

APPENDIX B - 1

SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

Certificated Teaching/Counseling Salary Schedule Effective July 1, 2025

GROUP I		GROUP II		GROUP III		GROUP IV		GROUP V		GROUP VI			
BA Degree Plus 0 - 13 Graduate Level Semester Units		BA Degree Plus 14 - 27 Graduate Level Semester Units		BA Degree Plus 28 - 41 Graduate Level Semester Units		BA Degree Plus 42 - 55 Graduate Level Semester Units		BA Degree + 56 sem. Plus 56 - 69 Graduate Level Semester Units		BA Degree Plus 70 or more Graduate Level Semester Units			
	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	
1	\$ 63,719.09	\$ 346.30	\$ 63,719.09	\$ 346.30	\$ 63,719.09	\$ 346.30	\$ 67,428.51	\$ 366.46	\$ 71,593.88	\$ 389.10	\$ 75,759.26	\$ 411.74	
2	\$ 63,719.09	\$ 346.30	\$ 63,719.09	\$ 346.30	\$ 65,879.42	\$ 358.04	\$ 70,044.81	\$ 380.68	\$ 74,210.18	\$ 403.32	\$ 78,377.55	\$ 425.96	
3	\$ 63,719.09	\$ 346.30	\$ 64,330.36	\$ 349.62	\$ 68,493.75	\$ 372.25	\$ 72,661.11	\$ 394.90	\$ 76,824.49	\$ 417.52	\$ 80,991.86	\$ 440.17	
4	\$ 63,719.09	\$ 346.30	\$ 66,944.66	\$ 363.83	\$ 71,112.03	\$ 386.48	\$ 75,275.42	\$ 409.11	\$ 79,442.79	\$ 431.75	\$ 83,608.16	\$ 454.39	
5	\$ 65,395.60	\$ 355.41	\$ 69,560.97	\$ 378.05	\$ 73,726.35	\$ 400.69	\$ 77,891.72	\$ 423.32	\$ 82,059.09	\$ 445.97	\$ 86,222.47	\$ 468.60	
6	\$ 68,011.90	\$ 369.63	\$ 72,177.27	\$ 392.27	\$ 76,342.65	\$ 414.91	\$ 80,510.01	\$ 437.55	\$ 84,673.40	\$ 460.18	\$ 88,840.77	\$ 482.83	
7	\$ 70,626.21	\$ 383.84	\$ 74,793.57	\$ 406.49	\$ 78,956.97	\$ 429.11	\$ 83,124.32	\$ 451.76	\$ 87,289.70	\$ 474.40	\$ 91,455.08	\$ 497.04	
8	\$ 73,244.51	\$ 398.07	\$ 77,407.88	\$ 420.70	\$ 81,573.26	\$ 443.33	\$ 85,740.62	\$ 465.98	\$ 89,906.00	\$ 488.62	\$ 94,071.38	\$ 511.26	
9	\$ 75,858.82	\$ 412.28	\$ 80,024.18	\$ 434.91	\$ 84,191.56	\$ 457.56	\$ 88,354.94	\$ 480.19	\$ 92,522.30	\$ 502.84	\$ 96,685.69	\$ 525.47	
10	\$ 78,475.12	\$ 426.50	\$ 82,642.48	\$ 449.14	\$ 86,805.86	\$ 471.77	\$ 90,971.23	\$ 494.41	\$ 95,136.61	\$ 517.05	\$ 99,303.99	\$ 539.70	
11	\$ 81,089.43	\$ 440.70	\$ 85,254.79	\$ 463.34	\$ 89,422.17	\$ 485.99	\$ 93,587.54	\$ 508.63	\$ 97,752.91	\$ 531.27	\$ 101,920.29	\$ 553.91	
12	\$ 83,707.71	\$ 454.93	\$ 87,873.09	\$ 477.57	\$ 92,036.48	\$ 500.20	\$ 96,203.84	\$ 522.85	\$ 100,367.23	\$ 545.47	\$ 104,534.60	\$ 568.12	
Annual salaries calculated above are based on work year of 184 days.												\$ 104,534.60	\$ 568.12
Counselors Annual salaries for counselors are calculated by multiplying the above daily rates by 194 days for counselors classified as "high school" and 201 days for counselors classified as "middle school."												\$ 104,534.60	\$ 568.12
												\$ 108,461.04	\$ 589.46
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												\$ 128,087.29	\$ 696.13

Counselors Annual salaries for counselors are calculated by multiplying the above daily rates by 194 days for counselors classified as "high school" and 201 days for counselors classified as "middle school."

St Support Advisors Annual salaries for Student Support Advisors are calculated by adding \$13,648.65 to the Annual salary. Student Support Advisor work year is 196 days, 8.5 hours per day, including 30 minute lunch.

Degree Increments \$2,432.20 Master's Degree
\$4,561.94 Doctorate

Career Increments **Step 15** Career increment of \$3,926.44 upon completion of 3 years at Group VI, Step 12
Step 18 Career increment of \$19,626.25 upon completion of 3 years at Group VI, Step 15

Special Ed \$2,840.56 Special Education employees only

SLP \$2,432.20 Speech & Language Pathologists only

Immersion \$1,704.34 Immersion teachers only. Per Article XXIV

School Nurse \$2,432.20 Hold preliminary credential
\$4,561.94 Hold clear credential

Coordinating Nurse \$4,999.39 Coordinating Nurse only

NBPTS \$4,561.94 Per Article XXIV

Board of Education 2% Increase
Adoption Date: 6/6/2024

Updated: 7/1/2025