

**ORANGE UNIFIED SCHOOL DISTRICT
 LEADERSHIP 'BASE' SALARY SCHEDULE
 2023-2024**

MWZ

	-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-	
9.75%																					
1	3,747	3,926	4,102	4,280	4,457	4,678	41	6,583	6,903	7,220	7,542	7,856	8,254	81	9,415	9,876	10,338	10,796	11,261	11,835	
2	3,816	3,999	4,177	4,360	4,538	4,764	42	6,652	6,975	7,301	7,621	7,946	8,344	82	9,486	9,951	10,417	10,881	11,344	11,927	
3	3,890	4,071	4,256	4,440	4,627	4,861	43	6,727	7,051	7,372	7,702	8,027	8,438	83	9,563	10,030	10,496	10,964	11,428	12,019	
4	3,962	4,147	4,337	4,525	4,712	4,945	44	6,796	7,125	7,452	7,786	8,109	8,524	84	9,631	10,101	10,570	11,044	11,515	12,109	
5	4,029	4,224	4,414	4,602	4,795	5,035	45	6,866	7,197	7,532	7,862	8,197	8,618	85	9,700	10,175	10,650	11,124	11,601	12,192	
6	4,102	4,293	4,494	4,687	4,879	5,125	46	6,937	7,274	7,611	7,947	8,283	8,701	86	9,771	10,252	10,729	11,208	11,688	12,280	
7	4,174	4,374	4,568	4,765	4,966	5,213	47	7,008	7,349	7,688	8,027	8,370	8,791	87	9,845	10,325	10,809	11,290	11,770	12,371	
8	4,243	4,445	4,648	4,848	5,053	5,303	48	7,077	7,422	7,768	8,107	8,454	8,885	88	9,915	10,399	10,884	11,370	11,853	12,461	
9	4,314	4,524	4,725	4,932	5,135	5,393	49	7,147	7,495	7,842	8,191	8,537	8,972	89	9,982	10,475	10,964	11,450	11,942	12,553	
10	4,387	4,594	4,805	5,014	5,220	5,481	50	7,220	7,573	7,922	8,271	8,624	9,062	90	10,055	10,546	11,040	11,534	12,025	12,643	
11	4,457	4,669	4,879	5,095	5,309	5,563	51	7,291	7,648	8,000	8,357	8,709	9,155	91	10,124	10,625	11,118	11,612	12,112	12,733	
12	4,527	4,742	4,960	5,176	5,392	5,663	52	7,361	7,719	8,077	8,438	8,792	9,246	92	10,196	10,698	11,195	11,693	12,195	12,822	
13	4,599	4,815	5,035	5,253	5,474	5,753	53	7,434	7,796	8,157	8,517	8,881	9,330	93	10,268	10,770	11,275	11,776	12,280	12,909	
14	4,669	4,895	5,115	5,339	5,564	5,840	54	7,505	7,866	8,232	8,600	8,962	9,419	94	10,338	10,847	11,351	11,858	12,363	12,999	
15	4,739	4,966	5,193	5,419	5,647	5,931	55	7,575	7,946	8,309	8,678	9,046	9,509	95	10,409	10,917	11,428	11,942	12,451	13,089	
16	4,811	5,042	5,272	5,503	5,730	6,019	56	7,648	8,018	8,389	8,761	9,136	9,598	96	10,479	10,996	11,507	12,022	12,535	13,179	
17	4,879	5,115	5,349	5,581	5,817	6,105	57	7,718	8,092	8,468	8,845	9,220	9,688	97	10,551	11,067	11,585	12,102	12,620	13,267	
18	4,952	5,186	5,427	5,661	5,901	6,201	58	7,788	8,165	8,547	8,923	9,302	9,778	98	10,625	11,141	11,662	12,186	12,708	13,353	
19	5,022	5,266	5,504	5,748	5,988	6,292	59	7,856	8,242	8,624	9,008	9,387	9,867	99	10,695	11,218	11,742	12,267	12,788	13,439	
20	5,095	5,339	5,581	5,828	6,072	6,375	60	7,928	8,319	8,699	9,085	9,474	9,960	100	10,769	11,293	11,822	12,349	12,880	13,540	
