

**SALARY SCHEDULE  
ADULT EDUCATION  
2025 - 2026**

**CLASSIFICATION**

**POSITION**

Adult Education Teacher  
BU UT / SAL I / CAL R4 / 20.11.6

**WORK DAYS**

175  
10-mos Aug-Jun

**HOURLY RATE**

Step 1	1st year	51.83	1-001
Step 2	2nd year	54.48	1-002
Step 3	3rd year	57.88	1-003
Step 10	10th year	59.00	1-010
Step 15	15th year	61.51	1-015
Step 20	20th year	65.39	1-020
Step 21	21st year	65.72	1-077
Step 22	22nd year	66.05	1-078
Step 23	23rd year	66.38	1-079
Step 24	24th year	66.71	1-080

Adult Education Resource Teacher - Hourly  
BU UT / SAL I / CAL AR / 20.11.8

180  
10-mos Aug-Jun

**HOURLY RATE**

Step 1	1st year	54.44	5-001
Step 2	2nd year	57.21	5-002
Step 3	3rd year	60.78	5-003
Step 10	10th year	61.97	5-010
Step 15	15th year	64.59	5-015
Step 20	20th year	68.64	5-020
Step 21	21st year	68.98	5-077
Step 22	22nd year	69.33	5-078
Step 23	23rd year	69.67	5-079
Step 24	24th year	70.02	5-080

Adult Education Resource Teacher - Monthly  
BU UT / SAL I / CAL AM / 20.12+.8

200

**ANNUAL SALARY**

Step 1	1st year	87,067	5-031
Step 2	2nd year	91,511	5-032
Step 3	3rd year	97,208	5-033
Step 10	10th year	99,122	5-040
Step 15	15th year	103,315	5-045
Step 20	20th year	109,811	5-050
Step 21	21st year	110,360	5-062
Step 22	22nd year	110,912	5-063
Step 23	23rd year	111,466	5-064
Step 24	24th year	112,024	5-065

\*Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

Adult Education Counselor  
BU UT / SAL K / CAL AC / 20.12+.8

203

**ANNUAL SALARY**

	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
STEP	COL. 1	COL. 2	COL. 3
1	77,913	80,254	82,670
2	85,085	87,727	90,298
3	92,056	94,827	97,679
4	101,594	105,505	109,402
*5	111,353	120,157	125,364
10	113,578	122,560	127,869
15	118,406	127,763	133,305
20	125,805	135,752	141,637
21	126,434	136,431	142,345
22	127,066	137,113	143,057
23	127,702	137,798	143,772
24	128,340	138,487	144,491

1. Regular credential required for increments beyond asterisk (\*).

2. Only semester units earned after the date the degree was granted will be counted.
3. \$ 641.38 per year will be paid on a pro-rated basis for a master's degree earned from an accredited institution to Ad. Ed. Teachers who have attained permanency (17 hrs per wk or more) based on 28 hrs per wk as full-time employment.
4. \$ 1,603.48 (includes stipend for a master's degree) will be paid on a pro-rated basis for an earned Ed.D. or Ph.D. from an accredited institution to Ad. Ed. Teachers who have attained permanency (17 hrs per wk or more) based on 28 hrs per wk as full-time employment.  
  
\$ 1,603.48 per year will be paid for an Ed.D, Ph.D, J.D. or D.D.S. and M.D. earned from an accredited institution.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

Board Amended: 12/8/2025

**SALARY SCHEDULE  
SPEECH/LANGUAGE PATHOLOGISTS**

**2025 - 2026**

**192 DAYS**

**ANNUAL SALARY**

	<b>STEP</b>	<b>MA COL. 1</b>	<b>BA + 60 with MA or MA + 15 or MA WITH CCC COL. 2</b>	<b>BA + 75 with MA or MA + 30 or MA + 15 WITH CCC COL. 3</b>
1	<b>1</b>	73,699	75,910	78,196
2	<b>2</b>	80,483	82,967	85,405
3	<b>3</b>	87,066	89,693	92,389
4	<b>4</b>	96,083	99,784	103,476
5	<b>*5</b>	105,326	113,641	118,560
6	<b>6</b>	105,747	114,095	119,035
7	<b>7</b>	106,170	114,551	119,510
8	<b>8</b>	106,594	115,010	119,988
9	<b>9</b>	107,022	115,470	120,469
10	<b>10</b>	107,429	115,911	120,932
11	<b>11</b>	108,342	116,896	121,960
12	<b>12</b>	109,263	117,890	122,997
13	<b>13</b>	110,192	118,890	124,043
14	<b>14</b>	111,128	119,901	125,098
15	<b>15</b>	111,998	120,837	126,076
16	<b>16</b>	112,275	121,136	126,388
17	<b>17</b>	113,679	122,650	127,967
18	<b>18</b>	115,100	124,184	129,567
19	<b>19</b>	116,538	125,736	131,187
20	<b>20</b>	119,000	128,389	133,953
21	<b>21</b>	119,594	129,032	134,624
22	<b>22</b>	120,192	129,677	135,296
23	<b>23</b>	120,793	130,325	135,973
24	<b>24</b>	121,397	130,977	136,652

