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ABSTRACT

This publication presents the complete 1977-78 salary schedule and the placement of full-time teachers on that schedule for each California school district and county office of education that responded to a statewide survey conducted by the California State Department of Education. Approximately 99 percent of the full-time teachers in California are covered by the data presented. Individual school districts are listed alphabetically within categories according to the type of district and its level of average daily attendance. County offices of education are listed after the school districts and are arranged alphabetically. The information reported for each responding district includes average daily attendance for fiscal year 1976-77, highest initial placement step for experienced teachers entering the district, number of scheduled teaching days for the school year, number of extra assigned days for returning teachers and teachers new to the district, class requirements called for in the district salary schedule, salary schedule and placement of full-time teachers on the schedule, number of teachers and average salary paid teachers in the district, and bonuses paid teachers when the bonuses are not part of the regular salary schedule.

(Author/JG)

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# California Teachers Salaries and Salary Schedules 1977-78

Prepared by the  
Bureau of School Apportionments and Reports  
CALIFORNIA STATE DEPARTMENT OF EDUCATION

in cooperation with the  
Association of California School Administrators  
California School Boards Association  
California Teachers Association

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A related publication, also available from the Department at a cost of \$2.50 per copy, is *District Paid Insurance Programs in California School Districts, 1977-78*. A list of other publications available from the Department, *Selected Publications of the California State Department of Education*, may be obtained by writing to the address given above.

A third publication frequently used together with the publications already mentioned is *Annual Report: Financial Transactions Concerning School Districts of California, Fiscal Year 1976-77*. The report, published by the State Controller, may be obtained from the Department of General Services, Publications Section, P.O. Box 1015, North Highlands, CA 95660.

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## Foreword

Approximately two years ago I met with representatives from the Association of California School Administrators, the California School Boards Association, and the California Teachers Association to discuss with them the need for cooperative efforts in collecting statewide educational data. We were especially concerned with the teachers' salaries and fringe benefits information that would be needed in the upcoming collective bargaining sessions. The three groups agreed that the Department of Education was the appropriate agency to assume responsibility for collecting the data, and the Department accepted the task.

The Department met its commitment a year ago to produce and make available, by February 1, 1977, the first edition of *California Teachers Salaries and Salary Schedules*. By publishing this current edition of the salaries document and its companion document, *District Paid Insurance Programs in California School Districts, 1977-78*, the Department has again met its commitment to provide an important tool for school districts and others to use in collective bargaining. You have in this publication the one official report on teachers' salaries for California, and the information is presented in a manner that was mutually agreed upon by ACSA, CSBA, CTA, and the Department of Education. Another document, *Financial Transactions Concerning School Districts of California Annual Report, 1976-77*, is frequently used in conjunction with the other two documents mentioned.

I do not propose that simply producing this publication will solve problems in collective bargaining or in other areas requiring the use of fringe benefits information, however, without an agreed upon data base, it would be almost impossible to begin productive discussions. I congratulate all those responsible for giving us this important tool. I thank the representatives from ACSA, CSBA, and CTA for working so cooperatively with us in this endeavor, and I hope that all participants in the collective bargaining process will find the teachers' salaries document useful.

Now that we are in the era of collective bargaining, let us keep the concept of what happens to children uppermost in our minds. The children must be at the center of what goes on in the bargaining sessions. We cannot we must not permit the education of our children to become the first casualty in the battle over teacher representation.

I am ready to help you wherever and whenever I can. However, as I said last year, that does not mean that I am going to choose sides in collective bargaining. If I must choose a side, it will be with the children.

If our new law is going to work if it is to provide the vehicle for effective teamwork—a great responsibility rests with the members of California's school district governing boards. They must ensure that the law works not only to provide fairness and equity for staffs but also to make certain that the children are the beneficiaries of what is done in our schools. In addition they must make certain that the public is made aware of the issues.

We are plowing new ground in California with the collective bargaining bill. The new law gives us a mechanism to settle disputes before they reach the crisis stage. But the best written law in the world is merely a hollow assemblage of words unless men and women of good faith are willing to make it work.



Superintendent of Public Instruction

## Introduction

The survey data presented in this publication were submitted to the Department of Education on form number R-1, "County and School District Report on Salaries and Health-Welfare Benefits of Employees for the School Year 1977-78." The survey was conducted by the Department's Bureau of School Apportionments and Reports.

This publication contains the complete salary schedule and placement of full-time teachers on the schedule for each California school district and county office of education that responded to the survey. Approximately 99 percent of the full-time classroom teachers in California are covered by the schedules. These raw data should enable interested parties to make comparisons and analyses.

The information reported for each district responding to the survey is as follows

- Average daily attendance for fiscal year 1976-77.
- Highest initial placement step for experienced teachers entering the district.
- Number of scheduled teaching days for the school year.
- Number of extra assigned days for returning teachers and teachers new to the district.
- Class requirements called for in the district salary schedule. Certain standard abbreviations are used so that comparisons can be made.

AB, BA	Bachelor's degree
MA, MS	Master's degree
DR	Doctorate
GS, Gen Sec	General secondary (credential)
SS	Special secondary (credential)
GE	General elementary (credential)
STC	Standard teaching credential
REG	Regular (credential)
CRED	Credential
STD	Standard
PART	Partial (fulfillment of credential requirements)
GRAD	Graduate

- Salary schedule and placement of full-time teachers on the schedule. Step numbers that are marked with an asterisk indicate anniversary steps, career increments, or supermaximum steps.

A number of districts make use of a formula type of schedule in which teachers' salaries are based on experience, degree held, and additional training. The formula employed in most of these districts is described in this publication.

If a district salary schedule is not compatible with state electronic data processing systems and a description was not feasible, the phrase *data not provided in standard format* appears in the place of the schedule. The reader should not confuse that phrase with the phrase *data not provided*, which identifies districts failing to report salary items on the survey form by the November 15 deadline.

In many instances a 1977-78 salary schedule was still under negotiation at the time of this survey. In these cases last year's schedule, with current teacher placement, has been presented. The phrase *salaries under negotiation* identifies such districts.

- Number of teachers and average salary paid teachers in the district.
- Bonuses paid teachers when the bonuses are not a part of the regular salary schedule. Generally, bonuses are given to holders of advanced degrees or to tenured teachers or, in some cases, to teachers as anniversary increments. These bonuses are included in the average salaries; however, the average salaries do not include extra pay for extra duty or special assignments.

School districts are listed in this publication in alphabetical order according to type of district and level of average daily attendance. Unified school districts are listed first and are followed by elementary and high school districts. Common administration districts have been treated as two distinct districts, that is, one as a high school district, the other as an elementary school district. Personnel appear in the district in which they have primary responsibilities. The levels of average daily attendance used in this publication are as follows:

25,000 and over  
10,000-24,999  
4,000-9,999  
1,000-3,999  
500-999  
100-499  
Under 100

County offices of education are listed after the school districts and are arranged in alphabetical order only.

An index has been prepared in which the name of each school district appears alphabetically, together with its type, average daily attendance, and page reference number.

Unified Districts

25,000 And Over ADA / 1

**ABC** Fiscal ADA 31,574 Highest Entry Step 6 Teaching Days 181  
**County: Los Angeles** Other Assigned Days New Teachers 3 Returning Teachers 2

I	BA		III	BA + 30		V	BA + 60 W MA		VI	BA + 75 W MA	
II	BA + 15		IV	BA + 45 OR MA		VI	BA + 75 W MA				
I		II	III		IV	V		VI			
1	\$ 10,238	8	\$ 10,955	10	\$ 11,672	4	\$ 12,389	2	\$ 13,106		\$ 13,823
2	10,792	5	11,509	10	12,226	22	12,943	7	13,660	1	14,377
3	11,346	1	12,063	10	12,780	10	13,497	12	14,214		14,931
4	11,900	2	12,617	4	13,334	14	14,051	24	14,768	4	15,485
5	12,454	1	13,171	2	13,888	31	14,605	128	15,322	2	16,039
6	13,008	2	13,725	3	14,442	31	15,159	42	15,876	3	16,593
7	13,562	6	14,279	2	14,996	22	15,711	37	16,430	3	17,147
8			14,833	13	15,550	15	16,267	25	16,984	2	17,701
9					16,104	17	16,821	23	17,538	4	18,255
10					16,658	14	17,375	17	18,092	1	18,809
11					17,212	32	17,929	14	18,646	4	19,363
12							18,483	100	19,200	3	19,917
13									19,754	7	20,471
18 *							19,037	41	20,308	2	21,025
23 *							19,591	16	20,862		21,579

Bonuses Doctorate 1 at \$ 500 ea  
 \* Anniversary Increment No Teachers 1,006 Average Salary \$16,308

**Compton** Fiscal ADA 32,439 Highest Entry Step 5 Teaching Days 176  
**County: Los Angeles** Other Assigned Days New Teachers Returning Teachers

I	BA		III	BA + 30		V	BA + 60 OR MA + 15		VI	BA + 75 OR MA + 30	
II	BA + 15		IV	BA + 45 OR MA		VI	BA + 75 OR MA + 30				
I		II	III		IV	V		VI			
1	\$ 9,871	1	\$ 10,562		\$ 11,253		\$ 11,944		\$ 12,635		\$ 13,326
2	10,463	1	11,154	1	11,845	1	12,536	1	13,227	1	13,918
3	11,055		11,746		12,437	1	13,128		13,819		14,510
4	11,647	2	12,338	1	13,029	2	13,720	4	14,411	3	15,102
5	12,239	3	12,930		13,621	2	14,312	8	15,003	5	15,694
6	12,831	2	13,522		14,213	9	14,904	5	15,595	1	16,286
7	13,423		14,114		14,805	3	15,496	8	16,187	3	16,878
8	14,015		14,706	3	15,397	15	16,088	12	16,779	6	17,470
9	14,607	2	15,298	4	15,989	16	16,680	23	17,371	17	18,062
10	15,199	6	15,890	1	16,581	19	17,272	21	17,963	24	18,654
11	15,791	4	16,482	4	17,173	10	17,864	27	18,555	17	19,246
12	16,383	6	17,074	8	17,765	18	18,456	32	19,147	23	19,838
13	16,975	23	17,666	50	18,357	98	19,048	212	19,739	140	20,430

No Teachers 1,260 Average Salary \$18,514

**Fremont** Fiscal ADA 32,167 Highest Entry Step 6 Teaching Days 176  
**County: Alameda** Other Assigned Days New Teachers 3 Returning Teachers 1

I	AB		III	AB + 30		V	AB + 60		VI	AB + 75	
II	AB + 15		IV	AB + 45		VI	AB + 75				
I		II	III		IV	V		VI			
1	\$ 8,951		\$ 9,658		\$ 10,365	1	\$ 11,073	2			
2	9,476	3	10,184	3	10,892	4	11,599	5			
3	10,003		10,711		11,418	10	12,123	4	12,831	6	
4	10,529	1	11,236	1	11,943	13	12,650	24	13,357	22	
5	11,053	1	11,761	3	12,468	4	13,176	21	13,884	17	14,591
6	11,580	2	12,287	2	12,996	6	13,703	25	14,408	25	15,116
7	12,105		12,814	1	13,521	6	14,227	14	14,935	9	15,642
8	12,631	2	13,338	3	14,046	8	14,753	15	15,460	15	16,169
9			13,865	14	14,572	10	15,279	20	15,988	24	16,695
10					15,098	15	15,806	21	16,512	20	17,220
11					15,623	30	16,330	11	17,038	16	17,745
12							16,857	55	17,564	20	18,272
13									18,089	84	18,797
17 *											19,361
21 *											19,942

Bonuses Masters 317 at \$ 375 ea Doctorate 4 at \$ 334 ea  
 \* Anniversary Increment No Teachers 229 Average Salary \$16,852

UNIFIED SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 25,000 AND OVER





**Fresno City**

**County: Fresno**

Fiscal ADA 57,670 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 30		III BA + 45 IV BA + 60		V BA + 75 W MA					
I		II		III		IV		V	
1	\$ 9,620 23	\$ 10,750 22	\$ 11,325 10	\$ 11,895 3	\$ 12,470				
2	10,150 16	11,325 29	11,895 18	12,470 4	13,040				1
3	10,680 11	11,895 30	12,470 23	13,040 6	13,620				5
4	11,210 5	12,470 25	13,040 41	13,620 15	14,190				11
5	11,735 21	13,040 24	13,620 33	14,190 15	14,765				27
6	12,265	13,620 17	14,190 24	14,765 27	15,335				35
7	12,795	14,190 15	14,765 24	15,335 27	15,910				36
8	13,325	14,765 7	15,335 17	15,910 19	16,485				27
9	13,855	15,335 14	15,910 21	16,485 28	17,055				35
10	14,380 33	15,910 5	16,485 19	17,055 18	17,630				45
11		16,485 49	17,055 23	17,630 22	18,200				49
12			17,630 107	18,200 16	18,780				61
13				18,780 217	19,355				68

Bonuses Masters Other 479 at \$ 100 ea 605 at \$ 200 ea Doctorate 3 at \$ 200 ea Other 919 at \$ 540 ea

No Teachers 2,308 Average Salary \$17,307

**Garden Grove**

(Salaries Under Negotiation)  
**County: Orange**

Fiscal ADA 50,146 Highest Entry Step 3 Teaching Days  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60					
I		II		III		IV		V	
1	\$ 10,034 1	\$ 10,661	\$ 11,288 1	\$ 11,915	\$ 12,543				
2	10,661	11,288	11,915 2	12,543	13,170				
3	11,288 2	11,915 3	12,543 10	13,170 5	13,797 5				
4	11,915 1	12,543 3	13,170 17	13,797 9	14,424 4				
5	12,543 1	13,170 4	13,797 25	14,424 27	15,051 18				
6	13,170 1	13,797 1	14,424 34	15,051 21	15,678 31				
7	13,797 3	14,424 2	15,051 24	15,678 23	16,305 43				
8	14,424 6	15,051 23	15,678 22	16,305 29	16,932 42				
9		15,678 16	16,305 22	16,932 29	17,560 37				
10			16,932 81	17,560 27	18,187 36				
11			17,560 7	18,187 31	18,814 55				
12				18,814 109	19,441 91				
13					20,068 268				
16*					20,695 370				

\* Anniversary Increment

No Teachers 1,670 Average Salary \$18,201

**Hacienda La Puente**

**County: Los Angeles**

Fiscal ADA 35,847 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA OB MA + 15 VI BA + 70 W MA OB MA + 25		VII					
I		II		III		IV		V		VI	
1	\$ 10,494 4	\$ 11,325 2	\$ 12,154 3	\$ 12,982 4	\$ 13,810	\$ 14,638					
1 1/2	10,794	11,616 1	12,444 2	13,272 2	14,100	14,928					
2	11,078 3	11,906 8	12,734 7	13,562 4	14,390	15,218					
2 1/2	11,368	12,196 1	13,024	13,852	14,680	15,508					
3	11,658 1	12,486 3	13,314 7	14,142 3	14,970	15,798					
3 1/2	11,948	12,776 1	13,604 1	14,432 1	15,260	16,088					1
4	12,238	13,066 4	13,894 14	14,722 8	15,550	16,378					4
4 1/2	12,528 1	13,356	14,184 1	15,012 1	15,840	16,668					
5	12,818 2	13,646	14,474 13	15,302 14	16,130	16,958					2
5 1/2	13,108	13,936 1	14,764 2	15,592 1	16,420	17,248					2
6	13,398 1	14,226 5	15,054 14	15,882 25	16,710	17,538					10
6 1/2	13,688	14,516 1	15,344 5	16,172 7	17,000	17,828					
7	13,978	14,806 2	15,634 2	16,462 13	17,290	18,118					9
7 1/2	14,268	15,096	15,924 1	16,752 4	17,580	18,408					1
8	14,558 1	15,386	16,214 6	17,042 9	17,870	18,698					13
8 1/2	14,848	15,676 1	16,504 1	17,332 5	18,160	18,988					2
9	15,138	15,966 1	16,794 19	17,622 27	18,450	19,278					11
9 1/2	15,428	16,256	17,084 7	17,912 5	18,740	19,568					1
10	15,718 3	16,546 1	17,374 10	18,202 14	19,030	19,858					15
10 1/2	16,008 1	16,836 1	17,664 6	18,492	19,320	20,148					
11	16,298 1	17,126 3	17,954 12	18,782	19,610	20,438					1
11 1/2	16,588 1	17,416 1	18,244	19,072 1	19,900	20,728					2
12	16,878 23	17,706 43	18,534 80	19,362 171	20,190	21,018					197

Bonuses Other 163 at \$ 400 ea Other 49 at \$ 800 ea

No Teachers 1,030 Average Salary \$18,267

Unified Districts

25,000 And Over ADA / 3

**Hayward**

Fiscal ADA 25,390 Highest Entry Step 6 Teaching Days 175

**County: Alameda**

Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB+30		V AB+60				
II AB+15		IV AB+45						
I		II		III				
II		III		IV				
1	\$ 9,647	\$ 9,859	1	\$ 10,419	1	\$ 10,699	\$ 11,191	1
2	10,129	10,342		10,998	7	11,277	11,866	3
3	10,612	10,24		11,576	4	11,856	12,541	4
4	11,094	11,306		12,155	10	12,435	13,216	14
5	11,576	11,789		12,734	7	13,014	13,892	17
6	12,059	12,271	1	13,313	6	13,593	14,567	11
7	12,541	12,753	1	13,892	5	14,171	15,242	12
8	13,023	13,236	1	14,471	9	14,750	15,918	14
9	13,506	13,718		15,049	9	15,329	16,593	32
10	13,988	14,200	1	15,628	8	15,908	17,268	26
11	14,471	14,683	2	16,207	7	16,487	17,943	20
12	14,953	15,165	1	16,786	8	17,066	18,619	20
13	15,435	15,647	14	17,365	55	17,644	19,294	209
18*							19,644	243

Bonuses Masters 221 at \$ 350 ea Doctorate 4 at \$ 325 ea

\* Anniversary Increment No Teachers 908 Average Salary \$17,564

**Long Beach**

Fiscal ADA 59,656 Highest Entry Step 6 Teaching Days 177

**County: Los Angeles**

Other Assigned Days New Teachers 4 Returning Teachers 1

I BA		III BA+56 OR MA		V BA+84 W MA OR MA+56				
II BA+28		IV BA+56 W MA OR MA+28		VI DOCTORATE				
I		II		III				
II		III		IV				
1	\$ 10,348	7	\$ 11,018	10	\$ 12,358	1	\$ 13,028	\$ 13,798
2	10,916	15	11,586	12	12,256	5	12,926	13,596
3	11,484	8	12,154	25	12,824	5	13,494	14,164
4	12,052	10	12,722	23	13,392	8	14,062	14,732
5	12,620	6	13,290	31	13,960	10	14,630	15,300
6	13,188	14	13,858	49	14,528	32	15,198	15,868
7	13,756	4	14,426	59	15,096	32	15,766	16,436
8	14,324	1	14,994	37	15,664	20	16,334	17,004
9	14,892		15,562	29	16,232	19	16,902	17,572
10	15,460	5	16,130	36	16,800	32	17,470	18,140
11	16,028	4	16,698	30	17,368	25	18,038	18,708
12	16,596	220	17,266	29	17,936	18	18,606	19,276
13			17,834	249	18,504	25	19,174	19,844
14					19,072	297	19,742	20,412
15							20,310	20,980
16								22,318

No Teachers 2,246 Average Salary \$17,672

**Los Angeles**

Fiscal ADA 664,666 Highest Entry Step 6 Teaching Days 177

**County: Los Angeles**

Other Assigned Days New Teachers 1 Returning Teachers 1

I BA+14		III BA+42		V BA+70		VII BA+98						
II BA+28		IV BA+56		VI BA+84								
I		II		III		IV						
II		III		IV		V						
1	\$ 11,120	49	\$ 11,620	48	\$ 12,140	16	\$ 12,690	13	\$ 13,130	\$ 13,650	\$ 14,050	
2	11,630	71	12,150	109	12,690	77	13,170	41	13,670	14	14,190	
3	12,150	139	12,700	305	13,260	397	13,800	302	14,360	198	14,910	
4	12,660	63	13,260	142	13,840	184	14,450	158	15,040	133	15,640	
5	13,170	55	13,800	153	14,450	218	15,080	224	15,730	161	16,370	
6	13,670	53	14,360	122	15,040	231	15,730	237	16,410	240	17,090	
7	14,190	50	14,910	100	15,640	192	16,370	267	17,090	274	17,810	
8	14,700	26	15,490	64	16,230	140	16,990	189	17,770	221	18,530	
9	15,210	33	16,020	53	16,830	108	17,640	154	18,550	175	19,260	
10	15,730	122	16,570	216	17,430	432	18,270	624	19,140	77	20,000	
15*											20,000	1158
											20,870	4853
											21,570	4382

Bonuses Masters 6993 at \$ 180 ea Doctorate 164 at \$ 400 ea

\* Anniversary Increment No Teachers 22,267 Average Salary \$18,689

**Montebello**

Fiscal ADA

27,824

Highest Entry Step

6

Teaching Days

175

**County: Los Angeles**

Other Assigned Days

New Teachers

6

Returning Teachers

5

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60					
I		II		III		IV		V	
1	\$ 10,670	18	\$ 11,430	11	\$ 12,190	19	\$ 12,950	13,710	4
2	11,260	4	12,020	11	12,790	22	13,540	14,300	5
3	11,840	3	12,600	7	13,360	26	14,120	14,880	22
4	13,010		13,770	1	14,540	18	15,300	16,060	18
5	13,600	2	14,360	1	15,130	15	15,880	16,650	25
6	14,190	2	14,950	2	15,710	7	16,470	17,230	19
7	14,790		15,540	1	16,300	11	17,060	17,820	25
8	15,370	1	16,130	1	16,890	13	17,650	18,410	15
9	15,950	3	16,710		17,470	8	18,230	18,990	16
10			17,300	13	18,060	12	18,820	19,580	32
11					18,650	27	19,410	20,170	26
12							19,990	20,750	19
13								21,340	152
20*	16,830		18,250		19,690	2	21,090	22,440	131

\* Anniversary Increment

No Teachers

937

Average Salary

\$18,113

**Mount Diablo**  
(Salaries Under Negotiation)

Fiscal ADA

45,718

Highest Entry Step

6

Teaching Days

176

**County: Contra Costa**

Other Assigned Days

New Teachers

3

Returning Teachers

1

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75							
I		II		III		IV		V		VI	
1	\$ 9,138	2	\$ 9,671	1	\$ 10,204	9	\$ 10,737	6	\$ 11,271	\$ 11,804	1
2	9,583		10,123	1	10,670	8	11,222	4	11,776	12,326	
3	10,030	1	10,578		11,136	8	11,710	8	12,284	12,869	4
4	10,477		11,030	2	11,604	7	12,197	12	12,789	13,404	5
5	10,910		11,483	1	12,071	12	12,682	18	13,296	13,958	11
6	11,444	2	11,936	1	12,535	11	13,169	15	13,803	14,510	19
7	11,478		12,269	1	13,003	9	13,656	16	14,309	15,063	30
8	11,909	2	12,603		13,470	12	14,145	22	14,816	15,635	30
9	12,144	4	12,937	3	13,837	5	14,629	15	15,348	16,208	45
10	12,476		13,269	6	14,203	20	15,116	20	15,980	16,781	62
11	12,810	1	13,602		14,569	4	15,516	18	16,416	17,382	51
12	13,144	1	13,937	12	14,935	3	15,916	26	16,949	17,982	71
13					15,303	26	16,316	49	17,481	18,581	233
16*										18,664	202
19*										18,747	196
22*										18,830	237

Bonuses

Masters

645 at \$ 427 ea

\* Anniversary Increment

No Teachers

1830

Average Salary

\$17,021

**Newport-Mesa**

Fiscal ADA

25,388

Highest Entry Step

6

Teaching Days

176

**County: Orange**

Other Assigned Days

New Teachers

3

Returning Teachers

2

I BA + CBED II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 W/ MA					
I		II		III		IV		V	
1	\$ 10,288	2	\$ 10,853	1	\$ 11,440	1	\$ 12,021	1	\$ 12,599
2	10,804		11,430	2	12,059	4	12,700	1	13,352
3	11,325		11,999	1	12,679	5	13,382	5	14,104
4	11,843	1	12,567	1	13,297	8	14,061	9	14,858
5	12,361		13,134	3	13,917	14	14,740	16	15,611
6	12,890	1	13,702	2	14,536	9	15,421	19	16,364
7	13,399	2	14,270		15,156	11	16,099	15	17,117
8	13,917	1	14,837	2	15,775	12	16,779	22	17,869
9	14,436	2	15,404	3	16,505	10	17,459	28	18,620
10	15,024	7	16,004	23	17,014	5	18,139	30	19,374
11					17,759	72	18,948	176	20,127
12									20,890
20*									21,663
25*									21,924

\* Anniversary Increment

No Teachers

1018

Average Salary

\$18,522

**Norwalk-La Mirada City**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 26,743 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	II	BA + 15	III	BA + 30 OR MA	IV	BA + 45	V	BA + 60 W MA	VI	BA + 75 W MA	No. Teachers	Average Salary
1	\$ 9,517			\$ 10,122	\$ 10,731	\$ 11,340		\$ 11,949	\$ 12,558	\$ 13,167	\$ 13,776		
2	10,015			10,630	11,274	11,937		12,590	13,243	13,896	14,549		
3	10,513			11,138	11,817	12,500		13,183	13,866	14,549	15,232		
4	11,011			11,646	12,369	13,063		13,726	14,475	15,224	15,973		
5	11,509	1		12,154	12,903	13,626		14,349	15,062	15,785	16,508		
6	12,007	1		12,661	13,446	14,189		14,932	15,645	16,358	17,071		
7	12,505			13,169	13,988	14,772		15,515	16,238	16,961	17,684		
8	13,003	2		13,676	14,539	15,315		16,078	16,832	17,586	18,340		
9	13,501	16		14,184	15,075	15,878		16,641	17,410	18,179	18,948		
10				14,692	15,618	16,441		17,264	18,018	18,772	19,526		
11					16,161	17,004		17,847	18,597	19,347	20,097		
12						17,567		18,410	19,171	20,000	20,819		
13													
												272	\$17,160

**Oakland City**  
(Salaries Under Negotiation)  
**County: Alameda**

Fiscal ADA 60,084 Highest Entry Step 13 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 4

I	BA	II	BA + 30	III	BA + 60 OR MA	IV	DOCTORATE OR MA + 90	V	BA + 60 W MA	VI	BA + 75 W MA	No. Teachers	Average Salary
1	\$ 8,733			\$ 9,957	\$ 11,181	\$ 12,405		\$ 13,629	\$ 14,853	\$ 16,077	\$ 17,301		
2	9,204	10		10,482	11,706	12,930		14,154	15,378	16,602	17,826		
3	9,675	7		11,007	12,231	13,455		14,679	15,903	17,127	18,351		
4	10,146	14		11,532	12,756	13,980		15,204	16,428	17,652	18,876		
5	10,617	10		12,057	13,281	14,505		15,729	16,953	18,177	19,401		
6	11,088	6		12,582	13,806	15,030		16,254	17,478	18,702	19,926		
7	11,559	9		13,107	14,331	15,555		16,779	18,003	19,227	20,451		
8	12,030	11		13,632	14,856	16,080		17,304	18,528	19,752	20,976		
9	12,501	15		14,157	15,381	16,605		17,829	19,053	20,277	21,501		
10	12,972	11		14,682	15,906	17,130		18,354	19,578	20,802	22,026		
11	13,443	80		15,207	16,431	17,655		18,879	20,103	21,327	22,551		
12				15,732	16,956	18,180		19,404	20,628	21,852	23,076		
13					17,481	18,705		19,929	21,153	22,377	23,601		
21 *	13,881	13		16,170	17,919	19,143		20,367	21,591	22,815	24,039		
												272	\$15,703

**Orange**  
**County: Orange**

Fiscal ADA 31,597 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	II	BA + 15	III	BA + 30	IV	BA + 45	V	BA + 60 W MA	VI	BA + 75 W MA	No. Teachers	Average Salary
1	\$ 10,347			\$ 11,123	\$ 11,899	\$ 12,675		\$ 13,451	\$ 14,227	\$ 15,003	\$ 15,779		
2	10,964	14		11,640	12,416	13,192		13,968	14,744	15,520	16,296		
3	11,382	5		12,158	12,934	13,710		14,486	15,262	16,038	16,814		
4	11,999	4		12,675	13,451	14,227		15,003	15,779	16,555	17,331		
5	12,416	2		13,192	13,968	14,744		15,520	16,296	17,072	17,848		
6	12,934			13,710	14,486	15,262		16,038	16,814	17,590	18,366		
7	13,451	3		14,227	15,003	15,779		16,555	17,331	18,107	18,883		
8	13,968	3		14,744	15,520	16,296		17,072	17,848	18,624	19,400		
9	14,486	14		15,262	16,038	16,814		17,590	18,366	19,142	19,918		
10				15,779	16,555	17,331		18,107	18,883	19,659	20,435		
11					17,072	17,848		18,624	19,400	20,176	20,952		
12						18,366		19,142	19,918	20,694	21,470		
13													
14													
17 *	14,986			16,279	17,573	18,866		20,159	21,453	22,746	24,040		
20 *	15,486	1		16,779	18,073	19,366		20,659	21,953	23,246	24,540		
												321	\$16,602

**Pasadena City**  
**County: Los Angeles**

Fiscal ADA 25,646

Data Not Provided



**Pomona**

**County: Los Angeles**

Fiscal ADA 25.135 Highest Entry Step 6 Teaching Days 178  
 Other Assigned Days New Teachers 5 Returning Teachers 2

I BA II BA+15		III BA+30 OR MA IV BA+45		V BA+60 W MA						
I	II	III	IV	V	VI					
1	\$ 10,917	13	\$ 11,462	4	\$ 12,009	10	\$ 12,664	5	\$ 13,319	1
2	11,419	5	11,987	9	12,565	13	13,264	9	13,974	2
3	11,921	8	12,511	8	13,100	28	13,865	14	14,629	3
4	12,424	4	13,035	10	13,646	28	14,465	14	15,294	3
5	12,926	4	13,559	2	14,192	15	15,065	13	15,930	5
6	13,428	1	14,083	7	14,738	14	15,666	20	16,595	10
7	13,930	2	14,607	3	15,294	10	16,266	16	17,249	10
8	14,432	1	15,131	1	15,830	15	16,867	19	17,904	21
9	14,934	1	15,655	2	16,376	14	17,467	24	18,559	13
10	15,437	2	16,179	2	16,921	9	18,064	15	19,214	17
11	15,939	6	16,703	19	17,467	8	18,668	12	19,869	13
12					18,013	33	19,269	8	20,524	9
13							19,869	123	21,179	7
14									21,834	117
15									22,489	14
16									23,144	6
17									23,799	1

No. Teachers 851 Average Salary \$17,316

**Richmond**

**County: Contra Costa**

Fiscal ADA 34.414 Highest Entry Step 6 Teaching Days 178  
 Other Assigned Days New Teachers 4 Returning Teachers 2

I AB II AB+15		III AB+30 OR AB+15 W MA IV AB+45 OR AB+30 W MA		V AB+60 OR AB+45 W MA VI AB+72 OR AB+57 W MA								
I	II	III	IV	V	VI							
1	\$ 9,924	6	\$ 10,428	4	\$ 10,920	4	\$ 11,424	2	\$ 11,928	1	\$ 12,420	
2	10,296	3	10,836	3	11,376	13	11,916	7	12,444	1	12,984	2
3	10,656	2	11,244	3	11,820	9	12,396	7	12,972	3	13,548	4
4	11,028	6	11,640	4	12,252	20	12,888	10	13,500	3	14,112	8
5	11,398	1	12,048	4	12,708	17	13,363	19	14,028	11	14,688	13
6	11,760	2	12,444	1	13,152	14	13,828	19	14,566	10	15,252	20
7	12,120	1	12,864	1	13,608	16	14,328	14	15,072	13	15,816	28
8	12,492	4	13,260	3	14,040	20	14,820	16	15,600	11	16,380	34
9	12,852	1	13,668	1	14,484	9	15,312	12	16,120	16	16,944	38
10	13,200	1	14,064	4	14,940	15	15,792	22	16,716	17	17,508	49
11	13,572	1	14,472	6	15,372	8	16,272	16	17,172	11	18,072	45
12	13,932	1	14,880	4	15,816	9	16,752	20	17,698	8	18,636	48
13	14,304	4	15,276	9	16,224	24	17,244	24	18,216	44	19,200	451
27*					17,748	4					19,704	119

Bonuses Doctorate 4 at \$ 350 ea  
 \* Anniversaries Increment No. Teachers 1,456 Average Salary \$16,942

**Riverside**

**County: Riverside**

Fiscal ADA 25.571 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB+15		III AB+30 IV MA OR AB+45		V MA+15 OR AB+60 W MA VI MA+30 OR AB+75 W MA							
I	II	III	IV	V	VI						
1	\$ 10,020	6	\$ 10,521	7	\$ 11,047	18	\$ 11,599	5	\$ 12,180	\$ 12,788	
2	10,391	7	10,910	12	11,456	17	12,027	16	12,628	13,262	
3	10,774	10	11,314	7	11,879	19	12,472	9	13,097	13,751	3
4	11,174	3	11,732	3	12,319	15	12,935	16	13,581	14,260	2
5	11,588	1	12,156	3	12,774	12	13,414	13	14,084	14,788	1
6	12,016	5	12,617	6	13,247	6	13,909	20	14,606	15,335	12
7	12,460	4	13,094	2	13,738	10	14,425	16	15,145	15,901	9
8	12,921	9	13,567	1	14,246	9	14,958	17	15,706	16,491	12
9	13,399	1	14,069	3	14,772	13	15,511	12	16,287	17,100	8
10	13,896	1	14,589	11	15,321	9	16,086	13	16,890	17,735	18
11	14,409	1	15,131	1	15,885	23	16,690	11	17,515	18,390	11
12	14,943	1	15,690	1	16,472	1	17,297	24	18,163	19,070	18
13	15,495	1	16,271	1	17,084	1	17,937	9	18,835	19,776	20
14					17,716		18,602	39	19,532	20,509	267
25*							19,102	2	20,032	21,009	25
30*							19,602	2	20,532	21,509	9

Bonuses Doctorate 4 at \$ 300 ea  
 \* Anniversaries Increment No. Teachers 1,023 Average Salary \$16,824

**Sacramento City**  
(Salaries Under Negotiation)  
**County: Sacramento**

Unified Districts 25,000 And Over ADA / 7

Fiscal ADA 50,187 Highest Entry Step 5 Teaching Days 176

Other Assigned Days New Teachers 1 Returning Teachers

	I BA OR LESS		II BA + 15	III BA + 30	IV BA + 45 OR MA	V BA + 75 OR MA + 24
	I	II				
1	\$ 9,018	4	\$ 9,559	7	\$ 10,100	14
2	9,469	1	10,010	3	10,641	14
3	9,920		10,460	3	11,182	23
4	10,370	3	10,911	7	11,723	22
5	10,821	14	11,362	2	12,264	56
6					12,805	56
7			11,813	14	13,347	23
8					13,888	34
9					14,429	30
10					14,969	32
11					15,510	30
12					16,052	25
13					16,710	149
14						
17*						
20*						

Bonuses Doctorate

7 at \$ 600 ea

\* Anniversary Increment

No Teachers 1,998 Average Salary \$16,647

**San Bernardino City**  
**County: San Bernardino**

Fiscal ADA 33,185 Highest Entry Step 6 Teaching Days 176

Other Assigned Days New Teachers 3 Returning Teachers 3

	I BA		II BA + 15	III BA + 30	IV BA + 45 OR MA - 15	V BA + 60 OR MA + 30
	I	II				
1	\$ 9,985	3	\$ 10,785	7	\$ 11,575	8
2	10,566	6	11,356	6	12,146	13
3	11,137	1	11,927	1	12,717	5
4	11,708	1	12,498	6	13,288	13
5	12,279	2	13,069	6	13,859	15
6	12,850	4	13,640	2	14,430	9
7	13,421	4	14,211	5	15,001	19
8	13,992	4	14,782	3	15,572	13
9	14,563	3	15,353	3	16,143	15
10	15,134	15	15,924	17	16,714	9
11					17,285	68
12						
13						
20*	15,334	3	16,124	2	17,485	10
25*	15,534	1	16,324	4	17,685	4

\* Anniversary Increment

No Teachers 1,245 Average Salary \$18,053

**San Diego City**  
**County: San Diego**

Fiscal ADA 124,405 Highest Entry Step 15 Teaching Days 175

Other Assigned Days New Teachers 3 Returning Teachers

	I BA		II BA + 18	III BA + 36 OR MA	IV BA + 60 OR BA + 54 W MA	V BA + 72 W MA	VI BA + 90 W MA	
	I	II						
1	\$ 10,460	17	\$ 11,140	33	\$ 11,820	21	\$ 12,500	9
2	10,878	14	11,558	27	12,238	51	12,918	11
3	11,314	11	11,993	30	12,673	64	13,353	23
4	11,766	5	12,446	20	13,126	64	13,806	37
5	12,237	5	12,917	20	13,597	62	14,277	27
6	12,727	8	13,407	23	14,086	63	14,766	36
7	13,236	5	13,916	19	14,596	73	15,276	57
8	13,765	5	14,445	13	15,125	103	15,805	67
9	14,316	4	14,988	12	15,675	80	16,355	87
10	14,888	35	15,568	14	16,248	63	16,927	66
11			16,163	103	16,843	49	17,523	56
12					17,462	374	18,142	72
13							18,786	666
14								
15								

No Teachers 4,893 Average Salary \$17,993



**San Francisco**

**County: San Francisco**

Fiscal ADA 67,802 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		III BA + 60	
II	BA + 30		
	I	II	III
1	\$ 10,000 29	\$ 11,390 19	\$ 12,190 12
2	10,355 4	11,990 8	12,900 11
3	11,110 1	12,590 27	13,610 24
4	11,665 6	13,190 37	14,320 27
5	12,220 6	13,790 58	15,030 55
6	12,775 5	14,390 46	15,740 71
7	13,330 10	14,990 52	16,450 121
8	13,885 11	15,590 69	17,160 160
9	14,440 17	16,190 59	17,870 161
10	14,995 12	16,790 55	18,580 175
11	15,550 10	17,390 40	19,290 160
12	16,105 7	17,990 64	20,000 487
13	16,660 2	18,590 137	
14	17,215 4		20,710 362
15 *			21,420 853
18 *			

\* Anniversary Increment

No Teachers 3,474 Average Salary \$18,643

**San Jose City**

**County: Santa Clara**

Fiscal ADA 41,410 Highest Entry Step 12 Teaching Days  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 30		V BA + 60	
II	BA + 15	IV	BA + 45		
	I	II	III	IV	V
1	\$ 10,022 5	\$ 10,700 4	\$ 11,576 17	\$ 12,353 4	\$ 13,130 3
2	10,799 3	11,576 10	12,353 32	13,130 14	13,907 12
3	11,576 3	12,353 4	13,130 25	13,907 19	14,684 9
4	12,353 2	13,130 5	13,907 25	14,684 30	15,461 18
5	13,130 2	13,907 5	14,684 16	15,461 26	16,238 40
6	13,907 3	14,684 3	15,461 22	16,238 28	17,015 47
7	14,684 9	15,461 2	16,238 14	17,015 23	17,792 62
8		16,238 14	17,015 16	17,792 15	18,569 74
9			17,792 15	18,569 23	19,346 52
10			18,569 70	19,346 12	20,123 59
11				20,123 135	20,900 64
12					21,677 700

Bonuses Masters Other

600 at \$ 777 ea Doctorate  
 2115 at \$ 100 ea

2 at \$ 777 ea Other 34 at \$ 777 ea

No Teachers 1,795 Average Salary \$19,319

**San Juan**

(Salaries Under Negotiation)

**County: Sacramento**

Fiscal ADA 54,536 Highest Entry Step 7 Teaching Days  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA + 30 OR MA		V BA + 75 OR BA + 60 W MA		VI BA + 60 W MA OR MA + 30		VI	
II	BA + 15	IV	BA + 45 OR MA + 15						
	I	II	III	IV	V	VI			
1	\$ 8,635 10	\$ 9,158 5	\$ 9,680 10	\$ 10,203 6	\$ 10,724 2	\$			
2	9,113 8	9,674 1	10,234 21	10,795 16	11,355 3				
3	9,589 4	10,189 6	10,788 23	11,387 23	11,987 7				
4	10,006 3	10,705 4	11,342 28	11,981 30	12,618 9				
5	10,543 7	11,220 3	11,897 25	12,574 42	13,249 16				
6	11,036	11,736 3	12,451 14	13,166 30	13,881 21				
7	11,550 1	12,251 8	13,004 17	13,759 49	14,513 31				
8	12,089 1	12,767 3	13,560 8	14,352 34	15,145 43				
9	12,653 7	13,284 1	14,113 9	14,945 46	15,776 65				
10		14,025 22	14,667 9	15,538 34	16,407 61				
11			15,222 60	16,131 28	17,039 49				
12				16,724 274	17,670 266				
13									
14									
21 *	12,906	14,306 3	15,526 4	17,058 42	18,023 57				

\* Anniversary Increment

No Teachers 2,034 Average Salary \$15,933

Unified Districts

25,000 And Over ADA / 9

**Santa Ana  
County: Orange**

Fiscal ADA 5.3 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 W/MA OR BA+75	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,073	10	\$ 10,677	5	\$ 11,483	16	\$ 12,289	6	\$ 13,094
2	10,627	9	11,231	14	12,068	41	12,893	16	13,699
3	11,180	3	11,785	8	12,692	22	13,498	12	14,303
4	11,735	7	12,339	7	13,297	21	14,102	11	14,908
5	12,289	7	12,893	8	13,900	19	14,707	39	15,512
6	12,843	6	13,447	2	14,555	22	15,361	31	16,167
7	13,245	20	14,002	5	15,210	16	16,067	30	16,872
8			14,505	8	15,915	16	16,772	25	17,577
9			15,008	26	16,620	7	17,477	32	18,282
10					17,325	68	18,232	26	19,038
11							18,987	162	19,793
12									20,548
16*									21,253
21*									21,858
26*									22,462
31*									23,067

Bonuses Doctorate

11 at \$ 300 ea

\* Anniversary Increment

No Teachers 1,234 Average Salary \$17,009

**Simi Valley  
County: Ventura**

Fiscal ADA 27,506 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 4

I BA		II BA+15		III BA+30		IV BA+45		V BA+60	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,065	3	\$ 10,587	3	\$ 11,145	6	\$ 11,797	2	\$ 12,505
2	10,563	3	11,093	8	11,688	10	12,379	1	13,143
3	11,044	3	11,596	5	12,228	15	12,958	5	13,780
4	11,520	2	12,101	7	12,771	15	13,537	9	14,419
5	12,000	2	12,603	3	13,312	15	14,117	16	15,058
6	12,477		13,109	7	13,856	10	14,698	11	15,696
7	12,958	1	13,613	1	14,399	12	15,277	5	16,335
8	13,437	7	14,117	2	14,942	4	15,855	9	16,974
9			14,621	18	15,482	7	16,438	8	17,614
10					16,025	36	17,016	11	18,252
11							17,596	7	18,890
12							18,176	21	19,528
13									20,167
16*					16,350	8	18,501	6	20,492
19*					16,675	2	18,826	2	20,817
22*					17,000		19,151		21,142
25*					17,325		19,476		21,467

Bonuses Masters

218 at \$ 403 ea Doctorate

4 at \$ 500 ea

\* Anniversary Increment

No Teachers 625 Average Salary \$16,622

**Stockton City  
County: San Joaquin**

Fiscal ADA 27,241 Highest Entry Step 9 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA+15		III BA+15 OR MA		IV BA+45 OR MA+15		V BA+60 OR MA+30		VI BA+75 W/MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,704	3	\$ 10,142		\$ 10,674	1	\$ 11,209		\$ 11,839		\$ 12,470
2	10,093	2	10,577	2	11,160		11,742	2	12,421		13,101
3	10,490	7	11,015	12	11,646	23	12,276	11	13,004	4	13,732
4	10,868	1	11,451	2	12,130	5	12,810	3	13,586	6	14,362
5	11,256	4	11,888	11	12,615	24	13,343	14	14,169	11	14,994
6	11,646	1	12,324	3	13,101	16	13,877	15	14,750	7	15,623
7	12,034	1	12,761	3	13,586	9	14,411	20	15,332	15	16,254
8	12,421	2	13,198	1	14,072	7	14,945	21	15,915	21	16,885
9	12,810	1	13,634		14,557	9	15,478	14	16,497	24	17,516
10	13,198	1	14,072	2	15,042	7	16,012	13	17,081	27	18,147
11	13,586	2	14,507	3	15,525	7	16,545	11	17,662	23	18,778
12	13,974	3	14,945	12	16,012	27	17,081	64	18,244	267	19,408
20*	14,459		15,430	2	16,497	7	17,566	7	18,730	52	19,894

Bonuses Masters

364 at \$ 242 ea Doctorate

3 at \$ 485 ea

\* Anniversary Increment

No Teachers 1,199 Average Salary \$16,965



**Torrance**

**County: Los Angeles**

Fiscal ADA

32,077

Highest Entry Step

6 Teaching Days .176

Other Assigned Days

New Teachers

2 Returning Teachers .2

I		BA	III		BA + 30	V		BA + 60 W/M A OR MA + 15	VI		BA + 75 W/M A OR MA + 30	V.	
II		BA + 15	IV		BA + 45 OR MA	VI		BA + 75 W/M A OR MA + 30	VI		BA + 75 W/M A OR MA + 30	V.	
		I			III	IV		V			V	V.	
1		\$ 10,310	7		\$ 11,580	5		\$ 12,467	4		\$ 12,985		\$ 13,611
2		10,821	3		12,140	4		13,068	6		13,581		14,232
3		11,333	2		12,699	3		13,668			14,176	1	14,853
4		11,844			13,257	4		14,270	13		14,771	1	15,474
5		12,355	3		13,817	13		14,871	13		15,367	3	16,094
6		12,866			14,376	5		15,472	7		15,962	3	16,715
7		13,379	1		14,934	6		16,072	10		16,557	8	17,336
8		13,890			15,494	11		16,674	38		17,153	6	17,956
9		14,402			16,052	9		17,275	30		17,748	4	18,578
10		14,913	1		16,611	7		17,876	28		18,344	2	19,198
11					17,171	4		18,476	26		18,939	5	19,819
12					17,729	23		19,077	59		19,534	6	20,439
13					18,288	11		19,313	25		20,130	11	21,060
16*								19,895	72		20,672	4	21,602
21*								20,286	39		21,063	3	21,993

Bonuses

Doctorate

4 at \$ 500 ea

No Teachers

1,068

Average Salary

\$18,811

\* Anniversary Increment

Unified Districts

10,000 - 24,999 ADA / 11

**Alameda City**  
(Salaries Under Negotiation)  
**County: Alameda**

Fiscal ADA .. 11,312 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA + 18		III BA + 36		IV BA + 54		V BA + 72		VI SUPER MAX			
I	II	I	II	I	II	I	II	I	II	I	II		
1	\$ 9,932		\$ 10,926	1	\$ 11,918	7	\$						
2	10,429	2	11,423		12,416	3	13,409	1					
3	10,927		11,918	2	12,913	5	13,906		14,900	1	15,200		
4	11,423		12,416		13,409	4	14,403	1	15,397	1	15,697		
5	11,918		12,913	1	13,906	5	14,900	3	15,893	3	16,193		
6	12,416	1	13,409		14,403	5	15,397	8	16,390	9	16,990		
7	12,913	4	13,906		14,900	11	15,893	8	16,985	10	17,185		
8			14,403	1	15,397	3	16,390	2	17,382	13	17,682		
9			14,900	1	15,893	2	16,885	4	17,879	10	18,179		
10			15,397	2	16,390	5	17,382	4	18,379	11	18,679		
11					16,885	1	17,879	2	18,872	6	19,172		
12					17,382	9	18,379	3	19,369	10	19,669		
13							18,872	21	19,865	9	20,165		
14									20,362	8	20,662		
15									20,859	62	21,159		
No. Teachers											450	Average Salary	\$18,471

**Arcadia**  
**County: Los Angeles**

Fiscal ADA 10,100 Highest Entry Step 4 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75							
I	II	I	II	I	II	I	II	I	II	I	II						
1	\$ 10,673	2	\$ 11,313	2	\$ 11,954	2	\$ 12,594	2	\$ 13,234		\$						
2	11,260	2	11,901	3	12,541	9	13,182	3	13,875	1							
3	11,848	2	12,488		13,128	10	13,769	3	14,462	2							
4	12,434	2	13,074		13,715	2	14,355	10	15,050	2	15,796						
5	13,021		13,662	4	14,302	3	14,942	13	15,636	4	16,343						
6	13,606	2	14,249	1	14,889	3	15,530	11	16,223	4	16,971						
7	14,249	1	14,889		15,530	2	16,170	6	16,963	5	17,611						
8	14,889	6	15,530		16,170	8	16,810	10	17,504	2	18,252						
9	15,530		16,170		16,810	3	17,451	7	18,144	3	18,892						
10			16,810	6	17,451	5	18,091	4	18,785	1	19,532						
11					18,091	12	18,732	6	19,425	2	20,173						
12							19,425	50	20,119	1	20,866						
13									20,813	7	21,560						
14											22,253						
Bonuses												Doctorate	1 at \$ 400 ea	Other	39 at \$ 350 ea	Other	32 at \$ 700 ea
Other																	
No. Teachers											417	Average Salary	\$19,473				

**Azusa**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 12,102 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 18		III BA + 36		IV BA + 54		V BA + 72		VI BA + 90			
I	II	I	II	I	II	I	II	I	II	I	II		
1	\$ 9,833	2	\$ 10,579	3	\$ 11,308	1	\$ 12,046		\$ 12,784		\$		
2	10,226	12	10,985	10	11,702	8	12,537	1	13,374				
3	10,619	1	11,357	7	12,095	6	13,028		13,964				
4	11,013		11,751	3	12,489	4	13,520	2	14,556				
5	11,407		12,145		12,883	10	14,011	3	15,145				
6	11,810		12,586	2	13,374	5	14,553	3	15,784	2			
7	12,194	1	13,028	1	13,866	6	15,093	5	16,424	5			
8	12,589		13,470	1	14,358	8	15,634	3	17,063	7			
9	12,982		13,913	2	14,848	10	16,177	2	17,701	3			
10	13,375	11	14,355	1	15,340	12	16,717	8	18,340	13			
11			14,798	21	15,831	8	17,259	5	18,979	6			
12					16,323	9	17,800		19,665	3			
13					16,815	55	18,340	22	20,304	100			
No. Teachers											416	Average Salary	\$16,370

**Baldwin Park**

County: Los Angeles

Fiscal ADA 13,816 Highest Entry Step 5 Teaching Days 177  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I	AB	II	AB + 20	III	AB + 35 OR MA	IV	AB + 55 W/MA	V	AB + 70 W/MA
1	\$ 10,423	8	\$ 11,204	2	\$ 11,986	8	\$ 12,769	13,551	
2	10,841	6	11,661	6	12,473	4	13,325	14,220	
3	11,259	2	12,118	10	12,960	17	13,891	14,889	
4	11,677	3	12,575	7	13,447	15	14,437	15,558	
5	12,095	3	13,032	2	13,934	16	14,993	16,227	6
6	12,513		13,489	1	14,421	21	15,549	16,896	9
7	12,931		13,946	2	14,908	13	16,105	17,565	13
8	13,349		14,403	1	15,395	9	16,661	18,234	6
9	13,767	4	14,860	12	15,882	13	17,917	18,903	7
10					16,369	13	17,773	19,572	11
11					16,856	12	18,329	20,241	3
12					17,343	13	18,885	20,910	8
13					17,830	58	19,441	21,579	19
21 *					18,330	18	19,941	22,079	23

\* Anniversary Increment No Teachers 450 Average Salary \$16,560

**Bellflower**

(Salaries Under Negotiation)

County: Los Angeles

Fiscal ADA 12,225 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I	BA - CRED	II	BA + 15	III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 W/MA	VI	BA + 75 W/MA	VII	PHD
1	\$ 9,520	2	\$ 10,010	3	\$ 10,490	2	\$ 10,980	\$ 11,460	\$ 11,950			\$ 12,450	
2	10,010		10,520	7	11,030	8	11,540	12,050	12,560			13,060	
3	10,490	2	11,020	7	11,560	3	12,090	12,630	13,160			13,660	
4	10,980		11,540	4	12,100	18	12,660	13,220	13,780	1		14,280	
5	11,460		12,040		12,630	9	13,210	13,800	14,380	1		14,880	
6	11,950		12,560		13,170	5	13,780	14,390	15,000	1		15,500	
7	12,430	4	13,060	6	13,700	3	14,370	14,970	15,600	4		16,100	
8					14,240	7	14,900	15,560	16,210	3		16,710	
9					14,770	5	15,450	16,130	16,820	4		17,320	
10					15,310	2	6,020	6,720	7,430	1		7,930	
11					15,850	23	16,580	17,310	18,040	9		18,550	
12							17,140	17,890	18,650	4		19,150	
13								18,480	19,260	38		19,760	
14 *									19,760	22		20,260	3
15 *									20,260	10		20,760	
16 *									20,760			21,260	

\* Anniversary Increment No Teachers 416 Average Salary \$15,868

**Berkeley City**

(Salaries Under Negotiation)

County: Alameda

Fiscal ADA 14,000 Highest Entry Step 6 Teaching Days 179  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I	BA	II	BA + 24	III	BA + 36	IV	BA + 48 OR MA	V	BA + 60 OR MA + 12	VI	BA + 72 OR MA + 24	VII	BA + 66 W/MA OR MA + 36
1	\$ 9,425		\$ 10,042	1	\$ 10,343		\$ 10,660	1	\$ 10,935	\$ 11,215		\$ 11,544	
2	9,769		10,454		10,796		11,141		11,458	11,767		12,068	
3	10,111	1	10,866		11,252	5	11,614		12,051	12,265		12,660	2
4	10,454		11,270	1	11,682		12,094		12,480	12,849		13,227	1
5	10,737		11,682	2	12,129		12,574		12,986	13,398		13,811	1
6	11,130	1	12,094	1	12,574	3	13,047	2	13,492	13,940	4	14,385	2
7	11,485	1	12,506	1	13,004	6	13,527	2	14,008	14,489	6	14,961	2
8	11,828		12,926	1	13,475	4	14,008	4	14,523	15,030	6	15,544	4
9	12,162	1	13,321	1	13,905	4	14,489	4	15,030	15,579	12	16,129	2
10	12,343		13,545	4	14,351	3	14,961	3	15,536	16,119	11	16,694	7
11	12,506	2	13,725	4	14,583	3	15,536	5	16,061	16,652	15	17,269	4
12	12,668		13,931	3	14,815	2	15,707	7	16,558	17,193	12	17,854	9
13	12,832	3	14,067	6	15,055	16	15,982	15	16,858	17,422	56	18,428	71
14 *	12,982	3	14,217	4	15,295	8	16,237	12	17,158	18,162	99	18,878	89

Bonuses Doctorate 7 at \$ 500 ea No Teachers 645 Average Salary \$16,778

Unified Districts

10,000 - 24,999 ADA / 13

**Burbank**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 14,517 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 18		III BA + 36		IV BA + 54 W MA OR BA + 62		V BA + 72 W MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,677	4	\$ 10,693	4	\$ 11,654	3	\$ 12,667	2	\$ 13,697
2	10,258	5	11,274	6	12,233	11	13,244	5	14,265
3	10,838	2	11,854	6	12,811	13	13,822	3	14,843
4	11,366		12,436	6	13,389	14	14,400	5	15,421
5	11,943	1	12,956	2	13,967	12	14,978	7	16,000
6	12,522	1	13,533	1	14,545	11	15,556	4	16,578
7	13,100	1	14,111	2	15,122	9	16,133	6	17,157
8	13,678		14,689	2	15,700	13	16,711	8	17,735
9	14,256	2	15,267		16,278	17	17,290	6	18,314
10	14,835		15,845		16,857	6	17,868	5	18,891
11	15,412		16,422	5	17,435	4	18,446	8	19,470
12	15,990		16,942		18,012	2	19,024	3	20,048
13	16,568		17,515		18,590	8	19,601	6	20,626
14	17,146	6	18,087	9	19,168	46	20,179	8	21,205
15							20,757	58	21,783

Bonuses Masters 295 at \$ 364 ea No Teachers 541 Average Salary \$17,937

**Capistrano**  
**County: Orange**

Fiscal ADA 16,234 Highest Entry Step Teaching Day  
Other Assigned Days New Teachers Returning Teachers

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,555	15	\$ 11,222	5	\$ 11,896	19	\$ 12,582	3	\$ 13,280	1	\$ 14,723
2	11,136	4	11,804	6	12,485	15	13,176	10	13,873	1	15,318
3	11,719	1	12,387	10	13,073	21	13,770	15	14,468	6	15,911
4	12,301	2	12,969	5	13,661	21	14,364	20	15,062	9	16,507
5	12,884	1	13,552	7	14,250	15	14,960	20	15,657	5	17,101
6	13,466		14,134	2	14,838	18	15,553	18	16,251	22	17,695
7	14,049	2	14,717	2	15,426	15	16,147	9	16,844	11	18,290
8	14,631		15,298	1	16,014	17	16,742	10	17,440	11	18,884
9	15,213	1	15,881	1	16,603	7	17,335	13	18,034	7	19,478
10	15,796		16,464	3	17,191	4	17,931	3	18,628	13	20,073
11	16,378		17,046	2	17,779	3	18,525	3	19,222	8	20,668
12	16,961	1	17,629	7	18,368	12	19,120	17	19,818	17	21,261
16*	17,542		18,210	2	18,956	6	19,714	9	20,411	10	21,857
20*	18,125		18,793	3	19,544	2	20,309	2	21,006	4	22,451
24*	18,708		19,375	1	20,134	2	20,902	2	21,601	4	23,045

Bonuses Masters 234 at \$ 675 ea Doctorate 3 at \$ 675 ea Other 8 at \$ 343 ea No Teachers 669 Average Salary \$16,739

**Chino**  
**County: San Bernardino**

Fiscal ADA 12,734 Highest Entry Step 8 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA OR LESS		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 + MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,322	11	\$ 10,840	10	\$ 11,458	9	\$ 12,182	6	\$ 13,006
2	10,798	13	11,334	11	11,974	14	12,750	3	13,596
3	11,271	6	11,830	8	12,490	17	13,316	11	14,183
4	11,744	3	12,325	7	13,006	10	13,894	10	14,773
5	12,223	3	12,820	5	13,525	9	14,451	17	15,360
6	12,698	7	13,316	1	14,040	11	15,020	11	15,949
7	13,173		13,813	3	14,554	9	15,586	11	16,536
8	13,645		14,307	9	15,071	4	16,157	8	17,124
9	14,120		14,802		15,586	6	16,724	7	17,715
10	14,596	1	15,298		16,104	15	17,291	15	18,302
11					16,619		17,859	14	18,890
12					17,136		18,429	28	19,479
13									20,067
14									20,655
16*	14,846		15,548	1	17,386	3	18,679	8	20,905
21*	15,086	1	15,798		17,636	1	18,929	5	21,155
26*	15,346		16,048		17,886	2	19,179	2	21,405
30*	15,846		16,298		18,136		19,429		21,655

\* Anniversary Increment No Teachers 519 Average Salary \$15,579

**Clovis**

- Fiscal ADA 12,585 Highest Entry Step Teaching Days 180

**County: Fresno**

Other Assigned Days New Teachers 4 Returning Teachers 3

I BA II PA + 30		III BA + 45 IV BA + 60		V BA + 75 W MA					
I		II		III		IV		V	
1	\$ 9,928 14	\$ 11,063 10	\$ 11,619 5	\$ 12,174 1	\$ 12,730 1				
2	10,466 12	11,619 27	12,174 1	12,730 1	13,286 1				
3	11,003 5	12,174 15	12,730 12	13,286 4	13,841 1				
4	11,540 3	12,730 10	13,286 18	13,841 12	14,396 2				
5	12,078 1	13,286 15	13,841 19	14,396 11	14,952 2				
6	12,615 3	13,841 12	14,396 13	14,952 12	15,508 4				
7	13,152 1	14,396 4	14,952 13	15,508 11	16,064 3				
8	13,689 1	14,952 9	15,508 10	16,064 18	16,618 7				
9	14,226 1	15,508 4	16,064 9	16,618 7	17,174 8				
10	14,764 6	16,064 7	16,618 6	17,174 7	17,730 1				
11		16,618 14	17,174 1	17,730 7	18,286 3				
12			17,730 17	18,286 5	18,842 3				
13				18,842 15	19,396 3				
14				19,396 42	19,952 21				

Bonuses Other 20 at \$ 323 ea No. Teachers 515 Average Salary \$15,085

**Colton**

Fiscal ADA 11,295 Highest Entry Step Teaching Days 176

**County: San Bernardino**

Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II BA + 15		III BA + 30 OR MA IV BA + 45 OR MA + 15		V BA + 60 OR MA + 30 VI BA + 75 + MA OR MA + 45							
I		II		III		IV		V		VI	
1	\$ 9,978 4	\$ 10,568 1	\$ 11,158 3	\$ 11,731 1	\$ 12,321 1	\$ 12,903 1					
2	10,443 3	11,071 2	11,667 6	12,307 1	12,900 2	13,540 1					
3	10,907 4	11,567 3	12,226 3	12,960 2	13,540 2	14,198 1					
4	11,378 2	12,057 4	12,754 8	13,445 3	14,141 1	14,831 2					
5	11,836 1	12,565 1	13,295 6	14,015 5	14,756 3	15,473 2					
6	12,301 2	13,067 3	13,826 6	14,588 7	15,353 3	16,119 2					
7	12,766 1	13,563 5	14,367 9	15,158 5	15,961 5	16,754 3					
8		14,065 7	14,894 1	15,729 11	16,566 12	17,401 5					
9			15,486 22	16,302 5	17,169 6	18,041 8					
10				16,867 31	17,778 7	18,701 5					
11					18,379 59	19,322 10					
12						19,968 62					
13						20,614 10					
14						21,260 11					
20*	13,231	14,567 2	15,978 4	17,432 3	18,990 12	20,614 10					
25*	13,698	15,069	16,520 1	17,997 1	19,581 5	21,260 11					

\* Anniversary Increment No. Teachers 411 Average Salary \$16,837

**Conejo Valley**

Fiscal ADA 21,267 Highest Entry Step Teaching Days 175

**County: Ventura**

Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 30		III BA + 45 IV BA + 60		V BA + 75 W MA					
I		II		III		IV		V	
1	\$ 9,948 2	\$ 10,942 7	\$ 11,937 8	\$ 12,933 4	\$ 13,927 1				
2	9,948 1	10,942 11	11,937 8	12,933 4	13,927 1				
3	10,5 1	11,729 2	12,734 7	13,739 4	14,714 1				
4	11,42 4	12,514 5	13,531 9	14,544 11	15,531 5				
5	12,038 2	13,301 12	14,327 7	15,350 15	16,346 10				
6	12,735 6	14,087 16	15,124 24	16,155 13	17,162 11				
7	13,431 3	14,874 14	15,920 19	16,961 12	17,977 13				
8	14,130 5	15,659 6	16,717 15	17,767 13	18,793 15				
9	14,826 16	16,446 4	17,513 13	18,572 22	19,611 15				
10		17,232 6	18,310 10	19,378 18	20,426 25				
11		18,018 18	19,105 13	20,183 21	21,242 14				
12				20,989 117	22,057 10				
13					22,874 123				

Bonuses Doctorate 2 at \$ 500 ea Other 5 at \$ 360 ea No. Teachers 782 Average Salary \$18,256



Unified Districts

10,000 - 24,999 ADA / 15

**Corona-Norco**  
(Salaries Under Negotiation)  
**County: Riverside**

Fiscal ADA 18791 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W MA OR MA + 15		VI BA + 75 W MA OR MA + 30			
I		II		III		IV		V		VI			
1	\$ 9,591	16	\$ 10,262	12	\$ 10,934	29	\$ 11,605	14	\$ 12,276		\$ 12,948		
2	10,071	12	10,771	10	11,471	10	12,171	7	12,871	3	13,571		
3	10,550	5	11,279	5	12,008	20	12,737	13	13,466	3	14,195		
4	11,030	5	11,787	8	12,545	14	13,303	9	14,060	3	14,818		
5	11,509		12,286	2	13,082	16	13,869	20	14,655	7	15,442		
6	11,989	7	12,804	4	13,619	9	14,434	16	15,250	4	16,065		
7	12,469		13,312	14	14,156	16	15,000	20	15,844	2	16,688		
8	12,948		13,821		14,693	26	15,566	14	16,439	4	17,312		
9	13,427	1	14,329	3	15,231		16,132	67	17,034	4	17,935		
10					15,768	12	16,698	38	17,628	39	18,559		
11											19,182		
											128		
										No. Teachers	736	Average Salary	\$15,035

**Covina-Valley**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 17763 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		II BA + 20		III BA + 40 W MA OR MA		IV BA + 60 W MA OR MA + 20					
I		II		III		IV					
1	\$ 10,070	3	\$ 10,690	2	\$ 11,690		\$ 12,490				
2	10,520		11,360	8	12,200		13,040				
3	10,980	1	11,970	8	12,740	1	13,620				
4	11,470	2	12,390	20	13,310	1	14,230				
5	11,980	1	12,940	13	13,900	4	14,860				
6	12,510		13,520	3	14,510	1	15,520				
7	13,070	2	14,120	4	15,160	2	16,210				
8	13,650		14,750	3	15,830	2	16,930				
9	14,250	2	15,400	7	16,530	6	17,680				
10	14,890	14	16,090	64	17,270	1	18,470				
11					18,030	8	19,290				
12							20,140				
15*	15,160	7	16,390	27	18,350	6	20,490				
20*	15,430	4	16,690	16	18,670	5	20,940				
25*	15,700		16,990	2	18,990		21,190				
								No. Teachers	526	Average Salary	\$17,471

**Downey**  
**County: Los Angeles**

Fiscal ADA 16,841 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA + 15		III BA + 30 OR MA		IV BA + 45 OR MA 15		V BA + 60 OR MA + 30		VI BA + 75 W MA OR MA + 45	
I		II		III		IV		V		VI	
1	\$ 10,596	4	\$ 11,561	1	\$ 12,526	2	\$ 13,491	1			
2	11,077	4	12,042	6	13,007	4	13,972	2			
3	11,558	2	12,523	2	13,488	2	14,453	1	15,418		16,383
4	12,039		13,004	3	13,969	12	14,934	6	15,899		16,864
5	12,520		13,485	1	14,470	6	15,414	6	16,380	2	17,345
6	13,001		13,966	1	14,931	3	15,896	5	16,861	7	17,826
7	13,482	4	14,447		15,412	3	16,377	4	17,342	5	18,307
8			14,928	1	15,893	2	16,858	5	17,823	6	18,788
9			15,409	10	16,374	3	17,339	6	18,304	1	19,269
10					16,855	5	17,820	8	18,785	3	19,750
11					17,336	17	18,301	2	19,266	2	20,231
12							18,782	15	19,747	1	20,712
13							19,263	47	20,228	36	21,193
19*							19,563	29	20,528	31	21,493
24*							19,863	10	20,828	13	1,743
29*							20,163	1	21,128	2	22,093
								No. Teachers	568	Average Salary	\$18,992

**El Rancho**

**County: Los Angeles**

Fiscal ADA 12,659 Highest Entry Step 6 Teaching Days  
 Other Assigned Days New Teachers Returning Teachers

I	BA		III	BA + 30	V	BA + 60 OR MA + 45	VII	MA + 75	
II	BA + 15		IV	BA + 45 OR MA	VI	MA + 60			
	I	II		III	IV	V	VI	VII	VIII
1	\$ 9,285	3	\$ 9,823	\$ 10,381	\$ 10,928	\$ 11,476	\$ 12,024	\$ 12,572	1
2	9,768	6	10,325	10,882	11,439	11,996	12,553	13,110	
3	10,251		10,817	11,383	11,950	12,516	13,083	13,649	
4	10,733	1	11,309	11,885	12,460	13,036	13,612	14,187	1
5	11,216		11,801	12,386	12,971	13,556	14,141	14,726	1
6	11,699		12,293	12,888	13,492	14,076	14,670	15,265	1
7	12,182		12,785	13,389	13,992	14,596	15,200	15,803	2
8	12,665		13,278	13,890	14,503	15,116	15,729	16,342	4
9	13,148		13,770	14,392	15,014	15,636	16,258	16,880	4
10	13,630		14,262	14,893	15,525	16,156	16,787	17,419	7
11	14,113	1	14,754	15,395	16,035	16,676	17,317	17,957	7
12				15,896	16,546	17,196	17,846	18,496	58
16*	14,613	2	15,254	16,396	17,046	17,696	18,346	18,996	17
21*	15,113	2	15,754	16,896	17,546	18,196	18,846	19,496	15

\* Anniversary Increment

No Teachers 471 Average Salary \$16,168

**Elk Grove**

**County: Sacramento**

Fiscal ADA 12,030

Data Not Provided

**Fairfield-Suisun Valley**

**County: Solano**

Fiscal ADA 14,104 Highest Entry Step 5 Teaching Days 176

Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB		III	AB + 30	V	AB + 60 OR MA + 20	VI	
II	AB + 15		IV	AB + 45 OR MA	VI	AB + 75 OR MA + 35		
	I	II		III	IV	V	VI	
1	\$ 10,320	3	\$ 10,908	\$ 11,496	\$ 12,192	\$ 12,996	\$ 13,812	7
2	10,836	1	11,424	12,012	12,708	13,412	14,128	5
3	11,352	4	11,940	12,528	13,224	13,928	14,632	11
4	11,868		12,456	13,044	13,740	14,444	15,148	14
5	12,384	2	12,972	13,560	14,256	14,960	15,664	9
6	12,900	1	13,488	14,076	14,772	15,476	16,180	16
7	13,416		14,004	14,592	15,288	15,984	16,688	10
8	13,932	2	14,520	15,108	15,804	16,500	17,204	16
9			15,036	15,624	16,320	17,008	17,712	7
10				16,140	16,836	17,532	18,236	11
11					17,352	18,048	18,752	12
12					17,868	18,564	19,268	9
13					18,384	19,080	19,784	17
14*							20,296	17
15*							20,808	17

Bonuses Masters 127 at \$ 420 ea

Doctorate

1 at \$ 420 ea

\* Anniversary Increment

No Teachers 594 Average Salary \$16,130

**Folsom-Cordova**

(Salaries Under Negotiation)  
**County: Sacramento**

Fiscal ADA 12,006 Highest Entry Step 6 Teaching Days

Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB		III	AB + 30	V	MA + 10 OR AB + 60	VI	
II	AB + 15		IV	MA OR AB + 45	VI	MA + 20 OR AB + 75 W MA		
	I	II		III	IV	V	VI	
1	\$ 9,406	1	\$ 9,856	\$ 10,310	\$ 10,799	\$ 11,290	\$ 11,806	2
2	9,856	2	10,310	10,799	11,290	11,806	12,359	2
3	10,310	3	10,799	11,280	11,806	12,359	12,910	2
4	10,799	1	11,290	11,806	12,359	12,910	13,497	1
5	11,290	1	11,806	12,359	12,910	13,497	14,128	11
6	11,806	1	12,359	12,910	13,497	14,128	14,761	8
7	12,359	1	12,910	13,497	14,128	14,761	15,425	9
8			13,497	14,128	14,761	15,428	16,094	18
9				14,761	15,428	16,094	16,808	21
10					16,094	16,808	17,522	12
11					16,808	17,522	18,235	17
12						18,235	18,951	176

No Teachers 457 Average Salary \$16,555

**Fontana**

Fiscal ADA 18 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

**County: San Bernardino**

I AB		III AB + 32		V AB + 64 W/MA						
II	AB + 16	IV	AB + 48							
	I	II	III	IV	V					
1	\$ 10,046	7	\$ 10,739	11	\$ 11,432	9	\$ 12,126	3	\$ 12,819	1
2	10,606	5	11,299	9	11,992	6	12,685	4	13,378	
3	11,165	1	11,858	9	12,551	8	13,245	7	13,938	4
4	11,725	2	12,418	5	13,111	3	13,804	10	14,497	
5	12,284		12,977	4	13,671	5	14,364	6	15,057	3
6	12,844	6	13,537	2	14,230	14	14,923	18	15,617	8
7			14,097	1	14,790	9	15,483	12	16,176	5
8			14,656	8	15,349	11	16,042	15	16,736	6
9					15,909	7	16,602	9	17,295	14
10					16,468	23	17,162	20	17,855	8
11							17,721	9	18,414	8
12							18,281	55	18,974	7
13									19,533	9
14									20,093	45
17 *	13,144		14,956	1	16,768	2	18,581	20	20,393	35
22 *	13,444	1			17,068	4	18,881	12	20,693	18
27 *							19,181	3	20,993	1

\* Anniversary Increment No Teachers 548 Average Salary \$16,465

**Glendale**

Fiscal ADA 24,048 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

**County: Los Angeles**

I BA		III BA + 28		V BA + 56 W/MA								
II	BA + 14	IV	BA + 42	VI	BA + 70 W/MA							
	I	II	III	IV	V	VI						
1	\$ 9,920	2	\$ 10,370	3	\$ 10,860	11	\$ 11,360	4	\$ 11,870	2	\$ 12,430	
2	10,400	4	10,870	9	11,390	16	11,920	8	12,520	2	13,110	2
3	10,880	4	11,370	8	11,920	19	12,470	7	13,170	2	13,790	1
4	11,350	1	11,870	6	12,460	19	13,030	19	13,820	5	14,470	1
5	11,830	3	12,370	4	12,990	12	13,590	20	14,470	9	15,150	5
6	12,310	1	12,870	6	13,520	18	14,140	17	15,130	11	15,830	7
7	12,790	4	13,370	5	14,060	18	14,700	32	15,780	15	16,510	8
8	13,260		13,870	2	14,590	4	15,250	17	16,430	9	17,190	8
9	13,740	1	14,370		15,120	12	15,810	20	17,080	10	17,860	8
10	14,220	1	14,870		15,650	4	16,370	13	17,730	12	18,540	13
11	14,690	6	15,630	14	16,190	4	16,920	11	18,390	12	19,220	11
12					16,720	27	17,490	65	19,040	61	19,900	70
18 *									19,440	36	20,300	44
22 *									19,840	35	20,700	73

Bonuses Doctorate 1 at \$ 650 ea No Teachers 952 Average Salary \$16,539

**Inglewood**

Fiscal ADA 14,897 Highest Entry Step 7 Teaching Days 179  
 Other Assigned Days New Teachers Returning Teachers

**County: Los Angeles**

I BA		III BA + 30 OR MA		V BA + 60 W/MA						
II	BA + 15	IV	BA + 45 W/MA							
	I	II	III	IV	V					
1	\$ 10,321	8	\$ 10,762	6	11,390	5	\$ 12,002	1	\$	
2	10,830	8	11,292	7	11,961	11	12,646	4		
3	11,336	6	11,819	2	12,530	13	13,291	1		
4	11,846	4	12,345	4	13,101	16	13,933	14	14,961	
5	12,355	5	12,873	3	13,672	16	14,576	12	15,595	11
6	12,864	2	13,401	2	14,240	11	15,222	6	16,307	13
7	13,372	4	13,927	3	14,814	5	15,865	11	17,028	9
8	13,879	4	14,455	2	15,385	14	16,510	11	17,751	6
9	14,386		14,980		15,954	10	17,154	7	18,473	4
10	14,898	2	15,509	2	16,521	1	17,793	12	19,196	19
11	15,406	6	16,037	2	17,095	6	18,441	10	19,918	6
12			16,565	11	17,663	15	19,082	28	20,638	54
15 *	16,022	1	17,227	3	18,370	9	19,845	19	21,464	29
20 *	16,663		17,915	4	19,104	7	20,638	1	22,323	45

Bonuses Doctorate 1 at \$ 300 ea No Teachers 573 Average Salary \$16,920



**Irvine**

**County: Orange**

Fiscal ADA	11,269	Highest Entry Step	Teaching Days	177	
Other Assigned Days		New Teachers	1	Returning Teachers	1

I BASE

	I
1	\$ 10,779

Additional Factors

- 1 Add \$41.18 per additional semester unit to maximum of 80 units
- 2 Add \$594.34 per year of experience to maximum of 12 years
- 3 Add \$594.34 for MA

No Teachers	460	Average Salary	\$15,939
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**Livermore Valley**

(Salaries Under Negotiation)

**County: Alameda**

Fiscal ADA	14,817	Highest Entry Step	5	Teaching Days	180
Other Assigned Days		New Teachers	1	Returning Teachers	1

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60  
VI BA + 75

I		II		III		IV		V		VI	
1	\$ 9,396	\$ 10,005	1	\$ 10,614	1	\$ 11,223	1	\$ 11,832	1	\$ 12,441	1
2	10,005	10,614	1	11,223	6	11,832	1	12,441	4	13,050	4
3	10,614	11,223	2	11,832	7	12,441	4	13,050	6	13,659	3
4	11,223	11,832	1	12,441	8	13,050	6	13,659	11	14,268	5
5	11,832	12,441	1	13,050	15	13,659	11	14,268	8	14,877	11
6	12,441	13,050	2	13,659	8	14,268	8	14,877	13	15,486	9
7	13,050	13,659	2	14,268	2	14,877	6	15,486	13	16,095	5
8	13,659	14,268	2	14,877	4	15,486	13	16,095	12	16,704	10
9	14,268	14,877	2	15,486	6	16,095	12	16,704	8	17,313	2
10		15,486	13	16,095	5	16,704	8	17,313	4	17,922	4
11				16,704	21	17,313	4	17,922	32	18,531	27
12										19,140	73
15*										19,640	48
18*										20,140	35

Bonuses	Masters	140 at \$ 400 ea	Doctorate	6 at \$ 400 ea
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\* Anniversary Increment

No Teachers	538	Average Salary	\$16,832
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**Lodi**

**County: San Joaquin**

Fiscal ADA	12,849	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	3	Returning Teachers	2

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

I		II		III		IV		V		VI	
1	\$ 9,615	\$ 10,310	5	\$ 11,005	5	\$ 11,700	2	\$ 12,395		\$ 13,090	1
2	10,175	10,870	7	11,565	9	12,250	2	12,955	1	13,650	
3	10,735	11,430	5	12,125	17	12,820	4	13,515	3	14,210	4
4	11,295	11,990	1	12,685	10	13,380	10	14,075	3	14,770	1
5	11,855	12,550	2	13,245	9	13,940	16	14,635	9	15,330	3
6	12,415	13,110	5	13,805	11	14,500	10	15,195	15	15,890	7
7	12,975	13,670	2	14,365	8	15,050	6	15,755	5	16,450	10
8	13,535	14,230	1	14,925	3	15,620	5	16,315	11	17,010	7
9		14,790	3	15,485	4	16,180	8	16,875	5	17,570	8
10				16,045	3	16,740	3	17,435	5	18,130	7
11				16,605	1	17,300	5	17,995	2	18,690	8
12						17,860	16	18,555	22	19,250	41
16*						18,420	12	19,115	23	19,810	55
20*	13,861					18,980	2	19,675	7	20,370	33
24*	14,441	14,892				19,540		20,235	5	20,930	34

Bonuses	Masters	108 at \$ 400 ea	Doctorate	1 at \$ 800 ea	Other	at \$ 600 ea
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\* Anniversary Increment

No Teachers	564	Average Salary	\$16,768
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**Lompoc**

Fiscal ADA 10,793 Highest Entry Step 6 Teaching Days 176

**County: Santa Barbara**

Other Assigned Days New Teachers 4 Returning Teachers 3

I LESS THAN BA		II BA		III BA + 15		IV BA + 30		V BA + 45		VI BA + 60		VII BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 8,900		\$ 10,051	3	\$ 10,807	1	\$ 11,563	2	\$ 12,319		\$ 13,075	1	\$ 13,831
2	9,442		10,563	2	11,319		12,075	2	12,831	1	13,587	2	14,343
3	9,984		11,075		11,831	1	12,587	2	13,343	2	14,099		14,855
4	10,466		11,587	1	12,343		13,099	2	13,855	3	14,611		15,367
5	10,978		12,099	1	12,855	1	13,611	9	14,367	5	15,123	4	15,879
6	11,490		12,611	4	13,367	2	14,123	5	14,879	7	15,635	2	16,391
7	12,002	1	13,123	1	13,879	2	14,635	4	15,391	8	16,147	7	16,903
8			13,635		14,391		15,147	7	15,903	6	16,659	9	17,415
9			14,147	1	14,903	2	15,659	5	16,415	10	17,171	8	17,927
10			14,659		15,415	2	16,171	4	16,927	4	17,683	2	18,439
11			15,171	2	15,927		16,683	6	17,439	5	18,195	8	18,951
12			15,683	10	16,439	15	17,195	36	17,951	45	18,707	47	19,463

Bonuses Masters 208 at \$ 669 ea No Teachers 449 Average Salary \$17,395

**Lynwood**

Fiscal ADA 10,356 Highest Entry Step 4 Teaching Days 176

**County: Los Angeles**

Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 W MA		V BA + 60 W MA		VI BA + 75 W MA		VII BA + 90 W MA	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,500	2	\$ 11,413	2	\$ 12,327	12	\$ 12,677	2	\$ 13,239	3	\$ 13,589		\$ 14,966
2	10,938	12	11,877	11	12,817	10	13,167	2	13,754	4	14,104		15,407
3	11,376	1	12,341	5	13,307	3	13,657		14,269	6	14,619		15,948
4	11,814	2	12,805	4	13,797	7	14,147	1	14,784	6	15,134	4	16,489
5	12,252	3	13,269	1	14,287	8	14,637	2	15,299	12	15,649	4	17,030
6	12,690		13,733	1	14,777	6	15,127		15,814	12	16,164	2	17,571
7	13,128		14,197	2	15,267	3	15,617	3	16,329	9	16,679		18,112
8	13,566		14,661		15,757	3	16,107	1	16,844	14	17,194	2	18,653
9	14,004	1	15,125	2	16,247	5	16,597		17,359	10	17,709		19,194
10	14,442		15,589		16,	1	17,087		17,874	9	18,224		19,735
11	14,880	3	16,053	4	17,227	3	17,577	1	18,389	12	18,739	2	20,276
12					17,717	5	18,067		18,904	19	19,254		20,817
13													21,358
15 *			16,517	1	18,207		18,557		19,419		19,769	10	21,899
20 *			16,981	1	18,697	1	19,047	1	19,934		20,284	4	22,440
25 *			17,213		18,942		19,292		20,192		20,542	4	22,711

Bonuses Doctorate 4 at \$ 350 ea No Teachers 364 Average Salary \$16,403

**Milpitas**

Fiscal ADA 10,054 Highest Entry Step 11 Teaching Days 176

**County: Santa Clara**

Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,265		\$ 9,756		\$ 10,293		\$ 10,849		\$ 11,435
2	9,766		10,293		10,849	1	11,435	2	12,052
3	10,293		10,849		11,435	1	12,052	3	12,703
4	10,849	1	11,435		12,052	3	12,703	1	13,389
5	11,435		12,052		12,703	4	13,389	3	14,112
6	12,052		12,703		13,389	3	14,112	11	14,874
7	12,703	1	13,389	1	14,112	3	14,874	8	15,677
8	13,389		14,112	2	14,974	2	15,677	4	16,524
9	14,112	3	14,874	5	15,677	2	16,524	5	17,416
10					16,524	16	17,416	12	18,356
11									19,348
15 *							17,916	8	19,848
19 *							18,416	3	20,348
22 *							18,916		20,848

Bonuses Masters 107 at \$ 500 ea No Teachers 356 Average Salary \$17,858

**Monterey Peninsula  
County: Monterey**

Fiscal ADA 17,175 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 6 Returning Teachers 4

I BA II BA + 15		III BA + 30 IV BA + 45 OR BA + 30 W MA		V BA + 60 OR BA + 45 W MA VI BA + 75 OR BA + 60 W MA		VII BA + 75 W/MA							
I		II		III		IV		V		VI		VII	
1	\$ 10,530 1	\$ 11,055 3	\$ 11,585 2	\$ 12,110	\$ 12,635	\$ 13,165 2	\$ 13,690	2	\$ 14,235	1	\$ 14,785	1	\$ 15,335
2	10,950 1	11,500 5	12,045 9	12,595 3	13,140 2	13,690	14,235	1	14,805	1	15,395	2	16,015
3	11,395 2	11,960 3	12,530 5	13,100 4	13,670	14,235	14,805	1	15,395	2	16,015	4	16,660
4	11,845 2	12,425 1	13,035 7	13,625 5	14,215 7	14,805	15,395	1	16,015	2	16,660	4	17,320
5	12,300 4	12,930 1	13,550 7	14,175 12	14,785 6	15,395	16,015	2	16,660	8	17,320	3	18,015
6	12,815 1	13,445 2	14,100 11	14,740 6	15,375 7	16,015	16,660	8	17,320	8	18,015	2	18,735
7	13,330	13,995 5	14,660 9	15,330 15	15,995 10	16,625 7	17,290 10	8	18,015	8	18,735	9	19,480
8	13,870	14,550 1	15,245 8	15,940 16	16,625 7	17,290 10	17,985 3	9	19,480	7	20,280	6	21,070
9	14,425 2	15,130 1	15,890 5	16,585 10	17,280 10	17,985 3	18,710 6	109	21,070	141			
10		15,730 5	16,490 6	17,250 10	17,935 4	18,710 6	19,460 39						
11			17,155 20	17,850 38	18,650 38	19,460 39							
12													

Bonuses Doctorate 4 at \$ 300 ea No Teachers 683 Average Salary \$17,897

**Napa Valley  
County: Napa**

Fiscal ADA 15,295 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days v Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75		VII BA + 75 W/MA							
I		II		III		IV		V		VI		VII	
1	\$ 9,844 1	\$ 10,294 1	\$ 10,745 3	\$ 11,194	\$ 11,646	\$ 12,096	\$ 12,548	1	\$ 13,000	1	\$ 13,452	1	\$ 13,904
2	10,331	10,801 2	11,251 3	11,739 1	12,189	12,679	13,169	1	13,660	1	14,150	1	14,640
3	10,816 2	11,307 4	11,759 3	12,244 3	12,734	13,224	13,714	3	14,204	3	14,694	3	15,184
4	11,302 1	11,816	12,266 7	12,828 2	13,279 3	13,823 8	14,274 5	5	14,764	5	15,254	5	15,744
5	11,789	12,323	12,774 4	13,373 7	13,823 8	14,368 9	14,912 8	8	15,457 8	8	16,001 6	6	16,545 4
6	12,276 1	12,831 1	13,281 1	13,917 5	14,368 9	14,912 8	15,457 8	6	16,001 6	6	16,545 4	4	17,089 2
7	12,762	13,338 1	13,789 1	14,462 7	14,912 8	15,457 8	16,001 6	3	16,545 4	3	17,089 2	2	17,633 1
8	13,249 2	13,845	14,296 2	15,005 8	15,457 8	16,001 6	16,545 4	17	17,089 2	17	17,633 1	1	18,177 10
9	13,735 1	14,354 1	14,804 6	15,551 5	16,001 6	16,545 4	17,089 2	1	17,633 1	1	18,177 10	157	18,721 37
10	14,222	14,961 1	15,310 3	16,094 1	16,545 4	17,089 2	17,633 1	2	18,177 10	2	18,721 37	35	19,265 35
11	14,707 1	15,366 1	15,817 1	16,639 2	17,089 2	17,633 1	18,177 10	1	18,721 37	1	19,265 35	26	19,809 26
12		15,875 4	16,325 11	17,184 6	17,633 1	18,177 10	18,721 37						
13				17,729 10	18,177 10	18,721 37	19,265 35						
14													
18 *				18,274 1	18,724 1	19,266 2	19,811 2						
21 *				18,819 2	19,266 2	19,811 2	20,356 3						
24 *				19,364 2	19,811 2	20,356 3	21,419 26						

Bonuses Masters 171 at \$ 359 ea Doctorate 5 at \$ 406 ea No Teachers 571 Average Salary \$17,797

**Novato  
County: Marin**

Fiscal ADA 11,399 Highest Entry Step 4 Teaching Days 180  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB II AB + 15		III AB + 30 IV AB + 45 OR AB + 30 + MA		V AB + 60 OR AB + 45 + MA VI AB + 75 OR AB + 60 + MA		VII AB + 75 + MA							
I		II		III		IV		V		VI		VII	
1	\$ 9,185 1	\$ 9,874 1	\$ 10,563 1	\$ 11,252	\$ 11,941	\$ 12,629	\$ 13,318	1	\$ 14,007	1	\$ 14,696	1	\$ 15,385
2	9,663 1	10,376 3	11,077 3	11,784 5	12,492	13,199	13,907	1	14,615	1	15,323	1	16,031
3	10,140 5	10,866	11,571 5	12,317 5	13,043 3	13,768 3	14,494 3	3	15,211 3	3	15,937 3	3	16,663 3
4	10,618	11,362 2	12,106 8	12,850 7	13,594 5	14,338 3	15,082 3	2	15,826 2	2	16,570 2	2	17,314 2
5	11,096 1	11,858	12,620 7	13,383 1	14,145 2	14,907 1	15,669 1	1	16,433 1	1	17,195 1	1	17,957 1
6	11,573	12,354	13,135 1	13,915 6	14,696 6	15,477 1	16,258 1	6	17,041 6	6	17,822 6	6	18,603 6
7	12,051	12,850 3	13,649 2	14,448	15,247 4	16,046 5	16,845 4	4	17,644 4	4	18,443 4	4	19,242 4
8	12,528	13,346	14,163 1	14,981 3	15,798 2	16,616 10	17,434 10	2	18,252 2	2	19,070 2	2	19,908 2
9		13,842 1	14,678 1	15,513 3	16,349 6	17,185 4	18,021 11	1	18,857 1	1	19,693 1	1	20,529 1
10		14,338 1	15,192	16,046 2	16,900 4	17,754 11	18,608 11	2	19,462 2	2	20,316 2	2	21,170 2
11			15,796 2	16,779 2	17,762 2	18,745 11	19,728 11	4	20,719 4	4	21,702 4	4	22,685 4
12			16,221 4	17,312 17	18,403 23	19,494 23	20,585 23	5	21,676 5	5	22,767 5	5	23,858 5
16 *													
20 *													
24 *													

Bonuses Anniversary Increment No Teachers 418 Average Salary \$17,204



**Oceanside**  
**County: San Diego**

Fiscal ADA 11,174 Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA II BA+12		III BA+24 IV BA+36		V BA+48 VI BA+60		VII BA+90						
I	II	III	IV	V	VI	VII	VIII					
1	\$ 10,296	1	\$ 10,914	2	\$ 11,532	5	\$ 12,149	3	\$ 12,767	1	\$ 13,385	2
2	11,119	8	11,737	3	12,355	10	12,972	5	13,590	5	14,208	2
3	11,943	1	12,561	5	13,179	8	13,796	3	14,414	4	15,032	5
4	12,767	1	13,385	4	14,003	1	14,620	10	15,238	5	15,855	3
5	13,487		14,105	2	14,723	6	15,340	10	15,958	10	16,576	6
6	14,208	2	14,826	4	15,444	2	16,061	11	16,679	6	17,297	9
7	14,929	2	15,547	1	16,164		16,782	1	17,400	3	18,018	3
8	15,650		16,268		16,885	1	17,503	5	18,121	3	18,739	7
9	16,268		16,885		17,503		18,121	1	18,739	6	19,356	9
10	16,885	2	17,503	1	18,121	1	18,739	7	19,356	5	19,974	17
11	17,503	1	18,121	8	18,739	9	19,356	19	19,974	22	20,592	100
15*	18,121	1	18,739		19,356		20,004	4	20,622	7	21,240	50
20*	18,739	1	19,417		20,035		20,652	1	21,270	2	21,888	19
25*	19,447	1	20,065		20,683	1	21,300		21,918		22,536	10
30*	20,095		20,713		21,331	1	21,948		22,566	1	23,184	1

Bonuses Masters 153 at \$ 693 ea Doctorate 2 at \$1398 ea Other 2 at \$ 607 ea

\* Anniversary Increment No Teachers 497 Average Salary \$18,445

**Pajaro Valley**  
**County: Santa Cruz**

Fiscal ADA 14,036 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA+CRED II BA+15		III BA+30 IV BA+45		V BA+60						
I	II	III	IV	V	VI					
1	\$ 9,010	8	\$ 9,579	4	\$ 10,148	12	\$ 10,717		\$ 11,286	
2	9,575	2	10,148	1	10,717	10	11,286	2	11,855	2
3	10,148	1	10,717		11,286	16	11,855	6	12,424	4
4	10,717	3	11,286		11,855	8	12,424	8	12,993	2
5	11,286	2	11,855	1	12,424	10	12,993	10	13,562	4
6	11,855	1	12,424	4	12,993	5	13,562	18	14,131	12
7	12,424		12,993	1	13,562	8	14,131	8	14,700	12
8	12,993	1	13,562	2	14,131	2	14,700	4	15,269	12
9	13,562	3	14,131		14,700	5	15,269	6	15,838	16
10			14,700	5	15,269	5	15,838	6	16,407	18
11					15,838	23	16,407	9	16,976	14
12							16,976	10	17,545	17
13									18,114	42
15*							17,400	29	18,538	86
20*							17,824	8	18,962	34
25*									19,386	28

Bonuses Masters 133 at \$ 4... No Teachers 570 Average Salary \$15,970

\* Anniversary Increment

**Palo Alto City**  
**County: Santa Clara**

Fiscal ADA 13,350 Highest Entry Step 9 Teaching Days 178  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA II BA+15		III BA+30 IV BA+45		V BA+60 VI BA+75		VII BA+90						
I	II	III	IV	V	VI	VII	VIII					
1	\$ 9,930		\$ 10,595		\$ 11,260		\$ 11,925		\$ 12,590		\$ 13,255	
2	10,640		11,300		12,000		12,700		13,400		14,100	
3	11,250		12,000		12,700	2	13,400	4	14,100	3	14,800	5
4	11,860		12,700	1	13,400	4	14,100	4	14,800	3	15,500	6
5	12,435		13,415		14,300	3	15,100	3	15,875	4	16,540	3
6	12,945		13,990		14,930	5	15,775	3	16,595	2	17,260	2
7	13,425		14,525		15,515	1	16,415	2	17,270	3	17,975	2
8	13,885		15,030		16,075	3	17,030	4	17,920	5	18,650	2
9	14,325	2	15,525	3	16,630	3	17,630	3	18,560	3	19,315	3
10					17,165	2	18,210	7	19,190	3	19,965	4
11									19,805	4	20,660	13
13*					17,730	5	18,775	4	20,370	12	21,165	9
16*					18,290	6	19,335	4	20,930	17	21,730	10
20*					18,850	3	19,895	5	21,495	10	22,290	11
25*									22,055	3	22,850	9
30*											23,570	10
35*											24,135	10
40*											24,695	1
											25,255	

Bonuses Masters 356 at \$ 280 ea Doctorate 13 at \$ 335 ea No Teachers 633 Average Salary \$21,517

\* Anniversary Increment

**Palos Verdes Peninsula**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 17,982 Highest Entry Step 6 Teaching Days 182  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II RA + 15		III BA - 30 OR MA IV BA - 45 W MA		V BA - 60 W MA VI BA - 75 W MA							
I		II		III		IV		V		VI	
1	\$ 10,167	3	\$ 10,851	2	\$ 11,534	3	\$ 12,218		\$ 12,901		\$ 13,587
2	10,726	1	11,434		12,143	5	12,550		13,561		14,267
3	11,282		12,012	1	12,750	1	13,485	1	14,216		14,953
4	11,837		12,598		13,357	6	14,114	1	14,971	1	15,632
5	12,393		13,178		13,964	11	14,747	3	15,532	4	16,317
6	12,949	2	13,760	2	14,568	13	15,382	1	16,193	2	17,001
7	13,506		14,341	2	15,178	22	16,012	3	16,849	5	17,684
8	14,063	2	14,924		15,785	12	16,646	4	17,507	2	18,367
9	14,617	4	15,594	9	16,392	12	17,276	4	18,166	3	19,051
10	15,176		16,086		16,998	13	17,912	5	18,822	5	19,733
11					17,605	51	18,542	1	19,490	6	20,418
12							19,177	9	20,139	20	21,097
15*	15,501	1	16,411	1	17,930	25	19,502	4	20,464	15	21,422
20*	15,826		16,736	2	18,255	8	19,827	1	20,789	7	21,747

\* Anniversary Increment No. Teachers 639 Average Salary \$18,748

**Placentia**  
(Salaries Under Negotiation)  
**County: Orange**

Fiscal ADA 18,273 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA - 30 IV BA - 45 OB MA		V BA - 60 W MA OR MA + 15						
I		II		III		IV		V		
1	\$ 9,693	3	\$ 10,274	8	\$ 10,856	9	\$ 11,437	7	\$ 12,019	2
2	10,081	2	10,759	12	11,437	13	12,067	11	12,697	4
3	10,467	3	11,244	5	12,019	19	12,597	11	13,377	4
4	10,856	3	11,729	8	12,601	22	13,328	32	14,055	14
5	11,244	1	12,213	3	13,182	15	13,958	30	14,734	10
6	11,632	5	12,697	5	13,763	12	14,588	38	15,411	15
7			13,182	1	14,345	10	15,218	25	16,090	7
8			13,667	1	14,927	14	15,849	17	16,768	9
9			14,152	1	15,508	8	16,490	26	17,447	14
10			14,636	2	16,090	9	17,107	21	18,126	21
11			15,120		16,671	3	17,737	12	18,805	11
12			15,606	3	17,253	7	18,368	18	19,482	8
13					17,836	01	19,021	64	20,161	50
14					18,378	2	19,594	10	20,761	5
15							20,165	3	21,363	1

No. Teachers 727 Average Salary \$15,539

**Poway City**  
**County: San Diego**

Fiscal ADA 14,583 Highest Entry Step 3 Teaching Days  
Other Assigned Days New Teachers 7 Returning Teachers 6

I PA II BA + 15		III BA - 30 IV BA - 45 OB MA		V BA - 60 W MA						
I		II		III		IV		V		
1	\$ 10,000	34	\$	\$	\$	\$	\$	\$	\$	
2	11,000	49								
3			12,000	8	13,000	24	13,600	19	14,200	3
4			12,400	9	13,400	25	14,100	21	14,900	2
5			12,800	4	13,800	30	14,500	16	15,600	3
6			13,200	3	14,200	20	14,900	21	16,100	13
7					14,600	12	15,300	31	16,600	16
8					15,000	12	15,800	26	17,100	15
9					15,400	9	16,200	12	17,600	9
10					15,800	12	16,600	8	18,100	9
11							17,000	14	18,600	10
12							17,400	25	19,100	10
13									19,600	32
17*							17,800	8		
18*									20,000	12
22*							18,200	1		

Bonuses Doctorate ( \$ 900 ) No. Teachers 575 Average Salary \$14,946  
\* Anniversary Increment

Unified Districts

10,000 - 24,999 ADA / 23

**Redlands**  
(Salaries Under Negotiation)

**County: San Bernardino**

Fiscal ADA 11,181 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 7 Returning Teachers 6

I BA II BA+15		III IV BA+30 BA+45		V MA+30						
I	II	III	IV	V	VI					
1	\$ 9,687	1	\$ 10,286	2	\$ 10,885	1	\$ 11,484	5	\$ 12,082	1
2	10,170	1	10,789	2	11,407	2	12,026	1	12,643	
3	10,654	6	11,291	3	11,929	8	12,566		13,204	
4	11,137	3	11,794	4	12,450	1	13,108	6	13,765	1
5	11,621	3	12,297	5	12,973	4	13,650	5	14,326	1
6	12,104	1	12,799	1	13,495	8	14,191	8	14,898	3
7	12,586		13,302	2	14,016	7	14,733	3	15,447	1
8	13,070	1	13,806	2	14,540	1	15,273	8	16,009	4
9	13,553	2	14,307		15,062	4	15,815	10	16,569	7
10	14,037		14,811	4	15,583	3	16,356	11	17,129	7
11	14,520		15,312		16,106	3	16,898	5	17,690	8
12	15,004	2	15,816		16,628	5	17,440	6	18,251	6
13			16,318	2	17,190	3	17,981	13	18,814	5
14			16,821	13	17,673	21	18,522	67	19,373	61
Bonuses	Doctorate		2 at \$ 330 ea	Other			1 at \$ 100 ea	Other		41 at \$ 200 ea
					No Teachers		377	Average Salary		\$16,563

**Rialto**

**County: San Bernardino**

Fiscal ADA 11,490 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 4

I BA II BA+15		III IV BA+30 OR MA BA+45 W MA		V BA+60 W MA						
I	II	III	IV	V	VI					
1	\$ 10,096	4	\$ 10,903	4	\$ 11,509	7	\$ 12,216	3	\$ 12,923	
2	10,329		11,048		11,766	2	12,484	2	13,203	
3	10,562	5	11,293	6	12,092	9	12,752	3	13,483	
4	10,795	1	11,538		12,27	1	13,020	1	13,763	
5	11,028		11,783	2	12,535	3	13,288	2	14,043	
6	11,261		12,028		12,792		13,556		14,323	1
7	11,494		12,273		13,048	5	13,824	5	14,602	3
8	11,727		12,518		13,341	2	14,092	2	14,882	
9	12,193		12,762	1	13,561	11	14,360	7	15,161	3
10	12,426	1	13,007		13,818		14,628		15,441	1
11	12,659		13,251	1	14,074	6	14,896	9	15,720	3
12	2,892		13,49		14,331	1	15,164		16,000	
13	13,125		13,740	2	14,587	7	15,432	12	16,279	4
14	13,358		13,985	1	14,844		15,700		16,558	
15	13,591		14,229		15,100	6	15,968	12	16,838	3
16	13,824		14,474		15,357		16,236		17,118	1
17	14,290	2	14,718	1	15,613	4	16,504	14	17,397	4
18			15,207	1	16,125	7	17,040	17	17,956	9
19			15,696	2	16,637	2	17,571	8	18,515	7
20					17,149	18	18,112	16	19,074	4
21							18,647	27	19,633	14
22							19,182	31	20,192	43
23 *							19,382	11	20,392	17
24 *							19,582	4	20,592	10
25 *							19,782	1	20,792	11
26 *							19,982		20,992	3
27 *							20,182		21,192	
Bonuses	Doctorate		1 at \$1000 ea							
* Anniversary Increment					No Teachers		449	Average Salary		\$16,902

**Rowland**  
(Salaries Under Negotiation)

**County: Los Angeles**

Fiscal ADA 17,625 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA+15		III IV BA+30 BA+45 OR MA		V BA+60 W MA OR MA+15 VI BA+75 W MA OR MA+30						
I	II	III	IV	V	VI					
1	\$ 10,525	6	\$ 12,011	13	\$ 12,711	4	\$ 13,394	8	\$ 14,077	1
2	11,138	1	12,635	7	13,347	10	13,996	12	14,745	1
3	11,762	1	13,247	5	13,747	7	14,608	10	15,398	2
4	12,374		13,871	3	14,464	13	15,232	21	15,981	5
5	12,987	5	14,484	1	15,096	9	15,845	26	16,593	5
6			14,859	1	15,720	12	16,457	14	17,206	5
7			14,960	2	16,332	6	17,070	14	17,829	1
8			15,064	2	16,945	7	17,694	17	18,442	4
9					17,557	5	18,317	17	19,055	4
10					18,181	6	18,940	17	19,667	2
11					18,794	18	19,542	45	20,291	5
12					19,406	9	20,155	30	20,915	12
15 *	13,599		16,208		20,767	16	21,538	1	22,264	19
20 *	14,212		16,832							
* Anniversary Increment					No Teachers		611	Average Salary		\$17,740

**Saddleback Valley**  
County: Orange

Fiscal ADA 18,760 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

Data Not In Standard Format

Bonuses Doctorate 1 at \$1036 ea No Teachers 728 Average Salary \$17,312

**San Lorenzo**  
(Salaries Under Negotiation)  
County: Alameda

Fiscal ADA 12,643 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB III AB + 30 V AB + 60  
II AB + 15 IV AB + 45

	I	II	III	IV	V
1	\$ 9,234	\$ 9,720	\$ 10,212	1	\$ 10,705
2	9,636	10,187	10,744	2	11,301
3	10,038	10,653	11,275	2	11,897
4	10,439	11,120	11,807	3	12,493
5	10,841	11,586	12,338	3	13,090
6	11,243	12,053	12,869	5	13,686
7	11,645	12,519	13,401	4	14,282
8	12,046	12,986	13,932	4	14,878
9	12,448	13,452	14,463	5	15,474
10	12,850	13,919	14,995	7	16,070
11			15,526	12	16,667
12					17,263

Bonuses Masters 94 at \$ 369 ea Doctorate 3 at \$ 738 ea Other 73 at \$ 369 ea  
No Teachers 475 Average Salary \$17,043

**San Ramon Valley**  
(Salaries Under Negotiation)  
County: Contra Costa

Fiscal ADA 13,418 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA III BA + 30 V BA + 60  
II BA + 15 IV BA + 45 VI BA + 75

	I	II	III	IV	V	VI
1	\$ 9,610	\$ 10,440	\$ 11,250	9	\$ 12,070	\$ 12,890
2	10,110	10,940	11,790	10	12,640	13,450
3	10,590	11,430	12,320	5	13,190	14,000
4	11,060	11,950	12,850	8	13,740	14,620
5	11,530	12,460	13,370	13	14,290	15,190
6		12,950	13,900	12	14,830	15,790
7		13,450	14,440	3	15,390	16,340
8		13,960	14,970	3	15,440	16,940
9		14,490	15,490	3	16,900	17,510
10		14,990	16,000	4	17,040	18,090
11		15,490	16,530	2	17,600	18,650
12		15,990	17,070	2	18,150	19,230
15*						20,190
						20,790

Bonuses Masters 142 at \$ 577 ea No Teachers 557 Average Salary \$16,819  
\* Anniversary Increment

**Santa Clara**  
(Salaries Under Negotiation)  
County: Santa Clara

Fiscal ADA 20,722 Highest Entry Step 8 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB III AB + 30 V AB + 60  
II AB + 15 IV AB + 45

	I	II	III	IV	V	
1	\$ 9,411	\$ 10,353	\$ 11,294	\$ 12,235	\$ 13,176	
2	9,976	10,918	11,858	12,801	13,740	
3	10,540	11,482	12,424	13,363	14,305	
4	11,106	12,046	12,987	13,929	14,870	
5	11,670	12,612	13,553	14,493	15,434	
6	12,235	13,176	14,116	15,058	16,001	
7	12,801	13,740	14,681	15,623	16,564	
8		14,305	15,247	3	16,188	17,129
9		14,870	15,810	21	16,753	17,693
10		15,434			17,316	18,257
11		16,001				18,823
12		16,564				19,396
15*		17,129				19,951
20*		17,693				20,516
25*		18,257				21,081
30*		18,823				21,646

Bonuses Masters 263 at \$ 631 ea Doctorate 4 at \$ 631 ea Other 16 at \$ 100 ea  
Other 47 at \$ 300 ea No Teachers 31 at \$ 500 ea Average Salary \$19,014  
\* Anniversary Increment

Unified Districts

10,000 - 24,999 ADA / 25

**Santa Monica  
County: Los Angeles**

Fiscal ADA 14,399 Highest Entry Step 6 Teaching Days 179  
Other Assigned Days New Teachers 3 Returning Teachers

I BA		II BA + 14		III BA + 28		IV BA + 42		V BA + 56		VI BA + 70		VII BA + 84	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,523	2	\$ 11,267	2	\$ 12,011	1	\$ 12,755	6	\$ 13,499	1	\$ 14,243	1	\$ 14,987
2	11,062	2	11,826	3	12,570	15	13,314	6	14,058	5	14,802	1	15,546
3	11,641		12,385	2	13,129	3	13,873	8	14,617	8	15,361	5	16,105
4	12,200	1	12,944	6	13,688	3	14,432	8	15,176	10	15,920	6	16,664
5	12,759		13,503	7	14,247	2	14,991	6	15,735	6	16,479	10	17,223
6	13,318		14,062	3	14,806	3	15,550	10	16,294	7	17,038	5	17,782
7	13,877	2	14,621	3	15,365	3	16,109	3	16,853	12	17,597	8	18,341
8	14,436		15,180		15,924	3	16,668	4	17,412	10	18,156	4	18,900
9	14,995		15,739		16,483		17,227	2	17,971	8	18,715	5	19,459
10	15,554	4	16,298		17,042		17,786	4	18,530	3	19,274	3	20,018
11	16,113		16,857	6	17,601		18,345	1	19,089	4	19,833	5	20,577
12	16,672		17,416		18,160	8	18,904	4	19,648		20,392	3	21,136
13	17,231		17,975		18,719		19,463	17	20,207	28	20,951	20	21,695

  

VIII BA + 98 OR MA	
VIII	
1	\$ 15,731
2	16,290
3	16,849
4	17,408
5	17,967
6	18,526
7	19,085
8	19,644
9	20,203
10	20,762
11	21,321
12	21,880
13	22,439

  

Bonuses	Masters	295 at \$ 466 ea	Doctorate	4 at \$ 935 ea	No Teachers	640	Average Salary	\$18,958
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**South San Francisco  
County: San Mateo**

Fiscal ADA 13,816 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75 W/MA OR MA		VII AB + 90 W/MA OR MA + 15	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,090		\$ 10,838		\$ 11,586	1	\$ 12,335		\$ 12,735		\$ 13,083		\$ 13,483
2	10,667		11,416		12,165	2	12,913	1	13,313		13,662		14,062
3	11,244	1	11,992	2	12,740	3	13,490	2	13,890		14,238		14,638
4	11,823	1	12,572		13,321	4	14,069	9	14,469		14,817	3	15,217
5	12,400	1	13,149		13,898	4	14,646	4	15,046	4	15,395	7	15,795
6	12,974		13,725		14,474	1	15,222	4	15,622	1	15,969	7	16,369
7	13,555		14,303		15,053	4	15,801	5	16,201	1	16,551	6	16,951
8	14,133	2	14,882		15,631		16,379	4	16,779		17,127	2	17,527
9			15,459		16,206		16,957	2	17,357	1	17,705	3	18,105
10			16,035	2	16,786	12	17,532	3	17,932		18,282	10	18,682
11							18,113	14	18,513	1	18,913	5	19,261
12											19,436	30	19,836

  

VIII AB + 75		IX AB + 75 W/MA OR MA + 30	
VIII		IX	
1	\$ 13,832		\$ 14,232
2	14,409		14,809
3	14,987		15,387
4	15,564	3	15,964
5	16,142	3	16,542
6	16,719	7	17,119
7	17,296	6	17,696
8	17,877	5	18,277
9	18,454	9	18,854
10	19,031	18	19,431
11	19,608	15	20,008
12	20,187	144	20,587

  

Bonuses	Other	97 at \$ 300 ea	Other	55 at \$ 400 ea	Other	15 at \$ 500 ea	No Teachers	551	Average Salary	\$18,790
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**Tustin**  
(Salaries Under Negotiation)  
**County: Orange**

Data Not In Standard Format

Fiscal ADA	14,855	Highest Entry Step	7	Teaching Days	
Other Assigned Days		New Teachers	3	Returning Teachers	3
	No. Teachers		59	Average Salary	\$17,965

**Vallejo City**  
(Salaries Under Negotiation)  
**County: Solano**

Fiscal ADA	15,217	Highest Entry Step	6	Teaching Days	
Other Assigned Days		New Teachers	3	Returning Teachers	1

I BA		III BA + 36		V BA + 60							
II BA + 24		IV BA + 48		VI BA + 72							
I		II		III		IV		V		VI	
1	\$ 9,183 4	\$ 10,101 7	\$ 10,960 3	\$ 11,020 4	\$ 11,571 2	12,030 2					
2	9,734 2	10,652 3	11,111 3	11,571 2	12,030 2	12,581 3					
3	10,285 5	11,203 6	11,662 13	12,122 4	12,581 3	13,132 5				13,040 3	
4	10,836 2	11,754 4	12,213 8	12,673 8	13,132 5	13,683 6				13,591 4	
5	11,387 2	12,305 3	12,764 1	13,224 10	13,683 6	14,234 12				14,142 6	
6	11,938 1	12,856 2	13,315 7	13,775 8	14,234 12	14,785 3				14,693 21	
7	12,489 1	13,407 1	13,866 1	14,325 5	14,785 3	15,336 2				15,244 14	
8	13,040 1	13,958 1	14,417 4	14,876 6	15,336 2	15,887 6				15,795 12	
9	13,058 1	14,509 2	14,968 2	15,427 2	15,887 6	16,438 2				16,346 13	
10	13,596	14,509 1	15,519 2	15,978 2	16,438 2	16,989 4				16,897 11	
11		15,011 4	15,519 7	16,529 9	16,989 4	17,540 12				17,448 18	
12				16,529 10	17,540 12					17,999 15	
13										18,550 110	
18 *										19,101 63	
23 *										19,652 40	

Bonuses Masters 150 at \$ 326 ea

* Anniversary Increment	No. Teachers	561	Average Salary	\$16,194
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**Ventura**  
(Salaries Under Negotiation)  
**County: Ventura**

Fiscal ADA	18,355	Highest Entry Step	6	Teaching Days	178
Other Assigned Days		New Teachers	3	Returning Teachers	...2

I AB		III AB + 30		V AB + 60 W MA							
II AB + 15		IV AB + 45 OB MA		VI AB + 75 W MA							
I		II		III		IV		V		VI	
1	\$ 9,415	\$ 10,022 1	\$ 10,638 11	\$ 11,254 8	\$ 11,882	\$ 12,510 2					
2	9,902 1	10,509 2	11,125 3	11,745 9	12,369	12,997					
3	10,389 2	10,996 3	11,612 10	12,232 10	12,856 1	13,484 1					
4	10,876	11,483 4	12,099 10	12,719 14	13,343 1	13,971 1					
5	11,363 2	11,970 1	12,586 4	13,206 13	13,830 5	14,458 1					
6	11,850	12,457	13,073 7	13,693 17	14,317 1	14,945 6					
7	12,337	12,944	13,560 7	14,190 14	14,804 4	15,432 9					
8	12,824	13,431	14,047 5	14,667 10	15,291 4	15,919 7					
9	13,311 3	13,918 1	14,534 5	15,154 12	15,778 5	16,406 8					
10		14,405 11	15,021 3	15,641 7	16,265 3	16,893 15					
11			15,508 19	16,128 13	16,752 1	17,380 14					
12				16,615 57	17,239 1	17,867 12					
13					17,726 14	18,354 17					
14						18,946 91					
15 *	13,555	14,649 3	15,752 3	16,859 21	17,970 1	19,080 56					
20 *	13,798	14,892	15,995 2	17,102 11	18,213 1	19,333 50					
25 *	14,042	15,136	16,239	17,346 4	18,457	19,577 15					

* Anniversary Increment	No. Teachers	690	Average Salary	\$16,238
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Unified Districts

10,000 - 24,999 ADA / 27

**Visalia**  
**County: Tulare**

Fiscal ADA 15,690 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		II BA + 30		III BA + 45 OR MA		IV BA + 60 OR MA + 12		V BA + 75 W M C OB MA + 24	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,710	17	\$ 10,330	24	\$ 10,950	9	\$ 11,570	1	\$ 12,190
2	10,125	11	10,745	23	11,365	8	11,985	1	12,605
3	10,535	3	11,155	21	11,775	6	12,375	3	13,015
4	10,950	2	11,570	13	12,190	10	12,810	6	13,430
5	11,365	5	11,985	20	12,605	22	13,220	16	13,840
6	11,775	4	12,395	12	13,015	10	13,635	10	14,255
7	12,190	5	12,810	6	13,430	15	14,050	13	14,670
8	12,605	3	13,220	4	13,840	8	14,460	11	15,080
9	13,015	1	13,635	4	14,255	8	14,875	11	15,495
10	13,430	1	14,050	2	14,670	7	15,290	5	15,910
11	13,840	2	14,460	3	15,080	1	15,700	6	16,320
12	14,255	3	14,875	4	15,495	5	16,115	8	16,735
13			15,290	10	15,910	5	16,530	12	17,150
14					16,330	6	16,940	6	17,560
15							17,355	29	17,975
17*	14,670	1	15,700	3	16,735	6	17,770	25	18,385
20*	15,080	1	16,115	3	17,150	3	18,190	20	18,900
23*	15,495		16,530	2	17,560	3	18,595	7	19,215
26*	15,910	1	16,940		17,975	4	19,005	14	19,625

\* Anniversary Increment No Teachers 945 Average Salary \$14,437

**Vista City**  
**County: San Diego**

Fiscal ADA 10,299 Highest Entry Step 1 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,348	7	\$ 11,072	5	\$ 11,797	15	\$ 12,521	3	\$ 13,245
2	10,696	3	11,693	5	12,415	4	13,142	4	13,866
3	11,590	1	12,314	1	13,038	5	13,763	4	14,487
4	12,211	1	12,935	2	13,659	3	14,384	3	15,108
5	12,832		13,556	1	14,280	4	15,005	1	15,729
6	13,452	1	14,177		14,901	2	15,625	5	16,350
7			14,798	4	15,522	2	16,246	7	16,971
8					16,143	4	16,867	4	17,592
9					16,764	4	17,488	5	18,212
10					17,385	2	18,109	4	18,833
11					18,006	5	18,730	6	19,454
12							19,351	9	20,075
13									20,696

Bonus Masters 98 at \$ 500 ea. Doctorate 2 at \$ 500 ea. No Teachers 385 Average Salary \$17,693

**West Covina**  
*(Salaries Under Negotiation)*  
**County: Los Angeles**

Fiscal ADA 11,381 Highest Entry Step 5 Teaching Days 181  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR BA + 15 MA		V BA + 60 W MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,970		\$ 10,367		\$ 10,760		\$ 11,138		\$ 11,914
2	10,367		10,760		11,138		11,914		12,491
3	10,760		11,138		11,914		12,491		13,067
4	11,138	1	11,914		12,491	5	13,067	1	13,643
5	11,914		12,491	1	13,067	8	13,643	1	14,224
6	12,491	1	13,067		13,643	4	14,223	1	14,793
7			13,643	1	14,223	1	14,793	2	15,372
8			14,223		14,793	4	15,372	2	16,313
9					15,372	4	16,313	2	17,254
10					16,313	8	17,254	3	18,192
11	14,632	1			17,254	4	18,192	4	19,130
12	15,193	3	15,730	3	18,192	27	19,130	8	19,941
15*					18,482	22	19,420	10	20,231
18*					18,772	34	19,710	7	20,521
21*					19,062	28	20,000	7	20,811

\* Anniversary Increment No Teacher 61 Average Salary \$18,503

**Alvord**  
(Salaries Under Negotiation)  
**County: Riverside**

Fiscal ADA 9,210 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

	I BA		III	BA - 30		IV	BA + 45 OR MA		V	BA + 60 W MA	
	II	BA + 15		IV	BA + 45 OR MA		V	BA + 60 W MA			
		I		II		III		IV		V	
1		\$ 9,382	3	\$ 9,945	5	\$ 10,508	11	\$ 11,071	1	\$ 11,634	
2		9,757	3	10,367	10	10,977	9	11,587	2	12,197	
3		10,133	2	10,789	3	11,446	6	12,103	2	12,760	2
4		10,508	5	11,211		11,915	8	12,619	6	13,322	1
5		10,883	1	11,634	5	12,384	17	13,135	6	13,885	
6		11,258	2	12,056	4	12,853	6	13,651	9	14,448	4
7		11,634	1	12,478	2	13,322	7	14,167	8	15,011	2
8		12,009	3	12,900	1	13,792	4	14,683	12	15,574	1
9		12,384	2	13,322		14,261	1	15,199	10	16,137	8
10				13,745	4	14,730	6	15,715	11	16,700	3
11						15,199	18	16,231	8	17,263	2
12								16,747	64	17,826	6
13										18,389	8
14										18,952	60

No Teachers 385 Average Salary \$14,833

**Antioch**  
**County: Contra Costa**

Fiscal ADA 9,338 Highest Entry Step 10 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 1

	I BA		III	BA - 30		IV	BA + 60		V	BA + 75		VI
	II	BA + 15		IV	BA + 45		V	BA + 75				
		I		II		III		IV		V		VI
1		\$ 10,303	1	\$ 10,949	4	\$ 11,415	9	\$ 12,002	5	\$		\$
2		10,828	5	11,395	3	11,981	6	12,592	12	13,218		
3		11,353	1	11,941	2	12,548	15	13,178	7	13,826	11	
4		11,879	1	12,467	1	13,113	5	13,766	10	14,432	12	
5		12,404		13,033	1	13,678	4	14,356	11	15,040	0	
6		12,929		13,578	2	14,246	2	14,943	4	15,649	7	16,303 2
7		13,454		14,123		14,814	3	15,531	6	16,254	6	16,917 3
8		13,980		14,669		15,379	4	16,121	8	16,862	3	17,533 6
9				15,215	1	15,946		16,709	3	17,471	4	18,147 15
10						16,512	4	17,286	6	18,080	1	18,761 4
11						17,078	1	17,884	4	18,685	1	19,375 8
12						17,644		18,474	4	19,349	3	19,990 11
13								19,064	6	19,902	13	20,605 48
20 *								19,361	5	20,202	5	20,905 39
26 *								19,661	3	20,502		21,205 21

Bonuses Master: 95 at \$ 400 ea  
\* Anniversary Increment No Teachers 394 Average Salary \$17,081

**Atascadero**  
**County: San Luis Obispo**

Fiscal ADA 4,006 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

	I AB		III	AB - 30		IV	AB + 60			
	II	AB + 15		IV	AB + 45		V	AB + 60		
		I		II		III		IV		V
1		\$ 9,778	4	\$ 10,419	3	\$ 11,058	3	\$ 11,699		\$ 12,339
2		10,238	8	10,877		11,518	2	12,158	2	12,798
3		10,696		11,337	2	11,976	7	12,617	3	13,257
4		11,156		11,795		12,436	6	13,076	1	13,715
5		11,614		12,255		12,895	4	13,534	6	14,176
6		12,073		12,714		13,353	2	13,994	5	14,634
7		12,533		13,172	2	13,813		14,453	2	15,094
8		12,991		13,632		14,271	1	14,912	4	15,552
9				14,090		14,731		15,371	4	16,010
10				14,549		15,190		15,829	2	16,471
11						15,648	8	16,289	2	16,929
12								16,748	4	17,389
13										17,847 20

Bonuses Masters: 35 at \$ 330 ea Other: 4 at \$ 330 ea Other: 6 at \$ 660 ea  
Other: 2 at \$ 990 ea  
No Teachers 147 Average Salary \$14,583

UNIFIED SCHOOL DISTRICTS--AVERAGE DAILY ATTENDANCE 4,000 TO 9,999



**Barstow**

Fiscal ADA

8,384

Highest Entry Step

6

Teaching Days

176

**County: San Bernardino**

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45 OB MA		V BA + 60 W MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,626		\$ 10,293	1	\$ 10,960	1	\$ 11,627	\$ 12,294*	2
2	10,293	1	10,960	1	11,627	1	12,294	12,961	
3	10,960		11,627	3	12,294	1	12,961	13,628	
4	11,627	1	12,294	2	12,961	1	13,628	14,295	
5	12,294	1	12,961	2	13,628	2	14,295	14,962	1
6	12,961	1	13,628	3	14,295	1	14,962	15,629	
7	13,628	2	14,295	1	14,962	2	15,629	16,296	
8	14,295	2	14,962	6	15,629	2	16,296	16,963	2
9					16,296	5	16,963	17,630	3
10					16,963	29	17,630	18,297	9
12*							18,297	18,964	22
15*								19,631	67

Bonuses

Doctora.e

4 at \$ 500 ea

No Teachers

309

Average Salary

\$17,586

\* Anniversary Increment

**Bassett**

Fiscal ADA

8,470

**County: Los Angeles**

Data Not Provided

**Beverly Hills**

Fiscal ADA

6,846

Highest Entry Step

6

Teaching Days

176

**County: Los Angeles**

Other Assigned Days

New Teachers

2

Returning Teachers

2

I AB		II AB + 18		III AB + 36 OR MA		IV MA + 15 OB BA + 54		V AB+69 W/MA OR MA+30		VI AB+84 W/MA OR MA+45	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 11,066	1	\$ 12,174	4	\$ 13,389	2	\$ 14,607	1	\$ 15,823	\$ 17,040	
2	11,728		12,836	4	14,053	3	15,273	2	16,489	17,707	
3	12,305		13,609	3	14,829	1	16,046	7	17,263	18,484	
4	13,389	1	14,497		15,715	5	16,930	5	18,147	19,366	1
5	14,276		15,383	1	16,598		17,816	3	19,034	20,251	1
6	15,160		16,267	3	17,483	5	18,702	5	19,918	21,136	1
7	16,157		17,263		18,494	3	19,696	2	20,914	22,135	3
8	17,152		18,258	1	19,478	1	20,692	1	21,909	23,129	1
9	18,147		19,255	1	20,470	1	21,690	2	22,906	24,125	2
10	19,144		20,251	1	21,57	17	22,684	18	23,901	25,120	63
11*							23,184	1	24,401	25,620	29
12*									24,901	26,120	32
13*									25,401	26,620	10
14*										27,120	3

\* Anniversary Increment

No Teachers

312

Average Salary

\$22,605

**Bonita**

Fiscal ADA

7,915

Highest Entry Step

11

Teaching Days

177

**County: Los Angeles**

Other Assigned Days

New Teachers

4

Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 60 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,279	4	\$ 10,998	4	\$ 11,770	4	\$ 12,591		\$ 12,591	\$ 12,591	
2	10,752	2	11,512	2	12,324	3	13,187		14,061	14,061	
3	11,224		12,026		12,879	6	13,783	4	14,658	15,437	1
4	11,697		12,540	1	13,434	3	14,379	2	15,254	16,062	2
5	12,170	1	13,054	1	13,989	6	14,976	7	15,850	16,689	1
6	12,643	2	13,568		14,544	1	15,573	5	16,446	17,315	
7	13,116		14,082		15,100	1	16,169	8	17,042	17,940	7
8	13,588		14,596		15,655	3	16,765	8	17,638	18,566	6
9			15,109	11	16,210	5	17,361	5	18,234	19,193	6
10					16,765	25	17,957	3	18,831	19,818	6
11							18,553	4	19,427	20,444	3
12							18,553	3	20,023	21,068	6
13							18,553	13	20,023	21,068	6
14							18,553	6	20,290	21,394	3
15							19,150	1	20,290	21,394	4
16									20,557	21,700	32

No Teachers

298

Average Salary

\$17,390

**Brea-Olinda**

**County: Orange**

Fiscal ADA 4,999 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 OR MA+15		VI BA+60+MA	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 10,350	1	\$ 10,969	3	\$ 11,592	5	\$ 12,213	1	\$ 12,833	1	\$ 13,144
2	10,919		11,540		12,161	5	12,782	1	13,403	1	13,850
3	11,488		12,110	2	12,730	3	13,403	3	14,024		14,551
4	12,057		12,678		13,299	4	13,999	3	14,620	2	15,255
5	12,626		13,248	1	13,868	10	14,593	6	15,213		15,959
6	13,195		13,817	1	14,438	5	15,189	8	15,809	4	16,662
7	13,764	3	14,387	4	15,007	2	15,783	4	16,404	7	17,367
8	14,335	1	14,955		15,576	5	16,379	3	17,000	6	18,069
9					16,145	10	16,973	4	17,594	2	18,774
10							17,570	11	18,190	5	19,478
11									18,786	15	20,181
12											20,887
16*					16,714		18,163	2	19,380	3	21,589
21*					17,285		18,759	1	19,975	9	22,294
26*					17,853	1	19,354		20,571	2	22,997

\* Anniversary Increment No Teachers 209 Average Salary \$16,656

**Calexico**

**County: Imperial**

Fiscal ADA 4,689 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 W/MA	
I	II	I	II	III	IV	V	VI	V	VI
1	\$ 10,219	4	\$ 10,832		\$ 11,445	9	\$ 12,058	4	\$ 12,672
2	10,781		11,394	4	12,007	7	12,620	9	13,234
3	11,343		11,956	1	12,569	7	13,183	3	13,796
4	11,905		12,518	1	13,131	6	13,745	10	14,358
5	12,467	1	13,080	1	13,693	6	14,307	6	14,920
6	13,029		13,642	2	14,256	4	14,869	5	15,482
7	13,591		14,204		14,818	5	15,431	4	16,044
8	14,153		14,766	2	15,380	4	15,993	3	16,606
9	14,715		15,329		15,942	1	16,555	5	17,168
10	15,277		15,891	1	16,504	1	17,117	6	17,730
11	15,839		16,453	1	17,066	2	17,679	4	18,292
12			17,015	2	17,628	2	18,241	5	18,854
13					18,190	5	18,803	7	19,416
15*							19,603	24	20,216

Bonuses Other 6 at \$ 250 ea No Teachers 201 Average Salary \$15,656

**Carlsbad**

**County: San Diego**

Data Not Provided

Fiscal ADA 4,517

**Castro Valley**

**County: Alameda**

Fiscal ADA 8,367 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers

I AB		II AB+15		III AB+30		IV AB+45		V AB+60		VI AB+75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 8,983	2	\$ 9,623		\$ 10,252		\$ 10,892		\$ 11,511	1	\$ 12,141
2	9,623		10,252		10,892		11,511		12,141		12,770
3	10,252		10,892		11,511	1	12,141	1	12,770		13,400
4	10,892		11,511		12,141	4	12,770	4	13,400	1	14,029
5	11,511		12,141		12,770	7	13,400	2	14,029		14,659
6	12,141		12,770		13,400	2	14,029	4	14,659	1	15,288
7			13,400	2	14,029	1	14,659	4	15,288	1	15,918
8			14,029		14,659		15,288		15,918	2	16,547
9			14,659	3	15,288	5	15,918	5	16,547	6	17,177
10					15,918	15	16,547	2	17,177	1	17,806
11							17,177	22	17,806	4	18,436
12									18,436	11	19,065

Bonuses Masters 75 at \$ 450 ea Districts 3 at \$ 674 ea Other 94 at \$ 57 ea No Teachers 269 Average Salary \$17,511

**Ceres**

Fiscal ADA 4,140 Highest Entry Step 7 Teaching Days 175

**County: Stanislaus**

Other Assigned Days New Teachers 1 Returning Teachers 2

I AB		II AB + 12		III AB + 24		IV AB + 36		V AB + 48		VI AB + 60		VII AB + 72	
I		II		III		IV		V		VI		VII	
1	\$ 9,790	1	\$ 10,198	1	\$ 10,683	1	\$ 11,318	4	\$ 11,992	2	\$ 12,727	1	\$ 13,565
2	10,165	1	10,573	1	11,058	3	11,708	6	12,382	2	13,117	1	13,955
3	10,540		10,948	2	11,433	2	12,098	6	12,772		13,507		14,345
4	10,915	1	11,323		11,808	4	12,488	3	13,162	3	13,897	2	14,735
5	11,290		11,698	1	12,183	1	12,878	1	13,552	3	14,287	1	15,125
6			12,073		12,558		13,268	3	13,942		14,677	2	15,515
7			12,448		12,933	1	13,658	3	14,332	5	15,068	2	15,905
8			12,823	1	13,308		14,048	2	14,722	4	15,457	1	16,295
9					13,683	2	14,438	1	15,112	1	15,847	3	16,685
10							14,828	2	15,502	2	16,237	4	17,075
11							15,218	4	15,888	3	16,627	4	17,465
12									16,292	12	17,017	3	17,855
13											17,407	12	18,245

Bonuses Masters 31 at \$ 300 ea No Teachers 189 Average Salary \$15,367

**Charter Oak**

Fiscal ADA 8,562 Highest Entry Step 5 Teaching Days 177

**County: Los Angeles**

Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 20		III BA + 40 OR MA		IV BA + 60 OR MA + 20	
I		II		III		IV	
1	\$ 10,541	1	\$ 11,384		\$ 12,228		\$ 13,071
2	11,226	1	12,069	1	12,913		13,756
3	11,911		12,755	1	13,598		14,441
4	12,596	1	13,440	1	14,283		15,126
5	13,282		14,125	4	14,968	5	15,812
6	13,967		14,810	2	15,653	4	16,497
7	14,652		15,495	2	16,339	6	17,182
8	15,337		16,180		17,024	10	17,867
9	16,022		16,866	1	17,709	9	18,552
10	16,707	6	17,551	13	18,394	11	19,237
11					19,079	5	19,922
12					19,764	48	20,608
13							21,293
16*					20,114	16	
17*							21,643
20*					20,464	4	
21*							21,993

Bonuses Doctorate 2 at \$ 900 ea No Teachers 267 Average Salary \$19,111

**Chico**  
(Salaries Under Negotiation)

Fiscal ADA 9,279 Highest Entry Step 6 Teaching Days 183

**County: Butte**

Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I		II		III		IV		V	
1	\$ 8,735	3	\$ 9,085	1	\$ 9,635	5	\$		\$
2	9,235		9,585	1	10,135	14			
3	9,735		10,085		10,635	2			
4	10,235		10,585	1	11,135		11,185	3	
5	10,735	1	11,085		11,635	1	11,685	3	12,235
6			11,585	1	12,135	3	12,185	3	12,735
7			12,085		12,635	2	12,685	11	13,235
8			12,585	6	13,135	3	13,185	1	13,735
9					13,635	1	13,685	1	14,235
10					14,135		14,185		14,735
11					14,635	9	14,685	5	15,235
12							15,185	3	15,735
13							15,685	4	16,235
							16,185	25	16,735

Bonuses Masters 164 at \$ 300 ea Doctorate 2 at \$ 600 ea No Teachers 361 Average Salary \$15,224



**Claremont**  
**County: Los Angeles**

Fiscal ADA 6,793 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,369	2	\$ 11,010	1	\$ 11,651	4	\$ 12,292	5	\$ 12,933	6	\$ 13,574
2	10,966		11,607		12,248	5	12,889	4	13,530	1	14,171
3	11,563	1	12,204		12,845	2	13,486	1	14,127	1	14,768
4	12,160		12,801		13,442	1	14,083	5	14,724	1	15,365
5	12,757	2	13,398		14,039	8	14,680	3	15,321	1	15,962
6	13,354	2	13,995	1	14,636	2	15,277	3	15,918	6	16,559
7	13,951	1	14,592		15,233	6	15,874	4	16,515	3	17,156
8	14,548		15,189		15,830	1	16,471	1	17,112	4	17,753
9			15,786	1	16,427	2	17,065	5	17,709	6	18,350
10					17,024	8	17,665	5	18,306	6	18,947
11							18,262	15	18,903	4	19,544
12									19,500	39	20,141
13											20,737

Bonuses Doctorate \$ at \$ 400 ea No Teachers 259 Average Salary \$17,981

**Coachella Valley**  
(Salaries Under Negotiation)  
**County: Riverside**

Fiscal ADA 5,523 Highest Entry Step 7 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 7		III BA + 15		IV BA + 22		V BA + 30		VI BA + 37		VII BA + 45 OR MA	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 8,981	3	\$ 9,240	2	\$ 9,536	3	\$ 9,795	2	\$ 10,091	10	\$ 10,349	1	\$ 10,645
2	9,457	2	9,715	2	10,011	2	10,270	2	10,566	6	10,825	5	11,121
3	9,932	2	10,191		10,487		10,746	3	11,041	1	11,300	1	11,596
4	10,408	1	10,666	1	10,962	1	11,221	1	11,517	6	11,776	2	12,072
5	10,883		11,142	1	11,438		11,697	1	11,992	1	12,251	4	12,547
6	11,358		11,617		11,913		12,172		12,468	1	12,727	3	13,023
7	11,834	2	12,093		12,389		12,648	2	12,943	4	13,202	1	13,498
8			12,568	2	12,864		13,123	3	13,419	4	13,678	1	13,974
9					13,340		13,599		13,894	1	14,153	2	14,449
10							14,074	2	14,370	2	14,629	3	14,924
11									14,845	4	15,104		15,400
12											15,580		15,875
13													16,351
16*										15,321	16,055		16,926
19*										15,796	16,531		17,402

VI\* BA + 52 OR MA + 8 X BA + 67 OR MA + 22  
IX BA + 60 OR MA + 15 XI BA + 75 OR MA + 30

VIII		IX		X		XI	
I	II	I	II	I	II	I	II
1	\$ 10,904	1	\$ 11,200	1	\$ 11,459	1	\$ 11,755
2	11,380		11,677		11,934		12,230
3	11,855	2	12,151	1	12,410	1	12,706
4	12,331		12,626		12,885		13,181
5	12,806		13,102	2	13,361		13,657
6	13,281	2	13,577	2	13,836		14,132
7	13,757	2	14,053	1	14,312		14,608
8	14,232	1	14,528	1	14,787	1	15,083
9	14,708		15,004	2	15,263	1	15,558
10	15,183		15,479	1	15,738	3	16,034
11	15,659		15,955	1	16,214	2	16,509
12	16,134	2	16,430	1	16,689	1	16,985
13	16,610	3	16,906	1	17,164	3	17,460
16*	17,085	1	17,381	4	17,640	4	17,936
19*	17,561	3	17,857	5	18,115	2	18,411

Bonuses Masters \$6 at \$ 100 ea No Teachers 257 Average Salary \$14,201

\* Anniversary Increment

**Culver City**

**County: Los Angeles**

Fiscal ADA 7,593 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers

	I BA		III BA + 36 OR MA	IV BA + 54 OR MA + 48	V BA + 72 W MA		
	II BA + 18						
1	\$ 10,840	1	\$ 11,650	1	\$ 12,470	\$ 13,270	\$ 14,090
2	11,430	1	12,320	1	13,190	14,070	14,940
3	12,060	3	12,980	4	13,920	14,850	15,790
4	12,640	3	13,640	2	14,630	15,630	16,620
5	13,250		14,300	3	15,360	16,420	17,470
6	13,850		14,970	1	16,070	17,200	18,300
7	14,440		15,630		16,800	17,980	19,150
8	15,050	1	16,290	2	17,520	18,760	19,990
9	15,670		16,960		18,250	19,540	20,850
10	16,260	3	17,620	4	18,980	20,330	21,680
11							21,930
12							22,180
13							22,430
14							22,680
15							22,930
16							23,180
17							23,430
18							23,680
19							23,930
20							24,180

Bonuses Doctorate 3 at \$ 500 ea No Teachers 284 Average Salary \$19,763

**Davis**  
 (Salaries Under Negotiation)  
**County: Yolo**

Fiscal ADA 6,167 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

	I AB		III AB + 30	IV AB + 45	V AB + 60 OR MA	VI AB + 75 OR MA + 15		
	II AB + 15							
1	\$ 9,330		\$ 9,915	1	\$ 10,506	\$ 11,094	\$ 11,682	\$ 12,270
2	9,915		10,506	1	11,094	11,682	12,270	12,861
3	10,506	1	11,094		11,682	12,270	12,861	13,449
4	11,094		11,682		12,270	12,861	13,449	14,034
5	11,682		12,270		12,861	13,449	14,034	14,628
6	12,270	1	12,861	1	13,449	14,034	14,628	15,216
7	12,861	2	13,449		14,034	14,628	15,216	15,804
8			14,034	1	14,628	15,216	15,804	16,392
9			14,628	1	15,216	15,804	16,392	16,983
10			14,628	3	15,804	16,392	16,983	17,571
11					16,392	16,983	17,571	18,162
12						17,571	18,162	18,750
13						18,162	18,750	19,341
16*						18,750	19,341	19,926
19*						19,341	19,926	20,517
22*						19,926	20,517	21,105

\* Anniversary Increment No Teachers 216 Average Salary \$17,214

**Desert Sands**

**County: Riverside**

Fiscal ADA 8,961 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 1

	I BA		III BA + 30	IV BA + 45 OR MA	V BA + 60 W MA	VI BA + 75 W MA	
	II BA + 15						
1	\$ 9,969	6	\$ 10,744	9	\$ 11,520	14	\$ 12,297
2	10,496	4	11,261	8	12,037	7	12,812
3	11,003	1	11,778	3	12,554	11	13,329
4	11,520	1	12,295		13,071	3	13,946
5	12,037		12,812	3	13,588	12	14,363
6	12,554	1	13,329		14,105	6	14,890
7			13,846	7	14,622	2	15,397
8					15,139	1	15,914
9					15,656	5	16,431
10					16,173	18	16,948
11							17,465
12							17,982
13							18,499

Bonuses Other 63 at \$ 200 ea Other 51 at \$ 500 ea Other 2 at \$ 900 ea No Teachers 374 Average Salary \$16,208



**Duarte**

**County: Los Angeles**

Fiscal ADA 4,175 Highest Entry Step 6 Teaching Days 17  
 Other Assigned Days New Teachers 4 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 W MA					
I	II	III	IV	V					
1	\$ 10,590	3	\$ 11,181	3	\$ 11,792	3	\$ 12,442	5	\$ 13,164
2	11,001	1	11,602	2	12,263		12,925	4	13,765
3	11,444		12,023	1	12,744	4	13,405	2	14,366
4	11,841		12,442		13,225	2	13,985	4	14,968
5	12,253	1	12,924		13,706	2	14,367	2	15,569
6			13,405		14,247	1	14,908	4	16,231
7			13,985		14,788	1	15,450	7	16,892
8			14,427		15,330	1	15,980	6	17,553
9			14,967		15,969		16,531	7	18,214
10			15,509		16,471	3	17,133	2	18,950
11					17,072		17,734	7	19,685
12					17,673	2	18,335	5	20,423
13					18,274	6	18,936	28	21,160

Bonuses: Doctorate/Other at \$ 500 ea / 3 at \$ 1100 ea / Other 16 at \$ 370 ea / Other 8 at \$ 740 ea  
 No Teachers 159 Average Salary \$17,177

**Gilroy**  
(Salaries Under Negotiation)

**County: Santa Clara**

Fiscal ADA 987 Highest Entry Step 5 Teaching Days 178  
 Other Assigned Days New Teachers 7 Returning Teachers -

I AB II AB + 15		III AB + 30 OB MA IV AB + 45 OB AB + 35 W MA		V AB + 60 C R AB + 50 W MA VI AB + 75 OB AB + 60 W MA							
I	II	III	IV	V	VI						
1	\$ 9,974	4	\$ 10,637	1	\$ 11,300	6	\$ 11,961	1	\$ 12,624	\$ 13,287	
2	10,637	1	11,300	1	11,961	8	12,624		13,287	2	13,949
3	11,300	2	11,961		12,624	6	13,287	4	13,949	1	14,612
4	11,961	1	12,624	1	13,287	7	13,949	11	14,612	2	15,275
5	12,624	3	13,287	1	13,949	4	14,612	8	15,275	5	15,938
6	13,287		13,949		14,612	3	15,272	6	15,938	4	16,600
7	13,949	2	14,612	1	15,275	1	15,938	7	16,600	1	17,262
8			15,275	2	15,938	1	16,600	9	17,262	1	17,925
9					16,600	4	17,262	2	17,925	2	18,587
10							17,925	17	18,587	3	19,250
11									19,250	9	19,913
12										17	20,575
15*									15,350	4	20,675
18*									19,500	1	20,825
21*									19,700	1	21,025
24*											21,275
27*											21,575

\* Anniversary Increment No Teachers 271 Average Salary \$17,190

**Glendora**

**County: Los Angeles**

Fiscal ADA 8,649 Highest Entry Step 11 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV MA		V BA + 60 W MA						
I	II	III	IV	V						
1	\$ 10,187		\$ 10,895		\$ 11,605		\$ 12,314		\$ 13,227	1
2	10,590	1	11,301		12,011	3	12,720	1	13,733	
3	10,946	1	11,705		12,415		13,227		14,239	
4	11,402	1	12,110		12,922	6	13,731	1	14,748	
5	11,806		12,619	1	13,431	8	14,239	1	15,355	2
6	12,211		13,125		13,936	1	14,948	1	15,963	3
7	12,619	1	13,632		14,544	8	15,456	2	16,570	6
8	13,025	4	14,259	2	15,153	9	16,064	4	17,280	7
9			14,948		15,760	9	16,773	3	17,989	4
10					16,469	42	17,483	2	18,699	14
							18,192	1	19,509	9
							19,003	12	20,321	129

Bonuses: Doctorate/Other at \$ 500 ea / 3 at \$ 900 ea / Other 41 at \$ 300 ea / Other 22 at \$ 800 ea  
 No Teachers 307 Average Salary \$17,976

**Hemet**

**County: Riverside**

Fiscal ADA 7,434 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 6 Returning Teachers 6

I ABDFG.RFF II AB+15		III AB+30 IV AB+45 OR MA		V AB+60 W MA OR MA+15 VI AB+75 W MA OR MA+30		VI					
I		II		III		IV		V		VI	
1	\$ 9,988 2	\$ 10,587 2	\$ 11,286 6	\$ 11,985 1	\$ 12,684	\$ 13,383 1					
2	10,347 2	10,987 4	11,685 10	12,446 5	13,174	13,932					
3	10,706 2	11,346 1	12,085 5	12,904 6	13,663	14,462					
4	11,066 2	11,726 3	12,485 8	13,364 8	14,152 1	15,030 1					
5	11,425 2	12,105 2	12,983 11	13,923 10	14,642	15,581					
6	11,785 1	12,484 2	13,293 2	14,282 8	15,131	16,130 2					
7	12,145 1	12,864 2	13,684 3	14,742 5	15,620 1	16,600 4					
8	12,504 2	13,244 1	14,082 2	15,201 6	16,110 2	17,200 2					
9		13,622 5	14,482 2	15,661 3	16,599 1	17,778 4					
10			14,861 8	16,119 3	17,089 2	18,327 4					
11				16,579 4	17,578	18,877 5					
12				17,039 37	18,067 5	19,425 6					
13						19,975 56					
No Teachers						287	Average Salary		\$15,580		

**Jurupa**

**County: Riverside**

Fiscal ADA 9,571 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II A+30		III BA+45 OR MA IV BA+60		V BA+60 W/MA VI BA+75 W/MA		VI					
I		II		III		IV		V		VI	
1	\$ 10,355 7	\$ 11,102 21	\$ 11,949 5	\$ 12,596 1	\$ 13,277	\$ 13,994 2					
2	10,767 14	11,551 26	12,335 7	13,119 2	13	14,544 1					
3	11,17 2	12,000 "	12,821 9	13,642 3	14.2	15,104 1					
4	11,591 6	12,449 14	13,307 9	14,165 2	14.96	15,664 2					
5	12,003 2	12,888 8	13,793 5	14,688 3	15,329	16,224 3					
6	12,415 2	13,347 2	14,279 6	15,211 5	15,852 1	16,784 1					
7	12,827 1	13,796 4	14,765 4	15,734 2	16,375 1	17,344 5					
8	13,239	14,245 2	15,251 6	16,257	16,886 2	17,904 1					
9	13,651 1	14,694 3	15,737 3	16,790 1	17,421 4	18,464 4					
10	14,065 7	15,143 12	16,223 31	17,303 35	17,944 1	19,024 4					
11					18,467 3	19,584 11					
12					18,990 6	20,144 9					
13					19,513 8	20,704 41					
No Teachers						403	Average Salary		\$15,260		

**King Canyon**

**County: Fresno**

Fiscal ADA 5,791 Highest Entry Step 8 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA+30		III BA+45 OR MA IV BA+60 OR MA+15		V BA+75 W MA OR MA+30					
I		II		III		IV		V	
1	\$ 9,359 8	\$ 9,781 7	\$ 10,340 1	\$ 10,902 1	\$ 11,460				
2	9,716 "	10,192 7	10,765 1	11,325	11,893 1				
3	10,088 5	10,628 7	11,198 3	11,746	12,306				
4	10,423 1	11,002 12	11,611 3	12,170 1	12,730				
5	10,774 2	11,474 3	12,035 4	12,593 1	13,151				
6	11,133 6	11,888 2	12,456 4	13,015 3	13,574				
7		12,321 3	12,879 5	13,438 4	13,998				
8		12,742 1	13,303 3	13,861 1	14,422 2				
9		13,166 3	13,725 1	14,285 10	14,843 2				
10		13,586 2	14,148 2	14,708 6	15,267				
11			14,570 4	15,131 1	15,690 1				
12			14,995 8	15,553 5	16,112				
13				15,976 5	16,536 1				
14				16,400 13	16,958 2				
15				16,822 42	17,381 27				
No Teachers						237	Average Salary		\$14,022

