

Teachers and Principals receive an increase in salary with a step increase for each year of service. The step increase of 3.5% Yr 1 and 3.5% Yr 2 of salary in the next 2 years. In some cases, an additional amount was added (primarily steps 2-3) to make the step increase positive.

INCR	Teachers Salary Scale 2017-18				Principal Salary Scale 2017-18				Teachers Salary Scale 2018-19				Principal Salary Scale 2018-19				
	Exempt A_18 4.0%	B_18 3.6%	C_18 3.5%	D_18 3.5%	A_18 3.5%	BA 3.5%	CA Cred 3.5%	BA+Cred+ 30 units 3.5%	PA_18 3.5%	MA 3.5%	BA 3.5%	CA Cred 3.5%	BA+Cred+ 15 units 3.5%	D_19 3.5%	BA+Cred+ 30 units 3.5%	PA_19 3.5%	MA 3.5%
1	\$43,549	\$48,139	\$53,027	\$59,915	\$43,984	\$48,621	\$53,517	\$61,405	\$43,984	\$48,621	\$53,517	\$61,405	\$64,779	\$70,166	\$75,553	\$82,940	\$90,327
2	\$43,956	\$48,546	\$53,434	\$60,322	\$44,391	\$49,028	\$53,916	\$61,804	\$44,391	\$49,028	\$53,916	\$61,804	\$65,181	\$70,568	\$75,955	\$83,342	\$90,729
3	\$44,274	\$48,864	\$53,752	\$60,640	\$44,709	\$49,346	\$54,234	\$62,122	\$44,709	\$49,346	\$54,234	\$62,122	\$65,500	\$70,887	\$76,274	\$83,661	\$91,048
4	\$44,720	\$49,310	\$54,198	\$61,086	\$45,155	\$49,792	\$54,680	\$62,570	\$45,155	\$49,792	\$54,680	\$62,570	\$65,946	\$71,333	\$76,720	\$84,107	\$91,494
5	\$44,968	\$49,558	\$54,446	\$61,334	\$45,403	\$50,040	\$54,928	\$62,818	\$45,403	\$50,040	\$54,928	\$62,818	\$66,194	\$71,581	\$76,968	\$84,355	\$91,742
6	\$45,611	\$50,201	\$55,089	\$61,977	\$46,046	\$50,683	\$55,571	\$63,465	\$46,046	\$50,683	\$55,571	\$63,465	\$66,841	\$72,228	\$77,615	\$85,002	\$92,389
7	\$46,257	\$50,847	\$55,735	\$62,625	\$46,491	\$51,128	\$56,615	\$64,509	\$46,491	\$51,128	\$56,615	\$64,509	\$67,885	\$73,272	\$78,659	\$86,046	\$93,433
8	\$46,903	\$51,493	\$56,381	\$63,271	\$46,936	\$51,573	\$56,897	\$64,791	\$46,936	\$51,573	\$56,897	\$64,791	\$68,167	\$73,554	\$78,941	\$86,328	\$93,715
9	\$47,549	\$52,139	\$57,027	\$63,919	\$47,381	\$52,021	\$57,139	\$65,033	\$47,381	\$52,021	\$57,139	\$65,033	\$68,409	\$73,796	\$79,183	\$86,570	\$93,957
10	\$48,215	\$52,785	\$57,673	\$64,559	\$48,047	\$52,667	\$57,585	\$65,487	\$48,047	\$52,667	\$57,585	\$65,487	\$68,863	\$74,250	\$79,637	\$87,024	\$94,411
11	\$48,881	\$53,431	\$58,319	\$65,155	\$48,713	\$53,313	\$58,231	\$66,131	\$48,713	\$53,313	\$58,231	\$66,131	\$69,507	\$74,894	\$80,281	\$87,668	\$95,055
12	\$49,547	\$54,077	\$58,965	\$65,791	\$49,379	\$53,949	\$58,867	\$66,767	\$49,379	\$53,949	\$58,867	\$66,767	\$70,143	\$75,530	\$80,917	\$88,304	\$95,691
13	\$50,213	\$54,723	\$59,611	\$66,427	\$50,045	\$54,595	\$59,513	\$67,411	\$50,045	\$54,595	\$59,513	\$67,411	\$70,787	\$76,174	\$81,561	\$88,948	\$96,335
14	\$50,879	\$55,369	\$60,257	\$67,073	\$50,711	\$55,243	\$60,161	\$67,991	\$50,711	\$55,243	\$60,161	\$67,991	\$71,367	\$76,754	\$82,141	\$89,528	\$96,915
