

2025/26 WCS INSTRUCTIONAL/CERTIFICATED SALARY SCHEDULE

WCS is committed to providing a competitive, innovative, total compensation package to our employees. Total compensation is comprised of salary, health and welfare contributions, as well as statutory benefits and retirement plan options.

Class placement is based on units earned according to the policies outlined in this Handbook and the following schedule:

Class 0	Intern/Pre-Credential
Class 1	BA plus 30 recognized semester units*
Class 2	BA plus 45 recognized semester units* <u>or</u> MA**
Class 3	BA plus 60 recognized semester units* <u>or</u> MA plus 15 semester units**
Class 4	BA plus 75 recognized semester units* <u>or</u> MA plus 30 semester units**
Class 5	BA plus 90 recognized semester units* <u>or</u> MA plus 45 semester units**

*Units earned after BA ** Units earned after MA

Once Class placement is confirmed, WCS determines the appropriate Step. Instructional staff can carry over a maximum of fifteen (15) years prior-work experience for Step placement.

Step	Class 0	Class 1	Class 2	Class 3	Class 4	Class 5
1	\$54,256	\$64,823	\$64,823	\$64,823	\$64,823	\$64,823
2	\$54,256	\$64,823	\$64,985	\$66,119	\$66,768	\$67,416
3	\$54,256	\$64,823	\$65,148	\$67,442	\$68,771	\$70,113
4	\$54,256	\$64,823	\$65,310	\$68,791	\$70,834	\$72,917
5	\$54,256	\$64,985	\$65,637	\$70,166	\$72,251	\$74,375
6	\$54,256	\$65,148	\$65,965	\$71,570	\$73,696	\$75,863
7	\$54,256	\$65,310	\$66,295	\$73,001	\$75,169	\$77,380
8	\$54,256	\$65,474	\$66,626	\$74,461	\$76,673	\$78,928
9	\$54,256	\$65,637	\$66,960	\$75,950	\$78,206	\$80,506
10		\$65,966	\$67,462	\$77,469	\$79,770	\$82,922
11		\$66,295	\$67,968	\$79,019	\$81,366	\$85,409
12		\$66,627	\$68,477	\$80,599	\$82,993	\$87,971
13		\$66,960	\$68,991	\$82,211	\$84,653	\$90,611
14		\$67,295	\$69,508	\$83,855	\$86,346	\$93,329
15		\$67,463	\$70,030	\$85,533	\$88,936	\$96,129
20		\$67,463	\$70,030	\$87,243	\$93,383	\$103,819

Additional compensation available to Instructional staff: Masters' Degree: \$2,000/year or Juris Doctorate: \$2,000/year.
