

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

2025-26 Certificated Salary Schedule

Column I	Bachelor's Degree
Column II	Bachelor's Degree + 15 semester units earned subsequent to receipt of B.A.
Column III	Bachelor's Degree + 30 semester units earned subsequent to receipt of B.A.
Column IV	Bachelor's Degree + 45 semester units earned subsequent to receipt of B.A.; or Master's Degree
Column V	Bachelor's Degree + 60 semester units earned subsequent to receipt of B.A.; or Master's Degree + 15 units

4.00%

increase

@ 185 days

EFFECTIVE: 07/01/2025

YEARS OF SERVICE	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	\$62,431	\$66,933	\$71,443	\$75,964	\$80,473
2	\$66,061	\$70,580	\$75,090	\$79,601	\$84,105
3	\$69,717	\$74,227	\$78,729	\$83,245	\$87,746
4	\$73,356	\$77,874	\$82,379	\$86,872	\$91,402
5	\$76,997	\$81,517	\$86,013	\$90,530	\$95,028
6	\$80,640	\$85,145	\$89,662	\$94,169	\$98,670
7	\$84,281	\$88,785	\$93,304	\$97,811	\$102,321
8	\$87,922	\$92,426	\$96,946	\$101,460	\$105,958
9	\$87,922	\$96,069	\$100,594	\$105,100	\$109,605
10	\$87,922	\$99,715	\$104,222	\$108,739	\$113,246
11	\$87,922	\$99,715	\$107,869	\$112,394	\$116,885
12	\$87,922	\$99,715	\$107,869	\$116,012	\$120,531
13	\$87,922	\$99,715	\$107,869	\$116,012	\$124,869
14	\$87,922	\$99,715	\$107,869	\$116,012	\$124,869
15	\$87,922	\$99,715	\$107,869	\$116,012	\$124,869
16	\$90,340	\$102,458	\$110,837	\$119,202	\$128,303
17	\$90,340	\$102,458	\$110,837	\$119,202	\$128,303
18	\$90,340	\$102,458	\$110,837	\$119,202	\$128,303
19	\$92,759	\$105,196	\$113,803	\$122,393	\$131,735
20	\$92,759	\$105,196	\$113,803	\$122,393	\$131,735
21	\$92,759	\$105,196	\$113,803	\$122,393	\$131,735
22+	\$95,176	\$107,944	\$116,770	\$125,582	\$135,588

- \$1,500 will be added to Column V for a doctorate
- Psychologists & Speech Language Therapists shall be placed on Column V, Step 9-18, plus 10%, plus 10 extra days
- School Nurses shall be placed on Column V, Step 8-18, plus 5 extra days
- Athletic Directors shall have a minimum placement on Column IV, Step 9, maximum Step 18, plus 12 extra days, plus 9%
- A maximum of ten (10) years experience will be allowed for initial placement
- Longevity increments are built into the salary schedule at years 16, 19, and 22
- Part time teachers' salaries shall be computed based on their placement on the salary schedule & percentage of a full time equivalency

Santa Maria Joint Union High School District programs, activities, practices and employment shall be free from unlawful discrimination, including discriminatory harassment, intimidation, and bullying based on actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identifications, age, religion, marital, family or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information or any other characteristic identified in Education Code 200 or 220, Penal code 422.55, or Government Code 11135, or based on association with a person or group with one or more of these actual or perceived characteristics. If you believe you have been subjected to discrimination, harassment, intimidation, or bullying, you should immediately contact the District's Discrimination, Equity and Title IX Compliance Officer Mr. Sal Reynoso, Director of Certificated Human Resources, at 2560 Skyway Drive, Santa Maria, CA 93455, (805) 922-4573 and/or sreynoso@smjuhsd.org. A copy of SMJUHS's Uniform Complaint Procedures, Non-Discrimination Policies, Sexual Harassment Policies are available upon request.