

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

Effective July 1, 2025 (5% Increase)

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

Effective July 1, 2025 (5% Increase)

| S T E P | XX Bachelors (B.A) | A B.A and Credential | B B.A. + 30 or M.A | C B.A + 45 or M.A. +15 | D M.A and 60 past B.A. or M.A. +30 |
|--|-----------------------------------|-------------------------------------|-----------------------------------|---|---|
| (Requires post-baccalaurate upper-division and/or graduate semester hours from accredited college) | | | | | |
| 1 | * | * | \$74,591.58 | \$77,855.88 | \$81,120.18 |
| 2 | \$71,323.56 | \$74,591.58 | \$77,855.88 | \$81,120.18 | \$84,393.78 |
| 3 | \$74,591.58 | \$77,855.88 | \$81,120.18 | \$84,393.78 | \$87,658.08 |
| 4 | \$77,855.88 | \$81,120.18 | \$84,393.78 | \$87,658.08 | \$90,937.26 |
| 5 | \$81,120.18 | \$84,393.78 | \$87,658.08 | \$90,937.26 | \$94,177.38 |
| 6 | \$81,120.18 | \$87,658.08 | \$90,937.26 | \$94,177.38 | \$97,460.28 |
| 7 | \$81,120.18 | \$90,937.26 | \$94,177.38 | \$97,460.28 | \$100,720.86 |
| 8 | \$81,120.18 | \$94,177.38 | \$97,460.28 | \$100,720.86 | \$103,985.16 |
| 9 | \$81,120.18 | \$97,460.28 | \$100,720.86 | \$103,985.16 | \$107,253.18 |
| 10 | \$81,120.18 | \$100,720.86 | \$103,985.16 | \$107,253.18 | \$110,524.92 |
| 11 | \$81,120.18 | \$100,720.86 | \$107,253.18 | \$110,524.92 | \$113,785.50 |
| 12 | \$81,120.18 | \$100,720.86 | \$110,524.92 | \$113,785.50 | \$117,059.10 |
| 13 | \$81,120.18 | \$100,720.86 | \$113,785.50 | \$117,059.10 | \$120,325.26 |
| 14 | \$81,120.18 | \$100,720.86 | \$117,059.10 | \$120,325.26 | \$123,585.84 |
| 15 | \$81,120.18 | \$100,720.86 | \$117,059.10 | \$123,585.84 | \$126,853.86 |
| 16 | \$81,120.18 | \$100,720.86 | \$117,059.10 | \$126,853.86 | \$130,120.02 |
| 17 | \$81,120.18 | \$100,720.86 | \$117,059.10 | \$130,120.02 | \$133,389.90 |
| 18 | \$81,120.18 | \$100,720.86 | \$117,059.10 | \$133,389.90 | \$136,648.62 |
| | | | | | |
| 21 | | \$103,235.58 | \$119,979.30 | \$136,721.16 | \$140,069.16 |
| 25 | | \$105,817.26 | \$122,977.62 | \$140,145.42 | \$143,571.54 |

*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)

| | RATE * | PLAY-OFF RATE * |
|--------------------------------|---------------|----------------------------|
| HIGH SCHOOL ATHLETICS | | |
| 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

| OTHER HIGH SCHOOL EXTRA-DUTY ASSIGNMENTS | | |
|---|------------|----------|
| 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 | |
| MIDDLE SCHOOL ATHLETICS | | |
| 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 | |
| OTHER MIDDLE SCHOOL EXTRA-DUTY ASSIGNMENTS | | |
| Yearbook Advisor | \$3,085.18 | |
| Cadet Corps | \$4,234.93 | \$128.44 |

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

| ALT./CONTINUATION/MIDDLE COLLEGE SCHOOL ATHLETICS | | |
|--|------------|----------|
| 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 | |
| OTHER ALT/CONTINUATION/MCHS EXTRA-DUTY ASSIGNMENTS | | |
| Yearbook Advisor (SAHS, SHS, MCHS) | \$3,085.18 | |
| MUSIC | | |
| 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 | |
| ACADEMIC, DRAMA, SPEECH AND DEBATE | | |
| 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 | |
| ELEMENTARY SCHOOL | | |
| 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)

| S T E P | B.A. Degree Or Appropriate Credential | B.A. Degree + 30 Units | M.A. Degree |
|----------------------------|--|-----------------------------------|--------------------|
| 1 | \$62.20 | \$63.10 | \$64.07 |
| 2 | \$63.10 | \$64.07 | \$65.05 |
| 3 | \$64.07 | \$65.05 | \$65.99 |
| 4 | \$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)

