

Certificated Salary Schedule
Effective July 1, 2025



Column							
Step	A	B	C	D	E	F	Step
1	56,700	60,196	63,675	67,185	70,659	74,140	1
2	57,816	61,313	64,792	68,301	71,776	75,256	2
3	58,934	62,429	65,909	69,418	72,892	76,374	3
4	61,806	65,289	68,785	72,273	75,761	79,251	4
5	65,793	69,287	72,768	76,265	79,750	83,239	5
6	69,784	73,269	76,758	80,248	83,738	87,226	6
7		77,262	80,737	84,226	87,726	91,206	7
8			84,741	88,217	91,707	95,194	8
9				92,209	95,701	99,184	9
10					99,681	103,165	10
11		81,248				107,168	11
12			88,721				12
13				96,513			13
14					104,278		14
15		85,234				113,939	15
16			92,712				16
17				100,491			17
18					108,266		18
19						117,935	19
20			96,703				20
21				104,581			21
22					112,357		22
23						122,018	23
24							24
25				108,573			25
26					116,330		26
27						126,011	27

Column A Bachelor Degree
Column B Bachelor Degree + 15 semester hours
Column C Bachelor Degree + 30 semester hours
Column D Bachelor Degree + 45 semester hours
Column E Bachelor Degree + 60 semester hours
Column F Bachelor Degree + 75 semester hours



Bonus for Masters Degree \$2,539.00
 Bonus for Doctorate Degree \$1,272.00
 Maximum Bonus \$3,811.00

The District will apply the yearly % increases for all monetary benefits for certificated personnel (i.e., stipends, hourly rates, etc.).

Placement on Schedule:

Employees new to the District shall be granted salary schedule placement credit for up to ten (10) years of previous experience with a maximum salary schedule entry placement of step eleven (11), provided that such prior service shall meet all of the criteria established in the Certificated Master Contract.

Each teacher will be placed in the column for which he/she qualified in terms of the number of college credit semester units beyond the Bachelors Degree as recorded in personnel records in the San Marcos Unified School District.

Units applied for any change in column placement for 2025-26 shall be completed prior to the start of the school year and be verified in the District Office with the transcript of documented grade records received prior to November 1.