

**2019-20 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/19 (per TA 9/18/19)**

Daily Rates

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$269.79	\$283.28	\$297.45	\$312.32	\$327.93	\$344.33
2	\$277.88	\$291.78	\$306.37	\$321.69	\$337.77	\$354.66
3	\$283.44	\$297.62	\$312.50	\$328.12	\$344.53	\$361.75
4	\$283.44	\$297.62	\$312.50	\$328.12	\$344.53	\$361.75
5	\$291.24	\$305.80	\$321.09	\$337.14	\$354.01	\$371.70
6	\$299.98	\$314.97	\$330.72	\$347.26	\$364.63	\$382.85
7	\$305.56	\$320.83	\$336.87	\$353.72	\$371.41	\$389.98
8	\$313.20	\$328.85	\$345.30	\$362.56	\$380.70	\$399.73
9	\$321.03	\$337.07	\$353.93	\$371.62	\$390.21	\$409.72
10	\$325.04	\$345.50	\$362.78	\$380.91	\$399.97	\$419.97
11	\$329.10	\$349.82	\$371.85	\$390.44	\$409.97	\$430.46
12	\$333.21	\$354.19	\$376.49	\$400.20	\$420.22	\$441.22
13	\$337.38	\$358.62	\$381.20	\$405.20	\$425.47	\$446.74
14	\$341.59	\$363.10	\$385.96	\$410.27	\$430.79	\$452.32
15				\$413.35	\$434.02	\$455.71
16				\$416.45	\$437.27	\$459.13
17				\$419.57	\$440.55	\$462.57
18				\$422.71	\$443.86	\$466.04
19				\$425.88	\$447.19	\$469.54
20				\$429.08	\$450.54	\$473.06
21				\$432.30	\$453.92	\$476.60
22				\$435.54	\$457.32	\$480.18
23				\$438.81	\$460.75	\$483.78
24				\$442.10	\$464.21	\$487.41

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

- 2% of salary upon movement from Step 2 to Step 3
- 3% of salary upon movement from Step 3 to Step 4
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 4 to Step 5
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 5 to Step 6
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 6 to Step 7
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 7 to Step 8
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 8 to Step 9
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 9 to Step 10

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 6.75 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

2020-21 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/20 (per TA 9/18/19)
Daily Rates

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$271.81	\$285.40	\$299.68	\$314.66	\$330.39	\$346.91
2	\$279.97	\$293.97	\$308.67	\$324.10	\$340.31	\$357.32
3	\$288.35	\$302.76	\$317.90	\$333.80	\$350.49	\$368.01
4	\$291.24	\$305.80	\$321.09	\$337.14	\$354.00	\$371.70
5	\$299.25	\$314.21	\$329.92	\$346.42	\$363.74	\$381.92
6	\$308.22	\$323.63	\$339.82	\$356.81	\$374.65	\$393.38
7	\$313.96	\$329.65	\$346.14	\$363.44	\$381.62	\$400.70
8	\$321.81	\$337.89	\$354.79	\$372.53	\$391.16	\$410.72
9	\$329.85	\$346.34	\$363.66	\$381.84	\$400.94	\$420.99
10	\$333.98	\$355.00	\$372.75	\$391.39	\$410.97	\$431.51
11	\$338.15	\$359.44	\$382.07	\$401.17	\$421.24	\$442.30
12	\$342.38	\$363.93	\$386.85	\$411.20	\$431.77	\$453.36
13	\$346.66	\$368.48	\$391.68	\$416.35	\$437.17	\$459.02
14	\$350.99	\$373.09	\$396.58	\$421.55	\$442.63	\$464.76
15				\$424.71	\$445.95	\$468.24
16				\$427.90	\$449.30	\$471.75
17				\$431.11	\$452.67	\$475.29
18				\$434.34	\$456.06	\$478.86
19				\$437.60	\$459.48	\$482.45
20				\$440.88	\$462.93	\$486.06
21				\$444.18	\$466.40	\$489.71
22				\$447.52	\$469.89	\$493.38
23				\$450.87	\$473.42	\$497.09
24				\$454.25	\$476.97	\$500.81

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- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 7 to Step 8
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 8 to Step 9
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 9 to Step 10

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.
 Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 6.75 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position

