

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education 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
 220 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	41,204	42,440	43,713	1
2	41,617	42,865	44,150	2
3	42,033	43,294	44,591	3
4	42,452	43,727	45,038	4
5	42,878	44,163	45,488	5
6	43,307	44,606	45,942	6
7	43,740	45,053	46,403	7
8	44,177	45,503	46,867	8
9	44,617	45,956	47,335	9
10	45,063	46,416	47,810	10
11	45,514	46,880	48,288	11
12	45,971	47,350	48,770	12
13	46,429	47,823	49,258	13
14	46,894	48,302	49,752	14
15	47,363	48,783	50,248	15