1. Regular credential required for increments beyond asterisk (\*).
2. Only semester units earned after the date the degree was granted will be counted.
3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
4. \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
5. \$659.04 per year will be paid for LDS/CLAD.  
\$4,443.21 per year will be paid for BCC/BCLAD.
6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
7. With Director prior approval, for the purpose of conducting "make-up" hours for time beyond the regular workday, the hourly compensation will be based on a divisor of (6) to calculate the rate on a time sheet.
8. A new hire not qualified for Column 1 will be paid the same rate as the Counselor (K - 8) Salary Schedule Column 1 / Step 1.
9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE  
PROGRAM SPECIALISTS**

**2025 - 2026**

**212 DAYS**

**ANNUAL SALARY**

	STEP	MA	MA + 20	MA + 40
		COL. 1	COL. 2	COL. 3
1	1	97,031	101,438	104,963
2	2	102,948	107,165	110,343
3	3	108,630	114,869	120,054
4	4	113,832	121,480	125,179
5	5	118,506	127,177	132,328
6	6	118,979	127,686	132,857
7	7	119,456	128,197	133,389
8	8	119,934	128,711	133,922
9	9	120,414	129,226	134,458
10	10	120,862	129,706	134,960
11	11	121,890	130,809	136,107
12	12	122,925	131,922	137,263
13	13	123,970	133,043	138,431
14	14	125,024	134,173	139,607
15	15	125,972	135,190	140,670
16	16	127,546	136,881	142,428
17	17	129,141	138,591	144,209
18	18	130,754	140,324	146,011
19	19	132,389	142,078	147,837
20	20	133,803	143,599	149,416
21	21	134,471	144,317	150,164
22	22	135,144	145,039	150,915
23	23	135,819	145,764	151,669
24	24	136,499	146,493	152,427

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.
2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
3. \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
4. \$3,784.17 per year will be paid for BCC/BCLAD.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE**

**SCHOOL PSYCHOLOGISTS, BEHAVIORAL HEALTH CLINICIANS,  
AND DISTRICT SOCIAL WORKER CLINICIANS**

**2025 - 2026**

**192 DAYS**

**ANNUAL SALARY**

	<b>STEP</b>	<b>MA COL. 1</b>	<b>MA + 20 COL. 2</b>	<b>MA + 40 COL. 3</b>
1	<b>1</b>	85,879	89,693	94,238
2	<b>2</b>	91,424	95,434	99,553
3	<b>3</b>	96,380	100,781	104,318
4	<b>4</b>	101,274	105,770	109,694
5	<b>5</b>	106,162	113,981	119,165
6	<b>6</b>	106,586	114,437	119,643
7	<b>7</b>	107,012	114,895	120,120
8	<b>8</b>	107,442	115,354	120,601
9	<b>9</b>	107,871	115,816	121,083
10	<b>10</b>	108,285	116,259	121,547
11	<b>11</b>	109,205	117,248	122,581
12	<b>12</b>	110,133	118,243	123,623
13	<b>13</b>	111,070	119,248	124,674
14	<b>14</b>	112,013	120,262	125,734
15	<b>15</b>	112,884	121,203	126,714
16	<b>16</b>	114,296	122,718	128,299
17	<b>17</b>	115,725	124,251	129,902
18	<b>18</b>	117,172	125,804	131,526
19	<b>19</b>	118,637	127,378	133,170
20	<b>20</b>	119,940	128,775	134,634
21	<b>21</b>	120,539	129,419	135,307
22	<b>22</b>	121,143	130,067	135,983
23	<b>23</b>	121,749	130,717	136,664
24	<b>24</b>	122,358	131,371	137,347

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.
2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
3. \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
4. \$659.04 per year will be paid for LDS/CLAD.  
\$4,443.21 per year will be paid for BCC/BCLAD.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE**

