

SAN MATEO COUNTY OFFICE OF EDUCATION

2025-26 EARLY LEARNING TEACHER SALARY SCHEDULE

Effective: 7/1/25

3.5%

Based on 230 computational days (8 hours/day)

STEP	CLASS A	CLASS B	CLASS C	CLASS D
	B.A. with Child Development Teacher Permit	B.A. with Child Development Site Supervisor Permit	B.A. with Child Development Program Director Permit	B.A. with 15 ECE unit Child Development Program Director Permit
1	76,482	78,978	81,473	83,969
2	78,978	81,473	83,969	86,464
3	81,473	83,969	86,464	88,959
4	83,969	86,464	88,959	91,455
5	86,464	88,959	91,455	93,950
6	88,959	91,455	93,950	96,445
7	91,455	93,950	96,445	98,941
8	93,950	96,445	98,941	101,436
9	96,445	98,941	101,436	103,932
10	x	101,436	103,932	106,427
11	x	x	106,427	108,922
12	x	x	x	111,418
Longevity 17 or 5 (for D12)	98,941	103,932	108,922	113,913
Longevity Step 22 or 10 (for D12)	101,436	106,427	111,418	116,409
Longevity Step 24	103,932	108,922	113,913	118,904
Increment	\$2,495			

LONGEVITY:

- 1 \$328 after 3 years of service (not included in computing daily rate), applies only to employees hired prior to July 1, 1973.
 - 2 One salary increment for employees who complete 17 years of service with the San Mateo County Office of Education. One salary increment for employees who complete 22 years of service with the San Mateo County Office of Education.
 - Or
 - 3 One salary increment for employees who have reached D12 of the salary schedule after completing 5 years of additional service with San Mateo County Office of Education. Employees who complete a total of 10 additional years at D12 will receive an additional increment.
 - 4 One salary increment for employees who complete 24 years of service (effective 7/1/05).
- An employee may not receive a longevity increment under both conditions 2 and 3.
- Masters or Doctorate Degree Stipend: \$1,864
- Head Teacher Stipend: \$2,495