

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
CERTIFICATED TEACHER SALARY SCHEDULE  
2026-2027 - step & column adjustments - plus 3% - effective 7/1/2026**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90	AB+105
1	\$ 52,166	\$ 52,166	\$ 59,122	\$ 60,895	\$ 62,723	\$ 64,604	\$ 66,542	\$ 68,538
2			\$ 60,304	\$ 62,113	\$ 63,977	\$ 65,896	\$ 67,874	\$ 69,910
3			\$ 61,511	\$ 63,356	\$ 65,257	\$ 67,215	\$ 69,230	\$ 71,307
4			\$ 62,740	\$ 64,624	\$ 66,561	\$ 68,559	\$ 70,616	\$ 72,734
5			\$ 63,996	\$ 65,916	\$ 67,893	\$ 69,929	\$ 72,028	\$ 74,189
6			\$ 65,276	\$ 67,234	\$ 69,251	\$ 71,329	\$ 73,468	\$ 75,672
7			\$ 66,582	\$ 68,578	\$ 70,635	\$ 72,755	\$ 74,937	\$ 77,185
8			\$ 67,912	\$ 69,950	\$ 72,049	\$ 74,210	\$ 76,436	\$ 78,729
9			\$ 69,270	\$ 71,350	\$ 73,488	\$ 75,693	\$ 77,964	\$ 80,303
10			\$ 70,656	\$ 72,775	\$ 74,960	\$ 77,208	\$ 79,524	\$ 81,910
11				\$ 74,231	\$ 76,458	\$ 78,752	\$ 81,115	\$ 83,549
12				\$ 75,716	\$ 77,987	\$ 80,327	\$ 82,737	\$ 85,220
13					\$ 79,547	\$ 81,934	\$ 84,391	\$ 86,923
14					\$ 81,138	\$ 83,572	\$ 86,080	\$ 88,662
15	<b>Masters</b>	<b>\$ 1,000.00</b>			\$ 82,760	\$ 85,243	\$ 87,801	\$ 90,435
16	<b>Doctorate</b>	<b>\$ 2,000.00</b>			\$ 84,415	\$ 86,949	\$ 89,557	\$ 92,244
17					\$ 86,104	\$ 88,688	\$ 91,348	\$ 94,089
18					\$ 87,825	\$ 90,462	\$ 93,174	\$ 95,969
19					\$ 89,582	\$ 92,270	\$ 95,038	\$ 97,889
20					\$ 91,374	\$ 94,117	\$ 96,939	\$ 99,847
21					\$ 93,202	\$ 95,998	\$ 98,878	\$ 101,844
22					\$ 95,066	\$ 97,918	\$ 100,855	\$ 103,880
23					\$ 96,967	\$ 99,878	\$ 102,872	\$ 105,958
24					\$ 98,906	\$ 101,874	\$ 104,931	\$ 108,079
25					\$ 100,884	\$ 103,911	\$ 107,029	\$ 110,240
26					\$ 102,901	\$ 105,989	\$ 109,170	\$ 112,445
27					\$ 104,959	\$ 108,109	\$ 111,353	\$ 114,694
28					\$ 107,059	\$ 110,271	\$ 113,580	\$ 116,988
29					\$ 109,200	\$ 112,477	\$ 115,852	\$ 119,328
30					\$ 111,384	\$ 114,726	\$ 118,169	\$ 121,714

