SALARY SCHEDULE 14, EARLY CHILDHOOD DEVELOPMENT
2026 - 2027

	Column			
	I	II	III	IV
Steps	**60 units**	**BA**	**BA+ 24**	**BA + 36**
1	$47,750	$50,893	$54,441	$57,778
2	$50,893	$54,441	$57,778	$61,123
3	$54,441	$57,778	$61,123	$64,464
4	$57,778	$61,123	$64,464	$67,806
5	$61,123	$64,464	$67,806	$71,148
6	$64,464	$67,806	$71,148	$74,498
7	$67,806	$71,148	$74,498	$77,835
8	$71,148	$74,498	$77,835	$81,179
9	$74,461	$77,813	$81,145	$84,488
10	$77,800	$81,156	$84,488	$87,831
11	$81,690	$85,214	$88,712	$92,223
12	$81,690	$85,214	$88,712	$92,223
13	$85,775	$89,475	$93,148	$96,834
14	$85,775	$89,475	$93,148	$96,834
15	$90,064	$93,949	$97,805	$101,675
16	$90,064	$93,949	$97,805	$101,675
17	$94,567	$98,646	$102,695	$106,759
18	$94,567	$98,646	$102,695	$106,759
19	$99,295	$103,578	$107,830	$112,097

	Head Start Stipend	
	Part-time teachers (< 1.0 FTE)	$644
Full-time teachers in a single classroom who have between:	1 and 10 Head Start Students	$1,291
	11 and 16 Head Start Students	$1,935
	17+ Head Start Students	$2,579

SALARY SCHEDULE 15 SPEECH LANGUAGE PATHOLOGIST - 185 DAYS
2026 - 2027

	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	**$77,245**	$417.54	**$91,801**	$496.22	**$94,128**	$508.80	**$96,515**	$521.70	**$96,515**	$521.70	**$96,515**	$521.70	**$96,515**	$521.70
2	**$79,585**	$430.19	**$94,128**	$508.80	**$96,515**	$521.70	**$98,975**	$535.00	**$101,513**	$548.72	**$101,513**	$548.72	**$101,513**	$548.72
3	**$81,616**	$441.17	**$96,515**	$521.70	**$98,975**	$535.00	**$101,513**	$548.72	**$64,249**	$347.29	**$106,799**	$577.29	**$106,799**	$577.29
4	**$83,699**	$452.43	**$96,515**	$521.70	**$101,513**	$548.72	**$104,118**	$562.80	**$106,799**	$577.29	**$109,556**	$592.20	**$112,396**	$607.55
5	**$85,735**	$463.43	**$96,515**	$521.70	**$104,118**	$562.80	**$106,799**	$577.29	**$109,556**	$592.20	**$112,396**	$607.55	**$115,318**	$623.34
6	**$86,830**	$469.35	**$96,515**	$521.70	**$104,118**	$562.80	**$109,556**	$592.20	**$112,396**	$607.55	**$115,318**	$623.34	**$118,326**	$639.60
7	**$87,834**	$474.78	**$96,515**	$521.70	**$104,118**	$562.80	**$112,396**	$607.55	**$115,318**	$623.34	**$118,326**	$639.60	**$121,417**	$656.31
8	**$88,819**	$480.10	**$96,515**	$521.70	**$104,118**	$562.80	**$112,396**	$607.55	**$118,326**	$639.60	**$121,417**	$656.31	**$124,603**	$673.53
