



**Teacher, Resource Specialist
Schedule 5
2023-2024**

185 Days / 7 Hours – Annual Salary

	O	A	B	C	D	E	F
STEP		BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	58,281	58,281	59,884	61,531	63,068	64,644	66,262
2		59,738	61,381	63,068	64,644	66,262	67,917
3		61,232	62,915	64,644	66,262	67,917	69,616
4		62,763	64,488	66,262	67,917	69,616	71,356
5		64,330	66,100	67,917	69,616	71,356	73,141
6		65,940	67,753	69,616	71,356	73,141	74,969
7		67,587	69,446	71,356	73,141	74,969	76,843
8		69,277	71,183	73,141	74,969	76,843	78,765
9		71,010	72,962	74,969	76,843	78,765	80,732
10		72,785	74,786	76,843	78,765	80,732	82,752
11		74,605	76,656	78,765	80,732	82,752	84,820
12		76,469	78,573	80,732	82,752	84,820	86,940
13			80,537	82,752	84,820	86,940	89,115
14				84,820	86,940	89,115	91,343
15					89,115	91,343	93,625
16						93,625	95,966
Available upon 17 years of qualified service		78,381	82,550	86,940	91,343	95,966	98,365
Available upon 19 years of qualified service			84,613	89,115	93,625	98,365	100,825
Available upon 21 years of qualified service				91,343	95,966	100,825	103,345
Available upon 23 years of qualified service					98,365	103,345	105,929
Available upon 25 years of qualified service						105,929	108,577

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$21.43 for the first 20 days and \$45.00 as of the 21st day.



**Itinerant Teachers - Adaptive P.E., DHOH,
Orientation & Mobility, Orthopedically Impaired,
Visually Exceptional
Schedule 7
2023-2024**

185 Days / 7.5 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	62,444	64,160	65,925	67,574	69,262	70,994
2	64,005	65,766	67,574	69,262	70,994	72,769
3	65,605	67,410	69,262	70,994	72,769	74,589
4	67,245	69,094	70,994	72,769	74,589	76,454
5	68,925	70,821	72,769	74,589	76,454	78,365
6	70,649	72,592	74,589	76,454	78,365	80,324
7	72,416	74,407	76,454	78,365	80,324	82,332
8	74,226	76,267	78,365	80,324	82,332	84,390
9	76,081	78,174	80,324	82,332	84,390	86,499
10	77,985	80,129	82,332	84,390	86,499	88,662
11	79,933	82,131	84,390	86,499	88,662	90,879
12	81,932	84,185	86,499	88,662	90,879	93,152
13		86,289	88,662	90,879	93,152	95,480
14			90,879	93,152	95,480	97,866
15				95,480	97,866	100,314
16					100,314	102,821
Available upon 17 years of qualified service	83,979	88,447	93,152	97,866	102,821	105,392
Available upon 19 years of qualified service		90,658	95,480	100,314	105,392	108,026
Available upon 21 years of qualified service			97,866	102,821	108,026	110,727
Available upon 23 years of qualified service				105,392	110,727	113,496
Available upon 25 years of qualified service					113,496	116,333

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute hourly rate of pay is \$21.43 for the first 20 days and \$45.00 as of the 21st day.



**Occupational Therapist
Schedule 28
2023-2024**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units
1	83,288	91,846	100,406
2	85,370	94,142	102,919
3	87,501	96,499	105,492
4	89,690	98,909	108,128
5	91,933	101,383	110,832
6	94,231	103,917	113,602
7	96,586	106,515	116,443
8	99,002	109,178	119,355
9	101,477	111,907	122,336
10	104,015	114,705	125,395
Available upon 15 years of qualified service		117,573	128,531
Available upon 20 years of qualified service		120,513	131,745
Available upon 25 years of qualified service		123,525	135,037

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$406.28



**State Preschool Teacher
Schedule 30
2023-2024**

182 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	34,016	36,506	43,105
2	35,007	37,678	44,174
3	35,996	38,855	45,242
4	36,987	40,027	46,309
5	37,983	41,202	47,378
Available upon 8 years of qualified service	38,741	42,026	48,325
Available upon 10 years of qualified service	39,517	42,866	49,292
Available upon 15 years of qualified service	40,305	43,724	50,278
Available upon 17 years of qualified service	41,112	44,598	51,284
Available upon 19 years of qualified service	42,756	46,382	53,336
Available upon 21 years of qualified service	43,613	47,311	54,402

**Preschool Teacher
Schedule 31
2023-2024**

230 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	42,987	46,135	54,473
2	44,239	47,614	55,823
3	45,490	49,102	57,176
4	46,744	50,583	58,523
5	47,999	52,068	59,875
Available upon 8 years of qualified service	48,958	53,110	61,072
Available upon 10 years of qualified service	49,938	54,172	62,293
Available upon 15 years of qualified service	50,936	55,255	63,539
Available upon 17 years of qualified service	51,954	56,361	64,810
Available upon 19 years of qualified service	54,034	58,616	67,403
Available upon 21 years of qualified service	55,115	59,788	68,751

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- A stipend of \$1000 paid for Site Supervisor I assignments.
- Advanced degree stipends: MA: \$1300
- Substitute daily rate of pay is \$126 for the first 20 days and \$186.90 as of the 21st day.



