SALARY SCHEDULE 14 EARLY CHILDHOOD DEVELOPMENT

2025 - 2026 July - December

	Column			
	I	II	III	IV
Steps	**60 units**	**BA**	**BA+ 24**	**BA + 36**
1	$45,994	$49,021	$52,439	$55,653
2	$49,021	$52,439	$55,653	$58,875
3	$52,439	$55,653	$58,875	$62,093
4	$55,653	$58,875	$62,093	$65,312
5	$58,875	$62,093	$65,312	$68,531
6	$62,093	$65,312	$68,531	$71,758
7	$65,312	$68,531	$71,758	$74,972
8	$68,531	$71,758	$74,972	$78,193
9	$71,722	$74,951	$78,161	$81,380
10	$74,939	$78,171	$81,380	$84,601
11	$78,686	$82,080	$85,449	$88,831
12	$78,686	$82,080	$85,449	$88,831
13	$82,620	$86,184	$89,721	$93,272
14	$82,620	$86,184	$89,721	$93,272

Longevity		
15-16 Years	17-18 Years	19+ Years
$1,670	$3,231	$4,899

Head Start Stipend

	Part-time teachers (< 1.0 FTE)	$621
Full-time teachers in a single classroom who have between:	1 and 10 Head Start Students	$1,244
	11 and 16 Head Start Students	$1,864
	17+ Head Start Students	$2,484

Doctorate Stipend: $1,939.18

SALARY SCHEDULE 15 SPEECH LANGUAGE PATHOLOGIST - 185 DAYS
2025 - 2026 July - December

	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	**$74,410**	$402.22	**$88,432**	$478.01	**$90,674**	$490.13	**$92,973**	$502.56	**$92,973**	$502.56	**$92,973**	$502.56	**$92,973**	$502.56
2	**$76,665**	$414.40	**$90,674**	$490.13	**$92,973**	$502.56	**$95,343**	$515.37	**$97,788**	$528.58	**$97,788**	$528.58	**$97,788**	$528.58
3	**$78,621**	$424.98	**$92,973**	$502.56	**$95,343**	$515.37	**$97,788**	$528.58	**$61,891**	$334.55	**$102,879**	$556.11	**$102,879**	$556.11
4	**$80,627**	$435.82	**$92,973**	$502.56	**$97,788**	$528.58	**$100,297**	$542.15	**$102,879**	$556.11	**$105,536**	$570.46	**$108,272**	$585.25
5	**$82,588**	$446.42	**$92,973**	$502.56	**$100,297**	$542.15	**$102,879**	$556.11	**$105,536**	$570.46	**$108,272**	$585.25	**$111,086**	$600.46
6	**$83,643**	$452.13	**$92,973**	$502.56	**$100,297**	$542.15	**$105,536**	$570.46	**$108,272**	$585.25	**$111,086**	$600.46	**$113,984**	$616.13
7	**$84,611**	$457.36	**$92,973**	$502.56	**$100,297**	$542.15	**$108,272**	$585.25	**$111,086**	$600.46	**$113,984**	$616.13	**$116,962**	$632.23
8	**$85,560**	$462.48	**$92,973**	$502.56	**$100,297**	$542.15	**$108,272**	$585.25	**$113,984**	$616.13	**$116,962**	$632.23	**$120,030**	$648.81
