

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2026
184 Work Days**

APPENDIX A

Step/Column Year	Class A*			Class I			Class II			Class III			Class IV		
		Daily Rate		BA/AB+30	Daily Rate		AB + 45	Daily Rate		AB + 60	Daily Rate		AB + 75	Daily Rate	
1	\$	57,466	312.32	\$	59,139	321.41	\$	60,694	329.86	\$	62,378	339.01	\$	65,292	354.85
2	\$	59,139	321.41	\$	60,764	330.24	\$	62,365	338.94	\$	64,561	350.88	\$	67,578	367.27
3	\$	60,383	328.17	\$	62,435	339.32	\$	64,079	348.26	\$	66,821	363.16	\$	69,942	380.12
4				\$	64,398	349.99	\$	65,798	357.60	\$	69,160	375.87	\$	72,389	393.42
5				\$	67,618	367.49	\$	69,086	375.47	\$	71,580	389.02	\$	74,924	407.20
6				\$	70,997	385.85	\$	72,542	394.25	\$	74,085	402.64	\$	77,546	421.45
7				\$	73,482	399.36	\$	76,168	413.96	\$	76,679	416.73	\$	80,261	436.20
8				\$	73,482	399.36	\$	78,452	426.37	\$	79,360	431.30	\$	83,069	451.46
9				\$	73,482	399.36	\$	78,452	426.37	\$	82,139	446.41	\$	85,976	467.26
10				\$	75,686	411.34	\$	78,452	426.37	\$	85,015	462.04	\$	88,987	483.63
11							\$	80,806	439.16	\$	87,987	478.19	\$	92,100	500.54
12										\$	91,067	494.93	\$	95,325	518.07
13													\$	95,325	518.07
14													\$	95,325	518.07
15													\$	98,662	536.21
16													\$	98,662	536.21
17													\$	98,662	536.21
18													\$	102,114	554.97
19													\$	102,114	554.97
20													\$	102,114	554.97
21													\$	105,690	574.40
22													\$	105,690	574.40
23													\$	105,690	574.40
24													\$	109,386	594.49
25													\$	109,386	594.49
26													\$	109,386	594.49
27													\$	113,216	615.30
28													\$	113,216	615.30
29													\$	113,216	615.30
30													\$	119,669	650.38

Each Masters Degree Stipend: \$ 1,500.00

Each Doctorate Degree Stipend: \$ 1,500.00

Each National Board Certification: \$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00 (2022/23)

*Class A: not fully credentialed/Intern

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2026
184 Work Days - SDC, CDS, REACH, ERICS**

APPENDIX A-2

Step/Column Year	Class A*		Daily Rate	Class I BA/AB+30		Daily Rate	Class II AB + 45		Daily Rate	Class III AB + 60		Daily Rate	Class IV AB + 75		Daily Rate
1	\$	61,489	334.18	\$	63,279	343.91	\$	64,943	352.95	\$	66,744	362.74	\$	69,862	379.69
2	\$	63,279	343.91	\$	65,017	353.36	\$	66,731	362.67	\$	69,080	375.44	\$	72,308	392.98
3	\$	64,610	351.14	\$	66,805	363.07	\$	68,565	372.63	\$	71,498	388.58	\$	74,838	406.73
4				\$	68,906	374.49	\$	70,404	382.63	\$	74,001	402.18	\$	77,456	420.96
5				\$	72,351	393.21	\$	73,922	401.75	\$	76,591	416.25	\$	80,169	435.70
6				\$	75,967	412.86	\$	77,620	421.85	\$	79,271	430.82	\$	82,974	450.95
7				\$	78,626	427.31	\$	81,500	442.93	\$	82,047	445.91	\$	85,879	466.74
8				\$	78,626	427.31	\$	83,944	456.22	\$	84,915	461.50	\$	88,884	483.06
9				\$	78,626	427.31	\$	83,944	456.22	\$	87,889	477.66	\$	91,994	499.97
10				\$	80,984	440.13	\$	83,944	456.22	\$	90,966	494.38	\$	95,216	517.48
11							\$	86,462	469.90	\$	94,146	511.66	\$	98,547	535.58
12										\$	97,442	529.57	\$	101,998	554.34
13													\$	101,998	554.34
14													\$	101,998	554.34
15													\$	105,568	573.74
16													\$	105,568	573.74
17													\$	105,568	573.74
18													\$	109,262	593.82
19													\$	109,262	593.82
20													\$	109,262	593.82
21													\$	113,088	614.61
22													\$	113,088	614.61
23													\$	113,088	614.61
24													\$	117,043	636.10
25													\$	117,043	636.10
26													\$	117,043	636.10
27													\$	121,141	658.38
28													\$	121,141	658.38
29													\$	121,141	658.38
30													\$	128,046	695.90

