



Certificated Salary Schedule A
Annual Salary Schedule - 2019-2020
 184 Service Days

| | I | II | III | IV | V | |
|------|---|---|---|---|--|------|
| STEP | BA or appropriate vocational credential | 30 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 30 semester units. | 45 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 45 semester units. | 60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units. | Earned Masters degree and 75 semester units of approved upper division or graduate work after completion of a BA | STEP |
| 1 | 48,454 | 51,361 | 54,443 | 57,710 | 61,172 | 1 |
| 2 | 50,392 | 53,415 | 56,620 | 60,018 | 63,619 | 2 |
| 3 | 52,408 | 55,552 | 58,885 | 62,419 | 66,164 | 3 |
| 4 | 54,504 | 57,775 | 61,240 | 64,916 | 68,811 | 4 |
| 5 | 56,683 | 60,086 | 63,690 | 67,513 | 71,563 | 5 |
| 6 | 58,951 | 62,489 | 66,238 | 70,214 | 74,425 | 6 |
| 7 | 60,720 | 64,364 | 68,225 | 72,320 | 76,658 | 7 |
| 8 | 62,541 | 66,295 | 70,272 | 74,490 | 78,958 | 8 |
| 9 | 64,417 | 68,284 | 72,380 | 76,724 | 81,327 | 9 |
| 10 | 66,350 | 70,332 | 74,552 | 79,027 | 83,766 | 10 |
| 11 | 67,677 | 71,739 | 76,043 | 80,608 | 85,441 | 11 |
| 12 | 69,031 | 73,174 | 77,564 | 82,220 | 87,150 | 12 |
| 13 | 70,412 | 74,637 | 79,115 | 83,864 | 88,893 | 13 |
| 14 | 71,820 | 76,130 | 80,697 | 85,541 | 90,671 | 14 |
| 15 | 72,897 | 77,272 | 81,908 | 86,824 | 92,031 | 15 |
| 16 | 73,991 | 78,431 | 83,137 | 88,127 | 93,411 | 16 |
| 17 | 75,101 | 79,607 | 84,385 | 89,449 | 94,812 | 17 |
| 18 | 76,227 | 80,801 | 85,650 | 90,790 | 96,234 | 18 |
| 19 | 77,370 | 82,013 | 86,936 | 92,152 | 97,677 | 19 |
| 20 | 78,531 | 83,243 | 88,239 | 93,534 | 99,142 | 20 |
| 21 | 79,709 | 84,492 | 89,563 | 94,938 | 100,629 | 21 |
| 22 | 80,904 | 85,760 | 90,906 | 96,361 | 102,139 | 22 |
| 23 | 82,118 | 87,046 | 92,270 | 97,807 | 103,671 | 23 |
| 24 | 83,350 | 88,351 | 93,654 | 99,274 | 105,226 | 24 |
| 25 | 84,601 | 89,676 | 95,059 | 100,763 | 106,804 | 25 |

| SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency) | | |
|--|--|--|
| Position | Details | Stipend |
| <i>All Certificated Bargaining Unit</i> | Unit members who hold a Masters Degree from a regionally accredited institution | \$700 annual stipend |
| | Unit members who hold a Masters and a Doctorate Degree from a regionally accredited institution (not to exceed \$1,400) | \$1,400 annual stipend |
| <i>All Certificated Staff</i> | Longevity After 30 years of service After 35 years of service After 40 years of service | an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750 |
| <i>Teacher, Juvenile Court and Community Schools</i> | Administrative designation as Site Liaison | \$15.00 per day of assignment |
| <i>IEP Team Chairperson</i> | | \$2,000 annual stipend |
| <i>Speech and Language Specialist</i> | | \$5,000 annual stipend |
| <i>Teacher on Special Assignment</i> | | \$5,000 annual stipend |
| <i>Speech and Language Specialist</i> | Hold a speech pathologist license and provide clinical supervision to other certificated unit members. Paid on June warrant | \$1,000 for the supervision of one unit member and an additional annual stipend of \$500 for each additional individual supervised for a maximum of \$2,000 annual stipend |
| <i>School Nurse</i> | | \$5,000 annual stipend |
| <i>School Nurse</i> | Monitor classified employees who provide unique and atypical specialized physical health care services (rectal diastat) | \$500 per student monitored for a maximum of \$2,000 annual stipend |
| <i>Licensed unit members</i> | For licensed unit members who are eligible to complete MediCal billing, accumulated monies will be used to offset unit member costs for approved professional growth opportunities during the subsequent school year | \$100 for each month billed up to 10 months or up to 12 months if working the duration of the Extended School Year |

