

16. Head Counselors
17. ROP Teachers
18. Basic Skills Laboratory Teachers
19. Curriculum Development Specialists
20. Independent Studies Teachers
21. Mentor Teachers
22. Opportunity Teachers
23. EL Specialists
24. Resource Teachers
25. Outreach Teacher Consultants
26. Summer School Teachers
27. Intersession Teachers
28. Summer School Teachers-in-Charge
29. Daily and long-term substitute teachers
30. Adult school teachers, adult school program specialists,
adult school career advisor
31. Teachers on Special Assignment
32. All certificated employees (as described above) working for
a dependent charter school sponsored and created by the
District
33. Migrant Resource Counselors

APPENDIX B – SALARY SCHEDULES

**SALINAS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EMPLOYEE STIPEND SCHEDULE**

2024-2025

CLASSIFICATION												Work Year - 184 Days	
Step	A	A	B	B	C	C	D	D	E	E	F	F	F
	I	I	II	II	III	III	IV	IV	V	V	VI	VI	VI
	PER	PER	PER	PER	PER	PER	PER	PER	PER	PER	PER	PER	PER
	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM	DIEM
STEP													
1	55.11	\$10,140	57.86	\$10,647	60.77	\$11,181	63.80	\$11,740	67.00	\$12,328	70.34	\$12,943	
2	57.32	\$10,546	60.19	\$11,075	63.18	\$11,626	66.35	\$12,208	69.66	\$12,818	73.15	\$13,460	
3	59.61	\$10,969	62.61	\$11,520	65.72	\$12,093	69.02	\$12,699	72.45	\$13,331	76.07	\$13,997	
4	62.00	\$11,408	65.09	\$11,976	68.36	\$12,579	71.77	\$13,206	75.37	\$13,868	79.13	\$14,559	
5	64.47	\$11,862	67.69	\$12,455	71.08	\$13,078	74.64	\$13,734	78.38	\$14,421	82.30	\$15,143	
6	67.05	\$12,337	70.41	\$12,955	73.92	\$13,602	77.63	\$14,293	81.51	\$14,997	85.58	\$15,747	
7			73.22	\$13,472	76.89	\$14,148	80.74	\$14,856	84.77	\$15,597	89.02	\$16,379	
8					79.96	\$14,713	83.96	\$15,448	88.15	\$16,219	92.56	\$17,031	
9					83.15	\$15,300	87.32	\$16,066	91.68	\$16,869	96.26	\$17,712	
10					86.48	\$15,913	90.81	\$16,709	95.37	\$17,548	100.12	\$18,432	
11					89.95	\$16,550	94.46	\$17,380	99.17	\$18,247	104.13	\$19,159	
12							98.22	\$18,073	103.13	\$18,976	108.29	\$19,935	
13									107.26	\$19,736	112.62	\$20,722	
14													
15													
16					91.73	\$16,878	100.19	\$19,435	109.40	\$20,130	114.88	\$21,138	
17					93.58	\$17,218	102.20	\$19,804	111.60	\$20,535	117.16	\$21,557	
18					95.46	\$17,564	104.24	\$19,181	113.82	\$20,942	119.52	\$21,991	
19					97.36	\$17,914	106.33	\$19,565	116.10	\$21,362	121.90	\$22,430	
20					99.30	\$18,271	108.45	\$19,954	118.42	\$21,790	124.34	\$22,878	
21					101.29	\$18,638	110.63	\$20,356	120.80	\$22,227	126.83	\$23,337	
22					103.32	\$19,011	112.83	\$20,760	123.22	\$22,673	129.38	\$23,806	
23													
*SEMESTER UNITS													

Board Approved: 4/23/2024 - Updated to reflect five additional instructional minutes

Board Approved: 5/14/2024
 6.45% Increase to certificated schedules retroactive to July 1, 2023
 One-time off-schedule \$2,500 payment to promote employee retention
 New sub rate effective 7/1/2023 = \$266.16/day (\$44.36/hr) for day-to-day
 New sub rate effective 7/1/2023 = \$292.80/day (\$48.80/hr) for long-term assignment
 New sub rate for special education position = \$292.80/day (\$48.80/hr) from day 1-20 of the assignment
 No change to hourly rate = \$65.00/hr