Each Masters Degree Stipend:

\$ 1,500.00

Each Doctorate Degree Stipend:

\$ 1,500.00

Each National Board Certification:

\$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30:

\$ 2,000.00

(2022/23)

*Class A: not fully credentialed/Intern

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule - CTE
Effective July 1, 2026
184 Work Days**

APPENDIX A-3

Step/Column Year	Class A*			Class I BA/AB+30		Class II AB + 45		Class III AB + 60		Class IV AB + 75					
	Intern or Clear CTE Cred			- or clr CTE Cred + 7 yrs Outside Experience		- or clr CTE Cred + 10 yrs Outside experience		- or clr CTE Cred + 13 yrs Outside experience		- or clr CTE Cred + 16 yrs Outside experience					
			Daily Rate		Daily Rate		Daily Rate		Daily Rate			Daily Rate			
1	\$	57,466	312.32	\$	59,139	321.41	\$	60,694	329.86	\$	62,378	339.01	\$	65,292	354.85
2	\$	59,139	321.41	\$	60,764	330.24	\$	62,365	338.94	\$	64,561	350.88	\$	67,578	367.27
3	\$	60,383	328.17	\$	62,435	339.32	\$	64,079	348.26	\$	66,821	363.16	\$	69,942	380.12
4				\$	64,398	349.99	\$	65,798	357.60	\$	69,160	375.87	\$	72,389	393.42
5				\$	67,618	367.49	\$	69,086	375.47	\$	71,580	389.02	\$	74,924	407.20
6				\$	70,997	385.85	\$	72,542	394.25	\$	74,085	402.64	\$	77,546	421.45
7				\$	73,482	399.36	\$	76,168	413.96	\$	76,679	416.73	\$	80,261	436.20
8				\$	73,482	399.36	\$	78,452	426.37	\$	79,360	431.30	\$	83,069	451.46
9				\$	73,482	399.36	\$	78,452	426.37	\$	82,139	446.41	\$	85,976	467.26
10				\$	75,686	411.34	\$	78,452	426.37	\$	85,015	462.04	\$	88,987	483.63
11							\$	80,806	439.16	\$	87,987	478.19	\$	92,100	500.54
12									\$	91,067	494.93	\$	95,325	518.07	
13												\$	95,325	518.07	
14												\$	95,325	518.07	
15												\$	98,662	536.21	
16												\$	98,662	536.21	
17												\$	98,662	536.21	
18												\$	102,114	554.97	
19												\$	102,114	554.97	
20												\$	102,114	554.97	
21												\$	105,690	574.40	
22												\$	105,690	574.40	
23												\$	105,690	574.40	
24												\$	109,386	594.49	
25												\$	109,386	594.49	
26												\$	109,386	594.49	
27												\$	113,216	615.30	
28												\$	113,216	615.30	
29												\$	113,216	615.30	
30												\$	119,669	650.38	

Each Masters Degree Stipend: \$ 1,500.00

Each Doctorate Degree Stipend: \$ 1,500.00

Each National Board Certification: \$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00

*Class A: not fully credentialed/Intern

(2022/23)

CTE teachers will be placed in the appropriate column based on their verifiable years of outside experience in their credentialing area. They will advance one step for each year of teaching experience. To move across columns, they must complete the equivalent of 15 units of college coursework.

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2026
192 Work Days
Counselor I**

