

**SOMIS UNION SCHOOL DISTRICT
ADMINISTRATION SALARY SCHEDULE
2025-2026**

POSITION	SCHEDULE	RATE	STEP 1				
SUPERINTENDENT/PRINCIPAL 224 CONTRACT DAYS	04/001	ANNUAL DAILY	\$222,377.00 \$992.75				

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PRINCIPAL 210 CONTRACT DAYS	08/001	ANNUAL DAILY	\$121,150.00 \$576.90	\$124,818.00 \$594.37	\$128,543.00 \$612.11	\$132,329.00 \$630.14	\$137,058.00 \$652.66

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DIRECTOR of SPECIAL PROGRAMS/ ASST PRINCIPAL 210 CONTRACT DAYS	10/001	ANNUAL DAILY	\$139,913.00 \$666.25	\$142,711.00 \$679.58	\$145,566.00 \$693.17	\$148,477.00 \$707.03	\$151,447.00 \$721.18

Revised January 24, 2025 to reflect 8.0% on-schedule increase effective 7/1/2024
(Principal, Director and Assistant Principal)

HEALTH AND WELFARE ANNUAL CAP: \$13,000

EFFECTIVE: July 1, 2025

BOARD APPROVED: March 11, 2025

REVISED: July 7, 2025

**SOMIS UNION SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
2025-2026**

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
	01/CL1 BA+30	01/CL2 BA+45	01/CL3 BA+60 or MA	01/CL4 MA+15	01/CL5 MA+30
1	\$59,706.09	\$62,690.52	\$65,826.95	\$67,471.89	\$69,116.81
2	\$62,094.74	\$65,196.91	\$68,456.64	\$70,168.67	\$71,882.07
3	\$64,573.76	\$67,804.70	\$71,194.54	\$72,972.30	\$74,756.91
4	\$67,159.59	\$70,519.30	\$74,043.34	\$75,895.08	\$77,744.07
5	\$69,846.81	\$73,336.62	\$77,004.49	\$78,928.81	\$80,857.23
6	\$72,639.49	\$76,274.46	\$80,086.15	\$82,088.53	\$84,088.17
7	\$75,545.82	\$79,326.00	\$83,288.31	\$85,371.52	\$87,454.73
8	\$78,568.59	\$82,498.05	\$86,619.24	\$88,784.63	\$90,948.64
9	\$81,710.52	\$85,797.47	\$90,085.78	\$92,337.45	\$94,590.47
10	\$81,710.52	\$89,229.76	\$93,690.63	\$96,032.69	\$98,372.02
11	\$81,710.52	\$92,800.38	\$97,431.09	\$99,866.28	\$102,308.30
12	\$81,710.52	\$92,800.38	\$101,331.78	\$103,865.59	\$106,400.76
13	\$81,710.52	\$92,800.38	\$101,331.78	\$103,865.59	\$106,400.76
14	\$83,284.20	\$94,372.70	\$102,908.22	\$105,480.38	\$107,975.84
15	\$83,284.20	\$94,372.70	\$102,908.22	\$105,480.38	\$107,975.84
16	\$83,284.20	\$94,372.70	\$102,908.22	\$105,480.38	\$107,975.84
17	\$83,284.20	\$94,372.70	\$102,908.22	\$105,480.38	\$107,975.84
18	\$83,284.20	\$94,372.70	\$102,908.22	\$105,480.38	\$107,975.84
19	\$84,860.65	\$95,947.77	\$104,481.91	\$107,093.79	\$109,550.90
20	\$84,860.65	\$95,947.77	\$104,481.91	\$107,093.79	\$109,550.90
21	\$84,860.65	\$95,947.77	\$104,481.91	\$107,093.79	\$109,550.90
22	\$86,434.35	\$97,524.22	\$106,056.97	\$108,709.95	\$111,124.60

Revised January 24, 2025 to reflect 8.0% on-schedule increase effective 7/1/2024

COLUMN I Bachelor's Degree plus 30 semester units.

182 Teacher Days

COLUMN II Bachelor's Degree plus 45 semester units.

COLUMN III Bachelor's Degree plus 60 semester units or a Master Degree.

COLUMN IV Master's Degree plus 15 semester units.

COLUMN V Master's Degree plus 30 semester units.