**La Canada**

**County: Los Angeles**

Fiscal ADA 4,805 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 7 Returning Teachers 5

I AB		II AB+13		III AB+26		IV AB+39		V AB+52 W MA		VI AB+65 W MA		VII AB+78 W MA	
I		II		III		IV		V		VI		VII	
1	\$ 10,420		\$ 10,870		\$ 11,300	1	\$ 11,940		\$				
2	10,900	1	11,390	1	11,930	2	12,470	1	13,000				
3	11,370		11,910		12,450	3	13,000	5	13,610	1			
4	11,850		12,440	1	12,970	6	13,540	6	14,170	1	14,660	3	
5	12,320		12,960		13,490	2	14,090	3	14,730	2	15,220	4	15,810
6	12,800		13,480		14,030	5	14,610	1	15,300	2	15,800	3	16,380
7	13,280		14,000		14,590	1	15,210	3	15,950	1	16,520	3	17,170
8	13,740	2	14,530		15,180		15,880	4	16,680	1	17,330	3	18,100
9	14,220		15,060		15,820	1	16,640	4	17,480	2	18,300	3	19,280
10	14,700	3	15,580		16,490	2	17,380	1	18,300	1	19,460	1	20,880
11			15,900		16,770		17,570	2	18,600	2	19,700	1	21,140
12			16,020	4	16,920	1	17,760	1	18,820		19,930	3	21,350
13					17,140		17,940		19,030	1	20,160	2	21,650
14					17,360	2	18,140		19,250		20,390	2	21,920
15					17,580	2	18,330		19,450	2	20,620	1	22,180
16							18,510	7	19,650	6	20,830	4	22,410
										No Teachers	182	Average Salary	\$17,722

**Lake Tahoe**

**County: El Dorado**

Fiscal ADA 4,206 Highest Entry Step 7 Teaching Days 177  
 Other Assigned Days New Teachers 4 Returning Teachers 3

I AB		II AB+15		III AB+30		IV AB+45		V AB+60					
I		II		III		IV		V					
1	\$ 9,984		\$ 10,650	1	\$ 11,316	2	\$ 11,981		\$ 12,647				
2	10,650	1	11,316	2	11,981	3	12,647		13,312				
3	11,316		11,981		12,647	4	13,312	1	13,978				
4	11,981		12,647		13,312	2	13,978	1	14,643				
5	12,647		13,312	1	13,978	2	14,643	4	15,309				
6	13,312	1	13,978		14,643	4	15,309	5	15,974				
7	13,978	2	14,643	1	15,309	1	15,974	6	16,640				
8			15,309	1	15,974		16,640	4	17,306				
9			15,974	3	16,640		17,306	2	17,971				
10					17,306	4	17,971	4	18,637				
11					17,971	7	18,637	2	19,302				
12							19,302	14	19,968				
15							19,968	3	20,634				
										No Teachers	176	Average Salary	\$17,813

**Las Virgenes**

**County: Los Angeles**

Fiscal ADA 8,428 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA+15		III BA+30		IV BA+45 OB MA		V BA+60 OB MA W 45		VI BA+75 OB MA W 60			
I		II		III		IV		V		VI			
1	\$ 10,037	2	\$ 10,804		\$ 11,571	5	\$ 12,338	2	\$ 13,105		\$ 13,872		
2	10,668	1	11,435		12,202	6	12,96	3	13,736	1	14,503		
3	11,299		12,066		12,833	5	13,600	4	14,367	1	15,134		
4	11,930	1	12,697	3	13,464	7	14,231	5	14,998	5	15,765		
5	12,561		13,328	3	14,095	11	14,862	13	15,629	4	16,396		
6	13,192	1	13,959		14,726	1	15,493	3	16,260	5	17,027		
7	13,823		14,590	1	15,357	4	16,124	6	16,891	8	17,658		
8	14,454		15,221	2	15,988	10	16,755	8	17,522	6	18,289		
9							17,386	17	18,153	6	18,920		
10									18,784	6	19,551		
11									19,415	7	20,182		
12									20,046	2	20,813		
										No Teachers	367	Average Salary	\$17,207



**Lincoln**

Fiscal ADA

6,088

Highest Entry Step

6

Teaching Days

175

**County: San Joaquin**

Other Assigned Days

New Teachers

4

Returning Teachers

2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75
1	\$ 9,350	1	\$ 9,934	2	\$ 10,518	5	\$ 11,102	6	\$		\$
2	9,934	3	10,518		11,102	6	11,686	7			
3	10,518	2	11,102	4	11,686	7	12,270	8	12,854	1	14,022
4	11,102	1	11,686		12,270	1	12,854	4	13,438	2	14,606
5	11,686	1	12,270	3	12,854	2	13,438	3	14,022	4	14,606
6	12,270	2	12,854	2	13,438	3	14,022	1	14,606	2	15,190
7	12,854	1	13,438	1	14,022	2	14,606	1	15,190	5	15,774
8	13,438	1	14,022		14,606	2	15,190	1	15,774	3	16,358
9			14,606	4	15,190		15,774	1	16,358	7	16,942
10					15,774	3	16,358	9	16,942	3	17,526
11					16,358	1	16,942		17,526	2	18,110
12									18,110	12	18,694
13											18,975
16 *											19,256
19 *											19,537
22 *											19,818
25 *											20,099

Bonuses

Masters

45 at \$ 300 ea

\* Anniversary Increment

No Teachers

228

Average Salary

\$15,747

**Lucia Mar**

(Salaries Under Negotiation)

**County: San Luis Obispo**

Fiscal ADA

7,219

Highest Entry Step

6

Teaching Days

177

Other Assigned Days

New Teachers

4

Returning Teachers

... 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60
1	\$ 9,499	5	\$ 9,975	4	\$ 10,449	4	\$ 10,924	1	\$ 11,399
2	10,042	4	10,517	3	10,991	8	11,467	3	11,943
3	10,585	2	11,060	2	11,535	11	12,011	3	12,486
4	11,129	2	11,603		12,077	5	12,554	10	13,027
5	11,671		12,145		12,620	6	13,096	6	13,571
6	12,213	1	12,689		13,163	3	13,639	11	14,113
7	12,756		13,232		13,706	6	14,181	11	14,658
8	13,300	1	13,774	1	14,247		14,726	2	15,199
9	13,841	1	14,317		14,791	3	15,267	9	15,742
10			14,859	6	15,334	3	15,811	3	16,285
11					15,878	21	16,353	2	16,829
12							16,885	12	17,371
13 *							17,571	7	18,066

Bonuses

Masters

85 at \$ 511 ea

\* Anniversary Increment

No Teachers

297

Average Salary

\$14,840

**Madera**

Fiscal ADA

8,374

Highest Entry Step

14

Teaching Days

176

**County: Madera**

Other Assigned Days

New Teachers

Returning Teachers

... 4

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	BA	II	BA + 15	III	BA + 30	IV	BA + 45	V	BA + 60
1	\$ 9,548	6	\$ 10,100	7	\$ 10,653	6	\$ 11,205	1	\$ 11,759
2	10,093	3	10,635	7	11,174	9	11,721	3	12,263
3	10,639	3	11,171	1	11,694	11	12,236	9	12,767
4	11,184	1	11,705		12,213	9	12,750	8	13,271
5	11,729		12,240	1	12,733	5	13,265	14	13,775
6	12,276		12,774		13,283	5	13,779	12	14,279
7	12,821	4	13,310		13,773	3	14,295	5	14,793
8			13,845	5	14,294	3	14,809	7	15,287
9					14,814	2	15,324	7	15,791
10					15,333	6	15,839	3	16,285
11							16,353	11	16,799
12									17,303
13									17,807
14									18,311

Bonuses

Masters

39 at \$ 225 ea

Other

24 at \$ 549 ea

No Teachers

347

Average Salary

\$14,943

**Manteca**

**County: San Joaquin**

Fiscal ADA 9,089 Highest Entry Step 6 Teaching Days 172  
 Other Assigned Days New Teachers 10 Returning Teachers 10

I AB + 15		II AB + 30		III AB W MA		IV AB + 45		V AB + 45 W MA		VI AB + 60		VII AB + 60 W MA	
1	\$ 10,818		\$ 11,337	1	\$ 11,792		\$ 11,846		\$ 12,322		\$ 12,365		\$ 12,863
2	11,207	11	11,824	8	12,300	2	12,387		12,894		12,960		13,479
3	11,586	6	12,311	11	12,909		12,928		13,447	2	13,544	1	14,085
4	11,976	1	12,798	10	13,306		13,468	3	14,009	1	14,139	5	14,702
5	12,365	1	13,285	4	13,825		14,009	5	14,572		14,734	2	15,318
6	12,754	3	13,782	10	14,334		14,550	11	15,134	1	15,329	12	15,946
7	13,133	1	14,269	4	14,842		15,091	3	15,697	2	15,913	2	16,552
8	13,523	4	14,756		15,351		15,632	4	16,254		16,508	3	17,168
9			15,243	2	15,848		16,173	3	16,822		17,103	1	17,785
10			15,740	1	16,368		16,714	2	17,385		17,698	2	18,401
11			16,227	1	16,876		17,255	4	17,947	1	18,283	1	19,029
12							17,796	13	18,510		18,877	3	19,635
13											19,472	14	20,251

VIII AB + 75  
 IX AB + 75 W MA

VIII		IX	
1	\$ 12,873		\$ 13,393
2	13,523		14,063
3	14,172		14,734
4	14,810	1	15,405
5	15,459	2	16,076
6	16,097	8	16,746
7	16,746	5	17,417
8	17,385	4	18,088
9	18,034	10	18,758
10	18,672	6	19,418
11	19,321	6	20,089
12	19,959	7	20,760
13	20,606	22	21,430
16 *	21,095	22	21,939
19 *	21,593	17	22,458
22 *	22,090	8	22,977

Bonuses Masters 66 at \$ 442 ea

\* Anniversary Increment No Teachers 364 Average Salary \$17,224

**Martinez**

(Salaries Under Negotiation)

**County: Contra Costa**

Fiscal ADA 5,169 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 1

I BA + CRED		II BA + 15		III BA + 30 OR MA		IV BA + 45 OR MA - 12		V BA + 60 OR MA - 24		VI BA + 75 OR MA - 36	
1	\$ 9,802	1	\$ 10,311		\$ 10,817	3	\$ 11,321	1	\$ 11,827		\$ 12,332
2	10,335		10,976	2	11,420	3	11,964	1	12,506		13,048
3	10,862	1	11,441		12,023	3	12,603	1	13,185		13,767
4	11,389		12,007	1	12,627	1	13,243	1	13,865	6	14,483
5	11,918	1	12,574		13,231		13,894	4	14,541	1	15,200
6	12,447		13,139		13,834	1	14,528		15,222	3	15,915
7	12,973	1	13,704		14,437		15,169	3	15,900		16,633
8	13,500		14,270		15,042		15,809	2	16,590		17,349
9	14,030		14,837		15,644		16,449	1	17,256	4	18,064
10	14,558		15,403		16,248		17,092	2	17,936	2	18,781
11	15,085		15,967		16,849	2	17,733		18,616	2	19,496
12					17,454	4	18,372	6	19,294	8	20,214
16 *	15,435		16,317		17,804	1	18,722	3	19,644	3	20,564
20 *	15,785		16,667		18,154	1	19,072		19,994	2	20,914
24 *	16,135		17,017		18,504		19,422	2	20,344	2	21,264

Bonuses Masters 37 at \$ 265 ea Doctorate 1 at \$ 265 ea

\* Anniversary Increment No Teachers 187 Average Salary \$18,079

**Marysville**

**County: Yuba**

Fiscal ADA 8,434 Highest Entry Step 9 Teaching Days 178  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75		VII					
I		II		III		IV		V		VI	
1	\$ 9,258	\$ 9,814	\$ 10,369	\$ 10,925	\$ 11,480	\$ 12,035					
2	9,721	10,275	10,831	11,387	11,942	12,498					
3	10,184	10,739	11,295	11,851	12,406	12,962	1				
4	10,647	11,202	11,758	12,313	12,869	13,425	1				
5		11,666	12,222	12,777	13,333	13,889	3				
6		12,128	12,683	13,239	13,795	14,349	4				
7			13,146	13,702	14,257	14,812	1				
8			13,609	14,166	14,720	15,276	2				
9			14,072	14,628	15,183	15,739	4				
10			14,536	15,092	15,647	16,203	3				
11			14,998	15,552	16,106	16,664	4				
12			15,461	16,016	16,572	17,130	5				
13			15,923	16,479	17,035	17,590	32				
14*						18,031	36				
15*						18,472	11				
16*						18,913	3				
17*						19,354	1				
18*						19,795	1				
Bonuses	Masters Other	63 at \$ 490 ea 2 at \$ 511 ea	Other	56 at \$ 26 ea	Other	1 at \$ 401 ea					
* Anniversary Increment				No. Teachers	340	Average Salary					\$15,278

**Monrovia**  
(Salaries Under Negotiation)

**County: Los Angeles**

Fiscal ADA 7,013 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I HA + C REF II BA + 16		III BA + 32 IV BA + 48		V BA + 64 W MA VI BA + 80 W MA		VII					
I		II		III		IV		V		VI	
1	\$ 10,021	\$ 10,622	\$ 11,224	\$ 11,825	\$ 12,426	\$ 13,027					
2	10,622	11,224	11,825	12,426	13,027	13,629	1				
3	11,224	11,825	12,426	13,027	13,629	14,230	2				
4	11,825	12,426	13,027	13,629	14,230	14,831	3				
5	12,426	13,027	13,629	14,230	14,831	15,432	4				
6	13,027	13,629	14,230	14,831	15,432	16,034	5				
7	13,629	14,230	14,831	15,432	16,034	16,635	6				
8	14,230	14,831	15,432	16,034	16,635	17,236	7				
9		15,432	16,034	16,635	17,236	17,837	8				
10			16,635	17,236	17,837	18,439	9				
11			17,236	17,837	18,439	19,040	10				
12				18,439	19,040	19,641	11				
13					19,641	20,242	12				
				No. Teachers	260	Average Salary					\$16,315

**Moreno Valley**

**County: Riverside**

Fiscal ADA 6,849 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV MA OR BA + 45		V MA + 15 OR BA + 60 VI MA + 30 OR BA + 75		VII MA + 45 OR BA + 90							
I		II		III		IV		V		VI		VII	
1	\$ 9,900	\$ 10,500	\$ 11,000	\$ 11,500	\$ 12,010	\$ 12,510							
2	10,500	11,000	11,500	12,010	12,510	13,010	1						
3	11,000	11,500	12,010	12,510	13,010	13,520	2						
4	11,500	12,010	12,510	13,010	13,520	14,020	3						
5	12,010	12,510	13,010	13,520	14,020	14,520	4						
6	12,510	13,010	13,520	14,020	14,520	15,020	5						
7	13,010	13,520	14,020	14,520	15,020	15,530	6						
8	13,520	14,020	14,520	15,020	15,530	16,030	7						
9	14,020	14,520	15,020	15,530	16,030	16,540	8						
10		15,020	15,530	16,030	16,540	17,040	9						
11			16,030	16,540	17,040	17,540	10						
12			16,540	17,040	17,540	18,050	11						
13			17,040	17,540	18,050	18,550	12						
14						19,050	13						
15						19,550	14						
16						20,050	15						
17						20,550	16						
18						21,050	17						
19*						21,550	18						
20*						22,050	19						
21*						22,550	20						
22*						23,050	21						
23*						23,550	22						
* Anniversary Increment				No. Teachers	290	Average Salary							\$15,106



**Morgan Hill**  
**County: Santa Clara**

Fiscal ADA 7,420 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 6 Returning Teachers 4

I AB		II AB+15		III AB 30		IV AB+45		V AB+60	
I	AB	II	AB+15	III	AB 30	IV	AB+45	V	AB+60
1	\$ 10,166	9	\$ 10,877	6	\$ 11,589	17	\$ 12,301		\$ 13,011
2	10,741	1	11,508	5	12,276	18	12,996	7	13,713
3	11,317	1	12,139		12,962	16	13,689	11	14,415
4	11,893	1	12,770	2	13,648	8	14,383	6	15,117
5	12,468	3	13,402	2	14,335	18	15,077	12	15,820
6	13,044	1	14,033	1	15,021	5	15,771	10	16,521
7	13,620		14,665		15,708		16,466	8	17,224
8	14,196		15,285		16,394		17,168	4	17,925
9			15,927	2	17,080	1	17,854	5	18,627
10					17,767	1	18,548	2	19,329
11							19,242	3	20,032
12									20,733
13*			16,334		18,174		19,649	4	21,140
16*			16,741		18,581	2	20,056	4	21,547
21*			17,148		18,988		20,463	2	21,954
26*			17,555		19,395		20,870		22,361
31*			17,962		19,802		21,277		22,768

Bonuses Masters 57 at \$ 520 ea No Teachers 359 Average Salary \$16,298  
\* Anniversary Increment

**Morongo**  
**Co: ty: San Bernardino**

Fiscal ADA 4,730 Highest Entry Step 6 Teaching Days 180  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB+12		III AB+24		IV MA OR AB+36		V MA+12 OR AB+48		VI MA+24 OR AB+60		VII MA+36 OR AB+72	
I	AB	II	AB+12	III	AB+24	IV	MA OR AB+36	V	MA+12 OR AB+48	VI	MA+24 OR AB+60	VII	MA+36 OR AB+72
1	\$ 9,976	4	\$ 10,684	8	\$ 11,393	6	\$ 12,101	6	\$ 12,809	2	\$ 13,517		\$ 14,226
2	10,455	1	11,163	5	11,871	3	12,580	1	13,288		13,996		14,705
3	10,934	1	11,642	1	12,350	6	13,059	1	13,767	1	14,475	1	15,183
4	11,413	1	12,121	1	12,829	2	13,537	8	14,246	3	14,954		15,662
5	11,891		12,600		13,308	2	14,016	3	14,725	1	15,433	5	16,141
6	12,370		13,079		13,787		14,495	4	15,203	3	15,912	3	16,620
7	12,849	1	13,557	1	14,266		14,974	1	15,682	4	16,391	1	17,099
8	13,328		14,036	1	14,745		15,453	3	16,161	3	16,869	5	17,578
9	13,807		14,515		15,223		15,932	1	16,640	1	17,348	1	18,057
10			14,994	3	15,702		16,411	2	17,119	1	17,827	3	18,535
11					16,181	7	16,899	2	17,596	2	18,306	3	19,014
12							17,368	9	18,077	3	18,785	4	19,493
13									18,555	4	19,264	5	19,972

Bonuses Other 23 at \$ 150 ea Other 6 at \$ 300 ea No Teachers 208 Average Salary \$15,831

**New Haven**  
**(Salaries Under Negotiation)**  
**County: Alameda**

Fiscal ADA 8,730 Highest Entry Step 12 Teaching Days 176  
Other Assigned Days New Teachers 7 Returning Teachers 5

I LESS THAN AB+30		II AB+30		III AB+45		IV AB+60		V AB+75	
I	AB	II	AB+30	III	AB+45	IV	AB+60	V	AB+75
1	\$ 9,579	19	\$ 10,801	20	\$ 12,020	6	\$ 13,241	3	\$ 14,462
2	10,190	10	11,412	14	12,630	4	13,851	9	14,462
3	10,801	5	12,020	15	13,241	11	14,462	8	15,072
4	11,412	5	12,630	16	13,851	10	14,462	9	15,682
5	12,020	3	13,241	2	14,462	5	15,072	9	16,293
6	12,630	5	13,851	7	14,462	5	15,072	9	16,293
7			14,462	4	15,072	8	15,682	6	16,293
8			15,072	3	15,682	4	16,293	3	16,902
9			15,682	1	16,293	2	16,902	6	17,513
10			16,293	11	16,902	5	17,513	2	18,123
11					17,513	12	18,123	3	18,732
12					18,123	20	18,732	27	19,344

Bonuses Masters 94 at \$ 300 ea Doctorate 2 at \$ 500 ea No Teachers 428 Average Salary \$15,419

**Newark**  
(Salaries Under Negotiation)  
**County: Alameda**

Fiscal ADA 9,233 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 15		III BA - 30 IV BA + 45		V BA + 60 VI BA + 75		VII						
I		II		III		IV		V		VI		
1	\$ 9,414	2	\$ 10,005	7	\$ 10,596	6	\$ 11,188	4	\$ 12,371	3	\$ 13,554	2
2	10,005	1	10,596	2	11,188	12	11,780	4	12,962	3	14,146	2
3	10,596		11,188		11,780	6	12,371	3	13,554	2	14,737	5
4	11,188		11,780	4	12,371	11	12,962	10	14,146	3	15,329	6
5	11,780		12,371	2	12,962	3	13,554	5	14,737	5	15,920	6
6	12,371	1	12,962		13,554	5	14,146	3	15,329	9	16,512	6
7	12,962	1	13,554		14,146	3	14,737	8	15,920	8	17,103	12
8	13,554		14,146		14,737		15,329	3	16,512	7	17,695	12
9	14,146		14,737		15,329	2	16,512	3	17,103	6	18,286	5
10	14,737	1	15,329	3	16,512	3	17,103	3	18,286	5	19,478	31
11					17,103	4	18,286	7	19,478	21	20,670	19
12					17,695	5	18,782	4	19,374	6	20,461	5
13					18,191	2	19,278					
17*												
21*												

Bonuses: Masters 76 at \$ 350 ea Doctorate 5 at \$ 500 ea Other 6 at \$ 500 ea

\* Anniversary Increment No. Teachers 355 Average Salary \$16,045

**Palm Springs**  
**County: Riverside**

Fiscal ADA 7,656 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 1

I AB OR VOC ED CRED II AB + 13		III AB + 26 IV MA OB AB + 40		V MA + 15 OR AB + 54 W MA VI MA + 30 OR AB + 68 W MA		VII MA + 45 OR AB + 82 W MA							
I		II		III		IV		V		VI		VII	
1	\$ 10,507	1	\$ 11,159	2	\$ 11,909	5	\$ 12,908	2	\$ 14,207				
2	11,002	4	11,651	5	12,302	8	13,000	10	14,699				
3	11,508		12,159	2	12,810	9	13,739	12	16,699				
4	12,002		12,651	4	13,301	5	14,507	16	18,699				
5	12,508	1	13,158	1	13,810	8	15,007	11	19,699	4	16,031	4	17,428
6	13,000		13,651		14,303	5	14,999	6	16,999	2	16,572		17,999
7	13,509	3	14,159		14,793	2	15,506	8	16,208		17,096	5	18,571
8	13,999		14,651		15,300	1	16,002	5	16,699	2	17,636	1	19,571
9	14,507		15,158		15,794	1	16,508	12	17,205	1	18,176	1	19,128
10	14,999	4	15,649	0	16,300	3	17,001	6	17,698		18,698	1	19,763
11							17,107	7	18,206		19,364		20,396
12							17,699	14	18,698	5	20,032	8	21,033
16*	15,299		15,949		16,600	1	18,299	14	19,098	2	20,312	2	21,333
19*							18,599	1	19,298	1	20,632	1	21,633
22*													21,933

Bonuses: Doctorate 1 at \$ 300 ea

\* Anniversary Increment No. Teachers 347 Average Salary \$16,952

**Paramount**  
**County: Los Angeles**

Fiscal ADA 9,773 Highest Entry Step 8 Teaching Days 181  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA CRED II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA VI BA + 75 W MA		VII							
I		II		III		IV		V		VI		VII	
1	\$ 10,990	2	\$ 11,580	4	\$ 12,170	2	\$ 12,760	5	\$ 13,350	2	\$ 13,940	2	\$ 14,530
2	10,706	5	11,299	4	11,829	4	12,489	5	13,147	2	13,807		14,467
3	11,090	2	11,678	1	12,286	9	13,016	3	13,736		14,509		15,229
4	11,408	1	12,087		12,787	9	13,544	10	14,327	2	15,153	2	15,965
5	11,762		12,396	1	13,257	6	14,077	5	14,917	1	15,805		16,648
6	12,109	1	12,907	1	13,703	5	14,603	5	15,506	2	16,448	1	17,399
7	12,454		13,315		14,175	2	15,133	6	16,095	4	17,099	2	18,051
8	12,800		13,724		14,645	5	15,685	5	16,686	1	17,751	1	18,707
9	13,155		14,134		15,112	1	16,193	8	17,267	1	18,397	1	19,450
10	13,509		14,543		15,583	1	16,719	5	17,849	1	19,050	9	20,100
11	13,855		14,950		16,052		17,252	9	18,445	2	19,695	10	20,845
12	14,202	1	15,353	2	16,520	16	17,783	10	19,035	5	20,348	15	21,593

Bonuses: Doctorate 1 at \$ 600 ea Other 19 at \$ 300 ea

\* Anniversary Increment No. Teachers 92 Average Salary \$17,090





**Pittsburg**  
(Salaries Under Negotiation)  
**County: Contra Costa**

Fiscal ADA 6,702 Highest Entry Step 8 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I		II		III		IV		V		VI	
1	\$ 10,096		\$ 10,450		\$ 10,803		\$ 11,150		\$ 11,500		\$ 11,850
2	10,601		11,004		11,407	2	11,813		12,219	1	12,627
3	11,107	1	11,559		12,013	2	12,498	5	12,921	2	13,540
4	11,611		12,115	2	12,620	6	13,124	9	13,630	5	14,134
5	12,115		12,670	3	13,225	3	13,781		14,336	3	14,754
6	12,620	1	13,225		13,832		14,438	4	15,042	3	15,648
7	13,124		13,791	1	14,438	4	15,093	2	15,750	3	16,406
8	13,630		14,336	1	15,042		15,750	2	16,455	4	17,163
9	14,134		14,891		15,648	2	16,406	3	17,163	3	17,920
10	14,638		15,446		16,254	4	17,060	2	17,970	4	18,676
11	15,145	2	16,001	3	16,861	8	17,718	4	18,577	4	19,433
12							18,375	13	19,282	22	20,192

Bonuses Masters 74 at \$ 500 ea No. Teachers 340 Average Salary \$17,944

**San Leandro**  
(Salaries Under Negotiation)  
**County: Alameda**

Fiscal ADA 8,980 Highest Entry Step 8 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I		II		III		IV		V	
1	\$ 9,900		\$ 10,023		\$ 10,545	1	\$ 11,068		\$ 11,590
2	9,928		10,498		11,068		11,638		12,208
3	10,355		10,973		11,590	2	12,208		12,825
4	10,783		11,448		12,113		12,778	1	13,443
5	11,210	1	11,923		12,635	1	13,348	1	14,060
6	11,638		12,398		13,158		13,915	2	14,678
7	12,065		12,873		13,680		14,488	2	15,295
8	12,493		13,348		14,203	1	15,058	1	15,913
9	12,920		13,823	1	14,725	1	15,628	8	16,530
10	13,348	1	14,298		15,248	1	16,198	4	17,148
11			14,773	3	15,770	2	16,768	4	17,765
12					16,293	9	17,338		18,383
13							17,908	9	19,000

Bonuses Masters 100 at \$ 500 ea Districts 1 at \$ 700 ea No. Teachers 329 Average Salary \$18,111

**San Luis Coastal**  
**County: San Luis Obispo**

Fiscal ADA 8,633 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I		II		III		IV		V	
1	\$ 9,633	3	\$ 10,307	1	\$ 10,982	3	\$ 11,657	1	\$ 12,331
2	10,211	2	10,885	1	11,560	7	12,234	2	12,909
3	10,789	1	11,464	2	12,138	4	12,812	5	13,486
4	11,368		12,042		12,716	11	13,390	6	14,064
5	11,945		12,620		13,294	3	13,968	8	14,642
6	12,523		13,197	1	13,872	9	14,546	6	15,220
7	13,101	1	13,775	3	14,450	6	15,124	6	15,799
8			14,354	2	15,027	1	15,703		16,377
9			14,931	3	15,606	2	16,280	4	16,955
10					16,184	1	16,858	2	17,532
11					16,762	4	17,436	3	18,110
12							18,014	10	18,688
13									19,266
14*									19,748

Bonuses Masters 159 at \$ 280 ea No. Teachers 174 Average Salary \$18,962

\* Anniversary Increment

**San Marcos**

**County: San Diego**

Fiscal ADA 4.086 Highest Entry Step

Teaching Days

Other Assigned Days

New Teachers

Returning Teachers

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60					
I		II		III		IV		V	
1	\$ 9,807			\$ 11,180	7	\$ 11,966	2	\$ 12,553	1
2	10,592	2	11,275	11,965	1	12,651	2	13,338	1
3	11,376	1	12,063	12,749	10	13,436	4	14,122	1
4	12,161	3	12,847	13,534	6	14,220	5	14,907	2
5	12,945		13,632	14,318	7	15,005	3	15,691	9
6	13,730	1	14,416	15,103	6	15,789	5	16,476	10
7	13,730		15,201	15,887	5	16,574	6	17,260	5
8	13,730		15,201	16,672	2	17,358	1	18,045	1
9	13,730		15,201	16,672	3	18,143	4	18,829	4
10	13,730		15,201	16,672	1	18,143	3	19,614	3
11	13,730		15,201	16,672		18,143	1	19,614	7
12	13,730		15,985	16,672	2	18,143	1	19,614	4
13	13,730		15,985	17,456	1	18,143		19,614	6
14	13,730		15,985	17,456		18,928		19,614	2
15	13,730		15,985	17,456	1	18,928	1	20,399	2
16	13,730		15,985	17,456	1	18,928	3	20,399	4
17	13,730		16,770	17,456		18,928		20,399	
18	13,730		16,770	18,241	2	18,928		20,399	
19	13,730		16,770	18,241		19,712	1	20,399	
20	13,730		16,770	18,241		19,712		21,183	11
21	13,730		16,770	18,241		19,712		21,183	
22	13,730		16,770	18,241		19,712		21,183	
23	13,730		16,770	19,026		19,712		21,183	
24	13,730		16,770	19,026		20,497		21,183	
25	13,730		16,770	19,026		20,497		21,968	2
26	13,730		16,770	19,026		20,497		21,968	
27	13,730		16,770	19,026		20,497		21,968	
28	13,730		16,770	19,026		20,497		21,968	
29	13,730		16,770	19,026		21,281		21,968	
30	13,730		16,770	19,026		21,281		22,752	

Bonuses Masters 43 at \$ 500 ea Doctorate 1 at \$ 750 ea  
No Teachers 194 Average Salary \$16,256

**Sanger**

**County: Fresno**

Fiscal ADA 6.398 Highest Entry Step

5 Teaching Days

Other Assigned Days

New Teachers

2 Returning Teachers 2

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75							
I		II		III		IV		V		VI	
1	\$ 8,982	1	\$ 9,599	\$ 10,216	2	\$ 10,833		\$ 11,450		\$ 12,067	
2	9,472		10,089	10,706	4	11,323	6	11,940		12,557	
3	9,962	1	10,579	11,196	5	11,813	4	12,430	1	13,047	2
4	10,453		11,070	11,687	1	12,304	7	12,921	3	13,538	2
5	1,945		11,562	12,179	2	12,796	7	13,413	5	14,030	9
6	11,436		12,053	12,670	4	13,287	5	13,904	2	14,521	8
7	11,928		12,545	13,162	1	13,779	5	14,447	3	15,013	7
8	12,419	1	13,036	13,653	1	14,270	2	14,887	2	15,504	5
9				14,146	2	14,763	2	15,380	2	15,997	6
10				14,637	2	15,254	2	15,871	3	16,488	9
11				15,129	5	15,746	10	16,363	2	16,980	6
12								16,855	2	17,472	6
13								17,347	15	17,964	76

Bonuses Masters 36 at \$ 300 ea  
No Teachers 262 Average Salary \$15,439

**Selma**

**County: Fresno**

Fiscal ADA 4.250 Highest Entry Step

5 Teaching Days

Other Assigned Days

New Teachers

4 Returning Teachers 4

I BA + CRED II BA + 30		III BA + 45 IV BA + 60		V BA + 75 VI RESOURCE TEACHER							
I		II		III		IV		V		VI	
1	\$ 9,636	4	\$ 10,317	\$ 10,997	1	\$ 11,680	1	\$ 12,360		\$ 13,040	3
2	10,045		10,726	11,406	6	12,088	2	12,768		13,448	4
3	10,454	2	11,135	11,815	2	12,497	1	13,177		13,857	
4	10,863	1	11,544	12,224		12,896		13,566	1	14,246	
5	11,272	1	11,952	12,633	3	13,315	3	13,995	3	14,626	
6	11,681		12,361	13,042	5	13,724		14,404	2	15,084	
7	12,090	1	12,770	13,451	4	14,133	3	14,813	2	15,493	
8	12,499		13,179	13,860	4	14,542		15,222	2	15,902	
9	12,908	2	13,588	14,270	1	14,950	2	15,651		16,351	
10			13,997	14,679		15,359	1	16,060	2	16,760	
11				15,088	5	15,768	2	16,449	3	17,149	
12						16,177	17	16,858	43		

Bonuses Masters 16 at \$ 300 ea  
No Teachers 181 Average Salary \$14,210

**Sierra Sands**  
(Salaries Under Negotiation)  
**County: Kern**

Unified Districts 4,000 - 9,999 ADA / 45  
Fiscal ADA 6,102 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

**I BASE**

**I**  
**I**  
**I** \$ 9,935

**Additional Factors**

- 1 Add \$466 per year of experience to maximum of 13 years and \$300 for each three years thereafter
- 2 Add \$58 per unit to maximum of 90 units
- 3 Add \$500 for MA
- 4 Add \$500 for doctorate in addition to MA
- 5 Add \$1,000 for doctorate without MA

Bonuses Masters 92 at \$ 513 ea Other 142 at \$ 308 ea  
No. Teachers 253 Average Salary \$16,562

**Sonoma Valley**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 4,227 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

**I AB**  
**II AB + 15**

**III AB + 30**  
**IV AB + 45 OR MA**

**V AB + 60 OR MA + 15**  
**VI AB + 75 OR MA + 30**

I		II		III		IV		V		VI	
1	\$ 9,334		\$ 9,885		\$ 10,435	1	\$ 10,987	1	\$ 11,537		\$ 12,088
2	9,885		10,435	2	10,987	1	11,537	4	12,088		12,639
3	10,435		10,987		11,537		12,088	6	12,639	1	13,189
4	10,987		11,537		12,088		12,639	2	13,189		13,740
5	11,537		12,088		12,639		13,189	3	13,740	1	14,291
6	12,088		12,639	1	13,189	4	13,740	2	14,291	4	14,842
7	12,639		13,189		13,740	2	14,291	3	14,842	3	15,393
8	13,189		13,740		14,291	1	14,842	4	15,393	1	15,942
9	13,740		14,291		14,842	1	15,393	1	15,942	4	16,494
10	14,291		14,842		15,393	1	15,942	1	16,494	4	17,045
11	14,842		15,393		15,942	1	16,494	1	17,045	2	17,596
12	15,393		15,942		16,494	4	17,045	5	17,596	1	18,147
13									18,147	15	18,698

Bonuses Masters Other 41 at \$ 200 ea Other 19 at \$ 300 ea Other 10 at \$ 600 ea  
No. Teachers 182 Average Salary \$16,161

**South Pasadena**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 4,183 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 2

**I BA**  
**II BA + 18**

**III BA + 36 OR MA**  
**IV BA + 54 OR BA + 48 W MA**

**V BA + 72 OR BA + 66 W MA**  
**VI BA + 94 W MA**

I		II		III		IV		V		VI	
1	\$ 9,739		\$ 10,148	3	\$ 10,792	6	\$ 11,468	1	\$ 12,175		\$ 12,914
2	9,971	2	10,606	3	11,257	4	11,950	2	12,673		13,426
3	10,412	2	11,053	5	11,727	7	12,431	1	13,168	1	13,939
4	10,849	2	11,505	4	12,196	4	12,914	4	13,668		14,453
5	11,287		11,959	1	12,660	5	13,394	1	14,164	1	14,963
6	11,728	2	12,409		13,129	5	13,878	8	14,661	1	15,474
7	12,164		12,866	4	13,595	5	14,360	2	15,157	1	15,998
8	12,604	1	13,317		14,064	4	14,842	3	15,655		16,496
9	13,044		13,772	2	14,532	1	15,325	2	16,152	1	17,017
10	13,479	1	14,225	1	14,949	1	15,806	2	16,649	5	17,517
11			14,676		15,468		16,292	2	17,146	1	18,027
12			15,130	4	15,936		16,773	3	17,645		18,534
13					16,403	2	17,256	3	18,142	1	19,049
14					16,862	6	17,738	4	18,637	10	19,557
20*	13,679		15,330		17,072	2	17,938		18,837	2	19,757
25*	13,779		15,430		17,172		18,038		18,937	6	19,857

\* Anniversary Increment  
No. Teachers 184 Average Salary \$14,910

**Temple City**  
County: Los Angeles

Fiscal ADA 4,887 Highest Entry Step 6  
Other Assigned Days New Teachers 3

Teaching Days 175  
Returning Teachers 2

I BA + C RED		III MA OR BA + 36		V MA + 32 OR BA + 72 W MA	
II BA + 18		IV BA + 54 OR MA + 18			
I		II		III	
II		III		IV	
1	\$ 10,250	2	\$ 10,940	1	\$ 12,470
2	10,710	3	11,550	4	13,100
3	11,170	4	12,110	1	13,730
4	11,630	2	12,670	2	14,360
5	12,090	1	13,230	7	14,990
6	12,550		13,790	2	15,620
7	13,010		14,350	2	16,250
8	13,470	2	14,910	1	16,880
9	13,930	1	15,470	2	17,510
10	14,390	2	16,030	4	18,140
11				3	18,770
12				14	19,400

Bonuses Doctorate 2 at \$ 500 ea Other 14 at \$ 500 ea Other 38 at \$ 400 ea

No Teachers 173 Average Salary \$18,002

**Ukiah**  
(Salaries Under Negotiation)  
County: Mendocino

Fiscal ADA 6,377 Highest Entry Step 6  
Other Assigned Days New Teachers 4

Teaching Days 176  
Returning Teachers 4

I BA		III BA + 30		V BA + 60	
II BA + 15		IV BA + 45			
I		II		III	
II		III		IV	
1	\$ 8,600	2	\$ 9,331	1	\$ 10,793
2	9,116	3	9,847	2	11,309
3	9,632	1	10,363	3	11,825
4	10,148	1	10,879	6	12,341
5	10,664		11,395	6	12,857
6	11,180	2	11,911	4	13,373
7	11,696	1	12,427	2	13,889
8	12,212	3	12,943	1	14,405
9		4	13,459	3	14,921
10				5	15,437
11					15,953
12					16,469
					17,200

Bonuses Masters Other 54 at \$ 425 ea 3 at \$ 400 ea Other 23 at \$ 100 ea Other 15 at \$ 200 ea

No Teachers 254 Average Salary \$15,234

**Vacaville**  
(Salaries Under Negotiation)  
County: Solano

Fiscal ADA 8,691 Highest Entry Step 6  
Other Assigned Days New Teachers 3

Teaching Days 175  
Returning Teachers 2

I AR		III AR + 30		V AR + 60	
II AR + 15		IV AR + 45			
I		II		III	
II		III		IV	
1	\$ 9,198	1	\$ 9,811	8	\$ 11,036
2	9,811	3	10,423	2	11,650
3	10,423	4	11,036	15	12,263
4	11,036	1	11,650	7	12,875
5	11,650		12,263	15	13,490
6	12,263	2	12,875	13	14,102
7	12,875	1	13,490	8	14,715
8	13,490	2	14,102	4	15,329
9	14,102	1	14,715	2	15,942
10		4	15,329	3	16,555
11				6	17,168
12				4	17,782
25 *	14,717		15,944	9	18,396
				19	19,011
				1	19,625

Bonuses Masters 60 at \$ 375 ea Other 354 Average Salary \$14,721

\* Anniversary Increment

**Walnut Valley**  
**County: Los Angeles**

Fiscal ADA 6,739 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		III BA + 30		V MA + 15								
II BA + 15		IV BA + 45 OR MA		VI BA + 75 OR MA + 30								
I		II		IV		V		VI				
1	\$ 10,385	5	\$ 11,205	7	\$ 12,025	10	\$ 12,845	4	\$ 13,665	1	\$ 14,485	1
2	10,956	2	11,776	3	12,596	15	13,415	3	14,236	1	15,056	
3	11,527	1	12,347		13,167	10	13,987	1	14,807	2	15,627	
4	12,098		12,918	1	13,738	8	14,558	6	15,378	3	16,198	
5	12,669		13,489	2	14,309	7	15,129	12	15,949	3	16,769	1
6	13,240		14,060	1	14,880	2	15,700	5	16,520	1	17,340	3
7	13,811	1	14,631		15,451	2	16,271	2	17,091	5	17,911	4
8			15,202	1	16,022	3	16,942	5	17,622	1	18,442	3
9			15,773	1	16,593		17,413	1	18,233	6	19,053	3
10			16,344	3	17,164		17,984	2	18,804	1	19,624	4
11					17,735	1	18,555	5	19,375	2	20,195	8
12					18,306	10	19,126	25	19,946	2	20,766	4
13									20,517	2	21,337	5
14									21,088	6	21,908	15
15*									21,659	3	22,479	7

\* Anniversary Increment No Teachers 269 Average Salary \$16,653

**Washington**  
**(Salaries Under Negotiation)**  
**County: Yolo**

Fiscal ADA 4,611 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		III BA + 30		V BA + 60 OR BA + 45 W MA								
II BA + 16		IV BA + 45 OR MA		VI BA + 75 OR BA + 60 W MA								
I		II		IV		V		VI				
1	\$ 8,271		\$ 8,691	2	\$ 9,120	1	\$ 9,557	2	\$ 10,002		\$ 10,456	
2	8,691	1	9,120	2	9,557	2	10,002	2	10,456	1	10,918	1
3	9,120		9,557		10,002	1	10,456	1	10,918		11,388	1
4	9,557		10,002		10,456	4	10,918	2	11,388	2	11,866	1
5	10,002		10,456		10,918	2	11,388		11,866		12,352	1
6	10,456		10,918		11,388	3	11,866	2	12,352	2	12,847	4
7	10,918		11,388		11,866	1	12,352	1	12,847	3	13,350	2
8	11,388	1	11,866		12,352	1	12,847		13,350	1	13,861	1
9			12,352	4	12,847	1	13,350	4	13,861	3	14,380	8
10					1	6	13,861	2	14,380	3	14,908	6
11							14,380	7	14,908	3	15,445	6
12									15,445	6	15,989	1
13											16,542	22
16*									15,665	4	16,792	32
19*									15,945	1	17,042	18
22*									16,195	4	17,292	34

\* Anniversary Increment No Teachers 226 Average Salary \$14,914

**Woodland**  
**(Salaries Under Negotiation)**  
**County: Yolo**

Fiscal ADA 7,577 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 1

I AB		III AB + 30		V AB + 60 OR AB + 45 W MA							
II AB + 15		IV AB + 45 OR MA									
I		II		IV		V					
1	\$ 8,499		\$ 9,030	1	\$ 9,560	1	\$ 10,092	1	\$ 10,623		
2	9,030		9,560		10,092		10,623	1	11,153		
3	9,560		10,092	4	10,623	7	11,153	2	11,685	1	
4	10,092		10,623		11,153	8	11,685	4	12,216	4	
5	10,623		11,153		11,685	7	12,216	2	12,746	6	
6	11,153		11,685		12,216	7	12,746	8	13,278	13	
7	11,685		12,216		12,746	3	13,278	3	13,809	10	
8	12,216		12,746	1	13,278	1	13,809	5	14,340	2	
9	12,746		13,278		13,809	2	14,340	4	14,781	4	
10			13,809	3	14,340	1	14,871	4	15,403	5	
11					14,871	11	15,403	5	15,934	8	
12							15,934	14	16,464	5	
13									16,997	116	

No Teachers 294 Average Salary \$14,919

**Yuba City**  
(Salaries Under Negotiation)  
**County: Sutter**

Fiscal ADA 7,297 Highest Entry Step 13 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB+15		III AG+30		IV AB+45 OR MA		V AB+60 OR MA+15	
I	II	I	II	I	II	I	II	I	II
1	\$ 8,617	1	\$ 9,306		\$ 9,995	5	\$ 11,215	2	\$ 12,441
2	9,151		9,840		10,529	10	11,752	5	12,975
3	9,685		10,374	1	11,063	2	12,286	4	13,509
4	10,219		10,908	1	11,597	2	12,820	4	14,043
5	10,753		11,442	1	12,131	5	13,354	4	14,577
6	11,287		11,976		12,665	2	13,888	7	15,111
7	11,821	1	12,510	1	13,199	3	14,422	6	15,645
8			13,044		13,733	2	14,956	5	16,179
9			13,578	1	14,267	2	15,490		16,713
10			14,112		14,801	4	16,024	1	17,247
11			14,646	1	15,335	3	16,558	23	17,781
12					15,869	7			18,315
13									18,849

Bonuses Masters 78 at \$ 200 ea No Teachers 327 Average Salary \$15,743

**Yucaipa**  
**County: San Bernardino**

Fiscal ADA 5,293 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 4

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 OR MA+15		VI BA+75 W MA OR MA+30	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,024	5	\$ 10,566	3	\$ 11,108	5	\$ 11,649	1	\$ 12,190	11	\$ 12,732
2	10,566	1	11,108	4	11,649	7	12,190	2	12,732		13,273
3	11,108		11,649	3	12,190	6	12,732	3	13,273		13,814
4	11,649		12,190	2	12,732	5	13,273	5	13,814		14,356
5	12,190		12,732	1	13,273	2	13,814	3	14,356		14,897
6	12,732		13,273		13,814	3	14,356	2	14,897	2	15,438
7	13,273		13,814	1	14,356	2	14,897	1	15,438	1	15,980
8			14,356	1	14,897	2	15,438	2	15,980	1	16,521
9			14,897	3	15,438	1	15,980	1	16,521	2	17,062
10					15,980	1	16,521	1	17,062	5	17,604
11					16,521	2	17,062	1	17,604		18,145
12					17,062	6	17,604	4	18,145	5	18,686
13					17,604		18,145		18,686	1	19,228
14					18,145	1	18,686		19,228	28	19,769

No Teachers 199 Average Salary \$15,933

Unified Districts

1,000 - 3,999 ADA / 49

**Albany City**

**County: Alameda**

Fiscal ADA 3,033 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45 OR MA	V	AB + 60 OR MA + 12	VI	AB + 75 OR MA + 24
	I		II		III		IV		V		VI
1	\$ 9,156		\$ 10,173		\$ 11,190	2	\$ 12,716		\$ 14,242	1	\$ 15,767
2	9,663		10,681		11,699	4	12,716		14,242	1	16,276
3	10,173		11,190	1	12,207	8	13,224	1	14,751	1	16,276
4	10,681		11,699		12,716	2	13,733	3	15,258	1	17,294
5	11,190		12,207	1	13,224		14,242		15,767	1	17,294
6	11,699		12,716		13,733		14,751	4	16,276	1	17,801
7	12,207		13,224		14,242	1	15,258	5	16,784	2	18,311
8	12,716	1	13,733	1	14,751		15,767	4	17,294		18,819
9	13,224		14,242		15,258		16,276	2	17,801		19,328
10	13,733		14,751		15,767		16,784	2	18,311		19,837
11	14,242		15,259		16,276	1	17,294	3	18,819		20,345
12	14,751		15,767		16,784		17,801	1	19,328		20,853
13	15,259		16,276		17,294	1	18,311	3	19,837	3	20,853
20*											20,853
25*											20,853

\* Anniversary Increment No. Teachers 107 Average Salary \$17,007

**Banning**

(Salaries Under Negotiation)

**County: Riverside**

Fiscal ADA Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA	II	BA + 15	III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 W MA OR MA + 15
	I		II		III		IV		V
1	\$ 9,436	3	\$ 10,042		\$ 10,685	2	\$ 11,368		\$ 12,095
2	9,757		10,363	2	11,047	8	12,754	2	12,506
3	10,080		10,736		11,424	2	12,753	4	12,930
4	10,433	1	11,193	1	11,911	1	12,566	1	13,371
5			11,479	1	12,214		12,994	4	13,825
6			11,968		12,630	1	13,436	3	14,295
7			12,275	1	13,059		13,893	3	14,790
8			12,689	2	13,457		14,366	3	15,283
9					13,962	6	14,853	3	15,803
10							15,357	1	16,341
11							15,879	1	16,898
12									17,470
13									18,066
17*									18,666

\* Anniversary Increment No. Teachers 120 Average Salary \$14,753

**Bear Valley**

**County: San Bernardino**

Fiscal ADA 1,992 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I	BA	II	BA + 15	III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 OR MA + 15	VI	BA + 75 W MA OR MA + 30
	I		II		III		IV		V		VI
1	\$ 10,030		\$ 10,992	1	\$ 11,753	5	\$ 12,615		\$ 13,476	1	\$ 14,338
2	10,559		11,521		12,313	2	13,065	2	13,906		14,768
3	10,989		11,751		12,617	1	13,474	1	14,335		15,198
4	11,315		12,180	2	13,042	2	13,904	1	14,765		15,627
5	46		12,610		13,471	3	14,333	1	15,194		16,057
6	77		13,040		13,901	2	14,763	2	15,624	3	16,486
7			13,469	1	14,330	2	15,192	1	16,053	1	16,916
8			13,899	1	14,760		15,622		16,483		17,345
9					15,189		16,051	2	16,912	2	17,775
10					15,619	3	16,481	7	17,342	2	18,204
11									17,772	2	18,634
12									18,201	3	19,063
13									18,631	5	19,493
14											19,922
15											20,352
20*									18,953		20,674
25*									19,277		20,996

Bonus District at \$ 800.00 \* Anniversary Increment No. Teachers 50 Average Salary \$ 126

UNIFIED SCHOOL DISTRICTS--AVERAGE DAILY ATTENDANCE 1,000 TO 3,999



**Beaumont**  
**County: Riverside**

Fiscal ADA 2 617      Highest Entry Step 6      Teaching Days 175  
Other Assigned Days      New Teachers 2      Returning Teachers 2

I BA + 15		II BA + 30		III BA + 45 OB MA		IV BA + 60 W MA	
I	II	I	II	I	II	I	II
1	\$ 10,500	4	\$ 11,000	3	\$ 11,750	1	\$ 12,425
2	11,000	3	11,500	2	12,250	1	12,925
3	11,500	1	12,000	4	12,750	4	13,425
4	12,000		12,500	3	13,250	6	13,925
5	12,500	1	13,000	1	13,750	1	14,425
6	13,000		13,500	1	14,250	6	14,925
7	13,500		14,000	2	14,750	2	15,425
8	14,000	1	14,500	1	15,250	3	15,925
9	14,500		15,000	2	15,750	4	16,425
10			15,500		16,250	5	16,925
11					16,750	1	17,425
12					17,250	16	17,925
13							18,425
14							18,925

No. Teachers 105      Average Salary \$14,979

**Benicia**  
**County: Solano**

Fiscal ADA 2,477      Highest Entry Step 6      Teaching Days 175  
Other Assigned Days      New Teachers 2      Returning Teachers 2

I AB AB + 15		II		III AB + 30		IV AB + 45 OB MA + 5		V AB + 60 OP MA + 20		VI AB + 75 OB MA + 35	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 8,385	1	\$ 9,660	2	\$ 10,410	3	\$ 11,100	4	\$ 11,730	5	\$ 12,300
2	8,824		10,400		11,150	8	11,540	3	12,470		13,040
3	9,263		11,100	1	11,850	7	12,540		13,170		13,740
4	9,702		11,760		12,510	2	13,200	6	13,830	2	14,400
5	10,141		12,360		13,130	2	13,820	2	14,450	2	15,020
6	10,580		12,960		13,750	2	14,460	2	15,030	4	15,600
7			13,500		14,250	1	14,960	2	15,570	2	16,140
8			14,000		14,750		15,440	1	16,070		16,640
9			14,460	1	15,210		15,900	1	16,530	1	17,100
10			14,960		15,630	1	16,320	1	16,950		17,520
11					16,010		16,700	1	17,330		17,900
12							17,040	6	17,670		18,240
13									17,920	10	18,540
14*											19,100
15*											19,900

Bonuses Masters 26 at \$ 450 ea      District at \$ 450 ea      No. Teachers 117      Average Salary \$15,461

\* Anniversary Increment

**Cabrillo**  
**County: San Mateo**

Fiscal ADA 3,799      Highest Entry Step 6      Teaching Days 176  
Other Assigned Days      New Teachers 4      Returning Teachers 4

I BA BA + 15		II		III BA + 30		IV BA + 45 OB BA + 30 W MA		V BA + 60 OB BA + 45 W MA		VI BA + 75 OB BA + 60 W MA		VII BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,175	2	\$ 9,700	3	\$ 10,290	4	\$ 10,810	5	\$ 11,381	6	\$ 11,932	7	\$ 12,483
2	9,700	1	10,260	1	10,831	3	11,381	2	11,932	1	12,483	1	13,033
3	10,260	1	10,800	1	11,381	3	11,932	2	12,483	1	13,033	1	13,584
4	10,800	1	11,381	1	11,932	3	12,483	5	13,033	7	13,584	1	14,135
5	11,381	1	11,932	1	12,483		13,033	3	13,584	1	14,135	1	14,686
6	11,932		12,483		13,033		13,584	3	14,135	1	14,686	2	15,236
7	12,483	3	13,033		13,584	2	14,135		14,686	1	15,236		15,787
8			13,584		14,135		14,686	2	15,236	1	15,787		16,338
9			14,135		14,686	1	15,236	6	15,787	2	16,338		16,889
10			14,686		15,236	5	15,787	3	16,338	1	16,889	6	17,439
14*			15,236		15,787	8	16,338	5	16,889	6	17,439		17,990
18*									17,439		17,990	1	18,541
22*											17,990		19,091
26*													19,642

\* Anniversary Increment      No. Teacher 144      Average Salary \$14,624



**Calaveras**  
(Salaries Under Negotiation)  
**County: Calaveras**

Fiscal ADA 2,016 Highest Entry Step 10 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB II AB + 15		III I' AB + 30 I' AB + 45		V AB + 60 AB + 75		VII AB + 90			
I		II		IV		VI		VIII	
1	\$ 8,626	\$ 9,202	2	\$ 9,778	4	\$ 10,354	1	\$	\$
2	9,202	9,778	2	10,354	2	10,930	1		
3	9,778	10,354	1	10,930	1	11,506	3	12,082	12,658
4	10,354	10,930		11,506		12,082		12,658	13,234
5	10,930	11,506		12,082	4	12,658	4	13,234	13,810
6	11,506	12,082		12,658	1	13,234	2	13,810	14,386
7		12,658	1	13,234		13,810	2	14,386	14,962
8				13,810	9	14,386	1	14,962	15,538
9						14,962	10	15,538	16,114
10								16,114	16,690
21 *								16,690	17,266
26 *								17,266	17,842
								17,842	18,418

Bonuses Masters 16 at \$ 576 ea  
\* Aniversary Increment No. Teachers 96 Average Salary \$14,536

**Calipatria**  
**County: Imperial**

Fiscal ADA 1,230

Data Not Provided

**Carmel**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA 3,537 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA -		III IV BA + 30 BA + 30 OR MA		V BA + 60 W MA			
I		II		IV		V	
1	\$ 10,390	\$ 10,725		\$ 11,154	1	\$ 11,655	\$ 12,239
2	10,671	11,154	1	11,600	2	12,150	12,857
3	10,993	11,602		12,060	1	12,668	13,375
4	11,325	12,061		12,546	2	13,208	14,166
5	11,661	12,54	2	13,047	4	13,765	14,975
6		13,048	2	13,598	1	14,352	15,620
7		13,599	1	14,110	2	14,961	16,401
8				14,674	4	15,597	17,221
9				15,261	1	16,262	18,080
10				15,871		16,953	18,986
11						17,673	19,934
12						18,422	20,930

Bonuses District 3 at \$ 315 ea  
No. Teachers 144 Average Salary \$17,545

**Carpinteria**  
(Salaries Under Negotiation)  
**County: Santa Barbara**

Fiscal ADA 2,568 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 15		III IV BA + 30 MA OR BA + 45		V BA + 15 OR BA + 60			
I		II		IV		V	
1	\$ 9,197	\$ 9,774		\$ 10,349	5	\$ 10,949	\$ 11,537
2	9,774	10,349		10,949	3	11,537	12,125
3	10,349	10,949	1	11,537	5	12,125	12,713
4	10,949	11,537	1	12,125	4	12,713	13,302
5	11,537	12,125		12,713	1	13,302	13,889
6	12,125	12,713	1	13,302	5	13,889	14,478
7	12,713	13,302	1	13,889	6	14,478	15,065
8		13,889	1	14,478	2	15,065	15,653
9				15,065	6	15,653	16,241
10						16,241	16,828
11							17,415
12							18,003

Bonuses Other 9 at \$ 275 ea  
No. Teacher 115 Average Salary \$14,692



**Cloverdale**

**County: Sonoma**

Fiscal ADA

1,271

Highest Entry Step

5

Teaching Days

176

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA  
II BA + 30

III BA + 45  
IV BA + 60

V BA + 75

	I	II	III	IV	V					
	I		II		III		IV		V	
1	\$ 9,227	1	\$ 9,487		\$	\$				
2	9,897	1	10,547		11,207	1				
3	10,547		11,207	1	11,867		12,527			
4	11,207		11,867	1	12,527		13,187		13,847	
5	11,867		12,527		13,187	4	13,847	1	14,507	
6	12,527		13,187		13,847		14,507	1	15,167	
7	13,187		13,847		14,507		15,167	1	15,827	1
8	13,847		14,507		15,167	1	15,827	2	16,487	1
9	14,507		15,167		15,827	2	16,487		17,147	2
10	15,157	1	15,827		16,487	1	17,147		17,807	4
11			16,487		17,147	1	17,807	1	18,467	1
12			17,147	5	17,807	6	18,467	3	19,127	14
Bonuses		Masters		12 at \$ 660 ea	Other			9 at \$ 660 ea		
						No Teachers		58	Average Salary	\$16,908

**Coalinga**

**County: Fresno**

Fiscal ADA

2,413

Highest Entry Step

13

Teaching Days

175

Other Assigned Days

New Teachers

6

Returning Teachers

5

I BA  
II BA + 15

III BA + 30  
IV BA + 30 W MA OR BA + 42

V BA + 42 W MA OR BA + 54  
VI BA + 66 W MA OR BA + 78

VII BA + 78 W MA

	I	II	III	IV	V	VI	VII				
1	\$ 10,896		\$ 11,724	1	\$ 12,492	7	\$ 13,308	1	\$ 14,100	\$ 14,916	\$ 15,720
2	11,388	1	12,168	1	12,972	6	13,788	2	14,604	15,396	16,212
3	11,892		12,672		13,452	5	14,280	3	15,072	15,876	16,668
4	12,336		13,164		13,944	2	14,760	2	15,576	16,320	17,148
5	12,828		13,620		14,424		15,264		16,044	16,824	17,664
6	13,308		14,100		14,916		15,720	2	16,560	17,316	18,096
7	13,788		14,604		15,396		16,212		17,004	17,772	18,600
8	14,280	1	15,072		15,876	1	16,668		17,484	18,252	19,080
9			15,576	1	16,320		17,148		17,964	18,768	19,560
10					16,824		17,664		18,444	19,212	20,028
11					17,316		18,096	1	18,924	19,692	20,496
12					17,772	1	18,600	1	19,380	20,208	21,000
13					18,252		19,080	4	19,896	20,664	21,492
							No Teachers		111	Average Salary	\$17,640

**Colusa**

(Salaries Under Negotiation)

**County: Colusa**

Fiscal ADA

1,161

Highest Entry Step

13

Teaching Days

175

Other Assigned Days

New Teachers

2

Returning Teachers

2

I AB  
II AB + 15

III AB + 30  
IV AB + 45 OR MA

V AB + 60 OR MA + 15

	I	II	III	IV	V	
1	\$ 9,055	\$ 9,535	\$ 9,016	\$ 9,497	\$ 9,978	
2	9,535	9,016	9,497	9,978	10,459	
3	9,016	9,497	9,978	10,459	10,940	
4	9,497	9,978	10,459	10,940	11,421	
5	9,978	10,459	10,940	11,421	11,902	
6	10,459	10,940	11,421	11,902	12,382	
7	10,940	11,421	11,902	12,382	12,863	
8			12,382	12,863	13,343	
9			12,863	13,343	13,824	
10				13,824	14,305	
11				14,305	14,786	
12					15,267	
13					15,748	
				No Teacher	49	
					Average Salary	\$14,707

**Corcoran County: Kings**

Fiscal ADA 2,588 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB	II	AB + 15	III	IV	AB + 30	IV	AB + 45	V	VI	MA	AB + 60	VII	AB + 60 W	MA	OR	MA + 15	VII
1	\$ 9,009			\$ 9,369	3	\$ 9,744	5	\$ 10,133	1	\$ 10,234		\$ 10,538	1	\$ 10,643				\$ 10,643
2	9,369			9,744	2	10,133	2	10,538	1	10,643		10,960	1	11,069				11,069
3	9,744	1		10,133		10,538	5	10,960	2	11,069	1	11,399		11,513				11,513
4	10,133			10,538		10,960	1	11,399	5	11,513		11,855		12,329	4			12,329
5	10,538			10,960		11,399	4	11,855	2	11,973		12,452		12,822				12,822
6	10,960			11,399		11,855	2	12,329	3	12,452		12,951	1	13,334				13,334
7	11,399			11,855	1	12,329	1	12,822		12,951	1	13,468		13,968				13,968
8	11,855	1		12,329	1	12,822	1	13,334	1	13,468		14,007	4	14,422				14,422
9				12,822	2			13,968	1	14,007		14,567		15,000				15,000
10						13,968	4			14,567		15,000		15,600				15,600
11									15,000	4		15,150		15,600				15,600
12												15,600		16,224				16,224
13														16,873	7			17,041
A														16,815	4			16,815
B														15,980	2			15,980
C														19,345	1			19,345

VIII AB + 75  
 IX AB + 75 W MA OB MA + 30

	VIII	IX
1	\$ 10,960	\$ 11,069
2	11,399	11,513
3	11,855	11,973
4	12,329	12,452
5	12,822	12,951
6	13,334	13,468
7	13,868	14,007
8	14,422	14,567
9	15,000	15,150
10	15,600	15,756
11	16,224	16,386
12	16,873	17,041
13	17,549	17,724
14	18,250	18,432

No. Teachers 123 Average Salary \$13,956

**Coronado City County: San Diego**

Fiscal ADA 2,651 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA  
 II BA + 15  
 III BA + 30 OR MA  
 IV BA + 45  
 V BA + 70 OB MA + 60  
 VI BA + 75 W MA

I	II	III	IV	V	VI
1	\$ 9,718	\$ 10,204	\$ 10,690	\$ 11,176	\$ 11,662
2	10,010	10,510	11,011	11,511	12,012
3	10,301	10,816	11,331	11,847	12,362
4	11,079	11,633	12,187	12,741	13,295
5	11,856	12,449	13,042	13,635	14,228
6	12,633	13,265	13,897	14,529	15,161
7	13,411	14,082	14,752	15,423	16,094
8		14,898	15,607	16,317	17,027
9			16,463	17,211	17,959
10			16,570	17,123	18,059
11			17,104	17,982	19,242
12			17,639	18,440	19,825
13			18,173	18,999	20,409

Bonuses Doctorate (at \$ 400 ea)

No. Teachers 110 Average Salary \$17,962



**Cutler-Orosi**

**County: Tulare**

Fiscal ADA 2,424 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 OR MA + 15 VI BA + 75 OR MA + 30							
I		II		III		IV		V		VI	
1	\$ 9,842 3	\$ 10,381 1	\$ 10,919 4	\$ 11,458 2	\$ 11,997	\$ 12,534					
2	10,189 3	10,725 1	11,265 5	11,803 2	12,341	12,878					
3	10,553	11,071 1	11,611 3	12,149 3	12,688	13,226					
4	10,890	11,420 1	11,957 4	12,495 3	13,032 1	13,571					
5	11,227	11,764	12,303 1	12,841 3	13,379 1	13,919					
6	11,573 1	12,111 1	12,651 2	13,186 1	13,724 1	14,264					
7	11,920 1	12,457	12,995 3	13,532 5	14,071 3	14,610 1					
8	12,264	12,802	13,341 1	13,881 2	14,417 2	14,956					
9	12,610	13,148	13,689 1	14,226 3	14,764 4	15,303 2					
10	12,958 1	13,495	14,032	14,571 3	15,109 1	15,647 2					
11		13,839 1	14,375	14,915 2	15,455 1	15,994 1					
12			14,725 3	15,264 1	15,800 2	16,341 1					
13				15,609 3	16,148 2	16,685 3					
14					16,494 4	17,032 2					
15						17,378 4					
20*			15,325 1	15,909 1		17,678 5					
25*						17,978 6					

\* Annular: Increment

No. Teachers 122 Average Salary \$14,056

**Del Norte County**

**County: Del Norte**

Fiscal ADA 3,443 Highest Entry Step 10 Teaching Days 179  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I (RED - BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15						
I		II		III		IV		V		
1	\$ 9,003 2	\$ 9,909 1	\$ 10,809 2	\$ 11,700	\$ 12,603					
2	9,606 2	10,506 2	11,409 3	12,300 1	13,203 2					
3	10,206 2	11,100	12,000	12,903 3	13,806 1					
	10,809	11,700 2	12,607 3	13,503 2	14,406 4					
5	11,409	12,300	13,203 4	14,106 2	15,009 3					
6	12,009 2	12,903 1	13,806	14,706 7	15,609 4					
7		13,503 3	14,406	15,306 2	16,200 2					
8			15,009 11	15,900	16,803 3					
9				16,500 14	17,403 3					
10					18,006 77					

No. Teachers 170 Average Salary \$15,873

**Dixon**

(Salaries Under Negotiation)  
**County: Solano**

Fiscal ADA 2,122 Highest Entry Step 9 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II A + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15 VI BA + 75 OR MA + 30							
I		II		III		IV		V		VI	
1	\$ 9,366	\$ 10,026 1	\$ 10,686 3	\$ 11,352 2	\$ 12,018 1	\$ 12,684 1					
2	9,872 2	10,532 2	11,192 5	11,852 2	12,518 3	13,184 1					
3	10,378	11,038	11,698 4	12,358 2	13,018 1	13,684 1					
4	10,884	11,544	12,204 2	12,864 3	13,524 3	14,190 1					
5	11,390 1	12,050	12,710 1	13,370	14,030 2	14,690 1					
6	11,898	12,556	13,216 1	13,876 2	14,536 1	15,196 3					
7	12,402	13,062	13,722 2	14,382 4	15,042 1	15,702 3					
8	12,908	13,568	14,228	14,898 1	15,548 3	16,208 1					
9	13,414	14,074	14,734	15,394 1	16,054 3	16,714 1					
10		14,580	15,240	15,900	16,560 2	17,220 2					
11				16,506 77	17,166 1	17,826 1					
12					17,672 2	18,332 1					
13						18,938 23					

No. Teachers 96 Average Salary \$15,136

Unified Districts

1,000 - 3,999 ADA / 55

**El Segundo**

**County: Los Angeles**

Fiscal ADA 3.183 Highest Entry Step 7 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 OB MA + 15 VI BA + 75 OB MA + 30							
I		II		III		IV		V		VI	
1	\$ 10,822	\$ 11,498	\$ 12,175	1	\$ 12,851	1	\$ 13,526	1	\$ 14,201		\$ 14,876
2	11,498	12,175	12,851	1	13,526	1	14,201	1	14,876		15,551
3	12,175	12,851	13,526	1	14,201	1	14,876	1	15,551		16,226
4	12,851	13,526	14,201	1	14,876	1	15,551	1	16,226		16,901
5	13,526	14,201	14,876	1	15,551	1	16,226	3	16,901	1	17,576
6		14,876	15,551	1	16,226	2	16,901	2	17,576	1	18,251
7		15,551	16,226	1	16,901	1	17,576	1	18,251	3	18,926
8		16,226	16,901	2	17,576	1	18,251	1	18,926	1	19,601
9		16,901	17,576	1	18,251	3	18,926	1	19,601	1	20,276
10			18,251	3	18,926	1	19,601	1	20,276	1	20,951
11			18,926	1	19,601	1	20,276	1	20,951	1	21,626
12*		19,601	19,614	1	20,290	1	20,967	1	21,645	1	22,320

Bonuses Doctorate at \$ 500 ea  
 \* Anniversary Increment No. Teachers 123 Average Salary \$19,885

**Escalon**

**County: San Joaquin**

Fiscal ADA 1.970 Highest Entry Step 14 Teaching Days 179  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I AB + 12 II AB + 24		III AB + 36 IV AB + 48		V AB + 60 VI AB + 72							
I		II		III		IV		V		VI	
1	\$ 10,435	\$ 10,815	\$ 11,205	2	\$ 11,585	1	\$ 11,965	1	\$ 12,345		\$ 12,725
2	10,945	11,195	11,625	2	12,005	2	12,400	2	12,800		13,195
3	11,245	11,630	12,045	2	12,430	2	12,840	2	13,240		13,645
4	11,650	12,035	12,465	2	12,845	1	13,240	1	13,645		14,050
5	12,055	12,440	12,900	2	13,270	2	13,720	3	14,175		14,580
6	12,460	12,840	13,310	2	13,690	1	14,155	3	14,595		15,000
7	12,865	13,245	13,730	2	14,115	1	14,595	2	15,075		15,480
8	13,270	13,655	14,150	1	14,535	1	15,035	2	15,535		16,035
9	13,675	14,055	14,575	2	14,955	1	15,470	1	15,970		16,470
10	14,075	14,460	14,965	1	15,475	1	15,910	1	16,340		16,840
11		14,865	15,415	1	15,900		16,350		16,795		17,240
12			15,835	6	16,220		16,795	1	17,225		17,785
13					16,640	3	17,225		17,785		18,340
14							17,785		18,340	19	18,900

Bonuses Masters 18 at \$ 335 ea  
 No. Teachers 7 Average Salary \$15,153

**Fall River**

(Salaries Under Negotiation)

**County: Shasta**

Fiscal ADA 1.609 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB + 15 II AB + 30		III AB + 45 IV AB + 60					
I		II		III		IV	
1	\$ 8,760	\$ 9,221	\$ 9,726		\$ 10,230		
2	9,150	9,631	10,169	1	10,736	1	
3	9,540	10,041	10,610	3	11,241	3	
4	9,930	10,454	11,052	5	11,747	1	
5	10,320	10,863	11,494	2	12,252	4	
6	10,710	11,274	11,937	2	12,757	2	
7		11,683	12,379	1	13,262	1	
8		12,095	12,820	1	13,768	2	
9		12,505	13,262	1	14,271	2	
10			13,705	1	14,778	4	
11			14,147	5	15,294	2	
12					15,798	26	

Bonuses Masters 18 at \$ 600 ea  
 No. Teachers 98 Average Salary \$13,202



**Fillmore**

County: Ventura

Fiscal ADA 2,958 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75		VII MA + 15		VIII MA + 30	
I	II	I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,863	1	\$ 10,751	2	\$ 11,638	2	\$ 12,526	1	\$ 13,414	1	\$ 14,301	1	\$ 15,188	1	\$ 16,075
2	10,405	1	11,293	1	12,181	1	13,068	1	13,956	1	14,843	1	15,731	1	16,618
3	10,948		11,836		12,723		13,611	4	14,499	1	15,387	1	16,275	1	17,163
4	11,490		12,378	1	13,266	2	14,153	4	15,041	1	15,929	1	16,817	1	17,705
5	12,033		12,921		13,808	2	14,696	5	15,584		16,472		17,360		18,248
6	12,575	1	13,463		14,351		15,238	4	16,126	1	17,014	1	17,902	1	18,790
7			14,005		14,893		15,781	7	16,668		17,556		18,444		19,332
8			14,548	1	15,436		16,323	5	17,211		18,099	1	18,987	1	19,875
9					15,978	1	16,866	3	17,753		18,641	2	19,529	2	20,417
10					16,521		17,408	2	18,296		19,184	1	20,072	22	20,960
11	15,288		16,175		17,063		17,951	17	18,838	9	19,726	2	20,614	4	21,502
20*							18,176	2	19,063	2	19,951	2	20,839	4	21,727
25*									19,288	1	20,176	1	21,064	1	21,952
												No. Teachers	121	Average Salary	\$16,764

\* Anniversary increment

**Firebaugh-Las Deltas**

County: Fresno

Fiscal ADA 1,402 Highest Entry Step 10 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I AB - C RFD		II AB + 15		III AB + 30		IV AB + 45		V AB + 60					
I	II	I	II	I	II	I	II	I	II				
1	\$ 9,793	1	\$ 10,321	3	\$ 10,849	2	\$ 11,377	1	\$ 11,905				
2	10,198	2	10,726	2	11,254	2	11,782	3	12,310				
3	10,603		11,131		11,659	1	12,187	1	12,715				
4	11,008		11,536		12,064	9	12,592	2	13,120				
5	1,413		11,941		12,469	3	12,997	3	13,525				
6	11,918		12,346	1	12,874	1	13,402	1	13,930				
7	12,223		12,751		13,279	1	13,807	1	14,335				
8			13,156		13,684	1	14,212	1	14,740				
9			13,561		14,089	2	14,617	2	15,145				
10			13,966	1	14,494	2	15,022	2	15,550				
11					14,899		15,427		15,955				
12					15,304	2	15,832	1	16,360				
13					15,709		16,237	1	16,765				
14							16,642	1	17,172				
15									17,577				
19*							16,892		17,877				
23*							17,142		18,177				
27*							17,392		18,477				
										No. Teacher	73	Average Salary	\$17,999

\* Anniversary increment

**Fort Bragg**

(Salaries Under Negotiation)  
 County: Mendocino

Fiscal ADA 2,470 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75					
I	II	I	II	I	II	I	II	I	II	I	II				
1	\$ 8,985	1	\$ 9,490	4	\$ 10,005	4	\$ 10,610	1	\$ 11,185	1	\$ 11,790				
2	9,298		9,874		10,449	6	11,024		11,599		12,174				
3	9,712		10,287		10,962	7	11,457		12,012		12,587				
4	10,126		10,701		11,276	5	11,851	4	12,426	2	13,001				
5	10,539		11,114		11,689	1	12,264	7	12,839	1	13,414				
6			11,528		12,103	4	12,678	3	13,253		13,828				
7			11,942	2	12,517	1	13,091	3	13,666		14,241				
8			12,355	1	12,930	2	13,505	4	14,080	2	14,655				
9					13,344		13,919	2	14,494	1	15,069				
10					13,757	3	14,322	4	14,907	3	15,482				
11							14,736	1	15,321		15,896				
12							15,150	2	15,734	7	16,309				
												No. Teacher	114	Average Salary	\$13,575

Bonuses

Other

Total \$ 392,000

Unified Districts

1,000 - 3,999 ADA : 57

**Fowler**  
**County: Fresno**

Fiscal ADA 1,585 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 8 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45 OR AB + 30 W MA		V AB + 60 OR AB + 45 W MA		VI AB + 75 OR AB + 60 W MA	
I		II		III		IV		V		VI	
1	\$ 9,429	1	\$ 9,941	1	\$ 10,455	2	\$ 11,489	\$	\$	\$	\$
2	9,949		10,462		10,976	1	11,489				
3	10,470	1	10,983		11,498	1	12,010	1	12,521	1	
4	10,991		11,504		12,017	1	12,531	3	13,045	1	13,556
5	11,510		12,024		12,539	3	13,052	2	13,565	2	14,075
6	12,032		12,545		13,057	4	13,570		14,086		14,600
7	12,552		13,065		13,581	2	14,094	1	14,607	2	15,120
8	13,073		13,586		14,099	1	14,612	2	15,126		15,641
9			14,105		14,623		15,135		15,649		16,161
10					15,141		15,654		16,166		16,682
11					15,663	3	16,177	2	16,690	1	17,203
12							16,695	3	17,209	2	17,723
13									17,731	7	18,244
13											18,244

Bonuses Masters \$ at \$ 250 ea No Teachers 68 Average Salary \$14,946

**Gustine**  
**County: Merced**

Fiscal ADA 1,062 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA + 30		V BA + 60 OR MA + 45		VI BA + 75 OR MA + 60		VII BA + 90 OR MA + 75	
I		II		III		IV		V		VI		VII	
1	\$ 9,500	1	\$ 10,000		\$ 10,500	3	\$ 11,000	\$ 11,500	\$ 12,000	\$ 12,500	\$ 12,500	\$ 12,500	\$ 12,500
2	9,900		10,400	1	10,900	3	11,400	11,900	12,400	12,900	12,900	12,900	12,900
3	10,300		10,800		11,300	1	11,800	12,300	12,800	13,300	12,800	13,300	13,300
4	10,700		11,200	1	11,700		12,200	3	12,700	13,200	13,200	13,700	13,700
5	11,100		11,600		12,100	1	12,600	2	13,100	13,600	13,600	14,100	14,100
6	11,500		12,000		12,500		13,000	2	13,500	14,000	14,000	14,500	14,500
7			12,400		12,900		13,400	1	13,900	14,400	14,400	14,900	14,900
8			12,800	4	13,300		13,800		14,300	14,800	14,800	15,300	15,300
9					13,700	4	14,200		14,700	15,200	15,200	15,700	15,700
10							14,600	3	15,100	15,600	15,600	16,100	16,100
11									15,500	16,000	16,000	16,500	16,500
12									15,900	16,400	16,400	16,900	16,900
13										16,800	16,800	17,300	17,300
14											16,800	17,300	17,700

Bonuses Other \$ at \$ 800 ea No Teachers 52 Average Salary \$14,103

**Hilmar**  
(Salaries Under Negotiation)  
**County: Merced**

Fiscal ADA 1,420 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I		II		III		IV		V	
1	\$ 8,240	2	\$ 8,775	3	\$ 9,313	2	\$ 9,849	3	\$ 10,384
2	8,748		9,284		9,820		10,356	2	10,893
3	9,256		9,792		10,329	1	10,864	2	11,400
4	9,764		10,300		10,836	2	11,372	4	11,909
5	10,272		10,807		11,344	3	11,880	1	12,416
6	10,780		11,316		11,852		12,398		12,925
7			11,823		12,360	1	12,866	2	13,432
8			12,332		12,868	1	13,404	1	13,941
9					13,376	1	13,912	1	14,448
10					13,884	1	14,419	2	14,956
11							14,926	1	15,464
12							15,435		15,972
13									16,480
14									16,988

Bonuses Masters \$ at \$ 100 ea No Teachers 68 Average Salary \$13,032



**Holtville**

**County: Imperial**

Fiscal ADA

1996

Highest Entry Step

7

Teaching Days

176

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA II BA + 15		III BA 30 IV BA + 45 OR MA		V BA 60 + MA					
I		II		III		IV		V	
1	\$ 11,524	1	\$ 11,554	1	\$ 12,084	1	\$ 12,614	1	\$ 13,144
2	11,554		12,084	1	12,614	1	13,144	1	13,674
3	12,084	1	12,614	1	13,144	2	13,674		14,204
4	12,614		13,144	1	13,674		14,204	1	14,734
5	13,144		13,674		14,204	1	14,734	2	15,264
6	13,674		14,204	1	14,734	1	15,264	1	15,794
7	14,204		14,734	1	15,264	2	15,794	2	16,324
8	14,734		15,264		16,324		16,324	2	16,854
9	15,264		15,794		16,324	1	16,854	1	17,384
10	15,794		16,324		16,854		17,384		17,914
11	16,324		16,854		17,384		17,914		18,444
12	16,854	1	17,384	4	17,914	2	18,444	14	18,974
20*					18,444	1	18,974	1	19,504

\* Anniversary Increment

New Teachers

55

Average Salary

\$16,698

**Imperial**

**County: Imperial**

Fiscal ADA

1,508

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

1

Returning Teachers

1

I BA II BA + 15		III BA 30 OR MA IV BA + 45 OR MA + 10		V BA 60 + MA					
I		II		III		IV		V	
1	\$ 9,917	1	\$ 9,914	1	\$ 10,353	1	\$ 10,792	1	\$ 11,234
2	9,291		9,915	1	10,743	1	11,496	1	12,268
3	9,666	1	10,296	1	11,013	1	11,721	2	12,477
4	10,040		10,786	1	11,569	2	12,347	1	13,174
5	10,413		11,179	1	12,069	1	12,773	2	13,598
6	10,789		11,571	1	12,577	1	13,200	1	14,041
7	11,162		11,962		12,986	1	13,626	1	14,484
8	11,537		12,354		13,375	1	14,052		14,927
9	11,911		12,743		13,900	1	14,478	1	15,370
10			13,137		14,001	1	14,901	1	15,813
11			13,528		14,429		15,333		16,257
12					14,859		15,759	1	16,900
13							16,181	1	17,343
14							16,581	2	17,787
15							16,981	1	18,231
16							17,381	1	18,675
17							17,781	1	19,119
18*	12,211		12,228		12,796		13,240	1	13,684
19*	12,511		12,528		13,096		13,540	1	14,028
20*	12,811		12,828		13,396		13,840	1	14,372

\* Anniversary Increment

New Teachers

11

Average Salary

\$13,899

**John Swett**

**County: Contra Costa**

Fiscal ADA

1,920

Highest Entry Step

6

Teaching Days

181

Other Assigned Days

New Teachers

1

Returning Teachers

1

I AB OR PED II AB + 17		III AB 30 OR GEN STC 45 IV AB 45 OR GEN STC 75		V AB 60 OR GEN STC 90					
I		II		III		IV		V	
1	\$ 11,990	1	\$ 11,991	1	\$ 12,485	1	\$ 12,979	1	\$ 13,473
2	11,990		11,991	1	12,485	1	12,979	1	13,473
3	12,485	1	12,486	1	12,980	1	13,474	1	13,968
4	12,980		12,981	1	13,475	1	13,969	1	14,463
5	13,475		12,981	1	13,970	1	14,464	1	14,958
6	13,970		13,476	1	14,465	1	14,960	1	15,453
7	14,465		13,971	1	14,961	1	15,454	1	15,948
8	14,960		14,466	1	15,455	1	15,949	1	16,443
9	15,455		14,961	1	15,950	1	16,444	1	16,938
10	15,950		15,456	1	16,445	1	16,939	1	17,433
11	16,445		15,951	1	16,940	1	17,434	1	17,928
12	16,940		16,446	1	17,435	1	17,929	1	18,423
13			16,941	1	17,930	1	18,424	1	18,918

B.1

M.1

17,000,000

1,920

1,920,000

New Teachers

11

Average Salary

\$16,411



**Klamath-Trinity**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA	1,228	Highest Entry Step	12	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	1

I	AB	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
II	AB + 15		AB + 30	AB + 45	AB + 60 OR MA + 15	AB + 75 OR MA + 30						
		I	II	III	IV	V	VI					
1	\$ 8,998	1	\$ 9,718	\$ 10,438	1	\$ 11,158	1	\$ 11,878		\$ 12,598		
2	9,468		10,188	10,908	2	11,628	2	12,348	1	13,068		
3	9,938		10,658	11,378	3	12,098	3	12,818	1	13,538		
4	10,408		11,128	11,848	4	12,568	4	13,288	1	14,008		
5	10,878	1	11,598	12,318	5	13,038	5	13,758	2	14,478		
6	11,348		12,068	12,788	6	13,508	6	14,228	3	14,988		
7			12,538	13,258	7	13,978	7	14,698	4	15,418	1	
8				13,728	14,448	8	14,448	8	15,168	5	15,888	2
9				14,198	14,918	9	14,918	9	15,638	6	16,358	3
10				14,668	15,388	10	15,388	10	16,108	7	16,828	4
11					15,858	15,858	11	16,578	8	17,298	5	
12							12	17,048	9	17,768	6	

N Teachers 69 Average Salary \$14,922

**Konocti**  
**County: Lake**

Fiscal ADA	1,595	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	6	Returning Teachers	6

I	AB	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
II	AB + 15		AB + 30	AB + 45	AB + 60	AB + 75						
		I	II	III	IV	V	VI					
1	\$ 8,606	1	\$ 9,295	\$ 9,984	1	\$ 10,673	1	\$ 11,362		\$ 12,051		
2	9,122		9,811	10,500	2	11,189	2	11,878		12,567	1	
3	9,638		10,327	11,016	3	11,705	3	12,394	1	13,083		
4	10,154		10,843	11,532	4	12,221	4	12,910	1	13,599		
5	10,670	1	11,359	12,048	5	12,737	5	13,426	2	14,115		
6			11,875	12,564	6	13,253	6	13,942	3	14,631		
7			12,391	13,080	7	13,769	7	14,458	4	15,147	4	
8				13,596	14,285	8	14,285	8	14,974	5	15,665	1
9				14,112	14,801	9	14,801	9	15,490	6	16,179	2
10					15,317	15,317	10	16,006	7	16,695	3	
11					15,833	15,833	11	16,522	8	17,211	4	

N Teachers 80 Average Salary \$18,930

**Laguna Beach**  
**County: Orange**

Fiscal ADA	3,645	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	32	Returning Teachers	2

Data Not In Standard Format

N Teachers 129 Average Salary \$18,577

**Lakeport**  
(Salaries Under Negotiation)  
**County: Lake**

Fiscal ADA	1,228	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

I	AB	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
II	AB + 15		AB + 30	AB + 45 OR MA	AB + 60 OR MA + 15	AB + 75 OR MA + 30						
		I	II	III	IV	V	VI					
1	\$ 8,300	1	\$ 8,800	\$ 9,300	1	\$ 9,800	1	\$ 10,300		\$ 10,800		
2	8,750		9,250	9,750	2	10,250	2	10,750		11,250		
3	9,200		9,700	10,200	3	10,700	3	11,200		11,700		
4	9,650		10,150	10,650	4	11,150	4	11,650		12,150		
5	10,100	1	10,600	11,100	5	11,600	5	12,100		12,600	2	
6	10,550		11,050	11,550	6	12,050	6	12,550	4	13,050	1	
7	11,000		11,500	12,000	7	12,500	7	13,000		13,500		
8	11,450		11,950	12,450	8	12,950	8	13,450		13,950	1	
9	11,900		12,400	12,900	9	13,400	9	13,900	1	14,400	1	
10	12,350		12,850	13,350	10	13,850	10	14,350	2	14,850	2	
11*	12,800	1	13,300	13,800	11	14,300	11	14,800	2	15,300	4	
12			14,250	14,750	12	15,250	12	15,750	2	16,250	6	

\* Anniversary Increment  
N Teachers 55 Average Salary \$13,041

**Linden**

**County: San Joaquin**

Fiscal ADA 1,957 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75		VII					
I		II		III		IV		V		VI	
1	\$ 9,411	\$ 10,235	2	\$ 10,747	2	\$ 11,262	1	\$ 12,201	\$ 13,224		
2	9,734	10,574		11,176	1	11,691		12,630	13,694		
3	10,157	10,913		11,605	2	12,120	2	13,059	14,164	1	
4	10,380	11,252		12,034	3	12,549	3	13,498	14,634		
5	10,703	11,591		12,463		12,978		13,917	15,104	1	
6	11,026	11,930		12,892	2	13,407	2	14,346	15,574		
7	11,349	12,269		13,321	1	13,836	3	14,775	16,044	1	
8	11,672	12,608		13,750		14,265	3	15,204	16,514	1	
9	11,995	12,947		14,179		14,694	1	15,633	16,984	2	
10		13,286	2	14,608	2	15,123		16,062	17,454	2	
11				15,037	10	15,552		16,491	17,924	1	
12						15,981	2	16,920	18,394	13	
16*	18,751	4									
19*	19,101	2									

Bonuses Masters 13 at \$ 235 ea No. Teachers 87 Average Salary \$15,190  
 \* Anniversary Increment

**Lindsay**

**County: Tulare**

Fiscal ADA 2,392 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB II AB + 15		III AB + 30 IV AB + 44		V AB + 58 VI AB + 72		VII					
I		II		III		IV		V		VI	
1	\$ 9,060	3	\$ 9,615	\$ 10,170	1	\$ 10,725		\$ 11,280	1	\$ 11,835	
2	9,460		10,015	10,570	6	11,125		11,690		12,235	
3	9,860	1	10,415	10,970	7	11,525	1	12,090		12,635	2
4			10,815	11,370		11,925	3	12,490	3	13,035	
5			11,215	11,770	3	12,325	2	12,890		13,435	1
6			11,615	12,170		12,725	3	13,290	1	13,835	1
7			12,015	12,570	1	13,125	2	13,690	2	14,235	3
8			12,415	12,970		13,525	1	14,090	2	14,635	2
9			12,815	13,370	1	13,925	1	14,490	1	15,035	1
10			13,215	13,770		14,325	1	14,890	2	15,435	3
11				14,170		14,725		15,290		15,835	3
12						15,125	4	15,690		16,235	1
13								16,090		16,635	
14								16,490	3	17,035	9
17*										17,535	17
20*										18,035	

Bonuses Masters 20 at \$ 325 ea No. Teachers 103 Average Salary \$14,105  
 \* Anniversary Increment

**Live Oak**

**County: Sutter**

Fiscal ADA 1,270 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB II AB + 12		III AB + 24 IV AB + 36		V AB + 48 VI AB + 60		VII AB + 72		VIII					
I		II		III		IV		V		VI		VII	
1	\$ 9,665	\$ 10,179		\$ 10,664		\$ 11,150		\$ 11,634		\$ 12,120		\$ 12,603	
2	10,179	10,664		11,150	2	11,634	5	12,120		12,603		13,089	
3	10,664	11,150		11,634	2	12,120		12,603		13,089		13,573	
4	11,150	11,634		12,120		12,603	5	13,089	1	13,573		14,058	
5		12,120		12,603		13,089		13,573	2	14,058	1	14,541	
6		12,603		13,089		13,573		14,058	1	14,541	1	15,028	1
7		13,089		13,573		14,058		14,541		15,028	2	15,512	
8				14,058		14,541		15,028		15,512		15,998	
9				14,541	1	15,028	1	15,512		15,998		16,482	2
10						15,512		15,998	2	16,482	1	16,966	1
11								16,482	1	16,966		17,452	1
12										17,452	8	17,936	12

Bonuses Masters 6 at \$ 642 ea No. Teachers 96 Average Salary \$15,304

**Los Banos**

**County: Merced**

Fiscal ADA 2,833 Highest Entry Step 6 Teaching Days  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA + CRED II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15 VI BA + 75 OR MA + 30		VII	
I		II		III		IV	
1	\$ 8,795	\$ 9,145	\$ 9,643	\$ 10,163	\$ 10,748	\$ 11,400	
2	9,251	9,643	10,098	10,618	11,205	11,857	
3	9,707	10,098	10,554	11,075	11,662	12,314	
4	10,293	10,684	11,142	11,662	12,247	12,899	1
5	10,748	11,142	11,597	12,117	12,704	13,356	1
6	11,205	11,597	12,053	12,574	13,160	13,812	4
7	11,662	12,053	12,509	13,029	13,616	14,268	1
8	12,247	12,640	13,086	13,616	14,202	14,853	3
9	12,704	13,096	13,550	14,072	14,659	15,311	1
10	13,160	13,550	14,007	14,528	15,114	15,766	2
11		14,007	14,462	14,984	15,570	16,222	2
12			15,049	15,570	16,157	16,807	2
13			15,441	16,026	16,513	17,204	2
14				16,483	17,068	17,720	10
17*	13,510	14,357	15,791	16,833	17,418	18,070	11
20*				17,183	17,768	18,420	6
23*				17,533	18,118	18,770	2
26*				17,883	18,468	19,120	1

\* Anniversary Increment No. Teachers 119 Average Salary \$15,249

**Mariposa County**

**County: Mariposa**

Fiscal ADA 1,508 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 6 Returning Teachers 5

I BASE		III BA + 30 IV BA + 45		V BA + 60 OR MA + 15 VI BA + 75 OR MA + 30		VII	
I		III		IV		V	
1	\$ 9,972	\$ 10,446	\$ 10,971	\$ 11,297	\$ 11,724	\$ 12,150	
2	10,430	10,871	11,297	11,724	12,150	12,576	
3	10,906	11,297	11,724	12,150	12,576	13,002	
4	11,399	11,724	12,150	12,576	13,002	13,428	1
5	11,905	12,150	12,576	13,002	13,428	13,856	1
6	12,425	12,576	13,002	13,428	13,856	14,282	1
7	12,963	13,002	13,428	13,856	14,282	14,707	1
8	13,517	13,428	13,856	14,282	14,707	15,133	1
9	14,082	13,856	14,282	14,707	15,133	15,561	1
10	14,666	14,282	14,707	15,133	15,561	15,986	1
11	15,264					16,472	1
12	15,877					16,968	1

Additional Factors  
 1. Add \$37 per unit to maximum of 75 units  
 2. Add \$37 per unit to maximum of 90 units with MA

No. Teachers 60 Average Salary \$15,854

**Modoc**

**County: Modoc**

Fiscal ADA 1,162 Highest Entry Step Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA + 30 II BA + 45		III BA + 60 IV BA + 75		V BA + 90 VI BA + 105		VII	
I		III		IV		V	
1	\$ 10,019	\$ 10,446	\$ 10,971	\$ 11,297	\$ 11,724	\$ 12,150	
2	10,445	10,871	11,297	11,724	12,150	12,576	
3	10,871	11,297	11,724	12,150	12,576	13,002	
4	11,297	11,724	12,150	12,576	13,002	13,428	1
5	11,724	12,150	12,576	13,002	13,428	13,856	1
6	12,150	12,576	13,002	13,428	13,856	14,282	1
7	12,576	13,002	13,428	13,856	14,282	14,707	1
8	13,002	13,428	13,856	14,282	14,707	15,133	1
9	13,428	13,856	14,282	14,707	15,133	15,561	1
10		14,282	14,707	15,133	15,561	15,986	1
11						16,472	1
12						16,968	1
15*						17,444	1
20*						17,920	1
25*						18,421	1

Bonuses Masters \$400 No. Teachers 60 Average Salary \$13,773

\* Anniversary Increment



**Mojave**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 1,394 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 6		III BA + 12		IV BA + 18		V BA + 24		VI BA + 30		VII BA + 36	
I		II		III		IV		V		VI		VII	
1	\$ 9,933	1	\$ 10,173	2	\$ 10,413		\$ 10,653		\$ 10,893	1	\$ 11,133	5	\$ 11,373
2	10,404	2	10,644		10,884		11,124		11,364		11,604		11,844
3	10,875	1	11,115		11,355		11,595		11,835		12,075		12,315
4	11,346		11,586		11,826		12,066		12,306		12,546		12,786
5	11,817		12,057	2	12,297	1	12,537		12,777		13,017	1	13,257
6	12,288		12,528		12,768		13,008	1	13,248		13,488		13,728
7	12,759		12,999		13,239	1	13,479		13,719		13,959	1	14,199
8					13,710		13,950		14,190		14,430		14,670
9					14,181	2	14,421	1	14,661		14,901		15,141
10					14,652		14,892		15,132		15,372		15,612
11									15,603		15,843		16,083
12									16,074		16,314		16,554
13									16,545		16,785		17,025
14													17,496

  

VIII BA + 42 OR MA + 6		IX BA + 48 OR MA + 12		X BA + 54 OR MA + 18		XI BA + 60 OR MA + 24		XII BA + 66 OR MA + 30	
VIII		IX		X		XI		XII	
1	\$ 11,613	2	\$ 11,853		\$ 12,093		\$ 12,333	1	\$ 12,573
2	12,084		12,324		12,564		12,804		13,044
3	12,555		12,795		13,035		13,275		13,515
4	13,026		13,266		13,506	1	13,746		13,986
5	13,497		13,737		13,977		14,217	2	14,457
6	13,968		14,208		14,448		14,688		14,928
7	14,439		14,679		14,919	2	15,159		15,399
8	14,910		15,150		15,390		15,630		15,870
9	15,381		15,621		15,861		16,101	1	16,341
10	15,852		16,092		16,332		16,572		16,812
11	16,323		16,563		16,803		17,043	1	17,283
12	16,794		17,034		17,274		17,514		17,754
13	17,265		17,505		17,745		17,985		18,225
14	17,736	5	17,976	2	18,216	2	18,456	2	18,696

Bonuses Masters 28 at \$ 600 ea Other 21 at \$ 100 ea

No. Teachers 76 Average Salary \$15,197

**Mountain Empire**  
**County: San Diego**

Fiscal ADA 1,054 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 9,297	1	\$ 9,854	1	\$ 10,412	1	\$ 10,970	2	\$ 11,527		\$ 12,086
2	9,752	1	10,110		10,867	1	11,425	1	11,983		12,541
3	10,208		10,765		11,322	1	11,881		12,438	1	12,996
4	10,662		11,221		11,778	1	12,335		12,894	1	13,451
5			11,675	1	12,093		12,791	1	13,349		13,907
6			12,131		12,699	2	13,246	2	13,804	2	14,362
7			12,586		13,144		13,702		14,259	2	14,817
8			13,042		13,597	2	14,158		14,715	3	15,272
9					14,055		14,612		15,170	1	15,728
10					14,510		15,068		15,624	1	16,183
11					14,966		15,523	1	16,080	1	16,639
12					15,420		15,979	1	16,536		17,093
13							16,433		16,992	1	17,549
14									17,447	1	18,004
15											18,460
16*									17,292	1	18,904

\* Anniversary Increment

No. Teachers 51 Average Salary \$14,119

**Muroc**  
**County: Kern**

Fiscal ADA 3,148 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

Data Not In Standard Format

No. Teachers 133 Average Salary \$17,647



Unified Districts

1,000 - 3,999 ADA / 63

**Needles**  
(Salaries Under Negotiation)  
**County: San Bernardino**

Fiscal ADA 1,239 Highest Entry Step 9 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA W C R E D		III BA - 33 OR MA		V BA - 66 W MA OR MA + 30	
II BA + 15		IV BA - 45 OR MA - 15			
I	II	III	IV	V	
1	\$ 10,536	\$ 11,315	\$ 12,231	\$ 13,114	\$ 14,283
2	10,893	11,706	12,658	13,617	14,819
3	11,252	12,099	13,094	14,120	15,353
4	11,611	12,493	13,512	14,623	15,891
5	11,967	12,885	13,938	15,125	16,426
6	12,325	13,276	14,365	15,627	16,963
7	12,683	13,670	14,792	16,129	17,498
8	13,043	14,063	15,217	16,633	18,035
9	13,400	14,454	15,645	17,135	18,570
10		14,847	16,072	17,638	19,106
11			16,497	18,140	19,642
12				18,648	20,181

No. Teachers 61 Average Salary \$17,587

**Newman-Crows Landing**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA 115 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		III BA - 30		V BA - 60 OR MA - 45		VII BA - 90 OR MA + 75	
II BA + 15		IV BA - 45 OR MA - 30		VI BA - 75 OR MA - 60			
I	II	III	IV	V	VI	VII	
1	\$ 9,221	\$ 9,751	\$ 10,281	\$ 10,811	\$ 11,341	\$ 11,871	\$ 12,401
2	9,606	10,216	10,746	11,276	11,806	12,336	12,866
3	10,151	10,681	11,211	11,741	12,271	12,801	13,331
4	10,616	11,146	11,675	12,205	12,735	13,265	13,795
5	11,090	11,610	12,140	12,670	13,200	13,730	14,260
6	11,545	12,075	12,605	13,135	13,665	14,195	14,725
7	12,010	12,540	13,070	13,600	14,130	14,660	15,190
8	12,475	13,005	13,535	14,065	14,595	15,125	15,655
9		13,470	14,000	14,530	15,060	15,590	16,120
10			14,465	14,995	15,525	16,055	16,585
11				15,459	15,989	16,519	17,049
12					16,454	16,984	17,514
13						17,449	17,979
14							18,444

No. Teacher 49 Average Salary \$14,968

**North Monterey County**  
**County: Monterey**

Fiscal ADA 3,389 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		III AB - 30		V MA - 15 OR AB - 90		VII	
II AB + 1		IV MA OR AB + 45		VI MA - 30 OR AB - 75			
I	II	III	IV	V	VI	VII	
1	\$ 10,410	\$ 11,181	\$ 11,952	\$ 12,723	\$ 13,495	\$ 14,267	\$ 15,038
2	10,189	10,940	11,711	12,483	13,254	14,025	14,796
3	10,689	11,479	12,242	13,013	13,784	14,555	15,326
4	11,229	12,001	12,772	13,543	14,314	15,085	15,856
5	11,780	12,531	13,302	14,073	14,844	15,615	16,386
6	12,280	13,061	13,832	14,603	15,374	16,145	16,916
7	12,820	13,591	14,362	15,133	15,904	16,675	17,446
8		14,121	14,892	15,663	16,435	17,206	17,977
9			15,422	16,194	16,965	17,736	18,507
10			15,953	16,724	17,495	18,266	19,037
11					18,025	18,796	19,526
12						19,326	20,116
13*						19,856	20,646
20*						20,386	21,176
25*						20,916	21,706

Bonus Masters 27 at \$ 200 ea

\* Anniversary Increment No. Teachers 148 Average Salary \$16,263

**Ojai**  
(Salaries Under Negotiation)  
**County: Ventura**

Fiscal ADA 3,663 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 30		V BA + 60 W MA					
II BA + 15		IV BA + 45							
I		II		III		IV		V	
1	\$ 8,431	\$ 9,021	2	\$ 9,612	2	\$ 10,201	1	\$ 10,792	
2	8,879	9,499		10,102	3	10,758	2	11,400	
3	9,325	9,916		10,589	5	11,316		12,006	
4	9,772	10,362	2	11,079	3	11,871	3	12,614	2
5	10,219	10,808		11,568	1	12,425	2	13,221	2
6	10,665	11,256		12,057	1	12,984	1	13,827	4
7		11,703		12,545		13,541	2	14,435	2
8		12,150		13,035	1	14,097	1	15,042	1
9	11,934			13,523		14,654	7	15,649	4
10				14,013	1	15,210		16,256	
11				14,503	5	15,768	2	16,963	1
12						16,325	51	17,470	
13								18,077	33

No. Teachers 149 Average Salary \$15,165

**Oro Madre**  
(Salaries Under Negotiation)  
**County: Amador**

Fiscal ADA 1,797 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BASE		Additional Factors	
I			
1	\$ 8,650	1 Add \$42 per unit	
		2 Add \$445 per year of teaching service to maximum of 12 years	
		3 Add 1.5 extra units for MA	

No. Teachers 75 Average Salary \$14,451

**Pacific Grove**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA 3,765 Highest Entry Step 13 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		III BA + 30		V BA + 60 OR MA + 15		VI BA + 75 W MA OR MA + 30					
II BA + 15		IV BA + 45 OR MA									
I		II		III		IV		V		VI	
1	\$ 9,198	\$ 10,114		\$ 10,837	2	\$ 11,556		\$ 11,672		\$ 11,781	
2	9,411	10,403		11,191	1	11,775		12,156	1	12,332	
3	9,635	10,691	1	11,545	5	12,198	2	12,650		12,712	
4	9,858	10,980		11,898	1	12,613	3	13,124	2	13,431	
5	10,081	11,268		12,252	3	13,032	1	13,608	2	13,980	
6	10,304	11,557	1	12,606		13,451	4	14,093	2	14,530	1
7	10,528	11,845		12,960	1	13,870	3	14,577	3	15,079	
8	10,751	12,134	1	13,313		14,289	1	15,061	4	15,629	2
9		12,422	2	13,667		14,708	2	15,545	2	16,178	1
10				14,021	3	15,127	1	16,029	3	16,728	3
11						15,546	5	16,514	1	17,277	1
12								16,998	20	17,92	
13										18,376	37

No. Teacher 132 Average Salary \$15,476

Unified Districts

1,000 - 3,999 ADA / 65

**Palo Verde  
County: Riverside**

Fiscal ADA 3,940 Highest Entry Step 6 Teaching Days 180  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA II BA + 15		II		III BA + 30 IV BA + 45		V BA + 60			
I		II		III		IV		V	
1	\$ 9,610	6	\$ 10,254	5	\$ 10,900	4	\$ 11,546	1	\$ 12,291
2	9,984	2	10,629	2	11,275	7	11,941	1	12,721
3	10,356	1	11,002	2	11,647	4	12,334	2	13,151
4	10,731	2	11,376	-	12,020	8	12,711	3	13,582
5			11,749	1	12,394	2	13,125	4	14,012
6			12,122		12,767	6	13,519	1	14,442
7			12,496		13,140	4	13,913	3	14,872
8			12,869		13,514	5	14,308	2	15,303
9			13,242	2	13,889		14,702	2	15,734
10					14,262	1	15,097	1	16,164
11					14,634	5	15,491		16,594
12							15,886	1	17,024
13							16,280	9	17,455
14									26

No. Teachers 153 Average Salary \$13,987

**Paradise  
County: Butte**

Fiscal ADA 3,433 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I AB II AB + 15		II		III AB + 30 IV AB + 45		V AB + 60			
I		II		III		IV		V	
1	\$ 9,815		\$ 9,470		\$ 10,126	3	\$ 10,752		\$ 11,438
2	9,330		9,936		10,642	6	11,298	2	11,954
3	9,846	1	10,502	2	11,157	7	11,814		12,469
4	10,362		11,018		11,673	3	12,329	1	12,985
5	10,877		11,533	1	12,189	5	12,845	6	13,501
6	11,393		12,049	1	12,705	3	13,361	1	14,016
7	11,909	1	12,565		13,220	5	13,876	6	14,532
8	12,424	3	13,080		13,736	2	14,392	1	15,048
9			13,596	2	14,252		14,908	1	15,563
10					14,767	6	15,423		16,079
11							15,939		16,595
12							16,455	8	17,110
13							16,971	1	17,626
14							17,487	23	18,142
15							18,003		18,658
16							18,519	3	19,174
17							19,035	1	19,690
18							19,551	14	20,206

Bonuses Masters 27 at \$ 200 ea Doctorate 1 at \$ 200 ea  
\* Anniversary Increment No. Teachers 160 Average Salary \$14,724

**Parlier  
County: Fresno**

Fiscal ADA 1,695 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		II		III BA + 30 IV BA + 45		V BA + 60			
I		II		III		IV		V	
1	\$ 8,624	1	\$ 9,130	1	\$ 9,676	3	\$ 10,202	1	\$ 10,728
2	9,017	2	9,545		10,071	7	10,597	1	11,122
3	9,413		9,939	1	10,466	4	10,992	1	11,517
4	9,808		10,334	1	10,961	2	11,485	3	12,012
5	10,204		10,730		11,255	4	11,742	2	12,308
6	10,597		11,123		11,650	4	12,176	1	12,703
7	10,992		11,517		12,045		12,572	2	13,099
8	11,386		11,912		12,439	3	12,965		13,491
9	11,782		12,308		12,834		13,361	1	13,907
10	12,176		12,703		13,229		13,775	1	14,282
11	12,570		13,099		13,625	2	14,151		14,678
12			13,491	2	14,020	1	14,546	1	15,072
13					14,412	4	14,940	1	15,468
14							15,333	4	15,960

Bonuses Masters 6 at \$ 200 ea  
No. Teachers 77 Average Salary \$12,404

**Patterson**

**County: Stanislaus**

Fiscal ADA 2,263 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB - 15		III AB - 30		IV AB - 45		V AB - 60		VI AB - 75	
1	\$ 9,968	1	\$ 10,361		\$ 10,854		\$ 11,347		\$ 11,840		\$ 12,333
2	10,361	3	10,854		11,347	4	11,840	1	12,333		12,826
3	10,854		11,347	1	11,840	2	12,333		12,826		13,319
4	11,347		11,840		12,333	4	12,826	1	13,319	1	13,812
5	11,840		12,333	1	12,826	5	13,319	3	13,812	1	14,305
6	12,333	2	12,826		13,319	5	13,812	1	14,305	5	14,798
7			13,319	3	13,812	4	14,305	2	14,798	1	15,291
8					14,305	4	14,798	4	15,291	1	15,784
9					14,798	2	15,291	2	15,784	1	16,277
10					15,291		15,784		16,277	4	16,770
11					15,784	5	16,277	1	16,770		17,263
12					16,277		16,770	7	17,263		17,756
13									17,756	6	18,249
14											18,742

Bonuses Masters 18 at \$ 493 ea Doctorate at \$ 493 ea  
 No. Teachers 103 Average Salary \$14,601

**Piedmont City**

**County: Alameda**

Fiscal ADA 2,968 Highest Entry Step 13 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB - 15		III AB - 30 OR MA		IV AB - 45 OR AB - 30 W MA		V AB - 60 OR AB - 45 W MA		VI AB - 75 OR AB - 60 W MA	
1	\$ 9,957	4	\$ 10,541		\$ 11,124	1	\$ 11,708		\$ 12,292		\$ 12,876
2	10,541		11,124		11,708	2	12,292		12,876		13,460
3	11,124		11,708		12,292	1	12,876	1	13,460		14,043
4	11,708	1	12,292		12,876	4	13,460	3	14,043		14,627
5	12,292		12,876		13,460	1	14,043	1	14,627	1	15,211
6	12,876		13,460		14,043	1	14,627	1	15,211	1	15,795
7	13,460		14,043		14,627	1	15,211	1	15,795	1	16,379
8	14,043	1	14,627		15,211	1	15,795	2	16,379	2	16,962
9			15,211		15,795		16,379	2	16,962	3	17,546
10					16,379		16,962	2	17,546		18,130
11							17,546	2	18,130	1	18,714
12							18,130	3	18,714		19,298
13							18,714	1	19,298	8	19,881
17 *											20,465
21 *											21,049
25 *											21,633

\* Anniversary Increment  
 No. Teachers 119 Average Salary \$17,540

**Plumas**

**County: Plumas**

Fiscal ADA 3,182 Highest Entry Step 4 Teaching Days 178  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I CRFD - AP		II AB - 15		III AB - 30		IV AB - 42		V AB - 54 OR MA		VI AB - 66 OR MA OR DR	
1	\$ 10,385	6	\$ 11,007		\$ 11,629	1	\$ 12,251		\$ 12,873		\$ 13,495
2	10,763	2	11,378	1	11,951	4	12,522		13,144	1	13,766
3	11,382		11,998		12,496	6	13,118	2	13,740	1	14,362
4	11,879	1	12,496		12,921	3	13,557	5	14,174	2	14,796
5	12,376		12,993		13,405	4	14,046	3	14,668	2	15,290
6	12,873	1	13,490		13,892	5	14,527		15,152	1	15,774
7	13,370	1	13,987		14,372	4	15,008	4	15,632	2	16,254
8	13,867		14,484		14,857	2	15,487	2	16,112	1	16,734
9			14,981	3	15,411	1	15,987		16,620	2	17,252
10					15,926	7	16,446		17,110	1	17,732
11							16,926	22	17,600	4	18,254
12									18,044	23	18,876
13											19,708

Bonuses Other 21 at \$ 400 ea  
 No. Teachers 98 Average Salary \$16,335





**Ramona**  
(Salaries Under Negotiation)  
**County: San Diego**

Fiscal ADA 2888 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA-15		III BA-30 IV BA-45 OR MA		V BA-60 OR MA-15						
I	II	III	IV	V	VI					
1	\$ 8,943	2	\$ 9,636	2	\$ 10,329	8	\$ 11,021	3	\$ 11,716	1
2	9,560		10,253	1	10,947	2	11,640	2	12,333	1
3	10,177	2	10,870	2	11,564	4	12,257	2	12,950	1
4	10,794	1	11,487	2	12,180	3	12,874	1	13,567	1
5	11,411	2	12,104		12,797	3	13,491	1	14,184	4
6	12,028	3	12,721	1	13,414	3	14,108	7	14,801	8
7	12,645	2	13,338	1	14,031		14,724	5	15,418	3
8			13,955	1	14,648		15,341	2	16,035	2
9					15,265		15,958	2	16,652	2
10							16,575	7	17,268	1
11									17,886	31

Bonuses Masters 26 at \$ 500 ea Other 10 at \$ 500 ea No Teachers 100 Average Salary \$14,399

**Rim Of The World**  
**County: San Bernardino**

Fiscal ADA 3609 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA-C BED II BA-15		III BA-30 IV BA-45 OR MA-C BED		V BA-60 OR MA-15 VI BA-75 OR MA-30						
I	II	III	IV	V	VI					
1	\$ 10,577	1	\$ 11,360	1	\$ 12,143	2	\$ 12,926	1	\$ 13,709	1
2	11,360	1	12,143	1	12,926	1	13,709	1	14,492	1
3	12,143	2	12,926	1	13,709	2	14,492	2	15,275	2
4	12,926	1	13,709	1	14,492	3	15,275	3	16,058	2
5	13,709	1	14,492	1	15,275	3	16,058	3	16,841	1
6	14,492	2	15,275	1	16,058	3	16,841	2	17,624	1
7			15,898	3	16,689	1	17,482	1	18,275	4
8			16,545	3	17,335	1	18,129	2	18,922	4
9			17,192	3	17,982	1	18,776	3	19,569	6
10					18,629	3	19,423	3	20,216	3
11							19,276	3	20,863	75

Bonuses Other 80 at \$ 500 ea No Teacher 100 Average Salary \$18,728

**Ripon**  
**County: San Joaquin**

Fiscal ADA 1230 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA-12 II BA-14		III BA-30 IV BA-45		V BA-60 VI BA-75						
I	II	III	IV	V	VI					
1	\$ 10,119	1	\$ 10,475	1	\$ 10,831	1	\$ 11,187	1	\$ 11,543	1
2	10,475	1	10,831	1	11,187	1	11,543	1	11,899	1
3	10,831	1	11,187	1	11,543	2	11,899	1	12,255	1
4	11,187	2	11,543	1	11,899	2	12,255	1	12,611	1
5	11,543	2	11,915	1	12,277	1	12,633	1	12,989	1
6	11,915	1	12,277	1	12,633	1	13,011	1	13,367	1
7	12,277		12,633	1	13,011	1	13,367	1	13,723	1
8	12,633	1	12,989	1	13,367	1	13,723	1	14,079	1
9	12,989	1	13,355	1	13,711	1	14,067	1	14,423	1
10	13,355	1	13,717	1	14,073	1	14,429	1	14,785	1
11	13,717	1	14,075	2	14,381	1	14,737	1	15,093	1
12			14,431	2	14,787	1	15,149	1	15,505	1
13					15,143	2	15,509	1	15,865	1
14					15,507	5	15,869	5	16,225	1
15					16,221	1	16,577	1	16,933	1
20*			15,351	1	16,179	1	16,535	1	16,891	1
25*			15,711		16,539		16,895		17,251	

\* Anniversary Increment No Teacher 60 Average Salary \$11,736



**River Delta**

Fiscal ADA 2 338 Highest Entry Step

Teaching Days

**County: Sacramento**

Other Assigned Days

New Teachers

3 Returning Teachers

3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR MA		VI AB + 75 OR MA + 15	
I		II		III		IV		V		VI	
1	\$ 9,617		\$ 10,177	1	\$ 10,735		\$ 11,295		\$ 11,853		\$ 12,413
2	10,177		10,735		11,295		11,853		12,413		12,972
3	10,735		11,295		11,853	1	12,413		12,972		13,531
4	11,295		11,853		12,413	1	12,972	1	13,531		14,090
5	11,853		12,413		12,972	2	13,531		14,090	2	14,650
6	12,413		12,972		13,531		14,090	2	14,650	1	15,208
7	12,972		13,531		14,090		14,650	1	15,208	1	15,768
8	13,531		14,090		14,650	2	15,208		15,768	1	16,326
9	14,090		14,650		15,208	1	15,768	2	16,326	1	16,886
10			15,208	3	15,768	2	16,326	1	16,886		17,445
11					16,326	5			17,445		18,004
12								6	18,004	2	18,563
13									18,563	4	19,123
18 *	14,650		15,208		15,768		16,326	2	16,886	4	17,445
23 *	15,208		15,768		16,326		16,886	1	17,445	1	18,004
Bonuses Masters 29 at \$ 400 ea											
* Anniversaries Payment No. Teachers 111 Average Salary \$17,941											

**Saint Helena**

(Salaries Under Negotiation)

Fiscal ADA 1 476 Highest Entry Step

6 Teaching Days

176

**County: Napa**

Other Assigned Days

New Teachers

2 Returning Teachers

2

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 OR MA + 15		VI AB + 75 OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 9,505		\$ 10,100	2	\$ 10,695	1	\$ 11,290		\$		\$
2	10,100	1	10,695	1	11,290	1	11,885	1			
3	10,695		11,290		11,885	1	12,480	1			
4	11,290		11,885		12,480	1	13,075		13,670		14,265
5	11,885	1	12,480	2	13,075	1	13,670	2	14,265	1	14,860
6			13,075		13,670		14,265	1	14,860	2	15,455
7			13,670		14,265	1	14,860	5	15,455	2	16,050
8			14,265		14,860	2	15,455	1	16,050	2	16,645
9			14,860	1	15,455		16,050	1	16,645		17,240
10					16,050		16,645		17,240		17,835
11					16,645		17,240		17,835		18,430
12					17,240		17,835		18,430		19,025
13					17,835	1	18,430	4	19,025	4	19,620
No. Teachers 64 Average Salary \$15,667											

**San Jacinto**

**County: Riverside**

Fiscal ADA 2 085 Highest Entry Step

6 Teaching Days

181

Other Assigned Days

New Teachers

3 Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 8,990	1	\$ 9,570	1	\$ 10,150	1	\$ 10,730	3	\$ 11,310		\$ 11,890
2	9,570		10,150	1	10,730	1	11,310	1	11,890		12,470
3	10,150		10,730	1	11,310	5	11,890		12,470	1	13,050
4	10,730		11,310		11,890	2	12,470	1	13,050		13,630
5	11,310		11,890		12,470		13,050	1	13,630	2	14,210
6			12,470	3	13,050	2	13,630	2	14,210		14,790
7			13,050		13,630	2	14,210	5	14,790		15,370
8					14,210		14,790	1	15,370	2	15,950
9							14,790	1	15,370	1	15,950
10							15,370	1	15,950	4	16,530
11							15,950		16,530		17,110
12							16,530	5	17,110	2	17,690
13									17,690	3	18,270
No. Teachers 76 Average Salary \$14,562											

Unified Districts

1,000 - 3,999 ADA / 69

**San Lorenzo Valley**  
(Salaries Under Negotiation)  
**County: Santa Cruz**

Fiscal ADA 3.422 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
1	\$ 9,512		\$ 10,671		\$ 11,831		\$ 11,190	1	\$ 11,750		\$ 12,310
2	10,071		10,631	1	11,190	4	11,750		12,310		12,969
3	10,631		11,190	1	11,50	6	12,110	3	12,969	1	13,429
4	11,190		11,750		12,310	5	12,969	1	13,429	1	13,988
5	11,750	1	12,310		12,969	5	13,429	1	13,988	1	14,547
6	12,310		12,969		13,429	4	13,988	4	14,547	1	15,107
7	12,969		13,429	1	13,988		14,547	6	15,107	2	15,666
8	13,429		13,988	1	14,547	3	15,107	3	15,666	2	16,226
9			14,547	2	15,107	3	15,666	2	16,226	1	16,786
10					15,666	5	16,226	4	16,786	2	17,345
11							16,786	6	17,345		17,905
12									17,905	5	18,464
13											19,023
16*											19,583
18*											20,143
21*											20,703
24*											20,75
28*											21,06
30*											21,363

Bonuses Masters (at \$ 400 ea) Doctorate (at \$ 400 ea) No. Teachers 18 Average Salary \$15,947

**San Marino**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 3.543 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75 W MA	
1	\$ 9,170	1	10,105		\$ 10,300		\$ 10,920	1	\$ 11,575		\$ 12,270
2	9,535		10,105		10,715	1	11,355		12,035		12,760
3	9,915	1	10,510		11,140	2	11,810		12,520		13,270
4	10,310		10,930	1	11,565	4	12,280		13,020	1	13,800
4½	10,510		11,140		11,810		12,520		13,270		14,085
5	10,725		11,370		12,050	2	12,775	2	13,540	1	14,350
5½	10,930		11,565		12,280	1	13,020		13,800		14,630
6	11,155		11,825	1	12,530	3	13,285	4	14,090	3	14,925
6½	11,370		12,050		12,775		13,540		14,350		15,215
7	11,600	1	12,295	2	13,035	3	13,815	3	14,645		15,52
7½	11,825		12,530		13,285		14,090		14,925	1	15,820
8	12,065		12,790		13,535	2	14,370		15,230	2	16,145
8½	12,295		13,035		13,815		14,645		15,525		16,455
9	12,545		13,300	1	14,097	4	14,945		15,840	1	16,790
9½	12,790		13,535		14,370		15,230		16,145		17,115
10	13,050		13,830		14,660	4	15,540	2	16,475		17,460
10½	13,300		14,095		14,945		15,840		16,790		17,795
11	13,570	2	14,365		15,230		16,190	1	17,130	2	18,190
11½					15,515		16,475		17,460		18,510
12					15,810	7	16,810	4	17,815	3	18,955
12½									18,190		19,250
13									18,540	13	19,640
20*	14,115	1	14,990		15,490		16,490		17,540	8	20,430
**	14,600		15,500	1	16,150	1	18,190		20,040	1	21,245
**	15,265		16,190	1	16,840		18,910	7	20,945	7	22,095

\* Anniversary Increment No. Teachers 157 Average Salary \$16,964  
\*\*Master Teacher Increment

**Southern Humboldt**  
(Salaries Under Negotiation)  
**County: Humboldt**

		Fiscal ADA		1,189		Highest Entry Step		Teaching Days		176
		Other Assigned Days		New Teachers		2		Returning Teachers		2
I	AB + CRFD	III	AB + 30	V	AB + 60 OR MA + 15	VII	AB + 90 OR MA + 45			
II	AB + 15	IV	AB + 45 OR MA	VI	AB + 75 OR MA + 30					
1	\$ 8,000	\$ 8,500	\$ 9,100	2	\$ 9,750	\$ 10,625	\$ 11,425	\$ 12,425		
2	8,325	8,825	9,425	1	10,075	10,950	11,750	12,750		
3	8,650	9,150	9,750	4	10,400	11,275	12,075	13,075		
4	8,975	9,475	10,075	2	10,725	11,600	12,400	13,400		
5	9,300	9,800	10,400	1	11,050	11,925	12,725	13,725		
6	9,625	10,125	10,725	1	11,375	12,250	13,050	14,050		
7	9,950	10,450	11,050	2	11,700	12,575	13,375	14,375		
8	10,275	10,775	11,375	1	12,025	12,900	13,700	14,700		
9	10,600	11,100	11,700	1	12,350	13,225	14,025	15,025		
10	10,925	11,425	12,025	1	12,675	13,550	14,350	15,350		
11			12,350	1	13,000	13,875	14,675	15,675		
12						14,200	15,000	16,000		
15*		11,725	1			14,500	15,300	16,300		
18*			12,950	1		14,800	15,600	16,600		
21*							15,900	16,900		
24*	12,125	1	13,550	1				17,500		
27*								17,800		
30*						16,000		17,500		
* Anniversary Increment				No. Teachers		68	Average Salary		\$12,957	

**Tahoe-Truckee**  
(Salaries Under Negotiation)  
**County: Placer**

		Fiscal ADA		2,842		Highest Entry Step		Teaching Days		175	
		Other Assigned Days		New Teachers		1		Returning Teachers		2	
I	AB	III	AB + 30	V	AB + 60	VII	AB + 90 OR MA + 36				
II	AB + 15	IV	AB + 45	VI	AB + 75						
1	\$ 9,959	\$ 10,275	\$ 11,600	4	\$ 12,420	\$	\$	\$			
2	10,463	10,779	12,104	7	12,924	2					
3	10,967	11,283	12,608	1	13,428						
4	11,471	11,787	13,112	2	13,931	1					
5	11,975	12,291	13,615	1	14,435	1	15,256	1			
6	12,479	13,295	14,119	4	14,939	4	15,760	3	16,580	3	
7	12,982	13,803	14,623	3	15,443	3	16,264	3	17,083	1	
8	13,486	14,307	15,127	2	15,946	4	16,767	3	17,587	3	
9	13,991	14,811	15,630	2	16,451	1	17,271	3	18,091	1	
10	14,495	15,314	16,134	1	16,955	3	17,775	2	18,595	6	
11	14,999	15,818	16,638	1	17,459	1	18,279	2	19,098	4	
12	15,502	16,322	17,142	2	17,963	6	18,782	6	19,602	8	
15*					18,486	4	19,286	4	20,107	5	
18*					18,989	5	19,790	5	20,611	4	
21*									21,114	4	
Bonuses		Masters		26 at \$ 300 ea		No. Teachers		140	Average Salary		\$16,837
* Anniversary Increment											

**Tehachapi**  
(Salaries Under Negotiation)  
**County: Kern**

		Fiscal ADA		1,742		Highest Entry Step		Teaching Days		177
		Other Assigned Days		New Teachers		2		Returning Teachers		2
I	AB	III	AB + 24	V	AB + 48 OR MA + 12	VII	AB + 72 OR MA + 36			
II	AB + 12	IV	AB + 36	VI	AB + 60 OR MA + 24					
1	\$ 9,974	\$ 9,487	\$ 9,995	\$ 10,503	\$ 11,010	\$ 11,519	\$ 12,027			
2	9,499	10,007	10,515	11,023	11,531	12,040	12,548			
3	10,019	10,526	11,036	1	11,544	1	12,052	13,058		
4	10,541	11,048	11,556	1	12,064		12,573	13,081		
5	11,061	11,569	12,077		12,585	4	13,094	13,602		
6	11,582	12,090	12,597	2	13,108	2	13,614	14,122		
7	12,102	12,610	13,118	1	13,626	2	14,135	14,643		
8		13,131	13,639		14,146		14,655	15,163		
9			14,159	1	14,668	2	15,176	15,684		
10					15,188	1	15,696	16,204		
11							16,217	16,725		
12								17,233		
13								17,743		
								18,255		
				No. Teachers		76	Average Salary		\$15,725	

Unified Districts 1,000 - 3,999 ADA / 71

**Travis County: Solano**

Fiscal ADA 2771 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB 30		IV AB + 45		V AB + 60		VI AB + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,808		\$ 11,496	2	\$ 12,184		\$ 12,872		\$ 13,560		\$ 14,248
2	11,496		12,184		12,872		13,560		14,248		14,936
3	12,184		12,872		13,560		14,248		14,936		15,624
4	12,872	1	13,560	1	14,248		14,936		15,624		16,312
5	13,560	1	14,248		14,936	2	15,624	1	16,312	1	17,000
6	14,248		14,936		15,624	1	16,312	1	17,000		17,688
7	14,936		15,624		16,312	1	17,000		17,688	2	18,376
8			16,312		17,000		17,688		18,376	4	19,064
9			17,000	2	17,688	2	18,376	4	19,064	4	19,752
10			17,688		18,376	1	19,064	2	19,752	4	20,440
11			18,376		19,064	3	19,752	1	20,440	4	21,128
12			19,064	1	19,752	4	20,440	9	21,128	36	21,816

Bonuses Masters 31 at \$ 400 ea Doctorate at \$ 500 ea

No. Teachers 146 Average Salary \$20,001

**Western Placer County: Placer**  
 (Salaries Under Negotiation)

Fiscal ADA 2316 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		II AB + 15		III AB 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 8,521		\$ 9,213		\$ 9,905		\$ 10,597		\$ 11,289		\$ 11,981
2	9,049		9,821	1	10,593	2	11,365	1	12,147		12,929
3	9,577		10,349		11,121	4	11,903	5	12,689		13,471
4	10,105		10,877		11,649	1	12,421	3	13,193		13,965
5	10,633		11,405		12,177		12,949	3	13,721	5	14,493
6	11,161		11,933		12,705	2	13,477	3	14,249	1	14,921
7			12,461		13,233		14,005	3	14,777	2	15,549
8			12,989		13,761	1	14,533		15,305		16,077
9			13,517		14,289		15,061	1	15,833	3	16,605
10					14,817	4	15,589	2	16,361		17,133
11							16,117	5	16,989	1	17,661
12									17,417	9	18,189

No. Teachers 107 Average Salary \$15,544

**Willits County: Mendocino**  
 (Salaries Under Negotiation)

Fiscal ADA 2,173 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 8,120	1	\$ 8,916	2	\$ 9,712	2	\$ 10,508		\$ 11,304
2	8,567		9,362	2	10,158	12	10,954		11,750
3	9,013		9,809	2	10,605	5	11,400		12,196
4	9,460		10,256		11,051	1	11,847	3	12,643
5	9,906	1	10,702	1	11,498	2	12,294	6	13,089
6			11,149		985	7	12,740	9	13,535
7			11,595	1	12,391		13,187	2	13,983
8					12,838		13,633	2	14,429
9					13,284	3	14,080	3	14,876
10							14,527		15,322
11							14,973	5	15,769
12									16,216

Bonuses Masters 20 at \$ 400 ea

No. Teachers 107 Average Salary \$13,066

**Willows**

**County: Glenn**

Fiscal ADA 1,643 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB - 30		V AB - 60 OR MA - 15	
II AB + 15		IV AB - 45 OR MA			
I		III		V	
II		IV		V	
1	\$ 9,473	\$ 9,969	\$ 9,267 6	\$ 9,661 1	\$ 10,062 1
2	8,852	9,299	9,694 4	10,099	10,513
3	9,252	9,697	10,119 2	10,533 2	10,987 2
4	9,669	10,123	10,575 1	11,029 2	11,491
5	10,105	10,578	11,049 1	11,525 2	11,999 5
6	10,558	11,054 1	11,547 2	12,043 1	12,538 2
7	11,033	11,552	12,067 1	12,585 3	13,103
8	11,529	12,070	12,610 1	13,153 3	13,691 3
9		12,615 1	13,175 1	13,745 1	14,307
10			13,772 2	14,363	14,952
11				15,009 1	15,625 2
12					16,327 28

No. Teachers 51 Average Salary \$13,279

**Winters**

(Salaries Under Negotiation)

**County: Yolo**

Fiscal ADA 1,010 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB - 30		V AB - 60 OR MA	
II AB + 15		IV AB - 45			
I		III		V	
II		IV		V	
1	\$ 8,347	\$ 8,904	\$ 8,490 1		
2	8,792 1	9,349	9,905 4		
3	9,237	9,794	10,350 2	11,018 1	
4	9,683 1	10,239	10,796 2	11,519 2	12,243 2
5		10,684	11,241 1	12,020 1	12,799 1
6		11,130	11,696	12,521 3	13,356
7			12,131 2	13,022	13,912
8			12,576 1	13,522	14,499 2
9			13,022	14,023 1	15,025 1
10			13,467	14,524 1	15,592 2
11			13,912	15,025 3	16,139 1
12					16,695 6
15*					17,251 2
18*					17,808 4

\* Anniversary Increment

No. Teachers 50 Average Salary \$13,348

**Biggs**  
(Salaries Under Negotiation)  
**County: Butte**

Fiscal ADA 733 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 8,646	\$ 9,328	\$ 10,023	\$ 11,204	\$ 12,414	\$ 13,613	\$ 14,825	\$ 16,043	\$ 17,262
2	9,055	9,746	10,502	11,763	13,047	14,354	15,683	17,034	18,407
3	9,471	10,161	10,992	11,983	13,017	14,082	15,171	16,284	17,431
4	9,888	10,585	11,477	12,486	13,522	14,593	15,698	16,837	18,011
5	10,303	10,998	11,956	12,984	14,042	15,131	16,251	17,401	18,581
6	10,712	11,409	12,439	13,498	14,587	15,706	16,855	18,034	19,243
7	11,134	11,825	12,925	13,994	15,093	16,222	17,381	18,560	19,769
8	11,552	12,240	13,401	14,595	15,824	17,087	18,381	19,705	21,059
9	11,967	12,662	13,992	15,261	16,574	17,921	19,294	20,692	22,127
10		13,077	14,570	15,964	17,491	19,052	20,647	22,276	23,943
11				17,550	19,163	20,811	22,494	24,211	25,928
12					20,752	22,486	24,211	26,061	27,843
No Teachers									
Average Salary \$13,689									

**Black Oak Mine**  
**County: El Dorado**

Fiscal ADA 515 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75		VII MASTER TEACHER	
I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
1	\$ 9,925	\$ 9,450	\$ 9,975	\$ 10,500	\$ 11,025	\$ 11,550	\$ 12,075	\$ 12,600	\$ 13,125	\$ 13,650	\$ 14,175	\$ 14,700	\$ 15,225
2	9,450	9,975	10,500	11,025	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	15,750
3	9,975	10,500	11,025	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	15,750	16,275
4	10,500	11,025	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	15,750	16,275	16,800
5	11,025	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	15,750	16,275	16,800	17,325
6	11,550	12,075	12,600	13,125	13,650	14,175	14,700	15,225	15,750	16,275	16,800	17,325	17,850
7		12,600	13,125	13,650	14,175	14,700	15,225	15,750	16,275	16,800	17,325	17,850	18,375
8			13,650	14,175	14,700	15,225	15,750	16,275	16,800	17,325	17,850	18,375	18,900
9			14,175	14,700	15,225	15,750	16,275	16,800	17,325	17,850	18,375	18,900	19,425
10				15,225	15,750	16,275	16,800	17,325	17,850	18,375	18,900	19,425	19,950
11					16,275	16,800	17,325	17,850	18,375	18,900	19,425	19,950	20,475
12						17,325	17,850	18,375	18,900	19,425	19,950	20,475	21,000
13							18,375	18,900	19,425	19,950	20,475	21,000	21,525
14								19,425	19,950	20,475	21,000	21,525	22,050
15									20,475	21,000	21,525	22,050	22,575
16										21,525	22,050	22,575	23,100
No Teachers													
Average Salary \$13,608													

**Calistoga**  
**County: Napa**

Fiscal ADA 735 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 10,488	\$ 11,079	\$ 11,670	\$ 12,261	\$ 12,852	\$ 13,443	\$ 14,034	\$ 14,625	\$ 15,216
2	11,079	11,670	12,261	12,852	13,443	14,034	14,625	15,216	15,807
3	11,670	12,261	12,852	13,443	14,034	14,625	15,216	15,807	16,398
4	12,261	12,852	13,443	14,034	14,625	15,216	15,807	16,398	16,989
5	12,852	13,443	14,034	14,625	15,216	15,807	16,398	16,989	17,580
6	13,443	14,034	14,625	15,216	15,807	16,398	16,989	17,580	18,171
7	14,034	14,625	15,216	15,807	16,398	16,989	17,580	18,171	18,762
8	14,625	15,216	15,807	16,398	16,989	17,580	18,171	18,762	19,353
9		15,807	16,398	16,989	17,580	18,171	18,762	19,353	19,944
10			16,398	16,989	17,580	18,171	18,762	19,353	19,944
11				16,989	17,580	18,171	18,762	19,353	19,944
12					17,580	18,171	18,762	19,353	19,944
No Teachers									
Average Salary \$15,967									

UNIFIED SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 500 TO 999



**Denair**

**County: Stanislaus**

Fiscal ADA 976 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB - 12 II AB - 24		III AB - 36 IV AB - 48		V AB - 60 VI AB - 72		VII	
I		II		III		IV	
1	\$ 10,000			\$ 11,170		\$ 11,950	\$ 11,950
2	10,360	\$ 10,690	4	11,170		11,950	12,340
3	10,740	10,780	3	11,560		11,950	12,730
4	11,170	11,170		11,950	1	12,340	13,120
5	11,560	11,560		12,340		12,730	13,510
6	11,950	12,340		12,730	1	13,120	13,900
7	12,340	12,730		13,120		13,510	14,280
8	12,730	13,120		13,510	1	13,900	14,680
9	13,120	13,510		14,280	1	14,280	15,070
10		14,280		14,680		15,070	15,460
11		14,680	2	15,070	1	15,460	15,850
12		15,070		15,460		15,850	16,240
13				15,850	1	16,240	16,630
14						16,630	17,020
15							17,410

Bonuses: 405,900.00  
 Average Salary: \$13,448

**Desert Center**  
**County: Riverside**

Fiscal ADA 776 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA - 30 II BA - 45		III BA - 60 IV BA - 75 OR MA - 45		V BA - 90 OR MA - 75 VI BA - 75 OR MA - 90		VII	
I		II		III		IV	
1	\$ 9,694			\$ 12,618			
2	10,619	\$ 10,869	3	12,618			
3	11,243	11,493		13,242			
4	11,868	12,118		13,867			
5	12,492	12,742		14,491		14,741	1
6	13,116	13,367		15,116		15,366	1
7	13,742	13,991		15,741	1	16,015	1
8		14,617		16,365		16,615	1
9		15,241		16,989		17,240	1
10		15,866	2	17,614		17,865	1
11		16,490		18,238		18,489	1
12		17,115		18,863		19,114	5
13				19,487		19,739	
14				20,112		20,614	1
15							

Bonuses: 90,000.00  
 Average Salary: \$16,961

**Durham**  
**County: Butte**

Fiscal ADA 746 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I AB - 4 II AB - 8		III AB - 12 IV AB - 16		V AB - 20		VI	
I		II		III		IV	
1	\$ 9,672			\$ 11,997		\$ 13,996	
2	10,064	\$ 10,317	1	11,997		13,996	
3	10,456	10,569		12,390		14,390	
4	10,848	10,821		12,783		14,783	
5	11,240	11,073		13,176		15,176	1
6	11,632	11,325		13,569		15,569	1
7	12,024	11,577		13,962		15,962	1
8	12,416	11,829		14,355		16,355	1
9	12,808	12,081		14,748		16,748	1
10	13,200	12,333		15,141		17,141	2
11	13,592	12,585		15,534		17,534	1
12	13,984	12,837		15,927		17,927	1
13	14,376	13,089		16,320		18,320	1
14		13,341		16,713		18,713	1
15		13,593		17,106		19,106	1
16		13,845		17,499		19,499	1
17		14,097		17,892		19,892	1
18		14,349		18,285		20,285	1
19		14,601		18,678		20,678	1
20		14,853		19,071		21,071	1
21		15,105		19,464		21,464	1
22		15,357		19,857		21,857	1
23		15,609		20,250		22,250	1
24		15,861					
25		16,113					
26		16,365					
27		16,617					
28		16,869					
29		17,121					
30		17,373					

Bonuses: 1,000,000.00  
 Average Salary: \$14,612





**Eastern Sierra  
County: Mono**

Fiscal ADA 569 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 12		III BA - 24		IV BA - 36		V BA + 48		VI BA + 60	
I		II		III		IV		V		VI	
1	\$ 9,376	1	\$ 9,922	1	\$ 10,269	1	\$ 10,716	1	\$ 11,162	1	\$ 11,608
2	9,733	1	10,179		10,626		11,073	1	11,519		12,025
3	10,090		10,356		10,984		11,430	1	11,876		12,441
4	10,447		10,984		11,340		11,787	1	12,233		12,858
5	10,905		11,251		11,697		12,144		12,591	1	13,274
6	11,162		11,608		12,054		12,502		12,948		13,691
7	11,519		11,965	1	12,411		12,859	1	13,305		14,106
8			12,322	1	12,769		13,216	1	13,662		14,524
9					13,126		13,572		14,020		14,941
10							13,929	1	14,377	1	15,357
11							14,287		14,734		15,774
12									15,091		16,190
13									15,448		16,607

Bonuses Masters 6 at \$ 740.00  
No. Teachers 37 Average Salary \$14,167

**Emery  
County: Alameda**

Fiscal ADA 646 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I		II		III		IV		V	
1	\$ 11,683		\$ 12,344		\$ 13,004		\$ 13,665		\$ 14,323
2	12,344		13,004		13,663		14,323		14,984
3	13,004		13,663		14,323	1	14,984	1	15,644
4	13,663		14,323		14,984		15,644		16,303
5	14,323		14,984		15,644	1	16,303	1	16,963
6	14,984		15,644		16,303	1	16,963	1	17,625
7	15,644		16,303		16,963		17,625	1	18,284
8			16,963		17,625		18,284	1	18,945
9					18,284	1	18,945	1	19,604
10							19,604	1	20,264
11									20,924

Bonuses Masters 15 at \$ 250.00  
No. Teachers 41 Average Salary \$19,260

**Fsparto  
(Salaries Under Negotiation)  
County: Yolo**

Fiscal ADA 674 Highest Entry Step 18 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I		II		III		IV		V		VI	
1	\$ 8,930		\$ 9,353	2	\$ 9,776		\$ 10,199		\$ 10,622		\$ 11,046
2	9,353	1	9,776		10,199		10,622		11,046		11,469
3	9,776		10,199		10,622		11,046	1	11,469		11,892
4	10,199		10,623		11,046		11,469	2	11,892		12,316
5	10,623	1	11,046		11,469	1	11,892		12,316		12,739
6	11,046		11,469		11,892	1	12,316		12,739	1	13,162
7			11,892		12,316		12,739		13,162		13,585
8			12,316		12,739	1	13,162		13,585	1	14,008
9					13,162	2	13,585	1	14,008		14,431
10					13,585		14,008	1	14,431		14,855
11							14,431		14,855		15,278
12							14,431		15,278		15,702
13							14,431		15,278		15,702
14							14,431	1	15,278	1	15,702
15									15,702		16,124
16									15,702		16,124
17									15,702		16,124
18									16,124		16,548
19									16,124		16,548
20									16,124	1	16,548
21									16,548		16,971

Bonuses Masters 6 at \$ 500.00  
No. Teachers 44 Average Salary \$12,833



**Ione**

**County: Amador**

I AB - 20  
II AB - 30

Fiscal ADA 640

Highest Entry Step 6

Teaching Days 175

Other Assigned Days

New Teachers 3

Returning Teachers 3

III AB - 40  
IV AB - 50

V AB - 60  
VI AB - 70

VII AB - 80

	I	II	III	IV	V	VI	VII
1	\$ 9,250	\$ 9,700	\$ 10,150	\$ 10,600	\$ 11,050	\$ 11,500	\$ 11,950
2	9,700	10,150	10,600	11,050	11,500	11,950	12,400
3	10,150	10,600	11,050	11,500	11,950	12,400	12,850
4	10,600	11,050	11,500	11,950	12,400	12,850	13,300
5	11,050	11,500	11,950	12,400	12,850	13,300	13,750
6	11,500	11,950	12,400	12,850	13,300	13,750	14,200
7	11,950	12,400	12,850	13,300	13,750	14,200	14,650
8	12,400	12,850	13,300	13,750	14,200	14,650	15,100
9		13,300	13,750	14,200	14,650	15,100	15,550
10			14,200	14,650	15,100	15,550	16,000
11				15,100	15,550	16,000	16,450
12					16,000	16,450	16,900
16*						16,900	17,350
20*						17,350	17,800
24*						17,800	18,250
28*						18,250	18,700

\* Anniversary Increment

No. Teachers 35

Average Salary

\$14,574

**Jackson**

**County: Amador**

I AB  
II AB - 15

Fiscal ADA 711

Highest Entry Step 6

Teaching Days 190

Other Assigned Days

New Teachers 3

Returning Teachers 3

III AB - 30  
IV MA OB AB - 45

V MA - 10 OB AB - 60  
VI MA - 25 OB AB - 75

	I	II	III	IV	V	VI
1	\$ 9,036	\$ 9,386	\$ 9,736	\$ 10,086	\$	\$
2	9,386	9,736	10,086	10,436		
3	9,736	10,086	10,436	10,786	11,403	
4	10,086	10,436	10,786	11,136	11,854	1
5	10,436	10,786	11,136	11,486	12,323	12,815
6	10,786	11,136	11,486	11,836	12,815	2
7	11,136	11,486	11,836	12,186	13,328	2
8	11,486	11,836	12,186	12,536	13,864	2
9		11,836	12,536	13,286	14,422	1
10			12,815	13,864	15,005	15,112
11				13,864	15,005	15,612
12					15,005	16,243
19*						16,243
24*						16,543
						16,843

\* Anniversary Increment

No. Teachers 36

Average Salary

\$14,287

**Kelseyville**

**County: Lake**

I AB  
II AB - 15

Fiscal ADA 792

Highest Entry Step 6

Teaching Days 176

Other Assigned Days

New Teachers 2

Returning Teachers 2

III AB - 30  
IV AB - 45

V AB - 60  
VI AB - 75

VII AB - 90

	I	II	III	IV	V	VI	VII
1	\$ 9,026	\$ 9,630	\$ 10,234	\$ 10,838	\$ 11,446	\$ 12,050	\$ 12,656
2	9,630	10,236	10,838	11,446	12,050	12,656	13,259
3	10,236	10,838	11,446	12,050	12,656	13,259	13,864
4		11,446	12,050	12,656	13,259	13,864	14,470
5		12,050	12,656	13,259	13,864	14,470	15,074
6		12,656	13,259	13,864	14,470	15,074	15,680
7			13,864	14,470	15,074	15,680	16,284
8			14,470	15,074	15,680	16,284	16,888
9			15,074	15,680	16,284	16,888	17,495
10			15,680	16,284	16,888	17,495	18,100
11				16,888	17,495	18,100	18,705

Bonuses

Masters

\$ at \$ 604 ea

No. Teachers 35

Average Salary

\$14,400

**Laton**

**County: Fresno**

Data Not Provided

Fiscal ADA 798

**Los Molinos**  
**County: Tehama**

Fiscal ADA 574 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB + 5 II AB + 15		III AB + 30 IV MA OR AB + 45		V AB + 60 OR MA + 15 VI AB + 75 OR MA + 30									
I		II		III		IV		V		VI			
1	\$ 7												
2	8,250	\$ 8,250		\$ 9,750	1	\$ 9,250	1	\$ 9,750		\$ 10,250			
3	8,750	8,750		9,250	1	9,750	1	10,250	1	10,750			
4				9,750	1	10,250	2	10,750	1	11,250			
5				10,250		10,750	2	11,250	1	11,750			
6						10,750	1	11,250	1	11,750			
7						11,250	1	11,750	1	12,250			
8						11,750	1	12,250	1	12,750	1		
9								12,250	1	12,750	1		
10								12,750		13,250			
11								13,250		13,750			
12								13,750		14,250			
								14,250		14,750			
								14,750	4	15,250	6		
								15,250		15,750			
										No Teachers	33	Average Salary	\$12,219

**Mammoth**  
**County: Mono**

Fiscal ADA 736 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60									
I		II		III		IV		V					
1	\$ 10,750	\$ 11,250		\$ 12,351	1	\$ 12,351	1	12,982					
2	11,250	11,250		12,351	1	12,982	1	13,414					
3	11,921	12,351	1	12,982	1	13,414	1	13,945					
4	12,351	12,982		13,414	2	13,945	1	14,476	1				
5	12,982	13,414		13,945	1	14,476	1	15,006	1				
6	13,413	13,945		14,476	1	15,006	1	15,536	1				
7	13,945	14,476		15,006	1	15,536	1	16,067	2				
8	14,476	15,006	1	15,536	1	16,067	1	16,597	1				
9		15,536		16,067	2	16,600	2	17,132	4				
10		16,067		16,600		17,132		17,663					
11				17,132		17,663		18,194					
12				17,663		18,194		18,725	1				
13						18,725		19,256	1				
14						19,256	1	19,787	2				
20*						19,787	1	20,317					
25*						20,317		20,848	1				
Bonuses	Masters			\$ 10,000		\$ 10,000		\$ 5,500					
* Anniversary Increment													
										No Teachers	36	Average Salary	\$15,799

**Mendocino**  
**County: Mendocino**

Fiscal ADA 712 Highest Entry Step 8 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60									
I		II		III		IV		V					
1	\$ 8,400	\$ 9,240		\$ 10,080	2	\$ 10,920		\$ 11,531					
2	8,969	9,752		10,515	1	11,275	1	12,042	1				
3	9,499	10,261		11,024	1	11,787	1	12,550					
4	10,006	10,770		11,531	4	12,296	1	13,059	1				
5	10,515	11,278		12,042	3	12,805	1	13,568	2				
6	11,024	11,787		12,556		13,314		14,077	1				
7		12,296		13,059		13,822		14,586	2				
8				13,568	1	14,331		15,094	1				
9						14,840		15,603	1				
10								16,176	13				
Bonuses	Masters			\$ 10,250									
										No Teachers	40	Average Salary	\$13,804



