

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

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
	Longevity 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 D
Annual Salary - 2025-2026
 186 Service Days

STEP	I	II	III	IV	V	VI	VII	STEP
	Appropriate Permit	Appropriate Permit and 15 semester units after completion of Permit eligibility	Appropriate Permit and 18 semester units after completion of Permit eligibility	Appropriate Permit and 21 semester units after completion of Permit eligibility	Appropriate Permit and 24 semester units after completion of Permit eligibility	Appropriate Permit and 27 semester units after completion of Permit eligibility	Appropriate Permit and 30 semester units after completion of Permit eligibility	
1	36,766	37,868	39,005	40,176	41,381	42,622	43,900	1
2	37,134	38,248	39,395	40,577	41,794	43,049	44,339	2
3	37,504	38,630	39,789	40,983	42,213	43,479	44,783	3
4	37,880	39,017	40,187	41,393	42,635	43,914	45,232	4
5	38,260	39,407	40,589	41,807	43,061	44,353	45,684	5
6	38,641	39,801	40,995	42,224	43,492	44,797	46,140	6
7	38,835	39,999	41,200	42,435	43,709	45,021	46,372	7
8	39,029	40,200	41,406	42,648	43,928	45,246	46,602	8
9	39,225	40,402	41,614	42,862	44,147	45,472	46,836	9
10	39,420	40,603	41,822	43,076	44,367	45,699	47,070	10
11	39,618	40,805	42,031	43,291	44,590	45,927	47,305	11
12	39,815	41,010	42,241	43,507	44,813	46,157	47,542	12
13	40,015	41,215	42,452	43,725	45,037	46,388	47,780	13
14	40,215	41,421	42,664	43,944	45,262	46,619	48,018	14
15	40,416	41,628	42,877	44,164	45,489	46,853	48,258	15
16	40,618	41,836	43,091	44,384	45,715	47,087	48,499	16
17	40,820	42,046	43,308	44,606	45,944	47,323	48,743	17
18	41,025	42,256	43,524	44,829	46,174	47,559	48,986	18
19	41,231	42,467	43,740	45,054	46,405	47,796	49,230	19
20	41,436	42,680	43,960	45,278	46,637	48,036	49,477	20
21	41,644	42,893	44,180	45,505	46,870	48,276	49,724	21
22	41,852	43,107	44,400	45,732	47,105	48,518	49,973	22
23	42,061	43,323	44,622	45,962	47,340	48,760	50,223	23
24	42,272	43,540	44,846	46,191	47,577	49,004	50,474	24
25	42,483	43,758	45,069	46,421	47,815	49,249	50,726	25