SALINAS UNION HIGH SCHOOL DISTRICT
CERTIFICATED AGRICULTURE EMPLOYEE SALARY SCHEDULE
2026-2027

CLASSIFICATION												Work Year = 219 Days	
Escape	A	A	B	B	C	C	D	D	E	E	F	F	F
	I	I	II	II	III	III	IV	IV	V	V	VI	VI	VI
		B.A. or B.S. + Intern or other temporary perm.	B.A. or B.S. + 15 + Intern or other temporary perm.	PER DIEM	B.A. or B.S. + Per diem clear Credentia	PER DIEM	(B.A. or B.S. + 45%) or (M.A. or M.S.) + Clear Credentia	PER DIEM	(B.A. or B.S. + 60%) or (M.A. or M.S.) + 15% + Clear Credentia	PER DIEM	(B.A. or B.S. + 75 with M.A. or M.S.) or (M.A. or M.S. + 30) + Clear Credentia	PER DIEM	(B.A. or B.S. + 75 with M.A. or M.S.) or (M.A. or M.S. + 30) + Clear Credentia
STEP													
1	\$330.01	\$72,272.00	\$346.52	\$75,888.00	\$363.84	\$79,681.00	\$382.03	\$83,665.00	\$401.12	\$87,845.00	\$421.19	\$89,241.00	
2	\$343.20	\$75,161.00	\$360.38	\$78,923.00	\$378.39	\$82,867.00	\$397.31	\$87,011.00	\$417.18	\$91,362.00	\$438.04	\$95,931.00	
3	\$356.95	\$78,172.00	\$374.79	\$82,079.00	\$393.53	\$86,183.00	\$413.20	\$90,491.00	\$433.87	\$95,018.00	\$455.57	\$99,770.00	
4	\$371.22	\$81,297.00	\$389.78	\$85,562.00	\$409.28	\$89,632.00	\$429.73	\$94,111.00	\$451.22	\$98,817.00	\$473.79	\$103,760.00	
5	\$386.07	\$84,549.00	\$405.38	\$88,778.00	\$425.63	\$93,213.00	\$446.92	\$97,875.00	\$469.26	\$102,768.00	\$492.73	\$107,908.00	
6	\$401.52	\$87,933.00	\$421.58	\$92,326.00	\$442.66	\$96,945.00	\$464.80	\$101,791.00	\$488.03	\$106,879.00	\$512.43	\$112,222.00	
7			\$438.45	\$96,021.00	\$460.39	\$100,825.00	\$483.39	\$105,862.00	\$507.55	\$111,153.00	\$532.95	\$116,716.00	
8					\$478.77	\$104,851.00	\$502.72	\$110,096.00	\$527.85	\$115,599.00	\$554.26	\$121,383.00	
9					\$497.94	\$109,049.00	\$522.84	\$114,502.00	\$548.97	\$120,224.00	\$576.42	\$126,236.00	
10					\$517.87	\$113,414.00	\$543.76	\$119,083.00	\$570.91	\$125,029.00	\$599.47	\$131,284.00	
11					\$538.56	\$117,945.00	\$565.51	\$123,847.00	\$593.77	\$130,036.00	\$623.46	\$136,538.00	
12							\$588.12	\$128,798.00	\$617.52	\$135,237.00	\$648.40	\$142,000.00	
13									\$642.26	\$140,655.00	\$674.34	\$147,680.00	
YEARS													
16					\$549.34	\$120,305.00	\$599.89	\$131,376.00	\$655.07	\$145,460.00	\$687.82	\$150,633.00	
19					\$560.34	\$122,714.00	\$611.88	\$134,002.00	\$668.17	\$146,329.00	\$701.57	\$153,644.00	
22					\$571.52	\$125,163.00	\$624.11	\$136,680.00	\$681.53	\$149,255.00	\$715.61	\$156,719.00	
25					\$582.96	\$127,668.00	\$636.60	\$139,415.00	\$695.17	\$152,242.00	\$729.92	\$159,852.00	
28					\$594.63	\$130,224.00	\$649.33	\$142,203.00	\$709.08	\$155,289.00	\$744.53	\$163,052.00	
31					\$606.51	\$132,826.00	\$662.33	\$145,050.00	\$723.25	\$158,392.00	\$759.41	\$166,311.00	
34					\$618.65	\$135,484.00	\$675.57	\$147,950.00	\$737.71	\$161,558.00	\$774.60	\$169,637.00	

