FULL-TIME

Effective July 1, 2025, after 1% retro (2024-2025), the adjustment between steps, and 2% for 2025-2026

Current Salary Schedule

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | C | D | E | F | G | H | I |  |   | C | D | E | F | G | H | I |
| 1 | -10.75% | -11.55% | -12.36% | -13.18% | -13.65% | -13.41% | -14.65% |  | 1 | -7.50% | -8.28% | -9.07% | -9.86% | -10.32% | -10.08% | -11.29% |
| 2 | -11.55% | -12.36% | -13.18% | -14.00% | -14.05% | -13.56% | -14.48% |  | 2 | -8.28% | -9.07% | -9.86% | -10.65% | -10.70% | -10.23% | -11.12% |
| 3 | -12.36% | -13.09% | -14.00% | -14.05% | -14.29% | -13.93% | -14.31% |  | 3 | -9.07% | -9.77% | -10.65% | -10.70% | -10.94% | -10.59% | -10.96% |
| 4 | -13.09% | -13.65% | -14.82% | -14.29% | -14.39% | -13.41% | -14.15% |  | 4 | -9.77% | -10.32% | -11.46% | -10.94% | -11.03% | -10.09% | -10.80% |
| 5 | -13.65% | -14.05% | -14.55% | -14.39% | -14.27% | -12.83% | -12.54% |  | 5 | -10.32% | -10.70% | -11.19% | -11.03% | -10.92% | -9.53% | -9.24% |
| 6 | -15.16% | -15.40% | -15.50% | -15.46% | -15.62% | -13.42% | -13.89% |  | 6 | -10.70% | -10.94% | -11.03% | -10.99% | -11.14% | -9.03% | -9.49% |
| 7 | -16.53% | -16.63% | -16.58% | -16.75% | -16.76% | -15.01% | -15.32% |  | 7 | -10.94% | -11.03% | -10.99% | -11.14% | -11.16% | -9.49% | -9.79% |
| 8 | -17.77% | -17.72% | -17.88% | -17.90% | -17.78% | -16.53% | -16.15% |  | 8 | -11.03% | -10.99% | -11.14% | -11.16% | -11.05% | -9.87% | -9.51% |
| 9 | -18.87% | -19.03% | -19.05% | -18.93% | -18.68% | -17.93% | -16.72% |  | 9 | -10.99% | -11.14% | -11.16% | -11.05% | -10.82% | -10.11% | -8.98% |
| 10 | -20.20% | -20.21% | -20.09% | -19.84% | -19.48% | -18.99% | -17.29% |  | 10 | -11.14% | -11.16% | -11.05% | -10.82% | -10.48% | -10.03% | -8.46% |
| 11 | -22.50% | -22.46% | -22.20% | -21.83% | -21.34% | -20.74% | -19.02% |  | 11 | -11.62% | -11.59% | -11.35% | -11.01% | -10.57% | -10.02% | -8.46% |
| 12 | -20.69% | -21.11% | -24.23% | -23.73% | -22.66% | -22.41% | -20.78% |  | 12 | -8.90% | -9.28% | -12.10% | -11.64% | -10.68% | -10.45% | -8.98% |
| 13 | -18.90% | -19.32% | -25.16% | -25.07% | -20.84% | -24.00% | -22.57% |  | 13 | -7.82% | -8.20% | -13.50% | -13.42% | -9.58% | -12.44% | -11.14% |
| 14 | -17.15% | -17.56% | -23.31% | -23.22% | -20.85% | -23.01% | -23.26% |  | 14 | -6.75% | -7.13% | -12.37% | -12.29% | -10.13% | -12.09% | -12.32% |
| 15 | -15.78% | -17.45% | -21.49% | -21.40% | -22.64% | -22.01% | -21.44% |  | 15 | -6.03% | -7.56% | -11.26% | -11.18% | -12.31% | -11.74% | -11.21% |
| 16 | -17.49% | -19.19% | -20.92% | -22.67% | -21.89% | -21.02% | -19.64% |  | 16 | -8.13% | -9.69% | -11.28% | -12.90% | -12.18% | -11.38% | -10.11% |
| 17 | -15.75% | -17.43% | -19.13% | -20.86% | -20.92% | -20.04% | -17.87% |  | 17 | -7.06% | -8.61% | -10.18% | -11.78% | -11.84% | -11.02% | -9.02% |
| 18 | -16.55% | -15.69% | -19.22% | -19.07% | -19.95% | -19.06% | -16.53% |  | 18 | -8.33% | -7.53% | -10.81% | -10.67% | -11.49% | -10.66% | -8.31% |
| 19 | -17.73% | -13.98% | -19.52% | -17.31% | -18.99% | -18.08% | -15.56% |  | 19 | -9.97% | -6.47% | -11.64% | -9.58% | -11.14% | -10.29% | -7.94% |
| 20 | -16.18% | -14.83% | -17.87% | -15.58% | -17.25% | -17.10% | -14.59% |  | 20 | -9.06% | -7.79% | -10.65% | -8.49% | -10.06% | -9.92% | -7.57% |
| 21 | -14.47% | -13.13% | -16.13% | -14.23% | -15.52% | -16.12% | -13.63% |  | 21 | -7.98% | -6.72% | -9.55% | -7.76% | -8.97% | -9.54% | -7.19% |
| Salary schedule average percentage below the median | -17.45% |  | Salary schedule average percentage below the median | -10.17% |

