

APPENDIX A
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2025-2026 ANNUAL SALARY SCHEDULE M&R
Contract Year: 186 Days*

STEP/YEARS OF SERVICE	M&R	I	II	III	IV	V	VI	Career Incentives
	1	67,702	71,565	75,278	78,416	81,681	85,088	
2	68,475	73,401	77,208	80,427	83,776	87,266		
3	68,525	75,285	79,190	82,488	85,924	89,505		
4	68,573	77,210	81,218	84,603	88,129	91,801		
5	68,729	79,191	83,301	86,773	90,386	94,153		
6	71,666	81,222	85,439	89,643	93,379	97,272		
7	74,578	83,304	87,627	91,943	95,776	99,764		
8			89,876	94,301	98,228	102,323		
9			92,180	96,718	100,747	104,947		
10			97,757	102,568	106,843	111,294		
11			100,263	105,197	109,582	114,148		
12				108,156	112,661	117,355		
13-15				110,928	115,550	120,363		
16/CI				113,774	118,516	123,452		A. 2,517**
17-20/CI				115,395	120,206	125,213		
21/CI				118,350	123,285	128,419		B. 4,403**
22-25/CI				118,916	123,873	129,033		
26+/CI				121,970	127,053	132,345		C. 6,292**

*The 186-day work year is in effect for the 2025-2026, 2026-2027, and 2027-2028 school years, reflecting the addition of two (2) professional development days. Prior to the 2028-2029 school year, the District and the Association shall negotiate the continuation of these additional professional development days. If no agreement is reached, the work year for all certificated bargaining unit members shall revert to its length prior to 2025-2026 (184 days), and unit members' salaries shall be reduced by an amount equivalent to two (2) workdays at their daily rate, including Career Incentives.

- Column I** BA Degree
- Column II** BA Degree + 15 Semester Units
- Column III** BA Degree + 30 Semester Units
- Column IV** BA Degree + 45 Semester Units or MA Degree
- Column V** BA Degree + MA Degree and 60 Semester Units
- Column VI** BA Degree + MA Degree and 75 Semester Units

****Career Incentives** Added to a unit member's salary when service requirements of 16 years and up are attained.

An additional \$1,328 annually for earned Doctorate from an accredited institution.

An additional \$1,259 annually for those teachers holding and utilizing (in special education) a Special Education credential or Speech Language credential (preliminary or life).

An additional \$1,259 annually for those teachers whose teaching assignment is the District's dual immersion program and hold a current and valid BCLAD credential.

NOTE: All units must be upper division or graduate units unless authorized by the District PRIOR TO TAKING THE UNITS.

Effective 7/1/2025
 Increase: 2 additional service days