- Up to seven years of credit may be given for previous teaching experience.
- At least 75% of a school year will constitute credit for a full year of teaching.
- Credit for advancement beyond Column 1 must be earned subsequent to BA Degree. All units for advancement must be upper division or graduate level work and be approved by the Administration prior to enrollment.
- Credit for advancement beyond Column IV must be subsequent to the Master's Degree and must be upper division or graduate level work approved by the Administration prior to enrollment.
- Credit for column advancement shall not be granted until an official transcript or verification has been received by the District. In all cases, the transcript shall be received by the District prior to October 1st of the school year in which the compensation for the column advancement is requested.

(BC) Continuous stipend for B.C.C. or B.C.L.A.D. credential \$1,000

HEALTH AND WELFARE ANNUAL CAP: \$13,000

EFFECTIVE: July 1, 2025

BOARD APPROVED:

REVISED: July 7, 2025

SOMIS UNION SCHOOL DISTRICT
NON-MANAGEMENT PSYCHOLOGIST SALARY SCHEDULE
2025-2026

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PSYCHOLOGIST	PSY/001	ANNUAL	\$102,901.95	\$107,018.01	\$111,298.73	\$115,750.67	\$120,380.71	\$125,196.24	\$130,204.69	\$135,413.46
		DAILY	\$553.24	\$575.37	\$598.38	\$622.32	\$647.21	\$673.10	\$700.03	\$728.03
		HOURLY	\$69.15	\$71.92	\$74.80	\$77.79	\$80.90	\$84.14	\$87.50	\$91.00

Revised January 24, 2025 to reflect 8.0% on-schedule increase effective 7/1/2024

186 day calendar - with 4% between steps

HEALTH AND WELFARE ANNUAL CAP: \$13,000

EFFECTIVE: July 1, 2025
BOARD APPROVED: March 11, 2025
REVISED: July 7, 2025

**SOMIS UNION SCHOOL DISTRICT
NON-MANAGEMENT COUNSELOR SALARY SCHEDULE
2025-2026**

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
COUNSELOR	COU/001	ANNUAL	\$80,633.61	\$84,262.58	\$88,054.84	\$92,017.94	\$96,158.16
		DAILY	\$443.04	\$462.98	\$483.82	\$505.59	\$528.34
		HOURLY	\$55.38	\$57.87	\$60.48	\$63.20	\$66.04

Revised January 24, 2025 to reflect 8.0% on-schedule increase effective 7/1/2024

182 day calendar - with 4.5% between steps

HEALTH AND WELFARE ANNUAL CAP: \$13,000

EFFECTIVE: July 1, 2025
BOARD APPROVED: March 11, 2025
REVISED: July 7, 2025

**SOMIS UNION SCHOOL DISTRICT
MISCELLANEOUS CERTIFICATED SALARY SCHEDULE
2025-2026**

CERTIFICATED DAILY	SCHEDULE	RATE
OUTDOOOOR SCHOOL	CD/001/1	\$100.00
TEACHER IN CHARGE	CD/001/2	\$180.00
BUY-OUT STAFF DEVELOPMENT	CD/001/3	Greater of \$250 or Member's Daily Rate of Pay

CERTIFICATED HOURLY	SCHEDULE	RATE
EXTRA DUTY /MISCELLANOUS HOME/HOSPITAL INTERVENTION PARENT LITERACY TEACHER SUMMER SCHOOL TEACHER	05/A/1	\$35.00
<i>SUMMER SCHOOL TEACHER (7/5/2022-7/29/2022 ONLY PER MOU)</i>	<i>05/A/2</i>	<i>\$55.00</i>
<i>SUMMER SCHOOL TEACHER (7/1/2023-7/28/2023 ONLY PER MOU)</i>	<i>05/A/3</i>	<i>Daily Rate</i>

*ANNUAL STIPENDS	SCHEDULE	RATE
ACADEMIC OLYMPICS COACH	09/1/1	\$500.00
COACH MISCELLANEOUS (PER SPORT/TEAM)	09/1/2	\$700.00
GRADUATION COORDINATOR (PER EVENT)	09/1/3	\$150.00
STEAM FAMILY NIGHT COORDINATORS (PER EVENT)	09/1/4	\$150.00
TALENT SHOW COORDINATORS (PER EVENT)	09/1/5	\$150.00
COMBO CLASS TEACHER (PER TRIMESTER)	09/1/6	\$500.00
TEACHER INDUCTION MENTOR (BI-ANNUAL)	09/1/7	\$3,000.00
GATE COORDINATOR (PER TRIMESTER)	09/1/8	\$1,000.00

*Annual stipends will be paid at the end of the assignment (excluding continuous stipends for B.C.C. or B.C.L.A.D. credentials).

