

Kings County Office of Education

Certificated Salary Schedule 2026-2027

07/01/2026



Todd Barlow, Superintendent

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SUPERINTENDENT

	<u>ANNUAL</u>
STEP 1	\$176,025
STEP 2	\$183,066
STEP 3	\$190,389
STEP 4	\$198,004
STEP 5	\$206,914
STEP 6	\$215,191
STEP 7	\$223,799
STEP 8	\$232,751
STEP 9	\$242,061

Effective Date for Steps 1 - 4 : July 1, 2018 - June 30, 2022

(Board Adopted May 2, 2018)

Effective Date for Additional Steps 5 - 9: July 1, 2022 - June 30, 2027

(Board Adopted May 11, 2022)

Superintendent Salary & Fringe Benefits

BP 2121 (Revision June 7, 2018)

AR 2121 (Revision June 7, 2018)

WORK YEAR:

225 days, 8 hours per day for computational purposes.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

ASSISTANT SUPERINTENDENT

	<u>ANNUAL</u>
STEP 1	\$166,929
STEP 2	\$173,607
STEP 3	\$180,551
STEP 4	\$187,773
STEP 5	\$195,284
STEP 6	\$203,095

MASTERS DEGREE: Required

WORK YEAR:

225 days, 8 hours per day for computational purposes.

Base work year is 225 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 225 will not receive a full year STRS service credit.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

PROGRAM DIRECTOR

	<u>ANNUAL</u>
STEP 1	\$148,399
STEP 2	\$154,335
STEP 3	\$160,508
STEP 4	\$166,928
STEP 5	\$173,605
STEP 6	\$180,550

MASTERS DEGREE: Required

WORK YEAR:

225 days, 8 hours per day for computational purposes.

Base work year is 225 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 225 will not receive a full year STRS service credit.

Kings County Office of Education
2026-2027
SALARY SCHEDULE
PRINCIPAL, JUVENILE COURT SCHOOL

	<u>ANNUAL</u>
STEP 1	\$136,349
STEP 2	\$141,803
STEP 3	\$147,475
STEP 4	\$153,374
STEP 5	\$159,509
STEP 6	\$165,890

MASTERS DEGREE: Required

WORK YEAR:

215 days, 8 hours per day for computational purposes.

Base work year is 215 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 215 will not receive a full year STRS service credit.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

DIRECTOR

	<u>ANNUAL</u>
STEP 1	\$136,349
STEP 2	\$141,803
STEP 3	\$147,475
STEP 4	\$153,374
STEP 5	\$159,509
STEP 6	\$165,890

MASTERS DEGREE: Required

WORK YEAR:

215 days, 8 hours per day for computational purposes.

Base work year is 215 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 215 will not receive a full year STRS service credit.

Kings County Office of Education
2026-2027
SALARY SCHEDULE
PROGRAM MANAGER, SPECIAL EDUCATION

	<u>ANNUAL</u>
STEP 1	\$139,518
STEP 2	\$145,099
STEP 3	\$150,903
STEP 4	\$156,939
STEP 5	\$163,216
STEP 6	\$169,745

MASTERS DEGREE: Required

WORK YEAR:

220 days, 8 hours per day for computational purposes.

Base work year is 220 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 220 will not receive a full year STRS service credit.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

COORDINATOR

	<u>ANNUAL</u>
STEP 1	\$121,216
STEP 2	\$126,065
STEP 3	\$131,107
STEP 4	\$136,352
STEP 5	\$141,806
STEP 6	\$147,478

MASTERS DEGREE: REQUIRED

WORK YEAR:

215 days, 8 hours per day for computational purposes.

Base work year is 215 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 215 days will not receive a full year STRS service credit.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CONSULTANT

	<u>ANNUAL</u>
STEP 1	\$108,542
STEP 2	\$112,883
STEP 3	\$117,399
STEP 4	\$122,095
STEP 5	\$126,978
STEP 6	\$132,058

MASTERS: Preferred

WORK YEAR:

200 days, 8 hours per day for computational purposes.

Based work years is 200 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 200 days will not receive a full year STRS service credit.

Kings County Office of Education
2026-2027
SALARY SCHEDULE
ASSISTIVE TECHNOLOGY CONSULTANT

	<u>ANNUAL</u>
STEP 1	\$101,486
STEP 2	\$105,546
STEP 3	\$109,768
STEP 4	\$114,158
STEP 5	\$118,725
STEP 6	\$123,474

WORK YEAR:

190 days, 8 hours per day for computational purposes.

Based work years is 190 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 190 days will not receive a full year STRS service credit.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

ADMINISTRATOR

	<u>ANNUAL</u>
STEP 1	\$87,037
STEP 2	\$90,517
STEP 3	\$94,138
STEP 4	\$97,904
STEP 5	\$101,819
STEP 6	\$105,892

WORK YEAR:

220 days, 8 hours per day for computational purposes.

