

Stockton Unified School District

Stockton Teachers Association Salary Schedule

Effective Date: 7/1/2024

RANGE		(Annual)					
STEP	CLASS 1A NON CREDENTIALLED	CLASS A BA	CLASS B BA+15	CLASS C BA+30 OR MA	CLASS D BA+45 OR MA+15	CLASS E BA+60 OR MA+30	CLASS F BA+75 INC MA,PHD,ED
01	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$62,864.00	\$64,345.00	\$67,547.00
02	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$62,864.00	\$67,302.00	\$70,755.00
03	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$66,563.00	\$70,262.00	\$73,963.00
04	\$61,234.00	\$62,864.00	\$62,864.00	\$65,827.00	\$69,276.00	\$73,225.00	\$77,167.00
05	\$61,234.00	\$62,864.00	\$64,590.00	\$68,288.00	\$71,992.00	\$76,186.00	\$80,378.00
06	\$61,234.00	\$62,864.00	\$66,810.00	\$70,757.00	\$74,704.00	\$79,145.00	\$83,586.00
07		\$65,333.00	\$69,031.00	\$73,225.00	\$77,417.00	\$82,107.00	\$86,793.00
08		\$67,300.00	\$71,250.00	\$75,693.00	\$80,134.00	\$85,066.00	\$89,996.00
09		\$69,275.00	\$73,472.00	\$78,158.00	\$82,844.00	\$88,028.00	\$93,206.00
10		\$71,248.00	\$75,691.00	\$80,626.00	\$85,556.00	\$90,990.00	\$96,415.00
11		\$73,223.00	\$77,906.00	\$83,093.00	\$88,271.00	\$93,948.00	\$99,619.00
12		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
13		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
14		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
15		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$99,871.00	\$105,882.00
16		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$99,871.00	\$105,882.00
17		\$75,195.00	\$80,133.00	\$85,556.00	\$95,056.00	\$101,102.00	\$107,117.00
18		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
19		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
20		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
21		\$80,128.00	\$85,060.00	\$90,492.00	\$97,520.00	\$103,564.00	\$109,584.00
22						\$103,564.00	\$109,584.00
23						\$103,564.00	\$109,584.00
24						\$104,809.00	\$113,543.00

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.

Base salary increased 3% retroactive to 7/1/2023. Board approved 6/11/2024.

Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024.

Stockton Unified School District
Stockton Teacher Association CTE Salary Schedule
Effective Date: 7/1/2024

- For CTE teachers, the following are CTE Vocational Equivalencies (VE):
- One (1) year industry work experience in the credentialed CTE field, approved paralleling CTC guidelines
 - Fifteen (15) academic units (inclusive of vocational training education in credentialed CTE field) = 1 VE
 - Official licensing (inclusive of industry certificates) in the credentialed CTE field = 1 VE
 - BA is equivalent to 3 VE; MA is equivalent to 2 VE more than a BA

RANGE							
(Annual)							
STEP	CLASS 1A NON CREDENTIALLED	Credential (Clear or Preliminary) (equates to 3 VE)	CLASS B Credential +1 VE	CLASS C Clear Credential +2 VE	CLASS D Clear Credential +6 VE	CLASS E Clear Credential +8 VE	CLASS F Clear Credential +10 VE
01	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$62,864.00	\$64,345.00	\$67,547.00
02	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$62,864.00	\$67,302.00	\$70,755.00
03	\$61,234.00	\$62,864.00	\$62,864.00	\$62,864.00	\$66,563.00	\$70,262.00	\$73,963.00
04	\$61,234.00	\$62,864.00	\$62,864.00	\$65,827.00	\$69,276.00	\$73,225.00	\$77,167.00
05	\$61,234.00	\$62,864.00	\$64,590.00	\$68,288.00	\$71,992.00	\$76,186.00	\$80,378.00
06	\$61,234.00	\$62,864.00	\$66,810.00	\$70,757.00	\$74,704.00	\$79,145.00	\$83,586.00
07		\$65,333.00	\$69,031.00	\$73,225.00	\$77,417.00	\$82,107.00	\$86,793.00
08		\$67,300.00	\$71,250.00	\$75,693.00	\$80,134.00	\$85,066.00	\$89,996.00
09		\$69,275.00	\$73,472.00	\$78,158.00	\$82,844.00	\$88,028.00	\$93,206.00
10		\$71,248.00	\$75,691.00	\$80,626.00	\$85,556.00	\$90,990.00	\$96,415.00
11		\$73,223.00	\$77,906.00	\$83,093.00	\$88,271.00	\$93,948.00	\$99,619.00
12		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
13		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
14		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$98,633.00	\$104,655.00
15		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$99,871.00	\$105,882.00
16		\$75,195.00	\$80,133.00	\$85,556.00	\$92,588.00	\$99,871.00	\$105,882.00
17		\$75,195.00	\$80,133.00	\$85,556.00	\$95,056.00	\$101,102.00	\$107,117.00
18		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
19		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
20		\$77,659.00	\$82,599.00	\$88,026.00	\$96,291.00	\$102,332.00	\$108,353.00
21		\$80,128.00	\$85,060.00	\$90,492.00	\$97,520.00	\$103,564.00	\$109,584.00
22						\$103,564.00	\$109,584.00
23						\$103,564.00	\$109,584.00
24						\$104,809.00	\$113,543.00

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.
 Base salary increased 3% retroactive to 7/1/2023. Board approved 6/11/2024.
 Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024.

