

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education 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
 220 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	45,227	46,582	47,980	49,421	50,903	52,430	54,002	1
2	45,678	47,049	48,460	49,914	51,411	52,955	54,542	2
3	46,134	47,519	48,945	50,413	51,927	53,484	55,088	3
4	46,596	47,995	49,434	50,918	52,445	54,019	55,640	4
5	47,063	48,475	49,929	51,427	52,969	54,559	56,196	5
6	47,533	48,959	50,428	51,940	53,500	55,105	56,758	6
7	47,771	49,203	50,680	52,199	53,766	55,381	57,043	7
8	48,010	49,450	50,934	52,462	54,036	55,658	57,325	8
9	48,251	49,699	51,190	52,724	54,306	55,936	57,613	9
10	48,491	49,946	51,446	52,988	54,577	56,215	57,901	10
11	48,735	50,194	51,702	53,253	54,851	56,495	58,190	11
12	48,977	50,446	51,961	53,518	55,125	56,778	58,482	12
13	49,223	50,699	52,220	53,786	55,400	57,063	58,774	13
14	49,469	50,952	52,482	54,056	55,677	57,347	59,068	14
15	49,716	51,207	52,743	54,327	55,957	57,634	59,362	15
16	49,965	51,462	53,007	54,597	56,235	57,922	59,659	16
17	50,213	51,721	53,273	54,870	56,516	58,212	59,959	17
18	50,465	51,979	53,539	55,144	56,799	58,502	60,258	18
19	50,718	52,239	53,805	55,421	57,083	58,794	60,558	19
20	50,970	52,501	54,075	55,697	57,368	59,089	60,862	20
21	51,227	52,763	54,346	55,976	57,655	59,385	61,166	21
22	51,482	53,026	54,617	56,255	57,944	59,683	61,472	22
23	51,739	53,292	54,890	56,538	58,234	59,980	61,780	23
24	51,999	53,559	55,166	56,820	58,525	60,280	62,088	24
25	52,258	53,827	55,440	57,103	58,818	60,582	62,398	25