

Cesar Chavez Community School

Level I, II, & III Certified Staff
2025-2026 School Year - **Approved 04/29/2025**

LEVEL I			
Experience	BA	LMSW	LCSW / LISW
0	60,000	65,000	72,000
1	60,500	65,500	72,200
2	61,000	66,000	72,400
3	61,500	66,500	72,600
4	62,000	67,000	72,800
5			
6			
7			
8			
9			
10			

LEVEL II			
Experience	BA	LMSW	LCSW / LISW
0	**	**	**
1	**	**	**
2	**	**	**
3	**	**	**
4	64,000	72,000	76,500
5	64,200	72,200	76,700
6	64,400	72,400	76,900
7	64,600	72,600	77,100
8	64,800	72,800	77,300
9	65,000	73,000	77,500
10	65,200	73,200	77,700

LEVEL III			
Experience	BA	LMSW	LCSW / LISW
0	***	***	***
1	***	***	***
2	***	***	***
3	***	***	***
4	***	***	***
5	***	***	***
6	***	***	***
7	67,000	74,000	79,000
8	67,200	74,200	79,300
9	67,400	74,400	79,600
10	67,600	74,600	79,900
11	67,800	74,800	80,200
12	68,000	75,000	80,500
13	68,200	75,200	80,800
14	68,400	75,400	81,100
15	68,600	75,600	81,400
16	68,800	75,800	81,700
17	69,000	76,000	82,000
18	69,200	76,200	82,300
19	69,400	76,400	82,600
20	69,600	76,600	83,000

Notes:

1. As permitted by State Statutes, Board Policies, and resources, training and experience will be recognized during school year.
2. Verifiable out of district experience allowed as permitted by Board Policies.
3. We do not allow collective bargaining.
4. Additional stipend of \$3,000 paid annually for Spanish bilingual fluency. Conversational fluency through public feedback required.
5. Level I and II salaries on this schedule will cap at 10 years of allowable experience and Level III salaries will cap at 20 years of allowable experience, with the exception of state mandated salary increases.