

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "A" - Daily Rate Certificated Personnel**

**Effective July 1, 2025 (5% Increase)**

<b>S T E P</b>	<b>XX Bachelors (B.A)</b>	<b>A B.A and Credential</b>	<b>B B.A. + 30 or M.A</b>	<b>C B.A + 45 or M.A. +15</b>	<b>D M.A and 60 past B.A. or M.A. +30</b>
(Requires post-baccalaurate upper-division and/or graduate semester hours from accredited college)					
<b>1</b>	*	*	\$401.03	\$418.58	\$436.13
<b>2</b>	\$383.46	\$401.03	\$418.58	\$436.13	\$453.73
<b>3</b>	\$401.03	\$418.58	\$436.13	\$453.73	\$471.28
<b>4</b>	\$418.58	\$436.13	\$453.73	\$471.28	\$488.91
<b>5</b>	\$436.13	\$453.73	\$471.28	\$488.91	\$506.33
<b>6</b>	\$436.13	\$471.28	\$488.91	\$506.33	\$523.98
<b>7</b>	\$436.13	\$488.91	\$506.33	\$523.98	\$541.51
<b>8</b>	\$436.13	\$506.33	\$523.98	\$541.51	\$559.06
<b>9</b>	\$436.13	\$523.98	\$541.51	\$559.06	\$576.63
<b>10</b>	\$436.13	\$541.51	\$559.06	\$576.63	\$594.22
<b>11</b>	\$436.13	\$541.51	\$576.63	\$594.22	\$611.75
<b>12</b>	\$436.13	\$541.51	\$594.22	\$611.75	\$629.35
<b>13</b>	\$436.13	\$541.51	\$611.75	\$629.35	\$646.91
<b>14</b>	\$436.13	\$541.51	\$629.35	\$646.91	\$664.44
<b>15</b>	\$436.13	\$541.51	\$629.35	\$664.44	\$682.01
<b>16</b>	\$436.13	\$541.51	\$629.35	\$682.01	\$699.57
<b>17</b>	\$436.13	\$541.51	\$629.35	\$699.57	\$717.15
<b>18</b>	\$436.13	\$541.51	\$629.35	\$717.15	\$734.67
<b>21</b>		\$555.03	\$645.05	\$735.06	\$753.06
<b>25</b>		\$568.91	\$661.17	\$753.47	\$771.89

\*New appointments are made at Step 2, which is a two-year step.

Unit members without a preliminary or clear credential initial placement shall be on Column XX.

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

**Effective July 1, 2025 (5% Increase)**

	<b>RATE *</b>	<b>PLAY-OFF RATE *</b>
<b>HIGH SCHOOL ATHLETICS</b>		
Football--Head Coach	\$6,714.31	\$667.61
Other Coaches & Assistants	\$4,015.14	\$467.06
Basketball--Head Coach	\$5,542.61	\$527.49
Other Coaches & Assistants	\$4,015.14	\$391.52
Baseball--Head Coach	\$5,542.61	\$527.49
Other Coaches & Assistants	\$4,015.14	\$391.52
Track--Head Coach	\$5,542.61	\$527.49
Other Coaches & Assistants	\$4,015.14	\$391.52
Wrestling--Head Coach	\$5,542.61	\$527.49
Other Coaches & Assistants	\$4,015.14	\$391.52
Cross Country--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Tennis--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Golf--Head Coach	\$5,542.61	\$527.49
Swimming--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Water Polo--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Soccer--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Volleyball--Head Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Softball--Head Coach	\$5,542.61	\$527.49
Other Coaches & Assistants	\$4,015.14	\$391.52
Sideline Cheer Coach	\$5,542.61	\$527.49
Assistant Sideline Cheer Coach	\$4,015.14	\$391.52
Competitive Cheer Coach	\$5,542.61	\$527.49
Assistant Coach	\$4,015.14	\$391.52
Flag Football Coach	\$5,542.61	\$527.49
Assistant Flag Football Coach	\$4,015.14	\$391.52
E-Sports Coach	\$5,542.61	\$527.49
Assistant E-Sport Coach	\$4,015.14	\$391.52

