

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Site Supervisor Lead Teacher

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
	Longevity After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 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 B
Annual Salary - 2024-2025
 186 Service Days

	I	II	III	IV	V	VI	
STEP	Appropriate Permit	Appropriate Permit and 15 semester units after Permit eligibility	Appropriate Permit and 30 semester units after Permit eligibility	Appropriate Permit and 45 semester units after Permit eligibility	Appropriate Permit and Bachelor's Degree	Appropriate Permit and 15 semester units after completion of Bachelor's Degree	STEP
1	44,995	46,345	47,735	49,167	50,642	52,161	1
2	45,895	47,272	48,690	50,150	51,654	53,204	2
3	46,813	48,217	49,664	51,153	52,688	54,269	3
4	47,749	49,181	50,656	52,176	53,742	55,353	4
5	48,704	50,165	51,669	53,220	54,816	56,461	5
6	49,678	51,168	52,703	54,284	55,913	57,590	6
7	50,175	51,680	53,230	54,827	56,472	58,166	7
8	50,676	52,196	53,762	55,375	57,037	58,748	8
9	51,183	52,718	54,300	55,929	57,607	59,335	9
10	51,695	53,246	54,843	56,488	58,183	59,928	10
11	52,212	53,779	55,391	57,053	58,765	60,528	11
12	52,734	54,315	55,945	57,623	59,352	61,133	12
13	53,261	54,859	56,505	58,200	59,946	61,745	13
14	53,794	55,407	57,069	58,782	60,546	62,361	14
15	54,332	55,961	57,641	59,370	61,151	62,986	15
16	54,875	56,522	58,217	59,964	61,762	63,615	16
17	55,423	57,087	58,800	60,563	62,380	64,251	17
18	55,979	57,657	59,387	61,169	63,004	64,894	18
19	56,538	58,234	59,981	61,780	63,634	65,543	19
20	57,103	58,817	60,580	62,398	64,270	66,199	20
21	57,674	59,404	61,186	63,022	64,913	66,861	21
22	58,251	59,998	61,799	63,652	65,562	67,529	22
23	58,833	60,599	62,416	64,289	66,218	68,204	23
24	59,422	61,205	63,041	64,932	66,880	68,887	24
25	60,016	61,817	63,671	65,581	67,549	69,575	25