

TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)
POMONA UNIFIED SCHOOL DISTRICT
Effective 07/01/25 thru 06/30/26
BASE SALARY SCHEDULE

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	58,704	61,337	69,046	72,848	76,653
2	61,038	63,769	69,046	72,848	76,653
3	63,371	66,207	69,046	72,848	76,653
4	65,699	68,643	71,582	75,643	79,694
5	68,034	71,064	74,118	78,429	82,740
6	70,363	73,507	76,653	81,224	85,791
7	72,703	75,946	79,191	84,007	88,826
8	75,035	78,379	81,724	86,792	91,872
9	77,369	80,808	84,257	89,587	94,920
10	79,693	83,248	86,792	92,377	97,957
11	82,030	85,682	89,332	95,169	101,001
12			91,868	97,957	104,038
13			91,868	100,745	107,083
14			91,868	100,745	110,124
15			91,868	100,745	113,166
16			96,460	105,782	118,824
17			96,460	105,782	118,824
18			96,460	105,782	118,824
19			96,460	105,782	118,824
20			96,460	105,782	118,824
21			99,356	108,955	122,391
22			99,356	108,955	122,391
23			99,356	108,955	122,391
24			99,356	108,955	122,391
25			99,356	108,955	122,391
26			102,336	112,223	126,062
27			102,336	112,223	126,062
28			102,336	112,223	126,062
29			105,408	115,592	129,845

Factor Step	50,711	53,256	55,785	58,831	61,875
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The annual salary for teachers on this salary schedule who possess a valid teaching credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

CLASSIFICATION QUALIFICATIONS

Column I Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree or Intern credential** including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)

Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential.

Column IV - Same as Column III plus 45 semester units.

Column V - Same as Column III plus 60 semester units.
Master's Degree Required.

* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.

**POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26**

(A)

II. LANGUAGE SPEECH SPECIALIST	1	98,985
	2	103,935
	3	108,884
	4	113,833
	5	118,782
	6	123,732
	7	128,681
	8	133,630
	9	138,579
	10	143,528

10 Months -- 188 Working Days

Factor Step	79,956

**POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26**

(A)

I. SCHOOL PSYCHOLOGIST	1	94,342
	2	96,786
	3	99,366
	4	102,016
	5	106,096
	6	110,341
	7	114,754
	8	119,344
	9	124,118
	10	129,083
	11	134,246
	12	139,615
	13	145,201
	14	151,009
10 Months -- 193 Working Days		
6 hrs		

Factor Step		76,204

POMONA UNIFIED SCHOOL DISTRICT
CHILD DEVELOPMENT CERTIFICATED SALARY SCHEDULE
Effective 07/01/25-06/30/26

The following positions and respective salaries are contingent upon the availability of project funding.
The District, therefore, reserves the right to revise them in accordance with funding limitations.

(A)	(B)	(C)	(D)	(E)
Provisional Emergency Children's Center Permit	Regular Children's Center Permit with less than a B.A.	Regular Children's Center Permit with B.A. or Clear Elementary Teaching Credential	B.A. plus 15 semester units	B.A. plus 30 semester units

II. (D)	54,066	58,014	60,068	62,241	64,485
220 Working I	55,940	60,068	62,241	64,485	66,776
8 hrs	58,014	62,241	64,485	66,776	69,190
12 pay mo	60,068	64,485	66,776	69,190	71,564
	62,241	66,776	69,190	71,564	73,917
		69,190	71,564	73,917	76,506
		71,564	73,917	76,506	79,186

I. (F)	46,200	49,576	51,332	53,183	55,104
188 Working I	47,802	51,332	53,183	55,104	57,064
8 hrs	49,576	53,183	55,104	57,064	59,124
	51,332	55,104	57,064	59,124	61,153
	53,183	57,064	59,124	61,153	63,166
		59,124	61,153	63,166	65,379
		61,153	63,166	65,379	67,667

Effective: 7-1-86 -- 10 yrs of credited service with the District = 2% longevity.
Effective: 7-1-91 -- 15 yrs of credited service with the District = 3% longevity.

