



2024-2025

**LANGUAGE, SPEECH AND HEARING SPECIALIST  
SALARY SCHEDULE**

| STEP | CL1                  | CL2                   | CL3                   | CL4                   | CL5                   | CL6                   |
|------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|      | B.A PLUS<br>15 UNITS | B.A. PLUS<br>30 UNITS | B.A. PLUS<br>45 UNITS | B.A. PLUS<br>60 UNITS | B.A. PLUS<br>75 UNITS | B.A. PLUS<br>90 UNITS |
| 1    | \$ 68,964.00         | \$ 72,048.00          | \$ 75,131.00          | \$ 78,207.00          | \$ 81,299.00          | \$ 83,738.00          |
| 2    | \$ 68,964.00         | \$ 72,048.00          | \$ 75,131.00          | \$ 78,207.00          | \$ 81,299.00          | \$ 83,738.00          |
| 3    | \$ 71,977.00         | \$ 75,056.00          | \$ 78,154.00          | \$ 81,222.00          | \$ 84,304.00          | \$ 86,835.00          |
| 4    | \$ 74,981.00         | \$ 78,065.00          | \$ 81,142.00          | \$ 84,220.00          | \$ 87,302.00          | \$ 89,920.00          |
| 5    | \$ 77,996.00         | \$ 81,072.00          | \$ 84,158.00          | \$ 87,227.00          | \$ 90,306.00          | \$ 93,017.00          |
| 6    | \$ 81,006.00         | \$ 84,077.00          | \$ 87,172.00          | \$ 90,237.00          | \$ 93,310.00          | \$ 96,113.00          |
| 7    | \$ 83,999.00         | \$ 87,081.00          | \$ 90,169.00          | \$ 93,251.00          | \$ 96,322.00          | \$ 99,207.00          |
| 8    | \$ 87,008.00         | \$ 90,096.00          | \$ 93,173.00          | \$ 96,255.00          | \$ 99,336.00          | \$102,317.00          |
| 9    | \$ 90,030.00         | \$ 93,111.00          | \$ 96,182.00          | \$ 99,268.00          | \$102,333.00          | \$105,406.00          |
| 10   | \$ 93,035.00         | \$ 96,112.00          | \$ 99,534.00          | \$102,270.00          | \$105,345.00          | \$108,510.00          |
| 11   | \$ 93,035.00         | \$ 99,108.00          | \$102,192.00          | \$105,261.00          | \$108,340.00          | \$111,592.00          |
| 12   | \$ 93,035.00         | \$102,116.00          | \$105,195.00          | \$108,287.00          | \$111,352.00          | \$114,698.00          |
| 13   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$111,289.00          | \$114,385.00          | \$117,819.00          |
| 14   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$111,289.00          | \$114,385.00          | \$117,819.00          |
| 15   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$111,289.00          | \$114,385.00          | \$117,819.00          |
| 16   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$114,429.00          | \$117,532.00          | \$121,060.00          |
| 17   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$114,429.00          | \$117,532.00          | \$121,060.00          |
| 18   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$114,429.00          | \$117,532.00          | \$121,060.00          |
| 19   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$117,572.00          | \$120,679.00          | \$124,297.00          |
| 20   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$117,572.00          | \$120,679.00          | \$124,297.00          |
| 21   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$117,572.00          | \$120,679.00          | \$124,297.00          |
| 22   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$120,730.00          | \$123,828.00          | \$127,542.00          |
| 23   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$120,730.00          | \$123,828.00          | \$127,542.00          |
| 24   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$120,730.00          | \$123,828.00          | \$127,542.00          |
| 25   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$123,873.00          | \$126,970.00          | \$130,775.00          |
| 26   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$123,873.00          | \$126,970.00          | \$130,775.00          |
| 27   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$123,873.00          | \$126,970.00          | \$130,775.00          |
| 28   | \$ 93,035.00         | \$102,116.00          | \$108,204.00          | \$126,970.00          | \$130,145.00          | \$134,045.00          |

1. Placement on the salary schedule shall be determined by the years of fully credentialed teaching experience and units earned beyond the Bachelor's Degree (minimum 75% of school year, Ref.: E.C. 44908) granting year for year experience credit and that full-time contracted teaching experience under a Waiver and Intern programs will be credited toward total years of experience.
2. A career increment shall be granted to teachers commencing their 16th, 19th, 22nd, 25th and 28th year who have met the following requirements:
  - A. Have reached Class IV, V, and VI.
  - B. Have completed 15, 18, 21, 24 (and 27 for Class IV, V and VI) years of creditable service requiring certification with the San Joaquin County Office of Education. Creditable service shall include appropriate experience outside the County Office of Education which was granted at the time of initial placement on the salary schedule.
  - C. Must have completed Master's Degree to move to Class VI.
3. An additional \$2,100 shall be granted for Master's Degree. Stipend will be pro-rated for less than full-time employment. (Effective 7/1/00, this shall be interpreted to include employees holding alternative certifications.)
4. An additional \$3,000 shall be granted for Doctoral Degree (Ph.D. or Ed.D.). Stipend will be pro-rated for less than full-time employment.
5. The maximum of one stipend shall be paid per employee and shall be based on the highest degree earned.
6. An additional \$5,000 Stipend shall be granted for certificated employees assigned to the Special Education Department. Stipend will be pro-rated for less than full-time equivalent.
7. Employees paid on this Salary Schedule are represented by San Joaquin Educators Association - California Teachers Association (CTA).

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| <b>CLASSIFICATION</b>                   |
| Language, Speech and Hearing Specialist |