

APPENDIX "A"
UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
CERTIFICATED SALARY SCHEDULE (182 DAYS)
BOARD APPROVAL 8/26/2025

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 Incl. MA or MA+30
1	\$57,553.86	\$60,862.62	\$64,173.20	\$67,485.60
2	\$60,151.00	\$63,663.60	\$67,178.02	\$70,692.44
3	\$62,748.14	\$66,466.40	\$70,181.02	\$73,901.10
4	\$65,347.10	\$69,269.20	\$73,187.66	\$77,109.76
5	\$67,944.24	\$72,066.54	\$76,192.48	\$80,318.42
6	\$70,541.38	\$74,871.16	\$79,197.30	\$83,527.08
7	\$73,138.52	\$77,670.32	\$82,202.12	\$86,737.56
8	\$75,735.66	\$80,473.12	\$85,208.76	\$89,946.22
9	\$78,332.80	\$83,272.28	\$88,211.76	\$93,156.70
10	\$80,929.94	\$86,073.26	\$91,216.58	\$96,363.54
11	\$83,527.08	\$88,876.06	\$94,223.22	\$99,570.38
12	\$86,126.04	\$91,675.22	\$97,229.86	\$102,780.86
13	\$88,723.18	\$94,478.02	\$100,234.68	\$105,987.70
14-17	\$90,250.16	\$96,005.00	\$101,761.66	\$107,516.50
18-20	\$91,780.78	\$97,535.62	\$103,288.64	\$109,045.30
21-23	\$93,304.12	\$99,060.78	\$104,817.44	\$110,572.28
24-26	\$94,834.74	\$100,585.94	\$106,344.42	\$112,097.44
27-29	\$96,361.72	\$102,116.56	\$107,871.40	\$113,626.24
30+	\$100,942.66	\$106,697.50	\$112,452.34	\$118,209.00

*Reflects 1 year calendar adjustment due to 2 reduced calendar days. Salary and work year revert back to the schedule board approved on 12/12/2023 on 7/1/26 unless otherwise agreed.

Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

The following bargaining unit members shall receive a factor based upon the certificated salary schedule and/or additional days at the individual's daily rate:

Psychologist factor 1.19;
 Comprehensive High School and Jr. High Counselors factor 1.06 plus 10 days;
 Continuation High School Counselor factor 1.06 plus 7 days;
 Speech Language Pathologist, Occupational Therapist, and Nurse factor 1.12;
 Dean of Student Services factor 1.12 plus 5 days;
 Librarian factor 1.034 plus 10 days.

Adult Education teachers shall be paid hourly at the rate of .000885 of Column A Step 1 on the Certificated Salary Schedule

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
TEACHER SPECIAL EDUCATION
(FACTOR .065 TIMES COLUMN A, STEP 1 - 182 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$61,295.78	\$64,819.30	\$68,344.64	\$71,871.80
2	\$64,060.36	\$67,802.28	\$71,544.20	\$75,287.94
3	\$66,824.94	\$70,785.26	\$74,743.76	\$78,705.90
4	\$69,594.98	\$73,771.88	\$77,943.32	\$82,122.04
5	\$72,359.56	\$76,751.22	\$81,144.70	\$85,538.18
6	\$75,127.78	\$79,737.84	\$84,344.26	\$88,956.14
7	\$77,892.36	\$82,719.00	\$87,545.64	\$92,375.92
8	\$80,656.94	\$85,703.80	\$90,747.02	\$95,793.88
9	\$83,425.16	\$88,684.96	\$93,946.58	\$99,211.84
10	\$86,189.74	\$91,667.94	\$97,146.14	\$102,626.16
11	\$88,956.14	\$94,652.74	\$100,347.52	\$106,042.30
12	\$91,724.36	\$97,633.90	\$103,548.90	\$109,460.26
13	\$94,490.76	\$100,618.70	\$106,750.28	\$112,876.40
14-17	\$96,116.02	\$102,245.78	\$108,375.54	\$114,505.30
18-20	\$97,746.74	\$103,874.68	\$110,002.62	\$116,134.20
21-23	\$99,368.36	\$105,499.94	\$111,629.70	\$117,759.46
24-26	\$100,997.26	\$107,125.20	\$113,256.78	\$119,384.72
27-29	\$102,626.16	\$108,754.10	\$114,882.04	\$121,011.80
30+	\$107,501.94	\$113,633.52	\$119,761.46	\$125,893.04

*Reflects 1 year calendar adjustment due to 2 reduced calendar days. Salary and work year revert back to the schedule board approved on 12/12/2023 on 7/1/26 unless otherwise agreed.

Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
TEACHER BILINGUAL
(FACTOR .03 TIMES COLUMN A, STEP 1 - 182 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$59,281.04	\$62,689.90	\$66,098.76	\$69,509.44
2	\$61,954.62	\$65,574.60	\$69,192.76	\$72,814.56
3	\$64,630.02	\$68,459.30	\$72,286.76	\$76,117.86
4	\$67,307.24	\$71,347.64	\$75,382.58	\$79,422.98
5	\$69,982.64	\$74,228.70	\$78,478.40	\$82,728.10
6	\$72,658.04	\$77,117.04	\$81,572.40	\$86,033.22
7	\$75,331.62	\$80,001.74	\$84,668.22	\$89,340.16
8	\$78,007.02	\$82,886.44	\$87,764.04	\$92,645.28
9	\$80,684.24	\$85,771.14	\$90,858.04	\$95,950.40
10	\$83,357.82	\$88,655.84	\$93,953.86	\$99,253.70
11	\$86,033.22	\$91,542.36	\$97,049.68	\$102,558.82
12	\$88,710.44	\$94,425.24	\$100,147.32	\$105,863.94
13	\$91,385.84	\$97,311.76	\$103,241.32	\$109,167.24
14-17	\$92,958.32	\$98,886.06	\$104,813.80	\$110,741.54
18-20	\$94,534.44	\$100,460.36	\$106,388.10	\$112,317.66
21-23	\$96,103.28	\$102,031.02	\$107,962.40	\$113,890.14
24-26	\$97,679.40	\$103,605.32	\$109,534.88	\$115,460.80
27-29	\$99,253.70	\$105,179.62	\$111,107.36	\$117,035.10
30+	\$103,971.14	\$109,898.88	\$115,826.62	\$121,754.36

*Reflects 1 year calendar adjustment due to 2 reduced calendar days. Salary and work year revert back to the schedule board approved on 12/12/2023 on 7/1/26 unless otherwise agreed.

Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
SPEECH LANGUAGE PATHOLOGIST
OCCUPATIONAL THERAPIST
NURSE
(FACTOR 1.12 - 182 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$64,460.76	\$68,166.28	\$71,873.62	\$75,582.78
2	\$67,369.12	\$71,303.96	\$75,238.80	\$79,175.46
3	\$70,277.48	\$74,441.64	\$78,603.98	\$82,769.96
4	\$73,189.48	\$77,581.14	\$81,969.16	\$86,362.64
5	\$76,096.02	\$80,715.18	\$85,336.16	\$89,957.14
6	\$79,006.20	\$83,854.68	\$88,699.52	\$93,549.82
7	\$81,914.56	\$86,990.54	\$92,066.52	\$97,146.14
8	\$84,822.92	\$90,130.04	\$95,433.52	\$100,740.64
9	\$87,733.10	\$93,264.08	\$98,798.70	\$104,335.14
10	\$90,641.46	\$96,401.76	\$102,162.06	\$107,927.82
11	\$93,549.82	\$99,541.26	\$105,530.88	\$111,518.68
12	\$96,461.82	\$102,675.30	\$108,897.88	\$115,113.18
13	\$99,370.18	\$105,814.80	\$112,263.06	\$118,705.86
14-17	\$101,080.98	\$107,525.60	\$113,972.04	\$120,418.48
18-20	\$102,795.42	\$109,240.04	\$115,684.66	\$122,131.10
21-23	\$104,498.94	\$110,947.20	\$117,395.46	\$123,840.08
24-26	\$106,213.38	\$112,656.18	\$119,106.26	\$125,550.88
27-29	\$107,926.00	\$114,370.62	\$120,815.24	\$127,261.68
30+	\$113,054.76	\$119,501.20	\$125,947.64	\$132,394.08

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

APPENDIX "B"
UPLAND UNIFIED SCHOOL DISTRICT
SUMMER SCHOOL/INTERVENTION PROVISIONS
SUMMER SCHOOL HOURLY SALARY SCHEDULE
BOARD APPROVAL 7/22/2025

