

**Cupertino Union School District
TEACHER
2025-2026 SALARY SCHEDULE**

CLASS B Emergency Permit or Waivers or Intern Credentials	CLASS C* Regular Credential, B.A.	CLASS D ** Regular Credential B.A. +45 Semester Units or M.A.	CLASS E** Regular Credential B.A. +60 Semester Units or M.A. +15 Semester Units***	STEPS
\$80,923	\$82,084	\$82,306	\$83,196	1
	\$82,306	\$82,527	\$84,306	2
	\$82,527	\$84,824	\$87,408	3
	\$82,750	\$88,810	\$95,006	4
	\$86,332	\$92,324	\$98,745	5
	\$89,945	\$96,266	\$102,635	6
	\$93,629	\$100,167	\$106,792	7
	\$96,936	\$103,818	\$110,688	8
	\$100,539	\$107,804	\$114,676	9
		\$111,693	\$118,951	10
*To be eligible for placement on this column, a unit member must hold a valid California Teaching Credential, not including an emergency permit, intern permit, or waiver. See Education Code section 45023.4(a)(1). ** To be eligible for placement on these columns, in addition to the semester units required, a unit member must hold a valid California Teaching Credential, not including an emergency permit, intern permit, or waiver. See Education Code section 45023.4(a)(1). ***Units to apply must have been earned after receipt of Master's Degree. The annual stipend (A.S.) for National Board Certification is \$2,338 payable in monthly installments. The A.S. for SpEd Members is \$1000 per FTE, payable in monthly installments. Any future changes to this fixed amount must be negotiated The A.S. for each Advanced Degree is \$2,338 up to a maximum of two (2) Advanced Degrees, payable in monthly installments. The A.S. for Instructional Coach is \$5,000, payable in monthly installments. Any future changes to this fixed amount must be negotiated. The A.S. for a BCLAD is \$2,338, payable in monthly installments. Unit members actively teaching Mandarin in CLIP and have a current BCLAD. The adjunct duty rate is \$58.14. The overnight stipend is \$255.			\$125,524	11
			\$129,926	15
			\$134,375	19
			\$138,732	23
			\$153,450	27

Career Increments: The Teacher Salary Schedule provides for four (4) career increments in column E at Steps 15, 19, 23 and 27.

There is a service requirement at each career increment.

Credit for Service and Additional Units: Vertical progression on the salary schedule is one (1) step for each year of service.

Horizontal progression in the salary schedule requires additional) semester units with no time limit.

Counselors are placed on the Teacher Salary Schedule according to their years of experience and units.

Counselors shall work twenty (20) days beyond the contract duty days.

This schedule is for a 186 day work year.

Date Effective : July 1, 2025

Board Adopted : November 13, 2025

HR/ck