**Pierce**

**County: Colusa**

Fiscal ADA 700 Highest Entry Step 19 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB + CRFD		III AB + 30		V AB + 60 OR MA + 45		VI AB + 75 OR MA + 60							
II AB + 15		IV AB + 45 OR MA + 30											
I		II		III		IV		V		VI			
1	\$ 9,724	\$ 10,219	\$ 10,715	\$ 11,562	\$ 12,450	\$ 13,283							
2	10,096	10,560	11,067	11,953	12,821	13,665							
3	10,467	10,963	11,459	12,325	13,192	14,036							
4	10,839	11,335	11,830	12,697	13,564	14,408							
5	11,210	11,706	12,201	13,068	13,936	14,790							
6		12,078	12,573	13,441	14,307	15,152							
7		12,450	12,944	13,812	14,679	15,523							
8		12,821	13,316	14,183	15,051	15,895							
9		13,192	13,688	14,555	15,421	16,266							
10		13,564	14,060	14,927	15,793	16,637							
11			14,430	15,289	16,165	17,009							
12			14,802	15,670	16,536	17,381							
13													
16 *													
19 *													
* Anniversary Increment										No. Teachers	32	Average Salary	\$14,568

**San Pasqual Valley**

**County: Imperial**

Fiscal ADA 667 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 30		V BA + 60 OR MA + 15									
II BA + 15		IV BA + 45 OR MA											
I		II		III		IV		V					
1	\$ 11,235	\$ 11,556	\$ 11,877	\$ 12,198	\$ 12,797								
2	11,636	11,957	12,278	12,599	13,215								
3	12,038	12,359	12,680	13,001	13,643								
4	12,439	12,760	13,081	13,402	14,077								
5	12,540	13,161	13,482	13,803	14,499								
6		13,562	13,983	14,205	14,927								
7		13,963	14,285	14,506	15,355								
8		14,365	14,686	15,007	15,793								
9			15,087	15,408	16,211								
10			15,489	15,809	16,639								
11			15,890	16,211	17,067								
12			16,291	16,612	17,495								
13				17,013	17,923								
14				17,414	18,351								
15				17,816	18,771								
16					19,207								
17					19,635								
* Anniversary Increment										No. Teachers	42	Average Salary	\$15,626

**Shoreline**

(Salaries Under Negotiation)

**County: Marin**

Fiscal ADA 909 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60 OR MA + 15		VI AB + 75 OR MA + 30							
II AB + 15		IV AB + 45 OR MA											
I		II		III		IV		V		VI			
1	\$ 9,381	\$ 9,957	\$ 10,536	\$ 11,114	\$ 11,690	\$ 12,270							
2	9,957	10,536	11,114	11,690	12,270	12,846							
3	10,536	11,114	11,690	12,270	12,846	13,423							
4	11,114	11,690	12,270	12,846	13,423	14,000							
5	11,690	12,270	12,846	13,423	14,000	14,580							
6	12,270	12,846	13,423	14,000	14,580	15,157							
7		13,423	14,000	14,580	15,157	15,733							
8		14,000	14,580	15,157	15,733	16,312							
9		14,580	15,157	15,733	16,312	16,890							
10		15,157	15,733	16,312	16,890	17,466							
11			16,312	16,890	17,466	18,043							
12			16,890	17,466	18,043	18,622							
15 *						19,202							
18 *						19,782							
21 *						20,363							
Bonuses Masters 6 at \$ 300 ea										No. Teachers	54	Average Salary	\$15,980
* Anniversary Increment													

**Sierra-Plumas  
County: Sierra**

Fiscal ADA 622 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 W CRED IV BA + 45 W CRED		V BA + 60 W CRED OR MA + 45 VI BA + 30 W CRED			
I	II	III	IV	V	VI		
1	\$ 9,940	\$ 10,464	\$ 11,044				
2	10,284	10,920	11,640				
3	10,740	11,364	11,996				
4	11,196	11,808	12,444				
5	11,640	12,264	12,888	12,612			
6	12,084	12,708	13,332	13,056	13,692		
7		13,152	13,748	14,300	14,136		
8		13,596	14,232	4,696	14,592		
9			14,676	15,312	15,036		
10			15,132	15,756	16,300		
11				16,200	16,824		
12				16,656	17,288		
13					17,616		
14					17,932		
15					18,300		
16							
17							
18							
19							
20							
21							
* Anniversary Increment				No. Teachers	41	Average Salary	\$14,666

**Southern Kern  
(Salaries Under Negotiation)  
County: Kern**

Fiscal ADA 896 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 12		III BA + 24 IV BA + 30		V BA + 36 VI BA + 48 OR MA		VII BA + 60 OR MA + 12	
I	II	III	IV	V	VI	VII	VIII
1	\$ 9,766	\$ 9,216	\$ 9,644	\$ 9,964	\$ 10,092	\$ 10,521	\$ 10,990
2	9,216	9,644	10,092	10,402	10,521	10,990	11,396
3	9,644	10,092	10,521	10,739	10,990	11,396	11,837
4	10,092	10,521	10,990	11,177	11,396	11,837	12,275
5		10,990	11,396	11,617	11,837	12,275	12,713
6		11,396	11,837	12,054	12,275	12,713	13,151
7			12,275	12,492	12,713	13,151	13,590
8				12,932	13,151	13,590	14,028
9					13,590	14,028	14,467
10						14,467	14,906
11							15,344
VIII BA + 72 OR MA + 24 IX BA + 84 OR MA + 36				No. Teachers	45	Average Salary	\$13,911

**Templeton  
County: San Luis Obispo**

Fiscal ADA 569 Highest Entry Step 11 Teaching Days 180  
 Other Assigned Days New Teachers 4 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA + 15		V BA + 60 OR MA + 30			
I	II	III	IV	V	VI		
1	\$ 9,616	\$ 10,112	\$ 10,421	\$ 10,922	\$ 11,354		
2	9,986	10,480	10,853	11,354	11,796		
3	10,356	10,868	11,283	11,796	12,218		
4	11,236	11,948	12,365	12,866	13,296		
5	11,506	12,345	12,797	13,296	13,736		
6	11,776	12,714	13,229	13,730	14,162		
7		13,082	13,661	14,162	14,594		
8		13,490	14,093	14,594	15,026		
9			14,525	15,026	15,458		
10				15,458	15,890		
11					16,322		
				No. Teachers	33	Average Salary	\$12,766

**Trona**

**County: San Bernardino**

Fiscal ADA

956

Highest Entry Step

10

Teaching Days

176

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA  
II BA - 20

III MA OR BA - 40  
IV MA - 15 OR BA - 60

V MA - 30 OR BA - 50 W MA

VI

	I	II	III	IV	V	VI
1	\$ 11,790		\$ 12,340	\$ 12,972		
2	12,379		12,922	13,543		
3	12,980	1	13,508	14,117		
4	13,578		14,089	14,688	1	15,259
5	14,178	3	14,673	15,240	5	15,811
6			15,254	15,833	2	16,381
7			15,807	16,403		16,942
8			15,960	16,967		17,504
9			17,113	16,731	1	18,065
10			15,966	16,995		18,626
11			16,019	17,059	1	18,812
12			16,172	17,223	1	18,998
13			16,325	17,387	1	19,184
14			16,478	17,551	1	19,370
15				17,715	1	19,556
16				17,879		19,742
17				18,043	1	19,928
18				18,207		20,114
19				18,371		20,300
20				18,535		20,486
21				18,699	1	20,672
22						20,858
23						21,044
24					2	21,230
25						21,416
26					5	21,602
27						21,788
28						21,974
29						22,160
30						22,346
31						22,532
32						22,718
33						22,904
34						23,090

Bonuses

Other

\$ 5,980.00

New Teachers

3

Returning Teachers

\$18,000

**Tulelake Basin**

**County: Modoc**

Fiscal ADA

542

Highest Entry Step

6

Teaching Days

176

Other Assigned Days

New Teachers

4

Returning Teachers

4

I AB  
II AB - 15

III AB - 30  
IV AB - 45

V AB - 60  
VI AB - 75

VII

	I	II	III	IV	V	VI	VII
1	\$ 9,860	\$ 9,940	\$ 10,45	\$ 10,966	\$ 11,429	\$ 11,777	
2	9,760	10,040	10,940	11,27	11,909	12,177	
3	10,060	10,360	11,122	11,796	12,186	12,767	
4			11,447	11,841	12,599	13,178	
5			11,767	12,297	12,949	13,557	
6			12,087	12,631	13,329	13,952	2
7			12,407	13,077	13,709	14,347	1
8			12,727	13,523	14,089	14,942	
9				13,969	14,869	15,711	
10				14,411	15,249	15,512	
11					15,729	15,977	
12						16,322	4
16*						16,622	3

Bonuses

Other

\$ 2,540.00

New Teachers

4

Returning Teachers

\$13,552

\* Anniversary Increment

**Alpaugh**  
(Salaries Under Negotiation)  
**County: Tulare**

I BA		II BA - 30		III BA - 45 OR MA		IV BA - 60 OR MA - 15		V BA - 75 OR MA - 30	
I		II		III		IV		V	
1	\$ 8500	\$ 8755	\$ 9017	\$ 9287	\$ 9560				
2	8797	9061	9332	9612	9899				
3	9104	9378	9658	9948	10245				
4	9422	9706	9986	10286	10593				
5	9751	10045	10325	10625	10974				
6	10092	10396	10677	10929	11358				
7	10445	10760	11061	11415	11755				
8	10810	11136	11467	11814	12166				
9	11198	11525	11879	12227	12591				
10	11599	11928	12285	12655	13031				
11	11994	12345	12715	13088	13487				
12		12777	13106	13536	13959				
13			13620	14000	14447				
14				14521	14952				
15					15475				
18*	12703	13543	14437	15392	16403				
21*	13465	14355	15303	16317	17387				
24*	14273	15216	16221	17293	18430				

\* Anniversary Increment N Teachers 11 Average Salary \$12,045

**Alpine County**  
**County: Alpine**

I AB - CRED		II AB - 15		III AB - 30		IV AB - 45		V AB - 60		VI AB - 75	
I		II		III		IV		V		VI	
1	\$ 11149	\$ 11592	\$ 12227	\$ 12825	\$ 13500						
2	11692	12217	12750	13325	13945						
3	12237	12790	13325	13925	14412						
4	12790	13325	13925	14412	14955						
5	13325	13925	14412	14955	15500						
6	13925	14412	14955	15500	16045						
7	14412	14955	15500	16045	16587						
8		15500	16045	16587	17132						
9			16587	17132	17675						
10				17675	18218						
11					18762						
12					19307						
					19950						

Bonus Masters 2 @ \$4000 N Teachers 8 Average Salary \$15,027

**Anderson Valley**  
**County: Mendocino**

I PA		II BA - 12		III BA - 24		IV BA - 36		V BA - 48		VI BA - 60		VII BA - 72	
I		II		III		IV		V		VI		VII	
1	\$ 8850	\$ 9100	\$ 9350	\$ 9600	\$ 9850	\$ 10100	\$ 10350	\$ 10600	\$ 10850	\$ 11100	\$ 11350	\$ 11600	\$ 11850
2	9100	9350	9600	9850	10100	10350	10600	10850	11100	11350	11600	11850	12100
3	9350	9600	9850	10100	10350	10600	10850	11100	11350	11600	11850	12100	12350
4	9600	9850	10100	10350	10600	10850	11100	11350	11600	11850	12100	12350	12600
5	9850	10100	10350	10600	10850	11100	11350	11600	11850	12100	12350	12600	12850
6	10100	10350	10600	10850	11100	11350	11600	11850	12100	12350	12600	12850	13100
7		10600	10850	11100	11350	11600	11850	12100	12350	12600	12850	13100	13350
8		10850	11100	11350	11600	11850	12100	12350	12600	12850	13100	13350	13600
9		11100	11350	11600	11850	12100	12350	12600	12850	13100	13350	13600	13850
10			11600	11850	12100	12350	12600	12850	13100	13350	13600	13850	14100
11				12100	12350	12600	12850	13100	13350	13600	13850	14100	14350
12					12350	12600	12850	13100	13350	13600	13850	14100	14350
13						12600	12850	13100	13350	13600	13850	14100	14350
14							12850	13100	13350	13600	13850	14100	14350
15								13100	13350	13600	13850	14100	14350

Bonus Masters 2 @ \$2500 District 2 @ \$4000 N Teachers 11 Average Salary \$11,039

UNIFIED SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 100 TO 499



**Baker**

Fiscal ADA	221	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

County: San Bernardino

Data Not In Standard Format

No. Teachers	13	Average Salary	\$14,470
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**Big Pine**

Fiscal ADA	318	Highest Entry Step	7	Teaching Days	177
Other Assigned Days		New Teachers	1	Returning Teachers	1

County: Inyo

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60 OR MA + 15

	I	II	III	IV	V
1	\$ 9,883	\$ 10,577	\$ 11,265	\$ 11,953	\$ 12,643
2	10,519	11,207	11,865	12,504	13,272
3	11,146	11,838	12,524	13,214	13,903
4	11,779	12,469	13,155	13,945	14,533
5	12,409	13,099	13,796	14,475	15,164
6	13,040	13,762	14,416	15,106	15,798
7	13,670	14,359	15,048	15,717	16,424
8		14,950	15,679	16,367	17,057
9		15,620	16,309	16,998	17,685
10			16,940	17,626	18,316
11			17,571	18,257	18,946
12			18,201	18,887	19,577
16*					20,207

\* Anniversary Increment

No. Teachers	19	Average Salary	\$17,479
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**Big Valley**

(Salaries Under Negotiation)

County: Lassen

Fiscal ADA	336	Highest Entry Step	8	Teaching Days	176
Other Assigned Days		New Teachers	5	Returning Teachers	5

I AB  
II AB + 12

III AB + 24  
IV AB + 36

V AB + 48  
VI AB + 60

VII AP + 72

	I	II	III	IV	V	VI	VII
1	\$ 9,156	\$ 9,76	\$ 10,058	\$ 10,391	\$ 10,728	\$ 11,071	\$ 11,417
2	9,397	9,976	10,301	10,630	10,976	11,321	11,669
3	9,616	10,211	10,545	10,881	11,224	11,571	11,921
4	9,849	10,452	10,787	11,129	11,472	11,821	12,173
5	10,090	10,693	11,030	11,371	11,720	12,071	12,425
6	10,311	10,934	11,273	11,616	11,968	12,321	12,677
7	10,542	11,175	11,516	11,861	12,216	12,571	12,929
8	10,773	11,416	11,759	12,108	12,464	12,821	13,181
9	11,004	11,657	12,002	12,351	12,712	13,071	13,433
10			12,245	12,596	12,960	13,321	13,685
11				12,941	13,299	13,671	14,037
12					13,456	13,821	14,189
13						14,071	14,441
14							14,693

Bonus

Masters

2 at \$ 300 ea

Other

2 at \$ 300 ea

No. Teachers	17	Average Salary	\$12,260
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**Borrego Springs**

(Salaries Under Negotiation)

County: San Diego

Fiscal ADA	233	Highest Entry Step	4	Teaching Days	
Other Assigned Days		New Teachers		Returning Teachers	

I BA  
II BA + 18

III BA + 36 OR MA  
IV BA + 48 OR MA OR BA + 4

V BA + 60 OR BA + 72 W MA

	I	II	III	IV	V
1	\$ 9,854	\$ 11,022	\$ 11,605	\$ 12,198	\$ 12,770
2	10,437	11,604	12,098	12,676	13,281
3	11,020	12,187	12,552	13,183	13,812
4	11,603	12,769	13,055	13,711	14,366
5	12,215	13,354	13,577	14,344	14,940
6	12,791	13,948	14,119	14,830	15,540
7	13,209	14,565	14,694	15,422	16,190
8		14,946	15,272	16,039	16,905
9		15,127	15,963	16,690	17,479
10		15,733	16,519	17,349	18,179
11		16,361	17,190	18,043	18,905
12					19,661
16*					20,463
21*				19,063	
26*				19,543	

\* Anniversary Increment

No. Teachers	18	Average Salary	\$15,132
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**Butte Valley**  
(Salaries Under Negotiation)  
**County: Siskiyou**

Fiscal ADA 432 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 1

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1	\$ 8,712	\$ 9,336	\$ 9,960	\$ 10,584	\$ 11,208
2	8,894	9,708	10,332	10,956	11,580
3	9,456	10,080	10,704	11,328	11,952
4		10,452	11,076	11,700	12,324
5		10,824	11,448	12,072	12,696
6			11,820	12,444	13,068
7			12,192	12,816	13,440
8			12,564	13,188	13,812
9			12,936	13,560	14,184
10			13,308	13,932	14,556
11			13,680	14,304	14,928
12			14,052	14,676	15,300
13			14,424	15,048	15,672
16 *	13,680	14,304			16,176

\* Anniversary Increment No. Teachers 24 Average Salary \$12,946

**Death Valley**  
**County: Inyo**

Fiscal ADA 139 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA + 30		V BA + 60	
II BA + 15		IV BA + 45			
I	II	III	IV	V	
1	\$ 9,555	\$ 11,031	\$ 11,494	\$ 11,959	\$ 12,493
2	10,334	11,494	11,959	12,493	12,947
3	10,645	11,959	12,493	12,947	13,401
4	10,908	12,493	12,947	13,401	13,756
5	10,974	12,947	13,401	13,756	14,209
6		13,401	13,756	14,209	14,665
7			14,209	14,665	15,118
8			14,665	15,118	15,572
9			15,149	15,572	16,026
10				16,026	16,480
11					16,934

Bonuses Masters 2 at \$ 300 No. Teachers 11 Average Salary \$13,612

**Geyserville**  
**County: Sonoma**

Fiscal ADA 275 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		III BA + 30		V BA + 60		VI BA + 15	
II BA + 15		IV BA + 45					
I	II	III	IV	V	VI		
1	\$ 9,471	\$ 10,039	\$ 10,607	\$ 11,176	\$ 11,744	\$ 12,312	
2	9,849	10,417	10,986	11,554	12,122	12,690	
3	10,228	10,796	11,365	11,933	12,501	13,069	
4	10,607	11,176	11,744	12,312	12,880	13,449	
5	10,986	11,554	12,122	12,690	13,259	13,827	
6	11,365	11,933	12,501	13,069	13,638	14,206	
7		12,312	12,880	13,449	14,017	14,585	
8		12,690	13,259	13,827	14,395	14,963	
9			13,638	14,206	14,774	15,343	
10			14,017	14,585	15,153	15,722	
11				14,963	15,532	16,100	
12				15,343	15,911	16,479	
13					16,290	16,858	
14						17,236	
15						17,618	

No. Teachers 15 Average Salary \$13,540

**La Honda-Pescadero**

**County: San Mateo**

Fiscal ADA 430 Highest Entry Step 12 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB 60		V AB 90		VII AB 90 W MA							
II AB 15		IV AB 45		VI AB 75									
I		II		III		IV		V		VI		VII	
1	\$ 9,501	\$ 10,112	\$ 10,720	1	\$ 11,331	\$	\$	\$	\$	\$	\$	\$	\$
2	9,999	10,576	11,197	1	11,805								
3	10,436	11,054	11,684		12,299								
4	10,900	11,521	12,151		12,794	2				13,912			
5	11,136	11,989	12,599		13,291					13,900	1		
6	11,406	12,456	13,066	1	13,672	1				14,260			15,456
7	12,304	12,925	13,534		14,135	1				14,729			15,923
8		13,392	14,002		14,603	1				15,196			16,390
9		13,960	14,469		15,071					15,664			16,858
10		14,327	14,937		15,538					16,131	1		17,325
11		14,794	15,404		16,005					16,599	1		17,793
12		15,262	15,871		16,473	1				17,067	2		18,280

Bonuses Masters 4 at \$ 800 ea. N Teachers 20 Average Salary \$15,382

**Lone Pine**

**County: Inyo**

Fiscal ADA 494 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA + CRED		III BA + 30 CRED		V BA + 60 W MA OR MA + 15					
II BA + 15 CRED		IV BA + 45 CRED OR MA							
I		II		III		IV		V	
1	\$ 9,454	\$ 9,996	\$ 10,538	1	\$ 11,080	\$ 11,616	1		
2	9,996	10,538	11,080	1	11,616	1			12,196
3	10,538	11,080	11,616	1	12,196	1			12,708
4	11,080	11,616	12,196	1	12,708	1			13,252
5	11,616	12,196	12,708		13,252	1			13,795
6		12,708	13,252		13,795				14,336
7		13,252	13,795	1	14,336	1			14,881
8		13,795	14,336		14,881				15,420
9					15,420				15,962
10					15,962				16,507
11					16,507	1			17,051
12									17,595
13									18,132

Bonuses 10 at \$ 500 ea. N Teachers 10 Average Salary \$13,661

**Maricopa**

**County: Kern**

Fiscal ADA 434 Highest Entry Step Teaching Days  
 Other Assigned Days New Teachers Returning Teachers

I BASE		III 60 CRED		V 90 CRED					
II		IV 45 CRED							
I		II		III		IV		V	
1	\$ 9,996	\$ 10,538	\$ 11,080	1	\$ 11,616	\$ 12,196	1		
2	9,996	10,538	11,080	1	11,616	1			12,708
3	10,538	11,080	11,616	1	12,196	1			13,252
4	11,080	11,616	12,196	1	12,708	1			13,795
5	11,616	12,196	12,708		13,252	1			14,336
6		12,708	13,252		13,795				14,881
7		13,252	13,795	1	14,336	1			15,420
8		13,795	14,336		14,881				15,962
9					15,420				16,507
10					15,962				17,051
11					16,507	1			17,595
12									18,132

N Teachers 10 Average Salary \$15,194



**Maxwell County: Colusa**

Fiscal ADA 286 Highest Entry Step 4 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 3

I AB		II AB - 15		III AB - 30		IV AB - 45 OR MA		V AB - 60 OR MA - 15		VI AB - 75 OR MA - 30	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,630		\$ 10,056		\$ 11,040		\$ 11,980		\$ 12,905		\$ 13,815
2	10,031		10,456		11,447		12,395		13,335		14,262
3	10,431	1	10,857		11,848	1	12,796		13,735		14,662
4	10,832		11,257		11,819	1	12,248	2	12,706		13,193
5	11,262		11,687		12,248	1	12,677		13,135		13,622
6			12,126		12,677		13,107	2	13,565		14,051
7			12,545	1	13,197		13,536	1	13,994		14,491
8					13,536		13,965		14,423		14,910
9					13,994		14,423		14,891		15,368
10					14,452	1	14,881		15,339	1	15,826
11					14,910		15,339		15,797	1	16,264
12					15,368	1	15,797	1	16,255		16,742
13									16,713		17,200
18*									17,171		17,658
23*											18,116

\* Anniversary Increment

N 1 1 700 15 Average Salary \$13,106

**Middletown County: Lake**

Fiscal ADA 429 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA - 15		III BA - 30		IV BA - 45 MA		V BA - 60		VI BA - 75		VII BA - 90	
I	II	I	II	III	IV	V	VI	V	VI	V	VI	VII	VII
1	\$ 9,529		\$ 10,101		\$ 10,673		\$ 11,244		\$ 11,815		\$ 12,388		\$ 12,960
2	10,101		10,673		11,244	4	11,815		12,388		12,960		13,531
3	10,673		11,244		11,815		12,388		12,960		13,531		14,103
4	11,244		11,815		12,388	1	12,960		13,531		14,103		14,675
5	11,815		12,388		12,960		13,531	2	14,103		14,675		15,246
6	12,388		12,960		13,531		14,103	1	14,675		15,246		15,818
7	12,960		13,531		14,103		14,675		15,246		15,818		16,391
8					14,675	1	15,246		15,818	2	16,391		16,962
9							15,818		16,391		16,962		17,534
10									16,962	1	17,534		18,105
11											18,105	4	18,676

N 1 1 3 1 20 Average Salary \$14,947

**Owens Valley County: Inyo**

Fiscal ADA 165 Highest Entry Step Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BASE		II		III		IV		V		VI	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 8,100										

Additional Factors:  
 1. VLE 0.06% of base salary for each unit to maximum of 60 units (maximum of 70 with MA)  
 2. VLE \$18 per unit beyond 10 units to maximum of 60 units with MA and LE 1.6% experience  
 3. VLE \$100 longevity increments for 15 years and 10 year experience  
 4. VLE \$500 for MA

N 1 1 1 1 1 1 Average Salary \$11,540

**Potter Valley Community County: Mendocino**

Fiscal ADA 328 Highest Entry Step Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 1

Data Not In Standard Format

I		II		III		IV		V		VI	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 8,100										

Bonuses Masters

N 1 1 1 1 1 1 Average Salary \$11,999



**Princeton**  
(Salaries Under Negotiation)  
**County: Glenn**

Fiscal ADA 252 Highest Entry Step 12 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

**I BASE**

	I
1	\$ 9,270
2	9,570
3	9,870
4	10,170
5	10,470
6	10,770
7	11,070
8	11,370
9	11,670
10	11,970
11	12,270
12	12,570

Additional Factor Add \$30 per unit to maximum of 60 units

No. Teachers 20 Average Salary \$11,994

**Round Valley**

**County: Mendocino**

Fiscal ADA 440 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

**I BA  
II BA + 12**

**III BA + 24  
IV BA + 36**

**V BA + 48  
VI BA + 60**

**VII BA + 72 OR MA + 12**

	I	II	III	IV	V	VI	VII	
1	\$ 9,242	\$ 9,612	\$ 10,000	\$ 10,406	2	\$ 10,832	\$ 11,275	\$ 11,737
2	9,565	9,935	10,323	10,730	1	11,155	11,599	12,061
3	9,889	10,259	10,647	11,053	2	11,479	11,922	12,384
4	10,212	10,582	10,970	11,377	1	11,802	12,246	12,708
5	10,536	10,906	11,284	11,700		12,126	12,569	13,031
6	10,859	11,229	11,617	12,024	1	12,449	12,893	13,355
7	11,183	11,553	11,941	12,347		12,772	13,216	13,678
8	11,506	11,876	12,264	12,671	1	13,096	13,540	14,002
9	11,830	12,199	12,588	12,994		13,419	13,863	14,325
10	12,153	12,523	12,911	13,318	1	13,743	14,186	14,649
11				13,641		14,066	14,510	14,972
12				13,965		14,390	14,833	15,296
13				14,288		14,713	15,157	15,619

Bonuses Masters 4 at \$ 800 ea

No. Teachers 27 Average Salary \$12,274

**Shandon**

**County: San Luis Obispo**

Data Not In Standard Format

Fiscal ADA 213 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers 2

No. Teachers 18 Average Salary

**Southern Trinity**

**County: Trinity**

Fiscal ADA 209 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 10 Returning Teachers 10

**I AB  
II AB + 15**

**III AB + 30  
IV AB + 45**

**V AB + 60 OR MA  
VI AB + 75 OR MA + 15**

	I	II	III	IV	V	VI
1	\$ 10,087	\$ 10,594	\$ 10,942	\$ 11,390	\$ 11,837	\$ 12,285
2	10,723	11,161	11,509	11,956	12,404	12,852
3	11,360	11,807	12,255	12,693	13,140	13,588
4	12,036	12,474	12,912	13,349	13,787	14,225
5	12,692	13,130	13,568	14,006	14,443	14,881
6	13,349	13,787	14,225	14,662	15,100	15,538
7			14,901	15,339	15,756	16,194
8			15,538	15,975	16,413	16,851
9			16,194	16,632	17,070	17,507
10				17,288	17,726	18,164
11					18,381	18,820
12						19,477

No. Teachers 15 Average Salary \$14,720

**Stony Creek  
County: Glenn**

Fiscal ADA 202 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 3

I AB		III AB - 30		V AB - 60					
II AB - 15		IV AB - 45							
I		II		III		IV		V	
1	\$ 9,200	\$ 9,647	\$ 10,094	2	\$ 10,541	\$ 10,988			
2	9,650	10,097	10,544	1	10,991	11,438			
3	10,100	10,547	10,999		11,441	11,888			
4	10,550	10,997	11,444	1	11,891	12,335		1	
5	11,000	11,447	11,894	1	12,341	12,782			
6	11,450	11,897	12,344		12,791	13,235			
7	11,900	12,347	12,794		13,241	13,688			
8		12,797	13,244		13,691	14,138		1	
9		13,247	13,694		14,141	14,595		1	
10			14,144		14,591	15,045			
11			14,594	1	15,041	15,495			
12					15,491	15,948			
13						16,398		1	
					No. Teachers	12	Average Salary		\$12,455

**Surprise Valley  
County: Modoc**

Fiscal ADA 266 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA - 24		V BA - 48		VII BA - 72							
II BA - 12		IV BA - 36		VI BA - 60									
I		II		III		IV		V		VI		VII	
1	\$ 9,056	\$ 9,407	\$ 9,915	1	\$ 10,324	\$ 10,772	\$ 11,201	\$ 11,629					
2	9,407	9,915	10,344	1	10,772	11,201	11,629	12,057					
3	9,815	10,344	10,772		11,201	11,629	12,057	12,496					
4	10,344	10,772	11,201	1	11,629	12,057	12,496	12,913					
5		11,201	11,629		12,057	12,496	12,913	13,341					
6		11,629	12,057	1	12,496	12,913	13,341	13,771					
7		12,057	12,496		12,913	13,341	13,771	14,199					
8			12,913		13,341	13,771	14,199	14,628					
9					13,771	14,199	14,628	15,055					
10						14,628	15,055	15,485					
11						15,055	15,485	15,913					
12						15,485	15,913	16,341	2			5	
20*							16,341	17,158				1	
					No. Teachers	18	Average Salary		\$13,387				

\* Anniversary Increment

**Westwood  
County: Lassen**

Fiscal ADA 445 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I BA		III BA - 30		V BA - 60 OR BA - 45 W MA					
II BA - 15		IV BA - 45 OR BA - 30							
I		II		III		IV		V	
1	\$ 9,292	\$ 9,680	\$ 9,904	2	\$ 10,500	\$ 11,111			
2	9,680	9,963	10,396	2	11,111	11,904			
3	9,992	10,248	11,004	1	11,711	12,492			
4	9,900	10,524	11,592		12,306	13,098			
5	10,656	412	12,098	1	12,912	13,705		1	
6	11,280	12,000	12,798	1	13,112	13,905		2	
7	11,956	12,600	13,444		14,098	14,894			
8	12,444	13,176	13,944	1	14,676	15,472		1	
9	13,032	13,798	14,532		15,276	16,054		2	
10	13,620	14,394	15,120		15,900	16,620		1	
11			15,552	1	16,306	17,028			
12					17,028	17,460		2	
					No. Teachers	30	Average Salary		\$13,390

**Williams**

**County: Colusa**

Fiscal ADA 440 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + CRED		III AB + 45% CRED		IV AB + 60% CRED	
	I	II		III	IV		
1	\$ 9,400	\$ 9,400	1	\$ 10,400	\$ 10,900	2	
2	9,900	10,900	1	10,900	11,900		
3	10,200	10,700	1	11,200	11,700		
4	10,600	11,100	2	11,600	12,100		
5	11,000	11,500		12,000	12,500		
6	11,400	11,900		12,400	12,900		
7	11,800	12,300		12,900	13,400		
8	12,200	12,700		13,200	13,700		
9	12,600	13,100		13,600	14,100	1	
10		13,500	2	14,000	14,500	1	
11				14,400	14,900	1	
12					15,400	5	

Bonuses Mast 4 at \$ 500 ea No Teachers 25 Average Salary \$11,326

**Alum Rock**  
(Salaries Under Negotiation)  
**County: Santa Clara**

Fiscal ADA 14,342 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days 2 New Teachers 2 Returning Teachers 2

I BA II BA + 10		III BA + 20 IV BA + 30		V BA + 40 VI BA + 50		VII BA + 60							
I		II		III		IV		V		VI		VII	
1	\$ 9,965	1	\$ 10,730	1	\$ 11,739	1	\$ 13,418	1	\$ 14,582	1	\$ 15,217	1	\$ 16,410
2	10,496	2	11,618	2	12,783	2	13,947	2	15,111	2	15,783	2	16,910
3	10,983	3	12,147	3	13,312	3	14,476	3	15,645	3	16,347	3	17,510
4	11,512	4	12,675	4	13,877	4	15,077	4	16,211	4	16,945	4	18,110
5	12,041	5	13,205	5	14,442	5	15,677	5	16,911	5	17,547	5	18,710
6		6		6		6		6		6		6	
7		7		7		7		7		7		7	
8		8		8		8		8		8		8	
9		9		9		9		9		9		9	
10		10		10		10		10		10		10	
11		11		11		11		11		11		11	
12		12		12		12		12		12		12	
Bonuses		Other		Total \$ 250,000		Other		Total \$ 550,000					
										N Teachers		544	
										Average Salary		\$17,972	

**Anaheim City**  
**County: Orange**

Fiscal ADA 12,577 Highest Entry Step 6 Teaching Days  
Other Assigned Days 4 New Teachers 4 Returning Teachers 4

I BA II BA + 30		III BA + 45 OR BA IV BA + 60 OR BA									
I		II		III		IV					
1	\$ 11,206	1	\$ 11,943	1	\$ 12,531	1	\$ 13,275				
2	11,795	2	12,490	2	13,222	2	14,020				
3	12,380	3	13,120	3	13,914	3	14,764				
4	12,965	4	13,754	4	14,605	4	15,507				
5	13,554	5	14,393	5	15,294	5	16,250				
6	14,138	6	15,030	6	15,985	6	16,995				
7	14,726	7	15,666	7	16,674	7	17,739				
8	15,313	8	16,304	8	17,366	8	18,485				
9	15,900	9	16,941	9	18,056	9	19,227				
10		10	17,579	10	18,749	10	19,969				
11		11		11		11	20,715				
12		12		12		12	21,457				
20*		20		20	20,400	20	22,520				
								N Teachers		481	
								Average Salary		\$18,144	

**Bakersfield City**  
**County: Kern**

Fiscal ADA 18,362 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days 1 New Teachers 1 Returning Teachers 1

I BA W C R E D II BA + 12		III BA + 24 IV BA + 36		V MA + 12 OR BA + 48 VI MA + 24 OR BA + 60									
I		II		III		IV		V		VI			
1	\$ 9,965	15	\$ 10,375	1	\$ 10,822	2	\$ 11,296	6	\$ 11,714	1	\$ 12,179		
2	10,303	17	10,733	4	11,230	4	11,714	7	12,159	2	12,685		
3	10,643	2	11,087	5	11,644	6	12,159	8	12,612	3	13,135		
4	10,982	6	11,445	2	12,052	2	12,604	7	13,212	4	13,735		
5	11,320	11	11,801	7	12,400	13	13,051	8	13,710	5	14,260		
6	11,659	3	12,159	4	12,871	16	13,496	9	14,208	6	14,799		
7	11,996	12	12,514	3	13,281	7	13,942	7	14,709	13	15,312		
8	12,336	1	12,871	2	13,690	8	14,387	12	15,205	13	15,900		
9	12,677	1	13,227	1	14,100	5	14,834	8	15,706	12	16,394		
10	13,017	1	13,583	2	14,512	4	15,279	7	16,203	6	16,991		
11	13,355	2	13,942	1	14,920	3	15,726	9	16,704	8	17,417		
12	13,690	1	14,296	6	15,332	5	16,169	9	17,202	13	17,942		
13	14,030	10	14,654	2	15,741	1	16,617	8	17,701	7	18,466		
14		11	15,010	13	16,150	12	17,059	22	18,201	19	18,964		
15*											19,194	81	19,994
20*											19,794	45	19,794
25*											20,194	40	20,194
										Masters		112 of \$ 400,000	
										District		2 of \$ 500,000	
										N Teachers		771	
										Average Salary		\$16,027	

**Berryessa**

County: Santa Clara

Fiscal ADA 10,504 Highest Entry Step

7 Teaching Days

Other Assigned Days New Teachers

5 Returning Teachers 4

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75								
I		II		III		IV		V		VI		
1	\$ 10,320	1	\$ 10,991	\$ 11,662	4	\$ 12,332	3					
2	10,939	3	11,610	12,281	5	12,952	2					
3	11,558	5	12,231	12,900	15	13,571	7					
4	12,178		12,848	13,519	17	14,190	11	14,861	1			
5	12,797	2	13,468	14,138	12	14,809	17	15,480	6	16,151		
6	13,416		14,087	14,578	9	15,428	25	16,099	11	16,770	1	
7	14,035	3	14,706	15,377	11	16,048	14	16,718	4	17,389	3	
8			15,325	15,986	9	16,657	16	17,326	5	18,000	5	
9				16,615	17	17,287	10	17,957	7	18,626	4	
10						17,905	10	18,575	4	19,247	3	
11						18,514	22	19,185	2	19,806	6	
12								19,814	16	20,425	4	
13										21,044	16	
15*									20,214	2	21,504	6
18*									20,614	2	21,904	6

Bonuses Masters \$0.05,000 N Teachers 410 Average Salary \$16,225  
\* Anniversary Increment

**Cajon Valley City**

(Salaries Under Negotiation)  
County: San Diego

Fiscal ADA 13,482 Highest Entry Step

6 Teaching Days 177

Other Assigned Days New Teachers

Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 W MA OB MA + 24					
I		II		III		IV		V	
1	\$ 9,975	5	\$ 10,468	\$ 11,060	5	\$ 11,653	10	\$ 12,245	
2	10,270	4	10,963	11,574	3	12,147	3	12,838	1
3	10,667		11,258	12,048	7	12,641	6	13,431	2
4	11,050	1	11,655	12,542	6	13,135	11	14,024	3
5	11,455	1	12,048	13,036	4	13,629	15	14,117	5
6	11,850	5	12,443	13,530	2	14,123	24	15,210	13
7	12,245	3	12,836	14,024	3	14,617	25	15,903	11
8	12,640	1	13,231	14,518	1	15,111	21	16,396	17
9	13,035	1	13,628	15,012	1	15,605	10	16,989	13
10			14,023	15,506	2	16,099	10	17,582	7
11			14,418	16,000	7	16,593	10	18,175	9
12				16,494	14	17,087	6	18,768	9
13						17,581	43	19,361	12
14								19,954	35
15*	13,925	2	15,208	17,284	5	18,171	24	20,744	41
21*	14,915		16,968	19,074		19,181	11	21,534	19
26*	15,405		17,798	19,984		19,951	6	22,324	4

Bonuses Doctorate 2 at \$ 940,000 N Teachers 542 Average Salary \$16,294  
\* Anniversary Increment

**Chula Vista**

County: San Diego

Fiscal ADA 15,975 Highest Entry Step

6 Teaching Days 176

Other Assigned Days New Teachers

6 Returning Teachers 6

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 OB MA + 45 W MA VI BA + 60 W MA							
I		II		III		IV		V		VI	
1	\$ 10,448	1	\$ 10,779	\$ 11,499	6	\$ 12,015	8	\$ 13,144	4		
2	10,970	1	11,514	12,058	12	12,801	9	13,752	2	14,317	2
3	11,493	2	12,058	12,623	2	13,187	5	14,390	3	14,946	6
4	12,015	2	2,901	13,187	21	13,774	11	14,968	5	15,575	6
5	12,538	1	13,144	13,772	7	14,360	3	14,968	5	15,575	6
6	13,060	2	13,689	14,317	9	14,946	14	15,575	11	16,205	5
7	13,582	1	14,212	14,863	9	15,533	19	16,183	12	16,833	9
8	14,105	1	14,778	15,448	11	16,119	17	16,791	15	17,460	14
9	14,628		15,321	16,033	9	16,704	10	17,397	15	18,089	14
10	15,149	2	15,963	16,576	5	17,290	6	18,004	7	18,717	7
11	15,671		16,407	17,141	3	17,877	3	18,612	8	19,346	8
12*	16,193	1		17,506	16	18,463	8	19,259	5	19,976	15
13*				18,271	7	19,049	23	19,827	12	20,605	20
14*										21,233	21
17*				18,836	1	19,636	8	20,434	26	21,907	19
22*				19,554	1	20,241	7	21,090	19	22,018	18

\* Anniversary Increment N Teachers 653 Average Salary \$17,147







**Cupertino**  
(Salaries Under Negotiation)  
**County: Santa Clara**

Fiscal ADA 19,423 Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 OR MA + 15	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,120		\$ 9,990		\$ 10,850		\$		\$
2	9,580		10,450		11,400				
3	10,030		11,040		11,950	1	12,810		
4	10,580	2	11,540		12,490	5	13,410	3	14,360
5	11,130		12,040	1	13,040	11	13,950	7	14,910
6	11,670		12,590	2	13,590	6	14,550	13	15,500
7	12,220	6	13,130	1	14,140	5	15,140	8	16,140
8			13,680	4	14,640	3	15,690	6	16,730
9					15,180	18	16,280	5	17,330
10							16,870	54	17,970
11									18,600
15*									19,250
19*									19,900
23*									20,550
27*									21,200
30*									21,850

Bonuses Masters 134 at \$ 500 ea  
\* Anniversary Increment No Teachers 707 Average Salary \$18,006

**Escondido**  
**County: San Diego**

Fiscal ADA 11,131 Highest Entry Step 4 Teaching Days 176  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W/MA OR MA + 15	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,839	2	\$ 10,620	6	\$ 11,496	6	\$ 12,466	3	\$ 13,530
2	10,454	2	11,237	3	12,111	2	13,080	12	14,145
3	11,066	1	11,851	1	12,728	8	13,696	10	14,759
4	11,683	3	12,466	4	13,342	12	14,310	8	15,372
5	12,299		13,090		13,956	9	14,927	5	15,990
6	12,913	2	13,696	2	14,572	7	15,540	10	16,604
7			14,311	13	15,189	7	16,155	14	17,219
8					15,801	22	16,771	9	17,833
9							17,394	12	18,450
10							17,999	42	19,063
11									19,679
12									20,170

No Teachers 419 Average Salary \$16,584

**Fountain Valley**  
**County: Orange**

Fiscal ADA 11,082 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W/MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,392		\$ 11,121	1	\$ 11,846		\$ 12,576		\$ 13,302
2	10,814	5	11,691	7	12,470	7	13,227	10	13,981
3	11,431	1	12,263	1	13,092	13	13,875	10	14,658
4	11,949	1	12,833	2	13,717	6	14,526	20	15,335
5	12,470	1	13,405	3	14,341	7	15,176	24	16,015
6	12,990		13,979	3	14,965	13	15,826	29	16,693
7	13,508	3	14,550	11	15,587	18	16,476	31	17,369
8					16,211	16	17,127	21	18,051
9					16,835	13	17,775	25	18,728
10					17,458	25	18,426	52	19,405
11									20,085
12									20,783
15*							19,738	14	21,509
18*									22,264

Bonuses Other 16 at \$ 644 ea  
\* Anniversary Increment No Teachers 497 Average Salary \$16,546

Fullerton (Salaries Under Negotiation) County: Orange

Fiscal ADA 11,229 Highest Entry Step 5 Teaching Days 177 Other Assigned Days New Teachers 3 Returning Teachers 2

Table with columns I-II, III, IV, V and rows for salary steps 1-13, listing salary and count for each step.

Bonuses: Doctorate at \$ 500 ea, No Teachers 466, Average Salary \$15,887

La Mesa Spring Valley City County: San Diego

Fiscal ADA 13,385 Highest Entry Step 5 Teaching Days 177 Other Assigned Days New Teachers 4 Returning Teachers 3

Table with columns I-II, III, IV, V, VI and rows for salary steps 1-26, listing salary and count for each step.

Bonuses: Doctorate at \$ 381 ea, No Teachers 522, Average Salary \$16,623, \* Anniversary Increment

Modesto City (Salaries Under Negotiation) County: Stanislaus

Fiscal ADA 12,426 Highest Entry Step 8 Teaching Days 182 Other Assigned Days New Teachers 2 Returning Teachers 2

Table with columns I-II, III, IV, V, VI, VII and rows for salary steps 1-13, listing salary and count for each step.



Modesto City / County: Stanislaus (Continued)

VIII L. AB + 48 W/MA AB + 60		IX		X AB + 60 W/MA AB + 72		XI		XII AB + 72 W/MA AB + 72	
3	\$ 12,367								
4	12,600	1							
5	12,813		13,475	1	13,631	2			
6	13,026		13,683	2	13,944				
7	13,239	2	13,896	9	14,057	4	14,812	5	14,973
8	13,452		14,109	1	14,270		15,025	1	15,186
9	13,665		14,322	7	14,483	1	15,238	3	15,399
10	13,878		14,535	1	14,696	1	15,451		15,612
11	14,091		14,748		14,909		15,664	6	15,825
12	14,304		14,961	1	15,122		15,877		16,038
13	14,517		15,174	7	15,335	1	16,090	8	16,251
14	14,730		15,387	1	15,548		16,303		16,464
15	14,943		15,600	2	15,761		16,516	14	16,677
16	15,156		15,813	1	15,974		16,729	2	16,890
17	15,369		16,026	2	16,187		16,942	4	17,103
18	15,582		16,239	1	16,400	1	17,155	4	17,316
19	15,795		16,452		16,613		17,368	13	17,529
20	16,008		16,665	1	16,826		17,581	1	17,742
21	16,221		16,878	7	17,039		17,794	3	17,955
22	16,434		17,091		17,252	1	18,007	2	18,168
23	16,647		17,304	1	17,465		18,220	4	18,381
24	16,860		17,517	11	17,678		18,433	1	18,594
25	17,073		17,730	3	17,891		18,646	8	18,807
26	17,286		17,943		18,104		18,859	1	19,020
27	17,499		18,156	6	18,477	2	19,072	114	19,393
									45
Bonuses		Masters		48 at \$ 161 ea	Doctors		2 at \$ 449 ea	Other	47 at \$ 321 ea
		Other		3 at \$ 213 ea					
					No Teachers		564	Average Salary	\$15,896

Oak Grove

County: Santa Clara

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
1	\$ 9,508	3	\$ 10,601	\$ 11,693	9				
2	10,078	2	11,171	12,264	20				
3	10,648	3	11,741	12,834	12	13,928	24		
4	11,219	2	12,312	13,405	10	14,499	20	15,592	13
5	11,789	1	12,882	13,975	10	15,069	12	16,162	34
6	12,359	1	13,453	14,546	7	15,639	11	16,733	37
7	12,929	3	14,023	15,116	14	16,209	10	17,303	36
8			14,594	15,687	8	16,780	12	17,874	26
9				16,257	23	17,350	7	18,444	39
10						17,921	19	19,015	32
11								19,585	39
12								20,156	39
13								20,156	31
14								20,156	30
15								20,156	12
16								20,156	6
17 *								21,106	23
21 *								22,056	
25 *								23,006	
Bonuses		Masters		123 at \$ 570 ea					
					No Teachers		659	Average Salary	\$17,120

Ocean View

(Salaries Under Negotiation)

County: Orange

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W/MA OR MA + 15	
1	\$ 9,237		\$ 10,161	1	\$ 11,085	9			
2	9,634	2	10,598	3	11,562	15			
3	10,032	5	11,034	5	12,040	13	13,041	4	
4	10,431		11,473	5	12,517	20	13,559	13	14,602
5	10,829		11,910	2	12,994	9	14,075	21	15,151
6	11,226	2	12,349	2	13,472	7	14,595	24	15,717
7	11,624		12,786		13,949	9	15,111	19	16,274
8	12,023		13,223	3	14,427	4	15,629	24	16,830
9	12,419		13,663	1	14,904	5	16,146	20	17,388
10	12,817	1	14,098		15,381	14	16,664	128	17,946
15 *									18,446
20 *									18,946
Bonuses		Doctorate		1 at \$ 500 ea					
					No Teachers		553	Average Salary	\$15,449

**Ontario-Montclair**

Fiscal ADA

15,785

Highest Entry Step

6 Teaching Days

176

**County: San Bernardino**

Other Assigned Days

New Teachers

3 Returning Teachers

3

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR BA + 45 + MA VI MA + 60		No Teachers		Average Salary	
I	II	III	IV	V	VI	625			\$17,271
	I	II	III	IV	V	VI			
1	\$ 10,145	11	\$ 10,705	5	\$ 11,290	3	\$ 11,910	\$ 12,570	\$ 13,260
2	10,560	5	11,140	2	11,755	5	12,400	13,085	13,800
3	10,995	3	11,600	2	12,235	10	12,910	13,620	14,370
4	11,445	1	12,075	2	12,740	12	13,440	14,180	14,955
5	11,915		12,570	2	13,290	9	13,990	14,760	15,570
6	12,400	1	13,085	1	13,805	4	14,565	15,365	16,210
7	12,910	7	13,620	2	14,370	13	15,160	15,995	16,875
8			14,180	3	14,960	11	15,780	16,650	17,565
9			14,760	17	15,570	10	16,430	17,330	18,285
10					16,210	15	17,100	18,045	19,035
11					16,875	6	17,405	18,785	19,815
12					17,565	36	18,535	19,555	20,630
16*					17,765	2	18,735	19,755	20,830
17*					17,965	14	18,935	19,955	21,030
18*							19,135	20,155	21,230

\* Anniversary Increment

**San Mateo City**

Fiscal ADA

12,167

Highest Entry Step

6 Teaching Days

180

**County: San Mateo**

Other Assigned Days

New Teachers

2 Returning Teachers

1

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75		No Teachers		Average Salary	
I	II	III	IV	V	VI	496			\$18,010
	I	II	III	IV	V	VI			
1	\$ 9,340	\$ 9,900	\$ 10,461	1	\$ 11,021	\$ 11,582	\$ 12,142	\$ 12,843	1
2	9,928	10,517	11,096	7	11,675	12,254	12,854	13,543	
3	10,517	11,133	11,731	3	12,329	3	12,927	13,543	
4	11,105	11,750	12,366	8	12,983	3	13,599	14,244	
5	11,694	12,366	13,001	3	13,636	3	14,272	14,944	1
6	12,282	12,983	13,636	12	14,290	2	14,944	15,645	8
7	12,871	2	13,599	1	14,272	4	14,944	15,645	8
8	13,459	5	14,216	4	14,907	4	15,598	16,289	9
9	14,047		14,832	2	15,542	5	16,252	16,962	7
10	14,570		15,448	5	16,177	10	16,905	17,634	3
11	15,099	1	15,878	2	16,812	3	17,559	18,306	10
12	15,383		16,121	1	17,186	17	18,213	18,979	38
13*								19,801	9
16*								19,951	42
19*								20,101	35
22*								20,251	35
								20,401	75

Bonuses

Masters

169 at \$ 425 ea

Doctorate

3 at \$ 600 ea

Other

15 at \$ 792 ea

\* Anniversary Increment

No Teachers

496

Average Salary

\$18,010

**Westminster**

Fiscal ADA

10,002

Highest Entry Step

6 Teaching Days

175

**County: Orange**

Other Assigned Days

New Teachers

6 Returning Teachers

16

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V MA + 15 OR BA + 60 W/MA		No Teachers		Average Salary	
I	II	III	IV	V	VI	377			\$17,648
	I	II	III	IV	V	VI			
1	\$ 9,952	\$ 10,686	\$ 11,445	1	\$ 12,191	\$ 12,938	\$ 13,634	\$ 14,331	
2	10,430	11,231	12,032	2	12,833	4	13,475	14,331	
3	10,907	11,763	12,619	2	13,475	2	14,117	15,028	4
4	11,385	12,296	13,206	1	14,117	1	14,759	15,724	
5	11,863	12,828	13,797	2	14,759	2	15,401	16,421	5
6	12,340	13,361	14,381	6	15,401	7	16,043	17,117	3
7	12,818	7	14,968	1	16,043		16,685	17,814	2
8		14,425	15,555	2	16,685	9	17,326	18,511	5
9			16,142	31	17,326	20	17,968	19,207	5
10					17,968	110		19,904	41
11								20,601	26
16*	13,296	1	14,957		16,729	3	18,610	19,252	7
21*	13,774		15,499		17,316	1	19,252	21,298	
26*	14,252		16,021		17,903		19,894	21,995	
31*	14,730		16,553		18,490		20,536	22,692	

Bonuses

Doctorate

1 at \$ 400 ea

No Teachers

377

Average Salary

\$17,648

\* Anniversary Increment

**Alhambra City**  
County: Los Angeles

Fiscal ADA 8,844 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers

I	BA		III	BA +30		V	BA +60 W/ MA OR BA +75		VI	BA +75 W/ MA	
II	BA +15		IV	BA +45							
I		II		III		IV		V		VI	
1	\$ 9,430		\$ 10,040	2	\$ 10,640	5	\$ 11,230		\$ 11,830		\$ 12,420
2	9,880	3	10,500		11,140	5	11,770	6	12,390		13,020
3	10,350		11,000	1	11,670	5	12,320	3	12,970		13,630
4	10,860	2	11,520		12,220	2	12,910	9	13,600		14,270
5	11,360	1	12,070		12,800	3	13,510	7	14,240	4	14,960
6	11,900		12,650	1	13,400	3	14,170	9	14,920	3	15,660
7	12,470	2	13,230		14,030	2	14,840	9	15,630	5	16,420
8			13,890	8	14,700	6	15,530	12	16,380	4	17,200
9					15,400	7	16,260	3	17,160	3	18,020
10							17,040	27	17,990	5	18,960
11									18,830	25	19,750
12											20,700
15*	12,720		14,130	1	15,650	2	17,290	6	19,080	5	20,950
20*	12,970		14,390		15,900		17,540	1	19,330	1	21,200
25*	13,220		14,630		16,150		17,790		19,580	3	21,450

Bonuses Doctorate 1 at \$ 500 ea  
\* Anniversary Increment No Teachers 330 Average Salary \$16,741

**Buena Park**  
County: Orange

Fiscal ADA 4,686 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I	REG CRED W/BA		III	CRED +30		V	CRED +60 W MA		
II	CRED +15		IV	CRED +45 OB MA					
I		II		III		IV		V	
1	\$ 10,729	1	\$ 11,352	1	\$ 12,052	2	\$ 12,750		\$ 13,684
2	11,212	1	11,856	2	12,557	1	13,295		14,268
3	11,693		12,362	1	13,062	1	13,841		14,851
4	12,175	1	12,867	3	13,566	2	14,383	4	15,433
5	12,659		13,373	1	14,073	4	14,927	4	16,014
6	13,140	1	13,876	1	14,578	2	15,471	5	16,601
7	13,621	1	14,383		15,084	2	16,014	6	17,183
8	14,104	1	14,898	1	15,587	4	16,560	6	17,765
9			15,394		16,095	2	17,103	8	18,350
10			15,891	5	16,600	2	17,650	10	18,933
11					17,103	3	18,190	6	19,516
12							18,738	33	20,097
13									20,682
15*	15,104	1	16,899	1	18,103	5	19,738	16	21,682
20*	16,104		17,899		19,103		20,738	4	22,682

\* Anniversary Increment No Teachers 197 Average Salary \$17,446

**Campbell**  
(Salaries Under Negotiation)  
County: Santa Clara

Fiscal ADA 8,328 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA		III	BA +30		V	BA +60		
II	BA +15		IV	BA +45					
I		II		III		IV		V	
1	\$ 8,373		\$ 8,959		\$ 9,629		\$ 10,333		\$ 11,220
2	8,993		9,579		10,249		11,002		11,839
3	9,612		10,198		10,868	1	11,622		12,459
4	10,232		10,818		11,488		12,241		13,079
5	10,851		11,438		12,107		12,861		13,698
6	11,471		12,057		12,727		13,481		14,318
7	12,091		12,677		13,347	1	14,100	1	14,937
8	12,710		13,296		13,966	1	14,720	4	15,557
9	13,330	6	13,916	3	14,586	2	15,339	3	16,177
10			14,536	11	15,205	4	15,959	5	16,796
11			15,155	1	15,825	30	16,579	3	17,416
12							17,198	28	18,035
17*									18,537
22*									19,039
27*									19,541

Bonuses Masters 97 at \$ 596 ea Other 8 at \$ 84 ea  
\* Anniversary Increment No Teachers 348 Average Salary \$17,473

ELEMENTARY SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 4,000 TO 9,999



**Centralia** Fiscal ADA 5,646 Highest Entry Step 6 Teaching Days 175  
**County: Orange** Other Assigned Days New Teachers 7 Returning Teachers 7

I BA + CERT		II BA + 15		III BA + 30		IV BA + 45 OB MA		V BA + 60 W MA OR MA + 30	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 10,594	1	\$ 11,348	1	\$ 12,101	3	\$ 12,855	3	\$ 13,790
2	11,010	1	11,815	1	12,621	2	13,426	1	14,414
3	11,426		12,283	1	13,141	3	13,998	1	15,037
4	11,841		12,751	2	13,660	4	14,570	4	15,661
5	12,257		13,218	2	14,180	1	15,141	2	16,285
6	12,673		13,686		14,700	1	15,713	5	16,908
7	13,089		14,154		15,219	5	16,285	5	17,532
8	13,504	4	14,622		15,739	8	16,856	15	18,156
9			15,089	5	16,259	5	17,428	11	18,779
10					16,778	19	18,000	11	19,403
11							18,571	30	20,027
12									20,650
15*					17,278	6	19,071	27	21,150
20*							19,271	8	21,350

Bonuses Other I at \$ 300 ea

\* Anniversary Increment No Teachers 257 Average Salary \$17,600

**Cypress** Fiscal ADA 5,844 Highest Entry Step 5 Teaching Days 176  
**County: Orange** Other Assigned Days New Teachers 6 Returning Teachers 5

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 65 OR MA + 15	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 10,315		\$ 11,037		\$ 11,759	1	\$ 12,481	1	\$ 13,203
2	10,727		11,532		12,337		13,141	2	13,946
3	11,140		12,027		12,914		13,801		14,686
4	11,552		12,522		13,492	2	14,462	2	15,431
5	11,966		13,018	2	14,070	7	15,122	6	16,174
6	12,378		13,513	1	14,647	2	15,782	3	16,917
7	12,791		14,007		15,225	2	16,442	7	17,659
8	13,203	4	14,503	4	15,803	1	17,102	5	18,402
9					16,380	4	17,762	8	19,145
10					16,958	6	18,423	20	19,887
11									20,630
15*									21,130
20*									21,630

\* Anniversary Increment No Teachers 229 Average Salary \$18,400

**East Whittier City** Fiscal ADA 7,827 Highest Entry Step 6 Teaching Days 176  
**County: Los Angeles** Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 W MA OR MA + 24	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 9,413	3	\$ 9,795	2	\$ 10,191	2	\$ 10,599		\$ 11,022
2	9,795	3	10,191		10,599	1	11,022	3	11,479
3	10,191		10,599		11,022	2	11,470	3	11,931
4	10,599	1	11,022		11,470		11,931	1	12,406
5	11,022		11,470	1	11,931	2	12,406	4	12,907
6	11,470	1	11,931	2	12,406	4	12,907		13,421
7	11,931	1	12,406	2	12,907	1	13,421	1	13,961
8	12,406		12,907	2	13,421	2	13,961	1	14,515
9	12,907	2	13,421		13,961	2	14,515	6	15,095
10			13,961	7	14,515	7	15,095	7	15,701
11					15,095	15	15,701	7	16,335
12							16,335	29	16,994
13									17,679
14									18,392
15									19,129
16*			14,211	6	15,345	7	16,585	37	19,379
21*			14,711	2	15,845		17,085	20	19,879
26*			15,211		16,345		17,585	3	20,379

\* Anniversary Increment No Teachers 297 Average Salary \$16,144

**El Centro**

**County: Imperial**

Fiscal ADA 4,175 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W/MA OR MA + 15 VI BA + 75 W/MA OR MA + 30							
I		II		III		IV		V		VI	
1	\$ 9,712		\$ 10,489		\$ 11,265	1	\$ 12,041	2	\$ 12,816		\$ 13,593
2	10,253		11,030		11,806	5	12,580	4	13,358		14,132
3	10,794		11,569	2	12,344	1	13,121	4	13,997		14,872
4	11,333		12,108		12,884		13,660	4	14,435		15,211
5	11,872		12,646		13,424	4	14,199	7	14,976		15,751
6	12,411	1	13,187	1	13,963	1	14,739	5	15,514	1	16,290
7	12,951	1	13,727		14,504	3	15,278	4	16,053	1	16,830
8			14,267	3	15,043	3	15,818	2	16,595	1	17,370
9					15,581	5	16,358	3	17,134	2	17,911
10							16,898	16	17,675	1	18,450
11									18,213	6	18,988
12									18,752	9	19,527
15*	13,490		14,906		16,120	3	17,437	7	18,752	9	20,066
20*	14,029		15,345		16,659	1	17,976	9	19,291		20,605

Bonuses Doctorate 1 at \$ 300 ea Other 12 at \$ 756 ea  
 \* Anniversary Increment No Teachers 172 Average Salary \$16,542

**El Monte**

**County: Los Angeles**

Fiscal ADA 9,593 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 2

I BA + CRED II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W/MA					
I		II		III		IV		V	
1	\$ 9,578	6	\$ 10,195	5	\$ 10,815	10	\$ 11,434	2	\$ 12,051
2	10,012	5	10,667	5	11,326	9	11,984	3	12,644
3	10,443	2	11,143	2	11,839	11	12,538	1	13,236
4	10,876	5	11,614	1	12,351	6	13,090	8	13,828
5	11,307		12,086	5	12,863	10	13,642	6	14,420
6	11,740		12,558	3	13,375	5	14,193	5	15,012
7	12,172	1	13,030	1	13,888	1	14,746	11	15,604
8	12,604		13,502		14,400	6	15,298	13	16,197
9	13,037		13,975		14,912	5	15,849	11	16,786
10	13,469	1	14,447		15,424	6	16,402	15	17,379
11			14,919	7	15,937	4	16,955	9	17,971
12					16,448	3	17,506	6	18,564
13					16,960	5	18,059	21	19,156
16*					17,490	3	18,616	31	19,745
21*					18,020	2	19,172	15	20,333
26*							19,729	10	20,921

\* Anniversary Increment No Teachers 409 Average Salary \$15,893

**Evergreen**

**County: Santa Clara**

Fiscal ADA 6,149 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + CRED		III BA + 15 IV BA + 30		V BA + 45 OR MA VI MA + 15 OR BA + 60							
I		II		III		IV		V		VI	
1	\$ 10,146	1	\$ 10,146	5	\$ 10,654	1	\$ 11,196	6	\$		\$
2			10,654	2	11,196	2	11,745	6			
3			11,196	1	11,745		12,332	11	12,949	5	13,597
4			11,745		12,332	2	12,949	4	13,597	8	14,277
5			12,332		12,949		13,597	5	14,277	2	14,990
6			12,949	1	13,597	1	14,277	6	14,990	10	15,741
7			13,597	1	14,277		14,990	3	15,741	16	16,527
8			14,277		14,990		15,741	3	16,527	9	17,354
9					15,741	1	16,527	2	17,354	2	18,222
10							17,354	4	18,222	9	19,132
11							18,222	4	19,132	3	20,098
12									20,098	12	21,092

Bonuses Masters 43 at \$ 200 ea Doctorate at \$ 200 ea Other 178 at \$ 200 to \$ 1,200 ea  
 \* Anniversary Increment No Teachers 267 Average Salary \$16,731



**Franklin-McKinley**

**County: Santa Clara**

Fiscal ADA 6,978 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,180	2	\$ 11,105	2	\$ 12,030	3	\$ 12,955	1	\$ 13,880
2	10,860	1	11,785	1	12,700	4	13,600	3	14,555
3	11,530		12,470	2	13,385	8	14,310	5	15,225
4	12,225	2	13,150	1	14,065	6	14,990	14	15,910
5	12,895	1	13,820	1	14,745	4	15,670	6	16,590
6	13,585		14,510		15,415	4	16,345	6	17,270
7	14,255	1	15,185		16,110	3	17,035	8	17,940
8	14,940	1	15,865		16,780	1	17,705	9	18,630
9	15,620	1	16,535		17,460	5	18,385	6	19,305
10	16,300		17,225	1	18,140	3	19,070	5	19,985
11			17,900		18,825	2	19,750	5	20,665
12					19,495	10	20,420	16	21,345

Bonuses Masters 70 at \$ 400 ea Other 34 at \$400 to \$1,600 ea  
 No Teachers 309 Average Salary \$17,965

**Garvey**

**County: Los Angeles**

Fiscal ADA 5,924 Highest Entry Step 4 Teaching Days 178  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,161	2	\$ 10,872	2	\$ 11,584	1	\$ 12,295	1	\$ 13,006
2	10,872	2	11,584	2	12,295	5	13,006		13,716
3	11,584		12,295	1	13,006	8	13,716	1	14,428
4	12,295	2	13,006	5	13,716	7	14,428	2	15,139
5	13,006		13,716	2	14,428	3	15,139	7	15,850
6	13,716		14,428		15,139	1	15,850	8	16,561
7	14,428	1	15,139	1	15,850	5	16,561	3	17,273
8	15,139		15,850		16,561	6	17,273	6	17,984
9	15,850		16,561		17,273	2	17,984	5	18,695
10	16,561	1	17,273		17,984		18,695	2	19,406
11			17,984	7	18,695	2	19,406	8	20,118
12					19,406	14	20,118	13	20,829

Bonuses Masters 58 at \$ 711 ea  
 No Teachers 226 Average Salary \$17,725

**Goleta**

(Salaries Under Negotiation)

**County: Santa Barbara**

Fiscal ADA 5,913 Highest Entry Step 10 Teaching Days 180  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 12		III BA + 24		IV BA + 36 (OR MA)		V BA + 54 (OR MA OR MA + 24)	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,068		\$ 9,702		\$ 10,336		\$ 11,062	2	\$ 12,423
2	9,612		10,246		10,881		11,652	1	13,057
3	10,157		10,790	1	11,425		12,242		13,692
4	10,700		11,334		11,969		12,831	2	14,326
5	11,243		11,878		12,513		13,419	3	14,961
6	11,787	5	12,423		13,057		14,008	5	15,597
7			12,966		13,601	2	14,598	10	16,230
8			13,509	3	14,146		15,188	11	16,865
9					14,690	8	15,778	13	17,500
10							16,366	43	18,136
11							16,366	14	18,136
12							16,366	22	18,136
13 *							16,775	26	18,589
16 *							17,184	13	19,043
19 *							17,593	5	19,496
22 *							18,003	2	19,950

Bonuses Doctorate 2 at \$ 300 ea  
 \* Anniversary Increment No Teachers 254 Average Salary \$16,336

**Hawthorne**  
**County: Los Angeles**

Fiscal ADA 5,089 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	CRED		III	CRED + 152		V	CRED + 164 W MA	
II	CRED + 136		IV	CRED + 168 OR MA				
	I	II		III	IV		V	
1	\$ 10,480	3	\$ 11,156	5	\$ 11,856	5	\$ 12,553	\$ 13,250
2	11,156		11,856	5	12,553	8	13,250	13,948
3	11,856		12,553		13,250	10	13,948	14,646
4	12,553		13,250		13,948	8	14,646	15,344
5	13,250		13,948		14,646	6	15,344	16,043
6	13,948		14,646		15,344	4	16,043	16,738
7	14,646		15,344		16,043	1	16,738	17,437
8	15,344		16,043		16,738	2	17,437	18,135
9	16,043		16,738	2	17,437	3	18,135	18,833
10	16,738	3	17,437	5	18,135	2	18,833	19,531
11					18,833	9	19,531	20,229
12							20,229	20,927
16*	17,435		18,134	4	19,530	4	20,926	21,624
21*	18,132		18,831	1	20,227	3	21,623	22,321
26*	18,829		19,528		20,924	1	22,320	23,018

\* Anniversary Increment

No Teachers 215 Average Salary \$17,576

**Hueneme**  
**County: Ventura**

Fiscal ADA 6,577 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA		III	BA + 30		V	BA + 60 W/MA OR MA + 20	
II	BA + 15		IV	BA + 45 OR MA				
	I	II		III	IV		V	
1	\$ 10,072	2	\$ 10,939	3	\$ 11,806	4	\$ 12,674	\$ 13,540
2	10,588		11,456		12,370	6	13,319	14,296
3	11,105		11,971		12,934	2	13,966	15,054
4	11,620	1	12,488	1	13,499		14,613	15,809
5	12,135	2	13,003	1	14,063	3	15,260	16,557
6	12,653		13,520		14,628	1	15,908	17,323
7	13,168	1	14,035		15,190	2	16,553	18,081
8	13,685	1	14,551	2	15,754		17,200	18,836
9			15,068	5	16,319	3	17,846	19,593
10					16,883	4	18,493	20,350
11							19,140	21,107
12							19,787	21,864
16*					17,343	2	20,287	22,364
21*					17,883	1	20,787	22,864
26*							21,287	

\* Anniversary Increment

No Teachers 267 Average Salary \$18,679

**Huntington Beach City**  
**County: Orange**

Fiscal ADA 8,222 Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA		III	BA + 30		V	BA + 60 W/MA	
II	BA + 15		IV	BA + 45 OR MA				
	I	II		III	IV		V	
1	\$ 10,575		\$ 11,270		\$ 11,962	1	\$ 12,654	\$ 13,346
2	11,009		11,772	1	12,525	1	13,298	14,081
3	11,443	1	12,275	1	13,107		13,939	14,807
4	11,877	1	12,778	3	13,679	7	14,579	15,533
5	12,309		13,279	1	14,249	8	15,223	16,261
6	12,743	1	13,794	4	14,825	6	15,864	16,991
7	13,176	3	14,287	4	15,396	10	16,504	17,719
8			14,791	7	15,968	6	17,147	18,446
9					16,541	25	17,788	19,175
10							18,431	19,903
11								20,633
14*					17,041	5	18,931	21,133
20*							19,431	21,633

\* Anniversary Increment

No Teachers 365 Average Salary \$17,097

**Jefferson**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 7,960 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I		II		III	
II		III		IV	
1	\$ 8,899 1	\$ 9,449		\$ 10,629	6
2	9,449 1	10,039	2	11,219	4
3	10,039 1	10,629	1	11,809	5
4	10,629 1	11,219	2	12,399	3
5	11,219	11,809	1	12,989	2
6	11,809 2	12,399		13,579	6
7		12,989	1	14,169	7
8		13,579		14,759	5
9				15,349	3
10				15,939	8
11				16,529	4
12				17,119	5
17 *				17,709	16
21 *				18,299	3
25 *				18,889	2
				19,479	7

Bonuses Masters 137 at \$ 300 ea No Teachers 359 Average Salary \$15,619  
\* Anniversary Increment

**La Habra City**  
**County: Orange**

Fiscal ADA 5,270 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA + 30 OR STD (BE-D)		V BA + 60 W MA OR MA + 15	
II BA + 15		IV BA + 45 OR MA			
I		II		III	
II		III		IV	
1	\$ 10,372	\$ 10,862		\$ 11,571	
2	10,456 2	11,217 2		12,791	
3	10,760 1	11,571 3		13,299 1	14,211 1
4	11,065	11,928 1		13,808 5	14,822
5	11,369	12,294 1		14,314 1	15,431 3
6	11,675 1	12,638		14,822	16,040 3
7	11,978	12,994 1		330 5	16,648 4
8	12,284 2	13,349		15,937 7	17,258 2
9		13,704 6		16,344 8	17,868 1
10				16,853 6	18,476 1
11				17,360 68	19,086 4
12					19,693 48

Bonuses Other 91 at \$ 200 ea No Teachers 237 Average Salary \$16,434

**Laguna Salada**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 6,495 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BASE		Additional Factors	
I			
1	\$ 8,775	1	Add \$551 per year of service to maximum of 12 years
		2	Add \$551 for longevity after 17 years
		3	Add \$38 per unit beyond AB, not to exceed 75 units
		4	Add \$280 for MA

No Teachers 242 Average Salary \$15,448

**Lakeside**  
**County: San Diego**

Fiscal ADA 4,012 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II BA + 15		III BA - 30 IV BA + 45		V BA + 60 VI BA - 75 W MA							
I	II	III	IV	V	VI						
1	\$ 10,221	1	\$ 10,834	2	\$ 11,448	5	\$ 12,061	2	\$ 12,674	5	\$ 13,287
2	10,681		11,322	3	11,963		12,604	3	13,245		13,886
3	11,141	1	11,810	2	12,479	2	13,147	2	13,816	2	14,485
4	11,601		12,298		12,967	5	13,636	4	14,305	4	14,974
5	12,061	2	12,796		13,508	7	14,233	7	14,954	4	15,679
6			13,274		14,023	2	14,776	3	15,524	9	16,277
7			13,762		14,538	1	15,319	5	16,094	4	16,875
8					15,053	4	15,962	2	16,664	6	17,473
9					15,568	6	16,405	5	17,234	5	18,071
10							16,948	2	17,904	2	18,669
11							17,491	7	18,374	1	19,267
12									18,944	1	19,865
13									19,514	10	20,463
18 *									20,084	10	21,061
25 *									20,654	2	21,659

Bonuses Masters 28 at \$ 300 ea

\* Anniversary Increment No Teachers 159 Average Salary \$15,974

**Lancaster**  
**County: Los Angeles**

Fiscal ADA 7,104 Highest Entry Step 6 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA - 30 IV BA + 45 OB MA		V MA - 15 OB BA + 60 VI MA + 30 OB BA + 75							
I	II	III	IV	V	VI						
1	\$ 10,098	1	\$ 10,996	1	\$ 11,904	2	\$ 12,812	2	\$ 13,720	2	\$ 14,628
2	10,542	1	11,450	2	12,358	2	13,266	2	14,174	2	15,082
3	10,996		11,904	2	12,812	2	13,720	4	14,628	4	15,536
4	11,450	1	12,358	2	13,266	4	14,174	4	15,082	4	15,989
5	11,904	1	12,812	2	13,720	5	14,628	6	15,536	5	16,443
6	12,358	3	13,266		14,174	3	15,082	7	15,989	3	16,897
7	12,812	2	13,720	2	14,628	3	15,536	6	16,443	2	17,351
8	13,266		14,174	2	15,082	4	15,989	4	16,897	4	17,805
9	13,720	1	14,628	1	15,536	7	16,443	9	17,351	4	18,259
10	14,174		15,082	1	15,989	7	16,897	2	17,805	2	18,713
11	14,628		15,536	4	16,443	5	17,351	2	18,259	2	19,167
12							17,805	16	18,713	5	19,621
13									19,167	11	20,075

No Teachers 257 Average Salary \$16,650

**Lawndale**  
**County: Los Angeles**

Fiscal ADA 4,948 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA - 30 IV BA + 45 OB MA		V BA + 60 W MA					
I	II	III	IV	V	VI				
1	\$ 10,433	2	\$ 11,762	1	\$ 12,462	3	\$ 13,157		13,811
2	10,980	2	11,657	1	12,356	1	13,084	1	13,805
3	11,548	1	12,230		12,951	1	13,705	4	14,454
4	12,105		12,904	1	13,546	5	14,326	4	15,096
5	12,663	3	13,377		14,140	2	14,947	5	15,752
6	13,220		13,977		14,735	1	15,515	4	16,400
7	13,779		14,524		15,340	2	16,189	2	17,049
8	14,335	1	15,098		15,924	1	16,811	4	17,698
9	14,893	1	15,671		16,519	2	17,432	3	18,346
10	15,451	3	16,245	7	17,117	4	18,053	21	18,995
15 *					17,708	8	18,674	9	19,644
20 *					18,303	1	19,295	11	20,293
25 *					18,898		19,916	11	20,941

\* Anniversary Increment No Teachers 189 Average Salary \$17,477

**Little Lake City**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 5,174 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 OB MA + 24	
I	II	III	IV	V	VI
1	\$ 9,350	\$ 10,190	\$ 11,030	\$ 11,870	\$ 12,710
2	9,970	10,750	11,590	12,430	13,270
3	10,470	11,310	12,150	12,990	13,830
4	11,030	11,870	12,710	13,550	14,390
5	11,590	12,430	13,270	14,110	14,950
6	12,150	12,990	13,830	14,670	15,510
7	12,710	13,550	14,390	15,230	16,070
8	13,270	14,110	14,950	15,790	16,630
9	13,830	14,670	15,510	16,350	17,190
10	14,390	15,230	16,070	16,910	17,750
11			16,630	17,470	18,310
12				18,030	18,870
13					19,430

Bonuses: 48 at \$ 250 ea    Other    18 at \$ 500 ea    Other    4 at \$1000 ea

No. Teachers: 230    Average Salary: \$16,499

**Magnolia**  
**County: Orange**

Fiscal ADA 4,628 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 6

I BA + C B.E.D. II BA + 15		III BA + 30 IV BA + 45		V BA + 60 W MA	
I	II	III	IV	V	VI
1	\$ 10,255	\$ 11,175	\$ 12,124	\$ 13,101	\$ 14,104
2	10,694	11,610	12,566	13,553	14,569
3	11,129	12,061	13,029	14,029	15,062
4	11,596	12,543	13,520	14,530	15,582
5	12,077	13,038	14,029	15,050	16,125
6	12,598	13,562	14,559	15,589	16,691
7	13,115	14,085	15,108	16,153	17,268
8	13,664	14,659	15,683	16,739	17,874
9		15,241	16,273	17,348	18,499
10			16,896	17,975	19,145
11				18,617	19,817
12					20,511
15*	14,074	15,698	17,403	19,176	21,126
18*	14,484	16,175	17,910	19,734	21,742
21*	14,894	16,613	18,416	20,293	22,357

\* Anniversary Increment

No. Teachers: 198    Average Salary: \$17,767

**Manhattan Beach City**  
**County: Los Angeles**

Fiscal ADA 4,300 Highest Entry Step 12 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 OB MA + 15 VI BA + 75 OB MA + 30		
I	II	III	IV	V	VI	
1	\$ 9,415	\$ 10,078	\$ 10,743	\$ 11,404	\$ 12,066	\$ 12,731
2	9,813	10,503	11,205	11,921	12,651	13,393
3	10,212	10,926	11,669	12,439	13,234	14,058
4	10,609	11,351	12,134	12,956	13,817	14,719
5	11,006	11,777	12,597	13,473	14,402	15,382
6	11,404	12,200	13,061	13,995	14,985	16,046
7	11,803	12,623	13,527	14,507	15,568	16,710
8		13,048	13,990	15,024	16,152	17,371
9		13,473	14,455	15,542	16,734	18,035
10			14,918	16,059	17,319	18,698
11			15,382	16,576	17,902	19,360
12				17,093	18,484	20,024
15*	12,203	13,873	15,742	17,493	18,884	20,424
20*	12,603	14,273	16,182	17,893	19,284	20,824

\* Anniversary Increment

No. Teachers: 172    Average Salary: \$16,496

**Merced City**

**County: Merced**

Fiscal ADA 6,318 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 7 Returning Teachers 5

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15 VI BA + 75 OR MA + 30		VII					
I		II		III		IV		V		VI	
1	\$ 10,332	2	\$ 10,866	\$ 11,401	\$ 11,935	1	\$ 12,470	\$ 13,003			
2	10,866		11,401	11,935	12,470	2	13,003	13,538			
3	11,401	1	11,935	12,407	13,003	3	13,538	14,072			
4	11,935	2	12,407	13,003	13,538	7	14,072	14,607	1		
5	12,470		13,003	13,538	14,072	1	14,607	15,141	2		
6	13,003		13,538	14,072	14,607	2	15,141	15,676	2		
7	13,538	1	14,072	14,607	15,141	3	15,676	16,211	5		
8	14,072		14,607	15,141	15,676	5	16,211	16,745	4		
9	14,607		15,141	15,676	16,211	6	16,745	17,279	1		
10	14,607		15,676	16,211	16,745	3	17,279	17,815	6		
11				16,745	17,279	3	17,815	18,348	6		
12					17,279	3	17,815	18,882	5		
13						13	18,348	19,416	3		
14							18,882	19,961	66		
								No Teachers	262	Average Salary	\$17,085

**Moreland**

(Salaries Under Negotiation)

**County: Santa Clara**

Fiscal ADA 6,125 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers Returning Teachers 4

I AB + CRED II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 66		VII AB + 72								
I		II		III		IV		V		VI		VII		
1	\$ 9,604		\$ 10,290	\$ 10,975										
2	10,290		10,975	11,661										
3	10,975	1	11,661	12,347		13,033								
4	11,661		12,347	13,033	1	13,719								
5			13,033	13,719		14,405			15,091	1				
6			13,719	14,405	1	15,091			15,777	1				
7			14,405	15,091	2	15,777	3		16,463	2				
8				15,091	5	16,463	4		17,149	7				
9				15,777	6	17,149	7		17,835	11				
10				16,463	1	17,835	5		18,520	9				
11				17,149	1	18,520	9		19,207	10				
12				17,835	2	18,520	9		19,272	10				
13				17,835	2	18,520	9		19,272	10				
14				17,835	2	18,520	9		19,272	10				
15				17,835	2	18,520	9		19,272	10				
16				17,835	2	18,520	9		19,272	10				
17				17,835	2	18,520	9		19,272	10				
18				17,835	2	18,520	9		19,272	10				
19				17,835	2	18,520	9		19,272	10				
20				17,835	2	18,520	9		19,272	10				
21				17,835	2	18,520	9		19,272	10				
22				17,835	2	18,520	9		19,272	10				
23				17,835	2	18,520	9		19,272	10				
24				17,835	2	18,520	9		19,272	10				
25				17,835	2	18,520	9		19,272	10				
									19,553	2				
									19,639	5				
									19,726	7				
									19,812	6				
									19,898	3			19,988	
									19,985	1			20,095	1
									19,985	1			20,201	2
									19,985	1			20,306	5
									19,985	1			20,417	3
									19,985	1			20,525	1
									20,050	1			20,633	
									20,114	2				
VIII		IX		X		XI		XII		XIII		XIV		
12	\$ 20,001	2												
13	20,109	1												
14	20,217													
15	20,325													
16	20,433													
17	20,541	1												
18	20,649	2												
19	20,757	1												
20	20,865	2												
21	20,973	2												
22	21,081	3												
23	21,189													
24	21,297													
25	21,405	4												
Uses								Masters		35 at \$ 436 ea				
								No Teachers	228	Average Salary	\$18,743			



**Mountain View**

Fiscal ADA

6.028

Highest Entry Step

5

Teaching Days

177

**County: Los Angeles**

Other Assigned Days

New Teachers

3

Returning Teachers

1

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA OR MA + 15	
I	II	III	IV	V	VI
1	\$ 9,643	7	\$ 10,460	1	\$ 11,278
2	10,048	3	10,865	2	11,751
3	10,452	1	11,324	1	12,222
4	10,859	1	11,757	1	12,693
5	11,264	1	12,189	4	13,166
6	11,670	1	12,621	3	13,638
7	12,075		13,053	2	14,112
8	12,482		13,486	1	14,583
9	12,887		13,917	2	15,054
10	13,293		14,349	3	15,527
11	13,699		14,783	4	15,999
12	14,103		15,215	10	16,473
13	14,510		15,648	1	16,943
16*	14,915	1	16,079	3	17,415
19*	15,321	1	16,512	1	17,889
22*				1	18,359

\* Anniversaries Increment No Teachers 254 Average Salary \$16,374

**Murray**

Fiscal ADA

5.343

Highest Entry Step

6

Teaching Days

176

**County: Alameda**

Other Assigned Days

New Teachers

3

Returning Teachers

1

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75	
I	II	III	IV	V	VI
1	\$ 9,624		\$ 10,425	\$ 11,436	\$ 12,048
2	10,056		10,488	12,048	12,660
3	10,488		10,920	12,660	13,272
4	10,920	2	11,352	13,272	13,884
5	11,352		11,784	13,884	14,496
6	11,784	1	12,216	14,496	15,108
7			12,648	15,108	15,720
8		1	13,080	15,720	16,332
9				16,332	16,944
10				16,944	17,556
11				17,556	18,168
12					18,780
15*					19,392

Bonuses Masters 39 at \$ 300 ea No Teachers 221 Average Salary \$16,610

**National**

(Salaries Under Negotiation)

**County: San Diego**

Fiscal ADA

4.947

Highest Entry Step

6

Teaching Days

176

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI MA + 30	
I	II	III	IV	V	VI
1	\$ 9,429		\$ 10,559	\$ 11,124	\$ 11,689
2	9,994	1	10,559	11,689	12,254
3	10,559		11,124	12,254	12,819
4	11,124	1	11,689	12,819	13,384
5	11,689		12,254	13,384	13,949
6	12,254	2	12,819	13,949	14,514
7	12,819		13,384	14,514	15,079
8	13,384		13,949	15,079	15,644
9	13,949		14,514	15,644	16,210
10	14,514		15,079	16,210	16,774
11		1	15,644	16,774	17,339
12			16,210	17,339	17,904
13			16,774	17,904	18,469
14				18,469	19,035
18*			17,339	19,600	20,164
21*		1	17,904	18,469	20,729

\* Anniversaries Increment No Teachers 184 Average Salary \$16,310

**North Sacramento**  
**County: Sacramento**

Fiscal ADA 4,043 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 4

I	BA		III	BA + 30		V	BA + 60
II	BA + 15		IV	BA + 45			
	I		II	III		IV	V
1	\$ 9,533		\$ 10,081	\$ 10,635	2	\$ 11,195	\$ 11,755
2	9,937	3	10,511	11,099	4	11,670	12,254
3	10,360		10,956	11,559	6	12,167	12,744
4	10,801		11,422	12,051	4	12,685	13,318
5	11,260	1	11,906	12,563	3	13,225	13,894
6	11,739		12,411	13,098	2	13,785	14,475
7	12,239		12,939	13,653	1	14,372	15,090
8	12,758		13,489	14,235	1	14,982	15,731
9			14,062	14,839	1	15,618	16,400
10				15,471	10	16,282	17,097
11						16,973	17,824
12							18,582
16*							18,782
20*							18,982
24*							19,182
28*							19,382
32*							19,582

\* Anniversary Increment No Teachers 178 Average Salary \$15,773

**Oxnard**  
**County: Ventura**

Fiscal ADA 9,950 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	BA		III	BA + 30		V	BA + 60
II	BA + 15		IV	BA + 45		VI	BA + 75
	I		II	III		IV	V
1	\$ 9,485	3	\$ 10,089	\$ 10,692	2	\$ 11,297	\$ 11,901
2	9,883	2	10,513	11,141	9	11,771	12,401
3	10,298	3	10,954	11,609	5	12,266	12,922
4	10,731		11,414	12,097	7	12,781	13,464
5	11,182	2	11,894	12,605	8	13,318	14,030
6	11,651		12,393	13,134	9	13,877	14,619
7	12,141		12,914	13,686	6	14,460	15,233
8	12,651	1	13,456	14,260	6	15,067	15,873
9	13,182		14,021	14,859	4	15,700	16,540
10	13,736		14,610	15,483	6	16,360	17,234
11	14,312		15,224	16,134	5	17,047	17,958
12	14,914	1	15,863	16,811	16	17,763	18,712

Bonuses Masters 94 at \$ 213 ea Doctorate 9 at \$ 400 ea No Teachers 389 Average Salary \$16,350

**Pleasant Valley**  
(Salaries Under Negotiation)  
**County: Ventura**

Fiscal ADA 5,677 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA + CRED		III	BA + 30		V	BA + 50 W/MA OR BA + 60
II	BA + 15		IV	BA + 40 W/MA OR BA + 45		VI	BA + 75 W/DR
	I		II	III		IV	V
1	\$ 9,836	1	\$ 10,638	\$ 11,444	4	\$ 12,248	\$ 13,054
2	10,414		11,219	12,023	1	12,826	13,631
3	10,992	1	11,797	12,600	2	13,403	14,210
4	11,569	1	12,373	13,179	1	13,984	14,786
5	12,148		12,952	13,754	2	14,561	15,363
6	12,727	2	13,530	14,334	4	15,139	15,942
7	13,303	1	14,106	14,913	6	15,714	16,519
8			14,686	15,490	1	16,294	17,099
9			15,263	16,069	1	16,870	17,677
10				16,646	4	17,449	18,255
11				17,222	6	18,028	18,831
12				17,802	2	18,606	19,411

Bonuses Other 13 at \$ 350 ea Other 4 at \$ 700 ea Other 2 at \$1050 ea No Teachers 239 Average Salary \$17,348



**Pleasanton**  
(Salaries Under Negotiation)  
**County: Alameda**

Fiscal ADA 5,411 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75
1	\$ 10,043	1	\$ 10,693	\$ 11,343	2	\$ 11,993		\$		\$	
2	10,326		11,209	11,892	3	12,576					
3	11,008		11,725	12,443	5	13,159		13,876			
4	11,491	1	12,242	12,992	2	13,742	2	14,492	1	15,242	
5	11,974	1	12,758	13,542	4	14,325	4	15,109	4	15,892	3
6	12,456	1	13,274	14,091		14,908	4	15,726	3	16,542	2
7				14,641	7	15,491	3	16,342	7	17,192	5
8				15,190	1	16,074	1	16,958	6	17,842	5
9				15,740	1	16,658		17,575	1	18,492	2
10				16,290	2	17,240		18,192	3	19,142	5
11				16,839	5	17,824	4	18,908	3	19,792	3
12						18,407	10	19,424	15	20,442	43
16*										20,942	16
20*										21,442	

Bonuses Masters 29 at \$ 400 ea No Teachers 197 Average Salary \$17,612  
\* Anniversary Increment

**Porterville City**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 4,155 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 70	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 70
1	\$ 9,095	1	\$ 9,741	\$ 10,388	5	\$ 11,033		\$ 11,680		\$ 12,327	
2	9,435		10,081	10,728	4	11,374		12,020	1	12,667	1
3	9,775	3	10,421	11,068	2	11,714	3	12,361	1	13,007	1
4	10,116	2	10,761	11,408	8	12,054	7	12,701		13,348	
5	10,456		11,102	11,748	3	12,394	5	13,041	1	13,698	1
6	10,796		11,442	12,089	2	12,734	4	13,381		14,028	1
7	11,136		11,782	12,429	1	13,075	3	13,721	1	14,368	2
8	11,476		12,122	12,769	2	13,415		14,062	2	14,708	3
9			12,462	13,109	3	13,755	2	14,402	3	15,049	3
10			12,803	13,449	3	14,095	1	14,742	1	15,389	5
11				13,790	3	14,435		15,082	1	15,729	3
12				14,130	7	14,776	5	15,422	1	16,069	3
13						15,116	10	15,763	3	16,409	8
14								16,103	4	16,750	3
15								16,443	2	17,090	11
20*								16,783		17,430	9
25*								17,123		17,770	5

\* Anniversary Increment No Teachers 178 Average Salary \$14,032

**Redondo Beach City**  
**County: Los Angeles**

Fiscal ADA 6,593 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 W/ MA OR MA + 15		VI AB + 75 W/ MA OR MA + 30	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45 OR MA	V	AB + 60 W/ MA OR MA + 15	VI	AB + 75 W/ MA OR MA + 30
1	\$ 10,282		\$ 10,899	\$ 11,495		\$ 12,099		\$ 12,706		\$ 13,315	
2	10,740		11,363	11,965		12,606		13,229		13,849	
3	11,199		11,840	12,475		13,113		13,749		14,386	
4	11,658		12,314	12,966	1	13,619		14,272	1	14,926	
5	12,115		12,790	13,458	2	14,124	2	14,792	1	15,458	
6	12,575	1	13,266	13,947	6	14,630	4	15,315	1	15,997	
7	13,033	1	13,739	14,436	7	15,136	3	15,836	1	16,536	2
8	13,489		14,214	14,929	6	15,640	12	16,354		17,071	2
9	13,948		14,699	15,416	6	16,148	6	16,770	1	17,608	4
10	14,406		15,165	15,908	16	16,654	6	17,400	1	18,143	5
11	14,864		15,638	16,401	1	17,158	14	17,920		18,682	4
12	15,321	1	16,115	16,899	9	17,667	14	18,443	2	19,218	6
13				17,390	5	18,171	66	18,964	12	19,754	46

Bonuses Doctorate 2 at \$ 500 ea No Teachers 297 Average Salary \$17,320



**Redwood City**  
**County: San Mateo**

Fiscal ADA 8,410 Highest Entry Step 7 Teaching Days .176  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB+15		III AB+30		IV AB+45		V AB+60		VI AB+75			
I		II		III		IV		V		VI			
1	\$ 10,207	1	\$ 10,797	\$ 11,383	\$ 11,973	\$ 12,560	\$ 13,188						
2	10,763		11,383	12,009	12,632	13,251	13,914						
3	11,317		11,973	12,630	13,296	13,939	14,636	1					
4	11,872	2	12,560	13,251	13,942	14,631	15,363						
5	12,428		13,149	13,874	14,597	15,321	16,087	4					
6	12,981	1	13,738	14,496	15,251	16,008	16,808	6					
7			14,327	15,117	15,911	16,699	17,534	6					
8			14,915	15,744	16,565	17,388	18,257	11					
9				16,362	17,220	18,080	18,984	5					
10				16,982	17,877	18,768	19,706	6					
11				17,609	18,535	19,454	20,427	8					
12					19,189	20,146	21,153	168					
Bonuses	Masters		113 at \$ 400 ea	Doctorate		1 at \$ 400 ea	Other		132 at \$ 300 ea				
	Other		79 at \$ 300 ea										
										No. Teachers	366	Average Salary	\$19,544

**Rio Linda**  
(Salaries Under Negotiation)  
**County: Sacramento**

Fiscal ADA 7,436 Highest Entry Step 6 Teaching Days .178  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB OR CRED		II AB+24		III AB+36		IV AB+50		V AB+65		VI AB+80 W/O MA		VII AB+80 W/O MA	
I		II		III		IV		V		VI		VII	
1	\$ 9,540	2	\$ 9,731	7	\$ 10,121	2	\$ 10,475	\$ 10,909	\$ 11,909	\$ 18,137	14		
2	10,018	1	10,308		10,599	5	10,953	2	11,386		12,387		
3	10,519		10,809		11,160		11,454		11,888		12,888		
4	11,045		11,334	1	11,625	3	11,979	2	12,413	2	13,413		
5	11,596	1	11,887	1	12,177	3	12,531	3	12,965	3	13,965		
6	12,176		12,466	3	12,756	5	13,110	7	13,544	4	14,544	1	
7	12,784		13,075	2	13,365	1	13,719	6	14,153	9	15,153		
8	13,424		13,715	2	14,005	6	14,358	10	14,793	14	15,974	1	
9			14,386	9	14,676	2	15,031	9	15,465	11	16,465	3	
10					15,381	17	15,736	9	16,169	5	17,170	6	
11							16,474	14	16,909	11	17,910	2	
12									17,687	32	18,687	25	
16*									18,187	11	19,187	9	18,637 29
Bonuses	Masters		24 at \$ 500 ea										
* Anniversary Increment													
										No. Teachers	345	Average Salary	\$15,980

**Salinas City**  
**County: Monterey**

Fiscal ADA 6,703 Highest Entry Step 6 Teaching Days .175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB+15		III AB+30		IV AB+45		V MA+15 OR AB+60		VI MA+30 OR AB+75			
I		II		III		IV		V		VI			
1	\$ 10,360	4	\$ 11,094	1	\$ 11,830	3	\$ 12,563	2	\$ 13,297	\$ 14,030	2		
2	11,000	3	11,734	1	12,468	4	13,202	2	13,937	2	14,670		
3	11,640	1	12,373	1	13,108	3	13,843	4	14,576	2	15,311		
4	12,281		13,015	2	13,748	3	14,483	2	15,217	4	15,951		
5	12,920		13,654		14,387	4	15,123	8	15,857		16,590		
6	13,560	2	14,293	1	15,027	3	15,762	5	16,497	3	17,230		
7	14,199	2	14,932	1	15,668	2	16,402	2	17,136	2	17,869		
8	14,840	2	15,575	1	16,308	1	17,043	2	17,776	4	18,509		
9			16,214	3	16,947	3	17,681	1	18,415	5	19,150		
10					17,586	16	18,320	2	19,057	1	19,790		
11							18,961	17	19,696	2	20,429		
12									20,335	18	21,069		
Bonuses	Other		67 at \$ 350 ea	Other				15 at \$ 350 ea					
										No. Teachers	261	Average Salary	\$18,049

**Santa Barbara City**

Fiscal ADA

4,765

Highest Entry Step

11

Teaching Days

175

**County: Santa Barbara**

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,891		\$ 10,494		\$ 11,078	5	\$ 11,671		\$ 12,265
2	10,396		10,979		11,572	3	12,166		12,858
3	10,880	1	11,474		12,067	1	12,660	2	13,452
4	11,375		11,968	2	12,562	2	13,155	1	14,045
5	11,869		12,463		13,056	2	13,650	3	14,639
6	12,364		12,957		13,551	1	14,144	1	15,232
7	12,858		13,452		14,045	4	14,639	2	15,826
8	13,452	1	14,045		14,639	1	15,232	3	16,419
9	14,045		14,639		15,232		15,826	3	17,013
10	14,639	3	15,232	10	15,826	1	16,419	2	17,705
11					16,419	6	17,013	1	19,397
12					17,013	13	17,606	16	19,090
13									19,782
									113

Bonuses: Masters Other, 64 at \$ 227 ea, 24 at \$1187 ea, Other, 56 at \$ 198 ea, Other, 34 at \$ 593 ea

No Teachers: 244, Average Salary: \$17,903

**Santa Maria City**

Fiscal ADA

5,635

Highest Entry Step

6

Teaching Days

175

**County: Santa Barbara**

Other Assigned Days

New Teachers

4

Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 60 W MA OR MA + 30	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,949	3	\$ 10,645	3	\$ 11,342	3	\$ 12,038	3	\$ 12,735		\$ 13,431
2	10,536	1	11,232		11,929	5	12,625	4	13,322		14,018
3	11,123	1	11,819	1	12,516	3	13,212	1	13,909	2	14,605
4	11,710	3	12,406	2	13,103	3	13,799	7	14,496	2	15,192
5	12,297		12,993		13,690		14,386	4	15,083	3	15,779
6	12,884	1	13,580		14,277	4	14,973	5	15,670	3	16,366
7	13,471		14,167		14,864	3	15,560	3	16,257	6	16,953
8	14,058		14,754		15,451	4	16,147	4	16,844	4	17,540
9	14,645		15,341		16,038	2	16,734	4	17,431	9	18,127
10	15,232		15,928		16,625		17,321	1	18,018	3	18,714
11	15,819	1	16,515		17,212	1	17,908	1	18,605	1	19,301
12	16,406	1	17,102	7	17,799	10	18,495	14	19,192	38	19,898

Bonuses: Doctorate, at \$ 696 ea, Other, 4 at \$ 300 ea

No Teachers: 271, Average Salary: \$17,010

**Santee**

Fiscal ADA

8,006

Highest Entry Step

5

Teaching Days

175

**County: San Diego**

Other Assigned Days

New Teachers

6

Returning Teachers

6

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,348	16	\$ 10,865	2	\$ 11,486	7	\$ 12,211		\$ 13,038
2	10,770	6	11,279	3	11,932	5	12,728		13,608
3	11,072	4	11,693	4	12,418	15	13,245		14,177
4	11,435	2	12,107	5	12,883	20	13,763	15	14,746
5	11,797	1	12,521	2	13,349	13	14,280	18	15,315
6	12,159		12,935	2	13,815	5	14,798	15	15,884
7	12,521	1	13,349	1	14,280	11	15,315	2	16,453
8	12,883		13,763	2	14,746	3	15,832	4	17,022
9	13,245	1	14,177		15,212	3	16,350		17,592
10	13,608		14,591	1	15,677	6	16,867	3	18,161
11	13,970		15,005		16,143	1	17,385	2	18,730
12	14,332	2	15,419	2	16,609	4	17,902	3	19,299
13							18,419		19,868
14							18,937	3	20,437
15							19,454	7	21,006
18*							19,972	1	21,574
21*							20,499		22,041
24*							21,006		22,559

\* Anniversary Increment

No Teachers: 348, Average Salary: \$15,516

**Saugus**

Fiscal ADA 4,263 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 1

**County: Los Angeles**

I CRED		II CRED+15		III CRED+30		IV CRED+45 OR MA + CRED		V CRED+60 + MA OR DR	
I	II	I	II	III	IV	V	VI	VI	VII
1	\$ 10,180	1	\$ 10,688	\$ 11,221	1	\$ 11,716	\$ 13,025		
2	10,608	2	11,137	11,694	1	12,274	13,541		
3	11,053		11,605	12,185	1	12,794	14,087		
4	11,516	1	12,093	12,686	1	13,333	14,651	2	
5	11,999		12,600	13,231	4	13,892	15,239	1	
6	12,502		13,130	13,787	2	14,474	15,850	5	
7	13,028	1	13,682	14,365	1	15,083	16,491	2	
8	13,575		14,255	14,943	2	15,716	17,154	4	
9	14,147	1	14,353	15,597	2	16,377	17,847	5	
10			15,478	16,251		17,065	18,570	3	
11				16,933		17,781	19,323	4	
12				17,643	11	18,526	20,114	17	

Bonuses Masters Other 6 at \$ 500 ea Doctorate 1 at \$ 600 ea Other 13 at \$ 300 ea

No Teachers 144 Average Salary \$16,523

**South Bay**

Fiscal ADA 6,005 Highest Entry Step 6 Teaching Days 180  
 Other Assigned Days New Teachers 3 Returning Teachers 3

**County: San Diego**

I AB		II AB+15		III AB+30		IV AB+45 OR MA		V AB+60 OR MA+15		VI AB+75 W/MA OR MA+30	
I	II	I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 9,726	1	\$ 10,395	\$ 11,062	5	\$ 11,729	3	\$ 12,397	\$ 13,064		
2	10,173	2	10,840	11,563	5	12,269	9	12,963	13,636	1	
3	10,618		11,285	12,063	8	12,908	5	13,530	14,209		
4	11,062		11,729	12,563	5	13,347	3	14,098	14,781	1	
5	11,507		12,174	13,064	7	13,897	7	14,665	15,354	2	
6	11,952		12,619	13,564	5	14,426	6	15,232	15,927	3	
7	12,397		13,064	14,064	3	14,965	3	15,798	16,499	1	
8	12,841		13,508	14,565	2	15,504	6	16,365	17,072	3	
9	13,286	3	13,953	15,065	9	16,044	1	16,933	17,644	6	
10			14,398	15,565		16,582	4	17,500	18,217	4	
11				16,066	7	17,122	2	18,067	18,789	1	
12						17,661	13	18,634	19,362	1	
13								19,200	19,935	2	
14									20,507	18	
20*						18,200	3	19,768	21,060	5	

\* Anniversary Increment

No Teachers 265 Average Salary \$15,903

**Sunnyvale**

(Salaries Under Negotiation)

**County: Santa Clara**

Fiscal ADA 7,405 Highest Entry Step 12 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		II BA+30		III BA+45		IV BA+60		V BA+75	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 9,750		\$ 11,000	\$ 11,700		\$ 12,400	\$ 13,100	1	
2	10,250	1	11,700	12,400	1	13,100	13,800		
3	10,750	1	12,400	13,100		13,800	14,500		
4	11,250		13,800	14,500	1	15,200	15,900		
5	11,750		14,500	15,200	1	15,900	16,600	1	
6			15,200	15,900		6,600	7,300	1	
7			15,900	16,600	2	17,300	18,000	3	
8			16,600	17,300	1	18,000	18,700	1	
9			17,300	18,000	2	18,700	19,400	5	
10			18,000	18,700	1	19,400	20,100	6	
11				19,400	9	20,100	20,800	10	
12						20,800	21,500	103	

Bonuses Masters Other 117 at \$ 900 ea Doctorate 2 at \$1000 ea Other 47 at \$ 500 ea

No Teachers 188 Average Salary \$20,507

**Sylvan**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA 4,331 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 7 Returning Teachers 7

I BA		III BA+24		V BA+48 OR MA+36		VII BA+72 OR MA+60		
II BA+12		IV BA+36 OR MA+24		VI BA+60 OR MA+48				
I	II	III	IV	V	VI	VII	VII	
1	\$ 9,720	\$ 10,206	\$ 10,692	\$ 11,178	1	\$ 11,664	1	\$
2	10,206	10,692	11,178	11,664	5	12,150	1	12,636
3	10,692	11,178	11,664	12,150	10	12,636	1	13,122
4	11,178	11,664	12,150	12,636	4	13,122	2	13,608
5	11,664	12,150	12,636	13,122	1	13,608	2	14,094
6	12,150	12,636	13,122	13,608	2	14,094	2	14,580
7	12,636	13,122	13,608	14,094	3	14,580	4	15,066
8	13,122	13,608	14,094	14,580	2	15,066	1	15,552
9		14,094	14,580	15,066	3	15,552		16,038
10		14,580	15,066	15,552		16,038		16,524
11			15,552	16,038	1	16,524		17,010
12			16,038	16,524	2	17,010	4	17,496
13				17,010	3	17,496	3	17,982
14				17,496	5	17,982	11	18,468

  

VIII BA+24 OR MA+72		VIII	
4	\$ 14,580		
5	15,066		
6	15,552	1	
7	16,038	1	
8	16,524	1	
9	17,010		
10	17,496	2	
11	17,982	1	
12	18,468		
13	18,954		
14	19,440	1	

No Teachers 169 Average Salary \$15,707

**Tulare City**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 4,519 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB+24		V AB+48 OR MA		VII AB+60 W/MA		
II AB+12		IV AB+36		VI AB+54				
I	II	III	IV	V	VI	VII	VII	
1	\$ 9,173	\$ 9,610	\$ 10,110	\$ 10,734	3	\$ 11,483	\$ 11,883	\$ 12,357
2	9,486	9,923	10,494	11,108	3	11,920	12,320	12,794
3	9,798	10,235	10,859	11,483	6	12,357	12,757	13,231
4	10,110	10,547	11,234	11,857	7	12,794	13,194	13,667
5	10,422	10,859	11,607	12,232	5	13,231	13,631	14,104
6	10,734	11,170	11,982	12,606	4	13,667	14,067	14,541
7	11,046	11,483	12,357	12,981	1	14,104	14,504	14,978
8		11,795	12,731	13,355	1	14,541	14,941	15,415
9			13,105	13,730	2	14,978	15,378	15,851
10				14,104	3	15,415	15,815	16,288
11				14,478	8	15,851	16,251	16,725
12						16,288	16,688	17,161
13						16,725	17,125	17,598
14							17,562	18,035
15								18,472

No Teachers 195 Average Salary \$14,026

**Union** Fiscal ADA 7,797 Highest Entry Step 6 Teaching Days 176  
**County: Santa Clara** Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II B+15		III AB+30 IV AB+45		V AB+60	
I	II	III	IV	V	VI
1	\$ 10,043	\$ 10,686	\$ 11,329	\$ 11,971	\$ 12,614
2	10,686	11,329	11,971	12,614	13,257
3	11,329	11,971	12,614	13,257	13,900
4	11,971	12,614	13,257	13,900	14,542
5	12,614	13,257	13,900	14,542	15,185
6	13,257	13,900	14,542	15,185	15,828
7	13,900	14,542	15,185	15,828	16,471
8	14,542	15,185	15,828	16,471	17,113
9		15,828	16,471	17,113	17,756
10			17,113	17,756	18,399
11				18,399	19,042
15*				19,042	19,684
19*				19,684	20,327
21*				20,327	20,970
22				20,970	21,613

Bonuses Masters 78 at \$ 575 ea

\* Anniversary Increment No Teachers 321 Average Salary \$18,486

**Upland** Fiscal ADA 6,043 Highest Entry Step 6 Teaching Days 176  
**County: San Bernardino** Other Assigned Days New Teachers 4 Returning Teachers 4

I BA II BA+15		III BA+30 IV BA+45 OR MA		V BA+60 OR MA+30		VI BA+90 OR BA+45 W/MA VI BA+60 OR MA+30	
I	II	III	IV	V	VI	VI	VI
1	\$ 10,226	\$ 10,891	\$ 11,555	\$ 12,220	\$ 12,885	\$ 13,549	
2	10,666	11,371	12,077	12,783	13,488	14,194	
3	11,105	11,852	12,598	13,345	14,091	14,383	
4	11,545	12,333	13,120	13,907	14,695	15,482	
5	11,985	12,813	13,641	14,470	15,294	16,126	
6	12,425	13,294	14,163	15,032	15,901	16,771	2
7	12,846	13,774	14,685	15,595	16,505	17,415	3
8	13,304	14,255	15,206	16,157	17,108	18,059	1
9		14,736	15,728	16,720	17,711	18,703	2
10			16,249	17,282	18,315	19,348	3
11				17,844	18,918	19,992	1
12				18,407	19,521	20,636	37

Bonuses Other 8 at \$ 450 ea

No Teachers 234 Average Salary \$17,084

**Whittier City** Fiscal ADA 5,490 Highest Entry Step 5 Teaching Days 176  
**County: Los Angeles** Other Assigned Days New Teachers 2 Returning Teachers 1

I BA II BA+15		III BA+30 IV BA+45 OR MA		V BA+60 OR MA+24	
I	II	III	IV	V	VI
1	\$ 10,007	\$ 10,507	\$ 11,008	\$ 11,508	\$ 12,008
2	10,457	11,008	11,548	12,096	12,639
3	10,908	11,508	12,098	12,699	13,269
4	11,358	12,008	12,629	13,279	13,890
5	11,808	12,509	13,169	13,870	14,530
6	12,258	13,009	13,710	14,460	15,161
7	12,709	13,509	14,250	15,051	15,791
8	13,159	14,010	14,790	15,641	16,421
9	13,610	14,510	15,331	16,231	17,052
10	14,060	15,011	15,871	16,822	17,682
11	14,510	15,511	16,411	17,412	18,313
12			16,952	18,003	18,943
13			17,492	18,593	19,574
14				19,183	20,204
19*				19,774	20,835

\* Anniversary Increment No Teachers 237 Average Salary \$16,966

**Adelanto**

**County: San Bernardino**

Fiscal ADA 1,197 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 30		V BA + 60	
II BA + 15		IV BA + 45			
I	II	III	IV	V	
1	\$ 10,434	\$ 11,325	\$ 12,217	\$ 13,109	\$ 14,000
2	10,833	11,719	12,715 1	13,867	15,058
3	11,231	12,223	13,213 2	14,434	15,656
4	11,631	12,671	13,712	14,983	16,256
5	12,029	13,120	14,211	15,532	16,854
6	12,429	13,568	14,709	16,081	17,451
7	12,829	14,018	15,208 1	16,629 1	18,050 2
8		14,467	15,706	17,177 2	18,648 3
9			16,205 1	17,727 3	19,247 2
10				18,275 2	19,846 2
11					20,443 24

Bonuses Masters 16 at \$ 600 ea No Teachers 47 Average Salary \$18,999

**Alisal**

**County: Monterey**

Fiscal ADA 2,438 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB + 30		V AB + 60 OR MA + 15	
II AB + 15		IV AB + 45 OR MA		VI AB + 75 OR MA + 30	
I	II	III	IV	V	VI
1	\$ 10,637 1	\$ 11,347	\$ 12,060 3	\$ 12,770 4	\$ 13,482
2	11,246 1	11,958 1	12,669 1	13,390 1	14,092 1
3	11,856	12,566	13,279 1	13,990 1	14,702 1
4	12,467	13,177 1	13,888 3	14,599 2	15,311 1
5	13,075	13,786 1	14,499 3	15,210 4	15,921 1
6	13,686	14,396	15,108 2	15,818 1	16,532 1
7	14,295	15,006	15,718 3	16,429 2	17,140 4
8	14,905 4	15,616	16,327 1	17,038 1	17,751 3
9		16,223	16,938 1	17,648 1	18,359 1
10		16,835 2	17,547 7	18,259 1	18,970 1
11				18,867 3	19,580 1
12					20,189 2
13					20,900 2
17 *					21,510 5
					21,810 11

Bonuses Other 11 at \$ 300 ea No Teachers 100 Average Salary \$17,021

\* Anniversary Increment

**Alta Loma**

(Salaries Under Negotiation)

**County: San Bernardino**

Fiscal ADA 2,701 Highest Entry Step 4 Teaching Days 180  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1	\$ 9,793 6	\$ 10,527 1	\$ 11,262 2	\$ 11,996	
2	10,332 1	11,066 5	11,801 4	12,535 1	
3	10,870 2	11,604 1	12,339 3	13,074 1	13,808 3
4	11,409	12,143	12,878 10	13,612 4	14,347
5	11,948 1	12,682	13,416 2	14,151 3	14,885 1
6	12,486 1	13,221	13,955 2	14,690 6	15,424 3
7		13,759 2	14,494 3	15,228 2	15,963 3
8		14,298	15,032 4	15,767	16,501 1
9			15,571 2	16,305	17,040 4
10			16,109 2	16,844 2	17,578 2
11			16,648	17,383 1	18,117 1
12			17,187 5	17,921 1	18,656 2
13				18,460 4	19,194 3
14					19,733 1
15					20,272 1
16					20,812 6
17					21,349 14

Bonuses Masters 26 at \$ 734 ea No Teachers 125 Average Salary \$15,586

**Apple Valley**

**County: San Bernardino**

Fiscal ADA 1,322 Highest Entry Step 4 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 OR MA+15		VI BA+75 OR MA+30	
1	\$ 9,862	1	\$ 10,651		\$ 11,440	1	\$ 12,229		\$ 13,018		\$ 13,807
2	10,256		11,045		11,834		12,623	2	13,511		14,399
3	10,651		11,440		12,229	3	13,018	1	14,004		14,892
4	11,045		11,834	1	12,623	3	13,412	2	14,497		15,483
5	11,440	1	12,229		13,018	2	13,807	2	14,990	2	15,976
6	11,834		12,623		13,412		14,201	2	15,483	2	16,568
7	12,229		13,018		13,807		14,595		15,976		17,061
8	12,623		13,412		14,201		14,990	2	16,470	2	17,653
9			13,807		14,595		15,385		16,963		18,146
10					14,990	2	15,779		17,456		18,738
11							16,174	5	17,949	1	19,231
12									18,442	3	19,724
15*											20,094
18*											20,464

\* Anniversary Increment No Teachers 50 Average Salary \$15,301

**Arvin**

(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 1,334 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 4 Returning Teachers 2

I AB		II AB+12		III AB+24		IV AB+36 OR MA		V AB+48 OR MA+12		VI AB+60 OR MA+24		VII AB+60 OR MA+24	
1	\$ 8,904	3	\$ 9,276		\$ 9,636	2	\$ 10,020		\$ 10,404		\$ 10,776		\$ 16,272
2	9,276	1	9,636		10,020	1	10,404	2	10,776		11,152	2	16,648
3	9,636		10,020		10,404		10,776	1	11,152	2	11,528		17,024
4	10,020		10,404		10,776	1	11,152	1	11,700	1	12,156		17,392
5	10,404		10,776		11,152	1	11,700	1	12,156		12,636	1	18,192
6	10,776		11,152		11,528		11,904	4	12,636	1	13,132	7	18,684
7	11,152		11,528		11,904		12,336	1	13,132	1	13,656		
8			12,156		12,636		13,152	1	13,656		14,184	1	
9					13,080	2	13,656		14,184	2	14,700	1	
10							14,184	3	14,700		15,228	1	
11									15,228	3	15,828	1	
12											16,440	3	
15*											16,990	5	18,834
20*											16,740	1	
25*											16,890	2	

Bonuses Masters 8 at \$ 300 ea No Teachers 67 Average Salary \$13,285

**Atwater**

**County: Merced**

Fiscal ADA 3,136 Highest Entry Step 4 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA+15		III BA+30		IV BA+45		V BA+60		VI BA+75	
1	\$ 9,685		\$ 10,347		\$ 11,079		\$ 11,771		\$ 12,463		\$ 13,155
2	10,387		11,079		11,771	2	12,463		13,155		13,847
3	11,079		11,771		12,463		13,155	1	13,847		14,539
4	11,771		12,463	1	13,155		13,847	4	14,539	1	15,231
5	12,463		13,155	1	13,847	2	14,539	1	15,231	1	15,923
6	13,155		13,847		14,539	1	15,231	2	15,923	2	16,615
7	13,847		14,539		15,231	1	15,923	4	16,615		17,307
8	14,539		15,231		15,923	3	16,615	1	17,307	1	17,999
9	15,231		15,923		16,615	2	17,307	2	17,999	1	18,691
10	15,923		16,615		17,307	1	17,999	5	18,691		19,383
11	16,036	1	16,728		17,420	2	18,112	1	18,804	1	19,496
12	16,149	1	16,841		17,533	1	18,225		18,917		19,609
13	16,262		16,954	1	17,646	1	18,338	3	19,030	1	19,722
14	16,375	1	17,067		17,759	1	18,451	1	19,143		19,835
15	17,067		17,759		18,451		19,143	1	19,835	2	20,527
16	17,180		17,872		18,564	1	19,256	3	19,948		20,640
17	17,293	1	17,985		18,677	2	19,369		20,061		20,753
18	17,406		18,098		18,790		19,482		20,174		20,866
19	17,519	1	18,211		18,903		19,595		20,287	2	20,979
20	18,211		18,903		19,595		20,287		20,979		21,671
21	18,324	1	19,016		19,708		20,400	1	21,092		21,784
22	18,437		19,129	1	19,821		20,513		21,205	1	21,897
23	18,550		19,242		19,934		20,626		21,318		22,010

Bonuses Masters 16 at \$ 692 ea No Teachers 121 Average Salary \$18,229



**Auburn**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 1,933 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA+30		V BA+60 OR MA+15	
II BA+15		IV BA+45			
I	II	III	IV	V	
1 \$ 9,884	\$ 9,888	\$ 10,476	\$ 11,112	\$ 11,760	
2 10,284	10,284	10,884	11,532	12,240	1
3 10,680	10,680	11,328	12,000	12,720	
4 10,488	11,112	11,784	12,480	13,236	2
5 10,908	11,556	12,240	12,972	13,776	3
6 11,328	12,012	12,744	13,488	14,316	
7 11,796	12,492	13,256	14,040	14,880	4
	12,966	13,788	14,592	15,480	2
		14,328	15,192	16,104	1
			15,792	16,740	6
				17,400	28

No Teachers 79 Average Salary \$15,121

**Beardsley**  
**County: Kern**

Fiscal ADA 1,612 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA+12		III BA+36		V BA+60	
II BA+24		IV BA+48		VI BA+72	
I	II	III	IV	V	VI
1 \$ 10,550	\$ 11,025	\$ 11,500	\$ 11,975	\$ 12,450	\$ 12,925
2 11,025	11,500	11,975	12,450	12,925	13,400
3 11,500	11,975	12,450	12,925	13,400	13,875
4 11,975	12,450	12,925	13,400	13,875	14,350
5 12,450	12,925	13,400	13,875	14,350	14,825
6 12,925	13,400	13,875	14,350	14,825	15,300
7 13,400	13,875	14,350	14,825	15,300	15,775
8 13,875	14,350	14,825	15,300	15,775	16,250
9 14,350	14,825	15,300	15,775	16,250	16,725
10 15,300	15,300	15,775	16,250	16,725	17,200
11 16,250		16,250	16,725	17,200	17,675
12 17,200			17,200	17,675	18,150
13 18,150				18,150	18,625
20* 19,125				18,625	19,125

Bonuses Masters 11 at \$ 500 ea Doctorate 1 at \$ 800 ea

\* Anniversary Increment No Teachers 72 Average Salary \$16,618

**Bellevue**  
**County: Sonoma**

Fiscal ADA 1,028 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB+30		V MA+15 OR AB+60	
II AB+15		IV MA OR AB+45			
I	II	III	IV	V	
1 \$ 10,481	\$ 11,075	\$ 11,668	\$ 12,262	\$ 12,856	
2 10,935	11,529	12,099	12,716	13,310	
3 11,389	11,983	12,577	13,171	13,764	1
4 11,844	12,437	13,031	13,625	14,219	1
5 12,298	12,892	13,485	14,079	14,673	
6 12,752	13,346	13,940	14,533	15,127	1
7 13,205	13,800	14,393	14,988	15,581	
8 13,660	14,253	14,848	15,441	16,036	1
9 14,113	14,706	15,301	15,896	16,490	3
10 15,161	15,161	15,756	16,349	16,944	4
11 16,404			16,804	17,397	5
12 17,257			17,257	17,852	3
13 18,305				18,305	6
17* 18,760				18,760	4
21* 19,214				19,214	2
25* 19,668				19,668	1

\* Anniversary Increment No Teachers 46 Average Salary \$16,696

**Belmont**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 3,006 Highest Entry Step 8 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 WMA OR MA + 30	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,150		\$ 9,760	* 10,370	\$ 10,980	\$ 11,590	\$ 12,200	\$ 12,810	\$ 13,420	\$ 14,030	\$ 14,640
2	9,760	1	10,370	10,980	11,590	12,200	12,810	13,420	14,030	14,640	15,250
3	10,370		10,980	11,590	12,200	12,810	13,420	14,030	14,640	15,250	15,860
4	10,980		11,590	12,200	12,810	13,420	14,030	14,640	15,250	15,860	16,470
5	11,590		12,200	12,810	13,420	14,030	14,640	15,250	15,860	16,470	17,080
6	12,200	1	12,810	13,420	14,030	14,640	15,250	15,860	16,470	17,080	17,690
7	12,810		13,420	14,030	14,640	15,250	15,860	16,470	17,080	17,690	18,300
8	13,420	1	14,030	14,640	15,250	15,860	16,470	17,080	17,690	18,300	18,910
9			14,640	15,250	15,860	16,470	17,080	17,690	18,300	18,910	19,520
10			15,250	15,860	16,470	17,080	17,690	18,300	18,910	19,520	20,130
11											
12											

Bonuses Masters 39 at \$ 300 ea No Teachers 128 Average Salary \$16,747

**Bishop**  
**County: Inyo**

Fiscal ADA 1,392 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,785	1	\$ 10,568	\$ 11,351	\$ 12,133	\$ 12,916	\$ 13,699	\$ 14,482	\$ 15,265	\$ 16,047	\$ 16,830
2	10,372		11,155	11,938	12,721	13,504	14,287	15,070	15,853	16,636	17,419
3	10,959	1	11,742	12,525	13,308	14,091	14,874	15,657	16,440	17,223	18,006
4	11,546		12,329	13,112	13,895	14,678	15,461	16,244	17,027	17,810	18,593
5	12,133	2	12,916	13,699	14,482	15,265	16,047	16,830	17,613	18,396	19,179
6	12,721	1	13,504	14,286	15,069	15,852	16,635	17,418	18,201	18,984	19,767
7	13,308		14,091	14,873	15,656	16,439	17,222	18,005	18,788	19,571	20,354
8			14,678	15,460	16,243	17,026	17,809	18,592	19,375	20,158	20,941
9				16,047	16,830	17,613	18,396	19,179	19,962	20,745	21,528
10					17,417	18,200	18,983	19,766	20,549	21,332	22,115
11					18,004	18,787	19,570	20,353	21,136	21,919	22,702
16 *						19,387	20,170	20,953	21,736	22,519	23,302
21 *						19,974	20,757	21,540	22,323	23,106	23,889
26 *						20,561	21,344	22,127	22,910	23,693	24,476

Bonuses Masters 10 at \$ 600 ea No Teachers 66 Average Salary \$16,971  
\* Anniversary Increment

**Brawley**  
**County: Imperial**

Data Not Provided

**Brentwood**  
(Salaries Under Negotiation)  
**County: Contra Costa**

Fiscal ADA 1,341 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV MA + 15 OR AB + 45		V MA + 30 OR AB + 60		VI MA + 30 OR AB + 75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,438	1	\$ 9,495	\$ 10,244	\$ 10,710	\$ 11,177	\$ 11,797	\$ 12,582	\$ 13,206	\$ 13,830	\$ 14,454
2	9,774	4	10,242	10,710	11,177	11,797	12,582	13,206	13,830	14,454	15,078
3	10,106		10,642	11,177	11,797	12,582	13,206	13,830	14,454	15,078	15,702
4	10,440		11,043	11,666	12,289	12,912	13,535	14,158	14,781	15,404	16,027
5	10,775		11,444	12,067	12,690	13,313	13,936	14,559	15,182	15,805	16,428
6			11,795	12,418	13,041	13,664	14,287	14,910	15,533	16,156	16,779
7			12,029	12,652	13,275	13,900	14,525	15,150	15,775	16,400	17,025
8			12,650	13,273	13,896	14,521	15,146	15,771	16,396	17,021	17,646
9			13,050	13,673	14,296	14,921	15,546	16,171	16,796	17,421	18,046
10			13,450	14,073	14,696	15,321	15,946	16,571	17,196	17,821	18,446
11					14,923	15,548	16,173	16,798	17,423	18,048	18,673
12											

No Teachers 59 Average Salary \$14,983



Elementary Districts 1,000 - 3,999 ADA / 117

**Burlingame**  
(Salaries Under Negotiation)  
**County: San Mateo**

		Fiscal ADA	2,268	Highest Entry Step	Teaching Days	176	
		Other Assigned Days		New Teachers	1	Returning Teachers	1
I	BA	III	BA + 30 OR MA	V	BA + 60 OR MA + 30		
II	BA + 15	IV	BA + 45 OR MA + 15	VI	BA + 75 OR MA + 45		
	I	II	III	IV	V	VI	
1	\$ 9,730	\$ 10,400	\$ 11,070	11,741	\$ 12,411	\$ 13,081	
2	10,400	11,070	11,741	12,411	13,081	13,752	
3	11,070	11,741	12,411	13,081	13,752	14,422	
4	11,741	12,411	13,081	13,752	14,422	15,092	
5	12,411	13,081	13,752	14,422	15,092	15,763	1
6		13,752	14,422	15,092	15,763	16,433	2
7		14,422	15,092	15,763	16,433	17,103	3
8			15,763	16,433	17,103	17,774	3
9			16,433	17,103	17,774	18,444	2
10			17,103	17,774	18,444	19,114	4
11				18,444	19,114	19,785	4
12				19,114	19,785	20,455	34
Bonuses	Masters	27 at \$ 350 ea	Doctorate	1 at \$ 450 ea	Other	5 at \$ 550 ea	
	Other	9 at \$1100 ea					
				No. Teachers	102	Average Salary	\$15,922

**Cambrian**  
**County: Santa Clara**

		Fiscal ADA	3,337	Highest Entry Step	Teaching Days	175	
		Other Assigned Days		New Teachers	5	Returning Teachers	5
I	BA W CRED	III	BA W CRED + 30	V	BA W CRED + 60		
II	BA W CRED + 15	IV	BA W CRED + 45				
	I	II	III	IV	V		
1	\$ 8,574	\$ 9,149	\$ 9,714	\$ 10,289	\$ 10,864		
2	9,149	9,714	10,289	10,864	11,429		
3	9,714	10,289	10,864	11,429	12,004		
4	10,289	10,864	11,429	12,004	12,579		
5	10,864	11,429	12,004	12,578	13,144		
6	11,429	12,004	12,578	13,144	13,718		
7	12,004	12,579	13,144	13,715	14,292		
8	12,578	13,144	13,718	14,292	14,858		
9	13,144	13,718	14,292	14,858	15,433		
10			14,858	15,433	16,008	2	2
11				16,008	16,573	6	6
12					17,148	9	9
13					17,148	6	6
14					17,148	10	10
15					18,005	4	4
16					18,005	24	24
19 *					18,863	26	26
23 *					19,720	14	14
27 *					20,578	8	8
Bonuses	Masters	27 at \$ 300 ea	Doctorate	1 at \$ 500 ea			
* Anniversary Increment							
				No. Teachers	135	Average Salary	\$17,691

**Cascade**  
(Salaries Under Negotiation)  
**County: Shasta**

		Fiscal ADA	1,782	Highest Entry Step	Teaching Days	175	
		Other Assigned Days		New Teachers	5	Returning Teachers	5
I	AB	III	AB + 30	V	AB + 60		
II	AB + 15	IV	AB + 45				
	I	II	III	IV	V		
1	\$ 8,812	\$ 9,355	\$ 9,898	\$ 10,441	\$ 10,984		
2	9,355	9,898	10,441	10,984	11,527		
3	9,898	10,441	10,984	11,527	12,070		
4	10,441	10,984	11,527	12,070	12,613	1	1
5	10,984	11,527	12,070	12,613	13,156	1	1
6	11,527	12,070	12,613	13,156	13,699	2	2
7	12,070	12,613	13,156	13,699	14,242	4	4
8	12,613	13,156	13,699	14,242	14,785	1	1
9	13,156	13,699	14,242	14,785	15,328	1	1
10	13,699	14,242	14,785	15,328	15,871	4	4
11			15,328	15,871	16,414	1	1
12				16,414	16,957	24	24
Bonuses	Masters	3 at \$ 500 ea					
				No. Teachers	74	Average Salary	\$14,490

**Center**

**County: Sacramento**

Fiscal ADA 1,099 Highest Entry Step 8 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 12		III BA + 24 IV BA + 36 OR MA		V BA + 48 OR BA + 36 W/MA VI BA + 60 OR BA + 48 W/MA		VII BA + 60 W/MA		
I	II	III	IV	V	VI	VII	VII	
1	\$ 9,827	\$ 10,405	\$ 10,983	\$ 11,561	\$ 12,139	\$ 12,716	\$ 13,295	
2	10,405	10,983	11,561	12,139	12,716	13,295	13,872	
3	10,983	11,561	12,139	12,716	13,295	13,872	14,450	
4	11,561	12,139	12,716	13,295	13,872	14,450	15,027	
5	12,139	12,716	13,295	13,872	14,450	15,027	15,605	
6	12,716	13,295	13,872	14,450	15,027	15,605	16,183	
7	13,295	13,872	14,450	15,027	15,605	16,183	16,761	
8		14,450	15,027	15,605	16,183	16,761	17,340	
9			15,605	16,183	16,761	17,340	17,916	
10				16,761	17,340	17,916	18,495	
11					17,916	18,495	19,074	
12						19,074	19,653	
No Teachers						51	Average Salary	\$17,305

**Central**

**County: Kings**

Fiscal ADA 1,835 Highest Entry Step 6 Teaching Days ...  
 Other Assigned Days New Teachers 1 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60				
I	II	III	IV	V				
1	\$ 10,656	\$ 11,304	\$ 11,952	\$ 12,600	\$ 13,248			
2	11,028	11,676	12,324	12,972	13,620			
3	11,400	12,048	12,696	13,344	13,992			
4	11,916	12,564	13,212	13,860	14,508			
5	12,288	12,936	13,584	14,232	14,880			
6	12,660	13,308	13,956	14,604	15,252			
7	13,020	13,668	14,316	14,964	15,612			
8	13,392	14,040	14,688	15,336	15,984			
9	13,764	14,412	15,060	15,708	16,356			
10	14,136	14,784	15,432	16,080	16,728			
11	14,508	15,156	15,804	16,452	17,100			
12		15,528	16,176	16,824	17,472			
13			16,548	17,196	17,844			
14				17,568	18,216			
15					18,588			
Bonuses Masters 16 at \$ 504 ea								
No Teachers						95	Average Salary	\$15,596

**Central**

**County: San Bernardino**

Fiscal ADA 2,098 Highest Entry Step 5 Teaching Days 181  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 45 VI BA + 75 OR MA + 60		VII MA + 45 OR MA W/75		
I	II	III	IV	V	VI	VII	VII	
1	\$ 9,996	\$ 10,675	\$ 11,355	\$ 12,035	\$ 12,715	\$ 13,394	\$ 14,074	
2	10,545	11,225	11,905	12,585	13,265	13,944	14,624	
3	11,095	11,775	12,455	13,134	13,814	14,494	15,173	
4	11,645	12,325	13,004	13,684	14,364	15,044	15,723	
5	12,195	12,874	13,554	14,234	14,914	15,593	16,273	
6	12,745	13,424	14,104	14,784	15,463	16,143	16,823	
7	13,294	13,974	14,654	15,333	16,013	16,693	17,373	
8		14,524	15,203	15,883	16,563	17,243	17,922	
9		15,074	15,753	16,433	17,113	17,792	18,472	
10			16,303	16,983	17,662	18,342	19,022	
11			16,853	17,532	18,212	18,892	19,572	
12				18,082	18,762	19,442	20,121	
13					19,312	19,991	20,671	
No Teachers						82	Average Salary	\$15,295

Elementary Districts

1,000 - 3,999 ADA / 119

**Cotati-Rohnert Park**  
**County: Sonoma**

Fiscal ADA 2.649 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45	VI	AB + 75
	I		III		V
	II		IV		VI
1	\$ 10,958	\$ 11,431	\$ 11,923 2	\$ 12,415	\$ 12,907
2	11,431	11,923	12,415 5	12,907	13,400 1
3	11,923	12,415	12,907 4	13,400	13,891 1
4	12,415	12,907	13,400	13,891 2	14,384
5	12,907 1	13,400	13,891 1	14,384 5	14,876 3
6	13,400 1	13,891 2	14,384 3	14,876 4	15,368 2
7	13,891 1	14,384	14,876	15,368	15,861 1
8	14,384	14,876 1	15,368	15,861 1	16,353
9	14,876	15,368	15,861 1	16,353 2	16,845 1
10	15,368	15,861	16,353 1	16,845 1	17,337 1
11		16,353	16,845	17,337	17,830 2
12			17,337 10	17,830 6	18,321 7
17*			18,869 1	19,361 2	19,853 1
22*			19,635	20,399	20,891 1
27*					21,165 3
28*					21,931
Bonuses	Masters	18 at \$ 400 ea			
* Anniversary Increment		No Teachers	109	Average Salary	\$16,446

**Del Mar**  
**County: San Diego**

Fiscal ADA 1.124 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	III	BA + 30	V	BA + 60
II	BA + 15	IV	BA + 45		
	I		III		V
	II		IV		V
1	\$ 10,636 3	\$ 11,339	\$ 12,042 1	\$ 12,812	\$ 13,582
2	11,290	11,963	12,666 1	13,436 1	14,206 1
3	11,884	12,587	13,290	14,060	14,830
4	12,508	13,211	13,914 2	14,684 2	15,454
5	13,132	13,835	14,538 1	15,308 1	16,078 2
6	13,756	14,459	15,162 2	15,932 2	16,702 2
7	14,380	15,083 1	15,786 2	16,556 1	17,326
8		15,707	16,410	17,180	17,950 6
9			17,034	17,804 3	18,574 2
10				18,428 2	19,198 3
11					19,822
12					20,446 10
Bonuses	Masters	9 at \$ 500 ea	Other	6 at \$ 300 ea	Other 4 at \$ 500 ea
		No Teachers	51	Average Salary	\$17,000

**Del Paso Heights**  
**County: Sacramento**

Fiscal ADA 1.173 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA + CRED	III	BA + 30	V	BA + 60 OR MA
II	BA + 15	IV	BA + 45 OR MA		
	I		III		V
	II		IV		V
1	\$ 8,401	\$ 8,960	\$ 9,519	\$ 10,078	\$ 10,637
2	8,820	9,379	9,938	10,497	11,056 2
3	9,239	9,798	10,357	10,916	11,475
4	9,658 2	10,217	10,776 1	11,335 3	11,894
5	10,071	10,636 1	11,195	11,754 2	12,313
6	10,486	11,055	11,614 2	12,173	12,732
7	10,915	11,474 2	12,033	12,592 2	13,151 2
8	11,334	11,893	12,452 1	13,011 3	13,570
9	11,753	12,312	12,871	13,430	13,989
10	12,172 1	12,731	13,290	13,849 1	14,408 1
11	12,591	13,150	13,709	14,268	14,827 1
12	13,010	13,569	14,128 3	14,687 3	15,246 4
13					15,665 13
Bonuses	Masters	19 at \$ 270 ea			
		No Teachers	52	Average Salary	\$13,488

**Delano**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 2,787 Highest Entry Step  
Other Assigned Days New Teachers

6 Teaching Days 176  
5 Returning Teachers 5  
VII BA + 72 OR MA + 36

I BA		II BA + 12		III BA + 24		IV BA + 36 OR MA		V BA + 48 OR MA + 12		VI BA + 60 MA + 24		VII BA + 72 OR MA + 36			
I	II	I	II	I	II	I	II	I	II	I	II	I	II		
1	\$ 9,576	1	\$ 9,960	1	\$ 10,332	2	\$ 10,692	\$ 11,100	2	\$ 11,472	1	\$ 11,844	\$ 11,844		
2	9,960	2	10,332		10,692	2	11,100		1	11,472		11,844	12,240		
3	10,332		10,692		11,100		11,472	2	11,844	3	12,240		12,624		
4	10,692		11,100		11,472	2	11,844	1	12,240	1	13,008	1	13,008		
5	11,100		11,472	1	11,844	1	12,240	1	13,008	2	13,392	1	13,392		
6	11,472		11,844		12,240		13,008	2	13,392	1	13,764	1	13,764		
7	11,844		12,240	1	12,624		13,008	2	13,392	3	14,124	2	14,124		
8	12,240		12,624		13,008	1	13,392	2	14,124	1	14,532	1	14,532		
9	12,624		13,008	1	13,392	1	13,764	1	14,124	1	14,532	1	14,904		
10	13,008	1	13,392	1	13,764	1	14,124	2	14,904	-	15,300	1	15,300		
11	13,392	3	13,764		14,124	1	14,532	2	15,300		15,684	1	16,080		
12			14,124	4	14,532	1	14,904	2	15,684	2	16,080	2	16,440		
13					14,904	5	15,300	2	16,080		16,440	1	16,836		
14							15,684	2	16,440	4	16,836	1	17,196		
15								16,440			4	17,196	1	17,580	
16												4	17,580	1	17,976
17														21	17,976

Bonuses Masters 9 at \$ 500 ea No Teachers 117 Average Salary \$14,719

**Dinuba**  
**County: Tulare**

Fiscal ADA 2,108 Highest Entry Step  
Other Assigned Days New Teachers

21 Teaching Days 176  
2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75					
I	II	I	II	I	II	I	II	I	II	I	II				
1	\$ 9,370		\$ 9,960	1	\$ 10,555	4	\$ 11,150	\$ 11,745		\$ 12,340					
2	9,685		10,255	1	10,860	5	11,455	1	12,030		12,630				
3	9,960		10,555		11,150	4	11,745	1	12,340		12,930				
4	10,305		10,895		11,485		12,090	1	12,690	1	13,280				
5	10,635		11,230		11,835	1	12,425	1	13,025	1	13,620				
6	10,990	1	11,590		12,171	1	12,770	3	13,360	1	13,960				
7	11,330		11,925	1	12,520	1	13,110	1	13,705		14,300				
8	11,675	1	12,270	1	12,855		13,455		14,045		14,645				
9			12,610		13,200		13,800	3	14,385	3	14,975				
10					13,545	1	14,140		14,730	4	15,330				
11					13,890	2	14,470		15,070	1	15,670				
12							14,820	3	15,420	2	16,015				
13									15,755	4	16,350				
14											16,690	3	16,690		
15											17,035	11	17,035		
16											17,700	1	17,700		
17											18,040	2	18,040		
18											18,370	4	18,370		
19 *															
20 *															
21 *															

\* Anniversary Increment No Teachers 85 Average Salary \$14,335

**Dixie**  
**County: Marin**

Fiscal ADA 3,394 Highest Entry Step  
Other Assigned Days New Teachers

6 Teaching Days 176  
1 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75					
I	II	I	II	I	II	I	II	I	II	I	II				
1	\$ 9,732		\$ 10,340		\$ 11,016		\$ 11,664	\$ 12,312		\$ 12,960					
2	10,340		11,016		11,664		12,312	1	12,960		13,596				
3	11,016		11,664		12,312		12,960	1	13,596		14,244				
4	11,664		12,312		12,960		13,596	1	14,244		14,892				
5	12,312		12,960		13,596		14,244	1	14,892		15,528				
6	12,960		13,596		14,244		14,892	1	15,528		16,176				
7	13,596		14,244		14,892		15,528	1	16,176		16,824				
8			14,892	1	15,528		16,176	1	16,824		17,460				
9					16,176	2	16,824	3	17,460	1	18,108				
10							17,460	10	18,108	3	18,756				
11 *									18,756	6	19,404				
12 *									18,944	4	19,632				
13 *									19,212	7	19,960				
14 *									19,440	3	20,188				
15 *									19,668		20,316				
16 *									19,896	2	20,544				
17 *									20,136		20,772				
18 *									20,256		21,000				
19 *															
20 *															
21 *															
22 *															
23 *															
24 *															
25 *															

Bonuses Masters 35 at \$ 350 ea No Teachers 111 Average Salary \$19,415

\* Anniversary Increment

Elementary Districts 1,000 - 3,999 ADA / 121

**Dos Palos**  
(Salaries Under Negotiation)  
**County: Merced**

Fiscal ADA 1,265 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 4

I AB + CRED		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45		VI AB + 75			
I	II	III	IV	V	VI		
1	\$ 5,983	\$ 10,625	\$ 11,267	1	\$ 11,907	\$ 12,549	\$ 13,190
2	10,304	10,946	11,588	2	12,228	12,870	13,511
3	10,625	11,267	11,909	4	12,549	13,191	13,832
4	10,946	11,588	12,230	2	12,870	13,512	14,153
5	11,267	11,909	12,551	2	13,191	13,833	14,474
6	11,588	12,230	12,872	1	13,512	14,154	14,795
7	11,908	12,551	13,193		13,833	14,475	15,116
8	12,230	12,872	13,514	2	14,154	14,796	15,437
9	12,551	13,193	13,835	1	14,475	15,117	15,758
10		13,514	14,156		14,796	15,438	16,079
11		13,835	14,477	1	15,117	15,759	16,400
12			14,798	1	15,438	16,080	16,721
13			15,119	4	15,759	16,401	17,042
14					16,080	16,722	17,363
Bonuses		Masters	2 at \$ 300 ea	No Teachers	62	Average Salary	\$14,138

**Elsinore**  
**County: Riverside**

Fiscal ADA 1,592 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60 W MA OR MA + 15			
II AB + 15		IV AB + 45		VI AB + 75 W MA OR MA + 30			
I	II	III	IV	V	VI		
1	\$ 9,619	\$ 10,100	\$ 10,581	5	\$ 11,062	\$ 11,543	\$ 12,024
2	9,956	10,485	11,014	1	11,543	12,072	12,601
3	10,292	10,869	11,447	1	12,024	12,611	13,178
4	10,629	11,254	11,879	1	12,505	13,130	13,755
5	10,966	11,639	12,312		12,986	13,659	14,332
6	11,302	12,024	12,745	2	13,467	14,188	14,909
7	11,639	12,409	13,178	2	13,948	14,717	15,487
8		12,793	13,611	1	14,429	15,246	16,064
9			14,044	3	14,909	15,775	16,641
10					15,390	16,304	17,218
11						16,833	17,795
12							18,372
No Teachers					70	Average Salary	\$13,505

**Empire**  
**County: Stanislaus**

Fiscal ADA 1,531 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 7 Returning Teachers 7

I BA		III BA + 24		V BA + 48		VII BA + 72	
II BA + 12		IV BA + 36		VI BA + 60			
I	II	III	IV	V	VI	VII	
1	\$ 10,198	\$ 10,582	\$ 11,166	4	\$ 11,650	\$ 12,134	\$ 12,617
2	10,682	11,166	11,650	1	12,134	12,617	13,102
3	11,166	11,650	12,134	1	12,617	13,102	13,586
4	11,650	12,134	12,617	2	13,102	13,586	14,070
5	12,134	12,617	13,102	2	13,586	14,070	14,554
6		13,102	13,586	2	14,070	14,554	15,038
7		13,586	14,070		14,554	15,038	15,523
8		14,070	14,554	1	15,038	15,523	16,007
9			15,038		15,523	16,007	16,490
10			15,523	1	16,007	16,490	16,975
11			16,007		16,490	16,975	17,459
12					16,975	17,459	17,944
13					17,459	17,944	18,428
14					17,944	18,428	18,909
15					18,428	18,909	19,394
16*					18,909	19,394	19,879
17*					19,394	19,879	20,376
18*					19,879	20,376	
19*					20,376		
20*							
21*							
No Teachers					63	Average Salary	\$14,200

**Encinitas**

**County: San Diego**

Fiscal ADA 2.337 Highest Entry Step 3 Teaching Days .. 175  
 Other Assigned Days New Teachers 5 Returning Teachers .5

	I BA			III BA + 30			V BA + 60 W MA OR BA + 75			VI
	II BA + 15			IV BA + 45			VI BA + 75 W MA			
	I	II		III	IV		V	VI		
1	\$ 8,734	1	\$ 9,520	\$ 10,306	5	\$ 11,092	1	\$ 11,878	\$ 12,664	
2	9,355	1	10,141	10,927	3	11,713	2	12,499	13,285	
3	9,976	1	10,762	11,548	3	12,334	3	13,120	13,906	1
4	10,597	2	11,383	12,169	4	12,955	7	13,741	14,527	
5			12,004	12,790	5	13,576	6	14,362	15,148	1
6			12,625	13,411	3	14,188	3	14,963	15,769	
7				14,032	2	14,818	1	15,604	16,390	
8				14,653	4	15,439		16,225	17,011	
9						16,060	2	16,846	17,632	
10						16,681	3	17,468	18,253	3

No Teachers 106 Average Salary \$13,778

**Enterprise**

**County: Shasta**

Fiscal ADA 2.542 Highest Entry Step 11 Teaching Days .175  
 Other Assigned Days New Teachers 5 Returning Teachers .5

	I BA			III BA + 30			V BA + 60		
	II BA + 15			IV BA + 45			V		
	I	II		III	IV		V		
1	\$ 9,543		\$ 10,206	\$ 10,869	3	\$ 11,532	\$ 12,195		
2	10,206		10,869	11,532	1	12,195	12,858		
3	10,869	1	11,532	12,195	4	12,858	13,521		
4	11,532		12,195	12,858		13,521	14,184		
5	12,195		12,858	13,521	1	14,184	14,847		
6	12,858		13,521	14,184		14,847	15,510	1	
7	13,521	1	14,184	14,847	2	15,510	16,173	1	
8	14,184		14,847	15,510		16,173	16,836		
9			15,510	16,173	3	16,836	17,499		
10				16,836	7	17,499	18,162	31	
11						18,162	18,825	16	

No Teachers 100 Average Salary \$16,882

**Eureka City**

(Salaries Under Negotiation)

**County: Humboldt**

Fiscal ADA 2.745 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

	I PROV (RED)			III BA + 15			V BA + 45			VII BA + 75 OR BA + 60 W MA	
	II BA + CRFD			IV BA + 30			VI BA + 60 OR BA + 45 W MA			VI	VII
	I	II		III	IV		V	VI	VII		
1	\$ 9,811		\$ 9,811	\$ 9,516		\$ 10,221	1	\$ 10,926	\$ 11,631	\$ 12,335	
2	9,163		9,165	9,912		10,661		11,410	12,159	12,908	
3	9,516		9,516	10,309		11,102	2	11,895	12,688	13,481	
4	9,868		9,868	10,705		11,542	2	12,379	13,217	14,054	
5	10,221		10,221	11,102		11,983		12,864	13,745	14,626	
6			10,573	11,498		12,424	2	13,349	14,274	15,199	
7			10,925	11,895	1	12,864		13,833	14,802	15,772	
8			11,278	12,291		13,305		14,318	15,331	16,344	
9			11,631	12,698	1	13,745	3	14,802	15,860	16,917	
10			11,983	13,094		14,186	2	15,287	16,398	17,490	
11			12,335	13,481	5	14,626	2	15,772	16,917	18,063	
12								16,256	17,446	18,635	

No Teachers 108 Average Salary \$16,321



Elementary Districts

1,000 - 3,999 ADA / 123

**Exeter**  
**County: Tulare**

Fiscal ADA 1,172 Highest Entry Step 6 Teaching Days ... 175  
Other Assigned Days New Teachers 4 Returning Teachers ... 3

I AB		II AB + 30		III AB + 45		IV AB + 60	
I	AB	II	AB + 30	III	AB + 45	IV	AB + 60
1	\$ 9,080	1	\$ 9,530		\$ 9,980	1	\$ 10,430
2	9,530		9,980	4	10,430	1	10,880
3	9,980	2	10,430	1	10,880		11,330
4	10,430		10,880	2	11,330	2	11,780
5	10,880		11,330		11,780	2	12,230
6	11,330		11,780		12,230	1	12,680
7	11,780		12,230	1	12,680		13,130
8			12,680		13,130		13,580
9			13,130		13,580	2	14,030
10			13,580		14,030	1	14,480
11			14,030		14,480	1	14,930
12					14,930		15,380
13					15,380	1	15,830
14							16,280
15							16,730
18*							17,180
21*							17,630

\* Anniversary Increment No Teachers 50 Average Salary \$13,706

**Fallbrook**  
**County: San Diego**

Fiscal ADA 3,365 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60	
I	BA	II	BA + 12	III	BA + 24	IV	BA + 36	V	BA + 48	VI	BA + 60
1	\$ 10,781		\$ 11,455	1	\$ 12,129	1	\$ 12,803		\$ 13,477	1	\$ 14,151
2	11,455		12,129		12,803	1	13,477	3	14,151	1	14,825
3	12,129		12,803		13,477	2	14,151	3	14,825	3	15,499
4	12,803		13,477		14,151	1	14,825	9	15,499	5	16,173
5	13,477		14,151		14,825		15,499	7	16,173	4	16,847
6	14,151		14,825		15,499	1	16,173	6	16,847	2	17,521
7	14,825		15,499	2	16,173		16,847	1	17,521	1	18,195
8	15,499		16,173		16,847		17,521	2	18,195	1	18,969
9	16,173	1	16,847		17,521		18,195	3	18,969	2	19,543
10	16,847	2	17,521		18,195		18,969	1	19,543	2	20,216
11					18,969	2	19,543	2	20,216	2	20,889
12							19,543		20,889	3	21,562

Bonuses Masters Other 40 at \$ 318 ea Other 27 at \$ 318 ea Other 25 at \$ 300 ea

No Teachers 153 Average Salary \$18,266

**Farmersville**  
**County: Tulare**

Fiscal ADA 1,021 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 12		III AB + 24		IV AB + 36		V AB + 48		VI AB + 60		VII AB W/ MA	
I	AB	II	AB + 12	III	AB + 24	IV	AB + 36	V	AB + 48	VI	AB + 60	VII	AB W/ MA
1	\$ 9,730		\$ 10,332	2	\$ 10,950	4	\$ 11,639		\$ 12,326		\$ 13,018		\$ 13,706
2	10,028		10,636	2	11,250		11,939	2	12,628		13,316	1	14,016
3	10,325		10,942		11,550	1	12,239		12,928		13,618		14,306
4	10,621	1	11,243		11,850	1	12,539	1	13,228		13,918		14,606
5	10,920		11,548		12,150		12,839	3	13,528	1	14,218	1	14,906
6	11,191		11,851		12,450	2	13,139		13,828	2	14,518		15,206
7	11,514		12,156		12,750		13,439	1	14,128		14,818	1	15,506
8	11,814		12,460		13,050		13,739		14,428	1	15,118		15,806
9	12,111		12,767	1	13,350		14,039	1	14,728		15,418	1	16,106
10	12,408	1	13,070		13,650		14,339		15,028		15,718		16,406
11			13,373	2	13,950	1	14,639		15,328		16,018		16,706
12					14,250	3	14,939	1	15,628		16,318	2	17,006
13													17,306
14													17,606
15													17,906
16													18,206
17*									15,728		16,418		17,106
18*									15,828		16,518		17,206
19*									15,928		16,618		17,306
20*									16,028		16,718	1	17,406

\* Anniversary Increment No Teachers 45 Average Salary \$12,944



**Galt**  
(Salaries Under Negotiation)  
**County: Sacramento**

Fiscal ADA 1,278 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 8,420	1	\$ 9,982	1	\$ 9,544	1	\$ 10,106		\$ 10,668
2	8,926		9,488		10,106	5	10,668		11,230
3	9,432		9,994		10,668		11,230	2	11,792
4	9,938		10,500	2	11,230	1	11,792	2	12,354
5	10,444		11,006		11,792	1	12,354	3	12,916
6	10,950		11,512		12,354	2	12,916	1	13,478
7	11,456		12,018		12,916	1	13,478	2	14,040
8	11,962		12,524		13,478	1	14,040		14,602
9			13,030	1	14,040		14,602	1	15,164
10			13,536		14,602	3	15,164	1	15,726
11			14,042		15,164		15,726		16,288
12			14,548		15,726		16,288		16,850

Bonuses Masters 3 at \$ 300 ea No Teachers 51 Average Salary \$13,656

**Grass Valley**  
**County: Nevada**

Fiscal ADA 1,577 Highest Entry Step 9 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 OR MA + 15	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,100	2	\$ 9,780		\$ 10,460		\$ 11,140	1	\$ 11,820
2	9,780		10,460	1	11,140	3	11,820		12,500
3	10,460	1	11,140	1	11,820	3	12,500		13,180
4	11,140		11,820		12,500		13,180		13,860
5	11,820		12,500		13,180	1	13,860	3	14,540
6	12,500	2	13,180		13,860	3	14,540		15,220
7	13,180	1	13,860	1	14,540	2	15,220	1*	15,900
8					15,220	3	15,900		16,580
9					15,900	7	16,580		17,260
10									17,940

No Teachers 70 Average Salary \$15,171

**Greenfield**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 2,735 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 3

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60		VII BA + 72	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,999	2	\$ 10,350		\$ 10,701		\$ 11,052		\$ 11,403		\$ 11,754		\$ 12,104
2	10,350	1	10,701	1	11,052	3	11,403		11,754		12,104		12,455
3	10,701		11,052		11,403	4	11,754		12,104		12,455		12,806
4	11,052		11,403	3	11,754	1	12,104	2	12,455	2	12,806		13,157
5	11,403		11,754		12,104	1	12,455		12,806		13,157		13,508
6	11,754		12,104	2	12,455		12,806	3	13,157		13,508		13,859
7	12,104		12,455		12,806	3	13,157	1	13,508		13,859		14,211
8	12,455	1	12,806	1	13,157	3	13,508	4	13,859	1	14,211	2	14,561
9			13,157	1	13,508	1	13,859	2	14,211		14,561	1	14,912
10			13,508	1	13,859		14,211	1	14,561		14,912		15,262
11			13,859		14,211	3	14,561	5	14,912	1	15,262	2	15,613
12			14,211	1	14,561	1	14,912	3	15,262	1	15,613	1	15,964
13			14,561	5	14,912	8	15,262	7	15,613	1	15,964	1	16,315
14													16,666
15													17,017
16													17,368

Bonuses Masters 14 at \$ 300 ea No Teachers 120 Average Salary \$14,171

**Gridley**  
(Salaries Under Negotiation)  
**County: Butte**

Fiscal ADA 1,280 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB+30		V AB+60 OR MA+15		VI AB+75 OR MA+30	
II AB+15		IV AB+45 OR MA					
I	II	III	IV	V	VI		
1	\$ 8,981	\$ 9,386	\$ 9,809 1	\$ 10,249	\$ 10,711	\$ 11,194	
2	9,386	9,809	10,249	10,711 1	11,194	11,695	
3	9,809	10,249	10,711 2	11,194	11,695	12,223	
4	10,249	10,711	11,194	11,695 2	12,223	12,773	
5	10,711	11,194	11,695	12,223 1	12,773	13,350 1	
6	11,194	11,695	12,223	12,773 1	13,350 1	13,949 1	
7	11,695	12,223	12,773	13,350 1	13,949 1	14,576 1	
8		12,773 1	13,350 1	13,949 1	14,576 1	15,233 1	
9			13,949 3	14,576 1	15,233 1	15,918 1	
10				15,233 12	15,918	16,634	
11					16,634 4	17,383 16	

Bonuses Other 1 at \$ 400 ea

No Teachers 53 Average Salary \$15,036

**Hanford**  
**County: Kings**

Fiscal ADA 3,045 Highest Entry Step 12 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 4

I BA		III HA+30		V HA+60		VII RESOURCE TEACHERS	
II BA+15		IV HA+45		VI HA+75			
I	II	III	IV	V	VI	VII	
1	\$ 9,383	\$ 9,758 1	\$ 10,148 4	\$ 10,554 1	\$ 10,976 1	\$ 11,415	\$ 17,200 2
2	9,758	10,148 3	10,554 3	10,976	11,415	11,872	17,500 1
3	10,148 1	10,554 1	10,976 2	11,415 2	11,872 1	12,347	18,250
4	10,554	10,976 1	11,415 2	11,872 1	12,347 3	12,841 1	18,900 3
5	10,976 1	11,415 3	11,872 3	12,347 2	12,841 1	13,355	
6	11,415	11,872 1	12,347 2	12,841	13,355 3	13,889	
7	11,872 1	12,347 1	12,841	13,355 4	13,889 3	14,445 1	
8		12,841 1	13,355	13,889 2	14,445 1	15,023	
9			13,889 3	14,445 3	15,023 1	15,624 2	
10				15,023 4	15,624 4	16,249 2	
11				15,624 7	16,249 3	16,899 3	
12					16,899 6	17,575 30	

Bonuses Masters Other 12 at \$ 300 ea 5 at \$ 286 ea Doctorate 2 at \$ 300 ea Other 8 at \$ 635 ea

No Teacher 124 Average Salary \$14,696

**Hermosa Beach City**  
**County: Los Angeles**

Fiscal ADA 1,286 Highest Entry Step 6 Teaching Days 181  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB+30		V AB+60 OR MA+15		VI AB+75 OR MA+30	
II AB+15		IV AB+45 OR MA					
I	II	III	IV	V	VI		
1	\$ 10,347	\$ 11,057	\$ 11,766	\$ 12,474	\$ 13,185	\$ 13,894	
2	10,894	11,602	12,312	13,021	13,731	14,441	
3	11,441	12,150	12,960	13,570	14,278	14,987	
4	11,989	12,697	13,406	14,116	14,824	15,534	
5	12,536	13,245	13,954	14,653	15,372	16,083	
6	13,080	13,792	14,499	15,211	15,920	16,629	
7	13,627	14,338	15,046	15,757	16,465	17,175	
8	14,175	14,886	15,595	16,303	17,013	17,722	
9	14,721 3	15,431	16,140	16,850 1	17,560	18,269	
10		15,974 4	16,689 1	17,398 3	18,107	18,816	
11			17,236 4	17,945	18,655	19,364	
12				18,491 10	19,202 2	19,909 1	
13					19,747 1	20,457	
14						21,004 10	
20*			17,636 2	18,891 4	20,147 2	21,404 5	

\* Anniversary Increment

No Teachers 55 Average Salary \$18,631

**Hesperia**

**County: San Bernardino**

Fiscal ADA 1,387 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,418		\$ 11,164		\$ 11,909	2	\$ 12,653		\$ 13,400		\$ 14,147
2	10,851	2	11,618	1	12,384	4	13,150		13,916	1	14,684
3	11,284		12,072		12,859	2	13,645	2	14,432		15,221
4	11,717	1	12,526		13,334	1	14,140	1	14,948		15,758
5	12,150		12,990	2	13,809	3	14,635	1	15,464	1	16,295
6	12,583	1	13,434	2	14,284	3	15,130	1	15,980	1	16,832
7	13,019	1	13,888	1	14,759		15,625	1	16,496	1	17,369
8			14,342	1	15,234	3	16,120	1	17,012		17,906
9			14,796		15,709	2	16,615	1	17,528		18,443
10			15,250		16,184		17,110		18,044		18,980
11			15,704	2	16,659		17,605		18,560		19,517
12					17,131	2	18,103		19,081	2	20,054
13					17,231		18,203		19,181		20,154
14					17,331		18,303	1	19,281		20,254
15					17,431		18,403		19,381		20,354
16					17,531		18,503		19,481		20,454
17*					17,631		18,603		19,581		20,554
18*					17,731		18,703		19,681	1	20,654
19*					17,831		18,803		19,781		20,754

\* Anniversary Increment

No Teachers 57 Average Salary \$14,791

**Hillsborough City**

**County: San Mateo**

Data Not In Standard Format

Fiscal ADA 1,337 Highest Entry Step 6 Teaching Days 178  
 Other Assigned Days New Teachers 2 Returning Teachers 2

Bonuses Masters 28 at \$ 400 ea Doctorate 1 at \$ 500 ea  
 No Teachers 63 Average Salary \$18,931

**Hollister**

(Salaries Under Negotiation)

**County: San Benito**

Fiscal ADA 2,399 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 30		III BA + 45 OR BA + 30 W MA		IV BA + 60 OR BA + 45 W MA		V BA + 75 OR BA + 60 W MA		VI BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,450	2	\$ 10,626	1	\$ 11,214		\$ 11,802		\$ 12,390		\$ 12,978
2	9,944	1	11,120	2	11,708	3	12,296		12,884		13,472
3	10,438		11,614	6	12,202	1	12,790	1	13,378		13,966
4	10,932		12,108	3	12,696	7	13,284		13,872		14,460
5	11,426	2	12,602	1	13,190	3	13,778	1	14,366	2	14,954
6			13,096	1	13,684	5	14,272	3	14,860	1	15,448
7			13,590		14,178	2	14,766		15,354	2	15,942
8			14,084		14,672	1	15,260		15,848	2	16,436
9			14,578		15,166	1	15,754	1	16,342		16,930
10			15,072	4	15,660	4	16,248	3	16,836		17,424
11									17,330	1	17,918
12									17,824	3	18,412
13									18,318	7	18,906
14*									18,812	6	19,400
15*									19,306	2	19,894
16*									19,800	1	20,388
17*									20,294	1	20,882

\* Anniversary Increment

No Teachers 101 Average Salary \$15,093



Elementary Districts

1,000 - 3,999 ADA / 127

**Kentfield**  
(Salaries Under Negotiation)  
**County: Marin**

Fiscal ADA 1.155 Highest Entry Step 3 Teaching Days 180  
Other Assigned Days New Teachers Returning Teachers 4

I AB		III AB + 30		V AB + 60 OR MA + 15	
II AB + 15		IV AB + 45 OR MA			
I	II	III	IV	V	
1	\$ 10,229	\$ 11,252	\$ 12,275	\$	\$
2	10,740	11,763	12,796		
3	11,252	12,275	13,298	14,321	
4	11,763	12,796	13,809	14,832	15,855
5	12,275	13,298	14,321	15,344	16,366 2
6	12,796	13,809	14,832	15,855	16,878 1
7	13,298	14,321	15,344	16,366	17,389 2
8	13,809	14,832	15,855	16,878	17,901
9	14,321	15,344	16,366	17,389	18,412 3
10	14,832	15,855	16,878	17,901	18,924
11			17,389	18,412	19,435 1
12				18,924	19,947 3
13					20,458 10

No Teachers 50 Average Salary \$19,302

**Kerman-Floyd**  
**County: Fresno**

Fiscal ADA 1.165 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BASE

I	II
1	\$ 9,487
2	10,009
3	10,531
4	11,052
5	11,574
6	12,096
7	12,618
8	13,139
9	13,661
10	14,183
11	14,705
12	15,227

Additional Factors

1. Add \$22.50 per unit to maximum of 75 units
2. Add \$260 for each of six anniversary increments, to be paid every five years (cumulative)

No Teachers 57 Average Salary \$13,861

**King City**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA 1.095 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		III BA + 30 OR MA		V BA + 60 OR MA + 30		
II BA + 15		IV BA + 45 OR MA + 15		VI BA + 75 OR MA + 45		
I	II	III	IV	V	VI	
1	\$ 9,088	\$ 9,692	\$ 10,299	\$ 10,904	\$ 11,511	\$ 12,117
2	9,434	10,072	10,709	11,346	11,985	12,621
3	9,782	10,450	11,120	11,788	12,458	13,126
4	10,129	10,829	11,530	12,230	12,932	13,631
5	10,475	11,207	11,940	12,671	13,404	14,136
6	10,823	11,585	12,350	13,113	13,878	14,641
7		11,965	12,760	13,555	14,351	15,146
8		12,342	13,171	13,957	14,825	15,650
9			13,581	14,439	15,297	16,155
10			13,991	14,890	15,771	16,661
11				15,322	16,244	17,165
12					16,719	17,670
13						18,174

No Teachers 50 Average Salary \$14,117

**Kingsburg**

**County: Fresno**

Fiscal ADA 1,199 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB+15		II AB+30		III AB+45 OR MA		IV AB+45 OR MA +15		V AB+60 OR MA +30	
I	II	III	IV	V	VI	III	IV	V	VI
1	\$ 10,314		\$ 11,254		\$ 11,679		\$ 12,398		\$ 12,898
2	10,723	1	11,679	1	12,104	2	12,844		13,344
3	11,132	1	12,104	3	12,529	1	13,290		13,790
4	11,541		12,529	2	12,954	3	13,736		14,236
5	11,950		12,954	2	13,379		14,182	3	14,682
6			13,379	2	13,804		14,628	3	15,128
7			13,804		14,229	2	15,074		15,574
8			14,229	2	14,654	1	15,520	1	16,020
9			14,654	1	15,079		15,966	1	16,466
10	14,813	1	15,079		15,504		16,412	1	16,912
11			15,504	1	15,929		16,858		17,358
12			15,929	3	16,354	6	17,304	6	17,804
13									18,250

Bonuses Masters 2 at \$ 400 ea No Teachers 53 Average Salary \$14,628

**Lafayette**

(Salaries Under Negotiation)

**County: Contra Costa**

Fiscal ADA 3,635 Highest Entry Step 5 Teaching Days  
 Other Assigned Days New Teachers 8 Returning Teachers 5

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 OR MA +15		VI BA+75 OR MA +30	
I	II	III	IV	V	VI	III	IV	V	VI		
1	\$ 9,041		\$ 9,605	2	\$ 10,217	1	\$ 11,352	1	\$		
2	9,605		10,170		10,785	3	12,031	4	12,603		
3	10,170		10,733		11,460	2	12,603	2	13,175	1	13,747
4	10,733		11,298	1	12,031	2	13,175	2	13,747	4	14,318
5	11,298		11,861	1	12,603	1	13,747	2	14,318	2	14,891
6	11,861	1	12,423	1	13,175	2	14,318	4	14,891	1	15,463
7			12,988		13,747		14,891	1	15,463	1	16,034
8			13,552	2	14,318	2	15,463	2	16,034	1	16,605
9					14,891		16,034	1	16,605	3	17,179
10					15,463	2	16,605	5	17,179		17,751
11									17,751	6	18,330
12											18,975
13											18,975
14											18,975
15											18,975
16											18,975
17*											19,261
18*											19,547
22*											19,547

Bonuses Masters 17 at \$ 300 ea No Teachers 152 Average Salary \$16,499  
 \* Anniversary Increment

**Lamont**

**County: Kern**

Fiscal ADA 1,527 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II PA+12		III BA+24		IV BA+36		V BA+48		VI BA+60	
I	II	III	IV	V	VI	III	IV	V	VI		
1	\$ 10,136	1	\$ 10,440	1	\$ 10,753		\$ 11,075		\$ 11,408		\$ 11,750
2	10,440	2	10,753		11,075		11,408		11,750		12,103
3	10,753	1	11,075		11,408		11,750		12,103	1	12,467
4	11,075		11,408	1	11,750	2	12,103		12,467	1	12,841
5	11,408		750	1	12,103	3	12,467		12,841	1	13,226
6	11,750	1	12,103		12,467		12,841	1	13,226	1	13,622
7	12,103		12,467		12,841		13,226	1	13,622		14,031
8	12,467		12,841		13,226		14,031	1	14,451	1	14,885
9			13,226	1	13,662	1	14,031	1	14,451	2	14,885
10					14,031		14,451	1	14,885	2	15,332
11					14,451	3	14,885		15,332		15,792
12							15,332	4	15,792	1	16,266
13									16,266		16,754
14											17,257
17*											17,774
20*											18,308

Bonuses Masters 5 at \$ 500 ea No Teachers 71 Average Salary \$14,638  
 \* Anniversary Increment

**Larkspur  
County: Marin**

Fiscal ADA 1,377 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45		VI AB + 75			
I		III		V			
II		IV		VI			
1	\$ 9,641	\$ 10,369	\$ 11,110	\$ 11,848	\$		
2	10,237	10,977	11,717	12,456	13,195		
3	10,843	11,582	12,322	13,061	13,802		
4	11,448	12,189	12,929	13,637	14,408		
5	12,056	12,795	13,535	14,275	15,014		
6	12,661	13,400	14,140	14,890	15,621		
7	13,207	14,008	14,747	15,485	16,228		
8	13,873	14,615	15,353	16,093	16,833		
9	14,480	15,219	15,958	16,699	17,439		
10		15,827	16,567	17,305	18,044		
11		16,432	17,172	17,912	18,651		
12			17,778	18,518	19,258		
13				18,975	19,714		
14				19,431	20,170		
15				19,887	20,627		
16				20,344	21,083		
17				20,800	21,539		
No Teachers					60	Average Salary	\$18,936

**Las Lomas  
County: San Mateo**

Fiscal ADA 1,214 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BASE		III Additional Factors				
I		I				
1	\$ 9,170	1 Add \$64 per unit to maximum of 90 units				
		2 Add \$450 for first two probationary years				
		3 Add \$545 for tenure and fewer than 45 units				
		4 Add \$680 for tenure and 45 or more units				
		5 Add \$365 for career increments to maximum of three increments				
		6 Add \$250 for life credential				
		7 Add \$500 for MA				
		8 Allow ten years maximum experience				
No Teachers				55	Average Salary	\$21,271

**Lemon Grove  
County: San Diego**

Fiscal ADA 3,725 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

I BA		III BA + 30		V BA + 60 W MA OR MA + 15			
II BA + 15		IV BA + 45 OB MA					
I		III		V			
II		IV					
1	\$ 9,879	\$ 10,447	\$ 11,015	\$ 11,583	\$ 12,151		
2	10,447	11,015	11,583	12,151	12,719		
3	11,015	11,583	12,151	12,719	13,287		
4	11,583	12,151	12,719	13,287	13,855		
5	12,151	12,719	13,287	13,855	14,423		
6	12,719	13,287	13,855	14,423	14,991		
7	13,287	13,855	14,423	14,991	15,559		
8		14,423	14,991	15,559	16,127		
9		14,991	15,559	16,127	16,695		
10			16,127	16,695	17,263		
11			16,695	17,263	17,831		
12				17,831	18,399		
13				18,399	18,967		
14					19,535		
15					20,103		
Bonuses	Masters Other	46 at \$ 175 ea 9 at \$ 900 ea	Other	16 at \$ 300 ea	Other	14 at \$ 600 ea	
No Teachers					143	Average Salary	\$16,918

**Lemoore**

**County: Kings**

Fiscal ADA 1,678 Highest Entry Step 6 Teaching Days ... 175  
 Other Assigned Days New Teachers 3 Returning Teachers ... 3

I BASE

I	\$ 9,300
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Additional Factors

- 1 Add \$38 per unit to maximum of 75 units.
- 2 Add \$300 per year of experience to maximum of eight years with fewer than 15 units, ten years with fewer than 30 units, 12 years with fewer than 75 units, and with upper limit of 15 years.
- 3 Add \$500 for M.A.