9	**$89,832**	$485.58	**$97,351**	$526.22	**$104,118**	$562.80	**$112,396**	$607.55	**$121,526**	$656.90	**$124,712**	$674.12	**$127,988**	$691.83
10	**$90,742**	$490.50	**$98,254**	$531.10	**$104,761**	$566.28	**$112,396**	$607.55	**$124,818**	$674.69	**$128,104**	$692.45	**$131,478**	$710.69
11	**$90,742**	$490.50	**$98,254**	$531.10	**$104,761**	$566.28	**$112,396**	$607.55	**$128,218**	$693.07	**$131,593**	$711.32	**$135,073**	$730.12
12	**$90,742**	$490.50	**$98,254**	$531.10	**$104,761**	$566.28	**$112,396**	$607.55	**$130,369**	$704.70	**$133,749**	$722.97	**$137,223**	$741.75
13	**$90,742**	$490.50	**$98,254**	$531.10	**$104,761**	$566.28	**$112,396**	$607.55	**$130,369**	$704.70	**$133,749**	$722.97	**$137,223**	$741.75
14	**$92,636**	$500.73	**$100,151**	$541.36	**$106,654**	$576.51	**$114,293**	$617.80	**$132,525**	$716.35	**$135,899**	$734.59	**$139,379**	$753.40
15	**$92,636**	$500.73	**$100,151**	$541.36	**$106,654**	$576.51	**$114,293**	$617.80	**$132,525**	$716.35	**$135,899**	$734.59	**$139,379**	$753.40
16	**$94,407**	$510.31	**$101,924**	$550.94	**$108,431**	$586.11	**$116,064**	$627.38	**$134,674**	$727.97	**$138,052**	$746.23	**$141,530**	$765.03
17	**$94,407**	$510.31	**$101,924**	$550.94	**$108,431**	$586.11	**$116,064**	$627.38	**$134,674**	$727.97	**$138,052**	$746.23	**$141,530**	$765.03
18	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$136,830**	$739.62	**$140,201**	$757.84	**$143,686**	$776.68
19	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$136,830**	$739.62	**$140,201**	$757.84	**$143,686**	$776.68
20	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$138,977**	$751.23	**$142,361**	$769.52	**$145,833**	$788.29
21	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$138,977**	$751.23	**$142,361**	$769.52	**$145,833**	$788.29
22	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$141,134**	$762.89	**$144,508**	$781.13	**$147,989**	$799.94
23	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$141,134**	$762.89	**$144,508**	$781.13	**$147,989**	$799.94
24	**$96,301**	$520.55	**$103,817**	$561.17	**$110,322**	$596.33	**$117,957**	$637.60	**$143,251**	$774.33	**$146,675**	$792.84	**$150,208**	$811.94

