

**Tulare County Office of Education
Certificated Salary Schedule 2026-2027
Teachers**

STEPS	CLASS 0	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	57,611	73,644	77,780	81,946	86,146	90,378	94,652
2	60,012	77,023	81,178	85,358	89,570	93,820	98,113
3	62,514	80,406	84,581	88,772	92,998	97,267	101,569
4	65,119	83,795	87,964	92,183	96,441	100,727	105,037
5	67,830	87,175	91,363	95,601	99,863	104,165	108,501
6	70,658	90,565	94,766	99,018	103,300	107,606	111,967
7	73,644	93,934	98,167	102,428	106,726	111,057	115,422
8	-	97,326	101,564	105,844	110,155	114,503	118,881
9	-	97,326	104,961	109,257	113,591	117,950	122,352
10	-	97,326	108,357	112,662	117,013	121,400	125,810
11	-	97,326	108,357	116,086	120,444	124,837	129,274
12	-	97,326	108,357	119,498	123,878	128,288	132,739

Last updated July 1, 2026

- Class 0 No Degree + CTE Credential
Class I Bachelors Degree + Waiver / PIP / STSP / Intern / CTE Credential
Class II Bachelors Degree + 15 upper division or graduate semester units
Class III Bachelors Degree + 30 upper division or graduate semester units
Class IV Bachelors Degree + 45 upper division or graduate semester units or Masters Degree
Class V Bachelors Degree + 60 upper division or graduate semester units or Masters Degree + 15 upper division or graduate semester units
Class VI Bachelors Degree + 75 upper division or graduate semester units or Masters Degree + 30 upper division or graduate semester units

Note: Class II through VI placement requires a preliminary/clear credential

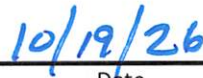
1. A maximum of ten years outside credit may be granted.
2. The normal assignment for certificated employees subject to this schedule will be 185 days at 7.5 hours (or 1,387.5 duty hours in a year-round program) for salary computation.
3. Professional Development Units: Effective July 1, 2023, a maximum of 15 college units for professional development, related to the employee's assignment, accrued after July 1, 2023, will be counted towards Class increases on the salary schedule for certificated employees. All professional development units shall be from an accredited college/university and be labeled as either Professional Development or Graduate Level units.
4. Longevity steps (15, 20, 25, 30 & 35) are years of total full time creditable service with a California school district and/or county office of education. Only unit members in Class V or VI are eligible for longevity step pay. Longevity step pay is not cumulative. Longevity step pay is added to the unit member's step 12 salary. Longevity step pay amounts are automatically subject to negotiated changes to the salary schedule.

Year	Annual Amount
15th	\$1,430
20th	\$2,622
25th	\$3,814
30th	\$5,006
35th	\$6,198

5. Only one step down for service allowed per year. An employee must complete at least 75% of the school year to move on the salary schedule.
6. Degree plus means units after degree.
7. Transcripts for newly acquired units which may affect salary classification should be received in Human Resources no later than October 1st.
8. Effective July 1, 2003, newly hired certificated employees who do not possess a preliminary or clear credential shall remain in Class I on the salary schedule until they obtain a credential. A certificated employee who is issued a preliminary credential will be placed on the step and class on the salary schedule pursuant to his/her experience and degree/units earned on the first day of the following month after the credential is issued. Effective July 1, 2008, a Special Education teacher who is in a CTC-approved Intern Program, whose Intern Program Director certifies in writing that the Intern has met all the requirements for a preliminary credential, may be placed in the step and class on the salary schedule pursuant to his/her experience and degree/units earned. The Intern will be placed on the salary schedule on the first day of the following month after notification by the Intern Program Director that the Intern has met all the requirements for a preliminary credential.
9. An employee's daily rate of pay for the Super Class Teachers is defined as the annual salary earned by a 185-day employee at the teacher's placement on the certificated salary schedule, plus the teacher's earned annual longevity divided by 185 days, divided by 7.5 hours per day. This is the hourly rate of pay that will be paid for any time sheet work and for any extended school year work for Super Class Teachers.



