

**San Dieguito Union High School District
Certificated Employees Salary Schedule
Effective July 1, 2026**

SCHEDULE A - 186-Day Work Year

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	BA ONLY	BA +15 Sem Units	BA +30 Sem Units	BA +45 Sem Units	BA +60 Sem Units (Hired prior to 10/1/76)	BA +75 Sem Units (Hired prior to 10/1/76)	BA + 30 Sem Units w/ Masters \$2,598 Stipend Included	BA + 45 Sem Units w/ Masters \$2,598 Stipend Included	BA + 60 Sem Units w/ Masters \$2,598 Stipend Included	BA + 75 Sem Units w/ Masters \$2,598 Stipend Included
1	74,434	79,088	83,730	88,385	93,046	97,692	86,328	90,983	95,644	100,290
2	77,936	82,567	87,226	91,891	96,530	101,190	89,824	94,489	99,128	103,788
3	81,418	86,071	90,717	95,375	100,027	104,664	93,315	97,973	102,625	107,262
4	84,916	89,553	94,215	98,864	103,511	108,164	96,813	101,462	106,109	110,762
5	88,390	93,049	97,713	102,354	107,018	111,661	100,311	104,952	109,616	114,259
6	91,899	96,539	101,196	105,855	110,503	115,145	103,794	108,453	113,101	117,743
7		100,032	104,686	109,334	114,000	118,624	107,284	111,932	116,598	121,222
8			111,056	112,836	117,494	122,133	113,654	115,434	120,092	124,731
9				116,334	120,976	125,608		118,932	123,574	128,206
10				119,823	124,471	129,104		122,421	127,069	131,702
11				123,317	127,964	132,618		125,915	130,562	135,216

Longevity

13	95,333	103,466	114,490	126,751	131,398	136,052	117,088	129,349	133,996	138,650
17	98,767	106,900	117,924	130,185	134,832	139,486	120,522	132,783	137,430	142,084
21	102,201	110,334	121,358	133,619	138,266	142,920	123,956	136,217	140,864	145,518
25	105,635	113,768	124,792	137,053	141,700	146,354	127,390	139,651	144,298	148,952
29	109,069	117,202	128,226	140,487	145,134	149,788	130,824	143,085	147,732	152,386

Master's Degree Value:	\$2,598 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,598 <u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$5,195 <u>Additional Stipend</u>
Education Specialist Degree:	\$1,301 <u>Additional Stipend</u>
Longevity Increments:	\$3,434 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$47.10 <u>Extra Work - Per Hour</u>
Hourly (Non-Curriculum Related):	\$41.37 <u>Extra Work - Per Hour</u>

Job Titles
Adaptive PE Teacher
Assistive Technology Teacher
Behavior Specialist
SP ED Teacher - Adult Transition
SP ED Teacher - Mild/Moderate
SP ED Teacher - Moderate/Severe
Speech Therapist
Teacher
Teacher - Extended Day STRS (EDS)
Teacher on Special Assignment

**San Dieguito Union High School District
Certificated Employees Salary Schedule
Effective July 1, 2026**

SCHEDULE B - 196-Day Work Year

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	BA ONLY	BA +15 Sem Units	BA +30 Sem Units	BA +45 Sem Units	BA +60 Sem Units (Hired prior to 10/1/76)	BA +75 Sem Units (Hired prior to 10/1/76)	BA + 30 Sem Units w/ Masters \$2,598 Stipend Included	BA + 45 Sem Units w/ Masters \$2,598 Stipend Included	BA + 60 Sem Units w/ Masters \$2,598 Stipend Included	BA + 75 Sem Units w/ Masters \$2,598 Stipend Included
1	77,561	82,465	87,358	92,265	97,172	102,071	89,956	94,863	99,770	104,669
2	81,250	86,133	91,041	95,958	100,847	105,756	93,639	98,556	103,445	108,354
3	84,921	89,826	94,722	99,629	104,529	109,416	97,320	102,227	107,127	112,014
4	88,605	93,492	98,405	103,305	108,204	113,106	101,003	105,903	110,802	115,704
5	92,270	97,176	102,092	106,985	111,896	116,789	104,690	109,583	114,494	119,387
6	95,967	100,857	105,762	110,672	115,569	120,461	108,360	113,270	118,167	123,059
7		104,538	109,441	114,339	119,252	124,129	112,039	116,937	121,850	126,727
8			116,154	118,029	122,935	127,828	118,752	120,627	125,533	130,426
9				121,714	126,604	131,488		124,312	129,202	134,086
10				125,392	130,288	135,168		127,990	132,886	137,766
11				129,075	133,971	138,872		131,673	136,569	141,470

