



CERTIFICATED
TEACHER / SPEECH/LANGUAGE PATHOLOGIST
SCHOOL NURSE / TEACHER LIBRARIAN
ANNUAL SALARY SCHEDULE
07/01/2025 – 06/30/2026 SCHOOL YEAR

CERTIFICATED CONTRACT DAYS: 184-DAY WORKYEAR

Education Requirements	CLASS I/A CTE Non-BA Holder	CLASS I BA	CLASS II BA <i>plus 30 Upper Division Semester Units</i>	CLASS III BA <i>plus 45 Upper Division Semester Units OR MA</i>	CLASS IV BA + MA <i>including 60 Upper Division Semester Units</i>
Credential Requirements	Clear CTE Credential	PRELIMINARY Credential or Clear CTE Credential	CLEAR Credential <i>Gen. Sec., Std. Sec., or Single Subject</i> or Clear CTE Credential	CLEAR Credential <i>Gen. Sec., Std. Sec., or Single Subject</i> or Clear CTE Credential	CLEAR Credential <i>Gen. Sec., Std. Sec., or Single Subject</i> or Clear CTE Credential
ANNUAL SALARY RATE					
STEP	CLASS I/A	CLASS I	CLASS II	CLASS III	CLASS IV
1	70,895	70,895	71,739	78,132	84,515
2	70,895	70,895	76,492	82,880	89,264
3	74,858	74,858	81,242	87,621	94,011
4	79,593	79,593	85,990	92,380	98,764
5*	84,354	84,354	90,740	97,118	103,514
6	89,096	89,096	95,487	101,871	108,249
7	93,674	93,674	100,231	106,627	112,999
8	98,253	-	104,981	111,371	117,762
9	102,832	-	109,731	116,121	122,490
10	107,411	-	114,489	120,859	127,259
11	111,989	-	119,230	125,612	132,000

Positions under 210 contract days are considered 11-month and may elect twelve (12) equal monthly payments in accordance with California Education Code §45165.

DEGREES/UNITS CREDIT: Salary credit will be granted for degrees/units **relevant** to your assignment. Generally excluded are degrees in administration (Business, Public). *All units referred to above are SEMESTER units. A QUARTER unit equals 2/3 of a SEMESTER unit.*

PREVIOUS EXPERIENCE CREDIT: *Highest placement for newly hired employees.

Placement Exception: Newly hired Speech/ Language Pathologist and Visually Impaired teacher.

CLASS I/A STEP MOVEMENT: **Class I/A Steps 8 through 11 are reserved for non-BA holders with a Clear CTE Credential only.

CONTRACT DAYS*:** Salary schedule is based on a 184-day contract day work year, 6-hour day, and a 1.0 FTE assignment.

****Exception: Instructional Specialists, Program Specialists, and Behavior Intervention Specialists positions are based on a 184-day contract day work year, 7-hour day, and a 1.0 FTE assignment.*

LONGEVITY

Certificated classifications will be paid longevity at the following intervals upon completion of fifteen (15) years of service with the district. At the start of year sixteen (16) (15 years + 1 day) employees will receive additional longevity compensation as part of regular annual rate. Longevity is prorated to the full-time equivalent (FTE) for the position with the following table representing 1.0 FTE. Longevity increments are increased by the percentage of any salary adjustments in any given school/fiscal year.

Start of Year	Additional Annual	Start of Year	Additional Annual
Yr 16	977.00	Yr 28	4,844.00
Yr 19	1,943.00	Yr 31	5,816.00
Yr 22	2,911.00	Yr 34	6,784.00
Yr 25	3,882.00	Yr 37	7,752.00

CalSTRS/CalPERS Compliance Notes: Certificated employees are paid annually and are part of the certificated service for retirement purposes. Standard work calendar for employees' annual rates are calculated on 184 Day Calendar. Calendar variations are noted in above salary schedule. Days noted as follows for the 2025-2026 SY which has (260) total work days available: 184 Days (184 paid, 0 paid holidays, 77 unpaid). Classification Annual Rates are calculated as 6 hours/day x 184 Days per year x (step annual rate based on years of service + longevity based on years of service).