**HIGH SCHOOL COUNSELORS, COMMUNITY DAY SCHOOL COUNSELORS & DEAN OF STUDENTS**

**2025 - 2026**

**192 DAYS**

**ANNUAL SALARY**

	<b>STEP</b>	<b>BA + 45 or MA COL. 1</b>	<b>BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2</b>	<b>BA + 75 with MA or MA + 30 COL. 3</b>
1	<b>1</b>	73,690	75,905	78,191
2	<b>2</b>	80,476	82,975	85,403
3	<b>3</b>	87,065	89,686	92,383
4	<b>4</b>	96,086	99,790	103,475
5	<b>*5</b>	105,318	113,644	118,567
6	<b>6</b>	105,740	114,098	119,042
7	<b>7</b>	106,163	114,554	119,518
8	<b>8</b>	106,587	115,013	119,996
9	<b>9</b>	107,013	115,473	120,476
10	<b>10</b>	107,422	115,918	120,942
11	<b>11</b>	108,335	116,902	121,971
12	<b>12</b>	109,256	117,896	123,007
13	<b>13</b>	110,185	118,899	124,053
14	<b>14</b>	111,121	119,909	125,108
15	<b>15</b>	111,989	120,843	126,082
16	<b>16</b>	113,388	122,354	127,658
17	<b>17</b>	114,806	123,883	129,253
18	<b>18</b>	116,242	125,432	130,869
19	<b>19</b>	117,694	127,000	132,504
20	<b>20</b>	118,900	128,397	133,959
21	<b>21</b>	119,495	129,039	134,629
22	<b>22</b>	120,092	129,684	135,301
23	<b>23</b>	120,692	130,332	135,978
24	<b>24</b>	121,295	130,983	136,658

- Regular credential required for increments beyond asterisk (\*).
- Only semester units earned after the date the degree was granted will be counted.
- Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$659.04 per year will be paid for LDS/CLAD.  
\$4,443.21 per year will be paid for BCC/BCLAD.
- Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE**

**COUNSELORS  
(K - 8)  
2025 - 2026  
187 DAYS**

**ANNUAL SALARY**

	<b>STEP</b>	<b>BA + 45 or MA COL. 1</b>	<b>BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2</b>	<b>BA + 75 with MA or MA + 30 COL. 3</b>
1	<b>1</b>	71,771	73,929	76,153
2	<b>2</b>	78,381	80,816	83,178
3	<b>3</b>	84,800	87,351	89,978
4	<b>4</b>	93,584	97,190	100,780
5	<b>*5</b>	102,575	110,686	115,479
6	<b>6</b>	102,984	111,129	115,941
7	<b>7</b>	103,396	111,575	116,404
8	<b>8</b>	103,810	112,021	116,870
9	<b>9</b>	104,226	112,468	117,338
10	<b>10</b>	104,627	112,901	117,793
11	<b>11</b>	105,517	113,861	118,795
12	<b>12</b>	106,414	114,828	119,804
13	<b>13</b>	107,318	115,804	120,823
14	<b>14</b>	108,230	116,788	121,850
15	<b>15</b>	109,071	117,698	122,797
16	<b>16</b>	110,435	119,170	124,332
17	<b>17</b>	111,815	120,660	125,886
18	<b>18</b>	113,213	122,168	127,459
19	<b>19</b>	114,628	123,695	129,053
20	<b>20</b>	115,806	125,054	130,474
21	<b>21</b>	116,385	125,680	131,126
22	<b>22</b>	116,967	126,308	131,782
23	<b>23</b>	117,551	126,940	132,441
24	<b>24</b>	118,139	127,576	133,102

1. Regular credential required for increments beyond asterisk (\*).
2. Only semester units earned after the date the degree was granted will be counted.
3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
4. \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
5. \$659.04 per year will be paid for LDS/CLAD.  
\$4,443.21 per year will be paid for BCC/BCLAD.
- 6.

