

2023-2024

MERCED COUNTY OFFICE OF EDUCATION  
C4 Certificated Salary Schedule  
184 Days/8 Hours

(Based upon 2022-2023 salary schedule plus 5% effective July 1, 2023)

ROP Instructors

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$53,640	36.44	\$56,319	38.26	\$59,130	40.17	\$62,089	42.18	\$65,195	44.29	1
2	\$55,244	37.53	\$58,012	39.41	\$60,911	41.38	\$63,958	43.45	\$67,153	45.62	2
3	\$56,908	38.66	\$59,748	40.59	\$62,737	42.62	\$65,872	44.75	\$69,169	46.99	3
4	\$58,615	39.82	\$61,544	41.81	\$64,621	43.90	\$67,844	46.09	\$71,245	48.40	4
5	\$60,367	41.01	\$63,384	43.06	\$66,564	45.22	\$69,876	47.47	\$73,379	49.85	5
6			\$65,283	44.35	\$68,566	46.58	\$71,966	48.89	\$75,587	51.35	6
7			\$67,241	45.68	\$70,627	47.98	\$74,130	50.36	\$77,854	52.89	7
8			\$69,258	47.05	\$72,746	49.42	\$76,353	51.87	\$80,195	54.48	8
9					\$74,925	50.90	\$78,649	53.43	\$82,594	56.11	9
10					\$77,177	52.43	\$81,004	55.03	\$85,067	57.79	10
11							\$83,433	56.68	\$87,613	59.52	11
15									\$90,248	61.31	15
18									\$92,957	63.15	18

- \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

**ALL UNITS ARE SEMESTER UNITS**  
(See Page 2 for Class criteria)

*Eva P. Chavez* 07/01/23

\*\*Description of Classes on the Schedule

- Class I = Meets preliminary designated subjects vocational credential requirements.
- Class II = Bachelor's Degree with preliminary designated subjects vocational credential or less than Bachelor's with clear designated subjects vocational credential.
- Class III = Bachelor's Degree with clear designated subjects vocational credential or clear designated subjects vocational credential with the equivalent of 128 college units.
- Class IV = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 15 college units or clear designated subjects vocational credential with the equivalent of 143 college units.
- Class V = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 30 college units or clear designated subjects vocational credential with the equivalent of 158 college units.

I. Placement on the Schedule

- a. Initial class placement on schedule shall be formulated based upon employee's educational level and previous teaching experience.
- b. Step placement on salary schedule shall be limited to four steps from the step of placement for persons holding less than a clear/life designated subjects vocational teaching credential.
- c. College units and/or on-the-job work experience to be used for advancement from one class to another must be approved in advance by the Assistant Superintendent.
- d. To establish an employee's salary classification and before any change in salary can become effective, an **official transcript** of college work and/or documentation of appropriate work experience must be furnished. The furnishing of all such records is the **responsibility of the employee**.
- e. College work and/or work experience above the Bachelor's Degree, both prior to placement on the salary schedule and after initial placement, must be approved by the Assistant Superintendent.

II. Additional Criteria for Determining Salary Status

- a. When an employee has qualified for placement in a higher salary class, employee shall be placed on the appropriate class and step.
- b. All employees must have the required designated subjects vocational credential, either preliminary or clear/life, covering the area of employment.
- c. When an employee is promoted/changed to a position on a higher salary schedule, the employee shall be placed on the new schedule at the first step which will provide him/her with a salary increase.
- d. Excess units earned prior to the granting of any college degree will not apply to the salary schedule as credits earned following the granting of said degree.
- e. Employees will be allowed adjustment of their base salary one class to another, if documented proof of approved vocationally applicable college work and/or work experience is provided. To be considered, documentation must be presented to the Human Resources Office on or before **September 15<sup>th</sup>** of the year of expected salary advancement.