

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+ 15 units 3.5%	BA+Cred+ 30 units 3.5%	BA 3.5%	CA Cred 3.5%	BA+Cred+ 15 units 3.5%	BA+Cred+ 30 units 3.5%	PA_18 3.5%	PA_18 3.5%	PA_19 3.5%	PB_19 3.5%
1	\$43,549	\$48,139	\$53,915	\$59,893	\$43,984	\$48,621	\$54,454	\$60,337	\$66,020	\$43,984	\$48,621	\$54,454	\$60,337	\$66,020	\$71,699	\$77,382	\$83,065
2	\$43,956	\$48,546	\$54,322	\$60,299	\$44,391	\$49,028	\$54,861	\$60,734	\$66,607	\$44,391	\$49,028	\$54,861	\$60,734	\$66,607	\$72,289	\$77,972	\$83,655
3	\$44,274	\$48,864	\$54,640	\$60,617	\$44,709	\$49,346	\$55,179	\$61,052	\$66,925	\$44,709	\$49,346	\$55,179	\$61,052	\$66,925	\$72,607	\$78,290	\$83,973
4	\$44,720	\$49,310	\$55,086	\$60,963	\$45,155	\$49,792	\$55,625	\$61,498	\$67,371	\$45,155	\$49,792	\$55,625	\$61,498	\$67,371	\$73,053	\$78,736	\$84,419
5	\$44,968	\$49,558	\$55,334	\$61,211	\$45,403	\$50,040	\$55,873	\$61,749	\$67,622	\$45,403	\$50,040	\$55,873	\$61,749	\$67,622	\$73,304	\$78,987	\$84,670
6	\$45,611	\$50,201	\$55,977	\$61,754	\$46,046	\$50,683	\$56,516	\$62,392	\$68,265	\$46,046	\$50,683	\$56,516	\$62,392	\$68,265	\$73,946	\$79,629	\$85,312
7	\$46,257	\$50,847	\$56,623	\$62,392	\$46,691	\$51,328	\$57,161	\$63,037	\$68,910	\$46,691	\$51,328	\$57,161	\$63,037	\$68,910	\$74,591	\$80,274	\$85,957
8	\$46,903	\$51,493	\$57,269	\$63,037	\$47,337	\$51,974	\$57,807	\$63,683	\$69,556	\$47,337	\$51,974	\$57,807	\$63,683	\$69,556	\$75,237	\$80,920	\$86,603
9	\$47,549	\$52,139	\$57,915	\$63,683	\$47,982	\$52,619	\$58,452	\$64,328	\$70,201	\$47,982	\$52,619	\$58,452	\$64,328	\$70,201	\$75,882	\$81,565	\$87,248
10	\$48,215	\$52,805	\$58,581	\$64,328	\$48,622	\$53,265	\$59,098	\$64,974	\$70,847	\$48,622	\$53,265	\$59,098	\$64,974	\$70,847	\$76,528	\$82,211	\$87,894
11	\$48,881	\$53,471	\$59,247	\$65,016	\$49,268	\$53,911	\$59,744	\$65,620	\$71,493	\$49,268	\$53,911	\$59,744	\$65,620	\$71,493	\$77,169	\$82,852	\$88,535
12	\$49,547	\$54,137	\$59,913	\$65,682	\$49,934	\$54,577	\$60,410	\$66,086	\$71,947	\$49,934	\$54,577	\$60,410	\$66,086	\$71,947	\$77,625	\$83,308	\$88,991
13	\$50,213	\$54,803	\$60,579	\$66,348	\$50,600	\$55,243	\$61,076	\$66,752	\$72,413	\$50,600	\$55,243	\$61,076	\$66,752	\$72,413	\$78,091	\$83,774	\$89,157
14	\$50,879	\$55,469	\$61,245	\$67,014	\$51,266	\$55,909	\$61,742	\$67,408	\$73,064	\$51,266	\$55,909	\$61,742	\$67,408	\$73,064	\$78,747	\$84,430	\$89,817