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

7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE  
TEACHER ON SPECIAL ASSIGNMENT**

**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>	66,138	66,483	69,434	71,537	74,324	77,639
2	<b>2</b>	66,991	68,119	70,835	73,718	76,680	80,261
3	<b>3</b>	68,162	69,821	73,057	76,158	79,489	83,081
4	<b>4</b>	69,343	71,553	75,408	78,849	82,457	86,181
5	<b>*5</b>	70,548	73,318	78,011	81,807	85,566	89,329
6	<b>6</b>	71,769	75,136	80,792	84,844	88,776	92,595
7	<b>7</b>	73,013	76,998	83,621	87,876	91,993	95,862
8	<b>8</b>	74,278	78,909	86,379	91,009	95,244	99,193
9	<b>9</b>	75,565	80,864	88,669	94,125	98,947	103,183
10	<b>10</b>	76,878	84,924	92,437	100,250	108,411	113,715
11	<b>11</b>	76,878	84,924	94,900	100,686	108,411	113,715
12	<b>12</b>	76,878	84,924	98,193	103,083	108,964	113,715
13	<b>13</b>	76,878	84,924	99,754	105,403	110,743	114,956
14	<b>14</b>	76,878	84,924	100,346	105,945	111,109	115,382
15	<b>15</b>	76,878	84,924	102,146	109,570	113,534	118,520
16	<b>16</b>	76,878	84,924	102,146	109,570	113,892	118,772
17	<b>17</b>	76,878	84,924	102,146	110,075	114,447	119,125
18	<b>18</b>	76,878	84,924	102,146	110,478	115,528	120,602
19	<b>19</b>	76,878	84,924	102,146	110,547	115,593	120,787
20	<b>20</b>	76,878	84,924	105,308	116,828	122,060	127,898
21	<b>21</b>	76,878	84,924	105,835	117,412	122,670	128,537
22	<b>22</b>	76,878	84,924	106,363	117,999	123,284	129,180
23	<b>23</b>	76,878	84,924	106,896	118,588	123,901	129,825
24	<b>24</b>	76,878	84,924	107,431	119,182	124,520	130,475

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.

**SALARY SCHEDULE  
TEACHER ON SPECIAL ASSIGNMENT, HIGH SCHOOL LIBRARIANS**

**192 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>	68,617	68,974	72,037	74,220	77,111	80,551
2	<b>2</b>	69,501	70,671	73,491	76,482	79,558	83,271
3	<b>3</b>	70,716	72,439	75,797	79,016	82,473	86,199
4	<b>4</b>	71,943	74,235	78,237	81,809	85,553	89,416
5	<b>*5</b>	73,194	76,069	80,939	84,876	88,780	92,685
6	<b>6</b>	74,459	77,953	83,825	88,031	92,110	96,074
7	<b>7</b>	75,752	79,887	86,760	91,176	95,448	99,464
8	<b>8</b>	77,063	81,870	89,622	94,429	98,823	102,922
9	<b>9</b>	78,400	83,900	92,000	97,661	102,667	107,063
10	<b>10</b>	79,761	88,113	95,910	104,018	112,488	117,994
11	<b>11</b>	79,761	88,113	98,466	104,471	112,488	117,994
12	<b>12</b>	79,761	88,113	101,883	106,959	113,062	117,994
13	<b>13</b>	79,761	88,113	103,504	109,367	114,910	119,280
14	<b>14</b>	79,761	88,113	104,118	109,930	115,289	119,726
15	<b>15</b>	79,761	88,113	105,987	113,692	117,806	122,981
16	<b>16</b>	79,761	88,113	105,987	113,692	118,177	123,241
17	<b>17</b>	79,761	88,113	105,987	114,215	118,753	123,608
18	<b>18</b>	79,761	88,113	105,987	114,634	119,876	125,141
19	<b>19</b>	79,761	88,113	105,987	114,706	119,942	125,332
20	<b>20</b>	79,761	88,113	109,266	121,223	126,654	132,712
21	<b>21</b>	79,761	88,113	109,814	121,830	127,287	133,375
22	<b>22</b>	79,761	88,113	110,362	122,439	127,923	134,042
23	<b>23</b>	79,761	88,113	110,913	123,051	128,562	134,713
24	<b>24</b>	79,761	88,113	111,470	123,667	129,205	135,385

