



**ENCINITAS UNION SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
July 1, 2026 - June 30, 2027**

STEP	COLUMN 0 < 15 UNITS & INTERNS	COLUMN I 15-44 UNITS	COLUMN II 45-59 UNITS	COLUMN III 60-74 UNITS	COLUMN IV 75 + with MASTERS	STEP
1	\$56,384	\$60,895	\$65,405	\$69,916	\$74,427	1
2		64,278	68,788	73,299	77,810	2
3		67,661	72,172	76,682	81,193	3
4		71,044	75,555	80,065	84,576	4
5		74,427	78,938	83,448	87,959	5
6		77,810	82,321	86,831	91,342	6
7		81,193	85,704	90,214	94,725	7
8		84,576	89,087	93,597	98,108	8
9		87,959	92,470	96,980	101,491	9
10		87,959	95,853	100,364	104,874	10
11		87,959	99,236	103,747	108,257	11
12		87,959	102,619	107,130	111,640	12
13		87,959	106,002	110,513	115,023	13
14		87,959	106,002	113,896	118,406	14
15		87,959	106,002	117,279	121,789	15
16		87,959	109,385	120,662	125,172	16
17		87,959	109,385	124,045	128,556	17
18		87,959	109,385	124,045	131,939	18
19		87,959	109,385	124,045	135,322	19
20		87,959	109,385	124,045	138,705	20
21		91,342	112,768	127,428	142,088	21
22		91,342	112,768	127,428	142,088	22
23		94,725	116,151	130,811	145,471	23
24		94,725	116,151	130,811	145,471	24
25		98,108	119,534	134,194	148,854	25

HOURLY RATES

Instructional	\$50
Non-Instructional	\$40
Site Program Support Teacher	\$30

SUBSTITUTE DAILY RATES

Substitute Daily Rate	\$200
Long Term Sub Assignment day 1-15	\$200
Long Term Sub Assignment day 16+	\$215

ANNUAL STIPENDS

Masters Degree	\$1,000
Doctorate	\$1,500
Nat'l Board Certification	\$1,000
Board Certified Behavior Analyst (BCBA)	\$1,000
BCLAD or BCC (see TOE 5.1.4)	\$1,000
CLAD or LDS (see TOE 5.1.5)	\$500

NOTES

A maximum of ten (10) years of experience is given to new employees.

Psychologists, Speech & Language Therapists, and Behavior Specialists shall receive a yearly stipend equivalent to a 10% increase in pay.

Certificated employees must work 75% of the school year in order to step advance.