APPENDIX B

Step/Column Year	Class A*			Class I		Class II		Class III		Class IV					
			Daily Rate	BA/AB+30	Daily Rate	AB + 45	Daily Rate	AB + 60	Daily Rate	AB + 75	Daily Rate				
1	\$	61,763	321.68	\$	63,562	331.05	\$	65,233	339.75	\$	67,043	349.18	\$	70,175	365.49
2	\$	63,562	331.05	\$	65,308	340.15	\$	67,029	349.11	\$	69,389	361.40	\$	72,632	378.29
3	\$	64,899	338.01	\$	67,104	349.50	\$	68,871	358.70	\$	71,818	374.05	\$	75,172	391.52
4				\$	69,214	360.49	\$	70,719	368.33	\$	74,332	387.15	\$	77,802	405.22
5				\$	72,675	378.51	\$	74,252	386.73	\$	76,933	400.69	\$	80,527	419.41
6				\$	76,306	397.43	\$	77,967	406.08	\$	79,625	414.71	\$	83,345	434.09
7				\$	78,977	411.34	\$	81,864	426.38	\$	82,413	429.24	\$	86,263	449.29
8				\$	78,977	411.34	\$	84,319	439.16	\$	85,295	444.24	\$	89,281	465.01
9				\$	78,977	411.34	\$	84,319	439.16	\$	88,282	459.80	\$	92,406	481.28
10				\$	81,346	423.68	\$	84,319	439.16	\$	91,373	475.90	\$	95,642	498.13
11							\$	86,849	452.34	\$	94,567	492.54	\$	98,987	515.56
12										\$	97,877	509.78	\$	102,454	533.61
13													\$	102,454	533.61
14													\$	102,454	533.61
15													\$	106,040	552.29
16													\$	106,040	552.29
17													\$	106,040	552.29
18													\$	109,750	571.62
19													\$	109,750	571.62
20													\$	109,750	571.62
21													\$	113,594	591.63
22													\$	113,594	591.63
23													\$	113,594	591.63
24													\$	117,566	612.32
25													\$	117,566	612.32
26													\$	117,566	612.32
27													\$	121,683	633.76
28													\$	121,683	633.76
29													\$	121,683	633.76
30													\$	128,618	669.89

Each Masters Degree Stipend: \$ 1,500.00

Each Doctorate Degree Stipend: \$ 1,500.00

Each National Board Certification: \$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00 (2022/23)

Note: This schedule includes K-8 Counselor

*Class A: not fully credentialed/Intern

ARTICLE 21

Gateway Unified School District
 Certificated Salary Schedule
 Effective July 1, 2026
 197 Work Days
 Counselor II

APPENDIX C

Step/Column Year	Class A*			Class I BA/AB+30		Class II AB + 45		Class III AB + 60		Class IV AB + 75					
		Daily Rate		Daily Rate		Daily Rate		Daily Rate		Daily Rate					
1	\$	63,372	321.68	\$	65,217	331.05	\$	66,932	339.75	\$	68,789	349.18	\$	72,002	365.49
2	\$	65,217	331.05	\$	67,009	340.15	\$	68,774	349.11	\$	71,196	361.40	\$	74,523	378.29
3	\$	66,589	338.01	\$	68,852	349.50	\$	70,665	358.70	\$	73,688	374.05	\$	77,130	391.52
4				\$	71,016	360.49	\$	72,560	368.33	\$	76,268	387.15	\$	79,829	405.22
5				\$	74,567	378.51	\$	76,186	386.73	\$	78,936	400.69	\$	82,624	419.41
6				\$	78,293	397.43	\$	79,997	406.08	\$	81,699	414.71	\$	85,516	434.09
7				\$	81,034	411.34	\$	83,996	426.38	\$	84,559	429.24	\$	88,510	449.29
8				\$	81,034	411.34	\$	86,515	439.16	\$	87,516	444.24	\$	91,606	465.01
9				\$	81,034	411.34	\$	86,515	439.16	\$	90,581	459.80	\$	94,812	481.28
10				\$	83,464	423.68	\$	86,515	439.16	\$	93,752	475.90	\$	98,132	498.13
11							\$	89,111	452.34	\$	97,030	492.54	\$	101,565	515.56
12										\$	100,426	509.78	\$	105,122	533.61
13													\$	105,122	533.61
14													\$	105,122	533.61
15													\$	108,802	552.29
16													\$	108,802	552.29
17													\$	108,802	552.29
18													\$	112,608	571.62
19													\$	112,608	571.62
20													\$	112,608	571.62
21													\$	116,552	591.63
22													\$	116,552	591.63
23													\$	116,552	591.63
24													\$	120,628	612.32
25													\$	120,628	612.32
26													\$	120,628	612.32
27													\$	124,851	633.76
28													\$	124,851	633.76
29													\$	124,851	633.76
30													\$	131,968	669.89

Each Masters Degree Stipend: \$ 1,500.00

Each Doctorate Degree Stipend: \$ 1,500.00

Each National Board Certification: \$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00 (2022/23)

Note: This schedule includes 9-12 Counselor

*Class A: not fully credentialed/Intern

ARTICLE 21

**Gateway Unified School District
Certificated Salary Schedule
Effective July 1, 2026
204 Work Days
CVHS/MLHS Agriculture Teacher**