21	5,158	5,414	5,660	5,910	6,156	6,469	61	8,000	8,389	8,778	9,169	9,563	10,048	101	10,837	11,370	11,902	12,432	12,966	13,625	
22	5,235	5,486	5,738	5,991	6,243	6,555	62	8,070	8,464	8,856	9,253	9,643	10,135	102	10,909	11,445	11,976	12,513	13,048	13,717	
23	5,309	5,564	5,817	6,072	6,328	6,645	63	8,142	8,537	8,933	9,332	9,729	10,225	103	10,980	11,517	12,058	12,595	13,133	13,804	
24	5,379	5,638	5,897	6,153	6,408	6,735	64	8,213	8,614	9,013	9,413	9,816	10,315	104	11,050	11,592	12,133	12,677	13,218	13,897	
25	5,447	5,711	5,970	6,236	6,496	6,824	65	8,283	8,688	9,095	9,497	9,897	10,402	105	11,121	11,668	12,213	12,758	13,306	13,981	
26	5,520	5,784	6,052	6,313	6,583	6,911	66	8,357	8,761	9,169	9,573	9,982	10,493	106	11,191	11,745	12,293	12,841	13,392	14,077	
27	5,591	5,864	6,127	6,398	6,666	7,001	67	8,427	8,837	9,249	9,660	10,071	10,582	107	11,264	11,815	12,368	12,921	13,473	14,164	
28	5,660	5,935	6,205	6,479	6,753	7,094	68	8,494	8,912	9,323	9,739	10,154	10,672	108	11,332	11,889	12,445	13,005	13,562	14,252	
29	5,730	6,008	6,284	6,559	6,836	7,184	69	8,565	8,985	9,406	9,818	10,235	10,763	109	11,404	11,966	12,525	13,085	13,646	14,345	
30	5,805	6,085	6,362	6,643	6,920	7,274	70	8,638	9,058	9,482	9,902	10,325	10,852	110	11,475	12,042	12,600	13,166	13,728	14,432	
31	5,874	6,156	6,436	6,727	7,008	7,362	71	8,709	9,136	9,563	9,982	10,409	10,942	111	11,542	12,115	12,681	13,248	13,814	14,521	
32	5,942	6,235	6,518	6,806	7,091	7,451	72	8,778	9,206	9,634	10,064	10,496	11,031	112	11,618	12,189	12,758	13,329	13,900	14,612	
33	6,018	6,305	6,593	6,887	7,180	7,539	73	8,852	9,285	9,716	10,149	10,580	11,118	113	11,691	12,262	12,834	13,409	13,984	14,700	
34	6,086	6,379	6,673	6,967	7,261	7,628	74	8,922	9,356	9,794	10,231	10,662	11,208	114	11,759	12,339	12,912	13,493	14,071	14,793	
35	6,156	6,455	6,753	7,051	7,349	7,722	75	8,991	9,432	9,871	10,312	10,750	11,301	115	11,828	12,414	12,994	13,573	14,154	14,882	
36	6,233	6,527	6,833	7,134	7,434	7,809	76	9,068	9,507	9,950	10,389	10,836	11,390	116	11,902	12,484	13,068	13,656	14,241	14,972	
37	6,300	6,606	6,907	7,212	7,518	7,899	77	9,136	9,580	10,030	10,475	10,917	11,481	117	11,972	12,560	13,151	13,736	14,326	15,059	
38	6,368	6,677	6,987	7,295	7,602	7,989	78	9,203	9,659	10,105	10,558	11,004	11,565	118	12,042	12,633	13,228	13,821	14,411	15,144	
39	6,436	6,753	7,061	7,372	7,688	8,077	79	9,272	9,729	10,182	10,635	11,090	11,655	119	12,115	12,710	13,306	13,900	14,495	15,237	
40	6,515	6,826	7,144	7,454	7,771	8,166	80	9,346	9,804	10,262	10,717	11,171	11,749	120	12,186	12,784	13,382	13,983	14,581	15,330	

