

2025-2026



RIO BRAVO-GREELEY UNION SCHOOL DISTRICT SALARY SCHEDULE

Jennifer Hedge, Superintendent

Fernando Ortiz Jr.
Chief Financial Officer

Board of Trustees
Shelley Cauzza | Russell Shipley | Gordon Walter | Heath Williams | Katie Young

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

APPENDIX A CERTIFICATED TEACHER SALARY SCHEDULE

Effective: July 1, 2025

CODE: 01-00

183 WORK DAYS

Unit: CTA

STEP	COLUMN A BA	COLUMN B BA + 36 CREDENTIALLED	COLUMN C BA + 48 CREDENTIALLED	COLUMN D BA + 60 CREDENTIALLED	COLUMN E BA + 72 CREDENTIALLED
1	\$ 54,358	\$ 60,217	\$ 62,159	\$ 64,103	\$ 66,047
2	\$ 56,282	\$ 62,159	\$ 64,103	\$ 66,050	\$ 68,050
3	\$ 58,269	\$ 64,103	\$ 66,050	\$ 67,995	\$ 69,941
4	\$ 60,217	\$ 66,050	\$ 67,995	\$ 69,937	\$ 71,879
5	\$ 60,217	\$ 67,995	\$ 69,937	\$ 71,882	\$ 73,825
6	\$ 60,217	\$ 69,937	\$ 71,882	\$ 73,826	\$ 75,771
7	\$ 60,217	\$ 71,882	\$ 73,826	\$ 75,771	\$ 77,715
8	\$ 60,217	\$ 73,826	\$ 75,771	\$ 77,715	\$ 79,660
9	\$ 60,217	\$ 75,771	\$ 77,715	\$ 79,661	\$ 81,606
10	\$ 60,217	\$ 77,715	\$ 79,661	\$ 81,606	\$ 83,552
11	\$ 60,217	\$ 79,661	\$ 81,606	\$ 83,547	\$ 85,490
12	\$ 60,217	\$ 81,606	\$ 83,547	\$ 85,493	\$ 87,441
13	\$ 60,217	\$ 83,547	\$ 85,493	\$ 87,440	\$ 89,382
14	\$ 60,217	\$ 85,498	\$ 87,438	\$ 89,385	\$ 91,332
15	\$ 60,217	\$ 85,498	\$ 89,380	\$ 91,330	\$ 93,274
16	\$ 60,217	\$ 85,498	\$ 91,322	\$ 93,274	\$ 95,214
17	\$ 60,217	\$ 85,498	\$ 91,322	\$ 95,218	\$ 97,163
18	\$ 60,217	\$ 85,498	\$ 91,322	\$ 97,170	\$ 99,107
19	\$ 60,217	\$ 85,498	\$ 91,322	\$ 97,170	\$ 101,052
20	\$ 60,217	\$ 85,498	\$ 91,322	\$ 97,170	\$ 102,997

Additional Compensation:

Master's Degree	\$ 2,000	Annual
Special Education Credential (Required)	\$ 1,500	Annual
PPS (Required)	\$ 1,500	Annual

Longevity (Full-Time Employees):

15 Years of Service (Commencing on the 16th year)	\$ 1,500	Annual
20 Years of Service (Commencing on the 21st year)	\$ 3,000	Annual
25 Years of Service (Commencing on the 26th year)	\$ 4,500	Annual

Placement on the appropriate column/step of the salary schedule is based upon the possession of a valid California teaching credential.

Teachers who have not attained a preliminary credential shall remain on A1

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

APPENDIX B CERTIFICATED TEACHER EXTRA DUTY COMPENSATION SALARY SCHEDULE *Effective: July 1, 2025*

Intern Coach	\$ 1,000	Participating Teacher Supported
Teacher Induction Program Support	\$ 1,200	Participating Teacher Supported
Academic Enrichment Coaching (i.e. Robotics Club, Science Fair, Battle of the Books, Oral Language, etc.)	\$ 45	Hourly
Spring Fling Coordinator (RBE/RBG)	\$ 45	Hourly
Other Academic Responsibilities (i.e. Robotics Club, Science Fair, Battle of the Books, Oral Language, etc.)	\$ 45	Hourly
Summer School Certificated		Employee's Hourly Rate
Professional Development in Kern County	\$ 45	Hourly
Professional Development outside of Kern County	\$ 200	Daily
Student Academic Overnight Trip	\$ 250	Daily
Athletic Director Stipend	\$ 3,500	Yearly
Sports Coach Stipend	\$ 1,000	Season
Assistant Sports Coach Stipend	\$ 500	Season

Number of hours may vary upon district needs.

