



**ENCINITAS UNION SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
July 1, 2025 - June 30, 2026**

STEP	COLUMN 0 < 15 UNITS & INTERNS	COLUMN I 15-44 UNITS	COLUMN II 45-59 UNITS	COLUMN III 60-74 UNITS	COLUMN IV 75 + with MASTERS	STEP
1	\$54,742	\$59,121	\$63,501	\$67,880	\$72,259	1
2		62,406	66,785	71,165	75,544	2
3		65,690	70,070	74,449	78,828	3
4		68,975	73,354	77,734	82,113	4
5		72,259	76,639	81,018	85,398	5
6		75,544	79,923	84,303	88,682	6
7		78,828	83,208	87,587	91,967	7
8		82,113	86,492	90,872	95,251	8
9		85,398	89,777	94,156	98,536	9
10		85,398	93,061	97,441	101,820	10
11		85,398	96,346	100,725	105,105	11
12		85,398	99,630	104,010	108,389	12
13		85,398	102,915	107,294	111,674	13
14		85,398	102,915	110,579	114,958	14
15		85,398	102,915	113,863	118,243	15
16		85,398	106,199	117,148	121,527	16
17		85,398	106,199	120,432	124,812	17
18		85,398	106,199	120,432	128,096	18
19		85,398	106,199	120,432	131,381	19
20		85,398	106,199	120,432	134,665	20
21		88,682	109,484	123,717	137,950	21
22		88,682	109,484	123,717	137,950	22
23		91,967	112,769	127,001	141,234	23
24		91,967	112,769	127,001	141,234	24
25		95,251	116,053	130,286	144,519	25

HOURLY RATES:

Instructional	\$50
Non-Instructional	\$40
Site Program Support Teacher	\$30

NOTES:

A maximum of ten (10) years of experience is given to new employees hired for Special Education and Dual Language Instruction (DLI) TOE unit positions.

A maximum of ten (10) years of experience is given to new employees hired for regular education (non-DLI) classes and other TOE unit positions.

ANNUAL STIPENDS

Masters Degree	\$1,000
Doctorate	\$1,500
Nat'l Board Certification	\$1,000
Board Certified Behavior Analyst (BCBA)	\$1,000
BCLAD or BCC (see TOE 5.1.4)	\$1,000
CLAD or LDS (see TOE 5.1.5)	\$500

Psychologists, Speech & Language Therapists, and Behavior Specialists shall receive a yearly stipend equivalent to a 10% increase in pay.

Certificated employees must work 75% of the school year in order to step advance.

SUBSTITUTE DAILY RATES:

Substitute Daily Rate	\$200
Long Term Sub Assignment day 1-15	\$200
Long Term Sub Assignment day 16+	\$215