**2021-22 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/21 (per TA 9/18/19)**

Daily Rates

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$272.20	\$285.80	\$300.10	\$315.10	\$330.86	\$347.40
2	\$280.36	\$294.38	\$309.10	\$324.55	\$340.78	\$357.82
3	\$288.75	\$303.19	\$318.35	\$334.26	\$350.98	\$368.53
4	\$297.38	\$312.25	\$327.86	\$344.26	\$361.47	\$379.54
5	\$306.31	\$321.62	\$337.70	\$354.59	\$372.33	\$390.94
6	\$315.50	\$331.27	\$347.84	\$365.23	\$383.50	\$402.67
7	\$323.38	\$339.54	\$356.52	\$374.35	\$393.07	\$412.72
8	\$331.46	\$348.03	\$365.44	\$383.71	\$402.90	\$423.04
9	\$339.75	\$356.73	\$374.57	\$393.30	\$412.97	\$433.62
10	\$344.00	\$365.65	\$383.94	\$403.13	\$423.30	\$444.46
11	\$348.30	\$370.22	\$393.53	\$413.21	\$433.88	\$455.57
12	\$352.65	\$374.85	\$398.45	\$423.54	\$444.73	\$466.96
13	\$357.06	\$379.54	\$403.43	\$428.84	\$450.28	\$472.79
14	\$361.52	\$384.28	\$408.47	\$434.20	\$455.91	\$478.70
15				\$437.46	\$459.33	\$482.29
16				\$440.74	\$462.78	\$485.91
17				\$444.04	\$466.25	\$489.55
18				\$447.37	\$469.74	\$493.22
19				\$450.72	\$473.27	\$496.92
20				\$454.10	\$476.81	\$500.65
21				\$457.51	\$480.39	\$504.40
22				\$460.94	\$483.99	\$508.19
23				\$464.40	\$487.62	\$512.00
24				\$467.88	\$491.28	\$515.84

Longevity:

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Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 6.75 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

**2019-20 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/19 (per TA 9/18/19)**

Annual Rates

Days 182

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$49,102	\$51,557	\$54,135	\$56,842	\$59,684	\$62,668
2	\$50,575	\$53,104	\$55,759	\$58,547	\$61,475	\$64,548
3	\$51,587	\$54,166	\$56,874	\$59,718	\$62,705	\$65,839
4	\$51,587	\$54,166	\$56,874	\$59,718	\$62,705	\$65,839
5	\$53,005	\$55,655	\$58,438	\$61,360	\$64,429	\$67,649
6	\$54,596	\$57,325	\$60,191	\$63,201	\$66,362	\$69,679
7	\$55,611	\$58,391	\$61,311	\$64,376	\$67,596	\$70,976
8	\$57,002	\$59,851	\$62,844	\$65,986	\$69,287	\$72,750
9	\$58,427	\$61,347	\$64,415	\$67,635	\$71,019	\$74,569
10	\$59,157	\$62,881	\$66,026	\$69,326	\$72,794	\$76,434
11	\$59,896	\$63,667	\$67,676	\$71,059	\$74,614	\$78,344
12	\$60,645	\$64,463	\$68,522	\$72,836	\$76,480	\$80,303
13	\$61,403	\$65,269	\$69,378	\$73,747	\$77,435	\$81,306
14	\$62,170	\$66,085	\$70,245	\$74,669	\$78,403	\$82,322
15				\$75,229	\$78,991	\$82,939
16				\$75,793	\$79,583	\$83,561
17				\$76,361	\$80,180	\$84,188
18				\$76,934	\$80,782	\$84,819
19				\$77,511	\$81,388	\$85,456
20				\$78,092	\$81,998	\$86,096
21				\$78,678	\$82,613	\$86,742
22				\$79,268	\$83,232	\$87,393
23				\$79,863	\$83,856	\$88,048
24				\$80,462	\$84,486	\$88,708

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Longevity:

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Unit members shall receive 3% longevity at 25 years of continuous service.

