

VISTA UNIFIED SCHOOL DISTRICT
2026-27 TEACHERS SALARY SCHEDULE
Columns GHI to ABC Effective 07-01-2026
186 Days
Including 2% Effective 7-1-2026

Plan 3

<i>Basic Teachers Salary Schedule</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	60,054	60,054	60,054	63,459	67,130	70,803
2	60,054	60,054	62,935	66,606	70,278	73,949
3	60,054	62,411	66,081	69,754	73,424	77,096
4	61,885	65,557	69,228	72,898	76,570	80,243
5	65,033	68,705	72,374	76,047	79,718	83,390
6	68,181	71,852	75,522	79,193	82,866	86,537
7	68,181	74,998	78,669	82,341	86,010	89,684
8	68,181	74,998	81,815	85,486	89,158	92,830
9	68,181	74,998	84,962	88,634	92,306	95,976
10	68,181	74,998	88,110	91,781	95,452	99,123
11	68,181	74,998	91,255	94,927	98,598	102,270
12	68,181	74,998	91,255	98,073	101,745	105,417
13	68,181	74,998	91,255	98,073	104,893	108,563
14	68,181	74,998	91,255	98,073	104,893	108,563
15	68,181	74,998	91,255	98,073	106,466	110,137
16	68,181	74,998	91,255	98,073	106,466	110,137
17	68,181	74,998	100,696	104,367	108,039	111,709
18	68,181	74,998	100,696	104,367	108,039	113,284
19	68,181	74,998	100,696	104,367	109,611	115,381
20	68,181	74,998	100,696	104,367	109,611	115,381
21	68,181	74,998	103,843	107,514	111,709	118,517
22	68,181	74,998	103,843	107,514	111,709	118,517
23	68,181	74,998	103,843	107,514	111,709	122,199
24	68,181	74,998	103,843	107,514	114,857	122,199
25 thru 30	68,181	74,998	103,843	107,514	114,857	125,871

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class.

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university.

Teachers who have current certification as a National Board Certified Teacher will receive an annual payment of \$1,000.00.

The teacher hourly rate for *non-contract* teachers for before and after school, Saturdays, and all other certificated hourly time will be: **\$38.33**

The teacher hourly rate for *contract* teachers for before and after school, Saturdays, and all other certificated hourly time will be: **\$42.90**

The teacher hourly rate for summer school/intersession for all teachers will be: **\$53.65**

VISTA UNIFIED SCHOOL DISTRICT
2026-27 PSYCHOLOGIST/SLP/NURSE/SOCIAL WORKER
SALARY SCHEDULE-186 Days
Including 2% Effective 7-1-2026

Group 4

Based on Step A-1 Teachers Salary Schedule	58,876
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STEP	ANNUAL SALARY
1	87,059
2	91,255
3	95,452
4	99,648
5	104,367
6 thru 7	108,563
8 thru 10	110,137
11 thru 12	111,184
13 thru 14	112,759
15 thru 16	114,858
17 thru 18	116,955
19 thru 21	120,102
22 thru 24	123,772
25 thru 30	127,445

* Salary compaction, starting at step 8, effective 7-1-2022.

Revised April 2026

Board approved 05/14/2026

**VISTA UNIFIED SCHOOL DISTRICT
2026-27 MS COUNSELORS SALARY SCHEDULE**

Including 2% Effective 07-01-2026
191 Days

Plan 23

<i>MS Counselors</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	61,668	61,668	61,668	65,165	68,935	72,706
2	61,668	61,668	64,627	68,396	72,167	75,937
3	61,668	64,089	67,857	71,629	75,398	79,168
4	63,549	67,319	71,089	74,858	78,628	82,400
5	66,781	70,552	74,320	78,091	81,861	85,632
6	70,014	73,784	77,552	81,322	85,094	88,863
7	70,014	77,014	80,784	84,554	88,322	92,095
8	70,014	77,014	84,014	87,784	91,555	95,325
9	70,014	77,014	87,246	91,017	94,787	98,556
10	70,014	77,014	90,479	94,248	98,018	101,788
11	70,014	77,014	93,708	97,479	101,248	105,019
12	70,014	77,014	93,708	100,709	104,480	108,251
13	70,014	77,014	93,708	100,709	107,713	111,481
14	70,014	77,014	93,708	100,709	107,713	111,481
15	70,014	77,014	93,708	100,709	109,328	113,098
16	70,014	77,014	93,708	100,709	109,328	113,098
17	70,014	77,014	103,403	107,173	110,943	114,712
18	70,014	77,014	103,403	107,173	110,943	116,329
19	70,014	77,014	103,403	107,173	112,558	118,483
20	70,014	77,014	103,403	107,173	112,558	118,483
21	70,014	77,014	106,634	110,404	114,712	121,703
22	70,014	77,014	106,634	110,404	114,712	121,703
23	70,014	77,014	106,634	110,404	114,712	125,484
24	70,014	77,014	106,634	110,404	117,945	125,484
25 thru 30	70,014	77,014	106,634	110,404	117,945	129,255

