

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2025
184 Work Days**

APPENDIX A

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
1	\$ 55,256	\$ 56,864	\$ 58,360	\$ 59,979	\$ 62,781
2	\$ 56,864	\$ 58,427	\$ 59,966	\$ 62,078	\$ 64,979
3	\$ 58,061	\$ 60,034	\$ 61,614	\$ 64,251	\$ 67,252
4		\$ 61,921	\$ 63,267	\$ 66,500	\$ 69,605
5		\$ 65,017	\$ 66,429	\$ 68,827	\$ 72,042
6		\$ 68,266	\$ 69,752	\$ 71,236	\$ 74,563
7		\$ 70,656	\$ 73,238	\$ 73,730	\$ 77,174
8		\$ 70,656	\$ 75,435	\$ 76,308	\$ 79,874
9		\$ 70,656	\$ 75,435	\$ 78,980	\$ 82,669
10		\$ 72,776	\$ 75,435	\$ 81,745	\$ 85,564
11			\$ 77,698	\$ 84,603	\$ 88,558
12				\$ 87,564	\$ 91,659
13					\$ 91,659
14					\$ 91,659
15					\$ 94,867
16					\$ 94,867
17					\$ 94,867
18					\$ 98,187
19					\$ 98,187
20					\$ 98,187
21					\$ 101,625
22					\$ 101,625
23					\$ 101,625
24					\$ 105,179
25					\$ 105,179
26					\$ 105,179
27					\$ 108,862
28					\$ 108,862
29					\$ 108,862
30					\$ 115,066
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
*Class A: not fully credentialed/Intern					

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2025
184 Work Days - SDC, CDS, REACH, ERICS**

APPENDIX A-2

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
1	\$ 59,681	\$ 60,877	\$ 62,070	\$ 63,879	\$ 66,861
2	\$ 61,321	\$ 62,519	\$ 63,745	\$ 66,114	\$ 69,203
3	\$ 63,008	\$ 64,206	\$ 65,367	\$ 68,429	\$ 71,624
4		\$ 65,945	\$ 67,378	\$ 70,824	\$ 74,131
5		\$ 69,241	\$ 70,748	\$ 73,301	\$ 76,727
6		\$ 72,705	\$ 74,286	\$ 75,866	\$ 79,411
7		\$ 75,248	\$ 78,000	\$ 78,522	\$ 82,190
8		\$ 75,248	\$ 80,339	\$ 81,267	\$ 85,066
9		\$ 75,248	\$ 80,339	\$ 84,114	\$ 88,042
10		\$ 77,505	\$ 80,339	\$ 87,057	\$ 91,126
11			\$ 82,749	\$ 90,104	\$ 94,314
12				\$ 93,258	\$ 97,616
13					\$ 97,616
14					\$ 97,616
15					\$ 101,034
16					\$ 101,034
17					\$ 101,034
18					\$ 104,568
19					\$ 104,568
20					\$ 104,568
21					\$ 108,231
22					\$ 108,231
23					\$ 108,231
24					\$ 112,018
25					\$ 112,018
26					\$ 112,018
27					\$ 115,937
28					\$ 115,937
29					\$ 115,937
30					\$ 122,390
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
*Class A: not fully credentialed/Intern					

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule - CTE
Effective July 1, 2025
184 Work Days**

