

Delano Joint Union High School District Certificated Salary Schedule
1.25% Increase Effective July 01, 2025
Appendix A

TM 11/10/25
 JA 11/10/25

Years	1 BA+30	2 BA+45	3 BA+60	4 BA+75	5 BA+90
1	\$ 63,232	\$ 63,951	\$ 67,863	\$ 71,776	\$ 75,684
2	\$ 63,232	\$ 66,493	\$ 70,409	\$ 74,316	\$ 78,228
3	\$ 65,128	\$ 69,039	\$ 72,947	\$ 76,860	\$ 80,774
4	\$ 67,670	\$ 71,581	\$ 75,493	\$ 79,403	\$ 83,315
5	\$ 70,210	\$ 74,122	\$ 78,035	\$ 81,945	\$ 85,853
6	\$ 72,756	\$ 76,667	\$ 80,577	\$ 84,491	\$ 88,401
7	\$ 75,295	\$ 79,210	\$ 83,119	\$ 87,030	\$ 90,945
8	\$ 77,839	\$ 81,749	\$ 85,664	\$ 89,573	\$ 93,485
9	\$ 80,379	\$ 84,292	\$ 88,203	\$ 92,117	\$ 96,027
10	\$ 82,924	\$ 86,840	\$ 90,749	\$ 94,658	\$ 98,573
11	\$ 85,468	\$ 89,380	\$ 93,291	\$ 97,202	\$ 101,181
12	\$ 88,011	\$ 91,920	\$ 95,832	\$ 99,746	\$ 103,656
13	\$ 90,554	\$ 94,464	\$ 98,373	\$ 102,286	\$ 106,198
14	-	\$ 97,007	\$ 100,917	\$ 104,828	\$ 108,740
15	-	-	\$ 103,459	\$ 107,370	\$ 111,284

Longevity:

Total Long.

20/5%	\$ 3,162	
25/10%	\$ 6,323	\$ 9,485
30/20%	\$ 12,646	\$ 22,131

Master's	\$ 2,845	
Doctorate	\$ 5,691	\$ 8,536

Counselors, Child Development Director

Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Students Activities Director-Comprehensive Sites

Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Day-Time Adult Education Teachers w/BA only

\$ 53.70 an hour

DELANO JOINT UNION HIGH SCHOOL DISTRICT TEACHERS' ASSOCIATION AGREEMENT 2023-2026

APPENDIX B

SALARY PAYMENT FOR ADDITIONAL PAID POSITIONS**Effective 2023-2024 School Year**

Based on \$41,963.00—increased by 6.5%

Adult Education Evening based on \$41,374—increased by 6.5%*Fixed stipend positions will be negotiated separately as they are not driven by the pro-rated amount**

Required Service Beyond the Regular School Day	0.00125	\$52.45	/hour
FCCLA Advisor	0.07	\$2,937.41	
FBLA Advisor			
MESA Advisor			
HOSA Advisor (Must have a CTE Health and Medical Technology Credential)			
E-Sports Advisor			
Counselors: (in lieu of lunch period for availability to students during student lunch periods)	0.0006875	\$28.85	/session
Home Instruction	0.001	\$41.96	/hour
Adult Education Evening*	0.001	\$44.06	/hour
Curriculum Development, Tutorial, Athletic Team	0.00125	\$52.45	/hour
Staff Substitution		\$50.00	/hour
Noon Intramural (39 minutes)	0.00081241	\$34.09	/session
Noon Detention (30 minutes)	0.00062488	\$26.22	/session
Noon Detention (43 minutes)	0.0008958	\$37.59	/session
After School Detention (30 minutes)	0.00062488	\$26.22	/session
After School Detention (55 minutes)	0.0011462	\$48.10	/session
Saturday School	0.00125	\$52.45	
Program Directors: (per contractual work year)			
Child Development, State Pre-School	0.10	\$4,196.30	
Co-Curricular Activities: (per fiscal year):			
Newspaper	0.07	\$2,937.41	
Yearbook/Newspaper (VHS)	0.04	\$1,678.52	
Drama without Musical(s) or With Musicals	0.07 0.09	\$2,937.41 \$3,776.67	
Band Director	0.07	\$2,937.41	
Choral w/o Musical(s)	0.07	\$2,937.41	
w/ Musical(s)	0.09	\$3,776.67	
Athletic Director	0.15	\$6,294.45	
Student Activities Director (comprehensive site)	0.15	\$6,294.45	
Academic Decathlon			
Chief	0.07	\$2,937.41	
Assistant	0.03	\$1,258.89	
Cheerleading	0.12	\$5,035.56	
Forensics	0.07	\$2,937.41	
Yearbook	0.07	\$2,937.41	
Recreation Supervisor (VHS)	0.05	\$2,098.15	
History Day Coach	0.04	\$1,678.52	
Color Guard Director	0.07	\$2,937.41	
Mock Trial Teacher Coach	0.07	\$2,937.41	
DEPARTMENT CHAIR (COMPREHENSIVE SCHOOL)			
	.10	\$4,196.30	/fiscal
Agriculture			Mathematics
Art			Music
Business Education			P.E. - Boys
Counseling			P.E. - Girls
English			Science
ELD			State Requirements
Homemaking			Special Education
Industrial Arts			Social Studies
Foreign Language			

