

**VISTA UNIFIED SCHOOL DISTRICT
2025-26 TEACHERS SALARY SCHEDULE**

Columns GHI to ABC Effective 07-01-2025

186 Days

Including 2% Effective 7-1-2025

Plan 3

<i>Basic Teachers Salary Schedule</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	58,876	58,876	58,876	62,215	65,814	69,415
2	58,876	58,876	61,701	65,300	68,900	72,499
3	58,876	61,187	64,785	68,386	71,984	75,584
4	60,672	64,272	67,871	71,469	75,069	78,670
5	63,758	67,358	70,955	74,556	78,155	81,755
6	66,844	70,443	74,041	77,640	81,241	84,840
7	66,844	73,527	77,126	80,726	84,324	87,925
8	66,844	73,527	80,211	83,810	87,410	91,010
9	66,844	73,527	83,296	86,896	90,496	94,094
10	66,844	73,527	86,382	89,981	93,580	97,179
11	66,844	73,527	89,466	93,066	96,665	100,265
12	66,844	73,527	89,466	96,150	99,750	103,350
13	66,844	73,527	89,466	96,150	102,836	106,434
14	66,844	73,527	89,466	96,150	102,836	106,434
15	66,844	73,527	89,466	96,150	104,378	107,977
16	66,844	73,527	89,466	96,150	104,378	107,977
17	66,844	73,527	98,722	102,321	105,921	109,519
18	66,844	73,527	98,722	102,321	105,921	111,063
19	66,844	73,527	98,722	102,321	107,462	113,119
20	66,844	73,527	98,722	102,321	107,462	113,119
21	66,844	73,527	101,807	105,406	109,519	116,193
22	66,844	73,527	101,807	105,406	109,519	116,193
23	66,844	73,527	101,807	105,406	109,519	119,803
24	66,844	73,527	101,807	105,406	112,605	119,803
25 thru 30	66,844	73,527	101,807	105,406	112,605	123,403

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class.

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university.

Teachers who have current certification as a National Board Certified Teacher will receive an annual payment of \$1,000.00.

The teacher hourly rate for *non-contract* teachers for before and after school, Saturdays, and all other certificated hourly time will be: **\$37.58**

The teacher hourly rate for *contract* teachers for before and after school, Saturdays, and all other certificated hourly time will be: **\$42.06**

The teacher hourly rate for summer school/intersession for all teachers will be: **\$52.60**

Revised October 2025

VISTA UNIFIED SCHOOL DISTRICT
2025-26 PSYCHOLOGIST/SLP/NURSE/SOCIAL WORKER
SALARY SCHEDULE-186 Days
Including 2% Effective 7-1-2025

Group 4

Based on Step A-1 Teachers Salary Schedule	58,876
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STEP	ANNUAL SALARY
1	85,352
2	89,466
3	93,580
4	97,694
5	102,321
6 thru 7	106,434
8 thru 10	107,977
11 thru 12	109,004
13 thru 14	110,548
15 thru 16	112,606
17 thru 18	114,662
19 thru 21	117,747
22 thru 24	121,345
25 thru 30	124,946

* Salary compaction, starting at step 8, effective 7-1-2022.

