

**SALARY SCHEDULE  
TEACHERS AND RESOURCE SPECIALISTS**

**185 DAYS  
2023 - 2024**

**ANNUAL SALARY**

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	<b>STEP</b>	<b>COL. 1</b>	<b>COL. 2</b>	<b>COL. 3</b>	<b>COL. 4</b>	<b>COL. 5</b>	<b>COL. 6</b>
1	<b>1</b>	61,395	61,714	64,452	66,404	68,989	72,065
2	<b>2</b>	62,185	63,231	65,752	68,426	71,176	74,498
3	<b>*3</b>	63,271	64,811	67,814	70,691	73,781	77,114
4	<b>4</b>	64,368	66,418	69,995	73,188	76,536	79,990
5	<b>5</b>	65,485	68,057	72,410	75,932	79,421	82,911
6	<b>6</b>	66,618	69,742	74,990	78,751	82,399	85,943
7	<b>7</b>	67,773	71,470	77,615	81,563	85,383	88,973
8	<b>8</b>	68,946	73,243	80,174	84,470	88,400	92,064
9	<b>9</b>	70,141	75,058	82,300	87,361	91,836	95,766
10	<b>10</b>	71,358	78,825	85,796	93,045	100,616	105,539
	<b>11</b>	71,358	78,825	88,080	93,449	100,616	105,539
	<b>12</b>	71,358	78,825	91,136	95,674	101,131	105,539
	<b>13</b>	71,358	78,825	92,585	97,826	102,781	106,689
	<b>14</b>	71,358	78,825	93,134	98,329	103,121	107,086
15	<b>15</b>	71,358	78,825	94,805	101,694	105,371	109,997
	<b>16</b>	71,358	78,825	94,805	101,694	105,702	110,230
	<b>17</b>	71,358	78,825	94,805	102,161	106,218	110,559
	<b>18</b>	71,358	78,825	94,805	102,535	107,221	111,929
	<b>19</b>	71,358	78,825	94,805	102,600	107,281	112,099
20	<b>20</b>	71,358	78,825	97,738	108,426	113,281	118,697
	<b>21</b>	71,358	78,825	98,226	108,968	113,847	119,291
	<b>22</b>	71,358	78,825	98,718	109,513	114,416	119,887
	<b>23</b>	71,358	78,825	99,211	110,060	114,989	120,486
	<b>24</b>	71,358	78,825	99,707	110,610	115,564	121,089

- Regular credential required for increments below asterisk (\*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
- Only semester units earned after the date the degree was granted will be counted.
- At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
- At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.
- Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
- \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,664.97 per year will be paid for BCC/BCLAD.
- \$1,000.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.

BU UT / SAL 8 / CAL 2A / 50.11.6  
BU UT / SAL 4 / CAL 2C / 50.11.6

Board Amended: 12/11/2023

**AUXILIARY SALARY SCHEDULES**

Summer School Teacher	Salary step 1 - 5	\$58.35 per hour
	Salary step 6 - 10	\$72.91 per hour
	Salary step 11 & up	\$87.50 per hour
ESY - Speech/Language Pathologists	Salary step 1 - 5	\$81.28 per hour
	Salary step 6 & up	\$92.11 per hour
Contract Hourly Rate		\$53.56 per hour
Independent Study and Home/Hospital Hourly Teachers	Step 1	\$53.58 per hour
	Step 2	\$56.30 per hour
	Step 3	\$59.03 per hour
Peer Assistance & Review (PAR) Panel Members		\$2,000.00 annual stipend
Peer Assistance & Review (PAR) Consulting Teachers		\$4,449.00 annual stipend

Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

**CERTIFICATED COLUMN CHANGE REQUIREMENTS AND DEADLINES  
FOR 185 DAY EMPLOYMENT**

Column Change Request Form to Human Resources Dept. prior to:	Official Transcript Verification prior to:	Effective Date:
July 1	September 1	July 1
End of the first week of paid service	December 1	First day in Fall
February 10	April 1	Beginning of 6th school month