

Academic Salary Schedule 2026-2027

Effective: August 1, 2026

Step	I	II	III	IV	V
1	81,898.79	87,676.27	93,246.00	98,986.46	104,763.95
2	85,436.42	90,619.48	96,397.01	102,524.09	108,089.76
3	88,025.90	93,980.31	99,932.59	106,059.70	111,800.15
4	91,563.56	97,343.12	103,642.98	109,597.34	115,512.65
5	94,539.73	101,053.51	107,180.64	112,923.15	119,399.96

6	98,077.36	104,029.69	110,333.70	116,810.46	122,937.60
7	101,053.51	107,353.42	113,867.20	119,819.52	126,123.55
8	104,029.69	110,506.44	117,020.27	123,357.18	130,010.81
9	107,353.42	113,867.20	119,996.37	127,417.23	133,721.27
10	110,506.44	117,406.90	123,534.02	130,360.49	136,697.41
11	113,867.20	120,730.64	127,417.23	134,107.94	140,407.81
12	117,020.27	123,534.02	130,780.07	137,433.74	143,947.50
13	119,996.37	127,417.23	134,107.94	140,794.45	147,657.96
14	123,357.18	130,360.49	137,256.86	144,330.09	151,927.80
15	126,647.98	134,107.94	140,794.45	147,830.71	155,080.86
16	129,644.71	137,104.63	143,791.20	150,825.38	158,077.55
17					
18					
19					
20	132,639.38	140,099.29	146,787.92	153,822.07	161,072.23
21					
22					
23					
24	135,292.60	142,902.71	149,722.95	156,899.03	164,295.17
25					
26					
27					
28	138,877.59	146,689.20	153,690.47	161,055.79	168,647.31
29					
30					
31					
32	159,709.19	168,692.55	176,744.04	185,214.15	193,944.42

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: \$3,490.10 (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.