

| CERTIFICATED BARGAINING UNIT POSITIONS |          |   |
|--|----------|---|
| Program                                | 1.0 FTE  | Position Title                          |
| Juvenile Court and Community Schools   | 200 days | Community Outreach and Career Counselor |

| SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency) |   |  |
|---|---|--|
| Position  | Details   | Stipend  |
| <i>All Unit Members</i>                                       | Unit members who hold a Master’s Degree from a regionally accredited institution  | \$2,000 annual stipend   |
|   | Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for a unit member who possesses both a Master’s Degree and a Doctorate Degree shall not exceed \$3000 annually | \$3,000 annual stipend   |
|   | Unit members who speak a language other than English (e.g. Spanish or ASL), and who regularly use that language at least weekly, and who have passed an applicable bilingual examination                | \$1,500 annual stipend   |
|   | <b>Longevity</b><br>After 30 years of service<br>After 35 years of service<br>After 40 years of service   | an additional increment of \$1,750<br>an additional increment of \$1,750<br>an additional increment of \$1,750 |

| ADDITIONAL STIPENDS     |   |   |
|-------------------------|---|---|
| Position                | Details   | Stipend   |
| <i>All Unit Members</i> | Mentorship stipend amounts vary based on the mentee’s status, level of experience, and program requirements | \$2,000, \$1,500, or \$1,000 annual stipend         |
|                         | Teacher of Record stipend of the daily rate of a regular substitute in addition to regular pay              | Amount varies based on current substitute pay rates |



**Certificated Salary Schedule A**  
**Annual Salary Schedule - 2024-2025**  
 200 Service Days

|             | I                                       | II   | III   |             |
|-------------|---|--|---|-------------|
| <b>STEP</b> | BA or appropriate vocational credential | 60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units | Earned Master's degree and 75 semester units of approved upper division or graduate work after completion of a BA | <b>STEP</b> |
| <b>1</b>    | 72,984                                  | 77,364   | 82,004  | <b>1</b>    |
| <b>2</b>    | 75,904                                  | 80,458   | 85,284  | <b>2</b>    |
| <b>3</b>    | 78,940                                  | 83,678   | 88,698  | <b>3</b>    |
| <b>4</b>    | 82,096                                  | 87,026   | 92,244  | <b>4</b>    |
| <b>5</b>    | 85,380                                  | 90,506   | 95,934  | <b>5</b>    |
| <b>6</b>    | 88,794                                  | 94,126   | 99,770  | <b>6</b>    |
| <b>7</b>    | 91,460                                  | 96,948   | 102,764   | <b>7</b>    |
| <b>8</b>    | 94,204                                  | 99,858   | 105,848   | <b>8</b>    |
| <b>9</b>    | 97,030                                  | 102,852  | 109,024   | <b>9</b>    |
| <b>10</b>   | 99,940                                  | 105,940  | 112,294   | <b>10</b>   |
| <b>11</b>   | 101,940                                 | 108,058  | 114,538   | <b>11</b>   |
| <b>12</b>   | 103,980                                 | 110,218  | 116,832   | <b>12</b>   |
| <b>13</b>   | 106,058                                 | 112,426  | 119,166   | <b>13</b>   |
| <b>14</b>   | 108,180                                 | 114,672  | 121,548   | <b>14</b>   |
| <b>15</b>   | 109,802                                 | 116,392  | 123,372   | <b>15</b>   |
| <b>16</b>   | 111,448                                 | 118,140  | 125,222   | <b>16</b>   |
| <b>17</b>   | 113,122                                 | 119,912  | 127,102   | <b>17</b>   |
| <b>18</b>   | 114,820                                 | 121,708  | 129,008   | <b>18</b>   |
| <b>19</b>   | 116,542                                 | 123,536  | 130,942   | <b>19</b>   |
| <b>20</b>   | 118,288                                 | 125,386  | 132,904   | <b>20</b>   |
| <b>21</b>   | 120,064                                 | 127,268  | 134,898   | <b>21</b>   |
| <b>22</b>   | 121,866                                 | 129,178  | 136,924   | <b>22</b>   |
| <b>23</b>   | 123,696                                 | 131,116  | 138,978   | <b>23</b>   |
| <b>24</b>   | 125,548                                 | 133,082  | 141,062   | <b>24</b>   |
| <b>25</b>   | 127,432                                 | 135,078  | 143,178   | <b>25</b>   |