

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Program Specialist, Early Education Inclusion
Juvenile Court and Community Schools	220 days	Teacher, CTE Manufacturing
		Teacher, Juvenile Court Schools
Special Education	220 days	Special Education Teacher, Juvenile Court Schools

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
<i>All Unit Members</i>	Unit members who hold a Master’s Degree from a regionally accredited institution	\$2,000 annual stipend
	Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for a unit member who possesses both a Master’s Degree and a Doctorate Degree shall not exceed \$3000 annually	\$3,000 annual stipend
	Unit members who speak a language other than English (e.g. Spanish or ASL), and who regularly use that language at least weekly, and who have passed an applicable bilingual examination	\$1,500 annual stipend
	Longevity After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750
<i>Teacher, Juvenile Court Schools</i>	Administrative designation as Site Liaison	\$15.00 per day of assignment

ADDITIONAL STIPENDS		
Position	Details	Stipend
<i>All Unit Members</i>	Mentorship stipend amounts vary based on the mentee’s status, level of experience, and program requirements	\$2,000, \$1,500, or \$1,000 annual stipend
	Teacher of Record stipend of the daily rate of a regular substitute in addition to regular pay	Amount varies based on current substitute pay rates



Certificated Salary Schedule A
Annual Salary Schedule - 2025-2026
 220 Service Days

	I	II	III	
STEP	BA or appropriate vocational credential	60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units	Earned Master's degree and 75 semester units of approved upper division or graduate work after completion of a BA	STEP
1	83,494	88,505	93,813	1
2	86,835	92,044	97,565	2
3	90,308	95,728	101,471	3
4	93,918	99,557	105,527	4
5	97,674	103,540	109,749	5
6	101,580	107,679	114,136	6
7	104,630	110,908	117,563	7
8	107,769	114,238	121,091	8
9	111,003	117,662	124,723	9
10	114,331	121,195	128,463	10
11	116,619	123,619	131,031	11
12	118,953	126,090	133,656	12
13	121,330	128,615	136,325	13
14	123,757	131,185	139,052	14
15	125,614	133,153	141,137	15
16	127,497	135,152	143,253	16
17	129,411	137,179	145,405	17
18	131,354	139,234	147,585	18
19	133,324	141,325	149,798	19
20	135,321	143,441	152,042	20
21	137,353	145,594	154,323	21
22	139,414	147,780	156,641	22
23	141,507	149,997	158,991	23
24	143,627	152,246	161,376	24
25	145,782	154,530	163,796	25