

HANFORD ELEMENTARY SCHOOL DISTRICT
2025-2026 CREDENTIALLED TEACHER SALARY SCHEDULE "A"

187 Work Days

STEP	COLUMN			
	I	II	III	IV
	BA	BA + 45	BA + 60	BA + 75
	semester hours	semester hours	semester hours	semester hours
	+ Credential ¹	+ Credential ¹	Credential ¹	Credential ¹
1	67,355	70,049	72,851	75,765
2	70,049	72,851	75,765	78,796
3	72,851	75,765	78,796	81,947
4	75,765	78,796	81,947	85,225
5	78,796	81,947	85,225	88,634
6	81,947	85,225	88,634	92,180
7	85,225	88,634	92,180	95,867
8	88,634	92,180	95,867	99,702
9	92,180	95,867	99,702	103,690
10		99,702	103,690	107,837
11		103,690	107,837	112,151
12			112,151	116,637
L - 15	Requires 15 years of service ²		116,637	121,302
L - 20	Requires 20 years of service ²		121,302	126,154
L - 25	Requires 25 years of service ²		126,154	131,200
L - 30	Requires 30 years of service ²		131,200	136,448
L - 35	Requires 35 years of service ²		136,448	141,906

¹ Preliminary or Clear/Professional Clear teaching or service credential authorizing service at the elementary (K-8) level.

² "Years of service" for purpose of longevity steps means certificated service in the Hanford Elementary School District for at least 75% of the student days of each year, including paid leave days.

INITIAL STEP PLACEMENT

New teachers will be given step placement credit on a year-for-year basis for previous full-time teaching experience up to Step 12.

STEP ADVANCEMENT

A one-step advancement on the Teacher Salary Schedule shall be granted for each school year in the District if the teacher is in paid status for the equivalent of 75% of full-time service of an established work year.

One (1) year of teaching credit shall be given for every two (2) years of teaching service rendered on a half-time contract in this District (i.e., two (2) certificated employees sharing one (1) job) or teacher working 1/2 contract.

STIPENDS

Jefferson Academy Spanish Bilingual Teacher with BCLAD certification in Spanish	\$2,000 per year	Instructional / Induction Coach	\$4,000 per year
Jefferson Academy Spanish Bilingual Teacher with CTC BCLAD waiver or emergency permit	\$1,200 per year	Masters	\$1,200 per year
Special Day Class Teacher	\$2,500 per year	Doctorate	\$1,014 per year
Resource Specialist Program Teacher	\$2,000 per year	Combination Class	\$1,500 per year
Community Day School Teacher	\$3,500 per year	Split Assignt. 2 schools	\$ 825 per year

AVERAGE HOURLY RATE OF PAY (Article 20) = \$65.14

Adopted: 06/11/25
 Effective: 07/01/25