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Memorandum of Understanding
between
the Vacaville Teachers Association (VTA)
and the
Vacaville Unified School District (VUSD)

Salary Schedules 2025-2026 and 24-25 Tentative Agreement #1 and #6

The following salary schedules go into effect July 1, 2025 and shall be incorporated into the collective bargaining agreement upon ratification (see attached):

Appendix A, Section A: Teachers, Digital Education Specialists, Nurses, Librarians, Content Area Specialists (Preliminary, Clear, and Life Credentials)

Appendix A, Section B: Teachers, Digital Education Specialists, Nurses, Librarians, Content Area Specialists (Internships, Waivers, and Permits)

Appendix A, Section C: Special Education Teachers (Preliminary, Clear, and Life Credentials)

Appendix A, Section D: Special Education Teachers (Internships, Waivers, and Permits)

Appendix A, Section E: 7.5 hour SCIL, RISE, and SDC Special Education Preschool Teachers (Preliminary, Clear, and Life Credentials) (per MOU)

Appendix A, Section F: 7.5 hour SCIL, RISE, and SDC Special Education Preschool Teachers (Internships, Waivers, and Permits) (per MOU)

Appendix A, Section G: Lead Nurse

Appendix A, Section H: 7.5 hour CSPP State Preschool Permit Teachers

Appendix A, Section I: Community Day Teachers (SWAE)

Appendix A, Section J: *Leave Intentionally Blank*

Appendix A, Section K, Page 1 (24-25 TA #1 and 24-25 TA #6)

Appendix A, Section K, Page 2 (24-25 TA #1 and 24-25 TA #6)

Appendix A, Section L: Elementary and Middle School Counselors, Coordinators (including Work Experience)

Appendix A, Section M: Elementary and Middle School Counselors, Coordinators (including Work Experience) (Internships, Waivers, and Permits)

Appendix A, Section N: Elementary and Middle School Head Counselors

Appendix A, Section O: High School and Alternative School Counselors

Appendix A, Section P: High School and Alternative School Counselors (Internships, Waivers, and Permits)

Appendix A, Section Q: High School Head Counselors and Alternative School Head Counselors

Appendix A, Section R: Program Specialists

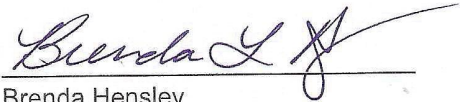
Appendix A, Section S: Non-Lead School Psychologists, Non-Lead Speech Language Pathologists (Preliminary, Clear, and Life Credentials)

Appendix A, Section T: Non-Lead School Psychologists, Non-Lead Speech Language Pathologists (Internships, Waivers, and Permits)

Appendix A, Section U: Lead School Psychologists, Lead Speech Language Pathologists



David Robertson
VUSD Assistant Supt. of Human Resources



Brenda Hensley
VTA President

6/13/25

Date

Vacaville Unified School District School Year Salary Schedules

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**Appendix A
Section A**

**Teachers, Digital Education Specialist, Nurses,
Librarians, Content Area Specialists (Preliminary, Clear, Life Credentials)**

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	60,617	60,617	60,617	60,617	60,617	60,617
2	60,617	60,617	60,617	60,617	61,210	61,210
3	60,617	60,617	60,617	61,481	64,192	64,267
4	61,743	62,275	62,806	64,462	67,177	67,258
5	61,743	65,191	65,788	67,445	70,161	70,247
6	61,743	68,103	68,772	70,428	73,144	73,238
7	61,743	71,022	71,756	73,410	76,126	76,229
8	61,743	71,022	74,741	76,396	79,110	79,219
9	61,743	71,022	77,722	79,377	82,093	82,212
10	61,743	71,022	80,702	82,359	85,077	85,201
11	61,743	71,022	83,687	85,342	88,059	88,189
12	61,743	71,022	83,687	88,326	91,042	93,900
13	61,743	71,022	83,687	88,326	91,042	93,915
14	61,743	71,022	83,687	88,326	91,042	93,923
15	61,743	71,022	83,687	88,326	91,042	93,929
16	64,850	74,130	86,794	91,436	94,149	97,052
17	64,850	74,130	86,794	91,436	94,149	97,058
18	64,850	74,130	86,794	91,436	94,149	97,068
19	67,956	77,236	89,904	94,542	97,258	100,182
20	67,956	77,236	89,904	94,542	97,258	100,196
21	71,066	80,345	93,008	97,649	100,365	103,354
22	71,066	80,345	93,008	97,649	100,365	103,379
23	74,171	83,453	96,118	100,757	103,473	106,536
24	74,171	83,453	96,118	100,757	103,473	106,565
25	77,281	86,560	99,227	103,865	106,579	109,732
26	77,281	86,560	99,227	103,865	106,579	109,761
27	80,392	89,667	102,333	106,973	109,689	112,899
28	83,496	92,777	105,439	110,081	112,795	116,065

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$3,758

Includes 2.93% in July, 2025

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**Appendix A Teachers, Digital Education Specialists, Nurses, Librarians, Content Area Specialists
Section B (Internships, Waivers, and Permits)**

