ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Base 1/1/2026 with 3%

Appendix A-1

Board Approval: 3/24/2026

2026-2027

Time Base: Annual

Based on 186 Days

AEA Teachers

Effective July 1, 2026

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	73,154.03	73,873.56	75,415.37	80,067.54	84,933.46
2	73,873.56	74,593.04	77,676.72	82,501.54	87,367.54
3	74,593.04	75,415.37	80,067.54	84,933.46	89,801.52
4	75,415.37	77,676.72	82,501.54	87,367.54	92,841.93
5	76,237.64	80,067.54	84,933.46	89,801.52	95,275.97
6	76,945.17	81,770.00	86,636.01	92,110.41	96,978.42
7	79,336.01	84,201.92	89,069.98	94,544.43	99,410.37
8	81,770.00	86,636.01	92,110.41	96,978.42	101,844.39
9	84,201.92	89,069.98	94,544.43	99,410.37	104,276.35
10	85,904.45	92,110.41	96,978.42	101,844.39	107,318.86
11	85,904.45	93,812.88	98,674.70	103,546.89	109,019.23
12	85,904.45	96,246.90	101,112.84	106,587.33	111,465.62
13	85,904.45	96,246.90	103,546.89	109,019.23	113,889.36
14	85,904.45	96,246.90	103,546.89	111,455.31	116,319.23
15	85,904.45	96,246.90	103,546.89	113,889.36	118,753.28
16	85,959.79	96,302.27	103,602.25	113,944.72	118,808.62
17	85,959.79	96,302.27	103,602.25	113,944.72	118,808.62
18	87,606.91	97,947.32	105,247.27	115,587.68	120,457.78
19	87,606.91	97,947.32	105,247.27	115,587.68	120,457.78
20	87,606.91	97,947.32	105,247.27	115,587.68	120,457.78
21	90,036.77	100,381.32	107,679.23	118,021.73	122,887.65
22	90,036.77	100,381.32	107,679.23	118,021.73	122,887.65
23	90,036.77	100,381.32	107,679.23	118,021.73	122,887.65
24	92,472.86	102,815.34	110,115.30	120,457.78	125,321.66
25	92,472.86	102,815.34	110,115.30	120,457.78	125,321.66
26	92,472.86	102,815.34	110,115.30	120,457.78	125,321.66
27	92,472.86	102,815.34	110,115.30	122,887.65	131,733.56

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly	$	2,414.08
Hourly Rate	$	50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Base 1/1/2026 with 3%

Appendix A-2

Board Approval: 3/24/2026

2026-2027

AEA - Adult Education

Based on 177 Days

Effective July 1, 2026

Time Base: Hourly **Hourly Rate**	*(yrs of Experience)* **Step**	*Time Base: Annual* **BA or Less-177**	**BA+Units-177**
55.26	0	67,325.18	68,860.83
55.26	1	67,325.18	68,860.83
55.26	2	67,325.18	68,860.83
55.26	3	67,325.18	68,860.83
55.26	4	67,325.18	68,860.83
55.26	5	67,325.18	68,860.83
58.01	6	69,683.24	71,295.67
58.01	7	69,683.24	71,295.67
58.01	8	69,683.24	71,295.67
58.01	9	69,683.24	71,295.67
58.01	10	69,683.24	71,295.67
60.77	11	72,041.31	73,730.52
60.77	12	72,041.31	73,730.52
60.77	13	72,041.31	73,730.52
60.77	14	72,041.31	73,730.52
60.77	15	72,041.31	73,730.52
63.81	16	74,708.32	76,481.97
63.81	17	74,708.32	76,481.97
63.81	18	74,708.32	76,481.97
63.81	19	74,708.32	76,481.97
63.81	20	74,708.32	76,481.97
67.03	21	78,276.80	80,139.15
67.03	22	78,276.80	80,139.15
67.03	23	78,276.80	80,139.15
67.03	24	78,276.80	80,139.15
67.03	25	78,276.80	80,139.15
70.37	26+	82,023.70	83,979.18

Regular Teachers

Based on 1168.2 annual hours (177 x 6 hrs/day = 1062 + 106.20 hours prep time)

Full time = 30 hours/week per quarter not including breaks and school closures.