Stockton Unified School District
 STA ADULT Salary Schedule
 Effective Date: 7/1/2024

RANGE		(Annual)					
STEP	CLASS 1A NON CREDENTIALLED	CLASS A BA	CLASS B BA+15	CLASS C BA+30 OR MA	CLASS D BA+45 OR MA+15	CLASS E BA+60 OR MA+30	CLASS F BA+75 INC MA OR PHD
01	\$60,098.00	\$61,699.00	\$61,699.00	\$61,699.00	\$61,699.00	\$63,141.00	\$66,287.00
02	\$60,098.00	\$61,699.00	\$61,699.00	\$61,699.00	\$61,699.00	\$66,046.00	\$69,429.00
03	\$60,098.00	\$61,699.00	\$61,699.00	\$61,699.00	\$65,322.00	\$68,943.00	\$72,574.00
04	\$60,098.00	\$61,699.00	\$60,777.00	\$64,595.00	\$67,979.00	\$71,845.00	\$75,718.00
05	\$60,098.00	\$61,699.00	\$63,387.00	\$67,015.00	\$70,638.00	\$74,749.00	\$78,859.00
06	\$60,098.00	\$61,699.00	\$65,563.00	\$69,430.00	\$73,298.00	\$77,649.00	\$82,000.00
07		\$64,117.00	\$67,740.00	\$71,846.00	\$75,958.00	\$80,548.00	\$85,146.00
08				\$74,267.00	\$78,616.00	\$83,453.00	\$88,284.00
09				\$76,683.00	\$81,278.00	\$86,353.00	\$91,429.00
10				\$79,102.00	\$83,941.00	\$89,256.00	\$94,573.00
11				\$81,518.00	\$86,595.00	\$92,158.00	\$97,715.00
12				\$83,941.00	\$90,827.00	\$96,749.00	\$105,152.00
13				\$86,353.00	\$94,453.00	\$100,375.00	\$108,781.00
14				\$86,353.00	\$94,453.00	\$100,375.00	\$108,781.00
15				\$86,353.00	\$94,453.00	\$100,375.00	\$108,781.00
16				\$86,353.00	\$99,288.00	\$105,209.00	\$113,617.00

The daily rate for this shall be determined by dividing the annual salary amount by 187

DEGREE INCREMENTS:

Master's Degree \$1,983.00
 Doctorate's Degree \$3,966.00

Per STA/SUSD Article 20.9.8: "Full-time Adult Education Teachers shall receive a 5 percent stipend on the Base Salary."

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.
 Base salary increased 3% retroactive to 7/1/2023. Board approved 6/11/2024.
 Base salary increased 4,000; Preschool 7hr 3,500, Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024.

**Stockton Unified School District
Stockton Teachers Association
Preschool Salary Schedule**

Effective Date: 7/1/2024

**HEAD START ASSOCIATE TEACHER
(Based on a 8-hours workday) (Annual)**

	A	B	C	D	E	F	G	H
	0-14 UNITS	15-29 UNITS	30-44 UNITS	45-59 UNITS	60-74 UNITS	75-89 UNITS	90-104 UNITS	105+ UNITS
01	\$29,807.00	\$31,945.00	\$34,091.00	\$36,323.00	\$37,920.00	\$39,655.00	\$41,392.00	\$43,263.00
02	\$31,069.00	\$33,313.00	\$35,597.00	\$37,921.00	\$39,655.00	\$41,392.00	\$43,263.00	\$45,267.00
03	\$32,462.00	\$34,824.00	\$37,149.00	\$39,656.00	\$41,392.00	\$43,263.00	\$45,267.00	\$47,276.00
04	\$33,850.00	\$36,323.00	\$38,792.00	\$41,392.00	\$43,263.00	\$45,220.00	\$47,427.00	\$49,421.00
05	\$35,322.00	\$37,921.00	\$40,571.00	\$43,263.00	\$45,220.00	\$47,276.00	\$49,421.00	\$51,747.00

