

# Irvine Unified School District

## Certificated Salary Schedule 2025-2026

Step	Intern/Emerg	BA + Cred	45	60	75
1	\$ 60,479	\$ 71,665	\$ 72,741	\$ 74,471	\$ 78,650
2	\$ 63,701	\$ 72,741	\$ 74,471	\$ 77,938	\$ 81,599
3	\$ 66,923	\$ 74,471	\$ 77,938	\$ 82,268	\$ 84,630
4	\$ 70,146	\$ 77,071	\$ 82,268	\$ 85,731	\$ 88,156
5	\$ 73,428	\$ 80,495	\$ 86,595	\$ 88,505	\$ 91,683
6	\$ 73,428	\$ 82,866	\$ 88,505	\$ 90,234	\$ 95,208
7	\$ 73,428	\$ 86,392	\$ 90,234	\$ 93,525	\$ 98,735
8	\$ 73,428	\$ 91,454	\$ 93,525	\$ 96,988	\$ 104,245
9	\$ 73,428	\$ 91,454	\$ 97,422	\$ 100,496	\$ 109,533
10	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 111,957
11	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 113,718
12	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 115,484
13	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 117,248
14	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 117,248
15	\$ 73,428	\$ 91,454	\$ 97,422	\$ 108,014	\$ 117,248
16	\$ 73,428	\$ 95,925	\$ 101,483	\$ 112,487	\$ 119,891
17	\$ 73,428	\$ 95,925	\$ 101,483	\$ 112,487	\$ 119,891
18	\$ 73,428	\$ 95,925	\$ 101,483	\$ 112,487	\$ 119,891
19	\$ 73,428	\$ 100,397	\$ 105,962	\$ 116,959	\$ 122,534
20	\$ 73,428	\$ 100,397	\$ 105,962	\$ 116,959	\$ 122,534
21	\$ 73,428	\$ 100,397	\$ 105,962	\$ 116,959	\$ 122,534
22	\$ 73,428	\$ 104,870	\$ 110,434	\$ 123,195	\$ 126,944
23	\$ 73,428	\$ 104,870	\$ 110,434	\$ 123,195	\$ 126,944
24	\$ 73,428	\$ 104,870	\$ 110,434	\$ 123,195	\$ 126,944
25	\$ 73,428	\$ 109,345	\$ 114,903	\$ 125,903	\$ 131,405
26	\$ 73,428	\$ 109,345	\$ 114,903	\$ 125,903	\$ 131,405
27	\$ 73,428	\$ 117,564	\$ 123,126	\$ 134,125	\$ 139,621

\*1% off-schedule payment based on the 2025-26 salary schedule, the one-time off-schedule payment shall be made only to those in active employment with the District on the first work day of the payroll cycle in which the pay warrant is issued, and to those unit members who retired under STRS or PERS during the 2025-26 work year.

Board Approved: February 17, 2026 - 1.26% effective 7/1/25



### **Initial Salary Schedule Placement**

#### **Service Credit for Step Placement**

New hires may be granted up to 12 years of verified prior TK-12 experience. Service credit for contracted years of service will be considered if 75% or more of a year was served on 75% or greater Full Time Equivalent (FTE) position. Verification of creditable experience must be received in Human Resources within the first year of hire. Absent verification, employees will be placed on Step 1.

#### **Course Work Credit for Column Placement**

New hires may be granted up to 75 *semester* units for initial column placement.

Only units for upper division or graduate level course work completed towards an advanced degree or credential, and from an accredited college or university completed after the conferral of bachelor's degree, will be considered for initial placement. Such course work must be reasonably related to the present and/or future assignments within the District.

Only official transcripts will be accepted for verification of course work and conferral of degrees; Transcripts must be submitted to the Assistant Superintendent, Human Resources/designee within the first year of employment in the District.

#### **Advanced Degrees**

Advanced degrees must be reasonably related to the employee's assignment and/or future assignment for which he/she is credentialed.

- Master's or Doctorate – \$3,128  
A doctoral stipend will be awarded only for a degree in education or the specific discipline or assignment of the employee and will be awarded in lieu of a master's degree stipend.

Speech Language Pathologists

- California Speech Pathology License – \$3,130
- Clinical Rehabilitation Services Credential – \$7,619

Advanced degrees and SLP license/credential stipends shall be prorated based on percentage of a FTE position.

#### **Super Max Salary**

- Teacher – \$142,749 (75 units + 27 years + Master's/Doctorate Degree)
- Speech Language Specialist – \$153,498 (75 units + 27 years + Master's/Doctorate Degree + Credential + License)

### **Professional Growth: Course Work for Column Advancement on the Salary Schedule**

Column advancement is granted in blocks of fifteen (15) semester units, and is limited to one column per school year.

#### **Pre-approval of Course Work**

Pre-approval of all course work by the Assistant Superintendent, Human Resources/designee, including course work for advanced degrees, is required. It is the employee's responsibility to get written confirmation of such approval before registering for and beginning course work. See Article 17.11 *Course Work and Professional Growth for Column Advancement on the Salary Schedule*.

#### **Verification of Course Work**

Only official transcripts will be accepted for verification of course work and conferral of an advanced degree from an accredited college or university. It is the responsibility of the employee to submit transcripts by contractual deadlines. Official transcripts must be submitted to the Assistant Superintendent, Human Resources/designee by November 15 to receive salary credit for the year.

#### **Rates of Pay**

*Hourly* – \$47.29

*Share* – \$43.19

*Over Contract*

(per student over contract limit)

*Summer School*

0 - 10 Years – \$47.29

11 - 15 Years – \$49.82

16+ Years – \$52.75

Elementary – \$24.04

Secondary – \$4.01

#### **Work Days per Year**

Above salary schedule reflects 186 work days

- 186 days for Teachers
- 187 days for Middle School Library Media Specialists and Middle School Counselors
- 192 days for Nurses, Comprehensive High School Library Media Specialists and High School Counselors

