MARIN COUNTY OFFICE OF EDUCATION
2025-2026
EFFECTIVE JULY 1, 2025

Visually Impaired/Orientation and Mobility,
Deaf and Hard of Hearing Education Specialists and
Adaptive Physical Education Teachers

Step	Annual	Per Diem
1	$107,405	$574.36
2	$111,196	$594.63
3	$114,987	$614.90
4	$118,777	$635.17
5	$121,305	$648.69
6	$123,832	$662.20
7	$126,359	$675.72
8	$128,886	$689.23
9	$131,413	$702.74
10	$133,384	$713.29
11	$135,385	$723.98
12	$137,416	$734.84
13	$139,477	$745.87

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 Article9.7. Initial placement and salary advancement shall be consistent with Article 9.5 and 9.7

Approved: July 16, 2024