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

SALARY SCHEDULE

DISTRICT SCHOOL NURSE SPECIALIST

192 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
	STEP	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6
1	1	67,958	68,315	71,378	73,561	76,452	79,892
2	2	68,843	70,012	72,832	75,823	78,899	82,613
3	3	70,057	71,779	75,138	78,357	81,813	85,540
4	4	71,284	73,576	77,577	81,150	84,893	88,757
5	*5	72,533	75,410	80,279	84,218	88,120	92,024
6	6	73,801	77,295	83,165	87,372	91,452	95,414
7	7	75,092	79,227	86,101	90,518	94,790	98,805
8	8	76,405	81,210	88,964	93,769	98,163	102,262
9	9	77,741	83,241	91,341	97,002	102,008	106,404
10	10	79,101	87,454	95,252	103,360	111,828	117,333
11	11	79,101	87,454	97,807	103,811	111,828	117,333
12	12	79,101	87,454	101,223	106,300	112,404	117,333
13	13	79,101	87,454	102,844	108,708	114,250	118,622
14	14	79,101	87,454	103,459	109,270	114,629	119,065
15	15	79,101	87,454	105,329	113,034	117,147	122,321
16	16	79,101	87,454	105,329	113,034	117,517	122,581
17	17	79,101	87,454	105,329	113,556	118,094	122,949
18	18	79,101	87,454	105,329	113,974	119,217	124,482
19	19	79,101	87,454	105,329	114,048	119,282	124,673
20	20	79,101	87,454	107,526	119,364	124,740	130,739
21	21	79,101	87,454	108,063	119,961	125,364	131,392
22	22	79,101	87,454	108,604	120,561	125,990	132,049
23	23	79,101	87,454	109,147	121,164	126,620	132,710
24	24	79,101	87,454	109,693	121,770	127,253	133,373

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$659.04 per year will be paid for LDS/CLAD.  
\$4,443.21 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE**

**HIGH SCHOOL ATHLETIC DIRECTORS AND STUDENT ACTIVITIES DIRECTORS**

**195 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>	67,047	67,398	70,056	71,445	72,861	74,307
2	<b>2</b>	66,428	67,550	70,563	73,923	75,196	77,074
3	<b>3</b>	67,590	69,241	72,661	76,490	78,065	80,007
4	<b>4</b>	68,762	70,955	74,567	79,223	81,613	84,016
5	<b>*5</b>	69,955	72,709	76,820	82,439	84,860	87,357
6	<b>6</b>	71,168	74,508	79,263	85,728	88,237	90,836
7	<b>7</b>	72,401	76,356	81,867	89,146	91,796	94,448
8	<b>8</b>	73,658	78,250	84,465	93,155	95,401	98,211
9	<b>9</b>	74,935	80,189	87,171	96,873	102,688	105,915
10	<b>10</b>	76,235	84,218	94,386	105,634	114,235	119,829
11	<b>11</b>	76,883	84,934	95,187	106,533	115,206	120,846
12	<b>12</b>	77,537	85,656	95,996	107,438	116,185	121,874
13	<b>13</b>	78,196	86,384	96,813	108,351	117,172	122,909
14	<b>14</b>	78,861	87,119	97,636	109,272	118,168	123,954
15	<b>15</b>				110,096	119,062	124,894
16	<b>16</b>				111,472	120,550	126,455
17	<b>17</b>				112,866	122,057	128,036
18	<b>18</b>				114,277	123,583	129,636
19	<b>19</b>				115,705	125,127	131,256
20	<b>20</b>				116,936	126,461	132,658
21	<b>21</b>				117,521	127,093	133,320
22	<b>22</b>				118,108	127,728	133,987
23	<b>23</b>				118,699	128,367	134,658
24	<b>24</b>				119,293	129,010	135,331

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- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**SALARY SCHEDULE  
TEACHER ON SPECIAL ASSIGNMENT**

**195 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>	69,677	70,039	73,151	75,368	78,304	81,798
2	<b>2</b>	70,576	71,763	74,628	77,665	80,788	84,562
3	<b>3</b>	71,808	73,558	76,969	80,238	83,748	87,534
4	<b>4</b>	73,056	75,383	79,447	83,074	86,877	90,801
5	<b>*5</b>	74,324	77,246	82,191	86,191	90,155	94,120
6	<b>6</b>	75,610	79,160	85,121	89,394	93,537	97,563
7	<b>7</b>	76,924	81,123	88,103	92,589	96,927	101,005
8	<b>8</b>	78,256	83,137	91,009	95,891	100,354	104,517
9	<b>9</b>	79,614	85,198	93,426	99,175	104,258	108,723
10	<b>10</b>	80,995	89,478	97,396	105,631	114,232	119,823
11	<b>11</b>	80,995	89,478	99,991	106,090	114,232	119,823
12	<b>12</b>	80,995	89,478	103,463	108,617	114,817	119,823
13	<b>13</b>	80,995	89,478	105,109	111,064	116,691	121,130
14	<b>14</b>	80,995	89,478	105,732	111,635	117,078	121,582
15	<b>15</b>	80,995	89,478	107,630	115,457	119,633	124,889
16	<b>16</b>	80,995	89,478	107,630	115,457	120,010	125,153
17	<b>17</b>	80,995	89,477	107,630	115,986	120,596	125,527
18	<b>18</b>	80,995	89,478	107,630	116,411	121,734	127,083
19	<b>19</b>	80,995	89,478	107,630	116,485	121,803	127,277
20	<b>20</b>	80,995	89,478	110,961	123,103	128,620	134,772
21	<b>21</b>	80,995	89,478	111,517	123,720	129,262	135,447
22	<b>22</b>	80,995	89,478	112,074	124,338	129,908	136,123
23	<b>23</b>	80,995	89,478	112,635	124,960	130,557	136,804
24	<b>24</b>	80,995	89,478	113,197	125,584	131,210	137,489

