

Teachers and Principals receive an increase in salary with a step increase for each year of service. The step increase averages 1.3% of salary; with a slightly higher increase at steps 5 & 6 and Steps 26 & 27 to encourage teachers to stay at the beginning and end of their careers. In addition to this built-in step increase, there is an increase in the Salary Scale itself to increase compensation to the Teachers and Principals.																				Effective Jan 2019			
Exempt Teachers Salary Scale					Principal Salary Scale					Exempt Teachers Salary Scale					Principal Salary Scale								
2019-20					2019-20					2020-21					2020-21								
Salary Scale Increase 4.00%					4.00%					4.00%					4.00%								
5.3%					5.3%					5.3%					5.3%								
INCR					INCR					INCR					INCR								
A_16 B_16 C_16 D_16					PA_16 PB_16					A_16 B_16 C_16 D_16					PA_16 PB_16								
BA BA+ BA+Cred+ BA+Cred+					A B					BA BA+ BA+Cred+ BA+Cred+					A B								
CA Cred 15 units 30 units					BA MA					CA Cred 15 units 30 units					BA MA								
1	\$45,743	\$51,817	\$54,926	\$58,034	\$90,339	\$96,760	1	\$47,573	\$53,890	\$57,123	\$60,355	\$93,953	\$100,631	1	\$49,476	\$56,046	\$59,408	\$62,770	\$97,711	\$104,656			
2	\$46,876	\$52,335	\$55,475	\$58,614	\$91,243	\$97,728	2	\$48,751	\$54,429	\$57,694	\$60,959	\$94,892	\$101,637	2	\$50,701	\$56,606	\$60,002	\$63,397	\$98,688	\$105,703			
3	\$47,314	\$52,855	\$55,995	\$59,238	\$91,659	\$98,768	3	\$49,206	\$54,970	\$58,235	\$61,608	\$95,325	\$102,719	3	\$51,175	\$57,168	\$60,564	\$64,072	\$99,138	\$106,827			
4	\$47,656	\$53,420	\$56,624	\$59,829	\$93,133	\$99,753	4	\$49,562	\$55,557	\$58,889	\$62,222	\$96,858	\$103,743	4	\$51,545	\$57,779	\$61,245	\$64,711	\$100,733	\$107,893			
5	\$48,136	\$54,810	\$57,319	\$60,663	\$94,282	\$100,869	5	\$50,062	\$57,003	\$59,612	\$63,090	\$98,054	\$104,903	5	\$52,064	\$59,283	\$61,997	\$65,613	\$101,976	\$109,099			
6	\$48,401	\$56,200	\$58,988	\$62,192	\$95,398	\$101,991	6	\$50,337	\$58,448	\$61,347	\$64,680	\$99,214	\$106,071	6	\$52,350	\$60,786	\$63,801	\$67,267	\$103,182	\$110,313			
7	\$49,096	\$56,895	\$59,683	\$62,887	\$96,514	\$103,113	7	\$51,060	\$59,171	\$62,070	\$65,403	\$100,374	\$107,238	7	\$53,102	\$61,538	\$64,553	\$68,019	\$104,389	\$111,527			
8	\$49,791	\$57,591	\$60,378	\$63,583	\$97,629	\$104,229	8	\$51,783	\$59,894	\$62,793	\$66,126	\$101,534	\$108,398	8	\$53,854	\$62,290	\$65,305	\$68,771	\$105,596	\$112,734			
9	\$50,486	\$58,286	\$61,073	\$64,278	\$98,752	\$105,351	9	\$52,506	\$60,617	\$63,516	\$66,849	\$102,702	\$109,565	9	\$54,606	\$63,042	\$66,057	\$69,523	\$106,810	\$113,948			
10	\$51,182	\$58,981	\$61,768	\$64,973	\$99,874	\$106,467	10	\$53,229	\$61,340	\$64,239	\$67,572	\$103,869	\$110,725	10	\$55,358	\$63,794	\$66,809	\$70,275	\$108,024	\$115,155			
