



# COLUMN MOVEMENT ON THE CERTIFICATED SALARY SCHEDULE

## 2025-26

**Effective 08/01/2025**

*To advance into another column based on a conferred degree, a certificated employee must provide HR with official transcripts for verification. Official transcripts must be sealed (if providing paper copies) or emailed as digital documentation directly to [HRgroup@nocrop.us](mailto:HRgroup@nocrop.us) from the originating university or clearinghouse. HR will complete a Change of Status and the rate of compensation will take effect in the next full payroll cycle (not retroactive).*

*To move into a "column 2" for a conferred degree, certificated employees must provide official documentation verifying the successful completion of the items listed below by pathway or position. HR will complete a Change of Status and the rate of compensation will take effect in the next full payroll cycle (not retroactive).*

***If you have questions, please email the appropriate pathway manager listed below.***

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<b>Biotechnology</b>  Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Biotechnology Laboratory Technician Certificate</a> or advanced certification or degrees
<b>Career Exploration</b>  Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>
<b>CTE Internship</b>  Pathway Manager: Casey Riggs Administrator, Instructional Programs <a href="mailto:criggs@nocrop.us">criggs@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>
<b>Child Development</b>  Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> <li><a href="#">Child Development Site Supervisor Permit</a> or</li> <li><a href="#">Child Development Program Director Permit</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">American Heart Association (AHA) Heartsaver® Pediatric First Aid CPR AED</a> or equivalent from American Red Cross

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<b>Counselor</b> (Adult Career Education Program)  Pathway Manager: Jennifer Pesavento, Ed.D. Administrator, Instructional Programs <a href="mailto:jpesavento@nocrop.us">jpesavento@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">Pupil Personnel Services Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a> or <a href="#">Google Project Management</a> or <a href="#">Google Data Analytics</a>
<b>Design, Visual, &amp; Media Arts: Graphic Design</b>  Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Adobe Certified Professional</a> <ul style="list-style-type: none"> <li>• Illustrator</li> <li>• InDesign</li> <li>• Photoshop</li> </ul>
<b>Design, Visual, &amp; Media Arts: Graphic Design (Print)</b>  Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Adobe Certified Professional</a> <ul style="list-style-type: none"> <li>• Illustrator</li> <li>• InDesign</li> <li>• Photoshop</li> </ul>
<b>Education</b>  Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> <li>• <a href="#">Child Development Site Supervisor Permit</a> or</li> <li>• <a href="#">Child Development Program Director Permit</a> or</li> <li>• <a href="#">Multiple Subjects Preliminary or Clear Credential</a> or out-of-state equivalent</li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>
<b>Engineering Design</b>  Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Certified SOLIDWORKS Professional – Mechanical Design</a> or <a href="#">Certified SOLIDWORKS Expert – Mechanical Design</a> or <a href="#">Certified SOLIDWORKS Associate – Mechanical Design</a> and <a href="#">SOLIDWORKS Accredited Educator Certification</a>

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<b>Emergency Response</b>  Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Orange County Emergency Medical Services Accreditation</a> (requires California Emergency Medical Technician Certification or Re-Certification)  <a href="#">AHA BLS for Healthcare Providers Instructor Certification</a>
<b>Entrepreneurship/Self-Employment</b>  Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:llhallstrom@nocrop.us">llhallstrom@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Entrepreneurship and Small Business (ESB) Certification sponsored by Intuit &amp; the Network for Teaching Entrepreneurship</a>  <a href="#">Intuit Certified Bookkeeping Professional</a>
<b>Financial Services</b>  Pathway Manager: Human Resources <a href="mailto:Hrgroup@nocrop.us">Hrgroup@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Entrepreneurship and Small Business (ESB) Certification sponsored by Intuit &amp; the Network for Teaching Entrepreneurship</a>  <a href="#">Intuit Certified Bookkeeping Professional</a>
<b>Food Service &amp; Hospitality</b>  Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">ServSafe® Certification</a>
<b>Game Design &amp; Integration</b>  Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">Autodesk Certified User Certification</a> <ul style="list-style-type: none"> <li>Autodesk Maya</li> </ul>
<b>Hospitality, Tourism, &amp; Recreation</b>  Pathway Manager: Human Resources <a href="mailto:Hrgroup@nocrop.us">Hrgroup@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li><a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  or other hotel and hospitality management certification that is pre-approved by Educational Services

