California Online Public Schools

Certificated Track | Effective Date: July 1, 2026 | Board Approved: June 9, 2026

Steps C1-C5: Instructional credential required. Steps CS1-CS2: Specialized certification or Pupil Services credential required. Columns represent experience placement

Step = classification level. Column = experience placement. No employee shall be placed at a column resulting in a salary below their current rate. Every column after Col 22 continues at +2.5%.

Step	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18	Col 19	Col 20	Col 21	Col 22
C1	$72,376.04	$75,376.04	$80,376.03	$82,385.43	$84,445.07	$86,556.20	$88,720.10	$90,938.11	$93,211.55	$95,541.84	$97,930.39	$100,378.65	$102,888.11	$105,460.34	$108,096.83	$110,799.25	$113,569.23	$116,408.46	$119,318.67	$122,301.64	$125,359.18	$128,493.16
C2	$77,206.04	$80,206.04	$85,206.03	$87,336.18	$89,519.59	$91,757.57	$94,051.51	$96,402.80	$98,812.87	$101,283.19	$103,815.27	$106,410.66	$109,070.92	$111,797.70	$114,592.64	$117,457.45	$120,393.89	$123,403.74	$126,488.83	$129,651.05	$132,892.33	$136,214.64
C3	$81,346.04	$84,346.04	$89,346.04	$91,579.69	$93,869.18	$96,215.91	$98,621.31	$101,086.84	$103,614.01	$106,204.36	$108,859.47	$111,580.96	$114,370.48	$117,229.75	$120,160.49	$123,164.50	$126,243.62	$129,399.71	$132,634.70	$135,950.57	$139,349.34	$142,833.07
C4	$83,416.04	$86,416.04	$91,416.03	$93,701.43	$96,043.97	$98,445.07	$100,906.19	$103,428.85	$106,014.57	$108,664.93	$111,381.56	$114,166.09	$117,020.25	$119,945.75	$122,944.39	$126,018.00	$129,168.45	$132,397.66	$135,707.60	$139,100.29	$142,577.80	$146,142.25
C5	$87,600.00	$90,600.00	$96,600.00	$99,015.00	$101,490.38	$104,027.63	$106,628.33	$109,294.03	$112,026.38	$114,827.04	$117,697.72	$120,640.16	$123,656.17	$126,747.57	$129,916.26	$133,164.17	$136,493.27	$139,905.60	$143,403.24	$146,988.32	$150,663.03	$154,429.61
CS1	$91,980.00	$95,130.00	$101,430.00	$103,965.75	$106,564.90	$109,229.01	$111,959.75	$114,758.73	$117,627.70	$120,568.39	$123,582.61	$126,672.17	$129,838.98	$133,084.95	$136,412.07	$139,822.38	$143,317.93	$146,900.88	$150,573.40	$154,337.74	$158,196.18	$162,151.09
CS2	$114,889.50	$117,889.50	$123,889.50	$126,986.74	$130,161.41	$133,415.44	$136,750.83	$140,169.60	$143,673.84	$147,265.68	$150,947.33	$154,721.01	$158,589.03	$162,553.76	$166,617.60	$170,783.04	$175,052.62	$179,428.94	$183,914.66	$188,512.53	$193,225.34	$198,055.97

Note: All salaries shown are annualized rates Every column after Col 22 increases by 2.5%. Master's Degree Stipend: $2,500 Doctorate Degree Stipend: $5,000 (annualized) Career Ladder %: Collaborative role +8% of base salary; Supervising role +16% of base salary.

Position Key

C1: Elementary
C2: Secondary
C3: Secondary: Math, Science
C4: Educational Specialist, ELD
C5: Certificated District Office
CS1: Social Workers, Counselors, Speech Langauage Pathologist
CS2: School Psychologist

California Online Public Schools

Certificated Leadership Track | Effective Date: July 1, 2026 | Board Approved: June 9, 2026

Steps CL1-CL3: Administrative credential required. Columns represent experience placement

Step = classification level. Column = experience placement. No employee shall be placed at a column resulting in a salary below their current rate. Every column after Col 22 continues at +2.5%.

Step	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18	Col 19	Col 20	Col 21	Col 22
CL1	$101,407.95	$104,880.82	$111,826.57	$114,622.24	$117,487.80	$120,424.99	$123,435.62	$126,521.50	$129,684.54	$132,926.65	$136,249.82	$139,656.07	$143,147.47	$146,726.16	$150,394.31	$154,154.17	$158,008.02	$161,958.22	$166,007.18	$170,157.36	$174,411.29	$178,771.57
CL2	$134,417.58	$137,417.58	$143,417.58	$147,003.02	$150,678.09	$154,445.05	$158,306.17	$162,263.83	$166,320.42	$170,478.43	$174,740.40	$179,108.90	$183,586.63	$188,176.29	$192,880.70	$197,702.72	$202,645.29	$207,711.42	$212,904.21	$218,226.81	$223,682.48	$229,274.55
CL3	$202,893.10	$205,893.10	$211,893.10	$217,190.43	$222,620.19	$228,185.69	$233,890.34	$239,737.59	$245,731.03	$251,874.31	$258,171.17	$264,625.45	$271,241.08	$278,022.11	$284,972.66	$292,096.98	$299,399.40	$306,884.39	$314,556.49	$322,420.41	$330,480.92	$338,742.94

