

MERCED COUNTY OFFICE OF EDUCATION

C4 Certificated Salary Schedule

220 Days/8 Hours

(Based upon 2025-2026 salary schedule plus 3% effective July 1, 2026)

ROP Instructors (Adult Programs)

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$ 71,157	40.43	\$ 74,712	42.45	\$ 78,443	44.57	\$ 82,368	46.80	\$ 86,486	49.14	1
2	\$ 73,286	41.64	\$ 76,947	43.72	\$ 80,802	45.91	\$ 84,832	48.20	\$ 89,074	50.61	2
3	\$ 75,486	42.89	\$ 79,253	45.03	\$ 83,230	47.29	\$ 87,384	49.65	\$ 91,749	52.13	3
4	\$ 77,757	44.18	\$ 81,629	46.38	\$ 85,730	48.71	\$ 90,006	51.14	\$ 94,494	53.69	4
5	\$ 80,098	45.51	\$ 84,075	47.77	\$ 88,299	50.17	\$ 92,699	52.67	\$ 97,328	55.30	5
6			\$ 86,592	49.20	\$ 90,957	51.68	\$ 95,480	54.25	\$100,250	56.96	6
7			\$ 89,197	50.68	\$ 93,685	53.23	\$ 98,349	55.88	\$103,259	58.67	7
8			\$ 91,872	52.20	\$ 96,501	54.83	\$101,306	57.56	\$106,357	60.43	8
9					\$ 99,387	56.47	\$104,350	59.29	\$109,542	62.24	9
10					\$102,362	58.16	\$107,483	61.07	\$112,834	64.11	10
11							\$110,704	62.90	\$116,213	66.03	11
15									\$119,698	68.01	15
18									\$123,288	70.05	18
*									\$125,752	71.45	
**									\$132,035	75.02	
***									\$135,344	76.90	

* Longevity of 2% granted to Certificated Employees on Class V and Step 18 with a minimum of 20 years of certificated service and a minimum of 10 years of MCOTA eligible employment.

** Longevity of 5% granted (7% total) to Certificated Employees on Class V and Step 18 with a minimum of 25 years of certificated service and a minimum of 15 years MCOTA eligible employment.

*** Longevity of 2.5% granted (9.5% total) to Certificated Employees on Class V and Step 18 with a minimum of 30 years of certificated service and a minimum of 20 years MCOTA eligible employment.

• \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.

• \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

ALL UNITS ARE SEMESTER UNITS

(See Page 2 for Class criteria)

****Description of Classes on the Schedule**

- Class I = Meets preliminary designated subjects vocational credential requirements.
- Class II = Bachelor's Degree with preliminary designated subjects vocational credential or less than Bachelor's with clear designated subjects vocational credential.
- Class III = Bachelor's Degree with clear designated subjects vocational credential or clear designated subjects vocational credential with the equivalent of 128 college units.
- Class IV = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 15 college units or clear designated subjects vocational credential with the equivalent of 143 college units.
- Class V = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 30 college units or clear designated subjects vocational credential with the equivalent of 158 college units.

I. Placement on the Schedule

- a. Initial class placement on schedule shall be formulated based upon employee's educational level and previous teaching experience.
- b. Step placement on salary schedule shall be limited to four steps from the step of placement for persons holding less than a clear/life designated subjects vocational teaching credential.
- c. College units and/or on-the-job work experience to be used for advancement from one class to another must be approved in advance by the Assistant Superintendent.
- d. To establish an employee's salary classification and before any change in salary can become effective, an **official transcript** of college work and/or documentation of appropriate work experience must be furnished. The furnishing of all such records is the **responsibility of the employee**.
- e. College work and/or work experience above the Bachelor's Degree, both prior to placement on the salary schedule and after initial placement, must be approved by the Assistant Superintendent.

II. Additional Criteria for Determining Salary Status

- a. When an employee has qualified for placement in a higher salary class, employee shall be placed on the appropriate class and step.
- b. All employees must have the required designated subjects vocational credential, either preliminary or clear/life, covering the area of employment.
- c. When an employee is promoted/changed to a position on a higher salary schedule, the employee shall be placed on the new schedule at the first step which will provide him/her with a salary increase.
- d. Excess units earned prior to the granting of any college degree will not apply to the salary schedule as credits earned following the granting of said degree.
- e. Employees will be allowed adjustment of their base salary one class to another, if documented proof of approved vocationally applicable college work and/or work experience is provided. To be considered, documentation must be presented to the Human Resources Office on or before **September 15th** of the year of expected salary advancement.