

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Early Care and Education Coach

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
<i>All Unit Members</i>	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
<i>All Unit Members</i>	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



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

	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	
<b>STEP</b>	Appropriate Permit	Appropriate Permit and 15 semester units after Permit eligibility	Appropriate Permit and 30 semester units after Permit eligibility	Appropriate Permit and 45 semester units after Permit eligibility	Appropriate Permit and Bachelor's Degree	Appropriate Permit and 15 semester units after completion of Bachelor's Degree	<b>STEP</b>
<b>1</b>	58,027	59,431	60,876	62,366	63,900	65,479	<b>1</b>
<b>2</b>	58,963	60,395	61,870	63,388	64,952	66,564	<b>2</b>
<b>3</b>	59,918	61,378	62,883	64,431	66,028	67,672	<b>3</b>
<b>4</b>	60,891	62,380	63,914	65,495	67,124	68,799	<b>4</b>
<b>5</b>	61,884	63,404	64,968	66,581	68,241	69,951	<b>5</b>
<b>6</b>	62,897	64,447	66,043	67,687	69,382	71,126	<b>6</b>
<b>7</b>	63,414	64,979	66,591	68,252	69,963	71,725	<b>7</b>
<b>8</b>	63,935	65,516	67,144	68,822	70,550	72,330	<b>8</b>
<b>9</b>	64,462	66,059	67,704	69,398	71,143	72,940	<b>9</b>
<b>10</b>	64,995	66,608	68,269	69,980	71,742	73,557	<b>10</b>
<b>11</b>	65,532	67,162	68,839	70,567	72,348	74,181	<b>11</b>
<b>12</b>	66,075	67,720	69,415	71,160	72,958	74,810	<b>12</b>
<b>13</b>	66,623	68,285	69,997	71,760	73,576	75,447	<b>13</b>
<b>14</b>	67,178	68,855	70,584	72,365	74,200	76,087	<b>14</b>
<b>15</b>	67,737	69,431	71,179	72,977	74,829	76,737	<b>15</b>
<b>16</b>	68,302	70,015	71,778	73,595	75,464	77,392	<b>16</b>
<b>17</b>	68,872	70,602	72,384	74,218	76,107	78,053	<b>17</b>
<b>18</b>	69,450	71,195	72,994	74,848	76,756	78,722	<b>18</b>
<b>19</b>	70,032	71,795	73,612	75,483	77,411	79,397	<b>19</b>
<b>20</b>	70,619	72,402	74,235	76,126	78,073	80,079	<b>20</b>
<b>21</b>	71,213	73,012	74,865	76,775	78,742	80,767	<b>21</b>
<b>22</b>	71,813	73,630	75,503	77,430	79,416	81,462	<b>22</b>
<b>23</b>	72,418	74,255	76,145	78,093	80,099	82,164	<b>23</b>
<b>24</b>	73,031	74,885	76,795	78,761	80,787	82,874	<b>24</b>
<b>25</b>	73,649	75,522	77,450	79,436	81,483	83,590	<b>25</b>