

APPENDIX A TEACHER SALARY SCHEDULE

(Rounded to the nearest dollar)

Effective July 1, 2025 (4.75%)

Based on a 186 Day Work Year

	Group I	Group II	Group III	Group IV	Group V	Group VI
STEP 1	78,293	82,051	82,851	84,413	89,913	97,489
STEP 2	79,862	83,692	84,507	86,655	93,225	100,789
STEP 3	81,447	85,376	86,183	92,310	98,007	105,606
STEP 4	83,079	87,057	89,289	96,223	102,774	111,481
STEP 5	84,762	88,809	94,420	100,976	107,581	115,260
STEP 6	88,141	93,220	99,824	106,361	112,949	120,697
STEP 7	92,635	98,609	105,196	111,748	118,319	126,102
STEP 8	98,007	103,995	110,552	117,137	123,709	131,543
STEP 9	104,358	109,363	115,934	122,508	130,279	138,315
STEP 10		112,644	119,399	123,728	131,583	138,315
STEP 11				126,172	134,192	138,315
STEP 12						138,315
STEP 13						138,315
STEP 14						138,315
STEP 15						138,315
STEP 16						145,262
STEP 17						145,262
STEP 18						145,262
STEP 19						145,262
STEP 20						145,262
STEP 21						145,262
STEP 22						149,593

(a) Maximum for Nurses without a credential.

The basic salary schedule is based upon 186 days of service.

[] Indicates placeholders for credited service years and are not negotiated steps on the salary schedule.

Steps 16 and 22 in Group VI are not anniversary increments.

TO QUALIFY FOR GROUP:

- I - BA
- II - BA + 18 Semester Units
- III - BA + 36 Semester Units or MA
- IV - BA + 54 Semester Units or MA + 15 Semester Units
- V - BA + 69 Semester Units or MA + 30 Semester Units
- VI - BA + 84 Semester Units, including MA; or MA + 45 Semester Units

TEACHER SUPPORT PERSONNEL SALARY SCHEDULE

Effective July 1, 2025 (4.75%)

(Rounded to the nearest dollar)

	Days	Step 5	Step 6	Step 7	Step 8	Step 9	Step 16	Step 22
Elem. Counselor	186	122,047	127,854	133,570	139,321	145,087	152,384	156,802
MS/Librarian	190	128,494	134,575	140,601	146,668	152,711	160,404	165,054
MS/HS Counselor	190	128,494	134,575	140,601	146,668	152,711	160,404	165,054
HS Head Librarian	190	134,901	141,312	147,619	153,993	160,369	168,424	173,296
School Psychologist/ Program Specialist	190	131,083	137,258	143,392	149,612	155,778	163,609	168,325

ADDITIONAL STIPENDS/PAY

Effective July 1, 2025 (4.75%)

Stipend for Doctorate Degree

\$2,478.18 (yearly stipend, paid 11 months)

Stipend for National Board Certification

\$2,478.18 (yearly stipend, paid 11 months for ten years)

Certificated Hourly Rate for Extra Duty Assignments, Summer School Teaching Assignments

\$66.46 per hour

Extra Pay Units (Coaching and Special Extra-Curricular Assignment)

\$614.30 per unit

Peer Assistance and Review (PAR) Program

Joint Committee member - \$1,431/Annual Assignment

Consulting Teacher/CTIP Support Provider - \$3,318.73/assigned teacher

Overnight Trips: Unit members shall be paid \$261.87 per night of duty for all overnight trips.