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

<b>OTHER HIGH SCHOOL EXTRA-DUTY ASSIGNMENTS</b>		
High School Intramural – Director	\$2,848.92	
High School Athletic Trainer per Sport	\$3,877.79	\$391.52
Pep Squad Advisor	\$5,542.61	
Pep Squad Assistant	\$4,015.14	
Drill Team – Advisor (200 hrs. or more)	\$3,740.40	
Drill Team – Advisor (less than 200 hrs.)	\$2,311.85	
Drill Team Assistant	\$2,311.85	
ASB Advisor	\$6,714.31	
Yearbook Advisor	\$6,714.31	
Cadet Corps	\$4,234.93	\$128.44
Link Crew	\$6,714.31	
Journalism (media/communications)	\$6,714.31	
<b>MIDDLE SCHOOL ATHLETICS</b>		
Basketball	\$3,085.18	\$189.50
Softball	\$3,085.18	\$189.50
Volleyball	\$3,085.18	\$189.50
Soccer	\$3,085.18	\$189.50
Cheer	\$3,085.18	\$189.50
Cross Country	\$3,085.18	\$189.50
Pep Squad—Advisor	\$2,594.79	
Intramural Director	\$2,594.79	
ASB Advisor	\$3,085.18	
Athletic Coordinator	\$3,085.18	
Middle School Lead Athletic Director	\$6,714.31	
<b>OTHER MIDDLE SCHOOL EXTRA-DUTY ASSIGNMENTS</b>		
Yearbook Advisor	\$3,085.18	
Cadet Corps	\$4,234.93	\$128.44

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

<b>ALT./CONTINUATION/MIDDLE COLLEGE SCHOOL ATHLETICS</b>		
Basketball (SAHS, SHS)	\$3,085.18	\$189.50
Softball (SAHS, SHS)	\$3,085.18	\$189.50
Volleyball (SAHS, SHS)	\$3,085.18	\$189.50
Soccer (SAHS, SHS)	\$3,085.18	\$189.50
Intramural Director (SAHS, SHS)	\$2,883.34	
ASB Advisor (SAHS, SHS, MCHS)	\$3,085.18	
<b>OTHER ALT/CONTINUATION/MCHS EXTRA-DUTY ASSIGNMENTS</b>		
Yearbook Advisor (SAHS, SHS, MCHS)	\$3,085.18	
<b>MUSIC</b>		
High School Instrumental—Director	\$4,851.68	
High School Choral—Director	\$3,877.79	
Elementary Instrumental—Director	\$2,287.11	
Middle School Instrumental—Director	\$2,848.92	
<b>ACADEMIC, DRAMA, SPEECH AND DEBATE</b>		
High School Academic Team Coach	\$5,542.61	\$391.52
High School Drama Coach	\$3,877.79	
High School Speech and/or Debate	\$3,877.79	
Middle School Academic Team Coach	\$3,877.79	
High School Fine Arts Coach	\$3,877.79	\$391.52
Visual and Performing Arts (VAPA) Coach	\$3,877.79	
Visual and Performing Arts (VAPA) Assistant Coach	\$2,848.92	
<b>ELEMENTARY SCHOOL</b>		
Elementary Intramural Sports Director	\$2,594.79	
Elementary Intramural Sports Coach per Sport	\$1,285.20	
<p>* For each extended week of the season (CIF Play-Offs), each coach of the team assigned by the District to extended season shall receive the play-off rate for each week of the play-offs. The maximum for each individual coach shall be two (2) weeks if an individual qualified, and four (4) weeks if a team qualified. In the event that a team is eliminated, but individuals qualify for continued competition, the individual coach shall not receive more than a maximum of four (4) weeks' pay.</p>		

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "D" - Salary Schedule for Adult Education Teachers**

**Effective July 1, 2025 (5% Increase)**

<b>S T E P</b>	<b>B.A. Degree Or Appropriate Credential</b>	<b>B.A. Degree + 30 Units</b>	<b>M.A. Degree</b>
<b>1</b>	\$62.20	\$63.10	\$64.07
<b>2</b>	\$63.10	\$64.07	\$65.05
<b>3</b>	\$64.07	\$65.05	\$65.99
<b>4</b>	\$65.05	\$65.99	\$67.02

**Step 1** is entry-level hourly rate.

**Step 2** is paid the first pay period following completion of 200 hours of teaching.

**Step 3** is paid the first pay period following completion of 400 hours of teaching.

**Step 4** is paid the first pay period following completion of 600 hours of teaching.

Longevity for Full-Time Employees only.