11		\$59,676	\$62,463	\$65,668	\$100,990	\$107,582	11		\$62,063	\$64,962	\$68,295	\$105,029	\$111,886	11		\$64,546	\$67,560	\$71,026	\$109,230	\$116,361			
12		\$60,371	\$63,158	\$66,363	\$102,105	\$108,705	12		\$62,786	\$65,685	\$69,018	\$106,189	\$113,053	12		\$65,297	\$68,312	\$71,778	\$110,437	\$117,575			
13			\$63,854	\$67,058	\$103,221	\$109,820	13			\$66,408	\$69,740	\$107,350	\$114,213	13			\$69,064	\$72,530	\$111,644	\$118,782			
14			\$64,549	\$67,753	\$104,336	\$110,936	14			\$67,131	\$70,463	\$108,510	\$115,373	14			\$69,816	\$73,282	\$112,850	\$119,988			
15			\$65,244	\$68,448	\$105,882	\$112,522	15			\$67,854	\$71,186	\$110,117	\$117,023	15			\$70,568	\$74,034	\$114,522	\$121,704			
16			\$65,939	\$69,143	\$107,421	\$114,108	16			\$68,577	\$71,909	\$111,718	\$118,672	16			\$71,320	\$74,786	\$116,187	\$123,419			
17			\$66,634	\$69,839	\$108,960	\$115,694	17			\$69,299	\$72,632	\$113,319	\$120,322	17			\$72,071	\$75,537	\$117,851	\$125,135			
18			\$67,329	\$70,534	\$110,828	\$117,563	18			\$70,022	\$73,355	\$115,262	\$122,265	18			\$72,823	\$76,289	\$119,872	\$127,156			
19			\$68,024	\$71,229	\$112,697	\$119,431	19			\$70,745	\$74,078	\$117,205	\$124,208	19			\$73,575	\$77,041	\$121,893	\$129,176			
20			\$68,719	\$71,924	\$114,552	\$121,292	20			\$71,468	\$74,801	\$119,134	\$126,144	20			\$74,327	\$77,793	\$123,899	\$131,190			
21			\$69,415	\$72,619	\$116,420	\$123,154	21			\$72,191	\$75,524	\$121,077	\$128,080	21			\$75,079	\$78,545	\$125,920	\$133,203			
22			\$70,527	\$73,731	\$118,282	\$125,016	22			\$73,348	\$76,681	\$123,013	\$130,016	22			\$76,282	\$79,748	\$127,933	\$135,217			
23			\$71,639	\$74,843	\$120,150	\$126,884	23			\$74,505	\$77,837	\$124,956	\$131,959	23			\$77,485	\$80,951	\$129,954	\$137,238			
24			\$72,751	\$75,956	\$122,012	\$128,746	24			\$75,661	\$78,994	\$126,892	\$133,895	24			\$78,688	\$82,154	\$131,968	\$139,251			
25			\$73,863	\$77,068	\$123,880	\$130,614	25			\$76,818	\$80,151	\$128,835	\$135,838	25			\$79,891	\$83,357	\$133,988	\$141,272			
26			\$75,115	\$78,319			26			\$78,119	\$81,452			26			\$81,244	\$84,710					
27			\$76,505	\$79,709			27			\$79,565	\$82,898			27			\$82,748	\$86,214					
27+			\$78,034	\$81,517			27+			\$81,155	\$84,777			27+			\$84,402	\$88,168					
Administrative Services Credential Tier I					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					Administrative Services Credential Tier II								
Master's Bonus (any # Units)					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					Double Master's Bonus								
Doctoral Degree Bonus					Doctoral Degree Bonus					Doctoral Degree Bonus					Doctoral Degree Bonus								

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.

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 projections.