Base work year is 220 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 220 days will not receive a full year STRS service credit.

Kings County Office of Education
2026-2027
SALARY SCHEDULE
EARLY CHILDHOOD EDUCATION CONSULTANT

	<u>ANNUAL</u>
STEP 1	\$68,461
STEP 2	\$71,200
STEP 3	\$74,049
STEP 4	\$77,010
STEP 5	\$80,090
STEP 6	\$83,296

WORK YEAR:

220 days, 8 hours per day for computational purposes.

Base work year is 220 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 220 days will not receive a full year STRS services credit.

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
TEACHER - EDUCATIONAL SERVICES

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>	<u>RANGE D</u>	<u>RANGE E</u>	<u>RANGE F</u>
	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA + 45</u>	<u>BA + 60</u>	<u>BA+75</u>
STEP 1	56,891	59,653	62,415	65,176	67,938	70,700
STEP 2	58,776	61,538	64,300	67,061	69,823	72,585
STEP 3	60,662	63,423	66,185	68,947	71,708	74,470
STEP 4	62,547	65,308	68,070	70,832	73,593	76,355
STEP 5	64,432	67,193	69,955	72,717	75,478	78,240
STEP 6	66,317	69,078	71,840	74,602	77,363	80,125
STEP 7	68,202	70,964	73,725	76,487	79,249	82,010
STEP 8	70,087	72,849	75,610	78,372	81,134	83,895
STEP 9	71,972	74,734	77,495	80,257	83,019	85,780
STEP 10	73,857	76,619	79,380	82,142	84,904	87,665
STEP 11	75,742	78,504	81,266	84,027	86,789	89,551
STEP 12	77,627	80,389	83,151	85,912	88,674	91,436
STEP 13	79,512	82,274	85,036	87,797	90,559	93,321
STEP 14	81,398	84,159	86,921	89,683	92,444	95,206
STEP 15	83,283	86,044	88,806	91,568	94,329	97,091

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree
 \$1,000 additional per year for Doctorate Degree

WORK YEAR:

186 day, 7 hours per day for computational purposes

Kings County Office of Education

2026-2027

SALARY SCHEDULE

PROGRAM SPECIALIST

	<u>ANNUAL</u>
STEP 1	\$108,471
STEP 2	\$112,810
STEP 3	\$117,322
STEP 4	\$122,015
STEP 5	\$126,896
STEP 6	\$131,972

MASTERS DEGREE: Required

WORK YEAR:

190 days, 8 hours per day for computational purposes.

Base work year is 190 days for STRS purposes. Additional days will be credited to DBS.

Days assigned below 190 days will not receive a full year STRS service credit.

ADDITIONAL PAY:

\$2,000 additional per year for possession of both psychologist credential and BCBA certificate

Kings County Office of Education
2026-2027
SALARY SCHEDULE
TRANSITION SPECIALIST - JUVENILE COURT SCHOOL

	<u>ANNUAL</u>
STEP 1	\$110,424
STEP 2	\$114,840
STEP 3	\$119,434
STEP 4	\$124,211
STEP 5	\$129,179
STEP 6	\$134,347

MASTERS DEGREE: Required

WORK YEAR:

215 days, 8 hours per day (Year round position paid over 12 months)
Base work year is 215 days for STRS purposes
Days assigned below 215 days will not receive a full year STRS service credit.

ADDITIONAL PAY:

\$2,000 additional per year for possession of both psychologist credential and BCBA certificate

Kings County Office of Education

2026-2027

SALARY SCHEDULE

TEACHER - SPECIAL EDUCATION

	<u>RANGE A</u> <u>BA</u>	<u>RANGE B</u> <u>BA + 15</u>	<u>RANGE C</u> <u>BA + 30</u>	<u>RANGE D</u> <u>BA + 45</u>	<u>RANGE E</u> <u>BA + 60</u>	<u>RANGE F</u> <u>BA + 75</u>
STEP 1	69,605	70,734				
STEP 2	69,605	72,624				
STEP 3	69,605	74,564	78,188	81,995	85,991	90,187
STEP 4	69,605	74,564	80,282	84,192	88,298	92,612
STEP 5	69,605	74,564	82,432	86,451	90,670	95,100
STEP 6	69,605	74,564	82,432	88,771	93,107	97,658
STEP 7	69,605	74,564	82,432	91,156	95,610	100,287
STEP 8	69,605	74,564	82,432	93,607	98,182	102,988
STEP 9	69,605	74,564	82,432	96,124	100,826	105,763
STEP 10	69,605	74,564	82,432	96,124	103,541	108,616
STEP 11	69,605	74,564	82,432	96,124	106,332	111,544
STEP 12	69,605	74,564	82,432	96,124	109,200	114,554
STEP 13	69,605	74,564	82,432	96,124	112,145	117,650
STEP 14	69,605	74,564	82,432	96,124	115,173	120,827
STEP 15	69,605	74,564	82,432	96,124	115,173	124,091

