

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Special Education	186 days	Adapted Physical Education Specialist
	186 days	Audiologist
	186 days	Orientation and Mobility Specialist
	186 days	Preschool Specialist
	186 days	Resource Specialist
	186 days	Resources Specialist/Special Day Class Teacher
	186 days	Special Day Class Teacher
	186 days	Special Day Class Teacher of the Deaf and Hard of Hearing
	186 days	Special Day Class, Itinerant
	186 days	Teacher of the Deaf and Hard of Hearing
	186 days	Teacher of Students with Visual Impairments

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
All Unit Members	Unit members who hold a Master’s Degree from a regionally accredited institution	\$2,000 annual stipend
	Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for a unit member who possesses both a Master’s Degree and a Doctorate Degree shall not exceed \$3000 annually	\$3,000 annual stipend
	Unit members who speak a language other than English (e.g. Spanish or ASL), and who regularly use that language at least weekly, and who have passed an applicable bilingual examination	\$1,500 annual stipend
	<b>Longevity</b> After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750

ADDITIONAL STIPENDS		
Position	Details	Stipend
All Unit Members	Mentorship stipend amounts vary based on the mentee’s status, level of experience, and program requirements	\$2,000, \$1,500, or \$1,000 annual stipend
	Teacher of Record stipend of the daily rate of a regular substitute in addition to regular pay	Amount varies based on current substitute pay rates
Licensed Unit Members	For licensed unit members who are eligible to complete MediCal billing, accumulated monies will be used to offset unit member costs for approved professional growth opportunities during the subsequent school year	\$100 for each month billed up to 10 months or up to 12 months if working the duration of the Extended School Year or on a 12-month contract



**Certificated Salary Schedule A**  
**Annual Salary Schedule - 2025-2026**  
 186 Service Days

	I	II	III	
<b>STEP</b>	BA or appropriate vocational credential	60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units	Earned Master's degree and 75 semester units of approved upper division or graduate work after completion of a BA	<b>STEP</b>
<b>1</b>	70,590	74,827	79,315	<b>1</b>
<b>2</b>	73,415	77,819	82,487	<b>2</b>
<b>3</b>	76,351	80,934	85,789	<b>3</b>
<b>4</b>	79,403	84,171	89,218	<b>4</b>
<b>5</b>	82,579	87,538	92,788	<b>5</b>
<b>6</b>	85,881	91,038	96,497	<b>6</b>
<b>7</b>	88,460	93,768	99,394	<b>7</b>
<b>8</b>	91,114	96,583	102,377	<b>8</b>
<b>9</b>	93,848	99,478	105,448	<b>9</b>
<b>10</b>	96,662	102,465	108,610	<b>10</b>
<b>11</b>	98,596	104,514	110,781	<b>11</b>
<b>12</b>	100,569	106,603	113,000	<b>12</b>
<b>13</b>	102,579	108,738	115,257	<b>13</b>
<b>14</b>	104,631	110,911	117,562	<b>14</b>
<b>15</b>	106,201	112,575	119,325	<b>15</b>
<b>16</b>	107,793	114,265	121,114	<b>16</b>
<b>17</b>	109,411	115,979	122,933	<b>17</b>
<b>18</b>	111,054	117,716	124,776	<b>18</b>
<b>19</b>	112,719	119,484	126,647	<b>19</b>
<b>20</b>	114,408	121,273	128,545	<b>20</b>
<b>21</b>	116,126	123,093	130,473	<b>21</b>
<b>22</b>	117,868	124,941	132,433	<b>22</b>
<b>23</b>	119,638	126,816	134,420	<b>23</b>
<b>24</b>	121,430	128,717	136,436	<b>24</b>
<b>25</b>	123,252	130,648	138,482	<b>25</b>