

Certificated Compensation Schedule 2025-2026

Board Approved June 11, 2025

Certificated Teacher Annual Salary Schedule 2025-2026

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 11	49,501.59	51,976.67	54,575.88	57,304.51	60,170.00	63,178.72	66,337.02
	43.16	45.32	47.58	49.96	52.46	55.08	57.84
Range 12	50,739.66	53,276.28	55,940.20	58,737.79	61,674.36	64,758.40	67,996.26
	44.24	46.45	48.77	51.21	53.77	56.46	59.28
Range 13	52,008.50	54,608.77	57,338.46	60,206.08	63,215.85	66,377.33	69,695.83
	45.34	47.61	49.99	52.49	55.11	57.87	60.76
Range 14	53,308.10	55,974.14	58,772.80	61,710.43	64,796.59	68,036.58	71,437.82
	46.48	48.80	51.24	53.80	56.49	59.32	62.28
Range 15	54,640.59	57,373.47	60,242.15	63,254.04	66,416.58	69,737.20	73,224.38
	47.64	50.02	52.52	55.15	57.90	60.80	63.84
Range 16	56,007.03	58,807.81	61,747.56	64,834.78	68,076.89	71,480.26	75,054.43
	48.83	51.27	53.83	56.53	59.35	62.32	65.44
Range 17	57,407.42	60,277.16	63,291.17	66,455.84	69,778.58	73,267.88	76,931.16
	50.05	52.55	55.18	57.94	60.84	63.88	67.07
Range 18	58,842.82	61,784.69	64,874.04	68,117.21	71,522.70	75,098.99	78,854.58
	51.30	53.87	56.56	59.39	62.36	65.47	68.75
Range 19	60,313.90	63,329.59	66,496.07	69,820.87	73,311.92	76,977.50	80,826.38
	52.58	55.21	57.97	60.87	63.92	67.11	70.47
Range 20	61,821.74	64,912.82	68,158.47	71,566.39	75,144.70	78,901.94	82,847.04
	53.90	56.59	59.42	62.39	65.51	68.79	72.23

A maximum of 12 years of proven industry experience will be considered for salary placement. Verifiable documentation proving the years of industry experience must be submitted to the human resources department at the time of hire.

The annual salary is based on full-time employment (6.2 hours per day, working 185 school days per year). The annual salary for less than full-time will be calculated by the number of school work days per year and hours worked per day.

Range Criteria

Range 11: Preliminary Credential – any new teacher without a clear teaching credential who satisfies the California Commission on Teacher Credentialing (CCTC) preliminary credential requirements.

Range 12: Preliminary Credential- any new teacher without a clear teaching credential who satisfies the California Commission on Teacher Credentialing (CCTC) preliminary credential requirements. Plus, complete one full year of employment at CRY-ROP with a satisfactory evaluation. This range is effective on the first day of the new school year.

Range 13: Preliminary Credential with an industry recognized certificate/credential OR 15 units of post-

secondary credit from an accredited institution or a Clear CTE Credential.

Range 14: Preliminary Credential with an industry recognized certificate/credential OR 15 units of post-secondary credit from an accredited institution or a clear CTE Credential. Plus, complete one full year of employment at CRY-ROP with a satisfactory evaluation AFTER reaching this range. This range is effective on the first day of the new school year. If initially placed on range 13, must have completed two school years at CRY-ROP to move to range 14.

Range 15: Clear Credential/Authorization – any teacher with a clear credential plus the equivalent of 60 semester units of related education or 4 years of specific industry experience.

Range 16: Clear Credential/Authorization – any teacher with a clear credential plus the equivalent of 60 semester units or 4 years of specific industry experience. Plus, complete one full year of employment at CRY-ROP with a satisfactory evaluation after reaching this range. This range is effective on the first day of the new school year. If initially placed on range 15, must work at CRY-ROP for three years to move to Range 16.

Range 17: Clear Credential/Authorization—any teacher with a clear credential plus a Bachelor’s Degree in the related field OR 8 years of verified industry work experience in the related field.

Range 18: Clear Credential/Authorization – any teacher with a clear credential plus a Bachelor’s Degree in the related field OR 8 years of verified industry work experience in the related field. Plus, complete one full year of employment at CRY-ROP with a satisfactory evaluation after reaching this range. This range is effective on the first day of the new school year. If initially placed on range 17, must work at CRY-ROP four years to move to range 18.

Range 19: Clear Credential/Authorization – any teacher with a clear credential plus a Master’s Degree in the related field OR 12 years of verified industry work experience in the related field. Teaching experience does not apply.

Range 20: Clear Credential/Authorization – any teacher with a clear credential plus a Master’s Degree in the related field OR 12 years of verified industry work experience in the related field. Teaching experience does not apply. Plus, complete one full year of employment at CRY-ROP with a satisfactory evaluation after reaching this range. This range is effective on the first day of the new school year. If initially placed on range 19, must work at CRY-ROP five years to move to range 20.

Longevity (employees hired before July 1, 2023)

Longevity pay begins July 1 *after the completion* of 10 years, 15 years, 20 years and 25 years of service. The pay is applied as an additional percentage of Range and Step placement:

- 2% per year, starting July 1 of the 11th year of employment
- 4% per year, starting July 1 of the 16th year of employment
- 6% per year, starting July 1 of the 21st year of employment
- 8% per year, starting July 1 of the 26th year of employment

Longevity calculations start with the original date of hire, and include all years not impacted by breaks in service.

Employees hired on or after July 1, 2023, are not eligible for a longevity stipend.

