

Delano Joint Union High School District Certificated Salary Schedule
1.25% Increase Effective July 01, 2025
Appendix A

TM 11/10/25
JA 11/10/25

Years	1 BA+30	2 BA+45	3 BA+60	4 BA+75	5 BA+90
1	\$ 63,232	\$ 63,951	\$ 67,863	\$ 71,776	\$ 75,684
2	\$ 63,232	\$ 66,493	\$ 70,409	\$ 74,316	\$ 78,228
3	\$ 65,128	\$ 69,039	\$ 72,947	\$ 76,860	\$ 80,774
4	\$ 67,670	\$ 71,581	\$ 75,493	\$ 79,403	\$ 83,315
5	\$ 70,210	\$ 74,122	\$ 78,035	\$ 81,945	\$ 85,853
6	\$ 72,756	\$ 76,667	\$ 80,577	\$ 84,491	\$ 88,401
7	\$ 75,295	\$ 79,210	\$ 83,119	\$ 87,030	\$ 90,945
8	\$ 77,839	\$ 81,749	\$ 85,664	\$ 89,573	\$ 93,485
9	\$ 80,379	\$ 84,292	\$ 88,203	\$ 92,117	\$ 96,027
10	\$ 82,924	\$ 86,840	\$ 90,749	\$ 94,658	\$ 98,573
11	\$ 85,468	\$ 89,380	\$ 93,291	\$ 97,202	\$ 101,181
12	\$ 88,011	\$ 91,920	\$ 95,832	\$ 99,746	\$ 103,656
13	\$ 90,554	\$ 94,464	\$ 98,373	\$ 102,286	\$ 106,198
14	-	\$ 97,007	\$ 100,917	\$ 104,828	\$ 108,740
15	-	-	\$ 103,459	\$ 107,370	\$ 111,284

Longevity:	Total Long.
20/5% \$ 3,162	
25/10% \$ 6,323	\$ 9,485
30/20% \$ 12,646	\$ 22,131
Master's \$ 2,845	
Doctorate \$ 5,691	\$ 8,536

Counselors, Child Development Director
Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Students Activities Director-Comprehensive Sites
Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Day-Time Adult Education Teachers w/BA only
\$ 53.70 an hour

jm 4/19/26
jrk 4/19/26

COACHING

Head Varsity Football	0.135	\$5,665.01	JV Head Frosh	0.09	\$3,776.67
Head Varsity Basketball			Assistant Varsity		
Head Varsity Volleyball					
Head Varsity Baseball				0.12	\$5,035.56
Head Varsity Softball					
Head Varsity Track					
Head Varsity Wrestling					
Head Varsity Coach:	0.10	\$4,196.30			
Golf					
Soccer					
Swimming					
Tennis					
Cross Country					
Water Polo					
Assistant JV Coach	0.08	\$3,357.04			
Assistant Frosh Coach					

WASC

WASC Focus on Learning Chair (Comprehensive and Alternative):

Accreditation On Year Stipend: 0.11203795 x base = \$4,701.45
 Period Assignment: 1 period WASC assignment

Accreditation Off Year Stipend: 0.10 x base = \$4,196.30
 Period Assignment: None

Accreditation "Mid-Year" Stipend: 0.10 x base = \$4,196.30
 Period Assignment: one period WASC assignment for one semester immediately prior to a review. [Fall/Spring, semester before a review to be determined by the WASC Focus Chair and Site Principal. In case of a tie, the superintendent will make the determination.]

WASC Focus Group Chairs (Comprehensive and Alternative):

On Year Stipend: 0.10 x base = \$4,196.30
 Off Year Stipend: 0.05 x base = \$2,098.15
 Mid-Term Review Year Stipend: 0.075 x base = \$3,147.23

Dual Enrollment Teacher Stipend

\$500 for the first section taught and \$300 for each additional section per semester

\$250 Summer Stipend per session

Split Assignment Stipend

\$1,500.00 per year- Prorated at \$8.33 per day

Summer School Stipend: \$7,100 for a full 120 hours. Any service less than 120 hours would be pro-rated.

Teacher Induction Program Stipends

Mentor: \$1,600 per assigned probationary teacher.
 The maximum caseload of a Teacher Induction Support Provider shall be two (2) probationary teachers unless no other qualified support providers are available to serv.

Lead Mentor: \$2,300

Limited Emergency Permits Mentor Stipend: \$1,600 per assigned intern teacher.
 The maximum caseload of a limited emergency permits shall be two (2) probationary teachers unless no other qualified support providers are available to serve.

FFA Advisor

The Agriculture Summer Service/FFA Advisor compensation shall be \$9090 per year effective with summer 2016.

Head Counselor Summer Stipend (Compensation for performance of Head Counselor job duties outside of the regular work year) (Paid August 10)

Head Counselor Summer Service Stipend (Comprehensive School Sites) 50% of the summer school rate
 Head Counselor Summer Service Stipend (Continuation School Sites) 25% of the summer school rate

Head Counselors must indicate acceptance of summer service stipend. Failure not to indicate within a reasonable time period shall be considered as having vacated the Head Counselor position as per Side letter of Agreement dated August 4, 2015.

TW 11/10/25
 JA 11/10/25

CTE Salary Schedule 2025-2026							
Effective July 01, 2025							
	<u>BA+30</u>		<u>Hourly</u>		<u>80%</u>		<u>90%</u>
1	\$63,232		\$46.07		\$36.86		\$41.46
2	\$63,232		\$46.07		\$36.86		\$41.46
3	\$65,128		\$47.45		\$37.96		\$42.71
4	\$67,670		\$49.30		\$39.44		\$44.37
5	\$70,210		\$51.15		\$40.92		\$46.04
6	\$72,756		\$53.01		\$42.41		\$47.71
7	\$75,295		\$54.86		\$43.89		\$49.37
8	\$77,839		\$56.71		\$45.37		\$51.04
9	\$80,379		\$58.56		\$46.85		\$52.70
10	\$82,924		\$60.42		\$48.34		\$54.38
Hourly rates based on 183 work days, 7.5 hours per day, and BA+30 steps 1-10 of Appendix A							