STEP	A	B	C	D
	BA to BA + 30	BA + 45 or MA	BA + 60 or BA + 45 Incl. MA	BA + 60 Incl. MA
1	\$ 40.21	\$ 44.35	\$ 46.65	\$ 49.13
2	\$ 47.60	\$ 50.38	\$ 53.24	\$ 56.09
3	\$ 55.08	\$ 58.61	\$ 61.99	\$ 65.43

1-3 years experience - Step 1
4-7 years experience - Step 2
8-12 years experience - Step 3

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
CONTINUATION HIGH SCHOOL COUNSELOR
(FACTOR 1.06 + 7 Days- 189 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$63,352.80	\$66,994.83	\$70,640.64	\$74,286.45
2	\$66,212.37	\$70,079.31	\$73,948.14	\$77,816.97
3	\$69,071.94	\$73,163.79	\$77,253.75	\$81,347.49
4	\$71,931.51	\$76,250.16	\$80,563.14	\$84,879.90
5	\$74,791.08	\$79,328.97	\$83,870.64	\$88,412.31
6	\$77,650.65	\$82,415.34	\$87,178.14	\$91,944.72
7	\$80,508.33	\$85,497.93	\$90,485.64	\$95,477.13
8	\$83,367.90	\$88,582.41	\$93,795.03	\$99,009.54
9	\$86,225.58	\$91,663.11	\$97,100.64	\$102,543.84
10	\$89,085.15	\$94,747.59	\$100,408.14	\$106,074.36
11	\$91,944.72	\$97,832.07	\$103,717.53	\$109,604.88
12	\$94,804.29	\$100,912.77	\$107,026.92	\$113,137.29
13	\$97,663.86	\$103,999.14	\$110,334.42	\$116,667.81
14-17	\$99,344.07	\$105,679.35	\$112,016.52	\$118,351.80
18-20	\$101,029.95	\$107,363.34	\$113,696.73	\$120,033.90
21-23	\$102,706.38	\$109,043.55	\$115,380.72	\$121,714.11
24-26	\$104,390.37	\$110,721.87	\$117,060.93	\$123,394.32
27-29	\$106,072.47	\$112,405.86	\$118,741.14	\$125,076.42
30+	\$111,114.99	\$117,450.27	\$123,783.66	\$130,120.83

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
JUNIOR HIGH & HIGH SCHOOL COUNSELOR
(FACTOR 1.06 + 10 Days - 192 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$64,358.40	\$68,058.24	\$71,761.92	\$75,465.60
2	\$67,263.36	\$71,191.68	\$75,121.92	\$79,052.16
3	\$70,168.32	\$74,325.12	\$78,480.00	\$82,638.72
4	\$73,073.28	\$77,460.48	\$81,841.92	\$86,227.20
5	\$75,978.24	\$80,588.16	\$85,201.92	\$89,815.68
6	\$78,883.20	\$83,723.52	\$88,561.92	\$93,404.16
7	\$81,786.24	\$86,855.04	\$91,921.92	\$96,992.64
8	\$84,691.20	\$89,988.48	\$95,283.84	\$100,581.12
9	\$87,594.24	\$93,118.08	\$98,641.92	\$104,171.52
10	\$90,499.20	\$96,251.52	\$102,001.92	\$107,758.08
11	\$93,404.16	\$99,384.96	\$105,363.84	\$111,344.64
12	\$96,309.12	\$102,514.56	\$108,725.76	\$114,933.12
13	\$99,214.08	\$105,649.92	\$112,085.76	\$118,519.68
14-17	\$100,920.96	\$107,356.80	\$113,794.56	\$120,230.40
18-20	\$102,633.60	\$109,067.52	\$115,501.44	\$121,939.20
21-23	\$104,336.64	\$110,774.40	\$117,212.16	\$123,646.08
24-26	\$106,047.36	\$112,479.36	\$118,919.04	\$125,352.96
27-29	\$107,756.16	\$114,190.08	\$120,625.92	\$127,061.76
30+	\$112,878.72	\$119,314.56	\$125,748.48	\$132,186.24

