SALARY SCHEDULE 14 EARLY CHILDHOOD DEVELOPMENT

2025 - 2026 January - June

	Column			
	I	II	III	IV
Steps	**60 units**	**BA**	**BA+ 24**	**BA + 36**
1	$46,430	$49,485	$52,936	$56,180
2	$49,485	$52,936	$56,180	$59,433
3	$52,936	$56,180	$59,433	$62,681
4	$56,180	$59,433	$62,681	$65,931
5	$59,433	$62,681	$65,931	$69,180
6	$62,681	$65,931	$69,180	$72,438
7	$65,931	$69,180	$72,438	$75,683
8	$69,180	$72,438	$75,683	$78,934
9	$72,402	$75,661	$78,901	$82,151
10	$75,649	$78,912	$82,151	$85,402
11	$79,431	$82,858	$86,259	$89,672
12	$79,431	$82,858	$86,259	$89,672
13	$83,403	$87,001	$90,572	$94,156
14	$83,403	$87,001	$90,572	$94,156

Longevity		
15-16 Years	17-18 Years	19+ Years
$1,686	$3,261	$4,945

Head Start Stipend

	Part-time teachers (< 1.0 FTE)	$626
Full-time teachers in a single classroom who have between:	1 and 10 Head Start Students	$1,256
	11 and 16 Head Start Students	$1,881
	17+ Head Start Students	$2,508

Doctorate Stipend: $1,957.52

SALARY SCHEDULE 15 SPEECH LANGUAGE PATHOLOGIST - 185 DAYS
2025 - 2026 January - June

	I		II		III		IV		V		VI		VII	
STEP	**BA***	**Daily Rate**	**BA + 24****	**Daily Rate**	**BA + 36**	**Daily Rate**	**BA + 48 or MA**	**Daily Rate**	**BA + 60 BA + 42*** MA + 12**	**Daily Rate**	**BA + 72 BA + 54*** MA + 24**	**Daily Rate**	**BA + 84**** BA + 66*** MA + 36**	**Daily Rate**
1	**$75,114**	$406.02	**$89,268**	$482.53	**$91,531**	$494.76	**$93,852**	$507.31	**$93,852**	$507.31	**$93,852**	$507.31	**$93,852**	$507.31
2	**$77,390**	$418.32	**$91,531**	$494.76	**$93,852**	$507.31	**$96,244**	$520.24	**$98,713**	$533.58	**$98,713**	$533.58	**$98,713**	$533.58
3	**$79,364**	$429.00	**$93,852**	$507.31	**$96,244**	$520.24	**$98,713**	$533.58	**$62,476**	$337.71	**$103,852**	$561.36	**$103,852**	$561.36
4	**$81,389**	$439.94	**$93,852**	$507.31	**$98,713**	$533.58	**$101,245**	$547.27	**$103,852**	$561.36	**$106,534**	$575.86	**$109,295**	$590.78
5	**$83,369**	$450.64	**$93,852**	$507.31	**$101,245**	$547.27	**$103,852**	$561.36	**$106,534**	$575.86	**$109,295**	$590.78	**$112,136**	$606.14
6	**$84,434**	$456.40	**$93,852**	$507.31	**$101,245**	$547.27	**$106,534**	$575.86	**$109,295**	$590.78	**$112,136**	$606.14	**$115,061**	$621.95
7	**$85,411**	$461.68	**$93,852**	$507.31	**$101,245**	$547.27	**$109,295**	$590.78	**$112,136**	$606.14	**$115,061**	$621.95	**$118,067**	$638.20