Revised October 2025

Board approved 10/16/2025

**VISTA UNIFIED SCHOOL DISTRICT
2025-26 MS COUNSELORS SALARY SCHEDULE**

Including 2% Effective 07-01-2025
191 Days

Plan 23

<i>MS Counselors</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	60,459	60,459	60,459	63,887	67,583	71,281
2	60,459	60,459	63,360	67,055	70,752	74,448
3	60,459	62,832	66,527	70,224	73,919	77,616
4	62,303	66,000	69,695	73,390	77,087	80,785
5	65,472	69,169	72,862	76,560	80,256	83,953
6	68,641	72,337	76,031	79,727	83,425	87,121
7	68,641	75,504	79,199	82,896	86,591	90,289
8	68,641	75,504	82,367	86,063	89,760	93,457
9	68,641	75,504	85,535	89,232	92,929	96,623
10	68,641	75,504	88,704	92,400	96,096	99,791
11	68,641	75,504	91,871	95,568	99,264	102,960
12	68,641	75,504	91,871	98,735	102,431	106,128
13	68,641	75,504	91,871	98,735	105,600	109,295
14	68,641	75,504	91,871	98,735	105,600	109,295
15	68,641	75,504	91,871	98,735	107,184	110,880
16	68,641	75,504	91,871	98,735	107,184	110,880
17	68,641	75,504	101,376	105,072	108,768	112,463
18	68,641	75,504	101,376	105,072	108,768	114,049
19	68,641	75,504	101,376	105,072	110,351	116,160
20	68,641	75,504	101,376	105,072	110,351	116,160
21	68,641	75,504	104,544	108,239	112,463	119,316
22	68,641	75,504	104,544	108,239	112,463	119,316
23	68,641	75,504	104,544	108,239	112,463	123,024
24	68,641	75,504	104,544	108,239	115,632	123,024
25 thru 30	68,641	75,504	104,544	108,239	115,632	126,720

* VTA agreement board approved on 5/16/2024 increased middle school counselors calendar days to 191.
Corresponding salary schedule is effective July 1, 2024.

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class. (VTA article 12.19.6)

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university. (VTA article 12.19.7)

**VISTA UNIFIED SCHOOL DISTRICT
2025-26 HS COUNSELORS & LIBRARIANS SALARY SCHEDULE**

Including 2% Effective 07-01-2025
196 Days

Plan 24

<i>HS Counselors & Librarians</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	62,041	62,041	62,041	65,560	69,352	73,147
2	62,041	62,041	65,018	68,811	72,604	76,397
3	62,041	64,477	68,268	72,063	75,854	79,648
4	63,934	67,727	71,520	75,311	79,105	82,900
5	67,186	70,979	74,770	78,564	82,357	86,150
6	70,438	74,230	78,022	81,814	85,609	89,401
7	70,438	77,480	81,273	85,066	88,858	92,652
8	70,438	77,480	84,523	88,316	92,109	95,903
9	70,438	77,480	87,774	91,568	95,361	99,153
10	70,438	77,480	91,026	94,819	98,611	102,404
11	70,438	77,480	94,276	98,070	101,862	105,656
12	70,438	77,480	94,276	101,319	105,113	108,906
13	70,438	77,480	94,276	101,319	108,365	112,156
14	70,438	77,480	94,276	101,319	108,365	112,156
15	70,438	77,480	94,276	101,319	109,990	113,782
16	70,438	77,480	94,276	101,319	109,990	113,782
17	70,438	77,480	104,030	107,822	111,616	115,407
18	70,438	77,480	104,030	107,822	111,616	117,034
19	70,438	77,480	104,030	107,822	113,240	119,201
20	70,438	77,480	104,030	107,822	113,240	119,201
21	70,438	77,480	107,280	111,073	115,407	122,440
22	70,438	77,480	107,280	111,073	115,407	122,440
23	70,438	77,480	107,280	111,073	115,407	126,244
24	70,438	77,480	107,280	111,073	118,659	126,244
25 thru 30	70,438	77,480	107,280	111,073	118,659	130,038

* VTA agreement board approved on 5/16/2024 increased high school counselors & librarians calendar days to 196. Corresponding salary schedule is effective July 1, 2024.

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class. (VTA article 12.19.6)

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university. (VTA article 12.19.7)