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<p><b>Legal Practices</b></p> <p>Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p>Bachelors or Juris Doctorate degree in law or legal field or Paralegal Certificate from a program approved by the American Bar Association</p>
<p><b>Networking</b></p> <p>Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:lhallstrom@nocrop.us">lhallstrom@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p>CompTIA Certifications</p> <ul style="list-style-type: none"> <li>• <a href="#">IT Fundamentals</a></li> <li>• <a href="#">A+</a></li> <li>• <a href="#">Network+</a></li> <li>• <a href="#">Security+</a></li> </ul>
<p><b>Patient Care (Dental Assistant)</b></p> <p>Pathway Manager: Marc Trocchio Administrator, Instructional Programs <a href="mailto:mtrocchio@nocrop.us">mtrocchio@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p>Dental Board of California</p> <ul style="list-style-type: none"> <li>• <a href="#">License as a Doctor of Dental Surgery (DDS), Registered Dental Assistant (RDA), Registered Dental Assistant in Extended Functions (RDAEF), Registered Dental Hygienist (RDH), or Orthodontic Assistant previously an RDA or RDAEF</a></li> <li>• <a href="#">Radiation Safety Certificate from an approved program/course provider</a></li> <li>• <a href="#">Approved coursework completion for Dental Practice Act, coronal polishing, the application of pit and fissure sealants, and infection control.</a></li> </ul> <p><a href="#">AHA BLS for Healthcare Providers Instructor Certification</a></p>
<p><b>Patient Care (Medical Assistant)</b></p> <p>Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:lhallstrom@nocrop.us">lhallstrom@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">National Center for Competency Testing (NCCT) Medical Assisting Certification</a> or other equivalent certification that is pre-approved by Educational Services</p> <p><a href="#">AHA BLS for Healthcare Providers Instructor Certification</a></p>

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<p><b>Patient Care (Nursing Assistant)</b></p> <p>Pathway Manager: Lianne Matthews, D.H.Sc. Director, Nursing Programs <a href="mailto:lmattthews@nocrop.us">lmattthews@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Current, unencumbered California Licensed Vocational Nurse (LVN) or Registered Nurse (RN) license</a></p> <p><a href="#">AHA BLS for Healthcare Providers Instructor Certification</a></p>
<p><b>Patient Care (Pharmacy Technician)</b></p> <p>Pathway Manager: Jennifer Pesavento, Ed.D. Administrator, Instructional Programs <a href="mailto:jpesavento@nocrop.us">jpesavento@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">California Pharmacy Technician License</a></p>
<p><b>Patient Care (Sports Medicine)</b></p> <p>Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Athletic Trainer Certification from the Board of Certification for the Athletic Trainer</a></p> <p><a href="#">AHA BLS for Healthcare Providers Instructor Certification</a></p>
<p><b>Patient Care (Vocational Nurse)</b></p> <p>Pathway Manager: Lianne Matthews, D.H.Sc. Director, Nursing Programs <a href="mailto:lmattthews@nocrop.us">lmattthews@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Current, unencumbered California Licensed Vocational Nurse (LVN) or Registered Nurse (RN) license</a> and be approved as an instructor by the Board of Vocational Nursing and Psychiatric Technicians</p> <p><a href="#">AHA BLS for Healthcare Providers Instructor Certification</a></p>
<p><b>Production &amp; Managerial Arts (Drone Technology)</b></p> <p>Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">FAA Part 107 Small Unmanned Aircraft Systems (sUAS) Initial – Part 61 Pilots Training Certificate</a></p> <p><a href="#">Adobe Certified Professional</a></p> <ul style="list-style-type: none"> <li>• Photoshop</li> <li>• Premier Pro</li> </ul>

PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<p><b>Production &amp; Managerial Arts: Film/Video (Video Production)</b></p> <p>Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Adobe Certified Professional</a></p> <ul style="list-style-type: none"> <li>• After Effects</li> <li>• Premier Pro</li> </ul>
<p><b>Production &amp; Managerial Arts: Film/Video (Photography)</b></p> <p>Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Adobe Certified Professional</a></p> <ul style="list-style-type: none"> <li>• Photoshop</li> </ul>
<p><b>Production &amp; Managerial Arts: Multimedia Production</b></p> <p>Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p><a href="#">Adobe Certified Professional</a></p> <ul style="list-style-type: none"> <li>• After Effects</li> <li>• Photoshop</li> <li>• Premier Pro</li> </ul>
<p><b>Professional Sales</b></p> <p>Pathway Manager: Human Resources <a href="mailto:Hrgroup@nocrop.us">Hrgroup@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p>National Retail Federation Rise Up Certification</p> <ul style="list-style-type: none"> <li>• <a href="#">Retail Industry Fundamentals</a></li> <li>• <a href="#">Business of Retail</a></li> </ul>
<p><b>Public &amp; Community Health</b></p> <p>Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:lhallstrom@nocrop.us">lhallstrom@nocrop.us</a></p>	<p>California Commission on Teacher Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <p><a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a></p> <p>National Commission for Health Education Credentialing</p> <ul style="list-style-type: none"> <li>• <a href="#">Certified Health Education Specialist</a></li> </ul>

<b>Public Safety</b>  Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:lhallstrom@nocrop.us">lhallstrom@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  Commission on Peace Officer Standards and Training <ul style="list-style-type: none"> <li>• <a href="#">POST Professional Certificate</a></li> </ul> or <a href="#">AHA BLS for Healthcare Providers Instructor Certification</a> or other equivalent certification that is pre-approved by Educational Services
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PATHWAY OR POSITION	WHAT IS NEEDED FOR MOVEMENT INTO COLUMN 2 AFTER INITIAL PLACEMENT (\$2,500/year difference from Column 1)
<b>Residential &amp; Commercial Construction</b>  Pathway Manager: Thomas Metcalf Administrator, Instructional Programs <a href="mailto:tmetcalf@nocrop.us">tmetcalf@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  <a href="#">OSHA 30 Certification</a> or possess a valid <a href="#">California State Licensing Board (CSLB) General Building Contractor's License</a>
<b>Systems Diagnostics, Service &amp; Repair</b>  Pathway Manager: Ligia Hallstrom, Ed.D. Administrator, Instructional Programs <a href="mailto:lhallstrom@nocrop.us">lhallstrom@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  Automotive Service Excellence (ASE) <ul style="list-style-type: none"> <li>• <a href="#">Auto Maintenance &amp; Light Repair Certification (G1)</a></li> <li>• <a href="#">Master Automobile Technician Certification (A1-A8)</a></li> </ul>
<b>Structural Repair &amp; Refinishing</b>  Pathway Manager: Russell Harrison Administrator, Instructional Programs <a href="mailto:rharrison@nocrop.us">rharrison@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  Automotive Service Excellence (ASE) <ul style="list-style-type: none"> <li>• <a href="#">Auto Maintenance &amp; Light Repair Certification (G1)</a></li> <li>• <a href="#">Master Collision Repair Technician Certification (B2-B5)</a></li> </ul>
<b>Teacher on Special Assignment</b> (Instructional Coach)  Pathway Manager: Casey Riggs Administrator, Instructional Programs <a href="mailto:criggs@nocrop.us">criggs@nocrop.us</a>	California Commission on Teacher Credentialing <ul style="list-style-type: none"> <li>• <a href="#">CTE Designated Subjects Clear Credential</a></li> </ul> <a href="#">Google Educator Level 1</a> and <a href="#">Google Educator Level 2</a>  A certification or micro-credential for instructional coaching that has been pre-approved by Educational Services