Bargaining Unit: KTA

NEW STAFF WITH A MINIMUM OF BA + 30 WILL BE HIRED AT STEP 3

WORK YEAR:

186 days, 7 hours per day for computational purposes

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree
 \$1,000 additional per year for Doctorate Degree
 \$1,500 additional per year after 18 years of service
 \$1,500 additional per year after 21 years of service
 \$1,500 additional per year after 24 years of service (Must be on Range F)
 \$1,500 additional per year after 27 years of service (Must be on Range F)
 \$2,000 additional per year for Teacher on Special Assignment (TOSA)

Kings County Office of Education

2026-2027

SALARY SCHEDULE

TEACHER - SPED VI / O&M

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>	<u>RANGE D</u>	<u>RANGE E</u>	<u>RANGE F</u>
	<u>BA</u>	<u>BA + 15</u>	<u>BA + 30</u>	<u>BA + 45</u>	<u>BA + 60</u>	<u>BA + 75</u>
STEP 1	81,260	82,577				
STEP 2	81,260	84,784				
STEP 3	81,260	87,049	91,280	95,725	100,390	105,288
STEP 4	81,260	87,049	93,725	98,289	103,084	108,117
STEP 5	81,260	87,049	96,233	100,926	105,853	111,023
STEP 6	81,260	87,049	96,233	103,636	108,695	114,010
STEP 7	81,260	87,049	96,233	106,417	111,619	117,079
STEP 8	81,260	87,049	96,233	109,279	114,622	120,233
STEP 9	81,260	87,049	96,233	112,219	117,708	123,471
STEP 10	81,260	87,049	96,233	112,219	120,878	126,801
STEP 11	81,260	87,049	96,233	112,219	124,136	130,220
STEP 12	81,260	87,049	96,233	112,219	127,482	133,736
STEP 13	81,260	87,049	96,233	112,219	130,922	137,349
STEP 14	81,260	87,049	96,233	112,219	134,456	141,057
STEP 15	81,260	87,049	96,233	112,219	134,456	144,869

Bargaining Unit: KTA

NEW STAFF WITH A MINIMUM OF BA + 30 WILL BE HIRED AT STEP 3

WORK YEAR:

190 days, 8 hours per day for computational purposes

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service (Must be on Range F)

\$1,500 additional per year after 27 years of service (Must be on Range F)

\$2,000 additional per year for Teacher on Special Assignment (TOSA)

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SPEECH-LANGUAGE PATHOLOGIST

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>
STEP 1	\$98,914	\$100,569	\$110,888
STEP 2	\$103,860	\$105,598	\$116,431
STEP 3	\$109,053	\$110,878	\$122,253
STEP 4	\$114,505	\$116,423	\$128,365
STEP 5	\$120,230	\$122,243	\$134,784
STEP 6	\$126,242	\$128,355	\$141,524

Bargaining Unit: KTA

MASTERS DEGREE: Required

WORK YEAR:

186 days, 8 hours per day for computational purposes

ADDITIONAL PAY:

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service (Must be on Range B or C)

\$1,500 additional per year after 27 years of service (Must be on Range B or C)

A - Credential Only/Waiver Eligible

B - Requires California State Licensure for Speech and Language Pathology

C - Requires California State Licensure for Speech and Language Pathology Certificate of
Clinical Competence from American Speech-Language-Hearing Association (ASHA)

Kings County Office of Education

2026-2027

SALARY SCHEDULE**SPEECH-LANGUAGE PATHOLOGIST - EARLY EDUCATION**

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>
STEP 1	\$106,359	\$108,139	\$119,233
STEP 2	\$111,675	\$113,547	\$125,194
STEP 3	\$117,262	\$119,224	\$131,455
STEP 4	\$123,124	\$125,186	\$138,028
STEP 5	\$129,279	\$131,442	\$144,928
STEP 6	\$135,745	\$138,015	\$152,177

Bargaining Unit: KTA

MASTERS DEGREE: Required

WORK YEAR:

200 days, 8 hours per day for computational purposes

ADDITIONAL PAY:

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service (Must be on Range B or C)

\$1,500 additional per year after 27 years of service (Must be on Range B or C)

\$2,000 additional per year for lead speech position (Must be on Range C)

A - Credential Only/Waiver Eligible

B - Requires California State Licensure for Speech and Language Pathology

C - Requires California State Licensure for Speech and Language Pathology Certificate of
Clinical Competence from American Speech-Language-Hearing Association (ASHA)