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

| S T E P | A Below 75 Units | B 75 Units | C 90 Units | D 105 Units | E Bachelor's degree | F Master's degree |
|----------------------------|---------------------------------|-----------------------|-----------------------|------------------------|------------------------------------|----------------------------------|
| 0 | \$202.63 | \$218.67 | \$234.70 | \$250.60 | \$383.46 | \$401.03 |
| 2 | \$211.98 | \$228.02 | \$244.03 | \$259.94 | \$383.46 | \$418.58 |
| 3 | \$221.31 | \$237.92 | \$253.31 | \$273.13 | \$401.03 | \$436.13 |
| 4 | \$230.66 | \$246.60 | \$262.70 | \$278.65 | \$418.58 | \$453.73 |
| 5 | \$239.96 | \$255.91 | \$271.93 | \$288.02 | \$436.13 | \$471.28 |
| 6 | | | | | \$436.13 | \$488.91 |
| 7 | | | | | \$436.13 | \$506.33 |
| 8 | | | | | \$436.13 | \$523.98 |
| 9 | | | | | \$436.13 | \$541.51 |
| 10 | | | | | \$436.13 | \$559.06 |
| 11 | | | | | \$436.13 | \$576.63 |
| 12 | | | | | \$436.13 | \$594.22 |
| 13 | | | | | \$436.13 | \$611.75 |
| 14 | | | | | \$436.13 | \$629.35 |
| | | | | | | |
| 21 | \$245.94 | \$262.31 | \$278.73 | \$295.22 | \$447.04 | \$645.05 |
| 25 | \$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 "F" - Annual Rate Salary Schedule for Permit Teachers

Effective July 1, 2025 (5% Increase)

| S T E P | A Below 75 Units | B 75 Units | C 90 Units | D 105 Units | E Bachelor's degree | F Master's degree |
|----------------------------|---------------------------------|-----------------------|-----------------------|------------------------|------------------------------------|----------------------------------|
| 0 | \$37,081.29 | \$40,016.61 | \$42,950.10 | \$45,859.80 | \$70,173.18 | \$73,388.49 |
| 2 | \$38,792.34 | \$41,727.66 | \$44,657.49 | \$47,569.02 | \$70,173.18 | \$76,600.14 |
| 3 | \$40,499.73 | \$43,539.36 | \$46,355.73 | \$49,982.79 | \$73,388.49 | \$79,811.79 |
| 4 | \$42,210.78 | \$45,127.80 | \$48,074.10 | \$50,992.95 | \$76,600.14 | \$83,032.59 |
| 5 | \$43,912.68 | \$46,831.53 | \$49,763.19 | \$52,707.66 | \$79,811.79 | \$86,244.24 |
| 6 | | | | | \$79,811.79 | \$89,470.53 |
| 7 | | | | | \$79,811.79 | \$92,658.39 |
| 8 | | | | | \$79,811.79 | \$95,888.34 |
| 9 | | | | | \$79,811.79 | \$99,096.33 |
| 10 | | | | | \$79,811.79 | \$102,307.98 |
| 11 | | | | | \$79,811.79 | \$105,523.29 |
| 12 | | | | | \$79,811.79 | \$108,742.26 |
| 13 | | | | | \$79,811.79 | \$111,950.25 |
| 14 | | | | | \$79,811.79 | \$115,171.05 |
| | | | | | | |
| 21 | \$45,007.02 | \$48,002.73 | \$51,007.59 | \$54,025.26 | \$81,808.32 | \$118,044.15 |
| 25 | \$46,132.47 | \$49,203.21 | \$52,281.27 | \$55,375.80 | \$83,852.43 | \$120,994.11 |

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)

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