

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2025-26 Certificated Salary Schedule

*3% increase over the 2024-2025 Salary Schedule

Effective July 1, 2025
(Annual/Daily Rates)

<u>Certificated Salary Schedule 185 days</u>					<u>Certificated Salary Schedule (Psych, Nurse, Speech Path)</u>			
	Class I	Class II	Class III	Class IV				
<u>Step</u>	<u>Credential,BA+30</u>	<u>Credential,BA+45</u>	<u>Credential,BA+60</u>	<u>Credential,BA+75</u>	<u>Step</u>	<u>Daily Rate</u>	<u>Speech Path (185 days)</u>	<u>Psych/ Nurse (199 days)</u>
1	\$60,611 / \$327.63	\$64,108 / \$346.53	\$67,605 / \$365.43	**	1	\$441.01	\$81,588	\$87,762
2	\$60,611 / \$327.63	\$64,108 / \$346.53	\$67,605 / \$365.43	**	2	\$478.83	\$88,583	\$95,287
3	\$64,108 / \$346.53	\$67,605 / \$365.43	\$71,102 / \$384.34	**	3	\$516.62	\$95,575	\$102,808
4	\$67,605 / \$365.43	\$71,102 / \$384.34	\$74,599 / \$403.24	**	4	\$578.21	\$106,969	\$115,064
5	\$71,102 / \$384.34	\$74,599 / \$403.24	\$78,096 / \$422.14	**	(4-9 yrs.) 5	\$597.13	\$110,468	\$118,828
6	\$74,599 / \$403.24	\$78,096 / \$422.14	\$81,593 / \$441.04	\$85,090 / \$459.95	(10-15 yrs.) 6	\$616.01	\$113,962	\$122,586
7	\$78,096 / \$422.14	\$81,593 / \$441.04	\$85,090 / \$459.95	\$88,587 / \$478.85	(16-20 yrs.) 7	\$634.92	\$117,460	\$126,349
8	\$81,593 / \$441.04	\$85,090 / \$459.95	\$88,587 / \$478.85	\$92,084 / \$497.75	(21-24 yrs.) 8	\$653.82	\$120,956	\$130,110
9	\$85,090 / \$459.95	\$88,587 / \$478.85	\$92,084 / \$497.75	\$95,581 / \$516.65	(25+ yrs.) 9	\$672.73	\$124,455	\$133,873
10 (10-15 yrs.)	\$88,587 / \$478.85	\$92,084 / \$497.75	\$95,581 / \$516.65	\$99,078 / \$535.56	(30+ yrs)			
11 (16-20 yrs.)	\$92,084 / \$497.75	\$95,581 / \$516.65	\$99,078 / \$535.56	\$106,977 / \$578.25				
12 (21-24 yrs)	\$95,581 / \$516.65	\$99,078 / \$535.56	\$104,098 / \$562.69	\$110,474 / \$597.16				
13 (25-29 yrs)	\$99,078 / \$535.56	\$102,575 / \$554.46	\$107,595 / \$581.59	\$113,971 / \$616.06				
14 (30-31 yrs)	\$102,575 / \$554.46	\$106,072 / \$573.36	\$111,092 / \$600.50	\$117,468 / \$634.96				
15 (32+ yrs)	\$106,072 / \$573.36	\$109,569 / \$592.26	\$114,589 / \$619.40	\$120,965 / \$653.86				
16 (32+ yrs w/Masters)	\$109,569 / \$592.26	\$113,066 / \$611.17	\$118,086 / \$638.30	\$124,462 / \$672.77				
Longevity Class III \$1,523, Class IV \$4,402								
Increment of:	\$3,497	An increment is equal to 1/10 of the difference between Class I, Step 2, and Class III, Step 10.						

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement or if already at the bottom of the schedule, they will be advanced one additional increment.

ANNIVERSARY INCREMENTS:

Anniversary increments upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved: 11/05/2025