Kings County Office of Education

2026-2027

SALARY SCHEDULE

TEACHER - SPECIAL EDUCATION - EARLY EDUCATION

	<u>RANGE A</u> BA	<u>RANGE B</u> BA+15	<u>RANGE C</u> BA+30	<u>RANGE D</u> BA+45	<u>RANGE E</u> BA+60	<u>RANGE F</u> BA+75
STEP 1	74,690	75,903				
STEP 2	74,690	77,933				
STEP 3	74,690	80,021	83,918	88,009	92,307	96,818
STEP 4	74,690	80,021	86,169	90,373	94,789	99,424
STEP 5	74,690	80,021	88,480	92,802	97,338	102,102
STEP 6	74,690	80,021	88,480	95,296	99,959	104,852
STEP 7	74,690	80,021	88,480	97,860	102,651	107,681
STEP 8	74,690	80,021	88,480	100,495	105,416	110,584
STEP 9	74,690	80,021	88,480	103,201	108,259	113,569
STEP 10	74,690	80,021	88,480	103,201	111,180	116,632
STEP 11	74,690	80,021	88,480	103,201	114,178	119,784
STEP 12	74,690	80,021	88,480	103,201	117,262	123,022
STEP 13	74,690	80,021	88,480	103,201	120,430	126,349
STEP 14	74,690	80,021	88,480	103,201	123,686	129,766
STEP 15	74,690	80,021	88,480	103,201	123,686	133,276

Bargaining Unit: KTA

NEW STAFF WITH A MINIMUM OF BA + 30 WILL BE HIRED AT STEP 3

WORK YEAR:

200 days, 7 hours per day for computational purposes

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree
 \$1,000 additional per year for Doctorate Degree
 \$1,500 additional per year after 18 years of service
 \$1,500 additional per year after 21 years of service
 \$1,500 additional per year after 24 years of service (Must be on Range F)
 \$1,500 additional per year after 27 years of service (Must be on Range F)
 \$2,000 additional per for Teacher on Special Assignment (TOSA)

Kings County Office of Education
2026-2027
SALARY SCHEDULE
TEACHER - JUVENILE COURT SCHOOL

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>	<u>RANGE D</u>	<u>RANGE E</u>	<u>RANGE F</u>
	<u>BA</u>	<u>BA + 15</u>	<u>BA + 30</u>	<u>BA + 45</u>	<u>BA + 60</u>	<u>BA + 75</u>
STEP 1	78,789	80,109				
STEP 2	78,789	82,313				
STEP 3	78,789	84,577	88,806	93,246	97,908	102,804
STEP 4	78,789	84,577	91,248	95,810	100,601	105,631
STEP 5	78,789	84,577	93,757	98,445	103,367	108,536
STEP 6	78,789	84,577	93,757	101,152	106,210	111,521
STEP 7	78,789	84,577	93,757	103,934	109,131	114,587
STEP 8	78,789	84,577	93,757	106,792	112,132	117,738
STEP 9	78,789	84,577	93,757	109,729	115,216	120,976
STEP 10	78,789	84,577	93,757	109,729	118,384	124,303
STEP 11	78,789	84,577	93,757	109,729	121,639	127,721
STEP 12	78,789	84,577	93,757	109,729	124,985	131,234
STEP 13	78,789	84,577	93,757	109,729	128,422	134,843
STEP 14	78,789	84,577	93,757	109,729	131,953	138,551
STEP 15	78,789	84,577	93,757	109,729	131,953	142,361

Bargaining Unit: KTA

WORK YEAR:

217 days, 7 hours per day for computational purposes

NEW STAFF WITH A MINIMUM OF BA + 30 WILL BE HIRED AT STEP 3

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree
\$1,000 additional per year for Doctorate Degree
\$1,500 additional per year after 18 years of service
\$1,500 additional per year after 21 years of service
\$1,500 additional per year after 24 years of service (Must be on Range F)
\$1,500 additional per year after 27 years of service (Must be on Range F)