There was a range of 10.75% - 25.16% below median, the increases narrow that window to 6.03% - 13.5%. Faculty were an average of **17.45%** below the median, this would bring the number to **10.17**%. 2025/2026 - 2% increase and adjust the percentages between steps (like moving from step 7 to step 8) to address the disparity that faculty are below median. If you look at D8, that cell essentially is getting a 6.73% increase.

Per Diem, effective July 1, 2025

Current Salary Schedule

Calculating your Salary

Current

Step/Column: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Per Diem Amount: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Workdays: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Per Diem x Workdays = Salary

\_\_\_\_\_\_\_\_ x \_\_\_\_\_\_\_ = \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2025-2026

Step/Column: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Per Diem Amount: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Workdays: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Per Diem x Workdays = Salary

\_\_\_\_\_\_\_\_ x \_\_\_\_\_\_\_ = \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If you do not know your step/column, you can find it by logging into BestNet, <https://employeeselfservice.sbcss.k12.ca.us/login.aspx>, then clicking on “Employee Info.” Range is column.

The union cannot help you log into the BestNet website.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **C** | **D** | **E** | **F** | **G** | **H** | **I** |  |  | **C** | **D** | **E** | **F** | **G** | **H** | **I** |
| **1** | 399.09 | 413.06 | 427.52 | 442.48 | 457.97 | 473.99 | 490.58 | **1** | 411.14 | 425.53 | 440.44 | 455.84 | 471.80 | 488.30 | 505.40 |
| **2** | 413.06 | 427.52 | 442.48 | 457.97 | 473.99 | 490.58 | 507.75 | **2** | 425.53 | 440.44 | 455.84 | 471.80 | 488.30 | 505.40 | 523.09 |
| **3** | 427.52 | 442.48 | 457.97 | 473.99 | 490.58 | 507.75 | 525.53 | **3** | 440.44 | 455.84 | 471.80 | 488.30 | 505.40 | 523.09 | 541.41 |
| **4** | 442.48 | 457.97 | 473.99 | 490.58 | 507.75 | 525.53 | 543.92 | **4** | 455.84 | 471.80 | 488.30 | 505.40 | 523.09 | 541.41 | 560.35 |
| **5** | 457.97 | 473.99 | 490.58 | 507.75 | 525.53 | 543.92 | 562.96 | **5** | 471.80 | 488.30 | 505.40 | 523.09 | 541.41 | 560.35 | 579.96 |
