

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education Site Supervisor Lead Teacher

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
<i>All Unit Members</i>	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

ADDITIONAL STIPENDS		
Position	Details	Stipend
<i>All Unit Members</i>	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 B

Annual Salary - 2026-2027

220 Service Days

	I	II	III	IV	V	VI	
STEP	Appropriate Permit	Appropriate Permit and 15 semester units after Permit eligibility	Appropriate Permit and 30 semester units after Permit eligibility	Appropriate Permit and 45 semester units after Permit eligibility	Appropriate Permit and Bachelor's Degree	Appropriate Permit and 15 semester units after completion of Bachelor's Degree	STEP
1	57,563	59,290	61,068	62,900	64,788	66,730	1
2	58,714	60,476	62,291	64,157	66,082	68,064	2
3	59,888	61,685	63,536	65,441	67,405	69,428	3
4	61,085	62,918	64,804	66,750	68,754	70,814	4
5	62,307	64,177	66,101	68,085	70,127	72,231	5
6	63,554	65,461	67,423	69,445	71,531	73,676	6
7	64,189	66,115	68,097	70,141	72,245	74,413	7
8	64,830	66,775	68,777	70,842	72,968	75,157	8
9	65,478	67,443	69,467	71,551	73,696	75,907	9
10	66,135	68,118	70,161	72,266	74,433	76,666	10
11	66,795	68,800	70,862	72,988	75,180	77,434	11
12	67,463	69,487	71,571	73,718	75,930	78,208	12
13	68,137	70,181	72,288	74,456	76,690	78,992	13
14	68,820	70,883	73,009	75,200	77,458	79,778	14
15	69,507	71,591	73,741	75,953	78,231	80,578	15
16	70,202	72,309	74,478	76,714	79,012	81,383	16
17	70,904	73,032	75,223	77,479	79,803	82,197	17
18	71,615	73,762	75,973	78,255	80,602	83,020	18
19	72,330	74,500	76,734	79,036	81,407	83,851	19
20	73,052	75,246	77,500	79,827	82,222	84,689	20
21	73,783	75,996	78,275	80,625	83,044	85,535	21
22	74,521	76,756	79,060	81,431	83,873	86,390	22
23	75,265	77,525	79,851	82,246	84,714	87,254	23
24	76,019	78,300	80,650	83,068	85,560	88,128	24
25	76,780	79,084	81,456	83,898	86,416	89,008	25