Master's Degree/Doctoral Degree/National Board Certification: (3.2% of annual salary BA or Less, Step 0) $ 2,154.41

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Base 1/1/2026 with 3%

Appendix A-3

Board Approval: 3/24/2026

2026-2027

Time Base: Annual

Based on 261 Days

AEA Child Development

Effective July 1, 2026

Step	Class 0 12 Units	Class 1 24 Units	Class 02 60 Units	Class 3 90 Units	Class 4 BA Units	Class 5 BA plus 15	Class 6 BA plus 30	Class 7 BA plus 45	Class 8 BA plus 60
1	46,806.66	48,495.10	50,252.65	52,021.28	53,319.65	57,684.58	62,184.60	66,702.27	71,204.67
2	46,850.95	48,539.67	50,297.42	52,066.29	53,388.69	57,751.60	62,249.65	66,767.36	71,269.53
3	49,794.65	51,485.39	53,240.70	54,953.70	57,684.58	62,184.60	66,702.27	71,204.67	75,709.30
4	51,896.37	52,959.32	54,046.63	56,487.90	59,935.68	64,444.62	68,946.81	73,455.52	77,960.39
5	51,896.37	54,444.67	56,208.67	57,977.34	62,184.60	66,702.27	71,204.67	75,709.30	80,208.78
6	51,896.37	54,444.67	56,966.58	58,724.37	63,713.08	68,215.25	72,723.97	77,228.86	81,728.59
7	51,896.37	54,444.67	56,966.58	60,215.74	65,970.74	70,473.15	74,977.76	79,477.24	83,990.84
8	51,896.37	54,444.67	56,966.58	60,215.74	68,215.25	72,723.97	77,228.86	81,728.59	86,239.75
9	51,896.37	54,444.67	56,966.58	60,215.74	68,215.25	72,723.97	79,477.24	83,990.84	88,491.07
10	51,896.37	54,444.67	56,966.58	60,215.74	68,215.25	72,723.97	79,477.24	86,239.75	90,750.64
11	51,896.37	54,444.67	56,966.58	60,215.74	68,215.25	72,723.97	79,477.24	86,239.75	92,268.27

Head Teacher Stipend	Teacher Scale + $3,000/ year ($250/month)
Asst. Head Teacher Stipend	Teacher Scale + $935/ year ($77.92/month)

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$ 731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$ 1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$ 2,194.62

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Base 1/1/2026 with 3%

Appendix A-4

Board Approval: 3/24/2026

2026-2027

Time Base: Annual

Based on 191 Days

AEA Counselors

Effective July 1, 2026

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	75,120.54	75,859.41	77,442.66	82,219.89	87,216.62
2	75,859.41	76,598.23	79,764.80	84,719.32	89,716.13
3	76,598.23	77,442.66	82,219.89	87,216.62	92,215.54
4	77,442.66	79,764.80	84,719.32	89,716.13	95,337.68
5	78,287.04	82,219.89	87,216.62	92,215.54	97,837.15
6	79,013.59	83,968.12	88,964.94	94,586.50	99,585.37
7	81,468.70	86,465.41	91,464.33	97,085.95	102,082.69
8	83,968.12	88,964.94	94,586.50	99,585.37	104,582.14
9	86,465.41	91,464.33	97,085.95	102,082.69	107,079.48
10	88,213.71	94,586.50	99,585.37	104,582.14	110,203.78
11	88,213.71	96,334.73	101,327.25	106,330.41	111,949.85
12	88,213.71	98,834.18	103,830.93	109,452.58	114,462.01
13	88,213.71	98,834.18	106,330.41	111,949.85	116,950.90
14	88,213.71	98,834.18	106,330.41	114,451.42	119,446.09
15	88,213.71	98,834.18	106,330.41	116,950.90	121,945.57
16	88,270.54	98,891.04	106,387.26	117,007.75	122,002.40
17	88,270.54	98,891.04	106,387.26	117,007.75	122,002.40
18	89,961.93	100,580.31	108,076.50	118,694.88	123,695.89
19	89,961.93	100,580.31	108,076.50	118,694.88	123,695.89
20	89,961.93	100,580.31	108,076.50	118,694.88	123,695.89
21	92,457.11	103,079.74	110,573.83	121,194.36	126,191.08
22	92,457.11	103,079.74	110,573.83	121,194.36	126,191.08
23	92,457.11	103,079.74	110,573.83	121,194.36	126,191.08
24	94,958.69	105,579.19	113,075.39	123,695.89	128,690.52
25	94,958.69	105,579.19	113,075.39	123,695.89	128,690.52
26	94,958.69	105,579.19	113,075.39	123,695.89	128,690.52
27	94,958.69	105,579.19	113,075.39	126,191.08	135,274.78