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- This salary schedule covers the Technology Director, if the position is held by a Certificated employee.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
CERTIFICATED COUNSELOR SALARY SCHEDULE  
2026-2027 - step & column adjustments - plus 3% - effective 7/1/2026**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90	AB+105
1	\$ 57,383	\$ 57,383	\$ 65,034	\$ 66,985	\$ 68,995	\$ 71,065	\$ 73,196	\$ 75,392
2			\$ 66,335	\$ 68,324	\$ 70,374	\$ 72,486	\$ 74,661	\$ 76,901
3			\$ 67,662	\$ 69,692	\$ 71,782	\$ 73,936	\$ 76,153	\$ 78,437
4			\$ 69,014	\$ 71,086	\$ 73,217	\$ 75,415	\$ 77,677	\$ 80,008
5			\$ 70,395	\$ 72,507	\$ 74,682	\$ 76,922	\$ 79,231	\$ 81,607
6			\$ 71,803	\$ 73,957	\$ 76,176	\$ 78,462	\$ 80,814	\$ 83,239
7			\$ 73,240	\$ 75,436	\$ 77,698	\$ 80,030	\$ 82,431	\$ 84,903
8			\$ 74,703	\$ 76,945	\$ 79,253	\$ 81,631	\$ 84,079	\$ 86,602
9			\$ 76,197	\$ 78,485	\$ 80,837	\$ 83,263	\$ 85,761	\$ 88,333
10			\$ 77,721	\$ 80,053	\$ 82,455	\$ 84,929	\$ 87,476	\$ 90,101
11				\$ 81,654	\$ 84,104	\$ 86,627	\$ 89,227	\$ 91,903
12				\$ 83,287	\$ 85,786	\$ 88,360	\$ 91,011	\$ 93,742
13					\$ 87,501	\$ 90,128	\$ 92,830	\$ 95,615
14					\$ 89,251	\$ 91,929	\$ 94,688	\$ 97,528
15	<b>Masters</b>	<b>\$ 1,000.00</b>			\$ 91,036	\$ 93,768	\$ 96,581	\$ 99,479
16	<b>Doctorate</b>	<b>\$ 2,000.00</b>			\$ 92,857	\$ 95,644	\$ 98,513	\$ 101,468
17					\$ 94,714	\$ 97,557	\$ 100,483	\$ 103,498
18					\$ 96,608	\$ 99,508	\$ 102,492	\$ 105,566
19					\$ 98,540	\$ 101,497	\$ 104,542	\$ 107,678
20					\$ 100,512	\$ 103,528	\$ 106,633	\$ 109,832
21					\$ 102,522	\$ 105,598	\$ 108,766	\$ 112,028
22					\$ 104,573	\$ 107,710	\$ 110,940	\$ 114,269
23					\$ 106,663	\$ 109,865	\$ 113,159	\$ 116,554
24					\$ 108,796	\$ 112,061	\$ 115,424	\$ 118,887
25					\$ 110,972	\$ 114,302	\$ 117,732	\$ 121,264
26					\$ 113,191	\$ 116,588	\$ 120,087	\$ 123,690
27					\$ 115,455	\$ 118,920	\$ 122,489	\$ 126,163
28					\$ 117,764	\$ 121,299	\$ 124,938	\$ 128,687
29					\$ 120,120	\$ 123,725	\$ 127,437	\$ 131,260
30					\$ 122,522	\$ 126,199	\$ 129,986	\$ 133,886

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Position is 8 hours per day/190 days per year.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE**

