10/28/26

TM 11/4/2026

Delano Joint Union High School District Certificated Salary Schedule

Appendix A , Class 1

Salary rates based on 183 workday calendar

1.50% Increase Effective July 01, 2026

Years	1 BA+30	2 BA+45	3 BA+60	4 BA+75	5 BA+90
1	$ 64,180	$ 64,910	$ 68,881	$ 72,853	$ 76,819
2	$ 64,180	$ 67,490	$ 71,465	$ 75,431	$ 79,401
3	$ 66,105	$ 70,075	$ 74,041	$ 78,013	$ 81,986
4	$ 68,685	$ 72,655	$ 76,625	$ 80,594	$ 84,565
5	$ 71,263	$ 75,234	$ 79,206	$ 83,174	$ 87,141
6	$ 73,847	$ 77,817	$ 81,786	$ 85,758	$ 89,727
7	$ 76,424	$ 80,398	$ 84,366	$ 88,335	$ 92,309
8	$ 79,007	$ 82,975	$ 86,949	$ 90,917	$ 94,887
9	$ 81,585	$ 85,556	$ 89,526	$ 93,499	$ 97,467
10	$ 84,168	$ 88,143	$ 92,110	$ 96,078	$ 100,052
11	$ 86,750	$ 90,721	$ 94,690	$ 98,660	$ 102,699
12	$ 89,331	$ 93,299	$ 97,269	$ 101,242	$ 105,211
13	$ 91,912	$ 95,881	$ 99,849	$ 103,820	$ 107,791
14	-	$ 98,462	$ 102,431	$ 106,400	$ 110,371
15	-	-	$ 105,011	$ 108,981	$ 112,953

Longevity:		Total Long.
20/5%	$ 3,209	
25/10%	$ 6,418	$ 9,627
30/20%	$ 12,836	$ 22,463

Degrees:		Total Degrees
Master's	$ 2,888	
Doctorate	$ 5,776	$ 8,664

*Longevity and Degree stipends are based off Col. 1 Step 1 of Certificated 183 workday salary schedule Class 1.

Day-Time Adult Education Teachers w/BA only

$ 54.51 an hour

10/28/24

TM 11/4/2026

Delano Joint Union High School District Certificated Salary Schedule

Appendix A , Class 2

Secondary Counselors, Student Activity Directors & Athletic Directors

Salary rates based on 192 workday calendar

1.50% Increase Effective July 01, 2026

Years	1 BA+30	2 BA+45	3 BA+60	4 BA+75	5 BA+90
1	$ 67,336	$ 68,102	$ 72,269	$ 76,436	$ 80,597
2	$ 67,336	$ 70,809	$ 74,980	$ 79,141	$ 83,306
3	$ 69,356	$ 73,521	$ 77,682	$ 81,850	$ 86,018
4	$ 72,063	$ 76,228	$ 80,393	$ 84,558	$ 88,724
5	$ 74,768	$ 78,934	$ 83,101	$ 87,265	$ 91,427
6	$ 77,479	$ 81,644	$ 85,808	$ 89,976	$ 94,140
7	$ 80,183	$ 84,352	$ 88,515	$ 92,679	$ 96,849
8	$ 82,893	$ 87,056	$ 91,225	$ 95,388	$ 99,554
9	$ 85,597	$ 89,764	$ 93,929	$ 98,097	$ 102,260
10	$ 88,307	$ 92,478	$ 96,640	$ 100,803	$ 104,973
11	$ 91,016	$ 95,183	$ 99,347	$ 103,512	$ 107,750
12	$ 93,724	$ 97,887	$ 102,053	$ 106,221	$ 110,385
13	$ 96,432	$ 100,596	$ 104,760	$ 108,926	$ 113,092
14	-	$ 103,304	$ 107,469	$ 111,633	$ 115,799
15	-	-	$ 110,175	$ 114,341	$ 118,508

Longevity:		Total Long.
20/5%	$ 3,209	
25/10%	$ 6,418	$ 9,627
30/20%	$ 12,836	$ 22,463

Degrees:		Total Degrees
Master's	$ 2,888	
Doctorate	$ 5,776	$ 8,664

*Longevity and Degree stipends are based off Col. 1 Step 1 of Certificated 183 workday salary schedule Class 1.

10/28/24

TM 11/1/2026

CTE Salary Schedule 2026-2027

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)

	Column 1: 0-59 Semester College Units	Column 2: 60+ Semester College Units
1	$51,344	$57,762
2	$51,344	$57,762
3	$52,884	$59,495
4	$54,948	$61,817
5	$57,010	$64,137
6	$59,078	$66,462
7	$61,139	$68,782
8	$63,206	$71,106
9	$65,268	$73,427
10	$67,334	$75,751
11	$69,400	$78,075
12	$71,465	$80,398
13	$73,530	$82,721

Salary rates based on 183 work days, 7.5 hours per day, and BA+30 steps 1-13 of Appendix A

JR 10/28/24

TM 11/4/2026

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 Schedule
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

Longevity:		**Total Logevity**
20/5%	$3,209	
25/10%	$6,418	$9,627
30/20%	$12,836	$22,463

*Longevity stipend is based off Col. 1 Step 1 of Certificated 183 workday salary schedule Class 1.

JS 10/28/26
TM 11/4/2026

APPENDIX B

SALARY PAYMENT FOR ADDITIONAL PAID STIPENDS

Effective 2026-2027 School Year

Based on $41,963.00—increased by 6.5% in F/Y 23/24

***Adult Education Evening Based on $41,374-increased by 6.5% in F/Y 23/24**

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 FBLA Advisor MESA Advisor HOSA Advisor (Must have a CTE Health and Medical Technology Credential) E-Sports Advisor	0.07	$2,937.41	
~~Counselors: (in lieu of lunch period for availability to Students during student lunch periods)~~	~~0.0006875~~	~~$26.86~~	/session
Home Instruction	0.001	$41.96	/hour
Adult Education Evening*	0.001	$44.06	/hour
Curriculum Development, Tutorial, Athletic Team Supervisor	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~~	
~~Noon Detention (43 minutes)~~	~~0.0008958~~	~~$37.59~~	
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	0.07	$2,937.41
With Musicals	0.09	$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 year

Agriculture	Mathematics
Art	Music
Business Education	P.E. - Boys
Counseling	P.E. - Girls
English	Science
ELD	State Requirements
Homemaking	Special Education
Industrical Arts	Social Studies
Foreign Language	

10/26/26

11/4/2026

COACHING

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

WASC

WASC Focus on Learning Chair (Compehensive 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 based = $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 avilable to serv.

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.