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

APPENDIX C CTA CERTIFICATED

SLP, SCHOOL PSYCHOLOGIST, AND DISTRICT NURSE

Effective: July 1, 2025

CODE: 13-00

STEP	SPEECH & LANGUAGE PATHOLOGIST 183 WORK DAYS	SCHOOL PSYCHOLOGIST 183 WORK DAYS	DISTRICT NURSE 183 WORK DAYS
1	\$ 85,311	\$ 85,311	\$ 85,311
2	\$ 87,246	\$ 87,246	\$ 87,246
3	\$ 89,187	\$ 89,187	\$ 89,187
4	\$ 91,126	\$ 91,126	\$ 91,126
5	\$ 93,062	\$ 93,062	\$ 93,062
6	\$ 95,967	\$ 95,967	\$ 95,967
7	\$ 98,880	\$ 98,880	\$ 98,880
8	\$ 101,787	\$ 101,787	\$ 101,787
9	\$ 104,697	\$ 104,697	\$ 104,697
10	\$ 105,625	\$ 105,625	\$ 105,625
11	\$ 106,556	\$ 106,556	\$ 106,556
12	\$ 107,485	\$ 107,485	\$ 107,485
13	\$ 108,415	\$ 108,415	\$ 108,415
14	\$ 109,344	\$ 109,344	\$ 109,344

Additional Compensation:

Master's Degree	\$ 2,000	Annual
Pupil Personnel Services Stipend	\$ 1,500	Annual

Longevity (Full-Time Employees):

15 Years of Service (<i>Commencing on the 16th year</i>)	\$ 1,500	Annual
20 Years of Service (<i>Commencing on the 21st year</i>)	\$ 3,000	Annual
25 Years of Service (<i>Commencing on the 26th year</i>)	\$ 4,500	Annual

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

CERTIFICATED ADMINISTRATIVE SALARY SCHEDULE

Effective: July 1, 2025

CODE: 14-00

STEP	ELEMENTARY SCHOOL VICE PRINCIPAL / PROGRAM COORDINATOR** 200 WORK DAYS 0004	SPECIAL EDUCATION COORDINATOR** 200 WORK DAYS 0004	MIDDLE SCHOOL VICE PRINCIPAL / PROGRAM COORDINATOR** 200 WORK DAYS 0003	ELEMENTARY SCHOOL PRINCIPAL ** 205 WORK DAYS 0002	DIRECTOR OF EDUCATIONAL SERVICES** 205 WORK DAYS 0002	MIDDLE SCHOOL PRINCIPAL ** 205 WORK DAYS 0001
1	\$ 102,982	\$ 102,982	\$ 105,557	\$ 109,842	\$ 109,842	\$ 112,588
2	\$ 105,532	\$ 105,532	\$ 108,171	\$ 113,950	\$ 113,950	\$ 116,799
3	\$ 108,653	\$ 108,653	\$ 111,370	\$ 118,057	\$ 118,057	\$ 121,008
4	\$ 111,870	\$ 111,870	\$ 114,666	\$ 122,162	\$ 122,162	\$ 125,216
5	\$ 115,184	\$ 115,184	\$ 118,063	\$ 126,268	\$ 126,268	\$ 129,425
6	\$ 118,593	\$ 118,593	\$ 121,558	\$ 130,376	\$ 130,376	\$ 133,636
7	\$ 122,107	\$ 122,107	\$ 125,160	\$ 134,479	\$ 134,479	\$ 137,841
8	\$ 125,726	\$ 125,726	\$ 128,869	\$ 138,587	\$ 138,587	\$ 142,052
9	\$ 129,454	\$ 129,454	\$ 132,691	\$ 142,692	\$ 142,692	\$ 146,259
10				\$ 146,801	\$ 146,801	\$ 150,471
11				\$ 151,139	\$ 151,139	\$ 154,917

Employees who have advanced beyond the last step of the salary schedule will receive a one percent (1%) increase to their base salary for each subsequent year of service.

* Cell Allowance

** Cell Allowance & Car Allowance

Additional Compensation:

Master's Degree	\$ 2,000	Annual
Doctorate	\$ 750	Annual
Cell Allowance	\$ 600	Annual
Car Allowance	\$ 3,000	Annual

Longevity:

Employees who are currently receiving a longevity stipend as of 7/1/25 will continue to receive the stipend in accordance with existing terms. No new longevity stipends will be awarded going forward.