8/17/2026

DELANO JOINT UNION HIGH SCHOOL DISTRICT TEACHERS' ASSOCIATION AGREEMENT 2023-2026

COACHING

Head Varsity Football	0.135	\$5,665.01	JV Head Frosh Assistant Varsity	0.09	\$3,776.67
Head Varsity Basketball	Head Boys/Girls Varsity Volleyball				
Head Varsity Baseball					
Head Varsity Track					
			Head Varsity Softball	0.12	\$5,035.56
			Head Varsity Wrestling		
Head Varsity Coach:	0.10	\$4,196.30			
Golf					
Soccer					
Swimming					
Tennis					
Cross Country					
Water Polo					
Girls Flag Football					
Assistant JV Coach	0.08	\$3,357.04			
Assistant Frosh Coach					

WASC

WASC Focus on Learning Chair (Comprehensive and Alternative):

Accreditation On Year Stipend: 0.11203795 x base = \$4,701.45
 Period Assignment: 1 period WASC Assignment

Accreditation Off Year Stipend: 0.10 x base = \$4,196.30
 Period Assignment: None

Accreditation "Mid-Year" Stipend: 0.10 x base = \$4,196.30
 Period Assignment: one period WASC assignment for one semester immediately prior to a review. [Fall/Spring, semester before a review to be determined by the WASC Focus Chair and Site Principal. In case of a tie, the superintendent will make the determination.]

WASC Focus Group Chairs (Comprehensive and Alternative):

On Year Stipend: 0.10 x base = \$4,196.30
 Off Year Stipend: 0.05 x base = \$2,098.15
 Mid-Term Review Year Stipend: 0.075 x base = \$3,147.23

Dual Enrollment Teacher Stipend

\$500 for the first section taught and \$300 for each additional section per semester.

\$250 Summer Stipend per session

Split Assignment Stipend

\$1,500.00 per year- Prorated at \$8.33 per day

Summer School Stipend: \$7,100 for a full 120 hours. Any service less than 120 hours would be pro-rated.

Teacher Induction Program Stipends

Mentor: \$1,600 per assigned probationary teacher.

The maximum caseload of a Teacher Induction Support Provider shall be two (2) probationary teachers unless no other qualified support providers are available to serve.

Lead Mentor: \$2,300

Limited Emergency Permits Mentor Stipend: \$1,600 per assigned intern teacher. The maximum caseload of a limited emergency permits shall be two (2) probationary teachers unless no other qualified support providers are available to serve.

FFA Advisor

The Agriculture Summer Service/FFA Advisor compensation shall be \$9090 per year effective with summer 2016.