No Teachers 67 Average Salary \$14,125

**Lennox**

**County: Los Angeles**

Fiscal ADA 3,492 Highest Entry Step 4 Teaching Days... 175  
 Other Assigned Days New Teachers 3 Returning Teachers ... 2

I BA  
II BA + 15

III BA + 30  
IV BA + 45 OR MA

V BA + 60 W/MA

I		II		III		IV		V	
1	\$ 10,715	14	\$ 11,377	2	\$ 12,040	5	\$ 12,702	1	\$ 13,365
2	11,148	4	11,869	7	12,590	4	13,307	4	14,026
3	11,584	3	12,261	1	13,137	3	13,911	4	14,687
4	12,017	2	12,852	2	13,685	6	14,515	6	15,348
5	12,453		13,344	2	14,233	4	15,120	6	16,008
6	12,888		13,838	2	14,781	1	15,726	6	16,669
7	13,276		14,329		15,330	3	16,329	3	17,330
8	13,785		14,822	1	15,879	1	16,934	2	17,992
9	14,191		15,314		16,427	1	17,539	2	18,652
10	14,652	1	15,805	2	16,974	1	18,143	2	19,313
11					17,523	2	18,748	1	19,973
12							19,354	4	20,635
13									21,295
15 *	15,038	1	15,218		17,936		19,767	6	21,708
20 *	15,451		16,631	1	18,349		20,180	2	22,121

\* Anniversary Increment

No Teachers 143 Average Salary \$14,931

**Live Oak**

(Salaries Under Negotiation)

**County: Santa Cruz**

Fiscal ADA 1,320 Highest Entry Step 6 Teaching Days ... 175  
 Other Assigned Days New Teachers 5 Returning Teachers... 5

I AB + CRED  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

I		II		III		IV		V		VI	
1	\$ 8,613		\$ 9,151		\$ 9,960		\$ 10,227		\$ 10,766		\$ 11,305
2	9,151	1	9,690		10,227		10,766		11,305		11,843
3	9,690		10,227	1	10,766		11,305		11,843		12,381
4	10,227		10,766	1	11,305	1	11,843	1	12,381		12,920
5	10,766		11,305		11,843		12,381	2	12,920	1	13,458
6	11,305		11,843	1	12,381	1	12,920		13,458	2	13,996
7	11,843		12,381		12,920	1	13,458		13,996		14,534
8	12,381		12,920		13,458		13,996	2	14,534	1	15,073
9	12,920	1	13,458	1	13,996	1	14,534		15,073	1	15,611
10			13,996		14,534	1	15,073		15,611	1	16,149
11					15,073	7	15,611		16,149		16,688
12							16,149	4	16,688	4	17,226

Bonuses

Masters

13 at \$ 300 ea

No Teachers 55 Average Salary \$14,918



**Livingston**  
**County: Merced**

Fiscal ADA	1,109	Highest Entry Step	6	Teaching Days	176
Other Assigned Days		New Teachers	4	Returning Teachers	4

I BA		III BA + 30		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30					
II BA + 15		IV BA + 45 OR MA									
I		II		III		IV		V		VI	
1	\$ 9,210		\$ 9,735	2	\$ 10,260	2	\$ 10,785		\$ 11,310		\$ 11,835
2	9,630	1	10,155	1	10,680	4	11,205	1	11,730		12,255
3	10,050		10,575		11,100		11,625		12,150		12,675
4	10,470		10,995		11,530	1	12,045	1	12,570		13,095
5	10,890		11,415	1	11,950		12,465	2	12,990	1	13,515
6	11,310		11,835		12,360	1	12,885	2	13,410		13,935
7	11,730	1	12,255	2	12,780	1	13,305		13,830	1	14,355
8					13,200		13,725	1	14,250		14,775
9					13,620	4	14,145		14,670	1	15,195
10							14,565	5	15,090	1	15,615
11									15,510	2	16,035
12									15,930	1	16,455
13											
				No Teachers	49	Average Salary				\$13,172	

**Loomis**  
**County: Placer**

Fiscal ADA	1,576	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

I BA		III BA + 30		V BA + 60		VI BA + 75					
II BA + 15		IV BA + 45									
I		II		III		IV		V		VI	
1	\$ 9,597		\$ 10,272		\$ 10,947	3	\$ 11,619		\$ 12,294		\$ 12,966
2	10,104		10,779		11,454	2	12,126		12,801		13,476
3	10,608		11,283		11,958	1	12,630		13,305		13,980
4	11,118		11,793		12,468		13,140	4	13,815	2	14,490
5	11,619	1	12,294		12,969		13,641		14,316	3	14,991
6	12,126	1	12,801		13,476	1	14,148		14,823		15,498
7	12,630		13,305		13,980	1	14,652		15,327	1	16,002
8	13,140	1	13,815		14,490	2	15,165		15,837		16,512
9			14,316		14,991	1	15,663	3	16,338		17,013
10					15,498	2	16,170	1	16,845	1	17,520
11							16,574	4	17,346	1	18,024
12									17,855	6	18,534
13											19,035
				No Teachers	64	Average Salary				\$15,934	

**Los Alamitos**  
**County: Orange**

Fiscal ADA	3,362	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	7	Returning Teachers	7

I BA		III BA + 30		V BA + 60 W/MA						
II BA + 15		IV BA + 45								
I		II		III		IV		V		
1	\$ 10,161	2	\$ 10,928	1	\$ 11,694	1	\$ 12,379	2	\$ 13,338	1
2	10,626		11,393	1	12,257	2	12,960	2	13,962	
3	11,092		11,859	1	12,790	4	13,540	3	14,587	1
4	11,558		12,324	1	13,283	2	14,121	2	15,211	1
5	12,023		12,790	1	13,776	1	14,702	8	15,835	1
6	12,489		13,256	1	14,269	3	15,272	4	16,460	2
7			13,721		14,762	2	15,863	4	17,064	3
8			14,187		15,255		16,443	7	17,709	1
9			14,696	2	15,748	3	17,024	7	18,333	
10					16,339	10	17,616	13	18,958	2
11									19,582	3
12									20,206	8
A *					16,931	1	17,207	10	20,831	8
B *									21,455	2
C *									22,080	
				No Teachers	136	Average Salary				\$16,277

**Los Altos**

County: Santa Clara

Fiscal ADA 3,849 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I		II		III		IV		V		VI			
AB	AB + 15	AB	AB + 15	AB + 30	AB + 45	AB + 30	AB + 45	AB + 60	AB + 75	AB + 60	AB + 75		
1	\$ 9,759		\$ 10,256	1	\$ 10,752	1	\$ 10,752		\$ 10,752		\$ 10,752		
2	10,256	1	10,811		11,347	2	11,962	1	11,962		11,962		
3	10,851	1	11,407		11,961	1	12,517	1	13,072	1	13,072		
4	11,446		12,041		12,616	1	13,210	1	13,807		14,382		
5	12,091		12,699	1	13,311		13,944	6	14,560	1	15,175		
6	12,734		13,390		14,045	1	14,699	1	15,353	2	16,009		
7			14,144		14,818	3	15,514	2	16,207		16,901		
8			14,918	2	15,620	1	16,367	1	17,099	2	17,812		
9					16,405	3	17,238	2	18,032	1	18,805		
10					17,418	6	211	17	19,023	22	19,836		
Bonuses		Masters Other		58 at \$ 350 ea 24 at \$ 500 ea		Doctorate		2 at \$ 350 ea		Other 15 at \$ 300 ea			
										No. Teachers	172	Average Salary	\$18,113

**Los Gatos**

(Salaries Under Negotiation)

County: Santa Clara

Fiscal ADA 3,229 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I		II		III		IV		V		VI	
BASE		BASE		BASE		BASE		BASE		BASE	
1	\$ 9,235		\$ 9,811		\$ 10,397		\$ 10,983		\$ 11,569		\$ 12,155
2	9,811		10,397		10,983		11,569		12,155		12,741
3	10,397		10,983		11,569		12,155		12,741		13,327
4	10,983		11,569		12,155		12,741		13,327		13,913
5	11,569		12,155		12,741		13,327		13,913		14,499
6	12,155		12,741		13,327		13,913		14,499		15,085
7	12,741		13,327		13,913		14,499		15,085		15,671
8	13,327		13,913		14,499		15,085		15,671		16,257
9	13,913		14,499		15,085		15,671		16,257		16,843
10	14,499		15,085		15,671		16,257		16,843		17,429
11	15,085										

**Additional Factors**

- 1 Add \$60 to \$70 per unit to maximum of 50 graduate units.
- 2 Add \$369 for professional growth after first 5 years, with six units to be completed in each period, and add \$369 every three years thereafter, with four units to be completed in each period.
- 3 Add \$369 for MA.

Bonuses		Masters		26 at \$ 369 ea		No. Teachers		127		Average Salary		\$19,270	
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**Los Nietos**

(Salaries Under Negotiation)

County: Los Angeles

Fiscal ADA 2,305 Highest Entry Step 6 Teaching Days 178  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I		II		III		IV		V					
BA	BA + 15	BA	BA + 15	BA + 30	BA + 45	BA + 30	BA + 45	BA + 60	BA + 75				
1	\$ 9,477		\$ 10,198	1	\$ 10,999	2	\$ 11,609	2	\$ 12,320				
2	9,919		10,653		11,398	3	12,122	2	12,857				
3	10,360	1	11,118	1	11,877	3	12,635		13,393				
4	10,802		11,584	2	12,366	3	13,147	5	13,929				
5	11,244		12,049		12,855		13,660	1	14,496				
6	11,685		12,514		13,344		14,173		15,002				
7	12,127		12,980		13,833		14,686	1	15,538				
8	12,568		13,445		14,322		15,196	2	16,075				
9	13,010		13,910		14,811		15,711		16,611				
10	13,452		14,376	4	15,300		16,224		17,149				
11					15,799	5	16,736	3	17,684				
12							17,249	20	18,220				
20*							17,749	2	18,720				
25*							18,249	2	19,220				
*anniversary increment						No. Teachers		97		Average Salary		\$15,849	

**Lowell**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 3,890 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA OR MA + 24	
I	II	III	IV	V	
1	\$ 9,376	\$ 10,032	\$ 10,688	\$ 11,345	\$
2	9,750	10,454	11,158	11,860	1
3	10,127	10,877	11,626	12,376	13,127
4	10,501	11,300	12,096	12,893	13,690
5	10,877	11,720	12,564	13,408	14,253
6	11,252	12,142	13,033	13,924	14,814
7	11,626	12,564	13,502	14,439	15,376
8	12,001	12,987	13,971	14,955	15,939
9		13,408	14,439	15,471	16,502
10			14,908	15,986	17,064
11				16,502	17,628
12					18,190
13					18,754
16*			15,408	17,002	19,254
21*			15,908	17,502	19,754

\* Anniversary Increment No Teachers 152 Average Salary \$16,555

**McFarland**  
**County: Kern**

Fiscal ADA 1,147 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA W STD II BA + 12		III BA + 24 OR GEN SEC IV BA + 36 OR MA		V BA + 48 OR MA + 12 VI BA + 60 OR MA + 24		VII BA + 72 OR MA + 36	
I	II	III	IV	V	VI	VII	
1	\$ 9,952	\$ 10,346	\$ 10,740	\$ 11,134	\$ 11,528	\$ 11,921	\$ 12,315
2	10,346	10,740	11,134	11,528	11,921	12,315	12,710
3	10,740	11,134	11,528	11,921	12,315	12,710	13,103
4	11,134	11,528	11,921	12,315	12,710	13,103	13,497
5	11,528	11,921	12,315	12,710	13,103	13,497	13,891
6	11,921	12,315	12,710	13,103	13,497	13,891	14,283
7	12,315	12,710	13,103	13,497	13,891	14,283	14,678
8	12,710	13,103	13,497	13,891	14,283	14,678	15,073
9	13,103	13,497	13,891	14,283	14,678	15,073	15,465
10		13,891	14,283	14,678	15,073	15,465	15,860
11			14,678	15,073	15,465	15,860	16,253
12				15,465	15,860	16,253	16,647
13					16,253	17,042	17,434
14						17,042	17,828
15							18,221

Bonuses Masters 7 at \$ 250 ea No Teachers 48 Average Salary \$14,394

**McKinley-Roosevelt**  
**County: Fresno**

Fiscal ADA 1,154 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV AB + 45 OR MA		V AB + 60	
I	II	III	IV	V	
1	\$ 8,591	\$ 9,144	\$ 9,697	\$ 10,249	\$ 10,800
2	9,021	9,574	10,127	10,679	11,231
3	9,451	10,004	10,557	11,109	11,660
4	9,881	10,434	10,986	11,539	12,190
5	10,311	10,864	11,417	11,969	12,722
6	10,741	11,294	11,847	12,399	13,252
7	11,171	11,724	12,277	12,829	13,780
8		12,152	12,707	13,258	13,810
9		12,583	13,136	13,688	14,240
10			13,567	14,118	14,670
11			13,995	14,547	15,100
12				14,978	15,530
13				15,407	15,960
14					16,388
15					16,819

Bonuses Masters 1 at \$ 250 ea No Teachers 50 Average Salary \$13,452

**McKinleyville**  
(Salaries Under Negotiation)

**County: Humboldt**

Fiscal ADA	1,223	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2
III AB + 30		V AB + 60			
IV AB + 45					

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1 \$ 8,803	\$ 9,603	\$ 10,395	3	\$ 11,187	\$ 11,979
2 9,162	10,006	10,854	1	11,700	12,540
3 9,513	10,413	11,310		12,210	13,107
4 9,867	10,818	11,769	1	12,720	13,674
5 10,218	11,223	12,228	3	13,230	14,235
6 10,572	11,628	12,684		13,743	14,799
7 10,923	12,033	13,143	1	14,253	15,363
8 11,277	12,438	13,602	2	14,763	15,927
9 11,628	12,843	14,058	2	15,276	16,491
10 11,979	13,248	14,517	7	15,786	17,055

No Teachers 52 Average Salary \$14,428

**Mendota**

(Salaries Under Negotiation)

**County: Fresno**

Fiscal ADA	1,252	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	1

I BA		III BA + 30 OR MA		V BA + 60 OR MA + 30	
II BA OR CRED + 15		IV BA + 45 OR MA + 30		VI BA + 75 OR MA + 45	
I	II	III	IV	V	VI
1 \$ 9,474	\$ 9,870	\$ 10,264	2	\$ 10,658	\$ 11,047
2 9,825	10,250	10,646	3	11,039	11,433
3 10,204	10,628	11,023	2	11,419	11,813
4 10,613	11,007	11,403	2	11,798	12,192
5 10,999	11,387	11,782	5	12,177	12,563
6 11,373	11,768	12,158	1	12,557	12,952
7 11,751	12,146	12,540	3	12,936	13,330
8 12,125	12,527	12,920	2	13,316	13,711
9 12,511	12,907	13,301	2	13,698	14,153
10	13,285	13,680	1	14,073	14,470
11		14,060		14,456	14,849
12				14,836	15,230
13					15,608

No Teachers 56 Average Salary \$12,857

**Menlo Park City**

**County: San Mateo**

Data Not In Standard Format

Fiscal ADA	1,474	Highest Entry Step	9	Teaching Days	177
Other Assigned Days		New Teachers	5	Returning Teachers	2

No Teachers 73 Average Salary \$20,463

**Mill Valley**

(Salaries Under Negotiation)

**County: Marin**

Fiscal ADA	2,858	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	3	Returning Teachers	3

I BA		III BA + 30		V BA + 60 OR MA + 15	
II BA + 15		IV BA + 45 OR MA		VI BA + 75 OR MA + 30	
I	II	III	IV	V	VI
1 \$ 9,813	\$ 10,740	\$ 11,667		\$ 11,667	\$ 11,667
2 10,428	11,352	12,276		12,276	12,276
3 11,037	11,961	12,885		13,809	13,809
4 11,649	12,576	13,500		14,424	16,275
5 12,254	13,002	14,109		15,028	16,891
6 12,873	13,794	14,721	1	15,643	17,493
7 13,482	14,403	15,333	3	16,251	18,105
8 13,482	15,018	15,942	1	16,863	18,714
9 13,482	15,018	16,554	4	17,478	19,323
10 13,482	15,018	16,554	1	18,090	19,938
11 13,482	15,018	16,554	3	18,090	20,547
18 *					21,048
22 *					21,549

\* Anniversary Increment No Teachers 105 Average Salary \$19,464



Elementary Districts 1,000 - 3,999 ADA / 135

**Millbrae**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 2,598 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	III	IV	V	VI	V	VI	No. Teachers	Average Salary
1	\$ 10,12	\$ 10,838	\$ 11,546	\$ 12,255	\$ 13,065	\$ 14,078					
2	10,635	11,343	12,052	12,761	13,572	14,584					
3	11,140	11,849	12,559	13,268	14,078	15,091					
4	11,748	12,457	13,166	13,875	14,686	15,698					
5	12,356	13,065	13,774	14,483	15,294	16,307	2				
6	12,963	13,672	14,382	15,091	15,901	16,914	1				
7	13,572	14,281	14,990	15,698	16,510	17,521	2				
8	14,179	14,888	15,597	16,306	17,116	18,129	3				
9	14,787	15,496	16,205	16,914	17,724	18,737	3				
10	15,395	16,104	16,812	17,521	18,333	19,345	7				
11	16,002	16,711	17,421	18,130	18,940	19,952	6				
12	16,610	17,320	18,048	18,737	19,547	20,560	42				
16*				19,345	20,155	21,168	13				
20*				19,953	20,763	21,776	13				
24*				20,551	21,371	22,384	13				
Bonuses Masters 41 at \$ 400 ea											
* Anniversary Increment No. Teachers 126 Average Salary \$20,163											

**Moorpark**  
**County: Ventura**

Fiscal ADA 1,120 Highest Entry Step 5 Teaching Days 180  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 W MA OR MA + 30	
I	II	I	II	III	IV	V	VI	V	VI	No. Teachers	Average Salary
1	\$ 10,175	\$ 11,002	\$ 11,829	\$ 12,656	\$ 13,483	\$ 14,310					
2	10,607	11,545	12,433	13,260	14,087	14,914					
3	11,039	12,084	13,037	13,864	14,691	15,518					
4	11,471	12,625	13,641	14,468	15,295	16,122	1				
5	11,903	13,166	14,245	15,072	15,899	16,726	2				
6	12,335	13,707	14,849	15,676	16,503	17,330	1				
7	12,767	14,248	15,453	16,280	17,107	17,934	1				
8	13,199	14,789	16,057	16,884	17,711	18,538	2				
9	13,631	15,300	16,681	17,488	18,315	19,142	1				
10		15,871	17,285	18,092	18,919	19,746	1				
11		16,412	17,869	18,696	19,523	20,350	1				
No. Teachers 42 Average Salary \$15,921											

**Moraga**  
**County: Contra Costa**

Fiscal ADA 2,649 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	III	IV	V	VI	V	VI	No. Teachers	Average Salary
1	\$ 9,227	\$ 9,797	\$ 10,365	\$ 11,559	\$ 12,751	\$ 14,089					
2	9,733	10,304	10,872	12,066	13,541	14,577					
3	10,240	10,810	11,380	12,572	14,006	15,091					
4	10,988	11,559	12,128	13,221	14,513	15,698	1				
5	11,494	12,065	12,634	13,826	14,806	15,991	3				
6	12,000	12,572	13,141	14,328	15,297	16,097	3				
7		13,079	13,647	14,842	15,822	16,803	2				
8		13,595	14,154	15,349	16,332	17,313	3				
9			14,661	15,884	16,864	17,845	3				
10			15,168	16,362	17,375	18,356	2				
11			15,675	17,882		19,071	3				
12											
13											
18*											
23*											
Bonuses Masters 29 at \$ 400 ea											
* Anniversary Increment No. Teachers 94 Average Salary \$16,619											

**Mount Pleasant**  
**County: Santa Clara**

Fiscal ADA 2,960 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV MA OR AB + 45		V MA OR AB + 60		Other	
I	II	I	II	III	IV	V	Other
1	\$ 8,360		\$ 8,740	\$ 9,500	3	\$ 10,260	\$ 10,020
2	9,120	2	9,500	10,260		11,020	11,780
3	9,880		10,260	11,020		11,780	12,540
4	10,640		11,020	11,780		12,540	13,300
5	11,400	1	11,780	12,540	2	13,300	24,060
6			12,540	13,300	1	14,060	4
7			13,300	14,060	2	14,820	2
8			14,060	14,820	2	15,580	1
9			14,820	15,580	4	16,340	6
10				16,340	3	17,100	5
11						17,860	10
12							19,000
12							33

Bonuses Masters 37 at \$ 300 ea Other 4 at \$ 600 ea Other at \$ 750 ea

No Teachers 136 Average Salary \$16,713

**Mountain View**  
**County: Santa Clara**

Fiscal ADA 2,847 Highest Entry Step 13 Teaching Days 177  
Other Assigned Days New Teachers Returning Teachers 1

I BA II BA + 5		III BA + 10 IV BA + 15		V BA + 20 VI BA + 25		VII BA + 30	
I	II	I	II	III	IV	V	VII
1	\$ 8,628		\$ 8,978	\$ 9,128	\$ 9,378	\$ 9,628	\$ 9,878
2	9,378		9,628	9,878	10,128	10,378	10,628
3	10,128		10,378	10,628	10,878	11,128	11,378
4	10,878		11,128	11,378	11,628	11,878	12,128
5	11,628		11,878	12,128	12,378	12,628	12,878
6	12,378		12,628	12,878	13,128	13,378	13,628
7					13,878	2	14,128
8							14,378
9							1
10							15,378
11*	12,678		12,928	13,178	14,178	14,428	14,678
13*	12,878		13,128	13,378	14,378	14,628	14,878
15*	13,078		13,328	13,578	14,578	14,828	15,078
17*	13,178		13,428	13,678	14,678	14,928	15,178
19*							1
22*							17,678

VIII BA + 35 IX BA + 40 X BA + 45 OR MA XI BA + 50 OR MA + 5 XII BA + 55 OR MA + 10 XIII BA + 60 OR MA + 45 XIV BA + 65 OR MA + 50 XV BA + 70 OR MA + 55 XVI BA + 75 OR MA + 60 XVII BA + 80 OR MA + 65 XVIII BA + 85 OR MA + 70 XIX BA + 90 OR MA + 75

VIII		IX		X		XI		XII		XIII		XIV	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,378		\$ 10,628	\$ 10,878	\$ 11,128	\$ 11,378	\$ 11,628	\$ 11,878	\$ 12,128	\$ 12,378	\$ 12,628	\$ 12,878	\$ 13,128
2	11,128		11,378	11,628	11,878	12,128	12,378	12,628	12,878	13,128	13,378	13,628	13,878
3	11,878		12,128	12,378	12,628	12,878	13,128	13,378	13,628	13,878	14,128	14,378	14,628
4	12,628		12,878	13,128	13,378	13,628	13,878	14,128	14,378	14,628	14,878	15,128	15,378
5	13,378	1	13,628	13,878	14,128	14,378	14,628	14,878	15,128	15,378	15,628	15,878	16,128
6	14,128		14,378	14,628	14,878	15,128	15,378	15,628	15,878	16,128	16,378	16,628	16,878
7	14,878		15,128	15,378	15,628	15,878	16,128	16,378	16,628	16,878	17,128	17,378	17,628
8	15,628		15,878	16,128	16,378	16,628	16,878	17,128	17,378	17,628	17,878	18,128	18,378
9	16,378		16,628	16,878	17,128	17,378	17,628	17,878	18,128	18,378	18,628	18,878	19,128
10	17,128	2	17,378	17,628	17,878	18,128	18,378	18,628	18,878	19,128	19,378	19,628	19,878
11*	17,428		17,678	17,928	18,178	18,428	18,678	18,928	19,178	19,428	19,678	19,928	20,178
13*	17,628		17,878	18,128	18,378	18,628	18,878	19,128	19,378	19,628	19,878	20,128	20,378
15*	17,828		18,078	18,328	18,578	18,828	19,078	19,328	19,578	19,828	20,078	20,328	20,578
17*	17,928	1	18,178	18,428	18,678	18,928	19,178	19,428	19,678	19,928	20,178	20,428	20,678

XV BA + 70 OR MA + 55 XVI BA + 75 OR MA + 60 XVII BA + 80 OR MA + 65 XVIII BA + 85 OR MA + 70 XIX BA + 90 OR MA + 75

XV		XVI		XVII		XVIII		XIX	
I	II	I	II	I	II	I	II	I	II
1	\$ 12,128		\$ 12,378	\$ 12,628	\$ 12,878	\$ 13,128	\$ 13,378	\$ 13,628	\$ 13,878
2	12,878		13,128	13,378	13,628	13,878	14,128	14,378	14,628
3	13,628		13,878	14,128	14,378	14,628	14,878	15,128	15,378
4	14,378		14,628	14,878	15,128	15,378	15,628	15,878	16,128
5	15,128		15,378	15,628	15,878	16,128	16,378	16,628	16,878
6	15,878		16,128	16,378	16,628	16,878	17,128	17,378	17,628
7	16,628	1	16,878	17,128	17,378	17,628	17,878	18,128	18,378
8	17,378		17,628	17,878	18,128	18,378	18,628	18,878	19,128
9	18,128		18,378	18,628	18,878	19,128	19,378	19,628	19,878
10	18,878	2	19,128	19,378	19,628	19,878	20,128	20,378	20,628
13*	19,178	2	19,428	19,678	19,928	20,178	20,428	20,678	20,928
16*	19,378		19,628	19,878	20,128	20,378	20,628	20,878	21,128
19*	19,578		19,828	20,078	20,328	20,578	20,828	21,078	21,328
22*	19,778	1	19,928	20,178	20,428	20,678	20,928	21,178	21,428

\* Anniversary Increment No Teachers 134 Average Salary \$18,633

**Nevada City**  
(Salaries Under Negotiation)  
**County: Nevada**

Fiscal ADA 1,087 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 30		III BA + 30 OR MA		IV BA + 60 OR MA + 15	
I	II	I	II	I	II	I	II
1	\$ 9,840		\$ 10,320	1	\$ 10,900		\$ 11,280
2	10,320	1	10,900	1	11,280		11,760
3	10,800	1	11,280	3	11,760	1	12,240
4	11,280	2	11,760		12,240	1	12,720
5	11,760		12,240	2	12,720	4	13,200
6	12,240		12,720	3	13,200	1	13,680
7	12,720		13,200	1	13,680	1	14,160
8	13,200	2	13,680	1	14,160	2	14,640
9			14,160	6	14,640		15,120
10					15,120	1	15,600
11							16,080
12							16,560
13*			14,640	1			17,550

Bonuses Masters 2 at \$ 480 ea  
\* Anniversary Increment No. Teachers 47 Average Salary \$13,292

**Newhall**  
**County: Los Angeles**

Fiscal ADA 2,965 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,688	1	\$ 10,464		\$ 11,275	2	\$ 12,083		\$ 12,890
2	10,188		11,048	2	11,858		12,664		13,473
3	10,823		11,632	1	12,441	1	13,250	2	14,058
4	11,406		12,214	1	12,901	3	13,833	6	14,640
5	11,991		12,798		13,608		14,416	3	15,225
6	12,573	2	13,384	2	14,192	5	15,001	3	15,808
7	13,158		13,964	2	14,762	1	15,583	1	16,391
8	13,741		14,550		15,358	1	16,166	2	16,976
9	14,323		15,133		15,939		16,749	2	17,559
10	14,908		15,718		16,526		17,334	2	18,142
11	15,486		16,302	1	17,111		17,919	2	18,727
12	16,065		16,875	1	17,689	2	18,503	1	19,316
14*	16,565		17,375		18,189	2	19,003		19,816
16*	17,065		17,875		18,689		19,503		20,316
18*	17,565		18,375		19,189		20,003		20,816
20*	18,065		18,875		19,689		20,503	1	21,316

Bonuses Masters 28 at \$ 450 ea  
\* Anniversary Increment No. Teachers 107 Average Salary \$16,356

**Oakdale**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA 2,971 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,428		\$ 9,967		\$ 10,307		\$ 10,747		\$ 11,186		\$ 11,626
2	9,967	1	10,307		10,747	4	11,186		11,626	2	12,066
3	10,307	4	10,747	1	11,186	1	11,626		12,066		12,505
4	10,747		11,186	1	11,626	5	12,066	3	12,505		12,945
5	11,186	1	11,626	1	12,066	2	12,505	1	12,945		13,385
6	11,626		12,066		12,505	3	12,945		13,385	2	13,825
7	12,066	1	12,505		12,945	3	13,385	1	13,825		14,264
8			12,945	2	13,385	3	13,825		14,264		14,704
9					13,825	10	14,264	1	14,704		15,144
10							14,704	9	15,144	1	15,583
11									15,583	5	16,023
12											16,463

Bonuses Masters 5 at \$ 440 ea  
\* Anniversary Increment No. Teachers 90 Average Salary \$13,536

**Ocean View**  
(Salaries Under Negotiation)  
County: Ventura

Fiscal ADA 2,076 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15					
I		II		III		IV		V	
1	\$ 10,159		\$ 10,694		\$ 11,257		\$ 11,847	1	\$ 12,470
2	10,616	1	11,174		11,760	4	12,390	2	13,030
3	11,093		11,679		12,291	3	12,937	1	13,617
4	11,594		12,203	2	12,843	4	13,518	2	14,229
5	12,114		12,753		13,422	3	14,128		14,871
6	12,661		13,326		14,024	2	14,763	1	15,539
7	13,230	1	13,925		14,657	1	15,427	2	16,237
8	13,825	1	14,551		15,315	1	16,123	1	16,989
9	14,448		15,207		16,004	2	16,847	3	17,732
10	15,097		15,893		16,724		17,606		18,529
11			16,608		17,477	2	18,397		19,366
12							19,225	3	20,236
16*	15,397	2	16,908	1	17,777		19,525		20,536
21*	15,697		17,208	1	18,077		19,825		20,836
26*	15,997		17,508		18,377		20,125		21,136

Bonuses Masters 14 at \$ 500 ea No Teachers 89 Average Salary \$16,263  
\* Anniversary Increment

**Old Adobe**  
(Salaries Under Negotiation)  
County: Sonoma

Fiscal ADA 2,046 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60					
I		II		III		IV		V	
1	\$ 8,575		\$ 9,177		\$ 9,779	1	\$		\$
2	9,262		9,863		10,465	1			
3	9,948	1	10,550		11,152	2	11,753		12,355
4	10,635		11,236		11,838	2	12,440	2	13,041
5	11,321		11,923		12,525	2	13,126		13,728
6	12,007		12,609	1	13,211	1	13,813	4	14,415
7			13,296	2	13,898	1	14,499	3	15,101
8					14,584	3	15,186	1	15,788
9							15,872	6	16,474
10									17,160
13*									17,845
16*									18,530

Bonuses Masters 17 at \$ 300 ea No Teachers 90 Average Salary \$15,310  
\* Anniversary Increment

**Orcutt**  
(Salaries Under Negotiation)  
County: Santa Barbara

Fiscal ADA 3,414 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I CRED II CRED + 15		III CRED + 30 IV CRED + 45 OR MA		V CRED + 60 OR MA + 15 VI CRED + 60 OR MA + 30							
I		II		III		IV		V		VI	
1	\$ 9,670	2	\$ 10,292		\$ 10,738	2	\$ 11,266	1	\$ 11,979	1	\$
2	9,990	2	10,540	1	11,121	2	11,701	1	12,281		
3	10,250		10,879	1	11,507	2	12,136	2	12,764	1	
4	10,540		11,217		11,864	5	12,571	2	13,248	2	
5	10,830	1	11,556	1	12,281	1	13,006	1	13,731	2	
6	11,121	1	11,894	1	12,668	2	13,441	4	14,215	2	14,553
7	11,411		12,233		13,055		13,876		14,698	3	15,085
8	11,701	1	12,571		13,441		14,312		15,182	2	15,617
9			12,909		13,826	2	14,747	1	15,665	3	16,149
10			13,248	2	14,215		15,182	1	16,149	2	16,681
11					14,602		15,617	1	16,632	1	17,213
12					14,989	10	16,052		17,116		17,744
13							16,487	2	17,599	1	18,276
14							16,923	10	18,083	16	18,808

No Teacher 149 Average Salary \$15,515



**Orinda** Fiscal ADA 2,612 Highest Entry Step 10 Teaching Days 176  
**County: Contra Costa** Other Assigned Days New Teachers 1 Returning Teachers 1

I AB + CRED II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75		
I	II	III	IV	V	VI	
1	\$ 9,111	\$ 9,848	\$ 10,825	\$ 11,367	\$	
2	9,617	10,439	11,427	12,046	1	
3	10,124	10,908	11,999	12,646		
4	10,576	11,469	12,571	13,574	14,099	
5	10,984	11,974	13,038	14,173	1 14,682 1 15,368 2	
6	11,365	12,448	13,593	14,679	1 15,249 1 15,915 1	
7	11,772	12,448	14,214	15,249	1 15,873 1 16,514	
8		12,448	14,682	15,638	1 16,497 1 17,122 4	
9		12,814	14,691	16,128	2 17,074 2 17,746 2	
10		13,296	15,256	16,187	1 17,453 1 18,315 4	
11				16,679	1 18,055 1 18,994 4	
12				16,886	2 18,055 2 19,711 4	
13				17,090	5 18,462 6 20,020 58	
No Teachers				107	Average Salary	\$18,630

**Orland** Fiscal ADA 1,145 Highest Entry Step 6 Teaching Days 176  
**County: Glenn** Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60			
I	II	III	IV	V			
1	\$ 8,852	\$ 9,421	\$ 9,990	\$ 10,559	\$ 11,128		
2	9,421	9,990	10,559	11,128	1 11,697		
3	9,990	10,559	11,128	11,697	2 12,266		
4	10,559	11,128	11,697	12,266	2 12,835		
5	11,128	11,697	12,266	12,835	2 13,404		
6	11,697	12,266	12,835	13,404	3 13,973		
7	12,266	12,835	13,404	13,973	1 14,542		
8	12,835	13,404	13,973	14,542	15,111		
9	13,404	13,973	14,542	15,111	15,680		
10		14,542	15,111	15,680	3 16,249 1		
11			15,680	16,249	16,818		
12				16,818	8 17,387 2		
13					17,956 5		
16*					18,525 4		
19*					19,094		
22*					19,663		
25*					20,233		
Bonuses	Masters	6 at \$ 400 ea		No Teachers	49	Average Salary	\$14,846

**Oroville City** Fiscal ADA 2,473 Highest Entry Step 7 Teaching Days 177  
**County: Butte** Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60			
I	II	III	IV	V			
1	\$ 9,303	\$ 9,789	\$ 10,234	\$ 10,699	\$ 11,165		
2	9,789	10,234	10,699	11,165	1 11,629		
3	10,234	10,699	11,165	11,629	1 12,095 1		
4	10,699	11,165	11,629	12,095	2 12,560 1		
5	11,165	11,629	12,095	12,560	1 13,025		
6	11,629	12,095	12,560	13,025	4 13,490 4		
7	12,095	12,560	13,025	13,490	1 13,956 5		
8	12,560	13,025	13,490	13,956	4 14,421 5		
9	13,025	13,490	13,956	14,421	2 14,885 2		
10		13,956	14,421	14,885	1 15,350 2		
11			14,885	15,350	2 15,817 4		
12			15,350	15,817	2 16,281 2		
13				16,281	2 16,746 1		
14				16,746	7 17,210 2		
15					17,675 29		
Bonuses	Masters	11 at \$ 250 ea	Other	15 at \$ 200 ea	Other	1 at \$ 500 ea	
No Teachers				106	Average Salary	\$15,010	

**Palmdale**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 3,694 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W MA OR MA + 15		VI BA + 75 W MA OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 9,899		\$ 10,384	1	\$ 10,977	1	\$ 11,570	1	\$ 12,165		\$ 12,757
2	10,285	2	10,824	4	11,472		12,065		12,757		13,350
3	10,681		11,274		11,966	1	12,558		13,350	1	13,943
4	11,076	1	11,718	1	12,460	2	13,053	1	13,943		14,537
5	11,472	1	12,165	2	12,954	2	13,548	1	14,537		15,131
6	11,868		12,609		13,449	2	14,042	3	15,131		15,724
7	12,263		13,053	1	13,943	2	14,537	2	15,724	1	16,317
8	12,658	2	13,499		14,438	4	15,031	4	16,317	1	16,910
9	13,053		13,943	2	14,933	1	15,526	3	16,910	1	17,503
10	13,449	1	14,380		15,427	8	16,020	1	17,503		18,097
11							16,514	26	18,097		18,690
12									18,690	8	19,284
13									18,990	9	19,877
14											20,470
15											21,063
16*			14,690	4	15,727	4	16,814	7	18,990	9	19,584

\* Anniversary Increment No Teachers 146 Average Salary \$15,907

**Panama**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 3,997 Highest Entry Step 18 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60	
I		II		III		IV		V		VI	
1	\$ 9,242	6	\$ 9,773		\$ 10,335	2	\$ 10,929	2	\$ 11,557	1	\$ 12,222
2	9,519	2	10,066	9	10,645	2	11,257	1	11,904	2	12,589
3	9,805		10,368	4	10,954	2	11,595	4	12,261	2	12,967
4	10,099	2	10,679		11,293	7	11,943	6	12,629	3	13,356
5	10,402	1	10,999	1	11,632	3	12,301	7	13,008	2	13,757
6	10,714	1	11,329	2	11,981	4	12,670	8	13,398	5	14,170
7	11,035	1	11,669	1	12,340	3	13,050	2	13,800	5	14,595
8	11,366		12,019	2	12,710	1	13,442	3	14,214		15,033
9	11,707		12,380		13,091		13,845		14,640	2	15,484
10			12,751	2	13,494	1	14,260	1	15,079	1	15,949
11					13,899		14,698	1	15,531	1	16,427
12							15,129	7	15,997		16,920
13									16,477	3	17,425
14											17,951
15											18,207
16*											18,463
17*											18,719
18*											18,975

Bonuses Masters 16 at \$ 500 ea No Teachers 185 Average Salary \$13,500

**Paso Robles**  
(Salaries Under Negotiation)  
**County: San Luis Obispo**

Fiscal ADA 1,481 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 8,353	2	\$ 8,962	1	\$ 9,572	1	\$ 10,181	1	\$ 10,791		\$ 11,406
2	8,776	2	9,396	2	9,995	1	10,605	2	11,214	1	11,829
3	9,200		9,809	2	10,419	3	11,028	2	11,638		12,253
4	9,622	3	10,232		10,841	3	11,451	1	12,060		12,676
5	10,046		10,655		11,265		11,794	4	12,494		13,099
6	10,469		11,079		11,688		12,298	4	12,908	1	13,522
7	10,893	1	11,503		12,112		12,722		13,331		13,946
8	11,315	1	11,925		12,535	2	13,144	1	13,754	1	14,370
9			12,349	3	12,958		13,568	1	14,177		14,792
10					13,382	2	13,991		14,601	1	15,216
11							14,415		15,024		15,639
12							14,837	4	15,447	1	16,061
13									15,870	7	16,485
14											16,909

No Teachers 73 Average Salary \$12,670

**Perris** Fiscal ADA 1,115 Highest Entry Step 6 Teaching Days 175  
**County: Riverside** Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR MA + 15		VI AB + 75 OR MA + 30	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60 OR MA + 15	VI	AB + 75 OR MA + 30
1	\$ 9,900	2	\$ 10,400	\$ 10,900	1	\$ 11,400	\$ 11,900	\$ 12,400			
2	10,473	1	10,972	11,472	1	11,972	12,471	12,971			
3	11,042	1	11,542	12,042			12,541	13,041			
4	11,612		12,112	12,611			13,111	13,611			
5	12,182		12,681	13,181	1	13,681	14,180	14,680	1		
6	12,752		13,251	13,751	1	14,250	14,750	15,250	1		
7	13,321	1	13,821	14,320	3	14,820	15,320	15,819	1		
8			14,391	14,890	1	15,390	15,889	16,389			
9				15,460	3	15,959	16,459	16,959	1		
10						16,529	17,029	17,529			
11						17,069	17,569	18,069			
12						17,669	18,168	18,668	1		
13							18,738	19,237	1		
14								19,807	7		

Bonuses Other 1 at \$ 450 ea

No Teachers 43 Average Salary \$15,714

**Petaluma City** Fiscal ADA 2,598 Highest Entry Step 3 Teaching Days 175  
**County: Sonoma** Other Assigned Days New Teachers 5 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60
1	\$ 8,517	2	\$ 9,535	\$ 10,554		\$ 11,572	\$ 12,591		
2	9,025		10,043	11,064	1	12,083	13,101	4	
3	9,535		10,554	11,572		12,591	13,610		
4	10,043		11,064	12,083	1	13,101	14,120	1	
5	10,554		11,572	12,591		13,610	14,630	2	
6	11,064		12,083	13,101	2	14,120	15,138	6	
7	11,572		12,591	13,610	1	14,630	15,649	5	
8	12,083		13,101	14,120	1	15,138	16,158	6	
9	12,591		13,610	14,630	1	15,649	16,667	4	
10	13,101		14,120	15,138	2	16,158	17,177	4	
11						16,667	17,686	3	
12							18,196	10	
15 *	13,611		14,630	15,648	5	17,177	18,706	15	
20 *	14,120		15,138	16,160		17,687	19,216	10	

Bonuses Masters 16 at \$ 510 ea Doctorate at \$1020 ea

\* Anniversary Increment No Teachers 110 Average Salary \$16,496

**Placer Hills** Fiscal ADA 1,098 Highest Entry Step 5 Teaching Days 175  
**County: Placer** Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 12		III AB + 24		IV AB + 36		V AB + 48		VI AB + 60		VII AB + 72	
I	AB	II	AB + 12	III	AB + 24	IV	AB + 36	V	AB + 48	VI	AB + 60	VII	AB + 72
1	\$ 8,142	2	\$ 8,631	\$ 9,120	\$ 9,609	\$ 10,098	\$ 10,584	\$ 11,073					
2	8,631		9,120	9,609	1	10,095	10,584	11,073	2				
3	9,120		9,609	10,095	1	10,584	11,073	11,562					
4	9,609		10,095	10,584	1	11,073	11,562	12,050					
5	10,095		10,584	11,073			11,562	12,050	3				
6	10,584		11,073	11,562	1	12,050	12,538	13,027					
7	11,073	1	11,562	12,050			12,538	13,027					
8	11,562		12,050	12,538			13,027	13,516	1				
9			12,538	13,027			13,516	14,004	1				
10				13,516			14,004	14,493	3				
11							14,493	14,981	1				
12								15,469					
13								15,958					
14								16,447	3				

**Placer Hills / County: Placer (Continued)**

VIII AB+04		VIII	
1	\$ 11,562		
2	12,050		
3	12,538		
4	13,027		
5	13,516		
6	14,004		
7	14,493		
8	14,981		
9	15,469	1	
10	15,958		
11	16,447	1	
12	16,936		
13	17,425	1	
14	17,914		
15	18,403	3	

Bonuses: Masters 8 at \$ 500 ea

No Teachers: 50 Average Salary: \$13,957

**Placerville**  
(Salaries Under Negotiation)  
**County: El Dorado**

I AB		II AB + 15		III AB + 30		IV AB + 42 OR MA		V AB + 54 OR MA + 12		VI AB + 66 OR MA + 24	
1	\$ 10,705			\$ 10,779		\$ 11,207		\$ 11,640		\$ 12,068	
2	10,109			11,144	1	11,611	1	12,045		12,472	
3	10,514			11,588	2	12,016	1	12,449		12,877	
4				11,993	2	12,420	1	12,854	1	13,281	
5				12,397	2	12,825	1	13,257	2	13,686	1
6						13,229		13,662		14,090	
7						13,634	3	14,066	1	14,494	1
8								14,471	1	14,898	
9								14,875	3	15,303	1
10										15,707	2
11										16,112	18

Fiscal ADA: 1,135 Highest Entry Step: 3 Teaching Days: 177

Other Assigned Days: New Teachers: 2 Returning Teachers: 2

No Teachers: 46 Average Salary: \$14,337

**Ravenswood City**  
**County: San Mateo**

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
1	\$ 8,300	1	\$ 8,990	\$ 9,680		\$ 10,370		\$ 11,060		\$ 11,750	
2	8,814		9,504	10,194	1	10,884	3	11,574	2	12,264	1
3	9,328		10,018	10,708	2	11,398	2	12,088		12,778	
4	9,842		10,532	11,222	3	11,912	1	12,602		13,292	1
5	10,356		11,046	11,736	2	12,426		13,116		13,806	
6	10,870		11,560	12,250	2	12,940	1	13,630	1	14,320	2
7	11,384		12,074	12,764		13,454	3	14,144	3	14,834	1
8	11,898	1	12,588	13,278	3	13,968	4	14,658	1	15,348	
9			13,102	13,702	5	14,482	2	15,172	2	15,862	
10				14,306	4	14,996	2	15,686	3	16,376	3
11				14,820	8	15,510	1	16,200	3	16,890	3
12						16,024	14	16,714	10	17,404	3
13 *								17,228	6	17,918	6
18 *								17,742	3	18,432	8
21 *								18,256	6	18,946	9

Bonuses: Masters 45 at \$ 514 ea Doctorate at \$ 514 ea

No Teachers: 154 Average Salary: \$15,286

**Red Bluff**

**County: Tehama**

Fiscal ADA 1,599 Highest Entry Step 6 Teaching Days<sup>1</sup> 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I	GE CRED	III	GF + 30	V	GE + 54	VI	CF + 66
II	GE + 15	IV	GF + 42	VI	CF + 66		
I	II	III	IV	V	VI		
1	\$ 9,685	\$ 10,244	2	\$ 10,803	\$		
2	10,244	10,803		11,363			
3	10,803	11,363		11,921	4	12,479	1
4	11,363	11,921		12,479		13,038	
5	11,921	12,479	1	13,038		13,598	14,155
6	12,479	13,038		13,598	2	14,155	14,713
7	13,038	13,598		14,155	3	14,713	15,274
8	13,598	14,155	2	14,713	1	15,274	15,833
9	14,155	14,713		15,274		15,833	16,391
10		15,274	1	15,833	1	16,391	16,950
11				16,391	6	16,950	17,510
12							18,067
13 *							18,627
14 *							19,185
							19,745

Bonuses Masters 6 at \$ 300 ea

\* Anniversary Increment No Teachers 61 Average Salary \$16,164

**Redding**

**County: Shasta**

Fiscal ADA 2,310 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I	AB	III	AB + 30	V	AB + 60 OR MA + 12
II	AB + 15	IV	AB + 45		
I	II	III	IV	V	
1	\$ 9,088	\$ 9,654	2	\$ 10,220	\$ 11,352
2	9,654	10,220		10,786	11,918
3	10,220	10,786	1	11,352	12,484
4	10,786	11,352		11,918	13,050
5	11,352	11,918		12,484	13,616
6	11,918	12,484		13,050	14,182
7	12,484	13,050		13,616	14,748
8		13,616	1	14,182	15,314
9		14,182		14,748	15,880
10		14,748	2	15,314	16,446
11				15,880	17,012
15 *					17,578
20 *					18,144
25 *					18,710
30 *					19,276

Bonuses Masters 13 at \$ 300 ea

\* Anniversary Increment No Teachers 97 Average Salary \$16,165

**Reed**

(Salaries Under Negotiation)

**County: Marin**

Fiscal ADA 1,704 Highest Entry Step 8 Teaching Days  
 Other Assigned Days New Teachers Returning Teachers

I	AB	III	AB + 40	V	AB + 60
II	AB + 30	IV	AB + 50	VI	AB + 75
I	II	III	IV	V	VI
1	\$ 10,334	\$ 11,520	\$ 12,008	\$ 12,619	\$ 13,332
2	10,373	11,979	12,466	13,077	13,810
3	10,411	12,437	12,925	13,535	14,268
4	10,804	12,896	13,383	13,994	14,727
5	10,730	13,354	13,841	14,452	15,185
6		13,812	14,300	14,910	15,643
7		14,270	14,758	15,368	16,101
8		14,729	15,216	15,826	16,560
9		15,187	15,674	16,285	17,018
10		15,645	16,133	16,744	17,476
11		16,104	16,591	17,202	17,935
12		16,562	17,049	17,660	18,393
13					18,743
14					19,092
15					19,442
16					19,792

Bonuses Masters at \$ 400 ea Doctorate at \$ 600 ea

No Teachers 81 Average Salary \$19,209

**Richland**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 1,750 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75							
I		II		III		IV		V		VI	
1	\$ 9,055	4	\$ 9,576	2	\$ 10,081	2	\$ 10,603		\$ 11,106		\$ 12,202
2	9,526	3	10,033		10,553	1	11,058		11,578		12,657
3	9,983		10,498		11,009		11,549	1	12,035		13,113
4	10,439	1	10,960	1	11,466	3	11,986	1	12,490		13,566
5	10,911		11,417		11,938	1	12,441	1	12,963	2	14,042
6	11,367		11,899		12,392		12,914	2	13,420	1	14,514
7			12,345	1	12,865	2	13,371	2	13,891	2	14,970
8					13,321	6	13,843	1	14,347	1	15,443
9							14,298	5	14,821		15,898
10									15,277	6	16,370
11											16,826
12											17,126
13											
14											
15*					13,621	1	14,578	3	15,577	3	

Bonuses Masters 11 at 3 percent of base salary

\* Anniversary Increment No Teachers 74 Average Salary \$17,432

**Rincon Valley**  
**County: Sonoma**

Fiscal ADA 3,047 Highest Entry Step 6 Teaching Days 179  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60					
I		II		III		IV		V	
1	\$ 9,600		\$ 10,350		\$ 11,100	2	\$ 11,850		\$ 12,600
2	10,080		10,800		11,550	1	12,300	1	13,000
3	10,560	1	11,250		12,000	2	12,750	4	13,500
4	10,950		11,700		12,450	1	13,200		13,900
5	11,400		12,150	1	12,900		13,650		14,300
6	11,850		12,600	3	13,350	1	14,100	5	14,800
7	12,300	1	13,050	1	13,800		14,550	4	15,300
8	12,750		13,500		14,250	1	15,000	2	15,800
9	13,200		13,950		14,700		15,450	1	16,300
10	13,650	1	14,400		15,150		15,900	1	16,800
11			14,850		15,600	1	16,350		17,300
12					16,050	6	16,800	1	17,800
13							17,250	3	18,300
14									18,800
15									19,097

Bonuses Masters 13 at \$ 300 ea

No Teachers 118 Average Salary \$16,274

**Rio**  
**County: Ventura**

Fiscal ADA 1,960 Highest Entry Step 4 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 OR MA + 15					
I		II		III		IV		V	
1	\$ 10,435		\$ 11,302	1	\$ 12,190	3	\$ 13,075	2	\$ 13,963
2	10,799	1	11,697	1	12,607		13,532	2	14,472
3	11,176		12,104		13,050	6	14,008		14,977
4	11,570		12,531	1	13,505	1	14,496	1	15,502
5	11,974		12,971		13,979	1	15,006		16,046
6	12,393		13,424		14,467		15,530		16,607
7	12,828		13,892		14,973	1	16,072		17,190
8	13,279	1	14,379		15,499	1	16,634		17,789
9			14,903	1	16,042	2	17,218		18,414
10					16,603	2	17,822		19,060
11							18,446	2	19,725
12									20,418
13									21,030
14*					17,101	1	18,969	5	21,541
15*									

\* Anniversary Increment No Teachers 75 Average Salary \$17,293

**Riverbank**  
**County: Stanislaus**

Fiscal ADA 1,257 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB+24		V AB+48		VII AB+72	
II AB+12		IV AB+36		VI AB+60			
I	II	III	IV	V	VI	VII	
1	\$ 9,998	\$ 10,428	\$ 10,858	\$ 11,288	\$ 11,718	\$ 12,148	\$ 12,578
2	10,428	10,858	11,288	11,718	12,148	12,578	13,008
3	10,858	11,288	11,718	12,148	12,578	13,008	13,438
4	11,288	11,718	12,148	12,578	13,008	13,438	13,868
5	11,718	12,148	12,578	13,008	13,438	13,868	14,298
6	12,148	12,578	13,008	13,438	13,868	14,298	14,728
7	12,578	13,008	13,438	13,868	14,298	14,728	15,158
8	13,008	13,438	13,868	14,298	14,728	15,158	15,588
9	13,438	13,868	14,298	14,728	15,158	15,588	16,018
10	13,868	14,298	14,728	15,158	15,588	16,018	16,448
11	14,298	14,728	15,158	15,588	16,018	16,448	16,878
12	14,728	15,158	15,588	16,018	16,448	16,878	17,308
13				16,448	17,008	17,308	17,738
14					17,008	17,308	18,168
15							18,598
				No Teachers	54	Average Salary	\$13,740

**Rocklin**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 1,079 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA+CRED		III BA+30+CRED		V BA+60+CRED OR MA+15			
II BA+15+CRED		IV BA+45+CRED OR MA					
I	II	III	IV	V			
1	\$ 9,855	\$ 10,446	\$ 11,038	\$ 11,629	\$ 12,220		
2	10,348	10,939	11,530	12,122	12,713		
3	10,941	11,432	12,023	12,614	13,206		
4	11,333	11,925	12,516	13,107	13,698		
5	11,826	12,417	13,009	13,600	14,191		
6	12,319	12,910	13,501	14,093	14,684		
7	12,812	13,403	13,994	14,585	15,177		
8	13,304	13,896	14,487	15,078	15,669		
9		14,388	14,980	15,571	16,162		
10		14,881	15,472	16,064	16,655		
11			15,965	16,556	17,147		
12				17,049	17,640		
13					18,133		
				No Teachers	44	Average Salary	\$15,181

**Rosemead**  
**County: Los Angeles**

Fiscal ADA 2,633 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA+30		V BA+60 W MA OR MA+15			
II BA+15		IV BA+45 OR MA					
I	II	III	IV	V			
1	\$ 10,294	\$ 10,923	\$ 11,552	\$ 12,181	\$ 12,810		
2	10,783	11,454	12,101	12,795	13,453		
3	11,283	11,976	12,681	13,408	14,124		
4	11,783	12,511	13,272	14,011	14,772		
5	12,280	13,045	13,963	14,636	15,442		
6	12,795	13,567	14,431	15,260	16,090		
7	13,272	14,124	15,011	15,874	16,783		
8	13,783	14,636	15,590	16,488	17,430		
9	14,272	15,169	16,204	17,113	18,070		
10	14,772	15,681	16,783	17,738	18,739		
11		16,237	17,328	18,374	19,406		
12			17,919	18,988	20,077		
13				19,624	20,760		
Bonuses		Other	8 at \$ 300 ea	Other	7 at \$ 600 ea		
				No Teachers	100	Average Salary	\$17,284

**Roseville City**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 3,021 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB OR CRED + 30		V AB OR CRED + 60	
II AB OR CRED + 15		IV AB OR CRED + 45			
I		III		IV	
II		IV		V	
1	\$ 9,113	\$ 9,933	\$ 10,753	\$ 11,574	\$ 12,394
2	9,642	10,462	11,282	12,102	12,922
3	10,170	10,990	11,810	12,631	13,451
4	10,700	11,520	12,340	13,160	13,980
5	11,230	12,050	12,870	13,690	14,510
6	11,760	12,580	13,400	14,220	15,040
7	12,290	13,110	13,930	14,750	15,570
8	12,820	13,640	14,460	15,280	16,100
9		14,170	14,991	15,811	16,631
10			15,519	16,340	17,160
11				16,868	17,688
12					18,216
15*	13,172	14,521	15,869	17,218	18,576
18*	13,522	14,871	16,219	17,568	18,926
21*	13,872	15,221	16,569	17,918	19,276

Bonuses Masters 20 at \$ 350 ea Other 4 at \$ 300 ea

\* Anniversary Increment No Teachers 123 Average Salary \$16,384

**San Anselmo**  
(Salaries Under Negotiation)  
**County: Marin**

Fiscal ADA 1,602 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers 4

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45		VI AB + 75	
I		III		V	
II		IV		VI	
1	\$ 8,986	\$ 9,583	\$ 10,199	\$ 10,806	\$ 11,413
2	9,583	10,199	10,806	11,413	12,019
3	10,199	10,806	11,413	12,019	12,626
4	10,806	11,413	12,019	12,626	13,233
5	11,413	12,019	12,626	13,233	13,839
6	12,019	12,626	13,233	13,839	14,446
7		13,233	13,839	14,446	15,053
8		13,839	14,446	15,053	15,659
9		14,446	15,053	15,659	16,266
10			15,659	16,266	16,873
11				16,873	17,480
12				17,480	18,086
15*				18,086	18,693
18*				18,693	19,300
21*				19,300	19,907
24*					20,514

Bonuses Masters 18 at 3 percent of base salary

\* Anniversary Increment No Teachers 69 Average Salary \$18,148

**San Bruno Park**  
**County: San Mateo**

Fiscal ADA 3,324 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BASE		Additional Factors	
I		1 Add \$30 per unit for step maximum units to maximum of 15 units	
		2 Add \$600 for career increments after 15th, 18th, and 21st years	
1	\$ 9,672		
2	10,228		
3	10,844		
4	11,460		
5	12,076		
6	12,692		
7	13,308		
8	13,924		
9	14,540		
10	15,156		
11	15,772		
12	16,388		

No Teachers 150 Average Salary \$ 9,483



Elementary Districts 1,000 - 3,999 ADA / 147

**San Carlos**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 2,644 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 10,356		\$ 10,933		\$ 11,510		\$ 12,087		\$ 12,664		\$ 13,241
2	10,933		11,510		12,087	4	12,664		13,241		13,818
3	11,510		12,087		12,664	1	13,241		13,818	1	14,395
4	12,087		12,664		13,241	1	13,818		14,395		14,972
5	12,664		13,241		13,818	1	14,395		14,972	2	15,549
6	13,241		13,818		14,395	2	14,972		15,549		16,126
7	13,818		14,395		14,972		15,549	2	16,126		16,703
8	14,395		14,972	1	15,549		16,126		16,703	2	17,280
9	14,972		15,549	1	16,126	1	16,703		17,280	2	17,857
10			16,126		16,703		17,280	2	17,857	2	18,434
11			16,703	3	17,280	1	17,857	2	18,434	1	19,011
12			17,280		17,857	1	18,434	1	19,011	3	19,588
13			17,857	1	18,434	13	19,011	13	19,588	12	20,165

Bonuses: Other 22 at \$ 100 ea, Other 6 at \$ 400 ea, 19 at \$ 200 ea, Other 5 at \$ 300 ea  
No Teachers 104 Average Salary \$18,262

**San Gabriel**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 3,757 Highest Entry Step 4 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 OR MA + 15		VI AB + 75 W/M + OR MA + 30	
I		II		III		IV		V		VI	
1	\$ 10,630	5	\$ 10,630	4	\$ 11,230	2	\$ 11,830		\$ 12,430		\$ 13,030
2	10,610	1	11,210		11,810	1	12,410	2	13,010		13,620
3	11,190		11,800	1	12,400	2	13,000	2	13,600		14,200
4	11,770	2	12,390		12,990		13,590	3	14,190		14,790
5	12,350	2	12,960	3	13,600	5	14,170		14,770	1	15,370
6	12,930		13,550		14,150		14,750	5	15,350	1	15,950
7	13,510		14,130		14,740	2	15,340	2	15,940	3	16,540
8	14,090	1	14,720		15,330	1	15,920	2	16,520	5	17,120
9			15,300	2	15,900	2	16,510	2	17,110	5	17,710
10			15,880	2	16,490		17,090	1	17,690	1	18,290
11					17,070	2	17,670	1	18,270	1	18,870
12					17,660		18,260	1	18,860	6	19,460
13							18,840	6	19,450	10	20,050
15 *	15,546		17,495		19,444		20,740		21,414	2	22,075
20 *	15,590		17,511		19,461		20,762		21,434	2	22,095
25 *	15,574		17,527		19,479		20,781		21,453	5	22,115

Bonuses: Doctorate 1 at \$ 300 ea  
No Teachers 135 Average Salary \$16,657

**San Rafael City**  
(Salaries Under Negotiation)  
**County: Marin**

Fiscal ADA 3,980 Highest Entry Step 8 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I		II		III		IV		V	
1	\$ 9,656		\$ 9,920		\$ 10,706		\$ 11,409		\$ 12,912
2			10,550		11,337		12,438		13,541
3			11,179		11,968		13,070		14,171
4			11,809		12,597		13,699		14,799
5			12,438		13,226		14,326		15,431
6			13,070		13,856		14,958	2	16,090
7			13,699		14,486		15,597		16,690
8			14,326		15,116		16,216	1	17,322
9					15,744	1	16,849	2	17,949
10					16,377	1	17,476	1	18,582
11							18,108		19,210
12							18,738		19,839
14 *									20,009
17 "									20,339
22 *									20,839

Bonuses: Masters 41 at \$ 350 ea  
No Teachers 145 Average Salary \$19,632

**San Ysidro**

County: San Diego

Fiscal ADA 2,703 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA + 15		II BA + 30		III BA + 45 OR MA		IV BA + 60 OR BA + 45 W MA		V BA + 60 W MA				
I	II	I	II	I	II	I	II	I	II			
1	\$ 10,300	1	\$ 10,815	1	\$ 11,330	1	\$ 11,945	1	\$ 12,360			
2	10,815	2	11,330	2	11,845	1	12,360	3	12,875			
3	11,330	2	11,845	5	12,360	3	12,875	3	13,390			
4	11,845	4	12,360	3	12,875	3	13,390	3	13,905			
5	12,360	2	12,875	2	13,390	4	13,905	3	14,420			
6	12,875	1	13,390	5	13,905	2	14,420	1	14,935			
7	13,390	2	13,905	3	14,420	2	14,935	2	15,450			
8	13,905	1	14,420	2	14,935	4	15,450	3	15,965			
9	14,420	2	14,935	1	15,450	1	15,965	1	16,480			
10	14,935	2	15,450	2	15,965	3	16,480	3	16,995			
11			15,965	6	16,480	1	16,995	2	17,510			
12					16,995	3	17,510	3	18,025			
13							18,025	4	18,540			
14									19,055			
									No. Teachers	113	Average Salary	\$14,497

**Santa Cruz City**

County: Santa Cruz

Fiscal ADA 2,968 Highest Entry Step 5 Teaching Days 180  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB + 15		II		III		IV		V AB + 60		VI AB + 75								
I	II	I	II	I	II	I	II	I	II	I	II							
1	\$ 9,249	1	\$ 9,852	1	\$ 10,419	1	\$ 10,985	1	\$ 11,553	1	\$ 12,119							
2	9,832	2	10,390	2	10,958	1	11,524	2	12,092	2	12,658							
3	10,372	2	10,930	3	11,496	2	12,064	3	12,630	3	13,197							
4	10,912	1	11,469	4	12,035	1	12,602	4	13,169	4	13,736							
5	11,450	1	12,007	5	12,574	1	13,142	1	13,709	5	14,276							
6	11,989	2	12,547	6	13,114	2	13,681	1	14,246	2	14,815							
7	12,528	1	13,086	7	13,653	2	14,220	1	14,787	2	15,353							
8				8	14,192	2	14,759	2	15,326	1	15,892							
9				9	14,730	1	15,298	1	15,864	1	16,432							
10				10	15,296	3	15,837	1	16,403	1	16,970							
11				11			16,469	10	16,944	4	17,510							
12				12					17,482	3	18,049							
13				13						42	18,587							
Bonuses											Masters	25 at \$ 475 ea	Other	22 at \$ 265 ea	No. Teachers	110	Average Salary	\$17,020

**Santa Paula**  
 (Salaries Under Negotiation)  
 County: Ventura

Fiscal ADA 3,071 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR MA + 15		VI AB + 75 W MA OR MA + 30				
I	II	I	II	I	II	I	II	I	II	I	II			
1	\$ 9,429	1	\$ 10,629	1	\$ 11,829	1	\$ 13,029	1	\$ 14,229	1	\$ 15,429			
2	9,429	2	10,629	2	11,829	1	13,029	3	14,229	1	15,429			
3	10,119	2	10,919	3	11,719	2	12,519	4	13,319	2	14,119			
4	10,119	1	10,919	4	11,719	3	12,519	5	13,319	3	14,119			
5	11,259	2	12,059	5	12,859	4	13,659	6	14,459	4	15,259			
6	11,259	1	12,059	6	12,859	5	13,659	7	14,459	5	15,259			
7	12,400	2	13,200	7	14,000	6	14,800	8	15,600	6	16,400			
8	12,400	1	13,200	8	14,000	7	14,800	9	15,600	7	16,400			
9	13,531	3	14,331	9	15,131	8	15,931	10	16,731	8	17,531			
10	13,531	1	14,331	10	15,131	9	15,931	11	16,731	9	17,531			
10 years with MA											No. Teachers	120	Average Salary	\$15,300

**Santa Rita**  
**County: Monterey**

Fiscal ADA 1,183 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB		III	AB + 30		V	MA + 15 OR AB + 60		VII				
II	AB + 15		IV	MA OR AB + 45		VI	MA + 30 OR AB + 75						
	I	II		III	IV		V	VI					
1	\$ 9,742		\$ 10,490	\$ 11,237	1	\$ 11,985	\$ 12,731	\$ 13,479					
2	10,240	2	10,967	11,735	1	12,482	13,230	13,978					
3	10,738		11,486	12,234	2	12,981	13,729	14,476					
4	11,237		11,986	12,731		13,479	14,226	14,974					
5	11,735	1	12,482	13,230	1	13,978	14,725	15,473	2				
6	12,234		12,981	13,729	1	14,476	15,223	15,971	1				
7	12,731		13,479	14,226	3	14,974	15,722	16,469	1				
8			13,978	14,725		15,473	16,220	16,968					
9			14,476	15,223	1	15,971	16,718	17,466					
10				15,722		16,469	17,217	17,964					
11						16,968	17,715	18,462					
12							18,213	18,961	1				
13								19,460	7				
										No. Teachers	51	Average Salary	\$14,959

**Santa Rosa City**  
**County: Sonoma**  
(Salaries Under Negotiation)

Fiscal ADA 3,713 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB		III	AB + 30		V	AB + 45		VII	AB + 60			
II	AB + 15		IV	AB + 30 W MA		VI	AB + 45 W MA						
	I	II		III	IV		V	VI	VII				
1	\$ 9,985	1	\$ 10,575	\$ 11,155		\$ 11,657	\$ 12,250	\$ 12,830	\$ 12,330				
2	10,535		11,120	11,715	1	12,315	12,900	12,960	12,960				
3	11,080		11,670	12,260	4	12,760	13,345	13,345	13,445				
4	11,625		12,230	12,815	2	13,315	13,900	13,900	13,980				
5	12,180		12,775	13,365	1	13,965	14,555	14,555	14,540	1			
6	12,730		13,310	13,910	1	14,410	15,005	15,005	15,090				
7	13,285	3	13,870	14,455	1	14,955	15,050	15,550	15,640				
8			14,425	15,015		15,515	15,595	16,095	16,185	1			
9			14,970	15,555	2	16,055	16,150	16,650	16,740	5			
10				16,110	2	16,610	16,700	17,200	17,290	2			
11				16,670	7	17,170	17,250	17,750	17,840	6			
12							17,900	18,300	18,400	5			
13							18,350	18,850	18,950	6			
14								19,450	19,450	25			
19*								20,050	20,050	11			
24*								20,565	20,565	1			
29*								21,145	21,145	1			
										No. Teachers	153	Average Salary	\$17,617

**Saratoga**  
**County: Santa Clara**

Fiscal ADA 3,107 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	BS		III	BA + 12		V	BA + 24		VII	BA + 36			
II	BA + 6		IV	BA + 18		VI	BA + 30						
	I	II		III	IV		V	VI	VII				
1	\$ 9,442		\$ 9,696	\$ 9,928		\$ 10,171	\$ 10,414	\$ 10,656	1	\$ 10,656			
2	10,137		10,390	10,623		10,866	11,109	11,351		11,351			
3	10,846		11,098	11,331		11,574	11,816	12,059		12,059			
4	11,554		11,800	12,044		12,286	12,529	12,772	1	13,014			
5	12,268		12,531			13,016	13,258	13,501		13,745			
6			13,279	13,521		13,764	14,007	14,250	1	14,493			
7				14,284		14,537	14,779	15,022	2	15,265			
8						15,020	15,263	15,505		16,048			
9							16,055	16,298	1	16,540			
10								17,043	1	17,645			
11										18,464			
										No. Teachers	153	Average Salary	\$17,617

150 / Elementary Districts 1,000 - 3,999 ADA  
 Saratoga / County: Santa Clara (Continued)

VIII IX	BA + 42 BA + 48		IX	X XI	BA + 54 BA + 60		XI	XII	BA + 66	
3	\$ 12,345	1	\$							
4	13,257	1	13,500	3						
5	13,987	1	14,230	2	14,473	5				
6	14,735		14,978		15,221		15,463			
7	15,507		15,750	1	15,994	1	16,236	16,479	3	
8	16,291		16,533	1	16,776	3	17,020	17,262		
9	17,083	1	17,327		17,569		17,811	18,055	1	
10	17,888	2	18,130		18,374		18,617	18,859	5	
11	18,707	6	18,949	6	19,192	7	19,435	19,677	5	
12								19,772	8	
13								19,866	12	
14								19,961	5	
15								20,056	1	
16								20,150	1	
17								20,244	3	
18								20,339	2	
19								20,433	2	
20								20,527	6	
Bonuses		Masters		20 at \$ 500 ea	Doctorate			2 at \$ 750 ea	Other	1 at \$ 450 ea
							No. Teachers	131	Average Salary	\$18,092

Savanna  
 County: Orange

I II	BA + CRED BA + 15 + CRED		III IV	BA + 30 + CRED BA + 45 OR MA		V	MA + 15			
1	\$ 10,148		\$ 10,827	\$ 11,554	3	\$ 12,329	1	\$ 13,155		
2	10,613	1	11,293	12,069	1	12,853	1	13,740		
3	11,077		11,759	12,593	1	13,397		14,323		
4	11,539		12,223	13,097	3	13,933	4	14,910		
5	12,006		12,690	13,614	5	14,466	4	15,494		
6	12,471		13,156	14,129	3	15,000	1	16,078		
7	12,935		13,620	14,643	2	15,535	3	16,664	1	
8	13,398		14,085	15,157		16,069	1	17,248	1	
9	13,862		14,552	15,671	2	16,604	2	17,832		
10			15,017	16,185	5	17,140	4	18,416		
11				16,701	9	17,674	1	19,003		
12						18,209	26	19,598	1	
15*								20,172	4	
20*								20,758	3	
							No. Teachers	97	Average Salary	\$16,091

Scotts Valley  
 (Salaries Under Negotiation)  
 County: Santa Cruz

I II	AB AB + 15		III IV	AB + 30 AB + 45		V VI	AB + 60 AB + 75				
1	\$ 8,622		\$ 9,226	\$ 9,829	3	\$ 10,433	\$ 11,036		\$ 11,640		
2	9,226		9,829	10,433	2	11,036	11,640	1	12,243		
3	9,829		10,433	11,036	1	11,640	12,243	2	12,847		
4	10,433		11,036	11,640		12,243	12,847		13,450		
5	11,036		11,640	12,243	1	12,847	13,450	1	14,054	1	
6	11,640		12,243	12,847	1	13,450	14,054	3	14,657		
7	12,243		12,847	13,450	6	14,054	14,657	6	15,261	1	
8	12,847		13,450	14,054	1	14,657	15,261	2	15,864		
9			14,054	14,657	1	15,261	15,864	1	16,468	2	
10				15,261	5	15,864	16,468	1	17,072	2	
11						16,468	17,072	4	17,675	2	
12							17,675	6	18,279	6	
Bonuses		Masters		4 at \$ 450 ea				No. Teachers	62	Average Salary	\$14,919

Elementary Districts 1,000 - 3,999 ADA / 151

**Sebastopol**  
**County: Sonoma**

Fiscal ADA 1,130 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60
1	\$ 10,076		\$ 10,538		\$ 11,000		\$ 11,462		\$ 11,924
2	10,538		11,000		11,462		11,924		12,386
3	11,000		11,462		11,924	3	12,386	1	12,849
4	11,462		11,924		12,386	1	12,849	1	13,311
5	11,924		12,386		12,849	1	13,311	1	13,773
6	12,386		12,849		13,311	1	13,773	2	14,235
7	12,849		13,311		13,773	1	14,235	1	14,697
8	13,311	1	13,773		14,235		14,697	1	15,159
9	13,773		14,235		14,697	1	15,159	1	15,621
10	14,235		14,697		15,159	1	15,621	2	16,083
11			15,159		15,621	2	16,083	1	16,546
12					16,083	2	16,546	1	17,008
13							17,008	1	17,470
14									17,932
19 *									18,394
24 *									18,856

Bonuses Masters 9.1 \$ 500 ea  
\* Anniversary Increment No. Teachers 52 Average Salary \$15,796

**Chasta Lake**  
**County: Shasta**

Fiscal ADA 1.1 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I	AB	II	AB + 12	III	AB + 24	IV	AB + 36	V	AB + 48 OR MA	VI	AB + 60 OR MA + 12
1	\$ 8,919		\$ 9,547		\$ 10,225		\$ 10,923		\$ 11,590		\$ 12,258
2	9,464		10,132		10,800		11,467	1	12,135		12,803
3	10,010		10,678		11,346		12,013	1	12,681		13,349
4	10,555		11,223		11,891	1	12,558		13,226		13,894
5	11,100	2	11,768		12,436	2	13,103	1	13,771		14,439
6			12,314	2	12,982		13,649	2	14,317		14,985
7					13,527	3	14,194		14,862	1	15,530
8							14,740	5	15,408		16,076
9									15,953	5	16,621
10											17,166

No. Teachers 57 Average Salary \$15,496

**Soledad**  
**County: Monterey**

Fiscal ADA 1.557 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	II	AB + 12	III	AB + 24	IV	AB + 36	V	AB + 48	VI	AB + 60	VII	MA + 30 OR AB + 75
1	\$ 9,700	1	\$ 10,060	1	\$ 10,434	6	\$ 10,821	1	\$ 11,221		\$ 11,640	1	\$ 12,072
2	10,060	1	10,434	2	10,821	4	11,223		11,640		12,072		12,521
3	10,434		10,821		11,223		11,640	1	12,072		12,521		12,986
4	10,821	1	11,223		11,640		12,072		12,521		12,986	1	13,468
5	11,223	1	11,640		12,072	2	12,521	4	12,986	1	13,468		13,968
6	11,640		12,072	1	12,521		12,986		13,468	2	14,047	1	14,487
7	12,072		12,521		12,986	2	13,468	1	13,968	2	14,487		15,025
8	12,521		12,986		13,468		13,968		14,487		15,025		15,583
9	12,986		13,468		13,968		14,457		15,025		15,583	1	16,162
10	13,468		13,968		14,487		15,025	1	15,583		16,162	2	16,762
11			14,487	1	15,025		15,583		16,162		16,762		17,385
12					15,583		16,162	1	16,762		17,385	1	18,030
13							16,762	1	17,385		18,030		18,700
14									18,030	2	18,700	3	19,400
17 *											19,000		20,170
20 *													21,388
23 *													22,458

\* Anniversary Increment No. Teachers 67 Average Salary \$14,302



**Soquel**  
(Salaries Under Negotiation)  
**County: Santa Cruz**

Fiscal ADA 2,005 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		III BA + 30		V BA + 60		VII	
II BA + 15		IV BA + 45		VI BA + 75		MA - 30	
I	II	III	IV	V	VI	VII	MA - 30
1	\$ 9,512	\$ 10,130	\$ 10,749	\$ 11,367	\$	\$	
2	9,988	10,606	11,224	11,842	1		
3	10,463	11,081	11,700	12,318		12,936	
4	10,939	11,557	12,175	12,794		13,412	2
5	11,414	12,033	12,651	13,269	2	13,888	2
6	11,889	12,508	13,127	13,745		14,363	1
7	12,366	12,984	13,602	14,220		14,839	2
8		13,459	14,078	14,696	2	15,314	2
9		13,935	14,553	15,172		15,790	2
10			15,029	15,647	2	16,266	3
11			15,505	16,123		16,741	1
12				16,598	4	17,217	2
13						17,692	7
16*							14,506
19*							14,981
							15,457
							15,933
							16,408
							16,884
							17,359
							17,835
							18,311
							18,787
							19,263

Bonuses Masters 19 at \$ 618 (+)

\* Anniversary Increment

No. Teachers 76 Average Salary \$16,313

**South Whittier**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 3,676 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		III BA + 30		V BA + 60 OR MA		VII MA - 30	
II BA + 15		IV BA + 45		VI MA + 15			
I	II	III	IV	V	VI	VII	
1	\$ 9,961	\$ 10,462	\$ 10,963	\$ 11,464	\$ 11,965	\$ 12,466	
2	9,961	10,462	10,963	11,464	11,965	12,466	
3	10,462	10,963	11,464	11,965	12,466	12,967	1
4	10,963	11,464	11,965	12,466	12,967	13,468	1
5	11,464	11,965	12,466	12,967	13,468	13,969	1
6	11,965	12,466	12,967	13,468	13,969	14,470	2
7	12,466	12,967	13,468	13,969	14,470	14,971	1
8	12,967	13,468	13,969	14,470	14,971	15,472	1
9		13,969	14,470	14,971	15,472	15,973	1
10			14,971	15,472	15,973	16,474	2
11				15,973	16,474	16,975	1
12					16,975	17,476	2
13						17,977	1
14						18,478	25

Bonuses Other 39 at \$ 985

No. Teachers 166 Average Salary \$16,091

**Standard**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 1,784 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 3

I AB + C BED		III AB + C BED + 24		V AB + C BED + 48		VII AB + C BED + 72	
II AB + C BED + 12		IV AB + C BED + 36		VI AB + C BED + 60			
I	II	III	IV	V	VI	VII	
1	\$ 9,952	\$ 10,344	\$ 10,736	\$ 11,128	\$ 11,520	\$ 11,912	\$ 12,304
2	9,960	10,352	10,744	11,136	11,528	11,920	12,312
3	9,968	10,360	10,752	11,144	11,536	11,928	12,320
4	10,176	10,568	10,960	11,352	11,744	12,136	12,528
5	10,584	10,976	11,368	11,760	12,152	12,544	12,936
6	10,992	11,384	11,776	12,168	12,560	12,952	13,344
7	11,400	11,792	12,184	12,576	12,968	13,360	13,752
8	11,808	12,200	12,592	12,984	13,376	13,768	14,160
9	12,216	12,608	13,000	13,392	13,784	14,176	14,568
10		13,016	13,408	13,800	14,192	14,584	14,976
11			13,808	14,192	14,584	14,976	15,368
12				14,192	14,584	14,976	15,368
13					14,584	14,976	15,368
14						14,976	15,368
15							15,760

Bonuses Masters 11 at \$ 980 (+)

No. Teachers 82 Average Salary \$14,739

**Stanislaus**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA 2,187 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		II BA + 36		III BA + 48		IV BA + 60		V BA + 72	
I		II		III		IV		V	
1	\$ 9,600	2	\$ 10,085	3	\$ 10,580	4	\$ 11,065	5	\$ 11,560
2	10,085	2	10,580	3	11,065	4	11,560	5	12,075
3	10,580		11,065	1	11,560	1	12,075		12,570
4	11,065	3	11,560	1	12,075	2	12,570	4	13,065
5	11,560		12,075	2	12,570	1	13,065		13,560
6	12,075		12,570	1	13,065	1	13,560	1	14,065
7	12,570		13,065	1	13,560	4	14,065	4	14,560
8	13,065	1	13,560		14,065	4	14,560		15,065
9	13,560		14,065		14,560	1	15,065	1	15,560
10	14,065	3	14,560		15,065	2	15,560	1	16,035
11	14,560		15,065		15,560	1	16,035	1	16,530
12	15,065		15,560		16,035	1	16,530	1	17,025
13	15,560		16,035	2	16,530	1	17,025	1	17,520
14	16,035	2	16,530	5	17,025	6	17,520	5	18,015

Bonuses Masters 2 at \$ 300 ea Other 6 at \$ 247 ea  
New Teachers 83 Average Salary \$14,324

**Sulphur Springs**  
**County: Los Angeles**

Fiscal ADA 2,144 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I		II		III		IV		V	
1	\$ 9,620		\$ 10,265		\$ 10,900		\$ 11,544		\$ 12,189
2	10,265		10,900		11,544		12,189		12,824
3	10,900	1	11,544	1	12,189		12,824	2	13,468
4	11,544		12,189		12,824	1	13,468		14,112
5	12,189		12,824		13,468	2	14,112	1	14,747
6	12,824		13,468		14,112	1	14,747	3	15,392
7			13,992		14,747	1	15,392	1	16,036
8			14,747		15,392	3	16,036	2	16,671
9			15,392		16,036	2	16,671	1	17,316
10			16,036	2	16,671	3	17,316	3	17,960
11			16,671		17,316	3	17,960	5	18,595
12					17,960	5	18,595	1	19,240
15*					18,595	1	19,240	10	19,885
20*					19,240		19,885		20,530
25*					19,885		20,530		21,175

Bonuses Masters 17 at \$ 400 ea  
\* Anniversary Increment  
New Teachers 79 Average Salary \$17,219

**Susanville**  
**County: Lassen**

Fiscal ADA 1,027 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR BA	
I		II		III		IV		V	
1	\$ 8,971		\$ 9,556		\$ 10,145	1	\$ 10,733		\$ 11,319
2	9,556		10,145		10,733		11,319		11,907
3	10,145		10,733		11,319		11,907		12,494
4	10,733		11,319	1	11,907		12,494		13,081
5	11,319		11,907		12,494	1	13,081	1	13,668
6	11,907		12,494		13,081	1	13,668	1	14,255
7	12,494	1	13,081		13,668	1	14,255	1	14,842
8	13,081		13,668		14,255	1	14,842	1	15,430
9			14,255		14,842		15,430		16,016
10			14,842	1	15,430	5	16,016	1	16,604
11					16,016		16,604	1	17,191
12					16,604		17,191	1	17,777
16*					17,191		17,777	1	18,365
20*					17,777		18,365	4	18,953
24*					18,365		18,953	1	19,540

\* Anniversary Increment  
New Teachers 44 Average Salary \$15,722

**Taft City**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 1,918 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75		VII BA + 85													
I	II	III	IV	V	VI	VII	VIII												
1	\$ 9,800	1	\$ 9,718	1	\$ 10,235	3	\$ 10,752	1	\$ 11,270	1	\$ 11,788	1	\$ 12,118						
2	9,543		10,061	1	10,579	4	11,095		11,613		12,131		12,461						
3	9,886		10,404		10,921	2	11,438		11,956		12,474		12,804						
4	10,229		10,747	1	11,264	4	11,781	2	12,296		12,817	1	13,147						
5	10,572		11,090		11,607		12,124		12,642		13,160		13,490						
6	10,915		11,433		11,950		12,467		12,985		13,328		13,833						
7	11,258		11,776		12,293		12,810		13,328		13,846		14,176						
8	11,601	2	12,119	2	12,636	1	13,153	2	13,671		14,189	1	14,519						
9	11,944		12,462		12,979		13,496	3	14,014		14,532		14,862						
10	12,287		12,805	1	13,322	1	13,849	1	14,357		14,875		15,205						
11	12,630		13,148		13,665		14,182	1	14,700	2	15,218		15,548						
12	12,973	1	13,491		14,008	1	14,525	1	15,043		15,561		15,891						
13	13,316		13,834		14,351	1	14,868	1	15,386		15,904	1	16,234						
14	13,659		14,177	1	14,694		15,211	1	15,729		16,247	3	16,577						
15	14,002		14,520		15,037		15,554		16,072	1	16,590		16,920						
16	14,345	1	14,863	4	15,380	5	15,897	6	16,415	6	16,933	4	17,263						
Bonuses												Masters	14 at \$ 500 ea	Doctorate	at \$ 500 ea	No. Teachers	87	Average Salary	\$14,261

**Tracy**  
(Salaries Under Negotiation)  
**County: San Joaquin**

Fiscal ADA 3,032 Highest Entry Step 9 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75													
I	II	III	IV	V	VI												
1	\$ 9,324	2	\$ 10,080	3	\$ 10,836	1	\$ 11,592		\$		\$						
2	9,828	1	10,584		11,340	1	12,096	1									
3	10,332		11,088	1	11,844	4	12,600	5	13,356	1							
4	10,836		11,592		12,348	2	13,104	5	13,860								
5	11,340		12,096		12,852	1	13,608	2	14,364	4							
6	11,844		12,600		13,356	4	14,112	3	14,868								
7	12,348		13,104	1	13,860		14,616	2	15,372	1							
8	12,852		13,608		14,364	4	15,120		15,876								
9	13,356		14,112		14,868	1	15,624	1	16,380	2							
10			14,616	1	15,372	6	16,128	3	16,884								
11							16,632	7	17,388	6							
12																	
20 *																	
25 *																	
30 *																	
Bonuses												Masters	20 at \$ 400 ea	No. Teachers	125	Average Salary	\$15,774
* Anniversary Increment																	

**Turlock**  
**County: Stanislaus**

Fiscal ADA 3,282 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA + 30 II BA + 45		III BA + 60 IV BA + 75															
I	II	III	IV														
1	\$ 11,342	9	\$ 11,909	1	\$ 12,476	1	\$ 13,043										
2	11,853	5	12,420	1	12,987		13,552										
3	12,363	6	12,930	7	13,497		14,121										
4	12,874	7	13,441	4	14,008	2	14,660										
5	13,384	3	13,951		14,518	2	15,198										
6	13,894	9	14,462	1	15,029	1	15,737										
7	14,404	2	14,971	2	15,539	4	16,276										
	14,915	10	15,482	2	16,049		16,815										
9			15,992	15	16,559	2	17,353										
10					17,070	1	17,892										
11					17,580	12	18,431										
12							18,970										
13							19,508										
Bonuses												Masters	18 at \$ 400 ea	No. Teachers	148	Average Salary	\$15,353





Elementary Districts 1,000 - 3,999 ADA / 155

**Valley Center**  
(Salaries Under Negotiation)  
**County: San Diego**

Fiscal ADA 1.021 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
1	\$ 9,100	3	\$ 9,873	2	\$ 10,647	1	\$ 11,420	1	\$ 12,194
2	9,646	1	10,419	5	11,193		11,966		12,740
3	10,192	1	10,965	1	11,739	1	12,512		13,286
4	10,738		11,511	1	12,285	1	13,058	1	13,832
5	11,284		12,057		12,831		13,604	1	14,379
6	11,830		12,603		13,377		14,150	2	14,924
7	12,376		13,149		13,923	1	14,696	2	15,470
8	12,922		13,695		14,469		15,242		16,016
9	13,468		14,241		15,015		15,798		16,562
10	14,014		14,787		15,561		16,334	1	17,108
11	14,560		15,333		16,107		16,890	1	17,654
12	15,106		15,879		16,653		17,426	1	18,200

No. Teachers 45 Average Salary \$13,975

**Victor**  
(Salaries Under Negotiation)  
**County: San Bernardino**

Fiscal ADA 1.657 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15	
1	\$ 9,600		\$ 10,200		\$ 10,900		\$ 11,400		\$ 12,000
2	10,200	1	10,900		11,400		12,000		12,600
3	10,800		11,400		12,000		12,600		13,200
4	11,400		12,000		12,600	1	13,200	1	13,800
5	12,000	1	12,600		13,200		13,800	1	14,500
6	12,600		13,200		13,800		14,400	2	15,200
7	13,200		13,800		14,400	1	15,000	1	15,900
8			14,400	1	15,000		15,700	1	16,500
9					15,600	5	16,200		17,300
10							16,900	8	18,000

No. Teachers 63 Average Salary \$16,761

**Walnut Creek**  
(Salaries Under Negotiation)  
**County: Contra Costa**

Fiscal ADA 3.358 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I BA + CRED		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
1	\$ 10,014		\$ 10,662		\$ 11,308		\$ 11,954	1	\$ 12,604		\$ 13,252
2	10,565		11,232		11,880		12,526		13,174		13,824
3	11,156		11,803		12,451	2	13,097	2	13,745		14,392
4	11,728		12,375	1	13,022	1	13,668	4	14,316		14,964
5	12,298		12,945	1	13,593	1	14,239	1	14,988		15,555
6	12,959		13,515	1	14,162		14,805		15,548		16,104
7	13,439		14,086		14,734	1	15,380	3	16,028	2	16,676
8	14,011		14,658	1	15,304		15,951	1	16,599	5	17,247
9			15,228	2	15,876		16,522		17,171		17,818
10					16,447	3	17,094	1	17,742	1	18,388
11							17,663	6	18,313	3	18,960
12									18,863	6	19,532
16*									19,383	5	20,032

Bonuses Masters 27 at \$ 200 ea Other 133 at \$ 100 ea

\* Anniversary Increment No. Teachers 149 Average Salary \$18,409

**Wasco**  
**County: Kern**

Fiscal ADA 1.515 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA + STC CRED		II BA + 5		III BA + 15		IV BA + 24		V BA + 32		VI BA + 40		VII BA + 48	
1	\$ 10,158	3	\$ 10,471	1	\$ 10,886	1	\$ 11,300	1	\$ 11,714		\$ 12,128		\$ 12,542
2	10,554	2	10,817	1	11,262		11,676	2	12,080		12,494		12,908
3	10,950		11,214		11,627	1	12,041		12,455		12,869		13,283
4	11,346		11,609		11,973		12,386	1	12,800		13,214		13,628
5	11,740		12,005		12,369		12,733	1	13,147		13,561		13,975
6			12,401		12,765		13,127		13,541		13,955		14,369
7					13,090	1	13,504		13,918		14,332		14,746
8							13,870	1	14,282		14,696		15,110
9									14,646		15,060		15,474
10									14,999	4	15,413		15,827
11									15,352		15,766		16,180

156 / Elementary Districts 1,000 - 3,999 ADA

Wasco / County: Kern (Continued)

VIII IX		CRED +56 OR 72 CRED +64 OR 80		X CBFD - 72 OR 96									
VIII		IX		X									
1	\$ 12,269		\$ 12,797		\$ 13,324								
2	12,665		13,193		13,720								
3	13,060	2	13,598		14,116								
4	13,455		13,984		14,512								
5	13,852		14,379	1	14,908								
6	14,248	1	14,775		15,302								
7	14,644		15,171	1	15,696								
8	15,039	1	15,567		16,094								
9	15,435	1	15,963		16,491								
10	15,831		16,359	3	16,886								
11	16,227		16,754		17,282								
12	16,621	3	17,150	2	17,678								
Bonuses		Masters		15 at \$ 500 ea		Other		8 at \$ 300 ea					
						No. Teachers		72		Average Salary		\$14,031	

Westside

County: Los Angeles

I II		BA BA + 15		III IV		BA + 30 BA + 45 OB MA		V BA + 60 W MA OR MA + 15							
I		II		III		IV		V							
1	\$ 9,669	2	\$ 10,249	1	\$ 10,829		\$ 11,409	2	\$ 11,990						
2	10,249	2	10,829		11,409	1	11,990	2	12,570						
3	10,829	1	11,409		11,990		12,570	1	13,150						
4	11,409		11,990	1	12,570	3	13,150	1	13,730						
5	11,990		12,570		13,150	1	13,730		14,310						
6	12,570	1	13,150	3	13,730	2	14,310	1	14,890						
7					14,310	2	14,890		15,470						
8					14,890	1	15,470	2	16,051						
9					15,470		16,051		16,631						
10					16,051	1	16,631	2	17,211						
11					16,631	3	17,211	1	17,791						
12							17,791	11	18,371						
15*									19,211						
20*									20,051						
* Anniversary Increment								No. Teachers		73		Average Salary		\$15,643	

Wheatland

County: Yuba

I II		AB AB + 15		III IV		AB + 30 AB + 45		V VI		AB + 60 AB + 75					
I		II		III		IV		V		VI					
1	\$ 9,937		\$ 10,662		\$ 11,387		\$ 12,112		\$ 12,837		\$ 13,562				
2	10,512		11,237	2	11,961		12,686	1	13,411		14,136				
3	11,087		11,811		12,536		13,261		13,985		14,710				
4	11,661		12,386	2	13,111		13,835	1	14,560		15,285				
5	12,236		12,960		13,685	1	14,410	1	15,134	3	15,859				
6	12,810		13,535		14,260	2	14,984	1	15,709	2	16,434				
7	13,385		14,110		14,834		15,559	1	16,284	1	17,008				
8			14,684		15,409		16,134	1	16,858	2	17,583				
9			15,259		15,984		16,708		17,433		18,158				
10					16,558	1	17,283		18,007	2	18,732				
11							17,857	3	18,582	1	19,307				
12							18,432	8	19,157		19,981				
15*											20,381				
20*											20,881				
25*											21,381				
Bonuses		Masters		16 at \$ 900 ea		Doctorate		41 at \$ 900 ea							
								No. Teachers		93		Average Salary		\$18,375	

**Whisman**  
**County: Santa Clara**

Fiscal ADA 2,331 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BASE

I	BASE
1	\$ 10,412
2	10,933
3	11,479
4	12,053
5	12,656
6	13,296
7	13,981
8	14,648
9	15,300
10	16,148
11	16,986
12	17,804

Additional Factors

- 1 Add \$50 for each recognized unit beyond BA to maximum of 70 units earned in past five years
- 2 Add \$36.50 per unit beyond BA earned more than five years previously

No. Teachers 9 Average Salary \$17,443

**Wisburn**  
**County: Los Angeles**

Fiscal ADA 1,619 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

I	II	III	IV	V	VI
1	\$ 10,368	\$ 11,109	\$ 11,849	\$ 12,590	\$ 13,330
2	11,109	11,849	12,590	13,330	14,071
3	11,849	12,590	13,330	14,071	14,811
4	12,590	13,330	14,071	14,811	15,552
5	13,330	14,071	14,811	15,552	16,292
6	14,071	14,811	15,552	16,292	17,033
7	14,811	15,552	16,292	17,033	17,773
8	15,552	16,292	17,033	17,773	18,514
9	16,292	17,033	17,773	18,514	19,255
10	17,033	17,773	18,514	19,255	19,995
					20,736

Bonuses Masters 28 at \$ 350 ea Other 7 at \$ 250 ea

No. Teachers 69 Average Salary \$19,980

**Woodlake**  
**(Salaries Under Negotiation)**  
**County: Tulare**

Fiscal ADA 1,164 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB  
II AB + 15

III AB + 30  
IV AB + 45 OR MA

V AB + 60 OR MA + 15  
VI AB + 75 OR MA + 30

I	II	III	IV	V	VI
1	\$ 8,556	\$ 9,113	\$ 9,670	\$ 10,227	\$ 10,784
2	8,929	9,486	10,043	10,600	11,157
3	9,302	9,859	10,416	10,973	11,530
4	9,675	10,232	10,789	11,346	11,903
5		10,605	11,162	11,719	12,276
6		10,978	11,535	12,092	12,649
7		11,351	11,908	12,465	13,022
8		11,724	12,281	12,838	13,395
9		12,097	12,654	13,211	13,768
10		12,470	13,027	13,584	14,141
11			13,400	13,957	14,514
12			13,773	14,330	14,887
13			14,146	14,703	15,260
14			14,519	15,076	15,633
17*				15,449	16,006
20*				15,822	16,379
23*				16,195	16,752
26*				16,568	17,125

\* Anniversary Increment

No. Teachers 52 Average Salary \$17,148

**Yorba Linda**  
(Salaries Under Negotiation)  
**County: Orange**

Fiscal ADA 2,510 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA + CRED		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 W MA		VI BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,815		\$ 10,010		\$ 10,404		\$ 11,198		\$ 11,974		\$ 13,152
2	10,404	1	10,600	2	10,993	1	11,778		12,563		13,741
3	10,992		11,189		11,582	2	12,367		13,152		14,330
4	11,778		11,974		12,367	2	13,152	1	13,937		15,115
5	12,367		12,563		12,956	2	13,741	4	14,526	1	15,704
6	12,563		12,958	2	13,348	1	14,232		15,017	1	16,293
7	12,759		13,152		13,741	1	14,723	2	15,508		16,882
8	12,956	2	13,447	1	14,134	1	15,213	1	15,998		17,471
9	13,152		13,741		14,526	1	15,704	2	16,489		18,059
10	13,348	1	14,035	3	14,919	5	16,195	1	16,980		18,649
11							16,985		17,471		19,237
12							17,175	14	17,961	1	19,826
16*							17,376	4			20,415
* Anniversary Increment								No. Teachers	93	Average Salary	\$15,899

**Yreka**  
**County: Siskiyou**

Fiscal ADA 1,019 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV CRED + 15		V CRED + 30			
I	II	I	II	I	II	I	II	I	II		
1	\$ 9,840		\$ 10,530		\$ 11,220		\$ 11,910		\$ 12,600		
2	10,385		11,075		11,765		12,455		13,145		
3	10,930		11,620		12,310		13,000		13,690		
4	11,475		12,165		12,855	2	13,545		14,235		
5	12,020		12,710		13,400	1	14,090	2	14,780		
6	12,565		13,255		13,945		14,635	1	15,325		
7	13,110		13,800	1	14,490		15,180	1	15,870		
8	13,655		14,345		15,035	2	15,725	1	16,415		
9	14,200		14,890	1	15,580		16,270	2	16,960		
10			15,435		16,125		16,815	1	17,505		
11					16,670	2	17,360		18,050		
12							17,905	3	18,595		
16*	14,500		15,735		16,970		18,205		18,995		
20*	14,800		16,035		17,270		18,505		19,195		
24*	15,100		16,335		17,570		18,805		19,495		
* Anniversary Increment								No. Teachers	46	Average Salary	\$17,016

**Alpine County: San Diego**

Fiscal ADA 968 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45 OR MA	V	AB + 60 OR MA + 12	VI	AB + 60 OR MA + 24			
1	\$ 9,934													
2	10,182													
3	10,450													
4	10,737	1												
5	11,048													
6	11,374													
7	11,722	1												
8	12,089													
9	12,477													
10														
11														
12														
13														
											No. Teachers	37	Average Salary	\$15,317

**Arcata County: Humboldt**  
 (Salaries Under Negotiation)

Fiscal ADA 996 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60				
1	\$ 8,619	1											
2	9,170	1											
3	9,721												
4	10,272												
5	10,823	1											
6	11,374	1											
7	11,925												
8													
9													
10													
11													
										No. Teachers	37	Average Salary	\$13,429

**Armona County: Kings**  
 (Salaries Under Negotiation)

Fiscal ADA 727 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I	BASE
1	\$ 9,800

Additional Factors  
 1 Add \$ 100 for each year of experience to maximum of eight years for fewer than 15 units, ten years for fewer than 30 units and 12 years for fewer than 60 units  
 2 Add \$ 30 per unit to maximum of 60 units  
 3 Add \$ 300 for MA

Bonuses Masters 1 at \$ 800 ea

No. Teachers	Average Salary
31	\$12,836

**Bennett Valley County: Sonoma**

Fiscal ADA 792 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	BASE
1	\$ 10,316
2	10,821
3	11,344
4	12,112
5	12,546

Additional Factor Add \$ 30 per unit to maximum of 70 units beyond BA

No. Teachers	Average Salary
31	\$15,247

ELEMENTARY SCHOOL DISTRICTS--AVERAGE DAILY ATTENDANCE 500 TO 999





**Buckeye**  
(Salaries Under Negotiation)  
**County: El Dorado**

Fiscal ADA 973 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 24		V MA OR BA + 48		VI MA + 12 OR BA + 60							
II BA + 12		IV BA + 36		VI MA + 12 OR BA + 60									
I		II		III		IV		V		VI			
1	\$ 8,297	\$ 8,771	\$ 9,245	2	\$ 9,719	\$ 10,549	\$ 11,378						
2	8,653	9,127	9,601	1	10,075	10,904	11,733	1					
3	9,008	9,482	9,956		10,430	11,259	12,088						
4	9,542	10,016	10,490	4	10,984	11,813	12,642						
5	10,075	10,549	11,023		11,497	12,326	13,155						
6	10,909	11,083	11,557	4	12,031	12,860	13,689						
7	11,42	11,616	12,090	1	12,564	13,393	14,222						
8		12,269	12,743	1	13,217	14,046	14,875						
9			13,394	2	13,968	14,799	15,628						
10						14,964	15,793						
11						15,646	16,475						
12							16,771						
										No. Teachers	43	Average Salary	\$13,023

**Buckeye**  
**County: Shasta**

Fiscal ADA 517 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BASF		Additional Factors					
I		1. Add \$30 per unit to maximum of 60 units					
		2. Add \$300 for M					
		3. Add \$493 anniversary increment at step 15					
1	\$ 9,085						
2	9,574						
3	10,071						
4	10,564						
5	11,057						
6	11,550						
7	12,043						
8	12,536						
9	13,029						
10	13,522						
11	14,015						
12	14,508						
				No. Teachers	25	Average Salary	\$14,823

**Burton**  
**County: Tulare**

Fiscal ADA 816 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 7 Returning Teachers 7

I BA		III BA + 30		V BA + 60		VI BA + 70									
II BA + 15		IV BA + 45		VI BA + 70											
I		II		III		IV		V		VI					
1	\$ 10,297	\$ 11,007	\$ 11,725	1	\$ 12,444	\$ 13,164	\$ 13,982								
2	10,639	11,358	12,075	2	12,798	13,516	14,235								
3	10,992	11,711	12,430		13,15	13,869	14,589								
4	11,343	12,064	12,783		13,503	14,223	14,940								
5	11,696	12,415	13,136		13,856	14,575	15,292								
6	12,050	12,770	13,490		14,209	14,929	15,647								
7	12,403	13,122	13,843	1	14,562	15,281	16,000								
8	12,756	13,475	14,196	1	14,914	15,634	16,352								
9		13,828	14,546		15,266	15,987	16,704								
10			14,900		15,619	16,338	17,057								
11					15,972	16,692	17,409								
12					16,326	17,045	17,762								
13						17,398	18,116								
14						17,752	18,470								
15						18,106	18,824								
20*						18,669	19,416								
25*						19,295	20,013								
Bonuses Masters 2 at \$400 ea.												No. Teachers	30	Average Salary	\$15,506

\* Anniversary Increment

**Cardiff**

County: San Diego

Fiscal ADA 734 Highest Entry Step 3 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I AB II AB + 15		II		III AB + 30 IV AB + 45		V AB + 60			
I		II		III		IV		V	
1	\$ 9,706	\$ 10,261	\$ 10,816	2	\$	\$			
2	10,261	10,816	11,371	1					
3	10,816	11,371	11,926	3					
4	11,371	11,926	12,481	3	13,036				
5	11,926	12,481	13,036	1	13,581	1	14,146		
6	12,481	13,036	13,591	1	14,146		14,701		
7	13,036	13,591	14,146	1	14,701		15,256	1	
8	13,591	14,146	14,701	1	15,256		15,811		
9		14,701	15,256		15,811		16,366	1	
10		15,256	15,811	1	16,366	1	16,921		
11			16,366		16,921		17,476		
12			16,921	2	17,476	1	18,031		
13			17,476		18,031		18,586		
14			18,031	1	18,586	3	19,141	6	
Bonuses		Masters		9 at \$ 500 ea					
						No Teachers	36	Average Salary	\$15,041

**Caruthers**

(Salaries Under Negotiation)

County: Fresno

Fiscal ADA 621 Highest Entry Step 6 Teaching Days  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		II		III BA + 30 IV BA + 45		V BA + 60			
I		II		III		IV		V	
1	\$ 8,678	\$ 9,163	\$ 9,646	1	\$ 10,130	\$ 10,600			
2	9,096	9,573	10,056	1	10,540	11,023			
3	9,507	9,990	10,486	1	10,987	11,435	2		
4	9,918	10,406	10,896	1	11,369	11,853	1		
5	10,335	10,819	11,296		11,779	12,263			
6		11,230	11,713	1	12,199	12,680	1		
7			12,123		12,607	13,090			
8			12,541		13,091	13,508			
9			12,953		13,435	13,912	1		
10			13,362	1	13,846	14,330			
11			13,790	3	14,264	14,747	1		
12					14,674	15,073	2		
						No Teachers	26	Average Salary	\$13,126

**Chatom**

County: Stanislaus

Fiscal ADA 713 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA + 12 II BA + 24		II		III BA + 36 OR MA IV BA + 48 OR MA + 12		V BA + 60 OR MA + 24 VI BA + 72 OR MA + 36					
I		II		III		IV		V		VI	
1	\$ 10,136	\$ 10,602	\$ 11,069	\$ 11,534	\$ 11,534	\$ 12,000	\$ 12,466				
2	10,602	11,068	11,534	12,000	12,000	12,466	12,932	2			
3	11,068	11,534	12,000	12,466	12,466	12,932	13,398				
4	11,534	12,000	12,466	12,932	12,932	13,398	13,864	1			
5	12,000	12,466	12,932	13,398	13,398	13,864	14,330				
6	12,466	12,932	13,398	13,864	14,330	14,796	15,262	1			
7	12,932	13,398	13,864	14,330	14,796	15,262	15,728	2			
8		13,864	14,330	1	15,262	15,728	16,194				
9		14,330	14,796		15,728	16,194	16,660	1			
10			15,262	1	16,194	16,660	17,126	1			
11			15,728		16,660	17,126	17,592	1			
12					17,126	17,592	18,058	1			
13					17,592	18,058	18,524				
16*					18,058	18,524	18,990				
18*					18,524	18,990	19,456				
20*											
Bonuses		Masters		1 at \$ 507 ea							
* Anniversary Increment						No Teachers	27	Average Salary	\$15,211		



**Chowchilla**

**County: Madera**

Fiscal ADA 993 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		III BA + 45		V BA + 75	
II BA + 30		IV BA + 60			
I	II	III	IV	V	
1	\$ 10,080	\$ 10,360	\$ 11,130	\$ 11,670	\$ 12,200
2	10,570	11,070	11,610	12,140	12,680
3	11,080	11,560	12,060	12,630	13,160
4	11,500	12,040	12,570	13,110	13,640
5	11,960	12,500	13,050	13,590	14,120
6	12,470	13,000	13,540	14,070	14,610
7	12,960	13,360	14,020	14,550	15,000
8	13,430	13,960	14,500	15,030	15,570
9	13,970	14,450	14,980	15,520	16,050
10	14,400	14,930	15,460	16,000	16,530
11	14,870	15,410	15,940	16,480	17,010
12			16,420	16,960	17,490
13			16,910	17,440	17,980
14				17,920	18,460
15					18,940

Bonuses Masters 1 at \$ 300 ea No Teachers 40 Average Salary \$14751

**College**

**County: Santa Barbara**

Fiscal ADA 659 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BASE		Additional Factors	
I	II	III	IV
1	\$ 10,229	1 Add \$38 per approved graduate unit to maximum of 100 quarter units, \$38 per unit with MA to maximum of 108 units and \$18 per unit thereafter to maximum of 130 units	
2	10,763	2 Add \$445 for MA	
3	11,297	3 Add \$434 anniversary increment at 13th and 15th steps	
4	11,831		
5	12,365		
6	12,899		
7	13,433		
8	13,967		
9	14,501		
10	15,035		
11	15,569		

No Teachers 25 Average Salary \$16480

**Corning**

**County: Tehama**

Fiscal ADA 980 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA + (BFD)		III BA + 30		V BA + 60	
II P 15		IV BA + 45			
I	II	III	IV	V	
1	\$ 9,013	\$ 9,464	\$ 9,915	\$ 10,366	\$ 10,817
2	9,464	9,915	10,366	10,817	11,268
3	9,915	10,366	10,817	11,268	11,719
4	10,366	10,817	11,268	11,719	12,190
5	10,817	11,268	11,719	12,190	12,621
6	11,268	11,719	12,190	12,621	13,072
7	11,719	12,190	12,621	13,072	13,523
8	12,190	12,621	13,072	13,523	13,974
9	12,621	13,072	13,523	13,974	14,425
10	13,072	13,523	14,425	14,876	14,876
11		13,974	14,425	14,876	15,327
12		14,425	14,876	15,327	15,778
13			14,876	15,778	16,229

No Teachers 44 Salary \$14,150

**Cottonwood  
County: Shasta**

Fiscal ADA: 873      Highest Entry Step: 3      Teaching Days: 175  
Other Assigned Days:      New Teachers: 3      Returning Teachers: 2

I BA + CRED		III BA + 30		V MA + 15	
II BA + 15		IV BA + 45 OR MA			
I		III		V	
1	\$ 10,600	1	\$ 11,250	5	\$ 11,575
2	10,925		11,575	1	11,900
3	11,250		11,900		12,225
4	11,575		12,225	1	12,550
5	11,900		12,550		12,875
6	12,225		12,875	1	13,200
7	12,550		13,200		13,525
8	12,875	2	13,525	4	13,850
9	13,200		13,850		14,175
10			14,175	1	14,500
11*			14,500	2	14,825
12*	14,175	1	14,825		15,150
13*	14,500		15,150	2	15,475
14*	14,825		15,475		15,800
16*			15,800	1	16,125

\* Anniversary Increment

No. Teachers: 36      Average Salary: \$13,460

**Cucamonga  
County: San Bernardino**

Fiscal ADA: 754      Highest Entry Step: 6      Teaching Days: 175  
Other Assigned Days:      New Teachers: 6      Returning Teachers: 6

I BA		III BA + 30		V BA + 60 OR MA + 15	
II BA + 15		IV BA + 45 OR MA		VI BA + 75 OR MA + 30	
I		III		V	
1	\$ 9,729	5	\$ 10,379	1	\$ 11,029
2	10,269		10,919	2	11,569
3	10,809		11,459		12,109
4	11,349		11,999	1	12,649
5	11,889		12,539	2	13,189
6	12,329		13,079		13,729
7	12,869		13,619	1	14,269
8			14,159		14,809
9			14,700	3	15,349
10			15,240		15,889
11			15,781	1	16,429
12			16,321		16,969
13			16,862	1	17,509
14*			17,402		18,049
15*			17,942	1	18,589
16*			18,482		19,129
17*			19,022	5	19,669
18*			19,562		20,209

\* Anniversary Increment

No. Teachers: 37      Average Salary: \$14,521

**Curtis Creek  
County: Tuolumne**

Fiscal ADA: 630      Highest Entry Step: 8      Teaching Days: 175  
Other Assigned Days:      New Teachers: 1      Returning Teachers: 1

I BASE	
I	
1	\$ 8,929
2	9,535
3	10,242
4	10,949
5	11,656
6	12,363
7	13,070
8	13,777
9	14,484
10	15,191
11	15,898
12	16,605

Additional Factor = Add \$30 per semester unit to maximum of 75 units

No. Teachers: 38      Average Salary: \$13,774

**Delhi**  
**County: Merced**

Fiscal ADA 713 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB + 15		III AB + 45	
II AB + 30		IV AB + 60	
I	II	III	IV
1	\$ 9,450	\$ 9,850	\$ 10,250
2	9,850	10,250	10,650
3	10,250	10,650	11,050
4	10,650	11,050	11,450
5	11,050	11,450	11,850
6	11,450	11,850	12,250
7	11,850	12,250	12,650
8		12,650	13,050
9		13,050	13,450
10		13,450	13,850
11		13,850	14,250
12		14,250	14,650
13		14,650	15,050
		15,050	15,450

No. Teachers 31 Average Salary \$12,611

**Earlimart**  
**County: Tulare**

Fiscal ADA 924 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 5

I BA		III BA + 30		V BA + 60	
II BA + 15		IV BA + 45			
I	II	III	IV	V	
1	\$ 9,647	\$ 10,120	\$ 10,592	\$ 11,065	\$ 11,537
2	10,004	10,477	10,949	11,422	11,894
3	10,361	10,834	11,306	11,779	12,251
4	10,718	11,191	11,663	12,136	12,608
5	11,075	11,548	12,020	12,493	12,965
6	11,432	11,905	12,377	12,850	13,322
7	11,789	12,262	12,734	13,207	13,679
8	12,146	12,619	13,091	13,564	14,036
9	12,503	12,976	13,448	13,921	14,393
10	12,860	13,333	13,805	14,278	14,750
11	13,217	13,690	14,162	14,635	15,107
12	13,574	14,047	14,519	14,992	15,464
13		14,404	14,876	15,349	15,821
14			15,233	15,706	16,178
15				16,063	16,535

Bonuses Masters 2 of \$ 400.00 No. Teachers 41 Average Salary \$11,622

**Eastside**  
**County: Los Angeles**

Fiscal ADA 516 Highest Entry Step 6 Teaching Days 175  
Other Assigned Day New Teachers 4 Returning Teachers 4

I BA		III BA + 30 OR MA		V BA + 60 W MA OR MA + 30	
II BA + 15		IV BA + 45 OR MA + 15			
I	II	III	IV	V	
1	\$ 10,000	\$ 10,600	\$ 11,200	\$ 11,800	\$ 12,400
2	10,200	11,100	11,700	12,300	12,900
3	11,000	11,600	12,200	12,800	13,400
4	11,500	12,100	12,700	13,300	13,900
5	12,000	12,600	13,200	13,800	14,400
6	12,500	13,100	13,700	14,300	14,900
7		13,600	14,200	14,800	15,400
8		14,100	14,700	15,300	15,900
9		14,600	15,200	15,800	16,400
10		15,100	15,700	16,300	16,900
11		15,600	16,200	16,800	17,400
12				17,300	17,900
13				17,800	18,400

Bonuses Other 2 of \$ 500.00 No. Teachers 21 Average Salary \$11,622

**El Tejon**

**County: Kern**

Fiscal ADA 556 Highest Entry Step 7 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I AB + 12 + C BFD		II BA + 24 + C BFD		III BA + 36		IV BA + 48		V BA + 60 OR MA + 24		VI BA + 72 W MA	
I		II		III		IV		V		VI	
1	\$ 10,740	1	\$ 11,209		\$ 11,676		\$ 12,144		\$ 12,600		\$ 13,056
2	11,209		11,676	1	12,144	1	12,600		13,056		13,524
3	11,676		12,144		12,600	1	13,056		13,524		13,980
4	12,144		12,600		13,056	1	13,524	1	13,980		14,448
5	12,600		13,056		13,524	1	13,980		14,448		14,904
6	13,056		13,524		13,980		14,448		14,904		15,360
7	13,524		13,980		14,448		14,904		15,360	1	15,828
8	13,980		14,448		14,904		15,360	1	15,828	1	16,294
9	14,448	1	14,904		15,360		15,828	1	16,294		16,752
10	14,904	1	15,360		15,828		16,294	1	16,752		17,208
11			15,828		16,294		16,752		17,208		17,676
12					16,752	2	17,208		17,676		18,132
13							17,676	1	18,132		18,588
14									18,588	1	19,056
15									19,056	4	19,512
Bonuses		Masters Other		1 at \$ 396 ea 1 at \$1198 ea		Other		2 at \$ 396 ea		Other	
						No Teachers		25		Average Salary \$16,113	

**Etiwanda**

**County: San Bernardino**

Fiscal ADA 524 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75 W MA	
I		II		III		IV		V		VI	
1	\$ 10,943		\$ 11,943		\$ 11,943	1	\$ 11,943		\$ 12,943		\$ 12,943
2	11,148	1	11,612		12,047		12,541		13,005		13,469
3	11,703	1	12,176	2	12,661		13,139		13,618		14,085
4	12,258		12,750		13,245	1	13,737	1	14,230	2	14,721
5	12,813		13,319	1	13,828	1	14,336	1	14,843		15,347
6	13,368		13,888	1	14,412		14,934		15,455		15,973
7	13,923		14,457		14,986		15,532		16,068		16,589
8	14,478		15,026		15,580		16,130		16,680		17,225
9	15,033		15,596	1	16,184		16,728		17,282		17,851
10	15,588		16,146		16,748		17,325		17,905		18,477
11	16,143		16,736		17,332		17,924	1	18,518		19,104
12	16,698		17,306		17,915		18,521		19,130		19,731
13	17,253		17,876	1	18,499		19,121		19,742		20,358
14	17,808		18,446		19,083		19,719		20,355	1	20,985
15	18,363		19,017		19,667		20,317	1	20,967	1	21,617
16 *	18,918		19,517		20,167		20,717	1			22,017
17 *	19,473		19,817		20,467		21,117				22,417
18 *	19,567		20,217		20,967		21,517				22,817
* Anniversary Increment						No Teachers		21		Average Salary \$15,929	

**Eureka**

**County: Placer**

Fiscal ADA 991 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I CRFD + AB		II CRFD + AB + 15		III CRFD + AB + 30		IV CRFD + AB + 45 OR MA		V AB + 60 OR MA + 15		VI RESOURCE TEACHER	
I		II		III		IV		V		VI	
1	\$ 9,333		\$ 9,772		\$ 10,232	1	\$ 10,713	1	\$ 11,216		\$ 16,289
2	9,772		10,232	1	10,713	3	11,216		11,741		17,974
3	10,232		10,713	1	11,216	3	11,741		12,284	1	
4	10,713		11,216		11,741		12,284	1	12,873		
5	11,216		11,741		12,284	1	12,873		13,477		
6	11,741		12,284		12,873	3	13,477		14,110		
7	12,284	1	12,873		13,477		14,110	1	14,774		
8			13,477		14,110		14,774		15,470	1	
9					14,774	1	15,470	2	16,195		
10					15,470	1	16,195	1	16,956		
11							16,956	2	17,753		
12									18,667	14	
						No Teachers		42		Average Salary \$15,346	



**Fairfax**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 850 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I	BA	II	BA + 12	III	BA + 24	IV	BA + 36	V	BA + 48	VI	BA + 60	VII	BA + 72
I				III		IV		V		VI		VII	
1	\$ 9,437	1	\$ 9,962	\$ 10,287		\$ 10,712	1	\$ 11,137		\$ 11,562		\$ 11,987	
2	9,962	1	10,287	10,712	1	11,137	1	11,562		11,987		12,412	
3	10,287		10,712	11,137		11,562		11,987	1	12,412		12,837	
4	10,712		11,137	11,562		11,987		12,412		12,837	1	13,262	
5	11,137		11,562	11,987	1	12,412		12,837	3	13,262		13,687	
6	11,562		11,987	12,412		12,837		13,262		13,687		14,112	
7	11,987		12,412	12,837		13,262		13,687		14,112	1	14,537	1
8			12,837	13,262		13,687		14,112		14,537	1	14,962	2
9				13,687		14,112		14,537		14,962	2	15,387	2
10				14,112	2	14,537		14,962	1	15,387		15,812	
11						14,962	1	15,387		15,812		16,237	
12								15,812		16,237		16,662	
13								16,237	3	16,662	1	17,087	7

Bonuses Masters 3 at \$ 408 ea  
No. Teachers 35 Average Salary \$14,438

**Fairfax**  
(Salaries Under Negotiation)  
**County: Marin**

Fiscal ADA 793 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75
I		II		III		IV		V		VI	
1	\$ 9,059		\$ 9,981	\$ 10,902		\$ 11,823		\$ 12,744		\$ 13,665	
2	9,580		10,442	11,362		12,271		13,172		14,112	
3	9,981		10,902	11,823		12,731		13,651		14,572	1
4	10,442		11,362	12,271		13,172	1	14,112		15,033	
5	10,902		11,823	12,731		13,651		14,572	1	15,494	
6	11,362		12,271	13,172		14,112		15,033		15,956	1
7			12,731	13,651		14,572		15,494		16,415	2
8			13,172	14,112		15,033	2	15,956	1	16,876	
9				14,572	1	15,494	1	16,415		17,336	3
10				15,033	1	15,956		16,876	1	17,796	5
11						16,415		17,336		18,244	1
12								17,796	3	19,703	7
13*						16,623		17,504		18,911	1
14*						16,831		18,212		19,119	2
15*						17,039		18,420		19,327	2

Bonuses Masters 11 at \$ 300 ea  
\* Anniversary Increment  
No. Teachers 40 Average Salary \$17,602

**Forestville**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 682 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 3

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60
I		II		III		IV		V	
1	\$ 9,230		\$ 9,650	\$ 10,170	1	\$ 10,690		\$ 11,210	
2	9,740		10,150	10,590		11,090		11,510	
3	10,245	2	10,655	11,085	2	11,510		12,015	
4	10,750	1	11,170	11,590	5	12,015		12,430	
5	11,255		11,675	12,100		12,520	2	12,940	
6	11,760		12,180	12,605	1	13,025		13,445	
7	12,265		12,690	13,110		13,530	1	13,950	4
8			13,195	13,615		14,035		14,460	1
9				14,120		14,540		14,965	2
10						15,050	2	15,470	5

Bonuses Masters 4 at \$ 300 ea Other 13 at \$ 150 ea Other 5 at \$ 150 ea  
No. Teachers 30 Average Salary \$13,214



**Fortuna**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA	668	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	6	Returning Teachers	6

I	AB	
II	AB + 12	
	I	II
1	\$ 7,668	\$ 8,272
2	7,932	8,520
3	8,196	8,920
4	8,448	9,108
5	8,700	9,408
6	8,964	9,696
7	9,228	9,984
8	9,480	10,284
9		
10		

III	AB + 24	V	MA OR 1B + 48
IV	AB + 36	VI	MA + 12
	III	IV	V
	\$ 8,784	\$ 9,436	\$ 9,998
	9,108	9,696	10,264
	9,444	10,008	10,692
	9,668	10,440	11,100
	10,104	10,900	11,508
	10,440	11,172	11,916
	10,776	11,544	12,312
	11,100	11,916	12,720
	11,436	12,276	13,128
		12,648	13,536

No. Teachers 33      Average Salary \$12,327

**Fresno Colony**  
**County: Fresno**

Fiscal ADA	540	Highest Entry Step	11	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	3

I	BA	
II	BA + 15	
	I	II
1	\$ 9,218	\$ 9,713
2	9,558	10,053
3	9,898	10,393
4	10,238	10,733
5	10,578	11,073
6	10,918	11,413
7	11,258	11,753
8	11,598	12,093
9	11,938	12,433
10		12,773
11		
12		
13		

III	BA + 30	V	BA + 60
IV	BA + 45		
	III	IV	V
	\$ 10,208	\$ 10,703	\$ 11,198
	10,548	11,043	11,538
	10,888	11,383	11,878
	11,228	11,723	12,218
	11,568	12,063	12,558
	11,908	12,403	12,898
	12,248	12,743	13,238
	12,588	13,083	13,578
	12,928	13,423	13,918
	13,268	13,763	14,258
	13,608	14,103	14,598
		14,443	14,938
			15,278

No. Teachers 32      Average Salary \$12,571

**Gonzales**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA	746	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	3	Returning Teachers	3

I	BASE
	I
1	\$ 9,800
2	9,900
3	10,000
4	10,100
5	11,300
6	11,800
7	12,300
8	12,600
9	12,900
10	13,200
11	13,500
12	13,800
13	14,100

- Additional Factors
1. Add \$45 per unit to maximum of 60 units
  2. Add \$300 for MA
  3. Add \$300 for 15 years service to district
  4. Add \$390 for 20 years service to district

No. Teachers 30      Average Salary \$13,855



**Gravenstein  
County: Sonoma**

Fiscal ADA 826 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I AB II AB - 15		III AB - 30 IV AB - 45		V AB - 60 VI AB - 75	
I	II	III	IV	V	VI
1	\$ 9,900	\$ 10,200	\$ 10,600	\$	\$
2	10,250	10,650	11,050 3	11,450	
3	10,700	11,100	11,500 3	11,900	12,300 1
4	11,150	11,550	11,950 2	12,350	12,750
5	11,600	12,000	12,400	12,800 1	13,200
6	12,050	12,450	12,850 1	13,250 1	13,650 1
7	12,500	12,900	13,300	13,700 1	14,100 1
8	12,950	13,350	13,750	14,150 3	14,550 1
9		13,800	14,200 1	14,600	15,000 1
10		14,250	14,650 1	15,050 1	15,450
11			15,100 1	15,500	15,900
12			15,550 1	15,950	16,350
13				16,400 2	16,800 1
14				16,850 2	17,250 1
15				17,300 3	17,700 3

Bonuses Masters 3 at \$ 300 ea Other 3 at \$ 300 ea

No. Teachers 39 Average Salary \$14,502

**Greenfield  
(Salaries Under Negotiation)  
County: Monterey**

Fiscal ADA 916 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teacher 2

I AB II AB - 15		III AB - 30 IV AB - 45		V AB - 60	
I	II	III	IV	V	
1	\$ 8,736	\$ 9,346	\$ 10,000	\$ 10,701	\$ 11,450
2	9,997	9,630	10,302 3	11,023 2	11,793
3	9,266	9,917	10,610 1	11,354 1	12,147 1
4		10,215	10,928 3	11,685	12,512
5		10,522	11,256 2	12,046	12,887
6		10,837	11,583 2	12,407 2	13,274
7			11,942	12,790	13,672
8			12,300	13,163 1	14,063 2
9			12,667 1	13,558	14,504
10				13,964 1	14,939
11				14,363 1	15,387
12				14,814 1	15,848
13					16,324
14					16,814
15					17,319 6

No. Teachers 36 Average Salary \$12,410

**Guadalupe  
County: Santa Barbara**

Fiscal ADA 726 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II BA - 15		III BA - 30 IV BA - 45 OR MA		V BA - 60 OR BA - 45 W MA VI BA - 60 W MA OR MA + 30	
I	II	III	IV	V	VI
1	\$ 9,046	\$ 9,548	\$ 10,051	\$ 10,553	\$ 11,056
2	9,500	10,002	10,503 2	11,006 1	11,508
3	9,952	10,454	10,957	11,459	11,962
4	10,405	10,908	11,410	11,913	12,414
5	10,858	11,360	11,863 1	12,365 1	12,867
6	11,311	11,814	12,316	12,819	13,321
7	11,764	12,266	12,769	13,271	13,773
8	12,217	12,720	13,222	13,724	14,227
9	12,671	13,172	13,675 1	14,177	14,679
10	13,123	13,626	14,128	14,630	15,133
11	13,577	14,079	14,581	15,083	15,585
12	14,029	14,533	15,034 3	15,536 3	16,039 1

No. Teachers 27 Average Salary \$13,080



**Guerneville**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 500 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 3

I BASE

	I
1	\$ 8,900
2	9,350
3	9,800
4	10,250
5	10,700
6	11,075
7	11,450
8	11,825
9	12,200
10	12,575
11	12,925
12	13,275
13	13,625
14	13,975