2019-20 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/19 (per TA 9/18/19)
Annual Rates

Days 184.5

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$49,776	\$52,265	\$54,879	\$57,623	\$60,504	\$63,529
2	\$51,270	\$53,833	\$56,525	\$59,351	\$62,319	\$65,435
3	\$52,295	\$54,910	\$57,656	\$60,538	\$63,565	\$66,744
4	\$52,295	\$54,910	\$57,656	\$60,538	\$63,565	\$66,744
5	\$53,734	\$56,420	\$59,241	\$62,203	\$65,315	\$68,579
6	\$55,345	\$58,112	\$61,018	\$64,069	\$67,274	\$70,636
7	\$56,375	\$59,193	\$62,154	\$65,261	\$68,525	\$71,951
8	\$57,785	\$60,673	\$63,707	\$66,893	\$70,238	\$73,750
9	\$59,229	\$62,189	\$65,299	\$68,564	\$71,994	\$75,593
10	\$59,970	\$63,745	\$66,932	\$70,279	\$73,794	\$77,483
11	\$60,720	\$64,542	\$68,605	\$72,035	\$75,639	\$79,420
12	\$61,478	\$65,348	\$69,463	\$73,837	\$77,530	\$81,405
13	\$62,247	\$66,165	\$70,331	\$74,760	\$78,499	\$82,423
14	\$63,024	\$66,993	\$71,210	\$75,695	\$79,480	\$83,453
15				\$76,262	\$80,076	\$84,079
16				\$76,835	\$80,677	\$84,709
17				\$77,410	\$81,282	\$85,344
18				\$77,990	\$81,892	\$85,984
19				\$78,576	\$82,506	\$86,630
20				\$79,165	\$83,124	\$87,278
21				\$79,759	\$83,748	\$87,933
22				\$80,358	\$84,375	\$88,593
23				\$80,960	\$85,008	\$89,258
24				\$81,567	\$85,646	\$89,927

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Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2019-20 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/19 (per TA 9/18/19)**

Annual Rates

Days 186

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$50,181	\$52,690	\$55,325	\$58,091	\$60,996	\$64,045
2	\$51,687	\$54,271	\$56,984	\$59,834	\$62,826	\$65,967
3	\$52,721	\$55,356	\$58,124	\$61,031	\$64,083	\$67,286
4	\$52,721	\$55,356	\$58,124	\$61,031	\$64,083	\$67,286
5	\$54,170	\$56,878	\$59,722	\$62,709	\$65,845	\$69,137
6	\$55,795	\$58,585	\$61,514	\$64,590	\$67,821	\$71,210
7	\$56,833	\$59,674	\$62,659	\$65,791	\$69,083	\$72,535
8	\$58,254	\$61,166	\$64,225	\$67,436	\$70,809	\$74,350
9	\$59,711	\$62,695	\$65,831	\$69,121	\$72,579	\$76,208
10	\$60,457	\$64,263	\$67,477	\$70,850	\$74,395	\$78,114
11	\$61,213	\$65,067	\$69,163	\$72,621	\$76,254	\$80,066
12	\$61,978	\$65,880	\$70,027	\$74,437	\$78,161	\$82,067
13	\$62,752	\$66,703	\$70,903	\$75,368	\$79,138	\$83,093
14	\$63,537	\$67,537	\$71,790	\$76,310	\$80,126	\$84,132
15				\$76,883	\$80,727	\$84,762
16				\$77,459	\$81,333	\$85,398
17				\$78,039	\$81,943	\$86,038
18				\$78,625	\$82,558	\$86,684
19				\$79,214	\$83,177	\$87,333
20				\$79,809	\$83,800	\$87,988
21				\$80,407	\$84,428	\$88,648
22				\$81,010	\$85,061	\$89,313
23				\$81,618	\$85,699	\$89,983
24				\$82,230	\$86,342	\$90,658

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

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Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

2019-20 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/19 (per TA 9/18/19)
Annual Rates

Days 200

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$53,958	\$56,656	\$59,489	\$62,464	\$65,587	\$68,866
2	\$55,577	\$58,356	\$61,274	\$64,337	\$67,555	\$70,932
3	\$56,689	\$59,523	\$62,499	\$65,624	\$68,906	\$72,351
4	\$56,689	\$59,523	\$62,499	\$65,624	\$68,906	\$72,351
5	\$58,247	\$61,159	\$64,217	\$67,429	\$70,801	\$74,340
6	\$59,995	\$62,994	\$66,144	\$69,452	\$72,926	\$76,570
7	\$61,111	\$64,166	\$67,375	\$70,743	\$74,282	\$77,995
8	\$62,639	\$65,770	\$69,059	\$72,512	\$76,139	\$79,946
9	\$64,205	\$67,414	\$70,786	\$74,324	\$78,042	\$81,944
10	\$65,008	\$69,100	\$72,556	\$76,183	\$79,994	\$83,993
11	\$65,821	\$69,964	\$74,369	\$78,087	\$81,994	\$86,092
12	\$66,643	\$70,838	\$75,298	\$80,039	\$84,044	\$88,244
13	\$67,476	\$71,724	\$76,240	\$81,041	\$85,094	\$89,348
14	\$68,319	\$72,621	\$77,193	\$82,054	\$86,157	\$90,464
15				\$82,669	\$86,803	\$91,142
16				\$83,289	\$87,455	\$91,826
17				\$83,913	\$88,110	\$92,514
18				\$84,543	\$88,772	\$93,208
19				\$85,177	\$89,438	\$93,907
20				\$85,816	\$90,108	\$94,611
21				\$86,459	\$90,783	\$95,321
22				\$87,108	\$91,463	\$96,036
23				\$87,762	\$92,150	\$96,756
24				\$88,420	\$92,841	\$97,481