**POMONA UNIFIED SCHOOL DISTRICT
ADULT & CAREER EDUCATION/ROP SALARY SCHEDULE
Effective 07/01/25 through 06/30/26**

STEP	COLUMN I	COLUMN II		COLUMN III		COLUMN IV	COLUMN V
	Preliminary	Preliminary		Clear		Clear	Clear
1	47.940	50.090	0.000	56.387	0.000	59.492	62.598
2	49.846	52.077	0.000	56.387	0.000	59.492	62.598
3	51.752	54.068	0.000	56.387	0.000	59.492	62.598
4	53.653	56.057	0.000	58.456	0.000	61.773	65.081
5	55.559	58.036	0.000	60.529	0.000	64.049	67.570
6	55.559	58.036	0.000	60.529	0.000	64.049	67.570
7	55.559	58.036	0.000	60.529	0.000	64.049	67.570
8	55.559	58.036	0.000	60.529	0.000	64.049	67.570
9	55.559	58.036	0.000	60.529	0.000	64.049	67.570
10	57.227	59.777	0.000	62.344	0.000	65.971	69.597
11	57.227	59.777	0.000	62.344	0.000	65.971	69.597
12	57.227	59.777	0.000	62.344	0.000	65.971	69.597
13	57.227	59.777	0.000	62.344	0.000	65.971	69.597
14	57.227	59.777	0.000	62.344	0.000	65.971	69.597
15	60.088	62.766	0.000	65.462	0.000	69.268	73.077
16	60.088	62.766	0.000	65.462	0.000	69.268	73.077
17	60.088	62.766	0.000	65.462	0.000	69.268	73.077
18	60.088	62.766	0.000	65.462	0.000	69.268	73.077
19	60.088	62.766	0.000	65.462	0.000	69.268	73.077
20	63.693	66.532	0.000	69.390	0.000	73.425	77.461

CLASSIFICATION QUALIFICATIONS

Column I - Appropriate Preliminary credential.

Column II - Appropriate Preliminary credential plus 45 semester units (undergraduate), or Appropriate Preliminary credential plus Bachelor's Degree, or, Appropriate Preliminary credential plus Industry Certifications. **

Column III - Appropriate Clear credential required plus Bachelor's Degree and 30 graduate semester units.

Column IV - Same as Column III plus 45 graduate semester units.

Column V - Same as Column III plus 60 graduate

Special Assignment Rates:

Substitute Rate: Daily \$210 / Long Term: \$230

Substitute Rate: \$42.00 per period

In-service Rate \$40.00 per hour

Up to 8 Professional Development Days: Employees Hourly Rate

Curriculum Development: Employee's Hourly Rate

- ** 1. The degree and industry certifications used for placement must be in the same or related fields of the employee's current teaching assignment and credential.
 2. Relevant industry certifications shall be determined by the Career Readiness Department and forwarded to Human Resources to include in the appropriate job description, the sum of the Certifications must exceed 1.5 years of course work. (Equivalent to 45 undergraduate units)
 3. Certificated employees shall maintain valid industry certifications and teaching credentials in order to receive an Offer of Employment for the term following the expiration date.

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26

	Step	(A) Appropriate Credential	(B) Appropriate Credential Advanced Degree or Successful Application to, and Appropriate Progress toward, Completion of National Board Certification	(C) Appropriate Credential or 60 Graduate Units Including Advanced Degree or National Board Certification
II. TEACHER SPECIALIST	1	119,335	122,557	124,378
	2	121,723	125,009	126,867
NURSE SPECIALIST	3	124,156	127,510	129,404
	4	126,643	130,060	131,992
TEACHING/TEACHER SPEC.	5	129,175	132,663	134,632
	6	129,175	132,663	134,632
	7	129,175	132,663	134,632
	8	129,175	132,663	134,632
	9	129,175	132,663	134,632
	10	129,175	132,663	134,632
	11	129,175	132,663	134,632
	12	129,175	132,663	134,632
	13	129,175	132,663	134,632
	14	129,175	132,663	134,632
	15	129,175	132,663	134,632
	16	135,635	139,296	141,365
	17	135,635	139,296	141,365
	18	135,635	139,296	141,365
	19	135,635	139,296	141,365
	20	135,635	139,296	141,365
	21	139,702	143,474	145,605
	22	139,702	143,474	145,605
	23	139,702	143,474	145,605
	24	139,702	143,474	145,605
	25	139,702	143,474	145,605
	26	143,894	147,779	149,973
	27	143,894	147,779	149,973
	28	143,894	147,779	149,973
	29	148,211	152,213	154,473
12 Months -- 220 Working Days 8 hrs				