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

SUPERINTENDENT SALARY SCHEDULE

Effective: July 1, 2025

CODE: 02-00

225 WORK DAYS

STEP	DAILY	ANNUAL
1	\$ 713.42	\$ 160,520
2	\$ 728.72	\$ 163,962
3	\$ 744.02	\$ 167,404
4	\$ 759.33	\$ 170,849
5	\$ 774.63	\$ 174,291
6	\$ 789.93	\$ 177,735
7	\$ 805.73	\$ 181,290
8	\$ 821.85	\$ 184,916
9	\$ 838.28	\$ 188,614
10	\$ 855.05	\$ 192,386

Additional Compensation:

Master's Degree	\$ 2,000	Annual
Doctorate	\$ 2,000	Annual
Cell Allowance	\$ 960	Annual
Car Allowance	\$ 3,120	Annual

Longevity (Full-Time Employees):

10 Years of Service (<i>Commencing on the 11th year</i>)	\$ 1,000	Annual
15 Years of Service (<i>Commencing on the 16th year</i>)	\$ 1,500	Annual

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

CLASSIFIED MANAGEMENT SALARY SCHEDULE

Effective: July 1, 2025

STEP	CODE: 24-00		CODE: 25-00		
	FOOD SERVICES MANAGER** 245 WORK DAYS 0005	DIRECTOR OF MOT** 245 WORK DAYS 0004	DIRECTOR OF FACILITIES** 225 WORK DAYS 0003	DIRECTOR OF TECHNOLOGY** 245 WORK DAYS 0002	CHIEF FINANCIAL OFFICER** 225 WORK DAYS 0001
1	\$ 70,304	\$ 89,950	\$ 93,360	\$ 96,570	\$ 117,754
2	\$ 72,177	\$ 92,199	\$ 95,693	\$ 98,984	\$ 121,553
3	\$ 74,328	\$ 94,504	\$ 98,085	\$ 101,459	\$ 125,350
4	\$ 76,186	\$ 96,866	\$ 100,537	\$ 103,995	\$ 129,149
5	\$ 78,471	\$ 99,288	\$ 103,051	\$ 106,595	\$ 132,948
6	\$ 80,826	\$ 101,770	\$ 105,626	\$ 109,260	\$ 136,745
7	\$ 83,250	\$ 104,314	\$ 108,268	\$ 111,992	\$ 140,545
8	\$ 85,748	\$ 106,922	\$ 110,973	\$ 114,791	\$ 144,343
9					\$ 148,140
10					\$ 150,040
11					\$ 151,940
12					\$ 156,498
13					\$ 161,193
14					\$ 166,029
15					\$ 171,010

16 Paid Holidays for all Classified Management

Employees who have advanced beyond the last step of the salary schedule will receive a one percent (1%) increase to their base salary for each subsequent year of service.

* Cell Allowance

** Cell Allowance & Car Allowance

Additional Compensation:

Master's Degree	\$ 2,000	Annual
Doctorate	\$ 750	Annual
Cell Allowance	\$ 600	Annual
Car Allowance	\$ 3,000	Annual

Longevity:

Employees who are currently receiving a longevity stipend as of 7/1/25 will continue to receive the stipend in accordance with existing terms. No new longevity stipends will be awarded going forward.

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

CLASSIFIED SALARY SCHEDULE

\$16.90 Minimum Wage Increase 1/1/2026

CL PT CODE: 40-00 CL FT CODE: 21-00

JOB CLASSIFICATION/POSITION TITLE	RANGE
Supervision Aide - Yard/Cafeteria	15
Expanded Learning Program Leader	16
Food Services Worker	16
Instructional Aide	16
Special Education Van Driver	16
Bilingual Instructional Aide	17
Custodian	17
Food Services Custodian/Utility Worker	17
Gardener	17
Special Education Instructional Aide - Moderate/Severe	17
Food Services Site Supervisor	18
Health Aide	18
Library/Media Center Clerk	18
Office Clerk	18
Print Room Aide	18
Student Success Liaison	18
Expanded Learning Program Coordinator	26
Special Education Secretary	26
District Secretary (CONFIDENTIAL)	26
School Secretary	26
Bus Driver	28
Bus Driver/Custodian	28
Bus Driver/Mechanic	30
Accounts Payable/Receivable Technician (CONFIDENTIAL)	30
Human Resources Technician (CONFIDENTIAL)	30
Lead Site Custodian	30
Payroll Technician (CONFIDENTIAL)	30