Kings County Office of Education

2026-2027

SALARY SCHEDULE

TEACHER - JUVENILE COURT SCHOOL, SPECIAL EDUCATION

	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>	<u>RANGE D</u>	<u>RANGE E</u>	<u>RANGE F</u>
	<u>BA</u>	<u>BA + 15</u>	<u>BA + 30</u>	<u>BA + 45</u>	<u>BA + 60</u>	<u>BA + 75</u>
STEP 1	80,860	82,178				
STEP 2	80,860	84,384				
STEP 3	80,860	86,647	90,875	95,315	99,977	104,873
STEP 4	80,860	86,647	93,318	97,880	102,669	107,700
STEP 5	80,860	86,647	95,827	100,513	105,438	110,606
STEP 6	80,860	86,647	95,827	103,222	108,279	113,590
STEP 7	80,860	86,647	95,827	106,003	111,198	116,656
STEP 8	80,860	86,647	95,827	108,863	114,199	119,806
STEP 9	80,860	86,647	95,827	111,798	117,286	123,044
STEP 10	80,860	86,647	95,827	111,798	120,454	126,372
STEP 11	80,860	86,647	95,827	111,798	123,708	129,790
STEP 12	80,860	86,647	95,827	111,798	127,053	133,302
STEP 13	80,860	86,647	95,827	111,798	130,491	136,912
STEP 14	80,860	86,647	95,827	111,798	134,022	140,618
STEP 15	80,860	86,647	95,827	111,798	134,022	144,430

Bargaining Unit: KTA

WORK YEAR:

217 days, 7 hours per day for computational purposes

NEW STAFF WITH A MINIMUM OF BA + 30 WILL BE HIRED AT STEP 3

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service (Must be on Range F)

\$1,500 additional per year after 27 years of service (Must be on Range F)

Kings County Office of Education

2026-2027

SALARY SCHEDULE

SCHOOL NURSE

	<u>ANNUAL</u>
STEP 1	\$112,089
STEP 2	\$115,102
STEP 3	\$118,196
STEP 4	\$121,373
STEP 5	\$124,636
STEP 6	\$127,986

Bargaining Unit: KTA

WORK YEAR:

186 days, 7 hours per day for computational purposes.

ADDITIONAL PAY:

\$1,000 additional per year for Masters Degree
 \$1,000 additional per year for Doctorate Degree
 \$1,500 additional per year for 18 years of services
 \$1,500 additional per year for 21 years of services
 \$1,500 additional per year for 24 years of services
 \$1,500 additional per year for 27 years of services

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
SCHOOL NURSE - EARLY EDUCATION

	<u>ANNUAL</u>
STEP 1	\$120,527
STEP 2	\$123,767
STEP 3	\$127,093
STEP 4	\$130,510
STEP 5	\$134,018
STEP 6	\$137,621

Bargaining Unit: KTA

WORK YEAR:
 200 days, 7 hours per day for computational purposes.

ADDITIONAL PAY:
 \$1,000 additional per year for Masters Degree
 \$1,000 additional per year for Doctorate Degree
 \$1,500 additional per year for 18 years of services
 \$1,500 additional per year for 21 years of services
 \$1,500 additional per year for 24 years of services
 \$1,500 additional per year for 27 years of services

Kings County Office of Education

2026-2027

SALARY SCHEDULE**PSYCHOLOGIST**

	<u>ANNUAL</u>
STEP 1	\$111,002
STEP 2	\$115,442
STEP 3	\$120,060
STEP 4	\$124,863
STEP 5	\$129,857
STEP 6	\$135,051

Bargaining Unit: KTA

MASTERS DEGREE: Required

WORK YEAR:

190 days, 7 hours per day for computational purposes

Base work year is 190 days for STRS purposes, Additional days will be credited to DBS.

Days assigned below 190 will not receive a full year STRS service credit.

ADDITIONAL PAY:

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service

\$1,500 additional per year after 27 years of service

\$2,000 additional per year for possession of both psychologist credential and BCBA certificate

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
PSYCHOLOGIST - EARLY EDUCATION

	<u>ANNUAL</u>
STEP 1	\$116,844
STEP 2	\$121,518
STEP 3	\$126,378
STEP 4	\$131,434
STEP 5	\$136,691
STEP 6	\$142,159

Bargaining Unit: KTA

MASTERS DEGREE: Required

WORK YEAR:

200 days, 7 hours per day for computational purposes

Base work year is 200 days for STRS purposes, Additional days will be credited to DBS.

Days assigned below 200 will not receive a full year STRS service credit.

ADDITIONAL PAY:

\$1,000 additional per year for Doctorate Degree

\$1,500 additional per year after 18 years of service

\$1,500 additional per year after 21 years of service

\$1,500 additional per year after 24 years of service

\$1,500 additional per year after 27 years of service

\$2,000 additional per year for possession of both psychologist credential and BCBA certificate

\$2,000 additional pay for lead psychologist position

Kings County Office of Education
2026-2027
SALARY SCHEDULE
PSYCHOLOGIST INTERN

DAILY

Rate per Day	\$150
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Bargaining Unit: KTA

WORK YEAR:

190 Days, 7 hours per day
Base work year is 190 for STRS purposes. Additional days will be credite to DBS.
Days assigned below 190 will not receive a full year STRS service credit.

