

2023-2024

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

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

ROP Instructors (Adult Programs)

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$64,134	36.44	\$67,338	38.26	\$70,699	40.17	\$74,237	42.18	\$ 77,950	44.29	1
2	\$66,053	37.53	\$69,362	39.41	\$72,829	41.38	\$76,472	43.45	\$ 80,291	45.62	2
3	\$68,042	38.66	\$71,438	40.59	\$75,011	42.62	\$78,760	44.75	\$ 82,702	46.99	3
4	\$70,083	39.82	\$73,586	41.81	\$77,264	43.90	\$81,118	46.09	\$ 85,184	48.40	4
5	\$72,178	41.01	\$75,786	43.06	\$79,587	45.22	\$83,547	47.47	\$ 87,736	49.85	5
6			\$78,056	44.35	\$81,981	46.58	\$86,046	48.89	\$ 90,376	51.35	6
7			\$80,397	45.68	\$84,445	47.98	\$88,634	50.36	\$ 93,086	52.89	7
8			\$82,808	47.05	\$86,979	49.42	\$91,291	51.87	\$ 95,885	54.48	8
9					\$89,584	50.90	\$94,037	53.43	\$ 98,754	56.11	9
10					\$92,277	52.43	\$96,853	55.03	\$101,710	57.79	10
11							\$99,757	56.68	\$104,755	59.52	11
15									\$107,906	61.31	15
18									\$111,144	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 15th** of the year of expected salary advancement.