DRAFT

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
1	59,647	59,647	59,647	59,647	59,647	59,647
2	59,647	59,647	59,647	59,647	60,231	60,231
3	59,647	59,647	59,647	60,497	63,165	63,239
4	60,755	61,279	61,801	63,431	66,102	66,182
5	60,755	64,148	64,735	66,366	69,038	69,123
6	60,755	67,013	67,672	69,301	71,974	72,066
7	60,755	69,886	70,608	72,235	74,908	75,009
8	60,755	69,886	73,545	75,174	77,844	77,951
9	60,755	69,886	76,478	78,107	80,780	80,897
10	60,755	69,886	79,411	81,041	83,716	83,838
11	60,755	69,886	82,348	83,977	86,650	86,778
12	60,755	69,886	82,348	86,913	89,585	92,398
13	60,755	69,886	82,348	86,913	89,585	92,412
14	60,755	69,886	82,348	86,913	89,585	92,420
15	60,755	69,886	82,348	86,913	89,585	92,426
16	63,812	72,944	85,405	89,973	92,643	95,499
17	63,812	72,944	85,405	89,973	92,643	95,505
18	63,812	72,944	85,405	89,973	92,643	95,515
19	66,869	76,000	88,466	93,029	95,702	98,579
20	66,869	76,000	88,466	93,029	95,702	98,593
21	69,929	79,059	91,520	96,087	98,759	101,700
22	69,929	79,059	91,520	96,087	98,759	101,725
23	72,984	82,118	94,580	99,145	101,817	104,831
24	72,984	82,118	94,580	99,145	101,817	104,860
25	76,045	85,175	97,639	102,203	104,874	107,976
26	76,045	85,175	97,639	102,203	104,874	108,005
27	79,106	88,232	100,696	105,261	107,934	111,093
28	82,160	91,293	103,752	108,320	110,990	114,208

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Teacher Internships, Waivers and Permits: Appendix A, Section A,
Base Salary multiplied by 0.984

Includes 2.93% in July, 2025

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**Appendix A
Section C**

Special Education Teachers (Preliminary, Clear, and Life Credentials)

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	66,679	66,679	66,679	66,679	66,679	66,679
2	66,679	66,679	66,679	66,679	67,331	67,331
3	66,679	66,679	66,679	67,629	70,611	70,694
4	67,917	68,503	69,087	70,908	73,895	73,983
5	67,917	71,710	72,367	74,190	77,177	77,272
6	67,917	74,913	75,649	77,471	80,458	80,562
7	67,917	78,124	78,932	80,751	83,739	83,852
8	67,917	78,124	82,215	84,036	87,021	87,141
9	67,917	78,124	85,494	87,315	90,302	90,433
10	67,917	78,124	88,772	90,595	93,585	93,721
11	67,917	78,124	92,056	93,876	96,865	97,008
12	67,917	78,124	92,056	97,159	100,146	103,290
13	67,917	78,124	92,056	97,159	100,146	103,307
14	67,917	78,124	92,056	97,159	100,146	103,315
15	67,917	78,124	92,056	97,159	100,146	103,322
16	71,335	81,543	95,473	100,580	103,564	106,757
17	71,335	81,543	95,473	100,580	103,564	106,765
18	71,335	81,543	95,473	100,580	103,564	106,775
19	74,752	84,960	98,894	103,996	106,984	110,200
20	74,752	84,960	98,894	103,996	106,984	110,216
21	78,173	88,380	102,309	107,414	110,402	113,689
22	78,173	88,380	102,309	107,414	110,402	113,717
23	81,588	91,798	105,730	110,833	113,820	117,190
24	81,588	91,798	105,730	110,833	113,820	117,222
25	85,009	95,216	109,150	114,252	117,237	120,705
26	85,009	95,216	109,150	114,252	117,237	120,737
27	88,431	98,634	112,566	117,670	120,658	124,189
28	91,846	102,055	115,983	121,089	124,075	127,672

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Special Education Classroom Teacher: Appendix A, Section A,
Base Salary multiplied by 1.100

Includes 2.93% in July, 2025

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**Appendix A
Section D**

Special Education Teachers (Internships, Waivers, and Permits)

DRAFT

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
1	65,612	65,612	65,612	65,612	65,612	65,612
2	65,612	65,612	65,612	65,612	66,254	66,254
3	65,612	65,612	65,612	66,547	69,481	69,563
4	66,831	67,406	67,981	69,774	72,712	72,800
5	66,831	70,563	71,209	73,002	75,942	76,035
6	66,831	73,715	74,439	76,231	79,171	79,273
7	66,831	76,874	77,669	79,459	82,399	82,510
8	66,831	76,874	80,900	82,691	85,629	85,747
9	66,831	76,874	84,126	85,918	88,857	88,986
10	66,831	76,874	87,352	89,145	92,087	92,222
11	66,831	76,874	90,583	92,374	95,315	95,456
12	66,831	76,874	90,583	95,604	98,544	101,637
13	66,831	76,874	90,583	95,604	98,544	101,654
14	66,831	76,874	90,583	95,604	98,544	101,662
15	66,831	76,874	90,583	95,604	98,544	101,669
16	70,194	80,238	93,946	98,970	101,907	105,049
17	70,194	80,238	93,946	98,970	101,907	105,056
18	70,194	80,238	93,946	98,970	101,907	105,066
19	73,556	83,600	97,312	102,332	105,272	108,437
20	73,556	83,600	97,312	102,332	105,272	108,452
21	76,922	86,965	100,672	105,695	108,635	111,870
22	76,922	86,965	100,672	105,695	108,635	111,897
23	80,283	90,330	104,038	109,059	111,999	115,315
24	80,283	90,330	104,038	109,059	111,999	115,346
25	83,649	93,693	107,403	112,423	115,361	118,774
26	83,649	93,693	107,403	112,423	115,361	118,805
27	87,016	97,056	110,765	115,788	118,727	122,202
28	90,376	100,422	114,127	119,152	122,089	125,629

