

MERCED COUNTY OFFICE OF EDUCATION
C3 Certificated Salary Schedule
184 Days/7.5 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Charter Dual Language Teachers, Charter Home School Teachers, Counselors, Court Community School Teachers, Independent Study Teachers, Mild/Moderate Special Education Teachers, School Nurses, Special Education Teachers, Speech Therapists, and Teachers on Special Assignment

CLASS	I		II		III		IV		STEP
	BA		BA+45/MA		BA+60/MA+15		BA+75/MA+30		
STEP	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	STEP
1	\$ 64,222	349.03	\$ 67,432	366.48	\$ 70,803	384.80	\$ 74,343	404.04	1
2	\$ 66,148	359.50	\$ 69,454	377.47	\$ 72,927	396.34	\$ 76,573	416.16	2
3	\$ 68,133	370.29	\$ 71,537	388.79	\$ 75,114	408.23	\$ 78,870	428.64	3
4	\$ 70,178	381.40	\$ 73,683	400.45	\$ 77,368	420.48	\$ 81,236	441.50	4
5	\$ 72,283	392.84	\$ 75,893	412.46	\$ 79,689	433.09	\$ 83,674	454.75	5
6	\$ 74,452	404.63	\$ 78,169	424.83	\$ 82,079	446.08	\$ 86,184	468.39	6
7			\$ 80,513	437.57	\$ 84,541	459.46	\$ 88,769	482.44	7
8			\$ 82,929	450.70	\$ 87,076	473.24	\$ 91,431	496.91	8
9			\$ 85,416	464.22	\$ 89,689	487.44	\$ 94,175	511.82	9
10					\$ 92,379	502.06	\$ 96,999	527.17	10
11					\$ 95,150	517.12	\$ 99,910	542.99	11
12					\$ 98,004	532.63	\$102,908	559.28	12
13					\$100,944	548.61	\$105,995	576.06	13
14							\$109,175	593.34	14
15							\$112,450	611.14	15
18							\$115,822	629.47	18
*								642.06	

* Longevity of 2% granted to Certificated Employees on Class IV and Step 18 with a minimum of 10 years of immediately preceeding continous MCOTA eligible employment.

- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$1,000 will be awarded for Certification from the National Board Professional Teaching Standards and Certificate of Clinical Competence from the American Speech-Language-Hearing Association.
- \$5,000 Speech Therapist stipend to be prorated according to percentage of full-time equivalent and percentage of year worked.

ALL UNITS ARE SEMESTER UNITS



MERCED COUNTY OFFICE OF EDUCATION
C3 Certificated Salary Schedule
225 Days/7.5 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Year Round Court Community School Teachers (JH) and Mild/Moderate Special Education Teachers (JH)

CLASS	I		II		III		IV		STEP
	BA		BA+45/MA BA+30+Prelim Cred		BA+60/MA+15		BA+75/MA+30		
STEP	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	STEP
1	\$ 78,532	349.03	\$ 82,458	366.48	\$ 86,580	384.80	\$ 90,909	404.04	1
2	\$ 80,888	359.50	\$ 84,931	377.47	\$ 89,177	396.34	\$ 93,636	416.16	2
3	\$ 83,315	370.29	\$ 87,478	388.79	\$ 91,852	408.23	\$ 96,444	428.64	3
4	\$ 85,815	381.40	\$ 90,101	400.45	\$ 94,608	420.48	\$ 99,338	441.50	4
5	\$ 88,389	392.84	\$ 92,804	412.46	\$ 97,445	433.09	\$102,319	454.75	5
6	\$ 91,042	404.63	\$ 95,587	424.83	\$100,368	446.08	\$105,388	468.39	6
7			\$ 98,453	437.57	\$103,379	459.46	\$108,549	482.44	7
8			\$101,408	450.70	\$106,479	473.24	\$111,805	496.91	8
9			\$104,450	464.22	\$109,674	487.44	\$115,160	511.82	9
10					\$112,964	502.06	\$118,613	527.17	10
11					\$116,352	517.12	\$122,173	542.99	11
12					\$119,842	532.63	\$125,838	559.28	12
13					\$123,437	548.61	\$129,614	576.06	13
14							\$133,502	593.34	14
15							\$137,507	611.14	15
18							\$141,631	629.47	18
*								642.06	

* Longevity of 2% granted to Certificated Employees on Class IV and Step 18 with a minimum of 10 years of immediately preceeding continous MCOTA eligible employment.

- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$1,000 will be awarded for Certification from the National Board Professional Teaching Standards.

ALL UNITS ARE SEMESTER UNITS

M. U. A. A. 12/09/24

MERCED COUNTY OFFICE OF EDUCATION
C3 Certificated Salary Schedule
220 Days/7.5 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Automotive/Industrial Technology Teacher

CLASS	I		II		III		IV		STEP
	BA		BA+45/MA BA+30+Prelim Cred		BA+60/MA+15		BA+75/MA+30		
STEP	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	STEP
1	\$ 76,787	349.03	\$ 80,626	366.48	\$ 84,656	384.80	\$ 88,889	404.04	1
2	\$ 79,090	359.50	\$ 83,043	377.47	\$ 87,195	396.34	\$ 91,555	416.16	2
3	\$ 81,464	370.29	\$ 85,534	388.79	\$ 89,811	408.23	\$ 94,301	428.64	3
4	\$ 83,908	381.40	\$ 88,099	400.45	\$ 92,506	420.48	\$ 97,130	441.50	4
5	\$ 86,425	392.84	\$ 90,741	412.46	\$ 95,280	433.09	\$100,045	454.75	5
6	\$ 89,019	404.63	\$ 93,463	424.83	\$ 98,138	446.08	\$103,046	468.39	6
7			\$ 96,265	437.57	\$101,081	459.46	\$106,137	482.44	7
8			\$ 99,154	450.70	\$104,113	473.24	\$109,320	496.91	8
9			\$102,128	464.22	\$107,237	487.44	\$112,600	511.82	9
10					\$110,453	502.06	\$115,977	527.17	10
11					\$113,766	517.12	\$119,458	542.99	11
12					\$117,179	532.63	\$123,042	559.28	12
13					\$120,694	548.61	\$126,733	576.06	13
14							\$130,535	593.34	14
15							\$134,451	611.14	15
18							\$138,483	629.47	18
*								642.06	

* Longevity of 2% granted to Certificated Employees on Class IV and Step 18 with a minimum of 10 years of immediately preceeding continous MCOTA eligible employment.

- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$1,000 will be awarded for Certification from the National Board Professional Teaching Standards.

ALL UNITS ARE SEMESTER UNITS



MERCED COUNTY OFFICE OF EDUCATION
C3 Certificated Salary Schedule
200 Days/7.5 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Infant Care School Nurses, Infant Care Speech Therapists, Infant Care Teachers, and Teachers
 Migrant Education Program

CLASS	I		II		III		IV		STEP
	BA		BA+45/MA BA+30+Prelim Cred		BA+60/MA+15		BA+75/MA+30		
STEP	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	STEP
1	\$ 69,806	349.03	\$ 73,296	366.48	\$ 76,960	384.80	\$ 80,808	404.04	1
2	\$ 71,900	359.50	\$ 75,494	377.47	\$ 79,268	396.34	\$ 83,232	416.16	2
3	\$ 74,058	370.29	\$ 77,758	388.79	\$ 81,646	408.23	\$ 85,728	428.64	3
4	\$ 76,280	381.40	\$ 80,090	400.45	\$ 84,096	420.48	\$ 88,300	441.50	4
5	\$ 78,568	392.84	\$ 82,492	412.46	\$ 86,618	433.09	\$ 90,950	454.75	5
6	\$ 80,926	404.63	\$ 84,966	424.83	\$ 89,216	446.08	\$ 93,678	468.39	6
7			\$ 87,514	437.57	\$ 91,892	459.46	\$ 96,488	482.44	7
8			\$ 90,140	450.70	\$ 94,648	473.24	\$ 99,382	496.91	8
9			\$ 92,844	464.22	\$ 97,488	487.44	\$102,364	511.82	9
10					\$100,412	502.06	\$105,434	527.17	10
11					\$103,424	517.12	\$108,598	542.99	11
12					\$106,526	532.63	\$111,856	559.28	12
13					\$109,722	548.61	\$115,212	576.06	13
14							\$118,668	593.34	14
15							\$122,228	611.14	15
18							\$125,894	629.47	18
*								642.06	

* Longevity of 2% granted to Certificated Employees on Class IV and Step 18 with a minimum of 10 years of immediately preceeding continous MCOTA eligible employment.

- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$1,000 will be awarded for Certification from the National Board Professional Teaching Standards and Certificate of Clinical Competence from the American Speech-Language-Hearing Association.
- \$5,000 Speech Therapist stipend to be prorated according to percentage of full-time equivalent and percentage of year worked.

ALL UNITS ARE SEMESTER UNITS

M. A. A.
 12/09/24

MERCED COUNTY OFFICE OF EDUCATION
C4 Certificated Salary Schedule
220 Days/8 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

ROP Instructors (Adult Programs)

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$66,387	37.72	\$69,714	39.61	\$73,198	41.59	\$ 76,859	43.67	\$ 80,696	45.85	1
2	\$68,376	38.85	\$71,808	40.80	\$75,398	42.84	\$ 79,165	44.98	\$ 83,125	47.23	2
3	\$70,435	40.02	\$73,955	42.02	\$77,669	44.13	\$ 81,541	46.33	\$ 85,624	48.65	3
4	\$72,547	41.22	\$76,173	43.28	\$79,992	45.45	\$ 83,987	47.72	\$ 88,194	50.11	4
5	\$74,730	42.46	\$78,461	44.58	\$82,386	46.81	\$ 86,504	49.15	\$ 90,834	51.61	5
6			\$80,819	45.92	\$84,850	48.21	\$ 89,091	50.62	\$ 93,562	53.16	6
7			\$83,248	47.30	\$87,402	49.66	\$ 91,766	52.14	\$ 96,360	54.75	7
8			\$85,747	48.72	\$90,024	51.15	\$ 94,512	53.70	\$ 99,246	56.39	8
9					\$92,717	52.68	\$ 97,346	55.31	\$102,221	58.08	9
10					\$95,498	54.26	\$100,267	56.97	\$105,283	59.82	10
11							\$103,277	58.68	\$108,434	61.61	11
15									\$111,690	63.46	15
18									\$115,034	65.36	18
*										66.67	

* Longevity of 2% granted to Certificated Employees on Class V and Step 18 with a minimum of 10 years of immediately preceeding continous MCOTA eligible employment.

- \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

ALL UNITS ARE SEMESTER UNITS
 (See Page 2 for Class criteria)



MERCED COUNTY OFFICE OF EDUCATION
C4 Certificated Salary Schedule
184 Days/8 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

ROP Instructors

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$ 55,524	37.72	\$ 58,306	39.61	\$ 61,220	41.59	\$ 64,282	43.67	\$ 67,491	45.85	1
2	\$ 57,187	38.85	\$ 60,058	40.80	\$ 63,060	42.84	\$ 66,211	44.98	\$ 69,523	47.23	2
3	\$ 58,909	40.02	\$ 61,853	42.02	\$ 64,959	44.13	\$ 68,198	46.33	\$ 71,613	48.65	3
4	\$ 60,676	41.22	\$ 63,708	43.28	\$ 66,902	45.45	\$ 70,244	47.72	\$ 73,762	50.11	4
5	\$ 62,501	42.46	\$ 65,622	44.58	\$ 68,904	46.81	\$ 72,349	49.15	\$ 75,970	51.61	5
6			\$ 67,594	45.92	\$ 70,965	48.21	\$ 74,513	50.62	\$ 78,252	53.16	6
7			\$ 69,626	47.30	\$ 73,100	49.66	\$ 76,750	52.14	\$ 80,592	54.75	7
8			\$ 71,716	48.72	\$ 75,293	51.15	\$ 79,046	53.70	\$ 83,006	56.39	8
9					\$ 77,545	52.68	\$ 81,416	55.31	\$ 85,494	58.08	9
10					\$ 79,871	54.26	\$ 83,860	56.97	\$ 88,055	59.82	10
11							\$ 86,377	58.68	\$ 90,690	61.61	11
15									\$ 93,413	63.46	15
18									\$ 96,210	65.36	18
*										66.67	

* Longevity of 2% granted to Certificated Employees on Class V and Step 18 with a minimum of 10 years of immediately preceding continuous MCOTA eligible employment.

