

**SALARY SCHEDULE  
TEACHERS AND RESOURCE SPECIALISTS**

**185 DAYS  
2025 - 2026**

**ANNUAL SALARY**

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	<b>STEP</b>	<b>COL. 1</b>	<b>COL. 2</b>	<b>COL. 3</b>	<b>COL. 4</b>	<b>COL. 5</b>	<b>COL. 6</b>
1	<b>1</b>	62,009	62,331	65,097	67,068	69,679	72,786
2	<b>2</b>	62,807	63,863	66,410	69,110	71,888	75,243
3	<b>3</b>	63,904	65,459	68,492	71,398	74,519	77,885
4	<b>4</b>	65,012	67,082	70,695	73,920	77,301	80,790
5	<b>*5</b>	66,140	68,738	73,134	76,691	80,215	83,740
6	<b>6</b>	67,284	70,439	75,740	79,539	83,223	86,802
7	<b>7</b>	68,451	72,185	78,391	82,379	86,237	89,863
8	<b>8</b>	69,635	73,975	80,976	85,315	89,284	92,985
9	<b>9</b>	70,842	75,809	83,123	88,235	92,754	96,724
10	<b>10</b>	72,072	79,613	86,654	93,975	101,622	106,594
11	<b>11</b>	72,072	79,613	88,961	94,383	101,622	106,594
12	<b>12</b>	72,072	79,613	92,047	96,631	102,142	106,594
13	<b>13</b>	72,072	79,613	93,511	98,804	103,809	107,756
14	<b>14</b>	72,072	79,613	94,065	99,312	104,152	108,157
15	<b>15</b>	72,072	79,613	95,753	102,711	106,425	111,097
16	<b>16</b>	72,072	79,613	95,753	102,711	106,759	111,332
17	<b>17</b>	72,072	79,613	95,753	103,183	107,280	111,665
18	<b>18</b>	72,072	79,613	95,753	103,560	108,293	113,048
19	<b>19</b>	72,072	79,613	95,753	103,626	108,354	113,220
20	<b>20</b>	72,072	79,613	98,715	109,510	114,414	119,884
21	<b>21</b>	72,072	79,613	99,208	110,058	114,985	120,484
22	<b>22</b>	72,072	79,613	99,705	110,608	115,560	121,086
23	<b>23</b>	72,072	79,613	100,203	111,161	116,139	121,691
24	<b>24</b>	72,072	79,613	100,704	111,716	116,720	122,300

- Regular credential required for increments below asterisk (\*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
- Only semester units earned after the date the degree was granted will be counted.
- At the beginning of the 15th year, employees in column 3 will automatically be placed on Step 15 of Column 4. Further vertical and horizontal movement will be subject to existing salary schedule rules per the Collective Bargaining Agreement.
- Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
- \$1,568.50 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,701.62 per year will be paid for BCC/BCLAD.
- \$1,010.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.

**AUXILIARY SALARY SCHEDULES**

Summer School Teacher	Salary step 1 - 5	\$58.93 per hour
	Salary step 6 - 10	\$73.64 per hour
	Salary step 11 & up	\$88.38 per hour
ESY - Speech/Language Pathologists	Salary step 1 - 5	\$82.09 per hour
	Salary step 6 & up	\$93.03 per hour
Contract Hourly Rate		\$54.10 per hour
Independent Study and Home/Hospital Hourly Teachers	Step 1	\$54.12 per hour
	Step 2	\$56.86 per hour
	Step 3	\$59.62 per hour
Peer Assistance & Review (PAR) Panel Members		\$2,000.00 annual stipend
Peer Assistance & Review (PAR) Consulting Teachers		\$4,449.00 annual stipend

Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

**CERTIFICATED COLUMN CHANGE REQUIREMENTS AND DEADLINES FOR 185 DAY EMPLOYMENT**

Column Change Request Form to Human Resources Dept. prior to:	Official Transcript Verification prior to:	Effective Date:
July 1	September 1	July 1
End of the first week of paid service	December 1	First day in Fall
February 10	April 1	Beginning of 6th school month