Longevity Increments:
 Longevity Step 1: Beginning with a leadership employee's eleventh (11th) year of credited service, the leadership employee shall receive an additional 2% of the leadership employee's monthly salary range and step.
 Longevity Step 2: Beginning with the leadership employee's sixteenth (16th) year of credited service, the leadership employee shall receive 5% of the leadership employee's monthly salary range and step.
 Longevity Step 3: Beginning with the leadership employee's twenty-first (21st) year of credited service, the leadership employee shall receive 10% of the leadership employee's monthly salary range and step.
 National Board Certification Increment: \$1,000 per year
 Doctoral Increment: \$3,500 per year

**ORANGE UNIFIED SCHOOL DISTRICT
 LEADERSHIP 'BASE' SALARY SCHEDULE
 2023-2024**

	-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-	
9.75%																					
121	12,254	12,855	13,462	14,063	14,663	15,418	161	15,118	15,864	16,608	17,355	18,100	19,024	201	18,457	19,368	20,275	21,186	22,096	23,224	
122	12,324	12,934	13,540	14,143	14,751	15,508	162	15,194	15,943	16,692	17,441	18,191	19,118	202	18,549	19,464	20,377	21,292	22,207	23,341	
123	12,397	13,008	13,617	14,221	14,838	15,601	163	15,271	16,024	16,775	17,528	18,281	19,214	203	18,642	19,561	20,478	21,398	22,318	23,457	
124	12,467	13,084	13,694	14,308	14,919	15,684	164	15,346	16,104	16,859	17,616	18,373	19,311	204	18,734	19,660	20,581	21,506	22,430	23,574	
125	12,538	13,155	13,773	14,393	15,007	15,772	165	15,423	16,184	16,943	17,704	18,464	19,407	205	18,829	19,757	20,685	21,613	22,542	23,692	
126	12,611	13,229	13,849	14,472	15,093	15,859	166	15,500	16,265	17,028	17,793	18,558	19,504	206	18,923	19,856	20,788	21,721	22,655	23,810	
127	12,681	13,306	13,924	14,553	15,174	15,955	167	15,578	16,346	17,113	17,882	18,650	19,601	207	19,017	19,956	20,891	21,829	22,768	23,930	
128	12,754	13,379	14,007	14,636	15,263	16,043	168	15,656	16,428	17,199	17,970	18,743	19,700	208	19,112	20,056	20,996	21,939	22,882	24,050	
129	12,822	13,455	14,084	14,716	15,346	16,137	169	15,734	16,510	17,285	18,060	18,836	19,798	209	19,208	20,156	21,101	22,049	22,996	24,169	
130	12,895	13,529	14,163	14,799	15,433	16,222	170	15,813	16,593	17,371	18,152	18,931	19,898	210	19,304	20,257	21,206	22,159	23,111	24,290	
131	12,966	13,602	14,241	14,877	15,514	16,315	171	15,892	16,675	17,458	18,242	19,026	19,996	211	19,401	20,358	21,312	22,269	23,226	24,412	
132	13,034	13,677	14,316	14,959	15,604	16,399	172	15,971	16,759	17,545	18,333	19,121	20,096	212	19,497	20,460	21,419	22,381	23,343	24,534	
133	13,105	13,753	14,396	15,043	15,688	16,490	173	16,051	16,843	17,632	18,425	19,216	20,197	213	19,595	20,562	21,526	22,492	23,459	24,656	
134	13,179	13,824	14,473	15,120	15,771	16,578	174	16,131	16,927	17,721	18,517	19,313	20,298	214	19,692	20,665	21,634	22,605	23,576	24,779	
135	13,248	13,900	14,553	15,204	15,858	16,671	175	16,212	17,011	17,809	18,609	19,409	20,399	215	19,791	20,768	21,741	22,718	23,695	24,903	
136	13,318	13,977	14,629	15,286	15,946	16,761	176	16,293	17,097	17,899	18,702	19,506	20,501	216	19,890	20,871	21,850	22,831	23,814	25,028	
137	13,392	14,048	14,707	15,368	16,026	16,848	177	16,375	17,182	17,988	18,796	19,604	20,604	217	19,990	20,975	21,960	22,945	23,932	25,154	
138	13,462	14,125	14,786	15,448	16,111	16,937	178	16,456	17,268	18,078	18,890	19,701	20,708	218	20,090	21,081	22,070	23,061	24,052	25,279	
139	13,530	14,197	14,863	15,531	16,200	17,029	179	16,538	17,355	18,168	18,985	19,800	20,811	219	20,191	21,186	22,180	23,176	24,172	25,406	