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

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Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

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Effective 7/1/20 (per TA 9/18/19)**

Annual Rates

Days 182

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$49,470	\$51,944	\$54,541	\$57,268	\$60,132	\$63,138
2	\$50,954	\$53,502	\$56,177	\$58,986	\$61,936	\$65,032
3	\$52,479	\$55,103	\$57,858	\$60,751	\$63,790	\$66,978
4	\$53,006	\$55,656	\$58,438	\$61,360	\$64,429	\$67,650
5	\$54,463	\$57,186	\$60,045	\$63,047	\$66,201	\$69,509
6	\$56,097	\$58,901	\$61,846	\$64,939	\$68,187	\$71,595
7	\$57,140	\$59,997	\$62,997	\$66,146	\$69,455	\$72,928
8	\$58,570	\$61,497	\$64,572	\$67,801	\$71,192	\$74,751
9	\$60,034	\$63,034	\$66,186	\$69,495	\$72,972	\$76,620
10	\$60,784	\$64,610	\$67,842	\$71,232	\$74,796	\$78,536
11	\$61,543	\$65,418	\$69,537	\$73,013	\$76,666	\$80,498
12	\$62,313	\$66,236	\$70,406	\$74,839	\$78,583	\$82,511
13	\$63,092	\$67,064	\$71,286	\$75,775	\$79,564	\$83,542
14	\$63,880	\$67,902	\$72,177	\$76,722	\$80,559	\$84,586
15				\$77,298	\$81,163	\$85,220
16				\$77,877	\$81,772	\$85,859
17				\$78,461	\$82,385	\$86,503
18				\$79,050	\$83,004	\$87,152
19				\$79,643	\$83,626	\$87,806
20				\$80,240	\$84,253	\$88,464
21				\$80,842	\$84,885	\$89,127
22				\$81,448	\$85,521	\$89,796
23				\$82,059	\$86,162	\$90,469
24				\$82,675	\$86,809	\$91,147

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

- 2% of salary upon movement from Step 2 to Step 3
- 3% of salary upon movement from Step 3 to Step 4
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 4 to Step 5
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Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2020-21 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/20 (per TA 9/18/19)**

Annual Rates

Days 184.5

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$50,149	\$52,657	\$55,291	\$58,055	\$60,958	\$64,005
2	\$51,655	\$54,237	\$56,949	\$59,796	\$62,786	\$65,926
3	\$53,200	\$55,860	\$58,653	\$61,585	\$64,665	\$67,899
4	\$53,733	\$56,420	\$59,242	\$62,203	\$65,313	\$68,579
5	\$55,212	\$57,972	\$60,870	\$63,914	\$67,111	\$70,465
6	\$56,867	\$59,710	\$62,696	\$65,831	\$69,124	\$72,578
7	\$57,925	\$60,821	\$63,863	\$67,056	\$70,409	\$73,930
8	\$59,374	\$62,342	\$65,459	\$68,733	\$72,170	\$75,778
9	\$60,858	\$63,899	\$67,095	\$70,450	\$73,974	\$77,672
10	\$61,619	\$65,498	\$68,773	\$72,212	\$75,823	\$79,614
11	\$62,390	\$66,317	\$70,492	\$74,016	\$77,719	\$81,604
12	\$63,169	\$67,145	\$71,373	\$75,868	\$79,662	\$83,644
13	\$63,959	\$67,985	\$72,265	\$76,816	\$80,658	\$84,690
14	\$64,757	\$68,835	\$73,168	\$77,777	\$81,666	\$85,748
15				\$78,359	\$82,278	\$86,391
16				\$78,948	\$82,896	\$87,038
17				\$79,539	\$83,517	\$87,691
18				\$80,135	\$84,144	\$88,349
19				\$80,737	\$84,775	\$89,012
20				\$81,342	\$85,410	\$89,678
21				\$81,952	\$86,051	\$90,351
22				\$82,568	\$86,695	\$91,029
23				\$83,186	\$87,346	\$91,713
24				\$83,810	\$88,001	\$92,400