**Teacher on Special Assignment**

**2026-2027 - step & column adjustments - plus 3% - effective 7/1/2026**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90	AB+105
1	\$ 57,837	\$ 57,837	\$ 65,548	\$ 67,515	\$ 69,541	\$ 71,627	\$ 73,775	\$ 75,988
2			\$ 66,859	\$ 68,864	\$ 70,931	\$ 73,059	\$ 75,251	\$ 77,509
3			\$ 68,197	\$ 70,243	\$ 72,350	\$ 74,521	\$ 76,755	\$ 79,058
4			\$ 69,560	\$ 71,648	\$ 73,796	\$ 76,011	\$ 78,292	\$ 80,640
5			\$ 70,952	\$ 73,081	\$ 75,273	\$ 77,530	\$ 79,857	\$ 82,253
6			\$ 72,371	\$ 74,542	\$ 76,778	\$ 79,082	\$ 81,453	\$ 83,897
7			\$ 73,819	\$ 76,032	\$ 78,313	\$ 80,663	\$ 83,083	\$ 85,575
8			\$ 75,294	\$ 77,553	\$ 79,880	\$ 82,277	\$ 84,744	\$ 87,287
9			\$ 76,800	\$ 79,105	\$ 81,477	\$ 83,921	\$ 86,439	\$ 89,032
10			\$ 78,336	\$ 80,686	\$ 83,108	\$ 85,600	\$ 88,168	\$ 90,813
11				\$ 82,300	\$ 84,769	\$ 87,312	\$ 89,932	\$ 92,630
12				\$ 83,946	\$ 86,464	\$ 89,059	\$ 91,731	\$ 94,483
13					\$ 88,193	\$ 90,840	\$ 93,564	\$ 96,371
14					\$ 89,957	\$ 92,656	\$ 95,436	\$ 98,300
15	<b>Masters</b>	<b>\$ 1,000.00</b>			\$ 91,756	\$ 94,509	\$ 97,345	\$ 100,265
16	<b>Doctorate</b>	<b>\$ 2,000.00</b>			\$ 93,591	\$ 96,400	\$ 99,292	\$ 102,271
17					\$ 95,463	\$ 98,328	\$ 101,278	\$ 104,316
18					\$ 97,372	\$ 100,295	\$ 103,302	\$ 106,401
19					\$ 99,319	\$ 102,300	\$ 105,369	\$ 108,530
20					\$ 101,307	\$ 104,347	\$ 107,476	\$ 110,700
21					\$ 103,333	\$ 106,433	\$ 109,626	\$ 112,914
22					\$ 105,400	\$ 108,562	\$ 111,818	\$ 115,172
23					\$ 107,507	\$ 110,734	\$ 114,054	\$ 117,476
24					\$ 109,657	\$ 112,947	\$ 116,337	\$ 119,827
25					\$ 111,850	\$ 115,206	\$ 118,663	\$ 122,223
26					\$ 114,087	\$ 117,511	\$ 121,037	\$ 124,668
27					\$ 116,368	\$ 119,861	\$ 123,457	\$ 127,161
28					\$ 118,696	\$ 122,258	\$ 125,927	\$ 129,704
29					\$ 121,070	\$ 124,703	\$ 128,445	\$ 132,298
30					\$ 123,491	\$ 127,197	\$ 131,014	\$ 134,944

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Position is 7.5 hours per day/204 days per year.
- The time base for each of the above salary values is annually.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
CTE/ROP Employees  
SALARY SCHEDULE**

**2026-2027 - step adjustments - plus 3% - effective 7/1/2026**

<b>Step/Column</b>	<b>1 CTE credential</b>	<b>2+ CTE credentials</b>
<b>1</b>	\$ 52,733	\$ 55,370
<b>2</b>	\$ 55,370	\$ 58,138
<b>3</b>	\$ 57,031	\$ 59,883
<b>4</b>	\$ 58,742	\$ 61,679
<b>5</b>	\$ 60,504	\$ 63,529
<b>6</b>	\$ 61,714	\$ 64,800
<b>7</b>	\$ 62,949	\$ 66,096
<b>8</b>	\$ 64,208	\$ 67,418
<b>9</b>	\$ 65,492	\$ 68,766
<b>10</b>	\$ 66,802	\$ 70,142

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
  
- 5% between Steps 1 and 2; 3% between Steps 2-5; 2% between all other Steps
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
ADMINISTRATOR - SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