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26

		(A)	(B)
		Bachelor's Degree including Preliminary Credential	Bachelor's Degree including Clear Credential or Master's Degree including Preliminary Credential or Clear Credential
I. SCHOOL NURSE	1	84,823	91,245
	2	84,823	91,245
	3	84,823	91,245
	4	88,216	94,895
	5	91,745	98,691
	6	94,496	101,652
	7	97,330	104,702
	8	100,251	107,843
	9	103,259	111,078
	10	106,356	114,410
	11	109,546	117,843
	12	112,832	121,378
	13	116,218	125,018
	14	119,704	128,769
	15	123,296	132,633
10 Months -- 188 Working Days			
Factor Step		67,859	72,996

BASE SALARY SCHEDULE
POMONA UNIFIED SCHOOL DISTRICT
RESOURCE TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days) 6 hrs
Effective 07/01/25 thru 06/30/26

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	61,052	63,789	71,807	75,762	79,718
2	63,479	66,320	71,807	75,762	79,718
3	65,906	68,855	71,807	75,762	79,718
4	68,327	71,388	74,445	78,669	82,880
5	70,754	73,907	77,082	81,565	86,049
6	73,178	76,447	79,718	84,471	89,223
7	75,610	78,984	82,358	87,367	92,378
8	78,036	81,514	84,994	90,264	95,547
9	80,464	84,041	87,627	93,170	98,717
10	82,880	86,578	90,264	96,072	101,874
11	85,313	89,109	92,905	98,976	105,041
12			95,544	101,874	108,201
13			95,544	104,774	111,366
14			95,544	104,774	114,530
15			95,544	104,774	117,693
16			100,319	110,014	123,577
17			100,319	110,014	123,577
18			100,319	110,014	123,577
19			100,319	110,014	123,577
20			100,319	110,014	123,577
21			103,330	113,313	127,287
22			103,330	113,313	127,287
23			103,330	113,313	127,287
24			103,330	113,313	127,287
25			103,330	113,313	127,287
26			106,430	116,712	131,104
27			106,430	116,712	131,104
28			106,430	116,712	131,104
29			109,623	120,215	135,039

Factor Step	52,739	55,386	58,017	61,184	64,350
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The annual salary for teachers on this salary schedule who possess a valid teaching credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

**BASE SALARY SCHEDULE
POMONA UNIFIED SCHOOL DISTRICT
RESOURCE TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days) 6 hrs
Effective 07/01/25 thru 06/30/26**

CLASSIFICATION QUALIFICATIONS

Column I - Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree
OR Intern credential** including Bachelor's Degree or
OYNR (Bachelor's Degree plus Out of State Credential)

Column III - Bachelor's Degree plus 30 semester units including
a Preliminary Credential, or General Secondary Credential,
or Standard Teaching Credential (clear), or Single Subject
Credential (clear), or Multiple Subject Credential (clear),
or Professional clear Credential.

Column IV - Same as Column III plus
45 semester units.

Column V - Same as Column III plus
60 semester units.
Master's Degree Required.

* An employee may not advance beyond
Column A without a proper clear or Intern
Credential or Preliminary Credential.

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26

		(A)	(B)	(C)
	Step	Appropriate Credential	Appropriate Credential Advanced Degree	Appropriate Credential plus 60 Graduate Units Including Advanced Degree
I.	TEACHER SPECIALIST	1	107,790	110,698
		2	109,943	112,912
	TEACHING/TEACHER SPECI	3	112,145	115,170
		4	114,386	117,473
		5	116,672	119,822
		6	116,672	119,822
		7	116,672	119,822
		8	116,672	119,822
		9	116,672	119,822
		10	116,672	119,822
		11	116,672	119,822
		12	116,672	119,822
		13	116,672	119,822
		14	116,672	119,822
		15	116,672	119,822
		16	122,506	125,813
		17	122,506	125,813
		18	122,506	125,813
		19	122,506	125,813
		20	122,506	125,813
		21	126,180	129,587
		22	126,180	129,587
		23	126,180	129,587
		24	126,180	129,587
		25	126,180	129,587
		26	129,967	133,474
		27	129,967	133,474
		28	129,967	133,474
		29	133,866	137,478

11 Months --199 Working Days
8 hrs

Schedule L (Board Approved 06/10/26)

