

Santa Clara Unified School District

Teachers' Salary Schedule

(2025-2026 School Year—188 Days)

STEP	Class I (BA + 30)	Class II (BA + 45)	Class III (BA + 60)
Step 1	\$95,734.00	\$98,887.00	\$106,350.00
Step 2	\$98,057.00	\$103,361.00	\$110,823.00
Step 3	\$100,378.00	\$107,837.00	\$115,297.00
Step 4	\$102,944.00	\$110,406.00	\$117,866.00
Step 5	\$107,423.00	\$114,883.00	\$122,342.00
Step 6	\$111,898.00	\$119,357.00	\$126,817.00
Step 7	\$116,370.00	\$123,832.00	\$131,291.00
Step 8	\$120,846.00	\$128,308.00	\$135,767.00
Step 9	\$125,322.00	\$132,783.00	\$140,242.00
Step 10		\$137,258.00	\$144,716.00
Step 11			\$149,192.00
Step 12			\$153,667.00
Career Steps	Class III-12 +		
15 to 17	\$4,477		\$158,144.00
18 to 20	\$8,953		\$162,620.00
21 to 23	\$13,426		\$167,093.00
24 & over	\$17,901		\$171,568.00

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***Stipends: \$2,958 for a Masters Degree, Doctorate (up to two),
National Board Certification, ASHA Certificate and BCLAD***

Credit for years of full-time outside experience with or eligible to receive a valid credential for initial placement on the salary schedule shall be:

<u>Years</u>	<u>Salary Step</u>
1	Step 2
2	Step 3
3	Step 4
4	Step 5
5	Step 6
6	Step 7
7	Step 8
8	Step 9
9	Step 10
10	Step 11
11	Step 12 maximum
12	Step 12 maximum

Full-time service for 75% of the days in the Counselor/Psychologist work year is required to qualify for each year of outside experience credit.

Teachers work a 188-day work year. New certificated employees are paid for an additional orientation day at the beginning of the school year.

Class I A Bachelor's Degree plus 30 semester units or a Bachelor's Degree & completion of a credential program.*

Class II A Bachelor's Degree plus 45 semester units.

Class III A Bachelor's Degree plus 60 semester units.

**Teachers placed on the salary schedule based on units will remain at that class level until the actual number of units is accrued.*

Teachers hired with more than twelve (12) years creditable experience will be placed at the salary grade closest to the salary from their last school district but not less, unless there is no equivalent salary grade on the District's Teachers' Salary Schedule.

Hourly Rates:

Non-Instructional = \$56.67

Instructional = \$75.52