| **6** | 469.41 | 485.84 | 502.85 | 520.45 | 538.66 | 557.52 | 577.03 | **6** | 488.31 | 505.39 | 523.09 | 541.40 | 560.36 | 579.96 | 600.26 |
| **7** | 481.15 | 497.99 | 515.42 | 533.46 | 552.13 | 571.46 | 591.46 | **7** | 505.40 | 523.08 | 541.40 | 560.35 | 579.97 | 600.26 | 621.27 |
| **8** | 493.18 | 510.44 | 528.31 | 546.80 | 565.93 | 585.74 | 606.24 | **8** | 523.09 | 541.39 | 560.35 | 579.96 | 600.27 | 621.27 | 643.01 |
| **9** | 505.51 | 523.20 | 541.51 | 560.47 | 580.08 | 600.39 | 621.40 | **9** | 541.40 | 560.34 | 579.96 | 600.26 | 621.28 | 643.01 | 665.52 |
| **10** | 518.15 | 536.28 | 555.05 | 574.48 | 594.58 | 615.39 | 636.93 | **10** | 560.35 | 579.95 | 600.26 | 621.27 | 643.02 | 665.52 | 688.81 |
| **11** | 525.92 | 544.33 | 563.38 | 583.09 | 603.50 | 624.63 | 646.49 | **11** | 577.16 | 597.35 | 618.27 | 639.91 | 662.31 | 685.49 | 709.47 |
| **12** | 533.81 | 552.49 | 571.83 | 591.84 | 612.56 | 634.00 | 656.18 | **12** | 591.59 | 612.28 | 633.73 | 655.91 | 678.87 | 702.63 | 727.21 |
| **13** | 541.81 | 560.78 | 580.40 | 600.72 | 621.74 | 643.51 | 666.03 | **13** | 597.51 | 618.40 | 640.07 | 662.47 | 685.66 | 709.66 | 734.48 |
| **14** | 549.94 | 569.19 | 589.11 | 609.73 | 631.07 | 653.16 | 676.02 | **14** | 603.49 | 624.58 | 646.47 | 669.09 | 692.52 | 716.76 | 741.82 |
| **15** | 558.19 | 577.73 | 597.95 | 618.88 | 640.54 | 662.96 | 686.16 | **15** | 609.52 | 630.83 | 652.93 | 675.78 | 699.45 | 723.93 | 749.24 |
| **16** | 566.56 | 586.39 | 606.92 | 628.16 | 650.14 | 672.90 | 696.45 | **16** | 615.62 | 637.14 | 659.46 | 682.54 | 706.44 | 731.17 | 756.73 |
| **17** | 575.06 | 595.19 | 616.02 | 637.58 | 659.90 | 682.99 | 706.90 | **17** | 621.78 | 643.51 | 666.05 | 689.37 | 713.50 | 738.48 | 764.30 |
| **18** | 583.69 | 604.12 | 625.26 | 647.14 | 669.79 | 693.24 | 717.50 | **18** | 628.00 | 649.95 | 672.71 | 696.26 | 720.64 | 745.86 | 771.94 |
| **19** | 592.44 | 613.18 | 634.64 | 656.85 | 679.84 | 703.64 | 728.26 | **19** | 634.28 | 656.45 | 679.44 | 703.22 | 727.85 | 753.32 | 779.66 |
| **20** | 601.33 | 622.38 | 644.16 | 666.70 | 690.04 | 714.19 | 739.19 | **20** | 640.62 | 663.01 | 686.23 | 710.25 | 735.13 | 760.85 | 787.46 |
| **21** | 610.35 | 631.71 | 653.82 | 676.71 | 700.39 | 724.90 | 750.28 | **21** | 647.03 | 669.64 | 693.09 | 717.35 | 742.48 | 768.46 | 795.33 |

\* Still checking the per diem calculation