8	**$86,368**	$466.86	**$93,852**	$507.31	**$101,245**	$547.27	**$109,295**	$590.78	**$115,061**	$621.95	**$118,067**	$638.20	**$121,165**	$654.95
9	**$87,353**	$472.18	**$94,665**	$511.70	**$101,245**	$547.27	**$109,295**	$590.78	**$118,173**	$638.77	**$121,271**	$655.52	**$124,456**	$672.74
10	**$88,238**	$476.96	**$95,543**	$516.45	**$101,871**	$550.65	**$109,295**	$590.78	**$121,374**	$656.08	**$124,569**	$673.35	**$127,850**	$691.08
11	**$88,238**	$476.96	**$95,543**	$516.45	**$101,871**	$550.65	**$109,295**	$590.78	**$124,680**	$673.95	**$127,962**	$691.69	**$131,346**	$709.98
12	**$88,238**	$476.96	**$95,543**	$516.45	**$101,871**	$550.65	**$109,295**	$590.78	**$126,772**	$685.26	**$130,059**	$703.02	**$133,437**	$721.28
13	**$88,238**	$476.96	**$95,543**	$516.45	**$101,871**	$550.65	**$109,295**	$590.78	**$126,772**	$685.26	**$130,059**	$703.02	**$133,437**	$721.28
14	**$90,080**	$486.92	**$97,388**	$526.42	**$103,711**	$560.60	**$111,139**	$600.75	**$128,868**	$696.59	**$132,150**	$714.32	**$135,533**	$732.61
15	**$90,080**	$486.92	**$97,388**	$526.42	**$103,711**	$560.60	**$111,139**	$600.75	**$128,868**	$696.59	**$132,150**	$714.32	**$135,533**	$732.61
16	**$91,803**	$496.23	**$99,112**	$535.74	**$105,439**	$569.94	**$112,862**	$610.06	**$130,958**	$707.88	**$134,243**	$725.64	**$137,625**	$743.92
17	**$91,803**	$496.23	**$99,112**	$535.74	**$105,439**	$569.94	**$112,862**	$610.06	**$130,958**	$707.88	**$134,243**	$725.64	**$137,625**	$743.92
18	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$133,054**	$719.21	**$136,333**	$736.93	**$139,721**	$755.25
19	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$133,054**	$719.21	**$136,333**	$736.93	**$139,721**	$755.25
20	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$135,143**	$730.50	**$138,433**	$748.29	**$141,810**	$766.54
21	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$135,143**	$730.50	**$138,433**	$748.29	**$141,810**	$766.54
22	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$137,240**	$741.84	**$140,521**	$759.57	**$143,906**	$777.87
23	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$137,240**	$741.84	**$140,521**	$759.57	**$143,906**	$777.87
24	**$93,644**	$506.18	**$100,952**	$545.69	**$107,278**	$579.88	**$114,702**	$620.01	**$139,299**	$752.97	**$142,628**	$770.96	**$146,064**	$789.53

