



## ECS Approved Salary Schedules

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Teacher, Counselor and Coordinator Salary Schedules				
YEAR	INTERN	PRELIM/CLEAR CREDENTIAL	MASTER'S (prelim/clear credential)	COORDINATOR/ COUNSELOR
1	\$64,264	\$67,410	\$70,219	\$77,389
2	\$65,388	\$68,758	\$71,623	\$78,921
3	\$65,388	\$70,133	\$73,056	\$80,483
4	\$65,388	\$71,536	\$74,517	\$86,786
5		\$72,967	\$76,007	\$88,411
6		\$74,426	\$77,527	\$90,069
7		\$75,915	\$79,078	\$91,761
8		\$77,433	\$80,659	\$93,486
9		\$78,982	\$82,743	\$95,246
10		\$80,561	\$85,636	\$97,042
11		\$82,978	\$87,102	\$99,787
12		\$85,467	\$89,029	\$102,616
13		\$88,031	\$91,699	\$105,530
14		\$89,352	\$93,075	\$107,031
15		\$90,692	\$94,471	\$108,554
16		\$92,053	\$95,888	\$110,100
17		\$93,894	\$97,649	\$110,884
18		\$96,119	\$100,124	\$111,675
19		\$98,762	\$102,877	\$112,471
20		\$101,478	\$105,707	\$113,273



## ECS Approved Salary Schedules

Paraeducator Salary Schedule (hourly)				
Year	HS degree	HS + Certificate/ Training BII	4 Year College degree	BA + Certificate/ Training BII
1	19.00	19.50	20.00	20.50
2	19.57	20.07	20.60	21.12
3	20.16	20.66	21.22	21.75
4	20.76	21.26	21.85	22.40
5	21.38	21.88	22.51	23.07
6	22.03	22.53	23.19	23.77
7	22.69	23.19	23.88	24.48

Campus Engineer & Office Manager Schedule (annually)	
Y1	64,480
Y2	66,414
Y3	68,407
Y4	70,459
Y5+	72,573
COLA beyond that stage	

Facilities Staff, Office Clerks/ Office Coordinator/ Culture Clerks (hourly)	
Y1	18.00
Y2	18.90
Y3	19.85
Y4	20.84
Y5+	21.88
COLA beyond that stage	

TA/ Office Assistant	
1	\$16.00
2	\$16.80
3	\$17.64
4	\$18.52
COLA beyond that stage	



## ECS Approved Salary Schedules

Principal Schedule										
	1	2	3	4	5	6	7	8	9	10
HS	\$125,832	\$128,978	\$132,202	\$135,508	\$138,895	\$142,368	\$145,927	\$149,575	\$153,314	\$157,147
MS	\$124,147	\$127,251	\$130,432	\$133,692	\$137,034	\$140,461	\$143,972	\$147,572	\$151,261	\$155,042

Assistant Principal Salary Schedule										
	1	2	3	4	5	6	7	8	9	10
HS	\$102,239	\$104,794	\$107,414	\$110,100	\$112,852	\$115,673	\$118,565	\$121,529	\$124,568	\$127,682
MS	\$98,868	\$101,340	\$103,873	\$106,470	\$109,132	\$111,860	\$114,657	\$117,523	\$120,461	\$123,473

Speech and Language Pathologist	
Year	SLP salary
1	\$88,000
2	\$90,640
3	\$93,359
4	\$96,160
5	\$99,045
6	\$102,016
7	\$105,077

Hourly Rate Schedule for SLPAs	
Year	SLPA hourly rate
1	\$29.00
2	\$29.87
3	\$30.77
4	\$31.69
5	\$32.64
6	\$33.62
7	\$34.63



## ECS Approved Salary Schedules

### Other Roles

The following roles will receive a stipend above the Teacher Salary Schedule if they are 11 Month Employees or the Counselor/Coordinators Schedule, if they are 12 month employees.

- Instructional Coach: Teacher Schedule plus \$1500 (11 Months)
- Deans: Counselor/Coordinator Schedule plus \$3K (12 Months)
- Specialist: Counselor/Coordinator Schedule plus \$20K (12 Months)

### Benefits

- [2023-2024 Benefit Guide](#)
  - [11 Month Employee Monthly Deduction Rate Sheet](#)
  - [12 Month Employee Monthly Deduction Rate Sheet](#)
  - [Kaiser Difference Card Welcome Kit](#)
  - [Recording of ECS Benefits Conversation on 8/17/2023](#)
- [Approved Stipends](#)
- ECS participates in CalSTRS retirement with an employer match
- National Board Certification \$4800
- Opt Out of Insurance Stipends \$4500
- Flexible Spending Account (Wex) for Dependent Care with \$600 from employer
- Access to a 403B, pre-tax investment account
- Free counseling services for all employees regardless of insurance coverage
- ALL Employees will have the following Days off New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Cesar Chavez Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Veteran's Day, Thanksgiving and the day after, Christmas Eve, Christmas, New Year's Eve)
- Full Time, Hourly 11 month employees receive their regular pay for Thanksgiving, Winter and Spring breaks