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

**Teacher Internships, Waivers and Permits: Appendix A, Section C,
Base Salary multiplied by 0.984**

Includes 2.93% in July, 2025

Appendix A
Section E

7.5 Hour SCIL, RISE, and SDC Special Education Preschool Teachers
(Preliminary, Clear, and Life Credentials) (per MOU)

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	76,947	76,947	76,947	76,947	76,947	76,947
2	76,947	76,947	76,947	76,947	77,700	77,700
3	76,947	76,947	76,947	78,044	81,485	81,581
4	78,377	79,052	79,726	81,828	85,274	85,377
5	78,377	82,753	83,511	85,615	89,062	89,172
6	78,377	86,450	87,299	89,401	92,849	92,968
7	78,377	90,155	91,087	93,187	96,634	96,765
8	78,377	90,155	94,876	96,977	100,422	100,561
9	78,377	90,155	98,660	100,761	104,209	104,360
10	78,377	90,155	102,443	104,547	107,997	108,154
11	78,377	90,155	106,232	108,333	111,782	111,947
12	78,377	90,155	106,232	112,121	115,569	119,197
13	78,377	90,155	106,232	112,121	115,569	119,216
14	78,377	90,155	106,232	112,121	115,569	119,226
15	78,377	90,155	106,232	112,121	115,569	119,233
16	82,321	94,101	110,176	116,069	119,513	123,198
17	82,321	94,101	110,176	116,069	119,513	123,205
18	82,321	94,101	110,176	116,069	119,513	123,218
19	86,263	98,043	114,124	120,012	123,459	127,171
20	86,263	98,043	114,124	120,012	123,459	127,189
21	90,211	101,990	118,064	123,956	127,403	131,198
22	90,211	101,990	118,064	123,956	127,403	131,229
23	94,153	105,935	122,012	127,901	131,349	135,237
24	94,153	105,935	122,012	127,901	131,349	135,274
25	98,101	109,879	125,959	131,846	135,291	139,294
26	98,101	109,879	125,959	131,846	135,291	139,331
27	102,050	113,823	129,902	135,792	139,239	143,314
28	105,990	117,771	133,844	139,737	143,182	147,333

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

SCIL, RISE, and SDC Special Education Preschool Teachers:
Appendix A, Section A, Base Salary and multiplied by 1.100 for
SPED and 1.154 for additional hour

Includes 2.93% in July, 2025

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**Appendix A
Section F**

**7.5 Hour SCIL, RISE, and SDC Special Education Preschool Teachers
(Internships, Waivers, and Permits) (per MOU)**

DRAFT

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
1	75,716	75,716	75,716	75,716	75,716	75,716
2	75,716	75,716	75,716	75,716	76,457	76,457
3	75,716	75,716	75,716	76,795	80,182	80,275
4	77,123	77,787	78,450	80,519	83,910	84,011
5	77,123	81,429	82,175	84,245	87,637	87,745
6	77,123	85,067	85,902	87,971	91,363	91,481
7	77,123	88,713	89,630	91,696	95,088	95,217
8	77,123	88,713	93,358	95,425	98,815	98,952
9	77,123	88,713	97,082	99,149	102,542	102,690
10	77,123	88,713	100,804	102,874	106,269	106,424
11	77,123	88,713	104,533	106,600	109,994	110,156
12	77,123	88,713	104,533	110,327	113,720	117,290
13	77,123	88,713	104,533	110,327	113,720	117,308
14	77,123	88,713	104,533	110,327	113,720	117,318
15	77,123	88,713	104,533	110,327	113,720	117,326
16	81,003	92,595	108,413	114,212	117,601	121,227
17	81,003	92,595	108,413	114,212	117,601	121,234
18	81,003	92,595	108,413	114,212	117,601	121,247
19	84,883	96,475	112,298	118,091	121,484	125,136
20	84,883	96,475	112,298	118,091	121,484	125,154
21	88,768	100,358	116,175	121,972	125,365	129,098
22	88,768	100,358	116,175	121,972	125,365	129,130
23	92,646	104,240	120,060	125,855	129,247	133,073
24	92,646	104,240	120,060	125,855	129,247	133,109
25	96,531	108,121	123,943	129,737	133,127	137,065
26	96,531	108,121	123,943	129,737	133,127	137,101
27	100,417	112,002	127,823	133,619	137,011	141,021
28	104,294	115,887	131,703	137,501	140,891	144,976

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

SCIL, RISE, and SDC Special Education Preschool Teachers:
Appendix A, Section A, Base Salary and multiplied by 1.100 for SPED and 1.154 for additional hour and 0.984 for internships, waivers, and permits

Includes 2.93% in July, 2025

**Appendix A
Section G**

Lead Nurse

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	63,102	63,102	63,102	63,102	63,102	63,102
2	63,102	63,102	63,102	63,102	63,720	63,720
3	63,102	63,102	63,102	64,002	66,824	66,902
4	64,274	64,828	65,381	67,105	69,931	70,016
5	64,274	67,864	68,485	70,210	73,038	73,127
6	64,274	70,895	71,592	73,316	76,143	76,241
7	64,274	73,934	74,698	76,420	79,247	79,354
8	64,274	73,934	77,805	79,528	82,354	82,467
9	64,274	73,934	80,909	82,631	85,459	85,583
10	64,274	73,934	84,011	85,736	88,565	88,694
11	64,274	73,934	87,118	88,841	91,669	91,805
12	64,274	73,934	87,118	91,947	94,775	97,750
13	64,274	73,934	87,118	91,947	94,775	97,766
14	64,274	73,934	87,118	91,947	94,775	97,774
15	64,274	73,934	87,118	91,947	94,775	97,780
16	67,509	77,169	90,353	95,185	98,009	101,031
17	67,509	77,169	90,353	95,185	98,009	101,037
18	67,509	77,169	90,353	95,185	98,009	101,048
19	70,742	80,403	93,590	98,418	101,246	104,289
20	70,742	80,403	93,590	98,418	101,246	104,304
21	73,980	83,639	96,821	101,653	104,480	107,592
22	73,980	83,639	96,821	101,653	104,480	107,618
23	77,212	86,875	100,059	104,888	107,715	110,904
24	77,212	86,875	100,059	104,888	107,715	110,934
25	80,450	90,109	103,295	108,123	110,949	114,231
26	80,450	90,109	103,295	108,123	110,949	114,261
27	83,688	93,343	106,529	111,359	114,186	117,528
28	86,919	96,581	109,762	114,594	117,420	120,824

