

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Associate 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 D
Annual Salary - 2026-2027
 186 Service Days

	I	II	III	IV	V	VI	VII	
STEP	Appropriate Permit	Appropriate Permit and 15 semester units after completion of Permit eligibility	Appropriate Permit and 18 semester units after completion of Permit eligibility	Appropriate Permit and 21 semester units after completion of Permit eligibility	Appropriate Permit and 24 semester units after completion of Permit eligibility	Appropriate Permit and 27 semester units after completion of Permit eligibility	Appropriate Permit and 30 semester units after completion of Permit eligibility	STEP
1	38,237	39,383	40,565	41,783	43,036	44,327	45,656	1
2	38,619	39,778	40,971	42,200	43,466	44,771	46,113	2
3	39,004	40,175	41,381	42,622	43,902	45,218	46,574	3
4	39,395	40,578	41,794	43,049	44,340	45,671	47,041	4
5	39,790	40,983	42,213	43,479	44,783	46,127	47,511	5
6	40,187	41,393	42,635	43,913	45,232	46,589	47,986	6
7	40,388	41,599	42,848	44,132	45,457	46,822	48,227	7
8	40,590	41,808	43,062	44,354	45,685	47,056	48,466	8
9	40,794	42,018	43,279	44,576	45,913	47,291	48,709	9
10	40,997	42,227	43,495	44,799	46,142	47,527	48,953	10
11	41,203	42,437	43,712	45,023	46,374	47,764	49,197	11
12	41,408	42,650	43,931	45,247	46,606	48,003	49,444	12
13	41,616	42,864	44,150	45,474	46,838	48,244	49,691	13
14	41,824	43,078	44,371	45,702	47,072	48,484	49,939	14
15	42,033	43,293	44,592	45,931	47,309	48,727	50,188	15
16	42,243	43,509	44,815	46,159	47,544	48,970	50,439	16
17	42,453	43,728	45,040	46,390	47,782	49,216	50,693	17
18	42,666	43,946	45,265	46,622	48,021	49,461	50,945	18
19	42,880	44,166	45,490	46,856	48,261	49,708	51,199	19
20	43,093	44,387	45,718	47,089	48,502	49,957	51,456	20
21	43,310	44,609	45,947	47,325	48,745	50,207	51,713	21
22	43,526	44,831	46,176	47,561	48,989	50,459	51,972	22
23	43,743	45,056	46,407	47,800	49,234	50,710	52,232	23
24	43,963	45,282	46,640	48,039	49,480	50,964	52,493	24
25	44,182	45,508	46,872	48,278	49,728	51,219	52,755	25