**** 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***

SALARY SCHEDULE 16 ELEMENTARY - 185 DAYS
2026 - 2027

	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	**$59,622**	$322.28	**$72,856**	$393.81	**$74,970**	$405.24	**$77,141**	$416.98	**$77,141**	$416.98	**$77,141**	$416.98	**$77,141**	$416.98
2	**$61,751**	$333.79	**$74,970**	$405.24	**$77,141**	$416.98	**$79,381**	$429.09	**$81,684**	$441.53	**$81,684**	$441.53	**$81,684**	$441.53
3	**$63,594**	$343.75	**$77,141**	$416.98	**$79,381**	$429.09	**$81,684**	$441.53	**$84,051**	$454.33	**$86,491**	$467.52	**$86,491**	$467.52
4	**$65,490**	$354.00	**$77,141**	$416.98	**$81,684**	$441.53	**$84,051**	$454.33	**$86,491**	$467.52	**$88,999**	$481.07	**$91,581**	$495.03
5	**$67,332**	$363.96	**$77,141**	$416.98	**$84,051**	$454.33	**$86,491**	$467.52	**$88,999**	$481.07	**$91,579**	$495.02	**$94,233**	$509.37
6	**$68,334**	$369.38	**$77,141**	$416.98	**$84,051**	$454.33	**$88,999**	$481.07	**$91,579**	$495.02	**$94,233**	$509.37	**$96,971**	$524.17
7	**$69,247**	$374.31	**$77,141**	$416.98	**$84,051**	$454.33	**$91,579**	$495.02	**$94,233**	$509.37	**$96,971**	$524.17	**$99,782**	$539.36
8	**$70,140**	$379.14	**$77,141**	$416.98	**$84,051**	$454.33	**$91,579**	$495.02	**$96,971**	$524.17	**$99,782**	$539.36	**$102,672**	$554.99
9	**$71,064**	$384.13	**$77,896**	$421.06	**$84,051**	$454.33	**$91,579**	$495.02	**$99,878**	$539.88	**$102,773**	$555.53	**$105,754**	$571.64
10	**$71,892**	$388.61	**$78,724**	$425.54	**$84,637**	$457.50	**$91,579**	$495.02	**$102,873**	$556.07	**$105,855**	$572.19	**$108,923**	$588.77
11	**$71,892**	$388.61	**$78,724**	$425.54	**$84,637**	$457.50	**$91,579**	$495.02	**$105,962**	$572.77	**$109,030**	$589.35	**$112,192**	$606.44
12	**$71,892**	$388.61	**$78,724**	$425.54	**$84,637**	$457.50	**$91,579**	$495.02	**$107,918**	$583.34	**$110,989**	$599.94	**$114,152**	$617.04
13	**$71,892**	$388.61	**$78,724**	$425.54	**$84,637**	$457.50	**$91,579**	$495.02	**$107,918**	$583.34	**$110,989**	$599.94	**$114,152**	$617.04
14	**$73,616**	$397.92	**$80,447**	$434.85	**$86,359**	$466.81	**$93,299**	$504.32	**$109,877**	$593.93	**$112,944**	$610.51	**$116,108**	$627.61
15	**$73,616**	$397.92	**$80,447**	$434.85	**$86,359**	$466.81	**$93,299**	$504.32	**$109,877**	$593.93	**$112,944**	$610.51	**$116,108**	$627.61
16	**$75,228**	$406.64	**$82,057**	$443.55	**$87,971**	$475.52	**$94,912**	$513.04	**$111,830**	$604.49	**$114,902**	$621.09	**$118,065**	$638.19
17	**$75,228**	$406.64	**$82,057**	$443.55	**$87,971**	$475.52	**$94,912**	$513.04	**$111,830**	$604.49	**$114,902**	$621.09	**$118,065**	$638.19
18	**$76,947**	$415.93	**$83,778**	$452.86	**$89,412**	$483.31	**$96,631**	$522.33	**$113,791**	$615.08	**$116,859**	$631.67	**$120,018**	$648.75
19	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$113,791**	$615.08	**$116,859**	$631.67	**$120,018**	$648.75
20	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$115,741**	$625.63	**$118,817**	$642.25	**$121,978**	$659.34
21	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$115,741**	$625.63	**$118,817**	$642.25	**$121,978**	$659.34
22	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$117,702**	$636.23	**$120,770**	$652.81	**$123,935**	$669.92
23	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$117,702**	$636.23	**$120,770**	$652.81	**$123,935**	$669.92
24	**$76,947**	$415.93	**$83,778**	$452.86	**$89,692**	$484.82	**$96,631**	$522.33	**$119,589**	$646.43	**$122,707**	$663.28	**$125,923**	$680.66