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

- 2% of salary upon movement from Step 2 to Step 3
- 3% of salary upon movement from Step 3 to Step 4
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 4 to Step 5
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 5 to Step 6
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 6 to Step 7
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 7 to Step 8
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 8 to Step 9
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 9 to Step 10

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2020-21 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/20 (per TA 9/18/19)**

Annual Rates

Days 186

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$50,557	\$53,085	\$55,740	\$58,527	\$61,453	\$64,525
2	\$52,075	\$54,678	\$57,411	\$60,283	\$63,297	\$66,462
3	\$53,633	\$56,314	\$59,130	\$62,087	\$65,192	\$68,450
4	\$54,171	\$56,878	\$59,722	\$62,709	\$65,845	\$69,136
5	\$55,660	\$58,442	\$61,364	\$64,433	\$67,656	\$71,038
6	\$57,329	\$60,196	\$63,206	\$66,366	\$69,686	\$73,168
7	\$58,396	\$61,315	\$64,382	\$67,600	\$70,983	\$74,530
8	\$59,856	\$62,848	\$65,991	\$69,290	\$72,756	\$76,395
9	\$61,353	\$64,419	\$67,641	\$71,022	\$74,575	\$78,304
10	\$62,120	\$66,030	\$69,333	\$72,798	\$76,441	\$80,262
11	\$62,896	\$66,856	\$71,065	\$74,618	\$78,351	\$82,268
12	\$63,682	\$67,692	\$71,953	\$76,484	\$80,310	\$84,324
13	\$64,478	\$68,537	\$72,853	\$77,441	\$81,314	\$85,378
14	\$65,284	\$69,394	\$73,764	\$78,409	\$82,329	\$86,446
15				\$78,997	\$82,947	\$87,093
16				\$79,589	\$83,570	\$87,746
17				\$80,185	\$84,196	\$88,404
18				\$80,787	\$84,828	\$89,068
19				\$81,392	\$85,464	\$89,735
20				\$82,004	\$86,105	\$90,408
21				\$82,618	\$86,750	\$91,086
22				\$83,238	\$87,400	\$91,769
23				\$83,862	\$88,056	\$92,458
24				\$84,491	\$88,716	\$93,151

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

- 2% of salary upon movement from Step 2 to Step 3
- 3% of salary upon movement from Step 3 to Step 4
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 4 to Step 5
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 5 to Step 6
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 6 to Step 7
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 7 to Step 8
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 8 to Step 9
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 9 to Step 10

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2020-21 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/20 (per TA 9/18/19)**

Annual Rates

Days 200

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$54,363	\$57,081	\$59,935	\$62,932	\$66,079	\$69,382
2	\$55,994	\$58,794	\$61,734	\$64,820	\$68,062	\$71,464
3	\$57,670	\$60,553	\$63,580	\$66,759	\$70,098	\$73,603
4	\$58,248	\$61,160	\$64,218	\$67,429	\$70,801	\$74,341
5	\$59,849	\$62,841	\$65,983	\$69,283	\$72,748	\$76,384
6	\$61,645	\$64,726	\$67,963	\$71,362	\$74,931	\$78,676
7	\$62,792	\$65,931	\$69,228	\$72,688	\$76,325	\$80,140
8	\$64,362	\$67,579	\$70,958	\$74,506	\$78,233	\$82,145
9	\$65,971	\$69,268	\$72,733	\$76,368	\$80,188	\$84,197
10	\$66,796	\$71,000	\$74,551	\$78,278	\$82,194	\$86,303
11	\$67,631	\$71,888	\$76,414	\$80,234	\$84,249	\$88,460
12	\$68,476	\$72,786	\$77,369	\$82,240	\$86,355	\$90,671
13	\$69,332	\$73,696	\$78,337	\$83,270	\$87,434	\$91,805
14	\$70,198	\$74,618	\$79,316	\$84,310	\$88,526	\$92,952
15				\$84,942	\$89,190	\$93,648
16				\$85,579	\$89,860	\$94,351
17				\$86,221	\$90,533	\$95,058
18				\$86,868	\$91,213	\$95,771
19				\$87,519	\$91,898	\$96,489
20				\$88,176	\$92,586	\$97,213
21				\$88,837	\$93,280	\$97,942
22				\$89,503	\$93,978	\$98,677
23				\$90,175	\$94,684	\$99,417
24				\$90,852	\$95,394	\$100,162

