

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Juvenile Court and Community Schools	200 days	Community Outreach and Career Counselor

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
	<b>Longevity</b> 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>Juvenile Community 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**  
 200 Service Days

	I	II	III	
<b>STEP</b>	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	<b>STEP</b>
<b>1</b>	75,903	80,459	85,285	<b>1</b>
<b>2</b>	78,941	83,676	88,696	<b>2</b>
<b>3</b>	82,098	87,026	92,246	<b>3</b>
<b>4</b>	85,380	90,506	95,933	<b>4</b>
<b>5</b>	88,795	94,127	99,772	<b>5</b>
<b>6</b>	92,345	97,890	103,760	<b>6</b>
<b>7</b>	95,118	100,826	106,875	<b>7</b>
<b>8</b>	97,972	103,853	110,083	<b>8</b>
<b>9</b>	100,912	106,966	113,385	<b>9</b>
<b>10</b>	103,938	110,177	116,785	<b>10</b>
<b>11</b>	106,017	112,381	119,119	<b>11</b>
<b>12</b>	108,139	114,627	121,505	<b>12</b>
<b>13</b>	110,300	116,923	123,932	<b>13</b>
<b>14</b>	112,506	119,259	126,411	<b>14</b>
<b>15</b>	114,195	121,048	128,306	<b>15</b>
<b>16</b>	115,906	122,866	130,230	<b>16</b>
<b>17</b>	117,646	124,709	132,186	<b>17</b>
<b>18</b>	119,413	126,576	134,168	<b>18</b>
<b>19</b>	121,203	128,477	136,180	<b>19</b>
<b>20</b>	123,019	130,401	138,220	<b>20</b>
<b>21</b>	124,867	132,358	140,294	<b>21</b>
<b>22</b>	126,740	134,345	142,401	<b>22</b>
<b>23</b>	128,643	136,361	144,538	<b>23</b>
<b>24</b>	130,570	138,405	146,705	<b>24</b>
<b>25</b>	132,529	140,482	148,905	<b>25</b>