Longevity

13	99,401	107,972	119,588	132,509	137,405	142,306	122,186	135,107	140,003	144,904
17	102,835	111,406	123,022	135,943	140,839	145,740	125,620	138,541	143,437	148,338
21	106,269	114,840	126,456	139,377	144,273	149,174	129,054	141,975	146,871	151,772
25	109,703	118,274	129,890	142,811	147,707	152,608	132,488	145,409	150,305	155,206
29	113,137	121,708	133,324	146,245	151,141	156,042	135,922	148,843	153,739	158,640

Master's Degree Value:	\$2,598	(included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,598	<u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$5,195	<u>Additional Stipend</u>
Education Specialist Degree:	\$1,301	<u>Additional Stipend</u>
Longevity Increments:	\$3,434	(each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$47.10	<u>Extra Work - Per Hour</u>
Hourly (Non-Curriculum Related):	\$41.37	<u>Extra Work - Per Hour</u>

Job Titles
Counselor
Counselor on Special Assignment
School Nurse
School Psychologist
School Social Worker

A. REGULATIONS GOVERNING INITIAL PLACEMENT ON THE SALARY SCHEDULE

1. Credits or units used to advance beyond Class I must be upper division or graduate credits earned after the date the bachelor's degree is granted as recorded on the transcript or diploma. Other official university documents equivalent to an official transcript may be accepted at the discretion of the District.
2. New unit members will be placed on Class I, Step I until all official documentation is received by the District at which time Class and Step placement shall be made retroactive to the unit member's starting date. New unit members have until November 1 of the year of hire or 60 days after the date of hire (whichever is later) to provide official transcripts and other salary placement documentation. If documents are not received by that date, placement will be made based on documents received. The Associate Superintendent/Human Resources may waive this date requirement under extenuating circumstances.
3. All new and current unit members who qualify for advancement in step with two (2) or more years of verifiable public school teaching experience, shall be placed at Step 3 of the appropriate class on the Certificated Salary Schedule. New unit members with less than two (2) years verifiable experience, shall be placed on the appropriate Step (1 or 2).
4. A master's degree or doctorate from a W.A.S.C. or equivalent accredited institution shall be required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976.
5. Holders of a master's degree from a W.A.S.C. or equivalent institution in Classes 111, IV, V, VI shall receive an additional \$2,498 per year effective July 1, 2025. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,498 per year effective July 1, 2025. Holders of an Education Specialist degree shall receive an additional \$1,251 per year effective July 1, 2025. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution, who have not received a stipend for a master's degree, are eligible to receive an additional \$4,995 per year effective July 1, 2025. Holders of both a doctorate and Education Specialist degrees will receive only the additional doctoral stipend.
6. A unit member shall receive as salary only an amount that bears the same ratio to the established annual salary as the time he/she serves bears to the required days of service.

