

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Early Care and Education Coach

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 CH
Annual Salary - 2026-2027
 186 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	60,348	61,808	63,311	64,861	66,456	68,098	1
2	61,322	62,811	64,345	65,924	67,550	69,227	2
3	62,315	63,833	65,398	67,008	68,669	70,379	3
4	63,327	64,875	66,471	68,115	69,809	71,551	4
5	64,359	65,940	67,567	69,244	70,971	72,749	5
6	65,413	67,025	68,685	70,394	72,157	73,971	6
7	65,951	67,578	69,255	70,982	72,762	74,594	7
8	66,492	68,137	69,830	71,575	73,372	75,223	8
9	67,040	68,701	70,412	72,174	73,989	75,858	9
10	67,595	69,272	71,000	72,779	74,612	76,499	10
11	68,153	69,848	71,593	73,390	75,242	77,148	11
12	68,718	70,429	72,192	74,006	75,876	77,802	12
13	69,288	71,016	72,797	74,630	76,519	78,465	13
14	69,865	71,609	73,407	75,260	77,168	79,130	14
15	70,446	72,208	74,026	75,896	77,822	79,806	15
16	71,034	72,816	74,649	76,539	78,483	80,488	16
17	71,627	73,426	75,279	77,187	79,151	81,175	17
18	72,228	74,043	75,914	77,842	79,826	81,871	18
19	72,833	74,667	76,556	78,502	80,507	82,573	19
20	73,444	75,298	77,204	79,171	81,196	83,282	20
21	74,062	75,932	77,860	79,846	81,892	83,998	21
22	74,686	76,575	78,523	80,527	82,593	84,720	22
23	75,315	77,225	79,191	81,217	83,303	85,451	23
24	75,952	77,880	79,867	81,911	84,018	86,189	24
25	76,595	78,543	80,548	82,613	84,742	86,934	25