**** 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***

SALARY SCHEDULE 17 MIDDLE AND HIGH SCHOOL - 184 DAYS
2026 - 2027

	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	**$59,622**	$324.03	**$72,856**	$395.95	**$74,970**	$407.45	**$77,141**	$419.25	**$77,141**	$419.25	**$77,141**	$419.25	**$77,141**	$419.25
2	**$61,751**	$335.60	**$74,970**	$407.45	**$77,141**	$419.25	**$79,381**	$431.42	**$81,684**	$443.93	**$81,684**	$443.93	**$81,684**	$443.93
3	**$63,594**	$345.62	**$77,141**	$419.25	**$79,381**	$431.42	**$81,684**	$443.93	**$84,051**	$456.80	**$86,491**	$470.06	**$86,491**	$470.06
4	**$65,490**	$355.93	**$77,141**	$419.25	**$81,684**	$443.93	**$84,051**	$456.80	**$86,491**	$470.06	**$88,999**	$483.69	**$91,581**	$497.72
5	**$67,332**	$365.94	**$77,141**	$419.25	**$84,051**	$456.80	**$86,491**	$470.06	**$88,999**	$483.69	**$91,579**	$497.71	**$94,233**	$512.14
6	**$68,334**	$371.38	**$77,141**	$419.25	**$84,051**	$456.80	**$88,999**	$483.69	**$91,579**	$497.71	**$94,233**	$512.14	**$96,971**	$527.02
7	**$69,247**	$376.34	**$77,141**	$419.25	**$84,051**	$456.80	**$91,579**	$497.71	**$94,233**	$512.14	**$96,971**	$527.02	**$99,782**	$542.29
8	**$70,140**	$381.20	**$77,141**	$419.25	**$84,051**	$456.80	**$91,579**	$497.71	**$96,971**	$527.02	**$99,782**	$542.29	**$102,672**	$558.00
9	**$71,064**	$386.22	**$77,896**	$423.35	**$84,051**	$456.80	**$91,579**	$497.71	**$99,878**	$542.81	**$102,773**	$558.55	**$105,754**	$574.75
10	**$71,892**	$390.72	**$78,724**	$427.85	**$84,637**	$459.98	**$91,579**	$497.71	**$102,873**	$559.09	**$105,855**	$575.30	**$108,923**	$591.97
11	**$71,892**	$390.72	**$78,724**	$427.85	**$84,637**	$459.98	**$91,579**	$497.71	**$105,962**	$575.88	**$109,030**	$592.56	**$112,192**	$609.74
12	**$71,892**	$390.72	**$78,724**	$427.85	**$84,637**	$459.98	**$91,579**	$497.71	**$107,918**	$586.51	**$110,989**	$603.20	**$114,152**	$620.39
13	**$71,892**	$390.72	**$78,724**	$427.85	**$84,637**	$459.98	**$91,579**	$497.71	**$107,918**	$586.51	**$110,989**	$603.20	**$114,152**	$620.39
14	**$73,616**	$400.09	**$80,447**	$437.21	**$86,359**	$469.34	**$93,299**	$507.06	**$109,877**	$597.16	**$112,944**	$613.83	**$116,108**	$631.02
15	**$73,616**	$400.09	**$80,447**	$437.21	**$86,359**	$469.34	**$93,299**	$507.06	**$109,877**	$597.16	**$112,944**	$613.83	**$116,108**	$631.02
16	**$75,228**	$408.85	**$82,057**	$445.96	**$87,971**	$478.10	**$94,912**	$515.83	**$111,830**	$607.77	**$114,902**	$624.46	**$118,065**	$641.65
17	**$75,228**	$408.85	**$82,057**	$445.96	**$87,971**	$478.10	**$94,912**	$515.83	**$111,830**	$607.77	**$114,902**	$624.46	**$118,065**	$641.65
18	**$76,947**	$418.19	**$83,778**	$455.32	**$89,412**	$485.93	**$96,631**	$525.17	**$113,791**	$618.43	**$116,859**	$635.10	**$120,018**	$652.27
19	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$113,791**	$618.43	**$116,859**	$635.10	**$120,018**	$652.27
20	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$115,741**	$629.03	**$118,817**	$645.74	**$121,978**	$662.93
21	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$115,741**	$629.03	**$118,817**	$645.74	**$121,978**	$662.93
22	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$117,702**	$639.68	**$120,770**	$656.36	**$123,935**	$673.56
23	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$117,702**	$639.68	**$120,770**	$656.36	**$123,935**	$673.56
24	**$76,947**	$418.19	**$83,778**	$455.32	**$89,692**	$487.46	**$96,631**	$525.17	**$119,589**	$649.94	**$122,707**	$666.88	**$125,923**	$684.36