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- 3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.

**SALARY SCHEDULE  
CERTIFICATED EMPLOYEES AND TEACHERS ON SPECIAL ASSIGNMENT**

**212 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>	75,411	75,804	79,172	81,574	84,755	88,539
2	<b>2</b>	76,384	77,670	80,772	84,063	87,445	91,532
3	<b>3</b>	77,719	79,615	83,309	86,848	90,651	94,752
4	<b>4</b>	79,070	81,591	85,993	89,922	94,039	98,290
5	<b>*5</b>	80,444	83,608	88,965	93,297	97,590	101,884
6	<b>6</b>	81,838	85,682	92,137	96,766	101,254	105,614
7	<b>7</b>	83,259	87,807	95,367	100,225	104,925	109,342
8	<b>8</b>	84,702	89,989	98,515	103,801	108,636	113,145
9	<b>9</b>	86,173	92,222	101,131	107,359	112,864	117,700
10	<b>10</b>	87,669	96,856	105,432	114,352	123,668	129,724
11	<b>11</b>	87,669	96,856	108,243	114,849	123,668	129,724
12	<b>12</b>	87,669	96,856	112,004	117,587	124,300	129,724
13	<b>13</b>	87,669	96,856	113,786	120,234	126,332	131,140
14	<b>14</b>	87,669	96,856	114,462	120,853	126,750	131,628
15	<b>15</b>	87,669	96,856	116,517	124,994	129,516	135,209
16	<b>16</b>	87,669	96,856	116,517	124,994	129,925	135,496
17	<b>17</b>	87,669	96,856	116,517	125,567	130,559	135,900
18	<b>18</b>	87,669	96,856	116,517	126,028	131,793	137,586
19	<b>19</b>	87,669	96,856	116,517	126,108	131,867	137,796
20	<b>20</b>	87,669	96,856	120,124	133,276	139,250	145,913
21	<b>21</b>	87,669	96,856	120,725	133,942	139,945	146,643
22	<b>22</b>	87,669	96,856	121,330	134,612	140,644	147,376
23	<b>23</b>	87,669	96,856	121,937	135,285	141,348	148,113
24	<b>24</b>	87,669	96,856	122,546	135,962	142,055	148,854

1. Regular credential required for increments below asterisk (\*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
2. Only semester units earned after the date the degree was granted will be counted.
3. 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.
4. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
5. \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
6. \$3,784.17 per year will be paid for BCC/BCLAD.
7. \$1,032.52 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.
8. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

**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>	63,392	63,721	66,548	68,564	71,233	74,409
2	<b>2</b>	64,208	65,287	67,891	70,651	73,491	76,921
3	<b>3</b>	65,329	66,919	70,019	72,990	76,181	79,622
4	<b>4</b>	66,462	68,578	72,271	75,568	79,025	82,592
5	<b>*5</b>	67,615	70,271	74,765	78,401	82,004	85,607
6	<b>6</b>	68,784	72,010	77,429	81,313	85,079	88,738
7	<b>7</b>	69,977	73,795	80,139	84,216	88,160	91,867
8	<b>8</b>	71,188	75,625	82,782	87,218	91,275	95,059
9	<b>9</b>	72,422	77,500	84,977	90,203	94,822	98,881
10	<b>10</b>	73,679	81,388	88,586	96,071	103,888	108,971
11	<b>11</b>	73,679	81,388	90,945	96,488	103,888	108,971
12	<b>12</b>	73,679	81,388	94,100	98,786	104,420	108,971
13	<b>13</b>	73,679	81,388	95,596	101,007	106,124	110,159
14	<b>14</b>	73,679	81,388	96,163	101,527	106,475	110,569
15	<b>15</b>	73,679	81,388	97,888	105,001	108,798	113,574
16	<b>16</b>	73,679	81,388	97,888	105,001	109,140	113,815
17	<b>17</b>	73,679	81,388	97,888	105,484	109,672	114,155
18	<b>18</b>	73,679	81,388	97,888	105,869	110,708	115,569
19	<b>19</b>	73,679	81,388	97,888	105,937	110,770	115,745
20	<b>20</b>	69,543	76,885	100,916	111,952	116,965	122,557
21	<b>21</b>	69,543	76,885	101,420	112,512	117,549	123,171
22	<b>22</b>	69,543	76,885	101,928	113,075	118,137	123,786
23	<b>23</b>	69,543	76,885	102,438	113,640	118,729	124,405
24	<b>24</b>	69,543	76,885	102,950	114,207	119,323	125,027