140	13,602	14,271	14,940	15,614	16,280	17,116	180	16,622	17,441	18,259	19,079	19,899	20,915	220	20,292	21,293	22,291	23,292	24,293	25,532	
141	13,676	14,345	15,023	15,694	16,364	17,208	181	16,704	17,528	18,350	19,174	19,999	21,019	221	20,393	21,399	22,402	23,409	24,414	25,661	
142	13,743	14,424	15,099	15,772	16,453	17,298	182	16,788	17,616	18,442	19,271	20,099	21,125	222	20,495	21,506	22,514	23,525	24,537	25,788	
143	13,814	14,495	15,174	15,858	16,537	17,387	183	16,872	17,704	18,535	19,366	20,199	21,230	223	20,597	21,613	22,627	23,643	24,659	25,917	
144	13,884	14,568	15,253	15,936	16,621	17,475	184	16,956	17,793	18,627	19,464	20,300	21,336	224	20,700	21,722	22,740	23,761	24,783	26,047	
145	13,957	14,646	15,331	16,019	16,707	17,565	185	17,041	17,882	18,720	19,561	20,401	21,443	225	20,803	21,830	22,853	23,881	24,907	26,178	
146	14,028	14,719	15,407	16,105	16,792	17,655	186	17,126	17,972	18,814	19,658	20,503	21,551	226	20,907	21,939	22,968	23,999	25,031	26,308	
147	14,097	14,795	15,491	16,182	16,878	17,745	187	17,212	18,060	18,908	19,757	20,607	21,658	227	21,012	22,049	23,083	24,120	25,156	26,440	
148	14,169	14,866	15,567	16,266	16,962	17,832	188	17,298	18,152	19,002	19,856	20,709	21,766	228	21,117	22,159	23,198	24,240	25,282	26,572	
149	14,241	14,940	15,645	16,346	17,045	17,927	189	17,384	18,242	19,098	19,955	20,813	21,875	229	21,222	22,269	23,314	24,361	25,408	26,704	
150	14,311	15,017	15,722	16,427	17,134	18,008	190	17,471	18,334	19,193	20,055	20,917	21,984	230	21,329	22,381	23,431	24,483	25,536	26,838	
151	14,383	15,093	15,801	16,510	17,220	18,098	191	17,559	18,425	19,289	20,156	21,022	22,094	231	21,435	22,493	23,548	24,606	25,663	26,972	
152	14,455	15,167	15,880	16,592	17,305	18,189	192	17,647	18,517	19,385	20,257	21,127	22,205	232	21,543	22,605	23,665	24,729	25,791	27,107	
153	14,528	15,244	15,959	16,675	17,392	18,280	193	17,735	18,609	19,483	20,358	21,232	22,315	233	21,650	22,718	23,784	24,852	25,920	27,243	
154	14,600	15,320	16,039	16,759	17,479	18,371	194	17,823	18,702	19,579	20,460	21,339	22,427	234	21,759	22,832	23,902	24,977	26,050	27,379	
155	14,672	15,397	16,119	16,842	17,567	18,463	195	17,912	18,796	19,678	20,562	21,445	22,539	235	21,868	22,947	24,022	25,101	26,180	27,517	
156	14,746	15,474	16,199	16,927	17,654	18,555	196	18,002	18,890	19,776	20,664	21,553	22,652	236	21,976	23,061	24,143	25,227	26,310	27,654	
157	14,820	15,550	16,280	17,011	17,742	18,648	197	18,092	18,985	19,875	20,768	21,660	22,765	237	22,087	23,176	24,264	25,353	26,442	27,792	
158	14,894	15,628	16,362	17,097	17,831	18,741	198	18,182	19,079	19,975	20,871	21,768	22,880	238	22,197	23,292	24,384	25,480	26,575	27,930	
159	14,969	15,707	16,444	17,182	17,920	18,835	199	18,273	19,174	20,074	20,975	21,878	22,994	239	22,308	23,409	24,506	25,607	26,708	28,071	
160	15,043	15,785	16,526	17,268	18,010	18,929	200	18,364	19,271	20,174	21,081	21,986	23,109	240	22,420	23,526	24,629	25,735	26,842	28,211	

Longevity Increments:
 Longevity Step 1: Beginning with a leadership employee's eleventh (11th) year of credited service, the leadership employee shall receive an additional 2% of the leadership employee's monthly salary range and step.
 Longevity Step 2: Beginning with the leadership employee's sixteenth (16th) year of credited service, the leadership employee shall receive 5% of the leadership employee's monthly salary range and step.
 Longevity Step 3: Beginning with the leadership employee's twenty-first (21st) year of credited service, the leadership employee shall receive 10% of the leadership employee's monthly salary range and step.
 National Board Certification Increment: \$1,000 per year
 Doctoral Increment: \$3,500 per year