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
TEACHER - CERTIFICATED SUBSTITUTE

DAILY

REGULAR OR EMERGENCY

CREDENTIAL \$215.00

-

REGULAR OR TPSL

CREDENTIAL * \$250.00

LESS THAN FULL DAY SUBSTITUTES:

Substitutes hired to work 3 1/2 hours per day or less will receive one-half the amount paid for a full day.

ADDITIONAL DUTIES/HOURS:

With preapproval of the Manager and Superintendent, extra work beyond the substitute day, will be paid at the hourly rate of their position. Hourly rate will be the daily rate divided by 7 hours.

* Hired for twenty (20) or more consecutive days to same class.

To include case management, all other duties and responsibilities of teacher of record.

Requires STAT Form from HR

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
SUBSTITUTE NON-TEACHING CREDENTIALLED STAFF & MANAGER

	<u>HOURLY</u>
Non-Teaching Credentialed staff	\$40.00
Substitute Credentialed Manager	\$40.00

PROFESSIONAL DAY

Substitutes hired to work the professional day will be paid for seven hours per day.

LONG -TERM SUBSTITUTES:

Long-term substitutes will be placed on the certificated salary schedule after a predetermined number of weeks on the same assignment.

ADDITIONAL DUTIES/HOURS:

With preapproval of the Manager and Superintendent, extra work beyond the professional day, will be paid at the hourly rate of their position.

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CERTIFICATED

	<u>DAILY</u>
RANGE 5	\$50.00
RANGE 10	\$100.00
RANGE 15	\$150.00
RANGE 20	\$200.00
RANGE 25	\$250.00
RANGE 30	\$300.00
RANGE 35	\$350.00
RANGE 40	\$400.00
RANGE 45	\$450.00
RANGE 50	\$500.00
RANGE 55	\$550.00
RANGE 60	\$600.00

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CERTIFICATED

		<u>HOURLY</u>
	RANGE 5	\$50.00
	RANGE 7.5	\$75.00
	RANGE 10.0	\$100.00
RANGE 5	NEW TEACHER PROGRAMS INSTRUCTOR (PART-TIME)*	
RANGE 5	PRACTICUM SUPERVISOR - TEACHER INTERN PROGRAM	
RANGE 5	NEW TEACHER SUPPORT PROVIDER (PART-TIME)*	
RANGE 7.5	CSLA COACH* EFFECTIVE 7/1/2022	
RANGE 7.5	SPECIAL EDUCATION EXTENDED SCHOOL YEAR INSTRUCTION (ESY INCLUDED AFTER-SCHOOL TUTORING, INTERSESSIONS, SUMMER SCHOOL)	
RANGE 10.0	HOME HOSPITAL INSTRUCTION	

*GRANT PROGRAM

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CERTIFICATED STIPENDSMONTHLY

RANGE 10	\$100
RANGE 15	\$150
RANGE 20	\$200
RANGE 25	\$250
RANGE 30	\$300
RANGE 35	\$350
RANGE 40	\$400
RANGE 45	\$450
RANGE 50	\$500
RANGE 55	\$550
RANGE 60	\$600
RANGE 65	\$650
RANGE 70	\$700
RANGE 75	\$750
RANGE 80	\$800
RANGE 85	\$850
RANGE 90	\$900
RANGE 95	\$950
RANGE 100	\$1,000
RANGE 105	\$1,050
RANGE 110	\$1,100
RANGE 115	\$1,150
RANGE 120	\$1,200
RANGE 125	\$1,250

10 Sign Language Interpreter Mentor
 35 Interim Early Start Coordinator
 35 Additional Duties - Kings Kids CVRC
 45 Additional Admin/Supervision Duties
 50 Interim Director
 90 Dual Assignment
 100 Superintendent Elect
 125 Interim Program Director

Kings County Office of Education

2026-2027

SALARY SCHEDULE

CERTIFICATED STIPENDSANNUAL

RANGE 1.0	\$100
RANGE 1.5	\$150
RANGE 2.0	\$200
RANGE 2.5	\$250
RANGE 3.0	\$300
RANGE 3.5	\$350
RANGE 4.0	\$400
RANGE 4.5	\$450
RANGE 5.0	\$500
RANGE 6.0	\$600
RANGE 7.0	\$700
RANGE 8.0	\$800
RANGE 9.0	\$900
RANGE 10	\$1,000
RANGE 15	\$1,500
RANGE 20	\$2,000
RANGE 25	\$2,500
RANGE 30	\$3,000
RANGE 35	\$3,500
RANGE 40	\$4,000
RANGE 45	\$4,500
RANGE 50	\$5,000
RANGE 70	\$7,000
RANGE 75	\$7,500