Effective 7-1-25
Adopted ___-__-25

Masters or National Board Certification: \$ 1,880
3.1% of Class 3, Step 3 of Appendix A, Section A =

2 of: Masters and National Board Certification/Doctorate: \$ 3,758
6.2% of Class 3, Step 3 of Appendix A, Section A =

**Lead School Nurse: Appendix A, Section A, Base Salary
multiplied by 1.041**

Includes 2.93% in July, 2025

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**Appendix A
Section H**

7.5 Hour CSPP State Preschool Permit Teachers

DRAFT

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
1	45,469	45,469	45,469	45,469	45,469	45,469
2	45,469	45,469	45,469	45,469	45,914	45,914
3	45,469	45,469	45,469	46,117	48,150	48,207
4	46,313	46,712	47,111	48,353	50,389	50,450
5	46,313	48,900	49,348	50,590	52,628	52,692
6	46,313	51,084	51,586	52,828	54,865	54,936
7	46,313	53,274	53,824	55,065	57,102	57,179
8	46,313	53,274	56,063	57,305	59,340	59,422
9	46,313	53,274	58,299	59,541	61,578	61,667
10	46,313	53,274	60,535	61,777	63,816	63,909
11	46,313	53,274	62,774	64,015	66,053	66,151
12	46,313	53,274	62,774	66,253	68,291	70,434
13	46,313	53,274	62,774	66,253	68,291	70,446
14	46,313	53,274	62,774	66,253	68,291	70,452
15	46,313	53,274	62,774	66,253	68,291	70,456
16	48,644	55,605	65,104	68,586	70,621	72,799
17	48,644	55,605	65,104	68,586	70,621	72,803
18	48,644	55,605	65,104	68,586	70,621	72,811
19	50,974	57,935	67,437	70,916	72,953	75,147
20	50,974	57,935	67,437	70,916	72,953	75,157
21	53,307	60,267	69,765	73,247	75,284	77,526
22	53,307	60,267	69,765	73,247	75,284	77,545
23	55,636	62,598	72,098	75,578	77,615	79,913
24	55,636	62,598	72,098	75,578	77,615	79,934
25	57,968	64,929	74,430	77,909	79,945	82,310
26	57,968	64,929	74,430	77,909	79,945	82,332
27	60,302	67,259	76,760	80,240	82,278	84,686
28	62,630	69,592	79,090	82,572	84,608	87,060

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

CSPP State Preschool Teachers: Appendix A, Section A, Base Salary multiplied by 0.650 for permit teacher and 1.154 for additional hour

Includes 2.93% in July, 2025

**Appendix A
Section I**

Coummunity Day Teachers (SWAE)

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	74,620	74,620	74,620	74,620	74,620	74,620
2	74,620	74,620	74,620	74,620	75,350	75,350
3	74,620	74,620	74,620	75,683	79,020	79,113
4	76,006	76,661	77,314	79,353	82,695	82,795
5	76,006	80,250	80,985	83,025	86,368	86,474
6	76,006	83,835	84,658	86,697	90,040	90,156
7	76,006	87,428	88,332	90,368	93,711	93,838
8	76,006	87,428	92,006	94,043	97,384	97,519
9	76,006	87,428	95,676	97,713	101,056	101,203
10	76,006	87,428	99,344	101,384	104,730	104,882
11	76,006	87,428	103,019	105,056	108,401	108,561
12	76,006	87,428	103,019	108,729	112,073	115,591
13	76,006	87,428	103,019	108,729	112,073	115,609
14	76,006	87,428	103,019	108,729	112,073	115,619
15	76,006	87,428	103,019	108,729	112,073	115,627
16	79,830	91,254	106,843	112,558	115,897	119,471
17	79,830	91,254	106,843	112,558	115,897	119,478
18	79,830	91,254	106,843	112,558	115,897	119,491
19	83,654	95,078	110,672	116,381	119,725	123,324
20	83,654	95,078	110,672	116,381	119,725	123,341
21	87,482	98,905	114,493	120,206	123,549	127,229
22	87,482	98,905	114,493	120,206	123,549	127,260
23	91,305	102,731	118,321	124,032	127,375	131,146
24	91,305	102,731	118,321	124,032	127,375	131,182
25	95,133	106,555	122,148	127,858	131,199	135,080
26	95,133	106,555	122,148	127,858	131,199	135,116
27	98,963	110,380	125,972	131,684	135,027	138,979
28	102,784	114,208	129,795	135,510	138,851	142,876