Program Specialist
Special Ed., Alternative Ed., and SELPA
Schedule 70
2023-2024

205 Days / 8 Hours – Annual Salary

Step	
1	83,070
2	87,404
3	91,737
4	96,073
5	100,406
6	104,740
7	109,078
8	113,405
9	117,741
10	118,548
Available upon 17 years of qualified service	121,207
Available upon 19 years of qualified service	123,862
Available upon 21 years of qualified service	126,520
Available upon 23 years of qualified service	129,175
Available upon 25 years of qualified service	131,831

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$405.22



Program Specialist
Curriculum, Instruction & Migrant Ed.
Schedule 71
 2023-2024

210 Days / 8 Hours – Annual Salary

Step	
1	85,094
2	89,540
3	93,976
4	98,417
5	102,857
6	107,295
7	111,737
8	116,176
9	120,615
10	121,440
Available upon 17 years of qualified service	124,161
Available upon 19 years of qualified service	126,883
Available upon 21 years of qualified service	129,605
Available upon 23 years of qualified service	132,325
Available upon 25 years of qualified service	135,046

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$405.20



Nurse
Schedule 72
2023-2024

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 45 units	BA + 75 units
1	77,797	81,786	83,783
2	79,550	83,628	85,667
3	81,338	85,507	87,592
4	83,169	87,434	89,564
5	85,038	89,399	91,581
6	86,953	91,413	93,639
7	88,909	93,468	95,746
8	90,909	95,571	97,902
9	92,954	97,721	100,105
10	95,046	99,920	102,358
11	97,186	102,170	104,659
12	99,371	104,468	107,015
13	101,607	106,819	109,419
14	103,898	109,221	111,886
15		111,679	114,402
16		114,192	116,974
Available upon 17 years of qualified service	106,552	116,846	119,634
Available upon 19 years of qualified service	109,208	119,505	122,288
Available upon 21 years of qualified service		122,161	124,945
Available upon 23 years of qualified service		124,817	127,601
Available upon 25 years of qualified service		127,474	130,259

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$379.49



**Social Worker, School Counselor, Educational
Diagnostician
Schedule 73
2023-2024**

205 Days / 8 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	73,811	75,804	77,797	79,792	81,786	83,783
2	75,471	77,509	79,550	81,588	83,628	85,667
3	77,168	79,255	81,338	83,426	85,507	87,592
4	78,903	81,035	83,169	85,300	87,434	89,564
5	80,681	82,861	85,038	87,220	89,399	91,581
6	82,495	84,726	86,953	89,181	91,413	93,639
7	84,350	86,631	88,909	91,188	93,468	95,746
8	86,247	88,579	90,909	93,242	95,571	97,902
9	88,191	90,570	92,954	95,338	97,721	100,105
10	90,173	92,610	95,046	97,483	99,920	102,358
11	92,204	94,693	97,186	99,675	102,170	104,659
12	94,277	96,825	99,371	101,920	104,468	107,015
13		99,003	101,607	104,214	106,819	109,419
14			103,898	106,556	109,221	111,886
15				108,952	111,679	114,402
16					114,192	116,974
Available upon 17 years of qualified service	96,934	101,660	106,552	111,610	116,846	119,634
Available upon 19 years of qualified service		104,316	109,208	114,266	119,505	122,288
Available upon 21 years of qualified service			111,864	116,922	122,161	124,945
Available upon 23 years of qualified service				119,578	124,817	127,601
Available upon 25 years of qualified service					127,474	130,259

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$360.05



**Teacher, Teacher Specialist, Title I Transition Counselor
Schedule 74
2023-2024**

215 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	67,731	69,595	71,508	73,296	75,129	77,007
2	69,425	71,334	73,296	75,129	77,007	78,932
3	71,161	73,118	75,129	77,007	78,932	80,906
4	72,940	74,946	77,007	78,932	80,906	82,927
5	74,763	76,819	78,932	80,906	82,927	85,002
6	76,632	78,740	80,906	82,927	85,002	87,126
7	78,547	80,708	82,927	85,002	87,126	89,304
8	80,512	82,725	85,002	87,126	89,304	91,537
9	82,525	84,794	87,126	89,304	91,537	93,825
10	84,587	86,915	89,304	91,537	93,825	96,172
11	86,703	89,087	91,537	93,825	96,172	98,575
12	88,871	91,314	93,825	96,172	98,575	101,039
13		93,597	96,172	98,575	101,039	103,565
14			98,575	101,039	103,565	106,155
15				103,565	106,155	108,808
16					108,808	111,529
Available upon 17 years of qualified service	91,092	95,936	101,039	106,155	111,529	114,317
Available upon 19 years of qualified service		98,335	103,565	108,808	114,317	117,174
Available upon 21 years of qualified service			106,155	111,529	117,174	120,104
Available upon 23 years of qualified service				114,317	120,104	123,107
Available upon 25 years of qualified service					123,107	126,184