**** Entry column for teachers with Emergency/Pre-Intern/Intern Credentials***

***** Minimum entry columns for teachers with Clear/Preliminary Credentials***

****** Includes MA***

******* 18 units must have been earned after 9/1/81***

Doctorate Stipend: $1,957.52

SALARY SCHEDULE 16 ELEMENTARY - 185 DAYS
2025 - 2026 January - June

	I		II		III		IV		V		VI		VII	
STEP	**BA***	**Daily Rate**	**BA + 24****	**Daily Rate**	**BA + 36**	**Daily Rate**	**BA + 48 or MA**	**Daily Rate**	**BA + 60 BA + 42*** MA + 12**	**Daily Rate**	**BA + 72 BA + 54*** MA + 24**	**Daily Rate**	**BA + 84**** BA + 66*** MA + 36**	**Daily Rate**
1	**$57,977**	$313.39	**$70,845**	$382.95	**$72,901**	$394.06	**$75,013**	$405.48	**$75,013**	$405.48	**$75,013**	$405.48	**$75,013**	$405.48
2	**$60,047**	$324.58	**$72,901**	$394.06	**$75,013**	$405.48	**$77,191**	$417.25	**$79,430**	$429.35	**$79,430**	$429.35	**$79,430**	$429.35
3	**$61,839**	$334.27	**$75,013**	$405.48	**$77,191**	$417.25	**$79,430**	$429.35	**$81,732**	$441.79	**$84,104**	$454.62	**$84,104**	$454.62
4	**$63,683**	$344.23	**$75,013**	$405.48	**$79,430**	$429.35	**$81,732**	$441.79	**$84,104**	$454.62	**$86,543**	$467.80	**$89,054**	$481.37
5	**$65,475**	$353.92	**$75,013**	$405.48	**$81,732**	$441.79	**$84,104**	$454.62	**$86,543**	$467.80	**$89,053**	$481.37	**$91,633**	$495.32
6	**$66,449**	$359.18	**$75,013**	$405.48	**$81,732**	$441.79	**$86,543**	$467.80	**$89,053**	$481.37	**$91,633**	$495.32	**$94,295**	$509.71
7	**$67,337**	$363.98	**$75,013**	$405.48	**$81,732**	$441.79	**$89,053**	$481.37	**$91,633**	$495.32	**$94,295**	$509.71	**$97,029**	$524.48
8	**$68,205**	$368.68	**$75,013**	$405.48	**$81,732**	$441.79	**$89,053**	$481.37	**$94,295**	$509.71	**$97,029**	$524.48	**$99,839**	$539.67
9	**$69,103**	$373.53	**$75,747**	$409.44	**$81,732**	$441.79	**$89,053**	$481.37	**$97,122**	$524.98	**$99,938**	$540.20	**$102,836**	$555.87
10	**$69,908**	$377.88	**$76,552**	$413.80	**$82,302**	$444.87	**$89,053**	$481.37	**$100,035**	$540.73	**$102,934**	$556.40	**$105,917**	$572.52
11	**$69,908**	$377.88	**$76,552**	$413.80	**$82,302**	$444.87	**$89,053**	$481.37	**$103,038**	$556.96	**$106,022**	$573.09	**$109,096**	$589.71
12	**$69,908**	$377.88	**$76,552**	$413.80	**$82,302**	$444.87	**$89,053**	$481.37	**$104,940**	$567.24	**$107,927**	$583.39	**$111,002**	$600.01
13	**$69,908**	$377.88	**$76,552**	$413.80	**$82,302**	$444.87	**$89,053**	$481.37	**$104,940**	$567.24	**$107,927**	$583.39	**$111,002**	$600.01
14	**$71,585**	$386.94	**$78,227**	$422.85	**$83,976**	$453.93	**$90,725**	$490.40	**$106,845**	$577.54	**$109,828**	$593.66	**$112,905**	$610.30
15	**$71,585**	$386.94	**$78,227**	$422.85	**$83,976**	$453.93	**$90,725**	$490.40	**$106,845**	$577.54	**$109,828**	$593.66	**$112,905**	$610.30
16	**$73,152**	$395.42	**$79,793**	$431.31	**$85,544**	$462.40	**$92,294**	$498.88	**$108,745**	$587.81	**$111,731**	$603.95	**$114,807**	$620.58
17	**$73,152**	$395.42	**$79,793**	$431.31	**$85,544**	$462.40	**$92,294**	$498.88	**$108,745**	$587.81	**$111,731**	$603.95	**$114,807**	$620.58
18	**$74,824**	$404.46	**$81,467**	$440.36	**$86,945**	$469.97	**$93,965**	$507.92	**$110,651**	$598.11	**$113,635**	$614.24	**$116,707**	$630.85
19	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$110,651**	$598.11	**$113,635**	$614.24	**$116,707**	$630.85
20	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$112,548**	$608.37	**$115,538**	$624.53	**$118,613**	$641.15
21	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$112,548**	$608.37	**$115,538**	$624.53	**$118,613**	$641.15
22	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$114,454**	$618.67	**$117,438**	$634.80	**$120,515**	$651.43
23	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$114,454**	$618.67	**$117,438**	$634.80	**$120,515**	$651.43
24	**$74,824**	$404.46	**$81,467**	$440.36	**$87,217**	$471.45	**$93,965**	$507.92	**$116,289**	$628.59	**$119,321**	$644.98	**$122,448**	$661.88

