

**DEL MAR UNION SCHOOL DISTRICT
GROUP 3 - REGULAR CERTIFICATED**

CERTIFICATED SALARY SCHEDULE: Effective July 1, 2025

ADOPTED BY BOARD OF TRUSTEES - February 11, 2026

STEP	RANGE 1 BA ANNUAL	RANGE 2 BA + 15 ANNUAL	RANGE 3 BA + 30 ANNUAL	RANGE 4 BA + 45 ANNUAL	RANGE 5 BA + 60 ANNUAL
1	\$69,460	\$69,460	\$69,460	\$72,400	\$76,754
2	\$69,460	\$69,460	\$71,573	\$75,930	\$80,290
3	\$69,460	\$71,133	\$75,105	\$79,461	\$83,816
4	\$70,691	\$74,667	\$78,637	\$82,996	\$87,352
5	\$74,229	\$78,194	\$82,171	\$86,526	\$90,885
6	\$77,757	\$81,728	\$85,701	\$90,062	\$94,412
7	\$81,292	\$85,261	\$89,233	\$93,591	\$97,950
8	\$81,292	\$88,795	\$92,768	\$97,123	\$101,485
9	\$81,292	\$88,795	\$96,302	\$100,656	\$105,012
10	\$81,292	\$88,795	\$99,836	\$104,189	\$108,550
11	\$81,292	\$88,795	\$99,836	\$107,725	\$112,081
12	\$81,292	\$88,795	\$99,836	\$107,725	\$115,618
13	\$81,292	\$88,795	\$99,836	\$107,725	\$119,142
14	\$81,292	\$88,795	\$99,836	\$107,725	\$120,332
15	\$81,292	\$88,795	\$103,366	\$111,251	\$123,905
16	\$81,292	\$88,795	\$103,366	\$111,251	\$124,787
17	\$81,292	\$88,795	\$103,366	\$111,251	\$125,675
18	\$81,292	\$88,795	\$103,366	\$111,251	\$126,569
19	\$81,292	\$88,795	\$106,896	\$114,785	\$129,480
20	\$81,292	\$88,795	\$106,896	\$114,785	\$130,401
21	\$81,292	\$88,795	\$106,896	\$114,785	\$131,329
22	\$81,292	\$88,795	\$106,896	\$114,785	\$132,263
23	\$81,292	\$88,795	\$110,353	\$118,238	\$135,305
24	\$81,292	\$88,795	\$110,353	\$118,238	\$136,268
25	\$81,292	\$88,795	\$110,353	\$118,238	\$137,238
26	\$81,292	\$88,795	\$110,353	\$118,238	\$138,214
27	\$81,292	\$88,795	\$110,353	\$118,238	\$141,393
28+	\$81,292	\$88,795	\$110,353	\$118,238	\$144,645

MASTERS DEGREE STIPEND - \$2,500 PER YEAR

BCLAD STIPEND FOR IMMERSION PROGRAM - \$2,500 PER YEAR

PAID IN 11 MONTHS - WORK YEAR IS 185 DAYS

Unit members shall advance on the salary schedule based upon completion of a full year of experience. One-step advancement shall be granted for each full year of service that is completed.

(A full year of service is defined as completion of 75% of the duty days for the work year).

Part-time unit members shall advance one step on the salary schedule when the cumulative percentage of their full time equivalent is equal to or exceeds 75% of a school year. Once the unit member earns his/her salary step increase, accumulation of full time employment hours toward the next step increase begins at zero. There is no carryover.

SPECIFIC FEATURES:

STRUCTURE:

Provides optimum incentive for continued service and training through:

- 1 Staggered framework which limits amount of experience credit without additional training.
- 2 Non-restricted progression which provides greater opportunity for maximum training in area of need for effective teaching in the modern elementary school classroom.
- 3 Masters Degree incentive which provides recognition for demonstrated academic pursuit.
- 4 Additional step stipends after reaching Range 5.

STEP:

Recognizes additional proficiency gained through successful classroom teaching.

RANGE:

Acts as an incentive for continued training by providing a significant increase in salary.

PROFESSIONAL GROWTH:

The Governing Board of Trustees will grant salary credit for the satisfactory completion of any upper division or graduate level course offered by an accredited institution which can be justified by the teacher and is approved by the District. Salary credit will not be granted for courses taken where any portion of travel or tuition is paid by the District.

Teachers shall request approval of courses by utilizing the proper form that is available on the District website. It should be completed well in advance of actual enrollment to ensure that the course is acceptable for salary credit.

NOTIFICATION:

Before the end of each school year, all returning personnel who are on the teachers salary schedule are responsible for informing the District Office of possible changes in their salary placement.

Verification of the completion of work must be received by the Human Resources Office no later than September 1 of the year in which the advancement is to occur.