* VTA agreement board approved on 5/16/2024 increased middle school counselors calendar days to 191.
Corresponding salary schedule is effective July 1, 2024.

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class. (VTA article 12.19.6)

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university. (VTA article 12.19.7)

**VISTA UNIFIED SCHOOL DISTRICT
2026-27 HS COUNSELORS & LIBRARIANS SALARY SCHEDULE**

Including 2% Effective 07-01-2026
196 Days

Plan 24

<i>HS Counselors & Librarians</i>						
	BA DEGREE	BA + 15	BA + 30	BA + 45	BA + 60	BA + 90 or BA + 75 + Master
STEPS	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	63,283	63,283	63,283	66,871	70,739	74,610
2	63,283	63,283	66,319	70,187	74,056	77,925
3	63,283	65,766	69,634	73,504	77,372	81,241
4	65,212	69,082	72,950	76,817	80,687	84,557
5	68,529	72,399	76,265	80,136	84,004	87,873
6	71,847	75,715	79,582	83,451	87,321	91,190
7	71,847	79,030	82,899	86,768	90,634	94,506
8	71,847	79,030	86,214	90,082	93,951	97,821
9	71,847	79,030	89,530	93,399	97,269	101,136
10	71,847	79,030	92,847	96,715	100,584	104,452
11	71,847	79,030	96,161	100,031	103,899	107,768
12	71,847	79,030	96,161	103,346	107,215	111,085
13	71,847	79,030	96,161	103,346	110,532	114,400
14	71,847	79,030	96,161	103,346	110,532	114,400
15	71,847	79,030	96,161	103,346	112,190	116,058
16	71,847	79,030	96,161	103,346	112,190	116,058
17	71,847	79,030	106,110	109,978	113,848	117,715
18	71,847	79,030	106,110	109,978	113,848	119,375
19	71,847	79,030	106,110	109,978	115,504	121,584
20	71,847	79,030	106,110	109,978	115,504	121,584
21	71,847	79,030	109,426	113,294	117,715	124,889
22	71,847	79,030	109,426	113,294	117,715	124,889
23	71,847	79,030	109,426	113,294	117,715	128,769
24	71,847	79,030	109,426	113,294	121,032	128,769
25 thru 30	71,847	79,030	109,426	113,294	121,032	132,638

* VTA agreement board approved on 5/16/2024 increased high school counselors & librarians calendar days to 196.
Corresponding salary schedule is effective July 1, 2024.

A stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Master's Degree from an accredited college or university if the person qualified for his/her class. (VTA article 12.19.6)

An additional stipend equal to five percent (5%) of Class A, Step 1, will be allowed for an earned Ph.D. or Ed.D. from an accredited college or university. (VTA article 12.19.7)

Vista Unified School District
2026-27 Adult Ed/CTE Salary Schedule with 2% Increase
Effective 07-01-2026