Placement on Salary Schedule

- Maximum initial placement
Maximum initial placement will be Step 3 with 3 years of verified teaching experience. The Superintendent may place an employee on any step, at their discretion, to meet the employment needs of CRY-ROP.
- One-Time Signing and Retention Bonus
Eff. 11/1/2021, newly hired teachers in industry sectors that are difficult to fill, may be offered, at the discretion of the Superintendent, a one-time signing and retention bonus of \$2,000, one half at 3 months from hire date payable on the 1st of the following month and one-half payable at the completion of one year from hire date.
- Initial Placement
Final placement will be made only when official verification has been filed with the CRY-ROP Human Resources department and must be provided within six (6) weeks of the initial hire date. Upon verification, adjustment to the initial salary placement will be made effective on the first day of the following month. Verification of units requires an official, sealed transcript and/or official industry certification from an accredited college, university or trade school that indicates quarter, semester or clock hour attendance. Verification of work experience must also be submitted.

Education and Credential Changes for Range Placement

- Adjustments in salary schedule position will be made if the employee meets the following criteria: (1) academic work is completed by the end of the current semester, and HR is notified in writing **30 days prior to the end of the current semester**; (2) Official transcripts verifying the completion of coursework is received in the Human Resources Office within two weeks of completing the coursework in the previous semester. **If the criteria above are not met**, no further adjustments will be made until the following school year. If the criteria is met, the adjustment in salary schedule position will be made effective the first day of the new semester after the approval of the Governing Board.
- Doctoral Pay
Doctoral stipend will be applied as an additional 2% of Range/Step placement on the first day of the second month following receipt of the proof of eligibility. Doctorate award date must be posted on the official, sealed transcript.

Step Increases

Each eligible certificated employee will receive a step increase on July 1 of each year, with a positive evaluation, as approved by the Governing Board, unless there are no more steps available on that range.

- Employees who serve seventy-five percent (75%) of the teaching days in paid status shall have

that year count as a year of experience for hourly rate purposes and will be eligible for a step increase on July 1 of the next calendar year.

- Teaching assignments that are less than full-time are eligible for step increases every other year.

Additional Non-Teaching Hours

The non-teaching hourly rate is \$35.00 an hour for certificated staff. Additional paid time must be preapproved. Documentation is required and time sheet turned in by the 24th of each month. Examples of non-teaching hours are the following:

- Field trips outside of regular class hours
- Student Store set up (NTE 25 hours annually)
- Teacher Induction Program (TIP)
- Weekend Duty shall earn the Certificated Miscellaneous Hourly Rate of Pay, not to exceed \$200 per day, for non-instructional work on the weekend

Stipends

- CTSO Advisor and Co-Advisor Stipend

Career Technical Student Organization Advisors and Co-Advisors may be eligible for a stipend at the end of the school year based on meeting all of the following criteria:

- An active CTSO chapter was maintained, and the charter provided to the Program Manager (attach documentation).
- Chapter meetings and activities were conducted regularly during non-teaching hours (attach minutes, sign-in sheets, etc.).
- Advisor actively prepared all participating/registered students for competitions
- Leadership skills are embedded in chapter projects/activities/lesson plans
- Chapter members attended and participated in regional, state, or national competitions held on non-teaching days or after school hours.
- Advisor attended local CTSO advisor meetings when available.

*Advisors are eligible for full stipend for in-person competitions (\$800 each for up to three regional or state competitions) and half stipends for virtual competitions (\$400 each for up to three regional or state competitions). NTE exceed \$2400 for up to three competitions per year.

**Co-Advisors are eligible for one half of full stipend for in-person competitions only (\$400 each for up to three regional or state competitions). NTE exceed \$1200 for up to three competitions per year.

***Advisors are eligible for a bonus for qualifying for and attending one National-Level competition per year (\$600 for Advisor for in-person, \$300 for Advisor for virtual and \$300 for Co-Advisor for in-person only).

Timeline for eligibility:

- Club Charter due to Program Manager by September 30
- Advisor/Co-Advisor Board approval must be executed by December Board Meeting
- Advisors and Co-Advisors are required to submit an activity report to their Program Manager no later than June 1 for compensation

As per AR 6145.05, CRY-ROP recognizes the six state-approved CTSO organizations, as well as similar organizations, such as Virtual Enterprise, Esports, and CyberPatriot. See your Program Manager for more information on other possible opportunities.

- Overnight Field Trip Chaperone Stipend: \$75 per night
 - For program related overnight field trips that require additional adult supervision/chaperones, \$75 per overnight stay is provided as compensation through a timesheet. A Program Manager or designee assigns overnight field trip chaperones. An employee responsible for the related program receiving a Board approved CTSO stipend is also eligible for the Overnight Field Trip Chaperone Stipend. Paid to CRY-ROP employees only.

Possible Additional Assignments

- Mentor Teacher
\$50 per hour to support and coach teachers participating in the Teacher Induction Program.
- Designated Registered Nurse Program Director
\$70 per hour to perform required duties as the approved Registered Nurse for the Nursing Assistant-Certified Program as designated by California Department of Public Health.
- Summer Camp Teacher
Non-teaching rate of \$35.00 per hour to support Summer Camp activities.

CERTIFICATED STAFF ON ASSIGNMENTS

Special Projects Coordinator	110
Teacher on Assignment II	110
Teacher on Assignment I	107

Certificated Staff on Assignments Annual Salary Schedule 2025-2026

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 107	89,860.40	94,409.16	99,188.98	104,211.27	109,486.19
Range 108	94,348.24	99,124.22	104,142.72	109,413.84	114,954.09
Range 109	99,072.18	104,086.86	109,356.71	114,893.15	120,708.90
Range 110	104,033.54	109,299.57	114,833.49	120,646.70	126,754.45

Certificated Staff on Assignments will follow the same entitlements/benefits as listed on the classified compensation schedule.

Effective July 1, 2025