

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title - Schedule
Early Care and Education	220 days	Teacher on Special Assignment, ECE

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 TS
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	58,619	60,216	61,860	63,555	65,299	67,096	1
2	59,684	61,313	62,990	64,718	66,497	68,329	2
3	60,769	62,430	64,141	65,904	67,719	69,589	3
4	61,876	63,571	65,316	67,113	68,966	70,872	4
5	63,006	64,734	66,515	68,348	70,237	72,182	5
6	64,158	65,921	67,737	69,607	71,533	73,518	6
7	64,746	66,527	68,361	70,249	72,195	74,198	7
8	65,340	67,138	68,990	70,898	72,862	74,886	8
9	65,939	67,755	69,625	71,552	73,537	75,582	9
10	66,544	68,379	70,268	72,214	74,219	76,283	10
11	67,155	69,009	70,917	72,883	74,907	76,992	11
12	67,773	69,645	71,572	73,557	75,602	77,708	12
13	68,397	70,287	72,234	74,238	76,304	78,431	13
14	69,027	70,935	72,902	74,927	77,013	79,161	14
15	69,663	71,591	73,577	75,623	77,729	79,898	15
16	70,306	72,253	74,259	76,325	78,452	80,644	16
17	70,955	72,922	74,948	77,034	79,182	81,396	17
18	71,610	73,597	75,643	77,750	79,921	82,157	18
19	72,273	74,279	76,345	78,474	80,666	82,923	19
20	72,941	74,968	77,055	79,204	81,418	83,699	20
21	73,617	75,664	77,771	79,943	82,178	84,482	21
22	74,299	76,366	78,495	80,688	82,946	85,272	22
23	74,988	77,075	79,226	81,441	83,722	86,072	23
24	75,684	77,792	79,964	82,201	84,505	86,878	24
25	76,386	78,516	80,709	82,969	85,296	87,693	25