

Credentialed Teachers/ Nurses/ Counselors, SLP's/ Teacher Librarians/ Social Workers
Salary Schedule 2025-2026

| Degree/ Education | I BA + 0 - 29 Semester Units | II BA + 30 Semester Units or MA* | III BA + 45 Semester Units or MA* + 15 Sem. Units | IV BA + 75 Semester Units or BA + 60 Sem. Units w/ MA* or MA* + 30 Semester Units | V Requirements of Column IV + 150 Continuing Education hours |
|----------------------|---|---|---|---|--|
| Steps | | | | | |
| 1 | \$ 60,000.00 | \$ 61,000.00 | \$ 62,500.00 | \$ 64,500.00 | \$ 65,500.00 |
| 2 | \$ 60,500.00 | \$ 62,000.00 | \$ 63,000.00 | \$ 65,000.00 | \$ 66,000.00 |
| 3 | \$ 61,000.00 | \$ 62,500.00 | \$ 65,000.00 | \$ 65,500.00 | \$ 67,000.00 |
| 4 | \$ 61,500.00 | \$ 63,000.00 | \$ 66,000.00 | \$ 66,500.00 | \$ 71,000.00 |
| 5 | \$ 62,000.00 | \$ 64,000.00 | \$ 70,000.00 | \$ 71,000.00 | \$ 73,500.00 |
| 6 | \$ 62,500.00 | \$ 65,000.00 | \$ 70,500.00 | \$ 71,500.00 | \$ 78,000.00 |
| 7 | \$ 63,000.00 | \$ 66,000.00 | \$ 71,000.00 | \$ 75,000.00 | \$ 82,000.00 |
| 8 | \$ 63,000.00 | \$ 70,000.00 | \$ 74,000.00 | \$ 79,500.00 | \$ 86,000.00 |
| 9 | \$ 63,000.00 | \$ 71,000.00 | \$ 78,000.00 | \$ 86,000.00 | \$ 92,000.00 |
| 10 | \$ 63,000.00 | \$ 72,000.00 | \$ 79,000.00 | \$ 89,000.00 | \$ 95,000.00 |
| 11 | \$ 63,000.00 | \$ 73,000.00 | \$ 79,000.00 | \$ 92,000.00 | \$ 98,000.00 |
| 12 | \$ 63,000.00 | \$ 73,000.00 | \$ 79,000.00 | \$ 94,000.00 | \$ 100,000.00 |
| 13 | \$ 63,000.00 | \$ 73,000.00 | \$ 79,000.00 | \$ 95,000.00 | \$ 102,000.00 |
| 14 | \$ 63,000.00 | \$ 73,000.00 | \$ 79,000.00 | \$ 96,000.00 | \$ 105,000.00 |
| 15 | \$ 63,000.00 | \$ 73,000.00 | \$ 81,500.00 | \$ 99,000.00 | \$ 107,000.00 |
| 16 | \$ 63,000.00 | \$ 73,000.00 | \$ 81,500.00 | \$ 101,000.00 | \$ 109,000.00 |
| 17 | \$ 63,000.00 | \$ 73,000.00 | \$ 81,500.00 | \$ 102,000.00 | \$ 110,000.00 |
| 18 | \$ 64,000.00 | \$ 73,500.00 | \$ 81,500.00 | \$ 103,000.00 | \$ 115,000.00 |
| 19 | \$ 64,000.00 | \$ 73,500.00 | \$ 81,500.00 | \$ 104,000.00 | \$ 117,000.00 |
| 20 | \$ 66,100.00 | \$ 77,000.00 | \$ 84,500.00 | \$ 106,000.00 | \$ 126,000.00 |

(a) Column V requires 150 hours of Continuing Education; must meet eligibility requirements. New hires are not eligible. All hours must be earned while employed with the district.

(b) Outside Experience: Experience is granted for each year of properly verified certificated experience under contract requiring a regular teaching credential in grades K-12, with a maximum placement on Step 11 on the above salary schedule.

(c) Effective with the 2021/2022 school year; currently employed practitioners who were hired and credited with properly verified years of outside SJUSD experience under the old salary schedule, will have their step(s) corrected to reflect their experience in SJSUD. It will be the responsibility of the practitioner to contact Human Resources to initiate this change. Human Resources will be responsible for verifying and placing members on the salary schedule.

COLUMN UNIT REQUIREMENT

Column placement is based upon upper division/graduate units earned after receiving a Bachelor's or after receiving a Master's Degree.

OUTSIDE EXPERIENCE

Experience credit is granted for each year of properly verified certificated experience under contract requiring a regular teaching credential in grades K-12.

Years Outside Teaching Experience

0
1
2
3
4
5
6
7
8
9
10

Salary Step Placement

1
2
3
4
5
6
7
8
9
10
11

**Credentialed Teachers: Those with Preliminary, Clear, General and/or Standard Credentials

Board Approval Date: May 14, 2024

Salary Schedule is based on a 186 day work year