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
PSYCHOLOGIST
(FACTOR 1.19 - 196 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$68,543.16	\$72,482.76	\$76,426.28	\$80,369.80
2	\$71,634.08	\$75,818.68	\$80,003.28	\$84,189.84
3	\$74,726.96	\$79,154.60	\$83,580.28	\$88,011.84
4	\$77,823.76	\$82,494.44	\$87,159.24	\$91,831.88
5	\$80,914.68	\$85,826.44	\$90,740.16	\$95,653.88
6	\$84,009.52	\$89,166.28	\$94,317.16	\$99,475.88
7	\$87,102.40	\$92,500.24	\$97,896.12	\$103,297.88
8	\$90,195.28	\$95,836.16	\$101,477.04	\$107,119.88
9	\$93,288.16	\$99,170.12	\$105,054.04	\$110,941.88
10	\$96,381.04	\$102,506.04	\$108,633.00	\$114,761.92
11	\$99,475.88	\$105,845.88	\$112,213.92	\$118,581.96
12	\$102,570.72	\$109,177.88	\$115,792.88	\$122,403.96
13	\$105,663.60	\$112,515.76	\$119,371.84	\$126,222.04
14-17	\$107,480.52	\$114,334.64	\$121,188.76	\$128,044.84
18-20	\$109,305.28	\$116,157.44	\$123,009.60	\$129,865.68
21-23	\$111,118.28	\$117,972.40	\$124,828.48	\$131,682.60
24-26	\$112,939.12	\$119,791.28	\$126,647.36	\$133,501.48
27-29	\$114,759.96	\$121,612.12	\$128,466.24	\$135,320.36
30+	\$120,214.64	\$127,068.76	\$133,922.88	\$140,778.96

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
DEAN OF STUDENT SERVICES
(FACTOR 1.12 + 5 Days - 187 DAYS)
BOARD APPROVAL 8/26/25**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$66,231.66	\$70,038.98	\$73,848.17	\$77,661.10
2	\$69,219.92	\$73,262.86	\$77,305.80	\$81,350.61
3	\$72,208.18	\$76,486.74	\$80,761.56	\$85,043.86
4	\$75,200.18	\$79,712.49	\$84,222.93	\$88,735.24
5	\$78,188.44	\$82,932.63	\$87,680.56	\$92,428.49
6	\$81,176.70	\$86,160.25	\$91,138.19	\$96,119.87
7	\$84,164.96	\$89,380.39	\$94,595.82	\$99,814.99
8	\$87,155.09	\$92,606.14	\$98,055.32	\$103,508.24
9	\$90,143.35	\$95,826.28	\$101,511.08	\$107,201.49
10	\$93,131.61	\$99,050.16	\$104,968.71	\$110,892.87
11	\$96,119.87	\$102,275.91	\$108,430.08	\$114,582.38
12	\$99,111.87	\$105,497.92	\$111,889.58	\$118,277.50
13	\$102,100.13	\$108,721.80	\$115,347.21	\$121,967.01
14-17	\$103,857.93	\$110,479.60	\$117,105.01	\$123,726.68
18-20	\$105,617.60	\$112,241.14	\$118,860.94	\$125,486.35
21-23	\$107,371.66	\$113,995.20	\$120,620.61	\$127,242.28
24-26	\$109,133.20	\$115,751.13	\$122,378.41	\$128,998.21
27-29	\$110,891.00	\$117,512.67	\$124,134.34	\$130,757.88
30+	\$116,162.53	\$122,784.20	\$129,405.87	\$136,031.28

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
HIGH SCHOOL LIBRARIAN
(FACTOR 1.034 + 10 DAYS - 192 DAYS)
BOARD APPROVAL 8/26/2025**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$62,780.16	\$66,389.76	\$70,001.28	\$73,614.72
2	\$65,614.08	\$69,444.48	\$73,278.72	\$77,112.96
3	\$68,446.08	\$72,503.04	\$76,554.24	\$80,613.12
4	\$71,281.92	\$75,559.68	\$79,833.60	\$84,113.28
5	\$74,113.92	\$78,610.56	\$83,111.04	\$87,611.52
6	\$76,947.84	\$81,671.04	\$86,390.40	\$91,111.68
7	\$79,779.84	\$84,723.84	\$89,667.84	\$94,613.76
8	\$82,613.76	\$87,780.48	\$92,947.20	\$98,113.92
9	\$85,445.76	\$90,835.20	\$96,222.72	\$101,616.00
10	\$88,279.68	\$93,889.92	\$99,500.16	\$105,114.24
11	\$91,111.68	\$96,946.56	\$102,779.52	\$108,612.48
12	\$93,947.52	\$100,001.28	\$106,058.88	\$112,114.56
13	\$96,779.52	\$103,057.92	\$109,338.24	\$115,612.80
14-17	\$98,446.08	\$104,724.48	\$111,002.88	\$117,281.28
18-20	\$100,116.48	\$106,392.96	\$112,669.44	\$118,947.84
21-23	\$101,777.28	\$108,057.60	\$114,336.00	\$120,614.40
24-26	\$103,447.68	\$109,720.32	\$116,002.56	\$122,277.12
27-29	\$105,112.32	\$111,390.72	\$117,667.20	\$123,945.60
30+	\$110,110.08	\$116,386.56	\$122,664.96	\$128,943.36