Head Counselor Summer Stipend (Compensation for performance of Head Counselor job duties outside of the regular work year) (Paid August 10)

Head Counselor Summer Service Stipend (Comprehensive School Sites) 50% of the summer school rate

Head Counselor Summer Service Stipend (Continuation School Sites) 25% of the summer school rate

Head Counselors must indicate acceptance of summer service stipend. Failure not to indicate within a reasonable time period shall be considered as having vacated the Head Counselor position as per Side letter of Agreement dated August 4, 2015.

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CTE Salary Schedule 2025-2026

Effective July 01, 2026

For Certificated employees who possess less than a Bachelor's Degree AND hold a Vocational or Designated Subjects (CTE) Credential Columns 1 & 2 will be based off of the BA+30 Column of the Certificated Salary Schedule (Appendix A)

		<u>Column 1: 0-59 Semester College Units</u>		<u>Column 2: 60+ Semester College Units</u>
1		\$50,586		\$56,909
2		\$50,586		\$56,909
3		\$52,102		\$58,615
4		\$54,136		\$60,903
5		\$56,168		\$63,189
6		\$58,205		\$65,480
7		\$60,236		\$67,766
8		\$62,271		\$70,055
9		\$64,303		\$72,341
10		\$66,339		\$74,632
11		\$68,374		\$76,921
12		\$70,409		\$79,210
13		\$72,443		\$81,499
Salary rates based on 183 work days, 7.5 hours per day, and BA+30 steps 1-13 of Appendix A				

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DELANO JOINT UNION HIGH SCHOOL DISTRICT TEACHERS' ASSOCIATION AGREEMENT 2026-2029

Advanced placement on the schedule would be one step for each two years experience as follows:

Years of Experience	Step Placement on the CTE/Certificated Salary
3	1
5	2
7	3
9	4
11	5
13	6
15	7
17	8
19	9
21	10
23	11
25	12

- Placement would be based on the following:
- CTE Credential with no or up to 59 units towards a BA Degree - Column 1
 - CTE Credential with at least 60 units towards a BA Degree - Column 2
 - CTE Credential with a BA Degree moved to Certificated Salary Schedule (Appendix A)

- Approval of related Industry hours or certificate will be based on the following:
- ♦ 18 hours = 1 unit
 - ♦ Must get District pre-approval of Industry Related Professional Development units after BA and clear credential
 - ♦ CTE teacher will remain on initial placement of the CTE/Certificated Salary Schedule and will not advance until Preliminary CTE/Vocational credential is obtained
 - ♦ District pre-approved and verified industry pathway Professional Development form will be required for verification of Industry related credits (see attached).
 - ♦ Any industry training units outside of assigned industry pathway will not count for salary advancement



DELANO JOINT UNION HIGH SCHOOL DISTRICT

1720 Norwalk Street, Delano, California (661) 725-4000

Request for Industry Sector Professional Development

Section I: Employee Information

Employee Name: _____

Position/Assignment: _____

School Site/Department: _____

Section II: Professional Development Activity

Title of Training/Activity: _____

Industry Sector: _____

Training Provider/Organization: _____

Location (City/State or Virtual): _____

Dates of Participation: _____

Total Hours Completed: _____

Section III: Relevance to Industry Sector:

Provide a brief description of how the professional development aligns with the employee's assigned CTE industry sector and supports instructional or program improvement:

Section IV: Unit Equivalency

Please be advised: Any industry training course that is measured in hours will be converted as follows: 1 semester unit = 18 hours

Basis for Equivalency Determination:

☐ Accredited Institution Coursework ☐ Industry Training ☐ Combination ☐ Other: (Specify below)

jm 6/8/24 JS 6/8/24

Delano Joint Union High School District

Request for Industry Sector Professional Development

Section V: Employee Signature

Employee Signature: _____

Date: _____

Section VI: Administrative Verification

Administrator/Reviewer Name: _____

Title: _____

Signature: _____

Date: _____

Section VII: Human Resources Approval

☐ Approved ☐ Denied

HR Reviewer Name: _____

Signature: _____

Date: _____

Section VIII: Verification of Completion

Upon completion of the PD, you will print off this form and attach supporting documentation (certificate, transcript, agenda, etc.) the evidence of completion and submit to Human Resources.