CERTIFICATED BARGAINING UNIT POSITIONS		
Program	**1.0 FTE**	**Position Title**
Juvenile Court and Community Schools	*185 days*	*Teacher, Juvenile Community Schools*

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	**Details**	**Stipend**
All Unit Members	Unit members who hold a Master's Degree from a regionally accredited institution	$2,000 annual stipend
	Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for a unit member who possesses both a Master's Degree and a Doctorate Degree shall not exceed $3000 annually	$3,000 annual stipend
	Unit members who speak a language other than English (e.g. Spanish or ASL), and who regularly use that language at least weekly, and who have passed an applicable bilingual examination	$1,500 annual stipend
	Longevity After 30 years of service After 35 years of service After 40 years of service	 an additional increment of $1,750 an additional increment of $1,750 an additional increment of $1,750
Teacher, Juvenile Community Schools	Administrative designation as Site Liaison	$15.00 per day of assignment

ADDITIONAL STIPENDS		
Position	**Details**	**Stipend**
All Unit Members	Mentorship stipend amounts vary based on the mentee's status, level of experience, and program requirements	$2,000, $1,500, or $1,000 annual stipend
	Teacher of Record stipend of the daily rate of a regular substitute in addition to regular pay	Amount varies based on current substitute pay rates

Santa Barbara County Education Office
Susan C. Salcido, Superintendent

Certificated Salary Schedule A
Annual Salary Schedule - 2026-2027
185 Service Days

	I	II	III	
STEP	BA or appropriate vocational credential	60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units.	Earned Masters degree and 75 semester units of approved upper division or graduate work after completion of a BA	**STEP**
1	73,019	77,402	82,045	**1**
2	75,942	80,497	85,325	**2**
3	78,978	83,718	88,741	**3**
4	82,135	87,067	92,288	**4**
5	85,420	90,551	95,981	**5**
6	88,836	94,171	99,817	**6**
7	91,503	96,995	102,814	**7**
8	94,250	99,906	105,900	**8**
9	97,077	102,901	109,076	**9**
10	99,988	105,991	112,347	**10**
11	101,989	108,111	114,593	**11**
12	104,030	110,271	116,888	**12**
13	106,108	112,480	119,223	**13**
14	108,231	114,727	121,607	**14**
15	109,855	116,449	123,431	**15**
16	111,502	118,197	125,282	**16**
17	113,175	119,970	127,163	**17**
18	114,875	121,767	129,069	**18**
19	116,598	123,595	131,005	**19**
20	118,344	125,446	132,968	**20**
21	120,122	127,329	134,962	**21**
22	121,924	129,240	136,990	**22**
23	123,755	131,180	139,045	**23**
24	125,608	133,146	141,130	**24**
25	127,493	135,143	143,247	**25**

Effective July 1, 2026