15	\$51,545	\$56,135	\$61,911	\$67,680	\$51,932	\$56,575	\$62,408	\$68,074	\$73,720	\$51,932	\$56,575	\$62,408	\$68,074	\$73,720	\$79,403	\$85,086	\$90,373
16	\$52,211	\$56,801	\$62,577	\$68,346	\$52,600	\$57,243	\$63,080	\$68,740	\$74,376	\$52,600	\$57,243	\$63,080	\$68,740	\$74,376	\$80,059	\$85,742	\$91,029
17	\$52,877	\$57,467	\$63,243	\$69,012	\$53,266	\$57,909	\$63,744	\$69,400	\$75,000	\$53,266	\$57,909	\$63,744	\$69,400	\$75,000	\$80,683	\$86,366	\$91,649
18	\$53,543	\$58,133	\$63,909	\$69,684	\$53,932	\$58,581	\$64,420	\$70,070	\$75,660	\$53,932	\$58,581	\$64,420	\$70,070	\$75,660	\$81,343	\$87,026	\$92,313
19	\$54,209	\$58,805	\$64,585	\$70,350	\$54,600	\$59,243	\$65,080	\$70,670	\$76,260	\$54,600	\$59,243	\$65,080	\$70,670	\$76,260	\$81,927	\$87,610	\$92,897
20	\$54,875	\$59,471	\$65,251	\$71,022	\$55,266	\$59,909	\$65,744	\$71,130	\$76,720	\$55,266	\$59,909	\$65,744	\$71,130	\$76,720	\$82,410	\$88,093	\$93,380
21	\$55,541	\$60,131	\$65,907	\$71,694	\$55,932	\$60,581	\$66,420	\$71,520	\$77,110	\$55,932	\$60,581	\$66,420	\$71,520	\$77,110	\$82,793	\$88,476	\$93,763
22	\$56,207	\$60,797	\$66,573	\$72,366	\$56,600	\$61,243	\$67,080	\$71,910	\$77,500	\$56,600	\$61,243	\$67,080	\$71,910	\$77,500	\$83,183	\$88,866	\$94,153
23	\$56,873	\$61,483	\$67,259	\$73,030	\$57,266	\$61,909	\$67,744	\$72,570	\$78,160	\$57,266	\$61,909	\$67,744	\$72,570	\$78,160	\$83,843	\$89,526	\$94,813
24	\$57,539	\$62,149	\$67,925	\$73,696	\$57,932	\$62,581	\$68,420	\$73,250	\$78,840	\$57,932	\$62,581	\$68,420	\$73,250	\$78,840	\$84,523	\$90,206	\$95,493
25	\$58,205	\$62,809	\$68,581	\$74,352	\$58,600	\$63,243	\$69,080	\$73,900	\$79,490	\$58,600	\$63,243	\$69,080	\$73,900	\$79,490	\$85,183	\$90,866	\$96,153
26	\$58,871	\$63,469	\$69,245	\$75,014	\$59,266	\$63,909	\$69,744	\$74,570	\$80,060	\$59,266	\$63,909	\$69,744	\$74,570	\$80,060	\$85,763	\$91,446	\$96,733
27	\$59,537	\$64,129	\$69,905	\$75,676	\$59,932	\$64,581	\$70,420	\$75,250	\$80,540	\$59,932	\$64,581	\$70,420	\$75,250	\$80,540	\$86,227	\$91,910	\$97,197
27+	\$60,203	\$64,789	\$70,565	\$76,338	\$60,600	\$65,243	\$71,080	\$75,910	\$81,200	\$60,600	\$65,243	\$71,080	\$75,910	\$81,200	\$86,883	\$92,566	\$97,853
	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				Mean
	BA	CA Cred	BA + CA Cred	BA+Cred+ 30 units	
2	5.663%	4.535%	3.500%	3.500%	
3	4.922%	3.500%	3.500%	3.500%	
4	4.434%	3.500%	3.500%	3.500%	
