



Carmel Unified School District
2026-2027
Salary Schedule
Classified Hourly

APPENDIX D

Range	Step 1 A	Step 2 B	Step 3 C	Step 4 D	Step 5 E	Step 6 F	Step 8 G	Step 10 H	Step 15 I	Step 20 J	Step 25 K
1	23.82	24.89	25.98	27.18	28.46	29.72	30.47	31.24	32.01	32.85	33.65
2	24.37	25.44	26.61	27.82	29.09	30.42	31.18	31.92	32.73	33.55	34.37
3	24.89	25.98	27.18	28.46	29.72	31.14	31.90	32.69	33.52	34.33	35.23
4	25.44	26.61	27.82	29.09	30.42	31.85	32.61	33.46	34.29	35.15	36.01
5	25.98	27.18	28.46	29.72	31.14	32.54	33.40	34.21	35.06	35.91	36.84
6	26.61	27.82	29.09	30.42	31.85	33.31	34.12	35.01	35.87	36.76	37.66
7	27.18	28.46	29.72	31.14	32.54	34.07	34.87	35.82	36.64	37.59	38.53
8	27.82	29.09	30.42	31.85	33.31	34.86	35.79	36.63	37.53	38.49	39.45
9	28.46	29.72	31.14	32.54	34.07	35.70	36.56	37.49	38.41	39.37	40.30
10	29.09	30.42	31.85	33.31	34.86	36.48	37.40	38.29	39.24	40.22	41.24
11	29.72	31.14	32.54	34.07	35.70	37.31	38.25	39.20	40.17	41.17	42.21
12	30.42	31.85	33.31	34.86	36.48	38.18	39.16	40.13	41.11	42.15	43.22
13	31.14	32.54	34.07	35.70	37.31	39.08	40.06	41.06	42.09	43.11	44.20
13+					37.81	39.56	40.55	41.57	42.61	43.67	44.77
14	31.85	33.31	34.86	36.48	38.18	40.00	41.05	42.07	43.09	44.17	45.29
15	32.54	34.07	35.70	37.31	39.08	40.90	41.94	43.01	44.09	45.15	46.32
16	33.31	34.86	36.48	38.18	40.00	41.92	42.92	44.01	45.07	46.26	47.38
17	34.07	35.70	37.31	39.08	40.90	42.81	43.92	44.98	46.11	47.25	48.46
18	34.86	36.48	38.18	40.00	41.92	43.90	44.93	46.07	47.23	48.39	49.60
19	35.70	37.31	39.08	40.90	42.81	44.86	45.97	47.15	48.32	49.52	50.73
20	36.48	38.18	40.00	41.92	43.90	45.90	47.06	48.26	49.47	50.70	51.96
21	37.31	39.08	40.90	42.81	44.86	46.99	48.18	49.42	50.62	51.88	53.17
22	38.18	40.00	41.92	43.90	45.90	48.14	49.32	50.56	51.81	53.12	54.42
23	39.08	40.90	42.81	44.86	46.99	49.24	50.44	51.71	52.99	54.33	55.68
24	40.00	41.92	43.90	45.90	48.14	50.40	51.69	52.96	54.25	55.60	57.04
25	41.05	43.00	44.99	47.09	49.35	51.72	53.00	54.35	55.69	57.09	58.53
26	42.04	44.06	46.09	48.23	50.56	52.98	54.30	55.69	57.05	58.49	59.96
27	43.07	45.13	47.22	49.41	51.80	54.28	55.63	57.05	58.45	59.92	61.43
28	44.13	46.24	48.38	50.63	53.07	55.61	57.00	58.45	59.87	61.39	62.93
29	45.21	47.36	49.57	51.86	54.36	56.98	58.39	59.87	61.34	62.89	64.48
30	46.33	48.53	50.78	53.13	55.70	58.36	59.82	61.34	62.84	64.44	66.05

13+: Based upon MOU dated 9/4/25

STEP PLACEMENT: New employees shall normally be placed on Step A of the salary schedule. The District may grant experience credit up to Step E for any new employee or up to Step E for new journeymen, maintenance personnel, or mechanic. (Experience credit given up to Step E effective 7/1/12.)

STEP MOVEMENT: Continuing employees will advance to the next higher salary step each July 1st, provided they have been in paid status 75% of the required workdays of the prior year in their current classification. A change in classification will be applied following the 75% rule based upon the date of reclassification.

EDUCATIONAL INCENTIVE: Bachelor's - \$1,000, Master's - \$2,000, Doctorate - \$5,635 (all amounts are annual totals, only one incentive for each degree level)

Approved: 10/7/2026

Effective: 7/1/2026