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

SWAE: Appendix A, Section A, Base salary multiplied by 1.231

Includes 2.93% in July, 2025

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Position	Percent of Class 3 Step 3	Annual Amount	Position	Percent of Class 3 Step 3	Annual Amount
H. S. Athletic Director	8.37%	\$5,074	H. S. Drama Advisor	5.39%	\$3,267
H. S. Varsity Football Coach	8.37%	\$5,074	H.S. J.V. Flag Football	5.39%	\$3,267
H. S. Music Performance and Director	7.17%	\$4,346	M. S. Student Council Advisor	5.39%	\$3,267
H. S. Varsity Soccer Coach	7.17%	\$4,346	Frosh Volleyball Coach	4.78%	\$2,897
H. S. Varsity Basketball Coach	7.17%	\$4,346	H. S. Asst Cheerleader Advisor	4.78%	\$2,897
H. S. Varsity Wrestling Coach	7.17%	\$4,346	H. S. FFA Club Advisor	4.78%	\$2,897
H. S. Varsity Baseball Coach	7.17%	\$4,346	H. S. Esports	4.78%	\$2,897
H. S. Track Coach	7.17%	\$4,346	Frosh Baseball Coach	4.78%	\$2,897
H. S. Varsity Softball Coach	7.17%	\$4,346	Frosh Asst Football Coach	4.78%	\$2,897
H. S. Varsity Volleyball Coach	7.17%	\$4,346	Frosh Basketball Coach	4.78%	\$2,897
H.S. Varsity Flag Football Coach	7.17%	\$4,346	Frosh Wrestling Coach	4.78%	\$2,897
H. S. Student Council Advisor	6.61%	\$4,007	H. S. Music Performance (not linked to courses)	4.78%	\$2,897
H. S. Music Performance (linked to courses) *	6.61%	\$4,007	M. S. Yearbook Advisor	4.78%	\$2,897
H. S. Varsity Cross Country Coach	6.00%	\$3,637	Frosh Track Coach	4.78%	\$2,897
H. S. Asst Football Coach	6.00%	\$3,637	Frosh Cross Country Coach	4.78%	\$2,897
H. S. Varsity Asst. Baseball Coach	6.00%	\$3,637	H.S. Senior Class Advisor	4.78%	\$2,897
H. S. Varsity Asst. Softball Coach	6.00%	\$3,637	H.S. Robotics Club Advisor	4.78%	\$2,897
H. S. Varsity Asst Track Coach	6.00%	\$3,637	H.S. FFA Club Advisor	4.78%	\$2,897
H. S. Head J.V. Football Coach	6.00%	\$3,637	H. S. Dive Coach	4.19%	\$2,540
M. S. Athletic Director	6.00%	\$3,637	M. S. Music Performance (linked to courses) *	4.19%	\$2,540
H. S. Head Cheerleading Advisor	6.00%	\$3,637	H. S. Newspaper Advisor	4.19%	\$2,540
H. S. J.V. Soccer Coach	5.39%	\$3,267	Academic Decathlon	4.19%	\$2,540
H. S. Head Badminton Coach	5.39%	\$3,267	H. S. Asst Swim Coach	4.19%	\$2,540
H. S. Varsity Golf Coach	5.39%	\$3,267	H. S. Dive Coach	4.19%	\$2,540
H. S. Head Swim Coach	5.39%	\$3,267	M. S. Cross Country Coach	3.59%	\$2,176
H. S. Tennis Coach	5.39%	\$3,267	M.S. Robotics Club Advisor	3.59%	\$2,176
Frosh Head Football Coach	5.39%	\$3,267	M. S. Volleyball Coach	3.59%	\$2,176
H. S. J.V. Basketball Coach	5.39%	\$3,267	M. S. Track Coach	3.59%	\$2,176
H. S. J.V. Wrestling Coach	5.39%	\$3,267	M. S. Soccer Coach	3.59%	\$2,176
H. S. J.V. Baseball Coach	5.39%	\$3,267	M. S. Basketball Coach	3.59%	\$2,176
H. S. J.V. Soccer Coach	5.39%	\$3,267	M. S. Wrestling Coach	3.59%	\$2,176
H. S. J.V. Volleyball Coach	5.39%	\$3,267	M. S. Football Coach	3.59%	\$2,176
H. S. J.V. Softball Coach	5.39%	\$3,267	M. S. Esports	3.59%	\$2,176
H. S. Head Drill Team Advisor	5.39%	\$3,267	M. S. Cheerleading Advisor	3.59%	\$2,176
H. S. J.V. Asst Football Coach	5.39%	\$3,267	M. S. Drill Team Advisor	3.59%	\$2,176
H. S. Yearbook Advisor	5.39%	\$3,267	M. S. Music Performance (not linked to courses)	3.59%	\$2,176

* Based on FTE assigned M.S. and H.S. sections

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Appendix A, Section K (Page 2)

