



**CERTIFICATED**  
**JUNIOR RESERVE OFFICERS' TRAINING CORPS [JROTC]**  
**ANNUAL SALARY SCHEDULE**  
**02/01/2025 – 06/30/2025 SCHOOL YEAR**

**CERTIFICATED CONTRACT DAYS: 184-DAY WORKYEAR**

ANNUAL SALARY	
STEP	CLASS JROTC
1	70,895
2	71,932
3	74,809
4	77,802
5	80,914
6	84,150
7	87,516
8	91,017
9	94,658
10	98,444
11	102,381
12	106,476
13	110,736
14	115,165
15	119,771
16	124,562
17	132,000

Positions under 210 contract days are considered 11-month and may elect twelve (12) equal monthly payments in accordance with California Education Code §45165.

**CONTRACT DAYS:** Salary schedule is based on a 184-day contract day work year, 6-hour day, and a 1.0 FTE assignment.  
**INITIAL PLACEMENT:** Initial placement on salary schedule will be determined by the salary step that is the same amount or slightly higher than the JROTC minimum instructor pay of the instructor.

**LONGEVITY**

Certificated classifications will be paid longevity at the following intervals upon completion of fifteen (15) years of service with the district. At the start of year sixteen (16) (15 years + 1 day) employees will receive additional longevity compensation as part of regular annual rate. Longevity is prorated to the full-time equivalent (FTE) for the position with the following table representing 1.0 FTE. Longevity increments are increased by the percentage of any salary adjustments in any given school/fiscal year.

Start of Year	Additional Annual	Start of Year	Additional Annual
Yr 16	977.00	Yr 28	4,844.00
Yr 19	1,943.00	Yr 31	5,816.00
Yr 22	2,911.00	Yr 34	6,784.00
Yr 25	3,882.00	Yr 37	7,752.00

*CalSTRS/CalPERS Compliance Notes: Certificated employees are paid annually and are part of the certificated service for retirement purposes. Standard work calendar for employees' annual rates are calculated on 184 Day Calendar. Calendar variations are noted in above salary schedule. Days noted as follows for the 2024-2025 SY which has (261) total work days available: 184 Days (184 paid, 0 paid holidays, 77 unpaid). Classification Annual Rates are calculated as 6 hours/day x 184 Days per year x (step annual rate based on years of service + longevity based on years of service).*