APPENDIX A-3

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
	Intern or Clear CTE Cred	- or clr CTE Cred + 7 yrs Outside Experience	- or clr CTE Cred + 10 yrs Outside experience	- or clr CTE Cred + 13 yrs Outside experience	- or clr CTE Cred + 16 yrs Outside experience
1	\$ 55,256	\$ 56,864	\$ 58,360	\$ 59,979	\$ 62,781
2	\$ 56,864	\$ 58,427	\$ 59,966	\$ 62,078	\$ 64,979
3	\$ 58,061	\$ 60,034	\$ 61,614	\$ 64,251	\$ 67,252
4		\$ 61,921	\$ 63,267	\$ 66,500	\$ 69,605
5		\$ 65,017	\$ 66,429	\$ 68,827	\$ 72,042
6		\$ 68,266	\$ 69,752	\$ 71,236	\$ 74,563
7		\$ 70,656	\$ 73,238	\$ 73,730	\$ 77,174
8		\$ 70,656	\$ 75,435	\$ 76,308	\$ 79,874
9		\$ 70,656	\$ 75,435	\$ 78,980	\$ 82,669
10		\$ 72,776	\$ 75,435	\$ 81,745	\$ 85,564
11			\$ 77,698	\$ 84,603	\$ 88,558
12				\$ 87,564	\$ 91,659
13					\$ 91,659
14					\$ 91,659
15					\$ 94,867
16					\$ 94,867
17					\$ 94,867
18					\$ 98,187
19					\$ 98,187
20					\$ 98,187
21					\$ 101,625
22					\$ 101,625
23					\$ 101,625
24					\$ 105,179
25					\$ 105,179
26					\$ 105,179
27					\$ 108,862
28					\$ 108,862
29					\$ 108,862
30					\$ 115,066
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
*Class A: not fully credentialed/Intern					

CTE teachers will be placed in the appropriate column based on their verifiable years of outside experience in their credentialing area. They will advance one step for each year of teaching experience. To move across columns, they must complete the equivalent of 15 units of college coursework.

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2025
192 Work Days
Counselor I**

APPENDIX B

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
1	\$ 57,347	\$ 58,464	\$ 58,748	\$ 62,578	\$ 65,500
2	\$ 58,464	\$ 60,072	\$ 60,364	\$ 64,765	\$ 67,790
3	\$ 60,072	\$ 61,724	\$ 62,860	\$ 67,033	\$ 70,165
4		\$ 64,604	\$ 66,004	\$ 69,378	\$ 72,620
5		\$ 67,833	\$ 69,305	\$ 71,807	\$ 75,161
6		\$ 71,223	\$ 72,768	\$ 74,320	\$ 77,790
7		\$ 73,718	\$ 76,407	\$ 76,922	\$ 80,514
8		\$ 73,718	\$ 78,698	\$ 79,613	\$ 83,332
9		\$ 73,718	\$ 78,698	\$ 82,399	\$ 86,250
10		\$ 75,930	\$ 78,698	\$ 85,284	\$ 89,267
11			\$ 81,059	\$ 88,268	\$ 92,393
12				\$ 91,357	\$ 95,625
13					\$ 95,625
14					\$ 95,625
15					\$ 98,973
16					\$ 98,973
17					\$ 98,973
18					\$ 102,437
19					\$ 102,437
20					\$ 102,437
21					\$ 106,023
22					\$ 106,023
23					\$ 106,023
24					\$ 109,734
25					\$ 109,734
26					\$ 109,734
27					\$ 113,574
28					\$ 113,574
29					\$ 113,574
30					\$ 119,941
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
Note: This schedule includes K-8 Counselor					
*Class A: not fully credentialed/Intern					

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2025
197 Work Days
Counselor II**

APPENDIX C

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
1	\$ 58,655	\$ 59,982	\$ 60,273	\$ 64,199	\$ 67,197
2	\$ 59,982	\$ 61,631	\$ 61,930	\$ 66,446	\$ 69,549
3	\$ 61,631	\$ 63,326	\$ 64,492	\$ 68,771	\$ 71,986
4		\$ 66,281	\$ 67,716	\$ 71,180	\$ 74,504
5		\$ 69,592	\$ 71,102	\$ 73,670	\$ 77,112
6		\$ 73,072	\$ 74,660	\$ 76,247	\$ 79,810
7		\$ 75,631	\$ 78,391	\$ 78,920	\$ 82,603
8		\$ 75,631	\$ 80,743	\$ 81,680	\$ 85,494
9		\$ 75,631	\$ 80,743	\$ 84,539	\$ 88,487
10		\$ 77,900	\$ 80,743	\$ 87,496	\$ 91,585
11			\$ 83,165	\$ 90,559	\$ 94,789
12				\$ 93,729	\$ 98,106
13					\$ 98,106
14					\$ 98,106
15					\$ 101,540
16					\$ 101,540
17					\$ 101,540
18					\$ 105,094
19					\$ 105,094
20					\$ 105,094
21					\$ 108,772
22					\$ 108,772
23					\$ 108,772
24					\$ 112,583
25					\$ 112,583
26					\$ 112,583
27					\$ 116,519
28					\$ 116,519
29					\$ 116,519
30					\$ 122,992
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
Note: This schedule includes 9-12 Counselor					
*Class A: not fully credentialed/Intern					

