

Steps	A	B	C	D	E	
	BA	BA + Teaching Credential	BA + Teaching Credential + 45	BA + Teaching Credential + 60	BA + Teaching Credential + 75	
1	\$68,358.33	\$72,049.67	\$72,052.89	\$74,674.00	\$78,713.51	
2	\$68,361.38	\$72,052.89	\$74,368.09	\$78,407.61	\$82,443.92	
3	\$69,772.53	\$73,540.24	\$77,548.19	\$81,559.33	\$85,508.98	
4	\$73,282.40	\$77,239.63	\$81,252.38	\$85,265.12	\$89,274.65	
5		\$80,947.04	\$84,958.17	\$88,969.31	\$92,978.85	
6		\$84,649.63	\$88,660.77	\$92,673.50	\$96,683.04	
7		\$88,357.01	\$92,368.15	\$96,379.29	\$100,388.83	
8		\$92,059.60	\$96,070.73	\$100,083.47	\$104,093.02	
9		\$95,765.38	\$99,776.53	\$103,789.26	\$107,797.22	
10		\$99,469.57	\$103,480.72	\$107,491.86	\$111,503.00	
11		\$103,172.17	\$107,184.90	\$111,196.04	\$115,207.19	
12		\$106,879.57	\$110,890.69	\$114,901.83	\$118,911.39	
13		\$110,710.06	\$114,721.19	\$118,732.32	\$122,741.86	
14		\$110,710.06	\$114,721.19	\$118,732.32	\$122,741.86	
15		\$110,710.06	\$114,721.19	\$118,732.32	\$122,741.86	
16		\$110,710.06	\$114,721.19	\$118,732.32	\$122,741.86	
17		\$114,540.54	\$118,551.67	\$122,562.81	\$126,572.36	
18		\$114,540.54	\$118,551.67	\$122,562.81	\$126,572.36	
19		\$114,540.54	\$118,551.67	\$122,562.81	\$126,572.36	
20		\$114,540.54	\$118,551.67	\$122,562.81	\$126,572.36	
21		\$118,371.02	\$122,382.16	\$126,393.31	\$130,402.84	
22		\$118,371.02	\$122,382.16	\$126,393.31	\$130,402.84	
23		\$118,371.02	\$122,382.16	\$126,393.31	\$130,402.84	
24		\$118,371.02	\$122,382.16	\$126,393.31	\$130,402.84	
25		\$122,201.52	\$126,212.65	\$130,223.79	\$134,233.34	
26		\$122,201.52	\$126,212.65	\$130,223.79	\$134,233.34	
27		\$122,201.52	\$126,212.65	\$130,223.79	\$134,233.34	
28		\$122,201.52	\$126,212.65	\$130,223.79	\$134,233.34	
29		\$122,201.52	\$126,212.65	\$130,223.79	\$134,233.34	
Notes:						
1. Minimum Salary:						\$68,358.33
2. Workdays 185 (2nd year and beyond) or 187 (first year teachers)						
3. Longevity Stipends: After 8 consecutive years of service in Bayshore; 3% at step 14, 4% at step 17, 5% at step 20, 6% at step 23, 7% at step 26, and 10% at step 29 and beyond. Longevity Stipend is added each year after Annual Step Increase for the 14th step and beyond. Longevity Stipends are not added to the base salary for salary raise calculations.						
4. CTA endorsed disability provided by district						
5. Provide parental leave per Article 11 (Child Bonding Time)						
6. HW of resigned/terminated employees at June 30 will be carried by the district to Sept. 30.						
7. Substitutes are paid \$250 for full-day service and \$275 per full-day service after 20 continuous days for the same teacher						
8. District employees at 0.5 FTE & over are entitled to a district contribution towards medical, dental, & vision insurance premiums for themselves and dependents based on Article 10.1.2.						
9. Masters Degree						\$2,000
10. National Board Certification						\$1,500
11. Doctorate						\$1,500
12. Leadership Team						\$900
13. Ancillary Work requests per article 9.10						\$50
14. Yearbook Production						\$900
BOARD APPROVED ON August 19, 2025						
Effective 01/01/2026 with additional 2%						