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

CLASSIFIED SALARY SCHEDULE

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
15	\$ 16.91	\$ 17.17	\$ 17.44	\$ 17.63	\$ 18.48	\$ 19.41	\$ 20.40	\$ 21.32
16	\$ 16.91	\$ 17.17	\$ 17.44	\$ 18.05	\$ 18.94	\$ 19.96	\$ 20.91	\$ 21.72
17	\$ 17.17	\$ 17.44	\$ 17.63	\$ 18.49	\$ 19.44	\$ 20.41	\$ 21.43	\$ 22.41
18	\$ 17.17	\$ 17.44	\$ 18.06	\$ 18.97	\$ 19.96	\$ 20.93	\$ 21.84	\$ 22.98
19	\$ 17.44	\$ 17.64	\$ 18.49	\$ 19.44	\$ 20.44	\$ 21.43	\$ 22.48	\$ 23.59
20	\$ 17.44	\$ 18.06	\$ 18.98	\$ 19.98	\$ 20.93	\$ 22.07	\$ 23.08	\$ 24.13
21	\$ 17.64	\$ 18.50	\$ 19.49	\$ 20.44	\$ 21.44	\$ 22.52	\$ 23.67	\$ 24.75
22	\$ 18.07	\$ 18.98	\$ 19.98	\$ 20.96	\$ 22.09	\$ 23.08	\$ 24.25	\$ 25.39
23	\$ 18.50	\$ 19.46	\$ 20.42	\$ 21.44	\$ 22.54	\$ 23.68	\$ 24.85	\$ 26.00
24	\$ 19.05	\$ 19.99	\$ 20.97	\$ 22.00	\$ 23.12	\$ 24.28	\$ 25.48	\$ 26.66
25	\$ 19.50	\$ 20.46	\$ 21.51	\$ 22.54	\$ 23.59	\$ 24.87	\$ 26.13	\$ 27.33
26	\$ 20.02	\$ 20.97	\$ 22.01	\$ 23.10	\$ 24.28	\$ 25.49	\$ 26.75	\$ 27.98
27	\$ 20.24	\$ 21.54	\$ 22.56	\$ 23.70	\$ 24.88	\$ 26.16	\$ 27.44	\$ 28.64
28	\$ 20.99	\$ 22.05	\$ 23.14	\$ 24.29	\$ 25.50	\$ 26.77	\$ 28.11	\$ 29.43
29	\$ 21.54	\$ 22.56	\$ 23.74	\$ 24.88	\$ 26.16	\$ 27.44	\$ 28.78	\$ 30.18
30	\$ 22.05	\$ 23.17	\$ 24.30	\$ 25.50	\$ 26.80	\$ 28.11	\$ 29.53	\$ 30.90
31	\$ 22.57	\$ 23.76	\$ 24.89	\$ 26.17	\$ 27.46	\$ 28.82	\$ 30.84	\$ 31.64
32	\$ 23.17	\$ 24.30	\$ 25.51	\$ 26.81	\$ 28.14	\$ 29.56	\$ 31.05	\$ 32.44
33	\$ 23.76	\$ 24.90	\$ 26.18	\$ 27.47	\$ 28.83	\$ 30.29	\$ 31.81	\$ 33.28
34	\$ 24.34	\$ 25.56	\$ 26.81	\$ 28.16	\$ 29.58	\$ 31.06	\$ 32.60	\$ 34.10
35	\$ 24.90	\$ 26.16	\$ 27.48	\$ 28.86	\$ 30.30	\$ 31.83	\$ 33.43	\$ 34.95
36	\$ 25.51	\$ 26.86	\$ 28.18	\$ 29.59	\$ 31.76	\$ 32.63	\$ 34.25	\$ 35.84
37	\$ 26.13	\$ 27.48	\$ 28.87	\$ 30.31	\$ 31.84	\$ 33.46	\$ 35.08	\$ 36.73
38	\$ 26.87	\$ 28.20	\$ 29.59	\$ 31.69	\$ 32.64	\$ 34.26	\$ 36.01	\$ 37.62
39	\$ 27.49	\$ 28.87	\$ 30.34	\$ 31.85	\$ 33.47	\$ 35.14	\$ 36.87	\$ 38.62
40	\$ 28.20	\$ 29.61	\$ 31.73	\$ 33.19	\$ 34.27	\$ 36.02	\$ 37.82	\$ 39.54
41	\$ 28.88	\$ 30.35	\$ 31.90	\$ 33.47	\$ 35.15	\$ 36.88	\$ 38.78	\$ 40.68
42	\$ 29.64	\$ 31.75	\$ 32.69	\$ 34.29	\$ 36.03	\$ 37.83	\$ 39.72	\$ 41.58
43	\$ 30.36	\$ 31.89	\$ 33.50	\$ 35.16	\$ 36.93	\$ 38.79	\$ 40.73	\$ 42.61
44	\$ 31.81	\$ 32.71	\$ 34.30	\$ 36.12	\$ 37.85	\$ 39.74	\$ 41.75	\$ 43.72
45	\$ 31.91	\$ 33.52	\$ 35.17	\$ 36.37	\$ 38.80	\$ 40.74	\$ 42.78	\$ 44.75