Effective 7-1-25
Adopted __-__-25

Descriptions	Rate
Prep Period Substitution Hourly Rate	\$38.00
Extra Duty Non-Teaching Hourly Rate	\$38.00
Extra Duty Teaching Hourly Rate	\$38.00
Intervention Program Hourly Rate (Article 3.8.4)	\$54.00
Professional Development Hourly Rate	\$38.00
In-District Trainer Hourly Rate	\$64.00
Home Hospital Hourly Rate	\$38.00
Adult Education Hourly Rate (Includes compensation for 10 minutes of prep per hour of instruction)	\$60.00
Substituting on Off Duty Time (non-summer school) Daily Rate	\$204.00
Substituting on Off Duty Time (long term 16-29 days) Daily Rate	\$223.00
CTE Advisor Yearly Stipend: For at least 80 hours outside of the duty day to assist students to complete their CTE Completer Certification. Prior approval required by site administration.	\$3,135.00
Preschool Site Supervisor Yearly Stipend	\$1,755.00
Elementary Teacher-in-Charge Yearly Base Stipend	\$525.00
Elementary Teacher-in-Charge Additional Yearly Stipend per unit member assigned to the school not including Teacher-in-Charge	\$31.00
Elementary Teacher-in-Charge Extended Period of Time Daily Additional Stipend (for when the site administrator is absent for an extended period of time, starting with the third day of the absence through the duration of	\$25.00
Middle/High School Department Chairperson Yearly Base Stipend (excluding lead Nurse, Speech Language Pathologist, Psychologist, and	\$1,349.00
Middle/High School Department Chairperson Additional Yearly Stipend per first semester section not taught by the department chairperson (excluding lead Nurse, Speech Language Pathologist, Psychologist, and	\$32.00
Lead Elementary PE and Lead Elementary Art Yearly Base Stipend	\$1,349.00
Lead Elementary PE and Lead Elementary Art Additional Yearly Stipend per first semester FTE not taught by the Lead	\$160.00
Super Saturday Daily Rate (4 hour session)	\$170.00
BCLAD Yearly Stipend	\$3,819.00
School Psychologist/Speech Language Pathologist/Program Specialist Yearly Stipend	\$3,819.00
Induction Support Provider Yearly Stipend	\$2,000.00
Certificated Mentor Yearly Stipend (includes mentoring for general education classroom teachers on a STSP, PIP, or Intern credential, Speech Language Pathologists (clinical fellowship candidates), and School Psychologist interns)	\$2,000.00
Certificated Mentor Yearly Stipend for Special Education teachers on a STSP, PIP, or Intern Credential	\$4,000.00 *
Summer School Daily Rate (5 days a week, all programs)	\$200.00

* by MOU that expires 2/1/2026, but the stipend is paid for the entire school year

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**Appendix A
Section L**

Elementary and Middle School Counselors, Coordinators (including Work Experience)

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	67,763	67,763	67,763	67,763	67,763	67,763
2	67,763	67,763	67,763	67,763	68,427	68,427
3	67,763	67,763	67,763	68,728	71,760	71,844
4	69,021	69,617	70,211	72,061	75,098	75,186
5	69,021	72,875	73,543	75,396	78,433	78,528
6	69,021	76,131	76,879	78,730	81,768	81,872
7	69,021	79,395	80,215	82,064	85,101	85,216
8	69,021	79,395	83,551	85,402	88,436	88,558
9	69,021	79,395	86,885	88,735	91,770	91,904
10	69,021	79,395	90,217	92,069	95,106	95,246
11	69,021	79,395	93,553	95,404	98,440	98,586
12	69,021	79,395	93,553	98,740	101,774	104,970
13	69,021	79,395	93,553	98,740	101,774	104,987
14	69,021	79,395	93,553	98,740	101,774	104,996
15	69,021	79,395	93,553	98,740	101,774	105,003
16	72,496	82,870	97,026	102,215	105,249	108,493
17	72,496	82,870	97,026	102,215	105,249	108,501
18	72,496	82,870	97,026	102,215	105,249	108,511
19	75,969	86,342	100,504	105,687	108,724	111,993
20	75,969	86,342	100,504	105,687	108,724	112,008
21	79,444	89,817	103,973	109,160	112,197	115,539
22	79,444	89,817	103,973	109,160	112,197	115,566
23	82,915	93,292	107,450	112,636	115,673	119,095
24	82,915	93,292	107,450	112,636	115,673	119,129
25	86,392	96,766	110,925	116,109	119,144	122,668
26	86,392	96,766	110,925	116,109	119,144	122,701
27	89,869	100,238	114,397	119,584	122,621	126,209
28	93,339	103,714	117,870	123,059	126,092	129,748

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Includes 2.93% in July, 2025

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**Appendix A
Section M**

**Elementary and Middle School Counselor, Coordinators (including Work Experience)
(Internships, Waivers, and Permits)**

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	66,679	66,679	66,679	66,679	66,679	66,679
2	66,679	66,679	66,679	66,679	67,332	67,332
3	66,679	66,679	66,679	67,628	70,612	70,694
4	67,917	68,503	69,088	70,908	73,896	73,983
5	67,917	71,709	72,366	74,190	77,178	77,272
6	67,917	74,913	75,649	77,470	80,460	80,562
7	67,917	78,125	78,932	80,751	83,739	83,853
8	67,917	78,125	82,214	84,036	87,021	87,141
9	67,917	78,125	85,495	87,315	90,302	90,434
10	67,917	78,125	88,774	90,596	93,584	93,722
11	67,917	78,125	92,056	93,878	96,865	97,009
12	67,917	78,125	92,056	97,160	100,146	103,290
13	67,917	78,125	92,056	97,160	100,146	103,307
14	67,917	78,125	92,056	97,160	100,146	103,316
15	67,917	78,125	92,056	97,160	100,146	103,323
16	71,336	81,544	95,474	100,580	103,565	106,757
17	71,336	81,544	95,474	100,580	103,565	106,765
18	71,336	81,544	95,474	100,580	103,565	106,775
19	74,753	84,961	98,896	103,996	106,984	110,201
20	74,753	84,961	98,896	103,996	106,984	110,216
21	78,173	88,380	102,309	107,413	110,402	113,690
22	78,173	88,380	102,309	107,413	110,402	113,717
23	81,588	91,799	105,731	110,834	113,822	117,189
24	81,588	91,799	105,731	110,834	113,822	117,223
25	85,010	95,218	109,150	114,251	117,238	120,705
26	85,010	95,218	109,150	114,251	117,238	120,738
27	88,431	98,634	112,567	117,671	120,659	124,190
28	91,846	102,055	115,984	121,090	124,075	127,672