Retention Bonuses: Bargaining unit members shall receive a retention bonus added to their annual salary of:

- 2% of salary upon movement from Step 2 to Step 3
- 3% of salary upon movement from Step 3 to Step 4
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 4 to Step 5
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 5 to Step 6
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 6 to Step 7
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 7 to Step 8
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 8 to Step 9
- 75% of the retention bonus paid to the unit member in the prior fiscal year upon movement from Step 9 to Step 10

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2021-22 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/21 (per TA 9/18/19)**

Annual Rates

Days 182

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$49,539	\$52,017	\$54,617	\$57,348	\$60,216	\$63,226
2	\$51,025	\$53,577	\$56,256	\$59,069	\$62,023	\$65,123
3	\$52,552	\$55,180	\$57,939	\$60,836	\$63,879	\$67,072
4	\$54,124	\$56,830	\$59,671	\$62,655	\$65,788	\$69,077
5	\$55,748	\$58,536	\$61,462	\$64,535	\$67,763	\$71,149
6	\$57,421	\$60,291	\$63,306	\$66,472	\$69,796	\$73,285
7	\$58,854	\$61,797	\$64,887	\$68,130	\$71,539	\$75,116
8	\$60,327	\$63,342	\$66,509	\$69,835	\$73,328	\$76,994
9	\$61,835	\$64,925	\$68,172	\$71,580	\$75,161	\$78,919
10	\$62,608	\$66,548	\$69,877	\$73,369	\$77,040	\$80,892
11	\$63,389	\$67,381	\$71,623	\$75,203	\$78,966	\$82,913
12	\$64,182	\$68,223	\$72,518	\$77,084	\$80,940	\$84,986
13	\$64,985	\$69,076	\$73,425	\$78,048	\$81,951	\$86,048
14	\$65,796	\$69,939	\$74,342	\$79,024	\$82,976	\$87,124
15				\$79,617	\$83,598	\$87,777
16				\$80,213	\$84,225	\$88,435
17				\$80,815	\$84,857	\$89,098
18				\$81,422	\$85,494	\$89,767
19				\$82,032	\$86,135	\$90,440
20				\$82,647	\$86,781	\$91,118
21				\$83,267	\$87,432	\$91,801
22				\$83,891	\$88,087	\$92,490
23				\$84,521	\$88,747	\$93,183
24				\$85,155	\$89,413	\$93,881

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2021-22 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/21 (per TA 9/18/19)**

Annual Rates

Days 184.5

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$50,219	\$52,731	\$55,368	\$58,136	\$61,043	\$64,095
2	\$51,727	\$54,313	\$57,029	\$59,880	\$62,874	\$66,018
3	\$53,274	\$55,938	\$58,735	\$61,671	\$64,756	\$67,994
4	\$54,867	\$57,610	\$60,492	\$63,515	\$66,691	\$70,026
5	\$56,515	\$59,340	\$62,307	\$65,422	\$68,695	\$72,128
6	\$58,209	\$61,119	\$64,176	\$67,385	\$70,755	\$74,291
7	\$59,663	\$62,646	\$65,779	\$69,068	\$72,521	\$76,148
8	\$61,155	\$64,212	\$67,423	\$70,795	\$74,335	\$78,051
9	\$62,684	\$65,816	\$69,108	\$72,564	\$76,193	\$80,002
10	\$63,468	\$67,463	\$70,836	\$74,378	\$78,098	\$82,002
11	\$64,262	\$68,307	\$72,607	\$76,236	\$80,051	\$84,052
12	\$65,064	\$69,159	\$73,514	\$78,144	\$82,052	\$86,153
13	\$65,878	\$70,025	\$74,433	\$79,120	\$83,078	\$87,231
14	\$66,700	\$70,900	\$75,363	\$80,110	\$84,116	\$88,320
15				\$80,710	\$84,746	\$88,983
16				\$81,316	\$85,383	\$89,649
17				\$81,925	\$86,023	\$90,322
18				\$82,539	\$86,668	\$90,999
19				\$83,159	\$87,318	\$91,682
20				\$83,782	\$87,972	\$92,368
21				\$84,411	\$88,633	\$93,062
22				\$85,045	\$89,296	\$93,760
23				\$85,682	\$89,966	\$94,464
24				\$86,324	\$90,641	\$95,172

