6,514
MAINTENANCE								
Coordinator Operations & Transportation	47	28	\$5,264	\$5,519	\$5,792	\$6,075	\$6,361	\$6,660
School Facilities Coordinator	54	29	\$5,393	\$5,666	\$5,938	\$6,218	\$6,526	\$6,849
Lead Skilled Maintenance Worker	51	30	\$5,526	\$5,795	\$6,075	\$6,368	\$6,683	\$7,014
Skilled Maintenance Worker	47	31	\$5,666	\$5,938	\$6,229	\$6,533	\$6,854	\$7,191
		32	\$5,795	\$6,085	\$6,375	\$6,686	\$7,025	\$7,381
		33	\$5,942	\$6,232	\$6,547	\$6,858	\$7,190	\$7,538
		34	\$6,085	\$6,389	\$6,690	\$7,029	\$7,364	\$7,715
DEGREE STIPENDS:		35	\$6,232	\$6,547	\$6,861	\$7,193	\$7,546	\$7,916
		36	\$6,393	\$6,697	\$7,032	\$7,364	\$7,728	\$8,110
Bachelors \$1909		37	\$6,550	\$6,861	\$7,200	\$7,546	\$7,927	\$8,327
Masters \$3178		38	\$6,700	\$7,039	\$7,375	\$7,731	\$8,112	\$8,512
Doctorate \$5085		39	\$6,868	\$7,200	\$7,549	\$7,934	\$8,322	\$8,729
		40	\$7,039	\$7,385	\$7,742	\$8,123	\$8,521	\$8,939
		41	\$7,203	\$7,560	\$7,934	\$8,325	\$8,738	\$9,171
		42	\$7,392	\$7,738	\$8,126	\$8,524	\$8,944	\$9,385
		43	\$7,567	\$7,937	\$8,325	\$8,745	\$9,171	\$9,618
		44	\$7,745	\$8,137	\$8,531	\$8,947	\$9,398	\$9,872
		45	\$7,937	\$8,332	\$8,748	\$9,174	\$9,625	\$10,098
		46	\$8,140	\$8,531	\$8,951	\$9,402	\$9,856	\$10,332
		47	\$8,336	\$8,752	\$9,178	\$9,629	\$10,104	\$10,602
		48	\$8,538	\$8,961	\$9,402	\$9,859	\$10,345	\$10,855
		49	\$8,759	\$9,185	\$9,632	\$10,111	\$10,600	\$11,113
		50	\$8,975	\$9,405	\$9,866	\$10,349	\$10,869	\$11,415
		51	\$9,185	\$9,643	\$10,240	\$10,604	\$11,131	\$11,684
		52	\$9,416	\$9,870	\$10,352	\$10,876	\$11,411	\$11,972
		53	\$9,650	\$10,125	\$10,611	\$11,135	\$11,684	\$12,260
		54	\$9,877	\$10,363	\$10,880	\$11,414	\$11,977	\$12,568
		55	\$10,132	\$10,614	\$11,138	\$11,691	\$12,271	\$12,880
		56	\$10,370	\$10,883	\$11,453	\$11,991	\$12,585	\$13,208
		57	\$10,625	\$11,156	\$11,694	\$12,278	\$12,896	\$13,545
		58	\$10,890	\$11,425	\$11,998	\$12,589	\$13,204	\$13,849
		59	\$11,159	\$11,708	\$12,281	\$12,907	\$13,536	\$14,196
		60	\$11,428	\$12,002	\$12,596	\$13,211	\$13,875	\$14,572
<i>Pending Board Approval</i>								
<i>June 3, 2024</i>								

CLASSIFICATION			2024-25 THERAPIST SALARY SCHEDULE Hourly/Monthly (Classified)						
Range	Hourly	Work Days	8 HOURS EACH DAY 186 Days						
			RANGE	A	B	C	D	E	F
16	Therapist	186	16	\$90.32	\$94.78	\$99.49	\$104.50	\$109.60	\$114.95
Range	Monthly								
16	Therapist		16	\$13,440	\$14,102	\$14,804	\$15,548	\$16,308	\$17,105
Pending Board Approval - June 3, 2024				Master's Degree - \$3,178/year Doctorate - \$5,085/year Out of class/Bilingual stipend - \$3000/year					

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Pending Board Approval - June 3, 2024				Master's Degree - \$3,178/year Doctorate - \$5,085/year Out of class/Bilingual stipend - \$3000/year					