| CERTIFICATED BARGAINING UNIT POSITIONS | | |
|---|----------------|--|
| Program | 1.0 FTE | Position Title - Schedule |
| Child Development Programs | 186 days | Associate Teacher – D |
| | 186 days | Site Supervisor – B |
| Juvenile Court and Community Schools | 185 days | Teacher, Juvenile Court and Community Schools (Community Programs) - A |
| Juvenile Court and Community Schools | 200 days | Teacher, Juvenile Court and Community Schools (Court Programs) - A |
| Career Technical Education | Contract | Instructor, Career Technical Education- A |
| Special Education | 184 days | Adapted Physical Education Specialist - A |
| | 184 days | Audiologist - A |
| | 190 days | IEP Team Chairperson - A |
| | 199 days | Infant Specialist - A |
| | 184 days | Orientation and Mobility Specialist – A |
| | 184 days | Preschool Specialist – A |
| | 184 days | Resource Specialist – A |
| | 184 days | Resources Specialist/Special Day Class Teacher - A |
| | 184 days | School Nurse - A |
| | 184 days | Special Day Class Teacher - A |
| | 184 days | Speech/Language Specialist - A |
| | 184 days | Teacher of the Deaf/Hard of Hearing- A |
| | 184 days | Teacher of the Deaf/Hard of Hearing, Infant - A |
| | 184 days | Teacher of the Deaf/Hard of Hearing, Itinerant - A |
| | 184 days | Teacher of Students with Visual Impairments - A |



Certificated Salary Schedule B
Annual Salary - 2019-2020
 186 service days

| | I | II | III | IV | V | VI | VII | |
|-------------|--------------------|-------------------|--|---|---|---|---|-------------|
| STEP | Appropriate Permit | Bachelor's Degree | 9 semester units after completion of Bachelor's Degree | 18 semester units after completion of Bachelor's Degree | 27 semester units after completion of Bachelor's Degree | 36 semester units after completion of Bachelor's Degree | 45 semester units after completion of Bachelor's Degree | STEP |
| 1 | 26104 | 26887 | 27694 | 28524 | 29380 | 30261 | 31168 | 1 |
| 2 | 27147 | 27962 | 28802 | 29666 | 30555 | 31471 | 32416 | 2 |
| 3 | 28234 | 29081 | 29953 | 30853 | 31777 | 32731 | 33712 | 3 |
| 4 | 29363 | 30244 | 31151 | 32086 | 33048 | 34039 | 35060 | 4 |
| 5 | 30537 | 31455 | 32397 | 33370 | 34370 | 35402 | 36463 | 5 |
| 6 | 31758 | 32712 | 33694 | 34706 | 35745 | 36818 | 37922 | 6 |
| 7 | 32710 | 33695 | 34704 | 35746 | 36818 | 37923 | 39059 | 7 |
| 8 | 33693 | 34706 | 35745 | 36819 | 37923 | 39060 | 40231 | 8 |
| 9 | 34703 | 35746 | 36818 | 37924 | 39060 | 40232 | 41438 | 9 |
| 10 | 35744 | 36819 | 37923 | 39061 | 40232 | 41439 | 42681 | 10 |
| 11 | 36280 | 37372 | 38492 | 39646 | 40835 | 42061 | 43320 | 11 |
| 12 | 36825 | 37933 | 39069 | 40241 | 41447 | 42691 | 43971 | 12 |
| 13 | 37378 | 38502 | 39655 | 40845 | 42069 | 43331 | 44630 | 13 |
| 14 | 37939 | 39079 | 40249 | 41458 | 42699 | 43981 | 45300 | 14 |
| 15 | 38508 | 39666 | 40853 | 42079 | 43340 | 44640 | 45980 | 15 |
| 16 | 38797 | 39964 | 41160 | 42394 | 43665 | 44975 | 46324 | 16 |
| 17 | 39088 | 40262 | 41469 | 42713 | 43993 | 45312 | 46672 | 17 |
| 18 | 39382 | 40564 | 41779 | 43033 | 44323 | 45652 | 47022 | 18 |
| 19 | 39677 | 40868 | 42093 | 43356 | 44655 | 45994 | 47375 | 19 |
| 20 | 39975 | 41175 | 42410 | 43680 | 44990 | 46339 | 47730 | 20 |
| 21 | 40274 | 41484 | 42727 | 44008 | 45328 | 46686 | 48087 | 21 |
| 22 | 40577 | 41795 | 43047 | 44338 | 45668 | 47036 | 48448 | 22 |
| 23 | 40881 | 42109 | 43370 | 44670 | 46011 | 47389 | 48811 | 23 |
| 24 | 41188 | 42425 | 43695 | 45005 | 46355 | 47745 | 49177 | 24 |
| 25 | 41497 | 42742 | 44024 | 45343 | 46703 | 48103 | 49547 | 25 |



