NORTH ORANGE COUNTY ROP

CERTIFICATED SALARY SCHEDULE

10-MONTH (183 DUTY DAYS)

2026-2027

Effective 07/01/2026

STEPS BASED ON EXPERIENCE AND STAFF DEVELOPMENT*	COLUMNS BASED ON CONFERRED DEGREE, CLEAR CREDENTIAL, AND INDUSTRY CERTIFICATIONS**							
	H1	**H2**	**A1**	**A2**	**B1**	**B2**	**M1**	**M2**
	HS DIPLOMA w/o Clear Credential* and/or Industry Certifications	HS DIPLOMA + Clear Credential* and Industry Certifications (= H1 + $2,500)	ASSOCIATE'S DEGREE w/o Credential* and/or Industry Certifications (= H1 + 2.5%)	ASSOCIATE'S DEGREE + Clear Credential and Industry Certifications (= A1 + $2,500)	BACHELOR'S DEGREE w/o Clear Credential* and/or Industry Certifications (= A1 + 5%)	BACHELOR'S DEGREE + Clear Credential* and Industry Certifications (= B1 + $2,500)	MASTER'S DEGREE w/o Clear Credential* and/or Industry Certifications (= B1 + 5%)	MASTER'S DEGREE + Clear Credential* and Industry Certifications (=M1 + $2,500)
	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months	Salary for 10 Months
4	$57,823	$60,323	$59,269	$61,769	$62,232	$64,732	$65,344	$67,844
5	$59,269	$61,769	$60,750	$63,250	$63,788	$66,288	$66,977	$69,477
6	$60,750	$63,250	$62,269	$64,769	$65,382	$67,882	$68,652	$71,152
7	$62,269	$64,769	$63,826	$66,326	$67,017	$69,517	$70,368	$72,868
8	$63,826	$66,326	$65,421	$67,921	$68,692	$71,192	$72,127	$74,627
9	$65,421	$67,921	$67,057	$69,557	$70,410	$72,910	$73,930	$76,430
10	$67,057	$69,557	$68,733	$71,233	$72,170	$74,670	$75,779	$78,279
11	$68,733	$71,233	$70,452	$72,952	$73,974	$76,474	$77,673	$80,173
12	$70,452	$72,952	$72,213	$74,713	$75,824	$78,324	$79,615	$82,115
13	$72,213	$74,713	$74,018	$76,518	$77,719	$80,219	$81,605	$84,105
14	$74,018	$76,518	$75,869	$78,369	$79,662	$82,162	$83,645	$86,145
15	$75,869	$78,369	$77,766	$80,266	$81,654	$84,154	$85,736	$88,236
16	$77,766	$80,266	$79,710	$82,210	$83,695	$86,195	$87,880	$90,380
17	$79,710	$82,210	$81,702	$84,202	$85,788	$88,288	$90,077	$92,577
18	$81,702	$84,202	$83,745	$86,245	$87,932	$90,432	$92,329	$94,829
19	$83,745	$86,245	$85,839	$88,339	$90,130	$92,630	$94,637	$97,137
20	$85,839	$88,339	$87,985	$90,485	$92,384	$94,884	$97,003	$99,503
21	$87,985	$90,485	$90,184	$92,684	$94,693	$97,193	$99,428	$101,928
22	$90,184	$92,684	$92,439	$94,939	$97,061	$99,561	$101,914	$104,414
23	$92,439	$94,939	$94,750	$97,250	$99,487	$101,987	$104,462	$106,962
24	$94,750	$97,250	$97,118	$99,618	$101,974	$104,474	$107,073	$109,573
25	$97,118	$99,618	$99,546	$102,046	$104,524	$107,024	$109,750	$112,250

Note: The area shaded in gray is applicable only to certificated staff members who were employed prior to the 2022-23 school year and had higher placement on the 2021-22 salary schedule.

**A maximum of seven (7) years of documented work experience directly related to the industry sector of the teaching assignment shall be accepted for initial placement on the salary schedule (Step 8). An employee may move down an additional step annually only if 20 hours of pre-approved, documented staff development is completed and submitted on or before June 30th.*

** See reverse for information regarding column and step movement, definitions of terms, substitute instructor rates, as well as special rates and stipends.

Revised: 07/08/26 Revised: 06/05/24
Revised: 07/09/25 Revised: 07/19/23
Revised: 09/11/24 Revised: 02/09/23
Revised: 07/01/24 Adopted: 04/13/22

CERTIFICATED SALARY SCHEDULE
10-MONTH (183 DUTY DAYS)

*DEFINITION OF TERMS

The certificated salary schedule is built upon the standard 8-hour work day and 40-hour work week but with a 10-month work-year: 183 total duty days (= 180 days of student instruction + 3 non-student days for in-services & administrative/school checkout). A full-time equivalent (1.00000 FTE) ROP instructor has 6 class periods assigned with the typical 8-hour work day including approximately 6 hours of direct instruction and 2 hours for related professional duties including lesson preparation, student assessement, communications, scheduled meetings, and other student support functions.

