

**Tulare County Office of Education  
Certificated Salary Schedule 2025-2026**

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	71,848	75,883	79,947	84,045	88,174	92,343
2	75,144	79,198	83,276	87,385	91,532	95,720
3	78,445	82,518	86,607	90,730	94,895	99,092
4	81,751	85,819	89,935	94,089	98,270	102,475
5	85,049	89,135	93,269	97,427	101,624	105,855
6	88,356	92,455	96,603	100,780	104,981	109,236
7	91,643	95,773	99,930	104,123	108,348	112,607
8	94,952	99,087	103,262	107,468	111,710	115,981
9	94,952	102,401	106,592	110,820	115,073	119,368
10	94,952	105,714	109,914	114,159	118,439	122,741
11	94,952	105,714	113,255	117,506	121,792	126,121
12	94,952	105,714	116,583	120,857	125,159	129,501

**Vocational Education Teachers (CTE Credential) 2025-2026**

1	2	3	4	5	6	7
56,206	58,548	60,989	63,531	66,176	68,935	71,848

**Speech & Language Pathologist 2025-2026**

A	1	2	3	4	5	6
69,498	79,810	90,475	100,912	111,927	122,501	129,501

Last updated July 1, 2025

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	\$1,395
20th	\$2,558
25th	\$3,721
30th	\$4,884
35th	\$6,047

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