Experience	Salary	Merit 1	Merit 2	Merit 3	Merit 4	Merit 5	Merit 6	Merit 7
Step 1	\$ 93,009							
Step 2	\$ 96,182	\$ 98,566						
Step 3	\$ 99,361	\$ 101,746	\$ 104,130					
Step 4	\$ 102,541	\$ 104,925	\$ 107,310	\$ 109,695				
Step 5	\$ 105,720	\$ 108,106	\$ 110,489	\$ 112,874				
Step 6	\$ 108,900	\$ 111,284	\$ 113,669	\$ 115,065	\$ 116,477	\$ 117,889	\$ 119,301	\$ 120,713
Step 7	\$ 110,533	\$ 112,954	\$ 115,374	\$ 116,791	\$ 118,224	\$ 119,657	\$ 121,090	\$ 122,523
Step 8	\$ 112,191	\$ 114,648	\$ 117,105	\$ 118,543	\$ 119,998	\$ 121,452	\$ 122,907	\$ 124,361
Step 9	\$ 113,874	\$ 116,368	\$ 118,861	\$ 120,321	\$ 121,798	\$ 123,274	\$ 124,750	\$ 126,227
Step 10	\$ 115,582	\$ 118,113	\$ 120,644	\$ 122,126	\$ 123,624	\$ 125,123	\$ 126,621	\$ 128,120
Step 11	\$ 117,316	\$ 119,885	\$ 122,454	\$ 123,958	\$ 125,479	\$ 127,000	\$ 128,521	\$ 130,042
Step 12	\$ 119,076	\$ 121,683	\$ 124,291	\$ 125,817	\$ 127,361	\$ 128,905	\$ 130,449	\$ 131,992
Step 13	\$ 120,862	\$ 123,508	\$ 126,155	\$ 127,705	\$ 129,271	\$ 130,838	\$ 132,405	\$ 133,972
Step 14	\$ 122,675	\$ 125,361	\$ 128,047	\$ 129,620	\$ 131,211	\$ 132,801	\$ 134,391	\$ 135,982

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Work year is 210 days.
- Average percentage amongst Steps (1-6) between steps is ~3%; 1.5% between Steps (6-14)
- The time base for each of the above salary values is annually.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
ARENA UNION ELEMENTARY SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

A	B	C	D	E	F
Food Service Cook I Custodian Biling. Com/Sc. Liaison Library Media Tech. Health Tech. Asst. <u>Paraeducator:</u> Regular Ed. R.A. Food Service Cook I	Food Service Cook II Campus Security <u>Instruction Specialist:</u> Construction N.A. Comm/Sch. Liais. <u>Paraeducator:</u> Special Education I ELD R.A. Food Service Cook II	Maintenance <u>Paraeducator:</u> Special Education II Special Ed. II (Transition) Preschool Aide	Bus Driver Admin. Assistant I R.A. Admin. Assistant I	Admin. Assistant II R.A. Admin. Assistant II	Mechanic/Bus Driver

Step	Range					
1	19.42	19.80	19.89	20.87	21.92	24.01
2	19.51	19.90	20.48	21.51	22.57	24.72
3	19.60	20.00	21.08	22.16	23.25	25.48
4	19.71	20.68	21.73	22.80	23.94	26.21
5	20.31	21.30	22.38	23.48	24.66	27.03
6	20.91	21.96	23.05	24.19	25.41	27.83
7	21.54	22.62	23.74	24.94	26.16	28.66
8	22.19	23.28	24.46	25.67	26.94	29.52
9	22.86	23.99	25.18	26.44	27.76	30.42
10	23.55	24.70	25.95	27.24	28.59	31.31
11	24.25	25.44	26.72	28.04	29.45	32.28
12	24.98	26.20	27.52	28.90	30.33	33.23
13	25.72	26.99	28.33	29.76	31.24	34.21
14	26.48	27.80	29.18	30.65	32.18	35.26
15	27.30	28.63	30.07	31.57	33.14	36.31
16	28.09	29.50	30.97	32.53	34.14	37.40
17	28.94	30.39	31.90	33.49	35.16	38.52
18	29.82	31.29	32.85	34.49	36.21	39.68
19	30.71	32.25	33.84	35.55	37.31	40.86
20	31.63	33.21	34.84	36.61	38.42	42.09
21	32.59	34.19	35.92	37.71	39.57	43.34
22	33.56	35.24	36.99	38.84	40.77	44.67
23	34.57	36.29	38.09	40.01	41.98	45.99
24	35.60	37.38	39.23	41.21	43.24	47.37

