

Irvine Unified School District

Certificated Salary Schedule 2023-2024

Step	Intern/Emerg	BA + Cred	45	60	75
1	\$ 59,726	\$ 70,773	\$ 71,836	\$ 73,544	\$ 77,671
2	\$ 62,908	\$ 71,836	\$ 73,544	\$ 76,968	\$ 80,584
3	\$ 66,090	\$ 73,544	\$ 76,968	\$ 81,244	\$ 83,577
4	\$ 69,273	\$ 76,112	\$ 81,244	\$ 84,664	\$ 87,059
5	\$ 72,514	\$ 79,493	\$ 85,517	\$ 87,404	\$ 90,542
6	\$ 72,514	\$ 81,835	\$ 87,404	\$ 89,111	\$ 94,023
7	\$ 72,514	\$ 85,317	\$ 89,111	\$ 92,361	\$ 97,506
8	\$ 72,514	\$ 90,316	\$ 92,361	\$ 95,781	\$ 102,948
9	\$ 72,514	\$ 90,316	\$ 96,210	\$ 99,246	\$ 108,170
10	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 110,564
11	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 112,303
12	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 114,047
13	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 115,789
14	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 115,789
15	\$ 72,514	\$ 90,316	\$ 96,210	\$ 106,670	\$ 115,789
16	\$ 72,514	\$ 94,731	\$ 100,220	\$ 111,087	\$ 118,399
17	\$ 72,514	\$ 94,731	\$ 100,220	\$ 111,087	\$ 118,399
18	\$ 72,514	\$ 94,731	\$ 100,220	\$ 111,087	\$ 118,399
19	\$ 72,514	\$ 99,148	\$ 104,643	\$ 115,504	\$ 121,009
20	\$ 72,514	\$ 99,148	\$ 104,643	\$ 115,504	\$ 121,009
21	\$ 72,514	\$ 99,148	\$ 104,643	\$ 115,504	\$ 121,009
22	\$ 72,514	\$ 103,565	\$ 109,060	\$ 121,662	\$ 125,364
23	\$ 72,514	\$ 103,565	\$ 109,060	\$ 121,662	\$ 125,364
24	\$ 72,514	\$ 103,565	\$ 109,060	\$ 121,662	\$ 125,364
25	\$ 72,514	\$ 107,984	\$ 113,473	\$ 124,336	\$ 129,770
26	\$ 72,514	\$ 107,984	\$ 113,473	\$ 124,336	\$ 129,770
27	\$ 72,514	\$ 116,101	\$ 121,594	\$ 132,456	\$ 137,884

*1% off-schedule payment based on the 2023-24 salary schedule, the one-time off-schedule payment shall be made only to those in active employment with the District on the first work day of the payroll cycle in which the pay warrant is issued, and to those unit members who retired under STRS or PERS during the 2023-24 work year.

Board Approved: March 12, 2024 - 6.35% effective 7/1/23



Initial Salary Schedule Placement

Service Credit for Step Placement

New hires may be granted up to 12 years of verified prior TK-12 experience. Service credit for contracted years of service will be considered if 75% or more of a year was served on 75% or greater Full Time Equivalent (FTE) position. Verification of creditable experience must be received in Human Resources within the first year of hire. Absent verification, employees will be placed on Step 1.

Course Work Credit for Column Placement

New hires may be granted up to 75 *semester* units for initial column placement. Only units for upper division or graduate level course work completed towards an advanced degree or credential, and from an accredited college or university completed after the conferral of bachelor’s degree, will be considered for initial placement. Such course work must be reasonably related to the present and/or future assignments within the District. Only official transcripts will be accepted for verification of course work and conferral of degrees; Transcripts must be submitted to the Assistant Superintendent, Human Resources/designee within the first year of employment in the District.

Advanced Degrees

Advanced degrees must be reasonably related to the employee’s assignment and/or future assignment for which he/she is credentialed.

- Master’s or Doctorate – \$3,089
A doctoral stipend will be awarded only for a degree in education or the specific discipline or assignment of the employee and will be awarded in lieu of a master’s degree stipend.

Speech Language Pathologists

- California Speech Pathology License – \$3,091
- Clinical Rehabilitation Services Credential – \$7,524

Advanced degrees and SLP license/credential stipends shall be prorated based on percentage of a FTE position.

Super Max Salary

- Teacher – \$140,973 (75 units + 27 years + Master’s/Doctorate Degree)
- Speech Language Specialist – \$151,588 (75 units + 27 years + Master’s/Doctorate Degree + Credential + License)

Professional Growth: Course Work for Column Advancement on the Salary Schedule

Column advancement is granted in blocks of fifteen (15) semester units, and is limited to one column per school year.

Pre-approval of Course Work

Pre-approval of all course work by the Assistant Superintendent, Human Resources/designee, including course work for advanced degrees, is required. It is the employee’s responsibility to get written confirmation of such approval before registering for and beginning course work. See Article 17.11 *Course Work and Professional Growth for Column Advancement on the Salary Schedule*.

Verification of Course Work

Only official transcripts will be accepted for verification of course work and conferral of an advanced degree from an accredited college or university. It is the responsibility of the employee to submit transcripts by contractual deadlines. Official transcripts must be submitted to the Assistant Superintendent, Human Resources/designee by November 15 to receive salary credit for the year.

Rates of Pay

Hourly – \$46.70
Share – \$42.65

Over Contract
(per student over contract limit)

Summer School
0 - 10 Years – \$46.70
11 - 15 Years – \$49.20
16+ Years – \$52.09

Elementary – \$23.75
Secondary – \$3.96

Work Days per Year

Above salary schedule reflects 186 work days

- 186 days for Teachers
- 187 days for Middle School Library Medial Specialists and Middle School Counselors
- 192 days for Nurses, Comprehensive High School Library Media Specialists and High School Counselors

