

MISSION VALLEY ROP

2025-26 CERTIFICATED INSTRUCTORS SALARY SCHEDULE 7 HOURS (6 HOURS INSTRUCTION AND 1 HOUR PREP)

| | A | | B | | C | | D | | E | |
|------|---------|--------|-----------------------|--------|-----------------------|--------|-----------------------|--------|-----------------------|--------|
| | | | CREDENTIAL + 30 UNITS | | CREDENTIAL + 45 UNITS | | CREDENTIAL + 60 UNITS | | CREDENTIAL + 75 UNITS | |
| STEP | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY |
| 1 | 88,337 | 67.85 | 91,314 | 70.14 | 94,272 | 72.41 | 97,247 | 74.70 | 100,206 | 76.97 |
| 2 | 91,051 | 69.94 | 94,009 | 72.21 | 96,985 | 74.49 | 99,944 | 76.77 | 102,919 | 79.05 |
| 3 | 93,484 | 71.81 | 96,460 | 74.09 | 99,419 | 76.36 | 102,394 | 78.65 | 105,351 | 80.92 |
| 4 | 95,935 | 73.69 | 98,894 | 75.96 | 101,869 | 78.25 | 104,826 | 80.52 | 107,803 | 82.80 |
| 5 | 98,106 | 75.36 | 101,082 | 77.64 | 104,039 | 79.91 | 107,015 | 82.20 | 109,974 | 84.47 |
| 6 | 100,032 | 76.83 | 102,989 | 79.11 | 105,965 | 81.39 | 108,924 | 83.66 | 111,900 | 85.95 |
| 7 | 102,989 | 79.11 | 105,965 | 81.39 | 108,924 | 83.66 | 111,900 | 85.95 | 114,876 | 88.24 |
| 8 | 105,965 | 81.39 | 108,924 | 83.66 | 111,900 | 85.95 | 114,876 | 88.24 | 117,834 | 90.51 |
| 9 | 108,924 | 83.66 | 111,900 | 85.95 | 114,876 | 88.24 | 117,834 | 90.51 | 120,794 | 92.78 |
| 10 | 111,900 | 85.95 | 114,876 | 88.24 | 117,834 | 90.51 | 120,794 | 92.78 | 123,769 | 95.07 |
| 11 | 114,876 | 88.24 | 117,834 | 90.51 | 120,794 | 92.78 | 123,769 | 95.07 | 126,728 | 97.34 |
| 12 | 117,834 | 90.51 | 120,794 | 92.78 | 123,769 | 95.07 | 126,728 | 97.34 | 129,703 | 99.62 |
| 13 | 120,794 | 92.78 | 123,769 | 95.07 | 126,728 | 97.34 | 129,703 | 99.62 | 132,680 | 101.91 |
| 14 | | | 126,728 | 97.34 | 129,703 | 99.62 | 132,680 | 101.91 | 135,637 | 104.18 |
| 15 | | | | | 132,680 | 101.91 | 135,637 | 104.18 | 138,614 | 106.47 |
| 16 | | | | | | | 138,614 | 106.47 | 141,572 | 108.74 |
| 17 | | | | | | | | | 145,204 | 111.53 |

Degree Stipends (Annual):

| | |
|-----------|-------|
| Associate | 500 |
| Bachelor | 1,000 |
| Masters | 1,500 |
| Doctorate | 2,000 |

Associate Degree stipend added 7/1/2019 Board Approved 5/16/2019

Bachelor, Masters, and Doctorate increased \$200 effective 7/1/2019 Board Approved 5/16/2019

Employees will receive the highest educational stipend only.

Education degrees must be from an accredited college or university.

Education stipends shall be pro-rated based upon contracted teaching assignment, percentage, and daily rate.

Initial placement on the salary schedule is determined by Administration based upon factors, including, but not limited to, teaching experience and level of education.

Advancement to subsequent columns is made upon verification of approved units since date of hire.

Prep time is pro-rated for assignments less than 6 hours per day.

Salary schedule is based upon 186 workdays including 4 professional development days.

Rates shown are not necessarily the exact amount generated by the automated payroll system due to possible rounding.

Board approved 9/25/2015: 2% increase for all staff (2015/16)

Board approved 5/25/2016: 3% increase for all staff (2016/17)

Board approved 4/13/2017: 3% increase for all staff (2017/18)

Board approved 5/16/2019: 3% increase for all staff effective 1/01/2019

Additional steps added to each column effective 7/1/2019, Board Approved 5/16/2019

Board approved 4/14/2022: 6% increase for all staff effective 1/01/2022

Board approved 3/09/2023: 8% increase for all staff effective 7/01/2022

Board approved 5/16/2024: 3% increase for all staff effective 7/01/2024

Board approved 5/22/2025: 5% increase for all staff effective 7/01/2025

After all steps are reached, Instructors earn a 2.5% increase for every three (3) years of continued service.