**Vista Unified School District
2025-26 Adult Ed/CTE Salary Schedule with 2% Increase
Effective 07-01-2025**

Teachers- Credential								Project Coord/ Res.Tchrs. Counselors		
Step	Masters							Step	Class VIII	Class IX
	Class I A	Class II	Class III	Class IV	Class V	Class VI	Class VII			
1	38.16	38.55	38.92	39.32	39.71	40.10	42.12	1	41.29	45.23
2	40.83	41.24	41.66	42.08	42.49	42.91	45.05	2	44.19	48.38
3	43.69	44.13	44.56	45.01	45.46	45.93	48.23	3	47.28	51.78
4	46.75	47.23	47.69	48.17	48.64	49.12	51.59	4	50.59	55.39
5	46.75	47.69	47.69	48.64	49.12	49.61	52.11	5	51.08	55.95
6	46.75	48.17	47.69	49.12	49.61	50.12	52.63	6	51.60	56.50
7	46.75	48.64	47.69	49.61	50.12	50.63	53.14	7	52.11	57.07
8	46.75	49.13	47.69	50.12	50.63	51.12	53.69	8	52.64	57.63
9	46.75	49.63	47.69	50.63	51.12	51.64	54.23	9	53.16	58.23
10	46.75	50.12	47.69	51.12	51.64	52.15	54.76	10	53.69	58.80
11	46.75	50.12	47.69	51.12	51.64	52.15	54.76	11	53.69	58.80
12	46.75	50.12	47.69	51.12	51.64	52.15	54.76	12	53.69	58.80
13	46.75	50.12	47.69	51.12	51.64	52.15	54.76	13	53.69	58.80
14	46.75	50.12	47.69	51.12	51.64	52.15	54.76	14	53.69	58.80
15	46.75	50.12	47.69	51.12	51.64	52.15	54.76	15	53.69	58.80
16	46.75	50.12	47.69	51.12	51.64	52.15	54.76	16	53.69	58.80
17	46.75	50.12	47.69	51.12	51.64	52.15	54.76	17	53.69	58.80
18	46.75	50.12	47.69	51.12	51.64	52.15	54.76	18	53.69	58.80
19	46.75	50.12	47.69	51.12	51.64	52.15	54.76	19	53.69	58.80
20	46.75	50.12	47.69	51.12	51.64	52.15	54.76	20	53.69	58.80
21	46.75	50.12	47.69	51.12	51.64	52.15	54.76	21	53.69	58.80
22	46.75	50.12	47.69	51.12	51.64	52.15	54.76	22	53.69	58.80
23	46.75	50.12	47.69	51.12	51.64	52.15	54.76	23	53.69	58.80
24	46.75	50.12	47.69	51.12	51.64	52.15	54.76	24	53.69	58.80
25	46.75	50.12	47.69	51.12	51.64	52.15	54.76	25	53.69	58.80
26	46.75	50.12	47.69	51.12	51.64	52.15	54.76	26	53.69	58.80
27	46.75	50.12	47.69	51.12	51.64	52.15	54.76	27	53.69	58.80
28	46.75	50.12	47.69	51.12	51.64	52.15	54.76	28	53.69	58.80
29	46.75	50.12	47.69	51.12	51.64	52.15	54.76	29	53.69	58.80
30	46.75	50.12	47.69	51.12	51.64	52.15	54.76	30	53.69	58.80

- Class I Preliminary Adult Ed or Vocational Designated Subject Credential - No Degree
- Class II Clear Adult Ed or Vocational Designated Subject Credential - No Degree
- Class III Preliminary Adult Ed or Vocational Designated Subject Credential - with Bachelors Degree
- Class IV Clear Adult Ed, Vocational Designated Subject or Accepted Standard K-12 with Bachelors Degree
- Class V Highly Qualified Teachers and/or Industry Certificated Course - with Bachelors Degree
- Class VI Clear Credential with a Bachelors Degree and 45 Semester Units
- Class VII Clear Credential with a Masters Degree and 75 units
- Class VIII Project Coordinator / Resource Teachers w/ Bachelors Degree, Level III
- Class IX Counselor w/ PPS or Masters Degree

Step	
1	0-1300 Hours of Employment in Adult Ed/CTE
2	1301-2600
3	2601-3900
4	3901-5200
5	5201-6500
6	6501-7800
7	7801-9100
8	9101-10400
9	10401-11700
10-30	11701-13000

Calculations

1.	Teachers	7% between steps 1-4, 1% at step 5-10 1% between columns
1 a		5% for Masters (Class VIII from VII)
2.	Pr.Coord/Res.Tchrs.	5% of class IV - Level III Min Req.
3.	Counselor	15% of class IV - PPS / Masters Degree