B. RECLASSIFICATION OF THE SALARY SCHEDULE

1. For the purpose of class advancement on the salary schedule, written verification of credits which will appear on an official transcript must be submitted to the District Office on a grade card, or a letter from the registrar or course instructor, prior to the first teaching day of any school year. Final transcripts or other official documentation acceptable to the District, verifying the credits must be submitted prior to November 1, otherwise, class advancement will be denied and salary increases provided for class advancement will be relinquished and previously paid increases will be paid back to the District. Unit members planning class changes in the succeeding year must notify the District of their intention PRIOR TO MAY 15; otherwise, class advancement may be denied. Credits for class advancement shall be limited to upper division or graduate work from a W.A.S.C. or equivalent accredited institution. However, a unit member may submit a "Petition for Exception" to the Associate Superintendent/Human Resources for courses or workshops which directly pertain to the individual's assignment. Such petition shall be reviewed by a committee composed of two Association representatives and two District representatives. The decision of the majority of the committee shall be final. The "Petition" must be received by the District Office at least thirty (30) calendar days prior to the first day of the course or workshop. Salary schedule credit shall not be made retroactive for courses or workshops completed prior to June 30, 1993. A master's degree is required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976. Class changes will be limited to not more than two per year.

- a. Certificated unit members working part-time contracts will begin accruing credit with the 1990-91 school year. Service earned prior to August 29, 1990, shall not be counted for the purpose of salary reclassification.
- b. Salary reclassification shall occur at the beginning of the school year.
- c. Unit members in a paid status less than 75% of a school year will be allocated part time step credits as per the following formula:

$$\frac{\% \text{ assignment} \times \text{number of days in } \underline{\text{paid status}}}{\text{Number of master contract days}}$$

- d. Such part-time credit will accumulate year to year. When a unit member's credits equal or exceed .75, 1.75, 2.75, etc., the employee will advance on the salary schedule.
- e. Unpaid **leave** days do not count in the formula used to determine service credit.
- f. The District shall provide to the Association by May 15th a listing of those part-time unit members entitled to salary reclassification the beginning of the next school year.

2. No unit member holding an emergency credential shall be advanced beyond Class I on the salary schedule.
 3. Effective July 1, 2025, an additional increment of \$3,302, will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year nearest the anniversary date.
 4. Advanced degrees and longevity bonuses shall be considered as part of the salary when computing salary for part-time assignments.
 5. All salaries shall fall within the financial confines of the Certificated Salary Schedule except for those unit members whose prior placement extends beyond the maximum of his/her classifications. Authorized unit members who work longer than the Board adopted teacher's year, shall receive additional compensation.
 6. The advancement on the salary schedule shall be at the rate of one (1) step for each year of experience. If an employee is in a paid status for at least 75% of a full school year, in any given school year, such service shall be considered a year of experience for salary schedule advancement purposes.
- C. The rate of pay for Adult School Teachers, Summer School Teachers, Home Tutors, and curriculum related workshops and committee work shall be \$45.29 per hour effective July 1, 2025.
- D. The rate of pay for non-curriculum work shall be \$39.78 per hour effective July 1, 2025.

APPENDIXC

Extra-Curricular Supervision Schedule

Announcer	\$ 50.00
Booth Control	\$ 75.00
Cash Control {short event}	\$ 50.00
Cash Control (long event)	\$ 75.00
Chain Gang (each}	\$ 50.00
Concession Helper (short event)	\$ 30.00
Concession Helper (long event)	\$ 50.00
Concession Supervisor (short event)	\$ 75.00
Concession Supervisor (long event)	\$100.00
Parking Lot Attendant (long event)	\$ 75.00
Proctor (SAT/ACT)	\$125.00
Score Keeper	\$ 50.00
Event Worker (short event)•	\$ 50.00
Event Worker (long event)*	\$ 75.00
Ticket Taker/Seller (short event)	\$ 50.00
Ticket Taker/Seller (long event)	\$ 75.00
Timer	\$ 50.00
Clerk of the Course (Track Meet}	\$ 75.00
Event Judge {Track Meet)	\$ 75.00

Short Event is defined as up to and including two hours, thirty minutes.

Long Event is defined as two hours, thirty-one minutes or more.

If a "Short Event" extends past the above hour definition, the unit member shall be paid the "Long Event" rate.

In the event of a "no show" or cancellation of an event, if the unit member was required to attend for any amount of time, he/she shall be paid a minimum of thirty dollars (\$30.00).

•chaperoning/supervising dances and athletic events