Gateway Unified School District
 Certificated Salary Schedule
 Effective July 1, 2025
 204 Work Days
 CVHS/MLHS Agriculture Teacher

Step/Column Year	Class A*	Class I BA/AB+30	Class II AB + 45	Class III AB + 60	Class IV AB + 75
1	\$ 60,484	\$ 62,116	\$ 62,418	\$ 66,483	\$ 69,589
2	\$ 61,430	\$ 63,825	\$ 64,135	\$ 68,810	\$ 72,024
3	\$ 63,825	\$ 65,578	\$ 66,787	\$ 71,218	\$ 74,545
4		\$ 68,638	\$ 70,127	\$ 73,710	\$ 77,153
5		\$ 72,070	\$ 73,631	\$ 76,291	\$ 79,856
6		\$ 75,672	\$ 77,315	\$ 78,962	\$ 82,648
7		\$ 78,321	\$ 81,180	\$ 81,726	\$ 85,542
8		\$ 78,321	\$ 83,613	\$ 84,586	\$ 88,539
9		\$ 78,321	\$ 83,613	\$ 87,547	\$ 91,634
10		\$ 80,671	\$ 83,613	\$ 90,610	\$ 94,841
11			\$ 86,121	\$ 93,782	\$ 98,162
12				\$ 97,064	\$ 101,598
13					\$ 101,598
14					\$ 101,598
15					\$ 105,154
16					\$ 105,154
17					\$ 105,154
18					\$ 108,836
19					\$ 108,836
20					\$ 109,053
21					\$ 112,644
22					\$ 112,644
23					\$ 112,644
24					\$ 116,586
25					\$ 116,586
26					\$ 116,586
27					\$ 120,667
28					\$ 120,667
29					\$ 120,667
30					\$ 127,282
Each Masters Degree Stipend:				\$ 1,500.00	
Each Doctorate Degree Stipend:				\$ 1,500.00	
Each National Board Certification:				\$ 1,500.00	
Longevity 30+ Years of Service added to Class IV Step 30:				\$ 2,000.00	(2022/23)
*Class A: not fully credentialed/Intern					

ARTICLE 21**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2025
197 Work Days
Psychologist/Nurse/Speech****APPENDIX F****Step/Column
Year****Class A***

1	\$ 72,818	\$ 84,880
2	\$ 74,784	\$ 87,638
3	\$ 76,803	\$ 90,486
4		\$ 93,427
5		\$ 96,464
6		\$ 99,934
7		\$ 102,834
8		\$ 106,177
9		\$ 109,627
10		\$ 113,192
11		\$ 113,192
12		\$ 113,192
13		\$ 113,192
14		\$ 116,871
15		\$ 116,871
16		\$ 116,871
17		\$ 116,871
18		\$ 120,669
19		\$ 120,669
20		\$ 120,669
21		\$ 120,669
22		\$ 124,590
23		\$ 124,590
24		\$ 124,590
25		\$ 124,590
26		\$ 131,032

Each Masters Degree Stipend:	\$ 1,500.00	(Effective 1/1/16)
Each Doctorate Degree Stipend:	\$ 1,500.00	(Effective 1/1/16)
Each National Board Certification:	\$ 1,500.00	(Effective 1/1/16)
Longevity 30+ Years of Service added to Class IV Step 30:	\$ 2,000.00	(2022/23)
Exception: Article 21.1.2		
*Class A: not fully credentialed/Intern		