

# MISSION VALLEY ROP

## 2025-26 CERTIFICATED INSTRUCTORS SALARY SCHEDULE 6 HOURS (5 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	78,687	70.51	81,223	72.79	83,774	75.07	86,308	77.34	88,860	79.63
2	80,961	72.55	83,511	74.84	86,046	77.11	88,597	79.39	91,135	81.67
3	82,986	74.37	85,521	76.64	88,072	78.92	90,610	81.20	93,159	83.48
4	84,996	76.17	87,547	78.45	90,085	80.73	92,634	83.01	95,169	85.28
5	86,760	77.75	89,298	80.02	91,846	82.30	94,382	84.58	96,933	86.86
6	88,248	79.08	90,796	81.36	93,332	83.64	95,883	85.92	98,419	88.19
7	90,796	81.36	93,332	83.64	95,883	85.92	98,419	88.19	100,970	90.48
8	93,332	83.64	95,883	85.92	98,419	88.19	100,970	90.48	103,521	92.77
9	95,883	85.92	98,419	88.19	100,970	90.48	103,521	92.77	106,056	95.04
10	98,419	88.19	100,970	90.48	103,521	92.77	106,056	95.04	108,593	97.31
11	100,970	90.48	103,521	92.77	106,056	95.04	108,593	97.31	111,143	99.60
12	103,521	92.77	106,056	95.04	108,593	97.31	111,143	99.60	113,693	101.88
13	106,056	95.04	108,593	97.31	111,143	99.60	113,693	101.88	116,463	104.36
14			111,143	99.60	113,693	101.88	116,463	104.36	118,780	106.44
15					116,463	104.36	118,780	106.44	121,316	108.71
16							121,316	108.71	123,851	110.98
17									126,952	113.76

### 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.