

APPENDIX C
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2025-2026 ANNUAL SALARY SCHEDULE J - BAE CENTER
Contract Year: 204 Days*

STEP/YEARS OF SERVICE	J	I	II	III	IV	V	VI	Career Incentives
	1	77,595	80,413	83,767	87,257	90,889	94,678	
	2	77,695	82,477	85,914	89,494	93,223	97,107	
	3	77,743	84,591	88,115	91,787	95,613	99,597	
	4	77,793	86,760	90,377	94,142	98,063	102,148	
	5	77,991	88,983	92,692	96,557	100,579	104,769	
	6	81,325	91,266	95,069	99,030	103,157	107,457	
	7	84,630	93,606	97,508	101,568	105,802	110,210	
	8			100,008	104,173	108,513	113,036	
	9			102,572	106,846	111,297	115,934	
	10			108,775	113,309	118,029	122,950	
	11			111,565	116,214	121,056	126,100	
	12				119,193	124,158	129,331	
	13-15				122,250	127,345	132,648	
	16/CI				125,384	130,608	136,049	A. 2,517**
	17-20/CI				126,562	131,834	137,327	
	21-25/CI				129,807	135,215	140,846	B. 4,403**
	26+/CI				133,134	138,680	144,461	C. 6,292**

*The 204-day work year is in effect for the 2025-2026, 2026-2027, and 2027-2028 school years, reflecting the addition of two (2) professional development days. Prior to the 2028-2029 school year, the District and the Association shall negotiate the continuation of these additional professional development days. If no agreement is reached, the work year for all certificated bargaining unit members shall revert to its length prior to 2025-2026 (202 days), and unit members' salaries shall be reduced by an amount equivalent to two (2) workdays at their daily rate, including Career Incentives.

Column I	BA Degree
Column II	BA Degree + 15 Semester Units
Column III	BA Degree + 30 Semester Units
Column IV	BA Degree + 45 Semester Units or MA Degree
Column V	BA Degree + MA Degree and 60 Semester Units
Column VI	BA Degree + MA Degree and 75 Semester Units

****Career Incentives** Added to a unit member's salary when service requirements of 16 years and up are attained.

An additional \$1,328 annually for earned Doctorate from an accredited institution.

An additional \$1,259 annually for those teachers holding an utilizing (in special education) a Special Education credential or Speech Language credential (preliminary or life).

NOTE: All units must be upper division or graduate units unless authorized by the District PRIOR TO TAKING THE UNITS.

Effective 7/1/2025
Increase: 2 additional service days