

**MASTER SALARY SCHEDULE
TEACHERS
2025 - 2026 (Interim and Indefinite)**

Year	Emergency Credential	Reg. Credential w/ less than 168 Units	Reg. Credential w/168 Units OR MA	Reg. Credential w/184 Units & MA	Reg. Credential w/200 Units & MA
1	62,726	65,389	68,170	71,063	74,083
2	65,389	68,170	71,063	74,083	77,228
3	68,170	71,063	74,083	77,228	80,509
4	71,063	74,083	77,228	80,509	83,932
5	74,085	77,228	80,509	83,932	87,492
6	77,228	80,509	83,932	87,492	91,213
7	80,509	83,932	87,492	91,213	95,086
8	83,932	87,492	91,213	95,086	99,122
9	87,492	91,213	95,086	99,122	103,335
10	91,213	95,086	99,122	103,335	107,723
11	91,213	99,122	103,335	107,723	112,301
12	91,213	99,122	107,723	112,301	117,071
13	91,213	99,122	107,723	112,301	117,071
14	91,213	99,122	107,723	112,301	117,071
15	91,213	99,122	107,723	112,301	117,071
16	95,086	103,335	112,301	117,071	122,042
17	95,086	103,335	112,301	117,071	122,042
18	95,086	103,335	112,301	117,071	122,042
19	95,086	103,335	112,301	117,071	122,042
20	99,122	107,723	117,071	122,042	127,227
21	103,335	112,301	122,042	127,227	132,630
	181 Days	181 Days	181 Days	181 Days	181 Days

*Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements. Future salary increases shall be based upon the unit members location on the salary schedule.

*For unit members hired on, or after, July 1, 2000, credit shall be given for ten (10) years of previous verified and eligible experience outside of Hawthorne. One of these increments may be for military experience. Creditable service may be given for non-public school experience, with the exception of parochial/private school experience.

*A unit member shall have taught at least seventy-five percent of the school year to advance a step on the salary schedule.

*Intent to complete requirements to move into another salary schedule column shall be received by the Human Resources Office by March 15th. Movement can be made only one time per year. Official transcripts must be provided to prove eligibility to move, if intent has been filed by the previous March 15th. No exceptions shall be made.

*Unit credit and degrees granted for advancement on the salary schedule shall only be accepted from accredited colleges and universities as recognized by the California Commission on Teacher Credentialing.

*Prior written approval must be obtained to receive credit for junior college courses and workshops.

*Unit members employed after March 27, 1991, who are on an emergency credential shall be placed on the first column. No progression will be made to another column until a preliminary credential or a clear credential is attained.

*Unit members hired prior to July 1, 2000, shall receive an annual stipend of \$2,750 to holders of a California bilingual credential (BCC, MSBE, BCLAD, SSBE, etc.) who teach in a primary language assignment. As of July 1, 2024, unit members who hold a BCLAD, or equivalent, and it is required for their assignment shall receive an annual stipend of \$2,750.

*Effective July 1, 2024, unit members possessing special education credentials or certificates who are assigned to positions for which credentials and/or certificates are required shall receive an additional annual stipend as follows:

- (1) Resource Specialist - \$2,000 annually
- (2) Mild/Moderate SDC Tchr - \$2,000 annually
- (3) Moderate/Severe SDC Tchr - \$2,500 annually
- (4) Early Childhood Special Education Tchr - \$2,500 annually
- (5) Adapted Physical Education Tchr - \$2,000 annually

*An annual stipend of \$2,500 shall be paid to National Board Certified Teachers, working in their area of expertise.

*Effective July 1, 2024, an annual stipend of \$2,000 shall be paid to unit members who have earned an Ed.D or Ph.D.