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Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
TOSA/COSA
(FACTOR 1.10 + 10 Days- 192 DAYS)
BOARD APPROVAL 7/22/2025**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$66,787.20	\$70,627.20	\$74,469.12	\$78,312.96
2	\$69,801.60	\$73,877.76	\$77,955.84	\$82,033.92
3	\$72,816.00	\$77,130.24	\$81,440.64	\$85,758.72
4	\$75,832.32	\$80,382.72	\$84,929.28	\$89,481.60
5	\$78,844.80	\$83,629.44	\$88,416.00	\$93,204.48
6	\$81,859.20	\$86,883.84	\$91,904.64	\$96,927.36
7	\$84,873.60	\$90,132.48	\$95,391.36	\$100,654.08
8	\$87,886.08	\$93,384.96	\$98,880.00	\$104,376.96
9	\$90,900.48	\$96,631.68	\$102,364.80	\$108,103.68
10	\$93,914.88	\$99,882.24	\$105,851.52	\$111,824.64
11	\$96,927.36	\$103,134.72	\$109,340.16	\$115,545.60
12	\$99,943.68	\$106,383.36	\$112,828.80	\$119,270.40
13	\$102,958.08	\$109,635.84	\$116,315.52	\$122,993.28
14-17	\$104,730.24	\$111,408.00	\$118,087.68	\$124,767.36
18-20	\$106,506.24	\$113,184.00	\$119,859.84	\$126,541.44
21-23	\$108,274.56	\$114,954.24	\$121,633.92	\$128,311.68
24-26	\$110,050.56	\$116,724.48	\$123,406.08	\$130,081.92
27-29	\$111,822.72	\$118,500.48	\$125,178.24	\$131,856.00
30+	\$117,137.28	\$123,816.96	\$130,494.72	\$137,174.40

Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
ELEMENTARY SCHOOL COUNSELOR
(FACTOR 1.0120 + 10 Days - 192 DAYS)
BOARD APPROVAL 7/22/2025**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$61,443.84	\$64,976.64	\$68,511.36	\$72,048.00
2	\$64,218.24	\$67,968.00	\$71,719.68	\$75,471.36
3	\$66,990.72	\$70,959.36	\$74,926.08	\$78,896.64
4	\$69,765.12	\$73,952.64	\$78,136.32	\$82,321.92
5	\$72,537.60	\$76,938.24	\$81,342.72	\$85,749.12
6	\$75,310.08	\$79,933.44	\$84,551.04	\$89,174.40
7	\$78,082.56	\$82,920.96	\$87,759.36	\$92,601.60
8	\$80,855.04	\$85,914.24	\$90,969.60	\$96,026.88
9	\$83,627.52	\$88,901.76	\$94,176.00	\$99,454.08
10	\$86,401.92	\$91,893.12	\$97,382.40	\$102,877.44
11	\$89,174.40	\$94,884.48	\$100,592.64	\$106,302.72
12	\$91,948.80	\$97,872.00	\$103,802.88	\$109,729.92
13	\$94,721.28	\$100,865.28	\$107,011.20	\$113,153.28
14-17	\$96,351.36	\$102,495.36	\$108,641.28	\$114,785.28
18-20	\$97,985.28	\$104,129.28	\$110,271.36	\$116,417.28
21-23	\$99,611.52	\$105,757.44	\$111,903.36	\$118,047.36
24-26	\$101,245.44	\$107,385.60	\$113,533.44	\$119,675.52
27-29	\$102,875.52	\$109,019.52	\$115,163.52	\$121,307.52
30+	\$107,767.68	\$113,911.68	\$120,053.76	\$126,199.68

Additional Compensation

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.