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

**Internships, Waivers and Permits: Appendix A, Section L, Base
Salary multiplied by 0.984**

Includes 2.93% in July, 2025

Appendix A
Section N

Elementary and Middle School Head Counselors

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	69,322	69,322	69,322	69,322	69,322	69,322
2	69,322	69,322	69,322	69,322	70,001	70,001
3	69,322	69,322	69,322	70,309	73,410	73,496
4	70,608	71,218	71,826	73,718	76,825	76,915
5	70,608	74,551	75,234	77,130	80,237	80,334
6	70,608	77,882	78,647	80,541	83,649	83,755
7	70,608	81,221	82,060	83,951	87,058	87,176
8	70,608	81,221	85,473	87,366	90,470	90,595
9	70,608	81,221	88,883	90,776	93,881	94,018
10	70,608	81,221	92,292	94,187	97,293	97,437
11	70,608	81,221	95,705	97,598	100,704	100,853
12	70,608	81,221	95,705	101,011	104,115	107,384
13	70,608	81,221	95,705	101,011	104,115	107,402
14	70,608	81,221	95,705	101,011	104,115	107,411
15	70,608	81,221	95,705	101,011	104,115	107,418
16	74,163	84,776	99,258	104,566	107,670	110,988
17	74,163	84,776	99,258	104,566	107,670	110,997
18	74,163	84,776	99,258	104,566	107,670	111,007
19	77,716	88,328	102,816	108,118	111,225	114,569
20	77,716	88,328	102,816	108,118	111,225	114,584
21	81,271	91,883	106,364	111,671	114,778	118,196
22	81,271	91,883	106,364	111,671	114,778	118,224
23	84,822	95,438	109,921	115,227	118,333	121,834
24	84,822	95,438	109,921	115,227	118,333	121,869
25	88,379	98,992	113,476	118,780	121,884	125,489
26	88,379	98,992	113,476	118,780	121,884	125,523
27	91,936	102,543	117,028	122,334	125,441	129,112
28	95,486	106,099	120,581	125,889	128,992	132,732

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Elementary and Middle School Head Counselors: Appendix A,
Section L, Base salary multiplied by 1.023

Includes 2.93% in July, 2025

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**Appendix A
Section O**

High School Counselors and Alternative School Counselors

DRAFT

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
1	68,468	68,468	68,468	68,468	68,468	68,468
2	68,468	68,468	68,468	68,468	69,139	69,139
3	68,468	68,468	68,468	69,443	72,506	72,591
4	69,739	70,341	70,941	72,810	75,879	75,968
5	69,739	73,633	74,308	76,180	79,249	79,345
6	69,739	76,923	77,679	79,549	82,618	82,723
7	69,739	80,221	81,049	82,917	85,986	86,102
8	69,739	80,221	84,420	86,290	89,356	89,479
9	69,739	80,221	87,789	89,658	92,724	92,860
10	69,739	80,221	91,155	93,027	96,095	96,237
11	69,739	80,221	94,526	96,396	99,464	99,611
12	69,739	80,221	94,526	99,767	102,832	106,062
13	69,739	80,221	94,526	99,767	102,832	106,079
14	69,739	80,221	94,526	99,767	102,832	106,088
15	69,739	80,221	94,526	99,767	102,832	106,095
16	73,250	83,732	98,035	103,278	106,344	109,621
17	73,250	83,732	98,035	103,278	106,344	109,629
18	73,250	83,732	98,035	103,278	106,344	109,640
19	76,759	87,240	101,549	106,786	109,855	113,158
20	76,759	87,240	101,549	106,786	109,855	113,173
21	80,270	90,751	105,054	110,295	113,364	116,741
22	80,270	90,751	105,054	110,295	113,364	116,768
23	83,777	94,262	108,567	113,807	116,876	120,334
24	83,777	94,262	108,567	113,807	116,876	120,368
25	87,290	97,772	112,079	117,317	120,383	123,944
26	87,290	97,772	112,079	117,317	120,383	123,977
27	90,804	101,280	115,587	120,828	123,896	127,522
28	94,310	104,793	119,096	124,339	127,403	131,097

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

High School Counselor and Alternative School Counselor:
Appendix A, Section L, Base salary multiplied by 1.0104

Includes 2.93% in July, 2025

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Appendix A High School Head Counselors and Alternative School Head Counselors
Section Q

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	69,999	69,999	69,999	69,999	69,999	69,999
2	69,999	69,999	69,999	69,999	70,685	70,685
3	69,999	69,999	69,999	70,996	74,128	74,215
4	71,299	71,914	72,528	74,439	77,576	77,667
5	71,299	75,280	75,970	77,884	81,021	81,119
6	71,299	78,643	79,416	81,328	84,466	84,574
7	71,299	82,015	82,862	84,772	87,909	88,028
8	71,299	82,015	86,308	88,220	91,354	91,480
9	71,299	82,015	89,752	91,663	94,798	94,937
10	71,299	82,015	93,194	95,107	98,244	98,389
11	71,299	82,015	96,640	98,552	101,689	101,839
12	71,299	82,015	96,640	101,998	105,133	108,434
13	71,299	82,015	96,640	101,998	105,133	108,452
14	71,299	82,015	96,640	101,998	105,133	108,461
15	71,299	82,015	96,640	101,998	105,133	108,468
16	74,888	85,605	100,228	105,588	108,722	112,073
17	74,888	85,605	100,228	105,588	108,722	112,082
18	74,888	85,605	100,228	105,588	108,722	112,092
19	78,476	89,191	103,821	109,175	112,312	115,689
20	78,476	89,191	103,821	109,175	112,312	115,704
21	82,066	92,781	107,404	112,762	115,900	119,352
22	82,066	92,781	107,404	112,762	115,900	119,380
23	85,651	96,371	110,996	116,353	119,490	123,025
24	85,651	96,371	110,996	116,353	119,490	123,060
25	89,243	99,959	114,586	119,941	123,076	126,716
26	89,243	99,959	114,586	119,941	123,076	126,750
27	92,835	103,546	118,172	123,530	126,667	130,374
28	96,419	107,137	121,760	127,120	130,253	134,030

