

**Tulare County Office of Education
Certificated Salary Schedule 2024-2025**

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	70,439	74,395	78,379	82,397	86,445	90,532
2	73,671	77,645	81,643	85,672	89,737	93,843
3	76,907	80,900	84,909	88,951	93,034	97,149
4	80,148	84,136	88,172	92,244	96,343	100,466
5	83,381	87,387	91,440	95,517	99,631	103,779
6	86,624	90,642	94,709	98,804	102,923	107,094
7	89,846	93,895	97,971	102,081	106,224	110,399
8	93,090	97,144	101,237	105,361	109,520	113,707
9	93,090	100,393	104,502	108,647	112,817	117,027
10	93,090	103,641	107,759	111,921	116,117	120,334
11	93,090	103,641	111,034	115,202	119,404	123,648
12	93,090	103,641	114,297	118,487	122,705	126,962

Vocational Education Teachers (CTE Credential) 2024-2025

1	2	3	4	5	6	7
55,104	57,400	59,793	62,285	64,878	67,583	70,439

Speech & Language Pathologist 2024-2025

A	1	2	3	4	5	6
68,135	78,245	88,701	98,933	109,732	120,099	126,962

Last updated July 1, 2024

Class I Bachelors Degree

Class II Bachelors Degree plus 15 upper division semester units

Class III Bachelors Degree plus 30 upper division semester units

Class IV Bachelors Degree plus 45 upper division semester units or Masters Degree

Class V Bachelors Degree plus 60 upper division or graduate semester units
or Masters Degree plus 15 upper division or graduate units

Class VI Bachelors Degree plus 75 upper division or graduate semester units
or Masters Degree plus 30 upper division or graduate units after receiving degree

SLP Requirements for movement on salary schedule

Step A Bachelor's Degree + Waiver

Step 1 Master's Degree + Credential

Step 2 Master's Degree + Credential

Step 3 Master's Degree + Credential

Step 4 Master's Degree + Credential

Step 5 Master's Degree + Credential

Step 6 Master's Degree + Credential +

Certificate of Clinical Competency in Speech-Language Pathology (CCS-SLP)

Note: \$1,500 per year for a valid California State Licensure (in addition to base salary)

1. A maximum of ten years outside credit may be granted.
2. The normal assignment for certificated employees subject to this schedule will be 185 days (or 1,387.5 duty hours in a year-round program) for salary computation.
3. Professional Development Units: Effective July 1, 2023, a maximum of 15 college units for professional development, related to the employee's assignment, accrued after July 1, 2023, will be counted towards Class increases on the salary schedule for certificated employees. All professional development units shall be from an accredited college/university and be labeled as either Professional Development or Graduate Level units.
4. **This section pertains to Registered Nurses only.**
Continuing Education Units (CEU): Effective July 1, 2023, continuing education units shall be accepted by TCOE if taken in accordance with guidelines set by the California Board of Registered Nursing for license renewal California Board of Registered Nursing. Fifteen (15) continuing education units (CEU) will be equal to one (1) upper division semester unit. A maximum of 912 CEU/fifty-seven (57) semester units of virtual/online courses will be accepted. The remaining 270 CEU/18 semester units must be taken in-person and in accordance with guidelines set by the California Board of Registered Nursing.
5. Longevity steps (15, 20, 25, 30 & 35) are years of total full time creditable service with a California school district and/or county office of education. Only unit members in Class V or VI for teachers, step 7 for CTE teachers, and Step 6 for SLPs are eligible for longevity step pay. Longevity step pay is not cumulative. Longevity step pay is added to the unit member's step 12 (teacher), Step 7 (CTE) or Step 6 (SLP) salary. Longevity step pay amounts are automatically subject to negotiated changes to the salary schedule.

Year	Annual Amount
15th	\$1,368
20th	\$2,508
25th	\$3,648
30th	\$4,788
35th	\$5,928

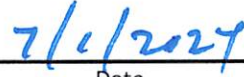
6. Only one step down for service allowed per year. An employee must complete at least 75% of the school year to move on the salary schedule.
7. Degree plus means units after degree.
8. Transcripts for newly acquired units which may affect salary classification should be received in Human Resources no later than October 1st.
9. Effective July 1, 2003, newly hired certificated employees who do not possess a preliminary or clear credential shall remain in Class I on the salary schedule until they obtain a credential. A certificated employee who is issued a preliminary credential will be placed on the step and class on the salary schedule pursuant to his/her experience and degree/units earned on the first day of the following month after the credential is issued. Effective July 1, 2008, a Special Education teacher who is in a CTC-approved Intern Program, whose Intern Program Director certifies in writing that the Intern has met all the requirements for a preliminary credential, may be placed in the step and class on the salary schedule pursuant to his/her experience and degree/units earned. The Intern will be placed on the salary schedule on the first day of the following month after notification by the Intern Program Director that the Intern has met all the

requirements for a preliminary credential.

10. An employee's daily rate of pay for the Super Class Teachers is defined as the annual salary earned by a 185-day employee at the teacher's placement on the certificated salary schedule, plus the teacher's earned annual longevity divided by 185 days, divided by 7.5 hours per day. This is the hourly rate of pay that will be paid for any time sheet work and for any extended school year work for Super Class Teachers.



Tim A. Hire, County Superintendent of Schools



Date