APPENDIX D

Step/Column Year	Class A*		Class I		Class II		Class III		Class IV	
		Daily Rate	BA/AB+30	Daily Rate	AB + 45	Daily Rate	AB + 60	Daily Rate	AB + 75	Daily Rate
1	\$ 63,712	312.32	\$ 65,567	321.41	\$ 67,291	329.86	\$ 69,158	339.01	\$ 72,389	354.85
2	\$ 65,567	321.41	\$ 67,369	330.24	\$ 69,144	338.94	\$ 71,579	350.88	\$ 74,923	367.27
3	\$ 66,946	328.17	\$ 69,221	339.32	\$ 71,044	348.26	\$ 74,084	363.16	\$ 77,544	380.12
4			\$ 71,398	349.99	\$ 72,950	357.60	\$ 76,677	375.87	\$ 80,257	393.42
5			\$ 74,968	367.49	\$ 76,595	375.47	\$ 79,360	389.02	\$ 83,068	407.20
6			\$ 78,714	385.85	\$ 80,427	394.25	\$ 82,138	402.64	\$ 85,975	421.45
7			\$ 81,469	399.36	\$ 84,447	413.96	\$ 85,014	416.73	\$ 88,985	436.20
8			\$ 81,469	399.36	\$ 86,979	426.37	\$ 87,986	431.30	\$ 92,098	451.46
9			\$ 81,469	399.36	\$ 86,979	426.37	\$ 91,067	446.41	\$ 95,321	467.26
10			\$ 83,913	411.34	\$ 86,979	426.37	\$ 94,256	462.04	\$ 98,660	483.63
11					\$ 89,589	439.16	\$ 97,551	478.19	\$ 102,111	500.54
12							\$ 100,966	494.93	\$ 105,686	518.07
13									\$ 105,686	518.07
14									\$ 105,686	518.07
15									\$ 109,386	536.21
16									\$ 109,386	536.21
17									\$ 109,386	536.21
18									\$ 113,213	554.97
19									\$ 113,213	554.97
20									\$ 113,213	554.97
21									\$ 117,178	574.40
22									\$ 117,178	574.40
23									\$ 117,178	574.40
24									\$ 121,276	594.49
25									\$ 121,276	594.49
26									\$ 121,276	594.49
27									\$ 125,522	615.30
28									\$ 125,522	615.30
29									\$ 125,522	615.30
30									\$ 132,677	650.38

Each Masters Degree Stipend: \$ 1,500.00

Each Doctorate Degree Stipend: \$ 1,500.00

Each National Board Certification: \$ 1,500.00

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00 (2022/23)

*Class A: not fully credentialed/Intern

ARTICLE 21

**Gateway Unified School District
 Certificated Salary Schedule
 Effective July 1, 2026
 197 Work Days
 Psychologist/Nurse/Speech**

APPENDIX F

Step/Column Year	Class A*	Daily Rate	Daily Rate
1	\$ 75,731	384.42	\$ 88,275 448.10
2	\$ 77,775	394.80	\$ 91,144 462.66
3	\$ 79,875	405.46	\$ 94,105 477.69
4			\$ 97,164 493.22
5			\$ 100,323 509.25
6			\$ 103,931 527.57
7			\$ 106,947 542.88
8			\$ 110,424 560.53
9			\$ 114,012 578.74
10			\$ 117,720 597.56
11			\$ 117,720 597.56
12			\$ 117,720 597.56
13			\$ 117,720 597.56
14			\$ 121,546 616.98
15			\$ 121,546 616.98
16			\$ 121,546 616.98
17			\$ 121,546 616.98
18			\$ 125,496 637.04
19			\$ 125,496 637.04
20			\$ 125,496 637.04
21			\$ 125,496 637.04
22			\$ 129,574 657.74
23			\$ 129,574 657.74
24			\$ 129,574 657.74
25			\$ 129,574 657.74
26			\$ 136,273 691.74

Each Masters Degree Stipend: \$ 1,500.00 (Effective 1/1/16)

Each Doctorate Degree Stipend: \$ 1,500.00 (Effective 1/1/16)

Each National Board Certification: \$ 1,500.00 (Effective 1/1/16)

Longevity 30+ Years of Service added to Class IV Step 30: \$ 2,000.00 (2022/23)

Exception: Article 21.1.2

*Class A: not fully credentialed/Intern