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

High School Head Counselors and Alternative School Head Counselors: Appendix A, Section L, Base salary multiplied by 1.033

Includes 2.93% in July, 2025

Appendix A
Section R

Program Specialists

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1			78,488	83,639	86,673	86,673
2			81,818	86,974	90,005	90,005
3			85,156	89,850	93,340	93,412
4			88,489	93,647	96,668	96,748
5			91,826	96,974	100,006	100,097
6			95,157	100,307	103,339	106,534
7			95,157	100,307	103,339	106,541
8			95,157	100,307	103,339	106,547
9			95,157	100,307	103,339	106,557
10			97,577	102,725	105,756	108,983
11			100,235	102,725	105,756	108,988
12			100,235	105,792	109,125	112,521
13			100,235	105,792	109,125	112,521
14			100,235	105,792	109,125	112,579
15			100,235	105,792	109,125	112,579
16			103,957	109,516	112,755	116,327
17			103,957	109,516	112,755	116,327
18			103,957	109,516	112,755	116,327
19			107,682	113,237	116,502	120,014
20			107,682	113,237	116,502	120,014
21			111,400	116,958	120,249	123,821
22			111,400	116,958	120,249	123,821
23			115,125	120,681	123,878	127,624
24			115,125	120,681	123,878	127,685
25			118,848	124,403	127,685	131,430
26			118,848	124,403	127,685	131,489
27			122,569	128,126	131,430	135,236
28			126,289	131,847	135,177	139,042

Effective 7-1-25

Adopted __ - __-25

Masters or National Board Certification:

3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:

6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Includes 2.93% in July, 2025

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**Appendix A
Section S**

**Non-Lead School Psychologists, Non-Lead Speech Language Pathologists
(Preliminary, Clear, and Life Credentials)**

DRAFT						
Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1			83,747	89,243	92,480	92,480
2			87,300	92,801	96,035	96,035
3			90,861	95,870	99,594	99,671
4			94,418	99,921	103,145	103,230
5			97,978	103,471	106,706	106,803
6			101,533	107,028	110,263	113,672
7			101,533	107,028	110,263	113,679
8			101,533	107,028	110,263	113,686
9			101,533	107,028	110,263	113,696
10			104,115	109,608	112,842	116,285
11			106,951	109,608	112,842	116,290
12			106,951	112,880	116,436	120,060
13			106,951	112,880	116,436	120,060
14			106,951	112,880	116,436	120,122
15			106,951	112,880	116,436	120,122
16			110,922	116,854	120,310	124,121
17			110,922	116,854	120,310	124,121
18			110,922	116,854	120,310	124,121
19			114,897	120,824	124,308	128,055
20			114,897	120,824	124,308	128,055
21			118,864	124,794	128,306	132,117
22			118,864	124,794	128,306	132,117
23			122,838	128,767	132,178	136,175
24			122,838	128,767	132,178	136,240
25			126,811	132,738	136,240	140,236
26			126,811	132,738	136,240	140,299
27			130,781	136,710	140,236	144,297
28			134,750	140,681	144,234	148,358

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

**Non-Lead School Psychologists and Non-Lead Speech
Language Pathologists: Appendix A, Section R, Base
Salary multiplied by 1.067**

Includes 2.93% in July, 2025

Appendix A
Section T

Non-Lead School Psychologists, Non-Lead Speech Language Pathologists
(Internships, Waivers, and Permits)

K
bh
KB

DRAFT

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1			82,407	87,815	91,000	91,000
2			85,903	91,316	94,499	94,499
3			89,408	94,336	98,000	98,076
4			92,907	98,323	101,494	101,578
5			96,411	101,816	104,999	105,095
6			99,908	105,315	108,499	111,853
7			99,908	105,315	108,499	111,860
8			99,908	105,315	108,499	111,867
9			99,908	105,315	108,499	111,877
10			102,449	107,854	111,036	114,424
11			105,240	107,854	111,036	114,430
12			105,240	111,074	114,573	118,139
13			105,240	111,074	114,573	118,139
14			105,240	111,074	114,573	118,200
15			105,240	111,074	114,573	118,200
16			109,147	114,984	118,385	122,135
17			109,147	114,984	118,385	122,135
18			109,147	114,984	118,385	122,135
19			113,058	118,891	122,319	126,006
20			113,058	118,891	122,319	126,006
21			116,962	122,797	126,253	130,003
22			116,962	122,797	126,253	130,003
23			120,873	126,706	130,063	133,996
24			120,873	126,706	130,063	134,060
25			124,782	130,614	134,060	137,992
26			124,782	130,614	134,060	138,054
27			128,689	134,523	137,992	141,988
28			132,594	138,430	141,926	145,984

Effective 7-1-25
Adopted __-__-25

Masters or National Board Certification:
3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,880

2 of: Masters and National Board Certification/Doctorate:
6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,758

Non-Lead School Psychologists and Non-Lead Speech Language Pathologists: Appendix A, Section R, Base Salary multiplied by 1.067 for additional hour and 0.984 for internships, waivers, and permits

Includes 2.93% in July, 2025