- 2.5 KCCAQ Stipend - Training Level III*
- 2.5 Early Education Teacher Development Stipend (EETD)*
- 4.5 KCCAQ Stipend - Ratings*
- 5.0 KCCAQ Stipend - Workforce Dev PD*
- 5.0 KCCAQ Stipend - PDG-R Infant and Toddler Course Work*
- 6.0 KCCAQ Stipend - Workforce Dev AA*
- 10 Induction Support Provider
- 10 KCCAQ Stipend - Workforce Dev BA*
- 10 New Teacher Mentor
- 15 Medi-Cal Supervision for Speech Therapist
- 15 Temporary/Additional Duties Assigned
- 30 KCCAQ Lead*
- 40 KCCAQ Workforce BA Scholarship*
- 50 Additional Administrative Duties

* Grant Based

Kings County Office of Education
 2026-2027
 SALARY SCHEDULE
PRESCHOOL TEACHER/SITE SUPERVISOR - ECE

	<u>RANGE A</u>	<u>RANGE B</u>
STEP 1	\$48,678	\$51,112
STEP 2	\$50,625	\$53,156
STEP 3	\$52,651	\$55,283
STEP 4	\$54,757	\$57,494
STEP 5	\$56,947	\$59,795
STEP 6	\$59,226	\$62,187

ANNUAL

RANGE A - CHILD DEVELOPMENT TEACHER PERMIT, CHILD DEVELOPMENT MASTER TEACHER PERMIT
 RANGE B - DESIGNATED SITE SUPERVISOR OR PROGRAM DIRECTOR PERMIT

Half Day teachers work day is 4 hours or less

Full Day teachers have a professional day of 7 hours

WORK YEAR:

Base work year is 190 days for STRS purposes. Additional days will be credited to DBS
 Days assigned below 190 days will not receive a full year STRS service credit.

Kings County Office of Education
2026-2027
CERTIFICATED ASSIGNMENTS TO SALARY SCHEDULE

Job Code	Job Cat	Work Location 1	Work Location 2	Notes	<u>POSITION</u>	<u>SCHEDULE</u>	<u>WORK YEAR (days)</u>	<u>WORK HOURS</u>
101	11	varies	varies	Non-teaching, Management	* Assistant Superintendent	2.00	225	8
9636	18	70	104	Non-teaching	Assistive Technology Consultant	5.10	190	8
6035	29	3,70	104,106	Non-teaching	Consultant	5.00	200	8
8305	16	3	106	Non-teaching, Management	* Coordinator	4.23	215	8
8403	12	3	106	Non-teaching, Management	* Director, Instruction/Curriculum Services	3.50	215	8
7390	15	3	106	Non-teaching, Management	* Early Childhood Education Administrator	5.15	220	8
7381	29	3	106	Non-teaching and Categorical	Early Childhood Education Consultant	5.21	220	8
7787	29	3	106	Categorical Contract	Instructor (Part-Time)	15.25	Time Sheeted	Time Sheeted
8433	16	70	104	Non-teaching, Management	* Learning Coordinator	4.23	215	8
6054	29	3	106	Categorical Contract	New Teacher Support Provider	15.25	Time Sheeted	Time Sheeted
7601	20	3	106	Teaching non-KTA	Preschool Teacher (Early Childhood Education)	17.10	190	4/7
7615	20	3	106	Teaching non-KTA	Preschool Site Supervisor (Early Childhood Education)	17.10	190	7
8432	13	3	101	Non-Teaching, Management	* Principal, Juvenile Court School	3.10	215	8
8308	12	7	103	Non-teaching, Management	* Program Director, Special Education	2.50	225	8
8332	13	70	104	Non-teaching, Management	* Program Manager (SELPA)	3.70	220	8
8343	13	7	103	Non-teaching, Management	* Program Manager (Special Education)	3.70	220	8
224	29	7, 70	102,103	Non-teaching	Program Specialist	5.50	190	8
202	21	70	104	Non-teaching KTA	Psychologist (with Intern Credential or better)	12.80	190	7
7391	21	70	102	Non-teaching KTA	Psychologist – Early Childhood Special Education	12.82	200	7
0404	24	7,70	103,104	Non-teaching KTA	School Nurse	12.75	186	7
7393	24	70	102	Non-teaching KTA	School Nurse – Early Childhood Special Education	12.76	200	7

* Designated Management

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Kings County Office of Education
2026-2027
CERTIFICATED ASSIGNMENTS TO SALARY SCHEDULE

