



**Carmel Unified School District
2026-2027
Salary Schedule
Classified Monthly**

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	4,127	4,313	4,503	4,709	4,932	5,152	5,279	5,417	5,552	5,691	5,832
2	4,220	4,411	4,610	4,822	5,038	5,267	5,405	5,532	5,669	5,819	5,958
3	4,313	4,503	4,709	4,932	5,152	5,396	5,528	5,664	5,810	5,950	6,103
4	4,411	4,610	4,822	5,038	5,267	5,518	5,656	5,798	5,944	6,091	6,240
5	4,503	4,709	4,932	5,152	5,396	5,639	5,786	5,930	6,074	6,230	6,384
6	4,610	4,822	5,038	5,267	5,518	5,771	5,920	6,069	6,221	6,364	6,526
7	4,709	4,932	5,152	5,396	5,639	5,906	6,047	6,204	6,353	6,520	6,680
8	4,822	5,038	5,267	5,518	5,771	6,045	6,198	6,352	6,508	6,675	6,839
9	4,932	5,152	5,396	5,639	5,906	6,184	6,338	6,498	6,659	6,820	6,988
10	5,038	5,267	5,518	5,771	6,045	6,322	6,483	6,636	6,800	6,979	7,152
11	5,152	5,396	5,639	5,906	6,184	6,467	6,627	6,796	6,967	7,135	7,318
12	5,267	5,518	5,771	6,045	6,322	6,620	6,788	6,956	7,126	7,305	7,490
13	5,396	5,639	5,906	6,184	6,467	6,773	6,936	7,114	7,296	7,474	7,663
14	5,518	5,771	6,045	6,322	6,620	6,932	7,113	7,291	7,472	7,658	7,848
15	5,639	5,906	6,184	6,467	6,773	7,090	7,269	7,457	7,640	7,823	8,027
16	5,771	6,045	6,322	6,620	6,932	7,263	7,439	7,631	7,811	8,014	8,211
17	5,906	6,184	6,467	6,773	7,090	7,419	7,609	7,800	7,995	8,192	8,401
18	6,045	6,322	6,620	6,932	7,263	7,605	7,791	7,982	8,186	8,384	8,597
19	6,184	6,467	6,773	7,090	7,419	7,773	7,966	8,172	8,373	8,584	8,794
20	6,322	6,620	6,932	7,263	7,605	7,957	8,159	8,364	8,576	8,787	9,009
21	6,467	6,773	7,090	7,419	7,773	8,150	8,349	8,563	8,775	8,995	9,220
22	6,620	6,932	7,263	7,605	7,957	8,342	8,550	8,762	8,980	9,206	9,434
23	6,773	7,090	7,419	7,773	8,150	8,530	8,743	8,962	9,184	9,420	9,652
24	6,932	7,263	7,605	7,957	8,342	8,735	8,959	9,178	9,403	9,641	9,881
25	7,114	7,454	7,797	8,161	8,554	8,963	9,186	9,421	9,652	9,896	10,145
26	7,288	7,637	7,989	8,361	8,765	9,183	9,412	9,652	9,888	10,137	10,394
27	7,466	7,823	8,185	8,565	8,979	9,409	9,642	9,888	10,130	10,387	10,648
28	7,649	8,015	8,386	8,775	9,198	9,639	9,879	10,130	10,377	10,641	10,909
29	7,838	8,211	8,591	8,989	9,423	9,875	10,121	10,377	10,632	10,901	11,176
30	8,030	8,412	8,801	9,209	9,654	10,117	10,368	10,632	10,892	11,169	11,449

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: 10/07/2026

Effective: 07/01/2026