RESPONSIBILITY INCREMENTS

Effective July 1, 2025 (4.75%)

Responsibility Increment 1 (R1)	\$2,125.81
Responsibility Increment 2 (R2)	\$4,254.50
Responsibility Increment 3 (R3)	\$6,381.77
Responsibility Increment 4 (R4)	\$9,061.06

SUBSTITUTE SCHEDULE

Effective July 1, 2025 (4.75%)

STEP 1	\$262.71/day	STEP 2	\$340.21/day	Step 3	\$420.92
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EXTRA ASSIGNMENTS STIPEND TABLE

Elementary

Choir Director- \$6381.78
Kindness Club Coordinator/Kind Ambassadors- \$4254.51
PBIS Coach- \$4254.51
Science Olympiad- \$2125.81
Service Learning Coordinator-\$4254.51
Student Council- \$4254.51
TUPE coordinator- \$2125.81
Yearbook- \$4254.51

Middle School

Middle school band director- \$2074.21
Middle school orchestra director- \$2074.21
Middle school musical theater director-\$4150.75
Middle school drama theater director-\$4150.75
Middle school choral director-\$2074.21
Middle school dance teacher- \$2074.21
Bulldog Aide coordinator- \$6381.77
Color Guard- \$2125.81
PBIS Coach- \$4254.51
Service Learning Coordinator- \$6381.78
TUPE coordinator- \$2125.81
WEB- \$4254.51

High School

High school band director- \$15062.37
High school theater director-\$12348.97
High school choral director-\$12348.97
Academic Decathlon coach- \$4254.50
Hero projects/summer reading for AP and Honors English- \$4254.50
LINK Crew Coordinator- \$4254.50
Newspaper/website adviser- \$4254.50
NHS Adviser- \$4254.50
Norman Aid Activities coordinator- \$6381.77
PBIS Coach- \$4254.50
Service Learning Coordinator- \$4254.50
TUPE coordinator- \$2125.81
WASC coordinator- \$2125.81
Yearbook Adviser- \$4254.50
Science Fair Coordinator- \$2125.81

CERTIFICATED COACHING STIPEND SCHEDULE

Effective July 1, 2025 (4.75%)

ONE UNIT - \$614.30 (High School & Middle School)

Middle School: 5 Units (\$3,071.50) = 1 coach/team (CIF Playoffs 10% of stipend per week)

	Coaches	Units	Stipend		Coaches	Units	Stipend
Baseball				Softball			
Head Varsity	1	10.5	\$6,450	Head Varsity	1	10.5	\$6,450
Jr. Varsity	1	8	\$4,914	Jr. Varsity/Varsity Asst	1	8	\$4,914
Frosh/Soph	1	8	\$4,914				
Basketball				Swimming			
Head Varsity	1	10.5	\$6,450	Head Varsity	1	10.5	\$6,450
Jr. Varsity	1	8	\$4,914	Jr. Varsity/Varsity Asst.	1	8	\$4,914
Sophomore	1	8	\$4,914				
Frosh/Soph	1	8	\$4,914	Tennis			
Frosh	1	8	\$4,914	Head Varsity	1	10.5	\$6,450
Cross Country				Jr. Varsity/Var Asst.	1	8	\$4,914
Head Varsity	1	10.5	\$6,450	Track & Field			
Football				Head Varsity	1	10.5	\$6,450
Head Varsity	1	10.5	\$6,450	Varsity Asst.	3	8	\$4,914
Asst. Varsity	1	8.0	\$4,914	Volleyball			
Asst. Varsity	1	8	\$4,914	Head Varsity	1	10.5	\$6,450
Head Soph.	1	8	\$4,914	Jr. Varsity/Asst.	1	8	\$4,914
Asst. Soph.	1	8	\$4,914	Frosh/Soph	1	8	\$4,914
Head Frosh	1	8	\$4,914	Water Polo			
Asst. Frosh	1	8	\$4,914	Head Varsity	1	10.5	\$6,450
Golf				Jr. Varsity/Asst.	1	8	\$4,914
Head Varsity	1	10.5	\$6,450	Wrestling			
Lacrosse				Head Varsity	1	10.5	\$6,450
Head Varsity	1	10.5	\$6,450	Jr. Varsity	1	8	\$4,914
Soccer				Special Activities			
Head Varsity	1	10.5	\$6,450	Dance/Fall/Winter Varsity Asst.	1	10.5	\$6,450
Jr. Varsity	1	8	\$4,914		1	8	\$4,914
Frosh/Soph	1	8	\$4,914	Cheer	1	10.5	\$6,450
				Varsity Asst.	1	8	\$4,914