**** Entry column for teachers with Emergency/Pre-Intern/Intern Credentials***

***** Minimum entry columns for teachers with Clear/Preliminary Credentials***

****** Includes MA***

******* 18 units must have been earned after 9/1/81***

Doctorate Stipend: $1,957.52

SALARY SCHEDULE 17 MIDDLE AND HIGH SCHOOL - 184 DAYS
2025 - 2026 January - June

	I		II		III		IV		V		VI		VII	
STEP	**BA***	**Daily Rate**	**BA + 24****	**Daily Rate**	**BA + 36**	**Daily Rate**	**BA + 48 or MA**	**Daily Rate**	**BA + 60 BA + 42*** MA + 12**	**Daily Rate**	**BA + 72 BA + 54*** MA + 24**	**Daily Rate**	**BA + 84**** BA + 66*** MA + 36**	**Daily Rate**
1	**$57,977**	$315.09	**$70,845**	$385.03	**$72,901**	$396.20	**$75,013**	$407.68	**$75,013**	$407.68	**$75,013**	$407.68	**$75,013**	$407.68
2	**$60,047**	$326.34	**$72,901**	$396.20	**$75,013**	$407.68	**$77,191**	$419.51	**$79,430**	$431.69	**$79,430**	$431.69	**$79,430**	$431.69
3	**$61,839**	$336.08	**$75,013**	$407.68	**$77,191**	$419.51	**$79,430**	$431.69	**$81,732**	$444.19	**$84,104**	$457.09	**$84,104**	$457.09
4	**$63,683**	$346.11	**$75,013**	$407.68	**$79,430**	$431.69	**$81,732**	$444.19	**$84,104**	$457.09	**$86,543**	$470.34	**$89,054**	$483.99
5	**$65,475**	$355.84	**$75,013**	$407.68	**$81,732**	$444.19	**$84,104**	$457.09	**$86,543**	$470.34	**$89,053**	$483.98	**$91,633**	$498.01
6	**$66,449**	$361.14	**$75,013**	$407.68	**$81,732**	$444.19	**$86,543**	$470.34	**$89,053**	$483.98	**$91,633**	$498.01	**$94,295**	$512.48
7	**$67,337**	$365.96	**$75,013**	$407.68	**$81,732**	$444.19	**$89,053**	$483.98	**$91,633**	$498.01	**$94,295**	$512.48	**$97,029**	$527.33
8	**$68,205**	$370.68	**$75,013**	$407.68	**$81,732**	$444.19	**$89,053**	$483.98	**$94,295**	$512.48	**$97,029**	$527.33	**$99,839**	$542.61
9	**$69,103**	$375.56	**$75,747**	$411.67	**$81,732**	$444.19	**$89,053**	$483.98	**$97,122**	$527.84	**$99,938**	$543.14	**$102,836**	$558.89
10	**$69,908**	$379.94	**$76,552**	$416.04	**$82,302**	$447.29	**$89,053**	$483.98	**$100,035**	$543.67	**$102,934**	$559.43	**$105,917**	$575.64
11	**$69,908**	$379.94	**$76,552**	$416.04	**$82,302**	$447.29	**$89,053**	$483.98	**$103,038**	$559.99	**$106,022**	$576.21	**$109,096**	$592.91
12	**$69,908**	$379.94	**$76,552**	$416.04	**$82,302**	$447.29	**$89,053**	$483.98	**$104,940**	$570.33	**$107,927**	$586.56	**$111,002**	$603.27
13	**$69,908**	$379.94	**$76,552**	$416.04	**$82,302**	$447.29	**$89,053**	$483.98	**$104,940**	$570.33	**$107,927**	$586.56	**$111,002**	$603.27
14	**$71,585**	$389.05	**$78,227**	$425.15	**$83,976**	$456.39	**$90,725**	$493.07	**$106,845**	$580.68	**$109,828**	$596.89	**$112,905**	$613.61
15	**$71,585**	$389.05	**$78,227**	$425.15	**$83,976**	$456.39	**$90,725**	$493.07	**$106,845**	$580.68	**$109,828**	$596.89	**$112,905**	$613.61
16	**$73,152**	$397.57	**$79,793**	$433.66	**$85,544**	$464.91	**$92,294**	$501.60	**$108,745**	$591.00	**$111,731**	$607.23	**$114,807**	$623.95
17	**$73,152**	$397.57	**$79,793**	$433.66	**$85,544**	$464.91	**$92,294**	$501.60	**$108,745**	$591.00	**$111,731**	$607.23	**$114,807**	$623.95
18	**$74,824**	$406.65	**$81,467**	$442.75	**$86,945**	$472.53	**$93,965**	$510.68	**$110,651**	$601.36	**$113,635**	$617.58	**$116,707**	$634.27
19	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$110,651**	$601.36	**$113,635**	$617.58	**$116,707**	$634.27
20	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$112,548**	$611.67	**$115,538**	$627.93	**$118,613**	$644.63
21	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$112,548**	$611.67	**$115,538**	$627.93	**$118,613**	$644.63
22	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$114,454**	$622.03	**$117,438**	$638.25	**$120,515**	$654.97
23	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$114,454**	$622.03	**$117,438**	$638.25	**$120,515**	$654.97
24	**$74,824**	$406.65	**$81,467**	$442.75	**$87,217**	$474.01	**$93,965**	$510.68	**$116,289**	$632.01	**$119,321**	$648.48	**$122,448**	$665.48