9	**$86,535**	$467.76	**$93,779**	$506.91	**$100,297**	$542.15	**$108,272**	$585.25	**$117,067**	$632.79	**$120,135**	$649.38	**$123,291**	$666.44
10	**$87,412**	$472.50	**$94,648**	$511.61	**$100,917**	$545.50	**$108,272**	$585.25	**$120,238**	$649.93	**$123,402**	$667.04	**$126,653**	$684.61
11	**$87,412**	$472.50	**$94,648**	$511.61	**$100,917**	$545.50	**$108,272**	$585.25	**$123,512**	$667.63	**$126,764**	$685.21	**$130,116**	$703.33
12	**$87,412**	$472.50	**$94,648**	$511.61	**$100,917**	$545.50	**$108,272**	$585.25	**$125,585**	$678.84	**$128,841**	$696.44	**$132,187**	$714.52
13	**$87,412**	$472.50	**$94,648**	$511.61	**$100,917**	$545.50	**$108,272**	$585.25	**$125,585**	$678.84	**$128,841**	$696.44	**$132,187**	$714.52
14	**$89,236**	$482.36	**$96,476**	$521.49	**$102,740**	$555.35	**$110,099**	$595.13	**$127,662**	$690.06	**$130,912**	$707.63	**$134,264**	$725.75
15	**$89,236**	$482.36	**$96,476**	$521.49	**$102,740**	$555.35	**$110,099**	$595.13	**$127,662**	$690.06	**$130,912**	$707.63	**$134,264**	$725.75
16	**$90,943**	$491.58	**$98,184**	$530.72	**$104,452**	$564.60	**$111,805**	$604.35	**$129,732**	$701.25	**$132,986**	$718.84	**$136,336**	$736.95
17	**$90,943**	$491.58	**$98,184**	$530.72	**$104,452**	$564.60	**$111,805**	$604.35	**$129,732**	$701.25	**$132,986**	$718.84	**$136,336**	$736.95
18	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$131,808**	$712.48	**$135,056**	$730.03	**$138,413**	$748.18
19	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$131,808**	$712.48	**$135,056**	$730.03	**$138,413**	$748.18
20	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$133,877**	$723.66	**$137,136**	$741.28	**$140,482**	$759.36
21	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$133,877**	$723.66	**$137,136**	$741.28	**$140,482**	$759.36
22	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$135,955**	$734.89	**$139,205**	$752.46	**$142,558**	$770.58
23	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$135,955**	$734.89	**$139,205**	$752.46	**$142,558**	$770.58
24	**$92,767**	$501.44	**$100,007**	$540.58	**$106,273**	$574.45	**$113,628**	$614.21	**$137,994**	$745.91	**$141,292**	$763.74	**$144,696**	$782.14