15	\$51,545	\$56,015	\$60,903	\$67,719	\$51,377	\$55,851	\$60,331	\$68,639	\$51,377	\$55,851	\$60,331	\$68,639	\$72,015	\$77,402	\$82,789	\$90,176	\$97,563
16	\$52,211	\$56,661	\$61,549	\$68,363	\$52,043	\$56,511	\$61,035	\$69,287	\$52,043	\$56,511	\$61,035	\$69,287	\$72,663	\$78,050	\$83,837	\$91,224	\$98,611
17	\$52,877	\$57,307	\$62,195	\$69,007	\$52,709	\$57,157	\$61,639	\$70,031	\$52,709	\$57,157	\$61,639	\$70,031	\$73,407	\$78,794	\$84,581	\$91,968	\$99,355
18	\$53,543	\$57,957	\$62,845	\$69,651	\$53,375	\$57,801	\$62,283	\$70,675	\$53,375	\$57,801	\$62,283	\$70,675	\$74,051	\$79,438	\$85,225	\$92,612	\$100,000
19	\$54,209	\$58,607	\$63,495	\$70,295	\$54,041	\$58,449	\$62,927	\$71,319	\$54,041	\$58,449	\$62,927	\$71,319	\$74,695	\$80,082	\$85,869	\$93,256	\$100,643
20	\$54,875	\$59,257	\$64,145	\$70,939	\$54,707	\$59,115	\$63,569	\$71,943	\$54,707	\$59,115	\$63,569	\$71,943	\$75,319	\$80,706	\$86,493	\$93,880	\$101,267
21	\$55,541	\$59,901	\$64,789	\$71,583	\$55,373	\$59,781	\$64,233	\$72,567	\$55,373	\$59,781	\$64,233	\$72,567	\$75,943	\$81,330	\$87,117	\$94,504	\$101,853
22	\$56,207	\$60,557	\$65,445	\$72,227	\$56,039	\$60,435	\$64,885	\$73,211	\$56,039	\$60,435	\$64,885	\$73,211	\$76,587	\$81,974	\$87,761	\$95,148	\$102,501
23	\$56,873	\$61,203	\$66,091	\$72,871	\$56,705	\$61,191	\$65,641	\$73,845	\$56,705	\$61,191	\$65,641	\$73,845	\$77,221	\$82,608	\$88,395	\$95,782	\$103,155
24	\$57,539	\$61,853	\$66,741	\$73,515	\$57,371	\$61,837	\$66,281	\$74,489	\$57,371	\$61,837	\$66,281	\$74,489	\$77,865	\$83,252	\$89,039	\$96,426	\$103,803
25	\$58,205	\$62,503	\$67,391	\$74,159	\$58,037	\$62,569	\$66,921	\$75,133	\$58,037	\$62,569	\$66,921	\$75,133	\$78,509	\$83,896	\$89,683	\$97,070	\$104,447
26	\$58,871	\$63,153	\$68,041	\$74,803	\$58,703	\$63,169	\$67,561	\$75,775	\$58,703	\$63,169	\$67,561	\$75,775	\$79,151	\$84,538	\$90,325	\$97,712	\$105,099
27	\$59,537	\$63,803	\$68,689	\$75,447	\$59,369	\$63,825	\$68,201	\$76,419	\$59,369	\$63,825	\$68,201	\$76,419	\$79,795	\$85,182	\$90,969	\$98,356	\$105,743
27+	\$60,203	\$64,453	\$69,339	\$76,091	\$60,035	\$64,581	\$68,957	\$77,031	\$60,035	\$64,581	\$68,957	\$77,031	\$80,407	\$85,794	\$91,581	\$98,968	\$106,355
	Administrative Services Credential Tier I				Administrative Services Credential Tier I				Administrative Services Credential Tier I								
	Administrative Services Credential Tier II				Administrative Services Credential Tier II				Administrative Services Credential Tier II								
	Master's Bonus (any # Units)				Master's Bonus (any # Units)				Master's Bonus (any # Units)								
	Double Master's Bonus				Double Master's Bonus				Double Master's Bonus								
	Doctoral Degree Bonus				Doctoral Degree Bonus				Doctoral Degree Bonus								
					Performance Bonus (Optional)				Performance Bonus (Optional)								