Effective annual increase - Step and Annual							Effective annual increase - Step and Annual							Effective annual increase - Step and Annual							
Effective	A_16	B_16	C_16	D_16	PA_16	PB_16	Effective	A_16	B_16	C_16	D_16	PA_16	PB_16	Effective	A_17	B_17	C_17	D_17	PA_17	PB_17	
2	6.6%	5.0%	5.0%	5.0%	5.0%	5.0%	2	6.6%	5.0%	5.0%	5.0%	5.0%	5.0%	2	6.6%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
3	5.0%	5.0%	5.0%	5.1%	4.5%	5.1%	3	5.0%	5.0%	5.0%	5.1%	4.5%	5.1%	3	5.0%	5.0%	5.0%	5.1%	4.5%	5.1%	5.1%
4	4.8%	5.1%	5.2%	5.0%	5.7%	5.0%	4	4.8%	5.1%	5.2%	5.0%	5.7%	5.0%	4	4.8%	5.1%	5.2%	5.0%	5.7%	5.0%	5.0%
5	5.0%	6.7%	5.3%	5.4%	5.3%	5.2%	5	5.0%	6.7%	5.3%	5.4%	5.3%	5.2%	5	5.0%	6.7%	5.3%	5.4%	5.3%	5.2%	5.2%
6	4.6%	6.6%	7.0%	6.6%	5.2%	5.2%	6	4.6%	6.6%	7.0%	6.6%	5.2%	5.2%	6	4.6%	6.6%	7.0%	6.6%	5.2%	5.2%	5.2%
7	5.5%	5.3%	5.2%	5.2%	5.2%	5.1%	7	5.5%	5.3%	5.2%	5.2%	5.2%	5.1%	7	5.5%	5.3%	5.2%	5.2%	5.2%	5.2%	5.1%
8	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	8	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	8	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	5.1%
9	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	9	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	9	5.5%	5.3%	5.2%	5.1%	5.2%	5.1%	5.1%
10	5.4%	5.2%	5.2%	5.1%	5.2%	5.1%	10	5.4%	5.2%	5.2%	5.1%	5.2%	5.1%	10	5.4%	5.2%	5.2%	5.1%	5.2%	5.1%	5.1%
11		5.2%	5.2%	5.1%	5.2%	5.1%	11		5.2%	5.2%	5.1%	5.2%	5.1%	11		5.2%	5.2%	5.1%	5.2%	5.1%	5.1%
12		5.2%	5.2%	5.1%	5.1%	5.1%	12		5.2%	5.2%	5.1%	5.1%	5.1%	12		5.2%	5.2%	5.1%	5.1%	5.1%	5.1%
13		5.1%	5.1%	5.1%	5.1%	5.1%	13		5.1%	5.1%	5.1%	5.1%	5.1%	13		5.1%	5.1%	5.1%	5.1%	5.1%	5.1%
14			5.1%	5.1%	5.1%	5.1%	14			5.1%	5.1%	5.1%	5.1%	14			5.1%	5.1%	5.1%	5.1%	5.1%
15			5.1%	5.1%	5.5%	5.5%	15			5.1%	5.1%	5.5%	5.5%	15			5.1%	5.1%	5.5%	5.5%	5.5%
16			5.1%	5.1%	5.5%	5.5%	16			5.1%	5.1%	5.5%	5.5%	16			5.1%	5.1%	5.5%	5.5%	5.5%
17			5.1%	5.0%	5.5%	5.4%	17			5.1%	5.0%	5.5%	5.4%	17			5.1%	5.0%	5.5%	5.4%	5.4%
18			5.1%	5.0%	5.8%	5.7%	18			5.1%	5.0%	5.8%	5.7%	18			5.1%	5.0%	5.8%	5.7%	5.7%
19			5.1%	5.0%	5.8%	5.7%	19			5.1%	5.0%	5.8%	5.7%	19			5.1%	5.0%	5.8%	5.7%	5.7%
20			5.1%	5.0%	5.7%	5.6%	20			5.1%	5.0%	5.7%	5.6%	20			5.1%	5.0%	5.7%	5.6%	5.6%
21			5.1%	5.0%	5.7%	5.6%	21			5.1%	5.0%	5.7%	5.6%	21			5.1%	5.0%	5.7%	5.6%	5.6%
22			5.7%	5.6%	5.7%	5.6%	22			5.7%	5.6%	5.7%	5.6%	22			5.7%	5.6%	5.7%	5.6%	5.6%