5	3.500%	3.500%	3.500%	3.500%	
6	3.500%	3.500%	3.500%	3.500%	
7	3.500%	3.500%	3.500%	3.500%	
8	3.500%	3.500%	3.500%	3.500%	
9	3.500%	3.500%	3.500%	3.500%	
10	3.500%	3.500%	3.500%	3.500%	
11	3.500%	3.500%	3.500%	3.500%	
12	3.500%	3.500%	3.500%	3.500%	
13	3.500%	3.500%	3.500%	3.500%	
14	3.500%	3.500%	3.500%	3.500%	
15	3.500%	3.500%	3.500%	3.500%	
16	3.500%	3.500%	3.500%	3.500%	
17	3.500%	3.500%	3.500%	3.500%	
18	3.500%	3.500%	3.500%	3.500%	
19	3.500%	3.500%	3.500%	3.500%	
20	3.500%	3.500%	3.500%	3.500%	
21	3.500%	3.500%	3.500%	3.500%	
22	3.500%	3.500%	3.500%	3.500%	
23	3.500%	3.500%	3.500%	3.500%	
24	3.500%	3.500%	3.500%	3.500%	
25	3.500%	3.500%	3.500%	3.500%	
26	3.500%	3.500%	3.500%	3.500%	
27	3.500%	3.500%	3.500%	3.500%	
Mean	4.002%	3.594%	3.540%	3.540%	3.500%

	Effective annual increase - Step and Annual				Mean
	BA	CA Cred	BA + CA Cred	BA+Cred+ 30 units	
2	2.356	2.109	1.875	1.887	
3	2.077	1.678	1.722	1.804	
4	1.899	1.722	1.801	1.737	
5	1.521	1.766	1.853	1.864	
6	1.542	1.787	1.875	1.918	
7	1.568	1.809	1.897	1.941	
8	1.568	1.831	1.919	1.963	
9	1.608	1.853	1.941	1.986	
10	1.630	1.875	1.962	2.008	
11		1.897	1.984	2.031	
12		1.918		2.054	
13			2.028	2.076	
14			2.050	2.099	
15			2.072	2.121	
16			2.093	2.144	
17			2.115	2.167	
18			2.137	2.189	
19			2.159	2.212	
20			2.181	2.234	
21			2.203	2.257	
22			2.225	2.280	
23			2.247	2.303	
24			2.269	2.326	
25			2.291	2.349	
26			2.313	2.372	
27			2.335	2.395	
Mean	1.754	1.841	1.834	1.834	3.500%

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

	Effective annual increase - Step and Annual				Mean
	BA	CA Cred	BA + CA Cred	BA+Cred+ 30 units	
2	2.937	1.786	1.887	1.887	
3	2.967	1.804	1.906	1.906	
4	3.028	1.841	1.945	1.945	
5	3.066	1.864	1.973	1.973	
6	3.102	1.918	2.022	2.022	
7	3.138	1.941	2.045	2.045	
8	3.174	1.963	2.067	2.067	
9	3.211	1.986	2.090	2.090	
10	3.247	2.008	2.113	2.113	
11	3.284	2.031	2.135	2.135	
12	3.320	2.054	2.158	2.158	
13	3.356	2.076	2.180	2.180	
14	3.393	2.099	2.203	2.203	
15	3.430	2.121	2.226	2.226	
16	3.467	2.144	2.248	2.248	
17	3.504	2.167	2.271	2.271	
18	3.541	2.189	2.293	2.293	
19	3.578	2.212	2.316	2.316	
20	3.615	2.234	2.339	2.339	
21	3.652	2.257	2.361	2.361	
22	3.689	2.280	2.384	2.384	
23	3.726	2.303	2.406	2.406	
24	3.763	2.326	2.429	2.429	
25	3.800	2.349	2.451	2.451	
26	3.837	2.372	2.474	2.474	
27	3.874	2.395	2.497	2.497	
Mean	3.426	1.834	1.834	1.834	3.500%