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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	\$60.25 per hour
	Salary step 6 - 10	\$75.28 per hour
	Salary step 11 & up	\$90.35 per hour
ESY - Speech/Language Pathologists	Salary step 1 - 5	\$83.92 per hour
	Salary step 6 & up	\$95.11 per hour
Contract Hourly Rate		\$55.31 per hour
Independent Study and Home/Hospital Hourly Teachers	Step 1	\$55.32 per hour
	Step 2	\$58.13 per hour
	Step 3	\$60.95 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

**SALARY SCHEDULE  
GENE DREVNO COMMUNITY DAY SCHOOL TEACHER**

**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>	69,731	70,093	73,203	75,420	78,356	81,850
2	<b>2</b>	70,628	71,816	74,680	77,716	80,840	84,613
3	<b>3</b>	71,862	73,611	77,021	80,289	83,799	87,584
4	<b>4</b>	73,108	75,436	79,499	83,125	86,927	90,851
5	<b>*5</b>	74,376	77,298	82,241	86,241	90,204	94,168
6	<b>6</b>	75,663	79,211	85,172	89,444	93,587	97,611
7	<b>7</b>	76,975	81,174	88,153	92,638	96,976	101,054
8	<b>8</b>	78,307	83,187	91,060	95,939	100,403	104,564
9	<b>9</b>	79,664	85,249	93,474	99,223	104,305	108,769
10	<b>10</b>	81,047	89,527	97,445	105,678	114,277	119,868
11	<b>11</b>	81,047	89,527	100,039	106,137	114,277	119,868
12	<b>12</b>	81,047	89,527	103,510	108,664	114,862	119,868
13	<b>13</b>	81,047	89,527	105,156	111,108	116,736	121,175
14	<b>14</b>	81,047	89,527	105,779	111,679	117,122	121,626
15	<b>15</b>	81,047	89,527	107,677	115,502	119,678	124,932
16	<b>16</b>				115,502	120,054	125,196
17	<b>17</b>				116,032	120,640	125,571
18	<b>18</b>				116,456	121,779	127,126
19	<b>19</b>				116,531	121,847	127,319
20	<b>20</b>				123,147	128,662	134,813
21	<b>21</b>				123,764	129,304	135,488
22	<b>22</b>				124,382	129,951	136,165
23	<b>23</b>				125,004	130,602	136,845
24	<b>24</b>				125,628	131,255	137,530

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,784.17 per year will be paid for BCC/BCLAD.
- \$1,032.52 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.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.
- Formula to calculate use Teachers and Resource Specialist Schedule'Placement step/column x 1.1

**SALARY SCHEDULE**

**NURSES  
188 DAYS  
2025 - 2026**

	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	62,926	63,255	65,776	67,093	68,437	69,805
2	63,743	64,830	67,750	69,443	70,648	72,428
3	64,869	66,466	69,784	71,873	73,370	75,212
4	66,006	68,130	71,625	74,467	76,731	79,007
*5	67,160	69,825	73,809	77,517	79,809	82,175
6	68,333	71,571	76,177	80,627	83,009	85,470
7	69,532	73,361	78,701	83,873	86,384	88,900
8	70,749	75,198	81,221	87,670	89,799	92,463
9	71,985	77,074	83,842	91,194	96,705	99,764
10	73,246	80,979	90,833	99,500	107,652	112,954
11	73,869	81,668	91,605	100,346	108,567	113,914
12	74,497	82,362	92,384	101,199	109,490	114,883
13	75,129	83,062	93,170	102,059	110,420	115,859
14	75,768	83,769	93,962	102,926	111,359	116,844
15				103,727	112,225	117,753
16				105,024	113,628	119,225
17				106,336	115,049	120,715
18				107,665	116,487	122,224
19				109,011	117,943	123,752
20				110,214	119,239	125,111
21				110,765	119,835	125,737
22				111,318	120,433	126,365
23				111,875	121,035	126,997
24				112,435	121,641	127,632

- 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.
- \$1,603.48 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$659.04 per year will be paid for LDS/CLAD.