**** Entry column for teachers with Emergency/Pre-Intern/Intern Credentials***

***** Minimum entry columns for teachers with Clear/Preliminary Credentials***

****** Includes MA***

******* 18 units must have been earned after 9/1/81***

Doctorate Stipend: $1,957.52

SALARY SCHEDULE 18 COUNSELOR - 193 DAYS
2025 - 2026 January - June

	I		II		III		IV		V		VI		VII	
STEP	**BA***	**Daily Rate**	**BA + 24****	**Daily Rate**	**BA + 36**	**Daily Rate**	**BA + 48 or MA**	**Daily Rate**	**BA + 60 BA + 42*** MA + 12**	**Daily Rate**	**BA + 72 BA + 54*** MA + 24**	**Daily Rate**	**BA + 84**** BA + 66*** MA + 36**	**Daily Rate**
1	**$63,957**	$331.38	**$77,455**	$401.32	**$79,612**	$412.50	**$81,827**	$423.97	**$81,827**	$423.97	**$81,827**	$423.97	**$81,827**	$423.97
2	**$66,128**	$342.63	**$79,612**	$412.50	**$81,827**	$423.97	**$84,111**	$435.81	**$86,460**	$447.98	**$86,460**	$447.98	**$86,460**	$447.98
3	**$68,008**	$352.38	**$81,827**	$423.97	**$84,111**	$435.81	**$86,460**	$447.98	**$88,874**	$460.49	**$91,363**	$473.38	**$91,363**	$473.38
4	**$69,943**	$362.40	**$81,827**	$423.97	**$86,460**	$447.98	**$88,874**	$460.49	**$91,363**	$473.38	**$93,920**	$486.63	**$96,554**	$500.28
5	**$71,821**	$372.13	**$81,827**	$423.97	**$88,874**	$460.49	**$91,363**	$473.38	**$93,920**	$486.63	**$96,553**	$500.27	**$99,260**	$514.30
6	**$72,844**	$377.43	**$81,827**	$423.97	**$88,874**	$460.49	**$93,920**	$486.63	**$96,553**	$500.27	**$99,260**	$514.30	**$102,052**	$528.77
7	**$73,775**	$382.25	**$81,827**	$423.97	**$88,874**	$460.49	**$96,553**	$500.27	**$99,260**	$514.30	**$102,052**	$528.77	**$104,919**	$543.62
8	**$74,686**	$386.97	**$81,827**	$423.97	**$88,874**	$460.49	**$96,553**	$500.27	**$102,052**	$528.77	**$104,919**	$543.62	**$107,867**	$558.90
9	**$75,628**	$391.85	**$82,596**	$427.96	**$88,874**	$460.49	**$96,553**	$500.27	**$105,017**	$544.13	**$107,970**	$559.43	**$111,011**	$575.19
10	**$76,472**	$396.23	**$83,441**	$432.34	**$89,472**	$463.58	**$96,553**	$500.27	**$108,072**	$559.96	**$111,114**	$575.72	**$114,242**	$591.93
11	**$76,472**	$396.23	**$83,441**	$432.34	**$89,472**	$463.58	**$96,553**	$500.27	**$111,222**	$576.28	**$114,352**	$592.50	**$117,577**	$609.21
12	**$76,472**	$396.23	**$83,441**	$432.34	**$89,472**	$463.58	**$96,553**	$500.27	**$113,217**	$586.62	**$116,350**	$602.85	**$119,576**	$619.57
13	**$76,472**	$396.23	**$83,441**	$432.34	**$89,472**	$463.58	**$96,553**	$500.27	**$113,217**	$586.62	**$116,350**	$602.85	**$119,576**	$619.57
14	**$78,230**	$405.34	**$85,198**	$441.44	**$91,228**	$472.69	**$98,307**	$509.36	**$115,216**	$596.97	**$118,344**	$613.18	**$121,572**	$629.90
15	**$78,230**	$405.34	**$85,198**	$441.44	**$91,228**	$472.69	**$98,307**	$509.36	**$115,216**	$596.97	**$118,344**	$613.18	**$121,572**	$629.90
16	**$79,875**	$413.86	**$86,841**	$449.95	**$92,873**	$481.21	**$99,952**	$517.89	**$117,208**	$607.30	**$120,341**	$623.53	**$123,567**	$640.24
17	**$79,875**	$413.86	**$86,841**	$449.95	**$92,873**	$481.21	**$99,952**	$517.89	**$117,208**	$607.30	**$120,341**	$623.53	**$123,567**	$640.24
18	**$81,629**	$422.95	**$88,596**	$459.05	**$94,342**	$488.82	**$101,705**	$526.97	**$119,208**	$617.66	**$122,337**	$633.87	**$125,559**	$650.57
19	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$119,208**	$617.66	**$122,337**	$633.87	**$125,559**	$650.57
20	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$121,197**	$627.97	**$124,334**	$644.22	**$127,559**	$660.93
21	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$121,197**	$627.97	**$124,334**	$644.22	**$127,559**	$660.93
22	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$123,197**	$638.33	**$126,327**	$654.54	**$129,554**	$671.26
23	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$123,197**	$638.33	**$126,327**	$654.54	**$129,554**	$671.26
24	**$81,629**	$422.95	**$88,596**	$459.05	**$94,628**	$490.30	**$101,705**	$526.97	**$125,122**	$648.30	**$128,302**	$664.78	**$131,582**	$681.77