**** 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: $1,939.18

SALARY SCHEDULE 16 ELEMENTARY - 185 DAYS
2025 - 2026 July - December

	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	**$57,434**	$310.45	**$70,182**	$379.36	**$72,219**	$390.37	**$74,311**	$401.68	**$74,311**	$401.68	**$74,311**	$401.68	**$74,311**	$401.68
2	**$59,485**	$321.54	**$72,219**	$390.37	**$74,311**	$401.68	**$76,468**	$413.34	**$78,686**	$425.33	**$78,686**	$425.33	**$78,686**	$425.33
3	**$61,260**	$331.14	**$74,311**	$401.68	**$76,468**	$413.34	**$78,686**	$425.33	**$80,966**	$437.66	**$83,317**	$450.36	**$83,317**	$450.36
4	**$63,087**	$341.01	**$74,311**	$401.68	**$78,686**	$425.33	**$80,966**	$437.66	**$83,317**	$450.36	**$85,732**	$463.42	**$88,220**	$476.86
5	**$64,861**	$350.60	**$74,311**	$401.68	**$80,966**	$437.66	**$83,317**	$450.36	**$85,732**	$463.42	**$88,219**	$476.86	**$90,775**	$490.68
6	**$65,827**	$355.82	**$74,311**	$401.68	**$80,966**	$437.66	**$85,732**	$463.42	**$88,219**	$476.86	**$90,775**	$490.68	**$93,412**	$504.93
7	**$66,706**	$360.57	**$74,311**	$401.68	**$80,966**	$437.66	**$88,219**	$476.86	**$90,775**	$490.68	**$93,412**	$504.93	**$96,120**	$519.57
8	**$67,566**	$365.22	**$74,311**	$401.68	**$80,966**	$437.66	**$88,219**	$476.86	**$93,412**	$504.93	**$96,120**	$519.57	**$98,904**	$534.62
9	**$68,456**	$370.03	**$75,038**	$405.61	**$80,966**	$437.66	**$88,219**	$476.86	**$96,212**	$520.07	**$99,002**	$535.14	**$101,873**	$550.67
10	**$69,254**	$374.34	**$75,835**	$409.92	**$81,531**	$440.71	**$88,219**	$476.86	**$99,098**	$535.66	**$101,971**	$551.19	**$104,925**	$567.16
11	**$69,254**	$374.34	**$75,835**	$409.92	**$81,531**	$440.71	**$88,219**	$476.86	**$102,073**	$551.75	**$105,029**	$567.72	**$108,075**	$584.19
12	**$69,254**	$374.34	**$75,835**	$409.92	**$81,531**	$440.71	**$88,219**	$476.86	**$103,957**	$561.93	**$106,916**	$577.92	**$109,963**	$594.39
13	**$69,254**	$374.34	**$75,835**	$409.92	**$81,531**	$440.71	**$88,219**	$476.86	**$103,957**	$561.93	**$106,916**	$577.92	**$109,963**	$594.39
14	**$70,914**	$383.32	**$77,494**	$418.89	**$83,190**	$449.68	**$89,875**	$485.81	**$105,844**	$572.13	**$108,799**	$588.10	**$111,847**	$604.58
15	**$70,914**	$383.32	**$77,494**	$418.89	**$83,190**	$449.68	**$89,875**	$485.81	**$105,844**	$572.13	**$108,799**	$588.10	**$111,847**	$604.58
16	**$72,467**	$391.71	**$79,046**	$427.28	**$84,743**	$458.07	**$91,429**	$494.21	**$107,726**	$582.30	**$110,685**	$598.30	**$113,732**	$614.77
17	**$72,467**	$391.71	**$79,046**	$427.28	**$84,743**	$458.07	**$91,429**	$494.21	**$107,726**	$582.30	**$110,685**	$598.30	**$113,732**	$614.77
18	**$74,124**	$400.67	**$80,704**	$436.24	**$86,131**	$465.57	**$93,085**	$503.16	**$109,615**	$592.51	**$112,571**	$608.49	**$115,614**	$624.94
19	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$109,615**	$592.51	**$112,571**	$608.49	**$115,614**	$624.94
20	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$111,494**	$602.67	**$114,456**	$618.68	**$117,502**	$635.15
21	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$111,494**	$602.67	**$114,456**	$618.68	**$117,502**	$635.15
22	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$113,382**	$612.88	**$116,338**	$628.86	**$119,386**	$645.33
23	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$113,382**	$612.88	**$116,338**	$628.86	**$119,386**	$645.33
24	**$74,124**	$400.67	**$80,704**	$436.24	**$86,401**	$467.03	**$93,085**	$503.16	**$115,200**	$622.70	**$118,203**	$638.94	**$121,302**	$655.68