POMONA UNIFIED SCHOOL DISTRICT
MIDDLE SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 198 Working Days) 7hrs
Effective 07/01/25 thru 06/30/26

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	64,468	67,355	75,826	79,999	84,177
2	67,029	70,029	75,826	79,999	84,177
3	69,591	72,704	75,826	79,999	84,177
4	72,151	75,382	78,608	83,067	87,516
5	74,712	78,040	81,392	86,126	90,860
6	77,268	80,725	84,177	89,191	94,213
7	79,841	83,400	86,960	92,253	97,544
8	82,398	86,074	89,748	95,313	100,891
9	84,963	88,740	92,528	98,378	104,237
10	87,516	91,421	95,313	101,443	107,568
11	90,082	94,091	98,099	104,509	110,915
12			100,882	107,568	114,249
13			100,882	110,636	117,591
14			100,882	110,636	120,934
15			100,882	110,636	124,276
16			105,925	116,167	130,487
17			105,925	116,167	130,487
18			105,925	116,167	130,487
19			105,925	116,167	130,487
20			105,925	116,167	130,487
21			109,103	119,653	134,403
22			109,103	119,653	134,403
23			109,103	119,653	134,403
24			109,103	119,653	134,403
25			109,103	119,653	134,403
26			112,376	123,242	138,434
27			112,376	123,242	138,434
28			112,376	123,242	138,434
29			115,749	126,940	142,589
Factor Step	55,688	58,485	61,261	64,606	67,950

The annual salary for counselor on this salary schedule who possess a valid credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

CLASSIFICATION QUALIFICATIONS

Column I - Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree or Intern credential** including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)

Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential or Appropriate Services Credential.

Column IV - Same as Column III plus 45 semester units.

Column V - Same as Column III plus 60 semester units.
Master's Degree Required.

* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.

POMONA UNIFIED SCHOOL DISTRICT
HIGH SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 203 Working Days) 7hrs
Effective 07/01/25 thru 06/30/26

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	66,120	69,081	77,767	82,051	86,333
2	68,750	71,824	77,767	82,051	86,333
3	71,375	74,570	77,767	82,051	86,333
4	73,999	77,314	80,624	85,197	89,761
5	76,630	80,042	83,483	88,335	93,190
6	79,251	82,795	86,333	91,480	96,630
7	81,889	85,539	89,193	94,618	100,046
8	84,511	88,280	92,049	97,755	103,477
9	87,141	91,017	94,901	100,902	106,908
10	89,760	93,765	97,755	104,044	110,328
11	92,394	96,502	100,617	107,189	113,758
12			103,472	110,328	117,182
13			103,472	113,472	120,607
14			103,472	113,472	124,035
15			103,472	113,472	127,461
16			108,645	119,147	133,834
17			108,645	119,147	133,834
18			108,645	119,147	133,834
19			108,645	119,147	133,834
20			108,645	119,147	133,834
21			111,905	122,719	137,848
22			111,905	122,719	137,848
23			111,905	122,719	137,848
24			111,905	122,719	137,848
25			111,905	122,719	137,848
26			115,261	126,402	141,985
27			115,261	126,402	141,985
28			115,261	126,402	141,985
29			118,719	130,193	146,246

Factor Step	57,119	59,982	62,832	66,259	69,690
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The annual salary for counselor on this salary schedule who possess a valid credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

Schedule W (Board Approved 06/10/26)

CLASSIFICATION QUALIFICATIONS

Column I - Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree or Intern credential** including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)

Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential or Appropriate Services Credential.

Column IV - Same as Column III plus 45 semester units.

Column V - Same as Column III plus 60 semester units.
Master's Degree Required.

* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26

		(A)	(B)	(C)
		Appropriate Credential	Appropriate Credential Advanced Degree	Appropriate Credential plus 60 Graduate Units Including Advanced Degree
I.	INTERVENTION TEACHER	74,104	78,429	82,740
	TLC TEACHER			
	10 Months -- 188 Working Days			
	6 hrs			

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 07/01/25 thru 06/30/26

	(A)	(B)	(C)
	Appropriate Credential	Appropriate Credential Advanced Degree	Appropriate Credential plus 60 Graduate Units Including Advanced Degree
II. INTERVENTION SPECIALIST	81,209	86,049	90,893
11 Months -- 199 Working Days 6 hrs			