

**MORGAN HILL UNIFIED SCHOOL DISTRICT
CERTIFICATED BASIC SALARY SCHEDULE
185 Calendar Days
2025-26**

Step	Column I AB + up to 44 sem units	Column II AB + 45-59 sem units	Column III AB + 60 or more sem units
1	73,148	76,074	79,118
2	73,148	76,074	79,118
3	76,074	79,118	82,281
4	79,118	82,281	85,574
5	82,281	85,574	88,996
6	85,574	88,996	92,555
7	88,996	92,555	96,258
8	92,555	96,258	100,109
9	96,258	100,109	104,115
10		104,115	108,278
11		104,115	112,609
12-14		108,278	117,115
15-19		112,609	121,800
20-24		117,115	126,672
25-29		121,800	131,738
30+			137,009

Placement on the salary schedule is covered in Article 4 of the collective bargaining agreement.

MA Degree - \$1500 additional in Columns I, II, and III

Doctoral Degree - \$1500 additional in Columns I, II, and III

BCLAD (Bilingual Authorization) and Special Education credential - \$1500 additional in Columns I, II, II (see Article 4.6.2 for requirements)

Salary placement - The District will recognize fourteen (14) years of prior authorized experience toward placement on the salary schedule.

Effective: Jul 1, 2025

Adopted: Tentatively 9/4/2025

Salary Schedule Increase: .5% as of July 1, 2025

**MORGAN HILL UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
195 Calendar Days
Middle School Counselors, ERMHS Providers,
School-Based Mental Health Clinicians (Wellness Counselors), Librarians
2025-2026**

Step	Column I AB + up to 44 sem units	Column II AB + 45-59 sem units	Column III AB + 60 or more sem units
1	77,102	80,187	83,394
2	77,102	80,187	83,394
3	80,187	83,394	86,729
4	83,394	86,729	90,199
5	86,729	90,199	93,806
6	90,199	93,806	97,558
7	93,806	97,558	101,461
8	97,558	101,461	105,520
9	101,461	105,520	109,743
10		109,743	114,131
11		109,743	118,696
12-14		114,131	123,445
15-19		118,696	128,384
20-24		123,445	133,519
25-29		128,384	138,859
30+			144,415

Placement on the salary schedule is covered in Article 4 of the collective bargaining agreement.

MA Degree - \$1500 additional in Columns I, II, and III

Doctoral Degree - \$1500 additional in Columns I, II, and III

BCLAD (Bilingual Authorization) and Special Education credential - \$1500 additional in Columns I, II, II (see Article 4.6.2 for requirements)

Salary placement - The District will recognize fourteen (14) years of prior authorized experience toward placement on the salary schedule.

Employees who work a 195-day calendar work five (5) days before and five (5) days after the standard 185-day calendar

Effective: July 1, 2025

Adopted: Tentatively 9/4/2025

Salary Schedule Increase: .5% as of July 1, 2025

**MORGAN HILL UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
200 Calendar Days
High School Counselors
2025-2026**

Step	Column I AB + up to 44 sem units	Column II AB + 45-59 sem units	Column III AB + 60 or more sem units
1	79,079	82,243	85,533
2	79,079	82,243	85,533
3	82,243	85,533	88,953
4	85,533	88,953	92,512
5	88,953	92,512	96,212
6	92,512	96,212	100,060
7	96,212	100,060	104,063
8	100,060	104,063	108,226
9	104,063	108,226	112,557
10		112,557	117,057
11		112,557	121,740
12-14		117,057	126,610
15-19		121,740	131,676
20-24		126,610	136,943
25-29		131,676	142,420
30+			148,117

Placement on the salary schedule is covered in Article 4 of the collective bargaining agreement.

MA Degree - \$1500 additional in Columns I, II, and III

Doctoral Degree - \$1500 additional in Columns I, II, and III

BCLAD (Bilingual Authorization) and Special Education credential - \$1500 additional in Columns I, II, II (see Article 4.6.2 for requirements)

Salary placement - The District will recognize fourteen (14) years of prior authorized experience toward placement on the salary schedule.

Employees who work a 200-day calendar work ten (10) days before and five (5) days after the standard 185-day calendar

Effective: July 1, 2025

Adopted: Tentatively 9/4/2025

Salary Schedule Increase: .5% as of July 1, 2025

**MORGAN HILL UNIFIED SCHOOL DISTRICT
INTERN TEACHER SALARY SCHEDULE
185 Calendar Days
2025-26**

Step	<i>After Bachelor's (AB)</i>
1	64,004
2	64,004

In accordance with California Education Code Section 44462, the Intern Salary Schedule is 1/8 less than the

*Statement above states all interns will get a mentor but Article 21.2.1.1 states they are enrolled in a Commission approved Intern Program to be provided a District mentor.

Effective: July 1, 2025

Adopted: Tentatively 9/4/2025

Salary Schedule Increase: .5% as of July 1, 2025

**MORGAN HILL UNIFIED SCHOOL DISTRICT
EARLY CHILD EDUCATION SALARY SCHEDULE
185 Calendar Days
2025-2026**

Step	Column I CDP for Assistant Teacher (or higher) and an AA/AS or 60 semester units	Column II CDP for Associate Teacher (or higher) and 90 semester units	Column III CDP for Associate Teacher (or higher) and BA/BS	Column IV CDP for Associate Teacher (or higher) and 30 semester units AB
1	51,205	53,251	55,382	57,598
2	53,251	55,382	57,598	59,902
3	55,382	57,598	59,902	62,297
4	57,598	59,902	62,297	64,789
5	59,902	62,297	64,789	67,380
6	62,297	64,789	67,380	70,076
7	64,789	67,380	70,076	72,879
8		70,076	72,879	75,794
9		72,879	75,794	78,826
10		75,794	78,826	81,979
11			81,979	85,259
12-14			85,259	88,676
15-19			88,676	92,223
20-24			92,223	95,912
25-29			95,912	99,748
30+			99,748	103,738

Placement on the salary schedule is covered in Article 4 of the collective bargaining agreement.

CDP = Child Development Permit

BA/BS - Bachelor of Arts/Bachelor of Science degree

AB = After Bachelor of Arts/Bachelor of Science degree

Preschool teacher must have a minimum of 60 semester units with at least 12 ECE units and have a CDP for Associate Teacher.

CDP for Assistant Teacher.

will be placed on the Basic Teacher Salary Schedule (Addendum I).

and semester units completed (column).

Additional Certifications/Degrees: An employee may receive a maximum of any two of the following:

Site Supervisor or Program Director Permit (when supervisorial duties assigned) - \$1500 in addition to step placement in Columns I-IV

MA Degree - \$1,500 in addition to step placement in Columns I-IV

Doctoral Degree - \$1,500 in addition to step placement in Columns I-IV

Effective: July 1, 2025

Adopted: Tentatively 9/4/2025

Salary Schedule Increase: .5% as of July 1, 2025