

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title - Schedule
Early Care and Education	220 days	Teacher on Special Assignment, ECE

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
All Unit Members	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
All Unit Members	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 TS
Annual Salary - 2026-2027
 220 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	63,403	65,130	66,907	68,741	70,627	72,571	1
2	64,554	66,317	68,130	69,999	71,923	73,904	2
3	65,728	67,524	69,375	71,282	73,245	75,268	3
4	66,925	68,759	70,646	72,590	74,594	76,655	4
5	68,147	70,016	71,943	73,925	75,968	78,072	5
6	69,393	71,300	73,264	75,287	77,370	79,517	6
7	70,029	71,956	73,939	75,981	78,086	80,253	7
8	70,672	72,617	74,620	76,683	78,807	80,996	8
9	71,320	73,284	75,306	77,391	79,537	81,749	9
10	71,974	73,959	76,002	78,107	80,276	82,507	10
11	72,635	74,640	76,704	78,830	81,019	83,275	11
12	73,303	75,328	77,412	79,559	81,771	84,049	12
13	73,978	76,022	78,128	80,296	82,530	84,831	13
14	74,660	76,723	78,851	81,041	83,298	85,620	14
15	75,348	77,433	79,581	81,794	84,072	86,418	15
16	76,043	78,149	80,318	82,553	84,854	87,225	16
17	76,745	78,873	81,064	83,320	85,643	88,038	17
18	77,453	79,603	81,816	84,094	86,443	88,861	18
19	78,171	80,340	82,575	84,878	87,249	89,690	19
20	78,893	81,086	83,342	85,667	88,062	90,529	20
21	79,624	81,839	84,117	86,467	88,884	91,375	21
22	80,362	82,598	84,900	87,273	89,715	92,230	22
23	81,108	83,364	85,691	88,087	90,554	93,096	23
24	81,859	84,140	86,490	88,909	91,400	93,967	24
25	82,619	84,923	87,294	89,740	92,256	94,849	25