ABOUT COLUMNS:

1. The degree and/or accredited college certifications used for placement should preferably be in the same or related industry fields of the employee's teaching assignment and credential.
2. Relevant industry certifications for movement into "column 2" shall be determined by Educational Services and then forwarded to Human Resources to include in the appropriate job descriptions.
3. Certificated employees shall maintain valid industry certifications and teaching credential in order to receive an Offer of Employment for the term following the expiration date. (BP 4100, BP 4117.3)
4. For certificated employees in columns H1, A1, B1, and M1, step advancement is frozen (at step 10 or the corresponding step if placed in the area shaded in gray) until both a clear credential and industry certifications are earned.
5. To advance into another column based on a conferred degree and/or accredited college industry certifications, 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 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).
6. To move into a "column 2" certificated employees must provide official documentation verifying the successful completion of all requirements for the 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).

ABOUT STEPS:

1. A maximum of seven (7) years of documented work experience directly related to the industry sector of the teaching assignment shall be accepted for initial placement on the salary schedule (Step 8).
2. An employee may move down an additional step annually only if 20 hours of pre-approved, documented staff development is completed and submitted on or before the designated teacher checkout day.

ABOUT PART-TIME ASSIGNMENTS:

Certificated employees without a full-time equivalent assignment will have their salary pro-rated as such:

5 class periods = 0.83333 FTE	2 class periods = 0.33333 FTE
4 class periods = 0.66667 FTE	1 class period = 0.16667 FTE
3 class periods = 0.50000 FTE	

SPECIAL RATES AND STIPENDS

$55.00/hour	**Extended Duty Rate:** This offer is for certificated employees who have an "extended duty" teaching, coaching, or counseling assignment that is (1) beyond the regular 183 duty days of the established instructional calendar or (2) added after a standard offer of employment has taken effect.
$48.60/hour	**Limited Term Rate:** This offer is for certificated employees who have an "limited term" teaching, coaching, or counseling assignment such as 1) assuming the duties of another certificated employee who is on leave or 2) a short-term assignment that does not follow the traditional instructional calendar.
$35.00/hour	**Non-Instructional Rate:** Applied for pre-approved additional hours when student supervision is not involved or activity is inclusive of the instructional rate (see Offer of Employment).
$2,000 annual	**CTSO Advisor Standard Stipend:** Refer to CTSO Advisor Expectations and Stipend Agreement.
$1,000 annual	**CTSO Advisor Reduced Stipend**: Refer to the CTSO Advisor Expectations and Stipend Agreement.
Up to $1000/event	**CTSO Advisor Competition Stipend:** Refer to the CTSO Advisor Expectations and Stipend Agreement.
$4,000 annual	**Director of Dental Programs Stipend:** Paid $400/month over the standard 10-month pay cycle.
$4,000 annual	**Director of EMT Programs Stipend:** Paid $400/month over the standard 10-month pay cycle.
$1,000-$1,200 annual	**Educational Incentive Stipend/Doctoral Degree Stipend:** Refer to terms in AR 4141, 4241, 4341.
2% (14th year) 4% (19th year) 6% (24th year)	**Longevity Stipend:** Starting the first month of the 14th, 19th, and 24th continuous service anniversary; percentage applied to base salary and paid monthly. Refer to terms in 4141, 4241, 4341.
$4,000 annual	**National Board Certified Teacher Stipend:** Paid $400/month over the standard 10-month pay cycle for a maximum of 5 years or 50 months of teaching.
$4,000 annual	**PLC Lead Teacher Stipend:** Paid $400/month over the standard 10-month pay cycle.

SUBSTITUTE INSTRUCTOR RATES

$30.00	**Hourly Rate:** Student supervision is beyond 6 hours; prorated for each 1/4 hour of additional supervision.
$92.50	**Half-Day Rate:** Student supervision is less than 4 hours + 1 hour of preperation (1/2 hour upon arrival; up to 1/2 hour upon departure)
$185.00	**Full-Day Rate:** Student supervision is 4 to 6 hours + 1 hour of preperation (1/2 hour upon arrival; up to 1/2 hour upon departure)
$205.00	**Long-Term Rate:** Starts on 11+ days of the same assignment and is retroactive to the first day of the same assignment.
$195.00	**Tiered Rate:** After 50+ substitue assignment days completed for NOCROP within a school year.
$200.00	**Tiered Rate:** After 75+ substitute assignment days completed for NOCROP within a school year.
$205.00	**Tiered Rate:** After 100+ substitute assignment days completed for NOCROP within a school year.

Revised: 07/08/26 Revised: 06/05/24
Revised: 07/09/25 Revised: 07/19/23
Revised: 09/11/24 Revised: 02/09/23
Revised: 07/01/24 Adopted: 04/13/22