Board Approved: xx/xx/xx

- Note: Not Compliant with NCLB.
- Professional Growth: \$75 increment per unit of study, 4 units per year. 60 Units Maximum.
- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- The time base for each of the above salary values is hourly.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
 ARENA UNION ELEMENTARY SCHOOL DISTRICT  
 CLASSIFIED DIRECTOR SALARY SCHEDULE  
 2026-2027 - step adjustments - plus 3% - effective 7/1/2026**

Step	Food Service Maintenance/Operations Transportation Technology After School Program Expanded Learning Opportunities Academic R.A. Maintenance/Operations R.A. Food Service R.A. Technology
1	\$28.05
2	\$28.91
3	\$29.80
4	\$30.66
5	\$31.61
6	\$32.55
7	\$33.53
8	\$34.51
9	\$35.51
10	\$36.64
11	\$37.73
12	\$38.86
13	\$40.03
14	\$41.22
15	\$42.48
16	\$43.76
17	\$45.05
18	\$46.40
19	\$47.80
20	\$49.23
21	\$50.72
22	\$52.23

Board Approved xx/xx/xx

- 3% between Steps (1-24)
- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY/POINT ARENA JOINT UNION HIGH  
CONFIDENTIAL MANAGEMENT - SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

<b>STEP</b>	<b>HUMAN RESOURCES ANALYST</b>	<b>ACCOUNTING TECHNICIAN</b>	<b>DISTRICT SECRETARY</b>
1	\$ 25.31	\$ 23.79	\$ 21.92
2	\$ 26.05	\$ 24.49	\$ 22.57
3	\$ 26.85	\$ 25.26	\$ 23.25
4	\$ 27.67	\$ 26.00	\$ 23.94
5	\$ 28.47	\$ 26.79	\$ 24.66
6	\$ 29.34	\$ 27.58	\$ 25.41
7	\$ 30.20	\$ 28.40	\$ 26.16
8	\$ 31.12	\$ 29.27	\$ 26.94
9	\$ 32.05	\$ 30.13	\$ 27.76
10	\$ 33.01	\$ 31.06	\$ 28.59
11	\$ 34.02	\$ 31.99	\$ 29.45
12	\$ 35.03	\$ 32.96	\$ 30.33
13	\$ 36.08	\$ 33.93	\$ 31.24
14	\$ 37.16	\$ 34.96	\$ 32.18
15	\$ 38.27	\$ 36.00	\$ 33.14
16	\$ 39.43	\$ 37.09	\$ 34.14
17	\$ 40.61	\$ 38.21	\$ 35.16
18	\$ 41.83	\$ 39.34	\$ 36.21
19	\$ 43.07	\$ 40.53	\$ 37.31
20	\$ 44.37	\$ 41.74	\$ 38.42
21	\$ 45.69	\$ 42.98	\$ 39.57
22	\$ 47.07	\$ 44.28	\$ 40.77
23	\$ 48.49	\$ 45.61	\$ 41.98
24	\$ 49.94	\$ 46.98	\$ 43.24

Board Adopted: xx/xx/xx

- 3% between Steps (1-24)
- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- The time base for each of the above salary values is hourly.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
ARENA UNION ELEMENTARY SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
2026-2027 - effective 7/1/2026**