23			5.6%	5.6%	5.6%	5.6%	23			5.6%	5.6%	5.6%	5.6%	23			5.6%	5.6%	5.6%	5.6%	5.6%
24			5.6%	5.5%	5.6%	5.5%	24			5.6%	5.5%	5.6%	5.5%	24			5.6%	5.5%	5.6%	5.5%	5.5%
25			5.6%	5.5%	5.6%	5.5%	25			5.6%	5.5%	5.6%	5.5%	25			5.6%	5.5%	5.6%	5.5%	5.5%
26			5.8%	5.7%	5.8%	5.7%	26			5.8%	5.7%	5.8%	5.7%	26			5.8%	5.7%	5.8%	5.7%	5.7%
27			5.9%	5.8%	5.9%	5.8%	27			5.9%	5.8%	5.9%	5.8%	27			5.9%	5.8%	5.9%	5.8%	5.8%
Mean	5.3%	5.5%	5.3%	5.3%	5.4%	5.3%	Mean	5.3%	5.5%	5.3%	5.3%	5.4%	5.3%	Mean	5.3%	5.5%	5.3%	5.3%	5.4%	5.3%	5.3%
Effective annual increase - Step and Annual							Effective annual increase - Step and Annual							Effective annual increase - Step and Annual							
Effective	A_16	B_16	C_16	D_16	PA_16	PB_16	Effective	A_16	B_16	C_16	D_16	PA_16	PB_16	Effective	A_17	B_17	C_17	D_17	PA_17	PB_17	
2	\$ 2,892	\$ 2,511	\$ 2,662	\$ 2,812	\$ 4,378	\$ 4,689	2	\$ 3,008	\$ 2,612	\$ 2,768	\$ 2,925	\$ 4,553	\$ 4,877	2	\$ 3,128	\$ 2,716	\$ 2,879	\$ 3,042	\$ 4,735	\$ 5,072	
3	\$ 2,241	\$ 2,533	\$ 2,654	\$ 2,878	\$ 3,925	\$ 4,799	3	\$ 2,330	\$ 2,634	\$ 2,760	\$ 2,994	\$ 4,082	\$ 4,991	3	\$ 2,424	\$ 2,740	\$ 2,870	\$ 3,113	\$ 4,246	\$ 5,190	
4	\$ 2,162	\$ 2,597	\$ 2,783	\$ 2,869	\$ 5,000	\$ 4,784	4	\$ 2,248	\$ 2,701	\$ 2,894	\$ 2,984	\$ 5,200	\$ 4,975	4	\$ 2,338	\$ 2,809	\$ 3,010	\$ 3,103	\$ 5,408	\$ 5,174	
5	\$ 2,313	\$ 3,445	\$ 2,873	\$ 3,135	\$ 4,731	\$ 4,952	5	\$ 2,406	\$ 3,583	\$ 2,988	\$ 3,261	\$ 4,921	\$ 5,150	5	\$ 2,502	\$ 3,726	\$ 3,107	\$ 3,391	\$ 5,117	\$ 5,356	
6	\$ 2,116	\$ 3,498	\$ 3,873	\$ 3,862	\$ 4,742	\$ 5,002	6	\$ 2,201	\$ 3,638	\$ 4,028	\$ 4,017	\$ 4,932	\$ 5,202	6	\$ 2,289	\$ 3,784	\$ 4,189	\$ 4,178	\$ 5,129	\$ 5,410	
7	\$ 2,557	\$ 2,857	\$ 2,964	\$ 3,087	\$ 4,785	\$ 5,045	7	\$ 2,659	\$ 2,971	\$ 3,082	\$ 3,211	\$ 4,976	\$ 5,247	7	\$ 2,765	\$ 3,090	\$ 3,206	\$ 3,339	\$ 5,175	\$ 5,457	
8	\$ 2,583	\$ 2,883	\$ 2,991	\$ 3,114	\$ 4,828	\$ 5,082	8	\$ 2,687	\$ 2,999	\$ 3,110	\$ 3,238	\$ 5,021	\$ 5,285	8	\$ 2,794	\$ 3,119	\$ 3,235	\$ 3,368	\$ 5,222	\$ 5,496	
9	\$ 2,610	\$ 2,910	\$ 3,017	\$ 3,141	\$ 4,877	\$ 5,131	9	\$ 2,715	\$ 3,027	\$ 3,138	\$ 3,266	\$ 5,072	\$ 5,336	9	\$ 2,823	\$ 3,148	\$ 3,264	\$ 3,397	\$ 5,275	\$ 5,550	
10	\$ 2,637	\$ 2,937	\$ 3,044	\$ 3,167	\$ 4,920	\$ 5,168	10	\$ 2,742	\$ 3,054	\$ 3,166	\$ 3,294	\$ 5,117	\$ 5,374	10	\$ 2,852	\$ 3,177	\$ 3,292	\$ 3,426	\$ 5,322	\$ 5,589	