2024-25 Adult Ed Salary Schedule							
Certificated Hourly Teachers	Step I	Step II (9 Qtrs)	Step III (15 Qtrs)	Step IV (25 Qtrs)	Step V (36 Qtrs)	Proposed Step VI	
	\$49.09	\$51.50	\$54.08	\$56.78	\$59.62	\$62.60	5% increase
Certificated Hourly Program Coordinators	Step I	Step II	Step III	Step IV	Step V	Step VI	
	\$57.73	\$59.18	\$60.69	\$62.15	\$63.65	\$65.19	2.4% increase
Non-Credentialed Teachers	Step I	Step II	Step III	Step IV	Step V	Step VI	
	\$44.38	\$44.38	\$44.38	\$44.38	\$44.38	\$44.38	
						\$46.60	5% increase
Non-Credentialed Coordinators	Step I	Step II	Step III	Step IV	Step V	Step VI	
	\$51.81	\$51.81	\$51.81	\$51.81	\$51.81	\$51.81	
						\$54.40	5% increase
Pending Board Approval							
June 3, 2024							

Range	CLASSIFICATION	2024-25 CONFIDENTIAL SALARY SCHEDULE--HOURLY							PROPOSED
		RANGE	STEP A	B	C	D	E	F	G (4.9 - 5.0%)
85	Executive Assistant	70	\$41.18	\$43.21	\$45.30	\$47.55	\$49.85	\$52.37	\$55.02
81	Administrative Assistant II	71	\$42.18	\$44.25	\$46.42	\$48.69	\$51.10	\$53.59	\$56.20
77	Administrative Assistant I	72	\$43.21	\$45.34	\$47.57	\$49.85	\$52.37	\$54.92	\$57.59
75	Office Manager	73	\$44.27	\$46.44	\$48.73	\$51.12	\$53.59	\$56.28	\$59.11
71	Administrative Secretary	74	\$45.34	\$47.61	\$49.89	\$52.41	\$54.98	\$57.67	\$60.49
		75	\$46.46	\$48.75	\$51.14	\$53.65	\$56.30	\$59.05	\$61.93
		76	\$47.61	\$49.93	\$52.43	\$55.00	\$57.69	\$60.54	\$63.53
		77	\$48.79	\$51.18	\$53.65	\$56.32	\$59.09	\$62.07	\$65.20
		78	\$49.93	\$52.45	\$55.04	\$57.73	\$60.58	\$63.57	\$66.71
		79	\$51.20	\$53.71	\$56.36	\$59.15	\$62.09	\$65.16	\$68.38
		80	\$52.49	\$55.06	\$57.77	\$60.62	\$63.61	\$66.72	\$69.98
		81	\$53.79	\$56.42	\$59.19	\$62.13	\$65.18	\$68.41	\$71.80
		82	\$55.10	\$57.81	\$60.64	\$63.63	\$66.74	\$70.08	\$73.59
		83	\$56.44	\$59.27	\$62.14	\$65.20	\$68.43	\$71.83	\$75.40
		84	\$57.87	\$60.68	\$63.65	\$66.81	\$70.10	\$73.59	\$77.25
		85	\$59.27	\$62.21	\$65.24	\$68.47	\$71.89	\$75.40	\$79.08
		86	\$60.70	\$63.73	\$66.87	\$70.16	\$73.65	\$77.27	\$81.07
		87	\$62.25	\$65.32	\$68.47	\$71.91	\$75.48	\$79.18	\$83.06
		88	\$63.75	\$66.93	\$70.18	\$73.67	\$77.33	\$81.14	\$85.14
		89	\$65.32	\$68.59	\$71.93	\$75.52	\$79.26	\$83.13	\$87.19
		90	\$66.93	\$70.30	\$73.67	\$77.37	\$81.23	\$85.22	\$89.41
		91	\$68.57	\$72.03	\$75.52	\$79.28	\$83.23	\$87.31	\$91.59
		92	\$70.30	\$73.79	\$77.37	\$81.25	\$85.26	\$89.48	\$93.91
		93	\$72.03	\$75.62	\$79.28	\$83.23	\$87.37	\$91.69	\$96.22
		94	\$73.79	\$77.51	\$81.25	\$85.34	\$89.56	\$93.96	\$98.58
		95	\$75.62	\$79.40	\$85.48	\$87.43	\$91.77	\$96.31	\$101.07
		2024 - 25 CONFIDENTIAL SALARY SCHEDULE--MONTHLY							PROPOSED
		RANGE	STEP A	B	C	D	E	F	G (4.9 - 5.0%)
		70	\$7,165	\$7,518	\$7,881	\$8,273	\$8,675	\$9,112	\$9,571
		71	\$7,340	\$7,700	\$8,077	\$8,472	\$8,891	\$9,325	\$9,780
		72	\$7,518	\$7,888	\$8,276	\$8,675	\$9,112	\$9,555	\$10,020
		73	\$7,703	\$8,081	\$8,479	\$8,895	\$9,325	\$9,793	\$10,284
		74	\$7,888	\$8,283	\$8,682	\$9,119	\$9,566	\$10,034	\$10,525
		75	\$8,084	\$8,483	\$8,898	\$9,335	\$9,796	\$10,275	\$10,777
		76	\$8,283	\$8,689	\$9,122	\$9,569	\$10,038	\$10,534	\$11,055
		77	\$8,489	\$8,905	\$9,335	\$9,800	\$10,282	\$10,799	\$11,342
	DEGREE STIPENDS:	78	\$8,689	\$9,126	\$9,576	\$10,045	\$10,541	\$11,061	\$11,607
		79	\$8,909	\$9,346	\$9,807	\$10,293	\$10,803	\$11,338	\$11,899
	Bachelors \$1909	80	\$9,132	\$9,580	\$10,052	\$10,548	\$11,068	\$11,610	\$12,179
	Masters \$3178	81	\$9,360	\$9,817	\$10,300	\$10,810	\$11,341	\$11,904	\$12,495
	Doctorate \$5085	82	\$9,587	\$10,059	\$10,551	\$11,072	\$11,614	\$12,194	\$12,803
		83	\$9,821	\$10,313	\$10,813	\$11,345	\$11,907	\$12,498	\$13,118
		84	\$10,069	\$10,558	\$11,075	\$11,624	\$12,197	\$12,805	\$13,443
		85	\$10,314	\$10,824	\$11,352	\$11,914	\$12,508	\$13,120	\$13,762
		86	\$10,562	\$11,089	\$11,635	\$12,208	\$12,816	\$13,445	\$14,105
		87	\$10,831	\$11,366	\$11,914	\$12,512	\$13,134	\$13,777	\$14,451
		88	\$11,093	\$11,645	\$12,211	\$12,819	\$13,455	\$14,119	\$14,816
		89	\$11,366	\$11,935	\$12,515	\$13,141	\$13,791	\$14,465	\$15,172
		90	\$11,645	\$12,232	\$12,819	\$13,462	\$14,133	\$14,829	\$15,559
		91	\$11,932	\$12,533	\$13,141	\$13,794	\$14,483	\$15,192	\$15,936
		92	\$12,232	\$12,840	\$13,462	\$14,137	\$14,836	\$15,569	\$16,338
		93	\$12,533	\$13,158	\$13,794	\$14,483	\$15,203	\$15,954	\$16,742
		94	\$12,840	\$13,487	\$14,137	\$14,850	\$15,583	\$16,349	\$17,153
		95	\$13,158	\$13,815	\$14,874	\$15,213	\$15,968	\$16,758	\$17,587
Pending Board Approval									
June 3, 2024									