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

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

****** Includes MA***

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

Doctorate Stipend: $1,939.18

SALARY SCHEDULE 17 MIDDLE AND HIGH SCHOOL - 184 DAYS
2025 - 2026 July - December

	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	**$57,434**	$312.14	**$70,182**	$381.42	**$72,219**	$392.49	**$74,311**	$403.86	**$74,311**	$403.86	**$74,311**	$403.86	**$74,311**	$403.86
2	**$59,485**	$323.29	**$72,219**	$392.49	**$74,311**	$403.86	**$76,468**	$415.59	**$78,686**	$427.64	**$78,686**	$427.64	**$78,686**	$427.64
3	**$61,260**	$332.94	**$74,311**	$403.86	**$76,468**	$415.59	**$78,686**	$427.64	**$80,966**	$440.03	**$83,317**	$452.81	**$83,317**	$452.81
4	**$63,087**	$342.86	**$74,311**	$403.86	**$78,686**	$427.64	**$80,966**	$440.03	**$83,317**	$452.81	**$85,732**	$465.94	**$88,220**	$479.46
5	**$64,861**	$352.51	**$74,311**	$403.86	**$80,966**	$440.03	**$83,317**	$452.81	**$85,732**	$465.94	**$88,219**	$479.45	**$90,775**	$493.34
6	**$65,827**	$357.75	**$74,311**	$403.86	**$80,966**	$440.03	**$85,732**	$465.94	**$88,219**	$479.45	**$90,775**	$493.34	**$93,412**	$507.68
7	**$66,706**	$362.53	**$74,311**	$403.86	**$80,966**	$440.03	**$88,219**	$479.45	**$90,775**	$493.34	**$93,412**	$507.68	**$96,120**	$522.39
8	**$67,566**	$367.21	**$74,311**	$403.86	**$80,966**	$440.03	**$88,219**	$479.45	**$93,412**	$507.68	**$96,120**	$522.39	**$98,904**	$537.52
9	**$68,456**	$372.04	**$75,038**	$407.81	**$80,966**	$440.03	**$88,219**	$479.45	**$96,212**	$522.89	**$99,002**	$538.05	**$101,873**	$553.66
10	**$69,254**	$376.38	**$75,835**	$412.15	**$81,531**	$443.10	**$88,219**	$479.45	**$99,098**	$538.57	**$101,971**	$554.19	**$104,925**	$570.25
11	**$69,254**	$376.38	**$75,835**	$412.15	**$81,531**	$443.10	**$88,219**	$479.45	**$102,073**	$554.74	**$105,029**	$570.81	**$108,075**	$587.36
12	**$69,254**	$376.38	**$75,835**	$412.15	**$81,531**	$443.10	**$88,219**	$479.45	**$103,957**	$564.99	**$106,916**	$581.06	**$109,963**	$597.62
13	**$69,254**	$376.38	**$75,835**	$412.15	**$81,531**	$443.10	**$88,219**	$479.45	**$103,957**	$564.99	**$106,916**	$581.06	**$109,963**	$597.62
14	**$70,914**	$385.40	**$77,494**	$421.17	**$83,190**	$452.12	**$89,875**	$488.45	**$105,844**	$575.24	**$108,799**	$591.30	**$111,847**	$607.87
15	**$70,914**	$385.40	**$77,494**	$421.17	**$83,190**	$452.12	**$89,875**	$488.45	**$105,844**	$575.24	**$108,799**	$591.30	**$111,847**	$607.87
16	**$72,467**	$393.84	**$79,046**	$429.60	**$84,743**	$460.56	**$91,429**	$496.90	**$107,726**	$585.47	**$110,685**	$601.55	**$113,732**	$618.11
17	**$72,467**	$393.84	**$79,046**	$429.60	**$84,743**	$460.56	**$91,429**	$496.90	**$107,726**	$585.47	**$110,685**	$601.55	**$113,732**	$618.11
18	**$74,124**	$402.85	**$80,704**	$438.61	**$86,131**	$468.10	**$93,085**	$505.89	**$109,615**	$595.73	**$112,571**	$611.80	**$115,614**	$628.33
19	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$109,615**	$595.73	**$112,571**	$611.80	**$115,614**	$628.33
20	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$111,494**	$605.95	**$114,456**	$622.05	**$117,502**	$638.60
21	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$111,494**	$605.95	**$114,456**	$622.05	**$117,502**	$638.60
22	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$113,382**	$616.21	**$116,338**	$632.27	**$119,386**	$648.84
23	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$113,382**	$616.21	**$116,338**	$632.27	**$119,386**	$648.84
24	**$74,124**	$402.85	**$80,704**	$438.61	**$86,401**	$469.57	**$93,085**	$505.89	**$115,200**	$626.09	**$118,203**	$642.41	**$121,302**	$659.25