**** 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***

SALARY SCHEDULE 18 COUNSELOR - 193 DAYS
2026 - 2027

	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	**$65,772**	$340.79	**$79,653**	$412.71	**$81,871**	$424.20	**$84,148**	$436.00	**$84,148**	$436.00	**$84,148**	$436.00	**$84,148**	$436.00
2	**$68,005**	$352.36	**$81,871**	$424.20	**$84,148**	$436.00	**$86,497**	$448.17	**$88,913**	$460.69	**$88,913**	$460.69	**$88,913**	$460.69
3	**$69,938**	$362.37	**$84,148**	$436.00	**$86,497**	$448.17	**$88,913**	$460.69	**$91,396**	$473.55	**$93,955**	$486.81	**$93,955**	$486.81
4	**$71,927**	$372.68	**$84,148**	$436.00	**$88,913**	$460.69	**$91,396**	$473.55	**$93,955**	$486.81	**$96,585**	$500.44	**$99,294**	$514.48
5	**$73,859**	$382.69	**$84,148**	$436.00	**$91,396**	$473.55	**$93,955**	$486.81	**$96,585**	$500.44	**$99,293**	$514.47	**$102,076**	$528.89
6	**$74,910**	$388.14	**$84,148**	$436.00	**$91,396**	$473.55	**$96,585**	$500.44	**$99,293**	$514.47	**$102,076**	$528.89	**$104,948**	$543.77
7	**$75,868**	$393.10	**$84,148**	$436.00	**$91,396**	$473.55	**$99,293**	$514.47	**$102,076**	$528.89	**$104,948**	$543.77	**$107,896**	$559.05
8	**$76,805**	$397.95	**$84,148**	$436.00	**$91,396**	$473.55	**$99,293**	$514.47	**$104,948**	$543.77	**$107,896**	$559.05	**$110,928**	$574.76
9	**$77,774**	$402.97	**$84,940**	$440.10	**$91,396**	$473.55	**$99,293**	$514.47	**$107,997**	$559.57	**$111,034**	$575.31	**$114,161**	$591.51
10	**$78,642**	$407.47	**$85,809**	$444.60	**$92,010**	$476.74	**$99,293**	$514.47	**$111,139**	$575.85	**$114,267**	$592.05	**$117,484**	$608.72
11	**$78,642**	$407.47	**$85,809**	$444.60	**$92,010**	$476.74	**$99,293**	$514.47	**$114,378**	$592.63	**$117,597**	$609.31	**$120,913**	$626.49
12	**$78,642**	$407.47	**$85,809**	$444.60	**$92,010**	$476.74	**$99,293**	$514.47	**$116,430**	$603.26	**$119,652**	$619.96	**$122,969**	$637.15
13	**$78,642**	$407.47	**$85,809**	$444.60	**$92,010**	$476.74	**$99,293**	$514.47	**$116,430**	$603.26	**$119,652**	$619.96	**$122,969**	$637.15
14	**$80,450**	$416.84	**$87,615**	$453.96	**$93,817**	$486.10	**$101,096**	$523.82	**$118,485**	$613.91	**$121,702**	$630.58	**$125,021**	$647.78
15	**$80,450**	$416.84	**$87,615**	$453.96	**$93,817**	$486.10	**$101,096**	$523.82	**$118,485**	$613.91	**$121,702**	$630.58	**$125,021**	$647.78
16	**$82,141**	$425.60	**$89,305**	$462.72	**$95,508**	$494.86	**$102,789**	$532.58	**$120,534**	$624.53	**$123,755**	$641.22	**$127,073**	$658.41
17	**$82,141**	$425.60	**$89,305**	$462.72	**$95,508**	$494.86	**$102,789**	$532.58	**$120,534**	$624.53	**$123,755**	$641.22	**$127,073**	$658.41
18	**$83,945**	$434.95	**$91,110**	$472.07	**$97,019**	$502.69	**$104,591**	$541.92	**$122,590**	$635.18	**$125,809**	$651.86	**$129,122**	$669.03
19	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$122,590**	$635.18	**$125,809**	$651.86	**$129,122**	$669.03
20	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$124,636**	$645.78	**$127,862**	$662.50	**$131,178**	$679.68
21	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$124,636**	$645.78	**$127,862**	$662.50	**$131,178**	$679.68
22	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$126,693**	$656.44	**$129,911**	$673.12	**$133,230**	$690.31
23	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$126,693**	$656.44	**$129,911**	$673.12	**$133,230**	$690.31
24	**$83,945**	$434.95	**$91,110**	$472.07	**$97,313**	$504.21	**$104,591**	$541.92	**$128,672**	$666.69	**$131,942**	$683.64	**$135,316**	$701.12

**** 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***

SALARY SCHEDULE 28 PSYCHOLOGIST - 194 DAYS
2026 - 2027

	PPS Credential (Column/Range 1)		PPS & Board- Certified Behavior Analyst (Column/Range 2)	
Step	**Annual**	**Per Diem**	**Annual**	**Per Diem**
1	$99,036	$510.50	$102,101	$526.29
2	$101,806	$524.77	$104,872	$540.58
3	$104,577	$539.06	$107,644	$554.87
4	$107,349	$553.35	$110,414	$569.14
5	$110,120	$567.63	$113,187	$583.44
6	$113,783	$586.51	$116,845	$602.29
7	$117,444	$605.38	$120,507	$621.17
8	$121,103	$624.24	$124,170	$640.05
9	$124,764	$643.11	$127,827	$658.90
10	$128,423	$661.97	$131,491	$677.79
11	$132,275	$681.83	$135,435	$698.12
12	$136,242	$702.28	$139,497	$719.06

