

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education 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
 220 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	53,220	54,817	56,461	58,155	59,899	61,697	1
2	54,285	55,913	57,589	59,316	61,096	62,929	2
3	55,370	57,031	58,742	60,504	62,319	64,189	3
4	56,478	58,170	59,915	61,714	63,567	65,472	4
5	57,607	59,334	61,114	62,949	64,836	66,781	5
6	58,760	60,522	62,337	64,207	66,134	68,116	6
7	59,347	61,127	62,960	64,849	66,794	68,798	7
8	59,939	61,736	63,589	65,498	67,463	69,487	8
9	60,540	62,355	64,227	66,152	68,138	70,182	9
10	61,145	62,979	64,867	66,814	68,818	70,882	10
11	61,756	63,609	65,516	67,483	69,507	71,592	11
12	62,374	64,244	66,172	68,156	70,202	72,307	12
13	62,997	64,887	66,834	68,838	70,904	73,031	13
14	63,628	65,536	67,500	69,527	71,614	73,759	14
15	64,264	66,191	68,178	70,222	72,329	74,499	15
16	64,907	66,854	68,858	70,926	73,051	75,244	16
17	65,553	67,522	69,549	71,634	73,784	75,997	17
18	66,211	68,196	70,242	72,351	74,521	76,756	18
19	66,873	68,880	70,946	73,073	75,266	77,524	19
20	67,542	69,568	71,654	73,803	76,019	78,300	20
21	68,218	70,264	72,371	74,543	76,778	79,083	21
22	68,900	70,965	73,095	75,288	77,546	79,873	22
23	69,588	71,676	73,825	76,041	78,322	80,672	23
24	70,283	72,393	74,565	76,802	79,105	81,479	24
25	70,987	73,117	75,310	77,570	79,897	82,293	25