

| CERTIFICATED BARGAINING UNIT POSITIONS |          |                                                   |
|----------------------------------------|----------|---------------------------------------------------|
| Program                                | 1.0 FTE  | Position Title                                    |
| Early Care and Education               | 220 days | Program Specialist, Early Education Inclusion     |
| Juvenile Court and Community Schools   | 220 days | Teacher, CTE Manufacturing                        |
|                                        |          | Teacher, Juvenile Court Schools                   |
| Special Education                      | 220 days | Special Education Teacher, Juvenile Court 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                                                                                         |
|                                                               | <b>Longevity</b><br>After 30 years of service<br>After 35 years of service<br>After 40 years of service                                                                                                 | an additional increment of \$1,750<br>an additional increment of \$1,750<br>an additional increment of \$1,750 |
| Teacher, Juvenile Court 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 |



**Certificated Salary Schedule A**  
**Annual Salary Schedule - 2026-2027**  
 220 Service Days

|             | I                                       | II                                                                                                                                                 | III                                                                                                               |             |
|-------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|
| <b>STEP</b> | 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 Master's degree and 75 semester units of approved upper division or graduate work after completion of a BA | <b>STEP</b> |
| <b>1</b>    | 86,834                                  | 92,045                                                                                                                                             | 97,566                                                                                                            | <b>1</b>    |
| <b>2</b>    | 90,309                                  | 95,726                                                                                                                                             | 101,467                                                                                                           | <b>2</b>    |
| <b>3</b>    | 93,920                                  | 99,557                                                                                                                                             | 105,530                                                                                                           | <b>3</b>    |
| <b>4</b>    | 97,674                                  | 103,540                                                                                                                                            | 109,748                                                                                                           | <b>4</b>    |
| <b>5</b>    | 101,581                                 | 107,682                                                                                                                                            | 114,140                                                                                                           | <b>5</b>    |
| <b>6</b>    | 105,643                                 | 111,987                                                                                                                                            | 118,702                                                                                                           | <b>6</b>    |
| <b>7</b>    | 108,815                                 | 115,345                                                                                                                                            | 122,266                                                                                                           | <b>7</b>    |
| <b>8</b>    | 112,081                                 | 118,807                                                                                                                                            | 125,935                                                                                                           | <b>8</b>    |
| <b>9</b>    | 115,443                                 | 122,368                                                                                                                                            | 129,712                                                                                                           | <b>9</b>    |
| <b>10</b>   | 118,904                                 | 126,043                                                                                                                                            | 133,602                                                                                                           | <b>10</b>   |
| <b>11</b>   | 121,284                                 | 128,564                                                                                                                                            | 136,272                                                                                                           | <b>11</b>   |
| <b>12</b>   | 123,711                                 | 131,133                                                                                                                                            | 139,002                                                                                                           | <b>12</b>   |
| <b>13</b>   | 126,183                                 | 133,760                                                                                                                                            | 141,778                                                                                                           | <b>13</b>   |
| <b>14</b>   | 128,707                                 | 136,432                                                                                                                                            | 144,613                                                                                                           | <b>14</b>   |
| <b>15</b>   | 130,639                                 | 138,479                                                                                                                                            | 146,783                                                                                                           | <b>15</b>   |
| <b>16</b>   | 132,597                                 | 140,559                                                                                                                                            | 148,984                                                                                                           | <b>16</b>   |
| <b>17</b>   | 134,587                                 | 142,666                                                                                                                                            | 151,220                                                                                                           | <b>17</b>   |
| <b>18</b>   | 136,608                                 | 144,804                                                                                                                                            | 153,488                                                                                                           | <b>18</b>   |
| <b>19</b>   | 138,657                                 | 146,978                                                                                                                                            | 155,790                                                                                                           | <b>19</b>   |
| <b>20</b>   | 140,734                                 | 149,179                                                                                                                                            | 158,124                                                                                                           | <b>20</b>   |
| <b>21</b>   | 142,847                                 | 151,418                                                                                                                                            | 160,496                                                                                                           | <b>21</b>   |
| <b>22</b>   | 144,991                                 | 153,691                                                                                                                                            | 162,906                                                                                                           | <b>22</b>   |
| <b>23</b>   | 147,168                                 | 155,998                                                                                                                                            | 165,351                                                                                                           | <b>23</b>   |
| <b>24</b>   | 149,372                                 | 158,336                                                                                                                                            | 167,830                                                                                                           | <b>24</b>   |
| <b>25</b>   | 151,613                                 | 160,711                                                                                                                                            | 170,347                                                                                                           | <b>25</b>   |