Tim A. Hire, County Superintendent of Schools



Date

**Tulare County Office of Education
Certificated Salary Schedule 2026-2027
Speech & Language Pathologist**

A	1	2	3	4	5	6
71,235	81,805	92,737	103,435	114,725	125,564	132,739

Last updated July 1, 2026

Step A	Bachelor's Degree + Waiver
Step 1	Master's Degree + Preliminary/Clear Credential
Step 2	Master's Degree + Preliminary/Clear Credential
Step 3	Master's Degree + Preliminary/Clear Credential
Step 4	Master's Degree + Preliminary/Clear Credential
Step 5	Master's Degree + Preliminary/Clear Credential
Step 6	Master's Degree + Preliminary/Clear Credential + Certificate of Clinical Competency in Speech-Language Pathology (CCS-SLP)

Note: \$1,500 per year for a valid California State Licensure (in addition to base salary)

- The normal assignment for certificated employees subject to this schedule will be 185 days at 7.5 hours (or 1,387.5 duty hours in a year-round program) for salary computation.
- Longevity steps (15, 20, 25, 30 & 35) are years of total full time creditable service with a California school district and/or county office of education. Only unit members on Step 6 are eligible for longevity step pay. Longevity step pay is not cumulative. Longevity step pay is added to the unit member's step 6 salary. Longevity step pay amounts are automatically subject to negotiated changes to the salary schedule.

Year	Annual Amount
15th	\$1,430
20th	\$2,622
25th	\$3,814
30th	\$5,006
35th	\$6,198

- Only one step down for service allowed per year. An employee must complete at least 75% of the school year to move on the salary schedule.
- Degree plus means units after degree.
- Transcripts for newly acquired units which may affect salary classification should be received in Human Resources no later than October 1st.
- Effective July 1, 2003, newly hired certificated employees who do not possess or obtain a preliminary or clear credential shall remain on Step A on the salary schedule until they obtain credential. A certificated employee who is issued a preliminary credential will be placed on the step and class on the salary schedule pursuant to his/her experience and degree/units earned on the first day of the following month after the credential is issued.



Tim A. Hire, County Superintendent of Schools

10/19/26

Date

Tulare County Office of Education
Certificated Salary Schedule 2026-2027
Nurses

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	-	77,780	81,946	86,146	90,378	94,652
2	-	81,178	85,358	89,570	93,820	98,113
3	-	84,581	88,772	92,998	97,267	101,569
4	-	87,964	92,183	96,441	100,727	105,037
5	-	91,363	95,601	99,863	104,165	108,501
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9	-	104,961	109,257	113,591	117,950	122,352
10	-	108,357	112,662	117,013	121,400	125,810
11	-	108,357	116,086	120,444	124,837	129,274
12	-	108,357	119,498	123,878	128,288	132,739

Last updated July 1, 2026

Class I	Not applicable for Nurses
Class II	Bachelors Degree + Preliminary/Clear Credential
Class III	Bachelors Degree + 30 upper division or graduate semester units
Class IV	Bachelors Degree + 45 upper division or graduate semester units or Masters Degree
Class V	Bachelors Degree + 60 upper division or graduate semester units or Masters Degree + 15 upper division or graduate semester units
Class VI	Bachelors Degree + 75 upper division or graduate semester units or Masters Degree + 30 upper division or graduate semester units

Note: Class II through VI placement requires a preliminary/clear credential

1. A maximum of ten years outside credit may be granted.
2. The normal assignment for certificated employees subject to this schedule will be 185 days at 7.5 hours (or 1,387.5 duty hours in a year-round program) for salary computation.
3. Continuing Education Units (CEU): Effective July 1, 2023, continuing education units shall be accepted by TCOE upon hire if taken in accordance with guidelines set by the California Board of Registered Nursing for license renewal California Board of Registered Nursing. Fifteen (15) continuing education units (CEU) will be equal to one (1) upper division semester unit. A maximum of 912 CEU/fifty-seven (57) semester units of virtual/online courses will be accepted. The remaining 270 CEU/18 semester units must be taken in-person and in accordance with guidelines set by the California Board of Registered Nursing. Any CEUs taken after date of hire must be related to employee's assignment to be counted towards Class increases on the salary schedule.
4. Longevity steps (15, 20, 25, 30 & 35) are years of total full time creditable service with a California school district and/or county office of education. Only unit members in Class V or VI are eligible for longevity step pay. Longevity step pay is not cumulative. Longevity step pay is added to the unit member's step 12 salary. Longevity step pay amounts are

automatically subject to negotiated changes to the salary schedule.

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25th	\$3,814
30th	\$5,006
35th	\$6,198

5. Only one step down for service allowed per year. An employee must complete at least 75% of the school year to move on the salary schedule.
6. Degree plus means units after degree.
7. Transcripts for newly acquired units which may affect salary classification should be received in Human Resources no later than October 1st.



Tim A. Hire, County Superintendent of Schools

10/19/26

Date

**Tulare County Office of Education
Certificated Salary Schedule 2026-2027
Counselors**

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	73,644	77,780	81,946	86,146	90,378	94,652
2	77,023	81,178	85,358	89,570	93,820	98,113
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Class IV Bachelors Degree + 45 upper division or graduate semester units
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or Masters Degree + 15 upper division or graduate semester units
Class VI Bachelors Degree + 75 upper division or graduate semester units
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Tim A. Hire, County Superintendent of Schools

10/19/26

Date