

**SAN MATEO COUNTY OFFICE OF EDUCATION  
2025-26 EARLY LEARNING ASSOCIATE TEACHER SALARY SCHEDULE**

Effective: 7/1/25

3.5%

Based on 230 computational days (8 hours/day)

| STEP                                 | CLASS A<br>Associate<br>Teacher<br>Permit | CLASS B<br>Associate Teacher<br>Permit +15 ECE units |
|--------------------------------------|---|--|
| 1                                    | 50,354                                    | 51,904   |
| 2                                    | 51,904                                    | 53,455   |
| 3                                    | 53,455                                    | 55,005   |
| 4                                    | 55,005                                    | 56,556   |
| 5                                    | 56,556                                    | 58,106   |
| 6                                    | 58,106                                    | 59,656   |
| 7                                    | 59,656                                    | 61,207   |
| 8                                    | 61,207                                    | 62,757   |
| 9                                    | 62,757                                    | 64,308   |
| 10                                   | 64,308                                    | 65,858   |
| 11                                   | 65,858                                    | 67,409   |
| 12                                   | x   | 68,959   |
|                                      |   |  |
| Longevity 17 or 5<br>(for B12)       | 67,409                                    | 70,509   |
|                                      |   |  |
| Longevity Step 22<br>or 10 (for B12) | 68,959                                    | 72,060   |
|                                      |   |  |
| Longevity Step 24                    | 70,509                                    | 73,610   |
|                                      |   |  |
| Increment                            | \$1,550                                   |  |

**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 B12 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 B12 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: \$1,550