



2026-2027 Certified Teacher Initial Placement Compensation Guide

Base Salary:

Experience + Education
includes a portion of classroom site funds (CSF)

Yrs. of Experience	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$51,754	\$54,747	\$59,737
1	\$51,862	\$54,855	\$59,845
2	\$52,051	\$55,044	\$60,034
3	\$52,267	\$55,260	\$60,250
4	\$52,645	\$55,638	\$60,628
5	\$53,185	\$56,178	\$61,168
6	\$53,833	\$56,826	\$61,816
7	\$54,589	\$57,582	\$62,572
8	\$55,345	\$58,338	\$63,328
9	\$56,209	\$59,202	\$64,192
10	\$57,073	\$60,066	\$65,056
11	\$58,099	\$61,092	\$66,082
12	\$59,125	\$62,118	\$67,108

Total Compensation:

Base Salary + Additional Prop Amounts +
Pay for Performance

Bachelor's Degree	Master's Degree	Doctoral Degree
\$60,004	\$62,997	\$67,987
\$60,112	\$63,105	\$68,095
\$60,301	\$63,294	\$68,284
\$60,517	\$63,510	\$68,500
\$60,895	\$63,888	\$68,878
\$61,435	\$64,428	\$69,418
\$62,083	\$65,076	\$70,066
\$62,839	\$65,832	\$70,822
\$63,595	\$66,588	\$71,578
\$64,459	\$67,452	\$72,442
\$65,323	\$68,316	\$73,306
\$66,349	\$69,342	\$74,332
\$67,375	\$70,368	\$75,358

The above Total Compensation includes the following:

Prop 301 (CSF):	\$350 - paid on first check
Prop 301 (CSF):	\$3,900- paid 1/2 in December and 1/2 in March
Pay for Performance:	up to \$4,000 - paid 1/2 in December and 1/2 in June

National Board Certification

Stipend of \$3,850 per year so long as certification is held.

Additional Compensation and Benefits:

Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$803.25/month towards medical plan of employee's choice (30 hrs/week required)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 11.98% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 186 days (New Teachers)/ 183 days (Returning Teachers)