

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title - Schedule
Early Care and Education	220 days	Teacher on Special Assignment, ECE

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 TS
Annual Salary - 2025-2026
 220 Service Days

STEP	I	II	III	IV	V	VI	STEP
	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	
1	60,964	62,625	64,334	66,097	67,911	69,780	1
2	62,071	63,766	65,510	67,307	69,157	71,062	2
3	63,200	64,927	66,707	68,540	70,428	72,373	3
4	64,351	66,114	67,929	69,798	71,725	73,707	4
5	65,526	67,323	69,176	71,082	73,046	75,069	5
6	66,724	68,558	70,446	72,391	74,394	76,459	6
7	67,336	69,188	71,095	73,059	75,083	77,166	7
8	67,954	69,824	71,750	73,734	75,776	77,881	8
9	68,577	70,465	72,410	74,414	76,478	78,605	9
10	69,206	71,114	73,079	75,103	77,188	79,334	10
11	69,841	71,769	73,754	75,798	77,903	80,072	11
12	70,484	72,431	74,435	76,499	78,626	80,816	12
13	71,133	73,098	75,123	77,208	79,356	81,568	13
14	71,788	73,772	75,818	77,924	80,094	82,327	14
15	72,450	74,455	76,520	78,648	80,838	83,094	15
16	73,118	75,143	77,229	79,378	81,590	83,870	16
17	73,793	75,839	77,946	80,115	82,349	84,652	17
18	74,474	76,541	78,669	80,860	83,118	85,443	18
19	75,164	77,250	79,399	81,613	83,893	86,240	19
20	75,859	77,967	80,137	82,372	84,675	87,047	20
21	76,562	78,691	80,882	83,141	85,465	87,861	21
22	77,271	79,421	81,635	83,916	86,264	88,683	22
23	77,988	80,158	82,395	84,699	87,071	89,515	23
24	78,711	80,904	83,163	85,489	87,885	90,353	24
25	79,441	81,657	83,937	86,288	88,708	91,201	25