**** Entry column for teachers with Emergency/Pre-Intern/Intern Credentials***

***** Minimum entry columns for teachers with Clear/Preliminary Credentials***

****** Includes MA***

******* 18 units must have been earned after 9/1/81***

Doctorate Stipend: $1,957.52

SALARY SCHEDULE 28 PSYCHOLOGIST - 194 DAYS
2025 - 2026 January - June

	PPS Credential (Column/Range 1)		PPS & Board- Certified Behavior Analyst (Column/Range 2)	
Step	**Annual**	**Per Diem**	**Annual**	**Per Diem**
1	$96,304	$496.41	$99,284	$511.77
2	$98,997	$510.29	$101,978	$525.66
3	$101,691	$524.18	$104,674	$539.56
4	$104,387	$538.08	$107,367	$553.44
5	$107,081	$551.97	$110,064	$567.34
6	$110,643	$570.33	$113,621	$585.67
7	$114,203	$588.68	$117,182	$604.03
8	$117,761	$607.02	$120,744	$622.39
9	$121,321	$625.37	$124,300	$640.72
10	$124,879	$643.71	$127,863	$659.09
11	$128,625	$663.02	$131,699	$678.86
12	$132,483	$682.90	$135,648	$699.22

1. Current and newly hired School Psychologists will be placed on the scale according to how many years they have completed working as certificated School Psychologists in the State of California. For example, a Psychologist is placed on Step 1 with no School Psychologist experience and Step 12 with at least 11 years of School Psychologist experience (an individual must work as a School Psychologist at least 75% of a school year to count).

Newly hired Behavior Analysts who hold a Board Certified Behavior Analyst (BCBA) at the time of hire and have an Education Specialist credential, but do not hold a PPS credential, will be placed on the PPS scale according to how many years they have completed working as a teacher or a Behavior Analyst. For example, a Behavior Analyst who has worked 10 years as a teacher and 4 years as a Behavior Analyst would be placed on Step 12 of the PPS schedule.

2. The work year shall be 194 days for both School Psychologists and Behavior Analysts. The number of days worked before the first day of school and beyond the last day of school shall be arranged between the psychologists/behavior analysts and the appropriate administrators. While school is in session, the calendar approved by BUSD and BFT shall be followed.

3. The parties agree that the requirements of the Behavior Analyst Certification Board shall be met to be considered a Board Certified Behavior Analyst. Should BUSD choose to hire a new Behavior Analyst that has a BCBA and an additional credential that is not an Educational Specialist credential, the District and the Union will meet and confer.

School Psychologist Interns

1. The Work Days section of the Agreement applies to the extent that the School Psychologist Interns work 8 hours per day, 4 days per week as 10-month support employees and work 140 days per year.
2. The School Psychologist Interns will be paid **$58,154** per year for **.80 FTE (maximum)**. This stipend will be modified by future agreements. School Psychologist Interns are STRS members but not eligible for health and dental benefits.

