

2023-2024

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

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

Career Educators

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$58,304	36.44	\$61,216	38.26	\$64,272	40.17	\$67,488	42.18	\$ 70,864	44.29	1
2	\$60,048	37.53	\$63,056	39.41	\$66,208	41.38	\$69,520	43.45	\$ 72,992	45.62	2
3	\$61,856	38.66	\$64,944	40.59	\$68,192	42.62	\$71,600	44.75	\$ 75,184	46.99	3
4	\$63,712	39.82	\$66,896	41.81	\$70,240	43.90	\$73,744	46.09	\$ 77,440	48.40	4
5	\$65,616	41.01	\$68,896	43.06	\$72,352	45.22	\$75,952	47.47	\$ 79,760	49.85	5
6			\$70,960	44.35	\$74,528	46.58	\$78,224	48.89	\$ 82,160	51.35	6
7			\$73,088	45.68	\$76,768	47.98	\$80,576	50.36	\$ 84,624	52.89	7
8			\$75,280	47.05	\$79,072	49.42	\$82,992	51.87	\$ 87,168	54.48	8
9					\$81,440	50.90	\$85,488	53.43	\$ 89,776	56.11	9
10					\$83,888	52.43	\$88,048	55.03	\$ 92,464	57.79	10
11							\$90,688	56.68	\$ 95,232	59.52	11
15									\$ 98,096	61.31	15
18									\$101,040	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 F. 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.