Job Code	Job Cat	Work Location 1	Work Location 2	Notes	<u>POSITION</u>	<u>SCHEDULE</u>	<u>WORK YEAR (days)</u>	<u>WORK HOURS</u>
3107	25	70	104	Non-teaching KTA	Speech-Language Pathologist	12.05	186	8
7392	25	70	102	Non-teaching KTA	Speech-Language Pathologist – Early Childhood Special Education	12.06	200	8
100	10	2	100	Non-teaching, Management	* Superintendent	1.00	225	8
3104	20	70	104	KTA	Teacher, Adapted Physical Education	12.00	186	7
190	20	70	104	KTA	Teacher, Deaf and Hard of Hearing	12.00	186	7
3000	20	7	102	KTA	Teacher, Early Childhood Special Education	12.00	186	7
7659	20	3	106	Non-KTA	Teacher, Educational Services	5.30	186	7
8306	20	3	101	KTA	Teacher, Juvenile Court School	12.50	217	7
8306	20	3	101	KTA	Teacher, Juvenile Court School – Special Education	12.55	217	7
3000	20	7	103	KTA	Teacher, Extensive Support Needs	12.00	186	7
7660	20	7	103	KTA	Teacher On Special Assignment – Special Education Programs	12.00	186	7
7614	20	70	102	KTA	Teacher, Preschool, Special Education, Itinerant	12.00	186	7
3125	20	70	104	KTA	Teacher, Special Education, Early Education	12.25	200	7
n/a	5	90	90	No-contract. Must be in district 4 or 5.	Teacher, Substitute	13.00	Time Sheeted	Time Sheeted
3114	20	varies	varies	No-contract Non-KTA	Teacher, Substitute Status	13.50	Time Sheeted	Time Sheeted
3127	20	70	104	KTA	Teacher, Visually Impaired and Orientation & Mobility	12.01	190	8
8449	18	3	101	Non-teaching	Transition Specialist – Juvenile Court School	6.01	215	8

Kings County Office of Education
2026-2027
CERTIFICATED ASSIGNMENTS TO SALARY SCHEDULE

NOTES:

1. Unrepresented temporary certificated employees will earn health and life-insurance benefits if they are hired to work for 75% or more of a full-time equivalent for the school year for their position. This includes 75% of daily hours, weekly hours or days per year. Student Interns are not eligible to earn health and life-insurance benefits but are eligible for health benefits only under the Affordable Care Act effective 03/23/2010. Student Interns are eligible for sick leave under AB1522 which became effective 07/01/2015.
2. Temporary Certificated employees who are represented by the bargaining unit will receive benefits as provided for in the negotiated contract.
3. Placement on certificated salary schedules will be determined by years of teaching experience.
4. Employees hired on or before October 15th, and who work at least 75% of their regularly assigned work days for the school year are eligible for a salary step increase and recognition programs. Substitute and Temporary service, as well as days not worked during a Leave of Absence, will not be calculated for credit.
5. Employees who work 215 days or greater are considered 12-month. Employees who work less than 215 days are not 12-month. Employees who work less than 215 days are not 12-month and should not have calendared days in July without prior approval of cabinet.
6. New employees calendar should begin in July for 12-month and in August for all others (effective 07/01/2019).

Kings County Office of Education
2026-2027
CERTIFICATED ASSIGNMENTS TO SALARY SCHEDULE

STIPENDS:

1. Stipends for anything other than assignment stipends may require an HR Action Form.
2. All stipends will be prorated if less than a full-time assignment.
3. Certificated employees assigned to Corcoran Unified School District or Stratford School will receive Branch Assignment Pay of \$100.00 per month over eleven (11) salary months. Effective 07/01/2023, Certificated employees assigned to Reef-Sunset Unified School District will receive Branch Assignment Pay of \$300.00 per month over eleven (11) salary months. This Branch Assignment Pay is only for those employees who are assigned full-time on a permanent basis to those assignments. Assignments for less than the equivalent of a full-time permanent position will be pro-rated. Temporary certificated employees are also eligible for the Branch Assignment Pay. An HR Action Form is not required for Branch Assignments Pay.
4. The following Certificated positions receive a Cell Phone Stipend:

Job Title	Department	Job Code	Salary Schedule/Range	Amount
Consultant	Educational Services Department; SELPA/Special Education Department	6035	5.00/N-A	\$50.00 (Monthly)
Teacher – Educational Services	Educational Services – Burris Park	7659	5.30/N-A	\$50.00 (Monthly)

5. Staff members will receive a stipend of \$150.00 per night for accompanying students on overnight field trips effective 02/07/2023.

CERTIFICATED ASSIGNMENTS TO SALARY SCHEDULE

LONGEVITY:

1. As of July 1, 2014, unrepresented certificated employees will receive a \$500.00 annual stipend for each five (5) year increment of uninterrupted service. All Longevity must complete 75% to count as a year. Years of service must be at least 75% of the contract year to count as a year. For KTA unit members, per salary schedule, include all certificated service with the Superintendent toward longevity.

TRANSFER OF ACCUMULATED SICK LEAVE:

1. An employee may transfer accumulated sick leave from previous employment at a school district, county office of education, community college, charter school or state special school. Sick leave accumulated through AB1522 is not transferrable.