

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Special Education	190 days	IEP Team Chairperson
	190 days	Program Specialist, Special Education

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
<i>Licensed Unit Members</i>	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 SE
Annual Salary Schedule - 2025-2026

190 Service Days

	I	II	III	
STEP	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	STEP
1	74,537	78,866	83,451	1
2	77,420	81,923	86,691	2
3	80,422	85,104	90,061	3
4	83,540	88,409	93,568	4
5	86,784	91,849	97,213	5
6	90,161	95,426	101,005	6
7	92,789	98,214	103,962	7
8	95,503	101,090	107,007	8
9	98,294	104,050	110,145	9
10	101,172	107,098	113,375	10
11	103,147	109,192	115,592	11
12	105,160	111,329	117,858	12
13	107,214	113,505	120,169	13
14	109,311	115,724	122,523	14
15	110,914	117,425	124,321	15
16	112,544	119,152	126,150	16
17	114,195	120,901	128,004	17
18	115,874	122,678	129,890	18
19	117,572	124,485	131,798	19
20	119,298	126,313	133,740	20
21	121,055	128,174	135,708	21
22	122,830	130,057	137,710	22
23	124,638	131,973	139,740	23
24	126,472	133,917	141,800	24
25	128,331	135,887	143,888	25