Additional Factors

- 1 Add \$20 per unit earned before 7/1/76 and \$30 thereafter to maximum of 60 units
- 2 Add \$500 anniversary increment for 17 years' service, \$600 for 20 years' service, and \$800 for 23 years' service

No Teachers 20 Average Salary \$11,821

**Happy Valley**  
**County: Shasta**

Data Not in Standard Format

Fiscal ADA 660 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 6

No Teachers 33 Average Salary \$14,641

**Healdsburg**  
**County: Sonoma**

Fiscal ADA 971 Highest Entry Step 6 Teaching Day 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB  
II AB + 15

III AB + 30  
IV AB + 45 OB MA

V AB + 60 OR MA + 15

	I	II	III	IV	V
1	\$ 9,837	\$ 10,422	\$ 11,007	\$ 11,592	\$ 12,177
2	10,345	10,930	11,515	12,100	12,685
3	10,853	11,438	12,023	12,608	13,193
4	11,361	11,946	12,531	13,116	13,701
5	11,869	12,454	13,039	13,624	14,209
6	12,377	12,962	13,547	14,132	14,717
7	12,885	13,470	14,055	14,640	15,225
8	13,393	13,978	14,563	15,148	15,733
9	13,901	14,486	15,071	15,656	16,241
10		14,994	15,579	16,164	16,749
11				16,672	17,257
12					17,765
13					18,273
17*					18,781
22*					19,289
27*					19,797

No Teachers 41 Average Salary \$16,965

**Heber**  
(Salaries Under Negotiation)  
**County: Imperial**

Fiscal ADA 722 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA  
II BA + 15

III BA + 30  
IV MA OB BA + 45

V MA + 15  
VI MA + 30

	I	II	III	IV	V	VI
1	\$ 9,794	\$ 10,250	\$ 10,716	\$ 11,182	\$ 11,648	\$ 12,114
2	10,200	10,666	11,132	11,598	12,064	12,530
3	10,616	11,082	11,548	12,014	12,480	12,946
4	11,032	11,493	11,964	12,430	12,896	13,362
5	11,448	11,914	12,380	12,846	13,312	13,778
6	11,864	12,330	12,796	13,262	13,728	14,194
7		12,746	13,212	13,678	14,144	14,610
8			13,628	14,094	14,560	15,026
9			14,044	14,510	14,976	15,442
10				14,926	15,392	15,858
11					15,808	16,274
12					16,660	16,690

No Teachers 32 Average Salary \$12,807



**Hope** Fiscal ADA 904 Highest Entry Step 4 Teaching Days 175  
**County: Santa Barbara** Other Assigned Days New Teachers 6 Returning Teachers 6

I	AB	III	AB + 30	V	MA		
II	AB + 15	IV	AB + 45				
I		II		III			
1	\$ 10,575	\$ 11,140	\$ 11,705	\$ 12,271	\$ 12,836		
2	11,089	11,670	12,310	12,871	13,491		
3	11,463	12,199	12,915	13,631	14,347		
4	11,937	12,728	13,520	14,312	15,103		
5	12,390	13,258	14,125	14,992	15,859		
6	12,844	13,787	14,730	15,672	16,615		
7	13,299	14,316	15,335	16,353	17,371		
8	13,752	14,846	15,939	17,033	18,127		
9		15,375	16,544	17,714	18,883		
10			17,149	18,394	19,639		
11				19,074	20,395		
12					21,151		
					10		
Bonuses	Doctorate	2 at \$ 300 ea	Other	6 at \$ 635 ea	Other	4 at \$ 572 ea	
				No Teachers	38	Average Salary	\$18,641

**Hughson** Fiscal ADA 954 Highest Entry Step Teaching Days 177  
**County: Stanislaus** Other Assigned Days New Teachers 4 Returning Teachers 4

I	AB	III	AB + 24	V	AB + 48	VII	AB + 72
II	AB + 12	IV	AB + 36	VI	AB + 60		
I		II		III		IV	
1	\$ 9,777	\$ 10,217	\$ 10,657	\$ 11,097	\$ 11,537	\$ 11,977	\$ 12,417
2	10,217	10,657	11,097	11,537	11,977	12,417	12,857
3	10,657	11,097	11,537	11,977	12,417	12,857	13,297
4	11,097	11,537	11,977	12,417	12,857	13,297	13,737
5	11,537	11,977	12,417	12,857	13,297	13,737	14,177
6	11,977	12,417	12,857	13,297	13,737	14,177	14,617
7		12,857	13,297	13,737	14,177	14,617	15,057
8		13,297	13,737	14,177	14,617	15,057	15,497
9		13,737	14,177	14,617	15,057	15,497	15,937
10		14,177	14,617	15,057	15,497	15,937	16,377
11			15,057	15,497	15,937	16,377	16,817
12			15,497	15,937	16,377	16,817	17,257
13				16,377	16,817	17,257	17,697
				No Teachers	38	Average Salary	\$14,094

**Jamul-Las Flores** Fiscal ADA 647 Highest Entry Step 5 Teaching Days 176  
**County: San Diego** Other Assigned Days New Teachers 8 Returning Teachers 8

I	BA + C RFD	III	BA + C RFD + 30	V	BA + C RFD + 60		
II	BA + C RFD + 15	IV	BA + C RFD + 45	VI	BA + C RFD + 75 W MA		
I		II		III			
1	\$ 9,700	\$ 10,225	\$ 10,750	\$ 11,275	\$ 11,800		
2	10,125	10,650	11,175	11,700	12,225		
3	10,550	11,075	11,600	12,125	12,650		
4	10,975	11,500	12,025	12,550	13,075		
5	11,400	11,925	12,450	12,975	13,500		
6		12,350	12,875	13,400	13,925		
7		12,775	13,300	13,825	14,350		
8			13,725	14,250	14,775		
9			14,150	14,675	15,200		
10				15,100	15,625		
11				15,525	16,050		
12					16,475		
13					16,900		
14					17,325		
15					17,750		
Bonuses	Masters	4 at \$ 400 ea		No Teachers	25	Average Salary	\$13,910



**Junction**

**County: Shasta**

Fiscal ADA 578 Highest Entry Step 10 Teaching Days  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BASF

	I
1	\$ 9,222
2	9,752
3	10,282
4	10,812
5	11,341
6	11,871
7	12,401
8	12,931
9	13,461
10	13,991

Additional Factor Add \$ 16 per unit beyond BA in excess of 10 to maximum of 60

No. Teachers 26 Average Salary \$12,793

**Keppel**

**County: Los Angeles**

Fiscal ADA 816 Highest Entry Step 4 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA  
 II BA + 15

III BA + 30  
 IV BA + 45 OB MA

V MA + 15

	I	II
1	\$ 10,211	\$ 10,750
2	10,839	11,378
3	11,468	12,006
4	12,097	12,635
5	12,725	13,264
6	13,353	13,892
7	13,981	14,520
8		15,149
9		
10		
11		

	III	IV	V
1	\$ 11,289	\$	\$
2	11,917		
2	12,545	13,094	
2	13,174	13,712	14,251
1	13,802	14,341	14,890
	14,430	14,969	15,508
	15,059	15,598	16,136
2	15,688	16,226	16,764
4	16,316	16,855	17,393
		17,483	18,022
			18,650

No. Teachers 35 Average Salary \$14,702

**Kernville**

**County: Kern**

Fiscal ADA 714 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA  
 II BA + 12

III BA + 24  
 IV BA + 36 OB MA

V BA + 48 OB MA + 12  
 VI MA + 24

VII MA + 36

	I	II
1	\$ 10,570	\$ 11,002
2	10,850	11,282
3	11,130	11,562
4	11,410	11,842
5	11,690	12,122
6	11,970	12,402
7	12,250	12,682
8	12,530	12,962
9	12,810	13,242
10	13,090	13,522
11	13,370	13,802
12	13,650	14,082
13	13,930	14,362
14	14,210	14,642
15 *	14,510	14,942

	III	IV	V	VI	VII
2	\$ 11,447	\$ 11,907	\$ 12,360	\$ 12,865	\$ 13,363
	11,727	12,187	12,660	13,145	13,643
	12,007	12,467	12,940	13,425	13,923
	12,287	12,747	13,220	13,705	14,203
	12,567	13,027	13,500	13,985	14,483
	12,844	13,307	13,780	14,265	14,763
2	13,127	13,587	14,060	14,545	15,043
2	13,407	13,867	14,340	14,825	15,323
	13,687	14,147	14,620	15,105	15,603
1	13,967	14,427	14,900	15,385	15,883
1	14,247	14,707	15,180	15,665	16,163
	14,527	14,987	15,460	15,945	16,443
1	14,807	15,267	15,740	16,225	16,723
1	15,087	15,547	16,020	16,505	17,003
	15,367	15,847	16,320	16,805	17,310

No. Teachers 27 Average Salary \$13,645

\* Anniversary Increment



**Keyes** Fiscal ADA 515 Highest Entry Step 6 Teaching Days 176  
 County: Stanislaus Other Assigned Days New Teachers 3 Returning Teachers 2

I BA + 24		II BA + 36		III BA + 48		IV BA + 60		V BA + 72	
I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 10,321	\$ 10,963	\$ 11,605	\$ 12,247	\$ 12,889				
2	10,693	11,334	11,976	12,618	13,260				
3	11,070	11,712	12,354	12,996	13,638				
4	11,445	12,087	12,729	13,371	14,013				
5	11,819	12,461	13,103	13,745	14,387				
6	12,194	12,836	13,478	14,120	14,762				
7	12,568	13,210	13,852	14,494	15,136				
8	12,943	13,585	14,227	14,869	15,511				
9	13,317	13,959	14,601	15,243	15,885				
10	13,692	14,334	14,976	15,615	16,257				
11	14,066	14,708	15,350	15,992	16,634				2
12	14,440	15,083	15,725	16,367	17,009				
13		15,457	16,099	16,741	17,383				
14		15,832	16,474	17,116	17,758				2

Bonuses Masters at \$ 390.00 No Teachers 17 Average Salary \$14,575

**Loma Prieta** Fiscal ADA 587 Highest Entry Step 6 Teaching Days 177  
 County: Santa Clara Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	\$ 8,978	\$ 9,593	\$ 10,212	\$ 10,831	\$ 11,450	\$ 12,069	\$ 12,688	\$ 13,307	\$ 13,926	\$ 14,545	\$ 15,164
2	9,549	10,168	10,787	11,406	12,025	12,644	13,263	13,882	14,501	15,120	15,739
3	10,124	10,741	11,359	11,977	12,595	13,213	13,831	14,449	15,067	15,685	16,303
4	10,698	11,315	11,933	12,549	13,167	13,784	14,402	15,020	15,638	16,256	16,874
5	11,270	11,888	12,505	13,121	13,738	14,355	14,972	15,589	16,206	16,823	17,440
6	11,845	12,461	13,078	13,695	14,312	14,929	15,546	16,163	16,780	17,397	18,014
7		13,036	13,653	14,270	14,887	15,504	16,121	16,738	17,355	17,972	18,589
8			14,225	14,843	15,460	16,077	16,694	17,311	17,928	18,545	19,162
9			14,799	15,416	16,034	16,651	17,268	17,885	18,502	19,119	19,736
10			15,372	15,991	16,608	17,225	17,842	18,459	19,076	19,693	20,310
11			15,945	16,564	17,181	17,798	18,415	19,032	19,649	20,266	20,883
12			16,520	17,137	17,754	18,371	18,988	19,605	20,222	20,839	21,456
13 *			17,094	17,711	18,328	18,945	19,562	20,179	20,796	21,413	22,030
14 *											
15 *											
16 *											
17 *											

Bonuses Masters at \$ 300.00 No Teachers 20 Average Salary \$ 5,500

**Mark West** Fiscal ADA 641 Highest Entry Step 6 Teaching Days 178  
 County: Sonoma Other Assigned Days New Teachers Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 9,096	\$ 9,813	\$ 10,540	\$ 11,267	\$ 11,994	\$ 12,721	\$ 13,448	\$ 14,175	\$ 14,902
2	9,449	10,176	10,903	11,630	12,357	13,084	13,811	14,538	15,265
3	9,813	10,540	11,267	11,994	12,721	13,448	14,175	14,902	15,629
4	10,176	10,903	11,630	12,357	13,084	13,811	14,538	15,265	15,992
5	10,540	11,267	11,994	12,721	13,448	14,175	14,902	15,629	16,356
6	10,903	11,630	12,357	13,084	13,811	14,538	15,265	15,992	16,719
7	11,267	11,994	12,721	13,448	14,175	14,902	15,629	16,356	17,083
8	11,630	12,357	13,084	13,811	14,538	15,265	15,992	16,719	17,446
9	11,994	12,721	13,448	14,175	14,902	15,629	16,356	17,083	17,810
10		13,084	13,811	14,538	15,265	15,992	16,719	17,446	18,173
11			14,175	14,902	15,629	16,356	17,083	17,810	18,537
12									
13 *									
14 *									
15 *									
16 *									
17 *									
18 *									
19 *									
20 *									
21 *									
22 *									
23 *									
24 *									
25 *									

Bonuses Masters at \$ 450.00 No Teachers 30 Average Salary \$14,501

**Mother Lode**  
(Salaries Under Negotiation)  
**County: El Dorado**

Fiscal ADA 938 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 3

I TRACK I  
II TRACK II

	I		II
1	\$ 7,900		\$ 8,600
2	8,500	3	9,309
3	9,218		10,018
4	9,927	2	10,727
5	10,636	1	11,436
6	11,345	5	12,145
7	12,054	1	12,854
8	12,763	2	13,563
9	13,472	1	14,272
10	14,181	2	14,981
11	14,890		15,690
12	15,599	11	16,399

No Teachers 42 Average Salary \$13,519

**Mount Shasta**  
**County: Siskiyou**

Data Not Provided

Fiscal ADA 653

**Oak Grove**  
**County: Sonoma**

Fiscal ADA 566 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB  
II AB + 12

III AB + 24  
IV AB + 36

V AB + 48  
VI AB + 60

	I	II	III	IV	V	VI
1	\$ 9,041	\$ 9,497	\$ 9,953	\$ 10,379	\$	\$
2	9,497	9,953	10,379	10,825		
3	9,953	10,379	10,825	11,271	11,717	1
4	10,379	10,825	11,271	11,717	12,163	1
5	10,825	11,271	12,163	12,609	13,055	12,609
6	11,271	11,717	12,609	13,055	13,501	13,055
7		12,163	13,055	13,501	13,947	13,501
8				13,947	14,393	14,393
9				14,393	14,839	14,839
10				14,839	15,282	15,282
11					15,731	15,731
12					16,177	16,177
15*	11,717	12,609	13,501	14,393	15,282	16,177
16*	12,163	13,055	13,947	14,839	15,731	16,623
21*	12,609	13,501	14,393	15,282	16,177	17,069

Bonuses

Masters

5 at \$ 350 ea

\* Anniversary Increment

No Teachers 23 Average Salary \$14,623

**Oakley**  
(Salaries Under Negotiation)  
**County: Contra Costa**

Fiscal ADA 895 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA  
II BA + 15

III MA OR BA + 30  
IV MA + 12 OR BA + 45

V MA + 24 OR BA + 60

	I	II	III	IV	V
1	\$ 9,404	\$ 9,940	\$ 10,472	\$	\$
2	9,940	10,472	11,005		
3	10,472	11,005	11,537	12,069	
4	11,005	11,537	12,069	12,602	13,135
5	11,537	12,069	12,602	13,135	13,668
6	12,069	12,602	13,135	13,668	14,199
7	12,602	13,135	13,668	14,199	14,732
8	13,135	13,668	14,199	14,732	15,265
9				15,265	15,797
10				15,797	16,330
11					16,862
12					17,394

Bonuses

Masters

6 at \$ 300 ea

No Teachers 17 Average Salary \$14,852

**Pacheco**  
**County: Shasta**

Fiscal ADA 814 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
1	\$ 9,461	\$ 9,966	\$ 10,467	3	\$ 10,966	\$ 11,473	\$ 11,976		
2	9,966	10,467	10,966		11,473	11,976	12,477	2	12,981
3	10,467	10,966	11,473		11,976	12,477	12,981	1	13,484
4	10,966	11,473	11,976		12,477	12,981	13,484	1	13,988
5	11,473	11,976	12,477	1	12,981	13,484	13,988	2	14,492
6	11,976	12,477	12,981		13,484	13,988	14,492		14,996
7		12,981	13,484		13,988	14,492	14,996		15,499
8		13,484	13,988		14,492	14,996	15,499		15,998
9		13,988	14,492	1	14,996	15,499	15,998	1	16,497
10		14,492	14,996	2	15,499	15,998	16,497	1	17,000
11		14,996	15,499		15,998	16,497	17,000	16	
12		15,499	15,998		16,497	17,000			

Bonuses Masters 1 at \$ 400 ea  
No Teachers 33 Average Salary \$15,078

**Palermo**  
**County: Butte**

Fiscal ADA 916 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OF ADA	
1	\$ 9,308	\$ 9,725	\$ 10,142	1	\$ 10,559	\$ 10,976	\$ 11,393		
2	9,725	10,142	10,559		10,976	11,393	11,810	1	12,227
3	10,142	10,559	10,976		11,393	11,810	12,227		
4	10,559	10,976	11,393		11,810	12,227	12,644		
5	10,976	11,393	11,810		12,227	12,644	13,061	1	13,478
6	11,393	11,810	12,227		12,644	13,061	13,478	2	13,895
7	11,810	12,227	12,644		13,061	13,478	13,895	1	14,312
8	12,227	12,644	13,061		13,478	13,895	14,312	1	14,729
9		12,644	13,061		13,895	14,312	14,729	1	15,146
10		13,061	13,478		14,312	14,729	15,146	2	15,563
11		13,478	13,895		14,729	15,146	15,563	3	15,980
12		13,895	14,312		15,146	15,563	15,980	1	16,397
13		14,312	14,729		15,563	15,980	16,397	1	16,814
14		14,729	15,146		15,980	16,397	16,814	3	17,231
15		15,146	15,563		16,397	16,814	17,231	6	17,648
16*		15,563	15,980	1	16,814	17,231	17,648	8	18,065

Bonuses Masters 5 at \$ 250 ea Longevity \$50 per year for each year beyond 16th year  
No Teachers 39 Average Salary \$15,285

**Piner-Olivet**  
**County: Sonoma**

(Salaries Under Negotiation)

Fiscal ADA 559 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I AB		II AB + 10		III AB + 20		IV AB + 30		V AB + 40		VI AB + 50		VII AB + 60	
1	\$ 9,577	\$ 10,054	\$ 10,531	1	\$ 11,009	\$ 11,486	\$ 11,963	\$ 12,440	\$ 12,917	\$ 13,394	\$ 13,871	\$ 14,348	\$ 14,825
2	9,981	10,462	10,943		11,423	11,904	12,385	12,866	13,347	13,828	14,309	14,790	15,271
3	10,384	10,865	11,346		11,826	12,307	12,788	13,269	13,750	14,231	14,712	15,193	15,674
4	10,788	11,269	11,750		12,231	12,712	13,193	13,674	14,155	14,636	15,117	15,598	16,079
5	11,192	11,673	12,154		12,634	13,115	13,596	14,077	14,558	15,039	15,520	16,001	16,482
6	11,596	12,077	12,558		13,038	13,519	13,999	14,480	14,961	15,442	15,923	16,404	16,885
7	12,000	12,481	12,962		13,442	13,923	14,404	14,885	15,366	15,847	16,328	16,809	17,290
8		12,884	13,365		13,865	14,346	14,827	15,308	15,789	16,270	16,751	17,232	17,713
9		13,288	13,769		14,249	14,730	15,211	15,692	16,173	16,654	17,135	17,616	18,097
10		13,692	14,173		14,653	15,134	15,615	16,096	16,577	17,058	17,539	18,020	18,501
11		14,096	14,577		15,057	15,538	16,019	16,500	16,981	17,462	17,943	18,424	18,905
14*		14,980	15,461		15,941	16,422	16,903	17,384	17,865	18,346	18,827	19,308	19,789
17*		15,784	16,265		16,745	17,226	17,707	18,188	18,669	19,150	19,631	20,112	20,593
20*		16,588	17,069		17,549	18,030	18,511	18,992	19,473	19,954	20,435	20,916	21,397
23*		17,392	17,873		18,353	18,834	19,315	19,796	20,277	20,758	21,239	21,720	22,201

Bonuses Masters 5 at \$ 250 ea  
No Teachers 25 Average Salary \$14,855



**Pixley**

**County: Tulare**

Fiscal ADA

406

Highest Entry Step

5

Teaching Days

179

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA  
II BA + 12

III BA + 24  
IV BA + 36

V BA + 48  
VI BA + 60

	I	II	III	IV	V	VI
1	\$ 9,661	\$ 10,066	\$ 10,491	\$ 10,917	\$ 11,343	\$ 11,769
2	10,033	10,429	10,854	11,279	11,705	12,131
3	10,367	10,792	11,217	11,643	12,069	12,495
4	10,792	11,154	11,581	12,006	12,431	12,856
5	11,063	11,518	11,943	12,368	12,794	13,219
6	11,455	11,900	12,306	12,732	13,157	13,582
7	11,18	12,244	12,669	13,094	13,519	13,945
8	12,18*	12,607	13,032	13,458	13,883	14,308
9	12,544	12,969	13,395	13,820	14,245	14,670
10		13,333	13,758	14,183	14,609	15,034
11			14,120	14,546	14,971	15,397
12				14,969	15,394	15,820
13					15,698	16,124
14						16,495
20*	13,019	13,406	14,595	15,384	16,173	16,960
25*	13,494	14,263	15,070	15,859	16,648	17,435

Bonuses Masters Total \$ 175,000 Other Total \$ 219,640  
 \* Anniversary Increment N. Teachers 30 Average Salary \$13,968

**Planada**

**County: Merced**

Fiscal ADA

706

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

4

Returning Teachers

4

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60  
VI BA + 75

	I	II	III	IV	V	VI
1	\$ 9,933	\$ 10,338	\$ 10,655	\$ 11,017	\$ 11,379	\$ 12,051
2	10,299	10,661	11,018	11,419	11,852	12,491
3	10,666	11,025	11,380	11,820	12,291	12,941
4	11,032	11,390	11,747	12,220	12,731	13,399
5	11,397	11,757	12,110	12,621	13,171	13,834
6	11,764	12,122	12,474	13,024	13,609	14,279
7	12,130	12,496	12,836	13,425	14,048	14,727
8	12,497	12,850	13,201	13,825	14,497	15,172
9	12,862	13,215	13,565	14,227	14,925	15,617
10	13,229	13,579	13,921	14,627	15,364	16,034
11	13,595	13,942	14,289	15,027	15,803	16,509
12		14,303	14,654	15,430	16,243	16,956
13		14,665	15,018	15,831	16,690	17,470
14		15,027	15,384	16,238	17,123	17,945

N. Teachers 32 Average Salary \$13,994

**Pleasant Ridge**

**County: Nevada**

Fiscal ADA

633

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

6

Returning Teachers

6

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60

	I	II	III	IV	V
1	\$ 9,414	\$ 9,864	\$ 10,319	\$ 10,779	\$ 11,239
2	10,495	11,002	11,519	12,036	12,553
3	11,002	11,519	12,036	12,553	13,070
4	11,519	12,036	12,553	13,070	13,587
5	12,036	12,553	13,070	13,587	14,104
6		13,070	13,587	14,104	14,621
7		13,587	14,104	14,621	15,138
8		14,104	14,621	15,138	15,655
9		14,621	15,138	15,655	16,172
10			15,655	16,172	16,689
11				16,689	17,206
12					17,723
15*					18,240

Bonuses Masters Total \$ 450,000  
 \* Anniversary Increment N. Teachers 27 Average Salary \$14,217

**Pollock Pines**  
**County: El Dorado**

Fiscal ADA 566 Highest Entry Step<sup>9</sup> 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		III CBED OB BA + 24		V BA + 48 OR MA + 12	
II BA + 12		IV BA + 26 OR MA		VI BA + 60 OR MA + 24	
I	II	III	IV	V	VI
1	\$ 9,411	\$ 9,881	\$ 11,292	\$ 12,233	\$ 13,174
2	9,881	10,822	11,763	12,703	13,643
3	10,352	11,292	12,233	13,174	14,114
4	10,822	11,763	12,703	13,643	14,586 1
5	11,292	12,233	13,174	14,114	15,055 2
6	11,763	12,703	13,643	14,586	15,526 1
7		13,174	14,114	15,055	16,467 1
8			14,586	15,526	17,407 2
9				15,985	18,349 4
10				16,467	19,290 4
13*				16,937	20,231 4
16*				17,407	21,172 4
19*					22,113 4

Bonuses Masters Flat \$ 500 ea  
\* Anniversary Increment No. Teachers 20 Average Salary \$17,076

**Portola Valley**  
**County: San Mateo**

Fiscal ADA 742 Highest Entry Step 8 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45		VI AB + 75	
I	II	III	IV	V	VI
1	\$ 10,210	\$ 10,829	\$ 11,450	\$ 12,069	\$ 12,689
2	10,829	11,450	12,069	12,689	13,307
3	11,450	12,069	12,689	13,307	13,937
4	12,069	12,689	13,307	13,937	14,548
5	12,689	13,307	13,937	14,548	15,166
6	13,307	13,937	14,548	15,166	15,796
7	13,937	14,548	15,166	15,796	16,404
8	14,548	15,166	15,796	16,404	17,027
9	15,166	15,796	16,404	17,027	17,651
10	15,796	16,404	17,027	17,651	18,275
11	16,404	17,027	17,651	18,275	18,901
12	17,027	17,651	18,275	18,901	19,528
13				19,528	20,157
14				19,751	20,787
15				19,975	21,417
16				20,200	22,047
17*				20,426	22,677
18*				20,653	23,307
19*				20,881	23,937

Bonuses Masters Flat \$ 286 ea  
\* Anniversary Increment No. Teachers 20 Average Salary \$18,597

**Reef-Sunset**  
**(Salaries Under Negotiation)**  
**County: Kings**

Fiscal ADA 937 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

I BASE	
I	II
1	\$ 9,831
2	10,247
3	10,664
4	11,080
5	11,497
6	11,913
7	12,329
8	12,744
9	13,160
10	13,575
11	13,990
12	14,405
13	14,820
14	15,235

Additional Factors  
1. Add \$30.55 per unit (a maximum of 75 units)  
2. Add \$138 anniversary increment with BA plus 75 units and 14 years service

No. Teachers 44 Average Salary \$14,551

**Rescue**

**County: El Dorado**

Fiscal ADA 638 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 2 Returning Teachers 2

**I BASE**

	I
1	\$ 9,200
2	9,614
3	10,047
4	10,499
5	10,971
6	11,465
7	11,981
8	12,520
9	13,083
10	13,672
11	14,284
12	15,217

Additional Factor Add \$30 per unit to maximum of 72 units

No. Teachers 31 Average Salary \$13,832

**Riverdale**

**County: Fresno**

Fiscal ADA 740 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

**I BA  
II BA + 15**

**III**

BA + 30  
BA + 45

**V BA + 60**

	I	II	III	IV	V
1	\$ 9,948	\$ 10,451	\$ 10,955	\$ 11,436	\$ 11,970
2	10,355	11,035	11,362	11,942	12,377
3	10,759	11,266	11,774	12,249	12,784
4	11,184	11,671	12,157	12,685	13,191
5	11,570	12,078	12,584	13,092	13,597
6	11,979	12,485	13,013	13,496	14,025
7	12,386	12,892	13,367	13,903	14,409
8	12,793	13,297	13,742	14,310	14,814
9	13,198	13,610	14,209	14,716	15,221
10	13,604	14,112	14,618	15,122	15,629
11		14,517	15,022	15,530	16,033
12		14,936	15,428	15,834	16,441
13		15,329	15,730	16,341	16,847
14		15,524	16,193	16,747	17,256

Bonuses Masters

2 at \$ 200 ea

No. Teachers 32 Average Salary \$15,176

**Robla**

**County: Sacramento**

Fiscal ADA 838 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

**I AB  
II AB + 15**

**III**

AB + 30  
AB + 45

**V AB + 60**

	I	II	III	IV	V
1	\$ 8,478	\$ 8,902	\$ 9,347	\$	\$
2	8,902	9,347	9,815	10,305	
3	9,347	9,815	10,305	10,820	11,361
4	9,815	10,305	10,820	11,361	11,929
5	10,305	10,820	11,361	11,929	12,526
6	10,820	11,361	11,929	12,526	13,152
7	11,361	11,929	12,526	13,152	13,811
8	11,929	12,526	13,152	13,811	14,501
9		13,152	13,811	14,501	15,225
10			14,501	15,225	15,967
11				15,967	16,746
12					17,626

Bonuses Masters

4 at \$ 250 ea

No. Teachers 44 Average Salary \$14,967



**Rosevale**

**County: Kern**

Fiscal ADA 951 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 18		III AB + 36		IV AB + 54		V AB + 72		VI AB + 90		VII AB + 108	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,979	3	\$ 10,480	\$ 10,988	1	\$ 11,505	\$ 12,028	\$ 12,558	1	\$ 13,116	\$ 13,667		
2	10,317		10,821	11,332	1	11,851	12,377	12,911	2	13,467	14,017		
3	10,654		11,162	11,676	1	12,198	12,727	13,272		13,817	14,367		
4	10,993	1	11,503	12,019	1	12,545	13,075	13,617	1	14,174	14,724		
5	11,335		11,844	12,361	1	12,892	13,425	13,969		14,527	15,077		
6	11,667		12,185	12,706		13,238	13,773	14,322	1	14,878	15,428		
7	12,005		12,527	13,049		13,586	14,123	14,674	3	15,231	15,781		
8	12,342		12,867	13,393		13,932	14,472	15,028		15,584	16,134		
9	12,680		13,209	13,735	1	14,279	14,822	15,378	2	15,937	16,487		
10	13,018		13,550	14,079		14,626	15,171	15,733	1	16,289	16,840		
11			13,891	14,423	1	14,973	15,520	16,085	1	16,642	17,200		
12			14,232	14,766	1	15,320	15,869	16,438		16,994	17,561		
13				15,109		15,667	16,218	16,791	1	17,348	17,921		
14				15,453		16,014	16,567	17,143	2	17,699	18,274	1	
15						16,360	16,916	17,496	1	18,099	18,689		
16								17,849	1	18,405			

Bonuses Masters 3 at \$ 500 ea No. Teachers 38 Average Salary \$14,022

**Roseland**

(Salaries Under Negotiation)

**County: Sonoma**

Fiscal ADA 649 Highest Entry Step 14 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,589	1	\$ 9,103	\$ 9,618	2	\$ 10,133	\$ 10,648	\$ 11,163	
2	9,103		9,618	10,133		10,648	11,163	11,678	
3	9,618		10,133	10,648		11,163	11,678	12,193	
4	10,133		10,648	11,163	1	11,678	12,193	12,708	1
5	10,648		11,163	11,678		12,193	12,708	13,223	1
6	11,163		11,678	12,193	1	12,708	13,223	13,738	1
7	11,678		12,193	12,708		13,223	13,738	14,253	1
8	12,193		12,708	13,223		13,738	14,253	14,768	1
9	12,708		13,223	13,738		14,253	14,768	15,283	1
10	12,708		13,223	13,738		14,253	14,768	15,283	1
11	12,708		13,223	13,738		14,253	14,768	15,283	1
12	12,708		13,223	13,738		14,253	14,768	15,283	1
13	12,708		13,223	13,738		14,253	14,768	15,283	1
14	12,708		13,223	13,738		14,253	14,768	15,283	1

Bonuses Masters 6 at \$ 400 ea No. Teachers 31 Average Salary \$14,290

**Salida**

**County: Stanislaus**

Fiscal ADA 547 Highest Entry Step 5 Teaching Days 182  
 Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 24		III AB + 36		IV AB + 48		V AB + 60		VI AB + 72	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,800		\$ 10,164	\$ 10,528	1	\$ 10,892	\$ 11,256	\$ 11,620		\$ 11,984	
2	10,164		10,528	10,892	1	11,256	11,620	11,984	1	12,348	12,712
3	10,528	1	10,892	11,256	1	11,620	11,984	12,348		12,712	13,076
4	10,892		11,256	11,620		11,984	12,348	12,712	1	13,076	13,440
5	11,256		11,620	11,984		12,348	12,712	13,076	1	13,440	13,804
6	11,620		11,984	12,348		12,712	13,076	13,440		13,804	14,168
7	11,984		12,348	12,712	2	13,076	13,440	13,804	1	14,168	14,532
8	12,348		12,712	13,076		13,440	13,804	14,168		14,532	14,896
9	12,712		13,076	13,440	1	13,804	14,168	14,532		14,896	15,260
10	13,076		13,440	13,804		14,168	14,532	14,896		15,260	15,624
11	13,440		13,804	14,168	1	14,532	14,896	15,260	1	15,624	15,988
12	13,804		14,168	14,532		14,896	15,260	15,624		15,988	16,352
13	14,168		14,532	14,896	1	15,260	15,624	15,988		16,352	16,716
14	14,532		14,896	15,260		15,624	15,988	16,352		16,716	17,080
15	14,896		15,260	15,624		15,988	16,352	16,716	4	17,080	17,444

No. Teachers 25 Average Salary \$11,265



**Sausalito**

**County: Marin**

Fiscal ADA 529 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 OR MA		VI BA + 75 OR MA + 30	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 11,048		\$ 11,681		\$ 12,314		\$ 12,945		\$ 13,581		\$ 14,214
2	11,681		12,314		12,947	1	13,578		14,214		14,847
3	12,314		12,947		13,580		14,211	1	14,847		15,480
4	12,947		13,580		14,213		14,846		15,479	1	16,113
5	13,580		14,213		14,846		15,479		16,112	1	16,745
6	14,213		14,846		15,479		16,113		16,745	1	17,380
7	14,846		15,479		16,112		16,745		17,378	1	18,013
8	15,479		16,112		16,745		17,378		18,012	1	18,646
9	16,112		16,745		17,378	2	18,011		18,645	1	19,279
10	16,745		17,378		18,011		18,644		19,278		19,912
11	17,378		18,011		18,644		19,278	1	19,911		20,544
12	18,011		18,644		19,277		19,912	2	20,544		21,178
13	18,644		19,277		19,911		20,545		21,177		21,813
15*							20,928	1	21,945	1	22,195
20*									21,945	1	22,579
25*											22,962

\* Anniversary Increment No. Teachers 34 Average Salary \$19,771

**Seal Beach**

**County: Orange**

Fiscal ADA 995 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers Returning Teachers

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 W MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,442		\$ 11,174		\$ 11,905	1	\$ 12,636	1	\$ 13,366
2	10,695		11,426		12,156		12,887		13,617
3	11,427		12,218		12,949		13,689		14,419
4	12,009	1	12,740		13,471	2	14,315		15,245
5	12,531		13,262		13,993		15,142		15,973
6	13,054	1	13,794	1	14,515	1	15,768	2	16,499
7	13,576		14,316		15,037		16,395	1	17,125
8			14,828		15,560		17,022	1	17,752
9			15,351	1	16,082	2	17,645	2	18,379
10			15,873	3	16,603	2	18,274		19,005
11					17,125	11	18,902		19,531
12							19,528	1	20,259
13									20,985
16*	15,664		16,395		17,048		20,154		21,511
21*	16,196		16,916	1	18,170		20,780		22,146

\* Anniversary Increment No. Teacher 51 Average Salary \$17,199

**Solana Beach**

**County: San Diego**

Fiscal ADA 942 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 W MS	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,430		\$ 10,593		\$ 11,756		\$ 12,919		\$ 14,082
2	10,348		11,511		12,674		13,837		15,000
3	10,976		12,139		13,302		14,462	1	15,625
4	11,564	2	12,757		13,977		15,137	4	16,290
5	12,152		13,345	1	14,590		15,812	2	16,953
6	12,740		13,933		15,183	1	16,495		17,616
7	13,328		14,521		15,776		17,178		18,279
8	916		14,789		16,042		17,505	3	18,606
9	14,504		15,297	3	16,060		18,063	1	19,120
10	15,092		15,985		16,678	1	17,871		19,294
11	15,680		16,473		17,266		18,470	3	19,852
12	16,268		17,061		17,854		19,067	2	20,410

Bonus Other \$ 3,790.00 Other \$ 1,000.00 No. Teachers 46 Average Salary \$19,624

**Soledad-Agua Dulce**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA 537 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returnin / Teachers 3

I BA		II BA + 15		III BA + 30		IV MA + 15 OR BA + 60 W MA		V MA + 30 OR BA + 75 W MA		VI		VII SPECIAL ED	
I		II		III		IV		V		VI		VII	
1	\$ 9,663	\$ 10,125	\$ 10,607	\$ 11,089	\$ 11,571	\$ 12,053	\$ 12,535	\$ 13,017	\$ 13,499	\$ 13,981	\$ 14,463	\$ 14,945	\$ 15,427
2	10,125	10,607	11,089	11,571	12,053	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909
3	10,607	11,089	11,571	12,053	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909	16,391
4	11,089	11,571	12,053	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909	16,391	16,873
5	11,571	12,053	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909	16,391	16,873	17,355
6	12,053	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909	16,391	16,873	17,355	17,837
7	12,535	13,017	13,499	13,981	14,463	14,945	15,427	15,909	16,391	16,873	17,355	17,837	18,319
8													18,801
9													19,283
10													19,765
11													20,247
12													20,729
13													21,211
14													21,693
15													22,175
										No. Teachers	23	Average Salary	\$15,149

**Sonora**  
**County: Tuolumne**

Fiscal ADA 536 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BASE		II		III		IV		V		VI		VII	
1	\$ 10,710	\$ 11,175	\$ 11,642	\$ 12,105	\$ 12,571	\$ 13,036	\$ 13,500	\$ 13,965	\$ 14,429	\$ 14,894	\$ 15,358	\$ 15,822	\$ 16,287
2	11,175	11,642	12,105	12,571	13,036	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751
3	11,642	12,105	12,571	13,036	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215
4	12,105	12,571	13,036	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679
5	12,571	13,036	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143
6	13,036	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143	18,607
7	13,500	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143	18,607	19,071
8	13,965	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143	18,607	19,071	19,535
9	14,429	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143	18,607	19,071	19,535	20,000
10	14,894	15,358	15,822	16,287	16,751	17,215	17,679	18,143	18,607	19,071	19,535	20,000	20,464
										No. Teachers	20	Average Salary	\$14,654

- Additional Factors
1. Add \$30 per unit to maximum of 60 units.
  2. Add \$35 per unit for each 60 units as of July 1, 1977.
  3. Add \$300 for MA.
  4. Add \$250 anniversary increment on 14th, 18th, and 25th years.

**South Bay**  
**County: Humboldt**

Fiscal ADA 521 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI		VII	
1	\$ 9,805	\$ 10,270	\$ 10,735	\$ 11,200	\$ 11,665	\$ 12,130	\$ 12,595	\$ 13,060	\$ 13,525	\$ 13,990	\$ 14,455	\$ 14,920	\$ 15,385
2	9,805	10,270	10,735	11,200	11,665	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385
3	10,270	10,735	11,200	11,665	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850
4	10,735	11,200	11,665	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315
5	11,200	11,665	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780
6	11,665	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245
7	12,130	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710
8	12,595	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710	18,175
9	13,060	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710	18,175	18,640
10	13,525	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710	18,175	18,640	19,105
11	13,990	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710	18,175	18,640	19,105	19,570
12	14,455	14,920	15,385	15,850	16,315	16,780	17,245	17,710	18,175	18,640	19,105	19,570	20,035
										No. Teacher	22	Average Salary	\$14,293

**Spreckels**

**County: Monterey**

Fiscal ADA 596 Highest Entry Step 18 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV MA OR BA + 45		V MA + 15 OR BA + 60 VI MA + 30 OR BA + 75		VI	
I	II	III	IV	V	VI	V	VI
1 \$ 9,722	\$ 10,597	\$ 11,472	\$ 12,347	\$ 12,639	\$ 14,097		
2 10,413	11,298	12,163	13,038	13,193	14,788		
3 11,104	11,979	12,854	13,729	13,729 1	14,604		
4 11,795	12,671	13,546	14,421	14,421 2	15,256	1	
5 12,487	13,362	14,237	15,112	15,112 1	15,987	1	
6 13,178	14,053	14,928 1	15,803 1	15,803 1	16,678		
7 13,869	14,744	15,619 2	16,494 1	16,494 1	17,369		1
8 14,561	15,436	16,311 1	17,186 1	17,186 1	18,061		1
9 15,252	16,127	17,002	17,877 2	17,877 2	18,752		
10 15,944	16,819	17,694 1	18,569 1	18,569 1	19,444		
12*		18,389 2	19,263	19,263	20,138		
14*			20,139	20,139	21,012	1	
16*					21,526		3
18*					22,221		

\* Anniversary increment No. Teachers 26 Average Salary \$17,985

**Strathmore**

**County: Tulare**

Fiscal ADA 596 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75		VI	
I	II	III	IV	V	VI	V	VI
1 \$ 10,047	\$ 10,577	\$ 11,107	\$ 11,637	\$ 12	\$ 12,697		
2 10,407	10,937	11,467	11,997	12,527	13,057		
3 10,767	11,297	11,827 3	12,357	12,887	13,417		
4 11,127	11,657	12,197	12,717	13,247	13,777		
5 11,487	12,017	12,547	13,077	13,607	14,137		
6 11,847	12,377	12,907	13,437 1	13,967 1	14,497		
7 12,207	12,737	13,267	13,797	14,327	14,857 1		
8 12,567	13,097	13,627	14,157	14,687	15,217		
9 12,927	13,457 1	13,987	14,517	15,047	15,577		
10 13,287	13,817 1	14,347	14,877	15,407	15,937		
11 13,647	14,177 1	14,707 1	15,237	15,767	16,297		
12 14,007	14,537 1	15,067	15,597	16,127	16,657		
13 14,367	14,897	15,427	15,957	16,487 1	17,017		
14 14,727	15,257	15,797	16,317	16,847	17,377		
15 15,087	15,617	16,147	16,677	17,207 4	17,737 5		
25*				17,507 1	18,037 1		

Bonuses Masters 2 at \$ 300 ea No. Teachers 23 Average Salary \$15,900  
 \* Anniversary Increment

**Temecula**

**County: Riverside**

Fiscal ADA 555 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV MA OR BA + 45		V MA + 15 OR BA + 60		VI	
I	II	III	IV	V	VI	V	VI
1 \$ 10,633	\$ 11,542	\$ 12,450 1	\$ 13,359	\$ 14,269			
2 11,309	12,217 1	13,125 2	14,034 1	14,943			
3 11,983	12,892	13,800 2	14,709 1	15,618			
4 12,659	13,566 1	14,475 1	15,394 1	16,293 1			
5 13,333	14,241	15,150 2	16,099 2	16,987 1			
6 14,009	14,916 1	15,825 2	16,734	17,642			
7 14,683	15,591	16,500 1	17,409	18,317 2			
8 15,357	16,266	17,175	18,094 2	19,002			
9	16,941	17,850	18,758	19,667			
10	17,616 1	18,525	19,433	20,342			
11		19,200	20,109 1	21,017			

No. Teachers 40 Average Salary \$15,987



**Thermalito**  
(Salaries Under Negotiation)  
**County: Butte**

Fiscal ADA 939 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60
	I		II		III		IV		V
1	\$ 8,386		\$ 8,838	1	\$ 9,292		\$ 9,744		\$ 10,196
2	8,838		9,292		9,744		10,196		10,648
3	9,292		9,744		10,196		10,648		11,100
4	9,744		10,196		10,648	1	11,100	1	11,554
5	10,196		10,648		11,100	1	11,554	1	12,006
6	10,648		11,100		11,554	1	12,006	1	12,457
7	11,100		11,554		12,006	1	12,457	1	12,909
8	11,554		12,006		12,457	1	12,909		13,361
9			12,457		12,909		13,361		13,815
10					13,361	4	13,815		14,267
11							14,267	1	14,719
12									15,171
13									15,622

Bonuses Longevity 35 at \$150 to \$600 No. Teachers 42 Average Salary \$14,018

**Twin Hills**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 635 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	MA OR 60
	I		II		III		IV		V
1	\$ 9,430		10,097		\$ 10,629		\$ 11,160		\$ 11,697
2	9,829		10,497		11,029	1	11,561	1	12,097
3	10,230		10,896		11,400	1	11,963	1	12,496
4	10,629		11,296		11,830	2	12,364		12,897
5	11,029		11,697		12,229		12,764	1	13,296
6	11,430		12,097		12,629		13,173		13,697
7	11,830		12,496		13,031		13,564		14,097
8	12,229		12,897	1	13,400	1	13,963		14,496
9	12,629		13,296		13,830		14,364		14,897
10	13,031	1	13,697	1	14,211		14,764		15,296
11					14,630		15,163	1	15,666
12							15,564	2	16,066
13									16,497
14									16,909

Bonuses Masters 2 at \$ 300 ea Other 1 at \$ 200 ea Other 2 at \$ 350 ea No. Teachers 26 Average Salary \$14,436

**Val Verde**  
(Salaries Under Negotiation)  
**County: Riverside**

Fiscal ADA 615 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I	BA	II	BA + 15	III	BA + 30	IV	BA + 45	V	BA + 60
	I		II		III		IV		V
1	\$ 9,515		\$ 10,196		\$ 10,881	1	\$ 11,561		\$ 12,247
2	9,940		10,671	2	11,346	1	12,165	1	12,979
3	10,466		11,156		11,860		12,668		13,493
4	10,942		11,642	1	12,344		13,172		14,006
5	11,418	1	12,126		12,879	2	13,676	2	14,519
6	11,893		12,611		13,373	1	14,179		15,033
7	12,369	1	13,097		14,170	2	14,944	1	15,845
8	12,845	1	13,581		14,361	2	15,196	1	16,096
9	13,320		14,066		14,856		15,660		16,572
10			14,552	1	15,351		16,195		17,094
11					15,847		16,698		17,597
12							17,202		18,110

Bonuses Masters 11 at \$ 200 ea No. Teachers 21 Average Salary \$14,217

**Valle Lindo**

County: Los Angeles

Fiscal ADA 941 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA OR MA + 15	
I	II	III	IV	V	
1	\$ 9,490	\$ 10,020	\$ 10,610	\$ 11,200	\$ 11,980
2	9,960	10,520	11,120	11,780	12,490
3	10,430	11,030	11,640	12,330	13,090
4	10,900	11,530	12,150	12,880	13,690
5	11,370	12,030	12,670	13,430	14,290
6	11,840	12,540	13,190	13,980	14,890
7		13,040	13,700	14,530	15,490
8		13,550	14,210	15,080	16,090
9		14,050	14,730	15,630	16,690
10		14,550	15,250	16,180	17,290
11			15,760	16,730	17
12			16,280	17,280	18,400
17*			16,790	17,790	18,970
22*			17,280	18,280	19,470
27*			17,790	18,790	19,970

\* Anniversary Increment

No. Teachers 35 Average Salary \$15,566

**Vallecito**

(Salaries Under Negotiation)

County: Calaveras

Fiscal ADA 590 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I AB II AB + 15		III AB + 30 IV AB + 45 OR MA + 30		V AB + 60 OR MA + 45 VI AB + 75 OR MA + 60		VII AB + 90 OR MA + 75	
I	II	III	IV	V	VI	VII	
1	\$ 9,185	\$ 9,681	\$ 10,290	\$ 10,837	\$ 11,415	\$ 12,025	\$ 12,725
2	9,691	10,290	10,837	11,415	12,025	12,635	13,303
3	10,240	10,837	11,415	12,025	12,635	13,245	13,980
4	10,837	11,415	12,025	12,635	13,245	13,855	14,590
5	11,415	11,991	12,570	13,148	13,725	14,303	14,958
6	11,991	12,570	13,148	13,725	14,303	14,900	15,458
7		13,148	13,725	14,303	14,900	15,458	16,075
8			14,303	14,900	15,458	16,035	16,613
9			14,900	15,458	16,035	16,613	17,191
10				16,035	16,613	17,191	17,769
15*				16,613	17,191	17,769	18,346

\* Anniversary Increment

No. Teachers 30 Average Salary \$15,294

**Vineland**

County: Kern

Fiscal ADA 546 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA II BA + 8		III BA + 16 IV BA + 24		V BA + 32 VI BA + 40		VII BA + 48	
I	II	III	IV	V	VI	VII	
1	\$ 10,198	\$ 10,527	\$ 10,856	\$ 11,205	\$ 11,544	\$ 11,883	\$ 12,222
2	10,562	10,901	11,240	11,579	11,918	12,257	12,596
3	10,926	11,277	11,614	11,953	12,292	12,631	12,970
4	11,310	11,649	11,986	12,337	12,666	13,005	13,344
5	11,694	12,023	12,367	12,701	13,040	13,379	13,717
6	12,058	12,397	12,742	13,075	13,414	13,753	14,092
7	12,432	12,771	13,110	13,449	13,788	14,127	14,466
8	12,806	13,145	13,484	13,823	14,162	14,501	14,840
9		13,519	13,858	14,197	14,536	14,875	15,214
10			14,252	14,571	14,910	15,249	15,588
11			14,626	14,945	15,284	15,623	15,962
12				15,319	15,638	15,967	16,306
13					16,012	16,351	16,710
14						16,745	17,094
15						17,119	17,458

**Vineland / County: Kern (Continued)**

VIII BA + 60		VIII	
1	\$ 12,561		
2	12,935		
3	13,309		
4	13,683		
5	14,057		
6	14,431		
7	14,805		
8	15,179	1	
9	15,553	1	
10	15,927		
11	16,301		
12	16,675		
13	17,049		
14	17,423		
15	17,797	3	

Bonuses                      Masters                      2 at \$ 300 ea

No. Teachers                      23                      Average Salary                      \$14,669

**Washington County: Monterey**

Fiscal ADA                      814                      Highest Entry Step                      5                      Teaching Days                      175

Other Assigned Days                      New Teachers                      3                      Returning Teachers                      3

I AB		III AB - 30		V AB - 60 OR MA + 15		VI AB + 75 W MA OR MA + 30	
II AB + 15		IV AB - 45 OR MA					
I	II	III	IV	V	VI		
1	\$ 10,650	\$ 11,076	\$ 11,502	2	\$ 11,926	\$ 12,354	\$ 12,780
2	11,076	11,502	11,926	1	12,354	12,780	13,206
3	11,502	11,926	12,354	2	12,780	13,206	13,632
4	11,926	12,354	12,780	2	13,206	13,632	14,058
5	12,354	12,780	13,206	2	13,632	14,058	14,484
6	12,780	13,206	13,632	1	14,058	14,484	14,910
7	13,206	13,632	14,058	1	14,484	14,910	15,336
8			14,484	1	14,910	15,336	15,762
9			14,910	1	15,336	15,762	16,188
10			15,336	3	15,762	16,188	16,614
11			15,762		16,188	16,614	17,040
12			16,188		16,614	17,040	17,466
13			16,614		17,040	17,466	17,892
14			17,040		17,466	17,892	18,318
15			17,466	1	17,892	18,318	18,744

No. Teachers                      34                      Average Salary                      \$14,170

**Waterford County: Stanislaus**

Fiscal ADA                      567                      Highest Entry Step                      7                      Teaching Days                      176

Other Assigned Days                      New Teachers                      3                      Returning Teachers                      3

I AB		III AB - 24		V AB + 48		VII AB + 72	
II AB + 12		IV AB - 36		VI AB + 60			
I	II	III	IV	V	VI	VII	
1	\$ 9,300	\$ 9,650	\$ 10,000	\$ 10,350	\$ 10,700	\$ 11,050	\$ 11,400
2	9,650	10,000	10,350	1	10,700	11,050	11,400
3	10,000	10,350	10,700	1	11,050	11,400	11,750
4	10,350	10,700	11,050	1	11,400	11,750	12,100
5	10,700	11,050	11,400	2	11,750	12,100	12,450
6	11,050	11,400	11,750	1	12,100	12,450	12,800
7	11,400	11,750	12,100	1	12,450	12,800	13,150
8	11,750	12,100	12,450		12,800	13,150	13,500
9	12,100	12,450	12,800		13,150	13,500	13,850
10		12,800	13,150	1	13,500	13,850	14,200
11			13,500		13,850	14,200	14,550
12					14,200	14,550	14,900
13					14,550	14,900	15,250
14					14,900	15,250	15,600
					15,250	15,600	15,950
					15,600	15,950	16,300

No. Teachers                      21                      Average Salary                      \$12,992



**Weaver**

Fiscal ADA

831

Highest Entry Step

6

Teaching Days

176

**County: Merced**

Other Assigned Days

New Teachers

4

Returning Teachers

3

I BA		II BA + 15		III BA + 30		IV BA + 45 OB MA		V BA + 60 OR MA + 15	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,876		\$ 10,211	1	\$ 10,576	1	\$ 10,991		\$ 11,440
2	10,170	1	10,543	2	10,966	2	11,397		11,885
3	10,472		10,879		11,321	2	11,805	1	12,331
4	10,767		11,217		11,700	2	12,218	1	12,774
5	11,061		11,545		12,066	1	12,626	3	13,222
6	11,363		11,882		12,524	1	13,033		13,672
7	11,657		12,218	1	12,808	1	13,448		14,114
8	11,959		12,550		13,148		13,855		14,563
9	12,254		12,885		13,553	1	14,262		15,006
10	12,550		13,222		13,931		14,663		15,456
11			13,553		14,296		15,083		15,905
12					14,676		15,498		16,346
13							15,905	3	16,794
14									17,237

Bonuses                      Masters                      3 at \$ 300 ea                      No Teachers                      33                      Average Salary                      \$13,357

**Weed**

Fiscal ADA

513

Highest Entry Step

6

Teaching Days

176

**County: Siskiyou**

Other Assigned Days

New Teachers

2

Returning Teachers

1

I BA		II BA + 15		III BA + 30 OR STC		IV BA + 45 OR STC		V BA + 60 OR STC	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,289		\$ 10,125	1	\$ 10,961		\$ 11,797		\$ 12,633
2	9,753		10,636		11,518	1	12,401		13,263
3	10,218		11,147		12,076	1	13,005		13,934
4	10,682		11,659		12,633		13,608	2	14,584
5	11,147		12,168	1	13,199		14,212		15,234
6			12,679		13,748		14,816		15,864
7			13,190		14,305		15,420		16,534
8			13,701		14,862		16,024		17,185
9					15,420		16,627		17,835
10							17,231	2	18,485

Bonuses                      Masters                      Other                      3 at \$ 420 ea                      Other                      2 at \$ 585 ea                      Other                      4 at \$1165 ea                      No Teachers                      20                      Average Salary                      \$16,553

**Windsor**

(Salaries Under Negotiation)

Fiscal ADA

441

Highest Entry Step

5

Teaching Days

175

**County: Sonoma**

Other Assigned Days

New Teachers

6

Returning Teachers

5

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 8,150		\$ 8,674		\$ 9,206		\$ 9,734		\$ 10,262
2	8,678		9,206		9,734	1	10,262		10,790
3	9,206		9,734		10,262		10,790		11,318
4	9,734		10,262		10,790		11,318		11,846
5	10,262		10,790		11,318		11,846	1	12,374
6	10,790		11,318		11,846		12,374	1	12,902
7	11,318		11,846		12,374		12,902	2	13,430
8	11,846	1	12,374		12,902		13,430		13,958
9			12,902		13,430		13,958	1	14,486
10					13,958		14,486		15,014
11							15,014	3	15,542
12									16,070

Bonuses                      Masters                      Other                      4 at \$ 300 ea                      Other                      10 at \$ 300 ea                      No Teachers                      32                      Average Salary                      \$14,204



**Winton**  
**County: Merced**

Fiscal ADA 866 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I BA+CRED		II BA+CRED+12		III BA+CRED+24		IV BA+CRED+36		V BA+CRED+48		VI BA+CRED+60		VII BA+CRED+72			
I		II		III		IV		V		VI		VII			
1	\$ 9,179		\$ 9,583		\$ 9,987	1	\$ 10,392	1	\$ 10,797		\$ 11,201		\$ 11,605		
2	9,521		9,943	1	10,363	1	10,794		11,205		11,626		12,000		
3	9,875		10,316		10,754		11,153		11,628		12,067		12,456		
4	10,250		10,705		11,160		11,614		12,070		12,526	1	12,930		
5	10,635		11,019		11,583		12,066		12,528	1	13,003		13,423		
6	11,032		11,530	1	12,023		12,514		13,005		13,499		13,905		
7	11,441		11,966		12,479		12,991		13,502	1	14,016		14,466		
8	11,862		12,421		12,954		13,496		14,019	2	14,532		15,036		
9			12,897		13,444		14,001	1	14,557		15,112	2	15,626		
10			13,379		13,962	1	14,536		15,114		15,691		16,225		
11			13,882		14,497		15,094		15,685	2	16,273	1	16,832		
12					15,050		15,674	3	16,286		16,923		17,514		
13					15,621	1	16,273		16,921		17,570		18,190		
14					16,210		16,991	1	17,594	3	18,237	2	18,996		
15					16,817		17,526		18,227		18,924		19,573		
												No. Teachers	33	Average Salary	\$15,285

**Wendville**  
**County: Tulare**

Fiscal ADA 510 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA+15		III BA+30		IV BA+45		V BA+60							
I		II		III		IV		V							
1	\$ 9,502	1	\$ 10,002		\$ 10,502		\$ 11,003		\$ 11,502	1					
2	9,783		10,283	1	10,783	1	11,284		11,783						
3	10,064		10,564		11,064	2	11,565	2	12,064						
4	10,345		10,845		11,345		11,846	1	12,345						
5	10,625		11,126	1	11,626		12,126		12,626	1					
6	10,906		11,407		11,907		12,407	1	12,906						
7	11,187		11,688		12,188		12,688		13,186						
8	11,468		11,969		12,469		12,969	1	13,468	1					
9			12,249		12,750		13,250	1	13,749	1					
10					13,031		13,531	1	14,030	1					
11							13,812	1	14,311	1					
12									14,592						
13									14,873						
14									15,154						
15									15,435	2					
												No. Teachers	23	Average Salary	\$12,385

**Wright**  
**County: Sonoma**

Fiscal ADA 509 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB+15		III AB+30		IV AB+45		V AB+60		VI AB+75					
I		II		III		IV		V		VI					
1	\$ 10,663		\$ 11,063		\$ 11,463		\$ 11,863		\$ 12,263		\$ 12,663				
2	11,063		11,463		11,863	2	12,263		12,663		13,063				
3	11,463		11,863		12,263	1	12,663	1	13,063		13,463				
4	11,863		12,263		12,663		13,063		13,463		13,863				
5	12,263		12,663		13,063		13,463		13,863		14,263				
6	12,663		13,063		13,463		13,863	2	14,263	3	14,663				
7	13,063		13,463		13,863	1	14,263	1	14,663		15,063				
8	13,463	1	13,863		14,263		14,663		15,063		15,463				
9	13,863		14,263	1	14,663		15,063		15,463		15,863				
10	14,263		14,663		15,063		15,463	1	15,863		16,263				
11			15,063		15,463		15,863		16,263		16,663				
12			15,463		15,863	1	16,263		16,663		17,063				
13					16,263	1	16,663	1	17,063		17,463				
14					16,663		17,063		17,463		17,863				
15*					17,263		17,636	1	18,036		18,436				
18*					17,869		18,269	1	18,669		19,069				
21*					18,492		18,792	1	19,192		19,592				
24*					18,855		19,355		19,755		20,155				
27*					19,528		19,928		20,328		20,728				
30*					20,101		20,501		20,901		21,301				
												No. Teacher	24	Average Salary	\$14,925

Bonuses Masters 1 at \$ 400 ea

\* Anniversary Increment

**Ackerman  
County: Placer**

Fiscal ADA 261 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I II	BA BA + 5	III IV	BA + 10 BA + 15	V VI	BA + 20 BA + 25	VII BA + 30	VIII IX	BA + 35 BA + 40	X XI	BA + 45 BA + 50	XII XIII	BA + 55 BA + 60	XIV BA + 65	XV BA + 70	XVI BA + 75
1	\$ 9,400	\$ 9,625	\$ 9,850	\$ 10,075	\$ 10,300	\$ 10,525	\$ 10,750								
2	9,825	10,050	10,275	10,500	10,725	10,950	11,175								
3	10,250	10,475	10,700	10,925	11,150	11,375	11,600								
4	10,675	10,900	11,125	11,350	11,575	11,800	12,025								
5	11,100	11,325	11,550	11,775	12,000	12,225	12,450								
6	11,525	11,750	11,975	12,200	12,425	12,650	12,875								
7				12,625	12,850	13,075	13,300								
8							13,725								
2	\$ 11,400	\$ 12,050	\$ 12,700	\$ 13,350	\$ 14,000	\$ 14,650	\$ 15,300	\$ 15,950	\$ 16,600	\$ 17,250	\$ 17,900	\$ 18,550	\$ 19,200	\$ 19,850	\$ 20,500
3	11,825	12,475	12,700	13,125	13,550	13,975	14,400	14,825	15,250	15,675	16,100	16,525	16,950	17,375	17,800
4	12,250	12,475	12,700	12,925	13,150	13,375	13,600	13,825	14,050	14,275	14,500	14,725	14,950	15,175	15,400
5	12,675	12,900	13,125	13,350	13,575	13,800	14,025	14,250	14,475	14,700	14,925	15,150	15,375	15,600	15,825
6	13,100	13,325	13,550	13,775	14,000	14,225	14,450	14,675	14,900	15,125	15,350	15,575	15,800	16,025	16,250
7	13,525	13,750	13,975	14,200	14,425	14,650	14,875	15,100	15,325	15,550	15,775	16,000	16,225	16,450	16,675
8	3,950	14,175	14,400	14,625	14,850	15,075	15,300	15,525	15,750	15,975	16,200	16,425	16,650	16,875	17,100
9		14,600	14,825	15,050	15,275	15,500	15,725	15,950	16,175	16,400	16,625	16,850	17,075	17,300	17,525
10				15,475	15,700	15,925	16,150	16,375	16,600	16,825	17,050	17,275	17,500	17,725	17,950
11					16,125	16,350	16,575	16,800	17,025	17,250	17,475	17,700	17,925	18,150	18,375
12						16,775	17,000	17,225	17,450	17,675	17,900	18,125	18,350	18,575	18,800
7	\$ 15,100														
8	15,525														
9	15,950														
10	16,375														
11	16,800														
12	17,225														

No Teachers 9 Average Salary \$14,569

**Alta Vista  
County: Tulare**

Fiscal ADA 353 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I II	AB AB + 15	III IV	AB + 30 AB + 45	V VI	AB + 60 AB + 70	VII AB + 75
1	\$ 9,555	\$ 10,233	\$ 10,911	\$ 11,590	\$ 12,268	\$ 12,948
2	9,912	10,590	11,269	11,946	12,625	13,304
3	10,268	10,948	11,626	12,304	12,982	13,662
4	10,626	11,304	11,983	12,662	13,340	14,018
5	10,983	11,662	12,340	13,018	13,696	14,375
6	11,341	12,019	12,697	13,375	14,054	14,733
7	11,697	12,377	13,054	13,733	14,411	15,090
8	12,055	12,733	13,411	14,089	14,768	15,447
9	12,412	13,090	13,768	14,447	15,125	15,803
10	12,770	13,448	14,126	14,804	15,482	16,161
11	13,126	13,804	14,485	15,161	15,840	16,518
12	13,483	14,162	14,775	15,518	16,196	16,877
13	13,841	14,519	15,197	15,875	16,554	17,233
14	14,198	14,877	15,553	16,233	16,910	17,560
15	14,555	15,233	15,912	16,590	17,268	17,948

No Teachers 14 Average Salary \$14,525

ELEMENTARY SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 100 TO 499

**Alview**

**County: Madera**

Fiscal ADA

356

Highest Entry Step

5

Teaching Days ... 175

Other Assigned Days

New Teachers

2

Returning Teachers ... 2

I BA  
II BA +15

III BA +30  
IV BA +45

V BA +60

	I	II	III	IV	V
1	\$ 9,209	\$ 9,592	\$ 9,974	\$ 10,357	\$ 10,739
2	9,281	10,004	10,386	10,769	11,151
3	10,023	10,416	10,798	11,181	11,563
4	10,445	10,827	11,210	11,592	11,975
5	10,857	11,239	11,622	12,004	12,387
6	11,269	11,651	12,034	12,416	12,799
7	11,681	12,063	12,446	12,828	13,211
8	12,093	12,475	12,858	13,240	13,623
9		12,887	13,270	13,652	14,035
10			13,681	14,064	14,446
11			14,093	14,476	14,858
12				14,988	15,270
13				15,300	15,682
14					16,094
15					16,506

No Teachers .0 Average Salary \$13,975

**Alvina**

**County: Fresno**

Fiscal ADA

102

Highest Entry Step

6

Teaching Days ... 176

Other Assigned Days

New Teachers ...

3

Returning Teachers... 3

I AB  
II AB +30 OR MA

III AB +45 OR MA +15  
IV AB +60 OR MA +30

	I	II	III	IV
1	\$ 8,592	\$ 8,844	\$ 9,096	\$ 9,348
2	8,668	9,120	9,372	9,624
3	9,144	9,396	9,648	9,900
4	9,420	9,672	9,924	10,176
5	9,696	9,948	10,200	10,452
6	9,972	10,224	10,476	10,728
7	10,248	10,500	10,752	11,004
8	10,524	10,776	11,028	11,280
9		11,052	11,304	11,556
10			11,580	11,832
11				12,108

No Teachers 6 Average Salary \$9,932

**American**

**County: Fresno**

Fiscal ADA

382

Highest Entry Step

5

Teaching Days ... 176

Other Assigned Days

New Teachers

3

Returning Teachers... 3

I AB  
II AB + 15

III AB +30  
IV AB +45

V AB +60

	I	II	III	IV	V
1	\$ 9,500	\$ 10,000	\$ 10,500	\$ 11,000	\$ 11,500
2	9,900	10,400	10,900	11,400	11,900
3	10,300	10,800	11,300	11,800	12,300
4	10,700	11,200	11,700	12,200	12,700
5	11,100	11,600	12,100	12,600	13,100
6	11,500	12,000	12,500	13,000	13,500
7	11,900	12,400	12,900	13,400	13,900
8	12,300	12,800	13,300	13,800	14,300
9	12,700	13,200	13,700	14,200	14,700
10				14,600	15,100
11				15,000	15,500
12				15,400	15,900

No Teachers 17 Average Salary \$13,000

**Antelope**  
(Salaries Under Negotiation)  
**County: Tehama**

Fiscal ADA 400 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers . . . . 2

I BA		III BA + 30		V BA + 54 OR MA + 12		VI BA + 66 OR MA + 24	
II BA + 15		IV BA + 42					
I	II	III	IV	V	VI		
1	\$ 8,988	\$ 9,416	\$ 9,844	\$ 10,272	\$ 10,700	\$ 11,128	
2	9,416	9,844	10,272	10,700	11,128	11,556	
3	9,844	10,272	10,700	11,128	11,556	11,984	
4	10,272	10,700	11,128	11,556	11,984	12,412	
5	10,700	11,128	11,556	11,984	12,412	12,840	
6	11,128	11,556	11,984	12,412	12,840	13,268	1
7	11,556	11,984	12,412	12,840	13,268	13,696	1
8	11,984	12,412	12,840	13,268	13,696	14,124	
9	12,412	12,840	13,268	13,696	14,124	14,552	
10	12,840	13,268	13,696	14,124	14,552	14,980	
11		13,696	14,124	14,552	14,980	15,408	1
12			14,552	14,980	15,408	15,836	
13				15,408	15,836	16,264	1
14					16,264	16,692	1
15						17,120	
Bonuses	Masters	2 at \$ 300 ea		No Teachers	16	Average Salary	\$14,723

**Arcohe**  
**County: Sacramento**

Fiscal ADA 262 Highest Entry Step 5 Teaching Days . . . . 176  
Other Assigned Days New Teachers . . . . . 2 Returning Teachers.. 2

I AB		III AB + 24		V AB + 48		VI AB + 60	
II AB + 12		IV AB + 36					
I	II	III	IV	V	VI		
1	\$ 9,039	\$ 10,390	\$ 10,857	\$ 11,346	\$ 11,858	\$ 12,391	
2	9,447	10,857	11,346	11,858	12,391	12,950	
3	9,871	11,346	11,858	12,391	12,950	13,531	
4	10,315	11,858	12,391	12,950	13,531	14,140	
5		12,391	12,950	13,531	14,140	14,778	1
6		12,950	13,531	14,140	14,778	15,442	
7			14,140	14,778	15,442	16,137	1
8			14,778	15,442	16,137	16,864	
9				16,137	16,864	17,623	
10				16,864	17,623	18,415	3
No Teachers				10	Average Salary	\$15,128	

**Arena**  
(Salaries Under Negotiation)  
**County: Mendocino**

Fiscal ADA 287 Highest Entry Step 9 Teaching Days 175  
Other Assigned Days New Teachers . . . . . 5 Returning Teachers . . . . 5

I AB		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45					
I	II	III	IV	V			
1	\$ 9,181	\$ 9,710	\$ 10,275	\$ 10,873	\$		
2	9,678	10,206	10,772	11,169			
3	10,176	10,706	11,266	11,667	11,998	1	
4	10,673	11,204	11,766	12,165	12,496		
5		11,701	12,265	12,663	12,995		
6			12,762	13,159	13,490		
7			13,259	13,656	13,988	1	
8			13,638	14,155	14,496		
9			14,253	14,652	14,981	1	
10			14,751	15,148	15,480		
11				15,646	15,978		
12				16,143	16,475		
13					16,971	3	
No Teachers				16	Average Salary	\$13,726	

**Auberry**  
**County: Fresno**

Fiscal ADA 353

Data Not Provided

**Ballico-Cressey**

**County: Merced**

Fiscal ADA	299	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	.5

I BA

	I
1	\$ 10,028
2	10,352
3	10,676
4	11,000
5	11,324
6	11,648
7	11,972
8	12,296
9	12,620
10	12,944
11	13,268
12	13,592
13	13,916

Additional Factor Add \$25 per unit beyond BA to maximum of 75 units

No Teachers 13 Average Salary \$13,064

**Banta**

**County: San Joaquin**

Fiscal ADA	173	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	.5

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

	I	II	III	IV	V	VI
1	\$ 9,506	\$ 10,035	\$ 10,564	\$	\$	\$
2	9,960	10,479	11,008	2		
3	10,394	10,923	11,452	11,981		
4	10,838	11,367	11,896	12,425	12,954	
5	11,282	11,811	12,340	12,869	13,398	
6	11,726	12,255	12,784	13,313	13,842	14,371
7	12,170	12,699	13,228	13,757	14,286	14,815
8	12,614	13,143	13,672	14,201	14,730	15,259
9	13,058	13,587	14,116	14,645	15,174	15,703
10		14,031	14,560	15,089	15,618	16,147
11				15,533	16,062	16,591
12						17,035

Bonuses Masters at \$900 ea

No Teachers 9 Average Salary \$13,768

**Bass**

**County: Shasta**

Fiscal ADA	193	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

I BA + 15  
II BA + 30 OR STC

III BA + 45  
IV BA + 60

V BA + 75 OR MA

	I	II	III	IV	V
1	\$ 9,010	\$ 9,540	\$ 9,827	\$ 10,121	\$ 10,424
2	9,370	9,922	10,219	10,526	10,841
3	9,746	10,318	10,629	10,947	11,274
4	10,136	10,730	11,054	11,384	11,725
5		11,160	11,496	11,840	12,174
6		11,606	11,956	12,314	12,661
7		12,070	12,434	12,807	13,165
8		12,553	12,931	13,319	13,694
9		13,055	13,448	13,832	14,242
10		13,663	13,986	14,406	14,811
15 *		14,935			

\* Anniversary Increment

No Teachers 8 Average Salary \$12,966

**Bayshore**

**County: San Mateo**

Fiscal ADA		404	Highest Entry Step	7	Teaching Days	176
Other Assigned Days			New Teachers	3	Returning Teachers	3

  

I	BA	III	BA + 30	V	PA + 60	
II	BA + 15	IV	BA + 45	VI	BA + 75	

  

	I	II	III	IV	V	VI
1	\$ 9,324	\$ 9,975	\$ 10,626	2	\$	\$
2	9,915	10,566	11,217			
3	10,560	11,157	11,808	1	12,459	1
4	11,097	11,748	12,399		13,050	1
5	11,688	12,339	12,990	1	13,641	1
6	12,279	12,930	13,581		14,232	14,292
7		13,521	14,172		14,823	15,474
8		14,112	14,763	1	15,414	16,065
9		14,703	15,354		16,005	16,656
10		15,294	15,945		16,596	17,247
11			16,536		17,187	17,838
12			17,127		17,778	18,429

  

Bonuses	Masters	5 at \$ 400 ea	Other	3 at \$ 400 ea	Other	1 at \$ 800 ea
	Other	3 at \$1200 ea				

  

No Teachers	22	Average Salary	\$15,789
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**Bella Vista**

**County: Shasta**

Data Not In Standard Format

Fiscal ADA	229	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

  

No Teachers	9	Average Salary	\$13,030
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**Big Creek**

**County: Fresno**

Fiscal ADA	142	Highest Entry Step	10	Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	

  

I	BASE	
1	\$ 11,471	

  

Additional Factors	
1	Add \$35 per unit to maximum of 80 units or \$20,503
2	Add \$400 for MA

  

No Teachers	10	Average Salary	\$18,706
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**Big Oak Flat-Groveland**

**County: Tuolumne**

Fiscal ADA	233	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

  

I	BASE	
1	\$ 9,569	
2	9,957	
3	10,360	
4	10,780	
5	11,217	
6	11,670	
7	12,143	
8	12,633	
9	13,143	
10	13,675	
11	14,228	

  

Additional Factors	
1	Add \$39.49 per unit to maximum of 60 units.
2	Add \$300 for MA

  

No Teachers	10	Average Salary	\$15,225
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**Biola-Pershing**  
**County: Fresno**

Fiscal ADA 197 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB W/STD CRED		V AB+60 OR MA+15		
II AB+15		IV AB+45 OR MA				
I		III		IV		
II				V		
1	\$ 8,945	\$ 9,339	\$ 9,731	1	\$ 10,124	\$ 10,518
2	9,308	9,701	10,094		10,487	10,880
3	9,672	10,064	10,457		10,850	11,242
4		10,539	10,819		11,212	11,606
5		10,789	11,182		11,575	11,968
6		11,150	11,612	2	11,937	12,330
7			11,507		12,300	12,694
8			12,271		12,619	13,066
9			12,633		13,026	13,418
10			12,996	2	13,388	13,780
11					13,750	14,142
12						14,507

No Teachers 9 Average Salary \$11,358

**Black Butte**  
**County: Shasta**

Fiscal ADA 173 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 8 Returning Teachers 8

I BA		III BA+30		V BA+60		
II BA+15		IV BA+45				
I		III		IV		
II				V		
1	\$ 9,800	\$ 10,200	\$ 10,600	1	\$ 11,000	\$ 11,400
2	10,200	10,600	11,000		11,400	11,800
3	10,600	11,000	11,400	1	11,800	12,200
4	11,000	11,400	11,800		12,200	12,600
5	11,400	11,800	12,200	1	12,600	13,000
6	11,800	12,200	12,600	1	13,000	13,400
7	12,200	12,600	13,000		13,400	13,800
8			14,000		14,400	14,800

No Teachers 11 Average Salary \$12,181

**Blochman**  
**County: Santa Barbara**

Fiscal ADA 142 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I REG CRED		III BA+30		V BA+60 OR MA+15		VI BA+60 W/MA OR MA+30	
II BA+15		IV BA+45					
I		III		IV		V	
II				VI			
1	\$ 9,938	\$ 10,439	\$ 10,948	\$ 11,458	\$ 11,965	\$	
2	10,186	10,738	11,288	11,837	12,389		
3	10,439	11,034	11,626	12,219	12,911		
4	10,693	11,329	11,965	12,600	13,237		13,956
5	10,948	11,626	12,304	12,983	13,661		14,424
6	11,203	11,923	12,643	13,364	14,094	1	14,890
7	11,458	12,219	12,963	13,745	14,510		15,356
8		12,517	13,322	14,127	14,932		15,822
9		12,813	13,661	14,510	15,356	2	16,287
10			14,001	14,890	15,779		16,753
11			14,339	15,272	16,204		17,221
12				15,651	16,627	1	17,686
13				16,035	17,050		18,153
16*							18,653

\* Anniversary Increment

No Teachers 7 Average Salary \$15,383

**Blue Lake**  
**County: Humboldt**

Fiscal ADA 328 Highest Entry Step 4 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

Data Not In Standard Format

No Teachers 13 Average Salary \$14,982

**Bolinas-Stinson**  
(Salaries Under Negotiation)  
County: Marin

Fiscal ADA 256 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75			
I	II	I	II	I	II	I	II	I	II	I	II		
1	\$ 10,281	\$ 10,799	\$ 11,317	\$ 11,835	\$ 12,353	\$ 12,871	\$ 13,389	\$ 13,907	\$ 14,425	\$ 14,943	\$ 15,461		
2	10,799	11,317	11,835	12,353	12,871	13,389	13,907	14,425	14,943	15,461	15,979		
3	11,317	11,835	12,353	12,871	13,389	13,907	14,425	14,943	15,461	15,979	16,497		
4	11,835	12,353	12,871	13,389	13,907	14,425	14,943	15,461	15,979	16,497	17,015		
5	12,353	12,871	13,389	13,907	14,425	14,943	15,461	15,979	16,497	17,015	17,533		
6	12,871	13,389	13,907	14,425	14,943	15,461	15,979	16,497	17,015	17,533	18,051		
7	13,389	13,907	14,425	14,943	15,461	15,979	16,497	17,015	17,533	18,051	18,569		
8	13,907	14,425	14,943	15,461	15,979	16,497	17,015	17,533	18,051	18,569	19,087		
9	14,425	14,943	15,461	15,979	16,497	17,015	17,533	18,051	18,569	19,087	19,605		
10	14,943	15,461	15,979	16,497	17,015	17,533	18,051	18,569	19,087	19,605	20,123		
11	15,461	15,979	16,497	17,015	17,533	18,051	18,569	19,087	19,605	20,123	20,641		
No Teachers											13	Average Salary	\$14,544

**Bonny Doon**  
County: Santa Cruz

Fiscal ADA 175 Highest Entry Step 6 Teaching Days 179  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75			
I	II	I	II	I	II	I	II	I	II	I	II		
1	\$ 10,016	\$ 10,717	\$ 11,418	\$ 12,119	\$ 12,820	\$ 13,522	\$ 14,223	\$ 14,924	\$ 15,625	\$ 16,326	\$ 17,027		
2	10,617	11,318	12,019	12,720	13,421	14,123	14,824	15,525	16,226	16,927	17,628		
3	11,218	11,919	12,620	13,321	14,022	14,724	15,425	16,126	16,827	17,528	18,229		
4	11,819	12,520	13,221	13,922	14,623	15,325	16,026	16,727	17,428	18,129	18,830		
5	12,420	13,121	13,822	14,523	15,224	15,925	16,626	17,327	18,028	18,729	19,430		
6	13,021	13,722	14,423	15,124	15,825	16,526	17,227	17,928	18,629	19,330	20,031		
7	13,622	14,323	15,024	15,725	16,426	17,127	17,828	18,529	19,230	19,931	20,632		
8	14,223	14,924	15,625	16,326	17,027	17,728	18,429	19,130	19,831	20,532	21,233		
9		15,525	16,226	16,927	17,628	18,329	19,030	19,731	20,432	21,133	21,834		
10			16,827	17,528	18,229	18,930	19,631	20,332	21,033	21,734	22,435		
11				18,129	18,830	19,531	20,232	20,933	21,634	22,335	23,036		
12					19,431	20,132	20,833	21,534	22,235	22,936	23,637		
13						20,733	21,434	22,135	22,836	23,537	24,238		
No Teachers											7	Average Salary	\$13,850

Bonuses Masters at \$ 501 ea

**Briggs**  
County: Ventura

Fiscal ADA 301 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB + 30		II AB + 45 OR MA		III AB + 60 OR MA + 15		IV AB + 75 W/MA OR MA + 30			
I	II	I	II	I	II	I	II		
1	\$ 11,063	\$ 11,785	\$ 12,537	\$ 13,288	\$ 14,039	\$ 14,790	\$ 15,541		
2	11,441	12,224	13,007	13,789	14,572	15,355	16,138		
3	11,848	12,662	13,476	14,290	15,104	15,918	16,732		
4	12,255	13,101	13,946	14,792	15,637	16,482	17,327		
5	12,662	13,539	14,416	15,293	16,150	17,007	17,864		
6	13,070	13,977	14,886	15,793	16,699	17,606	18,513		
7	13,476	14,416	15,354	16,294	17,232	18,170	19,108		
8	13,883	14,854	15,823	16,794	17,764	18,734	19,704		
9	14,290	15,293	16,294	17,296	18,297	19,298	20,299		
10	14,698	15,730	16,763	17,797	18,829	19,861	20,893		
11	15,104	16,168	17,233	18,297	19,361	20,425	21,489		
12	15,511	16,607	17,702	18,799	19,895	20,991	22,087		
No Teachers							12	Average Salary	\$16,262

**Browns**  
(Salaries Under Negotiation)  
County: Sutter

Fiscal ADA 155 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 4

Data Not In Standard Format

Bonuses Masters at \$ 200 ea

No Teachers							7	Average Salary	\$13,890
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**Buellton**

**County: Santa Barbara**

Fiscal ADA	399	Highest Entry Step	4	Teaching Days	176
Other Assigned Days		New Teachers	4	Returning Teachers	4

III REG CRED + MA	V REG CRED W/ MA + 30
IV REG CRED W/ MA + 15	

I	REG CRED		III	REG CRED + MA		V	REG CRED W/ MA + 30
II	REG CRED + 15		IV	REG CRED W/ MA + 15			
	I	II		III		IV	V
1	\$ 11,571	2	\$ 12,276	\$ 12,982	\$ 14,112	\$ 14,956	
2	12,092	2	12,828	13,566	14,747	15,629	
3	12,636	4	13,405	14,176	15,411	16,332	
4	13,205		14,008	14,814	16,104	17,067	
5	13,799	3	14,638	15,481	16,829	17,835	
6	14,420		15,297	16,178	17,586	18,638	
7	15,089		15,985	16,906	18,377	19,477	
8	15,747		16,704	17,667	19,204	20,353	
9			17,456	18,462	20,068	21,269	
10				19,293	20,971	22,226	

No Teachers 19 Average Salary \$15,165

**Buttonwillow**

**County: Kern**

Fiscal ADA	343	Highest Entry Step	5	Teaching Days	177
Other Assigned Days		New Teachers	3	Returning Teachers	3

III AB + 30	V BA + 60 OR MA
IV AB + 45	

I	AB		III	AB + 30		V	BA + 60 OR MA
II	AB + 15		IV	AB + 45			
	I	II		III		IV	V
1	\$ 9,364		\$ 9,799	\$ 10,235	1	\$ 10,670	\$ 11,105
2	9,799	2	10,235	10,670	1	11,105	11,541
3	10,235		10,670	11,105		11,541	11,976
4	10,670		11,105	11,541	1	11,976	12,411
5	11,105		11,541	11,976		12,411	12,846
6	11,541		11,976	12,411	1	12,846	13,282
7	11,976		12,411	12,846	1	13,282	13,717
8	12,411		12,846	13,282		13,717	14,151
9	12,846		13,282	13,717		14,151	14,587
10			13,717	14,151	1	14,587	15,022
11				14,587		15,022	15,457
12						15,457	15,893
13						15,893	16,328
14							16,763
15							17,198

No Teachers 19 Average Salary \$13,802

**Byron**

**County: Contra Costa**

Fiscal ADA	291	Highest Entry Step	2	Teaching Days	176
Other Assigned Days		New Teachers	3	Returning Teachers	3

III MA OR AB + 30	V MA + 30 OR AB + 60
IV MA + 15 OR AB + 45	VI MA + 45 OR AB + 75

I	AB		III	MA OR AB + 30		V	MA + 30 OR AB + 60
II	AB		IV	MA + 15 OR AB + 45		VI	MA + 45 OR AB + 75
	I	II		III		IV	V
1	\$ 9,822	2	\$ 10,488	\$ 11,139			
2	10,343		11,040	11,726	1		
3	10,864		11,592	12,313		13,029	
4	11,385		12,144	12,900		13,650	14,412
5	11,906	1	12,696	13,487		14,271	15,066
6	12,427		13,258	14,074		14,892	15,720
7			13,800	14,661		15,513	16,374
8			14,352	15,248	1	16,134	17,028
9				15,835		16,755	17,692
10				16,422	1	17,376	18,336
11						17,997	18,990
12						18,618	19,644

No Teachers 11 Average Salary \$15,357

**Cambria**  
**County: San Luis Obispo**

Fiscal ADA 272 Highest Entry Step 3 Teaching Days 181  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
1	\$ 10,000								
2	10,500	2	11,100	1	12,200				
3	11,000	2	11,600		12,700				
4	11,500	1	12,100	1	12,700		13,300		
5	12,000	1	12,600		13,200		13,800	1	14,400
6			13,100		13,700		14,300		14,900
7			13,600		14,200		14,800		15,400
8			14,100		14,700		15,300		15,900
9					15,200		15,800		16,400
10					15,700		16,300		16,900
11					16,200	1	16,800		17,400
12							17,300	1	17,900
15*									18,400
20*									8,960
25*									19,400
* Anniversary Increment									No Teacher 18 Average Salary \$14,627

**Camino**  
**County: El Dorado**

Fiscal ADA 435 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB + 12		III AB + 24		IV AB + 36		V AB + 48		VI AB + 60	
1	\$ 8,429		\$ 9,031		\$ 9,633		\$ 10,235		\$ 10,837		\$ 11,439
2	9,031		9,633	1	10,235		10,837		11,439		12,041
3	9,633		10,235		10,837		11,439		12,041		12,643
4	10,235		10,837		11,439		12,041	1	12,643		13,245
5	10,837		11,439		12,041		12,643		13,245		13,847
6			12,041		12,643	1	13,245		13,847		14,449
7					13,245		13,847	1	14,449	1	15,051
8							14,449		15,051	1	15,653
9									15,653	1	16,255
10											16,857
No Teachers 19 Average Salary \$15,209											

**Cantua**  
**County: Fresno**

Fiscal ADA 332 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB + 8		III AB + 16		IV AB + 24		V AB + 32		VI AB + 40		VII AB + 48	
1	\$ 8,250		\$ 8,490		\$ 8,730		\$ 8,970		\$ 9,210		\$ 9,450		\$ 9,690
2	8,550		8,790		9,030		9,270		9,510	1	9,750		9,990
3	8,850		9,090		9,330		9,570		9,810		10,050		10,290
4	9,150		9,390		9,630	1	9,870		10,110		10,350		10,590
5	9,450		9,690		9,930		10,170	1	10,410		10,650		10,890
6	9,750		9,990		10,230		10,470		10,710		10,950		11,190
7	10,050		10,290		10,530		10,770		11,010		11,250		11,490
8	10,350		10,590		10,830		11,070		11,310		11,550		11,790
9	10,650		10,890		11,130		11,370		11,610	1	11,850		12,090
10			11,190	2	11,430		11,670	1	11,910		12,150	1	12,390
11					11,730		11,970		12,210	2	12,450	1	12,690
12							12,270		12,510		12,750		12,990
13									12,810		13,050		13,290
14											13,350		13,590
15													13,890

Cantua / County: Fresno (Continued)

VIII AB+56		VIII		2 at \$ 400 ea		Other		1 at \$ 700 ea		16		Average Salary		\$12,240	
1	\$ 9,330														
2	10,230														
3	10,530														
4	10,830														
5	11,130														
6	11,430														
7	11,730														
8	12,030														
9	12,330														
10	12,630														
11	12,930														
12	13,230														
13	13,530		1												
14	13,830		1												
15	14,130														
16	14,430		3												

Canyon

County: Shasta

Fiscal ADA 152 Highest Entry Step 6 Teaching Days 185

Other Assigned Days New Teachers 5 Returning Teachers 5

I BA+18		II BA+24		III BA+30		IV BA+36		V BA+42		VI BA+48		VII BA+54		VIII	
1	\$ 9,044														
2	9,510														
3	9,976														
4	10,442														
5	10,908														
6	11,374														
7	11,840														
8															
9															
10															
11															
12															
13															
14															

VIII BA+60

VIII	
1	\$ 10,640
2	11,106
3	11,572
4	12,038
5	12,504
6	12,970
7	13,436
8	13,902
9	14,368
10	14,834
11	15,300
12	15,766
13	16,232
14	16,698
15	17,164

No Teachers 7 Average Salary \$12,682

**Capay  
County: Glenn**

Fiscal ADA 138 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

	I	BA		II		III	BA + 30		IV	BA + 45
	II	BA + 15		III		IV	BA + 30		IV	BA + 45
		I		II		III			IV	
1		\$ 8,900		\$ 9,100		\$ 9,500			\$ 9,900	
2		9,200		9,400		9,800			10,200	
3		9,500		9,700		10,100			10,500	
4		9,800		10,000		10,400			10,800	
5		10,100		10,300		10,700			11,100	
6		10,400		10,600		11,000			11,400	
7		10,700		10,900		11,300			11,700	
8		11,000		11,200		11,600	1		12,000	
9		11,300		11,500		11,900			12,300	1
10		11,600		11,800		12,200	1		12,600	1
11				12,100		12,500			12,900	
12				12,400		12,800			13,200	
13			1	12,700		13,100			13,500	
14				13,000		13,400			13,800	

No Teachers 5 Average Salary \$12,280

**Castaic  
County: Los Angeles**

Fiscal ADA 245 Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers Returning Teachers 3

	I	BA		II		III	BA + 30		IV	BA + 45		V	BA + 60 + MA
	II	BA + 15		III		IV	BA + 30		IV	BA + 45		V	BA + 60 + MA
		I		II		III			IV			V	
1		\$ 10,323		\$ 11,149		\$ 11,975			\$ 12,803			\$ 13,629	
2		10,838		11,664		12,492			13,318			14,146	
3		11,355		12,181		13,008			13,834			14,661	
4		11,966		12,695		13,523			14,350			15,177	
5				13,213		14,040	1		14,867			15,694	
6				13,764		14,555			15,382			16,209	
7				14,281		15,072			15,898			16,725	1
8				14,797		15,588			16,415			17,241	1
9				15,312	1	16,103			16,950			17,757	1
10				15,715		16,620			17,447			18,274	
11				16,345		17,136			17,961			18,789	
12				16,861		17,653	2		18,479	1		19,305	1
13 *				17,261		18,053	1		18,879			19,705	
14 *				17,661		18,453			19,279			20,105	1

\* Anniversary Increment

No Teachers 11 Average Salary \$16,930

**Cayucos  
County: San Luis Obispo**

Fiscal ADA 201 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 5

	I	AB		II		III	AB + 45		IV	AB + 75
	II	AB + 30		III		IV	AB + 45		IV	AB + 75
		I		II		III			IV	V
1		\$ 9,445	1	\$ 10,719	1	\$ 11,987			\$ 13,255	
2				11,268		12,542			13,816	
3				11,818		13,092			14,366	
4				12,365	2	13,641			14,915	
5				12,911		14,188			15,464	
6				13,460		14,735			16,011	
7				14,007		15,282			16,558	
8				14,456		15,831			17,105	
9				15,104		16,378			17,652	
10				15,651		16,925			18,199	
11				16,198		17,472			18,746	
12						18,019			19,293	
13						18,566	2		19,840	
14									20,387	

Bonuses Other

1 at \$1000 ea

No Teachers 11 Average Salary \$15,208

**Chicago Park**  
**County: Nevada**

Fiscal ADA

101

Highest Entry Step

6

Teaching Days

177

Other Assigned Days

New Teachers

Returning Teachers

I BA		III BA+30		V BA+60 OR MA+15	
II BA+15		IV BA+45 OR MA			
	I	II	III	IV	V
1	\$ 8,400	\$ 9,795	\$ 9,209	\$ 9,641	\$ 10,094
2	8,795	9,209	9,641	10,094	10,586
3	9,209	9,641	10,094	10,568	11,065
4	9,641	10,094	10,568	11,065	11,586
5	10,094	10,568	11,065	11,586	12,130
6	10,568	11,065	11,586	12,130	12,700
7	11,065	11,586	12,130	12,700	13,297
8		12,130	12,700	13,297	13,922
9			13,297	14,576	15,260
10				15,260	15,979
11					

No Teachers 4 Average Salary \$14,210

**Chualar**  
**County: Monterey**

Fiscal ADA

267

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

1

Returning Teachers

1

I BA+CRED		III BA+30 OR STC		V BA+60 OR STC+30	
II BA+15		IV BA+45 OR STC+15			
	I	II	III	IV	V
1	\$ 9,328	\$ 9,833	\$ 10,351	\$ 10,882	\$ 11,426
2	9,730	10,248	10,779	11,323	11,880
3	10,145	10,676	11,220	11,777	12,347
4	10,573	11,117	11,674	12,244	12,827
5	11,014	11,571	12,141	12,724	13,320
6	11,568	12,038	12,621	13,217	13,826
7	11,935	12,518	13,114	13,723	14,345
8	12,415	13,011	13,620	14,240	14,877
9		13,517	14,139	14,774	15,422
10		14,036	14,671	15,319	15,989
11			15,216	15,877	16,551
12				16,448	17,135
13				17,032	17,732
14					18,342

No Teachers 13 Average Salary \$13,617

**Cinnabar**  
**County: Sonoma**

Fiscal ADA

235

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

5

Returning Teachers

5

I BA		III 154 W BA		V 154 W BA	
II 139 W/BA		IV 169 W BA			
	I	II	III	IV	V
1	\$ 9,591	\$ 10,114	\$ 10,638	\$ 11,160	\$ 11,683
2	10,080	10,573	11,095	11,619	12,143
3	10,506	11,029	11,552	12,076	12,598
4	10,964	11,488	12,012	12,534	13,057
5	11,423	11,944	12,467	12,991	13,515
6	11,880	12,403	12,925	13,450	13,972
7	12,337	12,862	13,383	13,906	14,429
8	12,796	13,319	13,842	14,365	14,889
9	13,253	13,776	14,298	14,823	15,345
10		14,235	14,757	15,281	15,804
11			15,214	15,737	16,261
12				16,196	16,719
13					17,175

Bonuses Masters at \$ 400 ea No Teachers 11 Average Salary \$14,507

**Coarsegold**  
**County: Madera**

Fiscal ADA 172 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers .. 5

I BA + 30		II BA + 42		III BA + 54		IV BA + 66		V BA + 78	
I	II	I	II	I	II	I	II	I	II
1	\$ 12,456	2	\$ 13,024		\$ 13,592		\$ 14,159		\$ 14,727
2	12,911		13,479		14,046		14,614		15,185
3	13,367		13,935		14,502		15,070		15,637
4	13,822		14,389		14,957		15,525		16,092
5	14,278	1	14,845	1	15,413		15,980		16,547
6	14,731		15,256		15,867		16,435		17,003
7	15,186		15,756		16,323		16,891		17,458
8	15,642		16,210		16,778		17,346		17,913
9	16,098		16,666		17,234		17,801		18,369
10	16,552		17,121		17,689		18,256		18,824
11	17,008		17,577		18,114		18,712	1	19,290
12			18,031		18,599		19,168		19,734
13					19,055		19,622		20,190
14							20,077		20,647
15									21,101

Bonuses Masters Other No Teachers 8 Average Salary \$15,791

**Cold Spring**  
**County: Santa Barbara**

Fiscal ADA 203 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II B + 15		III BA + 30		IV BA + 45		V BA + 54 W/MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,331		\$ 10,951		\$ 11,70		\$ 12,192		\$ 12,809
2	10,846		11,467		12,086		12,706		13,431
3	11,365		11,983		12,604		13,224		14,050
4	11,879		12,501		13,120		13,739		14,669
5	12,398		13,017		13,638		14,256		15,291
6	12,912		13,537		14,152		14,771		15,913
7	13,432		14,050		14,668	1	15,291		16,529
8	14,050		14,669		15,291		15,910	2	17,149
9	14,669		15,291		15,910	2	16,529		17,770
10	15,291		15,910		16,529		17,149		18,492
11					17,149		17,770		19,215
12					17,770	2	18,388		19,939
13									20,662

No Teachers 8 Average Salary \$16,813

**Colfax**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 260 Highest Entry Step 1 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB + 5		III AB + 10		IV AB + 15		V AB + 20		VI AB + 25		VII AB + 30	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 8,366		\$ 8,577		\$ 8,794		\$ 8,995		\$ 9,204		\$ 9,413		\$ 9,623
2	8,748		8,957		9,165		9,374		9,583		9,793		10,002
3	9,128		9,338		9,546		9,756		9,963		10,173		10,383
4	9,508		9,718		9,927		10,136		10,345		10,554		10,764
5	9,889		10,098		10,307		10,517		10,725		10,935		11,144
6			10,479		10,687		10,897		11,106		11,315		11,524
7					11,068		11,277		11,486		11,696		11,905
8							11,657		11,865		12,075		12,285
9									12,246	1	12,455		12,665
10											12,836		13,045
11													13,426

VIII AB + 35		IX AB + 40		X AB + 45		XI AB + 50		XII AB + 55		XIII AB + 60		XIV AB + 65	
VIII	IX	VIII	IX	X	XI	XII	XIII	XII	XIII	XIV	XV	XIV	XV
1	\$ 9,832		\$ 10,410		\$ 10,629		\$ 11,219		\$ 11,803		\$ 12,398		\$ 12,989
2	10,211		10,421		11,009		11,559		11,981		12,191		13,369
3	10,591		10,801		11,399		11,949		12,371		12,581		13,750
4	10,973		11,181		11,771		12,321		12,743		12,953		14,129
5	11,353		11,563		12,152		12,602		13,024		13,234		14,510
6	11,733		11,943		12,532		13,011		13,433		13,643		14,890
7	12,114		12,323		12,911		13,482		13,904		14,114		15,270
8	12,493		12,703		13,292		13,862		14,284		14,494		
9	12,874		13,083		13,672	1	14,262		14,684		14,894		
10	13,254		13,464		14,052		14,643		15,065		15,275		
11	13,634		13,844		14,433	1							
12	14,015		14,224										

**Colfax / County: Placer (Continued)**

XV	AB + 70		XVI	AB + 75
	XV		XVI	
7	\$ 13,578		\$	
8	13,358		14,166	
9	14,338		14,547	
10	14,718		14,928	
11	15,047		15,308	1
12	15,479	1	15,689	3

No Teachers 11 Average Salary \$14,562

**Columbia  
County: Shasta**

Fiscal ADA 294 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers

I BASE

I	I
1	\$ 8,200
2	8,506
3	8,812
4	9,118
5	9,424
6	9,730
7	10,036
8	10,342
9	10,648
10	10,954
11	11,260
12	11,566
13	11,872
14	12,178

Additional factors

1. Add \$27.50 per unit
2. Add \$375 anniversary increment in 17th and 20th years.
3. Add \$300 for MA

No Teachers 12 Average Salary \$11,469

**Columbia  
(Salaries Under Negotiation)  
County: Tuolumne**

Fiscal ADA 498 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA  
II BA + 6

III BA + 12  
IV BA + 18

V BA + 24  
VI BA + 30

VII BA + 36

I	II	III	IV	V	VI	VII
1	\$ 9,800	\$ 9,998	\$ 10,196	\$ 10,394	\$ 10,592	\$ 10,790
2	10,100	10,298	10,496	10,694	10,892	11,090
3	10,400	10,598	10,796	10,994	11,192	11,390
4	10,700	10,898	11,096	11,294	11,492	11,690
5	11,000	11,198	11,396	11,594	11,792	11,990
6	11,300	11,498	11,696	11,894	12,092	12,290
7	11,600	11,798	11,996	12,194	12,392	12,590
8	11,900	12,098	12,296	12,494	12,692	12,890
9	12,200	12,398	12,596	12,794	12,992	13,190
10	12,500	12,698	12,896	13,094	13,292	13,490
11	12,800	12,998	13,196	13,394	13,592	13,790
12	13,100	13,298	13,496	13,694	13,892	14,090
13	13,400	13,598	13,796	13,994	14,192	14,390
14	13,700	13,898	14,096	14,294	14,492	14,690
15	14,000	14,198	14,396	14,594	14,792	14,990
16			14,696	14,894	15,092	15,290
17					15,392	15,590
18						15,788

**Columbia / County: Tuolumne (Continued)**

VIII IX	BA + 42 BA + 45		X XI	BA + 54 BA + 60		XII XIII	BA + 66 BA 2		XIII
1	\$ 11,186		\$ 11,384		\$ 11,582	\$ 11,780		\$ 11,978	\$ 12,176
2	11,486		11,684		11,882	12,080		12,278	12,476
3	11,786	2	11,984	1	12,182	12,380		12,578	12,776
4	12,086		12,284		12,482	12,680		12,878	13,076
5	12,386	1	12,584		12,782	12,980		13,178	13,376
6	12,686		12,884	1	13,082	13,280		13,478	13,676
7	12,986		13,184		13,382	13,580		13,778	13,976
8	13,286		13,484	1	13,682	13,880		14,078	14,276
9	13,586		13,784		13,982	14,180		14,378	14,576
10	13,886		14,084		14,282	14,480		14,678	14,876
11	14,186		14,384		14,582	14,780		14,978	15,176
12	14,486	1	14,684		14,882	15,080		15,278	15,476
13	14,786		14,984		15,182	15,380		15,578	15,776
14	15,086		15,284		15,482	15,680		15,878	16,076
15	15,386	1	15,584		15,782	15,980		16,178	16,376
16	15,686		15,884		16,082	16,280		16,478	16,676
17	15,986		16,184		16,382	16,580		16,778	16,976
18	16,286		16,484		16,682	16,880		17,078	17,276
19			16,784		16,982	17,180		17,378	17,576
20						17,480		17,678	17,876
21									18,176

Bonuses: Mistery 1 at \$ 300 ea, Doctorate at \$ 500 ea, Other at \$ 300 ea

No Teachers: 21, Average Salary: \$13,771

**Columbine  
(Salaries Under Negotiation)  
County: Tulare**

I II	BA BA + 15		III IV	BA + 30 OR CRED BA + 45		V VI	BA + 60 BA + 75		Teaching Days
1	\$ 9,920		\$ 10,580		\$ 11,240	\$ 11,900		\$ 12,560	175
2	10,340		11,000		11,660	12,320		12,980	
3	10,760		11,420		12,080	12,740		13,400	
4	11,180		11,840		12,500	13,160		13,820	
5	11,600		12,260	1	12,920	13,580	1	14,240	
6	12,020		12,680		13,340	14,000		14,660	
7					13,760	14,420		15,080	
8					14,180	14,840		15,500	
9					14,600	15,260		15,920	
10					15,020	15,680		16,340	
11						16,100		16,760	
12								17,180	1

Fiscal ADA: 120, Highest Entry Step: 12, Teaching Days: 175

Other Assigned Days: 5, New Teachers: 5, Returning Teachers: 5

No Teachers: 4, Average Salary: \$14,380

**Cuddeback  
County: Humboldt**

I II	AB AB + 15		III IV	AB + 30 AB + 45		V VI	AB + 60 AB + 75		Teaching Days
1	\$ 9,280		\$ 9,672		\$ 9,984	\$ 10,308		\$ 10,620	6
2	9,564		9,876		10,200	10,512		10,812	
3	9,768		10,092		10,412	10,728		11,028	
4	9,984		10,308		10,620	10,944		11,232	
5	10,200		10,512		10,812	11,148		11,448	
6	10,412		10,728		11,028	11,364		11,664	
7	10,620		10,944		11,232	11,580		11,891	
8			11,148		11,448	11,784		12,108	
9					11,664	12,000		12,312	
10						12,216	3	12,528	
11								12,744	1
12									13,272

Fiscal ADA: 127, Highest Entry Step: 6, Teaching Days: 6

Other Assigned Days: 3, New Teachers: 3, Returning Teachers: 1

No Teachers: 6, Average Salary: \$12,388



**Cutten**  
(Salaries Under Negotiation)

**County: Humboldt**

Fiscal ADA 416 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

	I AB+CRED		III AB+30		V AB+60
	II AB+15		IV AB+45		
	I	II	III	IV	V
1	\$ 9,951	\$ 10,704	\$ 11,469	\$ 12,219	\$ 12,961
2	10,368	11,124	11,901	12,654	13,419
3	10,785	11,544	12,333	13,086	13,857
4	11,202	11,964	12,765	13,524	14,295
5	11,619	12,384	13,197	13,959	14,733
6	12,036	12,804	13,629	14,394	15,171
7	12,453	13,224	14,061	14,829	15,609
8	12,870	13,644	14,493	15,264	16,047
9	13,287	14,064	14,925	15,699	16,485
10	13,704	14,484	15,357	16,134	16,923
11	14,121	14,904	15,789	16,569	17,361

No Teachers 18 Average Salary \$16,035

**Cuyama**

**County: Santa Barbara**

Fiscal ADA 206 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

	I BA+CRED		III BA+30		V BA+60
	II BA+15		IV BA+45		
	I	II	III	IV	V
1	\$ 8,827	\$ 9,506	\$ 10,185	\$	\$
2	9,306	10,185	10,864		
3	10,185	10,864	11,543		
4	10,864	11,543	12,222	12,901	14,259
5	11,543	12,222	12,901	13,580	14,938
6	12,222	12,901	13,580	14,259	15,617
7		13,580	14,259	14,938	16,975
8			14,938	15,617	17,654
9					

Bonuses Masters 3 at \$ 679 ea No Teachers 11 Average Salary \$15,308

**Delta Island**

**County: San Joaquin**

Fiscal ADA 176 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

	I AB		III AB+30		V AB+60
	II AB+15		IV AB+45		VI AB+75
	I	II	III	IV	V
1	\$ 9,705	\$ 10,217	\$ 10,728	\$ 11,239	\$
2	10,142	10,655	11,165	11,678	
3	10,582	11,093	11,604	12,115	12,539
4	11,019	11,530	12,041	12,555	12,997
5	11,458	11,968	12,481	12,992	13,502
6	11,894	12,406	12,919	13,431	13,941
7	12,332	12,848	12,982	13,867	14,378
8	12,771	13,284	13,795	14,305	14,818
9	13,210	13,721	14,232	14,745	15,256
10		14,160	14,671	15,182	15,694
11			15,108	15,621	16,131
12				16,057	16,568
20*				16,407	

\* Anniversary Increment No Teachers 9 Average Salary \$14,643

**Di Giorgio  
County: Kern**

Fiscal ADA 126 Highest Entry Step 15 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	III	BA+24	V	BA+48	VI	BA+60
II	BA+12	IV	BA+36	VI	BA+60		
I	II	III	IV	V	VI		
1	\$ 9,643	\$ 10,086	\$ 10,470	\$ 10,897	\$ 11,301	\$ 11,710	
2	10,086	10,470	10,897	11,301	11,710	12,122	
3	10,470	10,897	11,301	11,710	12,122	12,536	
4	10,897	11,301	11,710	12,122	12,536	12,949	
5	11,301	11,710	12,122	12,536	12,949	13,361	
6	11,710	12,122	12,536	12,949	13,361	13,776	
7	12,122	12,536	12,949	13,361	13,776	14,188	
8	12,536	12,949	13,361	13,776	14,188	14,603	
9		13,361	13,776	14,188	14,603	15,016	
10			14,188	14,603	15,016	15,429	
11				15,016	15,429	15,842	
12					15,842	16,255	
13						16,669	1
14						17,082	2
15						17,495	

Bonuses Masters at \$ 375 ea No Teachers 7 Average Salary \$14,424

**Dry Creek  
(Salaries Under Negotiation)  
County: Placer**

Fiscal ADA 132 Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I	AB+CRED	III	AB+CRED+30	V	AB+CRED+60
II	AB+CRED+15	IV	AB+CRED+45		
I	II	III	IV	V	
1	\$ 9,333	\$ 9,983	\$ 10,453	\$ 11,013	\$ 11,573
2	9,800	10,360	10,920	11,480	12,040
3	10,266	10,826	11,386	11,946	12,506
4	10,733	11,293	11,853	12,413	12,973
5	11,200	11,760	12,320	12,880	13,440
6		12,226	12,786	13,346	13,906
7		12,693	13,253	13,813	14,373
8		13,160	13,720	14,280	14,839
9			14,186	14,746	15,306
10			14,653	15,213	15,773
11				15,679	16,239
12				16,146	16,706
13					17,173
14					17,639
15					18,106

No Teachers 6 Average Salary \$14,590

**Ducor  
County: Tulare**

Fiscal ADA 167 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 2

Data Not In Standard Format No Teachers 7 Average Salary \$11,894

**Dunsmuir  
County: Siskiyou**

Fiscal ADA 382 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I	AB	III	AB+30	V	AB+60
II	AB+15	IV	AB+45		
I	II	III	IV	V	
1	\$ 8,899	\$ 9,568	\$ 10,188	\$ 10,808	\$ 11,340
2	9,568	10,188	10,808	11,340	11,960
3	10,188	10,808	11,340	11,960	12,580
4	10,808	11,340	11,960	12,580	13,200
5	11,340	11,960	12,580	13,200	13,820
6	11,960	12,580	13,200	13,820	14,440
7	12,580	13,200	13,820	14,440	15,060
8	13,200	13,820	14,440	15,060	15,680
9		14,440	15,060	15,680	16,301
10		15,060	15,680	16,301	16,909

Bonuses Other 4 at \$ 200 ea No Teachers 17 Average Salary \$14,992



**Edison  
County: Kern**

Fiscal ADA 491 Highest Entry Step 5 Teaching Days .. 177  
Other Assigned Days New Teachers 2 Returning Teachers ..2

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60		VII BA + 72	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,464	2	\$ 9,758		\$ 10,052	2	\$ 10,345		\$ 10,639		\$ 10,933		\$
2	9,758		10,075		10,390		10,706		11,031		11,337		
3	10,062	1	10,392		10,728		11,067		11,413		11,741		
4	10,345		10,709		11,066	1	11,428		11,795		12,145		
5	10,639		11,026		11,404	1	11,789		12,177		12,549		
6	10,933		11,343	1	11,742	1	12,150		12,559	1	12,953		
7	11,227		11,660		12,080		12,511	1	12,941		13,357		
8	11,521		11,977		12,418	1	12,872		13,323		13,761		14,216
9	11,815		12,294		12,756		13,233		13,705		14,165		14,643
10	12,109		12,611		13,094		13,594		14,067	1	14,569		15,070
11	12,403		12,928		13,432		13,955		14,469		14,973		15,497
12	12,697		13,245		13,770		14,316		14,851		15,377		15,924
13	12,991	1	13,562		14,106		14,677		15,233	1	15,781	1	16,351
14	13,285	1	13,879		14,446		15,038		15,615		16,185	1	16,778
16 *	13,585		14,179	1	14,746	2	15,332		15,915		16,485		17,078
21 *	13,685		14,279		14,846		15,438		16,015		16,585		17,178
26 *	13,785		14,379		14,946		15,538		16,115		16,685		17,278

\* Anniversary Increment

No Teachers 26 Average Salary \$13,394

**El Nido  
County: Merced**

Fiscal ADA 126 Highest Entry Step . . . 6 Teaching Days . . . 175  
Other Assigned Days New Teachers . . . 3 Returning Teachers . . . 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,949	1	\$ 9,357		\$ 9,765		\$ 10,182	1	\$ 10,599
2	9,357		9,765		10,173		10,590		11,007
3	9,765		10,173		10,581		10,998		11,415
4			10,581		10,989		11,406		11,823
5			10,989		11,397		11,814		12,231
6					11,805	1	12,222		12,639
7					12,213	1	12,630		13,047
8					12,621		13,038		13,456
9					13,029		13,446		13,863
10					13,437		13,854		14,271
11							14,262		14,679
12							14,670		15,087
13							15,078		15,495
14							15,486		15,903

No Teachers 4 Average Salary \$10,889

**Elverta  
County: Sacramento**

Fiscal ADA 279 Highest Entry Step 6 Teaching Days .. 176  
Other Assigned Days New Teachers 2 Returning Teachers ..2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 75 OB MA + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,015		\$ 9,580		\$ 10,145	1	\$ 10,711		\$ 11,276
2	9,801		10,166		10,731		11,297		11,862
3	10,187		10,752		11,317	1	11,883		12,448
4	10,773		11,338		11,903		12,469		13,034
5			11,924		12,489	1	13,065	2	13,620
6			12,555		13,075	1	13,641		14,206
7					13,661		14,227		14,792
8					14,247	1	14,813		15,378
9							15,399		15,964
10			15,134	1			15,964	2	16,550

Bonuses Other 14 at \$ 300 ea

No Teachers 14 Average Salary \$14,634

**Etna** Fiscal ADA 260 Highest Entry Step Teaching Days 178  
**County: Siskiyou** Other Assigned Days New Teachers Returning Teachers

I AB+30		II AB+45		III AB+60	
I	II	I	II	I	II
1	\$ 10,152	\$ 10,730	\$ 11,288		
2	10,639	11,207	11,775		
3	11,126	11,694	12,262		
4	11,613	12,181	12,749		
5	12,100	12,668	13,236		
6	12,587	13,155	13,723	1	
7	13,074	13,542	14,210		
8	13,561	14,129	14,697		
9		14,616	15,184		
10			15,671	4	

No Teachers 13 Average Salary \$13,517

**Evergreen** Fiscal ADA 360 Highest Entry Step 3 Teaching Days 175  
 (Salaries Under Negotiation) **County: Tehama** Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 OR MA+15	
I	II	I	II	I	II	I	II	I	II
1	\$ 7,500	\$ 8,000	\$ 8,500	\$ 9,000	\$ 9,500	\$ 10,000	\$ 10,500	\$ 11,000	\$ 11,500
2	8,000	8,500	9,000	9,500	10,000	10,500	11,000	11,500	12,000
3	8,500	9,000	9,500	10,000	10,500	11,000	11,500	12,000	12,500
4	9,000	9,500	10,000	10,500	11,000	11,500	12,000	12,500	13,000
5	9,500	10,000	10,500	11,000	11,500	12,000	12,500	13,000	13,500
6	10,000	10,500	11,000	11,500	12,000	12,500	13,000	13,500	14,000
7		11,000	11,500	12,000	12,500	13,000	13,500	14,000	14,500
8				12,000	12,500	13,000	13,500	14,000	14,500
9				12,500	13,000	13,500	14,000	14,500	15,000
10									
11									
12									

Non: Other 18 at \$ 811 ea No Teachers 18 Average Salary \$11,797

**Ferndale** Fiscal ADA 394 Highest Entry Step 12 Teaching Days 175  
**County: Humboldt** Other Assigned Days New Teachers 2 Returning Teachers 2

I BA+CRED		II BA+12		III BA+24		IV BA+36		V BA+48 OR MA		VI BA+60	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,410	\$ 9,932	\$ 10,455	\$ 10,978	\$ 11,501	\$ 12,024	\$ 12,481	\$ 12,938	\$ 13,395	\$ 13,853	\$ 14,311
2	9,892	10,324	10,848	11,370	11,926	12,481	12,938	13,395	13,853	14,311	14,768
3	10,159	10,717	11,239	11,762	12,351	12,938	13,525	14,112	14,699	15,286	15,873
4	10,586	11,109	11,631	12,155	12,776	13,396	14,017	14,638	15,259	15,880	16,501
5	11,065	11,501	12,024	12,546	13,068	13,590	14,112	14,634	15,156	15,678	16,200
6	11,370	11,893	12,416	12,938	13,461	13,984	14,507	15,030	15,553	16,076	16,600
7	11,792	12,285	12,808	13,331	13,874	14,417	14,960	15,503	16,046	16,589	17,132
8	12,155	12,677	13,200	13,723	14,246	14,769	15,292	15,815	16,338	16,861	17,384
9			13,592	14,114	14,636	15,158	15,680	16,202	16,724	17,246	17,768
10			13,984	14,507	15,030	15,553	16,076	16,600	17,124	17,648	18,172
11											
12											

No Teachers 13 Average Salary \$15,087

**Fieldbrook** Fiscal ADA 136 Highest Entry Step 4 Teaching Days 175  
 (Salaries Under Negotiation) **County: Humboldt** Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA+15		III BA+30		IV BA+45		V BA+60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,156	\$ 9,492	\$ 9,828	\$ 10,176	\$ 10,512	\$ 10,848	\$ 11,184	\$ 11,520	\$ 11,856
2	9,492	9,828	10,176	10,512	10,848	11,184	11,520	11,856	12,192
3	9,816	10,176	10,512	10,848	11,184	11,520	11,856	12,192	12,528
4	10,176	10,512	10,848	11,184	11,520	11,856	12,192	12,528	12,864
5	10,512	10,848	11,184	11,520	11,856	12,192	12,528	12,864	13,200
6	10,848	11,184	11,520	11,856	12,192	12,528	12,864	13,200	13,536
7	11,184	11,520	11,856	12,192	12,528	12,864	13,200	13,536	13,872
8	11,532	11,868	12,216	12,552	12,888	13,236	13,572	13,908	14,244
9	11,868	12,216	12,552	12,888	13,236	13,572	13,908	14,244	14,580
10	12,216	12,552	12,888	13,236	13,572	13,908	14,244	14,580	14,916

No Teachers 7 Average Salary \$12,308

**Foresthill**  
(Salaries Under Negotiation)  
**County: Placer**

Data Not In Standard Format

Fiscal ADA	257	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2
		No Teachers	10	Average Salary	\$14,315

**Fort Jones**  
**County: Siskiyou**

Fiscal ADA	107	Highest Entry Step	3	Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	...

I	AB	III	AB + 30	IV	AB + 45
II	AB + 15				
	I		III		IV
1	\$ 9,946		\$ 10,683		\$ 11,052
2	10,314		11,052		11,419
3	10,683		11,419		11,788
4	11,052		11,788		12,156
5	11,419		12,156		12,525
6			12,525		12,895
7			12,895		13,261
8					13,613

No Teachers 6 Average Salary \$11,785

**Franklin**  
**County: Sutter**

Fiscal ADA	369	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	...

I	AB	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75	VII	AB + 90
II	AB + 15										
	I		III		IV		V		VI		VII
1	\$ 8,914		\$ 9,914		\$ 10,414		\$		\$		\$
2	9,414		10,414		10,914						
3	9,914		10,914		11,416	2					
4			11,414		11,915	1					
5			11,914		12,414		12,915		13,414	1	
6			12,414	1	12,913		13,414	1	13,913	1	
7					13,412		13,913		14,412		
8					13,911		14,412		14,911		
9					14,410		14,912	1	15,410		
10					14,909		15,412	2	15,912	1	
11					15,054	1	15,912		16,412		
15*					16,865	1					18,884

Bonuses Masters 2 at \$ 644 ea

\* Anniversary Increment No Teachers 15 Average Salary \$14,701

**Freshwater**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA	222	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	2	Returning Teachers	2

I	PART CRED	III	CRED + 15	IV	CRED + 45	V	CRED + 45
II	FULL CRED	IV	CRED + 30				
	I		III		IV		V
1	\$ 9,044		\$ 9,541		\$ 10,672		\$ 11,305
2	9,451		9,994	1	11,215		11,893
3	9,858		10,446		11,757		12,481
4	10,265		10,898		12,300		13,069
5	10,672		11,350	1	12,842		13,656
6			11,802		13,385		14,244
7			12,255		13,928	1	14,833
8					14,470		15,420
9					15,013		16,008
10					15,556		16,596
11					16,098		17,183

No Teachers 11 Average Salary \$13,413

**Fruitvale**  
**County: Kern**

Fiscal ADA 340 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers .2

I BA		III BA + 24		V BA + 48 OR MA + 12		VII BA + 72 OR MA + 36	
II BA + 12		IV BA + 36 OR MA		VI BA + 60 OR MA + 24			
I	II	III	IV	V	VI	VII	
1	\$ 11,043	\$ 11,552	\$ 12,099	\$ 12,686	\$ 13,312	\$ 13,975	\$ 14,678
2	11,434	11,942	12,499	13,075	13,700	14,365	15,068
3	11,823	12,332	12,880	13,467	14,092	14,757	15,459
4	12,215	12,724	13,270	13,858	14,484	15,147	15,850
5	12,608	13,114	13,662	14,249	14,875	15,538	16,241
6	12,997	13,506	14,052	14,639	15,264	15,927	16,630
7	13,389	13,897	14,445	15,031	15,657	16,322	17,025
8	13,780	14,286	14,834	15,422	16,047	16,710	17,413
9	14,170	14,679	15,225	15,814	16,438	17,104	17,806
10		15,070	15,615	16,202	16,827	17,486	18,197
11			16,006	16,594	17,220	17,886	18,588
12				16,986	17,610	18,276	18,978
13					18,002	18,666	19,369
16*							19,696
19*							19,989
25*							20,969

Bonuses Masters at \$ 300 ea  
\* Anniversary Increment No Teachers 19 Average Salary \$16,969

**General Shafter**  
**County: Kern**

Fiscal ADA 113 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 24		V BA + 48		VII BA + 72	
II BA + 12		IV BA + 36		VI BA + 60			
I	II	III	IV	V	VI	VII	
1	\$ 10,100	\$ 10,600	\$ 11,100	\$ 11,600	\$ 12,100	\$ 12,600	\$ 13,100
2	10,300	10,800	11,300	12,000	12,500	13,000	13,500
3	10,900	11,400	11,900	12,400	12,900	13,400	13,900
4	11,300	11,800	12,300	12,800	13,300	13,800	14,300
5	11,700	12,200	12,700	13,200	13,700	14,200	14,700
6	12,100	12,600	13,100	13,600	14,100	14,600	15,100
7	12,300	13,000	13,500	14,000	14,500	15,000	15,500
8	12,900	13,400	13,900	14,400	14,900	15,400	15,900
9	13,300	13,800	14,300	14,800	15,300	15,800	16,300
10		14,200	14,700	15,200	15,700	16,200	16,700
11			15,100	15,600	16,100	16,600	17,100
12				16,000	16,500	17,000	17,500
13					16,900	17,400	17,900
14						17,800	18,300
15							18,700

No Teachers 6 Average Salary \$15,416

**Gerber**  
**County: Tehama**

Fiscal ADA 411 Highest Entry Step 6 Teaching Days 173  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		III AB + 30		V AB + 54 OR MA + 12	
II AB + 15		IV AB + 42			
I	II	III	IV	V	
1	\$ 8,190	\$ 8,675	\$ 9,160	\$ 9,645	\$ 10,130
2	8,675	9,160	9,645	10,130	10,615
3	9,160	9,645	10,130	10,615	11,100
4	9,645	10,130	10,615	11,100	11,585
5	10,130	10,615	11,100	11,585	12,070
6	10,615	11,100	11,585	12,070	12,555
7	11,100	11,585	12,070	12,555	13,040
8	11,585	12,070	12,555	13,040	13,525
9	12,070	12,555	13,040	13,525	14,010
10		13,040	13,525	14,010	14,495
11			14,010	14,495	14,980
12				14,980	15,465
13					15,950
16*					16,300
19*					16,650
22*					17,000

\* Anniversary Increment No Teachers 13 Average Salary \$12,859

**Gold Oak**

County: El Dorado

Fiscal ADA

456

Highest Entry Step

6

Teaching Days . . . . . 176

Other Assigned Days

New Teachers

4

Returning Teachers. . . . . 4

I AB		II AB + 12		III AB + 24		IV AB + 36 OR MA		V AB + 48 OR MA + 6		VI AB + 60 OR MA + 12			
I		II		III		IV		V		VI			
1	\$ 9,447		\$ 9,919		\$ 10,392		\$ 10,864		\$ 11,336		\$		
2	9,919		10,392	1	10,864		11,336		11,809				
3	10,392		10,869		11,336		11,809		12,281	1	12,753		
4	10,864		11,336		11,809		12,281		12,753	1	13,226		
5	11,336		11,809		12,281		12,753		13,226		13,698		
6	11,809		12,281		12,753		13,226	2	13,698	2	14,171		
7	12,281		12,753		13,226		13,698		14,171	2	14,643		
8	12,753		13,226		13,698		14,171		14,643	1	15,115		
9	13,226		13,698		14,171		14,643		15,115		15,588		
10	13,698		14,171		14,643		15,115		15,588		16,060		
11	14,171		14,643		15,115		15,588		16,060		16,532		
12	14,643		15,115		15,588		16,060	2	16,532	1	17,005		
										No Teachers	20	Average Salary	\$14,454

**Gold Trail**

County: El Dorado

Fiscal ADA

374

Highest Entry Step . . . . . 6

Teaching Days. . . . . 1

Other Assigned Days

New Teachers . . . . . 3

Returning Teachers . . . . . 2

I BA + CRED		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60		VII BA + 72			
I		II		III		IV		V		VI		VII			
1	\$ 9,085	1	\$ 9,515		\$ 9,935		\$ 10,355	1	\$ 10,775		\$ 11,195		\$ 11,615		
2	9,515	1	9,935		10,355		10,775	1	11,195		11,615		12,035		
3	9,935		10,355		10,775		11,195		11,615		12,035		12,455		
4	10,355		10,775	1	11,195		11,615		12,035		12,455		12,875		
5	10,775		11,195		11,615	1	12,035	2	12,455		12,875		13,295		
6	11,195		11,615		12,035		12,455		12,875	1	13,295		13,715		
7			12,035		12,455		12,875		13,295	1	13,715		14,135		
8					12,875		13,295		13,715	1	14,135		14,555		
9							13,715		14,135		14,555		14,975		
10									14,555		14,975	1	15,395		
11											15,395		15,815		
												VIII BA + 84			
												VIII			
1	\$ 12,035														
2	12,455														
3	12,875														
4	13,295														
5	13,715														
6	14,135														
7	14,555														
8	14,975														
9	15,395	1													
10	15,815														
11	16,235														
												No Teachers	16	Average Salary	\$12,965

**Golden Feather**

County: Butte

Fiscal ADA

177

Highest Entry Step

6

Teaching Days. . . . . 177

Other Assigned Days

New Teachers

2

Returning Teachers . . . . . 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 W/MA					
I		II		III		IV		V					
1	\$ 9,775		\$ 10,255		\$ 10,895		\$ 11,375		\$ 11,690				
2	10,135		10,615		11,323	1	11,735		12,090				
3	10,495		10,975		11,605		12,095		12,410				
4	10,855		11,335		11,965		12,455		12,770				
5	11,215		11,695		12,325		12,815		13,130				
6	11,575		12,055		12,685		13,175	1	13,490				
7	11,935		12,415		13,045		13,503	1	13,850				
8	12,295		12,775		13,405		13,865		14,210				
9			13,135		13,765		14,220		14,570				
10			13,495		14,125		14,520		14,930				
11			13,855	2	14,485		14,820		15,291				
12							15,170	1	15,650				
13							15,530	1	16,010				
14									16,370				
										No Teachers	10	Average Salary	\$13,723

**Grant**  
(Salaries Under Negotiation)  
**County: Shasta**

Fiscal ADA 136 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 1

I BA		III BA+24		V BA+48		VII BA+72 OR MA		
II BA+12		IV BA+36		VI BA+60				
I	II	III	IV	V	VI	VII		
1	\$ 8,000	\$ 8,600	\$ 9,200 1	\$ 9,800	\$ 10,400	\$ 11,000	\$ 11,600	
2	8,500	9,100	9,700	10,300	10,900	11,500	12,100	
3	9,000	9,600	10,200	10,800	11,400	12,000	12,600 1	
4	9,500	10,100	10,700	11,300 1	11,900	12,500	13,100	
5	9,500	10,700	11,300	11,800 1	12,400	13,000 1	13,600	
6	9,500	11,300	11,800	12,300	12,900	13,500	14,100	
7	9,500	11,300	12,400	12,800	13,400	14,000	14,600	
8	9,500	11,300	13,000	13,300	13,900	14,500	15,100	
9	9,500	11,300	13,000	13,800	14,900	15,000	15,600	
10	9,500	11,300	13,000	14,300	14,900	15,500	16,100	
11	9,500	11,300	13,000	14,800	15,400	16,000	16,600	
12	9,500	11,300	13,000	15,300 1	15,900	16,500	17,100	
13	9,500	11,300	13,000	15,800	16,400	17,000	17,600	
14	9,500	11,300	13,000	16,300	16,900	17,500	18,100	
No Teachers						7	Average Salary	\$12,100

**Grenada**  
**County: Siskiyou**

Fiscal ADA 156 Highest Entry Step 4 Teaching Days  
Other Assigned Days New Teachers 1 Returning Teachers 1

I CRED OR AB		III CRED W/AB+30		V CRED+60 OR MA+45				
II CRED W/AB+15		IV CRED W/AB+45 OR MA						
I	II	III	IV	V				
1	\$ 8,904	\$ 9,438	\$ 9,972	\$ 10,506	\$ 11,040			
2	9,438	9,972	10,506	11,040	11,575			
3	9,972	10,506	11,040 1	11,575	12,109			
4	10,506	11,040	11,575	12,109 1	12,643			
5	11,040	11,575	12,109	12,643 1	13,178			
6	11,575	12,109	12,643 1	13,178	13,712			
7	12,109	12,643	13,178 1	13,712	14,246			
8	12,634	13,178	13,712	14,246	14,780			
9		13,712	14,246	14,780	15,315			
10			14,780	15,315	15,849			
11				15,849	16,383			
12					16,917 1			
No Teachers						6	Average Salary	\$13,088

**Guasti**  
**County: San Bernardino**

Fiscal ADA 126 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA+30				
II BA+15		IV BA+45				
I	II	III	IV			
1	\$ 9,963	\$ 10,686	\$ 11,408 2			
2	10,584	11,208	11,931			
3	11,006	11,730 1	12,450			
4	11,529	12,250	12,974			
5	12,049	12,772	13,495			
6		13,293	14,015			
7		13,814 1	14,538			
8		14,336	15,059			
9		14,858	15,581			
10		15,381	16,102			
11		15,902	16,624			
12		16,423	17,154			
13		16,943	17,663			
14		17,466	18,189			
15		17,817	18,709			
16*		18,708	19,644 2			
21*		19,599	20,579 1			
No Teachers				7	Average Salary	\$15,436

\* Anniversary Increment



**Hamilton**

**County: Glenn**

Fiscal ADA 347

Highest Entry Step 6

Teaching Days 175

Other Assigned Days

New Teachers 2

Returning Teachers 2

I AB + 12  
II AB + 24

III AB + 36 W MA  
IV AB + 48 OR MA + 12

V AB + 60 OR MA + 24

	I	II	III	IV	V
1	\$ 9,263	\$ 9,803	\$ 10,343	\$ 10,883	\$ 11,423
2	9,663	10,203	10,743	11,283	11,823
3	10,063	10,603	11,143	11,683	12,223
4	10,463	11,003	11,543	12,083	12,623
5	10,863	11,403	11,943	12,483	13,023
6	11,263	11,803	12,343	12,883	13,423
7	11,663	12,203	12,743	13,283	13,823
8	12,063	12,603	13,143	13,683	14,223
9	12,463	13,003	13,543	14,083	14,623
10	12,863	13,403	13,943	14,483	15,023
11	13,263	13,803	14,343	14,883	15,423
12	13,663	14,203	14,743	15,283	15,823
13			15,143	15,683	16,223
14				16,083	16,623
15					17,023

No Teachers 13 Average Salary \$13,596

**Happy Camp**

(Salaries Under Negotiation)

**County: Siskiyou**

Fiscal ADA 280

Highest Entry Step 5

Teaching Days 176

Other Assigned Days

New Teachers 2

Returning Teachers 2

I AB + 30  
II AB + 45 OR MA

III AB + 60 OR MA + 15

	I	II	III
1	\$ 10,132	\$ 10,824	\$ 11,592
2	10,512	11,208	12,012
3	10,894	11,590	12,408
4	11,269	11,952	12,840
5	11,616	12,372	13,224
6	11,988	12,732	13,620
7		13,140	14,040
8		13,536	14,448
9		13,932	14,880
10		14,316	15,276
11			15,672
12			15,972
13			16,500

No Teachers 13 Average Salary \$14,349

**Happy Valley**

**County: Santa Cruz**

Fiscal ADA 113

Highest Entry Step 4

Teaching Days

Other Assigned Days

New Teachers

Returning Teachers

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

	I	II	III	IV	V	VI
1	\$ 10,839	\$ 11,459	\$ 12,079	\$ 12,699	\$ 13,318	\$ 13,938
2	11,230	11,849	12,470	13,090	13,710	14,330
3	11,622	12,241	12,862	13,481	14,101	14,722
4	12,012	12,633	13,253	13,873	14,493	15,113
5	12,404	13,025	13,644	14,265	14,885	15,524
6	12,796	13,417	14,036	14,656	15,276	15,896
7	13,188	13,807	14,428	15,048	15,668	16,288
8		14,199	14,820	15,439	16,059	16,680
9			15,211	15,831	16,451	17,071
10			15,602	16,223	16,843	17,463
11				16,614	17,234	17,854
12					17,626	18,246
13						18,638

Bonuses Other 3 at \$ 220 ea

No Teachers 5 Average Salary \$15,571

**Harmony**

Fiscal ADA 427 Highest Entry Step 6 Teaching Days 176

**County: Sonoma**

Other Assigned Days New Teachers 3 Returning Teachers 2

I	BA	III	BA + 30	V	BA + 60	VI	BA + 75
II	BA + 15	IV	BA + 45	VI	BA + 75		
	I	II	III	IV	V	VI	
1	\$ 9,550	\$ 9,998	\$ 10,446				
2	9,941	10,400	10,877				
3	10,342	10,801	11,288	11,822			
4	10,762	11,221	11,708	12,243	2		
5	11,192	11,651	12,138	12,672	2	13,312	14,258
6	11,651	12,109	12,596	13,131	1	13,771	14,621
7	12,138	12,596	13,073	13,618	1	14,258	15,108
8	12,644	13,102	13,589	14,124		14,764	15,614
9		13,637	14,124	14,659		15,299	16,149
10			14,716	15,251		15,891	16,741
11				15,891		16,540	17,381
12						17,209	18,059

Bonuses Masters 2 at \$ 400 ea No Teachers 18 Average Salary \$13,986

**Hart-Ransom**

Fiscal ADA 327 Highest Entry Step 1 Teaching Days 176

**County: Stanislaus**

Other Assigned Days New Teachers 3 Returning Teachers .3

I	AB	III	AB + 24	V	AB + 48	VII	AB + 72
II	AB + 12	IV	AB + 36	VI	AB + 60		
	I	II	III	IV	V	VI	VII
1	\$ 9,434	\$ 9,734	\$ 10,034				
2	9,784	10,084	10,384	10,684			
3	10,134	10,434	10,734	11,034	1	11,334	11,984
4	10,484	10,784	11,084	11,384		11,684	12,334
5	10,834	11,134	11,434	11,734		12,034	12,684
6	11,184	11,484	11,784	12,084		12,384	12,984
7	11,534	11,834	12,134	12,434		12,734	13,334
8	11,884	12,184	12,484	12,784		13,084	13,684
9	12,234	12,534	12,834	13,134		13,434	14,034
10		12,884	13,184	13,484		13,784	14,384
11			13,534	13,834		14,134	14,734
12				14,184	2	14,484	15,084
13						14,834	15,434
14						15,184	15,784

Bonuses Other 3 at \$2000 ea No Teachers 12 Average Salary \$14,125

**Hayfork Valley**

Fiscal ADA 397 Highest Entry Step 6 Teaching Days

**County: Trinity**

Other Assigned Days New Teachers 5 Returning Teachers 4

I	BA	III	BA + 18	V	BA + 42	VII	BA + 66
II	BA + 6	IV	BA + 30	VI	BA + 54		
	I	II	III	IV	V	VI	VII
1	\$ 10,026	\$ 10,482	\$ 10,937	\$ 11,393	3		
2	10,482	10,937	11,393	11,849		12,304	
3	10,937	11,393	11,849	12,304	2	12,760	13,672
4	11,393	11,849	12,304	12,760		13,216	14,127
5	11,849	12,304	12,760	13,216	2	13,672	14,583
6	12,304	12,760	13,216	13,672	1	14,127	15,038
7		13,216	13,672	14,127		14,583	15,494
8		13,672	14,127	14,583		15,038	15,950
9			14,583	15,038		15,494	16,406
10			15,038	15,494		15,950	16,862
11				15,950		16,406	17,317
12				16,406	1	16,862	17,773
13						17,317	18,229
14						17,773	18,684
15						18,229	19,140

Bonuses Longevity 4 percent of base salary No Teachers 20 Average Salary \$14,501

**Herlong**  
(Salaries Under Negotiation)  
**County: Lassen**

Fiscal ADA	224	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	3
			VII	AB + 90	

I AB		III AB + 40		V AB + 70		VII AB + 90
II AB + 30		IV AB + 60		VI AB + 80		VIII

1	\$ 8,393	1	\$ 9,592	1	\$ 10,192	1	\$ 10,791		
2	8,813		9,592		10,192		10,791		
3	9,232		10,192	1	10,791		11,391		
4	9,653		10,791		11,391		11,990		
5			11,391		11,990		12,590		
6			11,990	2	12,590		13,189		
7		2	12,590		13,189		13,789		
8			13,189	2	13,789		14,388		
					14,388		14,988	16,187	17,386

Bonuses	Other	1 at \$ 450 ea	Other	1 at \$ 600 ea
				No Teachers
				9
				Average Salary
				\$11,640

**Herndon**  
**County: Fresno**

Fiscal ADA	249	Highest Entry Step	4	Teaching Days	175
Other Assigned Days		New Teachers	4	Returning Teachers	4

I AB		III AB + 30		V AB + 60
II AB + 15		IV AB + 45		

1	\$ 9,338	1	\$ 9,697	1	\$ 10,056	1	\$ 10,415	1	\$ 10,774
2	9,727	1	10,086	1	10,445		10,804		11,163
3	10,116		10,475		10,834		11,193		11,552
4	10,506		10,864	2	11,223		11,582		11,941
5	10,894		11,253		11,612		11,971		12,330
6	11,283	1	11,642		12,001	1	12,360		12,719
7	11,672		12,031		12,390		12,749		13,108
8	12,061		12,420		12,779		13,138		13,497
9			12,809		13,168		13,527		13,886
10					13,557	1	13,916		14,275
11							14,305		14,664
12							14,694	2	15,053
13									15,442

				No Teachers	10	Average Salary	\$11,710
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**Hickman**  
**County: Stanislaus**

Fiscal ADA	192	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	7	Returning Teachers	7

I BASE	
I	\$ 8,000

Additional Factors

- 1 Add \$35 per unit beyond BA
- 2 Add \$400 per year of experience
- 3 Add \$500 for MA.

