

Career Technical Education (CTE) Teacher Placement Guide 7-01-25

CTE teachers without a bachelor's degree will be placed on the following columns and steps of the Teachers' Basic Salary Schedule, with the listed requirements in lieu of the standard degrees/unit requirements. Initial step placement will be based on CTE credential and industry hours. After initial step placement and hire date, movement across columns will be based on 15 hours of industry-related training or certification related to CTE teaching assignment, equal to one-semester unit. Training opportunities must be pre-approved by personnel. CTE teachers can move over on the schedule like any other teacher based on units earned via the 15:1 equation. CTE Teachers must submit their certifications with a signature and industry-related certificate to earn the certification.

Step		Class IIB	Class IIIB	Class IVB
			+60 units or BA/BS +45 units	+75 units or BA/BS +60 units
1	Prelim/Clear CTE Cred (requires 3 years of related industry experience)	51,171 275.12	52,901 284.42	54,630 293.71
2	Prelim/Clear CTE Cred and 4 years of related industry experience	51,712 278.02	53,649 288.44	57,270 307.90
3	Prelim/Clear CTE Cred and 5 years of related industry experience	52,248 280.90	56,070 301.45	59,897 322.03
4	Clear CTE Credential and 6 years of related industry experience	54,455 292.77	58,485 314.44	62,511 336.08
5	Clear CTE Credential and 7 years of related industry experience	56,787 290.76	61,028 328.11	65,264 350.88
6	Clear CTE Credential and 8 years of related industry experience	59,120 317.85	63,570 341.78	68,020 365.70
7	Clear CTE Credential and 9 years of related industry experience	61,452 330.39	66,113 355.45	70,776 380.52
8	Clear CTE Credential and 10 years of related industry experience	63,782 342.91	68,657 369.12	73,532 395.33
9	Clear CTE Credential and 11 years of related industry experience	66,113 355.45	71,200 382.79	76,284 410.13

10	Clear CTE Credential and 12 years of related industry experience	68,444 367.98	73,743 396.47	79,044 424.97
		1 unit for every 15 hours of industry-related training or certification after hire date. Must be verified with a signature and industry-related certificate.		

NOTE: Cells indicate annual salary and per diem.

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