

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	186 days	Assistant 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 F
Annual Salary Schedule - 2026-2027

186 Service Days

	I	II	III	
STEP	Appropriate Permit	Appropriate Permit and 3 semester units after Permit eligibility	Appropriate Permit and 6 semester units after Permit eligibility	STEP
1	34,836	35,881	36,957	1
2	35,185	36,240	37,327	2
3	35,537	36,603	37,700	3
4	35,891	36,969	38,078	4
5	36,251	37,338	38,458	5
6	36,614	37,712	38,842	6
7	36,980	38,090	39,232	7
8	37,350	38,471	39,624	8
9	37,722	38,854	40,020	9
10	38,099	39,243	40,421	10
11	38,480	39,635	40,825	11
12	38,866	40,032	41,233	12
13	39,254	40,432	41,645	13
14	39,647	40,837	42,063	14
15	40,043	41,244	42,482	15