	No Teachers	9	Average Salary	\$12,000
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**Houghton-Kearney  
County: Fresno**

Fiscal ADA 182 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 3

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45		
	I		III		V
1	\$ 8,060	\$ 8,400	\$ 8,750	\$ 9,100	\$ 9,450
2	8,400	8,750	9,100	9,450	9,800
3	8,750	9,100	9,450	9,800	10,150
4	9,100	9,450	9,800	10,150	10,500
5		9,800	10,150	10,500	10,850
6		10,150	10,500	10,850	11,200
7		10,500	10,850	11,200	11,550
8		10,850	11,200	11,550	11,900
9		11,200	11,550	11,900	12,250
10		11,550	11,900	12,250	12,600
11		11,900	12,250	12,600	12,950
12		12,250	12,600	12,950	13,300
13			12,950	13,300	13,650
14			13,300	13,650	14,000
15					14,350

No Teachers 8 Average Salary \$11,593

**Hughes-Elizabeth Lakes  
(Salaries Under Negotiation)  
County: Los Angeles**

Fiscal ADA 194 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA	III	BA + 24	V	BA + 48 OR MA	VII	BA + 72 OR MA + 24
II	BA + 12	IV	BA + 36	VI	BA + 60 OR MA + 12		
	I		III		V	VI	VII
1	\$ 9,984	\$ 10,284	\$ 10,694	\$ 11,227	\$ 11,852	\$ 12,681	\$ 13,787
2	10,258	10,566	10,989	11,536	12,178	13,031	14,167
3	10,540	10,856	11,291	11,853	12,512	13,388	14,536
4	10,830	11,155	11,601	12,179	12,856	13,757	14,966
5	11,128	11,462	11,920	12,513	13,211	14,135	15,363
6	11,433	11,776	12,249	12,857	13,573	14,524	15,789
7	11,748	12,099	12,586	13,212	13,946	14,924	16,224
8	12,072	12,432	12,932	13,574	14,328	15,333	16,668
9	12,404	12,774	13,288	13,947	14,723	15,755	17,127
10		13,123	13,653	14,414	15,179	16,189	17,598
11			14,028	14,725	15,545	16,635	18,082
12				15,131	15,972	17,091	18,579
13					16,411	17,562	19,089
14						18,44	19,614

No Teachers 11 Average Salary \$17,487

**Hydesville  
County: Humboldt**

Fiscal ADA 128 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

Data Not In Standard Format

No Teachers 6 Average Salary \$12,666

**Igo-Ono-Platina  
County: Shasta**

Fiscal ADA 131 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

Data Not In Standard Format

No Teachers 6 Average Salary \$13,254

**Island**  
**County: Kings**

Fiscal ADA	235	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	3

**I BASE**

I	\$ 10,080
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**Additional Factors**

- Add \$35 per unit.
- Add \$100 per year of experience

No Teachers 9 Average Salary \$12,873

**Jacoby Creek**  
**County: Humboldt**

Fiscal ADA	318	Highest Entry Step	Teaching Days	
Other Assigned Days		New Teachers	Returning Teachers	6

**I AB**  
**II AB+15**

**III AB+30**  
**IV AB+45**

**V AB+60**

	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>
1	\$ 9,540	\$ 10,117	\$ 10,695	\$ 11,273	\$ 11,850
2	9,925	10,556	11,176	11,807	12,438
3	10,310	10,994	11,658	12,342	13,027
4	10,684	11,422	12,139	12,877	13,615
5	11,080	11,850	12,620	13,412	14,203
6	11,465	12,289	13,101	13,946	14,751
7	11,850	12,716	13,583	14,481	15,379
8	12,235	13,155	14,064	15,016	15,968
9		13,583	14,545	15,551	16,556
10			15,026	16,085	17,144
11				16,513	17,732
12					18,321

Bonuses 0 Masters 4 at \$ 400 ea No Teachers 3 Average Salary \$15,636

**Jamestown**  
**County: Tuolumne**

Fiscal ADA	475	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	3

**I BASE**

I	\$ 10,364
2	10,760
3	11,171
4	1,194
5	12,035
6	12,491
7	12,966
8	13,458
9	13,968
10	14,497

**Additional Factors**

- Add \$38 per unit to maximum of 75 units
- Add \$350 longevity increase in 13th, 16th, 19th, 22nd and 25th years
- Add \$313.50 for MA

No Teachers 20 Average Salary \$15,033

**Janesville**  
**County: Lassen**

Fiscal ADA 377 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I	BA	III	BA+24	V	BA+48	VI	BA+60
II	BA+12	IV	BA+36	VI	BA+60		
I	II	III	IV	V	VI		
1	\$ 8,343	\$ 8,899	\$ 9,455	\$ 10,012	\$ 10,568	\$ 11,124	
2	8,899	9,455	10,012	10,568	11,124	11,680	
3	9,455	10,012	10,568	11,124	11,680	12,236	1
4	10,012	10,568	11,124	11,680	12,236	12,793	1
5	10,568	11,124	11,680	12,236	12,793	13,349	
6	11,124	11,680	12,236	12,793	13,349	13,905	
7	11,680	12,236	12,793	13,349	13,905	14,406	
8	12,236	12,793	13,349	13,905	14,406	15,017	
9	12,793	13,349	13,905	14,406	15,017	15,574	
10	13,349	13,905	14,406	15,017	15,574	16,130	1
13*						16,630	1
20*				16,017	1		

Bonuses Masters 1 at \$ 500 ea  
\* Anniversary Increment No Teachers 14 Average Salary \$12,653

**Jefferson**  
**County: San Joaquin**

Fiscal ADA 262 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 2

I	AB	III	AB+30	V	AB+60	VI	AB+75
II	AB+15	IV	AB+45	VI	AB+75		
I	II	III	IV	V	VI		
1	\$ 9,575	\$ 9,875	\$ 10,175	\$ 10,425	\$	\$	
2	9,975	10,275	10,800	11,050			
3	10,375	10,675	11,425	11,675	11,925		
4	10,775	11,075	12,050	12,300	12,550	12,800	
5	11,175	11,475	12,675	12,935	13,175	13,425	
6	11,575	11,875	13,300	13,550	13,800	14,050	
7	11,975	12,275	13,925	14,175	14,425	14,675	
8	12,375	12,675	14,550	14,800	15,050	15,300	
9		13,075	15,175	15,425	15,675	15,925	
10			15,800	16,050	16,300	16,550	1
11				16,675	16,925	17,175	1
12						17,800	
16*			16,000	16,875	1	17,125	18,000
20*			16,300	17,175		17,425	18,300

\* Anniversary Increment No Teachers 9 Average Salary \$14,183

**Johnstonville**  
**County: Lassen**

Fiscal ADA 175 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I	BA	III	BA+45	IV
II	BA+30	IV	MA	
I	II	III	IV	
1	\$ 8,000	\$ 9,000	\$ 10,000	\$ 11,000
2	8,500	9,500	10,500	11,500
3	9,000	10,000	11,000	12,000
4	9,500	10,500	11,500	12,500
5	10,000	11,000	12,000	13,000
6	10,500	11,500	12,500	13,500
7	11,000	12,000	13,000	14,000
8	11,500	12,500	13,500	14,500
9	12,000	13,000	14,000	15,000
10	12,500	13,500	14,500	15,500
11	13,000	14,000	15,000	16,000
12		14,500	15,500	16,500
13		15,000	16,000	17,000
14				17,500
15				18,000
16				18,500
22*				21,500

\* Anniversary Increment No Teachers 9 Average Salary \$13,000

**Julian**  
**County: San Diego**

Fiscal ADA 283 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BASE

	I
1	\$ 9,200
2	9,733
3	10,267
4	10,796
5	11,300
6	11,800
7	12,150
8	12,625
9	13,100
10	13,575
11	14,060
12	14,525
13	15,000
14	15,475
15	15,950

Additional Factor Add \$35 per approved additional unit

No Teachers 13 Average Salary \$14,055

**Kenwood**  
**County: Sonoma**

Fiscal ADA 163 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB + 30  
II AB + 45

III AB + 60

	I	II	III
1	\$ 10,750	\$ 11,350	\$ 11,950
2	11,250	11,850	12,450
3	11,750	12,350	12,950
4	12,250	12,850	13,450
5	12,750	13,350	13,950
6	13,250	13,850	14,450
7	13,750	14,350	14,950
8	14,250	14,850	15,450
9	14,750	15,350	15,950
10	15,250	15,850	16,450
11	15,750	16,350	16,950
12	16,250	16,850	17,450
13		17,350	17,950

No Teachers 7 Average Salary \$14,050

**Kings River**  
**County: Tulare**

Fiscal ADA 402 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA + 15  
II BA + 30

III BA + 45  
IV BA + 60

V BA + 75

	I	II	III	IV	V
1	\$ 10,200	\$ 10,800	\$ 11,400	\$ 12,000	\$ 12,600
2	10,550	11,150	11,750	12,350	12,950
3	10,900	11,500	12,100	12,700	13,300
4	11,250	11,850	12,450	13,050	13,650
5	11,600	12,200	12,800	13,400	14,000
6	11,950	12,550	13,150	13,750	14,350
7	12,300	12,900	13,500	14,100	14,700
8	12,650	13,250	13,850	14,450	15,050
9	13,000	13,600	14,200	14,800	15,400
10	13,350	13,950	14,550	15,150	15,750
11		14,300	14,900	15,500	16,100
12			15,250	15,850	16,450
13				16,200	16,800
14					17,150
18*				16,550	17,500
21*				16,900	17,850
24*				17,250	18,200

Bonuses Masters I at \$ 300 ea No Teachers 20 Average Salary \$14,182

\* Anniversary Increment

**Kings River-Hardwick**

**County: Kings**

Fiscal ADA 232 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB+30		V AB+60			
II AB+15		IV AB+45					
I	II	III	IV	V	VI		
1	\$ 9,500	\$ 9,650	\$ 9,900	\$ 9,950	\$		
2	9,700	9,850	10,000	10,150			
3	9,900	10,050	10,200	10,350			
4	10,100	10,250	10,400	10,550	10,700		
5	10,300	10,450	10,600	10,750	10,900		
6	10,500	10,650	10,800	10,950	11,100		
7		10,850	11,000	11,150	11,300		
8		11,050	11,200	11,350	11,500		
9			11,400	11,550	11,700		
10			11,600	11,750	11,900		
11			11,800	11,950	12,100		
12			12,000	12,150	12,300		
13				12,350	12,500		
14				12,550	12,700		
No Teachers					11	Average Salary	\$11,350

**Kit Carson**

**County: Kings**

Fiscal ADA 338 Highest Entry Step Teaching Days  
 Other Assigned Days New Teachers Returning Teachers

I BASE		III AB+30		V AB+60			
II BASE		IV AB+45					
I	II	III	IV	V	VI		
1	\$ 8,650						
Additional Factors							
1 Add \$30 per unit to maximum of 60 units							
2 Add \$250 per year of experience to maximum of nine years with fewer than 15 units, ten years with fewer than 30 units, 11 years with fewer than 60 units, and 12 years with 60 units							
No Teachers					14	Average Salary	\$11,695

**Knightsen**

**County: Contra Costa**

Fiscal ADA 457 Highest Entry Step 5 Teaching Days 177  
 Other Assigned Days New Teachers 2 Returning Teachers 2

Data Not In Standard Format

No Teachers 13 Average Salary \$15,239

**Lagunitas**

(Salaries Under Negotiation)

**County: Marin**

Fiscal ADA 492 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		III BA+30		V BA+60 OR MA+15			
II BA+15		IV BA+45 OR MA		VI BA+75 OR MA+30			
I	II	III	IV	V	VI		
1	\$ 9,266	\$ 9,467	\$ 10,639	\$ 10,870	\$ 11,371		
2	9,832	10,344	10,835	11,236	11,838		
3	10,299	10,800	11,301	11,803	12,304		
4	10,765	11,266	11,768	12,269	12,771		
5	11,232	11,733	12,234	12,736	13,237		
6	11,698	12,199	12,701	13,202	13,703		
7	12,164	12,666	13,167	13,668	14,170		
8	12,631	13,132	13,633	14,135	14,636		
9	13,097	13,598	14,100	14,601	15,103		
10	13,563	14,065	14,566	15,063	15,569		
11		14,531	15,033	15,534	16,035		
12		14,999	15,499	16,000	16,502		
13		15,464	15,965	16,467	16,968		
Bonuses					7 at \$ 300 ea		
Other					16 at \$ 300 ea		
No Teachers					21	Average Salary	\$15,044



**Lakeside**

County: Kern

Fiscal ADA	220	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	↓

I BA	II BA + 12	III BA + 24	IV BA + 36 OB MA	V BA + 48 OR MA + 12
I	II	III	IV	V
1 \$ 10,419	\$ 10,906	\$ 11,594	\$ 11,962	\$ 12,531
2 10,826	11,313	11,801	12,369	12,938
3 11,233	11,720	12,208	12,776	13,346
4 11,640	12,127	12,615	13,184	13,752
5 12,047	12,534	13,023	13,591	14,159
6 12,455	12,942	13,430	13,998	14,567
7 12,862	13,349	13,837	14,405	14,974
8 13,269	13,756	14,244	14,812	15,381
9 13,676	14,163	14,651	15,219	15,789
10 14,083	14,570	15,058	15,627	16,196
11 14,490	14,977	15,466	16,034	16,603
12	15,385	15,873	16,441	17,010
13			16,848	17,417

No Teachers 11 Average Salary \$16,314

**Lakeside**

(Salaries Under Negotiation)

County: Kings

Fiscal ADA	430	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	4

I BA W/CRED + 15	II BA W/CRED + 30	III BA W/CRED + 4	IV BA W/CRED + 60
I	II	III	IV
1 \$ 9,498	\$ 9,498	\$ 9,743	\$ 9,998
2 9,498	9,743	9,998	10,233
3 9,743	9,998	10,233	10,478
4 9,998	10,243	10,930	11,230
5 10,243	10,488	11,230	11,530
6 10,488	10,733	11,530	11,830
7 10,733	10,978	11,830	12,130
8 10,978	11,223	12,130	12,430
9 11,223	11,468	12,430	12,730
10	11,713	12,730	13,030
11	11,958	13,030	13,330
12		13,330	13,630
13		13,630	13,930
14			14,230
15			14,530
16*		15,600	

No Teachers 20 Average Salary \$11,759

**Lakeside**

County: Santa Clara

Data Not In Standard Format

Fiscal ADA	132	Highest Entry Step		Teaching Days	177
Other Assigned Days		New Teachers		Returning Teachers	5

No Teachers 6 Average Salary \$13,698

**Lammersville**

(Salaries Under Negotiation)

County: San Joaquin

Fiscal ADA	165	Highest Entry Step	5	Teaching Days	177
Other Assigned Days		New Teachers	5	Returning Teachers	5

I AB	II AB + 15	III AB + 30	IV AB + 45	V AB + 60
I	II	III	IV	V
1 \$ 9,282	\$ 10,035	\$ 10,787	\$ 11,539	\$
2 9,784	10,537	11,289	12,041	
3 10,287	11,039	11,790	12,543	13,285
4 10,788	11,540	12,293	13,044	13,786
5 11,290	12,042	12,795	13,547	14,289
6 11,792	12,545	13,296	14,048	14,800
7 12,294	13,046	13,799	14,550	15,303
8 12,796	13,549	14,300	15,053	15,805
9	14,051	14,803	15,554	16,307
10	14,551	15,304	16,056	16,809

Bonuses Masters at \$ 454 ea No Teachers 10 Average Salary \$12,593

Elementary Districts

) - 499 ADA / 221

**Lassen View**  
**County: Tehama**

Fiscal ADA 254 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	II	III	IV	V	VI		
BA +15	BA +30	BA +42	BA +54	BA +66	BA +78		
1 \$ 9,614	\$ 10,104	\$ 10,594					
2 10,104	10,594	11,084					
3 10,594	11,084	11,574	12,064				
4 11,084	11,574	12,064	12,554	13,044			
5 11,574	12,064	12,554	13,044	13,534	14,024		
6 12,064	12,554	13,044	13,534	14,024	14,514		
7 12,554	13,044	13,534	14,024	14,514	15,004		
8 13,044	13,534	14,024	14,514	15,004	15,494		
9 13,534	14,024	14,514	15,004	15,494	15,984		
10 14,024	14,514	15,004	15,494	15,984	16,474		
11	15,004	15,494	15,984	16,474	16,964		
12				16,964	17,454		
13					17,944		
14					18,434		
15					18,924		
16							
17							
18							
19							
20							
21							
				No Teachers	10	Average Salary	\$16,082

**Le Grand**  
**County: Merced**

Fiscal ADA 219 Highest Entry Step 4 Teaching Days 177  
Other Assigned Days New Teachers 4 Returning Teachers 4

I	II	III	IV	V	VI		
BA	BA +15	BA +30					
1 \$ 9,153	\$ 9,700	\$ 10,247					
2 9,563	10,110	10,657					
3 9,974	10,519	11,067					
4 10,383	10,930	11,477	1				
5 10,793	11,340	11,888	3				
6 11,202	11,749	12,298					
7	12,159	12,708					
8	12,569	13,119					
9	12,979	13,529					
10	13,389	13,939					
11		14,350	2				
12		14,760	1				
13		15,170					
14		15,580	1				
15		15,991	1				
				No Teachers	10	Average Salary	\$13,296

**Lerdo**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 134 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	II	III	IV	V	VI		
PART	BA +18	BA +36	BA +54 OR MA	BA +72 OR MA +18	BA +90 OR MA +36		
1 \$ 9,804	\$ 10,236	\$ 10,656	\$ 11,076	\$ 11,508	\$ 11,928		
2 10,224	10,644	11,064	11,496	11,916	12,336		
3 10,632	11,052	11,494	11,904	12,324	12,756		
4 11,040	11,472	11,892	12,312	12,744	13,164		
5 11,460	11,880	12,300	12,720	13,152	13,572		
6 11,868	12,288	12,708	13,140	13,560	13,980		
7 12,276	12,696	13,128	13,438	13,968	14,400		
8 12,684	13,116	13,536	13,956	14,376	14,808		
9	13,524	13,944	14,364	14,796	15,216		
10		14,352	14,784	15,204	15,624		
11			15,192	15,612	16,044		
12				16,020	16,452		
13					16,860		
				No Teachers	8	Average Salary	\$11,884

Lewiston  
(Salaries Under Negotiation)  
County: Trinity

Fiscal ADA	118	Highest Entry Step	6	Teaching Days	176
Other Assigned Days		New Teachers	5	Returning Teachers	5
III AB+24 IV AB+30		V AB+45 VI AB+60		VII AB+75	

I	AB	II	AB+12	III	AB+24	IV	AB+30	V	AB+45	VI	AB+60	VII	AB+75
1	\$ 9,469	\$ 9,774	\$ 10,090	\$ 10,209	\$ 10,719	2	\$ 11,101	\$	\$				
2	9,979	10,285	10,590	10,719	11,101		11,633	11,993	12,504				
3	10,490	10,795	11,101	11,230	11,740		12,122	12,504	13,015				
4	11,000	11,305	11,612	11,740	12,250	1	12,633	13,015	13,525				12,887
5	11,511	11,816	12,122	12,250	12,761		13,144	13,525	14,035				13,907
6	12,022	12,328	12,633	12,761	13,271	1	13,654	14,035	14,547				14,418
7	12,533	12,838	13,144	13,271	13,783		14,165	14,547	15,057				14,929
8	13,043	13,349	13,654	13,783	14,294	1	14,675	15,057	15,568				15,439
9		13,859	14,165	14,294	14,804	1	15,153	15,568					15,950
10			14,675	14,804									

Bonuses Other

I at \$2259 ea

No Teachers 7 Average Salary \$13,352

Liberty  
County: Sonoma

Fiscal ADA	170	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	...

I	AB + CRED	II	AB + 15	III	AB + 30	IV	AB + 45 OR MA	V	AB + 60
1	\$ 9,415	\$ 9,815	\$ 10,232	\$ 10,666	\$ 11,119				
2	9,815	10,232	10,666	11,119	11,591				
3	10,232	10,666	11,119	11,591	12,084	1			
4	10,666	11,119	11,591	12,083	12,596				
5	11,119	11,591	12,083	12,596	13,131				
6	11,591	12,083	12,596	13,131	13,689				
7	12,083	12,596	13,131	13,689	14,270				
8	12,596	13,131	13,689	14,270	14,876	1			
9		13,689	14,270	14,876	15,508	1			
10			14,876	15,508	16,167				
11				16,167	16,854				
12					17,570				
14*	12,896	13,989	15,176	16,467	17,370				
19*	13,196	14,289	15,476	16,767	18,170				
24*	13,496	14,589	15,776	17,067	18,470				

\* Anniversary Increment

No Teachers 7 Average Salary \$14,096

Liberty  
County: Tulare

Fiscal ADA	258	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	7	Returning Teachers	5

I	BA	II	BA + 12	III	BA + 24	IV	BA + 36	V	BA + 48	VI	BA + 60	VII	BA + 60 W/MA
1	\$ 8,900	\$ 9,200	\$ 9,500	\$ 9,800	\$ 10,100								\$ 10,700
2	9,200	9,500	9,800	10,100	10,400								11,000
3	9,500	9,800	10,100	10,400	10,700								11,300
4	9,800	10,100	10,400	10,700	11,000								11,600
5	10,100	10,400	10,700	11,000	11,300								11,900
6	10,400	10,700	11,000	11,300	11,600								12,200
7	10,700	11,000	11,300	11,600	11,900								12,500
8		11,300	11,600	11,900	12,200	1							12,800
9		11,600	11,900	12,200	12,500								13,100
10			12,200	12,500	12,800								13,400
11			12,500	12,800	13,100								13,700
12				13,100	13,400								14,000
13				13,400	13,700								14,300
14				13,700	14,000								14,600

No Teachers 9 Average Salary \$11,300

**Loleta**  
**County: Humboldt**

Fiscal ADA 187 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	III	AB + 24	V	AB + 48	VI	AB + 60
II	AB + 12	IV	AB + 36	VI	AB + 60		
I	II	III	IV	V	VI		
1	\$ 8,410	\$ 8,830	\$ 9,251	\$ 9,671	\$ 10,092	\$ 10,512	
2	8,530	9,251	9,671	10,092	10,512	10,933	2
3	9,251	9,671	10,092	10,512	10,933	11,353	
4	9,671	10,092	10,512	10,933	11,353	11,774	1
5	10,092	10,512	10,933	11,353	11,774	12,194	
6	10,512	10,933	11,353	11,774	12,194	12,615	
7	10,933	11,353	11,774	12,194	12,615	13,035	
8		11,774	12,194	12,615	13,035	13,456	1
9			12,615	13,035	13,456	13,876	
10				13,456	13,876	14,297	
11					14,297	14,717	
12						15,138	1
No Teachers						9	Average Salary \$12,287

**Los Alamos**  
**County: Santa Barbara**

Fiscal ADA 126 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA + CRED	III	AE + 30	V	BA + 60	VI	MA + 30
II	AB + 15	IV	MA OR AB + 45	VI	MA + 30		
I	II	III	IV	V	VI		
1	\$ 9,548	\$ 10,123	\$ 10,475	\$ 10,849	\$ 11,261	\$	
2	9,964	10,369	10,771	11,179	11,585		
3	10,180	10,617	11,069	11,512	11,954		
4	10,502	10,885	11,365	11,821	12,391		
5	10,827	11,143	11,659	12,175	12,690	13,278	
6	10,869	11,401	11,954	12,505	13,059	13,685	
7	11,069	11,659	12,248	12,839	13,429	14,092	
8	11,291	11,917	12,545	13,170	13,797	14,497	
9	11,512	12,174	12,833	13,502	14,167	14,904	
10		12,433	12,960	13,834	14,534	15,309	
11		12,745	13,134	14,167	14,904	15,714	
12			13,724	14,497	15,272	16,120	
13			14,072	14,829	15,640	16,526	
14				15,161	16,009	16,951	1
15				15,494	16,377	17,269	
No Teachers						5	Average Salary \$13,425

**Los Olivos**  
**County: Santa Barbara**

Fiscal ADA 178 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 10 Returning Teachers 10

I	BA	III	BA + 24	V	BA + 48 W/MA	
II	BA + 12	IV	BA + 36			
I	II	III	IV	V		
1	\$ 10,909	\$ 11,494	\$ 12,059	\$ 12,634	\$ 13,209	
2	11,494	12,059	12,634	13,209	13,784	
3	12,059	12,634	13,209	13,784	14,359	
4	12,634	13,209	13,784	14,359	14,934	
5	13,209	13,784	14,359	14,934	15,509	
6		14,359	14,934	15,509	16,083	
7		14,934	15,509	16,083	16,658	
8			16,083	16,658	17,233	
9			16,658	17,233	17,808	
10				17,808	18,383	
15*			17,275			
No Teachers					5	Average Salary \$14,942

\* Anniversary Increment



**Lost Hills**  
**County: Kern**

Fiscal ADA 225 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB&CRED		III AB + 16		V AB + 32		VII AB + 48	
II AB + 8		IV AB + 24		VI AB + 40			
I	II	III	IV	V	VI	VII	
1	\$ 10,644	\$ 10,992	\$ 11,340	\$ 11,688	\$ 12,036	\$ 12,384	1
2	10,988	11,336	11,684	12,032	12,380	12,728	
3	11,332	11,680	12,028	12,376	12,724	13,072	
4	11,676	12,024	12,372	12,720	13,068	13,416	
5	12,020	12,534	12,716	13,064	13,412	13,760	
6	12,364	12,712	13,060	13,408	13,900	14,104	1
7	12,708	13,056	13,404	13,752	14,100	14,448	
8		13,400	13,748	14,096	14,444	14,792	
9		13,744	14,092	14,440	14,788	15,136	
10		14,088	14,436	14,784	15,132	15,480	
11			14,780	15,128	15,476	15,824	
12				15,472	15,820	16,168	
13					16,416	16,512	
15*					16,852	17,380	1
20*					18,572	18,920	
25*					20,292	20,640	
				No Teachers	10	Average Salary	\$15,282

**Lucerne**  
**County: Lake**

Fiscal ADA 170 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I AB		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45		VI AB + 75			
I	II	III	IV	V	VI		
1	\$ 8,158	\$ 8,407	\$ 9,455	\$ 10,105	\$ 10,753		
2	8,775	9,425	10,073	10,723	11,371		
3	9,393	10,043	10,691	11,339	11,989		
4	10,011	10,660	11,309	11,958	12,607		
5	10,629	11,278	11,927	12,576	13,224		
6	11,248	11,897	12,544	13,225	13,842		
7	11,865	12,515	13,163	13,813	14,461		
8		13,133	13,791	14,430	15,079		
9		13,750	14,399	15,048	15,697		
10		14,368	15,017	15,666	16,315		
Bonuses		Other	2 at \$ 330 ea	No Teachers	8	Average Salary	\$15,624

**Lucerne Valley**  
**County: San Bernardino**

Fiscal ADA 294 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 30		V BA + 60 OR MA + 15			
II BA + 15		IV BA + 45 OR MA		VI BA + 75 W MA OR MA + 30			
I	II	III	IV	V	VI		
1	\$ 9,433	\$ 10,376	\$ 11,203				
2	10,259	11,203	12,027				
3	11,084	12,027	12,852	13,561			
4	11,791	12,735	13,561	14,268			
5	12,468	13,442	14,268	14,975	15,565		
6		14,032	14,857	15,565	16,154		
7		14,622	15,446	16,154	16,744		
8		15,093	15,918	16,626	17,215		
9			16,390	17,098	17,687		
10			16,735	17,458	18,041		
11			17,098	17,805	18,394		
14*			17,687	18,394	18,983		
17*			18,276	18,983	19,572		
20*			18,865	19,572	20,161		
				No Teachers	12	Average Salary	\$16,448

**Luther Burbank**  
**County: Santa Clara**

Fiscal ADA 305 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA+6		V BA+12		VII BA+18	
II BA+3		IV BA+9		VI BA+15			
I	II	III	IV	V	VI	VII	
1	\$ 9,823	\$ 10,009	\$ 10,196	\$ 10,383	\$ 10,570	\$ 10,756	\$ 10,943
2	10,383	10,570	10,756	10,943	11,129	11,316	11,503
3	10,943	11,129	11,316	11,503	11,689	11,876	12,063
4	11,503	11,689	11,876	12,063	12,249	12,436	12,623
5	12,063	12,249	12,436	12,623	12,809	12,996	13,182
6	12,623	12,809	12,996	13,182	13,369	13,556	13,742
7	13,182	13,369	13,556	13,742	13,929	14,116	14,302
8	13,742	13,929	14,116	14,302	14,489	14,676	14,862
9	14,302	14,489	14,676	14,862	15,049	15,235	15,422
10	14,862	15,049	15,235	15,422	15,609	15,795	15,982
11	15,422	15,609	15,795	15,982	16,169	16,355	16,542
12	15,982	16,169	16,355	16,542	16,729	16,915	17,102
VIII BA+21		X BA+27		XII BA+33		XIV BA+39	
IX BA+24		XI BA+30		XIII BA+36			
VIII	IX	X	XI	XII	XIII	XIV	
1	\$ 11,129	\$ 11,316	\$ 11,503	\$ 11,689	\$ 11,876	\$ 12,063	\$ 12,249
2	11,689	11,876	12,063	12,249	12,436	12,623	12,809
3	12,249	12,436	12,623	12,809	12,996	13,182	13,369
4	12,809	12,996	13,182	13,369	13,556	13,742	13,929
5	13,369	13,556	13,742	13,929	14,116	14,302	14,489
6	13,929	14,116	14,302	14,489	14,676	14,862	15,049
7	14,489	14,676	14,862	15,049	15,235	15,422	15,609
8	15,049	15,235	15,422	15,609	15,795	15,982	16,169
9	15,609	15,795	15,982	16,169	16,355	16,542	16,729
10	16,169	16,355	16,542	16,729	16,915	17,102	17,288
11	16,729	16,915	17,102	17,288	17,475	17,662	17,848
12	17,288	17,475	17,662	17,848	18,035	18,222	18,408
XV BA+42		XVII BA+48		XIX BA+54		XXI BA+60	
XVI BA+45		XVIII BA+51		XX BA+57			
XV	XVI	XVII	XVIII	XIX	XX	XXI	
1	\$ 12,436	\$ 12,623	\$ 12,809	\$ 12,996	\$ 13,182	\$ 13,369	\$ 13,556
2	12,996	13,182	13,369	13,556	13,742	13,929	14,116
3	13,556	13,742	13,929	14,116	14,302	14,489	14,676
4	14,116	14,302	14,489	14,676	14,862	15,049	15,235
5	14,676	14,862	15,049	15,235	15,422	15,609	15,795
6	15,235	15,422	15,609	15,795	15,982	16,169	16,355
7	15,795	15,982	16,169	16,355	16,542	16,729	16,915
8	16,355	16,542	16,729	16,915	17,102	17,288	17,475
9	16,915	17,102	17,288	17,475	17,662	17,848	18,035
10	17,475	17,662	17,848	18,035	18,222	18,408	18,595
11	18,035	18,222	18,408	18,595	18,782	18,968	19,155
12	18,595	18,782	18,968	19,155	19,342	19,528	19,715
15 *							20,981
19 *							21,016
27 *							20,310

Bonuses Masters 2 at \$ 300 ea  
\* Anniversary Increment No Teachers 9 Average Salary \$15,612

**Madison**  
**County: Fresno**

Fiscal ADA 297 Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III BA+30		V BA+60	
II BA+15		IV BA+45			
I	II	III	IV	V	
1	\$ 10,000	\$ 10,300	\$ 10,600	\$ 10,900	\$ 11,200
2	10,300	10,600	10,900	11,200	11,500
3	10,600	10,900	11,200	11,500	11,800
4	10,900	11,200	11,500	11,800	12,100
5	11,200	11,500	11,800	12,100	12,400
6	11,500	11,800	12,100	12,400	12,700
7	11,800	12,100	12,400	12,700	13,000
8	12,100	12,400	12,700	13,000	13,300
9	12,400	12,700	13,000	13,300	13,600
10	12,700	13,000	13,300	13,600	13,900
11				13,900	14,200
12				14,200	14,500

No Teachers 11 Average Salary \$12,672



**Manzanita**  
**County: Butte**

Fiscal ADA 160 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers .5

I AB II AB+12		III AB+24 IV AB+36		V AB+48 VI AB+60	
I	II	III	IV	V	VI
1	\$ 8,200	\$ 8,610	\$ 9,020	\$ 9,430	\$ 9,840
2		9,020	9,430	9,840	10,250
3		9,430	9,840	10,250	10,660
4		9,840	10,250	10,660	11,070
5			10,660	11,070	11,480
6			11,070	11,480	11,890
7			11,480	11,890	12,300
8			11,890	12,300	12,710
9			12,300	12,710	13,120
10				13,120	13,530
11				13,530	13,940
12					14,350
13					14,760
14					15,170
15					15,580
					15,990

Bonuses Masters 5 percent of base salary No Teachers 7 Average Salary \$11,538

**Maple**  
**County: Kern**

Fiscal ADA 104 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers .2 Returning Teachers .2

I BA II BA+12		III BA+24 IV BA+36		V BA+48 VI BA+60		VII BA+72	
I	II	III	IV	V	VI	VII	VII
1	\$ 10,300	\$ 10,773	\$ 11,246	\$ 11,719	\$ 12,192	\$ 12,665	\$ 13,138
2	10,773	11,246	11,719	12,192	12,665	13,138	13,611
3	11,246	11,719	12,192	12,665	13,138	13,611	14,084
4	11,719	12,192	12,665	13,138	13,611	14,084	14,557
5	12,192	12,665	13,138	13,611	14,084	14,557	15,030
6		13,138	13,611	14,084	14,557	15,030	15,503
7			14,084	14,557	15,030	15,503	15,976
8				15,030	15,503	15,976	16,449
9					15,976	16,449	16,922
10						16,922	17,395
11							17,868

Bonuses Masters at \$ 300 Other 1 at \$ 400 ea No Teachers 5 Average Salary \$15,961

**Marcum-Illinois**  
**County: Sutter**

Fiscal ADA 133 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers .5

I AB II AB+15		III AB+30 IV AB+45		V AB+60 VI AB+75	
I	II	III	IV	V	VI
1	\$ 10,177	\$ 10,614	\$ 11,050	\$ 11,486	\$ 11,923
2	10,548	10,985	11,421	11,857	12,294
3	10,920	11,356	11,793	12,229	12,666
4	11,291	11,727	12,144	12,600	13,037
5	11,787	12,099	12,560	12,972	13,408
6	12,033	12,470	12,906	13,343	13,779
7	12,405	12,841	13,278	13,714	14,151
8		13,212	13,648	14,085	14,522
9		13,584	14,020	14,456	14,893
10		13,955	14,391	14,828	15,264
11			14,763	15,199	15,636
12				15,570	16,007
13				15,942	16,378

Bonuses Masters 1 at \$ 200 ea No Teachers 5 Average Salary \$13,274

**Mark Twain**  
**County: Calaveras**

Fiscal ADA	340	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	

I BA	III BA+24	V BA+48	VII BA+72
II BA+12	IV BA+36	VI BA+60	

I	II	III	IV	V	VI	VII
1 \$ 9,683	\$ 10,104	\$ 10,585	\$ 11,066	\$	\$	\$
2 10,104	10,585	11,066	11,547	12,028		
3 10,585	11,066	11,547	12,028	12,509		
4 11,162	11,643	12,125	12,606	13,087	13,568	
	12,221	12,702	13,183	13,664	14,145	1
	12,798	13,279	13,761	14,242	14,723	
		13,857	14,338	14,819	15,300	
		14,530	15,012	15,493	15,974	15,204
			15,685	16,166	16,647	15,781
			16,359	16,840	17,321	16,455
				17,514	17,995	17,129
						17,802
						18,476
						18,476

Bonuses: Other 2 at \$ 350 ea

No Teachers: 17 Average Salary: \$16,451

**McCabe**  
**County: Imperial**

Fiscal ADA	251	Highest Entry Step	6	Teaching Days	176
Other Assigned Days		New Teachers	3	Returning Teachers	3

I BA	III BA+30	V BA+60 W/MA
II BA+15	IV BA+45 OR 3/4	VI BA+75 W/MA

I	II	III	IV	V	VI
1 \$ 10,272	\$ 11,039	\$ 11,799	\$ 12,574	\$ 13,349	\$ 14,103
2 10,729	11,496	12,257	13,029	13,805	14,558
3 11,191	11,959	12,718	13,495	14,268	15,022
4 11,647	12,415	13,175	13,950	14,725	15,479
5 12,121	12,877	13,639	14,413	15,186	15,941
6 12,567	13,341	14,094	14,871	15,643	16,397
7 13,029	13,798	14,558	15,333	16,107	16,860
	14,254	15,014	15,789	16,564	17,317
		15,484	16,252	17,025	17,779
			16,709	17,483	18,236
				17,946	18,700
					19,155

Bonuses: Other 2 at \$ 500 ea

No Teachers: 11 Average Salary: \$15,390

**McCloud**  
**County: Siskiyou**

Fiscal ADA	310	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers		Returning Teachers	

I BA	III BA+30	V BA+60
II BA+15	IV BA+45	VI BA+75 OR MA

I	II	III	IV	V	VI
1 \$ 9,868	\$ 10,296	\$ 10,887	\$ 11,475	\$ 12,162	\$
2 10,200	10,789	11,377	11,966	12,652	1
3 10,592	11,279	11,868	12,456	13,143	
4 10,985	11,770	12,358	12,948	13,633	
5 11,377	12,260	12,848	13,437	14,222	
6 11,770	12,750	13,339	14,025	14,810	
	13,241	13,927	14,614	15,398	16,183
	13,731	14,516	15,202	15,987	16,772
	14,222	15,104	15,791	16,576	17,360
		15,683	16,379	17,164	17,949
		16,281	16,968	17,752	18,537
		16,870	17,556	18,341	19,126
		17,458	18,145	18,929	19,714
		18,047	18,733	19,518	20,303

\* Anniversary Increment

No Teachers: 15 Average Salary: \$16,581



**McSwain**

**County: Merced**

Fiscal ADA	439	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

I	BA + CRED	III	BA + 30	V	BA + 60 OR MA + 15	VI	BA + 75 OR MA + 30
II	BA + 15	IV	BA + 45 OR MA				

	I	II	III	IV	V	VI	
1	\$ 9,224	\$ 9,564	\$ 9,906	\$ 10,247	1	\$ 10,631	\$ 11,014
2	9,479	9,864	10,247	10,631		11,056	11,494
3	9,737	10,162	10,588	11,014	1	11,494	11,951
4	10,118	10,589	11,056	11,525	1	12,036	12,548
5	10,502	11,014	11,526	12,036		12,591	13,144
6	10,886	11,440	11,995	12,548	1	13,144	13,743
7		11,867	12,463	13,059		13,700	14,340
8		12,377	13,018	13,658	1	14,339	15,021
9			13,574	14,254		14,979	15,622
10			14,101	14,850		15,617	16,384
11				15,336	1	16,129	16,926
12				15,920		16,745	17,575
13				16,529		17,387	18,250
14						18,054	18,952

No Teachers	21	Average Salary	\$14,211
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**Meadows**

**County: Imperial**

Data Not Provided

Fiscal ADA	319
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**Menifee**

**County: Riverside**

Fiscal ADA	182	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	2	Returning Teachers	2

I	BA	III	BA + 30	V	BA + 60 OR MA + 15
II	BA + 15	IV	BA + 45 OR MA		

	I	II	III	IV	V
1	\$ 10,355	\$ 10,934	\$ 11,511	\$ 12,090	\$ 12,672
2	10,934	11,511	12,090	12,672	13,246
3	11,511	12,090	12,672	13,246	13,824
4	12,090	12,672	13,246	13,824	14,403
5	12,672	13,246	13,824	14,403	14,981
6	13,246	13,824	14,403	14,981	15,560
7	13,824	14,403	14,981	15,560	16,137
8	14,403	14,981	15,560	16,137	16,716
9		15,560	16,137	16,716	17,294
10			16,716	17,294	17,872
11			17,294	17,872	18,451
12			17,872	18,451	19,028
13			18,451	19,028	19,607
14			19,028	19,607	20,184

No Teachers	9	Average Salary	\$16,009
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**Merced River**

**County: Merced**

Fiscal ADA	277	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45		

	I	II	III	IV	V
1	\$ 8,750	\$ 9,170	\$ 9,595	\$ 9,985	\$ 10,260
2	9,150	9,570	9,985	10,285	10,660
3	9,550	9,970	10,385	10,685	11,060
4	9,950	10,370	10,785	11,085	11,460
5	10,350	10,770	11,185	11,485	11,860
6	10,750	11,170	11,585	11,885	12,260
7	11,150	11,570	11,985	12,285	12,660
8		11,970	12,385	12,685	-13,060
9		12,370	12,785	13,085	13,460
10		12,770	13,185	13,485	13,860
11			13,585	13,885	14,260
12			13,985	14,285	14,660
13			14,385	14,685	15,060
14					15,460

Bonuses	Other	2 at \$ 300 ea	No Teachers	10	Average Salary	\$12,118
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**Mesa**  
(Salaries Under Negotiation)  
**County: Ventura**

Fiscal ADA 415 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V MA + 15 OR BA + 60 W MA		VI MA + 30 OR BA + 75 W MA	
I		II		III		IV		V		VI	
1	\$ 10,275	\$ 11,006	\$ 11,741	\$ 12,475	\$ 13,210	\$ 13,943					
2	10,961	11,594	12,329	13,062	13,797	14,532					
3	11,448	12,182	12,915	13,650	14,383	15,118					
4	12,036	12,771	13,502	14,237	14,971	15,705					
5	12,624	13,357	14,091	14,824	15,559	16,292					
6	13,210	13,943	14,677	15,411	16,145	16,879					
7	13,797	14,532	15,264	15,999	16,733	17,467					
8	14,383	15,118	15,851	16,585	17,319	18,053					
9	14,971	15,705	16,437	17,172	17,907	18,640					
10	15,558	16,292	17,025	17,759	18,495	19,227					
11		16,879	17,613	18,345	19,081	19,815					
12				18,935	19,669	20,403					

Bonuses: Other I at \$300 ea Other 2 at \$600 ea

No Teachers 17 Average Salary \$16,682

**Midway**  
**County: Kern**

Fiscal ADA 218 Highest Entry Step 4 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BASE		Additional Factor	
1	\$ 8,650	1 Add \$525	
2	9,025	2 Add \$315, \$630, and \$945 anniversary increments in 13th, 16th, and 19th years	
3	9,400	3 Add \$31.50 per unit beyond BA for units earned before 9/1/71 and \$42 per unit beyond BA for units earned after 9/1/71	
4	9,775	4 Add 9 percent to salary in 1977/78	
5	10,150		
6	10,525		
7	10,900		
8	11,275		
9	11,650		
10	12,025		
11	12,400		
12	12,775		
13	13,150		

No Teachers 12 Average Salary \$21,494

**Millville**  
**County: Shasta**

Fiscal ADA 109 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR MA		VI AB + 75 OR MA + 15	
I		II		III		IV		V		VI	
1	\$ 7,200	\$ 7,725	\$ 8,250	\$ 8,775	\$ 9,300	\$ 9,825					
2	7,475	8,000	8,525	9,050	9,755	10,100					
3	7,750	8,275	8,800	9,325	9,850	10,375					
4	8,025	8,550	9,075	9,600	10,125	10,700					
5	8,300	8,825	9,350	9,875	10,400	10,925					
6	8,575	9,100	9,625	10,150	10,675	11,200					
7	8,850	9,375	9,900	10,425	10,950	11,475					
8	9,125	9,650	10,175	10,600	11,125	11,650					
9	9,400	9,925	10,450	10,975	11,500	12,025					
10	9,675	10,200	10,725	11,250	11,775	12,300					

No Teachers 6 Average Salary \$9,812

**Monroe**  
**County: Fresno**

Fiscal ADA 157

Data Not Provided

**Monson-Sultana**  
**County: Tulare**

Fiscal ADA 282 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB		III	AB 30		V	AB + 60		VI	
II	AB + 15		IV	AB + 45		VI	AB + 75			
I		II	III		IV	V		VI		
1	\$ 9,476	\$ 9,920	\$ 10,370	\$ 10,820	\$ 11,270	\$ 11,720	\$ 12,170			
2	9,770	10,220	10,670	11,150	11,605	12,060	12,515			
3	10,070	10,520	10,970	11,480	11,940	12,400	12,860			
4	10,370	10,820	11,270	11,810	12,275	12,740	13,205			
5	10,670	11,120	11,570	12,140	12,610	13,080	13,545			
6	10,970	11,420	11,870	12,470	12,945	13,420	13,885			
7	11,270	11,720	12,170	12,800	13,280	13,760	14,240			
8	11,570	12,020	12,470	13,130	13,615	14,100	14,580			
9		12,320	12,770	13,460	13,950	14,440	14,930			
10			13,070	13,790	14,295	14,780	15,265			
11				14,120	14,620	15,120	15,605			
12					14,935	15,460	15,945			
13						15,800	16,285			
14						16,140	16,625			
15						16,480	16,965			
Bonuses	Other		I at \$ 3.0 ea			No Teachers	12	Average Salary	\$13,282	

**Montague**  
**County: Siskiyou**

Fiscal ADA 266 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	CRED + AB		III	CRED W/ AB + 30		V	CRED W/ AB + 60 OR MA + 45	
II	CRED W/ AB		IV	CRED W/ AB + 45 OR MA				
I		II	III		IV	V		
1	\$ 9,037	\$ 9,693	\$ 10,349	\$ 11,005	\$ 11,661	\$ 12,317	\$ 12,973	
2	9,335	10,211	10,867	11,523	12,179	12,835	13,491	
3	10,073	10,729	11,385	12,041	12,697	13,353	14,009	
4	10,391	11,247	11,903	12,559	13,215	13,871	14,527	
5	11,109	11,765	12,421	13,077	13,733	14,389	15,045	
6	11,627	12,283	12,939	13,595	14,251	14,907	15,563	
7	12,145	12,801	13,457	14,113	14,769	15,425	16,081	
8	12,663	13,219	13,975	14,631	15,287	15,943	16,603	
9	13,181	13,837	14,493	15,149	15,805	16,463	17,123	
10		14,355	15,011	15,667	16,323	17,039	17,703	
11			15,529	16,185	16,941	17,699	18,363	
12				16,703	17,459	18,217	18,977	
17*	13,699	14,873	16,047	17,221	18,395	19,569	20,743	
22*	14,217	15,391	16,565	17,739	18,913	20,087	21,261	
27*	14,735	15,909	17,083	18,257	19,431	20,605	21,779	
* Anniversary Increment				No Teachers	12	Average Salary	\$14,303	

**Monte Rio**  
**County: Sonoma**

Fiscal ADA 218 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	AB		III	AB + 30		V	AB + 60	
II	AB + 15		IV	AB + 45				
I		II	III		IV	V		
1	\$ 9,371	\$ 9,840	\$ 10,309	\$ 10,777	\$ 11,246	\$ 11,714	\$ 12,183	
2	9,840	10,309	10,777	11,246	11,714	12,183	12,651	
3	10,309	10,777	11,246	11,714	12,183	12,651	13,120	
4	10,777	11,246	11,714	12,183	12,651	13,120	13,588	
5	11,246	11,714	12,183	12,651	13,120	13,588	14,057	
6	11,714	12,183	12,651	13,120	13,588	14,057	14,526	
7	12,183	12,651	13,120	13,588	14,057	14,526	15,000	
8	12,651	13,120	13,588	14,057	14,526	15,000	15,474	
9		13,588	14,057	14,526	15,000	15,474	15,942	
10			14,526	15,000	15,474	15,942	16,410	
11				15,462	15,942	16,410	16,878	
12*	13,754	14,646	15,538	16,430	17,322	18,214	19,106	
* Anniversary Increment				No Teachers	11	Average Salary	\$12,112	



**Montecito**

Fiscal ADA 475 Highest Entry Step 10 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

**County: Santa Barbara**

I BA		III RA + 30		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30	
II BA + 15		IV BA + 45 OR MA					
I	II	III	IV	V	VI		
1	\$ 10,584	\$ 11,325	\$ 12,172	\$ 13,124	\$ 14,183	\$ 15,241	
2	11,113	11,854	12,701	13,653	14,818	15,876	
3	11,642	12,383	13,230	14,183	15,453	16,511	
4	12,172	12,912	13,759	14,712	16,088	17,146	
5	12,701	13,442	14,288	15,241	16,723	17,781	
6	13,230	13,971	14,818	15,770	17,358	18,416	
7	13,759	14,500	15,347	16,299	17,993	19,051	
8	14,288	15,135	15,982	16,934	18,628	19,686	1
9	14,829	15,770	16,617	17,569	19,263	20,321	
10	15,364	16,405	17,252	18,204	19,898	20,956	
11	15,899	17,040	17,897	18,840	20,533	21,591	
12			18,522	19,475	21,168	22,226	
13				20,110	21,803	22,861	1
15*	16,904	17,675	19,157	20,745	22,438	23,496	6
20*	17,569	18,310	19,792	21,380	23,073	24,131	
25*	18,204	18,945	20,427	22,015	23,708	24,766	2

\* Anniversary Increment No Teachers 21 Average Salary \$20,416

**Mountain**

Fiscal ADA 121 Highest Entry Step Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

**County: Santa Cruz**

I AB + 30		III AB + 60		IV AR + 75	
II AB + 45					
I	II	III	IV		
1	\$ 10,160	\$	\$		
2	11,063	11,741			
3	11,853	12,531			
4	12,531	13,208	13,885		
5	13,095	13,773	14,460		
6		14,224	14,901	15,472	
7		14,676	15,353	16,030	
8		15,127	15,805	16,482	1
9		15,579	16,255	16,933	
10			16,595	17,272	
11			16,933	17,611	
12			17,272	17,950	
13			17,611	18,288	
14				18,627	
15				18,965	
16				19,304	

No Teachers 5 Average Salary \$12,282

**Mountain View**

Fiscal ADA 100 Highest Entry Step Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

**County: San Bernardino**

I BA		III BA + 30		V BA + 60 OR MA + 15		VI BA + 60 W/MA OR MA + 30	
II BA + 15		IV BA + 45 OR MA					
I	II	III	IV	V	VI		
1	\$ 10,172	\$ 10,864	\$ 11,596	\$ 12,308	\$ 13,020	\$ 13,733	
2	10,613	11,359	12,151	12,901	13,597	14,343	
3	11,055	11,834	12,706	13,493	14,174	14,954	
4	11,495	12,276	13,261	14,085	14,776	15,564	
5	11,936	12,714	13,816	14,677	15,326	16,174	
6	12,378	13,258	14,372	15,269	15,904	16,784	
7	12,818	13,734	14,926	15,961	16,479	17,395	
8	13,259	14,208	15,492	16,453	17,056	18,006	
9	13,700	14,683	16,036	17,045	17,633	18,615	
10		15,158	16,592	17,638	18,209	19,226	
11			17,147	18,228	18,785	19,836	
12			17,701	18,820	19,363	20,447	
13					19,938	21,057	2

No Teachers 10 Average Salary \$14,981

**Murrieta**

**County: Riverside**

Fiscal ADA 255 Highest Entry Step 3 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers .5

I AB II AB + 15		III AB + 30 IV MA OR AB + 45		V MA + 15 OR AB + 60	
I	II	III	IV	V	
1	\$ 10,679	\$ 11,385	\$ 12,091	\$ 12,797	1 \$ 13,503
2	11,321	12,027	12,753	13,439	14,145
3	11,963	12,669	13,375	14,091	14,787 1
4	12,605	13,311	14,017	14,723	15,429
5	13,247	13,953	14,659	15,365	16,071 2
6	13,889	14,595	15,301	16,007	16,713 1
7		15,237	15,943	16,649	17,355
8		15,879	16,585	17,291	17,997
9			17,227	17,933	18,639
10				18,575	19,281
11					19,923 2
					No Teachers 11 Average Salary \$16,602

**Natomas**

**County: Sacramento**

Fiscal ADA 125 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 6 Returning Teachers 6

I BA II BA + 15		III BA + 30 IV BA + 45 OR MA		V BA + 60 W MA OR MA + 15	
I	II	III	IV	V	
1	\$ 9,888	\$ 10,580	\$ 11,321	\$ 12,113	\$ 12,961
2	10,284	11,003	11,774	12,598	13,480
3	10,685	11,443	12,245	13,102	14,019
4	11,123	11,901	12,734	13,626	14,580 1
5	11,568	12,377	13,244	14,171	15,163
6		12,872	13,773	14,938	15,769
7		13,387	14,324	15,327	16,400
8			14,897	15,940	17,056
9			15,493	16,578	17,738
10				17,241	18,448
11				17,931	19,186 3
12					19,953 1
Bonuses	Masters	3 at \$ 576 ea			
					No Teachers 6 Average Salary \$17,864

**New Hope**

**County: San Joaquin**

Fiscal ADA 162 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I AB II AB + 15		III AB + 30 IV AB + 45		
I	II	III	IV	
1	\$ 9,200	\$ 9,550	\$ 9,900	
2	9,700	10,050	10,400	
3	10,200	10,550	10,900	
4	10,553	10,903	11,253 2	
5	10,906	11,256	11,506	
6	11,259	11,609	11,959	
7	11,612	11,962	12,312	
8	11,965	12,315	12,665	
9		12,668	13,018	
10		13,021	13,371	
11			13,724	
12			14,077 3	
13				
14				
				No Teachers 7 Average Salary \$12,968

**New Jerusalem**  
(Salaries Under Negotiation)  
**County: San Joaquin**

Fiscal ADA 173 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,072		\$ 9,612	\$ 10,152		\$		\$		\$	
2	9,504		10,044	10,584	2	11,124					
3	9,936		10,476	11,016	2	11,556		12,096			
4	10,368		10,908	11,448		11,988	2	12,528	13,068		
5	10,800		11,344	11,880	1	12,427		12,960	13,500		
6	11,232		11,776	12,312		12,852		13,392	13,932		
7	11,661		12,208	12,744		13,284		13,824	14,364		
8	12,093		12,640	13,176		13,716		14,256	14,796		
9	12,523		13,072	13,608		14,148		14,688	15,228		
10				14,040		14,580	1	15,120	15,660		
11								15,552	16,092	1	
12									16,524		

Bonuses Masters at \$ 325 ea No Teachers 9 Average Salary \$12,132

**New Mountain**  
**County: Shasta**

Fiscal ADA 203 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

Data Not In Standard Format

No Teachers 9 Average Salary \$10,271

**Newcastle**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 264 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB + 20		II AB + 25		III AB + 30		IV AB + 35		V AB + 40		VI AB + 45		VII AB + 50	
I	II	I	II	III	IV	V	VI	V	VI	VII	VII	VII	VII
1	\$ 9,462		\$ 9,644	\$ 9,826	\$ 10,009	\$ 10,190	\$ 10,373	\$ 10,554	\$ 10,737	\$ 10,920	\$ 11,103	\$ 11,286	\$ 11,469
2	9,887		10,068	10,252	10,433	10,615	10,797	10,979	11,162	11,344	11,526	11,708	11,891
3	10,311		10,494	10,676	10,858	11,039	11,222	11,403	11,584	11,766	11,948	12,129	12,311
4	10,736		10,919	11,101	11,282	11,464	11,646	11,828	12,009	12,191	12,373	12,554	12,736
5	11,160		11,344	11,525	11,707	11,888	12,071	12,252	12,433	12,614	12,796	12,977	13,158
6				11,950	12,131	12,314	12,495	12,678	12,859	13,040	13,221	13,402	13,583
7				12,374	12,556	12,738	12,920	13,102	13,283	13,464	13,645	13,826	14,007
8						13,163	13,345	13,527	13,708	13,889	14,070	14,251	14,432
9						13,587	13,770	13,951	14,132	14,313	14,494	14,675	14,856
10						14,013	14,194	14,376	14,557	14,738	14,919	15,100	15,281
11								14,800					
VIII AB + 55		IX AB + 60		X AB + 65		XI AB + 70		XII AB + 75		XIII AB + 80		XIV AB + 85	
VIII	IX	VIII	IX	X	XI	XII	XIII	XII	XIII	XIV	XV	XIV	XV
1	\$ 10,736		\$ 10,919	\$ 11,101	\$ 11,282	\$ 11,464	\$ 11,645	\$ 11,826	\$ 12,007	\$ 12,188	\$ 12,369	\$ 12,550	\$ 12,731
2	11,160	1	11,344	11,525	11,707	11,888	12,069	12,250	12,431	12,612	12,793	12,974	13,155
3	11,584		11,768	11,950	12,131	12,314	12,495	12,676	12,857	13,038	13,219	13,400	13,581
4	12,010		12,193	12,374	12,556	12,738	12,920	13,102	13,283	13,464	13,645	13,826	14,007
5	12,435		12,617	12,799	12,980	13,163	13,344	13,525	13,706	13,887	14,068	14,249	14,430
6	12,859		13,042	13,223	13,405	13,587	13,768	13,949	14,130	14,311	14,492	14,673	14,854
7	13,284		13,466	13,648	13,829	14,013	14,194	14,375	14,556	14,737	14,918	15,099	15,280
8	13,708		13,891	14,072	14,254	14,437	14,618	14,800	14,981	15,162	15,343	15,524	15,705
9	14,134	1	14,315	14,497	14,678	14,859	15,040	15,221	15,402	15,583	15,764	15,945	16,126
10	14,558	1	14,740	14,921	15,102	15,283	15,464	15,645	15,826	16,007	16,188	16,369	16,550
11	14,983	1	15,164	15,346	15,529	15,711	15,892	16,073	16,254	16,435	16,616	16,797	16,978
12			15,589	15,771	15,954	16,135	16,316	16,497	16,678	16,859	17,040	17,221	17,402

No Teachers 10 Average Salary \$14,412

**Norris**  
**County: Kern**

Fiscal ADA 468 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA II BA + 18		III BA + 36 IV BA + 54		V BA + 72 VI BA + 90		VII BA + 126							
I		II		III		IV		V		VI		VII	
1	\$ 9,600	1	\$ 10,764	\$ 11,160	2	\$ 11,568	\$ 11,964	\$ 12,360	\$ 13,164				
2	10,668	1	11,064	11,460	2	11,868	12,264	12,660	13,464				
3	10,968		11,364	11,760	1	12,168	12,564	12,960	13,764				
4	11,268		11,664	12,060		12,468	12,864	13,260	14,064				
5	11,568		11,964	12,360		12,768	13,164	13,560	14,364				
6	11,868		12,264	12,660	1	13,068	13,464	13,860	14,664				
7	12,168		12,564	12,960		13,368	13,764	14,160	14,964				
8	12,468		12,864	13,260		13,668	14,064	14,460	15,264				
9			13,164	13,560		13,968	14,364	14,760	15,564				
10				13,860		14,268	14,664	15,060	15,864				
11						14,568	14,964	15,360	16,164				
12							15,264	15,660	16,464				
13								15,960	17,064				
14									17,364				
15													

Bonuses Masters 3 at \$ 300 ea No Teachers 24 Average Salary \$13,196

**North County**  
(Salaries Under Negotiation)  
**County: San Benito**

Fiscal ADA 431 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75		VI					
I		II		III		IV		V		VI	
1	\$ 9,550	\$ 9,995	\$ 10,440	\$ 10,885	\$ 11,330	\$ 11,775					
2	9,870	10,315	10,760	11,205	11,650	12,185					
3	10,190	10,635	11,080	11,525	11,970	12,415					
4	10,510	10,955	11,400	11,845	12,290	12,735					
5	10,830	11,275	11,720	12,165	12,610	13,055					
6	10,890	11,595	12,040	12,485	12,930	13,375					
7	11,470	11,915	12,360	12,805	13,250	13,695					
8	11,790	12,235	12,680	13,125	13,570	14,015	1				
9	12,110	12,555	13,000	13,445	13,890	14,335					
10	12,430	12,875	13,320	13,765	14,210	14,655					
11	12,750	13,195	13,640	14,085	14,530	14,975					
12	13,070	13,515	13,960	14,405	14,850	15,295					
13		13,835	14,280	14,725	15,170	15,615					
14		14,155	14,600	15,045	15,490	15,935					
15			14,920	15,365	15,810	16,255					
16				15,685	16,130	16,575	1				
17					16,450	16,895	1				
18						17,215	1				

No Teachers 21 Average Salary \$13,912

**North Cow Creek**  
**County: Shasta**

Fiscal ADA 147 Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 3

Data Not In Standard Format

No Teachers 6 Average Salary \$12,506

**North Fork**  
**County: Madera**

Fiscal ADA 319 Highest Entry Step 10 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II CRED + 12		III CRED + 24 IV CRED + 36		V CRED + 48 OR MA VI CRED + 58 OR MA + 10		VII CRED + 68 OR MA + 20							
I		II		III		IV		V		VI		VII	
1	\$ 9,950	\$ 10,500	\$ 11,000	\$ 11,500	\$ 12,000	\$ 12,360	\$ 12,730						
2	10,250	11,000	11,500	12,000	12,500	12,875	13,261						
3	10,550	11,500	12,000	12,500	13,000	13,390	13,791						
4	11,150	12,000	12,500	13,000	13,500	13,905	14,322						
5	11,450	12,500	13,000	13,500	14,000	14,420	14,852						
6	11,750	13,000	13,500	14,000	14,500	14,935	15,383						
7	12,050	13,500	14,000	14,500	15,000	15,450	15,913						
8			14,500	15,000	15,500	15,965	16,443						
9				15,500	16,000	16,480	16,974						
10					16,500	16,985	17,504	2					4



**North Fork / County: Madera (Continued)**

VIII	CRED + 78 OR MA + 30		X	CRED + 98 OR MA + 50	
IX	CRED + 86 OR MA + 40				
	VIII		IX		X
1	\$ 13,112		\$ 13,505		\$ 13,800
2	13,659		14,068		14,375
3	14,204		14,630		14,950
4	14,791		15,234		15,525
5	15,297		15,755		16,100
6	15,844		16,319		16,675
7	16,300		16,881		17,250
8	16,936		17,444		17,825
9	17,484		18,009		18,400
10	18,030		18,570	1	18,975

No Teachers 14 Average Salary \$17,528

**Nuview**

Fiscal ADA 316 Highest Entry Step 6 Teaching Days 175

**County: Riverside**

Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA		III	BA + 30 OR MA		V	BA + 60 OR MA + 30		
II	BA + 15		IV	BA + 45 OR MA + 15					
	I		II			III		IV	
1	\$ 9,623	1	\$ 10,210		\$ 10,796	1	\$ 11,384		\$ 11,970
2	10,093		10,681		11,268		11,856	1	12,442
3	10,565		11,152		11,741	1	12,325		12,913
4	11,038	1	11,623		12,211	1	12,798		13,385
5	11,508		12,096		12,682	1	13,270		13,858
6	11,980		12,568		13,154		13,741		14,329
7	12,454		13,038		13,626		14,213		14,800
8	12,924		13,511		14,097		14,685	1	15,270
9	13,396		13,981		14,569		15,156		15,743
10	13,866		14,453		15,041		15,627		16,215
11			14,926		15,513		16,099		16,685
12					15,982	1	16,570	1	17,158
13							17,042		17,630
14									18,101

No Teachers 13 Average Salary \$13,706

**Oak Valley**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 223 Highest Entry Step 6 Teaching Days 175

Other Assigned Days New Teachers 4 Returning Teachers 4

I	BA + CRED		III	BA + CRED + 24		V	BA + CRED + 48		VI	BA + CRED + 60 W MA	
II	BA + CRED + 12		IV	BA + CRED + 36		VI					
	I		II			III		IV		V	
1	\$ 8,500		\$ 8,900		\$ 9,300		\$ 9,700		\$ 10,100		\$ 10,500
2	8,750		9,150		9,550		9,950		10,350		10,750
3	9,000		9,400		9,800		10,200		10,600		11,000
4	9,250		9,650		10,050		10,450		10,850		11,250
5	9,500		9,900		10,300		10,700		11,100	1	11,500
6	9,750		10,150	1	10,550		10,950		11,350	1	11,750
7	10,000		10,400		10,800		11,200		11,600		12,000
8	10,250		10,650		11,050		11,450	1	11,850		12,250
9	10,500		10,900		11,300		11,700		12,100		12,500
10	10,750		11,150		11,550		11,950		12,350		12,750
11	11,000		11,400		11,800		12,200		12,600		13,000
12	11,250		11,650		12,050		12,450		12,850		13,250
13			11,900		12,300		12,700		13,100		13,500
14					12,550		12,950	2	13,350	3	13,750

Bonuses Other 9 at \$ 600 ea No Teachers 9 Average Salary \$12,822



**Oak View**  
(Salaries Under Negotiation)  
**County: San Joaquin**

Fiscal ADA 244 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		III BA + 20		V BA + 60			
II BA + 15		IV BA + 45		VI BA + 75			
I		III		V			
II		IV		VI			
1	\$ 9,353	\$ 9,998	\$ 10,428	\$ 11,234	\$ 12,040		
2	9,675	10,374	10,804	11,610	12,470		
3	9,999	10,750	11,180	11,986	12,846		
4	10,320	11,126	11,556	12,363	13,223		
5	10,643	11,503	11,933	12,739	13,599		
6		11,879	12,309	13,115	13,975		
7		12,255	12,685	13,491	14,351		
8		12,631	13,061	13,868	14,726		
9		13,008	13,438	14,244	15,104		
10		13,384	13,814	14,620	15,480		
11				14,996	15,856		
12							
				No Teachers	10	Average Salary	\$12,953

**Oakhurst**  
(Salaries Under Negotiation)  
**County: Madera**

Fiscal ADA 455 Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BASE		Additional Factors					
I		1 Add \$44.52 per unit with BA to maximum of 75 units.					
		2 Add \$265 for MA					
1	\$ 9,835						
2	10,280						
3	10,724						
4	11,168						
5	11,613						
6	12,058						
7	12,503						
8	12,946						
9	13,391						
10	13,836						
11	14,280						
12	14,725						
13	15,171						
14	15,615						
15	16,060						
				No Teachers	19	Average Salary	\$15,371

**Ophir**  
**County: Placer**

Data Not in Standard Format

Fiscal ADA 138 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

No Teachers	6	Average Salary	\$12,973
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**Orange Center**  
**County: Fresno**

Fiscal ADA 426 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA + CRED		III BA + CRED + 45		IV BA + 60 OR MA			
II BA + CRED + 30							
I		III		IV			
II		IV					
1	\$ 9,717	\$ 10,499	\$ 10,890	\$ 11,281			
2	10,108	10,890	11,281	11,672			
3	10,499	11,281	11,672	12,063			
4	10,890	11,672	12,063	12,454			
5	11,281	12,063	12,454	12,845			
6	11,672	12,454	12,845	13,236			
7	12,063	12,845	13,236	13,627			
8	12,454	13,236	13,627	14,018	1		
9	12,845	13,627	14,018	14,409	1		
10	13,236	14,018	14,409	14,800	1		
11		14,409	14,800	15,191	2		
12		14,800	15,191	15,582			
13		15,191	15,582	15,973			
14			15,973	16,364	1		
15			16,364	16,755	1		
16				17,146	1		
				No Teachers	15	Average Salary	\$14,200

**Orchard**

Fiscal ADA 281 Highest Entry Step 8 Teaching Days 176

**County: Santa Clara**

Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA	III	BA + 6	V	BA + 12	VII	BA + 18
II	BA + 3	IV	BA + 9	VI	BA + 15		
	I	II	III	IV	V	VI	VII
1	\$ 10,811	\$ 10,978	\$ 11,145	\$ 11,312	\$ 11,479	\$ 11,646	\$ 11,813
2	11,641	11,808	11,975	12,142	12,309	12,476	12,643
3	12,471	12,638	12,805	12,972	13,139	13,306	13,473
4	13,301	13,468	13,635	13,802	13,969	14,136	14,303
5	14,131	14,298	14,465	14,632	14,799	14,966	15,133
6	14,961	15,128	15,295	15,462	15,629	15,796	15,963
7	15,791	15,958	16,125	16,292	16,459	16,626	16,793
8	16,621	16,788	16,955	17,122	17,289	17,456	17,623
9	17,451	17,618	17,785	17,952	18,119	18,286	18,453
10	18,281	18,448	18,615	18,782	18,949	19,116	19,283
VIII	BA + 21	X	BA + 27	XII	BA + 33	XIV	BA + 39
IX	BA + 24	XI	BA + 30	XIII	BA + 36		
	VIII	IX	X	XI	XII	XIII	XIV
1	\$ 11,980	\$ 12,147	\$ 12,314	\$ 12,481	\$ 12,648	\$ 12,815	\$ 12,982
2	12,810	12,977	13,144	13,311	13,478	13,645	13,812
3	13,640	13,807	13,974	14,141	14,308	14,475	14,642
4	14,470	14,637	14,804	14,971	15,138	15,305	15,472
5	15,300	15,467	15,634	15,801	15,968	16,135	16,302
6	16,130	16,297	16,464	16,631	16,798	16,965	17,132
7	16,960	17,127	17,294	17,461	17,628	17,795	17,962
8	17,790	17,957	18,124	18,291	18,458	18,625	18,792
9	18,620	18,787	18,954	19,121	19,288	19,455	19,622
10	19,450	19,617	19,784	19,951	20,118	20,285	20,452
XV	BA + 42	XVII	BA + 48	XIX	BA + 54	XXI	BA + 60
XVI	BA + 45	XVIII	BA + 51	XX	BA + 57		
	XV	XVI	XVII	XVIII	XIX	XX	XXI
1	\$ 13,149	\$ 13,316	\$ 13,483	\$ 13,650	\$ 13,817	\$ 13,984	\$ 14,151
2	13,979	14,146	14,313	14,480	14,647	14,814	14,981
3	14,809	14,976	15,143	15,310	15,477	15,644	15,811
4	15,639	15,806	15,973	16,140	16,307	16,474	16,641
5	16,469	16,636	16,803	16,970	17,137	17,304	17,471
6	17,299	17,466	17,633	17,800	17,967	18,134	18,301
7	18,129	18,296	18,463	18,630	18,797	18,964	19,131
8	18,959	19,126	19,293	19,460	19,627	19,794	19,961
9	19,789	19,956	20,123	20,290	20,457	20,624	20,791
10	20,619	20,786	20,953	21,120	21,287	21,454	21,621

Bonuses Masters 1 at \$ 400 ea  
 No Teachers 13 Average Salary \$18,888

**Orick**

(Salaries Under Negotiation)

**County: Humboldt**

Fiscal ADA 106 Highest Entry Step 5 Teaching Days 175

Other Assigned Days New Teachers 3 Returning Teachers 3

Data Not In Standard Format

No Teachers 4 Average Salary \$11,154

**Oro Grande**

Fiscal ADA 101 Highest Entry Step 5 Teaching Days 175

**County: San Bernardino**

Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	III	BA + 30	V	BA + 60 W MA OR MA + 15
II	BA + 15	IV	BA + 45 OR MA		
	I	II	III	IV	V
1	\$ 10,000	\$ 10,896	\$ 11,792	\$ 12,688	\$ 13,584
2	10,433	11,268	12,144	13,024	13,904
3	10,786	11,649	12,517	13,397	14,277
4	11,138	12,030	12,890	13,770	14,650
5	11,491	12,411	13,263	14,143	15,023
6		12,792	13,636	14,516	15,396
7		13,173	14,009	14,889	15,769
8		13,554	14,382	15,262	16,142
9			14,755	15,635	16,515
10			15,128	16,008	16,888
11			15,501	16,381	17,261

No Teachers 5 Average Salary \$15,671

**Oro Loma**

**County: Fresno**

Fiscal ADA 211 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30 OR MA		IV BA + 45 OR MA + 15		V BA + 60 OR MA + 30	
1	\$ 9,765	1	\$ 10,244	\$ 10,173	\$ 11,201	\$ 11,680			
2	10,193	1	10,672	11,151 2	11,630 1	12,109			
3	10,622		11,101	11,579	12,058	12,537			
4	11,050		11,529	12,008	12,487	12,965			
5	11,479		11,957	12,436	12,915	13,394			
6	11,907		12,386	12,865	13,343	13,822			
7	12,335		12,814	13,293	13,772	14,251			
8	12,764		13,243	13,721	14,200 1	14,679			
9	13,192		13,671	14,150	14,629	15,107			
10	13,621		14,099	14,578	15,057	15,536			
11			14,528	15,007	15,485	15,964			
12				15,435	15,914	16,393			
13					16,342 2	16,821 1			

No Teachers 9 Average Salary \$13,066

**Outside Creek**  
 (Salaries Under Negotiation)

**County: Tulare**

Fiscal ADA 116 Highest Entry Step .6 Teaching Days 175  
 Other Assigned Days New Teachers .5 Returning Teachers 3

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60	
1	\$ 8,681		\$ 8,922	\$ 9,165	\$ 9,408	\$ 9,652	\$ 9,894				
2	8,939		9,182	9,425	9,668	9,911	10,156				
3	9,209		9,451	9,698	9,937	10,181	10,423				
4	9,484		9,726	9,970 1	10,223	10,456	10,698				
5	9,768		10,011	10,254	10,497	10,740	10,983				
6	10,061		10,304	10,547	10,790	11,033	11,277				
7	10,362		10,605	10,849	11,091	11,335 1	11,577				
8	10,673		10,917	11,159	11,403	11,646	11,889 1				
9	10,994		11,236	11,480	11,722	11,966	12,208				
10	11,323		11,567	11,809	12,052	12,296	12,539				
11			11,912	12,155	12,398	12,641	12,885				
12			12,269	12,512	12,756	12,999	13,243				
13					13,123	13,365	13,609				
14						13,767	14,009 1				
15							14,430				

No Teachers 4 Average Salary \$11,800

**Pacific**

**County: Fresno**

Fiscal ADA 424 Highest Entry Step .6 Teaching Days 175  
 Other Assigned Days New Teachers .5 Returning Teachers 5

I BA		II BA + 30		III BA + 45		IV BA + 60	
1	\$ 10,470		\$ 11,280	\$ 11,690	\$ 12,170		
2	10,950		11,690 1	12,170	12,650		
3	11,430		12,170	12,650	13,130		
4	11,900		12,650 1	13,130	13,600		
5	12,380		13,130	13,600 1	14,080		
6	12,860		13,600	14,080 1	14,550		
7	13,340		14,080 1	14,550 1	15,030 1		
8	13,810		14,550 1	15,030 2	15,510		
9	14,290		15,030	15,510	15,990		
10	14,770		15,510	15,990	16,460		
11			15,990 2	16,460 1	16,940 1		
12				16,940 2	17,430		
13					17,890 2		

No Teachers 17 Average Salary \$15,367

**Pacific County: Humboldt**

Fiscal ADA 412 Highest Entry Step 5 Teaching Days ..... 175  
 Other Assigned Days New Teachers 5 Returning Teachers ..... 3

I	AB	III	AB+30	V	AB+60
II	AB+15	IV	AB+45		
I		II		V	
1	\$ 9,395	\$ 10,067	\$ 10,739	\$ 11,410	\$ 12,090
2	9,856	10,538	11,220	11,890	12,550
3	10,336	11,006	11,688	12,349	13,020
4	10,805	11,477	12,148	12,819	13,490
5	11,275	11,947	12,618	13,289	13,960
6	11,745	12,417	13,088	13,759	14,429
7	12,216	12,887	13,577	14,228	14,899
8	12,684	13,356	14,027	14,700	15,368
9		13,836	14,497	15,168	15,840
10			14,976	15,637	16,308
11				16,116	16,778
12					17,256

No Teachers 19 Average Salary \$15,206

**Palo Verde County: Tulare**

Fiscal ADA 403 Highest Entry Step 5 Teaching Days ..... 175  
 Other Assigned Days New Teachers 3 Returning Teachers ..... 3

I	AB	III	AB+24	V	AB+48	VI	AB+60
II	AB+12	IV	AB+36	VI	AB+60		
I		II		V		VI	
1	\$ 9,588	\$ 9,940	\$ 10,293	\$ 10,636	\$ 10,978	\$ 11,331	\$ 11,634
2	9,940	10,293	10,636	10,978	11,331	11,634	12,027
3	10,293	10,636	10,978	11,331	12,027	12,369	12,712
4	10,636	10,978	11,331	11,634	12,369	12,712	13,065
5	10,978	11,331	11,634	12,027	12,369	13,065	13,407
6	11,331	11,634	12,027	12,369	12,712	13,065	13,407
7	11,634	12,027	12,369	12,712	13,065	13,407	13,760
8	12,027	12,369	12,712	13,065	13,407	13,760	14,103
9		12,712	13,065	13,407	13,760	14,103	14,445
10		13,065	13,407	13,760	14,103	14,445	14,796
11		13,407	13,760	14,103	14,445	14,796	15,141
12		13,760	14,103	14,445	14,796	15,141	15,494
13			14,445	14,796	15,141	15,494	15,836
14			14,796	15,141	15,494	15,836	16,178
15			15,141	15,494	15,836	16,178	16,521
16			15,494	15,836	16,178	16,521	

Bonuses Masters

2 at \$ 300 ea

No Teachers 16 Average Salary \$12,839

**Paradise County: Stanislaus**

Fiscal ADA 126 Highest Entry Step 5 Teaching Days ..... 175  
 Other Assigned Days New Teachers 1 Returning Teachers ..... 1

I	AB	III	AB+30	IV	AB+45
II	AB+15	IV	AB+45		
I		II		IV	
1	\$ 8,225	\$ 9,235	\$ 9,645	\$ 10,045	
2	9,235	9,645	10,045	10,465	
3	9,645	10,045	10,465	10,875	
4	10,065	10,465	10,875	11,285	
5		10,875	11,285	11,695	
6		11,285	11,695	12,105	1
7			12,105	12,515	
8			12,515	12,925	
9				13,335	
10				13,745	
11				14,155	
12				14,565	3
13				15,065	
14				15,565	
15				16,065	

Bonuses Masters

2 at \$ 482 ea

No Teachers 6 Average Salary \$13,220

**Pauma**

**County: San Diego**

Fiscal ADA 248 Highest Entry Step 13 Teaching Days  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB+CRED		II AB+15		III AB+30		IV AB+45		V AB+60	
I	II	I	II	III	IV	V			
1	\$ 10,000		\$ 10,350	\$ 11,100	\$ 11,650	\$ 12,200			
2	10,500		11,050	11,600	12,150	12,700			
3	11,000	1	11,550	12,100	12,650	13,200			
4	11,500		12,050	12,600	13,150	13,700			
5	12,000		12,550	13,100	13,650	14,200			
6	12,500		13,050	13,600	14,150	14,700			
7	13,000		13,550	14,100	14,650	15,200			
8	13,500	1	14,050	14,600	15,150	15,700	1		
9	14,000		14,550	15,100	15,650	16,200			
10	14,500		15,050	15,600	16,150	16,700	1		
11				16,100	16,650	17,200	1		
12				16,600	17,150	17,700			
13						18,200	1		

Bonuses Masters 1 at \$ 300 ea Other 1 at \$1000 ea Other 1 at \$1000 ea

No Teachers 12 Average Salary \$14,616

**Peninsula**

**County: Humboldt**

Fiscal ADA 136 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA+15		III BA+30		IV BA+45		V BA+60	
I	II	I	II	III	IV	V			
1	\$ 8,812		\$ 9,429	\$ 10,046	\$ 10,663	\$ 11,279			
2	9,429		10,046	10,663	11,279	11,896			
3	10,046		10,663	11,279	11,896	12,513			
4	10,663		11,279	11,896	12,513	13,130			
5	11,279		11,896	12,513	13,130	13,747			
6	11,896		12,513	13,130	13,747	14,364			
7	12,513		13,130	13,747	14,364	14,980			
8			13,747	14,364	14,980	15,597	1		
9				14,980	15,597	16,214	3		
10					16,214	16,831	2		

Bonuses Masters at \$ 4 ea

No Teachers 6 Average Salary \$15,288

**Penryn**

(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 347 Highest Entry Step 3 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I BA		II BA+15		III BA+25		IV BA+45		V BA+60		VI BA+75	
I	II	I	II	III	IV	V	VI				
1	\$ 8,557		\$ 9,594	\$ 10,440	\$ 11,295	\$ 12,151	\$ 13,007				
2	8,985		10,012	10,867	11,723	12,579	13,434				
3	9,413		10,440	11,295	12,151	13,007	13,862				
4	9,841		10,867	11,723	12,579	13,434	14,290				
5	10,269		11,295	12,151	13,007	13,862	14,718	1			
6			11,723	12,579	13,434	14,290	15,146	1			
7			12,151	13,007	13,862	14,718	15,574	1			
8				13,434	14,290	15,146	16,002	1			
9				13,862	14,718	15,574	16,429	1			
10				14,290	15,146	16,002	16,857				
11					15,574	16,429	17,285				
12					16,002	16,857	17,713				
13					16,429	17,285	18,141	4			
14							18,569				

Bonuses Masters 3 at \$ 300 ea

No Teachers 14 Average Salary \$15,515

**Phelan**

Fiscal ADA 132 Highest Entry Step 6 Teaching Days ... 175  
 Other Assigned Days New Teachers 3 Returning Teachers ... 3

**County: San Bernardino**

	I BA		III BA - 30	IV BA + 45	V BA + 60		
	II BA + 15	II					
1	\$ 10,344	\$ 11,127	\$ 12,519	1	\$ 13,352	\$ 14,185	
2	10,761	11,547	12,964		13,797	14,630	
3	11,183	11,966	13,409		14,241	15,072	
4	11,601	12,386	13,856		14,685	15,518	
5	12,022	12,805	14,297	1	15,129	15,961	
6	12,441	13,224	14,743		15,576	16,408	
7	12,860	13,646	15,189		16,021	16,852	
8	13,281	14,063	15,633	1	16,467	17,297	
9		14,485	16,079		16,912	17,741	
10			16,522	1	17,355	18,187	
11						18,631	
12						19,076	1
13*						19,201	1

\* Annular Increment

No Teachers 7 Average Salary \$16,181

**Pioneer**

Fiscal ADA 237 Highest Entry Step 5 Teaching Days ... 175  
 Other Assigned Days New Teachers 6 Returning Teachers 6

**County: El Dorado**

	I BA		III BA + 24	IV BA + 36	V BA + 48	VI BA + 60		
	II BA + 12	II						
1	\$ 8,346	\$ 8,774	\$ 9,202		\$ 9,630	\$ 10,058	\$ 10,486	10,914
2	8,881	9,309	9,737		10,165	10,593	11,021	11,449
3	9,415	9,844	10,272		10,700	11,128	11,556	11,984
4	9,951	10,379	10,807		11,235	11,663	12,091	12,519
5	10,486	10,914	11,342	1	11,770	12,198	12,626	13,054
6	11,021	11,449	11,877		12,305	12,733	13,161	13,589
7		11,984	12,412		12,840	13,268	13,696	14,124
8		12,519	12,947		13,375	13,803	14,231	14,659
9			13,482		13,910	14,338	14,766	15,194
10			14,017		14,445	14,873	15,301	15,729
11					14,980	15,408	15,836	16,264
12					15,515	15,943	16,371	16,799

No Teachers 11 Average Salary \$12,806

**Pioneer**

Fiscal ADA 237 Highest Entry Step 5 Teaching Days ...  
 Other Assigned Days New Teachers Returning Teachers

**County: Kings**

I BASE
1 \$ 9,350

**Additional Factors**

- 1 Add \$30 per unit to maximum of 65 units
- 2 Add \$300 per year of experience to maximum of five years without unit requirements, seven years with 14 units, eight years with 15 to 29 units, nine years with 30 to 44 units, ten years with 45 to 49 units, 11 years with 60 to 74 units, and 12 years with 75 or more units.
- 3 Add \$300 for MA.

No Teachers 10 Average Salary \$12,762

**Plainsburg**  
**County: Merced**

Fiscal ADA: 101    Highest Entry Step: 4    Teaching Days: 175  
Other Assigned Days:    New Teachers:    Returning Teachers:

	I BA		III BA + 30
	I	II BA + 15	
1	\$ 8,200	\$ 8,900	\$ 9,500
2	8,500	9,200	9,800
3	8,800	9,500	9,800
4	9,200	9,800	10,100
5	9,800	10,100	10,400
6	10,000	10,400	10,700
7		10,700	11,000
8		11,000	11,400
9		11,400	11,800
10		11,800	12,200
11		12,200	12,600
12		12,600	13,000
13		13,000	13,400
14		13,400	13,800
15		13,800	14,200
16		14,200	14,600
17		14,600	15,000

No Teachers: 4    Average Salary: \$13,000

**Pleasant Grove**  
**County: Sutter**

Fiscal ADA: 143    Highest Entry Step: 5    Teaching Days: 177  
Other Assigned Days:    New Teachers: 1    Returning Teachers: 1

Data Not In Standard Format

No Teachers: 6    Average Salary: \$13,075

**Pleasant View**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA: 302    Highest Entry Step: 4    Teaching Days: 175  
Other Assigned Days:    New Teachers: 1    Returning Teachers: 1

	I AB		III AB + 30	IV AB + 45	V AB + 60		VI AB + 70
	I	II AB + 15			V	VI	
1	\$ 8,962	\$ 9,577	\$ 10,193	\$ 10,809	\$ 11,424	\$ 12,040	
2	9,286	9,901	10,517	11,132	11,748	12,369	
3	9,610	10,225	10,841	11,456	12,072	12,698	
4	9,934	10,549	11,165	11,770	12,396	13,012	
5	10,258	10,873	11,489	12,104	12,720	13,336	
6	10,582	11,197	11,812	12,428	13,044	13,660	
7	10,906	11,521	12,137	12,752	13,368	13,980	
8	11,230	11,845	12,461	13,076	13,692	14,309	
9		12,169	12,785	13,400	14,016	14,632	
10		12,493	13,109	13,724	14,340	14,956	
11			13,433	14,048	14,664	15,280	
12			13,757	14,372	14,988	15,604	
13				14,696	15,312	15,928	
14					15,636	16,252	
15					15,960	16,576	
20*						16,900	
25*						17,224	

\* Anniversary Increment

No Teachers: 15    Average Salary: \$12,505

**Pond**  
**County: Kern**

Fiscal ADA: 119    Highest Entry Step: 6    Teaching Days: 176  
Other Assigned Days:    New Teachers: 2    Returning Teachers: 2

	I BA		III BA + 24	IV BA + 36	V BA + 48		VI BA + 60
	I	II BA + 12			V	VI	
1	\$ 9,000	\$ 9,300	\$ 9,600	\$ 9,900	\$ 10,200	\$ 10,500	
2	9,300	9,600	9,900	10,200	10,500	10,800	
3	9,600	9,900	10,200	10,500	10,800	11,100	
4	9,900	10,200	10,500	10,800	11,100	11,400	
5	10,200	10,500	10,800	11,100	11,400	11,700	
6	10,500	10,800	11,100	11,400	11,700	12,000	
7	10,800	11,100	11,400	11,700	12,000	12,300	
8	11,100	11,400	11,700	12,000	12,300	12,600	
9	11,400	11,700	12,000	12,300	12,600	12,900	
10	11,700	12,000	12,300	12,600	12,900	13,200	
11		12,300	12,600	12,900	13,200	13,500	
12			12,900	13,200	13,500	13,800	
13				13,500	13,800	14,100	
14					14,400	14,400	

No Teachers: 4    Average Salary: \$10,880

**Raisin City**

Fiscal ADA 361

**County: Fresno**

Data Not Provided

**Rancho Santa Fe**

Fiscal ADA 495 Highest Entry Step 1 Teaching Days 177

**County: San Diego**

Other Assigned Days New Teachers 3 Returning Teachers 3

I AB II AB + 15		III AB + 30 IV AB + 45		V MA VI MA + 30							
I		II		III		IV		V		VI	
1	\$ 11,155	\$ 11,821	\$ 12,490	\$ 13,159	\$ 13,828	\$ 14,498		\$ 14,498			
2	11,821	12,490	13,159	13,828	14,498	15,167		15,167			
3	12,490	13,159	13,828	14,498	15,167	15,836		15,836			
4	13,382	14,052	14,721	15,390	16,058	16,728		16,728			
5	14,275	14,944	15,612	16,282	16,951	17,620		17,620			
6	15,167	15,836	16,504	17,174	17,753	18,312		18,312			
7		16,728	17,397	18,066	18,735	19,404		19,404			
8			18,289	18,958	19,628	20,298		20,298			
9				19,852	20,521	21,188		21,188			
10				20,744	21,412	22,080		22,080			
11						22,974		22,974			
Bonuses		Masters		4 at \$ 250 ea		No Teachers		22		Average Salary	
				18,522 1		19,343 2		20,164 3		\$18,128	
						20,243 1				21,882 3	

**Reedy Springs**

(Salaries Under Negotiation)

**County: Nevada**

Fiscal ADA 336 Highest Entry Step 6 Teaching Days 176

Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 OR MA IV BA + 45 OR MA + 15		V BA + 60 OR MA + 30							
I		II		III		IV		V		VI	
1	\$ 7,954	\$ 8,325	\$ 8,697	2	\$ 9,068	\$ 9,440		\$ 9,440			
2	8,325	8,697	9,068	1	9,440	9,811		9,811			
3	8,697	9,068	9,440		9,811	10,183		10,183			
4	9,068	9,440	9,811		10,183	10,555		10,555			
5	9,440	9,811	10,183		10,555	10,926		10,926			
6	9,811	10,183	10,555	1	10,926	11,298		11,298			
7	10,183	10,555	10,926		11,298	11,670		11,670			
8		10,926	11,298	1	11,670	12,040		12,040			
9					12,040	12,412		12,412			
10					12,412	12,785		12,785			
11					12,785	13,157		13,157			
12						13,527		13,527			
13								13,899			
14								14,271			
15								14,642			
Bonuses		Masters		4 at \$ 300 ea		No Teachers		16		Average Salary	
										\$10,763	

**Richgrove**

Fiscal ADA 459 Highest Entry Step 4 Teaching Days 176

**County: Tulare**

Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75							
I		II		III		IV		V		VI	
1	\$ 9,653	\$ 10,324	\$ 10,994	\$ 11,665	\$ 12,335	\$ 13,010		\$ 13,010			
2	10,057	10,727	11,398	12,068	12,734	13,408		13,408			
3	10,458	11,129	11,799	12,470	13,140	13,811		13,811			
4	10,861	11,531	12,202	12,872	13,543	14,212		14,212			
5	11,262	11,933	12,603	13,274	13,944	14,615		14,615			
6	11,665	12,335	13,006	13,676	14,347	15,017		15,017			
7	12,068	12,739	13,408	14,079	14,748	15,419		15,419			
8		13,035	13,811	14,481	15,152	15,7		15,7			
9		13,540	14,212	14,893	15,553	16,255		16,255			
10			14,615	15,285	15,956	16,626		16,626			
11			15,017	15,687	16,357	17,028		17,028			
12				16,069	16,760	17,450		17,450			
13				16,493	17,182	17,833		17,833			
14					17,565	18,235		18,235			
15					17,967	18,638		18,638			
16						19,039		19,039			
17						19,442		19,442			
Bonuses		Masters		4 at \$ 300 ea		No Teachers		19		Average Salary	
										\$15,948	





**Rio Bravo-Greeley**  
**County: Kern**

Fiscal ADA 211 Highest Entry Step 6 Teaching Days .177  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,200	1	\$ 10,630					\$ 11,920		\$ 12,350	
2	10,530		10,960		11,390			11,820		12,250	
3	10,860		11,290		11,720			12,150		12,580	
4	11,190		11,620		12,050	1		12,480		12,910	
5	11,520		11,950		12,380			12,810	1	13,240	
6	11,850		12,280		12,710			13,140		13,570	1
7	12,180		12,610		13,040			13,470		13,900	
8	12,510		12,940		13,370			13,800		14,230	
9	12,840		13,270		13,700			14,130		14,560	
10	13,170		13,600		14,030	1		14,460		14,890	2
11	13,500		13,930		14,360			14,790		15,220	
12			14,260		14,690			15,120		15,550	
13					15,020	1		15,450	1	15,880	
14								15,780	1	16,210	1
15										16,540	1
16											17,300

Bonuses Masters 1 at \$ 400 ea

No Teachers 12 Average Salary \$14,499

**Rio Dell**  
**County: Humboldt**

Fiscal ADA 384 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		II AB + 10		III AB + 20		IV AB + 30		V AB + 40		VI AB + 50	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,986		\$ 10,316		\$ 10,646		\$ 10,976		\$ 11,306		\$ 11,636
2	10,316		10,646		10,976		11,306		11,636		11,966
3	10,646		10,976		11,306		11,636		11,966		12,296
4	10,976		11,306		11,636		11,966	2	12,296		12,626
5	11,306	1	11,636		11,966		12,296		12,626		12,956
6			11,966		12,296		12,626	1	12,956	1	13,286
7			12,296		12,626		12,956		13,286		13,616
8					12,956	1	13,286	1	13,616		13,946
9					13,286	2	13,616		13,946	1	14,276
10							13,946		14,276		14,606
11							14,276		14,606		14,936
12							14,606	1	14,936	2	15,266

Bonuses Other 1 at \$ 240 ea Other 3 at \$ 480 ea Other 1 at \$ 720 ea

No Teachers 18 Average Salary \$13,822

**Rockford**  
**County: Tulare**

Fiscal ADA 194 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I CRFD		II CRFD + 15		III CRFD + 30		IV CRFD + 45		V CRFD + 60	
I	II	I	II	I	II	I	II	I	II
1	\$ 9,641	1	\$ 10,124		\$ 10,710		\$ 11,245		\$ 11,807
2	9,941		10,424		11,010	1	11,545		12,107
3	10,241		10,724	1	11,310		11,845	1	12,407
4	10,541		11,024		11,610	1	12,145		12,707
5	10,841		11,324		11,910	1	12,445	1	13,007
6	11,141		11,624		12,210		12,745		13,307
7	11,441		11,924		12,510		13,045		13,607
8	11,741		12,224		12,810		13,345	2	13,907
9	12,041		12,524		13,110		13,645		14,207
10	12,341		12,824		13,410		13,945		14,507
11			13,124		13,710		14,245		14,807
12					14,010		14,545		15,107
13					14,310		14,845		15,407
14					14,610		15,145		15,707
15							15,445		16,007
16							15,745		16,307

Bonuses Masters 2 at \$ 200 ea

No Teachers 11 Average Salary \$12,353

**Rohnerville**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA	457	Highest Entry Step	4	Teaching Days	176
Other Assigned Days		New Teachers	4	Returning Teachers	4

I BASE

	I
1	\$ 8,500
2	8,800
3	9,100
4	9,400
5	9,700
6	10,000
7	10,300
8	10,600
9	10,900
10	11,200
11	11,500
12	11,800

Additional Factors:  
1 Add \$35 per quarter unit up to maximum of 90 units  
2 Add \$240 every third year beginning with 15 years service

No Teachers 10 Average Salary \$13,375

**Romoland**  
**County: Riverside**

Fiscal ADA	219	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

I REG CRED  
II REG CRED +

III REG CRED + 30  
IV REG CRED + 45 OR MA  
V (CRED + 60 OR MA + 15  
VI (CRED + 75 OR MA + 30

	I	II	III	IV	V	VI
1	\$ 8,968	\$ 9,523	\$ 10,054	\$ 10,593	\$ 11,128	\$ 11,663
2	9,263	9,868	10,433	10,968	11,503	12,038
3	9,737	10,272	10,807	11,342	11,877	12,412
4	10,112	10,647	11,182	11,717	12,252	12,787
5	10,486	11,021	11,556	12,091	12,626	13,161
6	10,861	11,396	11,931	12,466	13,001	13,536
7	11,235	11,770	12,305	12,840	13,375	13,910
8		12,145	12,680	13,215	13,750	14,285
9			13,054	13,589	14,124	14,659
10				13,964	14,499	15,034
11					14,873	15,408
12						15,783

No Teachers 10 Average Salary \$12,048

**Ross**  
**County: Marin**

Fiscal ADA	443	Highest Entry Step	9	Teaching Days	
Other Assigned Days		New Teachers	4	Returning Teachers	4

I AB  
II AB + 15

III AB + 30  
IV AB + 45  
V AB + 60  
VI AB + 75

	I	II	III	IV	V	VI
1	\$ 9,625	\$ 10,203	\$ 10,973	\$ 11,743	\$ 12,513	\$ 13,283
2	10,203	10,781	11,551	12,321	13,091	13,861
3	10,781	11,359	12,129	12,899	13,669	14,439
4	11,359	11,937	12,707	13,477	14,247	15,017
5	11,937	12,515	13,285	14,055	14,825	15,595
6		13,093	13,863	14,633	15,403	16,173
7		13,671	14,441	15,211	15,981	16,751
8		14,245	15,019	15,789	16,559	17,329
9			15,597	16,357	17,127	17,905
10			16,175	16,935	17,705	18,483
11				17,513	18,283	19,061
12				17,710	18,480	19,258
13				18,288	19,058	19,836
30*					20,020	20,598

Bonuses Masters 10 at \$ 300 ea

\* Anniversary Increment

No Teachers 21 Average Salary \$18,540

**Round Valley**

**County: Inyo**

Fiscal ADA

159

Highest Entry Step

6

Teaching Days

Other Assigned Days

New Teachers

2

Returning Teachers

2

I BA + CRED  
II BA + 15

III BA + 30  
IV BA + 45 OR MA

V BA + 60 OR MA + 15

	I	II	III	IV	V
1	\$ 10,838	\$ 11,500	\$ 12,891	\$ 13,443	\$ 13,997
2	11,258	11,918	13,334	13,885	14,437
3	11,674	12,335	13,773	14,328	14,880
4	12,156	12,822	14,292	14,843	15,395
5	12,647	13,308	14,806	15,358	15,911
6	13,136	13,864	15,320	15,874	16,426
7	13,624	14,279	15,837	16,389	16,943
8			16,406	16,980	17,533
9			17,014	17,568	18,121
10			17,604	18,158	18,710
15*				18,654	19,447
20*				19,630	20,185

\* Anniversary Increment

No Teachers

9

Average Salary

\$18,092

**San Antonio**

**County: Monterey**

Fiscal ADA

134

Highest Entry Step

3

Teaching Days

175

Other Assigned Days

New Teachers

4

Returning Teachers

4

I BA + CRED  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60  
VI BA + 75

	I	II	III	IV	V	VI
1	\$ 8,678	\$ 9,112	\$ 9,546	\$ 9,980	\$ 10,414	\$ 10,848
2	9,025	9,459	9,893	10,327	10,761	11,195
3	9,372	9,806	10,240	10,674	11,108	11,542
4	9,719	10,153	10,587	11,021	11,455	11,889
5	10,066	10,500	10,934	11,368	11,802	12,236
6		10,848	11,281	11,715	12,149	12,583
7		11,195	11,629	12,062	12,496	12,930
8				12,410	12,950	13,377
9						13,624
10						13,972

No Teachers

7

Average Salary

\$9,793

**San Ardo**

**County: Monterey**

Fiscal ADA

124

Highest Entry Step

Teaching Days

175

Other Assigned Days

New Teachers

3

Returning Teachers

3

I BA

	I
1	\$ 8,306
2	8,745
3	9,185
4	9,625
5	10,065
6	10,505
7	10,945
8	11,385
9	11,825
10	12,265
11	12,705
12	13,145
15*	15,300
18*	15,600

Bonuses

Other

12 at \$ 500 ea

\* Anniversary Increment

No Teachers

7

Average Sa

\$13,628

**San Joaquin  
County: Fresno**

Fiscal ADA 460 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

I	AB		II		III		IV		V	
II	AB + 15				AB + 30		AB + 45		AB + 60	
	I		II		III		IV		V	
1	\$ 9,116	3	\$ 9,540		\$ 9,964		\$ 10,388		\$ 10,812	
2	9,540		9,964		10,388		10,812		11,236	
3	9,964		10,388		10,812		11,236		11,660	
4	10,388		10,812		11,236	1	11,660		12,084	1
5	10,812		11,236		11,660		12,084		12,508	
6	11,236		11,660		12,084	1	12,508		12,932	
7	11,660	1	12,084		12,508		12,932		13,356	
8			12,508		12,932	1	13,356		13,780	1
9			12,932		13,356	1	13,780		14,204	
10					13,780	1	14,204		14,628	
11					14,204	2	14,628	1	15,052	
12							15,052		15,476	
13							15,476		15,900	4
21*	11,980	1	13,232	1	14,504	2			15,200	1

Bonuses Other

1 at \$ 850 ea

\* Anniversary Increment

No Teachers 23 Average Salary \$13,273

**San Juan  
County: San Benito**

Fiscal ADA 462 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I	AB		II		III		IV		V		VI	
II	AB + 15				AB + 30		AB + 45 OR MA + 30		AB + 60 OR MA + 45		AB + 75 OR MA + 60	
	I		II		III		IV		V		VI	
1	\$ 9,593	1	\$ 9,881		\$ 10,169		\$ 10,456		\$		\$	
2	10,265	1	10,552		10,840		11,128					
3	10,936		11,224		11,512	3	11,799		12,087		12,375	1
4	11,608		11,895		12,183	1	12,471		12,759		13,046	
5	12,279		12,567	1	12,855	2	13,142		13,430	1	13,718	
6	12,951		13,238		13,525		13,814		14,102		14,390	
7	13,622	1	13,910	1	14,198		14,485		14,773	1	15,061	
8			14,581	1	14,869		15,157	1	15,445		15,733	
9					15,541		15,828		16,116	1	16,404	
10							16,500	2	16,788		17,076	
11									17,459		17,747	
12											18,419	
13											19,186	2

No Teachers 21 Average Salary \$13,818

**San Juan Ridge  
(Salaries Under Negotiation)  
County: Nevada**

Fiscal ADA 178 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 10

I	BA OR CRED		II		III		IV		V	
II	BA + 15				BA + 30		BA + 45		BA + 60	
	I		II		III		IV		V	
1	\$ 7,905		\$ 8,205		\$ 8,505	1	\$ 8,805		\$ 9,105	
2	8,205		8,505		8,805		9,105		9,405	
3	8,505		8,805		9,105		9,405		9,705	
4	8,805		9,105		9,405	1	9,705	1	10,005	
5	9,105		9,405		9,705		10,005		10,305	
6	9,405	1	9,705	1	10,005	2	10,305		10,605	
7			10,005		10,305	2	10,605		10,905	
8					10,605		10,905		11,205	
9							11,205		11,505	
10									11,805	

No Teachers 9 Average Salary \$9,705

**San Lucas**

**County: Monterey**

Fiscal ADA

115

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

5

Returning Teachers

.3

	I AB W/PART CRED	II STD CRED	III AB + 15	IV AB + 30
1	\$ 9,488	\$ 9,888	\$ 10,288	\$ 10,688
2	9,788	10,188	10,588	10,988
3	10,088	10,488	10,888	11,288
4	10,388	10,788	11,188	11,588
5	10,688	11,088	11,488	11,888
6	10,988	11,388	11,788	12,188
7	11,288	11,688	12,088	12,488
8	11,588	11,988	12,388	12,788
9	11,888	12,288	12,688	13,088
10		12,588	12,988	13,388
11		12,888	13,288	13,688
12		13,188	13,588	13,988
13			13,888	14,288
14			14,188	14,588
15			14,488	14,888
16				15,188
17 *				15,488
18 *				15,788

\* Anniversary Increment

No. Teachers

6

Average Salary

\$11,571

**San Miguel**

**County: San Luis Obispo**

Fiscal ADA

191

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

1

Returning Teachers

1

	I BA	II BA + 12	III BA + 24	IV MA OR BA + 36	V MA + 12 OR BA + 48	VI MA + 24 OR BA + 60
1	\$ 7,900	\$ 8,200	\$ 8,500	\$ 8,800	\$ 9,100	\$ 9,400
2	8,200	8,500	8,800	9,100	9,400	9,700
3	8,500	8,800	9,100	9,400	9,700	10,000
4	8,800	9,100	9,400	9,700	10,000	10,300
5	9,100	9,400	9,700	10,000	10,300	10,600
6	9,400	9,700	10,000	10,300	10,600	10,900
7	9,700	10,000	10,300	10,600	10,900	11,200
8	10,000	10,300	10,600	10,900	11,200	11,500
9	10,300	10,600	10,900	11,200	11,500	11,800
10	10,600	10,900	11,200	11,500	11,800	12,100
11		11,200	11,500	11,800	12,100	12,400
12			11,900	12,100	12,400	12,700
13				2,400	2,400	13,000
14						13,300
15						13,600
16						13,900

No. Teachers

11

Average Salary

\$10,709

**San Pasqual**

**County: San Diego**

Fiscal ADA

118

Highest Entry Step

5

Teaching Days

175

Other Assigned Days

New Teachers

5

Returning Teachers

5

	I BA + CRED	II BA + 15	III BA + 30	IV BA + 45	V BA + 45 W MA OR CRED	VI BA + 60 W MA OR CRED
1	\$ 9,500	\$ 10,100	\$ 10,700	\$ 11,300	\$ 11,900	\$ 12,400
2	9,800	10,400	11,000	11,600	12,100	12,600
3	10,100	10,700	11,300	11,900	12,400	13,000
4		11,000	11,600	12,200	12,700	13,300
5		11,300	11,900	12,500	13,000	13,600
6		11,600	12,200	12,800	13,300	13,900
7			12,500	13,100	13,600	14,200
8			12,800	13,400	13,900	14,500
9			13,100	13,700	14,200	14,800
10				14,000	14,500	15,100
11				14,300	14,800	15,400
12				14,600	15,100	15,700
13						16,000
14						16,300
15						16,600

No. Teachers

5

Average Salary

\$10,640



**Scotia** Fiscal ADA 232 Highest Entry Step 6 Teaching Days 175  
**County: Humboldt** Other Assigned Days New Teachers 3 Returning Teachers 2

	I AB		III AB+36	IV AB+54	V AB+72		VI AB+90	VII AB+108	
	II	AB+18							
1	\$ 9,450		\$ 10,395		\$ 10,968		\$ 11,340	\$ 11,813	\$ 12,285
2	9,734	1	10,679		11,151		11,624	12,096	12,569
3	10,017		10,962	1	11,435		11,907	12,380	12,852
4	10,301		11,246		11,718	1	12,191	12,663	13,136
5	10,584		11,529		12,002		12,474	12,947	13,419
6	10,868		11,813		12,285		12,758	13,230	13,703
7	11,151		12,096		12,569		13,041	13,514	13,986
8	11,435		12,380		12,852	1	13,325	13,797	14,270
9	11,718		12,663		13,136		13,608	14,081	14,553
10	12,002		12,947		13,419		13,892	14,364	14,837
11	12,285		13,230		13,703		14,175	14,648	15,120
12	12,569		13,514		13,986		14,459	14,931	15,402

Bonuses Other I at \$ 471 ea No Teachers 10 Average Salary \$12,785

**Seeley** Fiscal ADA 452 Highest Entry Step 5 Teaching Days 176  
**County: Imperial** Other Assigned Days New Teachers 3 Returning Teachers 3

	I BA		III BA+30	IV BA+45 OR MA	V BA+60 W/MA		VI BA+60 W/MA	VI	
	II	BA+15							
1	\$ 10,391		\$ 11,046		\$ 11,700		\$ 12,354	\$ 13,008	\$ 13,672
2	10,818		11,506		12,197		12,895	13,541	14,198
3	11,245	1	11,966		12,690		13,410	14,067	14,722
4	11,670		12,426	1	13,179		13,934	14,591	15,248
5	12,097		12,897		13,672		14,461	15,117	15,772
6	12,524		13,345		14,165	1	14,986	15,641	16,297
7	12,951	1	13,803	1	14,657		15,511	16,166	16,823
8			14,263		15,149		16,036	16,693	17,348
9			14,722		15,641		16,560	17,217	17,873
10			15,181	1	16,133	3	17,066	17,742	18,417
16*	13,551		15,781	1	16,733		17,696	18,342	18,997

\* Anniversary Increment No Teachers 20 Average Salary \$15,987

**Semitropic** Fiscal ADA 117 Highest Entry Step 6 Teaching Days  
**County: Kern** Other Assigned Days New Teachers 5 Returning Teachers 5

	I BA		III BA+24	IV BA+36 OR MA	V BA+48 OR MA+12		VI BA+60 OR MA+24	VII BA+72 OR MA+36	
	II	BA+12							
1	\$ 9,000		\$ 9,800		\$ 10,200		\$ 10,600	\$ 11,000	\$ 11,400
2	9,265		10,065		10,465		10,865	11,265	11,665
3	9,530		10,330		10,730		11,130	11,530	11,930
4	9,795		10,595		10,995		11,395	11,795	12,195
5	10,060		10,860		11,260		11,660	12,060	12,460
6	10,325		11,125		11,525		11,925	12,325	12,725
7	10,590		11,390		11,790		12,190	12,590	12,990
8	10,855		11,655		12,055		12,455	12,855	13,255
9	11,120		11,920		12,320	1	12,720	13,120	13,520
10			12,185	1	12,585		12,985	13,385	13,785
11			12,450		12,850		13,250	13,650	14,050
12					13,115		13,515	13,915	14,315
13							13,780	14,180	14,580
14								14,445	14,845
15									15,110

No Teachers 5 Average Salary \$13,568



**Sequoia**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 250 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BASE

I	1
1	\$ 8,300
2	8,700
3	9,100
4	9,500
5	9,900
6	10,300
7	10,700
8	11,100
9	11,500
10	11,900
11	12,300
12	12,700
13	13,100
14	13,500

Additional Factors

- 1 Add \$33.50 per semester unit to maximum of 60 units
- 2 Add \$400 anniversary increment every three years beyond step 14

No Teachers 11 Average Salary \$13,283

**Shaffer**  
**County: Lassen**

Fiscal ADA 201 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA  
II BA + 12

III BA + 24  
IV BA + 36

V BA + 48 OR MA

I	II	III	IV	V
1	\$ 7,600	\$ 7,900	\$ 8,200	\$ 8,500
2	7,900	8,200	8,500	8,800
3	8,200	8,500	8,800	9,100
4	8,500	8,800	9,100	9,400
5	8,800	9,100	9,400	9,700
6	9,100	9,400	9,700	10,000
7		9,700	10,000	10,300
8		10,000	10,300	10,600
9		10,300	10,600	10,900
10		10,600	10,900	11,200
11			11,200	11,500
12			11,500	11,800
13			11,800	12,100
14			12,100	12,400

No Teachers 9 Average Salary \$9,566

**Shasta**  
**County: Shasta**

Fiscal ADA 276 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB W (RED)  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60 OR MA

I	II	III	IV	V
1	\$ 9,923	\$ 9,948	\$ 9,974	\$ 10,000
2	9,292	9,817	10,343	10,869
3	9,760	10,286	10,811	11,338
4	10,230	10,756	11,281	11,806
5	10,699	11,225	11,750	12,276
6	11,169	11,693	12,219	12,744
7	11,637	12,163	12,689	13,213
8		12,632	13,158	13,683
9			13,626	14,152
10				14,621
11				15,090

No Teachers 9 Average Salary \$13,670

**Shiloh**  
**County: Stanislaus**

Fiscal ADA 112 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 1

Data Not In Standard Format

No Teachers 5 Average Salary \$14,203

**Sierra** Fiscal ADA 280 Highest Entry Step 4 Teaching Days 175  
**County: Fresno** Other Assigned Days New Teachers 5 Returning Teachers 5

I	AB	III	AB + 30	V	AB + 60 OR MA + 45	VI	AB + 75 OR MA + 60
II	AB + 15	IV	AB + 45 OR MA + 30	VI	AB + 75 OR MA + 60		
	I	II	III	IV	V	VI	
1	\$ 11,893	\$ 12,676	\$ 13,458	\$ 14,244	\$ 15,024	\$ 15,807	
2	12,364	13,146	13,929	14,710	15,494	16,276	
3	12,833	13,615	14,397	15,181	15,962	16,747	
4	13,303	14,085	14,868	15,650	16,432	17,215	
5		14,554	15,335	16,120	16,903	17,683	1
6		15,028	15,807	16,590	17,373	18,153	1
7			16,276	17,056	17,841	18,623	
8			16,746	17,528	18,309	19,092	
9				17,996	18,780	19,563	
10				18,467	19,248	20,031	1
11*						20,131	
12*						20,231	1
13*						20,331	
14*						20,431	1
15*						20,531	
16*						20,631	2
17*						20,731	
18*						20,831	2

Bonuses Other 2 at \$ 300 ea  
 \* Anniversary Increment No Teachers 19 Average Salary \$17,492

**Snelling-Merced Falls** Fiscal ADA 102 Highest Entry Step 5 Teaching Days 176  
**County: Merced** Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	III	AB + 30	V	AB + 60 OR MA + 15
II	AB + 15	IV	AB + 45		
	I	II	III	IV	V
1	\$ 8,530	\$ 8,950	\$ 9,200	\$ 9,550	\$ 9,900
2	8,850	9,200	9,550	9,900	10,250
3	9,200	9,550	9,900	10,250	10,600
4	9,550	9,900	10,250	10,600	10,950
5	9,900	10,250	10,600	10,950	11,300
6	1,250	10,600	10,950	11,300	11,650
7	10,600	10,950	11,300	11,650	12,000
8	10,950	11,300	11,650	12,000	12,350
9	11,300	11,650	12,000	12,350	12,700
10	11,650	12,000	12,350	12,700	13,050
11			12,700	13,050	13,400
12				13,400	13,750
13					14,100

No Teachers 5 Average Salary \$11,300

**Solvang** Fiscal ADA 352 Highest Entry Step 5 Teaching Days 175  
**County: Santa Barbara** Other Assigned Days New Teachers 3 Returning Teachers 3

I	BASE SCHEDULE A	II	BASE SCHEDULE B
	I	II	
1	\$ 10,040	\$ 10,040	
2	10,659	10,659	
3	11,278	11,278	
4	11,897	11,897	
5	12,516	12,516	
6		13,13	
7		13,754	
8		14,373	
9		14,992	
10		15,611	

Additional Factor Add \$54 per semester unit

Bonuses Masters 5 at \$ 324 ea  
 No Teachers 20 Average Salary \$17,492



**Somis**

**County: Ventura**

Fiscal ADA	251	Highest Entry Step	6	Teaching Days	176
Other Assigned Days		New Teachers	2	Returning Teachers	2

  

I BA + REG CRED	III BA + 30	V BA + 60 W MA
II BA + 15	IV BA + 45 OR MA	

  

	I	II	III	IV	V
1	\$ 11,085	\$ 11,625	\$ 12,225	\$ 12,825	\$ 13,425
2	11,475	12,075	12,675	13,285	13,915
3	11,925	12,525	13,125	13,765	14,405
4	12,375	12,975	13,575	14,235	14,885
5	12,825	13,425	14,025	14,705	15,385
6	13,275	13,875	14,475	15,175	15,875
7	13,725	14,325	14,925	15,645	16,365
8	14,175	14,775	15,375	16,115	16,855
9		15,225	15,825	16,585	17,345
10			16,275	17,055	17,835
12 *			17,490	18,730	19,930
15 *				19,030	20,230

  

No. Teachers					11	Average Salary	\$16,699
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\* Anniversary Increment

**Soulsbyville**

**County: Tuolumne**

Fiscal ADA	322	Highest Entry Step	8	Teaching Days	177
Other Assigned Days		New Teachers	1	Returning Teachers	1

  

I BASE	Additional Factors
	1 Add \$35 per unit to maximum of 60 units
	2 Add \$300 for MA

  

	I
1	\$ 10,487
2	10,914
3	11,345
4	11,772
5	12,202
6	12,629
7	13,057
8	13,487
9	13,914
10	14,343
11	14,771
12	15,067

  

No. Teachers		13	Average Salary	\$17,110
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**South Fork**

**County: Kern**

Fiscal ADA	176	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	6	Returning Teachers	6

  

I BA	III BA + 24	V BA + 48 OR MA + 12
II BA + 12	IV BA + 36 OR MA	VI BA + 60 OR MA + 24

  

	I	II	III	IV	V	VI
1	\$ 10,526	\$ 10,925	\$ 11,326	\$ 11,726	\$ 12,126	\$ 12,526
2	10,793	11,192	11,593	11,993	12,393	12,793
3	11,060	11,459	11,860	12,290	12,690	13,090
4	11,327	11,726	12,127	12,527	12,927	13,327
5	11,594	11,993	12,394	12,794	13,194	13,594
6	11,861	12,260	12,661	13,061	13,461	13,861
7	12,128	12,527	12,928	13,328	13,728	14,128
8	12,395	12,794	13,195	13,595	13,995	14,395
9		13,061	13,462	13,862	14,262	14,662
10		13,328	13,729	14,129	14,529	14,929
11			13,996	14,396	14,796	15,196
12			14,263	14,663	15,063	15,463
13				14,930	15,330	15,730
14				15,197	15,597	15,997
15					15,864	16,264
16					16,131	16,531
17						16,798
18						17,065

  

No. Teachers					9	Average Salary	\$13,505
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**Spring Valley**  
**County: Madera**

Fiscal ADA 104 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BASE

1	\$ 8,900
2	9,320
3	9,740
4	10,150
5	10,570
6	10,990
7	11,410
8	11,830
9	12,250
10	12,670
11	13,090
12	13,510
13	13,930
14	13,930
15	13,930
16	14,350

Additional Factors  
1 Add \$40 per unit beyond BA  
2 Add \$250 for MA

No. Teachers 6 Average Salary \$13,163

**Springville**  
**County: Tulare**

Fiscal ADA 291 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 70

	I	II	III	IV	V	VI
1	\$ 9,548	\$ 10,227	\$ 10,906	\$ 11,584	\$ 12,263	\$ 12,943
2	9,906	10,584	11,264	11,941	12,620	13,300
3	10,274	10,941	11,621	12,298	12,978	13,657
4	10,620	11,299	11,978	12,655	13,335	14,013
5	10,977	11,656	12,335	13,013	13,692	14,370
6	11,335	12,013	12,692	13,370	14,049	14,726
7	11,692	12,370	13,049	13,727	14,406	15,085
8	12,049	12,727	13,406	14,064	14,764	15,442
9		13,085	13,763	14,441	15,121	15,799
10		13,442	14,120	14,799	15,478	16,157
11		13,799	14,477	15,156	15,835	16,514
12			14,835	15,513	16,193	16,871
13				15,870	16,549	17,228
14					16,906	17,585
15					17,263	17,943
20*					17,620	18,300
25*					17,978	18,657

Bonuses Other 1 at \$ 300 ea

\* Anniversary Increment No. Teachers 11 Average Salary \$14,097

**Summerville**  
**County: Tuolumne**

Fiscal ADA 385 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BASE

1	\$ 10,439
2	10,839
3	11,239
4	11,639
5	12,039
6	12,439
7	12,839
8	13,239
9	13,639
10	14,039
11	14,439
12	14,839
13	15,239
14	15,639
15	16,039
16	16,439
17	16,839
18	17,239
19	17,639
20	18,039

Additional Factors  
1 Add \$36 per semester unit beyond BA to maximum of 60 units  
2 Add \$300 for MA

No. Teachers 18 Average Salary \$15,517

**Sun-Empire**

**County: Fresno**

Fiscal ADA 447 Highest Entry Step 4 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60	
I	II	III	IV	V	VI
1	\$ 9,210	\$ 9,580	\$ 9,947 1	\$ 10,317	\$ 10,685 1
2	9,570	9,947	10,317	10,685	11,052
3	9,947 1	10,317	10,685 1	11,052	11,420
4	10,317	10,685	11,052 1	11,420 1	11,789 1
5	10,685	11,052	11,420 1	11,789 1	12,157 1
6	11,052	11,420	11,789 1	12,157 1	12,526 1
7	11,420	11,789	12,157 1	12,526	12,894
8		12,517	12,526	12,894 1	13,263
9			12,894	13,263	13,631
10			13,263 1	13,631	13,999
11			13,631 1	13,999	14,367 2
12				14,367 1	14,735
13					15,103 2

No Teachers: 20 Average Salary \$12,433

**Sundale**

**County: Tulare**

Fiscal ADA 453 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA II BA + 12		III BA + 24 IV BA + 36		V BA + 48 VI BA + 60	
I	II	III	IV	V	VI
1	\$ 9,210	\$ 9,570 1	\$ 9,930	\$ 10,290 1	\$ 10,650
2	9,570	9,930	10,290 1	10,650	11,010
3	9,930	10,290	10,650	11,010	11,370
4	10,290	10,650	11,010	11,370 2	11,730
5	10,650	11,010	11,370	11,730	12,090 1
6	11,010	11,370	11,730	12,090	12,450
7	11,370	11,730	12,090	12,450 1	12,810
8		12,090	12,450 1	12,810 1	13,170
9		12,450	12,810 1	13,170 1	13,530
10			13,170	13,530	13,890
11			13,530 2	13,890 1	14,250
12				14,250 1	14,610
13				14,610 2	14,970 1
14					15,330
15					15,690 1
					16,050 1

No Teachers: 17 Average Salary \$13,064

**Sunnyside**

**County: Tulare**

Fiscal ADA 342 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60	
I	II	III	IV	V	VI
1	\$ 10,964	\$ 11,431	\$ 11,897	\$ 12,364	\$ 12,831
2	11,197	11,664 1	12,131 1	12,597	13,064
3	11,431	11,897	12,364 1	12,830 1	13,297 2
4	11,664	12,131	12,597	13,064	13,530
5	11,897	12,364	12,830	13,297 1	13,764
6	12,131	12,597	13,064	13,530	13,997
7	12,364	12,830	13,297	13,764 1	14,230
8	12,597	13,064	13,530	13,997 1	14,463 1
9	12,800	13,297	13,764	14,230	14,697
10	13,064	13,530 1	13,997	14,463	14,930
11	13,297	13,764	14,230	14,697	15,163
12	13,530	13,997	14,463	14,930	15,396
13		14,230	14,697	15,163	15,630
14		14,463	14,930	15,396	15,863
15		14,697	15,163	15,630	16,096
16			15,396 1	15,863	16,330
20*				17,263 1	
25*				17,803 2	

\* Anniversary Increment

No Teachers: 14 Average Salary \$14,207

**Sunol Glen**  
**County: Alameda**

Fiscal ADA 146 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	III	AB + 30	V	AB + 60	VI	AB + 75
II	AB + 15	IV	AB + 45	VI	AB + 75		
I	II	III	IV	V	VI		
1	\$ 10,816	\$ 12,316	\$ 12,316	\$ 13,116	\$ 13,816	\$ 14,416	
2	11,166	11,716	12,798	13,576	14,265	14,856	
3	11,316	12,116	13,280	14,036	14,716	15,296	
4	11,866	12,516	13,762	14,466	15,166	15,736	
5	12,216	12,916	14,244	14,966	15,616	16,176	
6		13,316	14,779	15,416	16,066	16,616	
7			15,314	15,931	16,516	17,066	
8			15,850	16,446	17,011	17,496	
9			16,386	16,961	17,506	18,066	
10			16,922	17,476	18,001	18,636	
11				17,990	18,496	19,276	
12					18,991	19,776	
13						20,346	1

Bonuses Masters 1 at \$ 350 ea

No Teachers 8 Average Salary \$15,812

**Teague**  
**County: Fresno**

Fiscal ADA 430 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB + REG CRED	III	AB + 30	IV	AB + 45
II	AB + 15	IV	AB + 45		
I	II	III	IV	V	
1	\$ 8,861	\$ 9,235	\$ 9,811	\$ 9,985	
2	9,287	9,642	10,016	10,390	
3	9,673	10,047	10,421	10,796	
4	10,078	10,452	10,827	11,202	
5	10,483	10,859	11,233	11,607	
6	10,890	11,264	11,638	12,013	1
7		11,669	12,044	12,418	
8		12,132	12,450	12,824	
9		12,481	12,855	13,230	
10		12,886	13,261	13,635	2
11		13,292	13,670	14,041	1
12				14,447	2

No Teachers 19 Average Salary \$12,149

**Terra Beila**  
**County: Tulare**

Fiscal ADA 462 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	BA	III	BA + 30	V	BA + 60
II	BA + 15	IV	BA + 45		
I	II	III	IV	V	
1	\$ 9,075	\$ 9,716	\$ 10,358	\$ 10,999	\$ 11,640
2	9,414	10,055	10,696	11,338	11,979
3	9,753	10,394	11,035	11,677	12,318
4	10,091	10,733	11,374	12,015	12,657
5	10,430	11,072	11,713	12,354	12,996
6	10,769	11,410	12,052	12,693	13,334
7	11,108	11,749	12,390	13,032	13,673
8	11,447	12,088	12,729	13,371	14,012
9		12,427	13,068	13,709	14,351
10		12,766	13,407	14,048	14,690
11			13,746	14,387	15,028
12			14,084	14,726	15,367

Bonuses Masters at \$ 200 ea

No Teachers 22 Average Salary \$13,808

**Three Rivers**  
**County: Tulare**

Fiscal ADA	211	Highest Entry Step	6	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

I	AB + CBED	III	AB + 24	V	AB + 48
II	AB + 12	IV	AB + 36		

	I	II	III	IV	V	
1	\$ 10,182	\$ 10,590	\$ 11,012	\$ 11,453	1	\$ 11,911
2	10,590	11,012	11,453	11,911	1	12,387
3	11,012	11,453	11,911	12,387	1	12,882
4	11,453	11,911	12,387	12,882	1	13,396
5	11,911	12,387	12,882	13,396	1	13,933
6	12,387	12,882	13,396	13,933	1	14,491
7	12,882	13,396	13,933	14,491	1	15,071
8		13,933	14,491	15,071		15,672
9		14,491	15,071	15,672		16,300
10			15,672	16,300		16,953
11				16,953		17,630
12						18,337

No. Teachers	6	Average Salary	\$13,224
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**Tipton**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA	349	Highest Entry Step	15	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	3

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45		

	I	II	III	IV	V	
1	\$ 8,000	\$ 8,400	2	\$ 8,800	\$ 9,200	\$ 9,600
2	8,300	8,700		9,100	9,500	9,900
3	8,600	9,000		9,400	9,800	10,200
4	8,900	9,300		9,700	10,100	10,500
5	9,200	9,600		10,000	10,400	10,800
6	9,400	9,900		10,300	10,700	11,100
7		10,200		10,600	11,000	11,400
8		10,500		10,900	11,300	11,700
9				11,200	11,600	12,000
10				11,500	11,900	12,300
11					12,200	12,600
12					12,500	12,900
13					12,800	13,200
14						13,500
15						13,800
16						14,100

No. Teachers	13	Average Salary	\$10,938
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**Tranquillity**  
**County: Fresno**

Fiscal ADA	186	Highest Entry Step	13	Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45		

	I	II	III	IV	V
1	\$ 9,507	\$ 9,960	\$ 10,413	\$ 10,873	\$ 11,325
2	9,960	10,413	10,873	11,325	11,782
3	10,413	10,873	11,325	11,782	12,211
4	10,873	11,325	11,782	12,231	12,691
5	11,325	11,782	12,231	12,691	13,144
6	11,782	12,231	12,691	13,144	13,597
7	12,231	12,691	13,144	13,597	14,050
8	12,691	13,144	13,597	14,050	14,510
9		13,597	14,050	14,510	14,962
10			14,510	14,962	15,416
11				15,416	15,859
12					16,328
13					16,791

Bonuses	Masters	at \$ 300 ea	No. Teachers	19	Average Salary	\$14,371
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**Traver**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 243 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB + 30		V AB + 60		VII AB + 90	
II AB + 15		IV AB + 45		VI AB + 75			
I		III		V		VII	
1	\$ 9,675	\$ 10,105	\$ 10,537	\$ 10,969	* 11,401	\$ 11,833	\$ 12,200
2	10,040	10,472	10,904	11,336	11,768	12,200	12,567
3	10,407	10,840	11,271	11,703	12,135	12,567	12,935
	10,775	11,207	1,640	12,071	12,503	12,935	13,302
5	11,042	11,552	2,006	12,438	12,870	13,302	13,670
6	11,509	11,940	2,373	12,805	1	13,237	14,036
7	11,876	1	12,762	1	13,172	2	13,604
8	12,243	12,675	13,107	13,540	1	13,971	14,403
9	12,1	13,043	13,475	13,907	1	14,340	14,771
10	12,978	13,410	13,842	14,274	1	14,706	15,135
11			14,209	14,641	1	15,073	15,472
12						15,440	15,872
13							16,239

Bonuses Masters 1 at \$ 500 ea No Teachers 10 Average Salary \$13,414

**Trinidad**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA 162 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 3

I AB + CRED		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I		III		V	
1	\$ 9,300	\$ 9,715	\$ 9,130	\$ 9,545	\$ 9,960
2	8,715	9,130	9,545	9,960	10,375
3	9,130	9,545	9,960	10,375	10,790
4	9,545	9,960	10,375	10,790	11,205
5	9,960	10,375	10,790	11,205	11,620
6	10,375	10,790	11,205	11,620	12,035
7	10,790	11,205	11,620	12,035	12,450
8	11,205	11,620	12,035	12,450	12,865
9	11,620	1	12,450	12,865	13,280
10	12,035	2	12,865	13,280	13,695
14			13,280	1	13,695
				1	14,110

\* Anniversary Increment No Teachers 9 Average Salary \$12,634

**Twain Harte-Long Barn**  
**County: Tuolumne**

Fiscal ADA 373 Highest Entry Step 10 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

Data Not In Standard Format

No Teachers 20 Average Salary \$15,056

**Two Rock**  
**County: Sonoma**

Fiscal ADA 125 Highest Entry Step 18 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 3

Data Not In Standard Format

No Teachers 7 Average Salary \$9,579

**Union Hill**  
**County: Nevada**

Fiscal ADA 193 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA + 30		V BA + 60	
II BA + 15		IV BA + 45			
I		III		V	
1	\$ 8,400	\$ 8,795	\$ 9,209	\$ 9,641	\$ 10,094
2	8,795	9,209	9,641	10,094	10,568
3	9,209	9,641	10,094	10,568	11,055
4	9,641	10,094	10,568	11,055	11,546
5	10,094	10,568	11,055	11,546	12,130
6	10,568	11,055	11,546	12,130	12,700
7	11,055	11,546	12,130	1	12,700
8		12,130	1	12,700	1
9		12,700	1	13,297	1
10		13,297	1	13,899	1
11				14,575	1

No Teachers 8 Average Salary \$12,435

**Upper Lake  
County: Lake**

Fiscal ADA	342	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	2	Returning Teachers	2

  

I	AB	III	AB + 30	V	AB + 60 OR MA + 15	VI	AB + 75 OR MA + 30
II	AB + 15	IV	AB + 45 OR MA				

  

	I	II	III	IV	V	VI		
1	\$ 9,271	\$ 9,735	\$ 10,225	1	\$ 10,832	\$ 11,525	\$ 12,305	
2	9,618	10,104	10,667		11,310	12,028	12,826	
3	9,965	10,503	11,103	5	11,796	12,531	13,345	
4	10,311	10,901	11,550		12,262	13,034	13,867	
5	10,558	11,300	11,993		12,739	13,536	14,396	
6	11,005	11,699	12,435		13,215	14,039	14,907	
7		12,097	12,878		13,693	14,543	15,426	
8			13,320		14,170	15,045	15,947	
9					14,646	15,548	16,467	
10						16,051	16,989	
11							17,507	
					No Teachers	18	Average Salary	\$12,934

**Vallecitos  
County: San Diego**

Data Not In Standard Format

Fiscal ADA	134	Highest Entry Step		Teaching Days	176
Other Assigned Days		New Teachers	1	Returning Teachers	1

  

	No Teachers	6	Average Salary	\$18,369
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**Valley Home  
County: Stanislaus**

Fiscal ADA	177	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	1

  

I	AB + 12	III	AB + 36	V	AB + 60
II	AB + 24	IV	AB + 48		

  

	I	II	III	IV	V
1	\$ 8,556	\$ 8,980	\$ 9,204	\$ 9,528	\$ 9,852
2	8,980	9,204	9,528	9,852	10,176
3	9,204	9,528	9,852	10,176	10,500
4	9,528	9,852	10,176	10,500	10,824
5	9,852	10,176	10,500	10,824	11,148
6	10,176	10,500	10,824	11,148	11,472
7	10,500	10,824	11,148	11,472	11,796
8	10,824	11,148	11,472	11,796	12,120
9	11,148	11,472	11,796	12,120	12,444
10	11,472	11,796	12,120	12,444	12,768
11	11,796	12,120	12,444	12,768	13,092
12	12,120	12,444	12,768	13,092	13,416
20*		13,644			
22*			14,268	1	
				No Teachers	6
				Average Salary	\$11,976

**Warner  
County: San Diego**

Fiscal ADA	135	Highest Entry Step	1	Teaching Days	176
Other Assigned Days		New Teachers	2	Returning Teachers	2

  

I	BA	III	BA + 30 OR MA	V	BA + 60 OR MA + 30
II	BA + 15	IV	BA + 45 OR MA + 15	VI	BA + 75 OR MA + 45

  

	I	II	III	IV	V	VI	
1	\$ 9,965	\$ 10,314	\$ 10,675	\$ 11,326	\$	\$	
2	10,215	10,572	10,942	11,609			
3	10,470	10,836	11,216	11,898	12,015		
4	10,732	11,102	11,496	12,196	12,315	12,747	
5	11,000	11,385	11,794	12,501	12,623	13,066	
6	11,276	11,670	12,079	12,814	12,939	13,361	
7	11,557	11,961	12,381	13,134	13,263	13,728	
8	11,846	12,260	12,690	13,452	13,594	14,071	
9	12,143	12,567	13,007	13,799	13,934	14,423	
10	12,446	12,881	13,332	14,141	14,282	14,798	
11		13,203	13,666	14,483	14,639	15,153	
12			14,007	14,827	15,006	15,532	
13			14,357	14,960	15,381	15,920	
14				15,231	15,765	16,317	
15				15,612	16,199	16,783	
16				16,003	16,563	17,144	
17*				16,402	16,977	17,571	
18*				16,813	17,402	18,012	
				No Teachers	7	Average Salary	\$13,529

**Washington Colony**

County: Fresno

Fiscal ADA 459 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	II	BA + 30	III	BA + 45	IV	BA + 60
1	\$ 8,827				\$ 9,732		10,217
2	9,269			1	10,217		10,729
3	9,732			1	10,729		11,264
4	10,217			1	11,264		11,827
5	10,729			1	11,827	2	12,417
6	10,875			1	12,417		13,038
7	11,023			1	13,038	1	13,689
8	11,170			1	13,689	1	14,372
9	11,317			1	14,372		15,090
10	11,464			1	15,090		15,845
11	11,612				15,845		16,637
12	11,758				16,637	4	17,468

Bonuses Other 5 at \$ 138 ea No Teachers 20 Average Salary \$13,644

**Wasuma**

County: Madera

Fiscal ADA 144 Highest Entry Step Teaching Days  
 Other Assigned Days New Teachers Returning Teachers

I	BASE	II	BASE
1	\$ 10,400		
2	10,700		
3	11,000		
4	11,300		
5	11,600		
6	11,900		
7	12,200		
8	12,500		
9	12,800		
10	13,100		
11	13,400		

Additional Factors  
 1 Add \$30 per unit to maximum of 70 units  
 2 Add \$100 for anniversary increments beginning in 11th year and continuing each year thereafter

No Teachers 7 Average Salary \$11,895

**Waukena**

County: Tulare

Fiscal ADA 233 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I	AS	II	AS + 15	III	AB + 30	IV	AB + 45 OR MA	V	AB + 60 OR MA + 15
1	\$ 9,250				\$ 9,800	1		\$ 10,350	
2	9,525				10,075	1		10,350	
3	9,800				10,350			10,625	
4	10,075				10,625	3		10,900	
5	10,350				10,900			11,175	
6	10,625				11,175			11,450	
7	10,900				11,450	1		11,725	1
8	11,175				11,725			12,000	
9	11,450				12,000	1		12,275	
10	11,725				12,275			12,550	
11	12,000				12,550			12,825	
12					12,825			13,100	
13					13,100			13,375	
14								13,650	
15								13,925	

No Teachers 10 Average Salary \$11,037



**Weaverville**  
(Salaries Under Negotiation)  
**County: Trinity**

I AB		II AB + 12		III AB + 24		IV AB + 36		V AB + 48		VI AB + 60		VII AB + 72		VIII	
I		II		III		IV		V		VI		VII		VIII	
1	\$ 9,469		\$ 9,886	\$ 10,302	1	\$ 10,719		\$ 11,133		\$ 11,549		\$ 11,965		\$ 12,381	
2	9,895		10,350	10,804		11,259		11,713		12,167		12,621		13,075	
3	10,321		10,814	11,306		11,798	1	12,291		12,783		13,275		13,767	
4	10,747		11,279	11,808		12,338		12,868		13,399		13,929		14,459	
5	11,173		11,742	12,310		12,878	1	13,446		14,014		14,582		15,150	
6	11,600		12,206	12,812		13,418		14,024	1	14,630		15,236		15,842	
7	12,026		12,670	13,313	1	13,957		14,602		15,245		15,889		16,532	1
8	12,452		13,134	13,815	1	14,497		15,179		15,861		16,542		17,223	1
9	12,878		13,597	14,317		15,037		15,756		16,476		17,195		17,914	1
10	13,304		14,061	14,819		15,577	3	16,334	2	17,092	1	17,849		18,606	7
												No. Teachers	20	Average Salary	\$15,795

**West Park**  
**County: Fresno**

I AB		II AB + 15		III AB + 30 OR MA		IV AB + 45 OR MA + 15		V AB + 60 OR MA + 30					
I		II		III		IV		V					
1	\$ 9,535		\$ 9,975	\$ 10,415		\$ 10,855		\$ 11,295					
2	9,865		10,305	10,745	1	11,185		11,605					
3	10,195		10,635	11,075		11,515		11,955					
4	10,525		10,965	11,405		11,845		12,285	1				
5	10,855		11,295	11,735		12,175	1	12,615	1				
6	11,185		11,625	12,065		12,505		12,945					
7	11,515		11,955	12,395	1	12,835	1	13,275					
8	11,845		12,285	12,725		13,165	1	13,605	1				
9			12,615	13,055		13,495		13,935					
10			12,945	13,385	1	13,825		14,265					
11				13,715		14,155		14,595					
12				14,045	2	14,485	4	14,925	1				
										No. Teachers	17	Average Salary	\$13,262

**Westmorland**  
**County: Imperial**

I BA		II BA + 15		III BA + 45		IV BA + 60 W MA		V BA + 75 W MA					
I		II		III		IV		V					
1	\$ 10,160		\$ 10,650	\$ 11,140	2	\$ 11,626	1	\$ 12,115					
2	10,440		10,930	11,420	4	11,906	1	12,396					
3	10,741		11,210	11,696	1	12,196		12,677					
4	11,000		11,496	11,978		12,468		12,956					
5	11,279		11,768	12,258		12,747	1	13,236					
6	11,559		12,048	12,538	1	13,026		13,516	14,005				
7	11,838		12,328	12,816		13,306		13,796	14,285				
8	12,118		12,608	13,096		13,585		14,075	14,564				
9			12,996	13,376		13,923		14,355	14,844				
10			13,196	13,656		14,145	1	14,634	15,124				
11			13,446	13,935		14,424	1	14,914	15,403				
12			13,726	14,215	1	14,704	2	15,320	15,683				
16*				14,914		15,403	3	15,993	16,382				
										No. Teachers	22	Average Salary	\$11,056

\* Anniversary Increment

**Westside**

**County: Fresno**

Fiscal ADA 374 Highest Entry Step 1 Teaching Days 178  
 Other Assigned Days New Teachers 2 Returning Teachers 2

I	II	III	IV	V	VI	VII	VIII	
BA	BA + 8	BA + 18	BA + 30	BA + 45	BA + 60			
1	\$ 9,877	\$ 10,168	\$ 10,532	\$ 10,969	\$ 11,515	\$ 12,025		
2	10,286	10,678	11,041	11,479	12,025	12,535		
3	10,896	11,197	11,552	11,968	12,535	13,045		
4	11,406	11,697	12,061	12,498	13,044	13,554		
5	11,916	12,207	12,570	13,007	13,554	14,064		
6	12,425	12,716	13,081	13,517	14,064	14,574		
7	12,934	13,226	13,590	14,027	14,573	15,083		
8	13,445	13,736	14,099	14,536	15,083	15,593		
9	13,954	14,245	14,609	15,046	15,592	16,102		
10	14,463	14,754	15,119	15,556	16,102	16,612		
11	14,974	15,265	15,628	16,065	16,612	17,122		
12				16,574	17,121	17,631		
13				17,085	17,631	18,141		
No Teachers						17	Average Salary	\$14,669

**Wilmar**

**County: Sonoma**

Fiscal ADA 304 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I	II	III	IV	V	VI	VII	VIII	
BASE								
1	\$ 8,400							
2	8,900							
3	9,400							
4	9,900							
5	10,400							
6	10,900							
7	11,400							
8	11,900							
Additional Factors								
1 Add \$500 for nine years with 15 units \$500 more for 10 years with 30 units \$500 more for 11 years with 45 units \$500 more for 12 years and 60 units and \$500 more for 13 years with 75 units								
2 Add \$50 per unit								
No Teachers						14	Average Salary	\$14,953

**Woodside**

(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 377 Highest Entry Step 7 Teaching Days  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I	II	III	IV	V	VI	VII	VIII	
BA	BA + 10	BA + 20	BA + 30	BA + 40	BA + 50	BA + 60		
1	\$ 9,671	\$ 10,196	\$ 10,700	\$ 11,213	\$ 11,703	\$ 12,195	\$ 12,645	
2	10,023	10,558	11,061	11,624	12,137	12,634	13,110	
3	10,389	10,944	11,497	12,051	12,565	13,099	13,593	
4	10,766	11,345	11,919	12,494	13,048	13,582	14,096	
5	11,163	11,761	12,357	12,954	13,529	14,083	14,614	
6	11,572	12,193	12,811	13,431	14,028	14,603	15,154	
7	11,997	12,647	13,283	13,926	14,546	15,143	15,715	
8	12,438	13,108	13,773	14,440	15,094	15,703	16,287	
9	12,895	13,589	14,281	14,974	15,642	16,285	16,901	
10		14,093	14,808	15,528	16,221	16,889	17,528	
11				16,103	16,822	17,516	18,179	
12						18,196	18,855	
VIII BA + 70								
1	\$ 13,104							
2	13,547							
3	14,009							
4	14,489							
5	15,149							
6	15,708							
7	16,290							
8	16,894							
9	17,521							
10	18,172							
11	18,947							
12	19,549							
15*	19,948							
18*	20,349							
21*	20,744							
Bonuses Masters 6 of \$ 400 ea								
No Teachers						18	Average Salary	\$18,496



**Wrightwood**

**County: San Bernardino**

Fiscal ADA

268

Highest Entry Step

5

Teaching Days

176

Other Assigned Days

New Teachers

7

Returning Teachers

7

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 + MA			
I	II	I	II	III	IV	V	VI	VI	VII		
1	\$ 11,750		\$ 11,730	1	\$ 12,365	\$ 13,059		\$ 13,723			
2	12,228		12,228		12,892	13,557	2	14,221			
3	12,726		12,726		13,390	14,055		14,719			
4	13,224		13,224		13,988	14,552	1	15,217			
5	13,721		13,721			15,050	1	15,714			
6	14,219		14,219			15,548	2	16,212			
7	14,717		14,717		15,381	16,045		16,710			
8	15,214		15,214		15,879	16,432		17,208			
9	15,712		15,712		16,377	17,041	1	17,705			
10	16,210		16,210		16,874	17,539		18,267			
11	16,708	1	16,708		17,372	18,036	1	18,701			
								No Teachers	11	Average Salary	\$15,988



**Alexander Valley**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA	94	Highest Entry Step	4	Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2

I	AB	III	AB + 30	V	AB + 60
II	AB + 15	IV	AB + 45		
	I	II	III	IV	V
1	\$ 7,844	\$ 8,114	\$ 8,384	\$ 8,654	\$ 8,924
2	8,114	8,384	8,654	8,924	9,194
3	8,384	8,654	8,924	9,194	9,464
4	8,654	8,924	9,194	9,464	9,734
5	8,924	9,194	9,464	9,734	10,004
6		9,464	9,734	10,004	10,274
7		9,734	10,004	10,274	10,554
8			10,274	10,554	10,814
9			10,554	10,814	11,084
10			10,814	11,084	11,354
11			11,084	11,354	11,624
12			11,354	11,624	11,894
13				11,894	12,164
16*					12,664
19*					13,164
22*					13,664

Bonuses	Masters	at \$ 250 ea	No. Teachers	5	Average Salary	\$10,382
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**Allensworth**  
**County: Tulare**

Fiscal ADA	22	Highest Entry Step		Teaching Days	176
Other Assigned Days		New Teachers	4	Returning Teachers	3

Data Not in Standard Format

No. Teachers	1	Average Salary	\$10,000
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**Alta-Dutch Flat**  
**County: Placer**

Fiscal ADA	77	Highest Entry Step	11	Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	4

I	BA	III	BA + 30	V	BA + 60 OB MA + 15
II	BA + 15	IV	BA + 45 OR MA	VI	BA + 75 OB MA + 30
	I	II	III	IV	V
1	\$ 8,371	\$ 9,741	\$ 9,920	\$ 10,550	\$ 11,281
2	8,810	9,526	10,259	10,989	11,719
3	9,249	9,967	10,698	11,428	12,158
4		10,408	11,136	11,867	12,597
5		10,845	11,575	12,306	13,036
6			12,014	12,744	13,475
7			12,453	13,183	13,914
8				13,622	14,352
9				14,061	14,791
10					15,230
11					15,669

Bonuses	Other	1 at \$3227 ea	Other	1 at \$2442 ea	No. Teachers	4	Average Salary	\$16,171
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**Ballard**  
**County: Santa Barbara**

Fiscal ADA	44	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5

I	BA	II	BA + 30
II	BA + 30		
	I	II	
1	\$ 9,200	\$ 12,000	
2	9,600	12,400	
3	10,000	12,800	
4	10,400	13,200	
5	10,800	13,600	
6		14,000	
7		14,400	
8		14,800	1
9		15,200	
10		15,600	1
11		16,000	
12		16,400	

Bonuses	Masters	2 at \$ 800 ea	No. Teachers	3	Average Salary	\$13,533
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ELEMENTARY SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE UNDER 100

**Bangor**

**County: Butte**

Data Not in Standard Format

Fiscal ADA	89	Highest Entry Step	76	Teaching Days	76
Other Assigned Days		New Teachers	5	Returning Teachers	1
		No. Teachers	4	Average Salary	\$9,960

**Bass Lake**

**County: Madera**

I BASE

	I
1	\$ 9,000
2	9,400
3	9,800
4	10,200
5	10,600
6	11,000
7	11,400
8	11,800
9	12,200
10	12,600
11	13,000
12	13,400
13	13,800

Additional Factors

- 1 Add \$38 per unit beyond BA
- 2 Add \$300 for MA

Fiscal ADA	86	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	5	Returning Teachers	5
		No. Teachers	4	Average Salary	\$14,746

**Belleview**

**County: Tuolumne**

Data Not in Standard Format

Fiscal ADA	62	Highest Entry Step	177	Teaching Days	177
Other Assigned Days		New Teachers	5	Returning Teachers	5
		No. Teachers	3	Average Salary	\$14,166

**Belridge**

(Salaries Under Negotiation)

**County: Kern**

I BASE

	I
1	\$ 10,336
2	10,856
3	11,376
4	11,896
5	12,416
6	12,936
7	13,456
8	13,976
9	14,496
10	15,016
11	15,536

Additional Factors

- 1 Add \$35 per unit to maximum of 75 units
- 2 Add \$500 for MA

Fiscal ADA	82	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	4	Returning Teachers	4
		No. Teachers	6	Average Salary	\$14,970

**Bend**

**County: Tehama**

I BA  
II BA + 15

III BA + 30  
IV MA OB BA + 45

V MA + 15 OR BA + 60

	I	II	III	IV	V
1	\$ 7,467	\$ 7,914	\$ 8,361	\$ 8,808	\$ 9,255
2	7,630	8,277	8,727	9,186	9,645
3	7,793	8,640	9,090	9,547	9,997
4	7,956	8,993	9,451	9,900	10,350
5	8,119	9,356	9,816	10,263	10,713
6	8,282	9,729	10,179	10,626	11,076
7	8,445	10,092	10,542	10,989	11,439
8	8,608	10,458	10,905	11,352	11,802
9	8,771	10,818	11,268	11,715	12,165
10	8,934	11,181	11,631	12,078	12,528
11	9,097	11,544	11,994	12,441	12,891
12			12,357	12,804	13,254
13			12,720	13,167	13,617
14			13,083	13,530	13,980

Bonuses

Other

Flat \$1317.00

No. Teachers

1

Average Salary

\$19,404

Elementary Districts

Under 100 ADA / 265

**Big Lagoon**

**County: Humboldt**

Data Not In Standard Format

Fiscal ADA	39	Highest Entry Step	Teaching Days	175
Other Assigned Days		New Teachers	Returning Teachers	
		No. Teachers	Average Salary	\$14,764

**Big Springs**

**County: Siskiyou**

Data Not Provided

Fiscal ADA	80	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	2
		No. Teachers	Average Salary	\$8,575

**Bitterwater-Tully**

**County: San Benito**

Data Not In Standard Format

Fiscal ADA	18	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	2
		No. Teachers	Average Salary	\$8,575

**Blake**

**County: Kern**

Data Not In Standard Format

Fiscal ADA	9	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	
		No. Teachers	Average Salary	\$8,900

I	BA	III	BA - 24	V	BA + 48 OR MA + 12
II	BA + 12	IV	BA + 36 OR MA	VI	BA + 60 OR MA + 24
	I		III		IV
1	\$ 8,600	\$ 8,900	\$ 9,200	\$ 9,500	\$ 9,800
2	8,900	9,200	9,500	9,800	10,100
3	9,200	9,500	9,800	10,100	10,400
4	9,500	9,800	10,100	10,400	10,700
5	9,800	10,100	10,400	10,700	11,000
6		10,400	10,700	11,000	11,300

**Bogus**

**County: Siskiyou**

Data Not In Standard Format

Fiscal ADA	10	Highest Entry Step	Teaching Days	178
Other Assigned Days		New Teachers	Returning Teachers	
		No. Teachers	Average Salary	\$11,500

**Bonita**

**County: Santa Barbara**

Data Not In Standard Format

Fiscal ADA	54	Highest Entry Step	Teaching Days	
Other Assigned Days		New Teachers	Returning Teachers	
		No. Teachers	Average Salary	\$12,958

I	BA	III	BA + 30	V	BA + 60 OR MA + 15
II	BA + 15	IV	BA + 45 OR MA	VI	BA + 60 W MA OR MA + 30
	I		III		IV
1	\$ 9,787	\$ 10,355	\$ 10,925	\$ 11,497	\$ 12,066
2	10,071	10,688	11,307	11,922	12,553
3	10,355	11,021	11,696	12,350	13,013
4	10,640	11,352	12,066	12,777	13,491
5	10,925	11,696	12,446	13,206	13,967
6	11,211	12,018	12,825	13,633	14,441
7	11,497	12,330	13,206	14,061	14,918
8		12,694	13,596	14,498	15,391
9		13,016	13,967	14,918	15,866
10		13,351	14,347	15,344	16,339
11			14,726	15,771	16,817
12				16,196	17,290
13				16,627	17,764

**Bradley**

**County: Monterey**

Data Not In Standard Format

Fiscal ADA	38	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	2
		No. Teachers	Average Salary	\$8,250

**Bridgeville**

**County: Humboldt**

Fiscal ADA	41	Highest Entry Step	3	Teaching Days	175
Other Assigned Days		New Teachers	4	Returning Teachers	4

I BASE

	I
1	\$ 4,500
2	4,900
3	9,100
4	9,400
5	9,700
6	10,000
7	10,300
8	10,600
9	10,900
10	11,200
11	11,500
12	11,800

Additional Factors

- 1 Add \$25 per quarter unit beyond BA to maximum of nine steps for fewer than 18 units, ten steps for 18 to 35 units, 11 steps for 36 to 54 units, and upper maximum of 90 units
- 2 Add \$240 anniversary increments in 15th, 18th, and 21st years

No. Teachers	3	Average Salary	\$11,200
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**Buena Vista**

**County: Kern**

Fiscal ADA	24	Highest Entry Step	7	Teaching Days	176
Other Assigned Days		New Teachers	3	Returning Teachers	2

I BA + CRED  
II BA + 12

III BA - 24  
IV BA + 36

V BA + 48  
VI BA + 60

	I	II	III	IV	V	VI
1	\$ 10,432	\$ 10,810	\$ 11,198	\$ 11,566	\$ 11,944	\$ 12,322
2	10,793	11,161	11,539	11,917	12,295	12,673
3	11,134	11,512	11,960	12,268	12,646	13,024
4	11,485	11,963	12,241	12,619	12,997	13,375
5	11,836	12,214	12,592	12,970	13,348	13,726
6	12,187	12,565	12,943	13,321	13,699	14,077
7	12,538	12,916	13,294	13,672	14,050	14,428
8			13,645	14,023	14,401	14,779
9				14,374	14,752	15,130
10				14,725	15,103	15,481
11				15,076	15,454	15,832
12					15,805	16,183
13						16,534
14						16,885

No. Teachers	2	Average Salary	\$15,990
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**Buena Vista**

**County: Tulare**

Fiscal ADA	96	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	1

I BA  
II BA + 12

III BA - 24  
IV BA + 36

V BA + 48

	I	II	III	IV	V
1	\$ 4,639	\$ 4,957	\$ 9,275	\$ 9,593	\$ 9,911
2	4,957	9,275	9,593	9,911	10,229
3	9,275	9,593	9,911	10,229	10,547
4	9,593	9,911	10,229	10,547	10,865
5	9,911	10,229	10,547	10,865	11,183
6	10,229	10,547	10,865	11,183	11,501
7		10,965	11,183	11,501	11,819
8		11,183	11,501	11,819	12,137
9		11,501	11,819	12,137	12,455
10			12,137	12,455	12,773
11			12,455	12,773	13,091
12				13,091	13,409
13				13,409	13,727

No. Teachers	4	Average Salary	\$11,103
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**Burnt Ranch**  
**County: Trinity**

Fiscal ADA 62 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45					
I	II	III	IV	V			
1	\$ 10,479	\$ 10,934	\$ 11,390	\$			
2	11,048	11,504	11,960	12,415			
3	11,618	12,073	12,529	12,985	13,440		
4	12,187	12,643	13,099	13,554	14,010		
5	12,757	13,212	13,668	14,124	14,579		
6	13,326	13,782	14,238	14,693	15,149		
7	13,896	14,351	14,807	15,263	15,718		
8	14,465	14,921	15,377	15,832	16,286		
9		15,490	15,946	16,402	16,857		
10		16,060	16,516	16,971	17,427		
11			17,085	17,541	17,996		
12			17,655	18,110	18,566		
13			18,224	18,680	19,135		
				No. Teachers	4	Average Salary	\$15,746

**Burrel**  
**County: Fresno**

Fiscal ADA 89 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

I AB + CRED		III AB + 30		V AB + 60			
II AB + 15		IV AB + 45					
I	II	III	IV	V			
1	\$ 9,405	\$ 9,737	\$ 9,071	\$ 9,405	\$ 9,739		
2	9,737	9,071	9,405	9,739	10,071		
3	9,739	9,405	9,739	10,071	10,404		
4	9,405	9,739	10,071	10,404	10,739		
5	9,739	10,071	10,404	10,739	11,072		
6	10,071	10,404	10,739	11,072	11,405		
7	10,404	10,739	11,072	11,405	11,739		
8		11,072	11,405	11,739	12,073		
9		11,405	11,739	12,073	12,406		
10				12,406	12,741		
11				12,741	13,083		
12				13,083	13,407		
				No. Teachers	4	Average Salary	\$11,058

**Butteville**  
**County: Siskiyou**

Data Not Provided

Fiscal ADA 60

**Caliente**  
**County: Kern**

Fiscal ADA 41 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		III BA + 24		V BA + 48 OR MA			
II BA + 12		IV BA + 36 OR MA		VI BA + 60 OR MA + 24			
I	II	III	IV	V	VI		
1	\$ 9,230	\$ 9,759	\$ 10,226	\$ 10,675	\$ 11,093		
2	9,530	10,059	10,526	10,975	11,393		
3	9,830	10,359	10,826	11,275	11,693		
4	10,130	10,659	11,126	11,575	11,993		
5	10,430	10,959	11,426	11,875	12,293		
6	10,730	11,259	11,726	12,175	12,593		
7		11,559	12,026	12,575	12,993		
8			12,326	12,875	13,193		
9				13,175	13,493		
10					13,793		
11					14,092		
12					14,392		
13					14,692		
14					15,222		
				No. Teachers	3	Average Salary	\$11,126



**Camptonville**  
**County: Yuba**

Fiscal ADA 65 Highest Entry Step 5 Teaching Days  
Other Assigned Days New Teachers Returning Teachers

	I BA	II BA + 15	III BA + 30	IV BA + 45	V BA + 60
	I	II	III	IV	V
1	\$ 9,027	\$ 9,591	\$ 10,143	\$ 10,705	\$ 11,271
2	9,423	9,987	10,551	11,103	11,657
3	9,831	10,383	10,947	11,511	12,063
4	10,227	10,791	11,343	11,907	12,471
5	10,623	11,147	11,751	12,303	12,867
6	11,031	11,583	12,147	12,711	13,263
7		11,991	12,543	13,107	13,671
8				13,503	14,067
9				13,911	14,463
10					14,871

No. Teachers 3 Average Salary \$13,931

**Canyon**  
**County: Contra Costa**

Fiscal ADA 34 Highest Entry Step Teaching Days 178  
Other Assigned Days New Teachers Returning Teachers

Data Not In Standard Format

No. Teachers 4 Average Salary \$8,759

**Casmalia**  
**County: Santa Barbara**

Fiscal ADA 32 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 2

Data Not In Standard Format

No. Teachers 2 Average Salary \$10,181

**Castle Rock**  
**County: Shasta**

Fiscal ADA 71 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 1

Data Not In Standard Format

No. Teachers 5 Average Salary \$13,246

**Chawanakee**  
**County: Fresno**

Fiscal ADA 32 Highest Entry Step Teaching Days 6  
Other Assigned Days New Teachers Returning Teachers 3