EFFECTIVE: July 1, 2023
 BOARD APPROVED: March 11, 2025
 REVISED: March 27, 2024

**SOMIS UNION SCHOOL DISTRICT
CERTIFICATED SUBSTITUTE DAILY SALARY SCHEDULE
2025-2026**

CERTIFICATED DAILY	SCHEDULE	RATE
SUBSTITUTE 1 TO 20 DAYS	06/1/1	\$200.00
SUBSTITUTE 21 TO 90 DAYS	06/2/1	\$220.00
SUBSTITUTE 91 DAYS OR MORE	06/3/1	\$240.00

EFFECTIVE: January 1, 2022

BOARD ADOPTED: April 19, 2022

REVISED: 11/5/2021

SOMIS UNION SCHOOL DISTRICT
CLASSIFIED MONTHLY SALARY SCHEDULE
2024-2025

MONTHLY SALARIES:	SCHEDULE	1	2	3	4	5
	02-A	\$2,592.71 14.96	\$2,722.80 15.70	\$2,858.40 16.49	\$2,998.11 17.29	\$3,148.76 18.17
	02-B	\$2,695.42 15.55	\$2,829.64 16.33	\$2,972.07 17.15	\$3,122.76 18.01	\$3,277.51 18.90
Child Care Provider Noon Duty Aide	02-C	\$2,803.63 16.17	\$2,944.71 16.99	\$3,089.88 17.83	\$3,244.65 18.73	\$3,409.01 19.67
	02-D	\$2,915.94 16.83	\$3,062.48 17.67	\$3,099.46 17.88	\$3,374.76 19.47	\$3,541.85 20.43
	02-E	\$3,035.10 17.51	\$3,183.03 18.36	\$3,343.26 19.29	\$3,511.72 20.26	\$3,687.02 21.28
Clerk Computer Lab Assistant Food Services Acct Tech Food Services Assistant Instructional Assistant Instructional Assistant RSP	02-F	\$3,156.99 18.21	\$3,311.77 19.11	\$3,478.85 20.07	\$3,655.54 21.09	\$3,837.69 22.14
	02-G	\$3,280.24 18.92	\$3,443.25 19.87	\$3,615.81 20.87	\$3,796.60 21.91	\$3,988.35 23.00
Translator	02-H	\$3,411.74 19.69	\$3,584.31 20.68	\$3,763.74 21.72	\$3,951.35 22.80	\$4,149.96 23.94
	02-I	\$3,547.34 20.47	\$3,722.64 21.48	\$3,911.65 22.57	\$4,104.77 23.67	\$4,312.95 24.88
Extended Day Leader	02-J	\$3,689.78 21.29	\$3,871.94 22.35	\$4,067.80 23.48	\$4,270.48 24.65	\$4,485.54 25.88
Facilities Worker Library Assistant Office Assistant	02-K	\$3,837.69 22.14	\$4,028.07 23.23	\$4,232.13 24.42	\$4,441.68 25.63	\$4,663.58 26.91
Food Services Lead	02-L	\$3,991.09 23.04	\$4,189.69 24.18	\$4,401.98 25.40	\$4,619.74 26.65	\$4,848.47 27.97
Bus Driver	02-M	\$4,151.34 23.95	\$4,354.05 25.12	4,574.56 26.38	4,801.93 27.70	5,045.71 29.11
Food Services Coordinator	02-N	4,315.70 24.90	4,529.35 26.13	4,758.07 27.45	4,992.30 28.80	5,244.30 30.25
	02-O	4,489.65 25.90	4,712.88 27.19	4,948.45 28.56	5,194.99 29.97	5,455.22 31.47
School Secretary	02-P	4,666.32 26.92	4,901.90 28.29	5,144.31 29.68	5,403.18 31.17	5,674.36 32.73
Lead Facility Worker	02-Q	4,852.59 27.99	5,095.00 29.40	5,352.50 30.88	5,619.57 32.42	5,901.70 34.05
Facilities Supervisor	02-QQ	4,968.99 28.66	5,218.27 30.11	5,478.51 31.60	5,752.43 33.19	6,041.42 34.86
	02-R	5,051.18 29.15	5,301.83 30.59	5,566.17 32.12	5,845.55 33.73	6,135.93 35.40
School Secretary II	02-S	5,249.77 30.29	5,514.11 31.81	5,790.78 33.40	6,077.04 35.07	6,382.47 36.82
	02-T	5,459.32 31.49	5,733.26 33.08	6,020.87 34.73	6,319.46 36.46	6,637.20 38.30
	02-U	5,681.21 32.78	5,966.09 34.42	6,261.95 36.13	6,576.94 37.94	6,904.28 39.84
	02-V	5,908.45 34.08	6,204.73 35.80	6,512.42 37.57	6,840.02 39.46	7,180.44 41.43
	02-W	6,144.81 35.45	6,452.92 37.23	6,772.92 39.07	7,113.61 41.04	7,467.66 43.08
Executive Assistant to the Principal/Sup't Information Support Specialist Transportation Coordinator	02-X	6,388.01 36.86	6,711.03 38.72	7,043.82 40.64	7,398.16 42.68	7,766.37 44.81
	02-Y	6,646.21 38.34	6,979.48 40.27	7,325.60 42.26	7,694.09 44.39	8,077.03 46.59