- 5% at 5 years
- 10% at 10 years
- 15% at 15 years

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "E" - Salary Rate Psychologists**

**Effective July 1, 2025 (5% Increase)**

<b>S T E P</b>	<b>Per Diem</b>	<b>196 Days</b>	<b>214 Days</b>
<b>1</b>	\$516.95	\$101,636.51	\$110,626.55
<b>2</b>	\$543.26	\$106,480.92	\$116,259.78
<b>3</b>	\$573.35	\$112,377.09	\$122,697.44
<b>4</b>	\$601.55	\$117,902.82	\$128,730.63
<b>5</b>	\$639.12	\$125,268.40	\$136,772.64
<b>6</b>	\$671.10	\$131,535.01	\$143,614.76
<b>7</b>	\$701.18	\$137,431.18	\$150,052.41
<b>8</b>	\$744.40	\$145,901.91	\$159,301.07
<b>9</b>	\$774.46	\$151,793.96	\$165,734.23
<b>21</b>	\$793.82	\$155,588.92	\$169,877.69
<b>25</b>	\$813.68	\$159,480.59	\$174,126.77

Placement on the psychologist schedule shall be based upon the number of years of full-time paid service as a school psychologist or directly related experience. Credit for experience as a credentialed teacher may be granted on the basis of two (2) years of teaching experience to one (1) year of experience as a school psychologist.

Bilingual psychologists shall be paid six (6) additional per diems for completion of a full year of service and attendance at one (1) additional day of in-service meetings. Five (5) additional per diems are paid if bilingual psychologist does not attend the one (1) additional day of in-service meetings. In addition, bilingual psychologists must complete the appropriate bilingual certification in target language Spanish as determined by the District.

*Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.*

*Calculation of anniversary increments are based on placement on the salary schedule.*

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "F" - Salary Schedule for Permit Teachers**

**Effective July 1, 2025 (5% Increase)**

<b>S T E P</b>	<b>A Below 75 Units</b>	<b>B 75 Units</b>	<b>C 90 Units</b>	<b>D 105 Units</b>	<b>E Bachelor's degree</b>	<b>F Master's degree</b>
<b>0</b>	\$202.63	\$218.67	\$234.70	\$250.60	\$383.46	\$401.03
<b>2</b>	\$211.98	\$228.02	\$244.03	\$259.94	\$383.46	\$418.58
<b>3</b>	\$221.31	\$237.92	\$253.31	\$273.13	\$401.03	\$436.13
<b>4</b>	\$230.66	\$246.60	\$262.70	\$278.65	\$418.58	\$453.73
<b>5</b>	\$239.96	\$255.91	\$271.93	\$288.02	\$436.13	\$471.28
<b>6</b>					\$436.13	\$488.91
<b>7</b>					\$436.13	\$506.33
<b>8</b>					\$436.13	\$523.98
<b>9</b>					\$436.13	\$541.51
<b>10</b>					\$436.13	\$559.06
<b>11</b>					\$436.13	\$576.63
<b>12</b>					\$436.13	\$594.22
<b>13</b>					\$436.13	\$611.75
<b>14</b>					\$436.13	\$629.35
<b>21</b>	\$245.94	\$262.31	\$278.73	\$295.22	\$447.04	\$645.05
<b>25</b>	\$252.09	\$268.87	\$285.69	\$302.60	\$458.21	\$661.17

Experience Credit — Up to five (5) years credit, within fifteen (15) years prior to employment, for teaching in public schools, preschools, or schools of equivalent status.

Educational Credit — Semester hours from an accredited college or university.

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "G" - Salary Rate for Speech and Language Pathologists**

**Effective July 1, 2025 (5% Increase)**

<b>S T E P</b>	<b>PER DIEM</b>	<b>ANNUAL - 186 DAYS</b>
<b><u>*Intern Credential</u></b>	\$362.96	\$67,511.30
<b>1</b>	\$538.22	\$100,108.83
<b>2</b>	\$568.44	\$105,731.51
<b>3</b>	\$598.69	\$111,356.15
<b>4</b>	\$629.00	\$116,994.47
<b>5</b>	\$659.20	\$122,611.29
<b>6</b>	\$689.48	\$128,243.75
<b>7</b>	\$719.68	\$133,860.57
<b>8</b>	\$754.86	\$140,405.08
<b>9</b>	\$780.19	\$145,115.71
<b>LONG 21</b>		
<b>LONG 21</b>	\$799.70	\$148,744.39
<b>LONG 25</b>		
<b>LONG 25</b>	\$819.70	\$152,464.85

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**

**Section 7**

**Effective July 1, 2025 (5% Increase)**

**Section 7--Regularly Scheduled Part-Time, Summer School/Attendance Recovery, and Intersession Rates.**

A.	\$49.15	per hour when teaching classes in the summer school program.
B.	\$49.15	per hour when teaching classes where attendance is taken, and the unit member issues credit and grades for student work.
C.	\$49.15	per hour when supervising students or professional assignments, including curriculum writing and mandated in-service training.
D.	\$49.15	per hour when attending in-service training, except when the unit member accepts a stipend to attend in-service training program.