\$4,443.21 per year will be paid for BCC/BCLAD.

7. N.B.C. - Refer to Teachers' Salary Schedule.
8. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL T / CAL N / 20.12+.6

Boarded Amended: 12/8/2025

EXTRA DUTY PAY  
2025 - 2026

<b>HIGH SCHOOL COACHING SERVICES PAYMENT SCHEDULE</b>
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<u>SPORT</u>	<u>ANNUAL STIPEND</u>
Varsity Football	\$5,360
Athletic Trainer (Football)	\$5,360
Asst Varsity Football	\$3,926
Soph Football	\$3,489
Soph Asst Football	\$3,313
Frosh Football	\$3,489
Frosh Asst Football	\$3,313
Varsity Cheer Competition (Spring)	\$3,995
Varsity Pep Squad*	\$4,454
Varsity Baseball	\$4,600
Athletic Trainer (Baseball)	\$4,600
Varsity Basketball	\$4,600
Varsity Softball	\$4,600
Athletic Trainer (Basketball)	\$4,600
Varsity Soccer	\$4,600
Varsity Swimming Coach	\$4,600
Varsity Track	\$4,600
Varsity Volleyball	\$4,600
Varsity Water Polo	\$4,600
Varsity Wrestling	\$4,600
Varsity Tennis	\$4,233
Varsity Beach Volleyball	\$4,125
Varsity eSports (Fall)	\$4,125
Varsity eSports (Spring)	\$4,125
Varsity Flag Football	\$4,125
Varsity Golf	\$4,125
Varsity Gymnastics	\$4,125
Varsity Cross Country	\$4,125
Varsity Surfing	\$3,141
All Other Coaches	\$3,141

<b>MIDDLE SCHOOL COACHING SERVICES PAYMENT SCHEDULE</b>
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MS Athletic Director (Annual)	\$1,755
MS eSports Central Coordinator (Annual)	\$1,755
MS eSports Coach (Fall)	\$1,755
MS eSports Coach (Spring)	\$1,755
MS Athletics Coach (Per Sport for Boys & Girls)	\$878

*All coaching assignment payments will be issued after the successful completion of the season, which will reflect the stipend equivalent to the completed percentage of the assignment.*

*\* Pep Squad will receive a payment of the stipend equivalent to the completed percentage of the assignment at the end of each semester.*

SAL Z

<b>AUXILIARY PAYMENT SCHEDULE</b>
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<u>ACTIVITY</u>	<u>ANNUAL STIPEND</u>
Middle School Newspaper	\$1,826
Middle School Annual Yearbook	\$1,826
Middle School Band	\$1,790
High School Student Activities Director, High School Athletic Director	\$5,360
High School Instrumental Music	\$5,360
High School: Forensics, Drama Production, School Newspaper, Annual Yearbook, Vocal Music, Drill Team, Modern Dance, Math Team, Academic Decathlon, FCCLA, FFA, HOSA, CTSO, Robotics and Gate Coordinator	\$3,649
High School Lead Teachers in English-As-A-Second Language (ESL) and Computers	\$2,635
Triangle Lead Teacher	\$2,533
Elementary Combo Class (Refer to Article IX of CBA)*	\$4,549
ELD Coordinator (Middle School)	\$1,267
Board Certified Behavior Analyst (BCBA) <i>As required by program assignment.</i>	\$1,153
Lead Teacher (Elementary & Middle School)	\$699
HS Admin Designee (Dean)	\$699
Middle School and High School Teachers teaching a six period day	\$699
Middle School and High School Teachers teaching less than a full-time assignment	\$699

(per teaching period/per year)

\* Secondary Combo receives 1/5 of \$4450 annually for each qualifying class period or 1/5 of \$2225 for each single semester class period

<b>HIGH SCHOOL DEPARTMENT CHAIRPERSONS' PAYMENT SCHEDULE</b>
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<u>PERIODS</u>	<u>ANNUAL STIPEND</u>
1 - 40	\$2,633
41 or more	\$3,649

*Certificated unit members will receive a payment of the stipend equivalent to the completed percentage of the assignment at the end of each semester under the "Auxiliary" and "Department Chairperson" payment schedule.*