Revised January 24, 2025 to reflect 8.0% on-schedule increase effective 7/1/2024

NOTE(S): Monthly salaries are based on 173.33 hours

4% Between Range (Except 02-QQ)
5% Between Step

ANNIVERSARY INCREMENTS:
* After completing 14 years = \$ 83.33
** After completing 19 years additional = \$ 166.67
*** After completing 24 years additional = \$ 250.00

EDUCATION STIPEND: Employees will be paid 5% additional for each 15 semester units or equivalent to a maximum of 10% for 30 units earned during employment.

SUBSTITUTES: Will be paid on the first step excluding the following:

Child Care Provider/Noon Duty who will be paid on Step 4.

Bus Drivers who will be paid at Step 5.

Clerk, Computer Lab Assistant, Food Srv Acct Tech, Food Srve Assist, Instructional Assist, Instructional Assist RSP will be paid at step 2.

HEALTH AND WELFARE ANNUAL CAP: \$13,000

EFFECTIVE: July 1, 2025
BOARD APPROVED: March 11, 2025
REVISED: July 7, 2025

**SOMIS UNION SCHOOL DISTRICT
MISCELLANEOUS CLASSIFIED HOURLY SALARY SCHEDULE
2024-2025**

POSITION	SCHEDULE	HOURLY RATE
STUDENT HELPER (July 1, 2017 - December 31, 2017)	03-A-01	\$10.50
(January 1, 2018 - December 31, 2018)		\$11.00
(January 1, 2019 - December 31, 2019)		\$12.00
(January 1, 2020 - December 31, 2020)		\$13.00
(January 1, 2021 - December 31, 2021)		\$14.00
(January 1, 2022 - December 31, 2022)		\$15.00
(January 1, 2023 - December 31, 2023)		\$15.50
(January 1, 2024 - December 31, 2024)		\$16.00
(January 1, 2025 - December 31, 2025)		\$16.50
SUMMER SCHOOL INSTRUCTIONAL ASSISTANT (7/1/17-12/31-17)	03-B-02	\$10.50
(January 1, 2018 - December 31, 2018)		\$11.00
(January 1, 2019 - December 31, 2019)		\$12.00
(January 1, 2020 - December 31, 2020)		\$13.00
(January 1, 2021 - December 31, 2021)		\$14.00
(January 1, 2022 - December 31, 2022)		\$15.00
(January 1, 2023 - December 31, 2023)		\$15.50
(January 1, 2024 - December 31, 2024)		\$16.00
(January 1, 2025 - December 31, 2025)		\$16.50

EFFECTIVE: January 1, 2025

BOARD APPROVED: April 19, 2022

REVISED: December 13, 2024

Note: Minimum wage updated to \$12/hr effective 1/1/19

1/1/20 - Minimum wage = \$13/hr

1/1/21 - Minimum wage = \$14/hr

1/1/22 - Minimum wage = \$15/hr

1/1/23 - Minimum wage = \$15.50/hr

1/1/24 - Minimum wage = \$16.00/hr

1/1/25 - Minimum wage = \$16.50/hr