	I AB	II AB - 15	III AB + 30 OR MA	IV AB + 45 OR MA + 15	V AB + 60 OR MA + 30
	I	II	III	IV	V
1	\$ 10,530	\$ 11,337	\$ 12,149	\$ 13,233	\$ 14,095
2	11,096	11,907	12,715	13,741	14,661
3	11,663	12,474	13,294	14,336	15,226
4	12,231	13,041	13,852	14,904	15,794
5	12,799	13,609	14,418	15,471	16,363
6	13,364	14,174	14,983	16,037	16,929
7		14,742	15,552	16,608	17,496
8		15,307	16,119	17,172	18,063
9			16,687	17,737	18,628
10			17,253	18,304	19,190
11				18,873	19,750
12					

No. Teachers 3 Average Salary \$19,200

**Chinese Camp**  
**County: Tuolumne**

Fiscal ADA 41 Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers Returning Teachers

Data Not In Standard Format

No. Teachers 2 Average Salary \$10,620

Elementary Districts

Under 100 ADA / 269

**Cienega**

**County: San Benito**

Data Not In Standard Format

Fiscal ADA	15	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	2
		No Teachers	Average Salary	\$9,500

**Citrus South Tule**

**County: Tulare**

Data Not In Standard Format

Fiscal ADA	30	Highest Entry Step	Teaching Days	175
Other Assigned Days		New Teachers	Returning Teachers	2
		No Teachers	Average Salary	\$10,250

**Clay**

**County: Fresno**

Data Not In Standard Format

Fiscal ADA	94	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	

I BA	III BA + 30	V BA + 60 OR MA + 15		
II BA + 15	IV BA + 45 OR MA			
I	II	III	IV	V
1 \$ 9,458	\$ 10,066	\$ 10,691	\$ 11,333	\$ 11,992
2 9,791	10,405	11,036	11,685	12,350
3 10,124	10,856	11,382	12,037	12,709
4 10,457	11,093	11,727	12,389	13,067
5 10,790	11,423	12,073	12,741	13,425
6 11,122	11,762	12,419	13,093	13,784
7 11,455	12,101	12,764	13,445	14,142
8 11,788	12,440	13,110	13,797	14,501
9 12,121	12,779	13,455	14,149	14,859
10 12,445	13,119	13,801	14,501	15,217
11	13,456	14,147	14,853	15,576
12		14,492	15,205	15,934
13			15,557	16,293
14				16,651

Bonuses	Masters	2 at \$ 400 ea	No Teachers	6	Average Salary	\$13,891
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**Clear Creek**

**County: Nevada**

Data Not In Standard Format

Fiscal ADA	49	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	1

I BA	III BA + 30	V BA + 60		
II BA + 15	IV BA + 45			
I	II	III	IV	V
1 \$ 8,130	\$ 8,498	\$ 8,845	\$ 9,203	\$ 9,560
2 8,433	8,790	9,140	9,505	9,863
3 8,735	9,093	9,450	9,806	10,165
4 9,038	9,395	9,753	10,110	10,468
5 9,340	9,698	10,055	10,412	10,770
6 9,643	10,000	10,358	10,715	11,073
7 9,945	10,303	10,660	11,018	11,375
8	10,605	10,962	11,320	11,678
9		11,265	11,623	11,980
10				12,283

No Teachers	3	Average Salary	\$9,294
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**Coffee Creek**

**County: Trinity**

Data Not In Standard Format

Fiscal ADA	17	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	5

I AB	III AB + 24	V AB + 45	VII AB + 75			
II AB + 12	IV AB + 30	VI AB + 60				
I	II	III	IV	V	VI	VII
1 \$ 10,403	\$ 10,694	\$ 10,986	\$ 11,131	\$ 11,276	\$ 11,421	\$ 11,566
2 10,654	11,250	11,538	11,697	11,856	12,015	12,174
3 11,115	11,806	12,096	12,241	12,407	12,567	12,727
4 12,070	12,362	12,653	12,798	12,943	13,102	13,261
5 12,826	12,917	13,209	13,354	13,519	13,679	13,838
6 13,182	13,474	13,765	13,909	14,074	14,234	14,393
7 13,734	14,029	14,321	14,466	14,629	14,789	14,948
8 14,284	14,585	14,876	15,021	15,186	15,346	15,505
9	15,140	15,431	15,576	15,741	15,901	16,060
10		15,988	16,134	16,299	16,459	16,618

Bonuses	Other	1 at \$1594 ea	No Teachers	1	Average Salary	\$17,536
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270 / Elementary Districts

Under 100 ADA

**Cox Bar**

**County: Trinity**

I AB  
II AB + 15

	I	II	III	IV	V
1	\$ 10,430	\$ 11,847	\$ 11,264	\$	\$
2	10,952	11,369	11,786	12,203	
3	11,473	11,890	12,307	12,725	13,142
4	11,995	12,412	12,829	13,246	13,663
5	12,516	12,933	13,350	13,768	14,185
6	13,038	13,455	13,871	14,289	14,706
7	13,559	13,976	14,293	14,811	15,228
8	14,081	14,498	14,915	15,332	15,749
9		15,019	15,436	15,854	16,271
10			15,958	16,375	16,792

Bonuses

Other

at \$ 668 ea

No Teachers

1

Average Salary

\$13,350

**Dehesa**

**County: San Diego**

Data Not In Standard Format

Fiscal ADA

72

Highest Entry Step

Teaching Days

178

Other Assigned Days

New Teachers

Returning Teachers

No Teachers

4

Average Salary

\$12,450

**Delphic**

**County: Siskiyou**

Data Not In Standard Format

Fiscal ADA

16

Highest Entry Step

Teaching Days

178

Other Assigned Days

New Teachers

Returning Teachers

No Teachers

1

Average Salary

\$9,600

**Delta View**

**County: Kings**

I BA OR BS W C RED  
II BA W C RED + 15

III BA W C RED + 30  
IV BA W C RED + 45 OR MA

V BA W C RED + 60 OR MA

	I	II	III	IV	V
1	\$ 9,000	\$ 9,250	\$ 9,500	\$ 9,750	\$ 10,000
2	9,300	9,550	9,800	10,050	10,300
3	9,600	9,850	10,100	10,350	10,600
4	9,900	10,150	10,400	10,650	10,900
5	10,200	10,450	10,700	10,950	11,200
6	10,500	10,750	11,000	11,200	11,500
7	10,800	11,050	11,300	11,500	11,800
8	11,100	11,350	11,600	11,850	12,100
9			11,900	12,150	12,400
10			12,200	12,450	12,700

No Teachers

5

Average Salary

\$11,840

**Douglas City**

**County: Trinity**

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60

	I	II	III	IV	V
1	\$ 10,430	\$ 11,847	\$ 11,264	\$	\$
2	10,952	11,369	11,786	12,203	
3	11,473	11,890	12,307	12,725	13,142
4	11,995	12,412	12,829	13,246	13,663
5	12,516	12,933	13,350	13,768	14,185
6	13,038	13,455	13,871	14,289	14,706
7	13,559	13,976	14,293	14,811	15,228
8	14,081	14,498	14,915	15,332	15,749
9		15,019	15,436	15,854	16,271
10			15,958	16,375	16,792

Bonuses

Other

1 at \$1679 ea

No Teachers

4

Average Salary

\$14,100

Elementary Districts Under 100 ADA / 271

**Dunham**  
**County: Sonoma**

Fiscal ADA 82 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA + 30		II BA + 45		III BA + 60		IV BA + 75 OR MA	
I	II	I	II	I	II	I	II
1	\$ 9,300	\$ 9,858	\$ 10,416	\$ 10,974			
2	9,765	10,416	11,028	11,625			
3	10,323	10,974	11,625	12,276			
4	10,834	11,532	12,229	12,927			
5	11,346	12,090	12,834	13,578			
6	11,857	12,648	13,438	14,229			
7		13,206	14,043	14,880			
8			14,647	15,531			
9				16,182			
10				16,833			

No Teacher 4 Average Salary \$13,043

**Elk Hills**  
**County: Kern**

Fiscal ADA 77 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA + 30		II BA + 40		III BA + 50	
I	II	I	II	I	II
1	\$ 12,800	\$ 13,100	\$ 13,400		
2	13,100	13,400	13,700		
3	13,400	13,700	14,000		
4	13,700	14,000	14,300		
5	14,000	14,300	14,600		
6	14,300	14,600	14,900		
7	14,600	14,900	15,200		
8	14,900	15,200	15,500		
9	15,200	15,500	15,800		
10	15,500	15,800	16,100		
11	15,800	16,100	16,400		
12	16,100	16,400	16,700		
13	16,400	16,700	17,000		
14	16,700	17,000	17,300		
15	17,000	17,300	17,600		

No Teachers 8 Average Salary \$17,190

**Elkins**  
**County: Tehama**

Fiscal ADA 41 Highest Entry Step 5 Teaching Days 177  
Other Assigned Days New Teachers 30 Returning Teachers 5

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 W MA		VI BA + 75 W MA	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 7,900	\$ 8,350	\$ 8,800	\$ 9,250	\$ 9,700						
2	8,350	8,800	9,250	9,700	10,150						
3	8,800	9,250	9,700	10,150	10,600						
4	9,250	9,700	10,150	10,600	11,050						
5	9,700	10,150	10,600	11,050	11,500						
6	10,150	10,600	11,050	11,500	11,950					12,400	
7	10,600	11,050	11,500	11,950	12,400					12,850	
8	11,050	11,500	11,950	12,400	12,850					13,300	
9	11,500	11,950	12,400	12,850	13,300					13,750	
10	11,950	12,400	12,850	13,300	13,750					14,200	
11	12,400	12,850	13,300	13,750	14,200					14,650	
12	12,850	13,300	13,750	14,200	14,650					15,100	

No Teachers 2 Average Salary \$10,375

**Emigrant Gap**  
**County: Placer**

Fiscal ADA 10 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

Data Not In Standard Format

No Teachers 1 Average Salary \$10,875



272 / Elementary Districts

Under 100 ADA

**Fairview**

County: San Luis Obispo

Data Not In Standard Format

Net ADA	6	Highest Entry Step	Teaching Days	175
Other Assigned Days		New Teachers	Returning Teachers	5
		No. Teachers	Average Salary	\$12,500

**Fall Creek**

County: Siskiyou

Data Not Provided

Fiscal ADA	9			
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**Feather Falls**

County: Butte

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60

Fiscal ADA	55	Highest Entry Step	10	Teaching Days	179
Other Assigned Days		New Teachers	7	Returning Teachers	7

	I	II	III	IV	V
1	\$ 7,788	\$ 8,177	\$ 8,566	\$ 8,955	\$ 9,344
2	8,177	8,566	8,955	9,344	9,733
3	8,586	8,975	9,364	9,753	10,142
4	9,015	9,404	9,793	10,182	10,571
5	9,466	9,855	10,244	10,633	11,022
6	9,939	10,328	10,717	11,106	11,495
7	10,436	10,825	11,214	11,595	11,984
8	10,958	11,347	11,736	12,117	12,506
9	11,506	11,895	12,285	12,667	13,039
10	12,081	12,470	12,860	13,242	13,631

No. Teachers	2	Average Salary	\$11,500
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**Flournoy**

(Salaries Under Negotiation)

County: Tehama

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60  
VI BA + 75

Fiscal ADA	17	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	1	Returning Teachers	1

	I	II	III	IV	V	VI
1	\$ 7,500	\$ 7,750	\$ 8,000	\$ 8,250	\$ 8,500	\$ 8,750
2	7,750	8,000	8,250	8,500	8,750	9,000
3	8,000	8,250	8,500	8,750	9,000	9,250
4	8,250	8,500	8,750	9,000	9,250	9,500
5	8,500	8,750	9,000	9,250	9,500	9,750
6	8,750	9,000	9,250	9,500	9,750	10,000
7	9,000	9,250	9,500	9,750	10,000	10,250
8	9,250	9,500	9,750	10,000	10,250	10,500
9	9,500	9,750	10,000	10,250	10,500	10,750
10	9,750	10,000	10,250	10,500	10,750	11,000
11	10,000	10,250	10,500	10,750	11,000	11,250
12	10,250	10,500	10,750	11,000	11,250	11,500

Bonus Other

1 at \$ 250 ea

No. Teachers	1	Average Salary	\$9,500
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**Forks Of Salmon**

County: Siskiyou

Data Not In Standard Format

Fiscal ADA	32	Highest Entry Step	Teaching Days	177	
Other Assigned Days		New Teachers	3	Returning Teachers	3

No. Teachers	2	Average Salary	\$10,000
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**Fort Ross**

County: Sonoma

Data Not In Standard Format

Fiscal ADA	45	Highest Entry Step	1	Teaching Days	177
Other Assigned Days		New Teachers		Returning Teachers	

No. Teachers	1	Average Salary	\$11,600
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**French Gulch-Whiskeytown**  
**County: Shasta**

Data Not In Standard Format

		Elementary Districts		Under 100 ADA / 273	
Fiscal ADA	38	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	2	Returning Teachers	2
No Teachers	3	Average Salary			\$15,177

**Friant**  
**County: Fresno**

Data Not In Standard Format

Fiscal ADA	54	Highest Entry Step	2	Teaching Days	176
Other Assigned Days		New Teachers	5	Returning Teachers	4
No Teachers	4	Average Salary			\$13,765

**Garfield**  
**County: Humboldt**

Data Not In Standard Format

Fiscal ADA	22	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	
No Teachers	2	Average Salary			\$11,112

**Gazelle**  
**County: Siskiyou**

Data Not In Standard Format

Fiscal ADA	56	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	
No Teachers	4	Average Salary			\$11,715

**Gorman**  
**County: Los Angeles**

Data Not In Standard Format

Fiscal ADA	32	Highest Entry Step	4	Teaching Days	177
Other Assigned Days		New Teachers	5	Returning Teachers	5
No Teachers	1	Average Salary			\$12,438

**Gratton**  
**County: Stanislaus**

I BA II BA - 12 III BA - 24 IV BA - 36 V BA - 48 OR MA

	I	II	III	IV	V	
1	\$ 9,606	\$ 9,606	\$ 9,606	\$ 9,606	\$ 10,206	
2	9,006	9,406	9,806	10,206	10,606	
3	9,406	9,806	10,206	10,606	11,006	
4	9,806	10,206	10,606	11,006	11,406	
5	10,206	10,606	11,006	11,406	11,806	
6		11,006	11,406	11,806	12,206	
7		11,406	11,806	12,206	12,606	
8		11,806	12,206	12,606	13,006	
9		12,206	12,606	13,006	13,406	
10		12,606	13,006	13,406	13,806	
11		13,006	13,406	13,806	14,206	
12		13,406	13,806	14,206	14,606	
13		13,806	14,206	14,606	15,006	
14			14,606	15,006	15,406	
No Teachers				4	Average Salary	\$13,106

**Graves**  
**County: Monterey**

Data Not In Standard Format

Fiscal ADA	43	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	2
No Teachers	2	Average Salary			\$13,200



**Green Point**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA		12	Highest Entry Step	6	Teaching Days	175		
Other Assigned Days			New Teachers	2	Returning Teachers	2		
I	BA + 15	III	BA + 45	V	BA + 75			
II	BA + 30	IV	BA + 60	VI	BA + 90			
	I		III		V	VI		
1	\$ 9,700	\$ 10,111	\$ 10,524	\$ 10,945	\$ 11,347	\$ 11,758		
2	10,053	10,464	10,877	11,298	11,700	12,111		
3	10,406	10,817	11,230	11,651	12,053	12,464		
4	10,759	11,170	11,583	12,004	12,406	12,817		
5	11,112	11,523	11,936	12,357	12,759	13,170		
6	11,465	11,876	12,289	12,710	13,112	13,523		
7	11,818	12,229	12,642	13,063	13,465	13,876		
8	12,171	12,582	12,995	13,416	13,818	14,229		
9		12,935	13,348	13,769	14,171	14,582		
10		13,288	13,701	14,122	14,524	14,935		
11			14,054	14,475	14,877	15,288		
12			14,407	14,828	15,230	15,641		
13				15,181	15,583	15,994		
14				15,534	15,936	16,347		
15					16,289	16,700		
16					16,642	17,053		
					No. Teachers	2	Average Salary	\$12,289

**Grizzly Bluff**  
**County: Hum. ldt**

Data Not In Standard Format

Fiscal ADA	15	Highest Entry Step	Teaching Days
Other Assigned Days		New Teachers	Returning Teachers
		No. Teachers	1
		Average Salary	\$12,501

**Helendale**  
**County: San Bernardino**

Data Not In Standard Format

Fiscal ADA	50	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	5
		No. Teachers	1	Average Salary	\$16,464

**Helm**  
**County: Fresno**

Fiscal ADA		57	Highest Entry Step	4	Teaching Days	175	
Other Assigned Days			New Teachers	5	Returning Teachers	5	
I	CRED	III	BA + 24	V	BA + 48		
II	BA + 12	IV	BA + 36				
	I		III		V		
1	\$ 9,270	\$ 9,620	\$ 9,970	\$ 10,320	\$ 10,670		
2	9,620	9,970	10,320	10,670	11,020		
3	9,970	10,320	10,670	11,020	11,370		
4	10,320	10,670	1,020	11,370	11,720		
5	10,670	11,020	11,720	11,720	12,070		
6	11,020	11,370	11,720	12,070	12,420		
7	11,370	11,720	12,070	12,420	12,770		
8	11,720	12,070	12,420	12,770	13,120		
9	12,070	12,420	12,770	13,120	13,470		
10	12,420	12,770	13,120	13,470	13,820		
11	12,770	13,120	13,470	13,820	14,170		
12	13,120	13,470	13,820	14,170	14,520		
Bonuses		Masters	1 at \$ 30 ea	No. Teachers	5	Average Salary	\$12,410



Elementary District

Under 100 ADA / 275

**Holt**  
**County: San Joaquin**

Fiscal ADA 61 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 5

I	AB	III	AB + 30	V	AB + 60	VI	AB + 75
II	AB + 15	IV	AB + 45				
I		II		III		IV	
1	\$ 9,185	\$ 9,640	\$ 10,010	\$	\$	\$	\$
2	9,630	10,120	10,600	11,190			
3	10,070	10,610	11,205	11,775	12,300		
4	10,520	11,100	11,665	12,265	12,860	13,415	
5	11,010	11,575	12,190	12,930	13,415	14,085	
6	11,500	12,090	12,690	13,335	13,975	14,530	
7	11,960	12,555	13,200	13,870	14,530	15,200	
8	12,360	13,100	13,730	14,430	15,090	15,805	
9	12,750	13,590	14,225	14,950	15,640	16,620	
10		14,025	14,900	15,490	16,200	16,970	
11			15,290	16,030	16,750	17,535	
12				16,550	17,300	18,290	

Bonuses Masters at \$ 250 ea No Teachers 4 Average Salary \$15,265

**Hope**  
**County: Tulare**

Fiscal ADA 61 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

Data Not In Standard Format

No Teachers 2 Average Salary \$10,286

**Horicon**  
**County: Sonoma**

Fiscal ADA 73 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB + 30	III	AB + 60	V	AB + 90
II	AB + 45	IV	AB + 75		
I		II		III	
1	\$ 9,172	\$ 9,814	\$ 10,456	\$	\$
2	9,676	10,364	11,053		
3	10,179	10,913	11,649	12,303	
4	10,693	11,463	12,245	12,925	
5	11,197	12,012	12,842	13,667	14,510
6	11,701	12,562	13,438	14,309	15,202
7	12,194	13,111	14,035	14,952	15,964
8	12,698	13,661	14,631	15,594	16,596
9	13,202	14,210	15,227	16,236	17,035
10	13,705	14,760	15,824	16,878	17,971
11	14,209	15,309	16,420	17,520	18,663
12	14,713	15,859	17,017	18,163	

Bonuses Masters 2 at \$ 500 ea No Teachers 4 Average Salary \$15,456

**Hornbrook**  
**County: Siskiyou**

Fiscal ADA 82 Highest Entry Step 1 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

Data Not In Standard Format

No Teachers 4 Average Salary \$12,057



**Hot Springs**

**County: Tulare**

Fiscal ADA

62

Highest Entry Step

6 Teaching Days

175

Other Assigned Days

New Teachers

3 Returning Teachers

2

I AB + CRFD II AR + 12		III AB + 24 IV AB + 36 OR MA		V AB + 48 OR MA + 12 VI AB + 60 OR MA + 24		VII AB + 72 OR MA + 36		
I	II	III	IV	V	VI	VII	VII	
1	\$ 10,350	\$ 10,750	\$ 11,150	\$ 11,550	\$ 11,950	\$ 12,350	\$ 12,750	
2	10,650	11,050	11,450	11,850	12,250	12,650	13,050	
3	10,950	11,350	11,750	12,150	12,550	12,950	13,350	
4	11,250	11,650	12,050	12,450	12,850	13,250	13,650	
5	11,550	11,950	12,350	12,750	13,150	13,550	13,950	
6	11,850	12,250	12,650	13,050	13,450	13,850	14,250	
7	12,150	12,550	12,950	13,350	13,750	14,150	14,550	
8	12,450	12,850	13,250	13,650	14,050	14,450	14,850	
9	12,750	13,150	13,550	13,950	14,350	14,750	15,150	
10		13,450	13,850	14,250	14,650	15,050	15,450	
11		13,750	14,150	14,550	14,950	15,350	15,750	
12		14,050	14,450	14,850	15,250	15,650	16,050	
13		14,350	14,750	15,150	15,550	15,950	16,350	
No. Teachers						5	Average Salary	\$13,070

**Howell Mountain**

**County: Napa**

Fiscal ADA

69

Highest Entry Step

5 Teaching Days

177

Other Assigned Days

New Teachers

5 Returning Teachers

5

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75				
I	II	III	IV	V	VI			
1	\$ 9,100	\$ 9,600	\$ 10,100	\$ 10,600	\$ 11,100			
2	9,500	10,000	10,500	11,000	11,500			
3	9,900	10,400	10,900	11,400	11,900			
4	10,300	10,800	11,300	11,800	12,300			
5	10,700	11,200	11,700	12,200	12,700			
6	11,100	11,600	12,100	12,600	13,100			
7	11,500	12,000	12,500	13,000	13,500			
8	11,900	12,400	12,900	13,400	13,900			
9	12,300	12,800	13,300	13,800	14,300			
10		13,200	13,700	14,200	14,700			
11			14,100	14,600	15,100			
12				15,000	15,500			
No. Teachers						4	Average Salary	\$13,225

**Hyampom**

**County: Trinity**

Fiscal ADA

65

Highest Entry Step

6 Teaching Days

176

Other Assigned Days

New Teachers

5 Returning Teachers

5

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75				
I	II	III	IV	V	VI			
1	\$ 10,396	\$ 10,894	11,392	\$ 11,890	\$ 12,388			
2	10,907	11,405	11,903	12,401	12,899			
3	11,417	11,916	12,414	12,912	13,410			
4	11,928	12,427	12,925	13,423	13,921			
5	12,438	12,938	13,436	13,934	14,432			
6	12,949	13,449	13,947	14,445	14,943			
7		13,960	14,458	14,956	15,454			
8		14,471	14,969	15,467	15,965			
9			15,480	15,978	16,476			
10			15,991	16,489	16,987			
No. Teachers						5	Average Salary	\$13,399

**Indian Diggings**

**County: El Dorado**

Data Not in Standard Format

Fiscal ADA

12

Highest Entry Step

Teaching Days

177

Other Assigned Days

New Teachers

Returning Teachers

5

No. Teachers 1 Average Salary \$14,000

**Indian Springs**  
**County: Shasta**

		Elementary Districts	Under 100 ADA / 277
Fiscal ADA	37	Highest Entry Step	Teaching Days 176
Other Assigned Days		New Teachers	Returning Teachers

I BASE

	I
1	\$ 8,895
2	9,360
3	10,225
4	10,990
5	11,555
6	12,220
7	12,985
8	13,550
9	14,215
10	14,880

Additional Factors

1. Add \$48.50 per semester unit to maximum of 75 units
2. Add \$665 for supermaximum increments beginning in 13th year and continuing every three years on approval by school board
3. Add \$66 for MA

No. Teachers	4	Average Salary	\$13,051
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**Jefferson**  
**County: San Benito**

Fiscal ADA	16	Highest Entry Step	Teaching Days 176
Other Assigned Days		New Teachers	Returning Teachers 2

Data Not In Standard Format

No. Teachers	1	Average Salary	\$9,000
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**Junction**  
**County: Siskiyou**

Fiscal ADA	31	Highest Entry Step	Teaching Days 175
Other Assigned Days		New Teachers	Returning Teachers

Data Not In Standard Format

No. Teachers	2	Average Salary	\$9,950
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**Junction City**  
**County: Trinity**

Fiscal ADA	53	Highest Entry Step	Teaching Days 176
Other Assigned Days		New Teachers	Returning Teachers 5

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60

	I	II	III	IV	V
1	\$ 10,430	\$ 10,547	\$ 11,264	\$ 12,203	\$ 13,142
2	10,452	11,369	11,796	12,725	13,763
3	11,473	11,990	12,307	13,246	14,285
4	11,995	12,412	12,829	13,768	14,806
5	12,516	12,933	13,350	14,289	15,328
6	13,038	13,455	13,871	14,811	15,849
7	13,559	13,976	14,393	15,332	16,371
8	14,081	14,498	14,915	15,854	16,892
9		15,019	15,436	16,375	
10			15,958	16,897	

No. Teachers	1	Average Salary	\$14,150
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**Kirkwood**  
**County: Tehama**

Fiscal ADA	10	Highest Entry Step	Teaching Days 176
Other Assigned Days		New Teachers	Returning Teachers

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60  
CMA

	I	II	III	IV	V
1	\$ 9,200	\$ 9,700	\$ 10,400	\$ 10,900	\$ 11,400
2	9,600	10,000	10,400	10,900	11,200
3	10,000	10,400	10,900	11,200	11,600
4	10,400	10,800	11,200	11,600	12,000
5	10,800	11,200	11,600	12,000	12,400
6	11,200	11,600	12,000	12,400	12,800
7	11,600	12,000	12,400	12,800	13,200
8	12,000	12,400	12,800	13,200	13,600
9	12,400	12,800	13,200	13,600	14,000
10	12,800	13,200	13,600	14,000	14,400
11	13,200	13,600	14,000	14,400	14,800
12			14,400	14,800	15,200
13				15,200	15,600
14					16,000

No. Teachers	1	Average Salary	\$12,000
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**Klamath River**  
**County: Siskiyou**

Data Not Provided

Fiscal ADA 76

**Kneeland**  
**County: Humboldt**

Data Not In Standard Format

Fiscal ADA	16	Highest Entry Step	Teaching Days	175	
Other Assigned Days		New Teachers	Returning Teachers	5	
		No Teachers	1	Average Salary	\$16,836

**Knights Ferry**  
**County: Stanislaus**

Data Not Provided

Fiscal ADA 39

**La Grange**  
**County: Stanislaus**

Data Not In Standard Format

Fiscal ADA	14	Highest Entry Step	Teaching Days		
Other Assigned Days		New Teachers	Returning Teachers		
		No Teachers	1	Average Salary	\$18,825

**Laguna**  
**County: Marin**

Data Not In Standard Format

Fiscal ADA	13	Highest Entry Step	Teaching Days	175	
Other Assigned Days		New Teachers	Returning Teachers		
		No Teachers	1	Average Salary	\$13,000

**Lagunita**  
**County: Monterey**

Data Not Provided

Fiscal ADA 16

**Lake**  
**County: Glenn**

Data Not In Standard Format

Fiscal ADA	74	Highest Entry Step	9	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	2
		No Teachers	4	Average Salary	\$12,376

**Latrobe**  
**County: El Dorado**

Data Not In Standard Format

Fiscal ADA	49	Highest Entry Step	Teaching Days		
Other Assigned Days		New Teachers	Returning Teachers		
		No Teachers	3	Average Salary	\$11,006

**Lincoln**  
**County: Marin**

Data Not In Standard Format

Fiscal ADA	14	Highest Entry Step	Teaching Days	175	
Other Assigned Days		New Teachers	Returning Teachers		
		No Teachers	1	Average Salary	\$12,000

Elementary Districts Under 100 ADA / 279

**Linns Valley-Poso Flat  
County: Kern**

Fiscal ADA	62	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	5	Returning Teachers	5

  

I	BA	III	BA + 20	V	BA + 40	VII	BA + 60	
II	BA + 10	IV	BA + 30	VI	BA + 50			
	I		II		III		IV	
1	\$ 9,139	\$ 9,578	\$ 10,018	\$ 10,457	\$ 10,896	\$	\$	
2	9,432	9,871	10,311	10,750	11,189			
3	9,725	10,164	10,604	11,043	11,483	11,924	1	
4	10,018	10,457	10,896	11,338	11,777	12,216		
5	10,311	10,750	11,191	11,631	12,071	12,510	12,951	
6	10,604	11,043	11,484	11,924	12,364	12,804	13,244	
7		11,336	11,777	12,216	12,657	13,096	13,537	
8		11,629	12,070	12,510	12,950	13,389	13,830	
9			12,363	12,804	13,243	13,682	14,123	
10			12,655	13,097	13,537	13,975	14,416	
11			12,949	13,390	13,830	14,266	14,709	
12			13,242	13,683	14,122	14,561		
13			13,535	13,976	14,414	14,854	5	
14			13,828	14,269	14,706	15,147	587	
15			14,121	14,562	14,998	15,440	15,878	
				No. Teachers		3	Average Salary	\$12,559

**Little Shasta  
County: Siskiyou**

Data Not In Standard Format

Fiscal ADA	14	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers		Returning Teacher	
		No. Teachers	1	Average Salary	\$11,000

**Long Valley  
County: Lassen**

Fiscal ADA	74	Highest Entry Step	4	Teaching Days	175
Other Assigned Days		New Teachers		Returning Teachers	

  

I	BA	III	BA + 30	IV	MA OR BA + 45
II	BA + 15				
	I		II		III
1	\$ 8,570	\$ 9,059	\$ 9,550	\$ 10,039	
2	8,908	9,427	9,917	10,407	1
3		9,794	10,214	10,774	
4		10,162	10,651	11,142	
5			11,019	11,509	1
6			11,386	11,876	
7			11,754	12,243	
8				12,610	
9				12,978	
10				13,344	
11				13,712	1
12				14,079	
				No. Teachers	4
				Average Salary	\$11,326

**Los Flores  
County: San Bernardino**

Fiscal ADA	27	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	7	Returning Teachers	7

  

I	BA	III	BA + 30	
II	BA + 15			
	I		II	
1	\$ 9,340	\$ 10,090	\$ 10,790	
2	9,734	10,454	11,174	
3	10,128	10,848	11,568	
4	10,522	11,242	11,962	
5	10,916	11,636	12,356	
6	11,310	12,030	12,750	
7	11,704	12,424	13,144	
8	12,098	12,818	13,538	
9		13,212	13,932	
10		13,606	14,326	
11			14,720	
12			15,114	
			No. Teachers	
			2	
			Average Salary	\$12,356

**Magnolia**

**County: Imperial**

Fiscal ADA 66 Highest Entry Step 4  
 Other Assigned Days 2 New Teachers 2

Teaching Days 175  
 Returning Teachers 2

I BA II BA + 15		III BA + 30 IV BA + 40 OR MA		V BA + 60 VI BA + 75 W MA							
I		II		III		IV		V		VI	
1	\$ 9,491	\$ 10,118	\$ 10,743	\$ 11,367	\$ 11,991	\$ 12,615					
2	9,869	10,494	11,117	11,743	12,367	12,992					
3	10,244	10,965	11,493	12,117	12,742	13,366					
4	10,587	11,283	11,949	12,492	13,116	13,742					
5	10,983	11,638	12,243	12,867	13,492	14,116					
6	11,367	11,963	12,617	13,242	13,966	14,591					
7	11,743	12,367	12,992	13,617	14,242	14,966					
8	12,117	12,742	13,366	13,991	14,616	15,241					
9		13,116	13,742	14,366	14,991	15,615					
10		13,491	14,115	14,741	15,322	15,993					
11				15,115	15,740	16,364					
12				15,740	16,364	16,989					
13				16,364	16,989	17,613					
						No. Teachers	3	Average Salary	\$12,333		

**Manchester**

**County: Mendocino**

Fiscal ADA 58 Highest Entry Step 6  
 Other Assigned Days 10 New Teachers 11

Teaching Days 176  
 Returning Teachers 11

I AB II AB + 15		III AB + 30 IV AB + 45		V AB + 60					
I		II		III		IV		V	
1	\$ 9,619	\$ 10,173	\$ 10,765	\$ 11,181	\$ 11,991	\$ 12,969			
2	10,139	10,695	11,294	11,791	12,500	13,091			
3	10,660	11,215	11,806	12,223	12,744	13,366			
4		11,737	12,327	12,744	13,091	13,613			
5		12,258	12,850	13,266	13,613	14,133			
6			13,369	13,796	14,133	14,654			
7			13,953	14,307	14,654	15,175			
8			14,289	14,829	15,175	15,696			
9			14,937	15,349	15,696	16,218			
10			15,455	15,870	16,218	16,738			
11				16,392	16,738	17,259			
12				16,911	17,259	17,780			
13						17,780			
						No. Teachers	11	Average Salary	\$15,345

**Manton**

**County: Tehama**

Fiscal ADA 60 Highest Entry Step 10  
 Other Assigned Days 1 New Teachers 1

Teaching Days 176  
 Returning Teachers 1

I AB + 30 II AB + 45		III AB + 60 OR MA IV AB + 75 OR MA + 1		V AB + 90 OR MA + 24					
I		II		III		IV		V	
1	\$	\$	\$	\$	\$	\$	\$	\$	\$
2									
3	10,07	11,43	11,97	12,51	13,05	13,59	14,13	14,67	15,21
4	11,43	11,97	12,51	13,05	13,59	14,13	14,67	15,21	15,75
5	11,96	12,50	13,04	13,58	14,12	14,66	15,20	15,74	16,28
6		12,76	13,30	13,84	14,38	14,92	15,46	16,00	16,54
7		13,21	13,75	14,29	14,83	15,37	15,91	16,45	16,99
8			14,11	14,65	15,19	15,73	16,27	16,81	17,35
9			14,46	14,99	15,53	16,07	16,61	17,15	17,69
10									
11									
						No. Teachers	1	Average Salary	\$14,531

**Maple Creek**

**County: Humboldt**

Fiscal ADA 16 Highest Entry Step 1  
 Other Assigned Days 1 New Teachers 1

Teaching Days  
 Returning Teachers

Data Not in Standard Format

No. Teachers 1 Average Salary \$11,000

**Mattole**  
**County: Humboldt**

Elementary Districts Under 100 ADA / 281  
Fiscal ADA 61 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers

I BASE

I	I
1	\$ 8,000
2	8,400
3	8,800
4	9,200
5	9,600
6	10,100
7	10,600
8	11,000
9	11,600
10	12,000
11	12,500
12	13,100
13	13,600
14	35
17 *	.362
20 *	15,988
23 *	16,618

Additional Factor Add \$25 per unit beyond BA with seven units

\* Anniversary Increment

No. Teachers 3 Average Salary \$13,946

**McKittrick**  
**County: Kern**

Fiscal ADA 34 Highest Entry Step 8 Teaching Days  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BASE

I	I
1	\$ 11,700
2	12,000
	12,300
4	12,600
5	12,900
6	13,200
7	13,500
8	13,900
9	14,100
10	14,400
11	14,700
12	15,000
13	15,300

Additional Factor Add \$30 per unit beyond BA

No. Teachers 4 Average Salary \$15,495

**Meridian**  
**County: Sutter**

Fiscal ADA 97 Highest Entry Step 13 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB + C RED  
II AB + C RED - 15

III AB + C RED - 30  
IV AB + C RED - 45

V AB + C RED - 60

	I	II	III	IV	V
	\$ 8,275	\$ 8,775	\$ 9,275	\$ 9,775	\$ 10,275
2	8,700	9,200	9,700	10,200	10,700
3	9,125	9,625	10,125	10,625	11,125
4	9,550	10,050	10,550	11,050	11,550
5	9,975	10,475	10,975	11,475	11,975
6	10,400	10,900	11,400	11,900	12,400
7		11,325	11,825	12,325	12,825
8		11,750	12,250	12,750	13,250
9		12,175	12,675	13,175	13,675
10		12,600	13,100	13,600	14,100
11		13,025	13,525	14,025	14,525
12		13,450	13,950	14,450	14,950
13		13,875	14,375	14,875	15,375

No. Teachers 6 Average Salary \$13,229

**Mineral County: Tehama**

Fiscal ADA		34	Highest Entry Step	6	Teaching Days	175	
Other Assigned Days		New Teachers		Returning Teachers			
I	BA	III	BA + 30	V	BA + 60 OR MA	VI	
II	BA + 15	IV	BA + 45	VI	BA + 75 OR MA + 15		
	I	II	III	IV	V	VI	
1	\$ 10,513	\$ 10,831	\$ 11,149	\$ 11,466	\$ 11,784	\$ 12,102	
2	10,831	11,149	11,466	11,784	12,102	12,420	
3	11,149	11,467	11,784	12,102	12,420	12,738	
4	11,467	11,785	12,102	12,420	12,738	13,056	
5	11,785	12,103	12,420	12,738	13,056	13,374	
6	12,103	12,421	12,738	13,056	13,374	13,692	
7	12,421	12,739	13,056	13,374	13,692	14,010	
8	12,739	13,057	13,374	13,692	14,010	14,328	
9	13,057	13,375	13,692	14,010	14,328	14,646	
10	13,375	13,693	14,010	14,328	14,646	14,964	
11	13,693	14,011	14,328	14,646	15,282	15,598	
12		14,329	14,646	14,964	15,600	15,918	
13			14,964	15,282	15,918	16,236	
14				15,600	16,236	16,554	
15						16,872	
16							
No. Teachers					2	Average Salary	\$15,282

**Mission County: Monterey**  
(Salaries Under Negotiation)

Fiscal ADA		80	Highest Entry Step	5	Teaching Days	175	
Other Assigned Days		New Teachers		Returning Teachers			
I	BA	III	BA + 20	V	BA + 45 OR MA	VI	
II	BA + 12	IV	BA + 30	VI	BA + 60 OR MA + 10		
	I	II	III	IV	V	VI	
1	\$ 8,200	\$ 8,500	\$ 8,800	\$ 9,100	\$ 9,400	\$ 9,700	
2	8,500	8,800	9,100	9,400	9,700	10,000	
3	8,800	9,100	9,400	9,700	10,000	10,300	
4	9,100	9,400	9,700	10,000	10,300	10,600	
5	9,400	9,700	10,000	10,300	10,600	10,900	
6	9,700	10,000	10,300	10,600	10,900	11,200	
7	10,000	10,300	10,600	10,900	11,200	11,500	
8	10,300	10,600	10,900	11,200	11,500	11,800	
9	10,600	10,900	11,200	11,500	11,800	12,100	
10	10,900	11,200	11,500	11,800	12,100	12,400	
11	11,200	11,500	11,800	12,100	12,400	12,700	
12	11,500	11,800	12,100	12,400	12,700	13,000	
13	11,800	12,100	12,400	12,700	13,000		
No. Teachers					4	Average Salary	\$10,175

**Montebello County: Santa Clara**

Data Not In Standard Format

Fiscal ADA		29	Highest Entry Step		Teaching Days	176	
Other Assigned Days		New Teachers		Returning Teachers			
No. Teachers					2	Average Salary	\$11,960

**Montgomery County: Sonoma**

Fiscal ADA		72	Highest Entry Step	5	Teaching Days	175	
Other Assigned Days		New Teachers		Returning Teachers			
I	AB + 10	III	AB + 30	V	AB + 50	VII	
II	AB + 20	IV	AB + 40	VI	AB + 60		
	I	II	III	IV	V	VI	VII
1	\$ 9,400	\$ 9,800	\$ 10,200	\$ 10,600	\$ 11,000	\$ 11,400	\$ 11,800
2	9,800	10,200	10,600	11,000	11,400	11,800	12,200
3	10,200	10,600	11,000	11,400	11,800	12,200	12,600
4	10,600	11,000	11,400	11,800	12,200	12,600	13,000
5	11,000	11,400	11,800	12,200	12,600	13,000	13,400
6	11,400	11,800	12,200	12,600	13,000	13,400	13,800
7	11,800	12,200	12,600	13,000	13,400	13,800	14,200
8	12,200	12,600	13,000	13,400	13,800	14,200	14,600
9	12,600	13,000	13,400	13,800	14,200	14,600	15,000
10		13,800	14,200	14,600	15,000	15,400	15,800
			14,600	15,000	15,400	15,800	16,200
Boniuses							
Masters							
1 at \$ 500 + 4							
No. Teachers					3	Average Salary	\$15,500

**Mount Baldy**  
(Salaries Under Negotiation)  
**County: San Bernardino**

Fiscal ADA 68 Highest Entry Step 4 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OB MA		V BA + 60 OR BA + 45 W MA		VI BA + 60 W MA OR MA + 30			
I		II		III		IV		V		VI			
1	\$ 10,000	1	\$ 10,650	\$ 11,300	\$ 11,950	\$ 12,600	\$ 13,250						
2	10,450		11,110	11,790	12,470	13,150	13,830						
3	10,860		11,570	12,280	12,990	13,700	14,410						
4	11,290		12,030	12,770	13,510	14,250	14,990						
5	11,720		12,490	13,260	14,030	14,800	15,570						
6	12,150		12,950	13,750	14,550	15,250	16,150						
7	12,580		13,410	14,240	15,070	15,900	16,730						
8	13,010		13,870	14,730	15,590	16,450	17,310						
9			14,330	15,220	16,110	16,900	17,800						
10				15,710	16,630	17,550	18,470						
11					17,150	18,100	19,050						
12						18,650	19,630						
										No. Teachers	5	Average Salary	\$13,206

**Mountain House**  
**County: Alameda**

Fiscal ADA 39 Highest Entry Step 1 Teaching Days 176  
Other Assigned Days New Teachers Returning Teachers

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75			
I		II		III		IV		V		VI			
1	\$ 9,100		\$ 9,600	\$ 10,100	\$ 10,600	\$ 11,100	\$ 11,600						
2	9,555		10,055	10,555	11,055	11,555	12,055						
3	10,010		10,510	11,010	11,510	12,010	12,510						
4	10,465		10,965	11,465	11,965	12,465	12,965						
5	10,920		11,420	11,920	12,420	12,920	13,420						
6	11,375		11,875	12,375	12,875	13,375	13,875						
7	11,860		12,330	12,830	13,330	13,830	14,330						
8	12,285		12,785	13,285	13,785	14,285	14,785						
9			13,240	13,740	14,240	14,740	15,240						
10			13,685	14,185	14,685	15,185	15,685						
11						15,650	16,150						
12						16,155	16,605						
										No. Teachers	2	Average Salary	\$13,375

**Mulberry**  
**County: Imperial**

Fiscal ADA 79 Highest Entry Step 4 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45 OB MA		V BA + 60 W MA		VI BA + 75 W MA			
I		II		III		IV		V		VI			
1	\$ 10,317		\$ 11,098	\$ 11,851	\$ 12,628	\$ 13,407	\$ 14,184						
2	10,775		11,546	12,310	13,088	13,864	14,622						
3	11,239		12,010	12,775	13,553	14,330	15,087						
4	11,699		12,470	13,225	14,010	14,798	15,544						
5	12,165		12,934	13,699	14,476	15,253	16,010						
6	12,621		13,393	14,155	14,932	15,711	16,468						
7	13,098		13,856	14,621	15,399	16,177	16,932						
8			14,317	15,090	15,858	16,636	17,392						
9				15,505	16,322	17,100	17,856						
10						17,559	18,315						
11							18,315						
12							18,790						
										Bonuses	Other	\$ 500.00	
										No. Teachers	4	Average Salary	\$15,276



**Mupu**

County: Ventura

I BA		III BA + 30	
II BA + 15		IV BA + 45	
I	II	III	IV
1	\$ 9,676	\$ 10,201	\$ 10,726
2	10,100	10,637	11,164
3	10,538	11,066	11,591
4	10,967	11,501	12,027
5	11,402	11,928	12,456
6	11,829	12,363	12,891
7	12,266	12,792	13,318
8	12,694	13,224	13,754
9		13,655	14,182
10		14,085	14,619
11		14,513	15,046
12		14,942	15,480
13		15,370	15,910

Fiscal ADA	87	Highest Entry Step	13	Teaching Days	176
Other Assigned Days		New Teachers	5	Returning Teachers	1
No. Teachers	3	Average Salary			\$14,114

**Nicasio**

County: Marin

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1	\$ 8,972	\$ 9,643	\$ 10,317	\$ 10,989	\$ 11,663
2	9,440	10,127	10,819	11,510	12,200
3	9,905	10,611	11,321	12,031	12,739
4	10,370	11,097	11,824	12,551	13,278
5	10,836	11,582	12,336	13,073	13,816
6	11,304	12,067	12,828	13,590	14,354
7	11,769	12,551	13,332	14,112	14,892
8	12,237	13,035	13,832	14,632	15,430
9	12,703	13,520	14,336	15,152	15,968
10	13,166	14,004	14,838	15,673	16,507
11			15,342	16,192	17,046

Fiscal ADA	38	Highest Entry Step	3	Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	
No. Teachers	3	Average Salary			\$14,580

**Nuestro**

County: Sutter

Data Not In Standard Format

Bonuses Masters at \$ 200 ea

Fiscal ADA	60	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers	2	Returning Teachers	2
No. Teachers	3	Average Salary			\$16,084

**Oak Run**

County: Shasta

Data Not In Standard Format

Fiscal ADA	36	Highest Entry Step		Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	
No. Teachers	2	Average Salary			\$12,325

**Pacific**

County: Monterey

Data Not In Standard Format

Fiscal ADA	22	Highest Entry Step		Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	1
No. Teachers	1	Average Salary			\$12,230

**Pacific**

County: Santa Cruz

Data Not In Standard Format

Fiscal ADA	52	Highest Entry Step		Teaching Days	176
Other Assigned Days		New Teachers	10	Returning Teachers	10
No. Teachers	1	Average Salary			\$14,051

Elementary Districts Under 100 ADA / 285

**Panoche**  
**County: San Benito**

Data Not In Standard Format

Fiscal ADA	14	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	2
		No Teachers	Average Salary	\$15,350

**Phillips**  
**County: San Luis Obispo**

Data Not In Standard Format

Fiscal ADA	15	Highest Entry Step	Teaching Days	178
Other Assigned Days		New Teachers	Returning Teachers	3
		No Teachers	Average Salary	\$13,000

**Pine Ridge**  
(Salaries Under Negotiation)  
**County: Fresno**

I AB+30  
II AB+42

III AB+54  
IV AB+66

V AB+78

	I	II	III	IV	V
1	\$ 8,480	\$ 8,734	\$ 9,084	\$ 9,583	\$ 10,158
2	8,989	9,258	9,629	10,158	10,767
3	9,528	9,813	10,207	10,767	11,413
4	10,099	10,402	10,819	11,413	12,098
5	10,705	11,026	11,468	12,098	12,824
6	11,350	11,688	12,156	12,824	13,593
7	12,060	12,389	12,885	13,593	14,412
8		13,132	13,658	14,460	15,277
9			14,447	15,274	16,260
10				16,193	17,165
11					18,194

No Teachers 4 Average Salary \$13,385

**Plaza**  
**County: Glenn**

I AB  
II AB+15

III AB+30  
IV AB+45

V AB+60

	I	II	III	IV	V
1	\$ 9,235	\$ 9,708	\$ 10,181	\$ 10,654	\$ 11,127
2	9,774	10,247	10,720	11,193	11,666
3	10,313	10,786	11,259	11,732	12,205
4	10,852	11,325	11,798	12,271	12,744
5	11,391	11,864	12,337	12,810	13,283
6	11,930	12,403	12,876	13,349	13,822
7	12,469	12,942	13,415	13,888	14,361
8	13,008	13,481	13,954	14,427	14,900
9	13,549	14,020	14,493	14,966	15,439
10	14,086	14,559	15,032	15,505	15,978
11		15,098	15,571	16,044	16,517
12			16,110	16,583	17,056
13				17,122	17,595
14					18,134

Bonuses Masters

I at \$ 450 ea

No Teachers 3 Average Salary \$12,421

**Pleasant Valley**  
**County: Nevada**

I BA+6  
II BA+22

III BA+33  
IV BA+35

V BA+37

	I	II	III	IV	V
1	\$ 7,550	\$ 7,990	\$ 8,360	\$ 8,420	\$ 8,480
2	7,990	8,420	8,800	8,860	8,920
3	8,430	8,860	9,240	9,300	9,360
4	8,870	9,300	9,680	9,740	9,800
5	9,310	9,740	10,120	10,180	10,240
6	9,750	10,180	10,560	10,620	10,680
7	10,190	10,620	11,000	11,060	11,120
8	10,630	11,060	11,440	11,500	11,560
9	11,070	11,500	11,880	11,940	12,000
10	11,510	11,940	12,320	12,380	12,440

Bonuses Masters

I at \$ 300 ea

No Teachers 5 Average Salary \$9,450



**Pleasant Valley**  
(Salaries Under Negotiation)  
**County: San Luis Obispo**

Data Not In Standard Format

Fiscal ADA	16	Highest Entry Step	1	Teaching Days	176
Other Assigned Days		New Teachers		Returning Teachers	
	No Teachers		1	Average Salary	\$12,000

**Plum Valley**  
**County: Tehama**

I AB+30  
II AB+45

III AB+60  
IV AB+75

Fiscal ADA	34	Highest Entry Step	5	Teaching Days	177
Other Assigned Days		New Teachers	1	Returning Teachers	1

	I	II	III	IV
1	\$ 8,296			
2	9,254	9,682		
3	9,682	10,110	10,538	
4	10,110	10,538	10,965	11,394
5	10,538	10,966	11,394	11,822
6	10,966	11,394	11,822	12,250
7	11,394	11,822	12,250	12,678
8	11,822	12,250	12,678	13,106
9	12,250	12,678	13,106	13,534
10	12,678	13,106	13,534	13,962
11	13,106	13,534	13,962	14,390
12				14,818

No Teachers 2 Average Salary \$9,682

**Plumas**  
(Salaries Under Negotiation)  
**County: Yuba**

I AB  
II AB+15

III AB+30  
IV AB+45

V AB+60  
VI AB+75

Fiscal ADA	51	Highest Entry Step	1	Teaching Days	180
Other Assigned Days		New Teachers		Returning Teachers	

	I	II	III	IV	V	VI
1	\$ 8,100	\$ 8,600	\$ 9,100	\$ 9,600	\$ 10,100	\$ 10,600
2	8,500	9,000	9,500	10,000	10,500	11,000
3	8,900	9,400	9,900	10,400	10,900	11,400
4	9,300	9,800	10,300	10,800	11,300	11,800
5	9,700	10,200	10,700	11,200	11,700	12,200
15 *				14,500	15,000	15,500
20 *					15,500	16,000
25 *						16,500

\* Anniversary Increment

No Teachers 2 Average Salary \$9,100

**Pope Valley**  
**County: Napa**

Data Not In Standard Format

Fiscal ADA	27	Highest Entry Step	1	Teaching Days	175
Other Assigned Days		New Teachers	5	Returning Teachers	3

No Teachers 3 Average Salary \$12,837

**Quartz Valley**  
**County: Siskiyou**

Data Not In Standard Format

Fiscal ADA	47	Highest Entry Step	1	Teaching Days	175
Other Assigned Days		New Teachers	1	Returning Teachers	

No Teacher 2 Average Salary \$13,000

Elementary Districts

Under 100 ADA / 287

**Ravendale**  
**County: Lassen**

Fiscal ADA 9 Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers Returning Teachers

I PART II BA	III BA + 15 IV BA + 30	V BA + 45 OR MA
1 \$ 8,708	\$ 9,108	\$ 9,908
2 9,108	9,508	10,308
3 9,508	9,908	10,708
4 9,908	10,308	11,108
5 10,308	10,708	11,508
6 10,708	11,108	11,908
7 11,108	11,508	12,308
8 11,508	11,908	12,708
9 12,308	12,308	13,108
10 12,708	12,708	13,508
11 13,108	13,108	13,908
12 13,508	13,508	14,308
13 14,308	13,908	14,708
14 14,708	14,308	15,108
15 15,108	14,708	15,508
16 15,508	15,108	15,908
17 * 15,908	15,508	16,308

\* Anniversary Increment No Teachers 1 Average Salary \$15,108

**Raymond-Knowles**  
**County: Madera**

Fiscal ADA 77 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers

I BASE	Additional Factors
1 \$ 9,500	1 Add \$30 per graduate unit to maximum of 60 units
2 9,800	2 Add \$250 for MA.
3 10,100	
4 10,400	
5 10,700	
6 11,000	
7 11,300	
8 11,600	
9 11,900	
10 12,200	

No Teachers 4 Average Salary \$11,690

**Reeds Creek**  
**County: Tehama**

Fiscal ADA 80 Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers 5 Returning Teachers 3

I BA II BA + 15	III BA + 30 IV BA + 45	V BA + 60 VI BA + 75
1 \$ 7,488	\$ 7,717	\$ 8,048
2 7,717	8,048	8,378
3 8,048	8,378	8,709
4 8,378	8,709	9,040
5 8,709	9,040	9,370
6 9,040	9,370	9,701
7 9,370	9,701	10,033
8 9,701	10,033	10,363
9 10,033	10,363	10,693
10 10,363	10,693	11,024
11 10,693	11,024	11,355
12 11,024	11,355	11,685
17 * 11,355	11,685	12,016
22 * 11,685	12,016	12,347

\* Anniversary Increment No Teachers 4 Average Salary \$9,783

**Reservation**  
**County: Sonoma**

Fiscal ADA 14 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers

Data Not In Standard Format

No Teachers 2 Average Salary \$9,800

**Richfield**

**County: Tehama**

I CRED  
II CRED+15

III CRED+30  
IV CRED+45

V CRED+60  
VI CRED+75

	I	II	III	IV	V	VI	
1	\$ 8,200	\$ 8,725	\$ 9,250	\$ 9,775	\$ 10,300	\$ 10,825	
2	8,650	9,175	9,700	10,225	10,750	11,275	
3	9,100	9,625	10,150	10,675	11,200	11,725	
4	9,550	10,075	10,600	11,125	11,650	12,175	
5	10,000	10,525	11,050	11,575	12,100	12,625	
6	10,450	10,975	11,500	12,025	12,550	13,075	
7	10,900	11,425	11,950	12,475	13,000	13,525	
8	11,350	11,875	12,400	12,925	13,450	13,975	
9	11,800	12,325	12,850	13,375	13,900	14,325	
10	12,250	12,775	13,300	13,825	14,350	14,775	
11	12,700	13,225	13,750	14,275	14,800	15,125	
12	13,150	13,575	14,200	14,725	15,250	15,575	
13	13,600	14,025	14,650	15,175	15,700	16,025	
14	14,050	14,575	15,100	15,625	16,150	16,475	
							No Teachers
							4
							Average Salary
							\$13,806

**Richmond**  
(Salaries Under Negotiation)

**County: Lassen**

I BA  
II BA+15

III BA+30  
IV MA+15 OR BA+45

Fiscal ADA 99 Highest Entry Step 3 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers...

	I	II	III	IV	
1	\$ 8,323	\$ 8,749	\$ 9,167	\$ 9,603	
2	8,749	9,167	9,603	10,030	
3	9,167	9,603	10,030	10,457	
4	9,603	10,030	10,457	10,883	
5	10,030	10,457	10,883	11,310	
6	10,457	10,883	11,310	11,737	
7	10,883	11,310	11,737	12,164	
8	11,310	11,737	12,164	12,591	
9	11,737	12,164	12,591	13,017	
10	12,164	12,591	13,017	13,444	
11	12,591	13,017	13,444	13,871	
12	13,017	13,444	13,871	14,298	
					No Teachers
					6
					Average Salary
					\$11,166

**Rindge**

**County: San Joaquin**

I BA  
II BA+15

III BA+30  
IV MA OR BA+45

V MA+15 OR BA+60  
VI MA+30 OR BA+75

	I	II	III	IV	V	VI	
1	\$ 10,000	\$ 10,811	\$ 11,622	\$ 12,432	\$ 13,243	\$ 14,054	
2	10,541	11,352	12,163	12,973	13,784	14,595	
3	11,081	11,892	12,703	13,513	14,324	15,135	
4	11,622	12,433	13,244	14,054	14,865	15,676	
5	12,162	12,973	13,784	14,594	15,405	16,216	
6	12,703	13,514	14,325	15,135	15,946	16,757	
7	13,243	14,054	14,865	15,675	16,486	17,297	
8	13,784	14,595	15,406	16,216	17,027	17,838	
9	14,324	15,135	15,946	16,756	17,567	18,378	
10	14,865	15,676	16,487	17,297	18,108	18,919	
11	15,405	16,216	17,027	17,837	18,648	19,459	
12	15,946	16,757	17,568	18,378	19,189	20,000	
15 *						29,491	1
20 *			22,204	1			
25 *							

Bonuses Masters 1 at \$ 300 ea No Teachers 2 Average Salary \$25,997

**Roberts Ferry**

**County: Stanislaus**

Data Not In Standard Format

Fiscal ADA 41 Highest Entry Step Teaching Days  
Other Assigned Days New Teachers Returning Teachers

No Teachers 3 Average Salary \$12,866

**Santa Clara**  
**County: Ventura**  
 Data Not In Standard Format

Fiscal ADA	28	Highest Entry Step	Teaching Days	...
Other Assigned Days		New Teachers	Returning Teachers	...
	No Teachers	1	Average Salary	\$15,800

**Saucelito**  
**County: Tulare**  
 Data Not In Standard Format

Fiscal ADA	34	Highest Entry Step	Teaching Days	...175
Other Assigned Days		New Teachers	Returning Teachers	...2
	No Teachers	2	Average Salary	\$9,900

**Sawyers Bar**  
**County: Siskiyou**  
 Data Not In Standard Format

Fiscal ADA	16	Highest Entry Step	Teaching Days	...177
Other Assigned Days		New Teachers	Returning Teachers	...
	No Teachers	1	Average Salary	\$10,971

**Seiad**  
**County: Siskiyou**  
 Data Not In Standard Format

Fiscal ADA	60	Highest Entry Step	Teaching Days	...175
Other Assigned Days		New Teachers	Returning Teachers	...3
	No Teachers	3	Average Salary	\$14,230

**Silver Fork**  
**County: El Dorado**  
 Data Not In Standard Format

Fiscal ADA	25	Highest Entry Step	Teaching Days	...176
Other Assigned Days		New Teachers	Returning Teachers	...10
	No Teachers	2	Average Salary	\$9,250

Bonuses Masters at \$ 300 ea

**Southside**  
**County: San Benito**

Fiscal ADA	54	Highest Entry Step	Teaching Days	...
Other Assigned Days		New Teachers	Returning Teachers	...1
	No Teachers	4	Average Salary	\$9,250

I AB  
 II AB + 15

III AB + 30

	I	II	III
1	\$ 8,000	\$ 8,500	\$ 9,000
2	8,500	9,000	9,500
3	9,000	9,500	10,000
4	9,500	10,000	10,500
5	10,000	10,500	11,000

**Spencer Valley**  
**County: San Diego**  
 Data Not In Standard Format

Fiscal ADA	23	Highest Entry Step	Teaching Days	175
Other Assigned Days		New Teachers	Returning Teachers	...
	No Teachers	1	Average Salary	\$18,000

**Stone Corral**  
**County: Tulare**  
 Data Not In Standard Format

Fiscal ADA	73	Highest Entry Step	Teaching Days	175
Other Assigned Days		New Teachers	Returning Teachers	...3
	No Teachers	4	Average Salary	\$11,610

**Tres Pinos**

**County: San Benito**

I BA II BA + 15		III BA + 30 IV MA W/30 OR BA + 45		V MA W/45 OR BA + 60 VI MA W/60 OR BA + 75		VII MA W/75	
I	II	III	IV	V	VI	VII	VIII
1	\$ 7,305	\$ 7,566	\$ 7,925	\$ 8,286	\$ 8,646	\$ 9,007	\$ 9,367
2	7,566	7,925	8,286	8,646	9,007	9,367	9,727
3	7,925	8,286	8,646	9,007	9,367	9,727	10,087
4	8,646	9,007	9,367	9,727	10,087	10,448	10,807
5	9,007	9,367	9,727	10,087	10,448	10,807	11,168
6	9,367	9,727	10,087	10,448	10,807	11,168	11,528
7	9,727	10,087	10,448	10,807	11,168	11,528	11,889
8	10,087	10,448	10,807	11,168	11,528	11,889	12,269
9		10,807	11,168	11,528	11,889	12,269	12,609
10			11,528	11,889	12,269	12,609	12,969
11				12,269	12,609	12,969	13,330
12					12,969	13,330	13,689
13						13,689	14,050
				No Teachers	4	Average Salary	\$9,817

**Trinity Center**

**County: Trinity**

Data Not In Standard Format

Fiscal ADA	57	Highest Entry Step	.5	Teaching Days	176
Other Assigned Days		New Teachers	.2	Returning Teachers	2
No Teachers			2	Average Salary	\$16,529

**Union**

**County: Marin**

Data Not In Standard Format

Fiscal ADA	11	Highest Entry Step	. . .	Teaching Days	175
Other Assigned Days		New Teachers	. . . .	Returning Teachers	. . .
No Teachers			1	Average Salary	\$8,760

**Vista Del Mar**

**County: Santa Barbara**

Data Not In Standard Format

Fiscal ADA	46	Highest Entry Step	. . .	Teaching Days	175
Other Assigned Days		New Teachers	. . . 4	Returning Teachers	. . . . 4
No Teachers			4	Average Salary	\$14,980

**Washington**

**County: Nevada**

I BA + 30 II BA + 45 OR MA		III BA + 60 OR MA + 15			
I	II	III	IV		
1	\$ 8,554	\$ 9,029	\$ 9,504		
2	9,000	9,474	9,950		
3	9,445	9,920	10,395		
4	9,890	10,365	10,841		
5	10,336	10,811	11,286		
6	10,781	11,256	11,732		
7	11,227	11,702	12,177		
8	11,672	12,147	12,623		
9	12,118	12,593	13,068		
10			13,514		
		No Teachers	2	Average Salary	\$8,554

Elementary Districts

Under 100 ADA / 291

**Waugh**

Fiscal ADA 69

Highest Entry Step 6

Teaching Days .. 175

**County: Sonoma**

Other Assigned Days

New Teachers

Returning Teachers 2

I AB+16  
II AB+30 OR MA

III AB+45 OR MA+15  
IV AB+60 OR MA+30

	I	II	III	IV
1	\$ 9,568	\$ 10,163		
2	10,023	10,606		
3	10,478	11,061	11,669	12,277
4	10,932	11,515	12,124	12,733
5	11,386	11,970	12,579	13,186
6	11,866	12,455	13,069	13,685
7	12,335	12,925	13,539	14,155
8	12,806	13,359	14,010	14,626
9	13,287	13,866	14,480	15,096
10	13,747	14,336	14,951	15,566
11		14,698	15,422	16,037
12			15,722	16,270
13				17,621

No Teachers 3 Average Salary \$14,500

**West Side**

Fiscal ADA 87

Highest Entry Step

Teaching Days .. 175

**County: Sonoma**

Other Assigned Days

New Teachers . 2

Returning Teachers . 2

I BA  
II BA+15

III BA+30  
IV BA+45

V BA+60

	I	II	III	IV	V
1	\$ 8,450	\$ 8,700	\$ 8,950	\$ 9,200	\$ 9,450
2	8,700	8,950	9,200	9,450	9,700
3	8,950	9,200	9,450	9,700	9,950
4	9,200	9,450	9,700	9,950	10,200
5	9,450	9,700	9,950	10,200	10,450
6	9,700	9,950	10,200	10,450	10,700
7	9,950	10,200	10,450	10,700	10,950
8	10,200	10,450	10,700	10,950	11,200
9	10,450	10,700	10,950	11,200	11,450
10	10,700	10,950	11,200	11,450	11,700
11	10,950	11,200	11,450	11,700	11,950
12		11,450	11,700	11,950	12,200
13			11,950	12,200	12,450
14			12,200	12,450	12,700
15			12,450	12,700	12,950

No Teachers 4 Average Salary \$11,825

**Whitmore**

Fiscal ADA 97

Highest Entry Step 7

Teaching Days . . . 175

**County: Shasta**

Other Assigned Days

New Teachers . . . 2

Returning Teachers . . . 1

I BA+15  
II BA+30

III BA+45 OR MA

	I	II	III
1	\$ 8,587	\$ 9,416	\$ 10,005
2	9,159	10,063	10,711
3	9,732	10,711	11,417
4	10,304	11,358	12,112
5	10,876	12,003	12,806
6	11,449	12,648	13,500
7	12,021	13,293	14,194
8	12,594	13,938	14,888
9	13,167	14,583	15,582
10	13,739	15,228	16,276

No Teachers 4 Average Salary \$15,698

**Willow Creek**

Fiscal ADA 10

**County: Siskiyou**

Data Not Provided



**Willow Grove**  
**County: San Benito**

Data Not In Standard Format

Fiscal ADA	53	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	2
		No Teachers	Average Salary	\$8,633

**Wilsona**  
**County: Los Angeles**

I BASE

	I
1	\$ 9,200

Fiscal ADA	72	Highest Entry Step	Teaching Days	177
Other Assigned Days		New Teachers	Returning Teachers	3

Additional Factors

- 1 Add \$60 per unit to maximum of 60 units beyond credential.
- 2 Add \$400 per year of experience
- 3 Add \$500 for MA

No Teachers	5	Average Salary	\$12,531
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**Winship**  
**County: Sutter**

I AB  
 II AB + 15

	I		II
1	\$ 8,689	1	\$ 9,214
2	9,135		9,660
3	9,581		10,106
4	10,027		10,552
5	10,473		10,998
6	10,919		11,444
7	11,365		11,890
8	11,811		12,336
9	12,257		12,782
10	12,703		13,228
11	13,149		13,674
12	13,595		14,120
13	14,041		14,566

III AB + 30  
 IV AB + 45 OR MA

	III
1	\$ 9,739
2	10,185
3	10,631
4	11,077
5	11,523
6	11,969
7	12,415
8	12,861
9	13,307
10	13,753
11	14,199
12	14,645
13	15,091

V AB + 60 OR MA + 15

	IV		V
1	\$ 10,264		\$ 10,799
2	10,710		11,235
3	11,156		11,681
4	11,602		12,127
5	12,048		12,573
6	12,494		13,019
7	12,940		13,465
8	13,386		13,911
9	13,832		14,357
10	14,278		14,803
11	14,724		15,249
12	15,170	1	15,695
13	15,616		16,141

No Teachers	2	Average Salary	\$11,989
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**Pioneer**  
 (Salaries Under Negotiation)  
**County: Butte**

I AB  
 II AB + 15

	I		II
1	\$ 8,990	1	\$ 9,440
2	9,446		9,902
3	9,902	1	10,358
4	10,358		10,814
5	10,814	1	11,270

III AB + 30

	III
1	\$ 9,902
2	10,358
3	10,814
4	11,270
5	11,726

Fiscal ADA	95	Highest Entry Step	Teaching Days	176
Other Assigned Days		New Teachers	Returning Teachers	5

No Teachers	5	Average Salary	\$9,993
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High School Districts

25,000 And Over ADA / 293

**Anaheim**  
(Salaries Under Negotiation)  
**County: Orange**

Fiscal ADA 37,002 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 4 Returning Teachers 4

I BA		II BA + 30		III BA + 45 OR MA		IV BA + 60 OR MA	
1	\$ 9,726		\$ 10,956		\$ 11,611		\$ 12,770
2	9,726		10,956	1	11,611	1	12,770
3	10,395	3	11,265	4	12,279	2	13,438
4	11,063	6	11,932	28	12,947	11	14,106
5	11,731	6	12,601	29	13,615	37	14,775
6	12,399	2	13,269	13	14,284	32	15,443
7	13,068	3	13,939	16	14,952	34	16,111
8	13,736	1	14,605	12	15,621	41	16,780
9	14,404	3	15,274	14	16,288	48	17,448
10	15,073	1	15,942	10	16,957	46	18,116
11	15,741		16,276	14	17,291	27	18,450
12	15,741	3	16,611	5	17,625	25	18,784
13	16,075	5	16,945	10	17,959	25	19,119
14	16,409		17,279	3	18,294	21	19,453
15	16,744	2	17,613	6	18,628	25	19,787
16	17,078	2	17,948	4	18,962	29	20,121
17	17,412	2	18,282	7	19,296	5	20,456
18 *	17,746	12	18,615	22	19,630	92	20,789
19 *	17,946		18,815	3	19,830	19	20,989
25 *	18,346		19,215		20,230	2	21,389

Bonuses Doctorate 19 at \$ 750 ea  
\* Anniversary Increment No Teachers 1,305 Average Salary \$17,545

**Grossmont**  
**County: San Diego**

Fiscal ADA 26,164 Highest Entry Step 8 Teaching Days 181  
Other Assigned Days New Teachers 3 Returning Teachers 3

I LESS THAN BA		II BA		III BA + C RED		IV BA + 48 OR BA + 40 W MA		V BA + 63 OR BA + 60 W MA		VI BA + 80 W MA	
1	\$ 9,969		\$ 9,966	3	\$ 11,073	19	\$ 12,180	3	\$ 13,288	2	\$
2	9,467		10,519		11,627	24	12,734	3	13,841	1	
3	9,966		11,073		12,180	21	13,288	7	14,395	5	
4	10,464		11,627		12,734	14	13,841	6	14,949	9	16,056
5	10,962		12,180	1	13,288	10	14,395	9	15,502	5	16,610
6	11,461		12,734		13,841	11	14,949	11	16,056	12	17,163
7	11,959		13,288	1	14,395	8	15,502	13	16,610	20	17,163
8	12,457	1	13,841	2	14,949	12	16,056	8	17,163	18	18,270
9	12,956	1	14,395		15,502	1	16,610	12	17,717	14	18,270
10	13,454	11	14,949	5	16,056	2	17,163	10	18,270	12	19,378
11					16,610	3	17,717	7	18,824	9	19,378
12					17,163	11	18,270	7	19,378	14	20,485
13							18,824	7	19,931	17	21,039
14							19,378	26	20,485	55	21,592
19 *	14,155	2	15,650	1	17,864	3	20,079	5	21,186	35	22,293
24 *	14,856	1	16,351		18,565	1	20,780	7	21,887	11	22,994

Bonuses Doctorate 12 at \$3600 ea  
\* Anniversary Increment No Teachers 890 Average Salary \$18,413

**Sweetwater**  
(Salaries Under Negotiation)  
**County: San Diego**

Fiscal ADA 29,174 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR MA + 15		VI BA + 75 OR MA + 30		VII BA + 90 OR MA + 45 OR PHD	
1	\$ 10,526	1	\$ 11,235	4	\$ 11,944	10	\$ 12,653	1	\$ 13,362	2	\$ 14,071	1	\$ 14,780
2	11,043		11,752	4	12,461	7	13,170	4	13,879	5	14,588	1	15,297
3	11,560	3	12,269	5	12,978	25	13,687	23	14,396	13	15,105	5	15,814
4	12,077	4	12,786	9	13,495	19	14,204	19	14,913	19	15,622	5	16,331
5	12,594	1	13,303	4	14,012	14	14,721	13	15,430	13	16,139	6	16,848
6	13,111		13,820	1	14,529	15	15,238	21	15,947	15	16,656	10	17,365
7	13,628	2	14,337		15,046	13	15,755	25	16,464	19	17,173	24	17,882
8	14,145	1	14,854	3	15,563	6	16,272	17	16,981	22	17,690	21	18,399
9	14,662		15,371	1	16,080	5	16,789	21	17,498	10	18,207	23	18,916
10	15,179	1	15,888	1	16,597	5	17,306	8	18,015	9	18,724	17	19,433
11	15,696	3	16,405	3	17,114	3	17,823	6	18,532	12	19,241	13	19,950
12					17,631	19	18,340	8	19,049	9	19,758	16	20,467
13							18,857	20	19,566	13	20,275	12	20,984
14									20,083	35	20,792	98	21,501
19 *									20,600	3	21,309	19	22,018
24 *									21,117	5	21,826	7	22,535
29 *									21,634		22,343	1	23,052

\* Anniversary Increment No Teachers 1,062 Average Salary \$17,636

HIGH SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 25,000 AND OVER

**Alhambra City**

**County: Los Angeles**

Fiscal ADA 10,789 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 1 Returning Teachers

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60 W MA OR BA + 75		VI BA + 75 W/MA	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,430	2	\$ 10,040					\$ 11,230		\$ 12,450	1
2	9,880		10,500	2	11,140	5	11,770	1	12,390	2	13,020
3	10,350		11,000		11,670	2	12,320		12,970		13,630
4	10,860		11,520		12,220	4	12,910	7	13,600	3	14,270
5	11,360	1	12,070		12,800	5	13,510	15	14,240	2	14,960
6	11,900		12,650		13,400	3	14,170	10	14,920	4	15,660
7	12,470	2	13,230		14,030		14,840	11	15,630	5	16,420
8			13,880	2	14,700		15,530	6	16,380	5	17,200
9					15,400	6	16,260	8	17,160	4	18,020
10							17,040	20	17,990	2	18,860
11									18,830	26	19,750
12											20,700
15*	12,720		14,130		15,650	1	17,250	3	19,080	5	20,950
20*	12,970		14,380		15,900		17,540		19,330	3	21,200
25*	13,220		14,630		16,150		17,790	1	19,580	6	21,450

Bonuses: Doctorate 1 at \$ 500 ea  
 \* Anniversary Increment No Teachers 345 Average Salary \$17,456

**Campbell**

(Salaries Under Negotiation)

**County: Santa Clara**

Fiscal ADA 16,355 Highest Entry Step 5 Teaching Days 177  
 Other Assigned Days New Teachers 5 Returning Teachers 3

I AB + 15		II AB + 30		III AB + 45		IV AB + 60		V AB + 75	
I	II	I	II	III	IV	V	VI	V	VI
1	\$ 10,034	3	\$ 10,727	4					
2	10,727	8	11,420	21					
3	11,420		12,115	12					
4	12,115		12,808	7	13,503	5			
5	12,808	1	13,503	9	14,196	9	14,890	6	
6	13,503		14,196	1	14,890	7	15,583	5	16,278
7	14,196		14,890	3	15,583	6	16,278	18	16,972
8	14,890		15,583	1	16,278	5	16,972	5	17,665
9	15,583		16,278		16,972	7	17,665	11	18,360
10	16,278		16,972		17,665	5	18,360	6	19,053
11			17,665		18,360	4	19,053	4	19,747
12			18,360	4	19,053	10	19,747	9	20,441
17*			19,060	4	19,753	2	20,447	11	21,141
22*			19,760		20,453		21,147	3	21,841
27*			20,460		21,153	2	21,847	2	22,541

Bonuses: Masters 212 at \$ 500 ea  
 \* Anniversary Increment No Teachers 500 Average Salary \$18,459

**Chaffey**

(Salaries Under Negotiation)

**County: San Bernardino**

Fiscal ADA 13,998 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA		V BA + 60 OR BA + 45 W/MA		VI BA + 75 OR BA + 60 W/MA	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,885	7	\$ 10,577	5	\$ 11,269	15	\$ 11,961	8	\$ 12,653	2	\$ 13,345
2	10,314	4	11,038	4	11,763	18	12,488	5	13,213	2	13,938
3	10,742		11,500	3	12,258	6	13,015	7	13,773	2	14,531
4	11,171		11,961	1	12,752	11	13,543	4	14,333	5	15,124
5	11,599	1	12,423		13,246	4	14,070	8	14,894	6	15,717
6	12,028		12,894		13,741	2	14,597	4	15,454	9	16,310
7	12,456		13,346		14,235	5	15,124	7	16,014	5	16,903
8	12,885	1	13,807	1	14,729	4	15,652	12	16,574	5	17,496
9	13,313		14,268		15,224	2	16,179	5	17,134	2	18,090
10	13,413	5	14,730	3	15,718	4	16,706	3	17,694	5	18,683
11					16,212	2	17,234	2	18,255	3	19,276
12					16,707	3	17,761	2	18,815	4	19,869
13					17,201	1	18,288	7	19,375	16	20,462
16*							18,588	1	19,775	1	20,862
21*							18,688	1	19,875		20,962
26*							18,788		19,975		21,062

Bonuses: Other 68 at \$ 100 ea Other 47 at \$ 200 ea  
 \* Anniversary Increment No Teachers 572 Average Salary \$17,224

HIGH SCHOOL DISTRICTS--AVERAGE DAILY ATTENDANCE 10,000 TO 24,999

**East Side**  
(Salaries Under Negotiation)

**County: Santa Clara**

Fiscal ADA 22,805 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB+15		III AB+30		IV AB+45		V AB+60 W MA OR AB+65	
I	AB	II	AB+15	III	AB+30	IV	AB+45	V	AB+60 W MA OR AB+65
1	\$ 9,942	10	\$ 10,696	3	\$ 11,446	16	\$ 11,865	6	\$ 12,545
2	10,515	5	11,255	10	11,988	28	12,519	5	13,215
3	11,089	4	11,809	9	12,527	26	13,190	11	13,901
4	11,743	5	12,480	3	13,215	27	14,048	20	14,930
5	12,364	1	13,107	5	13,851	23	14,718	32	15,826
6	12,985		13,739	1	14,489	10	15,390	23	16,329
7	13,606		14,368	1	15,129	12	16,060	21	17,049
8	14,229		14,998	1	15,765	9	16,728	24	17,769
9	14,850		15,627		16,402	5	17,400	15	18,603
10	15,472		16,258		17,040	4	18,070	5	19,437
11	16,094		16,886		17,679	1	18,742	7	20,272
12	16,713		17,514		18,316	4	19,411	10	21,104
16*							20,026	3	21,719
20*							20,641	3	22,334
24*							21,256	1	22,949

Bonuses Masters 355 at \$ 405 ea Doctorate 7 at \$ 593 ea  
\* Anniversary Increment No Teachers 831 Average Salary \$16,996

**El Monte**

**County: Los Angeles**

Fiscal ADA 10,293 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 1

I BA		II BA+17		III BA+34 OR MA		IV BA+51 W MA OR BA+58		V BA+68 W MA	
I	BA	II	BA+17	III	BA+34 OR MA	IV	BA+51 W MA OR BA+58	V	BA+68 W MA
1	\$ 10,904	4	\$ 11,706	6	\$ 12,506	7	\$ 13,310		\$ 14,112
2	11,597	2	12,399	6	13,201	11	14,003	5	14,805
3	12,290	2	13,092	1	13,894	6	14,696	2	15,498
4	12,983		13,785	2	14,587	1	15,389	4	16,191
5	13,676	1	14,478	1	15,280	3	16,082	2	16,884
6	14,369		15,171	1	15,973	2	16,775	3	17,577
7	15,062		15,864		16,666	9	17,468	8	18,270
8	15,755		16,557		17,359	11	18,161	4	18,963
9	16,448	1	17,250		18,052	3	18,854	5	19,656
10	17,141		17,943		18,745	2	19,547	5	20,349
11			18,636		19,438	2	20,240	2	21,042
12			18,636		20,131	5	21,933	9	21,735
13*			18,636	1	20,824	5	21,626	11	22,428
18*					20,834	3	22,319	5	23,121
23*					20,934	1	23,012	5	23,814

\* Anniversary Increment No Teachers 296 Average Salary \$19,072

**Fremont**

**County: Santa Clara**

Fiscal ADA 15,472 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		II AB+30		III AB+45		IV AB+60		V AB+75	
I	AB	II	AB+30	III	AB+45	IV	AB+60	V	AB+75
1	\$ 10,824	1	\$ 11,845	2	\$ 12,613		\$ 13,381		\$ 14,150
2	11,543	1	12,613	6	13,381	3	14,150		14,918
3	12,361	2	13,381	3	14,150	3	14,918		15,686
4	13,129	3	14,150	6	14,918	4	15,686	4	16,454
5	13,897	1	14,918	11	15,686	12	16,454	1	17,223
6	14,666	1	15,686	7	16,454	9	17,223		17,991
7	15,434	4	16,454	6	17,223	8	17,991	11	18,759
8			17,223	3	17,991	9	18,759	12	19,528
9			17,991	7	18,759	8	19,528	12	20,296
10			18,759	9	19,528	5	20,296	12	21,064
11					20,296	3	21,064	5	21,832
12					21,064	10	21,832	15	22,601
16*					21,679	8	22,447	7	23,316
20*					22,294		23,062	4	23,851
24*					22,909		23,677	2	24,446
28*					23,524	3			25,061

Bonuses Masters 231 at \$ 615 ea  
\* Anniversary Increment No Teachers 542 Average Salary \$20,550

**Fullerton**  
**County: Orange**

Fiscal ADA 15,737 Highest Entry Step 9 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA+CRED		II BA+15		III BA+30		IV BA+30 OR MA		V BA+60 OR MA+15		VI BA+60 W/MA OR MA+30	
I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	\$ 11,146	\$ 11,868	\$ 12,597	2	\$ 13,331	\$ 14,411	\$				
2	11,665	12,400	13,143	1	14,094	14,989					
3	12,185	12,934	13,691	2	14,659	15,221	1				
4	12,702	13,465	14,302	3	15,221	16,146	2				
5	13,221	13,997	14,784	5	15,784	16,724	4		17,180	1	
6	13,740	14,533	15,332	3	16,347	17,301	4		17,776	7	
7	14,258	15,065	15,878	8	16,912	17,879	10		18,373	9	
8	14,776	15,599	16,426	1	17,477	18,457	6		18,970	7	
9	15,297	16,131	16,973	5	18,040	19,033	7		19,563	5	
10		16,664	17,522	2	18,606	19,612	9		20,158	10	
11		17,197	18,068	3	19,166	20,188	11		20,755	13	
12			18,615		19,732	20,766	7		21,348	10	
13			19,161	10	20,295	21,344	57		21,944	10	
18*					20,924	21,974	17		22,539	158	
23*					21,555	22,605	1		23,168	63	
28*					22,186	23,235	1		23,799	12	
									24,430	2	
					No Teachers	576	Average Salary		\$20,664		

**Grant**  
**County: Sacramento**

Fiscal ADA 14,643 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA+15		III BA+30		IV BA+30 OR MA		V BA+60 OR MA+15		VI BA+60 W/MA OR MA+15		VII BA+75 W/MA OR MA+30	
I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
1	\$ 9,165	\$ 9,799	\$ 10,431	2	\$ 11,063	\$ 11,895	2	\$ 11,955	\$ 12,330				
2	9,673	10,306	10,941	9	11,571	12,204	2	12,464	12,838				
3	10,183	10,815	11,450	9	12,082	12,713	2	12,972	13,346				
4	10,692	11,324	11,959	8	12,591	13,222	8	13,483	13,858				
5	11,201	11,833	12,466	9	13,100	13,733	10	13,989	14,364	3			
6	11,709	12,343	12,974	4	13,610	14,241	9	14,499	14,873	1			
7	12,221	12,852	13,483	3	14,116	14,751	13	15,008	15,383	4			
8		13,360	13,994	6	14,625	15,259	14	15,517	15,892				
9			14,502	27	15,134	15,768	18	16,028	16,402				
10					15,644	16,276	11	16,535	16,909	4			
11					16,153	16,784	9	17,044	17,419	2			
12						17,295	85	17,554	17,928	1			
13								18,061	18,435	7			
VIII BA+85 W/MA OR MA+25		IX BA+85 W/MA OR MA+45											
VIII	IX	X	XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI
1	\$ 12,567	\$ 12,961											
2	13,097	13,472											
3	13,605	13,980	1										
4	14,114	14,488	2										
5	14,623	14,997	7										
6	15,131	15,506	7										
7	15,640	16,015	5										
8	16,150	16,524	7										
9	16,659	17,034	8										
10	17,168	17,543	10										
11	17,676	18,050	6										
12	18,186	18,560	22										
13	18,695	19,070	11										
14	19,204	19,578	116										
Bonuses		Other		42 at \$ 440 ea		Other		11 at \$ 880 ea		Other		2 at \$1320 ea	
					No Teachers	604	Average Salary		\$16,266				

**Huntington Beach**  
**County: Orange**

Fiscal ADA 23,843 Highest Entry Step 6 Teaching Days... 176  
Other Assigned Days New Teachers 3 Returning Teachers... 2

I BA		II BA+15		III BA+30		IV BA+45 OR MA		V BA+60 W/MA	
I	II	I	II	I	II	I	II	I	II
1	\$ 11,024	2	\$ 11,811	1	\$ 12,599	1	\$ 13,386	7	\$ 14,174
2	11,811	3	12,599	4	13,386	13	14,174	8	14,961
3	12,599	1	13,386	2	14,174	12	14,961	12	15,749
4	13,386	4	14,174	3	14,961	13	15,749	35	16,536
5	14,174		14,961	1	15,749	8	16,536	22	17,323
6	14,961	1	15,749		16,536	13	17,323	34	18,111
7	15,749	1	16,536		17,323	1	18,111	50	18,898
8			17,323	1	18,111	7	18,898	14	19,686
9					18,898	12	19,686	17	20,473
10								93	21,261
11									22,048
16*	16,536		18,111		19,686		21,261	36	22,835
21*	17,323		18,898		20,473		22,048	6	23,623
26*	18,111		19,686		21,261	1	22,835	1	24,411
31*	18,898		20,473		22,048		23,623		25,197

\* Anniversary Increment

823 Average Salary \$19,407

**Kern County**  
**County: Kern**

Fiscal ADA 20,742 Highest Entry Step 6 Teaching Days... 177  
Other Assigned Days New Teachers 3 Returning Teachers... 3

I BA		II BA+30		III BA+45		IV BA+60		V BA+75		VI BA+90	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 11,407	17	\$ 12,676	7	\$ 13,591		\$ 14,326	2	\$ 15,151		\$ 15,976
2	11,946	9	13,214	24	14,039	4	14,864	6	15,689		16,514
3	12,486	18	13,752	23	14,577	9	15,402	3	16,227		17,052
4	13,024	11	14,292	19	15,117	5	15,942	4	16,767	3	17,592
5	13,563	7	14,831	13	15,656	9	16,481	9	17,306	1	18,131
6	14,102		15,369	10	16,194	16	17,019	9	17,844	11	18,669
7	14,641	2	15,908	9	16,733	7	17,558	11	18,383	3	19,208
8	15,181	1	16,447	11	17,272	8	18,097	12	18,922	4	19,747
9	15,720	1	16,984	1	17,809	7	18,634		19,455	3	20,284
10	16,259	3	17,524	9	18,349	7	19,174	9	19,999	5	20,824
11			18,063	8	18,888	5	19,713	5	20,538	5	21,363
12					19,426	7	20,251	6	21,076	5	21,901
13					19,965	20	20,790	29	21,615	43	22,440
14*											23,803

Bonuses Masters

432 at \$ 828 ea Doctorate 3 at \$ 828 ea

\* Anniversary Increment

No Teachers 839 Average Salary \$19,528

**Oxnard**  
**County: Ventura**

Fiscal ADA 12,153 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA + CPED		II BA + 30 OR MA		III BA + 45 W/MA		IV BA + 60 W/MA	
I	II	I	II	I	II	I	II
1	\$ 9,662	5	\$ 10,606	6	\$ 11,550	1	\$ 12,494
2	10,364	1	11,308	16	12,252		13,196
3	11,066	5	12,010	13	12,954	3	13,898
4	11,768	5	12,712	7	13,656	4	14,600
5	12,470	1	13,414	5	14,358	8	15,302
6	13,172	1	14,116	4	15,060	22	16,004
7	13,874	2	14,818	5	15,762	17	16,706
8			15,520	2	16,464	10	17,408
9			16,222		17,166	11	18,110
10			16,924	2	17,868	14	18,812
11			17,626	8	18,570	64	19,514
16*			17,950	2	18,894	21	19,838
19*			18,274	1	19,218	4	20,162
22*			18,598	1	19,542	6	20,486

\* Anniversary Increment

No Teachers 475 Average Salary \$17,215

**Salinas**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA 11,287 Highest Entry Step 5 Teaching Days . . . . . 179  
Other Assigned Days New Teachers 2 Returning Teachers . 2

I AB		II AB + 15		III AB + 30 OR CRED		IV AB + 45 OR MA		V AB + 60 OR MA + 15		VI AB + 75 W/ MA OR MA + 30		
I	II	I	II	I	II	I	II	I	II	I	II	
1	\$ 9,940	1	\$ 10,643	1	\$ 11,247	3	\$ 12,051	1	\$ 12,754	1	\$ 13,458	
2	10,539	1	11,242		11,946	1	12,650	1	13,353	1	14,057	
3	11,138	1	11,841	2	12,545	8	13,248	2	13,952	4	14,656	
4	11,736	1	12,440		13,144	10	13,947	6	14,551	3	15,255	
5	12,335		13,039		13,743	4	14,446	6	15,150	7	15,854	2
6	12,934	1	13,638		14,341	4	15,045	8	15,749	8	16,452	2
7	13,533		14,237		14,940	5	15,644	4	16,348	3	17,051	4
8	14,132	1	14,836		15,539	2	16,243	1	16,947	7	17,650	8
9			15,434		16,138		16,842	2	17,545	3	18,249	6
10			16,033		16,737	2	17,441	1	18,144	4	18,948	3
11					17,336	7	18,040	2	18,743	8	19,447	6
12							18,638	5	19,342	7	20,046	6
13									19,941	19	20,645	18
14 *	14,731	2	16,632		17,935	1	19,236	7	20,540	52	21,243	97

Bonuses Doctorate 5 at \$ 300 ea

\* Anniversary Increment No Teachers 381 Average Salary \$18,390

**San Mateo**  
(Salaries Under Negotiation)  
**County: San Mateo**

Fiscal ADA 13,985 Highest Entry Step 11 Teaching Days 176  
Other Assigned Days New Teachers 6 Returning Teachers . 6

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75		
I	II	I	II	I	II	I	II	I	II	I	II	
1	\$ 10,250	1	\$ 10,998	1	\$ 11,746		\$ 12,494	1	\$ 13,242	1	\$ 13,990	
2			11,746		12,494	1	13,242		13,990		14,738	
3			12,494		13,242	1	13,990		14,738		15,486	1
4			13,242		13,990	1	14,738	1	15,486	2	16,234	1
5			13,990		14,738	1	15,486	3	16,234		16,982	1
6			14,738		15,486	1	16,234	3	16,982	2	17,730	4
7			15,486	4	16,234	1	16,982	2	17,730	2	18,478	5
8					16,982	1	17,730	9	18,478	2	19,226	7
9					17,730		18,478	6	19,226	6	19,974	11
10					18,478	8	19,226	4	19,974	7	20,722	8
11							19,974	6	20,722	5	21,470	14
12							20,722	27	21,470	49	22,218	301

Bonuses Masters Other 144 at \$ 625 ea 192 at \$ 748 ea Doctorate 8 at \$ 625 ea Other 89 at \$ 700 ea

\* Anniversary Increment No Teachers 509 Average Salary \$21,967

**Santa Barbara City**  
**County: Santa Barbara**

Fiscal ADA 12,486 Highest Entry Step 11 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		
I	II	I	II	I	II	I	II	I	II	
1	\$ 9,891	1	\$ 10,484	2	\$ 11,078	2	\$ 11,671	1	\$ 12,265	
2	10,386	1	10,979	1	11,572		12,166		12,858	
3	10,880		11,474	2	12,067	4	12,660		13,452	2
4	11,375		11,968		12,562		13,155	2	14,045	
5	11,869		12,463	1	13,056	5	13,650	4	14,639	8
6	12,364		12,957		13,551	7	14,144		15,232	13
7	12,858		13,452	1	14,045	7	14,639	5	15,826	24
8	13,452		14,045		14,639	4	15,232	3	16,419	13
9	14,045	1	14,639	1	15,232	3	15,826	4	17,013	19
10	14,639	1	15,232	1	15,826	2	16,419	5	17,705	18
11					16,419	6	17,013	5	18,397	23
12					17,013	8	17,606	8	19,090	19
13									19,782	50
A *	14,837	2	15,430	2	17,211	7	17,904	10	19,980	108
B *	15,232		15,825	2	17,606	5	18,199	3	20,375	78
C *	15,826	1	16,419		18,200	2	18,793	2	20,969	31
D *	16,617		17,210		18,991	1	19,584	4	21,760	23

Bonuses Masters 267 at \$ 227 ea Other 1 at \$ 198 ea Other 1 at \$ 593 ea

\* Anniversary Increment No Teachers 574 Average Salary \$18,398

**Santa Rosa City**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 10,349 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB+15		III AB+30		IV AB+30 W/MA		V AB+45		VI AB+45 W/MA		VII AB+60		VIII	
1	\$ 9,985	5	\$ 10,575	1	\$ 11,155	1	\$ 11,655	1	\$ 11,750	1	\$ 12,250	1	\$ 12,330	1	\$ 12,330
2	10,535	3	11,120	11	11,715	11	12,215	1	12,300	1	12,800	1	12,890	1	12,890
3	11,090	1	11,670	5	12,260	5	12,760	1	12,845	1	13,345	2	13,445	2	13,445
4	11,625		12,230	4	12,815	4	13,315	3	13,400	3	13,900	1	13,980	1	13,980
5	12,180	1	12,775	4	13,365	4	13,865	4	13,955	4	14,455	1	14,540	5	14,540
6	12,730		13,310	3	13,910	3	14,410	3	14,505	3	15,005	2	15,090	3	15,090
7	13,285	2	13,870	2	14,455	5	14,955	1	15,050	3	15,550	1	15,640	6	15,640
8			14,425		15,015	2	15,515		15,595	7	16,095	2	16,185	9	16,185
9			14,970	1	15,555	4	16,055		16,150	6	16,650		16,740	7	16,740
10					16,110	2	16,610		16,700	2	17,200	1	17,280	9	17,280
11					16,670	6	17,170		17,250	7	17,750		17,840	7	17,840
12									17,800	8	18,300		18,400	9	18,400
13									18,350	5	18,850	1	18,935	11	18,935
14													19,490	34	19,490
19 *													20,050	16	20,050
24 *													20,585	1	20,585
29 *													21,145		21,145

VIII AB+60 W/MA

VIII	
1	\$ 12,830
2	13,390
3	13,945
4	14,480
5	15,040
6	15,590
7	16,140
8	16,685
9	17,240
10	17,780
11	18,340
12	18,900
13	19,435
14	19,990
19 *	20,550
24 *	21,085
29 *	21,645

Bonuses

Doctorate

7 at \$ 500 ea

\* Anniversary Increment

No Teachers

415

Average Salary

\$17,594

**Sequoia**  
**County: San Mateo**

Fiscal ADA 11,351 Highest Entry Step 12 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB+30		III AB+45		IV AB+60		V AB+75	
1	\$ 10,547	2	\$ 11,603	5	\$ 12,128	1	\$ 12,658	2	\$ 13,185
2	11,074		12,183	1	12,761		13,294	1	14,028
3	11,600		12,763	1	13,294	1	14,132		14,870
4	12,216		13,342	4	14,027		14,668	1	15,713
5	12,683		13,924	2	14,659	3	15,606	1	16,556
6	13,181		14,504	1	15,291	1	16,342	3	17,400
7	13,708	1	15,064	1	15,924	6	17,079	2	18,242
8	14,236		15,664	1	16,556		17,816	5	19,066
9	14,761	1	16,245	2	17,190	2	18,354	3	19,929
10	15,289		16,825	1	17,821	5	19,291	3	20,773
11	15,816		17,406	1	18,456	1	20,027	4	21,618
12	16,342		17,987	1	19,089	10	20,765	8	22,462

Bonuses

Masters

303 at \$ 400 ea

Doctorate

4 at \$ 400 ea

Other

244 at \$ 250 ea

No Teachers

494

Average Salary

\$21,490



**Whittier**  
**County: Los Angeles**

Fiscal ADA 15,016 Highest Entry Step 10 Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 6

I AB		II AB+15		III AB+30		IV AB+45 OR MA		V AB+60 W/MA OR MA+24		
I	II	I	II	III	IV	III	IV	V		
1	\$ 10,261	4	\$ 11,062	2	\$ 11,903	8	\$ 12,724	6	\$ 13,545	1
2	10,774	3	11,595	1	12,416	7	13,237	5	14,058	1
3	11,287	2	12,108	3	12,929	5	13,750	8	14,571	3
4	11,800		12,621	2	13,442	6	14,263	4	15,084	2
5	12,313		13,134	1	13,955	1	14,776	3	15,597	2
6	12,826	1	13,647		14,468	5	15,289	10	16,110	6
7	13,339		14,160		14,981	1	15,802	10	16,623	6
8	13,852		14,673		15,494	2	16,315	8	17,136	3
9	14,365		15,186		16,007	1	16,828	10	17,649	7
10			15,699	1	16,520	7	17,341	19	18,162	11
11					17,033	10	17,854	11	18,675	11
12							18,367	14	19,188	13
13							18,880	11	19,701	7
14							19,393	9	20,214	18
15							19,906	29	20,727	26
18 *							20,522	13	21,343	38
21 *							21,138	18	21,959	47
24 *							21,753	6	22,574	57

Bonuses Doctorate 9 at \$ 667 ea

\* Anniversary Increment No Teachers 526 Average Salary \$18,657

**Acalanes**

Fiscal ADA 8,290 Highest Entry Step 6 Teaching Days . . . 177

**County: Contra Costa**

Other Assigned Days New Teachers 2 Returning Teachers . . . 1

I AB II AB+15		III AB+30 IV AB+45		V AB+60 VI AB+75							
I	II	III	IV	V	VI						
1	\$ 10,045	1	\$ 10,765	3	\$ 11,485	3	\$ 12,205	2	\$ 12,925	1	\$ 13,645
2	10,635		11,375	3	12,095	2	12,815	2	13,535	1	14,255
3	11,265		11,985		12,705	1	13,425		14,145	2	14,865
4	11,875		12,595	2	13,315	2	14,035	4	14,755		15,475
5	12,485		13,205		13,925	3	14,645	6	15,365	2	16,085
6	13,095		13,815	2	14,535		15,255	2	15,975	2	16,695
7	13,705		14,425		15,145	1	15,865	1	16,585	2	17,305
8	14,315	1	15,035		15,755		16,475	1	17,195	2	17,915
9			15,645		16,365	2	17,085	1	17,805	4	18,525
10			16,255		16,975		17,695		18,415		19,135
11					17,585	3	18,305		19,025	1	19,745
12							18,915	6	19,635		20,355
13									20,245	9	20,965
18*											21,880
23*											22,245

\* Anniversary Increment No Teachers 294 Average Salary \$19,272

**Amador Valley**

(Salaries Under Negotiation)

Fiscal ADA 5,566 Highest Entry Step 6 Teaching Days . . . 177

**County: Alameda**

Other Assigned Days New Teachers 1 Returning Teachers . . . 1

I AB II AB+15		III AB+30 IV AB+45		V AB+60 VI AB+75						
I	II	III	IV	V	VI					
1	\$ 10,015	4	\$ 11,311	3	\$ 11,999	1	\$		\$	
2	10,496		11,859	4	12,540	2				
3	10,977	1	12,407	4	13,122	4		13,837	2	
4	11,459		12,955	2	13,703	3		14,452	3	
5	11,940		13,503	3	14,285	1		15,066	6	
6	12,422	1	14,051	3	14,867	3		15,681	6	
7	12,903	1	14,600	2	15,448	2		16,296	1	
8			15,148	2	16,030	1		16,911	2	
9			15,696		16,611	1		17,526	5	
10			16,244	2	17,192			18,141	2	
11			16,792	4	17,774	1		18,755		
12					18,355	3		19,370	6	
16*										20,385
20*										21,385

Bonuses Masters 54 at \$ 400 ea No Teachers 208 Average Salary \$17,366

**Antelope Valley**

(Salaries Under Negotiation)

Fiscal ADA 8,047 Highest Entry Step 5 Teaching Days . . . 177

**County: Los Angeles**

Other Assigned Days New Teachers 3 Returning Teachers . . . 3

I BA II BA+15 OR SPEC CRED		III BA+30 IV BA+45 OR MA		V BA+60 W/ MA OR MA+15 VI BA+45 W/MA OR MA+30							
I	II	III	IV	V	VI						
1	\$ 9,865	5	\$ 11,246	5	\$ 11,937	1	\$ 12,627	1	\$ 13,318		
2	10,457	1	11,147	2	11,838	3	12,529	2	13,219		
3	11,049	1	11,739	2	12,430	2	13,120	5	13,811		
4	11,641	1	12,331	1	13,022	8	13,712	7	14,502		
5	12,233	1	12,923	1	13,614	4	14,304	4	15,093		
6			13,515		14,206	2	14,896	2	15,684		
7			14,107	1	14,798	4	15,488	13	16,277		
8			14,699		15,389	4	16,080	8	16,869		
9			15,291		15,981	3	16,672	7	17,461		
10			15,883		16,573	9	17,264	2	18,053		
11			16,475	1	17,165		17,856	5	18,645		
12					17,757		18,448	3	19,237		
13					18,349		19,039	18	19,829		
18*					18,649	1	19,339	16	20,421		
									20,000	6	20,721

\* Anniversary Increment No Teachers 324 Average Salary \$17,525

HIGH SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 4,000 TO 9,999



**Centinela Valley**  
(Salaries Under Negotiation)  
**County: Los Angeles**

Fiscal ADA		8,886		Highest Entry Step		6		Teaching Days		175			
Other Assigned Days		New Teachers		Returning Teachers		PROGROWTH							
I	BA	III	BA+30	V	BA+60 OR BA+45 W/ MA	VII	BA+75 OR BA+60 W/ MA						
II	BA+15	IV	BA+45 OR MA	VI	BA+75 OR BA+60 W/ MA								
I		II		III		IV		V		VI		VII	
1	\$ 9,804	1	\$ 10,595	6	\$ 11,265	2	\$ 11,995	2	\$ 12,730	\$ 13,461	1	\$	
2	10,388		11,118	2	11,850	6	12,582	1	13,315	14,043			
3	10,976		11,705	3	12,435	4	13,163	2	13,900	14,632	3		
4	11,559		12,291	2	13,021	2	13,753	3	14,484	15,217			
5	12,145		12,876		13,608	5	14,339	2	15,071	15,797	2		
6			13,461	3	14,191	5	14,924	3	15,654	16,386	5		
7			14,045	1	14,778	2	15,510	4	16,239	16,971	6		
8			14,632		15,363		16,097	4	16,825	17,556	1		
9			15,217		15,948		16,680	1	17,410	18,143	9		
10					16,534	1	17,266	2	17,997	18,728	1	18,978	5
11					17,118		17,949		18,582	19,312	2	19,562	4
12					17,703	5	18,437	9	19,166	19,900	6	20,150	47
20*							18,936	2	19,666	20,400	4	20,650	33
25*							19,436	2	20,166	20,900	2	21,150	19
Bonuses		Doctorate Other		3 at \$ 500 ea 11 at \$ 750 ea		Other		31 at \$ 250 ea		Other		14 at \$ 500 ea	
* Anniversary Increment								No Teachers		274		Average Salary \$17,788	

**Escondido**  
**County: San Diego**

Fiscal ADA		6,054		Highest Entry Step		6		Teaching Days		176			
Other Assigned Days		New Teachers		Returning Teachers									
I	BA	III	BA+28	V	BA+56								
II	BA+14	IV	BA+42	VI	BA+70								
I		II		III		IV		V		VI		VII	
1	\$ 10,139		\$ 10,728		\$ 11,318	4	\$ 11,908	1	\$ 12,498	\$ 13,193			
2	10,693		11,283		11,874	2	12,463		13,053	13,750			
3	11,249		11,838		12,428	5	13,019	2	13,609	14,304			
4	11,805	1	12,395	1	12,985	5	13,574	3	14,165	14,860	1		
5	12,361		12,950		13,539	9	14,130	6	14,720	15,415	3		
6	12,914		13,506		14,095	1	14,685	5	15,275	15,972	1		
7	13,470		14,059	1	14,651	5	15,242	3	15,832	16,526	4		
8	14,026		14,616		15,205	2	15,797	3	16,387	17,081	6		
9	14,582	2	15,171	1	15,760		16,351	3	16,942	17,637	8		
10	15,137		15,727		16,316		6,907	1	17,498	18,193	6		
11	15,766		16,281		16,872	2	17,463	1	18,054	18,748	9		
12			16,914		17,427		18,018	1	18,609	19,304	4		
13					18,066	1	18,572	1	19,166	19,859	5		
14					18,066	2	19,216	3	19,718	20,415	5		
15					18,066	1	19,216	1	20,368	21,067	5		
16*	16,324						19,216	4	20,368	21,067	20		
17*			17,472										
18*					18,624								
19*							19,776	1					
20*									20,926	6	21,625	16	
22*			18,033										
23*					19,183								
24*							20,334	1					
25*					19,740				21,485	2	22,182	10	
26*							20,890						
29*							21,450						
30*									22,041		22,742	3	
34*											23,300		
35*													
Bonuses		Masters		99 at \$ 315 ea		Doctorate		1 at \$ 630 ea					
* Anniversary Increment								No Teachers		234		Average Salary \$17,800	

**Eureka City**  
(Salaries Under Negotiation)  
**County: Humboldt**

Fiscal ADA		4,724		Highest Entry Step		6		Teaching Days		176				
Other Assigned Days		New Teachers		Returning Teachers										
I	CRED	III	BA+15	V	BA+45									
II	BA+CRED	IV	BA+30	VI	BA+60 OR BA+45 W/ MA									
I		II		III		IV		V		VI		VII		
1	\$ 8,811		\$ 8,811		\$ 9,516		\$ 10,221	1	\$ 10,926	\$ 11,631		\$ 12,335		
2	9,163		9,163		9,912		10,661		11,410	12,159		12,908		
3	9,516		9,516		10,308		11,102	5	11,988	12,688		13,481		
4	9,868		9,868		10,705		11,542	1	12,379	13,217		14,064		
5	10,221		10,221		11,102		11,983	3	12,864	13,745	1	14,626	2	
6			10,573		11,498		12,424		13,349	14,274	2	15,199	6	
7			10,926		11,885		12,864	2	13,833	14,802	3	15,772	3	
8			11,278		12,291		13,305		14,318	15,331	2	16,344	10	
9			11,631		12,688		13,745		14,802	15,860	2	16,917	4	
10			11,983		13,084		14,186		15,287	16,388		17,490	6	
11			12,335		13,491	3	14,626		15,772	16,917	1	18,063	6	
12									16,256	6	17,446	5	18,635	93
Bonuses														
* Anniversary Increment								No Teachers		180		Average Salary \$16,918		

**Jefferson**  
**County: San Mateo**

Fiscal ADA 8,734 Highest Entry Step 6 Teaching Days 179  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,774	2	\$ 10,397	\$ 11,020	5	\$ 11,643		\$ 12,266	3	\$ 12,889	
2	10,397	1	11,020	11,643	6	12,266	2	12,889	2	13,512	1
3	11,020		11,643	12,266	5	12,889	1	13,512		14,135	
4	11,643		12,266	12,889	7	13,512	3	14,135	2	14,758	2
5	12,266		12,889	13,512	3	14,135	5	14,758	1	15,381	1
6	12,889		13,512	14,135	2	14,758	7	15,381	6	16,004	9
7	13,512		14,135	14,758	2	15,381	2	16,004	2	16,627	6
8	14,135		14,758	15,381	2	16,004	1	16,627	8	17,250	7
9	14,758		15,381	16,004	1	16,627	2	17,250	4	17,873	11
10	15,381		16,004	16,627		17,250	2	17,873	3	18,496	13
11	16,004		16,627	17,250		17,873	1	18,496		19,119	8
12	16,627		17,250	17,873	3	18,496	7	19,119	11	19,742	60
17*	17,250		17,873	13,496	1	19,119		19,742	3	20,365	42
21*	17,873		18,496	19,119		19,742	1	20,365	4	20,988	26
25*	18,496		19,119	19,742		20,365		20,988		21,611	6
29*	19,119		19,742	20,365		20,988		21,611		22,234	2
33*	19,742		20,365	20,988		21,611		22,234		22,857	2
37*	20,365		20,988	21,611		22,234		22,857		23,480	1
41*	20,988		21,611	22,234		22,857		23,480		24,103	

Bonuses Masters 96 at \$ 250 ea  
\* Anniversary Increment No Teachers 321 Average Salary \$17,978

**Los Gatos**  
(Salaries Under Negotiation)  
**County: Santa Clara**

Fiscal ADA 5,030 Highest Entry Step 1 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 1\*

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75		VII AB + 90	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,988	1	\$ 10,711	\$ 11,435	1	\$ 11,934		\$		\$		\$	
2	10,544		11,268	11,991	3	12,490							
3	11,101		11,824	12,548		13,047	2	13,327	1	13,826			
4	11,657		12,381	13,104	1	13,603		13,983	4	14,382		14,774	
5	12,214		12,937	13,661	3	14,160		14,440	1	14,939		15,330	5
6	12,770		13,494	14,217	1	14,716	1	14,996	2	15,495		15,887	3
7	13,327		14,050	14,774		15,273		15,553	1	16,052		16,443	1
8				15,330		15,821		16,109		16,608		17,000	2
9				15,887		16,366		16,666		17,165	1	17,556	
10				16,443	1	16,942		17,222		17,721		18,113	2
11								17,779		18,278		18,669	
12								18,335	2	18,834	1	19,226	2
14*												19,448	1
16*												19,671	3
20*								18,781		19,279		20,116	2

  

VIII AB + 60 W/MA		IX AB + 75		X AB + 75 W/MA	
VIII	IX	VIII	IX	VIII	IX
4	\$ 15,273		\$		\$
5	15,829	2			
6	16,386	1	16,777	17,276	1
7	16,942	1	17,334	17,834	4
8	17,499		17,890	18,391	1
9	18,055	1	18,447	18,945	2
10	18,612	2	19,003	19,502	5
11	19,168	1	19,560	20,058	9
12	19,725	2	19,782	20,281	3
14*	19,947	2	20,005	20,504	13
16*	20,170	2	20,450	20,949	14
20*	20,615	1	20,898	21,394	5
24*			21,341	21,839	2
28*			21,563	22,062	2

\* Anniversary Increment No Teachers 156 Average Salary \$18,530

**Merced**  
(Salaries Under Negotiation)  
**County: Merced**

Fiscal ADA 7,014 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 2

I AB OR LESS		III AB+20		V AB+45 OR MA		VII AB+75 W/MA OR MA+30			
II AB+10		IV AB+30		VI MA+15 OR AB+60					
I	II	III	IV	V	VI	VII	VII		
1	\$ 9,707	2	\$ 10,449	1	\$ 11,531	3	\$ 12,072	\$ 12,613	\$ 13,154
2	10,248	1	10,990	2	11,531	2	12,072	13,154	13,695
3	10,789	1	11,531		12,072	4	13,154	13,695	14,236
4	11,330	1	12,072	1	13,154	2	13,695	14,236	14,777
5	11,871	1	12,613	1	13,154	6	13,695	14,236	15,318
6	12,412		13,154	1	13,695	2	14,236	14,777	15,318
7	12,953		13,695		14,236	2	14,777	15,318	15,859
8	13,494		14,236	1	14,777	2	15,318	15,859	16,400
9			14,777		15,318	3	16,400	16,941	17,482
10					15,859	2	16,941	17,482	18,023
11					16,400	1	17,482	18,023	18,564
12					16,941		18,023	18,564	19,105
13							18,564	19,105	19,646
14							19,105	45	20,187

Bonuses Other 9 at \$ 541 ea

No Teachers 273 Average Salary \$17,202

**Modesto City**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA 8,526 Highest Entry Step 8 Teaching Days 182  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB+24		V AB+36		VII AB+48			
II AB+12		IV AB+24 W/MA		VI AB+36 W/MA					
I	II	III	IV	V	VI	VII	VII		
1	\$ 9,490	2	\$ 9,922	1	\$ 10,452	3	\$ 10,613	\$ 11,078	\$ 11,239
1½	9,703		10,135	3	10,665	1	10,826	11,291	11,452
2	9,916	1	10,348	4	10,878		11,039	11,504	11,665
2½	10,129		10,561		11,091		11,252	11,717	11,878
3	10,342	1	10,774	2	11,304	2	11,465	11,930	12,091
3½	10,555		10,987		11,517	2	11,678	12,143	12,304
4	10,768	1	11,200	1	11,730	1	11,891	12,256	12,517
4½	10,981		11,413		11,943		12,104	12,369	12,730
5	11,194	1	11,626	1	12,156	1	12,317	12,782	12,943
5½	11,407		11,839		12,369		12,530	12,995	13,156
6	11,620	1	12,052		12,582		12,743	13,208	13,369
6½			12,265		12,795		12,956	13,421	13,582
7			12,478		13,008		13,169	13,634	13,795
7½			12,691		13,221		13,382	13,847	14,008
8			12,904		13,434		13,595	14,060	14,221
8½					13,647		13,808	14,273	14,434
9					13,860	2	14,021	14,486	14,647
9½					14,073		14,234	14,699	14,860
10					14,286	1	14,447	14,912	15,073
10½					14,499		14,660	15,125	15,286
11					14,712	1	14,873	15,338	15,499
11½							15,086	15,551	15,712
12								15,764	15,925
12½									16,486
13									16,699
13½									16,912
14									17,125

**Modesto City / County: Stanislaus (Continued)**

VIII IX	AB+48 W/MA AB+60		IX	X XI	AB+60 W/MA AB+72	XII	AB+72 W/MA		XII
3	\$ 12,387	2							
4	12,600								
5	12,813	1	13,470		13,631				
6	13,026		13,683	1	13,844				
7	13,239		13,896		14,057	14,812	1	14,973	
8	13,452		14,109		14,270	15,025		15,186	
9	13,665		14,322		14,483	15,238		15,399	1
10	13,878	1	14,535		14,696	15,451	1	15,612	
11	14,091	1	14,748	2	14,909	15,664	4	15,825	1
12	14,304		14,961		15,122	15,877	1	16,038	2
13	14,517	1	15,174	2	15,335	16,090	5	16,251	1
14	14,730		15,387	1	15,548	16,303	2	16,464	
15	14,943	1	15,600	2	15,761	16,516	5	16,677	2
16	15,156		15,813		15,974	16,729		16,890	1
17	15,369		16,026		16,187	16,942	11	17,103	2
18	15,582		16,239	1	16,400	17,155	4	17,316	1
19	15,795		16,452	4	16,613	17,368	7	17,529	4
20	16,008		16,665		16,826	17,581		17,742	1
21	16,221		16,878	1	17,039	17,794	9	17,955	2
22	16,434		17,091		17,252	18,007		18,168	
23	16,647		17,304	2	17,465	18,220	6	18,381	1
24	16,860		17,517		17,678	18,433	1	18,594	1
25	17,073	2	17,730		17,891	18,646	5	18,807	6
26			17,943		18,104	18,859		19,020	1
27			18,156	5	18,477	19,072	80	19,393	87

Bonuses                      Masters                      45 at \$ 161 ea                      Doctorate                      1 at \$ 449 ea                      Other                      92 at \$ 321 ea

No Teachers                      375                      Average Salary                      \$17,206

**Mountain View-Los Altos  
County: Santa Clara**

Fiscal ADA                      5,864                      Highest Entry Step                      .11                      Teaching Days                      177

Other Assigned Days                      New Teachers                      3                      Returning Teachers                      3

I II	AB AB+15		III IV	AB+30 AB+45	V VI	AB+60 AB+75		V	VI
1	\$ 9,754			\$ 11,364		\$ 12,169	1	\$ 12,974	\$ 13,779
2	10,326			11,936		12,741		13,546	14,351
3	10,898		1	12,508		13,313	1	14,116	14,923
4	11,470		2	13,080		13,885	2	14,690	15,495
5	12,042		1	13,652	4	14,457	3	15,262	16,067
6	12,614			14,224	1	15,029	2	15,834	16,639
7	13,186			14,796	1	15,601	4	16,406	17,211
8	13,758			15,368	1	16,173	2	16,978	17,783
9	14,330			15,940	1	16,745	3	17,550	18,355
10			2	16,512	2	17,317	2	18,122	18,927
11				17,084	10	17,889	5	18,694	19,499
12						18,461	14	19,266	20,071
15*								19,838	20,543
18*								20,410	21,215
21*								20,982	21,787
24*								21,554	22,359
27*								22,126	22,931
30*								22,698	23,503

Bonuses                      Masters                      99 at \$ 489 ea

\* Anniversary Increment                      No Teachers                      293                      Average Salary                      \$19,288

**Petaluma City  
(Salaries Under Negotiation)  
County: Sonoma**

Fiscal ADA                      7,894                      Highest Entry Step                      3                      Teaching Days                      175

Other Assigned Days                      New Teachers                      5                      Returning Teachers                      4

I II	AB AB+15		III IV	AB+30 AB+45	V VI	AB+60 AB+75		V	VI
1	\$ 8,517			\$ 10,554	2	\$ 11,572	1	\$ 12,591	
2	9,025			11,064	6	12,083	6	13,101	
3	9,535			11,572	6	12,591	9	13,610	4
4	10,043			12,083	4	13,101	7	14,120	7
5	10,554	1		12,591	5	13,610	5	14,630	7
6	11,064			13,101	1	14,120	10	15,138	14
7	11,572			13,610	2	14,630	7	15,649	8
8	12,083			14,120	3	15,138	5	16,158	16
9	12,591			14,630		15,649	6	16,667	14
10	13,101		1	15,138	2	16,158	6	17,177	13
11						16,667	7	17,686	10
12								18,196	34
15*	13,611		1	15,648		17,177	5	18,706	45
20*	14,120			16,160	1	17,687		19,216	27

Bonuses                      Masters                      77 at \$ 510 ea                      Doctorate                      at \$1090 ea

\* Anniversary Increment                      No Teachers                      308                      Average Salary                      \$16,365



**Placer**

Fiscal ADA 4,741 Highest Entry Step 6 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 2

**County: Placer**

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR MA + 10		VI AB + 75 OR MA + 25	
I	II	I	II	III	IV	V	VI	V	VI	V <sub>1</sub>	
1	\$ 8,746		\$ 9,621	\$ 10,495		\$ 11,807		\$ 13,119		\$ 14,430	
2	9,183	1	10,057	10,932	7	11,807		13,556	2	14,867	1
3	9,621		10,495	11,370	7	12,244	1	13,994	2	15,305	4
4	10,057	1	10,932	11,807	2	12,681	2	14,430	1	15,742	2
5	10,495		11,370	12,244	3	13,119	4	14,867	3	16,180	4
6	10,932		11,807	12,681	3	13,556	5	15,305	2	16,616	4
7	11,370		12,244	13,119	2	13,994	3	15,742	1	17,054	4
8	11,807		12,681	13,556		14,430	1	16,180	2	17,491	4
9			13,119	13,994		14,867	1	16,616	2	17,929	3
10				14,430	2	15,305	4	17,054	6	18,366	27
11						15,742	2			18,666	15
12										18,966	5
13										19,266	3
18 *											
23 *											
26 *											

\* Anniversary Increment No Teachers 151 Average Salary \$15,673

**San Dieguito**

Fiscal ADA 5,818 Highest Entry Step 6 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 5

**County: San Diego**

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75		VII BA + 36 W/MA	
I	II	I	II	III	IV	V	VI	V	VI	VII			VII
1	\$ 10,266	3	\$ 11,087	\$ 11,908	6	\$ 12,729	4	\$ 13,550	3	\$ 14,371	3	\$	
2	10,882	2	11,703	12,524	9	13,346	4	14,167	3	14,987	1		
3	11,499		12,320	13,141	6	13,962	6	14,783	3	15,603	4		
4	12,115		12,936	13,757	2	14,578	2	15,399	3	16,219	3		
5	12,731		13,552	14,373	1	15,195	5	16,016	3	16,836	4		
6	13,378		14,169	14,990	1	15,811	3	16,632	1	17,451	6		
7			14,785	15,606	1	16,427	2	17,248	3	18,066	16		
8				16,223	2	17,044	1	17,865	2	18,683	8		
9						17,660	1	18,481	1	19,298	8		
10						18,276	1	19,097	2	19,914	6		
11						18,893	1	19,714	3	20,532	44		
20 *								20,614	1	21,432	11		

Bonuses Masters 116 at \$ 518 ea Doctorate 2 at \$ 518 ea  
 \* Anniversary Increment No Teachers 248 Average Salary \$17,898

**San Rafael City**

(Salaries Under Negotiation)

**County: Marin**

Fiscal ADA 4,242 Highest Entry Step 8 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60	
I	II	I	II	III	IV	V	VI	V	VI
1	\$ 9,656		\$ 9,920	\$ 10,706		\$ 11,809		\$ 12,912	
2			10,580	11,337	1	12,438		13,541	
3			11,179	11,966		13,070		14,171	1
4			11,809	12,597		13,699	1	14,799	
5			12,438	13,226		14,326	2	15,431	
6			13,070	13,856		14,958	2	16,060	1
7			13,699	14,486	1	15,587		16,690	3
8			14,326	15,116		16,216		17,322	6
9				15,744		16,849		17,949	3
10					2	17,476		18,592	10
11						18,106	1	19,210	3
12						18,738	3	19,839	18
14 *								20,039	31
17 *								20,339	49
22 *								20,839	16

Bonuses Masters 78 at \$ 380 ea  
 \* Anniversary Increment No Teachers 156 Average Salary \$19,520

**Santa Cruz City**  
(Salaries Under Negotiation)  
**County: Santa Cruz**

Fiscal ADA 6,766 Highest Entry Step 5 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 2

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75		
	I		II		III		IV		V		VI		
1	\$ 9,294		9,852		\$ 10,419		10,985		\$ 11,553		\$ 12,119		
2	9,832		10,930		11,496	6	11,524	1	12,092		12,658		
3	10,372		10,930	1	11,496	1	12,064	1	12,630		13,197		
4	10,912		11,469	2	12,035	2	12,602	2	13,169	2	13,736		
5	11,450		12,007		12,574	2	13,142	2	13,709	2	14,276		
6	11,989	1	12,547		13,114	3	13,681	5	14,248	4	14,815		
7	12,528		13,086	2	13,653	4	14,220	2	14,787	4	15,353		
8					14,192	2	14,759	1	15,326	3	15,892		
9					14,730	1	15,298		15,864	2	16,432		
10					15,296	2	15,837	5	16,403	1	16,970		
11							16,469	5	16,944	2	17,510		
12									17,482	9	18,049		
13											18,587		
											89		
Bonuses		Masters		94 at \$ 475 ea		Other		64 at \$ 265 ea					
										No Teacher	211	Average Salary	\$16,905

**Santa Maria**  
**County: Santa Barbara**

Fiscal ADA 4,635 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I	BA	II	BA + 15	III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 OR MA + 15				
	I		II		III		IV		V				
1	\$ 10,173		10,906	3	\$ 11,641	3	\$ 12,378	1	\$ 13,112				
2	10,765		11,501	1	12,235	2	12,970	4	13,705				
3	11,359		12,094	1	12,828	6	13,564		14,298				
4	11,953		12,688		13,422	6	14,156	4	14,892				
5	12,546		13,282		14,015	3	14,750	1	15,484				
6	13,140		13,874	1	14,609	1	15,344	7	16,078				
7	13,733		14,468		15,203	1	15,937	5	16,672				
8	14,326		15,060		15,796		16,531	1	17,265				
9			15,654		16,389		17,124	5	17,859				
10			16,248	1	16,942	1	17,718	2	18,451				
11					17,576	4	18,312	2	19,045				
12							18,904		19,639				
13									20,346				
										76			
										No Teachers	209	Average Salary	\$17,533

**Shasta**  
(Salaries Under Negotiation)  
**County: Shasta**

Fiscal ADA 5,033 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I	AB	II	AB + 15	III	AB + 30 OR GEN SEC	IV	AB + 45 OR MA	V	AB + 60 OR MA + 15	VI	AB + 75 OR MA + 30		
	I		II		III		IV		V		VI		
1	\$ 9,719	1	\$ 10,367		\$ 11,015	2	\$ 11,663		\$ 12,311		\$ 12,959		
2	10,286		10,934	2	11,582	4	12,230	2	12,878		13,526		
3	10,853		11,501	1	12,149	2	12,797	2	13,445		14,093		
4	11,420		12,068		12,716		13,364	4	14,012	1	14,660		
5	11,987		12,635		13,283	2	13,931	3	14,579	1	15,227		
6	12,554		13,202		13,850	2	14,498	2	15,146		15,794		
7	13,121		13,769		14,417		15,065	4	15,713	4	16,361		
8	13,688		14,336		14,984	2	15,632	3	16,280	1	16,927		
9	14,255		14,903		15,551		16,199	2	16,847	2	17,495		
10	14,822	1	15,470		16,118		16,766	2	17,414	1	18,062		
11					16,685	6	17,333	5	17,981	14	18,629		
12											19,196		
13											19,763		
											59		
Bonuses		Masters		72 at \$ 187 ea		Doctorate		at \$ 249 ea					
										No Teachers	212	Average Salary	\$17,576

\* Anniversary increment



**South Bay**

**County: Los Angeles**

Fiscal ADA 8,765 Highest Entry Step 6 Teaching Days . . .175  
 Other Assigned Days New Teachers 3 Returning Teachers . . . 3

I	AB	II	AB+15	III	AB+30	IV	AB+45 W/MA	V	AB+60 W MA	VI	AB+75 W/MA																																																																								
I		II		III		IV		V		VI																																																																									
1	\$ 11,067	\$ 11,744		\$ 12,421	3	\$ 13,098	1	\$ 13,776		\$ 14,453																																																																									
2	11,703	12,381		13,059	3	13,735		14,413		15,090																																																																									
3	12,340	13,018		13,695		14,372		15,050		15,727																																																																									
4	12,977	13,655		14,332	3	15,009	1	15,686		16,364																																																																									
5	13,614	14,291		14,969	5	15,646	2	16,323		17,001																																																																									
6	14,251	14,928		15,606	5	16,283	2	16,960	2	17,638	3																																																																								
7	14,888	15,565		16,243	3	16,920	1	17,597		18,274																																																																									
8	15,525	16,202		16,879	4	17,557		18,234	3	18,911																																																																									
9		16,839	1	17,516	7	18,194	1	18,871		19,548	3																																																																								
10		17,476	3	18,153	2	18,831	1	19,508	1	20,185	5																																																																								
11				18,790	4	19,467	1	20,145	1	20,822	1																																																																								
12				19,427	6	20,104		20,782		21,459	4																																																																								
13				20,064	5	20,471		21,419		22,096	10																																																																								
14				20,139	1	20,816		21,494		22,171	5																																																																								
15				20,214	5	20,891		21,569	2	22,246	7																																																																								
16				20,289	3	20,966		21,644	5	22,321	8																																																																								
17				20,364	2	21,041	1	21,719		22,396	4																																																																								
18				20,439	3	21,116	1	21,794	1	22,471	5																																																																								
19				20,514	2	21,191		21,869		22,546	3																																																																								
20				20,589	1	21,266		21,944		22,621	3																																																																								
21				20,664	3	21,341		22,019		22,696	8																																																																								
22				20,739	1	21,416		22,094		22,771	2																																																																								
23				20,814	1	21,491		22,169		22,846	4																																																																								
24				20,889	2	21,566		22,244		22,921	9																																																																								
25				20,964		21,641	1	22,319		22,996	11																																																																								
26				21,039	1	21,716		22,394		23,071	7																																																																								
27				21,114	1	21,791		22,469		23,146	7																																																																								
28				21,189		21,866		22,544	1	23,221	2																																																																								
29				21,264		21,941		22,619		23,296	1																																																																								
30				21,339		22,016		22,694		23,371	6																																																																								
Bonuses												Doctorate												4 at \$1600 ea												No Teachers												232												Average Salary												\$20,260											

**Tamalpais**

**County: Marin**

Fiscal ADA 6,566 Highest Entry Step 10 Teaching Days . . .176  
 Other Assigned Days New Teachers Returning Teachers . . .

