Mt. Diablo Unified School District

Mt. Diablo Education Association (Teachers: 185 days)

**2026-2027 Salary Schedule**

(3.64% Increase Effective July 1, 2026)

| STEPS | 0-44 CLASS I | 45-59 CLASS II | 60-74 CLASS III | 75+ CLASS IV |
|---|---|---|---|---|
| 1 | 69,363.90 | 70,949.35 | 73,025.05 | 75,159.95 |
| 2 | 70,716.25 | 72,923.30 | 75,219.15 | 77,589.00 |
| 3 | 72,521.85 | 74,891.70 | 77,489.10 | 80,108.70 |
| 4 | 74,397.75 | 77,061.75 | 79,840.45 | 82,713.50 |
| 5 | 76,323.60 | 79,233.65 | 82,276.90 | 85,433.00 |
| 6 | 78,303.10 | 81,468.45 | 84,791.05 | 88,250.55 |
| 7 | 80,347.35 | 83,786.50 | 87,395.85 | 91,169.85 |
| 8 | 82,454.50 | 86,182.25 | 90,095.00 | 94,198.30 |
| 9 | 84,615.30 | 88,648.30 | 92,886.65 | 97,337.75 |
| 10 | 86,850.10 | 91,193.90 | 95,768.95 | 100,599.30 |
| 11 | 86,850.10 | 93,828.30 | 98,764.10 | 103,982.95 |
| 12 | 86,850.10 | 96,540.40 | 101,853.60 | 107,494.25 |
| 13 | 86,850.10 | 96,540.40 | 105,061.50 | 111,135.05 |
| 14 | | | | 112,441.15 |
| 15 | | | | 113,765.75 |
| 16 | | | | 115,107.00 |
| 17 | | | | 116,463.05 |
| 18 | | | | 117,833.90 |
| 19 | | | | 119,217.70 |
| 20 | | | | 120,625.55 |
| 21 | | | | 122,044.50 |
| 22 | | | | 123,483.80 |
| 23 | | | | 124,937.90 |
| 24 | | | | 126,406.80 |
| 25 | | | | 127,894.20 |

Actual paid base salaries are based on a daily rate which includes decimals. The amount received daily or annually may be higher or lower than the figures on the rounded salary schedule.

**ADVANCED DEGREES**

MDEA personnel will receive a stipend above base salary placement for the following:

Master's Degree from an accredited institution—$1,839

Doctorate (e.g. Ed.D or Ph.D) from an accredited institution—$1,839

National Board Certification—$1,839

Bilingual Cross-cultural Language in Academic Development (BCLAD) certification—$1,839

Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC)—$1,839

School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation—$1,839

| | |
|---|---|
| Certificated Hourly Rate*: | $43.28 |
| Standard Based Intervention Hourly Rate*: | $48.09 |
| Curriculum Development Hourly Rate*: | $43.28 |
| Summer School Hourly Rate*: | $48.09 |

* Per Article 14.5.1.1, 14.5.2.1 and 14.8.1 these amounts will increase by the same percentage applied to the salary schedule, if any, each year. Class size Overage Rates:

| | | |
|---|---|---|
| General Education: per student per day | $ | 32.88 |
| Elementary PE and all Secondary: per student per period per day | $ | 6.57 |

Special Education:

| Assignment | Caseload Maximum | Overage Maximum | Overage Rate per student per day | Rate as percent of Step One, |
|---|---|---|---|---|
| Elementary SDC - SH | 9 | 1 | $98.57 | 0.1421% |

| | | | | |
|---|---|---|---|---|
| Secondary SDC - SH | 11 | 1 | $98.57 | 0.1421% |
| Full Inclusion Facilitators | 11 | 1 | $98.57 | 0.1421% |
| Preschool SDC | 12 | 1 | $98.57 | 0.1421% |
| Elementary SDC - LH | 15 | 1 | $65.69 | 0.0947% |
| Secondary SDC - LH | 15 | 1 | $65.69 | 0.0947% |
| Elementary Adaptive PE | 18 | 1 | $65.69 | 0.0947% |
| Secondary Adaptive PE | 20 | 1 | $65.69 | 0.0947% |
| Resource Specialist | 28 | 2 | $65.69 | 0.0947% |
| Speech Pathologist | 55 | | $32.88 | 0.0474% |