11		\$ 2,964	\$ 3,071	\$ 3,194	\$ 4,957	\$ 5,210	11		\$ 3,082	\$ 3,194	\$ 3,322	\$ 5,155	\$ 5,419	11		\$ 3,205	\$ 3,321	\$ 3,455	\$ 5,361	\$ 5,636	
12		\$ 2,990	\$ 3,098	\$ 3,221	\$ 5,000	\$ 5,260	12		\$ 3,110	\$ 3,221	\$ 3,350	\$ 5,200	\$ 5,471	12		\$ 3,234	\$ 3,350	\$ 3,484	\$ 5,408	\$ 5,689	
13			\$ 3,124	\$ 3,248	\$ 5,043	\$ 5,297	13			\$ 3,249	\$ 3,377	\$ 5,244	\$ 5,508	13			\$ 3,379	\$ 3,513	\$ 5,454	\$ 5,729	
14			\$ 3,151	\$ 3,274	\$ 5,086	\$ 5,339	14			\$ 3,277	\$ 3,405	\$ 5,289	\$ 5,553	14			\$ 3,408	\$ 3,541	\$ 5,501	\$ 5,775	
15			\$ 3,178	\$ 3,301	\$ 5,559	\$ 5,853	15			\$ 3,305	\$ 3,433	\$ 5,781	\$ 6,087	15			\$ 3,437	\$ 3,570	\$ 6,012	\$ 6,330	
16			\$ 3,204	\$ 3,328	\$ 5,611	\$ 5,914	16			\$ 3,333	\$ 3,461	\$ 5,836	\$ 6,150	16			\$ 3,466	\$ 3,599	\$ 6,069	\$ 6,396	
17			\$ 3,231	\$ 3,354	\$ 5,671	\$ 5,975	17			\$ 3,360	\$ 3,489	\$ 5,897	\$ 6,214	17			\$ 3,495	\$ 3,628	\$ 6,133	\$ 6,462	
18			\$ 3,258	\$ 3,381	\$ 6,059	\$ 6,318	18			\$ 3,388	\$ 3,516	\$ 6,301	\$ 6,571	18			\$ 3,524	\$ 3,657	\$ 6,554	\$ 6,834	
19			\$ 3,285	\$ 3,408	\$ 6,131	\$ 6,390	19			\$ 3,416	\$ 3,544	\$ 6,376	\$ 6,646	19			\$ 3,553	\$ 3,686	\$ 6,631	\$ 6,911	
20			\$ 3,311	\$ 3,435	\$ 6,189	\$ 6,455	20			\$ 3,444	\$ 3,572	\$ 6,437	\$ 6,713	20			\$ 3,582	\$ 3,715	\$ 6,694	\$ 6,982	
21			\$ 3,338	\$ 3,461	\$ 6,274	\$ 6,527	21			\$ 3,472	\$ 3,600	\$ 6,525	\$ 6,788	21			\$ 3,611	\$ 3,744	\$ 6,786	\$ 7,059	
22			\$ 3,782	\$ 3,905	\$ 6,339	\$ 6,598	22			\$ 3,933	\$ 4,061	\$ 6,593	\$ 6,862	22			\$ 4,091	\$ 4,224	\$ 6,857	\$ 7,137	
23			\$ 3,825	\$ 3,948	\$ 6,418	\$ 6,677	23			\$ 3,978	\$ 4,106	\$ 6,674	\$ 6,944	23			\$ 4,137	\$ 4,270	\$ 6,941	\$ 7,221	
24			\$ 3,868	\$ 3,991	\$ 6,483	\$ 6,742	24			\$ 4,022	\$ 4,150	\$ 6,742	\$ 7,011	24			\$ 4,183	\$ 4,316	\$ 7,012	\$ 7,292	
25			\$ 3,910	\$ 4,034	\$ 6,561	\$ 6,820	25			\$ 4,067	\$ 4,195	\$ 6,824	\$ 7,093	25			\$ 4,229	\$ 4,363	\$ 7,096	\$ 7,377	
26			\$ 4,092	\$ 4,215			26			\$ 4,256	\$ 4,384			26			\$ 4,426	\$ 4,559			
27			\$ 4,279	\$ 4,403			27			\$ 4,450	\$ 4,579			27			\$ 4,628	\$ 4,762			
Mean	\$ 2,457	\$ 2,921	\$ 3,303	\$ 3,430	\$ 5,399	\$ 5,668	Mean	\$ 2,555	\$ 3,037	\$ 3,435	\$ 3,567	\$ 5,615	\$ 5,894	Mean	\$ 2,657	\$ 3,159	\$ 3,572	\$ 3,709	\$ 5,839	\$ 6,130	