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

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

****** Includes MA***

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

Doctorate Stipend: $1,939.18

SALARY SCHEDULE 18 COUNSELOR - 193 DAYS
2025 - 2026 July - December

	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	**$63,358**	$328.28	**$76,730**	$397.56	**$78,866**	$408.63	**$81,060**	$420.00	**$81,060**	$420.00	**$81,060**	$420.00	**$81,060**	$420.00
2	**$65,509**	$339.43	**$78,866**	$408.63	**$81,060**	$420.00	**$83,323**	$431.72	**$85,650**	$443.78	**$85,650**	$443.78	**$85,650**	$443.78
3	**$67,372**	$349.08	**$81,060**	$420.00	**$83,323**	$431.72	**$85,650**	$443.78	**$88,042**	$456.17	**$90,507**	$468.95	**$90,507**	$468.95
4	**$69,288**	$359.00	**$81,060**	$420.00	**$85,650**	$443.78	**$88,042**	$456.17	**$90,507**	$468.95	**$93,041**	$482.08	**$95,650**	$495.60
5	**$71,149**	$368.65	**$81,060**	$420.00	**$88,042**	$456.17	**$90,507**	$468.95	**$93,041**	$482.08	**$95,649**	$495.59	**$98,330**	$509.48
6	**$72,161**	$373.89	**$81,060**	$420.00	**$88,042**	$456.17	**$93,041**	$482.08	**$95,649**	$495.59	**$98,330**	$509.48	**$101,096**	$523.82
7	**$73,084**	$378.67	**$81,060**	$420.00	**$88,042**	$456.17	**$95,649**	$495.59	**$98,330**	$509.48	**$101,096**	$523.82	**$103,937**	$538.53
8	**$73,986**	$383.35	**$81,060**	$420.00	**$88,042**	$456.17	**$95,649**	$495.59	**$101,096**	$523.82	**$103,937**	$538.53	**$106,857**	$553.66
9	**$74,920**	$388.18	**$81,823**	$423.95	**$88,042**	$456.17	**$95,649**	$495.59	**$104,033**	$539.03	**$106,959**	$554.19	**$109,971**	$569.80
10	**$75,756**	$392.52	**$82,660**	$428.29	**$88,634**	$459.24	**$95,649**	$495.59	**$107,060**	$554.71	**$110,073**	$570.33	**$113,172**	$586.39
11	**$75,756**	$392.52	**$82,660**	$428.29	**$88,634**	$459.24	**$95,649**	$495.59	**$110,181**	$570.88	**$113,281**	$586.95	**$116,476**	$603.50
12	**$75,756**	$392.52	**$82,660**	$428.29	**$88,634**	$459.24	**$95,649**	$495.59	**$112,157**	$581.13	**$115,261**	$597.20	**$118,456**	$613.76
13	**$75,756**	$392.52	**$82,660**	$428.29	**$88,634**	$459.24	**$95,649**	$495.59	**$112,157**	$581.13	**$115,261**	$597.20	**$118,456**	$613.76
14	**$77,498**	$401.54	**$84,400**	$437.30	**$90,374**	$468.26	**$97,386**	$504.59	**$114,137**	$591.38	**$117,236**	$607.44	**$120,433**	$624.01
15	**$77,498**	$401.54	**$84,400**	$437.30	**$90,374**	$468.26	**$97,386**	$504.59	**$114,137**	$591.38	**$117,236**	$607.44	**$120,433**	$624.01
16	**$79,127**	$409.98	**$86,027**	$445.74	**$92,003**	$476.70	**$99,016**	$513.04	**$116,111**	$601.61	**$119,214**	$617.69	**$122,410**	$634.25
17	**$79,127**	$409.98	**$86,027**	$445.74	**$92,003**	$476.70	**$99,016**	$513.04	**$116,111**	$601.61	**$119,214**	$617.69	**$122,410**	$634.25
18	**$80,864**	$418.99	**$87,766**	$454.75	**$93,458**	$484.24	**$100,753**	$522.03	**$118,091**	$611.87	**$121,192**	$627.94	**$124,384**	$644.47
19	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$118,091**	$611.87	**$121,192**	$627.94	**$124,384**	$644.47
20	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$120,062**	$622.09	**$123,170**	$638.19	**$126,364**	$654.74
21	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$120,062**	$622.09	**$123,170**	$638.19	**$126,364**	$654.74
22	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$122,043**	$632.35	**$125,144**	$648.41	**$128,341**	$664.98
23	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$122,043**	$632.35	**$125,144**	$648.41	**$128,341**	$664.98
24	**$80,864**	$418.99	**$87,766**	$454.75	**$93,742**	$485.71	**$100,753**	$522.03	**$123,950**	$642.23	**$127,100**	$658.55	**$130,350**	$675.39

**** 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: $1,939.18

SALARY SCHEDULE 28 PSYCHOLOGIST - 194 DAYS
2025 - 2026 July - December

	PPS Credential (Column/Range 1)		PPS & Board- Certified Behavior Analyst (Column/Range 2)	
Step	**Annual**	**Per Diem**	**Annual**	**Per Diem**
1	$95,402	$491.76	$98,354	$506.98
2	$98,070	$505.51	$101,023	$520.74
3	$100,739	$519.27	$103,694	$534.50
4	$103,409	$533.04	$106,362	$548.26
5	$106,079	$546.80	$109,033	$562.03
6	$109,607	$564.98	$112,557	$580.19
7	$113,134	$583.16	$116,085	$598.37
8	$116,658	$601.33	$119,613	$616.56
9	$120,185	$619.51	$123,136	$634.72
10	$123,710	$637.68	$126,666	$652.92
11	$127,421	$656.81	$130,465	$672.50
12	$131,242	$676.51	$134,378	$692.67

