

MERCED COUNTY OFFICE OF EDUCATION

C4 Certificated Salary Schedule

220 Days/8 Hours

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

ROP Instructors (Adult Programs)

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$66,387	37.72	\$69,714	39.61	\$73,198	41.59	\$ 76,859	43.67	\$ 80,696	45.85	1
2	\$68,376	38.85	\$71,808	40.80	\$75,398	42.84	\$ 79,165	44.98	\$ 83,125	47.23	2
3	\$70,435	40.02	\$73,955	42.02	\$77,669	44.13	\$ 81,541	46.33	\$ 85,624	48.65	3
4	\$72,547	41.22	\$76,173	43.28	\$79,992	45.45	\$ 83,987	47.72	\$ 88,194	50.11	4
5	\$74,730	42.46	\$78,461	44.58	\$82,386	46.81	\$ 86,504	49.15	\$ 90,834	51.61	5
6			\$80,819	45.92	\$84,850	48.21	\$ 89,091	50.62	\$ 93,562	53.16	6
7			\$83,248	47.30	\$87,402	49.66	\$ 91,766	52.14	\$ 96,360	54.75	7
8			\$85,747	48.72	\$90,024	51.15	\$ 94,512	53.70	\$ 99,246	56.39	8
9					\$92,717	52.68	\$ 97,346	55.31	\$102,221	58.08	9
10					\$95,498	54.26	\$100,267	56.97	\$105,283	59.82	10
11							\$103,277	58.68	\$108,434	61.61	11
15									\$111,690	63.46	15
18									\$115,034	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 preceeding continous 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.