# Certificated Salary Schedule 2026-2027

**To Determine Base Salary**

| | Column I | Column II | Column III | Column IV | Column V |
|---|---|---|---|---|---|
| | BA | BA+21 | MA | MA+21 | Ed.D. / Ph.D. |
| Entry | $44,793.60 | $48,111.32 | $51,518.18 | $54,926.13 | $58,331.91 |
| | | | | | |
| Max | $62,204.40 | $73,147.45 | $90,052.91 | $94,222.75 | $98,390.37 |

**PLACEMENT WILL BE COMMENSURATE WITH CURRENT TEACHERS WITH SIMILAR EDUCATION AND EXPERIENCE. A MAXIMUM OF TEN (10) YEARS EXPERIENCE MAY BE GRANTED.**

The Governing Board may grant Cost of Living Allowance (COLA) or pay raises annually which are added to your base salary. The maximum salary may be increased by COLA but not raises.

Educational Advancement may be granted with prior approval of all course work for an Ed.D. / Ph.D. in the amount of $5,000.

**Compensation in addition to Base Salary**

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|---|---|
| Grade Level Lead Teachers | $800 |
| Special Education or Gifted (Certified and Teaching Assignment) | $1,000 |
| Middle School Math or Science (Appropriately Certificated and Teaching Assignment) | $2,000 |
| English Language Development Teachers (Designated ELD Class) | $2,000 |
| Reading Interventionist (Endorsement and Teaching Assignment) | $2,000 |
| NBPTS Certification | $2,500 |
| Title III ELD Stipend | $800 |
| Certificated Teacher Mentors/Coaches that work at more than one campus may be eligible for up to a $750 mileage stipend | |

**ESL/Bilingual Endorsement** (Employees (hired) prior to June 30, 2010 are eligible to receive endorsement pay)

| | |
|---|---|
| Provisional | $500 |
| Full | $1,500 |

**New Hire Out of State Relocation Stipend**

| | |
|---|---|
| Certificated Staff | $1,000 |

**Other Leadership Roles (Prop 301)**

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|---|---|
| Site Decisions | $200-$500 |
| Teacher/Principal of the Year | $500 |
| Middle School Coaches | $500-$1,000 |

**Special Instructional Delivery**

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|---|---|
| Concurrent Teacher | $1,250-$2,500 |
| Dual Teaching Role | $1,000 |

Additional compensation of up to $5,000 may be possible through such programs as Pay for Performance (Prop 301 & Prop 202).

Teachers providing approved after school tutoring or Intersession direct instruction will be compensated at the rate of $35/hr.

Other work beyond contract for projects approved by the superintendent (i.e., approved committee work during intersessions, etc.) shall be paid at the hourly rate of $25/hr.

Teachers providing approved tutoring during intersession for Title I Corrective Action Improvement Plan will be compensated at the rate of $35/hr.

Teachers new to the district must report three days before returning staff. They will participate in orientation and training, for which they will be compensated at the rate of $25/hour.

*Approved January 13, 2026*