<b>Mental Health Therapist Wellness Coach</b>	
<b>Step</b>	
<b>1</b>	35.90
<b>2</b>	36.96
<b>3</b>	38.06
<b>4</b>	39.22
<b>5</b>	40.39
<b>6</b>	41.60
<b>7</b>	42.84
<b>8</b>	44.13
<b>9</b>	45.47
<b>10</b>	46.83
<b>11</b>	48.23
<b>12</b>	49.68
<b>13</b>	51.17
<b>14</b>	52.71
<b>15</b>	54.28
<b>16</b>	55.92
<b>17</b>	57.60
<b>18</b>	59.32
<b>19</b>	61.10
<b>20</b>	62.93

Board Adopted: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- Position is 184 days per year.
- 3% between Steps (1-20).
- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY/POINT ARENA JOINT UNION HIGH  
DISTRICT OFFICE - SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

		<b>BUSINESS MANAGER</b>	
	<b>Step</b>		
Trainee	<b>1</b>	\$	86,057
Trainee	<b>2</b>	\$	87,348
Permanent	<b>1</b>	\$	89,968
	<b>2</b>	\$	92,667
	<b>3</b>	\$	95,447
	<b>4</b>	\$	98,311
	<b>5</b>	\$	101,260
	<b>6</b>	\$	104,298
	<b>7</b>	\$	107,427
	<b>8</b>	\$	110,649
	<b>9</b>	\$	113,969
	<b>10</b>	\$	117,388
	<b>11</b>	\$	120,910
	<b>12</b>	\$	124,537
	<b>13</b>	\$	128,273
	<b>14</b>	\$	132,121
	<b>15</b>	\$	136,085
	<b>16</b>	\$	140,167
	<b>17</b>	\$	144,372
	<b>18</b>	\$	148,704
<b>19</b>	\$	153,165	
<b>20</b>	\$	157,760	

Board Approved: xx/xx/xx

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- 1.5% between Trainee Steps (1-2); 3% between Steps (1-20)
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
PRESCHOOL SALARY SCHEDULE  
2026-2027 - step adjustments - plus 3% - effective 7/1/2026**

Step/Col	Associate Teacher	Teacher
1	\$ 31,838	\$ 32,793
2	\$ 32,475	\$ 33,449
3	\$ 33,126	\$ 34,116
4	\$ 33,788	\$ 34,800
5	\$ 34,462	\$ 35,498
6	\$ 35,152	\$ 36,206
7	\$ 35,855	\$ 36,930
8	\$ 36,570	\$ 37,669
9	\$ 37,303	\$ 38,422
10	\$ 38,051	\$ 39,191
11	\$ 38,812	\$ 39,975
12	\$ 39,588	\$ 40,774
13	\$ 40,380	\$ 41,590
14	\$ 41,187	\$ 42,421
15	\$ 42,011	\$ 43,270
16	\$ 42,851	\$ 44,135
17	\$ 43,708	\$ 45,018
18	\$ 44,582	\$ 45,918
19	\$ 45,474	\$ 46,837
20	\$ 46,384	\$ 47,773
21	\$ 47,311	\$ 48,729
22	\$ 48,257	\$ 49,703

Master Teacher	Site Supervisor	Program Director
\$ 50,189	\$ 51,694	\$ 53,247
\$ 51,193	\$ 52,728	\$ 54,310
\$ 52,216	\$ 53,783	\$ 55,395
\$ 53,261	\$ 54,859	\$ 56,504
\$ 54,326	\$ 55,956	\$ 57,634
\$ 55,412	\$ 57,075	\$ 58,787
\$ 56,521	\$ 58,216	\$ 59,963
\$ 57,651	\$ 59,381	\$ 61,162
\$ 58,804	\$ 60,568	\$ 62,385
\$ 59,980	\$ 61,780	\$ 63,633
\$ 61,180	\$ 63,015	\$ 64,906
\$ 62,403	\$ 64,276	\$ 66,204
\$ 63,651	\$ 65,561	\$ 67,528
\$ 64,924	\$ 66,872	\$ 68,878
\$ 66,223	\$ 68,210	\$ 70,256
\$ 67,547	\$ 69,574	\$ 71,661
\$ 68,898	\$ 70,965	\$ 73,094
\$ 70,276	\$ 72,385	\$ 74,556
\$ 71,682	\$ 73,832	\$ 76,047
\$ 73,116	\$ 75,309	\$ 77,568
\$ 74,578	\$ 76,815	\$ 79,120
\$ 76,069	\$ 78,351	\$ 80,702