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly	$	2,414.08
Hourly Rate	$	50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62

Appendix A-5

Board Approval: 3/24/2026

2026-2027

Time Base: Annual

Based on 186 Days

AEA ROP/CTE

Effective July 1, 2026

STEP	minus BA	with BA
1	69,720.86	69,720.86
2	69,720.86	69,720.86
3	69,720.86	69,720.86
4	69,720.86	72,257.04
5	69,720.86	74,797.79
6	71,525.51	76,595.58
7	74,066.24	79,134.05
8	76,609.30	81,672.51
9	79,154.60	84,208.70
10	81,823.48	86,744.87
11	83,669.27	88,544.94
12	86,216.86	91,081.11
13	88,755.37	93,619.64
14	91,302.97	96,036.86
15	93,119.09	97,962.75
16	93,119.09	97,962.75
17	93,119.09	97,962.75
18	97,884.95	102,728.65
19	97,884.95	102,728.65
20	97,884.95	102,728.65
21	99,000.96	103,844.64
22	99,000.96	103,844.64
23	99,000.96	103,844.64
24	100,116.99	104,864.60
25	100,116.99	104,864.60
26	100,116.99	104,864.60
27	100,116.99	104,864.60

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly	$	2,414.08
Hourly Rate	$	50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62

Appendix A-6
2026-2027
Time Base: Annual
AEA Psychologists

Board Approval: 3/24/2026

Based on 195 Days/8 Hours per day
Effective July 1, 2026

STEP	Salary
1	131,320.11
2	137,452.52
3	143,892.08
4	150,653.90
5	157,753.83
6	159,391.28
7	161,028.75
8	162,666.19
9	162,666.19
10+	162,666.19

Master's Degree/Doctoral Degree/National Board Certification:		
Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly	$	2,414.08
Hourly Rate	$	50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

Base 1/1/2026 with 3%

Appendix A-7

Board Approval: 3/24/2026

2026-2027

Time Base: Annual

Based on 186 Days

AEA Speech and Language Pathologists

Effective July 1, 2026

STEP	Salary
1	97,689.85
2	100,123.92
3	102,557.91
4	105,598.33
5	108,032.35
6	110,840.31
7	113,272.26
8	115,706.28
9	118,138.23
10	121,180.76
11	122,881.11
12	125,327.51
13	127,751.25
14	130,181.12
15	132,615.18
16	132,670.51
17	132,670.51
18	134,319.67
19	134,319.67
20	134,319.67
21	136,749.54
22	136,749.54
23	136,749.54
24	139,183.55
25	139,183.55
26	139,183.55
27	145,595.45

(Stipend for Masters has been incorporated into the salary schedule)

PhD/Certificate of Clinical Competence

Annual Stipend for each (3.3% of A-1, Column 1, Step 1)	$	2,414.08
Hourly Rate	$	50.00

Unit members shall be eligible for the following annual longevity stipend per Appendix A-1

Employees who have completed five (5) years of District service: (1% of Step 1, Col 1 of A-1):	$	731.54
Employees who have completed ten (10) years of District service: (2% of Step 1, Col 1 of A-1):	$	1,463.08
Employees who have completed fifteen (15) years of District service: (3% of Step 1, Col 1 of A-1):	$	2,194.62