I	BA	II	BA+15	III	BA+30	IV	BA+45 OR MA+12	V	BA+60 OR MA+24	VI	BA+75 OR MA+36																																																
I		II		III		IV		V		VI																																																	
1	\$ 10,667	\$ 11,262		\$ 11,857		\$ 12,452		\$ 13,047		\$ 13,642																																																	
2	11,262	11,857		12,452		13,047	1	13,642		14,237	2																																																
3	11,857	12,452		13,047	1	13,642		14,237		14,832																																																	
4	12,452	13,047		13,642	1	14,237		14,832		15,427																																																	
5	13,047	13,642		14,237		14,832		15,427		16,022																																																	
6	13,642	14,237		14,832		15,427	1	16,022		16,617	4																																																
7	13,937	14,832		15,427	1	16,022	2	16,617	2	17,212	6																																																
8				16,022	1	16,617	1	17,212	1	17,807	3																																																
9				16,617		17,212	1	17,807	1	18,402	9																																																
10				17,212	1	17,807	1	18,402		18,997	6																																																
11						18,402		18,997		19,592	5																																																
12						18,997	7	19,592	6	20,187	27																																																
15 *								20,187	5	20,782	76																																																
20 *								20,782	2	21,377	42																																																
25 *								21,377	1	21,972	33																																																
* Anniversary Increment												No Teachers												248												Average Salary												\$20,215											

**Tulare County: Tulare**

Fiscal ADA 4,053 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I	AB		III	AD + 30	V	AB + 60			
II	AB + 15		IV	AB + 45	VI	AR + 60 W/MA			
	I		II	III	IV	V		VI	
1	\$ 9,680	1	\$ 10,150	\$ 10,645	2	\$ 11,150	\$ 11,670	\$ 12,210	
2	10,135		10,610	11,100	4	11,605	12,125	12,675	
3	10,580		11,065	11,555	5	12,060	12,580	13,140	
4	11,045	1	11,520	12,010	2	12,515	13,035	13,605	1
5	11,500	1	11,975	12,465	3	12,970	13,490	14,070	
6	11,955		12,430	12,930	3	13,425	13,945	14,535	4
7	12,420		12,885	13,375	4	13,880	14,400	15,000	2
8	12,885	1	13,340	13,830	1	14,335	14,855	15,465	1
9	13,380		13,795	14,285		14,790	15,310	15,930	1
10			14,250	14,740		15,235	15,765	16,395	1
11				15,195	1	15,690	16,280	16,860	3
12				15,650	5	16,145	16,675	17,325	1
13						16,600	17,130	17,790	1
14						17,055	17,585	18,255	5
15							18,040	18,720	20

Bonuses Masters 4 at \$ 540 ea

No Teachers 136 Average Salary \$15,396

**Victor Valley County: San Bernardino**

Fiscal ADA 6,058 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 7 Returning Teachers 7

I	BA		III	BA + 30	V	BA + 60 + MA OR MA + 15			
II	BA + 15		IV	BA + 45 W/MA					
	I		II	III	IV	V			
1	\$ 9,964		\$ 10,661	\$ 11,359	11	\$			
2	10,761	1	11,459	12,156	6	12,854	13,448	14,042	1
3	11,558		12,256	12,953	5	13,651	14,448	15,145	1
4	12,355		13,053	13,750	13	14,448	15,245	15,942	4
5			13,850	14,547	12	15,245	16,042	16,740	7
6			14,647	15,345	9	16,042	16,839	17,537	5
7				16,142	9	16,839	17,636	18,334	7
8				16,939	40	17,636	18,433	19,131	10
9						18,433	19,231	19,928	21
10						19,231	20,028	20,725	35
13*						20,028	20,825	21,522	23
16*						20,825		22,319	12
19*								23,116	9
22*									

\* Anniversary Increment

No Teachers 270 Average Salary \$17,701

**William S. Hart County: Los Angeles**

Fiscal ADA 9,239 Highest Entry Step 4 Teaching Days 177  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I	BA		III	BA + 32	V	BA + 64 W/MA OR MA + 24			
II	BA + 16		IV	BA + 48 OR MA + 8					
	I		II	III	IV	V			
1	\$ 9,876	1	\$ 10,665	\$ 11,454	3	\$ 12,243	\$ 13,032		
2	10,488	3	11,257	12,046	4	12,835	13,624		
3	11,080	1	11,849	12,638	4	13,427	14,216		
4	11,682	1	12,441	13,230	9	14,019	14,808	6	
5	12,244	2	13,033	13,822	13	14,611	15,400	11	
6			13,625	14,414	4	15,203	15,992	5	
7			14,217	15,006	4	15,795	16,584	9	
8				15,598	6	16,387	17,176	4	
9				16,190	6	16,979	17,768	6	
10						17,571	18,360	9	
11						18,163	18,952	13	
12						18,755	19,544	66	

Bonuses Masters Other 147 at \$ 592 ea 15 at \$ 592 ea Doctorate 5 at \$ 592 ea Other 50 at \$ 592 ea

No Teachers 333 Average Salary \$16,980

**Analy**  
**County: Sonoma**

Fiscal ADA<sup>A</sup> 2,432 Highest Entry Step 9 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		III AB + 45		V AB + 75	
II AB + 30		IV AB + 60			
I	II	III	IV	V	
1	\$ 9,951	\$ 10,612	\$ 11,275 1	\$	\$
2	10,612 1	11,275 3	11,939 1		
3	11,275 1	11,939 4	12,604		
4	11,939	12,604 1	13,266 3	13,930 1	
5	12,604	13,266 1	13,930 3	14,590 2	
6	13,266	13,930	14,590	15,254 4	15,917
7	13,930	14,590	15,254	15,917 4	16,582 5
8	14,590	15,254	15,917 1	16,582 3	17,245 2
9	15,254	15,917	16,582	17,245 2	17,908 1
10		16,582	17,245	17,908 1	18,572 2
11			17,908 2	18,572 2	19,234 2
12				19,234 2	19,902 17
19 *					20,252 13
24 *					20,602 4
29 *					20,952 4

Bonuses Masters 32 at \$ 500 ea Doctorate at \$ 500 ea

\* Anniversary Increment No Teachers 93 Average Salary \$17,485

**Anderson**  
**County: Shasta**

Fiscal ADA 1,836 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 2 Returning Teachers 1

I AB		III AB + 30		V AB + 58		
II AB + 15		IV AB + 44		VI AB + 72		
I	II	III	IV	V	VI	
1	\$ 9,777	\$ 10,366 1	\$ 10,956 1	\$ 11,544	\$ 12,133	\$ 12,722
2	10,366	10,956	11,544	12,133	12,722 2	13,311
3	10,956	11,544	12,133	12,722	13,311 3	13,900
4	11,544	12,133	12,722 2	13,311 1	13,900	14,490
5	12,133	12,722	13,311 2	13,900	14,490 1	15,079 3
6		13,311	13,900 1	14,490	15,079 1	15,668 1
7		13,900	14,490 1	15,079 1	15,668 2	16,257
8		14,490 1	15,079 6	15,668 1	16,257	16,846
9				16,257 2	16,846 2	17,435 4
10				16,846	17,435 1	18,023 5
11					18,023 1	18,613 1
12					18,613 1	19,202 2
13						19,790 11
16 *						20,065 7
19 *						20,380 4
22 *						20,585 4

Bonuses Masters 15 at \$ 317 ea

\* Anniversary Increment No Teachers 75 Average Salary \$17,114

**Arcata**  
**County: Humboldt**

Fiscal ADA 2,289 Highest Entry Step 6 Teaching Days  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1	\$ 10,675	\$ 11,321	\$ 11,967 2	\$ 12,613	\$ 13,259
2	11,105	11,811	12,506 3	13,212 1	13,906
3	11,536 1	12,290	13,044 2	13,798 2	14,532 2
4	11,967	12,781	13,583 2	14,396	15,196
5	12,398	13,299	14,121	14,983 1	15,844
6	12,829 1	13,750	14,660 1	15,581	16,491 3
7	13,259	14,229	15,198 1	16,167	17,137 1
8	13,690 2	14,719	15,737	16,766 2	17,783 1
9		15,198	16,275	17,352 2	18,441 4
10			16,814 3	17,951	19,087 4
11				18,549 9	19,734 4
12					20,380 44

No Teachers 96 Average Salary \$18,132

HIGH SCHOOL DISTRICTS—AVERAGE DAILY ATTENDANCE 1,000 TO 3,999

**Brawley**  
**County: Imperial**

Fiscal ADA 1,644 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I	BA	II	BA + 15
1	\$ 9,927		\$ 10,550
2	10,527		11,149
3	11,125		11,747
4	11,724		12,346
5	12,323		12,946
6	12,921		13,544
7			14,142
8			14,740
9			15,340
10			
11			
12			
15*			
20*			

III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 W/MA	
1	\$ 11,172	5		\$ 11,795	1	\$ 12,417
2	11,770	3		12,393	1	13,016
	12,370	1		12,992		13,614
	12,969			13,591		14,214
	13,567	1		14,189	3	14,812
	14,166			14,788	6	15,410
	14,764			15,387	1	16,009
	15,362	1		15,985	3	16,607
	15,962	1		16,584	4	17,207
	16,561			17,183		17,805
	17,159			17,781	4	18,404
	17,757	3		18,380	11	19,002
	18,257			18,980	2	19,502
	18,757			19,380	5	20,002

\* Anniversary Increment

No Teachers 75 Average Salary \$16,220

**Central**  
**County: Fresno**

Fiscal ADA 1,156 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB	II	AB + 30
1	\$ 9,061		\$ 9,507
2	9,507		9,952
3	9,952		10,397
4	10,397		10,844
5	10,844		11,290
6	11,290		11,736
7	11,736		12,182
8			12,629
9			13,073
10			13,519
11			13,967
12			
13			
14			
15*			
20*			
25*			

III	AB + 45	IV	AB + 60	V	AB + 75
1	\$ 9,952		\$ 10,397		\$ 10,844
2	10,397	1	10,844		11,290
3	10,844		11,290		11,736
4	11,290	2	11,736		12,182
5	11,736	1	12,182	1	12,629
6	12,182	3	12,629		13,073
7	12,629	2	13,073		13,519
8	13,073		13,519	2	13,967
9	13,519		13,967		14,411
10	13,967	1	14,411		14,857
11	14,411	1	14,857		15,302
12	14,857	2	15,302	1	15,748
13			15,748	1	16,194
14					16,641
15*					16,741
20*					16,841
25*					16,941

Bonuses Masters 19 at \$ 100 ea

\* Anniversary Increment

No Teachers 51 Average Salary \$14,559

**Central**  
**County: Imperial**

Fiscal ADA 2,431 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	BA	II	BA + 15
1	\$ 9,712		\$ 10,489
2	10,253		11,030
3	10,794		11,569
4	11,333		12,108
5	11,872		12,649
6	12,411		13,187
7	12,951		13,727
8			14,267
9			
10			
11			
12			
15*	13,490		14,806
20*	14,029		15,345

III	BA + 30	IV	BA + 45 OR MA	V	BA + 60 W/MA OR MA + 15	VI	BA + 75 W/MA OR MA + 30
1	\$ 11,265	2	\$ 12,041	1	\$ 12,816		\$ 13,593
2	11,806	1	12,580		13,358		14,132
3	12,344	1	13,121	2	13,897		14,672
4	12,884	2	13,660	3	14,435	1	15,211
5	13,424		14,199	3	14,976		15,751
6	13,963		14,739	3	15,514		16,290
7	14,504	2	15,278	4	16,053	1	16,830
8	15,043		15,818	5	16,595		17,370
9	15,581	2	16,358	6	17,134		17,911
10			16,898	8	17,675		18,450
11					18,213	1	18,988
12							19,527
15*	16,120		17,437	5	18,752	1	20,066
20*	16,659		17,976	2	19,291		20,605

Bonuses Doctorate 1 at \$ 300 ea Other 2 at \$ 704 ea Other 2 at \$ 1797 ea

\* Anniversary Increment

No Teachers 92 Average Salary \$16,866

High School Districts

1,000 - 3,999 ADA / 315

**Delano**  
(Salaries Under Negotiation)  
**County: Kern**

Fiscal ADA 2,077 Highest Entry Step 5 Teaching Days 178  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		III BA + 45		V BA + 75	
II BA + 30		IV BA + 60			
I	II	III	IV	V	
1	\$ 9,784	\$ 10,762	\$ 11,252	\$ 11,741	\$ 12,230
2	10,244	11,222	11,711	12,201	12,690
3	10,704	11,682	12,171	12,660	13,150
4	11,164	12,142	12,631	13,120	13,610
5	11,623	12,602	13,091	13,580	14,069
6	12,083	13,062	13,551	14,040	14,529
7	12,543	13,521	14,011	14,500	14,989
8		13,981	14,471	14,960	15,449
9		14,441	14,930	15,420	15,909
10		14,901	15,390	15,879	16,369
11		15,361	15,850	16,339	16,829
12		15,821	16,310	16,799	17,289
13		16,281	16,770	17,259	17,748
14			17,230	17,719	18,208
15				18,179	18,668
20*					19,118
25*					20,018

Bonuses Masters 25 at \$ 500 ea No Teachers 84 Average Salary \$15,955

\* Anniversary Increment

**Dinuba**  
**County: Tulare**

Fiscal ADA 1,104 Highest Entry Step 21 Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers .2

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45		VI AB + 75	
I	II	III	IV	V	VI
1	\$ 9,370	\$ 9,960	\$ 10,555	\$ 11,150	\$ 11,745
2	9,665	10,255	10,860	11,455	12,030
3	9,960	10,555	11,150	11,745	12,340
4	10,305	10,895	11,495	12,090	12,680
5	10,635	11,230	11,835	12,425	13,025
6	10,990	11,590	12,170	12,770	13,360
7	11,330	11,925	12,520	13,110	13,705
8	11,675	12,270	12,855	13,455	14,045
9		12,610	13,200	13,800	14,385
10			13,545	14,140	14,730
11			13,890	14,470	15,070
12				14,820	15,420
13					15,755
14					16,350
15					16,690
16					17,035
17					17,700
18					18,040
19					18,370
21*				15,495	16,425
				15,820	16,755
				16,155	17,090

\* Anniversary Increment No Teachers 43 Average Salary \$14,815

**El Dorado**  
(Salaries Under Negotiation)  
**County: El Dorado**

Fiscal ADA 3,420 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA		III BA + 30		V BA + 54 OR MA + 12	
II BA + 15		IV BA + 42 OR MA		VI BA + 66 OR MA + 24	
I	II	III	IV	V	VI
1	\$ 9,010	\$ 9,598	\$ 10,187	\$ 10,716	\$ 11,246
2	9,491	10,080	10,668	11,196	11,721
3	9,973	10,561	11,150	11,679	12,209
4	10,454	11,043	11,631	12,161	12,691
5	10,936	11,524	12,113	12,642	13,172
6	11,417	12,006	12,594	13,124	13,654
7	11,899	12,487	13,076	13,605	14,135
8		13,076	13,557	14,087	14,617
9			14,039	14,569	15,099
10				15,050	15,580
11					16,061
12					16,542
13					17,023
14					17,504
15					17,985

\* Anniversary Increment No Teachers 142 Average Salary \$14,840

**Elsinore**  
(Salaries Under Negotiation)  
**County: Riverside**

Fiscal ADA	1,856	Highest Entry Step	5	Teaching Days	175
Other Assigned Days		New Teachers	3	Returning Teachers	3

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 W MA OR MA + 15		VI AB + 75 W MA OR MA + 30	
1	\$ 9,619	1	\$ 10,100	2	\$ 10,581	3	\$ 11,062	1	\$ 11,543	1	\$ 12,024
2	9,986		10,485		11,014	3	11,543	2	12,072	2	12,601
3	10,292		10,869		11,447	2	12,024		12,601		13,178
4	10,629	1	11,254	1	11,879	2	12,505	4	13,130	1	13,755
5	10,966		11,639		12,312	3	12,986	3	13,659		14,332
6	11,302		12,024		12,745	2	13,467	1	14,188		14,909
7	11,639		12,409		13,178	2	13,948	1	14,717		15,487
8			12,793		13,611		14,429		15,246		16,064
9					14,044	4	14,909	2	15,775	1	16,641
10							15,390	11	16,304		17,218
11									6,83	1	17,795
12											18,372

No Teachers 79 Average Salary \$13,968

**Fallbrook**  
**County: San Diego**

Fiscal ADA	1,820	Highest Entry Step	6	Teaching Days	3
Other Assigned Days		New Teachers	3	Returning Teachers	3

I BA		II BA + 12		III BA + 24		IV BA + 36		V BA + 48		VI BA + 60	
1	\$ 10,920	3	\$ 11,606	2	\$ 12,292	2	\$ 12,978	1	\$ 13,664	1	\$ 14,350
2	11,503		12,199	2	12,875	5	13,561		14,247		14,933
3	12,086		12,772	3	13,458		14,144		14,830		15,516
4	12,669	1	13,355	1	14,041	1	14,727		15,413		16,099
5	13,252		13,938	1	14,624	1	15,310	3	15,996		16,682
6	13,835		14,521		15,207	1	15,893		16,579		17,265
7	14,418		15,104		15,790	1	16,476	1	17,162		17,948
8	15,001		15,687		16,373	1	17,059	1	17,745		18,431
9	15,584		16,270		16,956		17,642		18,328	1	19,014
10	16,167		16,853		17,539	1	18,225		18,911		19,597
11	16,750		17,436		18,122		18,808	1	19,494	1	20,180
12*	17,333		18,019		18,705		19,391	1	20,077	1	20,763
20*	17,916		18,602		19,288		19,974		20,660	2	21,346

Bonuses Masters 31 at \$ 300 ea No Teachers 91 Average Salary \$17,877

\* Anniversary Increment

**Fortuna**  
**County: Humboldt**

Fiscal ADA	1,209	Highest Entry Step	5	Teaching Days	176
Other Assigned Days		New Teachers	3	Returning Teachers	3

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60 OR AB + 45 W MA		VI AB + 70 OR AB + 60 W MA	
1	\$ 10,008		\$ 10,690		\$ 11,352		\$ 12,036		\$ 12,708		\$ 13,380
2	10,500		11,184		11,856	2	12,528		13,200		13,884
3	11,004		11,676		12,360		13,032		13,704		14,376
4	11,508		12,180		12,852	1	13,536		14,208		14,880
5	12,000		12,684		13,356		14,028		14,700		15,384
6			13,176		13,890	1	14,532		15,204	1	15,876
7					14,352		15,036		15,708	1	16,380
8					14,856		15,528		16,200	1	16,884
9					15,360		16,032		16,704		17,376
10					15,852		16,536		17,208		17,880
11					16,356		17,028		17,700	3	18,384

No Teachers 52 Average Salary \$17,325

**Gonzales**  
(Salaries Under Negotiation)  
**County: Monterey**

Fiscal ADA 1,015 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75		
1	\$ 9,758	1	\$ 10,668	3	\$ 10,978	3	\$ 11,588	1	\$ 12,198	1	\$ 12,808	2
2	10,368	1	10,978	1	11,588	1	12,198	1	12,808		13,418	
3	10,978	1	11,588		12,198	1	12,808	1	13,418		14,028	1
4	11,588		12,198		12,808		13,418	2	14,028		14,638	1
5	12,198		12,808		13,418	1	14,028		14,638	1	15,248	
6	12,808	1	13,418		14,028		14,638	2	15,248	1	15,857	
7	13,418		14,028		14,638		15,248		15,857		16,467	2
8			14,638		15,248		15,857		16,467		17,077	2
9					15,857		16,467	2	17,077		17,687	
10							17,077	1	17,687		18,297	3
11									18,297	1	18,907	1
12											19,517	3
15*											20,127	1
18*											20,737	1
21*											21,347	2
24*											21,956	5

Bonuses Masters 19 at \$ 300 ea Doctorate 1 at \$ 600 ea

\* Anniversary Increment No Teachers 50 Average Salary \$15,571

**Hanford**  
**County: Kings**

Fiscal ADA 2,944 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 6 Returning Teachers 6

I BA		II BA + 15		III BA + 30 OR CRED		IV BA + 45		V BA + 60		
1	\$ 9,845	1	\$ 10,285		\$ 10,725	2	\$ 11,165	1	\$ 11,605	1
2	10,285	1	10,725	1	11,165	4	11,605	1	12,045	3
3	10,725		11,165	2	11,605	2	12,045	4	12,485	1
4	11,165	1	11,605		12,045	2	12,485	1	12,925	1
5	11,605		12,045		12,485	1	12,925	2	13,365	1
6	12,045		12,485	1	12,925	2	13,365	4	13,805	5
7	12,485	1	12,925		13,365	1	13,805	1	14,245	1
8			13,365		13,805		14,245	2	14,685	3
9			13,805		14,245	1	14,685	2	15,125	2
10			14,245		14,685		15,125	3	15,565	5
11					15,125		15,565		16,005	3
12					15,565	2	16,005		16,445	4
13							16,445	2	16,885	2
14							16,885	1	17,325	3
15									17,765	6
16									18,205	24

Bonuses Masters 29 at \$ 300 ea Doctorate 1 at \$ 440 ea Other 2 at \$ 440 ea  
Other 8 at \$2295 ea

No Teachers 114 Average Salary \$15,168

**Healdsburg**  
(Salaries Under Negotiation)  
**County: Sonoma**

Fiscal ADA 1,696 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB + 15		III AB + 30		IV AB + 45 OR MA		V AB + 60 OR MA + 15		
1	\$ 8,960		\$ 9,578		\$ 10,176		\$ 10,774	2	\$ 11,372	1
2	9,531	1	10,129		10,727	2	11,325		11,923	
3	10,082		10,680		11,278	1	11,876		12,474	1
4	10,633		11,231		11,829	2	12,427	1	13,025	
5	11,184		11,782		12,380	1	12,978		13,576	1
6	11,735		12,333		12,931		13,529	1	14,127	
7	12,286		12,884		13,482		14,080	1	14,678	3
8	12,837		13,435		14,033	1	14,631	1	15,229	1
9			13,986	1	14,584		15,182		15,780	1
10					15,135	2	15,733	1	16,331	3
11							16,284	3	16,882	3
12									17,433	2
13									17,984	14
17*			14,537	1	15,586	1			18,535	7
22*									19,086	4
27*									19,637	3

\* Anniversary Increment No Teachers 67 Average Salary \$15,990

**King City**

**County: Monterey**

Fiscal ADA

1,128

Highest Entry Step

6

Teaching Days

175

Other Assigned Days

New Teachers

2

Returning Teachers

2

VII AB+60 OR MA+15

I AB+PART CRED  
II AB+PART CRED W/MA

III AB+CRED  
IV AB+CRED W/MA

V AB+45 OR MA  
VI AB+45 W/MA

	I	II	III	IV	V	VI	VII	VIII
1	\$ 10,018	\$ 10,318	\$ 11,418	2	\$ 11,718	\$ 12,106	\$ 12,406	\$ 12,603
2	10,419	10,719	11,875	1	12,175	12,590	12,890	13,107
3	10,835	11,135	12,350	1	12,650	13,094	13,394	13,631
4	11,269	11,569	12,844		13,144	13,618	13,918	14,177
5	11,730	12,030	13,357		13,657	14,162	14,462	14,744
6			13,892	2	14,192	14,729	15,029	15,333
7			14,447		14,747	15,318	15,618	15,947
8						15,931	16,231	16,585
9						16,568	16,868	17,240
10								17,538
11								18,655

VIII AB+60 W/MA  
IX AB+75 OR MA+30

X AB+75 W/MA

	VIII	IX	X
1	\$ 12,903	\$ 12,964	\$ 13,284
2	13,407	13,503	13,803
3	13,931	14,043	14,343
4	14,477	14,605	14,905
5	15,044	15,189	15,489
6	15,633	15,797	16,097
7	16,247	16,429	16,729
8	16,885	17,086	17,386
9	17,548	17,769	18,069
10	18,238	18,480	18,780
11	18,955	19,219	19,519
12		19,968	20,288
13		20,788	21,088
14		21,619	21,919
15		22,484	22,784

Bonuses

Masters

11 at \$ 300 ea

No Teachers

47

Average Salary

\$17,810

**Lassen**

**County: Lassen**

Fiscal ADA

1,109

Highest Entry Step

12

Teaching Days

175

Other Assigned Days

New Teachers

2

Returning Teachers

2

I AB  
II AB+15

III AD+30  
IV AB+45

V AB+60 OR MA

	I	II	III	IV	V
1	\$ 9,135	\$ 9,655	\$ 10,175	1	\$ 10,694
2	9,655	10,175	10,694	2	11,214
3	10,175	10,694	11,214	1	11,734
4	10,694	11,214	11,734	1	12,254
5		11,734	12,254	3	12,773
6		12,254	12,273	2	13,293
7			13,293	1	13,813
8			13,813		14,333
9			14,333	1	14,852
10			14,852	1	15,372
11				3	15,892
12				5	16,412
					16,931

Bonuses

Other

9 at \$ 300 ea

No Teachers

52

Average Salary

\$14,734



**Lemoore**  
(Salaries Under Negotiation)  
**County: Kings**

Fiscal ADA 1,668 Highest Entry Step 7 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB+30		III AB+45		IV AB+60		V AB+75	
1	\$ 9,305	2	\$ 10,247	1	\$ 10,744	1	\$ 11,310		
2	9,665	4	10,181		11,104		11,670		
3	10,025	1	10,541	4	10,967		11,464		12,030
4	10,385		10,901		11,327	5	11,924	1	12,390
5	10,811		11,327		11,733		12,250		12,816
6	11,237	2	12,179	1	12,676	1	13,242	1	13,816
7	11,663		12,605		13,102	2	13,668	3	14,232
8	12,089		13,031	2	13,528	2	14,094	1	14,660
9	12,575		13,517		14,014		14,580	1	15,146
10	13,061	1	14,003	1	14,500	1	15,066	1	15,632
11			14,489		14,986		15,552	2	16,116
12			14,975		15,472		16,038	4	16,604
13			15,577	3	16,034		16,600	1	17,176
14					16,596	4	17,162	2	17,724
15							17,724	21	

Bonuses Masters 28 at \$ 300 ea Other 17 at \$ 247 ea  
No Teachers 80 Average Salary \$14,497

**Liberty**  
(Salaries Under Negotiation)  
**County: Contra Costa**

Fiscal ADA 1,293 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB		II AB+15		III AB+30		IV AB+30 W MA OR AB+45		V AB+45 W/MA OR AB+60		VI AB+60 W/MA OR AB+75	
1	\$ 9,879		\$ 10,497	1	\$ 11,116	2	\$ 11,734	1	\$ 12,352		\$ 12,970
2	10,497		11,116		11,734	2	12,352		12,970		13,588
3	11,116		11,734		12,352	3	12,970	2	13,588		14,207
4	11,734		12,352		12,970	2	13,588		14,207		14,825
5	12,352		12,970		13,588		14,207		14,825	2	15,443
6	12,970		13,588		14,207		14,825		15,443	2	16,061
7	13,588		14,207		14,825		15,443	1	16,061		16,679
8	14,207		14,825		15,443		16,061		16,679	2	17,297
9			15,443		16,061		16,679		17,297		17,916
10			16,061		16,679		17,297		17,916		18,534
11			16,679		17,297		17,916		18,534		19,152
12			17,297		17,916	3	18,534		19,152		19,770
											27

No Teachers 58 Average Salary \$17,041

**Nevada**  
**County: Nevada**

Fiscal ADA 2,373 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		II BA+15		III BA+30		IV BA+45		V BA+60	
1	\$ 8,854		\$ 9,569	1	\$ 10,321	5	\$ 11,075	2	\$ 11,828
2	9,318		10,071	2	10,824	4	11,578	1	12,330
3	9,818	3	10,573	1	11,325	5	12,080		12,832
4	10,321		11,075		11,828	1	12,582	3	13,335
5	10,825		11,578		12,330	2	13,085	1	13,837
6	11,325		12,080		12,832	2	13,586	3	14,340
7	11,828		12,582		13,335	2	14,089	2	14,841
8	12,330	1	13,085		13,837	1	14,592	3	15,344
9	12,838		13,586		14,340		15,200		15,947
10			14,089	1	14,841		15,596		16,348
11					15,344		16,098	2	16,851
12							16,601	2	17,353
13									17,855
									38

Bonuses Masters 37 at \$ 560 ea Doctorate 2 at \$ 800 ea  
No Teachers 101 Average Salary \$14,843

**Oakdale**

**County: Stanislaus**

Fiscal ADA 1,993 Highest Entry Step 9 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,977		\$ 10,478		\$ 10,977	2	\$ 11,476	2	\$ 11,975	1	\$ 12,474
2	10,478	1	10,977	1	11,476	1	11,975	1	12,474		12,973
3			11,476	1	11,975	5	12,474		12,973		13,472
4			11,975	1	12,474	3	12,973	2	13,472		13,971
5					12,973	4	13,472	1	13,971	2	14,470
6					13,472		13,971		14,470	1	14,969
7					13,971	3	14,470	1	14,969	1	15,467
8							14,969	3	15,467		15,966
9							15,467	2	15,966		16,465
10							15,966	5	16,465	1	16,964
11									16,964	6	17,463
12											17,962
13											18,461
14											18,960
											24

Bonuses Masters 20 at \$ 499 ea

No Teachers 87 Average Salary \$15,863

**Oroville**

**County: Butte**

Fiscal ADA 2,703 Highest Entry Step 9 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 4

I BA		II BA + 15		III BA + 30 OR MA		IV BA + 45 OR MA + 15		V DA + 60 OR MA + 30	
I	II	I	II	I	II	I	II	I	II
1	\$ 10,432		\$ 10,978		\$ 11,526	1	\$ 12,073		\$ 12,619
2	10,909		11,494		12,032	2	12,579	1	13,126
3	11,445		11,991		12,539	2	13,084	2	13,631
4	11,951		12,497		13,044	3	13,590	4	14,139
5	12,456		13,003		13,551	3	14,097	4	14,644
6	12,960		13,509		14,057	1	14,603	1	15,152
7			14,015		14,560		15,108	2	15,656
8			14,522		15,068		15,616	1	16,161
9			15,027		15,574		16,122		16,668
10			15,533	1	16,081		16,628		17,173
11					16,586		17,133	3	17,681
12					17,093	1	17,640		18,186
13					17,599	1	18,146		18,693
14							18,652	4	19,198
15									19,706
18 *									20,006
20 *									20,306

\* Anniversary Increment

No Teachers 104 Average Salary \$17,337

**Perris**

**County: Riverside**

Fiscal ADA 2,122 Highest Entry Step 7 Teaching Days 175  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA + 15		III BA + 30		IV BA + 45 OR MA + 30		V BA + 60 OR MA + 45		VI BA + 75 OR MA + 60	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,747	1	\$ 11,292	3	\$ 11,837	5	\$ 12,381	1	\$ 12,927	1	\$ 13,471
2	11,299	2	11,844	1	12,389		12,933	1	13,479	1	14,024
3	11,852	1	12,397	1	12,939	2	13,495	3	14,029	1	14,575
4	12,405		12,948		13,492	1	14,037		14,581	1	15,126
5	12,956		13,499		14,045	1	14,598	1	15,135	2	15,675
6	13,507		14,052		14,597	3	15,142	2	15,685	1	16,229
7	14,058	1	14,603		15,148	1	15,694		16,238		16,781
8	14,611	2	15,153		15,699		16,244	1	16,790	2	17,332
9	15,163		15,707		16,252	2	16,796		17,340	1	17,884
10	15,713		16,258		16,803		17,350	2	17,890	1	18,437
11	16,267		16,811		17,355		17,899	1	18,444	2	18,989
12	16,817		17,362		17,908		18,450	1	18,995	2	19,540
13	17,368		17,914	1	18,458	4	19,003	3	19,546	3	20,092
16 *											20,342
18 *											20,592
20 *											20,842

\* Anniversary Increment

No Teachers 93 Average Salary \$16,123

High School Districts 1,000 - 3,999 ADA / 321

**Porterville**  
(Salaries Under Negotiation),  
**County: Tulare**

Fiscal ADA 3,882 Highest Entry Step 4 Teaching Days 175  
Other Assigned Days New Teachers 8 Returning Teachers 7

I AB		II AB+15		III AB+30		IV AB+45		V AB+60		VI AB+70	
1	\$ 9,095	2	\$ 9,741	2	\$ 10,388	2	\$ 11,033	2	\$ 11,680	1	\$ 12,327
2	9,435		10,081		10,728	2	11,374	1	12,020		12,667
3	9,775	1	10,421		11,068	2	11,714	4	12,361		13,007
4	10,116		10,761		11,408		12,054	5	12,701	2	13,348
5	10,456		11,102	2	11,748	2	12,394	3	13,041	3	13,688
6	10,796		11,442	1	12,089	1	12,734	4	13,381		14,028
7	11,136		11,782		12,429		13,075	1	13,721	1	14,368
8	11,476		12,122		12,769		13,415	1	14,062	1	14,708
9			12,462		13,109		13,755		14,402		15,049
10			12,803		13,449		14,095	2	14,742		15,389
11					13,790	1	14,435		15,082	1	15,729
12					14,130	2	14,776		15,422		16,069
13							15,116	1	15,763		16,409
14									16,103		16,750
15									16,443	1	17,090
20*									16,783	1	17,430
25*									17,123		17,770

\* Anniversary Increment

No. Teachers 141 Average Salary \$14,971

**Red Bluff**  
**County: Tehama**

Fiscal ADA 1,757 Highest Entry Step 10 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		II BA+15		III BA+30		IV BA+42		V BA+54		VI BA+66	
1	\$ 9,099		\$ 10,309		\$ 10,919	2	\$ 11,521		\$ 12,123		\$ 12,725
2	10,191		10,801		11,411		12,021	1	13,615	1	14,225
3	10,683		11,293		11,903	1	12,513		13,123	1	14,717
4	11,175		11,785		12,395		13,005		13,615	1	15,209
5	11,667		12,277		12,887		13,497		14,107	4	15,701
6	12,159		12,769		13,379		13,989		14,599		16,193
7	12,651		13,261		13,871		14,481	1	15,091		16,685
8	13,143		13,753		14,363		14,973	1	15,583		17,177
9	13,635		14,245		14,855		15,465		16,075	2	17,669
10	14,127		14,737		15,347		15,957		16,567		18,161
11			15,229	2	15,839		16,449		17,059		18,653
12					16,331	1	16,941		17,551		19,145
13					16,823		17,433	5	18,043	3	19,635
16*											20,127
19*											20,619
22*											21,111
25*											21,603

Bonuses Masters 24 at \$ 315 ea

\* Anniversary Increment

No. Teachers 74 Average Salary \$17,335

**Roseville**  
(Salaries Under Negotiation)  
**County: Placer**

Fiscal ADA 3,264 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB+30		II AB+45		III AB+60		IV AB+75	
1	\$ 10,009	3	\$ 10,269		\$ 10,996		\$ 11,702
2	10,481	3	10,857	2	11,573	1	12,240
3	10,953	5	11,442	3	12,158	2	12,875
4	11,426	3	12,029	3	12,745	2	13,462
5	11,899		12,615	1	13,332		14,047
6	12,485		13,102	1	13,918	4	14,634
7	13,070	1	13,787	4	14,504	3	15,221
8			14,960	7	15,090	4	15,807
9					15,676	1	16,393
10					16,263	3	16,979
11							17,566
12							18,153
16*			15,385		16,743		18,693
19*			15,810	1	17,223		19,233
22*			16,235		17,703		19,778

Bonuses Masters 37 at \$ 325 ea

\* Anniversary Increment

No. Teachers 131 Average Salary \$15,744

**San Benito**  
(Salaries Under Negotiation)  
**County: San Benito**

Fiscal ADA 1,600 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB+CRED		II AB+30		III AB+42		IV AB+54 OR MA		V AB+54 W/MA OR MA+12		VI AB+66 W/MA OR MA+24	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,730	2	\$ 10,307		\$ 10,882		\$ 11,459		\$ 12,034		\$ 12,611
2	10,307		10,882	1	11,459	1	12,034	2	12,611		13,187
3	10,882		11,459		12,034	1	12,611	1	13,187		13,763
4	11,459		12,034	1	12,611	3	13,187	1	13,763	1	14,339
5	12,034	1	12,611		13,187	3	13,763		14,339		14,915
6	12,611		13,187	1	13,763		14,339	1	14,915	2	15,491
7			13,763		14,339		14,915		15,491	1	16,067
8			14,339	1	14,915		15,491	1	16,067		16,643
9					15,491		16,067	3	16,643		17,219
10					16,067	1	16,643		17,219	2	17,794
11							17,219	2	17,794	1	18,372
12									18,372	10	18,947
13											19,525
13											19,525

Bonuses Doctorate 1 at \$ 577 ea Other 6 at \$ 578 ea

No Teachers 70 Average Salary \$16,133

**Santa Paula**  
**County: Ventura**

Fiscal ADA 1,365 Highest Entry Step 6 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA+6		II BA+12		III BA+18		IV BA+24		V BA+30		VI BA+36		VII BA+42	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,158	2	\$ 10,338	1	\$ 10,523		\$ 10,707	3	\$ 10,894		\$ 11,078	2	\$ 11,260
2	10,637		10,821		11,003	1	11,187	1	11,375	1	11,559	1	11,746
3	11,117		11,301		11,484		11,669		11,859		12,047		12,237
4	11,597		11,781		11,966	1	12,150		12,342		12,537		12,732
5	12,076		12,262		12,447		12,629		12,833		13,029		13,232
6					12,926		13,112		13,319		13,526		13,733
7					13,408		13,590		13,806	2	14,028		14,245
8											14,531	2	14,760
9													15,279
9													15,279

VIII BA+48		IX BA+54		X BA+60		XI BA+66		XII BA+72		XIII BA+78		XIV BA+84	
I	II	I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 11,446		\$ 11,630		\$ 11,814		\$ 11,998		\$ 12,182		\$ 12,366		\$ 12,550
2	11,932		12,119		12,305		12,489	1	12,674		12,862		13,059
3	12,425		12,615		12,805		12,992		13,182		13,372		13,569
4	12,925		13,118		13,312	1	13,506		13,700		13,894		14,090
5	13,432		13,630		13,833		14,034		14,232		14,432		14,631
6	13,944	2	14,153		14,360	1	14,570	2	14,778	1	14,985		15,193
7	14,463		14,680		14,900	1	15,117		15,334	1	15,550	1	15,768
8	14,987		15,219	1	15,445		15,676		15,904		16,132	1	16,362
9	15,519		15,761		16,007		16,246		16,488		16,727	1	16,971
10	16,059		16,313		16,569		16,828	1	17,094	1	17,340		17,596
11			16,875		17,147		17,420		17,691		17,962		18,237
12			17,443		17,734	1	18,024	1	18,312	1	18,602	1	18,894
12			17,443		17,734	1	18,024	1	18,312	1	18,602	1	18,894

XV BA+90	
I	II
3	\$ 13,749
4	14,282
5	14,832
6	15,402
7	15,990
8	16,591
9	17,213
10	17,853
11	18,510
12	19,184

Bonuses Masters 23 at \$ 300 ea Other 1 at \$1556 ea Other 7 at \$ 200 ea  
Other 3 at \$ 250 ea

No Teachers 69 Average Salary \$16,382

**Siskiyou**  
(Salaries Under Negotiation)  
County: Siskiyou

Fiscal ADA 1,027 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB + 30		II AB + 45 OR MA		III AB + 60 OR MA + 15	
I	II	I	II	I	II
1	\$ 10,776	5	\$ 11,484	1	\$ 12,300
2	11,148	4	11,892	1	12,744
3	11,544	3	12,288	3	13,164
4	11,940	1	12,694	3	13,620
5	12,324	1	13,128	3	14,028
6	12,720	1	13,512		14,448
7	13,140		13,944	1	14,892
8	13,584		14,364	1	15,324
9	13,944		14,784		15,792
10	14,328		15,192		16,212
11	14,736	1	15,612		16,632
12			16,020	1	17,040
13					17,508
16*					18,012
19*					18,540
22*					19,066
25*					19,584

\* Anniversary Increment No Teachers 70 Average Salary \$14,606

**Sonora**  
(Salaries Under Negotiation)  
County: Tuolumne

Fiscal ADA 1,350 Highest Entry Step .6 Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB + 12		II AB + 24		III AB + 36		IV AB + 48		V AB + 60		VI AB + 72	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 9,517		\$ 10,046	2	\$ 10,574		\$ 11,103		\$		\$
2	10,046		10,574	1	11,103		11,632	3			
3	10,574		11,103	3	11,632	2	12,160	1	12,689		
4	11,103		11,632	1	12,160	1	12,689	1	13,218		13,746
5	11,632		12,160		12,689		13,218	1	13,746	2	14,275
6	12,160		12,689		13,218		13,746	4	14,805	1	14,805
7	12,689		13,218		14,275		14,805	1	15,333	2	15,333
8	13,218		13,746		14,805	1	15,333	1	15,862	1	15,862
9	13,746		14,275		15,333	1	15,862	2	16,391	2	16,391
10	14,275		14,805	1	15,862	2	16,391	2	16,919	1	17,448
11					16,391	2	16,919	2	17,448	3	17,977
12							16,919	2	17,448	5	18,505
13									17,977		19,034
14											26

Bonuses Masters 32 at \$ 300 ea No Teachers 80 Average Salary \$16,239

**Taft**  
(Salaries Under Negotiation)  
County: Kern

Fiscal ADA 1,128 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 2 Returning Teachers 1

I BA		II BA + 30		III BA + 45		IV BA + 60		V BA + 75		VI BA + 90	
I	II	I	II	I	II	I	II	I	II	I	II
1	\$ 10,447		\$ 11,238		\$ 12,029		\$ 12,820		\$ 13,611		\$ 14,402
2	11,047		11,838	1	12,629		13,420		14,211		15,002
3	11,647	1	12,438		13,229		14,020	1	14,811		15,602
4	12,247		13,038		13,829	1	14,620		15,411		16,202
5	12,847		13,638		14,429		15,220		16,011		16,802
6	13,447		14,238		15,029	2	15,820		16,611		17,402
7	14,047		14,838		15,629		16,420		17,211		18,002
8	14,647		15,438		16,229	1	17,020		17,811	2	18,602
9	15,247		16,038		16,829	1	17,620		18,411		19,202
10	15,847	1	16,638	2	17,429		18,220		19,011		19,802
11	16,447		17,238		18,029		18,820		19,611		20,402
12	17,047		17,838	1	18,629	1	19,420	5	20,211	2	21,002

No Teachers 49 Average Salary \$19,176



**Tracy**

**County: San Joaquin**

Fiscal ADA 2,226 Highest Entry Step 9 Teaching Days 176  
 Other Assigned Days New Teachers 5 Returning Teachers 3

I AB		II AB+15		III AR+30		IV AR+45		V AB+60		VI AB+75	
1	\$ 9,324	1	\$ 10,080	\$ 10,836	3	\$ 11,592		\$		\$	
2	9,828		10,584	11,340	2	12,096	2				
3	10,332		11,088	11,844	3	12,600	4	13,356	1		
4	10,836		11,592	12,348	1	13,104		13,860	3	14,616	
5	11,340	1	12,096	12,852		13,608	3	14,364	1	15,120	1
6	11,844		12,600	13,356		14,112		14,868	1	15,624	
7	12,348		13,104	13,860	1	14,616	1	15,372		16,128	2
8	12,852		13,608	14,364		15,120	1	15,876		16,632	3
9	13,356		14,112	14,868		15,624		16,380		17,136	3
10			14,616	15,372	1	16,128		16,884	1	17,640	3
11						16,632	1	17,388	4	18,144	1
12										18,648	21
20*										19,114	30
25*										19,580	6
30*										20,046	

Bonuses Masters 36 at \$ 466 ea

\* Anniversary Increment No Teachers 98 Average Salary \$16,738

**Turlock**

**County: Stanislaus**

Fiscal ADA 2,265 Highest Entry Step 6 Teaching Days 178  
 Other Assigned Days New Teachers 1 Returning Teachers 1

I BA+30		II BA+45		III RA+60		IV BA+75	
1	\$ 11,342	4	\$ 11,909	\$ 12,476	1	\$ 13,043	
2	11,853	5	12,420	12,987		13,582	
3	12,363	5	12,930	13,497	1	14,121	
4	12,874		13,441	14,008	1	14,660	1
5	13,384		13,951	14,518	3	15,198	
6	13,894		14,462	15,029	1	15,737	
7	14,404		14,971	15,539	1	16,276	2
8	14,915	2	15,482	16,049		16,815	2
9			15,992	16,559	3	17,353	2
10				17,070		17,892	4
11				17,580	6	18,431	2
12						18,970	3
13						19,508	40

Bonuses Masters 37 at \$ 400 ea

No Teachers 100 Average Salary \$16,897

**Washington**

(Salaries Under Negotiation)

**County: Fresno**

Fiscal ADA 1,008 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

I BA		II BA+30		III BA+45		IV BA+75	
1	\$ 9,205	1	\$ 9,684	\$ 10,163		\$ 10,642	\$ 11,121
2	9,684	1	10,163	10,642	2	11,121	11,600
3	10,163		10,642	11,121	1	11,600	12,079
4	10,642		11,121	11,600	1	12,079	12,558
5	11,121		11,600	12,079	1	12,558	13,037
6	11,600		12,079	12,558		13,037	13,516
7	12,079		12,558	13,037	1	13,516	13,995
8	12,558		13,037	13,516	1	13,995	14,474
9	13,037		13,516	13,995		14,474	14,953
10	13,516		13,995	14,474		14,953	15,432
11	13,995		14,474	14,953		15,432	15,911
12			14,953	15,432		15,911	16,390
13				15,911	4	16,390	16,869
14						16,869	17,348

No Teachers 45 Average Salary \$15,293

**Bishop  
County: Inyo**

Fiscal ADA 828 Highest Entry Step .7 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I BA II BA+15		III BA+30 IV RA+45 OR MA		V BA+60 OR MA+15	
I	II	III	IV	V	
1	\$ 10,603	\$ 11,341	\$ 12,080	\$ 12,817	\$ 13,557
2	11,279	12,017	12,755	13,495	14,232
3	11,954	12,693	13,431	14,170	14,908
4	12,629	13,369	14,107	14,845	15,583
5	13,307	14,045	14,783	15,522	16,260
6	13,982	14,721	15,458	16,197	16,935
7	14,749	15,397	16,135	16,875	17,612
8		16,072	16,811	17,550	18,288
9		16,750	17,488	18,226	18,965
10			18,164	18,902	19,640
11			18,829	19,577	20,316
12			19,515	20,252	20,992
16*					21,669
20*					22,344
25*					23,019

Bonuses Other 33 at \$ 100 ea

\* Anniversary Increment No Teachers 33 Average Salary \$19,587

**Bret Harte  
County: Calaveras**

Fiscal ADA 553 Highest Entry Step 6 Teaching Days 177  
Other Assigned Days New Teachers 1 Returning Teachers 1

Data Not In Standard Format

No Teachers 31 Average Salary \$17,668

**Chowchilla  
County: Madera**

Fiscal ADA 613 Highest Entry Step 14 Teaching Days  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB+CRED II AB+15 W/CRED		III AB+30 W CRED IV AB+45 W CRED		V AB+60 W/CRED VI AB+75 W CRED		
I	II	III	IV	V	VI	
1	\$ 9,378	\$ 9,746	\$ 10,668	\$ 11,109	\$ 11,552	\$ 11,999
2	9,746	10,112	11,056	11,498	11,943	12,392
3	10,112	10,490	11,444	11,887	12,334	12,785
4	10,480	10,848	11,831	12,276	12,726	13,177
5	10,848	11,214	12,218	12,666	13,115	13,571
6	11,214	11,581	12,606	13,054	13,507	13,964
7	11,581	11,949	12,992	13,444	13,898	14,357
8	11,949	12,315	13,381	13,833	14,290	14,750
9		12,683	13,768	14,223	14,681	15,143
10			14,156	14,612	15,072	15,534
11				15,001	15,462	15,928
12				15,389	15,854	16,321
13					16,244	16,714
14						17,106

Bonuses Masters 6 at \$ 300 ea

No Teachers 31 Average Salary \$14,855

**Corning**  
(Salaries Under Negotiation)  
**County: Tehama**

Fiscal ADA 616 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BA		III BA+30		V V, OR BA+60		VI MA+15					
II BA+15		IV BA+45									
I		II		III		IV		V		VI	
1	\$ 9,285	\$ 9,649	\$ 10,012	2	\$ 10,375	\$ 10,738	1	\$ 11,101			
2	9,649	10,012	10,375	1	10,738	11,101		11,464		1	
3	10,012	10,375	10,738		11,101	11,464	1	11,827			
4	10,375	10,738	11,101		11,464	11,827		12,190			
5	10,738	11,101	11,464	1	11,827	12,190		12,553			
6	11,101	11,464	11,827	1	12,190	12,553	1	12,916			
7	11,464	11,827	12,190	1	12,553	12,916	1	13,279			
8	11,827	12,190	12,553		12,916	13,279		13,642			
9	12,190	12,553	12,916		13,279	13,642		14,005			
10	12,553	12,916	13,279	1	13,642	14,005	3	14,368	2		
11	12,916	13,279	13,642		14,005	14,368		14,731			
12	13,279	13,642	14,005		14,368	14,731	1	15,094	2		
13	13,642	14,005	14,368		14,731	15,094		15,457			
14	14,005	14,368	14,731	1	15,094	15,457	1	15,819			
15	14,368	14,731	15,094		15,457	15,819		16,182			
16*					15,557		1	16,282		1	
19*		15,331	15,294	1				16,019	1	16,682	1
20*								16,519	1	16,782	2
21*										17,582	1
Bonuses	Other		1 at \$1971 ea	Other		1 at \$2273 ea					
* Anniversary Increment					No Teachers	37		Average Salary		\$13,793	

**Dos Palos**  
**County: Merced**

Fiscal ADA 817 Highest Entry Step 15 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		III AB+45		IV AB+60				
II AB+30								
I		II		III		IV		
1	\$ 8,618	\$ 10,700	\$ 11,220	\$ 11,740				
2	8,942	11,100	11,620	12,140				
3	9,266	11,500	12,020	12,540				
4	9,590	11,900	12,420	12,940	1			
5	9,914	12,300	12,820	13,340	2			
6		12,700	13,220	13,740				
7		13,100	13,620	14,140				
8		13,500	14,020	14,540	1			
9		13,900	14,420	14,940	1			
10		14,300	14,820	15,340				
11		14,700	15,220	15,740				
12		15,100	15,620	16,140	3			
13		15,500	16,020	16,540				
14			16,420	16,940				
15				17,340	11			
Bonuses	Masters		8 at \$ 300 ea		No Teachers	35	Average Salary	\$14,357
* Anniversary Increment								

**Exeter**  
**County: Tulare**

Fiscal ADA 987 Highest Entry Step 7 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 3

I BA		III AB+30		V BA+54							
II BA+15		IV BA+42		VI BA+66							
I		II		III		IV		V		VI	
1	\$ 9,209	\$ 9,819	\$ 10,431	4	\$ 10,937	\$ 11,445	\$ 11,953				
2	9,504	10,258	10,862	1	11,369	11,877	12,385				
3	9,801	10,409	11,285	1	11,802	12,311	12,819				
4	10,095	10,706	11,727	1	12,233	12,742	13,252				
5	10,391	11,001	12,160		12,666	13,175	13,663				
6		11,296	12,592		13,098	13,606	14,115				
7		11,593	13,024		13,530	14,040	14,548				
8			13,456		13,962	14,471	14,990				
9			13,888	1	14,395	14,902	15,412				
10			14,320		14,828	15,336	15,844	2			
11			14,753		15,259	15,768	16,277	1			
12					15,692	16,200	16,709	2			
13						16,633	17,140	2			
14							17,574	3			
17*							18,072	5			
20*							18,570	8			
Bonuses	Masters		11 at \$ 300 ea		No Teachers	2	Average Salary	\$14,868			
* Anniversary Increment											



**Galt**  
**County: Sacramento**

Fiscal ADA 944 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB+45		III AB+60	
	AB		AB+45		AB+60
1	\$ 10,166	2			
2	10,589	2			
3	11,031	1			
4	11,572	2			
5	12,113	3			
6	12,654	3			
7	13,194				
8	13,951	3			
9			15,357	5	
10			16,114	5	
11					17,520 2
12					18,386 12

Bonuses Masters 14 at \$ 300 ea

No Teachers 40 Average Salary \$15,227

**Gridley**  
*(Salaries Under Negotiation)*  
**County: Butte**

Fiscal ADA 665 Highest Entry Step 8 Teaching Days 176  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB+15		II AB+30		III AB+45		IV AB+60	
	AB+15		AB+30		AB+45		AB+60
1	\$ 9,221		\$ 9,634		\$ 10,047		\$ 10,460
2	9,634		10,047		10,460	1	10,873
3	10,047		10,460		10,873	1	11,286
4	10,460	1	10,873	1	11,286	2	11,699
5	10,873		11,286	2	11,699	1	12,111
6	11,286		11,699	2	12,111	2	12,524
7	11,699		12,111		12,524	2	12,936
8	12,111		12,524	1	12,936		13,350
9	12,524		12,936		13,350		13,762
10	12,936		13,350		13,762		14,175
11			13,762		14,175		14,589
12					14,589		15,001
13							15,415

Bonuses Masters 12 at \$ 530 ea

No Teachers 37 Average Salary \$13,354

**Hughson**  
**County: Stanislaus**

Fiscal ADA 593 Highest Entry Step Teaching Days 181  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		II AB+12		III AB+24		IV AB+36		V AB+48		VI AB+60		VII AB+72	
	AB		AB+12		AB+24		AB+36		AB+48		AB+60		AB+72
1	\$ 9,635	1	\$ 10,060		\$ 10,551	1	\$ 11,094	1	\$ 11,594		\$ 12,154		\$ 12,685
2	10,046		10,473		10,962		11,505		12,154		12,685		13,273
3	10,459		10,894		11,375		11,919	2	12,566		13,178		13,685
4	10,871		11,297		11,787		12,330	1	12,978	1	13,589		14,196
5	11,284		11,708		12,200		12,743		13,390		13,905		14,509
6	11,696		12,121		12,613		13,155		13,805	1	14,410		15,023
7	12,108		12,534		13,025		13,567		14,217		14,923		15,735
8	12,520		12,946		13,438		13,981	1	14,628	2	15,335		16,146
9			13,359		13,850		14,393		15,040		15,747		16,560
10			13,478		14,262		14,806	1	15,453		16,161		16,971
11					14,674		15,218		15,866		16,572		17,385
12					15,085		15,630		16,279	1	16,985		17,796
13							16,042		16,690		17,397		18,209
14							16,455		17,103		17,809		18,920

Bonuses Masters 6 at \$ 200 ea

No Teachers 26 Average Salary \$15,411

**Kerman**  
**County: Fresno**

Fiscal ADA 611

Data Not Provided

**Kingsburg**

Fiscal ADA

899

**County: Fresno**

Data Not Provided

**Orland**

Fiscal ADA

682

Highest Entry Step

6

Teaching Days

176

**County: Glenn**

Other Assigned Days

New Teachers

3

Returning Teachers

2

I BA II BA+15		III BA+30 IV BA+45		V BA+60	
I	II	III	IV	V	
1	\$ 8,652	\$ 9,421	\$ 9,990	\$ 10,559	\$ 11,128
2	9,421	9,990	10,559	11,128	11,697
3	9,990	10,559	11,128	11,697	12,266
4	10,559	11,128	11,697	12,266	12,835
5	11,128	11,697	12,266	12,835	13,404
6	11,697	12,266	12,835	13,404	13,973
7	12,266	12,835	13,404	13,973	14,542
8	12,835	13,404	13,973	14,542	15,111
9	13,404	14,542	15,111	15,680	16,249
10		15,111	15,680	16,249	16,818
11		15,680	16,249	16,818	17,387
12					17,956
13					18,525
14					19,094
15					19,663
16					20,232
17					
18					
19					
20					
21					
22					
23					
24					
25					

Bonuses Masters 7 at \$ 400 No Teachers 33 Average Salary \$15,316

\* Anniversary Increment

**Paso Robles**

(Salaries Under Negotiation)

Fiscal ADA

863

Highest Entry Step

6

Teaching Days

176

**County: San Luis Obispo**

Other Assigned Days

New Teachers

5

Returning Teachers

3

I BA II BA+15		III BA+30 IV BA+30 OR MA		V BA+60 OR MA+15 VI BA+75 OR MA+30		VII	
I	II	III	IV	V	VI	VII	
1	\$ 8,353	\$ 8,962	\$ 9,572	\$ 10,141	\$ 10,791	\$ 11,406	
2	8,962	9,396	9,905	10,605	11,214	11,829	
3	9,200	9,809	10,419	11,028	11,638	12,253	
4	9,622	10,232	10,841	11,451	12,060	12,676	
5	10,046	10,655	11,265	11,874	12,484	13,099	1
6	10,469	11,079	11,688	12,298	12,908	13,522	1
7	10,893	11,503	12,112	12,722	13,331	13,946	1
8	11,315	11,925	12,535	13,144	13,754	14,370	2
9		12,349	12,958	13,568	14,177	14,792	4
10			13,382	13,991	14,601	15,216	1
11				14,415	15,024	15,639	2
12				14,837	15,447	16,063	1
13						16,485	1
14						16,909	6

No Teachers 42 Average Salary \$13,642

**Santa Ynez Valley**

Fiscal ADA

850

Highest Entry Step

5

Teaching Days

176

**County: Santa Barbara**

Other Assigned Days

New Teachers

3

Returning Teachers

2

I AB II AB+12		III AB+24 IV AB+36		V AB+48 VI AB+60 OR 54 W MA		VII AB+72 OR 66 W MA	
I	II	III	IV	V	VI	VII	
1	\$ 10,540	\$ 11,240	\$ 11,940	\$ 12,640	\$ 13,350	\$ 14,050	\$ 14,750
2	11,400	12,110	12,810	13,510	14,220	14,920	15,620
3	12,110	12,830	13,510	14,220	14,920	15,620	16,330
4	12,630	13,340	14,040	14,740	15,450	16,150	16,850
5	13,150	13,860	14,560	15,270	15,970	16,670	17,380
6	13,680	14,390	15,090	15,790	16,500	17,200	17,900
7		14,910	15,610	16,310	17,020	17,720	18,430
8			16,140	16,840	17,550	18,250	18,950
9				17,370	18,070	18,770	19,480
10					18,600	19,300	20,000
11						19,820	20,530
12							21,060

Bonuses Other 10 at \$ 300 ea Other 2 at \$ 600 ea No Teachers 39 Average Salary \$18,794

**Sierra**  
(Salaries Under Negotiation)  
**County: Fresno**

Fiscal ADA 739 Highest Entry Step 9 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 6

I AB		III AB + 30		V AB + 60		VI AB + 75					
II AB + 15		IV AB + 45									
I		II		III		IV		V		VI	
1	\$ 9,975	\$ 10,763	\$ 11,550	\$ 12,338	\$ 13,125	\$ 13,913					
2	10,421	11,209	11,996	12,784	13,571	14,359					
3	10,868	11,656	12,443	13,230	14,018	14,805					
4	11,314	12,101	12,889	13,676	14,464	15,251					
5		12,548	13,335	14,123	14,910	15,698	1				
6		12,994	13,781	14,569	15,356	16,144	1				
7			14,228	15,015	15,803	16,590	1				
8			14,674	15,461	16,249	17,036	1				
9			15,120	15,908	16,696	17,483	1				
10			15,566	16,354	17,141	17,929	1				
11				16,800	17,588	18,375	2				
12				17,246	18,034	18,821	1				
13				17,693	18,480	19,268	1				
Bonuses		Masters		18 at \$ 200 ea		No Teachers		35		Average Salary \$18,479	

**Tranquillity**  
**County: Fresno**

Fiscal ADA 773 Highest Entry Step Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I AB		III AP + 45		V		VI					
II AB + 30		IV AB + 60									
I		II		III		IV		V		VI	
1	\$ 11,037	\$ 11,891									
2	11,373	12,280									
3	11,762	12,670									
4	12,152	13,058									
5	12,540	13,447		14,356	1						
6	12,931	13,838	1	14,745	2	15,653	1				
7	13,319	14,228		15,134		16,042					
8		14,617		15,524		16,432	3				
9		15,006		15,913		16,815	2				
10		15,395	1	16,303		17,210	1				
11		15,785		16,692	1	17,600					
12				17,082		17,990	1				
13				17,470		18,378	1				
14				17,860	1	18,768	1				
15						19,157	1				
Bonuses		Masters		5 at \$1500 ea		No Teachers		33		Average Salary \$16,922	

**Trinity County**  
**County: Trinity**

Fiscal ADA 637 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		III AB + 30		V AB + 60 OR MA		VI AB + 75 OR MA + 15					
II AB + 15		IV AB + 45									
I		II		III		IV		V		VI	
1	\$ 10,044	\$ 10,480	\$ 10,917	\$ 11,354	\$ 11,790	\$ 12,227					
2	10,699	11,135	11,572	12,009	12,445	12,882					
3	11,354	11,790	12,227	12,664	13,100	13,537	1				
4	12,009	12,445	12,882	13,319	13,755	14,192	1				
5	12,664	13,100	13,537	13,974	14,410	14,847	1				
6	13,319	13,755	14,192	14,629	15,065	15,502	4				
7			14,847	15,284	15,720	16,157	1				
8			15,502	15,939	16,376	16,812					
9			16,157	16,594	17,031	17,467	1				
10				17,249	17,686	18,122					
11					18,341	18,777	2				
12						19,432					
13 *						19,892	2				
14 *						20,332	4				
* Anniversary Increment				No Teachers		37		Average Salary		\$16,042	

**Wasco**

**County: Kern**

Fiscal ADA 904 Highest Entry Step 6 Teaching Days 177  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA+CRED II BA+30		III BA+45 IV BA+60		V BA+75 VI BA+90	
I	II	III	IV	V	VI
1	\$ 10,410	\$ 11,490	3	\$ 12,570	\$ 13,110
2	10,830	11,970	1	13,110	13,680
3	11,250	12,450		13,650	14,250
4	11,670	12,930	1	14,190	14,820
5	12,090	13,410	1	14,730	15,390
6	12,510	13,890	1	15,270	15,960
7	12,930	14,370	1	15,810	16,530
8		14,850		16,350	17,100
9		15,330		16,890	17,670
10		15,810		17,430	18,240
11		16,290		17,970	18,810
12		16,770		18,510	19,380
15*		17,250		19,050	19,950
20*		17,730		19,590	20,520
25*		18,210		20,130	21,090

Bonuses Masters 20 at \$ 500 ea No Teachers 43 Average Salary \$17,443  
 \* Anniversary Increment

**Wheatland**

(Salaries Under Negotiation)  
**County: Yuba**

Fiscal ADA 588 Highest Entry Step 5 Teaching Days 175  
 Other Assigned Days New Teachers 5 Returning Teachers 5

I BA II BA+15 OR MA		III BA+30 IV BA+45	
I	II	III	IV
1	\$ 10,560		
2	11,040		
3	11,520	12,672	
4	12,000	13,152	13,728
5	12,480	13,632	14,208
6	12,960	14,112	14,688
7	13,440	14,592	15,168
8	13,920	15,072	15,648
9	14,400	15,552	16,128
10	14,880	16,032	16,608
11	15,360	16,512	17,088
12	15,840	16,992	17,568
13	16,320	17,472	18,048

Bonuses Masters 11 at \$ 425 ea Doctorate 1 at ea No Teachers 35 Average Salary \$16,541

**Woodlake**

**County: Tulare**

Fiscal ADA 656 Highest Entry Step 7 Teaching Days 176  
 Other Assigned Days New Teachers 4 Returning Teachers 4

I AB II AB+15		III AB+30 IV AB+45		V AB 60 VI AB+70	
I	II	III	IV	V	VI
1	\$ 9,100	\$ 9,660	\$ 10,220	\$ 10,780	\$ 11,340
2	9,485	10,045	10,605	11,165	11,725
3	9,870	10,430	10,990	11,550	12,110
4	10,255	10,815	11,375	11,935	12,495
5	10,640	11,200	11,760	12,320	12,880
6	11,025	11,585	12,145	12,705	13,265
7		11,970	12,530	13,090	13,650
8		12,355	12,915	13,475	14,035
9		12,740	13,300	13,860	14,420
10		13,125	13,685	14,245	14,805
11			14,070	14,630	15,190
12			14,455	15,015	15,575
13			14,840	15,400	15,960
14			15,225	15,785	16,345
17*			15,725	16,285	16,845
20*			16,225	16,785	17,345
23*			16,725	17,285	17,845
26*			17,225	17,785	18,345
29*			17,725	18,285	18,845

\* Anniversary Increment No Teachers 33 Average Salary \$13,739

**Yreka**  
**County: Siskiyou**

Fiscal ADA 906 Highest Entry Step 5 Teaching Days 176  
 Other Assigned Days New Teachers 3 Returning Teachers 3

	I		II		III		IV		V				
	AB	AB + 15	AB + 30	AB + 45	AB + 30	AB + 45	AB + 60	AB + 60	AB + 60	AB + 60			
1	\$ 9,901		\$ 10,562		\$ 11,222	1	\$ 11,882	1	\$ 12,543				
2	10,562		11,222	1	11,882		12,543		13,203				
3	11,222		11,882		12,543		13,203	1	13,863				
4	11,882		12,543		13,203		13,863		14,523				
5	12,543		13,203		13,863	1	14,523		15,184	1			
6	13,203		13,863		14,523		15,184		15,844				
7	13,863		14,523		15,184	2	15,844		16,504	1			
8	14,523		15,184		15,844	1	16,504	1	17,165				
9	15,184		15,844	1	16,504	2	17,165	1	17,825	1			
10					17,165		17,825		18,485				
11							18,485	5	19,146	1			
12									19,806	19			
										No Teachers	41	Average Salary	\$17,744

**Caruthers**

Fiscal ADA 436 Highest Entry Step 5 Teaching Days 176

**County: Fresno**

Other Assigned Days New Teachers 3 Returning Teachers 3

I SS CRED		II SS CRED + 15		III SS CRED + 30		IV SS CRED + MA		V CS CRED + 30	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 9,186		\$ 9,682	\$ 10,178		\$ 10,671		\$ 11,167	
2	9,612		10,106	10,600	2	11,096		11,591	
3	10,035		10,530	11,025	1	11,520		12,014	
4	10,459		10,953	11,449		11,944		12,438	
5	10,883		11,379	11,872		12,239	1	12,863	
6			11,901	12,297		12,792	1	13,286	
7			12,227	12,720		13,215		13,711	
8				13,146		13,639		14,135	2
9				13,568		14,064		14,557	2
10			12,509	13,994		14,488	1	14,983	3
11			12,863	14,417	1	14,912	2	15,406	2
12						15,336	1	15,831	2
13								16,254	5

No Teachers 24 Average Salary \$14,441

**Coast**

Fiscal ADA 259 Highest Entry Step 4 Teaching Days 181

**County: San Luis Obispo**

Other Assigned Days New Teachers 4 Returning Teachers 4

I AB + 30		II AB + 45		III AB + 60	
I	II	I	II	III	IV
1	\$ 10,492	1	\$ 11,519		
2	10,937	1	11,971	12,599	1
3	11,381	2	12,423	13,059	
4	11,825	2	12,875	13,518	
5	12,271		13,327	13,974	
6			13,779	14,437	
7			14,231	14,897	1
8			14,682	15,356	
9			15,134	15,816	
10			15,586	16,276	
11			16,033	16,735	1
12				17,197	6

Bonuses Masters Other 7 at \$ 500 ea 1 at \$2711 ea Other 2 at \$ 960 ea Other 1 at \$1763 ea  
 No Teachers 15 Average Salary \$14,996

**Dunsmuir**

Fiscal ADA 212

**County: Siskiyou**

Data Not Provided

**East Nicolaus**

Fiscal ADA 217 Highest Entry Step 6 Teaching Days 177

**County: Sutter**

Other Assigned Days New Teachers 3 Returning Teachers 2

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	III	IV	V	VI	VII	VIII	IX	X
1	\$ 9,714		\$ 10,106	\$ 10,500	2	\$ 10,893		\$ 11,285		\$ 11,681	
2	10,135		10,528	10,921	1	11,314		11,706		12,099	
3	10,556		10,948	11,341		11,735		12,129		12,521	
4	10,978		11,365	11,763	1	12,156		12,550		12,942	
5	11,399		11,792	12,184		12,577		12,970		13,362	
6	11,819		12,212	12,606		12,999		13,392		13,784	
7	12,241		12,634	13,026		13,419		13,813		14,205	
8			13,055	13,447		13,840		14,234		14,628	
9			13,476	13,869		14,262		14,655	1	15,048	
10			13,897	14,289		14,683		15,076		15,469	
11				14,712		15,104		15,497		15,891	
12						15,525	2	15,918		16,311	
13						15,946	2	16,340		16,733	1

No Teachers 10 Average Salary \$13,801

HIGH SCHOOL DISTRICTS--AVERAGE DAILY ATTENDANCE 100 TO 499

**Etna**

**County: Siskiyou**

Fiscal ADA	307	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	2	Returning Teachers	1
III AB + 30		V AB + 60 OB MA + 15			
IV AB + 45 OR MA					

	I	II	III	IV	V
	AB	AB + 15	AB + 30	AB + 45 OR MA	AB + 60 OB MA + 15
	I	II	III	IV	V
1	\$ 9,512	\$ 10,111	\$ 10,710	1	\$ 11,310
2	10,026	10,675	11,224		11,823
3	10,539	11,170	11,738		12,337
4	1,853	11,652	12,252		12,851
5	11,567	12,166	12,766		13,365
6	12,081	12,680	13,279		13,879
7		13,194	13,793	1	14,392
8			14,307	1	14,906
9					15,420
10					

No Teachers 21 Average Salary \$14,718

**Ferndale**

**County: Humboldt**

Fiscal ADA	271	Highest Entry Step	6	Teaching Days	177
Other Assigned Days		New Teachers	1	Returning Teachers	1
III AB + 30		V AB + 60 OR MA + 15			
IV AB + 45 OR MA					

	I	II	III	IV	V
	AB	AB + 15	AB + 30	AB + 45 OR MA	AB + 60 OR MA + 15
	I	II	III	IV	V
1	\$ 9,813	\$ 10,462	\$ 10,991	\$ 11,581	1
2	10,158	10,795	11,433	12,071	
3	10,501	11,187	11,875	12,561	1
4	10,953	11,570	12,318	13,053	
5	11,187	11,972	12,758	13,543	
6	11,332	12,365	13,200	14,034	1
7	11,875	12,758	13,641	14,525	
8	12,219	13,151	14,085	15,015	1
9		13,543	14,525	15,506	1
10			14,967	16,009	
11			15,583	16,487	
12				16,979	2

No Teachers 16 Average Salary \$14,693

**Hamilton**

**County: Glenn**

Fiscal ADA	147	Highest Entry Step	5	Teaching Days	
Other Assigned Days		New Teachers	10	Returning Teachers	10
III BA + 30		V BA + 60 OB MA + 15			
IV BA + 45					

	I	II	III	IV	V
	BA	BA + 15	BA + 30	BA + 45	BA + 60 OB MA + 15
	I	II	III	IV	V
1	\$ 8,450	\$ 8,975	\$ 9,300	\$ 9,725	1
2	8,775	9,200	9,625	10,050	
3	9,100	9,525	9,950	10,375	
4	9,425	9,850	10,275	10,700	
5	9,750	10,175	10,600	11,025	
6	10,075	10,500	10,925	11,350	
7		10,825	11,250	11,675	1
8		11,150	11,575	12,000	1
9		11,475	11,900	12,325	
10			12,225	12,650	
11			12,550	12,975	
12			12,875	13,300	
13				13,625	
14					14,050
15					14,375
16					14,700
					15,025

No Teachers 16 Average Salary \$11,559

**Julian**  
**County: San Diego**

Fiscal ADA 193 Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I BASE

I	BASE
1	\$ 9,794
2	10,240
3	10,685
4	11,130
5	11,575
6	12,020
7	12,521
8	13,022
9	13,523
10	14,024
11	14,525
12	15,026
13	15,026
14	15,026
15	15,359
16	15,359
17	15,693
18	16,027

Additional Factors  
1 Add \$500 for MA  
2 Add \$60 per unit to maximum of 60 units \$44.63 per unit beyond 60 units, with maximum of 75 units.

No Teachers 14 Average Salary \$16,742

**Le Grand**  
**County: Merced**

Fiscal ADA 365 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I	AB	II	AB + 15
1	\$ 10,133	\$ 10,628	
2	10,504	10,998	
3	10,875	11,369	
4	11,245	11,740	
5	11,616	12,111	
6	11,987	12,481	
7	12,358	12,852	
8	12,728	13,223	
9	13,100	13,594	
10	13,470	13,964	
11		14,335	
12			
13			
14			
15			

III	AB + 30	IV	AB + 45 OR MA	V	AB + 60 OR MA + 15	VI	AB + 75 W MA OR MA + 30
1	\$ 11,122	\$ 11,616		\$ 12,111	\$ 12,605		
2	11,492	11,987		12,481	12,975		
3	11,864	12,358		12,852	13,347		
4	12,234	12,728	1	13,223	13,717		
5	12,605	13,100	1	13,594	14,088		
6	12,975	13,470	1	13,964	14,458		
7	13,347	13,841	1	14,335	14,830		
8	13,717	14,211	1	14,706	15,200		
9	14,088	14,583		15,077	15,571		
10	14,458	14,953		15,447	15,941		
11	14,830	15,324		15,818	16,313	1	
12	15,200	15,694	1	16,189	16,683		
13		16,066		16,560	17,054		
14				16,930	17,424	1	
15					17,796	4	

No Teachers 18 Average Salary \$14,857

**Moorpark Memorial**  
**County: Ventura**

Fiscal ADA 442 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 4 Returning Teachers 4

I	BA	II	BA + 15
1	\$ 10,501	\$ 11,394	
2	11,145	12,038	
3	11,789	12,682	
4	12,433	13,326	
5	13,077	13,970	
6	13,721	14,614	
7			
8			
9			
10			
11			
15*			

III	BA + 30	IV	BA + 45	V	BA + 60 W MA
1	\$ 12,287	\$ 13,180		\$ 14,073	
2	12,931	13,824		14,717	
3	13,575	14,468		15,361	
4	14,219	15,112	1	16,005	
5	14,863	15,756	1	16,649	
6	15,507	16,400	1	17,293	
7	16,151	17,044	1	17,937	1
8	16,795	17,688	1	18,581	
9	17,439	18,332		19,225	2
10	18,083	18,976		19,869	1
11	18,727	19,620	1	20,513	2
15*	19,371	20,264		21,157	3

\* Anniversary Increment No Teachers 17 Average Salary \$19,419

**Point Arena**  
**County: Mendocino**

Fiscal ADA 205 Highest Entry Step Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

Data Not In Standard Format

Bonuses Masters 1 at \$ 400 ea

No Teachers 15 Average Salary \$13,917



**Riverdale**  
**County: Fresno**

Fiscal ADA 475 Highest Entry Step 5 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB		III AB + 30		V AB + 60		
II AB + 15		IV AB + 45				
I		II		III		
				IV		
				V		
1	\$ 11,000	\$ 11,455	\$ 11,910	1	\$ 12,365	\$ 12,820
2	11,455	11,910	12,365		12,820	13,275
3	11,910	12,365	12,820	1	13,275	13,735
4	12,365	12,820	13,275		13,735	14,190
5	12,820	13,275	13,735		14,190	14,645
	13,275	13,735	14,190		14,645	15,100
7	13,735	14,190	14,645		15,100	15,560
8	14,190	14,645	15,100		15,560	16,015
9	14,645	15,100	15,560		16,015	16,470
10	15,100	15,560	16,015		16,470	16,925
11			16,470		16,925	17,380
12			16,925		17,380	17,835

Bonuses Masters 5 at \$ 300 ea No Teachers 23 Average Salary \$16,473

**Strathmore**  
(Salaries Under Negotiation)  
**County: Tulare**

Fiscal ADA 409 Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB + 15		III AB + 45		V AB + 70		
II AB + 30		IV AB + 60				
I		II		III		
				IV		
				V		
1	\$ 9,504	\$ 10,181	\$ 10,862	2	\$ 11,538	\$ 12,219
2	9,804	10,481	11,162	3	11,838	12,519
3	10,104	10,781	11,462	2	12,138	12,819
4	10,404	11,081	11,762		12,438	13,119
5	10,704	11,381	12,062	1	12,738	13,419
6	11,004	11,681	12,362	1	13,038	13,719
7	11,304	11,981	12,662	2	13,338	14,019
8	11,604	12,281	12,962		13,638	14,319
9	11,904	12,581	13,262		13,938	14,619
10	12,204	12,881	13,562	1	14,238	14,919
11		13,181	13,862		14,538	15,219
12			14,162		14,838	15,519
13			14,462	1	15,138	15,819
14						16,119
15						16,419
16						16,719
17						17,019

\* Anniversary Increment No Teachers 28 Average Salary \$13,439

**Summerville**  
(Salaries Under Negotiation)  
**County: Tuolumne**

Fiscal ADA 435 Highest Entry Step 8 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers 2

I AB		III AB + 36		V AB + 60		VI	
II AB + 24		IV AB + 48		VI AB + 72			
I		II		III		IV	
						V	
						VI	
1	\$ 9,000	\$ 10,056	\$ 10,594	\$ 11,112	\$ 11,640	\$ 12,168	
2	9,441	10,497	11,025	11,553	12,081	12,609	
3	9,882	10,938	11,466	11,994	12,522	13,050	
4	10,323	11,379	11,907	12,435	12,963	13,491	1
5	10,764	11,820	12,348	12,876	13,404	13,932	
6	11,205	12,261	12,789	13,317	13,845	14,373	
7	11,646	12,702	13,230	13,758	14,286	14,814	
8		13,143	13,671	14,199	14,727	15,255	1
9			14,112	14,640	15,168	15,696	
10				15,081	15,609	16,137	1
11					16,050	16,578	
12						17,019	7

Bonuses Masters 5 at \$ 300 ea No Teachers 23 Average Salary \$14,655

**Sutter**  
(Salaries Under Negotiation)  
**County: Sutter**

Fiscal ADA 489 Highest Entry Step 6 Teaching Days 175  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60 OR MA + 15	
II AB + 15		IV AB + 45 OR MA			
I	II	III	IV	V	
1	\$ 8,937	\$ 9,477	\$ 10,017	\$ 10,557	\$ 11,097
2	9,396	9,936	10,476	11,016	11,556
3	9,855	10,395	10,935	11,475	12,015
4		10,854	11,394	11,934	12,474
5			11,853	12,393	12,933
6			12,312	12,852	13,392
7			12,771	13,311	13,851
8			13,230	13,770	14,310
9			13,689	14,229	14,769
10			14,148	14,688	15,228
11			14,607	15,157	15,687
12					16,146
13					16,605

Bonuses Masters 7 at \$ 400 ea No Teachers 25 Average Salary \$14,336

**Upper Lake**  
**County: Lake**

Fiscal ADA 257 Highest Entry Step 12 Teaching Days 175  
Other Assigned Days New Teachers Returning Teachers

I AB		III AB + 30		IV AB + 45 OR MA	
II AB + 15		IV AB + 45 OR MA			
I	II	III	IV		
1	\$ 10,417	\$ 10,956	\$ 11,492	\$ 11,968	
2	10,967	11,436	11,972	12,448	
3	11,377	11,916	12,452	12,928	
4	11,857	12,396	12,932	13,408	
5	12,337	12,876	13,412	13,888	
6	12,817	13,356	13,892	14,368	
7	13,299	13,836	14,372	14,848	
8	13,777	14,316	14,852	15,328	
9	14,257	14,796	15,332	15,808	
10		15,276	15,812	16,288	
11		15,756	16,292	16,768	
12		16,236	16,772	17,248	
13*				17,728	

\* Anniversary Increment No Teachers 15 Average Salary \$14,527

**Yosemite**  
**County: Madera**

Fiscal ADA 481 Highest Entry Step 6 Teaching Days 178  
Other Assigned Days New Teachers 3 Returning Teachers 3

I AB		III AB + 30		V AB + 60	
II AB + 15		IV AB + 45			
I	II	III	IV	V	
1	\$ 9,900	\$ 10,400	\$ 10,900	\$ 11,400	\$ 11,900
2	10,400	10,900	11,400	11,900	12,400
3	10,900	11,400	11,900	12,400	12,900
4	11,400	11,900	12,400	12,900	13,400
5	11,900	12,400	12,900	13,400	13,900
6	12,400	12,900	13,400	13,900	14,400
7		13,400	13,900	14,400	14,900
8		13,900	14,400	14,900	15,400
9			14,900	15,400	15,900
10			15,400	15,900	16,400
11				16,400	16,900
12				16,900	17,400
13				17,400	17,900

No Teachers 22 Average Salary \$12,604

**Alameda**  
**County: Alameda**

Data Not In Standard Format

Fiscal ADA	Highest Entry Step	1	Teaching Days	182
Other Assigned Days	New Teachers	3	Returning Teachers	3
	No Teachers	100	Average Salary	\$14,270

**Alpine**  
**County: Alpine**

See Alpine County Unified School District

**Amador**  
**County: Amador**

Data Not In Standard Format

Fiscal ADA	Highest Entry Step	3	Teaching Days	175
Other Assigned Days	New Teachers		Returning Teachers	
	No Teachers	6	Average Salary	\$11,115

**Butte**  
**County: Butte**

I PERMIT  
II AB

III AB + 24  
IV AB + 45 OR MA

V AB + 60 W/MA OR MA + 15

I		II		III		IV		V	
1	\$ 9,132		\$ 12,168	\$ 12,852	3	\$ 13,536	3	\$ 14,232	1
2	9,504		12,672	13,390	1	14,064	5	14,748	1
3	9,888		13,188	13,884	1	14,568	5	15,276	
4	10,308	1	13,740	14,400	2	15,096	2	15,780	2
5	10,680		14,232	14,916	1	15,636	5	16,296	3
6	11,064		14,748	15,444	4	16,116	5	16,836	
7	11,460		15,276	15,960	1	16,644	1	17,328	1
8	11,832		15,780	16,476	2	17,172	4	17,856	7
9	12,228		16,296	16,992	1	17,676		18,372	3
10	12,624		16,824	17,508	1	18,204	5	18,888	5
11*				18,012	1	18,708	2	19,392	3

\* Anniversary Increment

No Teachers 82 Average Salary \$16,190

**Calaveras**  
**County: Calaveras**

I AB + 30  
II MA OR AB + 45

III MA + 15 OR AB + 60  
IV MA + 30 OR AB + 75

V MA + 45 OR AB + 90 OR DR

I		II		III		IV		V	
1	\$ 13,709		\$ 14,162	\$ 14,615		\$ 15,068	1	\$ 15,521	
2	14,389		14,942	15,295		15,748	1	16,201	
3	15,069		15,522	15,975		16,428		16,881	
4	15,749		16,202	16,655	1	17,108		17,561	
5	16,429		16,882	17,335		17,788		18,241	
6	17,109	1	17,562	18,015	1	18,468		18,921	

No Teachers 5 Average Salary \$16,337

**Colusa**  
**County: Colusa**

I BA  
II BA + 15

III BA + 30  
IV BA + 45

V BA + 60

I		II		III		IV		V	
1	\$ 8,375		\$ 8,980	\$ 9,534		\$ 9,923		\$ 10,308	
2	9,080		9,534	10,180	1	10,556		10,982	
3	9,682		10,180	10,822	1	11,209		11,596	
4	10,307		10,822	11,467	2	11,855	1	12,240	
5	10,952	1	11,467	12,111	1	12,498		12,884	
6			12,111	12,756		13,143		13,528	1
7			12,756	13,400	1	13,785		14,173	
8			13,400	14,045		14,430		14,817	
9			14,045	14,687		15,075		15,461	1
10			14,687	15,332	3	15,720	1	16,105	

No Teachers 14 Average Salary \$13,068

340 / County Offices Of Education

**Contra Costa**

**County: Contra Costa**

Data Not In Standard Format

Fiscal ADA

Other Assigned Days

Highest Entry Step

New Teachers

Teaching Days

Returning Teachers

No Teachers 162 Average Salary \$16,964

**Del Norte**

**County: Del Norte**

See Del Norte County Unified School District

Fiscal ADA

**El Dorado**

**County: El Dorado**

Fiscal ADA

Other Assigned Days

Highest Entry Step

New Teachers

10 Teaching Days

4 Returning Teachers

.175

.4

I BA  
II BA + 15

III BA + 30 OR MA  
IV BA + 45 OR MA + 15

V BA + 60 OR MA + 30

	I	II	III	IV	V
1	\$ 9,185	\$ 10,182	\$ 10,878	\$ 11,375	\$ 11,871
2	9,930	10,927	11,623	12,119	12,616
3	10,675	11,671	12,368	12,864	13,360
4	11,419	12,416	13,112	13,609	14,105
5	12,164	13,160	13,857	14,353	14,850
6		13,905	14,602	15,098	15,594
7		14,650	15,346	15,843	16,338
8			16,091	16,587	17,083
9			16,853	17,331	17,827
10			17,579	18,076	18,572

No Teachers 25 Average Salary \$16,191

**Fresno**

**County: Fresno**

Data Not Provided

Fiscal ADA

**Glenn**

**County: Glenn**

Fiscal ADA

Other Assigned Days

Highest Entry Step

New Teachers

15 Teaching Days

5 Returning Teachers

185

5

I STAND CRED  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

	I	II	III	IV	V	VI
1	\$ 5,928	\$ 9,534	\$ 10,039	\$ 10,546	\$ 11,052	\$ 11,556
2	9,385	9,916	10,440	10,967	11,496	12,017
3	9,750	10,259	10,904	11,389	11,935	12,481
4	10,113	10,678	11,243	11,811	12,378	12,943
5	10,473	11,060	11,645	12,232	12,819	13,405
6			12,048	12,655	13,262	13,868
7			12,450	13,077	13,703	14,330
8			12,851	13,498	14,146	14,792
9			13,252	13,920	14,588	15,254
10			13,654	14,343	15,031	15,715
11				14,765	15,472	16,179
12					15,913	16,641
13						17,103
14						17,641
15						18,178

Bonuses Masters 1 at \$ 400 ea

No Teachers 10 Average Salary \$13,658

**Humboldt**  
**County: Humboldt**

		Fiscal ADA		Highest Entry Step		12 Teaching Days		183	
		Other Assigned Days		New Teachers		Returning Teachers			
I	AB	III	SPFC CRED	V	SPFC CRED +30				
II	AB+15	IV	SPFC CRED +15	VI	SPFC CRED +45				
		III	III	V		VI			
1	\$ 8,060	\$ 8,560	\$ 9,060 3	\$ 9,560 2	\$ 10,060 2	\$ 10,560 2	\$ 10,560 2		
2	8,560	9,060	9,560 3	10,060	10,560 2	11,060 2	11,060 2		
3	9,060	9,560	10,060 1	10,560 1	11,060 2	11,560 3	11,560 3		
4	9,560	10,060	10,560	11,060	11,560 1	12,060 1	12,060 1		
5	10,060 2	10,560	11,060	11,560 1	12,060 1	12,560 1	12,560 1		
6	10,560 1	11,060	11,560	12,060	12,560	13,060 5	13,060 5		
7	11,060	11,560	12,060	12,560	13,060 1	13,560	13,560		
8	11,560	12,060	12,560	13,060	13,560	14,060	14,060		
9	12,060 1	12,560	13,060	13,560	14,060	14,560 1	14,560 1		
10			13,560 1	14,060 2	14,560	15,060 1	15,060 1		
11					15,060 1	15,560	15,560		
12					15,560 2	16,060 1	16,060 1		

Bonuses Masters 12 at \$ 500 ea No Teachers 48 Average Salary \$11,851

**Imperial**  
(Salaries Under Negotiation)  
**County: Imperial**

		Fiscal ADA		Highest Entry Step		10 Teaching Days		175	
		Other Assigned Days		New Teachers		3 Returning Teachers		3	
I	PROV CRED W/BA	III	RA +30	V	BA +72 OR MA				
II	PART CRED W/BA	IV	BA +54						
		III	III	V					
1	\$ 9,870	\$ 10,592	\$ 11,089 2	\$ 11,549	\$ 12,170 1				
2	10,561 1	11,283	11,790 2	12,240 1	12,962				
3	11,253	11,975	12,472 1	12,932	13,554				
4	11,944	12,667	13,163 1	13,623	14,246				
5	12,637	13,359	13,856	14,316	14,937				
6	13,328	14,050	14,547 1	15,007 1	15,629				
7		14,743	15,239 1	15,699 1	16,321 1				
8		15,434	15,930	16,391	17,013 1				
9		16,126	16,623 1	17,083	17,704 1				
10		16,817	17,314	17,774 1	18,396 6				

No Teachers 28 Average Salary \$14,545

**Inyo**  
**County: Inyo**

		Fiscal ADA		Highest Entry Step		9 Teaching Days		176	
		Other Assigned Days		New Teachers		4 Returning Teachers		4	
Data Not In Standard Format									

**Kern**  
**County: Kern**

		Fiscal ADA		Highest Entry Step		Teaching Days			
		Other Assigned Days		New Teachers		Returning Teachers			
Data Not In Standard Format									

No Teachers 141 Average Salary \$16,664

**Kings**

**County: Kings**

Fiscal ADA

Highest Entry Step

15 Teaching Days

182

Other Assigned Days

New Teachers

2 Returning Teachers

2

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60

	I	II	III	IV	V
1	\$ 9,667	\$ 10,057	\$ 10,447	\$ 10,837	\$ 11,227
2	10,057	10,447	10,837	11,227	11,617
3	10,447	10,837	11,227	11,617	12,007
4	10,837	11,227	11,617	12,007	12,397
5	11,227	11,617	12,007	12,397	12,787
6	11,617	12,007	12,397	12,787	13,177
7	12,007	12,397	12,787	13,177	13,567
8	12,397	12,787	13,177	13,567	13,957
9	12,787	13,177	13,567	13,957	14,347
10		13,567	13,957	14,347	14,737
11		13,957	14,347	14,737	15,127
12			14,737	15,127	15,517
13					15,907
14					16,297
15					16,587

Bonuses Masters 8 at \$ 390 ea No Teachers 45 Average Salary \$12,388

**Lake**

**County: Lake**

Fiscal ADA

Highest Entry Step

5 Teaching Days

175

Other Assigned Days

New Teachers

5 Returning Teachers

5

I BA + 30  
II BA + 45

III BA + 60  
IV BA + 75

V EH TEACHERS

	I	II	III	IV	V
1	\$ 10,620	\$ 11,160	\$ 11,700	\$ 12,240	\$ 13,381
2	11,040	11,580	12,120	12,660	15,672
3	11,460	12,000	12,540	13,080	17,534
4	11,880	12,420	12,960	13,500	18,709
5	12,300	12,840	13,380	13,920	
6	12,720	13,260	13,800	14,340	
7	13,140	13,680	14,220	14,760	
8	13,560	14,100	14,640	15,180	
9	13,980	14,520	15,060	15,600	
10	14,400	14,940	15,480	16,020	
11	14,820	15,360	15,900	16,440	
12	15,240	15,780	16,320	16,860	
13	15,660	16,200	16,740	17,280	
14	16,080	16,620	17,160	17,700	
15	16,500	17,040	17,580	18,120	

Bonuses Masters at \$ 300 ea No Teachers 22 Average Salary \$14,057

**Lassen**

**County: Lassen**

Fiscal ADA

Highest Entry Step

6 Teaching Days

175

Other Assigned Days

New Teachers

4 Returning Teachers

4

I BA  
II BA + 15

III BA + 30  
IV BA + 45 OR MA

V BA + 60 OR MA + 15

	I	II	III	IV	V
1	\$ 10,114	\$ 10,418	\$ 10,730	\$ 11,052	\$ 11,384
2	10,418	10,730	11,052	11,384	11,725
3	10,730	11,052	11,384	11,725	12,077
4	11,052	11,384	11,725	12,077	12,438
5	11,384	11,725	12,077	12,438	12,812
6	11,725	12,077	12,438	12,812	13,193
7	12,077	12,438	12,812	13,193	13,580
8	12,438	12,812	13,193	13,580	13,999
9	12,812	13,193	13,580	13,999	14,418
10	13,193		13,999	14,418	14,852
11			14,418	14,852	15,297
12			14,852	15,297	15,755
13			15,297	15,755	16,250
14			15,755	16,250	

Bonuses Other 4 at \$ 500 ea No Teachers 18 Average Salary \$13,756



**Los Angeles**  
**County: Los Angeles**  
 Data Not In Standard Format

Fiscal ADA	Highest Entry Step	6	Teaching Days	177
Other Assigned Days	New Teachers	2	Returning Teachers	2
No Teachers		1,107	Average Salary	\$17,035

**Madera**  
**County: Madera**

Fiscal ADA	Highest Entry Step	4	Teaching Days	175
Other Assigned Days	New Teachers	3	Returning Teachers	3

I	BA	II	BA + 12	III	BA + 24	IV	BA + 36	V	BA + 48	VI	BA + 60	VII	BA + 72
1	\$ 10,184	4	\$ 12,854	\$ 13,183	\$ 13,512	\$ 13,841	\$ 14,169	\$ 14,498	\$ 14,827	\$ 15,155	\$ 15,484	\$ 15,813	\$ 16,141
2	10,684	1	12,854	13,183	13,512	13,841	14,169	14,498	14,827	15,155	15,484	15,813	16,141
3	11,184		13,512	13,841	14,169	14,498	14,827	15,155	15,484	15,813	16,141	16,470	16,799
4	11,684		13,841	14,169	14,498	14,827	15,155	15,484	15,813	16,141	16,470	16,799	17,128
5	12,184		14,169	14,498	14,827	15,155	15,484	15,813	16,141	16,470	16,799	17,128	17,457
6	12,684		14,498	14,827	15,155	15,484	15,813	16,141	16,470	16,799	17,128	17,457	17,786
7			14,827	15,155	15,484	15,813	16,141	16,470	16,799	17,128	17,457	17,786	18,115
8			15,155	15,484	15,813	16,141	16,470	16,799	17,128	17,457	17,786	18,115	18,444

Bonuses: Masters 7 at \$ 400 ea

No Teachers: 26 Average Salary: \$14,803

**Marin**  
 (Salaries Under Negotiation)  
**County: Marin**

Fiscal ADA	Highest Entry Step	6	Teaching Days	176
Other Assigned Days	New Teachers	5	Returning Teachers	5

I	AB	II	AB + 15	III	AB + 30	IV	AB + 45	V	AB + 60	VI	AB + 75
1	\$ 9,450		\$ 10,395	\$ 11,246	2	\$ 12,097	5	\$ 12,948	\$ 13,799	\$ 14,650	\$ 15,501
2	10,395		11,340	12,191	4	13,041	3	13,797	14,553	15,309	16,065
3	11,246		12,191	13,041	3	13,797	5	14,553	15,309	16,065	16,821
4	12,097	1	12,947	13,797	1	14,553	2	15,309	16,065	16,821	17,577
5	12,663		13,608	14,459	1	15,215	2	16,065	16,821	17,577	18,333
6	13,230		14,175	15,026	5	15,782	7	16,443	17,200	17,956	18,713
7	13,703		14,648	15,499	2	16,254	1	16,916	17,673	18,429	19,186
8	14,175		15,120	15,876	1	16,632	1	17,294	18,051	18,808	19,565
9	14,648		15,593	16,444	1	16,916	1	17,577	18,333	19,090	19,847
10	15,120		16,065	16,916	1	17,199	5	17,861	18,618	19,375	20,132
11			16,065	16,727	2	17,483	6	18,144	18,901	19,658	20,415
12								18,428	19,185	19,942	20,699

Bonuses: Masters 66 at \$ 500 ea Doctorate 1 at \$ 500 ea

No Teachers: 117 Average Salary: \$16,893

**Mariposa**  
**County: Mariposa**  
 See Mariposa County Unified School District

Fiscal ADA

**Mendocino**  
**County: Mendocino**

Fiscal ADA	Highest Entry Step	6	Teaching Days	177
Other Assigned Days	New Teachers	2	Returning Teachers	2

I	LESS THAN BA	II	BA	III	BA + 15	IV	BA + 30	V	BA + 45	VI	BA + 60
1	\$ 10,514		\$ 10,976	\$ 11,438	1	\$ 11,900	1	\$ 12,362	\$ 12,824	\$ 13,286	\$ 13,748
2	10,976		11,438	11,900		12,362	1	12,824	13,286	13,748	14,210
3	11,438		11,900	12,362	1	12,824	3	13,286	13,748	14,210	14,672
4	11,900		12,362	12,824	1	13,286	2	13,748	14,210	14,672	15,134
5	12,362	2	12,824	13,286	1	13,748	2	14,210	14,672	15,134	15,596
6			13,286	13,748	2	14,210	1	14,672	15,134	15,596	16,058
7				14,210	5	14,672	1	15,134	15,596	16,058	16,520
8				14,672		15,134	1	15,596	16,058	16,520	16,982
9				15,134		15,596	1	16,058	16,520	16,982	17,444
10				15,596	1	16,058	1	16,520	16,982	17,444	17,906

Bonuses: Masters 13 at \$ 400 ea

No Teachers: 45 Average Salary: \$14,189

**Merced**  
**County: Merced**  
 Data Not In Standard Format

Fiscal ADA	Highest Entry Step	Teaching Days	
Other Assigned Days	New Teachers	3	Returning Teachers 3
	No. Teachers	96	Average Salary \$13,116

**Modoc**  
**County: Modoc**  
 1 BA + CRED

	1	
1	\$ 8,500	
2	9,000	
3	9,500	
4	10,000	
5	10,550	2
6	11,100	1
7	11,600	2
8	12,100	1
9	12,700	
10	13,200	
11	13,850	2
12	14,400	

Fiscal ADA	Highest Entry Step	12	Teaching Days 175
Other Assigned Days	New Teachers	2	Returning Teachers
	No. Teachers	9	Average Salary \$12,077

**Mono**  
**County: Mono**

1	9,900	
2	10,425	
3	10,950	
4	11,475	
5	12,000	
6	12,525	
7	13,050	
8	13,575	
9	14,100	
10	14,625	
11	15,150	
12	15,675	

Fiscal ADA	Highest Entry Step	6	Teaching Days 175
Other Assigned Days	New Teachers		Returning Teachers
	No. Teachers	4	Average Salary \$13,111

Additional Factors  
 1 - Add \$35 per unit beyond BA to a maximum of 60 units  
 2 - Add \$500 for MA

**Monterey**  
 (Salaries Under Negotiation)  
**County: Monterey**  
 Data Not In Standard Format

Fiscal ADA	Highest Entry Step	6	Teaching Days 177
Other Assigned Days	New Teachers	3	Returning Teacher 3
	No. Teachers	59	Average Salary \$16,288

**Napa**  
 (Salaries Under Negotiation)  
**County: Napa**

I	BA	
II	BA + 15	
1	\$ 9,375	
2	9,879	
3	10,301	
4	10,764	2
5	11,228	
6	11,691	1
7	12,154	1
8	12,618	5
9	13,081	
10	13,545	
11	14,034	
12	14,007	

Fiscal ADA	Highest Entry Step	5	Teaching Days 176
Other Assigned Days	New Teachers	2	Returning Teachers 1
	No. Teachers	64	Average Salary \$13,369

Bonuses Masters 10 at \* 12 ea

\* Anniversary Increment



**Nevada**

Fiscal ADA	Highest Entry Step	5	Teaching Days	185
Other Assigned Days	New Teachers	7	Returning Teachers	7
	No Teachers	10	Average Salary	\$13,875

**County: Nevada**

Data Not In Standard Format

**Orange**

Fiscal ADA	Highest Entry Step	6	Teaching Days	182
Other Assigned Days	New Teachers	3	Returning Teachers	3

**County: Orange**

I	BA + CRED		III	BA + 45 OR MA		IV	BA + 60 W/MA
II	BA + 30		IV	BA + 60 W/MA			
	I		II	III		IV	
1	\$ 10,420	1	\$ 12,420	\$ 13,420	1	\$ 14,420	
2	11,062	1	13,062	14,062	3	15,062	1
3	11,704	1	13,704	14,704	2	15,704	
4	12,346		14,346	15,346	1	16,346	
5	12,988		14,988	15,988	2	16,988	1
6			15,630	16,630		17,630	7
7			16,272	17,272	2	18,272	1
8			16,914	17,914	2	18,914	1
9			17,556	18,556		19,556	
10			18,198	19,198	1	20,198	
11			18,840	19,840	2	20,840	7
16*			20,482	20,482	3	21,482	4

\* Anniversary Increment No Teachers 49 Average Salary \$17,644

**Placer**

Fiscal ADA	Highest Entry Step	10	Teaching Days	177
Other Assigned Days	New Teachers	3	Returning Teachers	3

**County: Placer**

I	BA OR CRED		III	BA + 30		V	BA + 60 OR MA + 30	
II	BA + 15		IV	BA + 45				
	I		II	III		IV	V	
1	\$ 9,518		\$ 9,994	\$ 10,493	1	\$ 11,018	2	\$ 11,569
2	9,994		10,493	11,018	2	11,569	2	12,148
3	10,493		11,018	11,569	1	12,148		12,756
4	11,018	1	11,569	12,148	3	12,756	2	13,393
5	11,569		12,148	12,756	1	13,393	2	14,064
6			12,756	13,393	1	14,064	3	14,767
7			13,393	14,064	1	14,767	1	15,506
8				14,767	1	15,506		16,282
9				15,506	3	16,282	1	17,095
10						17,095	2	17,960
11								18,848
15*								19,790
25*				17,832	1			

\* Anniversary Increment No Teachers 47 Average Salary \$14,907

**Plumas**

Fiscal ADA

**County: Plumas**

See Plumas Unified School District

**Riverside**

Fiscal ADA	Highest Entry Step	8	Teaching Days	176
Other Assigned Days	New Teachers	4	Returning Teachers	4

**County: Riverside**

I	AB		III	AB + 30		V	MA + 15 OR AB + 60 W/MA		VI	MA + 30 OR AB + 75 W/MA
II	AR 15		IV	MA OR AB + 45		VI				
	I		II	III		IV	V		VI	
1	\$ 10,086	7	\$ 10,691	\$ 11,358	1	\$ 12,025	5	\$ 12,691	3	\$ 13,357
2	10,566	4	11,231	11,898	3	12,564	3	13,229		13,896
3	11,046	5	11,769	12,436	1	13,104	7	13,769	1	14,436
4	11,644	2	12,310	12,976	4	13,643	6	14,308	1	14,975
5	12,183	3	12,849	13,515	3	14,183	4	14,849	1	15,514
6	12,723	6	13,389	14,054	1	14,720	3	15,387	1	16,083
7			13,927	14,598	1	15,290	2	15,927	3	16,593
8			14,467	15,134	2	15,799	2	16,466	3	17,133
9				15,671		16,339	6	17,005	2	17,672
10			14,918	16,212	3	16,878	5	17,544	1	18,211
11								18,084	6	18,751
12										19,290

No Teachers 158 Average Salary \$14,187

**Sacramento**

**County: Sacramento**

Data Not In Standard Format

Bonuses	Other	2 at \$ 458 ea	Fiscal ADA	Highest Entry Step	Teaching Days	180
			Other Assigned Days	New Teachers	1	Returning Teachers 1
				No Teachers	160	Average Salary \$15,767

**San Benito**

(Salaries Under Negotiation)

**County: San Benito**

	I AB		III AB + 30		V AB + 60 OB MA + 45	
	II AB + 15		IV AB + 45 OB MA			
		II	III	IV	V	
1	\$ 9,500 1	\$ 10,100	\$ 10,700	\$ 11,300	\$ 11,900	
2	10,000	10,600	11,200 1	11,800 1	12,400	
3	10,500	11,100	11,700	12,300	12,900	
4	11,000 1	11,600 1	12,200 2	12,800	13,400	
5		12,100 1	12,700	13,300	13,900	
6		12,600 1	13,200	13,800	14,400	
7			13,700 1	14,300	14,900	
8				14,800	15,400	
9					15,900	
10					16,400	
11					16,900 1	
				No Teachers	11	Average Salary \$12,254

**San Bernardino**

**County: San Bernardino**

	I BA		III BA + 30		V BA + 60		
	II BA + 15		IV BA + 45		VI BA + 75		
		II	III	IV	V	VI	
1	\$ 10,296	\$ 10,942	\$ 11,597 2	\$ 12,253 5	\$ 12,908	\$ 13,564	
2	10,807 2	11,462 3	12,117 7	12,773	13,428 1	14,084 2	
3	11,327	11,983 1	12,637 3	13,293 4	13,948	14,604 3	
4	11,947 2	12,503 1	13,158 2	13,813 2	14,468 2	15,124 1	
5	12,567	13,023	13,678 2	14,334 3	14,989 3	15,644 3	
6	13,187	13,543	14,198	14,854 4	15,509 3	16,165 5	
7	13,808	14,063	14,718	15,374 1	16,029 4	16,685 2	
8	14,428	14,584	15,238 1	15,894 1	16,549 3	17,205 2	
9	14,448	15,104	15,759	16,414 2	17,069 2	17,725 3	
10	14,968	5,624	16,279	16,935 1	17,590	18,245 5	
		16,144	16,799	17,455 1	18,110 1	18,766	
			17,319 1	17,975 3	18,630 8	19,286 13	
Bonuses	Other		19 at \$ 200 ea	Other	1 at \$ 300 ea	Other	1 at \$ 500 ea
				No Teachers	122	Average Salary \$15,419	

**San Diego**

(Salaries Under Negotiation)

**County: San Diego**

	I BA		III BA + 30		V BA + 60 OB MA + 15	
	II BA + 15		IV BA + 45 OB MA		VI BA + 75 OR MA + 30	
		II	III	IV	V	VI
1	\$ 10,138 2	\$ 10,716	\$ 11,291	\$ 11,866	\$ 12,441	\$ 13,016
2	10,645 1	11,222	11,842	12,418	13,139	13,757
3	11,152	11,728	12,392	12,969	13,690 1	14,351
4	11,661	12,238	12,942 1	13,516 1	14,239	14,942
5	12,169 1	12,746	13,492	14,070 1	14,791 1	15,536
6		13,253	14,042 1	14,619	15,340 1	16,127
7		13,760	14,593	15,170 2	15,891 1	16,720
8		14,270	15,142	15,720	16,440 1	17,313 1
9		14,777	15,692 1	16,271 1	16,992 1	17,905
10		15,285	16,241 1	16,820	17,541	18,497
			16,793	17,370	18,091 1	19,090 1
			17,343	17,921	18,641	19,683
			17,893	18,471 1	19,192 1	20,275 16
				No Teachers	42	Average Salary \$16,901



**San Francisco**

Fiscal ADA

**County: San Francisco**

See San Francisco Unified School District

**San Joaquin**

Fiscal ADA

Highest Entry Step

8

Teaching Days

177

**County: San Joaquin**

Other Assigned Days

New Teachers

3

Returning Teachers

2

I BA II BA + 15		III BA + 30 IV BA + 45		V BA + 60 VI BA + 75	
I	II	III	IV	V	VI
1	\$ 10,016	\$ 10,555	\$ 11,095	\$ 11,633	\$ 12,171
2	10,544	11,081	11,620	12,159	12,697
3	11,069	11,607	12,145	12,685	13,223
4	11,594	12,134	12,672	13,210	13,748
5	12,121	12,660	13,198	13,738	14,274
6	12,646	13,186	13,724	14,263	14,802
7	13,172	13,711	14,249	14,788	15,328
8	13,698	14,236	14,775	15,314	15,853
9	14,225	14,764	15,302	15,840	16,380
10		15,289	15,828	16,366	16,905
11			16,353	16,892	17,430
12			16,875	17,415	17,957
13				17,944	18,483

Bonuses: Masters 5 at \$ 250 ea

No Teachers: 22 Average Salary: \$16,482

**San Luis Obispo**

Fiscal ADA

Highest Entry Step

5

Teaching Days

175

**County: San Luis Obispo**

Other Assigned Days

New Teachers

3

Returning Teachers

2

I BA II BA + 15		III BA + 30 IV BA + 45 OB MA		V BA + 60 OR MA15	
I	II	III	IV	V	VI
1	\$ 9,732	\$ 10,462	\$ 11,173	\$ 11,922	\$ 12,651
2	10,414	11,145	11,873	12,604	13,333
3	11,095	11,825	12,555	13,285	14,014
4		12,507	13,236	13,967	14,695
5		13,187	13,916	14,648	15,376
6		13,868	14,599	15,328	16,056
7		14,550	15,280	16,011	16,739
8			15,961	16,691	17,421
9			16,643	17,374	18,102
10				18,053	18,783
11				18,734	19,465

No Teachers: 25 Average Salary: \$16,963

**San Mateo**

Fiscal ADA

Highest Entry Step

12

Teaching Days

177

**County: San Mateo**

Other Assigned Days

New Teachers

3

Returning Teachers

3

I LESS THAN AB + 15 II AB + 15		III AB + 30 IV AB + 45		V AB + 60 VI AB + 75	
I	II	III	IV	V	VI
1	\$ 10,900	\$ 11,650	\$ 12,400	\$ 13,150	\$ 13,900
2	11,650	12,400	13,150	13,900	14,650
3	12,400	13,150	13,900	14,650	15,400
4	13,150	13,900	14,650	15,400	16,150
5	13,900	14,650	15,400	16,150	16,900
6	14,650	15,400	16,150	16,900	17,650
7	15,400	16,150	16,900	17,650	18,400
8	16,150	16,900	17,650	18,400	19,150
9		17,650	18,400	19,150	19,900
10			19,150	19,900	20,650
11				20,650	21,400
12				20,650	22,150

Bonuses: Masters 57 at \$ 200 ea Other 59 at \$ 300 ea

No Teachers: 171 Average Salary: \$15,783

**Santa Barbara**  
**County: Santa Barbara**

Fiscal ADA Highest Entry Step 6 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers

I BASE

	I
1	\$ 10,565
2	10,976
3	11,390
4	11,801
5	12,212
6	12,624
7	13,035
8	13,447
9	13,858
10	14,265
11	14,682
12	15,094

Additional Factors

- 1 Add \$43 per semester unit to maximum of 60 units without MA and 72 units with MA
- 2 Add \$518 for No Degree
- 3 Add 2 percent of annual salary as anniversary increments in 15th, 20th, and 25th years

Bonuses Masters 13 at \$ 518 ea Doctorate 1 at \$ 518 ea Other 9 at \$ 990 ea  
No Teachers 49 Average Salary \$16,735

**Santa Clara**  
**County: Santa Clara**

Fiscal ADA Highest Entry Step 12 Teaching Days 220  
Other Assigned Days New Teachers 3 Returning Teachers 3

Data Not In Standard Format

No Teachers 339 Average Salary \$16,754

**Santa Cruz**  
(Salaries Under Negotiation)  
**County: Santa Cruz**

Fiscal ADA Highest Entry Step 7 Teaching Days 180  
Other Assigned Days New Teachers 2 Returning Teachers 2

I AB + CRED  
II AB + 12

III AB + 24  
IV AB + 36

V AB + 48  
VI AB + 60

VII AB + 72

	I	II	III	IV	V	VI	VII	
1	\$ 9,328	\$ 9,909	\$ 10,289	\$ 10,770	\$ 11,249	\$ 11,730	\$ 12,210	1
2	9,909	10,289	10,770	11,249	11,730	12,210	12,689	3
3	10,289	10,770	11,249	11,730	12,210	12,689	13,169	1
4		11,249	11,730	12,210	12,689	13,169	13,649	2
5		11,730	12,210	12,689	13,169	13,649	14,131	3
6			12,689	13,169	13,649	14,131	14,610	1
7			13,169	13,649	14,131	14,610	15,089	1
8				14,131	14,610	15,089	15,569	2
9				14,610	15,089	15,569	16,051	1
10				15,089	15,569	16,051	16,531	1
11				15,569	16,051	16,531	17,010	1
12					16,531	17,010	17,490	2
13						17,490	17,970	9

Bonuses Masters 20 at \$ 400 ea Doctorate 1 at \$ 300 ea Other 4 at \$ 500 ea  
No Teachers 50 Average Salary \$14,330

**Shasta**  
**County: Shasta**

Fiscal ADA Highest Entry Step 1 Teaching Days 176  
Other Assigned Days New Teachers 1 Returning Teachers 1

I AB  
II AB + 15

III AB + 30  
IV AB + 45

V AB + 60  
VI AB + 75

	I	II	III	IV	V	VI	
1	\$ 9,438	\$ 9,811	\$ 10,212	\$ 10,654	\$ 11,110	\$ 11,607	1
2	9,908	10,281	10,692	11,110	11,571	12,063	2
3	10,383	10,796	11,138	11,590	12,035	12,519	1
4	10,880	11,193	11,593	12,035	12,492	12,990	1
5	11,290	11,663	12,063	12,492	12,952	13,446	2
6	11,747	12,119	12,519	12,952	13,418	13,901	3
7	12,201	12,575	12,976	13,418	13,874	14,371	1
8	12,658	13,030	13,432	13,874	14,343	14,827	2
9		13,498	13,898	14,329	14,788	15,283	1
10			14,343	14,785	15,255	15,740	2
11				15,242	15,712	16,196	1
12					16,168	16,651	7

Bonuses Masters 20 at \$ 300 ea No Teachers 78 Average Salary \$12,998

**Sierra**  
**County: Sierra**

See Sierra-Plumas Unified School District

Fiscal ADA

**Siskiyou**

**County: Siskiyou**

Fiscal ADA

Highest Entry Step

6 Teaching Days 175

Other Assigned Days

New Teachers

5 Returning Teachers 5

I BA+CRED		II BA+15 OR CRED		III BA+30 W CRED		IV BA+45 W CRED		V BA+60 W CRED	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 8,828		\$ 9,623	1	\$ 10,417		\$ 11,212		\$ 12,006
2	9,446		10,240	4	11,035		11,830	1	12,624
3	10,064		10,858		11,653		12,447	1	13,242
4	10,682		11,475		12,271		13,065	1	13,860
5	11,300		12,094	1	12,899		13,683	1	14,475
6	11,918		12,712		13,507		14,301	1	15,086
7	12,536	1	13,330	1	14,125		14,919	1	15,714
8			13,948		14,743		15,537		16,332
9				1	15,361		16,155		16,950
10					15,979		16,773		17,568

No. Teachers 22 Average Salary \$13,474

**Solano**

**County: Solano**

Fiscal ADA

Highest Entry Step

3 Teaching Days 177

Other Assigned Days

New Teachers

2 Returning Teachers 2

I CRED		II AB		III AB+30		IV AB+45		V AB+60	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 10,591		\$ 10,902	5	\$ 11,524		\$ 11,835		\$ 12,146
2	11,213	1	11,524	3	12,146		12,457	2	12,768
3	11,835		12,146	4	12,768		13,079	3	13,390
4	12,457	3	12,768	1	13,390		13,701	3	14,012
5	13,079	1	13,390		14,012		14,323	2	14,634
6	13,701	1	14,012		14,634	2	14,945	1	15,256
7	14,323	2	14,634	1	15,256		15,567	1	15,878
8	14,945		15,256	2	15,878		16,189	1	16,500
9	15,567		15,878		16,500		16,811	1	17,122
10			16,500		17,122	1	17,433		17,744
11			17,122		17,744		18,055	1	18,366
12			17,744	1	18,366	2	18,677		18,988
13			18,366		18,988		19,299		19,610

Bonuses Masters

35 of \$ 320 ea

No. Teachers 92 Average Salary \$14,334

**Sonoma**

**County: Sonoma**

Fiscal ADA

Highest Entry Step

6 Teaching Days 178

Other Assigned Days

New Teachers

5 Returning Teachers 5

I AB		II AB+15		III AB+30		IV AB+45 OR MA		V AB+60 W MA	
I	II	I	II	III	IV	V	VI	VII	VIII
1	\$ 10,796	1	\$ 11,515	1	\$ 12,415	1	\$ 12,955		\$ 13,495
2	11,515		11,875	3	12,415		12,955	3	13,495
3	11,875		12,415	1	12,955		13,495	4	14,035
4	12,415	1	12,955	2	13,495		14,035	1	14,575
5	12,955		13,495	1	14,035		14,575	1	15,114
6	13,495	1	14,035		14,575	1	15,114	2	15,654
7	14,035		14,575	1	15,114		15,654	2	16,194
8	14,575		15,114	2	15,654		16,194	2	16,734
9			15,654	2	16,194		16,734	5	17,274
10					16,734	3	17,274	1	17,813
11							17,813	5	18,353
12									18,893
13									19,433

No. Teachers 64 Average Salary \$15,392



**Stanislaus**  
(Salaries Under Negotiation)  
**County: Stanislaus**

Fiscal ADA Highest Entry Step 3 Teaching Days 176  
Other Assigned Days New Teachers 4 Returning Teachers 4

	I AB		III AB - 30	IV AB - 45		V AB - 60	VI AB - 75
	II AB - 15						
	I	II	III	IV	V	VI	
1	\$ 9,360	\$ 9,900	6	\$ 11,340	6	\$	\$
2	9,900	10,260	5	12,060	15		
3		10,620	4	12,600	8	13,620	4
4		10,800	5	13,140	5	13,860	2
5				13,680	3	14,220	2
6				14,220	3	14,580	2
7				14,580	2	14,940	3
8				14,760	1	15,120	3
9				14,940		15,300	3
10						15,480	1
11						15,660	1
12						15,840	1
13						16,020	1
14						16,200	1
15						16,380	1
19*				15,272		16,192	
						16,744	
						17,296	

Bonuses Other Total \$ 300 ea  
\* Anniversary Increment No. Teachers 94 Average Salary \$12,765

**Sutter**  
**County: Sutter**

Fiscal ADA Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

	I AB		III AB - 24	IV AB - 36		V AB - 48	VI AB - 60
	II AB - 12						
	I	II	III	IV	V	VI	
1	\$ 9,111	\$ 9,783	\$ 10,456	\$ 11,130	1	\$	\$
2	9,507	10,185	10,857	11,532	2		
3	9,921	10,596	11,253	11,925		12,600	1
4	10,320	10,992	11,667	12,327		12,999	
5	10,716	11,391	12,066	12,741		13,396	1
6	11,130	11,790	12,465	13,137		13,812	
7	11,532	12,204	12,861	13,536	1	14,208	3
8	11,925	12,600	13,272	13,932	1	14,622	2
9	12,327	12,999	13,674	14,346		15,036	
10			14,070	14,778	1	15,405	1
11				15,141	1	15,819	2
12				15,543	1	16,215	1

Bonuses Masters Total \$ 400 ea  
No. Teachers 90 Average Salary \$14,711

**Tehama**  
**County: Tehama**

Fiscal ADA Highest Entry Step Teaching Days 180  
Other Assigned Days New Teachers 1 Returning Teachers 1

	I AB		III AB - 30	IV AB - 45		V AB - 60
	II AB - 15					
	I	II	III	IV	V	
1	\$ 10,063	\$ 10,626	\$ 11,213	\$ 11,798	1	\$ 12,384
2	10,626	11,213	11,798	12,384	1	12,969
3	11,213	11,798	12,384	12,969	1	13,554
4	11,798	12,384	12,969	13,554		14,139
5		12,969	13,554	14,139	3	14,724
6			14,139	14,724		15,309
7				15,309	5	15,894

Bonuses Masters Total \$ 300 ea  
No. Teachers 25 Average Salary \$13,964



**Trinity**  
**County: Trinity**

Fiscal ADA Highest Entry Step 6 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I AB		III AB + 30		V AB + 60	
II AR + 15		IV AB + 45			
I		III		V	
1	\$ 1,475	\$ 11,934	\$ 12,393	\$	\$
2	12,049	12,508	12,967	13,426	1
3	12,623	13,082	13,541	14,000	1
4	13,196	13,655	14,114	14,573	14,459
5	13,770	14,229	14,688	15,147	1
6	14,344	14,803	15,262	15,721	1
7	14,918	15,377	15,836	16,295	16,754
8	15,491	15,950	16,409	16,868	17,327
9		16,524	16,985	17,442	1
10			17,557	18,016	18,475

No. Teachers 10 Average Salary \$15,720

**Tulare**  
**County: Tulare**

Fiscal ADA Highest Entry Step 7 Teaching Days 176  
Other Assigned Days New Teachers 5 Returning Teachers 5

I BA		III BA + 30		V BA + 60 OR MA + 15	
II BA + 15		IV BA + 45 OR MA		VI MA + 30	
I		III		V	
1	\$ 10,855	\$ 11,464	\$ 12,073	\$ 12,682	\$ 13,291
2	11,254	11,965	12,581	13,202	13,829
3	11,652	12,466	13,084	13,708	14,357
4	12,351	12,966	13,587	14,214	14,845
5	12,849	13,467	14,091	14,719	15,353
6	13,348	13,968	14,594	15,225	15,861
7	13,846	14,469	15,097	15,730	16,369
8	14,345	14,970	15,600	16,236	16,877
9		15,471	16,104	16,742	17,385
10		15,972	16,607	17,247	17,893
11			17,110	17,753	18,401
12			17,613	18,259	18,909

Bonuses Doctorate 1 at \$ 500 ea Other 2 at \$1500 ea

No. Teachers 134 Average Salary \$15,269

**Tuolumne**  
**County: Tuolumne**

Fiscal ADA Highest Entry Step Teaching Days 177  
Other Assigned Days New Teachers 3 Returning Teachers 3

I BASE		III HEAD TEACHER	
I		II	
1	\$ 10,016	\$	\$

Additional % for (Add or subtract) 2 percent of base salary for each six months (Add for below) BA

No. Teachers 21 Average Salary \$15,106

**Ventura**  
**County: Ventura**

Fiscal ADA Highest Entry Step 5 Teaching Days 175  
Other Assigned Days New Teachers 5 Returning Teachers 5

I APPROP (RED) 180DAYS		III HEAD TEACHER	
II APPROP (RED) 180DAYS		II	
1	\$ 10,507	\$ 10,989	\$
2	11,425	11,751	
3	12,266	12,616	1
4	13,105	13,479	
5	13,943	14,341	1
6	14,785	15,207	
7	15,623	16,069	1
8	16,462	16,932	2
9	17,302	17,796	1
10	18,141	18,659	2

No. Teachers 52 Average Salary \$15,513

**Yolo**

**County: Yolo**

Fiscal ADA

Highest Entry Step

6 Teaching Days

176

Other Assigned Days

New Teachers

2 Returning Teachers

2

I BA		II BA + 15		III BA + 30		IV BA + 45		V BA + 60		VI BA + 75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,647	1	\$ 9,890	\$ 10,492	2	\$ 11,096		\$ 11,697		\$ 12,301	2
2	10,130	1	10,371	10,974	4	11,579	3	12,180		12,794	2
3	10,613		10,854	11,457		12,060	5	12,663	1	13,266	4
4	11,099		11,336	11,939	4	12,543	1	13,145	5	13,749	
5	11,578		11,819	12,422	2	13,026		13,628	1	14,231	1
6	12,060	2	12,301	12,904		13,508	2	14,110	3	14,714	1
7	12,543	1	12,794	13,387		13,990	1	14,593	1	15,197	2
8			13,266	13,969	1	14,473	1	15,075	1	15,679	4
9			13,749	14,352	2	14,956		15,558		16,162	
10				14,834	1	15,438	1	16,040		16,644	
11				15,317		15,920		16,523	1	17,127	
12						16,371	1	17,005		17,609	
13								17,488		18,092	
14										18,574	
15										19,057	
18*							16,971	17,988		19,557	1
21*							17,371	18,488		20,057	1
24*							17,871	19,988		20,557	
Bonuses		Masters		28 at \$ 350 ea		Doctorate		at \$ 700 ea			
* Anniversary Increment							No Teachers		71	Average Salary	\$13,579

**Yuba**

**County: Yuba**

Fiscal ADA

Highest Entry Step

6 Teaching Days

175

Other Assigned Days

New Teachers

1 Returning Teachers

1

I AB		II AB + 15		III AB + 30		IV AB + 45		V AB + 60		VI AB + 75	
I	II	I	II	III	IV	V	VI	V	VI	V	VI
1	\$ 9,000		\$ 9,500	\$ 10,000	2	\$ 10,500		\$ 11,000		\$ 11,500	2
2	9,500		10,000	10,500	2	11,000	1	11,500	1	12,000	
3	10,000		10,500	11,000		11,500		12,000	1	12,500	
4	10,500		11,000	11,500	1	12,000	1	12,500		13,000	
5	11,000		11,500	12,000		12,500	2	13,000		13,500	
6	11,500		12,000	12,500	2	13,000		13,500		14,000	
7	12,000		12,500	13,000		13,500		14,000		14,500	
8	12,500		13,000	13,500		14,000		14,500		15,000	1
9	13,000		13,500	14,000		14,500		15,000		15,500	
10				14,500	1	15,000		15,500		16,000	
11				15,000	1	15,500		16,000		16,500	
12						16,000	1	16,500		17,000	
Bonuses		Masters		4 at \$ 500 ea							
							No Teachers		19	Average Salary	\$12,342



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	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
ABC	Unit	31,574	1	Bassett	Unit	8,470	30
Acalanes	High	8,290	303	Bayshore	Flem	404	193
Ackerman	Flem	261	189	Bear Valley	Unit	1,992	49
Adelanto	Flem	1,197	113	Beardsley	Flem	1,612	115
Alameda	Co		339	Beaumont	Unit	2,617	50
Alameda City	Unit	11,312	11	Bella Vista	Flem	229	193
Albany City	Unit	3,033	99	Bellevue	Flem	62	264
Alexander Valley	Flem	94	263	Bellevue	Flem	1,028	115
Alhambra City	Flem	8,844	95	Bellflower	Unit	12,225	12
Alhambra City	High	10,789	295	Belmont	Flem	3,006	116
Alisal	Flem	2,438	113	Belridge	Flem	82	264
Allensworth	Flem	22	263	Bend	Flem	61	264
Alpaugh	Unit	186	81	Bentonia	Unit	2,477	50
Alpine	Co		339	Bennett Valley	Flem	792	159
Alpine	Flem	868	159	Berkeley City	Unit	14,000	12
Alpine County	Unit	143	81	Berryessa	Flem	10,504	90
Alta Loma	Flem	2,701	113	Beverly Hills	Unit	6,846	30
Alta Vista	Flem	353	189	Big Creek	Flem	142	193
Alta-Dutch Flat	Flem	77	263	Big Lagoon	Flem	39	265
Alum Rock	Flem	14,342	89	Big Oak Flat-Groveland	Flem	233	193
Alview	Flem	356	190	Big Pine	Unit	318	82
Alvina	Flem	192	190	Big Springs	Flem	80	265
Alvord	Unit	9,210	29	Big Valley	Unit	336	82
Amador	Co		339	Biggs	Unit	733	73
Amador Valley	High	5,566	303	Biola-Pershing	Flem	197	194
American	Flem	382	190	Bishop	Flem	1,392	116
Anaheim	High	37,002	293	Bishop	High	828	325
Anaheim City	Flem	12,377	89	Bitterwater Tully	Flem	18	265
Analy	High	2,432	313	Black Butte	Flem	173	194
Anderson	High	1,836	313	Black Oak Mine	Unit	515	73
Anderson Valley	Unit	350	81	Blake	Flem	9	265
Antelope	Flem	400	191	Blochman	Flem	142	194
Antelope Valley	High	8,047	303	Blue Lake	Flem	328	194
Antioch	Unit	9,338	29	Boggs	Flem	10	265
Apple Valley	Flem	1,322	114	Bolinas-Stinson	Flem	256	195
Arcadia	Unit	10,100	11	Bonita	Flem	54	265
Arcata	Flem	996	159	Bonita	Unit	7,915	30
Arcata	High	2,289	313	Bonny Doon	Flem	175	195
Arcohe	Flem	262	191	Bonsall	Flem	583	160
Arena	Flem	287	191	Borrego Springs	Unit	233	82
Armona	Flem	727	159	Bradley	Flem	38	265
Arvin	Flem	1,334	114	Brawley	Flem	3,375	116
Atascadero	Unit	4,006	29	Brawley	High	1,644	314
Atwater	Flem	3,136	114	Brea-Olinda	Unit	4,999	31
Auberry	Flem	353	191	Brentwood	Flem	1,341	116
Auburn	Flem	1,933	115	Bret Harte	High	553	325
Azusa	Unit	12,102	31	Bridgeville	Flem	41	266
				Briggs	Flem	301	195
Baker	Unit	221	82	Brisbane	Flem	728	160
Bakersfield City	Flem	18,362	89	Brittan	Flem	514	160
Baldwin Park	Unit	13,816	12	Browns	Flem	155	195
Ballard	Flem	44	263	Buckeye El Dorado Co	Flem	973	161
Ballico-Cressey	Flem	299	192	Buckeye Shasta Co	Flem	517	161
Bangor	Flem	89	264	Buellton	Flem	399	196
Banning	Unit	2,757	49	Buena Park	Flem	4,686	95
Banta	Flem	173	192	Buena Vista Kern Co	Flem	24	266
Barstow	Unit	8,384	30	Buena Vista Tulare Co	Flem	86	266
Bass	Flem	193	192	Burbank	Unit	14,517	13
Base Lake	Flem	86	264	Burlingame	Flem	2,268	117

<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
Burnt Ranch	Flem	62	267	Cloverdale	Unit	1,271	52
Burrel	Flem	89	267	Clovis	Unit	12,585	14
Burton	Flem	816	161	Coachella Valley	Unit	5,523	33
Butte	Co		339	Coalinga	Unit	2,413	52
Butte Valley	Unit	432	83	Coarsegold	Flem	172	201
Butteville	Flem	60	267	Coast	High	259	333
Buttonwillow	Flem	343	196	Coffee Creek	Flem	17	269
Byron	Flem	291	196	Cold Spring	Flem	203	201
				Collax	Flem	260	201
Cabrillo	Unit	3,799	50	Colfax	Flem	659	163
Cajon Valley City	Flem	13,482	90	Colton	Unit	11,295	14
Calaveras	Co		339	Columbia Shasta Co	Flem	294	202
Calaveras	Unit	2,016	51	Columbia - Tuolumne Co	Flem	498	202
Calaveras	Unit	4,689	31	Columbia	Elem	120	203
Caliente	Flem	41	267	Colusa	Co		339
Calipatria	Unit	1,230	51	Colusa	Unit	1,161	52
Calistoga	Unit	735	73	Compton	Unit	32,439	1
Cambria	Flem	272	197	Conejo Valley	Unit	21,267	14
Cambrian	Flem	3,337	117	Contra Costa	Co		340
Camino	Flem	426	197	Corcoran	Unit	2,588	53
Campbell	Flem	6,328	95	Corning	Flem	980	163
Campbell	High	16,355	295	Corning	High	616	326
Camptonville	Flem	65	268	Corona-Norco	Unit	18,791	15
Cantua	Flem	332	197	Coronado City	Unit	2,651	53
Canyon - Contra Costa Co	Flem	34	268	Cotati-Rohnert Park	Flem	2,649	119
Canyon - Shasta Co	Flem	152	198	Cottonwood	Flem	873	164
Capay	Flem	138	199	Covina-Valley	Unit	17,763	15
Capistrano	Unit	16,234	13	Cox Bar	Flem	21	270
Cardiff	Flem	734	162	Cucamonga	Flem	784	164
Carlsbad	Unit	4,517	31	Cuddeback	Flem	127	203
Carmel	Unit	3,537	51	Culver City	Unit	7,593	34
Carpinteria	Unit	2,568	51	Cupertino	Flem	19,423	91
Caruthers	Flem	621	162	Curtis Creek	Flem	630	164
Caruthers	High	436	333	Cutler Orosi	Unit	2,424	54
Cascade	Flem	1,782	117	Cuttler	Flem	416	204
Casmalia	Flem	32	268	Cuyama	Flem	206	204
Castaic	Flem	215	199	Cypress	Flem	5,841	96
Castle Rock	Flem	71	268	Davis	Unit	6,167	34
Castro Valley	Unit	8,367	31	Death Valley	Unit	139	83
Cayucos	Flem	201	199	Dehesa	Flem	72	270
Center	Flem	1,099	118	Del Mar	Flem	1,124	119
Centinela Valley	High	8,886	304	Del Norte	Co		340
Central - Fresno Co	High	1,156	314	Del Norte County	Unit	3,443	54
Central Imperial Co	High	2,431	314	Del Paso Heights	Flem	1,173	119
Central Kings Co	Flem	1,835	118	Delano	Flem	2,787	120
Central - San Bernardino Co	Flem	2,098	118	Delano	High	2,077	315
Centralia	Flem	5,646	96	Delhi	Flem	713	165
Ceres	Unit	4,140	32	Delphic	Flem	17	270
Chaffey	High	13,998	295	Delta Island	Flem	176	204
Charter Oak	Unit	8,562	32	Delta View	Flem	98	270
Chatom	Flem	713	162	Denair	Unit	376	74
Chawanakee	Flem	32	268	Desert Center	Unit	776	74
Chicago Park	Flem	101	200	Desert Sands	Unit	8,961	34
Chico	Unit	9,279	32	Di Giorgio	Flem	126	205
Chinese Camp	Flem	41	268	Dinuba	Flem	2,108	120
Chino	Unit	12,734	13	Dinuba	High	1,104	315
Chowchilla	Flem	993	163	Dixie	Flem	3,394	120
Chowchilla	High	613	325	Dixon	Unit	2,122	54
Chualar	Flem	267	200	Dos Palos	Flem	1,265	121
Chula Vista	Flem	15,975	90	Dos Palos	High	817	326
Cienega	Flem	15	269	Douglas City	Flem	73	270
Cinnabar	Flem	235	200	Downey	Unit	16,841	15
Citrus South Tule	Flem	30	269	Dry Creek	Flem	132	205
Claremont	Unit	6,793	33	Duarte	Unit	4,175	35
Clay	Flem	94	269	Ducor	Flem	167	205
Clear Creek	Flem	49	269	Dunham	Flem	82	271

District name	Type of district	Average daily attendance	Page number	District name	Type of district	Average daily attendance	Page number
Dunsmuir	Elem	382	205	Forks of Salmon	Elem	32	272
Dunsmuir	High	212	333	Fort Bragg	Unif	2,475	56
Durham	Unif	746	74	Fort Jones	Flem	107	208
Earlimart	Elem	924	165	Fort Ross	Flem	45	272
East Nicolaus	High	217	333	Fortuna	Elem	668	168
East Side	High	22,895	296	Fortuna	High	1,209	316
East Whittier City	Elem	7,827	96	Fountain Valley	Flem	11,082	91
Eastern Sierra	Unit	569	75	Fowler	Unit	1,585	57
Eastside	Elem	516	165	Franklin	Flem	369	208
Edison	Elem	491	206	Franklin-McKinley	Flem	6,978	98
El Centro	Elem	4,175	97	Fremont	High	15,472	296
El Dorado	Co		340	Fremont	Unif	32,167	1
El Dorado	High	3,420	315	French Gu'ch-Whiskeytown	Elem	38	273
El Monte	Elem	9,593	97	Freshwater	Elem	222	208
El Monte	High	10,293	296	Fresno	Co		340
El Nido	Flem	126	206	Fresno City	Unit	51,670	2
El Rancho	Unit	12,659	16	Fresno Colony	Flem	540	168
El Segundo	Unif	3,183	55	Friant	Elem	54	273
El Tejon	Elem	556	166	Fruitvale	Elem	340	209
Elk Grove	Unif	12,030	16	Fullerton	Elem	11,229	92
Elk Hills	Elem	77	271	Fullerton	High	15,737	297
Elkins	Flem	41	271	Galt	Flem	1,278	129
Elsinore	Elem	1,592	121	Galt	High	944	327
Elsinore	High	1,856	316	Garden Grove	Unit	50,146	2
Elverta	Flem	279	206	Garfield	Flem	32	273
Emery	Unit	646	75	Garvey	Flem	5,924	98
Emigrant Gap	Flem	10	271	Gazelle	Flem	56	273
Empire	Flem	1,531	121	General Shafter	Flem	113	209
Encinitas	Flem	2,337	122	Gerber	Flem	411	209
Enterprise	Flem	2,542	122	Geyserville	Unit	278	83
Escalon	Unit	1,970	55	Gilroy	Unit	5,987	35
Escondido	Flem	11,171	91	Glendale	Unit	24,048	17
Escondido	High	6,054	304	Glendora	Unit	8,649	35
Esparto	Unit	674	75	Glenn	Co		340
Etiwanda	Flem	524	166	Gold Oak	Flem	456	210
Etna	Flem	260	207	Gold Trail	Flem	374	210
Etna	High	307	334	Golden Feather	Flem	177	210
Eureka	Flem	991	166	Goleta	Flem	5,913	98
Eureka City	Flem	2,745	122	Gonzales	Flem	746	168
Eureka City	High	4,724	304	Gonzales	High	1,015	317
Evergreen - Santa Clara Co	Flem	6,149	97	Gorman	Flem	32	273
Evergreen - Tehama Co	Flem	360	207	Grant	Flem	136	211
Exeter	Flem	1,172	123	Grant	High	14,643	297
Exeter	High	987	326	Grass Valley	Flem	1,571	124
Fairfax - Kern Co	Flem	850	167	Gratton	Flem	90	273
Fairfax - Marin Co	Flem	793	167	Gravenstein	Flem	826	169
Fairfield - Suisun Valley	Unif	14,104	16	Graves	Flem	43	273
Fairview	Flem	6	272	Green Point	Flem	12	274
Fall Creek	Flem	9	272	Greenfield - Kern Co	Flem	2,735	124
Fall River	Unit	1,609	55	Greenfield - Monterey Co	Flem	916	169
Fallbrook	Flem	3,365	123	Grenada	Flem	156	211
Fallbrook	High	1,820	316	Gridley	Flem	1,280	125
Farmersville	Flem	1,021	123	Gridley	High	665	327
Feather Falls	Flem	55	272	Grizzly Bluff	Flem	15	274
Ferndale	Flem	394	207	Grossmont	High	26,164	293
Ferndale	High	271	334	Guadalupe	Flem	726	169
Fieldbrook	Flem	136	207	Guasti	Flem	126	211
Fillmore	Unif	2,958	56	Guerneville	Flem	500	170
Firebaugh-Las Delas	Unif	1,402	56	Gustine	Unit	1,062	57
Flournoy	Flem	17	272	Hacienda La Puente	Unit	35,847	2
Folsom-Cordova	Unit	12,006	16	Hamilton	Flem	347	212
Fontana	Unif	13,618	17	Hamilton	High	147	334
Foresthill	Flem	257	208	Hanford	Flem	3,045	125
Forestville	Flem	682	167	Hanford	High	2,944	317

<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
Happy Camp	Flem	280	212	Junction Siskiyou Co	Flem	31	277
Happy Valley-Santa Cruz Co	Flem	113	212	Junction City	Flem	54	277
Happy Valley-Shasta Co	Flem	66.0	170	Jurupa	Unit	9,571	36
Harmony	Flem	427	213	Kelseyville	Unit	792	76
Hart-Ransom	Flem	327	213	Kentfield	Flem	1,155	127
Hawthorne	Flem	5,089	99	Kenwood	Flem	163	218
Hayfork Valley	Flem	397	213	Keppel	Flem	816	172
Hayward	Unit	25,390	2	Kerman	High	61.1	327
Healdsburg	Flem	971	170	Kerman-Floyd	Flem	1,16.5	127
Healdsburg	High	1,696	317	Kern	Co		341
Heber	Flem	722	170	Kern County	High	20,74.2	298
Helendale	Flem	50	274	Kernville	Flem	714	172
Helm	Flem	57	274	Keyes	Flem	515	173
Hemet	Unit	7,434	36	King City	Flem	1,095	177
Herlong	Flem	224	214	King City	High	1,128	318
Hermosa Beach City	Flem	1,286	125	Kings	Co		342
Herndon	Flem	249	214	Kings Canon	Unit	5,791	36
Hesperia	Flem	1,387	126	Kings River	Flem	402	218
Hickman	Flem	192	214	Kings River-Hardwick	Flem	232	219
Hillsborough City	Flem	1,337	126	Kingsburg	Flem	1,199	128
Hilmar	Unit	1,420	57	Kingsburg	High	899	328
Hollister	Flem	2,399	126	Kirkwood	Flem	10	277
Holt	Flem	61	275	Kit Carson	Flem	338	219
Holtville	Unit	1,996	58	Klamath River	Flem	76	278
Hope Santa Barbara Co	Flem	904	171	Klamath-Trinity	Unit	1,228	59
Hope-Tulare Co	Flem	61	275	Kneeland	Flem	16	278
Honcon	Flem	73	275	Knights Ferry	Flem	39	278
Hornbrook	Flem	82	275	Knightsven	Flem	457	219
Hot Spngs	Flem	62	276	Konociti	Unit	1,595	59
Houghton-Kearney	Flem	182	215	La Canada	Unit	4,805	37
Howell Mountain	Flem	69	276	La Grange	Flem	14	278
Hueneme	Flem	6,577	99	La Habra City	Flem	5,270	100
Hughes-Elizabeth Lakes	Flem	194	215	La Honda-Pescadero	Unit	430	84
Hughson	Flem	954	171	La Mesa-Spring Valley	Flem	15,385	92
Hughson	High	593	327	Lafayette	Flem	3,635	128
Humboldt	Co		341	Laguna	Flem	13	278
Huntington Beach	High	23,843	298	Laguna Beach	Unit	3,645	59
Huntington Beach City	Flem	8,222	99	Laguna Salada	Flem	6,495	100
Hyampom	Flem	65	276	Lagunita	Flem	16	278
Hydesville	Flem	125	215	Lagunitas	Flem	492	219
Igo-Ono-Platina	Flem	131	215	Lake	Co		342
Imperial	Co		341	Lake	Flem	74	278
Imperial	Unit	1,508	58	Lake Tahoe	Unit	4,206	37
Indian Diggings	Flem	12	276	Lakeport	Unit	1,228	59
Indian Springs	Flem	37	277	Lakeside Kern Co	Flem	220	220
Inglewood	Unit	14,897	17	Lakeside Kings Co	Flem	430	220
Inyo	Co		341	Lakeside San Diego Co	Flem	4,912	101
Ione	Unit	640	76	Lakeside Santa Clara Co	Flem	132	220
Irvine	Unit	11,260	18	Lammersville	Flem	165	220
Island	Flem	235	216	Lamont	Flem	1,527	128
Jackson	Unit	711	76	Lancaster	Flem	7,104	101
Jacoby Creek	Flem	315	216	Larkspur	Flem	1,577	129
Jamestown	Flem	4.5	216	Las Comitas	Flem	1,314	129
Jamul-Las Flores	Flem	647	171	Las Virgenes	Unit	8,475	37
Janesville	Flem	577	217	Lassen	Co		342
Jefferson San Benito Co	Flem	16	277	Lassen	High	1,109	318
Jefferson San Joaquin Co	Flem	762	217	Lassen View	Flem	254	221
Jefferson San Marco Co	Flem	7,960	100	Laton	Unit	7.5	76
Jefferson	High	8,734	305	Letrobe	Flem	49	278
John Swett	Unit	1,920	58	Lawndale	Flem	4,948	101
Johnstonville	Flem	175	217	Le Grand	Flem	219	221
Julian	Flem	283	218	Le Grand Grove	High	365	335
Julian	High	193	335	Limon Grove	Flem	3,725	129
Junction Shasta Co	Flem	578	172	Lemoore	Flem	1,678	130

<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
Lemoore	High	1,668	319	Martinez	Unit	5,169	39
Lennox	Elem	3,492	130	Marysville	Unit	8,434	40
Lerdo	Elem	134	221	Mattole	Elem	61	281
Lewiston	Elem	118	222	Maxwell	Unit	286	85
Liberty	High	1,293	319	McCabe	Elem	251	227
Liberty-Sonoma Co	Elem	170	222	McCloud	Elem	310	227
Liberty-Tulare Co	Elem	258	222	McFarland	Elem	1,147	133
Lincoln	Elem	14	278	McKinley-Roosevelt	Elem	1,154	133
Lincoln	Unif	6,088	38	McKinleyville	Elem	1,223	134
Linden	Unif	1,957	60	McKittrick	Elem	60	281
Lindsay	Unif	2,392	60	McSwain	Elem	4,9	228
Linns Valley-Poso Flat	Elem	62	279	Meadows	Elem	319	228
Little Lake City	Elem	5,174	102	Mendocino	Co		343
Little Shasta	Elem	14	279	Mendocino	Unif	712	77
Live Oak	Elem	1,320	130	Mendota	Elem	1,252	134
Live Oak	Unit	1,270	60	Menifee	Elem	182	228
Livermore Valley	Unif	14,817	18	Menlo Park City	Elem	1,474	134
Livingston	Elem	1,109	131	Merced	Co		344
Lodi	Unit	12,849	18	Merced	High	7,014	306
Loleta	Elem	187	223	Merced City	Elem	6,318	103
Loma Prieta	Elem	587	173	Merced River	Elem	237	228
Lompoc	Unif	10,793	19	Meridian	Elem	97	281
Lone Pine	Unit	464	84	Mesa	Elem	415	229
Long Beach	Unif	59,656	3	Middletown	Unit	429	85
Long Valley	Elem	74	279	Midway	Elem	218	229
Loomis	Elem	1,576	131	Mil Valley	Elem	2,858	134
Los Alamitos	Elem	3,362	131	Milbrae	Elem	2,598	135
Los Alamos	Elem	126	223	Millville	Elem	109	229
Los Altos	Elem	3,849	132	Milpitas	Unit	10,054	19
Los Angeles	Co		343	Mineral	Elem	34	282
Los Angeles	Unit	664,666	3	Mission	Elem	80	282
Los Banos	Unif	2,833	61	Modesto City	Elem	12,426	92
Los Flores	Elem	27	279	Modesto City	High	8,526	306
Los Gatos	Elem	3,229	132	Modoc	Co		344
Los Gatos	High	5,030	305	Modoc	Unit	1162	61
Los Molinos	Unit	574	77	Mojave	Unit	1,394	62
Los Nietos	Elem	2,309	132	Mono	Co		344
Los Olivos	Elem	178	223	Monroe	Elem	157	229
Lost Hills	Elem	225	224	Monrovia	Unit	7,013	40
Lowell	Elem	3,899	133	Monson-Sultana	Elem	282	230
Lucerne	Elem	170	224	Montague	Elem	266	230
Lucerne Valley	Elem	294	224	Monte Rio	Elem	215	230
Lucia Mar	Unit	7,219	38	Montebello	Elem	29	282
Luther Burbank	Elem	305	225	Montebello	Unit	27,824	4
Lynwood	Unit	10,356	19	Montecito	Elem	475	231
				Monterey	Co		344
Madera	Co		343	Monterey Peninsula	Unit	17,175	20
Madera	Unit	8,374	38	Montgomery	Elem	72	282
Madera	Elem	297	225	Moorpark	Elem	1,120	135
Madison	Elem	66	280	Moorpark Memorial	High	442	335
Magnolia-Imperial Co	Elem	4,628	102	Moraga	Elem	2,649	135
Magnolia-Orange Co	Elem	736	77	Moreland	Elem	6,143	103
Mammoth	Unit	58	280	Moreno Valley	Unit	6,849	40
Manchester	Elem	4,300	102	Morgan Hill	Unit	7,420	41
Manhattan Beach City	Unit	9,089	39	Morongo	Unit	4,730	41
Manteca	Elem	60	280	Mother Lode	Elem	938	174
Manton	Elem	160	226	Mount Baldy	Elem	68	283
Manzanita	Elem	104	226	Mount Diablo	Unit	45,718	4
Maple	Elem	16	280	Mount Pleasant	Elem	2,960	136
Maple Creek	Elem	133	226	Mount Shasta	Elem	653	174
Marcum-Illinois	Unit	434	84	Mountain	Elem	121	231
Mancopa	Co		343	Mountain Empire	Unit	1,054	62
Mann	Co		343	Mountain House	Elem	39	283
Mariposa	Unit	1,508	61	Mountain View Los Angeles Co	Elem	6,028	104
Mariposa County	Elem	340	227				
Mark Gwain	Elem	641	173				
Mark West	Elem						

District name	Type of district	Average daily attendance	Page number	District name	Type of district	Average daily attendance	Page number
Mountain View - San Bernardino Co	Flem	100	231	Oro Grande	Flem	101	237
Mountain View - Santa Clara Co	Flem	2,847	136	Oro Loma	Flem	211	238
Mountain View - Los Altos	High	5,864	307	Oro Madre	Unit	1,797	64
Mudberry	Flem	79	283	Oroville	High	2,703	320
Mupu	Flem	87	284	Oroville City	Flem	2,473	139
Muroc	Unit	3,148	52	Outside Creek	Flem	116	238
Murray	Flem	3,343	104	Owens Valley	Unit	165	85
Murieta	Flem	255	232	Oxnard	Flem	9,950	105
				Oxnard	High	12,153	298
Napa	Co		344	Pacheco	Flem	814	175
Napa Valley	Unit	15,295	20	Pacific Fresno Co	Flem	424	38
National	Flem	4,947	104	Pacific Humboldt Co	Flem	412	239
Natomas	Flem	125	232	Pacific Monterey Co	Flem	22	284
Needles	Unit	1,239	63	Pacific Santa Cruz Co	Flem	52	284
Nevada	Co		345	Pacific Grove	Unit	3,765	64
Nevada	High	2,373	319	Pajaro Valley	Unit	14,036	21
Nevada City	Flem	1,087	137	Palermo	Flem	916	175
New Haven	Unit	8,730	41	Palo Alto	Unit	7,686	42
New Hope	Flem	162	232	Palmdale	Flem	3,694	52
New Jerusalem	Flem	173	253	Palo Alto City	Unit	13,310	21
New Mountain	Flem	205	233	Palo Verde	Unit	3,940	65
Newark	Unit	9,233	42	Palo Verde	Flem	403	239
Newcastle	Flem	264	233	Palos Verdes Peninsula	Unit	17,982	22
Newhall	Flem	2,965	137	Panama	Flem	3,997	140
Newman-Crows Landing	Unit	1,115	63	Panoche	Flem	14	285
Newport-Mesa	Unit	25,385	4	Paradise	Flem	126	239
Nicasio	Flem	38	284	Paradise	Unit	3,433	65
Norris	Flem	468	234	Paramount	Unit	9,777	42
North County	Flem	431	234	Parther	Unit	1,695	65
North Cow Creek	Flem	147	234	Pasadena City	Unit	25,646	5
North Fork	Flem	319	234	Paso Robles	Flem	481	140
North Monterey County	Unit	3,389	63	Paso Robles	High	863	328
North Sacramento	Flem	4,043	105	Patterson	Unit	2,263	66
Norwalk-La Mirada City	Unit	26,743	5	Panna	Flem	348	240
Novato	Unit	11,399	20	Peninsula	Flem	136	240
Nuestra	Flem	69		Penryn	Flem	347	240
Nuview	Flem	316	235	Perris	Flem	1,115	141
				Perris	High	2,122	320
Oak Grove - Santa Clara Co	Flem	15,850	93	Petaluma City	Flem	2,898	141
Oak Grove - Sonoma Co	Flem	866	174	Petaluma City	High	7,894	307
Oak Run	Flem	36	284	Phelan	Flem	132	241
Oak Valley	Flem	223	235	Phillips	Flem	15	285
Oak View	Flem	244	236	Piedmont City	Unit	2,968	66
Oakdale	Flem	2,071	137	Pierce	Unit	700	78
Oakdale	High	1,993	320	Pine Ridge	Flem	72	285
Oakhurst	Flem	455	236	Piner Olivet	Flem	859	175
Oakland City	Unit	66,084	5	Pioneer Butte Co	Flem	98	292
Oakley	Flem	895	174	Pioneer - El Dorado Co	Flem	237	241
Ocean View - Orange Co	Flem	13,813	93	Pioneer - Kings Co	Flem	237	241
Ocean View - Ventura Co	Flem	2,076	138	Pittsburg	Unit	6,702	43
Oceanside	Unit	11,174	21	Placencia	Flem	606	176
Ojai	Unit	3,663	64	Placentia	Unit	18,273	22
Old Adobe	Flem	2,646	138	Placer	Co		345
Ontario-Montclair	Flem	15,785	94	Placer	High	4,741	308
Ophir	Flem	138	236	Placer Hills	Flem	1,098	141
Orange	Co		345	Placerville	Flem	1,135	142
Orange	Unit	31,597	5	Plainsburg	Flem	101	242
Orange Center	Flem	426	236	Planada	Flem	705	176
Orchard	Flem	281	237	Plaza	Flem	86	285
Orutt	Flem	3,414	138	Pleasant Grove	Flem	143	242
Orick	Flem	106	237	Pleasant Ridge	Flem	633	176
Orinda	Flem	2,612	139	Pleasant Valley - Nevada Co	Flem	93	285
Orland	Flem	1,145	139	Pleasant Valley - San Luis Obispo	Flem	16	286
Orland	High	682	328	Pleasant Valley - Ventura Co	Flem	5,677	105

District name	Type of district	Average daily attendance	Page number	District name	Type of district	Average daily attendance	Page number
Pleasant View	Flem	302	242	Rosemead	Flem	2,633	145
Pleasanton	Flem	5,411	106	Roseville	High	3,204	321
Plum Valley	Flem	34	286	Roseville City	Flem	3,021	146
Plumas	Co		345	Ross	Flem	443	245
Plumas	Unit	3,182	66	Round Valley	Flem	159	246
Plumas	Flem	51	286	Round Valley	Unit	440	86
Point Arena	High	205	33	Rowland	Unit	17,625	23
Pollock Pines	Flem	866	177				
Pomona	Unit	25,135	6	Sacramento	Co		346
Pond	Flem	119	242	Sacramento City	Unit	50,187	7
Pope Valley	Flem	27	286	Saddleback Valley	Unit	18,760	24
Porterville	High	3,882	321	Saint Helena	Unit	1,476	68
Porterville City	Flem	4,155	106	Salida	Flem	547	179
Portola Valley	Flem	742	177	Salinas	High	11,287	299
Potter Valley Community	Unit	328	85	Salinas City	Flem	6,503	107
Poway City	Unit	14,583	22	San Anselmo	Flem	1,602	145
Princeton	Unit	752	86	San Antonio	Flem	154	246
				San Ardo	Flem	124	246
Quartz Valley	Flem	47	283	San Benito	Co		346
				San Benito	High	1,600	322
Raisin City	Flem	361	243	San Bernardino	Co		346
Ramona	Unit	2,888	67	San Bernardino City	Unit	33,185	7
Rancho Santa Fe	Flem	495	243	San Brur - Park	Flem	3,324	146
Ravendale	Flem	9	287	San Carlos	Flem	2,644	147
Ravenswood City	Flem	3,510	142	San Diego	Co		346
Raymond Knowles	Flem	27	287	San Diego City	Unit	124,405	7
Ready Springs	Flem	336	243	San Dieguito	High	5,515	308
Red Bluff	Flem	1,599	143	San Francisco	Co		347
Red Bluff	High	1,757	321	San Francisco	Unit	67,802	8
Redding	Flem	2,310	143	San Gabriel	Flem	3,757	147
Redlands	Unit	11,181	23	San Jacinto	Unit	2,085	68
Redondo Beach City	Flem	6,593	106	San Joaquin	Co		347
Redwood City	Flem	8,416	107	San Joaquin	Flem	460	247
Reed	Flem	1,704	143	San Jose City	Unit	41,410	8
Reeds Creek	Flem	80	287	San Juan	Flem	462	247
Reef-Sunset	Flem	937	177	San Juan	Unit	84,536	
Rescue	Flem	638	178	San Juan Ridge	Flem	178	247
Reservation	Flem	14	287	San Leandro	Unit	8,880	43
Rialto	Unit	11,490	23	San Lorenzo	Unit	12,643	24
Richfield	Flem	83	288	San Lorenzo Valley	Unit	3,422	69
Richgrove	Flem	459	243	San Lucas	Flem	115	248
Richland	Flem	1,750	144	San Luis Coastal	Unit	8,633	43
Richmond	Unit	34,414	6	San Luis Obispo	Co		347
Richmond	Flem	99	288	San Marcos	Unit	3,086	44
Rim of the World	Unit	3,609	67	San Marino	Unit	3,543	69
Rincon Valley	Flem	3,047	144	San Mateo	Co		347
Rindge	Flem	41	288	San Mateo	High	13,985	299
Rio	Flem	1,961	144	San Mateo City	Flem	12,167	94
Rio Bravo-Greeley	Flem	211	244	San Miguel	Flem	191	248
Rio Dell	Flem	384	244	San Pasqual	Flem	118	248
Rio Linda	Flem	7,436	107	San Pasqual Valle	Unit	667	78
Ripon	Unit	1,230	67	San Rafael City	Flem	3,989	147
River Delta	Unit	2,338	68	San Rafael City	High	4,242	308
Riverbank	Flem	1,257	145	San Ramon Valley	Unit	13,418	24
Riverdale	Flem	740	178	San Ysidro	Flem	2,703	148
Riverdale	High	475	336	Sanger	Unit	6,398	44
Riverside	Co		345	Santa Ana	Unit	28,653	9
Riverside	Unit	25,571	6	Santa Barbara	Co		348
Roberts Ferry	Flem	41	288	Santa Barbara	Flem	4,765	108
Robla	Flem	838	178	Santa Barbara City	High	12,486	299
Rockford	Flem	194	244	Santa Barbara City	Co		348
Rocklin	Flem	1,079	145	Santa Clara	Flem	28	289
Rohnerville	Flem	457	245	Santa Clara	Unit	20,722	24
Romoland	Flem	219	245	Santa Cruz	Co		348
Rosedale	Flem	951	179	Santa Cruz City	Flem	2,968	148
Roseland	Flem	649	179	Santa Cruz City	High	6,766	309

<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
Santa Maria	High	4,635	309	Southside	Flem	54	289
Santa Maria City	Flem	5,635	108	Spencer Valley	Flem	23	289
Santa Monica	Unit	14,399	25	Spreekels	Flem	596	182
Santa Paula	Flem	3,071	148	Spring Valle	Flem	104	253
Santa Paula	High	1,365	322	Springville	Flem	291	253
Santa Rita	Flem	1,183	149	Standard	Flem	1,754	152
Santa Rosa City	Flem	3,713	149	Stanislaus	Co		350
Santa Rosa City	High	10,349	300	Stanislaus	Flem	2,187	153
Santa Ynez Valley	High	850	328	Stockton City	Unit	27,241	9
Santee	Flem	8,006	108	Stone Corral	Flem	73	289
Saratoga	Flem	3,107	149	Stony Creek	Unit	202	87
Saucelito	Flem	34	289	Strathmore	Flem	596	182
Saugus	Flem	4,263	109	Strathmore	High	409	336
Sausalito	Flem	529	180	Sulphur Springs	Flem	2,144	153
Savanna	Flem	2,316	150	Summerville	Flem	385	253
Sawyers Bar	Flem	16	289	Summerville	High	435	336
Scotia	Flem	232	249	Sun-Empire	Flem	447	254
Scotts Valley	Flem	1,618	150	Sundale	Flem	453	254
Seal Beach	Flem	995	180	Sunnyside	Flem	342	254
Sebastopol	Flem	1,130	151	Sunnyside	Flem	7,405	109
Seeley	Flem	452	249	Sunol Glen	Flem	146	255
Seiad	Flem	60	289	Surprise Valley	Unit	266	87
Selma	Unit	4,250	44	Susansville	Flem	1,027	153
Semitropic	Flem	117	249	Sutter	Co		350
Sequoia	Flem	250	250	Sutter	High	489	337
Sequoia	High	11,551	300	Sweetwater	High	29,174	293
Shafter	Flem	201	250	Sylvan	Flem	4,331	110
Shandon	Unit	217	86				
Shasta	Co		348	Elft	High	1,128	323
Shasta	Flem	276	250	Elft City	Flem	1,918	154
Shasta	High	8,035	309	Lahoe-Truskee	Unit	2,842	70
Shasta Lake	Flem	1,139	151	Emalpais	High	6,866	310
Shiloh	Flem	112	250	Leave	Flem	430	255
Shoreline	Unit	909	78	Elchhapri	Unit	1,742	70
Sierra	Co		349	Tehama	Co		350
Sierra	Flem	280	251	Temevali	Flem	855	182
Sierra	High	739	329	Temple City	Unit	4,887	46
Sierra Sards	Unit	6,192	45	Templeton	Unit	569	79
Sierra-Plumas	Unit	622	79	Terra Bella	Flem	462	255
Silver Fork	Flem	28	289	Thermalito	Flem	939	183
Smi Valley	Unit	27,806	9	Three River	Flem	211	256
Siskiyou	Co		349	Lipton	Flem	740	256
Siskiyou	High	1,027	325	Lorraine	Unit	32,077	10
Snelling-Merced Falls	Flem	192	251	Tracy	Flem	5,052	154
Solana Beach	Flem	947	180	Tracy	High	2,226	324
Solano	Co		349	Tranpullity	Flem	186	256
Soledad	Flem	151	151	Tranpullity	High	73	329
Soledad-Agua Dulce	Flem	87	181	Traver	Flem	31	257
Solvang	Flem	552	251	Travis	Unit	2,074	71
Somis	Flem	281	252	Tres Pinos	Flem	87	290
Sonoma	Co		349	Trinidad	Flem	102	257
Sonoma Valley	Unit	4,227	45	Trinity	Co		351
Sonora	Flem	536	181	Trinity Center	Flem	35	290
Sonora	High	1,350	323	Trinity County	High	677	329
Soquel	Flem	2,005	152	Trom	Unit	956	80
Soulsbyville	Flem	522	252	Tulare	Co		351
South Bay Humboldt Co	Flem	521	181	Tulare	High	4,083	311
South Bay San Diego Co	Flem	6,008	109	Tulare City	Flem	4,519	110
South Bay	High	8,768	310	Tulelake Basin	Unit	542	80
South Fork	Flem	136	252	Tuolumne	Co		351
South Pasadena	Unit	4,183	45	Turlock	Flem	1,282	154
South San Francisco	Unit	13,816	25	Turlock	High	2,368	324
South Whittier	Flem	3,676	152	Justin	Unit	14,855	26
Southern Humboldt	Unit	1,189	70	Twin Hart, Long Barn	Flem	375	257
Southern Kern	Unit	896	79	Twin Hills	Flem	635	183
Southern Trinity	Unit	709	86	Two Rock	Flem	125	257



<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>	<i>District name</i>	<i>Type of district</i>	<i>Average daily attendance</i>	<i>Page number</i>
Ukiah	Unit	6,377	46	West Park	Elem	332	260
Union--Marin Co	Elem	11	290	West Side	Elem	87	291
Union- Santa Clara Co	Elem	7,797	111	Western Placer	Unit	2,316	71
Union Hill	Elem	193	257	Westminster	Elem	10,002	94
Upland	Elem	6,043	111	Westmorland	Elem	445	260
Upper Lake	Elem	342	258	Westside--Fresno Co	Elem	374	261
Upper Lake	High	257	337	Westside--Los Angeles Co	Elem	1,966	156
				Westwood	Unit	445	87
Yacaville	Unit	5,691	46	Wheatland	Elem	1,909	156
Val Verde	Elem	615	183	Wheatland	High	588	330
Valle Lindo	Elem	941	184	Whisman	Elem	2,331	157
Vallecito	Elem	580	184	Whitmore	Elem	97	291
Vallecitos	Elem	134	258	Whittier	High	15,016	301
Vallejo City	Unit	15,217	26	Whittier City	Elem	5,490	111
Valley Center	Elem	1,021	155	William S. H.	High	9,239	311
Valley Home	Elem	177	258	Williams	Unit	440	88
Ventura	Co		351	Willits	Unit	2,173	71
Ventura	Unit	18,355	76	Willow Creek	Elem	10	291
Victor	Elem	1,657	155	Willow Grove	Elem	53	292
Victor Valley	High	6,058	311	Willows	Unit	1,643	72
Vineland	Elem	546	184	Wilmar	Elem	304	261
Visalia	Unit	15,690	27	Wilsona	Elem	72	292
Vista Cit	Unit	10,299	27	Windsor	Elem	741	186
Vista Dei Mar	Elem	46	290	Winship	Elem	42	292
				Winters	Unit	1,010	72
Walnut Creek	Elem	3,358	155	Winton	Elem	866	187
Walnut Valley	Unit	6,739	47	Wiseburn	Elem	1,619	157
Warner	Elem	135	258	Woodlake	Elem	1,164	157
Wasco	Elem	1,515	155	Woodlake	High	656	330
Wasco	High	904	330	Woodland	Unit	7,577	47
Washington	High	1,008	324	Woodside	Elem	377	261
Washington--Monterey Co	Elem	814	185	Woodville	Elem	510	187
Washington--Nevada Co	Elem	13	290	Wright	Elem	509	187
Washington	Unit	4,611	47	Wrightwood	Elem	268	262
Washington Colony	Elem	459	259				
Wasuma	Elem	144	259	Yolo	Co		352
Waterford	Elem	567	185	Yorba Linda	Elem	2,510	158
Waugh	Elem	69	291	Yosemite	High	481	337
Waukena	Elem	233	259	Yreka	Elem	1,019	158
Weaver	Elem	831	186	Yreka	High	906	331
Weaverville	Elem	447	260	Yuba	Co		352
Weed	Elem	513	186	Yuba City	Unit	7,297	48
West Covina	Unit	11,381	27	Yucaipa	Unit	5,293	48

# Tables on Average Teacher Salaries

TABLE 1

Average Teacher Salaries in Unified School Districts  
Kindergarten Through Grade Twelve, 1977-78

Average daily attendance	Number of teachers	Average salary
25,000 and over . . . . .	65,545	\$17,887
10,000-24,999 . . . . .	28,034	17,096
4,000-9,999 . . . . .	15,897	16,449
1,000-3,999 . . . . .	7,127	15,623
500-999 . . . . .	879	14,921
100-499 . . . . .	473	13,774
Total . . . . .	117,965	
Average for all districts <sup>d</sup>		\$17,330

<sup>d</sup>The average teacher salary in all unified school districts is obtained by dividing the total number of teachers into the total amount of salaries.

TABLE 2

Average Teacher Salaries in Elementary School Districts  
1977-78

Average daily attendance	Number of teachers	Average salary
10,000-24,999 . . . . .	9,288	\$16,868
4,000-9,999 . . . . .	12,350	16,945
1,000-3,999 . . . . .	11,889	16,236
500-999 . . . . .	2,769	14,721
100-499 . . . . .	2,672	14,198
Under 100 . . . . .	393	12,791
Total . . . . .	39,361	
Average for all districts <sup>d</sup>		\$16,328

<sup>d</sup>The average teacher salary in all elementary school districts is obtained by dividing the total number of teachers into the total amount of salaries.

TABLE 3

Average Teacher Salaries in High School Districts  
1977-78

Average daily attendance	Number of teachers	Average salary
25,000 and over . . . . .	3,247	\$17,810
10,000-24,999 . . . . .	9,302	18,786
4,000-9,999 . . . . .	5,646	17,806
1,000-3,999 . . . . .	2,755	16,124
500-999 . . . . .	693	15,966
100-499 . . . . .	302	14,596
Total . . . . .	21,945	
Average for all districts <sup>d</sup>		\$17,909

<sup>d</sup>The average teacher salary in all high school districts is obtained by dividing the total number of teachers into the total amount of salaries.

TABLE 4

Average Teacher Salary in County Offices  
of Education, 1977-78

Average daily attendance (all levels)	Number of teachers	Average salary
Total . . . . .	4,199	
Average <sup>d</sup>		\$15,813

<sup>d</sup>The average teacher salary in all county offices of education is obtained by dividing the total number of teachers into the total amount of salaries.

TABLE 5

Combined Average of Teacher Salaries in All School Districts and County Offices of Education  
1972-73 Through 1977-78

Year	Number of teachers	Average salary <sup>a</sup>	Percent increase in salary over previous year
1977-78	183,470 <sup>b</sup>	\$17,149	7.15
1976-77	182,594 <sup>c</sup>	16,004	4.70
1975-76	187,669	5,285	8.50
1974-75	187,452	15,087	9.62
1973-74	187,841	12,851	6.45
1972-73	187,552	12,072	5.74

<sup>a</sup>The combined average of teacher salaries in all school districts and county offices of education is obtained by dividing the total number of teachers into the total amount of salaries.

<sup>b</sup>Does not include teachers in 22 school districts that did not respond to the survey (approximately 1.3 percent of all teachers).

<sup>c</sup>Does not include teachers in 12 school districts that did not respond to the survey (approximately 1.2 percent of all teachers).