CALCULATIONS: 5% INCREASE BETWEEN CLASSIFICATIONS
4% INCREASE BETWEEN STEPS 1 - 13
2% INCREASE BETWEEN STEPS 16 - 34

Board Approval: 5/12/2026
New salary schedule, effective July 1, 2026

Revised 6/18/2026
Effective 7/1/2026
Board Approval 6/23/2026

**SALINAS UNION HIGH SCHOOL DISTRICT
ROP EMPLOYEE SALARY SCHEDULE
2025-2026**

CLASSIFICATION

Escape	A	I	A	I	B	B	II	II	C	III	C	III	C	III	D	IV	D	IV	E	E	IV	E	IV	F	F	IV	IV	P
STEP	PER DIEM	Desig. Subject Vocational Credential	I	II	II	II	DSVC +30 or DSVC +5 Years Experience	DSVC +30 or DSVC +5 Years Experience	DSVC +8 Years Experience	PER DIEM	DSVC +8 Years Experience	PER DIEM	DSVC +8 Years Experience	PER DIEM	DSVC +12 Years Experience	PER DIEM	DSVC +12 Years Experience	DSVC +15 Years Experience	PER DIEM	DSVC +15 Years Experience	PER DIEM	DSVC +30 Years Experience	PER DIEM	IV	IV	IV	IV	IV
1	330.01		\$60,722	346.52			\$63,759		\$66,946	363.84					382.03		\$70,293		401.12		\$73,806			421.19				\$77,499
2	343.20		\$63,149	360.38			\$66,310		\$69,624	378.39					397.31		\$73,105		417.18		\$76,761			438.04				\$80,600
3	356.95		\$65,678	374.79			\$68,961		\$72,409	393.53					413.20		\$76,028		433.87		\$79,832			455.57				\$83,824
4	371.22		\$68,305	389.78			\$71,720		\$75,307	409.28					429.73		\$79,070		451.22		\$83,024			473.79				\$87,177
5	386.07		\$71,036	405.38			\$74,589		\$78,315	425.63					446.92		\$82,234		469.26		\$86,344			492.73				\$90,663
6	401.52		\$73,879	421.58			\$77,570		\$81,449	442.66					464.80		\$85,524		488.03		\$89,798			512.43				\$94,288
7				438.45			\$80,675		\$84,712	460.39					483.39		\$88,944		507.55		\$93,390			532.95				\$98,063
8									\$88,093	478.77					502.72		\$92,501		527.85		\$97,125			554.26				\$101,983
9									\$91,621	497.94					522.84		\$96,202		548.97		\$101,011			576.42				\$106,061
10									\$95,288	517.87					543.76		\$100,051		570.91		\$105,047			599.47				\$110,302
11									\$99,095	538.56					565.51		\$104,054		593.77		\$109,253			623.46				\$114,716
12														588.12		\$108,214		617.52		\$113,623			648.40					\$119,306
13																		642.26		\$118,175			674.34					\$124,078
YEARS																												
16									\$101,078	549.34					599.89		\$110,379		655.07		\$120,533			687.82				\$126,558
19									\$103,103	560.34					611.88		\$112,586		668.17		\$122,943			701.57				\$129,089
22									\$105,160	571.52					624.11		\$114,836		681.53		\$125,402			715.61				\$131,672
25									\$107,265	582.96					636.60		\$117,134		695.17		\$127,911			729.92				\$134,305
28									\$109,411	594.63					649.33		\$119,476		709.08		\$130,470			744.53				\$136,993
31									\$111,598	606.51					662.33		\$121,868		723.25		\$133,078			759.41				\$139,732
34									\$113,831	618.65					675.57		\$124,305		737.71		\$135,738			774.60				\$142,527

Corrected column E from 12 to 15 years, and column F from 12 to 30 years

Board Approved: 5/12/2026
 Increase to ROP employee certificated salary schedule, retroactive to July 1, 2025
 Added columns E, F, and rows 11-34
 New sub rate effective 7/1/2023 = \$266.16/day (\$44.36/hr) for day-to-day
 New sub rate effective 7/1/2023 = \$292.80/day (\$48.80/hr) for long-term assignment
 New sub rate for special education position = \$292.80/day (\$48.80/hr) from day 1-20 of the assignment
 No change to hourly rate = \$65.00/hr