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

2021-22 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/21 (per TA 9/18/19)
Annual Rates

Days 186

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$50,628	\$53,159	\$55,818	\$58,609	\$61,539	\$64,615
2	\$52,148	\$54,755	\$57,491	\$60,367	\$63,386	\$66,555
3	\$53,708	\$56,393	\$59,213	\$62,174	\$65,283	\$68,546
4	\$55,314	\$58,078	\$60,982	\$64,032	\$67,234	\$70,595
5	\$56,974	\$59,821	\$62,812	\$65,954	\$69,253	\$72,714
6	\$58,682	\$61,617	\$64,698	\$67,932	\$71,331	\$74,895
7	\$60,148	\$63,154	\$66,313	\$69,628	\$73,112	\$76,766
8	\$61,652	\$64,733	\$67,971	\$71,369	\$74,939	\$78,687
9	\$63,194	\$66,352	\$69,670	\$73,153	\$76,812	\$80,653
10	\$63,984	\$68,011	\$71,413	\$74,982	\$78,734	\$82,670
11	\$64,783	\$68,862	\$73,197	\$76,857	\$80,702	\$84,736
12	\$65,592	\$69,723	\$74,112	\$78,779	\$82,719	\$86,854
13	\$66,412	\$70,593	\$75,039	\$79,764	\$83,753	\$87,939
14	\$67,243	\$71,476	\$75,977	\$80,761	\$84,799	\$89,039
15				\$81,367	\$85,435	\$89,706
16				\$81,977	\$86,077	\$90,378
17				\$82,591	\$86,722	\$91,056
18				\$83,211	\$87,373	\$91,740
19				\$83,834	\$88,028	\$92,427
20				\$84,464	\$88,688	\$93,120
21				\$85,097	\$89,353	\$93,819
22				\$85,735	\$90,022	\$94,522
23				\$86,378	\$90,698	\$95,232
24				\$87,026	\$91,377	\$95,946

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

**2021-22 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses
Effective 7/1/21 (per TA 9/18/19)**

Annual Rates

Days 200

	I	II	III	IV	V	VI
STEP	Bachelors Degree	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
1	\$54,439	\$57,161	\$60,019	\$63,020	\$66,172	\$69,479
2	\$56,072	\$58,876	\$61,820	\$64,911	\$68,157	\$71,564
3	\$57,751	\$60,638	\$63,669	\$66,852	\$70,196	\$73,706
4	\$59,477	\$62,450	\$65,573	\$68,852	\$72,295	\$75,910
5	\$61,261	\$64,324	\$67,540	\$70,918	\$74,465	\$78,187
6	\$63,100	\$66,254	\$69,567	\$73,046	\$76,699	\$80,533
7	\$64,676	\$67,909	\$71,305	\$74,869	\$78,615	\$82,544
8	\$66,293	\$69,606	\$73,087	\$76,741	\$80,580	\$84,609
9	\$67,950	\$71,346	\$74,915	\$78,659	\$82,594	\$86,723
10	\$68,800	\$73,130	\$76,788	\$80,626	\$84,660	\$88,892
11	\$69,660	\$74,045	\$78,706	\$82,641	\$86,776	\$91,114
12	\$70,530	\$74,970	\$79,690	\$84,707	\$88,946	\$93,391
13	\$71,412	\$75,907	\$80,687	\$85,768	\$90,057	\$94,559
14	\$72,304	\$76,857	\$81,695	\$86,839	\$91,182	\$95,741
15				\$87,490	\$91,866	\$96,457
16				\$88,146	\$92,556	\$97,182
17				\$88,808	\$93,249	\$97,910
18				\$89,474	\$93,949	\$98,644
19				\$90,145	\$94,655	\$99,384
20				\$90,821	\$95,364	\$100,129
21				\$91,502	\$96,078	\$100,880
22				\$92,188	\$96,797	\$101,637
23				\$92,880	\$97,525	\$102,400
24				\$93,578	\$98,256	\$103,167

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.