Note: All salaries shown are annualized rates Every column after Col 22 increases by 2.5%. Master's Degree Stipend: $2,500 Doctorate Degree Stipend: $5,000 (annualized)

Position Key

CL1: Program Specialist *(Admin Credential Required)*
CL2: Assistant Director/Assistant Principal *(Admin Credential Required)*
CL3: Director/Principal *(Admin Credential Required)*

California Online Public Schools

Management Track | Effective Date: July 1, 2026 | Board Approved: June 9, 2026

Steps M1-M4: Exempt salaried management. All columns represent experience placement

Step = classification level. Column = experience placement. No employee shall be placed at a column resulting in a salary below their current rate. Every column after Col 22 continues at +2.5%.

Step	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18	Col 19	Col 20	Col 21	Col 22
M1	$96,579.00	$99,886.50	$106,501.50	$109,164.04	$111,893.14	$114,690.46	$117,557.73	$120,496.67	$123,509.08	$126,596.81	$129,761.74	$133,005.78	$136,330.93	$139,739.20	$143,232.68	$146,813.50	$150,483.83	$154,245.93	$158,102.07	$162,054.63	$166,105.99	$170,258.64
M2	$121,083.97	$124,083.97	$130,083.97	$133,336.07	$136,669.47	$140,086.21	$143,588.36	$147,178.07	$150,857.52	$154,628.96	$158,494.69	$162,457.05	$166,518.48	$170,681.44	$174,948.48	$179,322.19	$183,805.24	$188,400.37	$193,110.38	$197,938.14	$202,886.59	$207,958.76
M3	$134,417.58	$137,417.58	$143,417.58	$147,003.02	$150,678.09	$154,445.05	$158,306.17	$162,263.83	$166,320.42	$170,478.43	$174,740.40	$179,108.90	$183,586.63	$188,176.29	$192,880.70	$197,702.72	$202,645.29	$207,711.42	$212,904.21	$218,226.81	$223,682.48	$229,274.55
M4	$202,893.10	$205,893.10	$211,893.10	$217,190.43	$222,620.19	$228,185.69	$233,890.34	$239,737.59	$245,731.03	$251,874.31	$258,171.17	$264,625.45	$271,241.08	$278,022.11	$284,972.66	$292,096.98	$299,399.40	$306,884.39	$314,556.49	$322,420.41	$330,480.92	$338,742.94

Note: All salaries shown are annualized rates Every column after Col 22 increases by 2.5%. Master's Degree Stipend: $2,500 Doctorate Degree Stipend: $5,000 (annualized)

Position Key

M1: Manager
M2: Senior Manager
M3: Assistant Director
M4: Director

California Online Public Schools

Professional Track | Effective Date: July 1, 2026 | Board Approved: June 9, 2026

Steps P1-P4: Non-exempt hourly. Steps P5: Exempt salaried. Columns represent experience placement

Step = classification level. Column = experience placement. No employee shall be placed at a column resulting in a salary below their current rate. Every column after Col 22 continues at +2.5%.

Step	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13	Col 14	Col 15	Col 16	Col 17	Col 18	Col 19	Col 20	Col 21	Col 22
P1	$25.50	$27.50	$29.50	$31.50	$34.50	$35.36	$36.25	$37.15	$38.08	$39.03	$40.01	$41.01	$42.03	$43.09	$44.16	$45.27	$46.40	$47.56	$48.75	$49.97	$51.22	$52.50
P2	$29.64	$31.64	$33.64	$35.64	$38.64	$39.61	$40.60	$41.61	$42.65	$43.72	$44.81	$45.93	$47.08	$48.26	$49.46	$50.70	$51.97	$53.27	$54.60	$55.97	$57.37	$58.80
P3	$33.75	$35.78	$37.78	$39.78	$42.78	$43.85	$44.95	$46.07	$47.22	$48.40	$49.61	$50.85	$52.12	$53.43	$54.76	$56.13	$57.53	$58.97	$60.44	$61.95	$63.50	$65.09
P4	$39.30	$41.30	$43.30	$45.30	$48.30	$49.51	$50.75	$52.01	$53.31	$54.65	$56.01	$57.41	$58.85	$60.32	$61.83	$63.37	$64.96	$66.58	$68.25	$69.95	$71.70	$73.50
P5	$87,600.00	$90,600.00	$96,600.00	$99,015.00	$101,490.38	$104,027.63	$106,628.33	$109,294.03	$112,026.38	$114,827.04	$117,697.72	$120,640.16	$123,656.17	$126,747.57	$129,916.26	$133,164.17	$136,493.27	$139,905.60	$143,403.24	$146,988.32	$150,663.03	$154,429.61

Note: All salaries shown are annualized rates. Hourly steps (P1-P4) show hourly rate; annual equivalent = rate x 2,080 hours. Every column after Col 22 increases by 2.5%. Master's Degree Stipend: $2,500 Doctorate Degree Stipend: $5,000 (annualized)

Position Key

P1: Assistant
P2: Specialist
P3: Coordinator
P4: Senior Coordinator
P5: Functional Manager