



2024-2025

VOCATIONAL AND ROC/P SALARY SCHEDULE

STEP	CL 1	CL 2	CL 3	CL 4	CL 5	CL 6	CL 7
	Preliminary/ Clear	BA PLUS 15 OR 9 years exp	BA PLUS 30 OR 10 years exp	BA PLUS 45 OR 11 years exp	BA PLUS 60 OR 12 years exp	BA PLUS 75 OR 13 years exp	MA PLUS 90 OR 14 years exp
1	\$ 56,908.00	\$ 59,453.00	\$ 62,111.00	\$ 64,770.00	\$ 67,422.00	\$ 70,086.00	\$ 72,187.00
2	\$ 56,908.00	\$ 59,453.00	\$ 62,111.00	\$ 64,770.00	\$ 67,422.00	\$ 70,086.00	\$ 72,187.00
3	\$ 59,504.00	\$ 62,050.00	\$ 64,704.00	\$ 67,374.00	\$ 70,019.00	\$ 72,675.00	\$ 74,856.00
4	\$ 62,085.00	\$ 64,639.00	\$ 67,300.00	\$ 69,949.00	\$ 72,606.00	\$ 75,262.00	\$ 77,520.00
5	\$ 64,689.00	\$ 67,238.00	\$ 69,887.00	\$ 72,551.00	\$ 75,196.00	\$ 77,852.00	\$ 80,188.00
6	\$ 67,281.00	\$ 69,832.00	\$ 72,480.00	\$ 75,146.00	\$ 77,792.00	\$ 80,440.00	\$ 82,856.00
7	\$ 69,851.00	\$ 72,414.00	\$ 75,070.00	\$ 77,731.00	\$ 80,387.00	\$ 83,036.00	\$ 85,522.00
8	\$ 72,438.00	\$ 75,007.00	\$ 77,668.00	\$ 80,322.00	\$ 82,979.00	\$ 85,634.00	\$ 88,206.00
9	\$ 72,438.00	\$ 77,611.00	\$ 80,268.00	\$ 82,915.00	\$ 85,576.00	\$ 88,215.00	\$ 90,867.00
10	\$ 72,438.00	\$ 80,203.00	\$ 82,855.00	\$ 85,804.00	\$ 88,166.00	\$ 90,816.00	\$ 93,542.00
11	\$ 72,438.00	\$ 80,203.00	\$ 85,439.00	\$ 88,096.00	\$ 90,744.00	\$ 93,397.00	\$ 96,198.00
12	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 90,684.00	\$ 93,350.00	\$ 95,993.00	\$ 98,877.00
13	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 95,936.00	\$ 98,609.00	\$101,569.00
14	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 95,936.00	\$ 98,609.00	\$101,569.00
15	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 95,936.00	\$ 98,609.00	\$101,569.00
16	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 98,647.00	\$101,323.00	\$104,363.00
17	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 98,647.00	\$101,323.00	\$104,363.00
18	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$ 98,647.00	\$101,323.00	\$104,363.00
19	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$101,353.00	\$104,034.00	\$107,154.00
20	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$101,353.00	\$104,034.00	\$107,154.00
21	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$101,353.00	\$104,034.00	\$107,154.00
22	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$104,078.00	\$106,746.00	\$109,950.00
23	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$104,078.00	\$106,746.00	\$109,950.00
24	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$104,078.00	\$106,746.00	\$109,950.00
25	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$106,787.00	\$109,455.00	\$112,738.00
26	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$106,787.00	\$109,455.00	\$112,738.00
27	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$106,787.00	\$109,455.00	\$112,738.00
28	\$ 72,438.00	\$ 80,203.00	\$ 88,031.00	\$ 93,279.00	\$109,455.00	\$112,195.00	\$115,556.00

Yearly contractual salaries are based on an 8 hour daily assignment for 183 days. (New employee work year is 184 days.)

Assignments other than full time will be paid at the hourly rate.

CREDENTIAL CLASSIFICATION

- CL 1: Preliminary or Clear CTE Credential
- CL 2: Bachelor's Degree + 15 units OR 9 years industry experience and Clear CTE Credential
- CL 3: Bachelor's Degree + 30 units OR 10 years industry experience and a Clear CTE Credential
- CL 4: Bachelor's Degree + 45 units OR 11 years industry experience and a Clear CTE Credential
- CL 5: Bachelor's Degree + 60 units OR 12 years industry experience and a Clear CTE Credential
- CL 6: Bachelor's Degree + 75 units OR 13 years industry experience and a Clear CTE Credential
- CL 7: Master's Degree + 90 units OR 14 years industry experience and a Clear CTE Credential

1. Placement on the salary schedule shall be determined by credential classification, approved post baccalaureate units, and by years of fully credentialed teaching experience (minimum 75% of the school year. Ref: EC44908). In lieu of Bachelor's Degree - 1,000 hours of industry experience equals 1 year experience (8 years is equal to a Bachelor's Degree OR 15 semester units equals 1 year experience). Industry experience must be in teaching authorization assigned by SJCOE. There will be no mixing and matching. If using degree and units an educator cannot also use experience. Appropriateness of experience and academic coursework will be determined by the County Superintendent or his designee.
2. Initial class/step placement is based on information provided by the new employee at the New Hire Orientation. Verification of credential classification, applicable experience, and official transcripts must be received by the Human Resources Department within thirty (30) days of employment. **The furnishing of all such records is the responsibility of the employee.**
3. 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 V, VI, and VII.
 - B. Have completed 15, 18, 21, 24 (and 27 for Class V, VI and VII) 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 initial placement on the salary schedule.
 - C. Must have completed a Master's Degree to move to Class VII OR have 14 years industry experience and a Clear CTE Credential.
4. An additional \$2,100 shall be granted for Master's Degree. Stipend will be pro-rated for less than full-time employment..
5. 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. The maximum of one stipend shall be paid per employee and shall be based on the highest degree earned.
6. Employees paid on this Salary Schedule are represented by San Joaquin Educators Association - California Teachers Association (CTA).

Service by a person as an instructor in classes conducted at regional occupations centers or programs, shall not be included in computing the service required as a prerequisite to attainment of or eligibility to, classification as a permanent employee. (Education Code 44910)

Individual ROP courses are temporary in nature and subject to termination if and when enrollment drops to a level that is determined to be a class of insufficient size to justify continuation and/or an evaluation indicates that the anticipated employment demand for trainees in the program does not justify the continuation of the course.

CLASSIFICATIONS
CAREER TECHNICAL INSTRUCTOR
ROP TEACHER
TEACHER