MOUNTAIN VIEW LOS ALTOS HIGH SCHOOL DISTRICT

Certificated Salary Schedule 2024-25

Effective July 1, 2024

	A	B	C	D	E	
STEP	BA	BA +30	BA +45	BA +60	BA +75	L/T SUB RATE
1	101,947	101,947	101,947	103,649	109,508	\$548
2	101,947	101,947	103,649	109,508	115,374	
3	101,947	108,125	109,508	115,374	121,227	
4	101,947	115,374	121,227	127,083	132,938	
5	101,947	121,227	127,083	132,938	138,808	
6		127,083	132,938	138,808	144,658	
7		132,938	138,808	144,658	150,513	
8		138,808	144,658	150,513	156,461	
9		144,658	150,513	156,461	162,224	
10		150,513	156,461	162,224	167,934	
11			162,224	168,085	173,938	
12				173,938	179,794	
13				174,938	180,794	
14				175,938	181,794	
15				176,938	182,794	
16				177,938	183,794	
17				178,150	184,005	
18				179,150	185,005	
19				180,150	186,005	
20				181,150	187,005	
21				182,362	188,217	
22				183,362	189,217	
23				184,362	190,217	
24				185,362	191,217	
25				186,362	192,429	
26				187,362	193,429	
27				188,362	194,429	
28				189,362	195,429	
29				190,362	196,641	
30				191,362	197,641	
Masters Degree						3,178
National Board Certification						3,178
Doctorate						5,085

Board Approved - May 20, 2023