Certificated Salary Schedule D
Annual Salary - 2019-2020
 186 service days

| | I | II | III | IV | V | VI | VII | |
|-------------|--------------------|--|--|--|--|--|--|-------------|
| STEP | Appropriate Permit | 15 semester units after completion of permit | 18 semester units after completion of permit | 21 semester units after completion of permit | 24 semester units after completion of permit | 27 semester units after completion of permit | 30 semester units after completion of permit | STEP |
| 1 | 22,099 | 22,763 | 23,447 | 24,150 | 24,874 | 25,620 | 26,388 | 1 |
| 2 | 22,542 | 23,218 | 23,915 | 24,633 | 25,371 | 26,133 | 26,917 | 2 |
| 3 | 22,993 | 23,683 | 24,393 | 25,125 | 25,878 | 26,657 | 27,455 | 3 |
| 4 | 23,453 | 24,157 | 24,881 | 25,628 | 26,397 | 27,189 | 28,004 | 4 |
| 5 | 23,921 | 24,640 | 25,379 | 26,141 | 26,925 | 27,733 | 28,564 | 5 |
| 6 | 24,160 | 24,886 | 25,632 | 26,402 | 27,194 | 28,010 | 28,850 | 6 |
| 7 | 24,402 | 25,135 | 25,888 | 26,666 | 27,467 | 28,290 | 29,138 | 7 |
| 8 | 24,646 | 25,387 | 26,147 | 26,932 | 27,741 | 28,573 | 29,429 | 8 |
| 9 | 24,892 | 25,641 | 26,408 | 27,201 | 28,019 | 28,859 | 29,724 | 9 |
| 10 | 25,142 | 25,898 | 26,673 | 27,474 | 28,299 | 29,148 | 30,021 | 10 |
| 11 | 25,331 | 26,092 | 26,873 | 27,680 | 28,511 | 29,366 | 30,246 | 11 |
| 12 | 25,520 | 26,287 | 27,075 | 27,887 | 28,725 | 29,586 | 30,474 | 12 |
| 13 | 25,712 | 26,484 | 27,278 | 28,096 | 28,941 | 29,807 | 30,702 | 13 |
| 14 | 25,905 | 26,683 | 27,482 | 28,306 | 29,159 | 30,031 | 30,933 | 14 |
| 15 | 26,099 | 26,883 | 27,688 | 28,518 | 29,377 | 30,256 | 31,164 | 15 |
| 16 | 26,295 | 27,085 | 27,895 | 28,732 | 29,597 | 30,484 | 31,398 | 16 |
| 17 | 26,491 | 27,288 | 28,104 | 28,949 | 29,819 | 30,712 | 31,634 | 17 |
| 18 | 26,690 | 27,493 | 28,315 | 29,166 | 30,042 | 30,943 | 31,871 | 18 |
| 19 | 26,890 | 27,699 | 28,527 | 29,384 | 30,269 | 31,174 | 32,110 | 19 |
| 20 | 27,092 | 27,907 | 28,742 | 29,604 | 30,495 | 31,409 | 32,351 | 20 |
| 21 | 27,295 | 28,116 | 28,958 | 29,827 | 30,723 | 31,644 | 32,594 | 21 |
| 22 | 27,500 | 28,327 | 29,175 | 30,050 | 30,954 | 31,881 | 32,838 | 22 |
| 23 | 27,706 | 28,540 | 29,393 | 30,277 | 31,185 | 32,120 | 33,084 | 23 |
| 24 | 27,914 | 28,755 | 29,614 | 30,503 | 31,420 | 32,362 | 33,333 | 24 |
| 25 | 28,123 | 28,970 | 29,836 | 30,732 | 31,656 | 32,604 | 33,582 | 25 |