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- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
 AFTER SCHOOL EDUCATION & SAFETY PROGRAM (ASES)  
 EXPANDED LEARNING OPPORTUNITIES PROGRAM (ELOP)  
 SALARY SCHEDULE  
 2026-2027 - plus 3% - effective 7/1/2026**

	<b>ASES, ELOP*</b> - Assistant to the Director - Credentialed Instructional Staff Member	<b>ASES, ELOP</b> - Non-Credentialed Instructional Staff Member
	<b>Range 1</b>	<b>Range 2</b>
<b>Hourly Rate Step 1</b>	\$ 28.30	\$ 22.66

Board Approved: xx/xx/xx

\*This rate applies to the Assistant to the Director and any instructional staff members with a qualified credential related to the subject matter he/she is teaching.

- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY/  
 POINT ARENA JOINT UNION HIGH  
 ARENA TECH CENTER (ATC) SALARY SCHEDULE  
 2026-2027 - plus 3% - effective 7/1/2026**

	ATC (Supervisor)	ATC (Staff Member)
Hourly Rate	\$ 32.45	\$ 21.63

Board Approved: XX/XX/XX

- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT  
COACHES SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

<b>STEP</b>	
<b>1</b>	\$ 1,273
<b>2</b>	\$ 1,310
<b>3</b>	\$ 1,349
<b>4</b>	\$ 1,389
<b>5</b>	\$ 1,430
<b>6</b>	\$ 1,472
<b>7</b>	\$ 1,516
<b>8</b>	\$ 1,561
<b>9</b>	\$ 1,607
<b>10</b>	\$ 1,655

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: xx/xx/xx

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
COACHES SALARY SCHEDULE  
2026-2027 - plus 3% - effective 7/1/2026**

<b>STEP</b>	<b>Tier 1</b>	<b>Tier 2</b>
<b>1</b>	\$ 3,130	\$ 2,347
<b>2</b>	\$ 3,224	\$ 2,418
<b>3</b>	\$ 3,321	\$ 2,490
<b>4</b>	\$ 3,420	\$ 2,565
<b>5</b>	\$ 3,523	\$ 2,642
<b>6</b>	\$ 3,629	\$ 2,721
<b>7</b>	\$ 3,737	\$ 2,803
<b>8</b>	\$ 3,849	\$ 2,887
<b>9</b>	\$ 3,965	\$ 2,974
<b>10</b>	\$ 4,084	\$ 3,063

**EXPLANATION/NOTES:**

Each Coach involved in playoffs, will receive a \$300 stipend for additional time/effort that is required.

The Athletic Director is responsible for notifying the District Office.

Each Coach will receive payment as stated below:

Football/Volleyball/Soccer	November 10 (Lump Sum)
Basketball/Wrestling	February 10 and March 10 (2 payments)
Baseball/Softball/Tennis/Golf/Track	May 10 (Lump Sum)
Cheerleader Advisor	February 10 (Lump Sum)
Athletic Director	Monthly (10 equal payments)
Activities Director	Monthly (10 equal payments)

**Tier 1** starts at 6.0% of Certificated Salary Schedule, column 1. All Varsity Sports and Triathlon.

**Tier 2** starts at 4.5% of Certificated Salary Schedule, column 1. All Junior Varsity Sports.

**Note:** There shall be one \$500.00 stipend available for Assistant Coach(es) per Varsity sport. Assistant Coaches for Junior Varsity sports are not eligible for stipends.

Assistant Varsity Football coach receives a flat stipend of \$1000 per season.

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: xx/xx/xx