Teachers and Principals beyond the highest Step in any column according to their years of full-time service shall be paid the salary at the highest available Step of the Column for which they qualify, OR the previous year's salary plus the effective average increase percentage indicated at the top of the column. Administrative Services Credential, Masters, double Master's and Doctoral bonuses are paid yearly and are included on the salary line in the Employment Agreement.

Performance bonuses are paid at the discretion of the school administration and are not required by any school. This amount, if paid, is not included on the salary line of the Employment Agreement.

Teachers hired without a California credential, or who have allowed a credential to expire, shall have five years from the date of hire (or expiration date of previously valid credential) to earn or renew a valid California credential. Teachers who fail to do so within the five-year period shall not be advanced in Step until a valid credential is earned or renewed. ARG (14) 6 Note 2.

Salary Scales are subject to review and revision if the economic conditions change from current projected Salary Scales are subject to review and revision if the economic conditions change from current projections.

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	5.663%	4.535%	4.535%
3	4.922%	3.500%	3.500%
4	4.434%	3.500%	3.500%
5	3.500%	3.500%	3.500%
6	3.500%	3.500%	3.500%
7	3.500%	3.500%	3.500%
8	3.500%	3.500%	3.500%
9	3.500%	3.500%	3.500%
10	3.500%	3.500%	3.500%
11	3.500%	3.500%	3.500%
12	3.500%	3.500%	3.500%
13	3.500%	3.500%	3.500%
14	3.500%	3.500%	3.500%
15	3.500%	3.500%	3.500%
16	3.500%	3.500%	3.500%
17	3.500%	3.500%	3.500%
18	3.500%	3.500%	3.500%
19	3.500%	3.500%	3.500%
20	3.500%	3.500%	3.500%
21	3.500%	3.500%	3.500%
22	3.500%	3.500%	3.500%
23	3.500%	3.500%	3.500%
24	3.500%	3.500%	3.500%
25	3.500%	3.500%	3.500%
26	3.500%	3.500%	3.500%
27	3.500%	3.500%	3.500%
Mean	4.002%	3.594%	3.540%

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	2.356	2.109	2.362
3	2.077	1.678	1.779
4	1.899	1.722	1.801
5	1.521	1.766	1.853
6	1.542	1.787	1.875
7	1.568	1.809	1.897
8	1.568	1.831	1.919
9	1.608	1.853	1.941
10	1.630	1.875	1.962
11		1.897	1.984
12		1.918	2.006
13			2.028
14			2.050
15			2.072
16			2.093
17			2.115
18			2.137
19			2.159
20			2.181
21			2.216
22			2.251
23			2.286
24			2.321
25			2.360
26			2.403
27			2.452
Mean	1.754	1.841	2.091