Psych Intern Salary Schedule 28, Row 3

Step	1.00 FTE	0.8 FTE
1	$72,692	**$58,154**

Doctorate Stipend: $1,957.52

Berkeley Unified School District **Appendix 9**

BFT Extra Compensation Salary Schedule

January - June 2026

	Amount	Notes
Athletic Director	$5,042	Per year
BCLAD Stipend	$3,532	
BHS "Jacket" Teacher (1)	$2,183	Per year each
BHS Forensic Coach (1)	$5,077	
BHS Literary Magazine Teacher (1)	$1,755	
BHS Small School/Program/Department Teacher Leader	$8,154	2 days per year per leader for retreat attendance
BHS Yearbook Teacher	$2,183	
Bilingual Assessment Teacher		
up to 15 assessments	$2,268	
16-20 assessments	$2,589	
21-25 assessments	$2,966	
Bilingual School Psychologist	$2,354	
Bilingual Speech Language Pathologist	$2,354	
BPAR Consulting Teacher	$5,157	
BPAR Coordinator	$5,504	10 days per year
BPAR Panel Chairperson (includes Panel Member stipend)	$5,903	
BPAR Panel Member	$2,317	
BTA PD Stipend	$5,844	
BTA PD Stipend	$5,844	
CDC Head Start Stipend		
1-10 H.S. students	$1,256	
11-16 H.S. students	$1,881	
17-24 H.S. students	$2,508	
Curriculum Teacher Leader	$2,577	
Doctorate Stipend	$1,957	

Head Start teachers with less than 1.00 FTE	$626		
King Middle Yearbook Teacher (1)	$1,794		Per year each
Middle School Department Leader	$1,104		2 days per year
Middle School News Teacher (3)	$1,091		Per year each
National Board Psychologist Certification	$2,592		
National Board Teacher Certification	$2,592		
Psychologist Intern Year 2	$5,239		
Psychology Department Leader	$1,104		2 days per year
Speech Language Pathologist Mentor Stipend	$1,883		
SST Coordinator	$2,898		
Substitute Medical Stipend			
80 Assignments	$1,310		
95 Assignments	$1,498		
110 Assignments	$1,687		
125 Assignments	$1,873		
Teacher in Charge	$3,320		
TIP Stipend	$2,096		
TIP Stipend x 2	$4,192		
Willard (1), Longfellow (1), and B-Tech (1) Yearbook Teacher	$1,288		Per year each
VAPA Stipends**			
Production Director, BHS	$1,087	-	$5,715
Director of Lighting	$1,087	-	$5,715
Technical Director	$1,087	-	$5,715
Director of Choreograhy	$1,087	-	$5,715
Director of Costume Production	$1,087	-	$5,715
Orchestra Director, BHS	$1,087	-	$5,715
Vocal Music Director	$1,087	-	$5,715
Conductor, BHS	$1,087	-	$5,715
Choral Music Teacher, BHS (1)	$1,087	-	$5,715
Pep Band Director, BHS (1)	$1,087	-	$5,715
Afro-Haitian Dance Production Teacher (1)	$1,087	-	$5,715

Dance Production Teacher, BHS (1)	$1,087	-	$5,715
Jazz Band Director, BHS (1)	$1,087	-	$5,715
Drama Teacher, Middle (3)	$1,087	-	$5,715
Guitar Teacher	$1,087	-	$5,715
Interdisciplinary Art Exhibition Coordinator	$1,087	-	$5,715
**Minimum stipend of approximately 20 hours applies to all VAPA positions. The maximum stipend amount is equivalent to 105 hours. Site administrators approve a performing arts plan and the number of hours at the beginning of the year and reevaluate actual hours in the spring.			
VAPA Hourly Rate	$54.43		

APPENDIX 10
HOURLY & DAILY RATES

2025 - 2026 January - June

Category	Type	Amount
Substitute Teaching	Daily	$265.66
TK-12 Teaching	Hourly	$52.76
Curriculum Development	Hourly	$39.97
Night School	Hourly	$63.41
VAPA Teacher	Hourly	$54.43
ECE Child Development Step 1	Hourly	$33.57
ECE Child Development Step 2	Hourly	$37.79
ECE Child Development Step 3	Hourly	$44.16
Adult School Teacher: 1-3 Years	Hourly	$55.14
Adult School Teacher: 4-9 Years	Hourly	$57.93
Adult School Teacher: 10+ Years	Hourly	$60.66
Testing Rate	Hourly	$52.38
Adult School Coordinator	Hourly	$68.50