

APPENDIX I: PROVISIONS AND REQUIREMENTS RELATED TO SALARY SCHEDULE

a. Credit for Teaching or Other Certificated Service

1. Credit may be allowed for acceptable certificated service in public schools, accredited private schools, or recognized colleges/universities outside the District up to a maximum of fourteen (14) years effective July 1, 2023. In order for the service to be counted as one (1) year, the certificated employee must have served at least 75% of the unit member's work year. Service credit will not be applied until a basic credential has been earned and within the timeline set forth in Appendix I, Section B. If the District determines there is an impacted subject or area, the District may accept all years of service.
2. First year teachers in the District employed to teach vocational education classes will be given up to five (5) years credit on the salary schedule for acceptable experience in industry.
3. Vocational Education teachers new to the District are placed on the appropriate step of Column II of the certificated salary schedule based upon acceptable service credit. Horizontal movement is permitted upon the completion of upper division or graduate units according to the adopted schedule.

b. Classification Placement

1. Each employee shall place on file in the District Human Resources office, a transcript of college/university work within sixty (60) calendar days of the date of hire for placement on the salary schedule for the first year of employment. Degrees earned shall be posted on a transcript. Salary adjustment for college/university units or degrees earned shall be made two times a year. For transcripts or grade cards submitted by November 1, placement on the salary schedule shall be adjusted retroactively to the beginning of the duty year. For transcripts or grade cards submitted by March 1, placement on the salary schedule shall be adjusted as of mid-year. Transcripts or grade cards submitted after March 1 will be applied at the beginning of the next school year. Changes in salary placement shall be made only two times a year as described herein, provided the employee strictly complies with all time deadlines set forth herein.
2. When an employee has qualified for placement on a higher column due to education, the employee shall be allowed all years of service and transferred to the proper step of the new column.
3. College work taken for advancement must be upper division or graduate work from a college or university recognized by the American Council on Education. Prior approval from the Human Resources Office must be secured before enrollment in lower division courses that are intended to apply toward advancement on the salary schedule.
4. Unit members who hold an Emergency teaching permit or an Intern Teaching Credential shall be placed on Column I, and shall remain on Column I until such time that they complete the requirements for a Basic California Credential. Unit members new to the District, who have a Basic California Credential or a

clear/regular teaching credential from another state, shall be placed on at least Column II or above, depending on their units, degrees, and years of service.

C. Continuing Education Units (CEU) Salary Advancement

1. CEU units for certificated nurses and speech therapists must be of the type required by their governing boards to maintain a current California license. The units shall be counted for certificated non-classroom staff towards placement and movement on the salary schedule.
2. The credit for placement/movement on the salary schedule will be based on the following standard:
 - A. One (1) academic quarter unit is equal to ten (10) continuing education contact hours.
 - B. One (1) academic semester unit is equal to fifteen (15) continuing education contact hours.
3. A certificated non-classroom staff will receive one (1) unit of credit toward salary schedule placement/movement for completion of a semester unit equivalent. The formula to convert from quarter units to semester units shall be Quarter Units x .667 = semester units.
4. Certificated non-classroom staff will follow the timelines in the CBA for Service Credit and Classification Placement as provided in Appendix I.

D. Salary Schedule- See Chart Below

2026-27
COLTON JOINT UNIFIED SCHOOL DISTRICT
CERTIFICATED UNIT MEMBERS SALARY SCHEDULE
2.3% Effective July 1, 2025

STEP	I	II	III	IV	V	STEP
1	\$65,611	\$74,317	\$74,638	\$74,955	77,742	1
2	66,707	74,638	74,955	77,742	80,632	2
3	67,796	74,955	77,742	80,632	83,625	3
4	68,890	77,742	80,632	83,625	86,735	4
5	68,890	80,632	83,625	86,735	89,961	5
6	68,890	83,625	86,735	89,961	93,300	6
7	68,890	86,735	89,961	93,300	96,770	7
8	68,890	89,961	93,300	96,770	100,361	8
9	68,890	93,300	96,770	100,361	104,089	9
10	68,890	93,300	100,361	104,089	107,956	10
11		93,300	100,361	107,956	111,973	11
12		93,300	100,361	111,973	116,127	12
13		93,300	100,361	111,973	120,446	13
14		93,300	100,361	111,973	124,920	14
15		93,300	100,361	111,973	124,920	15
16		93,300	100,361	111,973	124,920	16
17		93,954	101,064	112,756	125,794	17
18		93,954	101,064	112,756	125,794	18
19		93,954	101,064	112,756	125,794	19
20		96,770	104,089	116,127	129,562	20
21		96,770	104,089	116,127	129,562	21
22		96,770	104,089	116,127	129,562	22
23		97,448	104,819	116,940	130,468	23
24		97,448	104,819	116,940	130,468	24
25		100,361	107,956	120,446	134,378	25

I Without Basic Credential

For placement in Class II through V, all units taken after Bachelor's Degree shall be upper division and/or graduate units to be counted toward advancement on salary schedule.
Must hold basic credential to advance beyond Class I.

II Basic Credential

III Bachelor's Degree + 45 semester units (67 1/2 quarter units)

OR Master's Degree + 15 semester units (22 1/2 quarter units), including basic credential

IV Bachelor's Degree + 60 semester units (90 quarter units)

OR Master's Degree + 30 semester units (45 quarter units), including basic credential

V Bachelor's Degree + 75 semester units (112 1/2 quarter units)

OR Master's Degree + 45 semester units (67 1/2 quarter units), including basic credential

Effective July 1, 2002, the anniversary increment was replaced with a 25-step salary schedule which acknowledges the unit member's original salary placement when hired.

Approved by Board 04-02-2026

Rev 03-12-2026