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	3.500%	3.500%	3.500%
3	3.500%	3.500%	3.500%
4	3.500%	3.500%	3.500%
5	3.500%	3.500%	3.500%
6	3.500%	3.500%	3.500%
7	3.500%	3.500%	3.500%
8	3.500%	3.500%	3.500%
9	3.500%	3.500%	3.500%
10	3.500%	3.500%	3.500%
11	3.500%	3.500%	3.500%
12	3.500%	3.500%	3.500%
13	3.500%	3.500%	3.500%
14	3.500%	3.500%	3.500%
15	3.500%	3.500%	3.500%
16	3.500%	3.500%	3.500%
17	3.500%	3.500%	3.500%
18	3.500%	3.500%	3.500%
19	3.500%	3.500%	3.500%
20	3.500%	3.500%	3.500%
21	3.500%	3.500%	3.500%
22	3.500%	3.500%	3.500%
23	3.500%	3.500%	3.500%
24	3.500%	3.500%	3.500%
25	3.500%	3.500%	3.500%
26	3.500%	3.500%	3.500%
27	3.500%	3.500%	3.500%
Mean	3.500%	3.500%	3.500%

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	1.524	1.685	1.786
3	1.538	1.702	1.804
4	1.550	1.737	1.841
5	1.565	1.782	1.864
6	1.574	1.827	1.918
7	1.596	1.850	1.941
8	1.619	1.873	1.963
9	1.642	1.895	1.986
10	1.664	1.918	2.008
11		1.940	2.031
12		1.963	2.054
13			2.076
14			2.099
15			2.121
16			2.144
17			2.167
18			2.189
19			2.212
20			2.234
21			2.257
22			2.283
23			2.329
24			2.366
25			2.402
26			2.442
27			2.488
Mean	1.586	1.834	2.116

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	2.937	2.937	2.937
3	2.967	2.967	2.967
4	3.028	3.028	3.028
5	3.066	3.066	3.066
6	3.102	3.102	3.102
7	3.138	3.138	3.138
8	3.174	3.174	3.174
9	3.211	3.211	3.211
10	3.247	3.247	3.247
11	3.284	3.284	3.284
12	3.320	3.320	3.320
13	3.356	3.356	3.356
14	3.393	3.393	3.393
15	3.443	3.443	3.443
16	3.493	3.493	3.493
17	3.543	3.543	3.543
18	3.604	3.604	3.604
19	3.664	3.664	3.664
20	3.725	3.725	3.725
21	3.785	3.785	3.785
22	3.846	3.846	3.846
23	3.907	3.907	3.907
24	3.967	3.967	3.967
25	4.028	4.028	4.028
26	4.088	4.088	4.088
27	4.148	4.148	4.148
Mean	3.500%	3.500%	3.500%

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	2.356	2.109	2.362
3	2.077	1.678	1.779
4	1.899	1.722	1.801
5	1.521	1.766	1.853
6	1.542	1.787	1.875
7	1.568	1.809	1.897
8	1.568	1.831	1.919
9	1.608	1.853	1.941
10	1.630	1.875	1.962
11		1.897	1.984
12		1.918	2.006
13			2.028
14			2.050
15			2.072
16			2.093
17			2.115
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19			2.159
20			2.181
21			2.216
22			2.251
23			2.286
24			2.321
25			2.360
26			2.403
27			2.452
Mean	1.754	1.841	2.091

Effective annual increase - Step and Annual			
BA	BA + CA Cred	BA+Cred+ 15 units	BA+Cred+ 30 units
2	2.937	2.937	2.937
3	2.967	2.967	2.967
4	3.028	3.028	3.028
5	3.066	3.066	3.066
6	3.102	3.102	3.102
7	3.138	3.138	3.138
8	3.174	3.174	3.174
9	3.211	3.211	3.211
10	3.247	3.247	3.247
11	3.284	3.284	3.284
12	3.320	3.320	3.320
13	3.356	3.356	3.356
14	3.393	3.393	3.393
15	3.443	3.443	3.443
16	3.493	3.493	3.493
17	3.543	3.543	3.543
18	3.604	3.604	3.604
19	3.664	3.664	3.664
20	3.725	3.725	3.725
21	3.785	3.785	3.785
22	3.846	3.846	3.846
23	3.907	3.907	3.907
24	3.967	3.967	3.967
25	4.028	4.028	4.028
26	4.088	4.088	4.088
27	4.148	4.148	4.148
Mean	3.500%	3.500%	3.500%

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