

APPENDIX A
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2025-2026 ANNUAL SALARY SCHEDULE M&R
Contract Year: 186 Days*

STEP/YEARS OF SERVICE	M&R	I	II	III	IV	V	VI	Career Incentives
	1	68,379	72,281	76,030	79,200	82,498	85,939	
	2	69,159	74,135	77,980	81,231	84,614	88,139	
	3	69,211	76,037	79,981	83,313	86,783	90,400	
	4	69,259	77,982	82,030	85,449	89,010	92,719	
	5	69,416	79,983	84,134	87,641	91,290	95,095	
	6	72,383	82,034	86,293	90,540	94,313	98,245	
	7	75,324	84,137	88,504	92,862	96,734	100,761	
	8			90,775	95,244	99,211	103,346	
	9			93,102	97,686	101,754	105,996	
	10			98,734	103,594	107,911	112,407	
	11			101,266	106,249	110,678	115,290	
	12				109,237	113,788	118,529	
	13-15				112,038	116,705	121,567	
	16/CI				114,911	119,701	124,687	A. 2,542**
	17-20/CI				116,549	121,408	126,465	
	21/CI				119,534	124,518	129,703	B. 4,447**
	22-25/CI				120,105	125,111	130,324	
	26+/CI				123,190	128,323	133,668	C. 6,355**

*The 186-day work year is in effect for the 2025-2026, 2026-2027, and 2027-2028 school years, reflecting the addition of two (2) professional development days. Prior to the 2028-2029 school year, the District and the Association shall negotiate the continuation of these additional professional development days. If no agreement is reached, the work year for all certificated bargaining unit members shall revert to its length prior to 2025-2026 (184 days), and unit members' salaries shall be reduced by an amount equivalent to two (2) workdays at their daily rate, including Career Incentives.

Column	I	BA Degree
Column	II	BA Degree + 15 Semester Units
Column	III	BA Degree + 30 Semester Units
Column	IV	BA Degree + 45 Semester Units or MA Degree
Column	V	BA Degree + MA Degree and 60 Semester Units
Column	VI	BA Degree + MA Degree and 75 Semester Units

****Career Incentives** Added to a unit member's salary when service requirements of 16 years and up are attained.

An additional \$1,341 annually for earned Doctorate from an accredited institution.

An additional \$1,272 annually for those teachers holding and utilizing (in special education) a Special Education credential or Speech Language credential (preliminary or life).

An additional \$1,272 annually for those teachers whose teaching assignment is the District's dual immersion program and hold a current and valid BCLAD credential.

NOTE: All units must be upper division or graduate units unless authorized by the District PRIOR TO TAKING THE UNITS.

Effective 7/1/2025
Increase: 1%