- \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

ALL UNITS ARE SEMESTER UNITS
 (See Page 2 for Class criteria)

M. U. A. C. A. 12/09/24

MERCED COUNTY OFFICE OF EDUCATION
C4 Certificated Salary Schedule
200 Days/8 Hours

(Based upon 2024-2025 salary schedule plus 2% Longevity effective January 1, 2025)

Career Educators

CLASS	I		II		III		IV		V		
STEP	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	STEP
1	\$60,352	37.72	\$63,376	39.61	\$66,544	41.59	\$69,872	43.67	\$ 73,360	45.85	1
2	\$62,160	38.85	\$65,280	40.80	\$68,544	42.84	\$71,968	44.98	\$ 75,568	47.23	2
3	\$64,032	40.02	\$67,232	42.02	\$70,608	44.13	\$74,128	46.33	\$ 77,840	48.65	3
4	\$65,952	41.22	\$69,248	43.28	\$72,720	45.45	\$76,352	47.72	\$ 80,176	50.11	4
5	\$67,936	42.46	\$71,328	44.58	\$74,896	46.81	\$78,640	49.15	\$ 82,576	51.61	5
6			\$73,472	45.92	\$77,136	48.21	\$80,992	50.62	\$ 85,056	53.16	6
7			\$75,680	47.30	\$79,456	49.66	\$83,424	52.14	\$ 87,600	54.75	7
8			\$77,952	48.72	\$81,840	51.15	\$85,920	53.70	\$ 90,224	56.39	8
9					\$84,288	52.68	\$88,496	55.31	\$ 92,928	58.08	9
10					\$86,816	54.26	\$91,152	56.97	\$ 95,712	59.82	10
11							\$93,888	58.68	\$ 98,576	61.61	11
15									\$101,536	63.46	15
18									\$104,576	65.36	18
*										66.67	

* Longevity of 2% granted to Certificated Employees on Class V and Step 18 with a minimum of 10 years of immediately preceding continuous MCOTA eligible employment.

- \$300 will be awarded for a Masters Degree from a university or college accredited by the Western Association of Schools and Colleges.
- \$500 will be awarded for a Doctorate Degree from a university or college accredited by the Western Association of Schools and Colleges.

ALL UNITS ARE SEMESTER UNITS

(See Page 2 for Class criteria)



**Description of Classes on the Schedule

- Class I = Meets preliminary designated subjects vocational credential requirements.
- Class II = Bachelor's Degree with preliminary designated subjects vocational credential or less than Bachelor's with clear designated subjects vocational credential.
- Class III = Bachelor's Degree with clear designated subjects vocational credential or clear designated subjects vocational credential with the equivalent of 128 college units.
- Class IV = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 15 college units or clear designated subjects vocational credential with the equivalent of 143 college units.
- Class V = Bachelor's Degree with clear designated subjects vocational credential plus the equivalent of 30 college units or clear designated subjects vocational credential with the equivalent of 158 college units.

I. Placement on the Schedule

- a. Initial class placement on schedule shall be formulated based upon employee's educational level and previous teaching experience.
- b. Step placement on salary schedule shall be limited to four steps from the step of placement for persons holding less than a clear/life designated subjects vocational teaching credential.
- c. College units and/or on-the-job work experience to be used for advancement from one class to another must be approved in advance by the Assistant Superintendent.
- d. To establish an employee's salary classification and before any change in salary can become effective, an **official transcript** of college work and/or documentation of appropriate work experience must be furnished. The furnishing of all such records is the **responsibility of the employee**.
- e. College work and/or work experience above the Bachelor's Degree, both prior to placement on the salary schedule and after initial placement, must be approved by the Assistant Superintendent.

II. Additional Criteria for Determining Salary Status

- a. When an employee has qualified for placement in a higher salary class, employee shall be placed on the appropriate class and step.
- b. All employees must have the required designated subjects vocational credential, either preliminary or clear/life, covering the area of employment.
- c. When an employee is promoted/changed to a position on a higher salary schedule, the employee shall be placed on the new schedule at the first step which will provide him/her with a salary increase.
- d. Excess units earned prior to the granting of any college degree will not apply to the salary schedule as credits earned following the granting of said degree.
- e. Employees will be allowed adjustment of their base salary one class to another, if documented proof of approved vocationally applicable college work and/or work experience is provided. To be considered, documentation must be presented to the Human Resources Office on or before **September 15th** of the year of expected salary advancement.