



**Certificated Personnel SALARY SCHEDULE - Early Start Teachers  
 2018/2019**

*(Includes Staff Development Addendum 7/1/99)*

| STEPS | B.A.     | B.A. + 15 Units | B.A. + 30 Units | B.A. + 45 Units or<br>+ M.A. | B.A.<br>+ 60 Units<br>Including M.A. or<br>Doctorate |
|-------|----------|-----------------|-----------------|------------------------------|--|
|       | COLUMN I | COLUMN II       | COLUMN III      | COLUMN IV                    | COLUMN V   |
| 1     | \$51,832 | \$54,365        | \$57,028        | \$59,500                     | \$66,230   |
| 2     | \$53,965 | \$56,599        | \$59,384        | \$62,303                     | \$68,821   |
| 3     | \$56,185 | \$58,942        | \$61,839        | \$64,877                     | \$71,525   |
| 4     | \$58,501 | \$61,377        | \$64,381        | \$67,566                     | \$74,331   |
| 5     | \$60,913 | \$63,908        | \$67,059        | \$70,352                     | \$77,270   |
| 6     | \$63,424 | \$66,555        | \$69,826        | \$73,260                     | \$80,319   |
| 7     | \$66,045 | \$69,315        | \$72,718        | \$76,299                     | \$83,519   |
| 8     | \$68,756 | \$72,171        | \$75,594        | \$79,469                     | \$86,820   |
| 9     | \$71,623 | \$75,156        | \$78,862        | \$82,758                     | \$90,287   |
| 10    |          | \$78,266        | \$82,151        | \$86,188                     | \$93,902   |
| 11    |          |                 | \$85,529        | \$89,758                     | \$97,656   |
| 12    |          |                 | \$91,075        | \$95,540                     | \$104,181  |

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| Anniversary/Longevity Bonus (annual) after 14 years of service \$1,500 |
| Anniversary/Longevity Bonus (annual) after 15 years of service \$2,500 |
| Anniversary/Longevity Bonus (annual) after 20 years of service \$3,000 |
| Anniversary/Longevity Bonus (annual) after 25 years of service \$3,500 |
| Anniversary/Longevity Bonus (annual) after 28 years of service \$4,500 |
| Anniversary/Longevity Bonus (annual) after 32 years of service \$5,500 |

Daily rate: Returning teachers = salary divided by 186, New Teachers = salary divided by 188.