

APPENDIX A
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2026-2027 ANNUAL SALARY SCHEDULE M&R
Contract Year: 186 Days*

STEP/YEARS OF SERVICE	M&R	I	II	III	IV	V	VI	Career Incentives
	1	70,431	74,449	78,311	81,576	84,973	88,517	
	2	71,234	76,359	80,319	83,668	87,152	90,783	
	3	71,287	78,319	82,381	85,812	89,386	93,112	
	4	71,337	80,322	84,491	88,013	91,680	95,500	
	5	71,499	82,382	86,658	90,270	94,029	97,948	
	6	74,554	84,495	88,882	93,256	97,143	101,192	
	7	77,583	86,661	91,159	95,648	99,636	103,784	
	8			93,498	98,101	102,187	106,447	
	9			95,895	100,616	104,807	109,176	
	10			101,696	106,702	111,149	115,780	
	11			104,304	109,437	113,998	118,749	
	12				112,514	117,201	122,085	
	13-15				115,399	120,207	125,214	
	16/CI				118,359	123,292	128,428	A. 2,618**
	17-20/CI				120,045	125,050	130,259	
	21/CI				123,120	128,253	133,594	B. 4,580**
	22-25/CI				123,708	128,865	134,233	
	26+/CI				126,885	132,173	137,678	C. 6,546**

*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 \$1,381 annually for earned Doctorate from an accredited institution.

An additional \$1,310 annually for those teachers holding and utilizing (in special education) a Special Education credential or Speech Language credential (preliminary or life).

An additional \$1,310 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 7/1/2026
Increase: 3%