

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education Assistant 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 F
Annual Salary Schedule - 2025-2026
 220 Service Days

	I	II	III	
STEP	Appropriate Permit	Appropriate Permit and 3 semester units after Permit eligibility	Appropriate Permit and 6 semester units after Permit eligibility	STEP
1	39,619	40,808	42,032	1
2	40,016	41,216	42,452	2
3	40,416	41,628	42,876	3
4	40,819	42,045	43,306	4
5	41,229	42,465	43,739	5
6	41,642	42,891	44,175	6
7	42,058	43,320	44,619	7
8	42,478	43,753	45,065	8
9	42,901	44,189	45,515	9
10	43,331	44,632	45,971	10
11	43,763	45,078	46,431	11
12	44,202	45,528	46,894	12
13	44,643	45,984	47,363	13
14	45,091	46,444	47,838	14
15	45,541	46,907	48,315	15