



Millbrae Elementary School District
 555 Richmond Drive
 Millbrae, CA 94030
 650-697-5693 • 650-697-6865 (fax) • www.millbraeschooldistrict.org

Nov 2025

APPENDIX J

**MILLBRAE EDUCATION ASSOCIATION
 CERTIFICATED TEACHERS
 2025-2026
 Salary Schedule B
 (6.0% per 25-26 Negotiations, effective July 1, 2025)**

STEP	CLASS C* BA + 30	CLASS D* BA + 45	CLASS E* BA + 60	CLASS F* BA + 75
1	67,957.00	70,072.00	74,305.00	78,542.00
2	69,541.00	73,248.00	77,482.00	81,718.00
3	72,719.00	76,423.00	80,658.00	84,894.00
4	75,895.00	79,598.00	83,831.00	88,070.00
5	79,066.00	82,774.00	87,010.00	91,243.00
6	82,244.00	85,951.00	90,185.00	94,423.00
7	85,419.00	89,128.00	93,362.00	97,595.00
8	88,600.00	92,305.00	96,541.00	100,773.00
9	91,773.00	95,481.00	99,712.00	103,947.00
10	94,950.00	98,653.00	102,892.00	107,124.00
11	98,127.00	101,833.00	106,593.00	110,301.00
12	101,301.00	105,005.00	109,773.00	114,007.00
	LONGEVITY (difference between Steps 11 and 12, Class F)			
15				117,715.00
18				121,423.00
21				125,131.00
24				128,840.00
27				132,549.00

* CLAD Included
 BCC/BCLAD +\$500
 Master's Degree +\$1,250
 Doctorate Degree +\$1,400
 National Board Certification +\$1,400.00

Fringe Benefits (pro-rated based on FTE)

Employee \$1076 per month **Effective 1/1/2025**
 Employee + 1 \$1076 per month **Effective 1/1/2025**
 Family \$1076 per month **Effective 1/1/2025**

District benefit contribution towards health, vision and mandatory dental coverage shall be equivalent to the total cost of the lowest single medical, dental and vision plans for single, two-party or family coverage.



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STEP	CLASS A* BA + 0-14	CLASS B* BA + 15-29
1	52,934.00	56,110.00
2	56,110.00	59,287.00
3	59,287.00	62,465.00
4	62,465.00	65,639.00
5	65,639.00	68,815.00

Class A and Class B are for any employee without a valid California teaching credential. This includes interns and specific waiver-permit employees. The Superintendent will review each individual case to determine salary placement.