Key: SDC- Special Day Class; SH- Severely Handicapped; LH- Learning Handicapped

**** Speech Pathologists rates based on number of sessions with student rather than days**

IEP Development Rates (for overages only and with advance approval):

30- Day: $416.22

Other: $665.96

Annual: $665.96

Triennial: $915.69

Case management: $249.74 per month

Hourly Rate: $83.25

Benefits Cash-in-Lieu Amount (Annual for full-time FTE): $2184

## PLACEMENT ON SALARY SCHEDULE

All classification units must conform to District requirements.

Class I: Teachers with an B.A. degree plus up to 44 semester units
Class II: Teachers with an B.A. degree plus 45 semester units
Class III: Teachers with an B.A. degree plus 60 semester units
Class IV: Teachers with an B.A. degree plus 75 semester units

Effective July 1, 2001, for original classification purposes, the units required must be accredited college credits in upper-division or graduate courses, and must be taken after the date of the Bachelor's Degree.

Upper division/graduate units taken prior to the date of the Bachelor's degree shall be credited if the upper division/graduate units were not already credited toward the Bachelor's degree, but were credited toward an earned Master's degree, Doctorate, or specialist certification. Effective as of July 1, 2002, a valid teaching credential is added to that list.

Lower division units taken after the date of the Bachelor's degree shall be credited if they resulted in the award of a degree, certificate, or supplementary authorization needed to teach the course/subject for which the individual was hired.

New and returning unit members shall have until October 31 to submit documentation of credits for salary placement for the current school year. Should units not be submitted by the deadline, credit for salary advancement will not be granted until the following school year.

To count as a year of experience, at least 75% of the school year must have been taught.

## SERVICE CREDIT

Effective July 1, 2026 credit for public school teaching experience outside the District and 1 year of credit for military service, shall be given. All bargaining unit members shall be placed on the appropriate step, including those employed prior to July 1, 2026.
Effective July 1, 2000, year-for-year credit will be granted for private school teaching experience done while in possession of an appropriate state credential or license.
Effective with employees hired for the 2000-01 school year, the District will also offer appropriate service credit for individuals who have taught in a K-12 private school without a state credential or license, but under the following conditions:

1. Individual possesses a Masters Degree and/or Ph.D.
2. K-12 private school teaching experience was in a field related to their Masters or Ph.D.
3. Individual will be teaching for the MDUSD in a field related to their Masters or Ph.D.
4. MDUSD assignment must be in an identified shortage area.

In addition to upper division or graduate units, column movement on the salary schedule may be accomplished in one or more of the following ways:

**Lower Division**

A unit member is limited to 4 lower division units for every 15 units toward a column change.

Lower division coursework completed after July 1, 1998, for purposes of reissuance of an emergency permit, or obtaining a supplemental authorization onto an existing credential needed by the unit member to retain the position held.

Units for obtaining a Supplemental Authorization shall not be credited for salary schedule movement until the unit member applies for the authorization through the Personnel Services office.

**To insure classification credit, advance approval must be obtained from the Personnel Office.**

**Alternative Credit**

Continuing Education Units (CEU) completed after July 1, 1998, for purposes of reissuance of an emergency permit, or obtaining a supplemental authorization onto an existing credential needed by the unit member to retain the position held at the time of taking CEU's.

Fifteen (15) classroom hours shall equal one unit.

Participation in the MDEA-MDUSD Professional Development Academy. For credit, the course must be approved for credit in advance.

Board Approved: August 12, 2026