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 **$59,804** 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 (140 Days)

Step	1.00 FTE	0.8 FTE
1	$74,755	**$59,804**

Berkeley Unified School District **Appendix 9**

BFT Extra Compensation Salary Schedule

2026 - 2027

	Amount	Notes
Athletic Director	$5,185	Per year
BCLAD Stipend	$3,632	
BHS "Jacket" Teacher (1)	$2,244	Per year each
BHS Forensic Coach (1)	$5,221	
BHS Literary Magazine Teacher (1)	$1,804	
BHS Small School/Program/Department Teacher Leader	$8,385	2 days per year per leader for retreat attendance
BHS Yearbook Teacher	$2,244	
Bilingual Assessment Teacher		
up to 15 assessments	$2,332	
16-20 assessments	$2,662	
21-25 assessments	$3,050	
Bilingual School Psychologist	$2,421	
Bilingual Speech Language Pathologist	$2,421	
BPAR Consulting Teacher	$5,303	
BPAR Coordinator	$5,660	10 days per year
BPAR Panel Chairperson (includes Panel Member stipend)	$6,070	
BPAR Panel Member	$2,383	
BTA PD Stipend	$6,010	
CDC Head Start Stipend		
1-10 H.S. students	$1,291	
11-16 H.S. students	$1,935	
17-24 H.S. students	$2,579	
Curriculum Teacher Leader	$2,651	
Doctorate Stipend	$2,013	
Head Start teachers with less than 1.00 FTE	$644	

King Middle Yearbook Teacher (1)	$1,845		Per year each
Middle School Department Leader	$1,135		2 days per year
Middle School News Teacher (3)	$1,122		Per year each
National Board Psychologist Certification	$2,665		
National Board Teacher Certification	$2,665		
Psychologist Intern Year 2	$5,388		
Psychology Department Leader	$1,135		2 days per year
Speech Language Pathologist Mentor Stipend	$1,937		
SST Coordinator	$2,981		
Substitute Medical Stipend			
80 Assignments	$1,348		
95 Assignments	$1,540		
110 Assignments	$1,735		
125 Assignments	$1,926		
Teacher in Charge	$3,414		
TIP Stipend	$2,156		
TIP Stipend x 2	$4,311		
Willard (1), Longfellow (1), and B-Tech (1) Yearbook Teacher	$1,324		Per year each
VAPA Stipends**			
Production Director, BHS	$1,118	-	$5,878
Director of Lighting	$1,118	-	$5,878
Technical Director	$1,118	-	$5,878
Director of Choreograhy	$1,118	-	$5,878
Director of Costume Production	$1,118	-	$5,878
Orchestra Director, BHS	$1,118	-	$5,878
Vocal Music Director	$1,118	-	$5,878
Conductor, BHS	$1,118	-	$5,878
Choral Music Teacher, BHS (1)	$1,118	-	$5,878
Pep Band Director, BHS (1)	$1,118	-	$5,878
Afro-Haitian Dance Production Teacher (1)	$1,118	-	$5,878
Dance Production Teacher, BHS (1)	$1,118	-	$5,878

Jazz Band Director, BHS (1)	$1,118	-	$5,878
Drama Teacher, Middle (3)	$1,118	-	$5,878
Guitar Teacher	$1,118	-	$5,878
Interdisciplinary Art Exhibition Coordinator	$1,118	-	$5,878
**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	$55.98		

APPENDIX 10
HOURLY & DAILY RATES
2026 - 2027

Category	Type	Amount
Substitute Teaching	Daily	$272.38
TK-12 Teaching	Hourly	$54.26
Curriculum Development	Hourly	$41.11
Night School	Hourly	$65.21
Meeting Facilitator	Hourly	$51.50
VAPA Teacher	Hourly	$55.98
ECE Child Development Step 1	Hourly	$34.53
ECE Child Development Step 2	Hourly	$38.86
ECE Child Development Step 3	Hourly	$45.42
Adult School Teacher: 1-3 Years	Hourly	$56.71
Adult School Teacher: 4-9 Years	Hourly	$59.58
Adult School Teacher: 10+ Years	Hourly	$62.38
Testing Rate	Hourly	$53.86
Adult School Coordinator	Hourly	$70.45