

Career Technical Education (CTE) Teacher Placement Guide 7-01-26

CTE teachers without a bachelor's degree will be placed on the following columns and steps of the Teachers' Basic Salary Schedule, with the listed requirements in lieu of the standard degrees/unit requirements. Initial step placement will be based on CTE credential and industry hours. After initial step placement and hire date, movement across columns will be based on 15 hours of industry-related training or certification related to CTE teaching assignment, equal to one-semester unit. Training opportunities must be pre-approved by personnel. CTE teachers can move over on the schedule like any other teacher based on units earned via the 15:1 equation. CTE Teachers must submit their certifications with a signature and industry-related certificate to earn the certification.

Step		Class IIB	Class IIIB	Class IVB
			+60 units or BA/BS +45 units	+75 units or BA/BS +60 units
1	Prelim/Clear CTE Cred (requires 3 years of related industry experience)	52,347 281.44	54,118 290.96	55,886 300.46
2	Prelim/Clear CTE Cred and 4 years of related industry experience	52,901 284.41	54,883 295.07	58,587 314.98
3	Prelim/Clear CTE Cred and 5 years of related industry experience	53,450 287.37	57,360 308.39	61,275 329.44
4	Clear CTE Credential and 6 years of related industry experience	55,707 299.50	59,830 321.67	63,949 343.81
5	Clear CTE Credential and 7 years of related industry experience	58,903 316.68	62,432 335.66	66,765 358.95
6	Clear CTE Credential and 8 years of related industry experience	60,480 325.16	65,032 349.63	69,584 374.11
7	Clear CTE Credential and 9 years of related industry experience	62,865 337.98	67,634 363.62	72,404 389.27
8	Clear CTE Credential and 10 years of related industry experience	65,249 350.80	70,236 377.61	75,223 404.42
9	Clear CTE Credential and 11 years of related industry experience	67,634 363.62	72,838 391.60	78,039 419.56
10	Clear CTE Credential and 12 years of related industry experience	70,018 376.44	75,439 405.59	80,862 434.74
		1 unit for every 15 hours of industry-related training or certification after hire date. Must be verified with a signature and industry-related certificate.		

NOTE: Cells indicate annual salary and per diem.

Board Approval 9/10/2026