

Academic Salary Schedule 2025-2026

Effective: August 1, 2025

Step	I	II	III	IV	V
1	77,769.24	83,255.40	88,544.29	93,995.30	99,481.48
2	81,128.49	86,050.21	91,536.42	97,354.56	102,639.59
3	83,587.40	89,241.58	94,893.73	100,711.89	106,162.90
4	86,946.69	92,434.83	98,417.03	104,071.16	109,688.20
5	89,772.79	95,958.13	101,776.31	107,229.27	113,379.50

6	93,132.04	98,784.24	104,770.39	110,920.57	116,738.77
7	95,958.13	101,940.38	108,125.72	113,777.91	119,764.07
8	98,784.24	104,934.42	111,119.80	117,137.19	123,455.33
9	101,940.38	108,125.72	113,945.84	120,992.52	126,978.70
10	104,934.42	111,486.94	117,305.11	123,787.38	129,804.77
11	108,125.72	114,643.09	120,992.52	127,345.87	133,328.08
12	111,119.80	117,305.11	124,185.80	130,503.97	136,689.29
13	113,945.84	120,992.52	127,345.87	133,695.23	140,212.66
14	117,137.19	123,787.38	130,336.01	137,052.59	144,267.21
15	120,262.06	127,345.87	133,695.23	140,376.70	147,261.28
16	123,107.69	130,191.46	136,540.87	143,220.37	150,106.87
17					
18					
19					
20	125,951.36	133,035.12	139,386.49	146,065.96	152,950.55
21					
22					
23					
24	128,470.80	135,697.18	142,173.53	148,987.77	156,010.98
25					
26					
27					
28	131,875.02	139,292.75	145,941.00	152,934.94	160,143.68
29					
30					
31					
32	151,656.24	160,186.63	167,832.15	175,875.17	184,165.24

Class Definitions	
Class I	[a] BA, or [b] Special Secondary Credential, or [c] Vocational Credential (partial fulfillment)
Class II	[a] BA + 30 semester units, or [b] General Secondary Credential, or [c] Permanent Vocational Credential
Class III	[a] MA, or [b] BA + 45 semester units, or [c] Vocational Credential plus AA
Class IV	[a] MA + 60 units beyond the BA, or [b] Vocational Credential + BA or BVE
Class V	[a] MA + 75 semester units beyond BA, or [b] Vocational Credential + MA or MVE or, [c] Doctorate
	Only those collegiate units may be counted which were taken subsequent
	to the awarding of the bachelor's degree or equivalent
	Must have at least a master's degree or equivalent

Full time COS faculty members with earned doctorates or two (2) earned Masters will receive the following yearly stipend: \$3,314.12 (This amount shall increase at same % as Academic Salary Schedule)	
A	Newly hired faculty will be given full credit for past teaching experience, not to exceed a maximum of five (5) years.