

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Associate 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 D
Annual Salary - 2024-2025
 186 Service Days

STEP	I	II	III	IV	V	VI	VII	STEP
	Appropriate Permit	Appropriate Permit and 15 semester units after completion of Permit eligibility	Appropriate Permit and 18 semester units after completion of Permit eligibility	Appropriate Permit and 21 semester units after completion of Permit eligibility	Appropriate Permit and 24 semester units after completion of Permit eligibility	Appropriate Permit and 27 semester units after completion of Permit eligibility	Appropriate Permit and 30 semester units after completion of Permit eligibility	
1	35,352	36,412	37,505	38,631	39,789	40,983	42,212	1
2	35,706	36,777	37,880	39,016	40,187	41,393	42,634	2
3	36,062	37,144	38,259	39,407	40,589	41,807	43,061	3
4	36,423	37,516	38,641	39,801	40,995	42,225	43,492	4
5	36,788	37,891	39,028	40,199	41,405	42,647	43,927	5
6	37,155	38,270	39,418	40,600	41,819	43,074	44,365	6
7	37,341	38,461	39,615	40,803	42,028	43,289	44,588	7
8	37,528	38,654	39,813	41,008	42,238	43,506	44,810	8
9	37,716	38,848	40,013	41,213	42,449	43,723	45,035	9
10	37,904	39,041	40,213	41,419	42,661	43,941	45,260	10
11	38,094	39,236	40,414	41,626	42,875	44,161	45,486	11
12	38,284	39,433	40,616	41,834	43,089	44,382	45,713	12
13	38,476	39,630	40,819	42,043	43,305	44,604	45,942	13
14	38,668	39,828	41,023	42,254	43,521	44,826	46,171	14
15	38,862	40,027	41,228	42,465	43,739	45,051	46,402	15
16	39,056	40,227	41,434	42,677	43,957	45,276	46,634	16
17	39,250	40,429	41,642	42,890	44,177	45,503	46,868	17
18	39,447	40,631	41,850	43,105	44,398	45,730	47,102	18
19	39,645	40,834	42,058	43,321	44,620	45,958	47,337	19
20	39,842	41,038	42,269	43,537	44,843	46,188	47,574	20
21	40,042	41,243	42,481	43,755	45,067	46,419	47,812	21
22	40,242	41,449	42,692	43,973	45,293	46,652	48,051	22
23	40,443	41,657	42,906	44,194	45,519	46,885	48,291	23
24	40,646	41,865	43,121	44,414	45,747	47,119	48,533	24
25	40,849	42,075	43,336	44,636	45,976	47,355	48,775	25