

**MARIN COUNTY OFFICE OF EDUCATION
TEACHERS' SALARY SCHEDULE
2026-2027
EFFECTIVE JULY 1, 2026**

STEP	TRAINING LEVEL CLASS					
	I	II	III	IV	V	VI
	A.B.	A.B. + 15	A.B. + 30	M.A. or A.B. +45	M.A. + 15 or A.B. + 60	M.A. + 30 or A.B. + 75
1	77,201	82,959	88,716	93,834	98,312	102,790
2	82,319	88,077	93,834	98,952	103,430	107,908
3	87,437	93,194	98,952	104,069	108,547	113,025
4	92,555	98,312	104,069	109,187	113,665	118,143
5	96,393	102,150	107,908	113,025	117,503	121,981
6	100,231	105,989	111,746	116,864	121,342	125,820
7	104,069	109,827	115,584	120,702	125,180	129,658
8	107,908	113,665	119,423	124,540	129,018	133,496
9	110,467	116,224	121,981	127,099	131,577	136,055
10	113,025	118,783	124,540	129,658	134,136	138,614
11	115,584	121,342	127,099	132,217	136,695	141,173
12	118,143	123,901	129,658	134,776	139,254	143,732
13			132,034	137,335	141,813	146,291

Article 9 of the Collective Bargaining Contract/Agreement specifies initial placement and advancement on the salary schedule.

1. For initial step placement on the salary schedule, credit for professional experience outside of the MCOE shall be allowed at the rate of one (1) step for one (1) year of service up to a maximum of thirteen (13) years based upon a valid credential or professional license for the state or country in which the experience occurred. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement on the salary schedule. Initial placement credit beyond 12 years of service is open only to certificated staff possessing an accredited post graduate degree. Course credit for horizontal/column salary placement shall be given for post-graduate, upper division or graduate course work taken at two-year or four-year colleges, universities, or graduate schools which are accredited by a regional accrediting commission; or other programs approved by the Superintendent.

2. Unit members who hold an accredited Master's Degree shall receive an annual stipend of \$1,500. Unit members who hold an accredited Doctorate Degree an annual stipend of \$2,000, whichever is greater.

3. Step 13 is open to certificated unit members who qualify for placement in Classes III, IV, V, or VI.

4. Each unit member shall receive, in addition to the regular scheduled salary, an annual longevity increment. This increment shall accrue at the beginning of the 15th year of service with \$3000 in addition to the annual salary. The increment shall increase at the beginning of the 18th year of service to \$6000 in addition to the annual salary. The increment shall increase at the beginning of the 20th year of service to \$9000 in addition to the annual salary. The increment shall increase at the beginning of the 25th year of service to \$12,000 in addition to annual salary. The increment shall increase at the beginning of the 30th year of service to \$15,000 in addition to annual salary. The increment shall increase at the beginning of the 35th year of service to \$18,000 in addition to annual salary. The increment shall increase at the beginning of the 40th year of service to \$21,000 in addition to annual salary. All such longevity increments shall become an integral part of the salary schedule and accrue from year to year. Unit members in paid status less than full time will receive longevity increments consistent with Article 9 of the Collectively Bargaining Contract/Agreement.

5. In order to receive a year of service credit, an employee must work at least 75% of the work year.

6. Effective July 1, 2024, current Speech and Language Pathologist, School Nurse, Teachers of the Visually Impaired/Orientation & Mobility Specialist, Deaf and Hard of Hearing Education Specialist, and Adaptive Physical Education Teachers unit members shall be placed onto the salary schedule consistent with Article 9.7. Initial placement and salary advancement shall be consistent with Article 9.5 and 9.7

Approved: July 16, 2024