Teachers- Credential														Masters	
Step	Class I A		Class II		Class III		Class IV		Class V		Class VI		Class VII		
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	
1	38.92	80953.60	39.32	81785.60	39.70	82576.00	40.11	83428.80	40.50	84240.00	40.90	85072.00	42.96	89356.80	
2	41.65	86632.00	42.06	87484.80	42.49	88379.20	42.92	89273.60	43.34	90147.20	43.77	91041.60	45.95	95576.00	
3	44.56	92684.80	45.01	93620.80	45.45	94536.00	45.91	95492.80	46.37	96449.60	46.85	97448.00	49.19	102315.20	
4	47.69	99195.20	48.17	100193.60	48.64	101171.20	49.13	102190.40	49.61	103188.80	50.10	104208.00	52.62	109449.60	
5	47.69	99195.20	48.64	101171.20	48.64	101171.20	49.61	103188.80	50.10	104208.00	50.60	105248.00	53.15	110552.00	
6	47.69	99195.20	49.13	102190.40	48.64	101171.20	50.10	104208.00	50.60	105248.00	51.12	106329.60	53.68	111654.40	
7	47.69	99195.20	49.61	103188.80	48.64	101171.20	50.60	105248.00	51.12	106329.60	51.64	107411.20	54.20	112736.00	
8	47.69	99195.20	50.11	104228.80	48.64	101171.20	51.12	106329.60	51.64	107411.20	52.14	108451.20	54.76	113900.80	
9	47.69	99195.20	50.62	105289.60	48.64	101171.20	51.64	107411.20	52.14	108451.20	52.67	109553.60	55.31	115044.80	
10	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
11	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
12	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
13	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
14	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
15	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
16	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
17	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
18	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
19	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
20	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
21	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
22	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
23	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
24	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
25	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
26	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
27	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
28	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
29	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	
30	47.69	99195.20	51.12	106329.60	48.64	101171.20	52.14	108451.20	52.67	109553.60	53.19	110635.20	55.86	116188.80	

Project Coord/ Res. Teachers / Counselors				
Step	Class VIII		Class IX	
	Hourly	Annual	Hourly	Annual
1	42.12	87609.60	46.13	95950.40
2	45.07	93745.60	49.35	102648.00
3	48.23	100318.40	52.82	109865.60
4	51.60	107328.00	56.50	117520.00
5	52.10	108368.00	57.07	118705.60
6	52.63	109470.40	57.63	119870.40
7	53.15	110552.00	58.21	121076.80
8	53.69	111675.20	58.78	122262.40
9	54.22	112777.60	59.39	123531.20
10	54.76	113900.80	59.98	124758.40
11	54.76	113900.80	59.98	124758.40
12	54.76	113900.80	59.98	124758.40
13	54.76	113900.80	59.98	124758.40
14	54.76	113900.80	59.98	124758.40
15	54.76	113900.80	59.98	124758.40
16	54.76	113900.80	59.98	124758.40
17	54.76	113900.80	59.98	124758.40
18	54.76	113900.80	59.98	124758.40
19	54.76	113900.80	59.98	124758.40
20	54.76	113900.80	59.98	124758.40
21	54.76	113900.80	59.98	124758.40
22	54.76	113900.80	59.98	124758.40
23	54.76	113900.80	59.98	124758.40
24	54.76	113900.80	59.98	124758.40
25	54.76	113900.80	59.98	124758.40
26	54.76	113900.80	59.98	124758.40
27	54.76	113900.80	59.98	124758.40
28	54.76	113900.80	59.98	124758.40
29	54.76	113900.80	59.98	124758.40
30	54.76	113900.80	59.98	124758.40

Class I Preliminary Adult Ed or Vocational Designated Subject Credential - No Degree
Class II Clear Adult Ed or Vocational Designated Subject Credential - No Degree
Class III Preliminary Adult Ed or Vocational Designated Subject Credential - with Bachelors Degree
Class IV Clear Adult Ed, Vocational Designated Subject or Accepted Standard K-12 with Bachelors Degree
Class V Highly Qualified Teachers and/or Industry Certificated Course - with Bachelors Degree
Class VI Clear Credential with a Bachelors Degree and 45 Semester Units
Class VII Clear Credential with a Masters Degree and 75 units
Class VIII Project Coordinator / Resource Teachers w/ Bachelors Degree, Level III
Class IX Counselor w/ PPS or Masters Degree

Step	
1	0-1300 Hours of Employment in Adult Ed/CTE
2	1301-2600
3	2601-3900
4	3901-5200
5	5201-6500
6	6501-7800
7	7801-9100
8	9101-10400
9	10401-11700
10-30	11701-13000

Calculations

1.	Teachers	7% between steps 1-4, 1% at step 5-10 1% between columns
1 a		5% for Masters (Class VIII from VII)
2.	Pr.Coord/Res.Tchrs.	5% of class IV - Level III Min Req.
3.	Counselor	15% of class IV - PPS / Masters Degree