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$21.43 for the first 20 days and \$45.00 as of the 21st day



Audiologist, Speech & Language Pathologist
Schedule 75
 2023-2024

185 Days / 7.5 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	70,464	78,920	86,812	91,153	95,711
2	72,226	80,893	88,982	93,432	98,104
3	74,031	82,915	91,207	95,767	100,555
4	75,882	84,988	93,487	98,161	103,070
5	77,780	87,113	95,824	100,615	105,647
6	79,724	89,291	98,220	103,131	108,288
7	81,717	91,523	100,675	105,710	110,994
8	83,761	93,811	103,193	108,352	113,770
9	85,854	96,157	105,772	111,061	116,614
10	88,001	98,560	108,417	113,838	119,529
Available upon 15 years of qualified service		103,488	113,838	119,529	125,505
Available upon 20 years of qualified service		108,663	119,529	125,505	131,781
Available upon 25 years of qualified service		114,096	125,505	131,781	138,370

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000
- Substitute daily rate of pay is \$380.88



**Assessment Audiologist,
Speech & Language Pathologist Assessment & Support
Schedule 76
2023-2024**

205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units	BA + 75 units	BA + 75 units + Clear Credential
1	83,288	93,283	102,611	107,742	113,128
2	85,370	95,615	105,176	110,435	115,957
3	87,505	98,005	107,806	113,196	118,856
4	89,692	100,456	110,501	116,026	121,827
5	91,935	102,966	113,264	118,926	124,872
6	94,233	105,541	116,095	121,900	127,995
7	96,588	108,179	118,998	124,947	131,194
8	99,003	110,884	121,972	128,071	134,475
9	101,478	113,656	125,021	131,272	137,837
10	104,015	116,498	128,147	134,554	141,282
Available upon 15 years of qualified service		122,322	134,554	141,282	148,346
Available upon 20 years of qualified service		128,438	141,282	148,346	155,763
Available upon 25 years of qualified service		134,860	148,346	155,763	163,551

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000
- Substitute daily rate of pay is \$406.28



**Teacher, Resource Specialist
Schedule 77
2023-2024**

230 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	72,457	74,449	76,498	78,410	80,370	82,380
2	74,269	76,312	78,410	80,370	82,380	84,439
3	76,125	78,219	80,370	82,380	84,439	86,549
4	78,029	80,174	82,380	84,439	86,549	88,712
5	79,979	82,178	84,439	86,549	88,712	90,931
6	81,979	84,233	86,549	88,712	90,931	93,204
7	84,028	86,339	88,712	90,931	93,204	95,535
8	86,128	88,497	90,931	93,204	95,535	97,923
9	88,282	90,710	93,204	95,535	97,923	100,371
10	90,489	92,978	95,535	97,923	100,371	102,880
11	92,751	95,302	97,923	100,371	102,880	105,452
12	95,070	97,685	100,371	102,880	105,452	108,088
13		100,127	102,880	105,452	108,088	110,791
14			105,452	108,088	110,791	113,560
15				110,791	113,560	116,400
16					116,400	119,309
Available upon 17 years of qualified service	97,447	102,630	108,088	113,560	119,309	122,291
Available upon 19 years of qualified service		105,195	110,791	116,400	122,291	125,349
Available upon 21 years of qualified service			113,560	119,309	125,349	128,483
Available upon 23 years of qualified service				122,291	128,483	131,695
Available upon 25 years of qualified service					131,695	134,988

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)
- Substitute hourly rate of pay is \$21.43 for the first 20 days and \$45.00 as of the 21st day



**Program Psychologist
Schedule 78
2023-2024**

205 Days / 8 Hours – Annual Salary

Step	
1	86,549
2	91,064
3	95,583
4	100,094
5	104,610
6	109,124
7	113,643
8	118,154
9	122,673
10	123,422
Available upon 17 years of qualified service	126,078
Available upon 19 years of qualified service	128,733
Available upon 21 years of qualified service	131,390
Available upon 23 years of qualified service	134,048
Available upon 25 years of qualified service	136,704

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for EdD or PhD, \$1600
- Substitute daily rate of pay is \$422.19



Assessment Psychologist
Schedule 79
 2023-2024

215 Days / 8 Hours – Annual Salary

Step	
1	90,770
2	95,508
3	100,244
4	104,977
5	109,712
6	114,450
7	119,182
8	123,917
9	128,655
10	129,445
Available upon 17 years of qualified service	132,222
Available upon 19 years of qualified service	135,012
Available upon 21 years of qualified service	137,798
Available upon 23 years of qualified service	140,587
Available upon 25 years of qualified service	143,371

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Advanced degree stipend for EdD or PhD, \$1600
- Substitute daily rate of pay is \$422.18