

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Early Care and Education Coach

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 CH
Annual Salary - 2024-2025
 186 Service Days

STEP	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	
1	55,795	57,145	58,535	59,967	61,442	62,961	1
2	56,695	58,072	59,490	60,950	62,454	64,004	2
3	57,613	59,017	60,464	61,953	63,488	65,069	3
4	58,549	59,981	61,456	62,976	64,542	66,153	4
5	59,504	60,965	62,469	64,020	65,616	67,261	5
6	60,478	61,968	63,503	65,084	66,713	68,390	6
7	60,975	62,480	64,030	65,627	67,272	68,966	7
8	61,476	62,996	64,562	66,175	67,837	69,548	8
9	61,983	63,518	65,100	66,729	68,407	70,135	9
10	62,495	64,046	65,643	67,288	68,983	70,728	10
11	63,012	64,579	66,191	67,853	69,565	71,328	11
12	63,534	65,115	66,745	68,423	70,152	71,933	12
13	64,061	65,659	67,305	69,000	70,746	72,545	13
14	64,594	66,207	67,869	69,582	71,346	73,161	14
15	65,132	66,761	68,441	70,170	71,951	73,786	15
16	65,675	67,322	69,017	70,764	72,562	74,415	16
17	66,223	67,887	69,600	71,363	73,180	75,051	17
18	66,779	68,457	70,187	71,969	73,804	75,694	18
19	67,338	69,034	70,781	72,580	74,434	76,343	19
20	67,903	69,617	71,380	73,198	75,070	76,999	20
21	68,474	70,204	71,986	73,822	75,713	77,661	21
22	69,051	70,798	72,599	74,452	76,362	78,329	22
23	69,633	71,399	73,216	75,089	77,018	79,004	23
24	70,222	72,005	73,841	75,732	77,680	79,687	24
25	70,816	72,617	74,471	76,381	78,349	80,375	25