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 **$57,609** 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	$72,011	**$57,609**

Doctorate Stipend: $1,939.18

Berkeley Unified School District **Appendix 9**

BFT Extra Compensation Salary Schedule

July - December 2025

	Amount	Notes
Athletic Director	$4,995	Per year
BCLAD Stipend	$3,499	
BHS "Jacket" Teacher (1)	$2,162	Per year each
BHS Forensic Coach (1)	$5,029	
BHS Literary Magazine Teacher (1)	$1,738	
BHS Small School/Program/Department Teacher Leader	$8,078	2 days per year per leader for retreat attendance
BHS Yearbook Teacher	$2,162	
Bilingual Assessment Teacher		
up to 15 assessments	$2,247	
16-20 assessments	$2,565	
21-25 assessments	$2,938	
Bilingual School Psychologist	$2,332	
Bilingual Speech Language Pathologist	$2,332	
BPAR Consulting Teacher	$5,109	
BPAR Coordinator	$5,452	10 days per year
BPAR Panel Chairperson (includes Panel Member stipend)	$5,847	
BPAR Panel Member	$2,296	
BTA PD Stipend	$5,789	
BTA PD Stipend	$5,789	
CDC Head Start Stipend		
1-10 H.S. students	$1,244	
11-16 H.S. students	$1,864	
17-24 H.S. students	$2,484	
Curriculum Teacher Leader	$2,553	
Doctorate Stipend	$1,939	

Head Start teachers with less than 1.00 FTE	$621		
King Middle Yearbook Teacher (1)	$1,777		Per year each
Middle School Department Leader	$1,093		2 days per year
Middle School News Teacher (3)	$1,081		Per year each
National Board Psychologist Certification	$2,568		
National Board Teacher Certification	$2,568		
Psychologist Intern Year 2	$5,190		
Psychology Department Leader	$1,093		2 days per year
Speech Language Pathologist Mentor Stipend	$1,866		
SST Coordinator	$2,871		
Substitute Medical Stipend			
80 Assignments	$1,298		
95 Assignments	$1,483		
110 Assignments	$1,671		
125 Assignments	$1,855		
Teacher in Charge	$3,289		
TIP Stipend	$2,076		
TIP Stipend x 2	$4,153		
Willard (1), Longfellow (1), and B-Tech (1) Yearbook Teacher	$1,276		Per year each
VAPA Stipends**			
Production Director, BHS	$1,077	-	$5,662
Director of Lighting	$1,077	-	$5,662
Technical Director	$1,077	-	$5,662
Director of Choreograhy	$1,077	-	$5,662
Director of Costume Production	$1,077	-	$5,662
Orchestra Director, BHS	$1,077	-	$5,662
Vocal Music Director	$1,077	-	$5,662
Conductor, BHS	$1,077	-	$5,662
Choral Music Teacher, BHS (1)	$1,077	-	$5,662
Pep Band Director, BHS (1)	$1,077	-	$5,662
Afro-Haitian Dance Production Teacher (1)	$1,077	-	$5,662

Dance Production Teacher, BHS (1)	$1,077	-	$5,662
Jazz Band Director, BHS (1)	$1,077	-	$5,662
Drama Teacher, Middle (3)	$1,077	-	$5,662
Guitar Teacher	$1,077	-	$5,662
Interdisciplinary Art Exhibition Coordinator	$1,077	-	$5,662
**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	$53.92		

APPENDIX 10
HOURLY & DAILY RATES

2025 - 2026 July - December

Category	Type	Amount
Substitute Teaching	Daily	$263.03
TK-12 Teaching	Hourly	$52.27
Curriculum Development	Hourly	$39.60
Night School	Hourly	$62.81
VAPA Teacher	Hourly	$53.92
ECE Child Development Step 1	Hourly	$33.26
ECE Child Development Step 2	Hourly	$37.43
ECE Child Development Step 3	Hourly	$43.75
Adult School Teacher: 1-3 Years	Hourly	$54.63
Adult School Teacher: 4-9 Years	Hourly	$57.39
Adult School Teacher: 10+ Years	Hourly	$60.09
Testing Rate	Hourly	$51.89
Adult School Coordinator	Hourly	$67.86