



## 2025-2026 Certified Teacher Initial Placement Compensation Guide

### Base Salary:

Experience + Education  
(does not include prop or performance pay)

Yrs. of Experience	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$47,150	\$49,922	\$54,542
1	\$47,250	\$50,022	\$54,642
2	\$47,450	\$50,222	\$54,842
3	\$47,800	\$50,572	\$55,192
4	\$48,300	\$51,072	\$55,692
5	\$48,900	\$51,672	\$56,292
6	\$49,550	\$52,322	\$56,942
7	\$50,300	\$53,072	\$57,692
8	\$51,050	\$53,822	\$58,442
9	\$51,850	\$54,622	\$59,242
10	\$52,800	\$55,572	\$60,192
11	\$53,750	\$56,522	\$61,142
12	\$54,700	\$57,472	\$62,092

### Total Salary:

Base Salary + Prop Amounts + Instructional  
Improvement + Pay for Performance

Bachelor's Degree	Master's Degree	Doctoral Degree
\$59,172	\$62,166	\$67,155
\$59,280	\$62,274	\$67,263
\$59,496	\$62,490	\$67,479
\$59,874	\$62,868	\$67,857
\$60,414	\$63,408	\$68,397
\$61,062	\$64,056	\$69,045
\$61,764	\$64,758	\$69,747
\$62,574	\$65,568	\$70,557
\$63,384	\$66,378	\$71,367
\$64,248	\$67,242	\$72,231
\$65,274	\$68,268	\$73,257
\$66,300	\$69,294	\$74,283
\$67,326	\$70,320	\$75,309

### The above Total Salary includes the following:

Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid 1/2 in December and 1/2 in June
Prop 301:	8% of Base Salary
Prop 301:	\$3,900- paid 1/2 in December and 1/2 in March

### Additional Compensation and Benefits:

Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$723.93/month towards medical plan of employee's choice (30 hrs/week required)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 12.20% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 183 days new teachers, 180 days for returning teachers