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

CLASSIFIED SALARY SCHEDULE

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
46	\$ 32.74	\$ 34.34	\$ 36.05	\$ 37.87	\$ 39.76	\$ 41.76	\$ 43.87	\$ 45.91
47	\$ 33.54	\$ 35.20	\$ 36.97	\$ 38.83	\$ 40.75	\$ 42.82	\$ 44.95	\$ 47.02
48	\$ 34.35	\$ 35.73	\$ 37.88	\$ 39.78	\$ 41.78	\$ 43.88	\$ 46.05	\$ 47.42
49	\$ 35.21	\$ 36.98	\$ 38.86	\$ 40.76	\$ 42.83	\$ 44.97	\$ 47.20	\$ 48.61
50	\$ 36.12	\$ 37.90	\$ 39.82	\$ 41.81	\$ 43.89	\$ 46.06	\$ 48.37	\$ 49.83
51	\$ 37.03	\$ 38.88	\$ 40.77	\$ 42.85	\$ 44.99	\$ 47.21	\$ 49.61	\$ 51.06
52	\$ 37.93	\$ 39.83	\$ 41.83	\$ 43.92	\$ 46.07	\$ 48.38	\$ 50.83	\$ 52.37
53	\$ 38.89	\$ 40.83	\$ 42.88	\$ 45.02	\$ 47.27	\$ 49.62	\$ 52.10	\$ 53.64
54	\$ 39.85	\$ 41.84	\$ 43.95	\$ 46.17	\$ 48.42	\$ 50.85	\$ 53.45	\$ 54.99
55	\$ 40.84	\$ 42.86	\$ 45.17	\$ 47.29	\$ 49.64	\$ 52.12	\$ 54.75	\$ 56.38
56	\$ 41.86	\$ 43.98	\$ 46.17	\$ 48.51	\$ 50.86	\$ 53.46	\$ 56.12	\$ 57.80
57	\$ 42.93	\$ 48.78	\$ 47.33	\$ 49.69	\$ 52.16	\$ 54.77	\$ 57.52	\$ 59.18
58	\$ 74.74	\$ 46.20	\$ 48.52	\$ 50.95	\$ 53.48	\$ 56.13	\$ 58.58	\$ 60.69
59	\$ 45.07	\$ 47.36	\$ 49.71	\$ 52.18	\$ 54.71	\$ 57.54	\$ 60.42	\$ 63.06
60	\$ 46.22	\$ 48.57	\$ 50.99	\$ 53.53	\$ 56.15	\$ 58.62	\$ 61.93	\$ 63.78
61	\$ 47.39	\$ 49.72	\$ 52.25	\$ 54.82	\$ 57.56	\$ 60.46	\$ 63.49	\$ 65.35
62	\$ 48.59	\$ 51.02	\$ 53.54	\$ 56.18	\$ 59.04	\$ 61.97	\$ 65.10	\$ 66.81
63	\$ 49.75	\$ 52.28	\$ 54.85	\$ 57.61	\$ 60.49	\$ 63.52	\$ 66.70	\$ 68.66
64	\$ 50.99	\$ 53.56	\$ 56.12	\$ 59.05	\$ 62.02	\$ 65.13	\$ 68.36	\$ 70.38
65	\$ 52.29	\$ 54.86	\$ 57.63	\$ 57.67	\$ 63.53	\$ 66.73	\$ 70.10	\$ 72.16
66	\$ 53.58	\$ 56.29	\$ 59.07	\$ 62.07	\$ 65.14	\$ 68.41	\$ 71.83	\$ 73.91
67	\$ 54.93	\$ 57.66	\$ 60.60	\$ 63.61	\$ 66.76	\$ 70.14	\$ 73.64	\$ 75.82

HOURLY STIPENDS:

Lifeguard \$ 20.00 Hourly

Referee \$ 20.00 Hourly

SEASON STIPENDS:

Sports Coach \$ 1,000.00 Per Season

Assistant Sports Coach \$ 500.00 Per Season

LONGEVITY PAY (BASED ON 1.0 FTE):

10 Years of Service \$375 Annual *

15 Years of Service \$750 Annual *

20 Years of Service \$1,500 Annual *

25 Years of Service \$3,000 Annual *

30 Years of Service \$4,500 Annual *

** Completed Years of Service*