SALARY SCHEDULE

HIGH SCHOOL ATHLETIC DIRECTORS AND STUDENT ACTIVITIES DIRECTORS

195 DAYS
2025 - 2026

ANNUAL SALARY

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	STEP	**COL. 1**	**COL. 2**	**COL. 3**	**COL. 4**	**COL. 5**	**COL. 6**
1	**1**	67,047	67,398	70,056	71,445	72,861	74,307
2	**2**	66,428	67,550	70,563	73,923	75,196	77,074
3	**3**	67,590	69,241	72,661	76,490	78,065	80,007
4	**4**	68,762	70,955	74,567	79,223	81,613	84,016
5	***5**	69,955	72,709	76,820	82,439	84,860	87,357
6	**6**	71,168	74,508	79,263	85,728	88,237	90,836
7	**7**	72,401	76,356	81,867	89,146	91,796	94,448
8	**8**	73,658	78,250	84,465	93,155	95,401	98,211
9	**9**	74,935	80,189	87,171	96,873	102,688	105,915
10	**10**	76,235	84,218	94,386	105,634	114,235	119,829
11	**11**	76,883	84,934	95,187	106,533	115,206	120,846
12	**12**	77,537	85,656	95,996	107,438	116,185	121,874
13	**13**	78,196	86,384	96,813	108,351	117,172	122,909
14	**14**	78,861	87,119	97,636	109,272	118,168	123,954
15	**15**				110,096	119,062	124,894
16	**16**				111,472	120,550	126,455
17	**17**				112,866	122,057	128,036
18	**18**				114,277	123,583	129,636
19	**19**				115,705	125,127	131,256
20	**20**				116,936	126,461	132,658
21	**21**				117,521	127,093	133,320
22	**22**				118,108	127,728	133,987
23	**23**				118,699	128,367	134,658
24	**24**				119,293	129,010	135,331

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).

2. Only semester units earned after the date the degree was granted will be counted.

3. At the beginning of the 15th year, employees in column 3 will automatically be placed on Step 15 of Column 4. Further vertical and horizontal movement will be subject to existing salary schedule rules per the Collective Bargaining Agreement.

4. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.

5. $1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

6. $3,784.17 per year will be paid for BCC/BCLAD.

7. $1,032.52 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.

9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.