Revised 7/15/2026
 Effective 7/1/2025
 Board Approval 7/28/2026

**SALINAS UNION HIGH SCHOOL DISTRICT
ROP EMPLOYEE STIPEND SCHEDULE**

2026-2027

Work Year = 184 Days

CLASSIFICATION

Escape	A	I	A	I	B	II	B	II	C	III	C	III	D	IV	D	IV	E	IV	E	IV	F	F	IV	F
STEP		PER DIEM	Desig. Subject Vocational Credential		PER DIEM	DSVC +30 or DSVC +5 Years Experience		PER DIEM	DSVC +8 Years Experience		PER DIEM	DSVC +12 Years Experience		PER DIEM	DSVC +15 Years Experience		PER DIEM	DSVC +15 Years Experience		PER DIEM	DSVC +30 Years Experience		PER DIEM	DSVC +30 Years Experience
1		55.11	\$10,140		57.86	\$10,647		60.77	\$11,181		63.80	\$11,740		67.00	\$12,328		70.34	\$12,943						
2		57.32	\$10,546		60.19	\$11,075		63.18	\$11,626		66.35	\$12,208		69.66	\$12,818		73.15	\$13,460						
3		59.61	\$10,968		62.61	\$11,520		65.72	\$12,093		69.02	\$12,699		72.45	\$13,331		76.07	\$13,997						
4		62.00	\$11,408		65.09	\$11,976		68.36	\$12,579		71.77	\$13,206		75.37	\$13,868		79.13	\$14,559						
5		64.47	\$11,862		67.69	\$12,455		71.08	\$13,078		74.64	\$13,734		78.38	\$14,421		82.30	\$15,143						
6		67.05	\$12,337		70.41	\$12,955		73.92	\$13,602		77.63	\$14,283		81.51	\$14,997		85.58	\$15,747						
7					73.22	\$13,472		76.89	\$14,148		80.74	\$14,856		84.77	\$15,597		89.02	\$16,379						
8								79.96	\$14,713		83.96	\$15,448		88.15	\$16,219		92.56	\$17,031						
9								83.15	\$15,300		87.32	\$16,066		91.68	\$16,869		96.26	\$17,712						
10								86.48	\$15,913		90.81	\$16,709		95.37	\$17,548		100.12	\$18,422						
11								89.95	\$16,550		94.46	\$17,380		99.17	\$18,247		104.13	\$19,159						
12											98.22	\$18,073		103.13	\$18,976		108.29	\$19,925						
13																	107.26	\$19,736						
YEARS																								
16								91.73	\$16,878		100.19	\$18,435		109.40	\$20,130		114.88	\$21,138						
19								93.58	\$17,218		102.20	\$18,804		111.60	\$20,535		117.16	\$21,557						
22								95.46	\$17,564		104.24	\$19,181		113.82	\$20,942		119.52	\$21,991						
25								97.36	\$17,914		106.33	\$19,565		116.10	\$21,362		121.90	\$22,430						
28								99.30	\$18,271		108.45	\$19,954		118.42	\$21,790		124.34	\$22,878						
31								101.29	\$18,638		110.63	\$20,356		120.80	\$22,227		126.83	\$23,337						
34								103.32	\$19,011		112.83	\$20,760		123.22	\$22,673		129.38	\$23,806						

Corrected educational experience from regular schedule to ROP schedule

Board Approved: 5/12/2026

New ROP employee stipend schedule, effective July 1, 2026

New sub rate effective 7/1/2023 = \$266.16/day (\$44.36/hr) for day-to-day

New sub rate effective 7/1/2023 = \$292.80/day (\$48.80/hr) for long-term assignment

New sub rate for special education position = \$292.80/day (\$48.80/hr) from day 1-20 of the assignment

No change to hourly rate = \$65.00/hr

Revised 7/15/2026
Effective 7/1/2026
Board Approval 7/28/2026

**SALINAS UNION HIGH SCHOOL DISTRICT
SALINAS ADULT SCHOOL
CERTIFICATED SALARY SCHEDULE
2025-2026**

CLASSIFICATION

Escape		A	B	C	D	E
Step	Hours of Service	Preliminary Credentia	Clear Credentia	BA+ 15 Units	BA+ 30 Units	MA or BA + 45 Units
1	0 - 1,104	\$48.80	\$49.78	\$50.77	\$51.79	\$52.82
2	1,105 - 2,208	\$50.02	\$51.02	\$52.04	\$53.08	\$54.14
3	2,209 - 3,312	\$51.27	\$52.30	\$53.34	\$54.41	\$55.50
4	3,313 - 4,416	\$52.55	\$53.60	\$54.68	\$55.77	\$56.88
5	4,417 - 5,520	\$53.87	\$54.94	\$56.04	\$57.16	\$58.31
6	5,521 - 6,624		\$56.32	\$57.44	\$58.59	\$59.76
7	6,625 - 7,728		\$57.72	\$58.88	\$60.06	\$61.26
8	7,729 - 8,832		\$59.17	\$60.35	\$61.56	\$62.79
9	8,833 - 9,936		\$60.65	\$61.86	\$63.10	\$64.36
10	9,937 - 11,040		\$62.16	\$63.41	\$64.67	\$65.97
11	11,041 - 12,144		\$63.72	\$64.99	\$66.29	\$67.62
12	12,145 - 13,248		\$65.31	\$66.62	\$67.95	\$69.31
13	13,249 - 14,352		\$66.94	\$68.28	\$69.65	\$71.04
14	14,353 - 15,456+		\$68.62	\$69.99	\$71.39	\$72.82

FTE 1,104 = 184 days x 6 hours per day

2% INCREASE BETWEEN CLASSIFICATIONS
2.5% INCREASE BETWEEN STEPS

Board Approved: 5/12/2026

Increase to Salinas Adult School certificated salary schedule, retroactive to July 1, 2025

Revised 6/18/2026
Effective 7/1/2025
Board Approval 6/23/2026