

MERCED COUNTY OFFICE OF EDUCATION
C4 Certificated Salary Schedule
200 Days/8 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Career Educators

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$60,352	37.72	\$63,376	39.61	\$66,544	41.59	\$69,872	43.67	\$ 73,360	45.85	1
2	\$62,160	38.85	\$65,280	40.80	\$68,544	42.84	\$71,968	44.98	\$ 75,568	47.23	2
3	\$64,032	40.02	\$67,232	42.02	\$70,608	44.13	\$74,128	46.33	\$ 77,840	48.65	3
4	\$65,952	41.22	\$69,248	43.28	\$72,720	45.45	\$76,352	47.72	\$ 80,176	50.11	4
5	\$67,936	42.46	\$71,328	44.58	\$74,896	46.81	\$78,640	49.15	\$ 82,576	51.61	5
6			\$73,472	45.92	\$77,136	48.21	\$80,992	50.62	\$ 85,056	53.16	6
7			\$75,680	47.30	\$79,456	49.66	\$83,424	52.14	\$ 87,600	54.75	7
8			\$77,952	48.72	\$81,840	51.15	\$85,920	53.70	\$ 90,224	56.39	8
9					\$84,288	52.68	\$88,496	55.31	\$ 92,928	58.08	9
10					\$86,816	54.26	\$91,152	56.97	\$ 95,712	59.82	10
11							\$93,888	58.68	\$ 98,576	61.61	11
15									\$101,536	63.46	15
18									\$104,576	65.36	18
*										66.67	

* Longevity of 2% granted to Certificated Employees on Class V and Step 18 with a minimum of 10 years of immediately preceding continuous MCOTA eligible employment.

- \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

ALL UNITS ARE SEMESTER UNITS

(See Page 2 for Class criteria)



**Description of Classes on the Schedule

- Class I = Meets preliminary designated subjects vocational credential requirements.
- Class II = Bachelor's Degree with preliminary designated subjects vocational credential or less than Bachelor's with clear designated subjects vocational credential.
- Class III = Bachelor's Degree with clear designated subjects vocational credential or clear designated subjects vocational credential with the equivalent of 128 college units.
- Class IV = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 15 college units or clear designated subjects vocational credential with the equivalent of 143 college units.
- Class V = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 30 college units or clear designated subjects vocational credential with the equivalent of 158 college units.

I. Placement on the Schedule

- a. Initial class placement on schedule shall be formulated based upon employee's educational level and previous teaching experience.
- b. Step placement on salary schedule shall be limited to four steps from the step of placement for persons holding less than a clear/life designated subjects vocational teaching credential.
- c. College units and/or on-the-job work experience to be used for advancement from one class to another must be approved in advance by the Assistant Superintendent.
- d. To establish an employee's salary classification and before any change in salary can become effective, an **official transcript** of college work and/or documentation of appropriate work experience must be furnished. The furnishing of all such records is the **responsibility of the employee**.
- e. College work and/or work experience above the Bachelor's Degree, both prior to placement on the salary schedule and after initial placement, must be approved by the Assistant Superintendent.

II. Additional Criteria for Determining Salary Status

- a. When an employee has qualified for placement in a higher salary class, employee shall be placed on the appropriate class and step.
- b. All employees must have the required designated subjects vocational credential, either preliminary or clear/life, covering the area of employment.
- c. When an employee is promoted/changed to a position on a higher salary schedule, the employee shall be placed on the new schedule at the first step which will provide him/her with a salary increase.
- d. Excess units earned prior to the granting of any college degree will not apply to the salary schedule as credits earned following the granting of said degree.
- e. Employees will be allowed adjustment of their base salary one class to another, if documented proof of approved vocationally applicable college work and/or work experience is provided. To be considered, documentation must be presented to the Human Resources Office on or before **September 15th** of the year of expected salary advancement.