**PRESCHOOL 8HRS PER DAY
(Based on a 8-hours workday) (Annual)**

	A	B	C	D	E	F	G	H	I
	0-14 UNITS	15-29 UNITS	30-44 UNITS	45-59 UNITS	60-74 UNITS	75-89 UNITS	90-104 UNITS	105+ UNITS	BA
01	\$36,264.00	\$38,744.00	\$41,325.00	\$43,165.00	\$45,172.00	\$47,176.00	\$49,341.00	\$51,659.00	\$56,877.00
02	\$37,845.00	\$40,483.00	\$43,166.00	\$45,172.00	\$47,176.00	\$49,341.00	\$51,659.00	\$53,979.00	\$58,991.00
03	\$39,591.00	\$42,276.00	\$45,173.00	\$47,176.00	\$49,341.00	\$51,659.00	\$53,979.00	\$56,460.00	\$61,092.00
04	\$41,325.00	\$44,173.00	\$47,176.00	\$49,341.00	\$51,600.00	\$53,979.00	\$56,460.00	\$59,144.00	\$63,203.00
05	\$43,166.00	\$46,227.00	\$49,341.00	\$51,600.00	\$53,979.00	\$56,460.00	\$59,144.00	\$61,836.00	\$65,312.00

**PACE PERMIT TEACHERS
(Based on a 7-hours workday) (Annual)**

	A	B	C	D	E	F	G	H	I
	0-14 UNITS	15-29 UNITS	30-44 UNITS	45-59 UNITS	60-74 UNITS	75-89 UNITS	90-104 UNITS	105+ UNITS	BA
01	\$31,730.00	\$33,902.00	\$36,159.00	\$37,770.00	\$39,525.00	\$41,282.00	\$43,172.00	\$45,203.00	\$49,768.00
02	\$33,114.00	\$35,423.00	\$37,771.00	\$39,525.00	\$41,282.00	\$43,172.00	\$45,203.00	\$47,233.00	\$51,615.00
03	\$34,641.00	\$36,990.00	\$39,526.00	\$41,282.00	\$43,172.00	\$45,203.00	\$47,233.00	\$49,402.00	\$53,456.00
04	\$36,159.00	\$38,654.00	\$41,282.00	\$43,172.00	\$45,152.00	\$47,379.00	\$49,402.00	\$51,751.00	\$55,304.00
05	\$37,771.00	\$40,448.00	\$43,172.00	\$45,152.00	\$47,233.00	\$49,402.00	\$51,751.00	\$54,106.00	\$57,149.00

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.

Base salary increased 3% retroactive to 7/1/2023. Board approved 6/11/2024.

Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024

**Stockton Unified School District
Stockton Teachers Association
Preschool Salary Schedule**

Effective Date: 7/1/2024

**PACE PERMIT TEACHERS
(Based on a 5-hours workday) (Annual)**

	A	B	C	D	E	F	G	H	I
	0-14 UNITS	15-29 UNITS	30-44 UNITS	45-59 UNITS	60-74 UNITS	75-89 UNITS	90-104 UNITS	105+ UNITS	BA
01	\$22,654.00	\$24,208.00	\$25,815.00	\$26,972.00	\$28,224.00	\$29,477.00	\$30,824.00	\$32,275.00	\$35,535.00
02	\$23,649.00	\$25,286.00	\$26,974.00	\$28,224.00	\$29,477.00	\$30,824.00	\$32,275.00	\$33,725.00	\$36,856.00
03	\$24,734.00	\$26,415.00	\$28,225.00	\$29,477.00	\$30,824.00	\$32,275.00	\$33,725.00	\$35,274.00	\$38,169.00
04	\$25,815.00	\$27,598.00	\$29,477.00	\$30,824.00	\$32,237.00	\$33,725.00	\$35,274.00	\$36,956.00	\$39,489.00
05	\$26,974.00	\$28,880.00	\$30,824.00	\$32,237.00	\$33,725.00	\$35,274.00	\$36,956.00	\$38,631.00	\$40,803.00

PRESCHOOL TEACHER LONGEVITY
(Based on years in service)

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$610.92
10-14	02	\$1,221.84
15-19	03	\$1,832.76
20-24	04	\$2,443.68
25-29	05	\$3,054.60
30-34	06	\$3,665.52
35-39	07	\$4,276.44
40+	08	\$4,887.36

Stipend	Amount (annual)
Masters Degree	\$2,016.00
Doctorate Degree	\$4,032.07

Preschool Longevity and Degree stipends anchor to Column I Step 3 of Preschool 8 hour salary schedule

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.

Base salary increased 3% retroactive to 7/1/20223. Board approved 6/11/2024.

Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: 7/1/2024**

Stipend Base Salary: \$61,234 (Annual)

STIPEND	AMOUNT (Annual)
STA BILINGUAL	\$1,530.85
STA ELEM PREP	\$1,408.38
DOCTORATE	\$4,041.44
MASTERS	\$2,020.72
SPEED STIPEND	\$2,143.19
NATIONAL BOARD CERT	\$612.34

Effective July 1, 2025, non-PreK bargaining unit members shall annually receive longevity stipends commensurate with their in-District longevity as shown below:

Teacher Time in District (consecutive full years)	0-9	10-14	15-19	20-24	25-29	30-34	35-39	40/+
Longevity Stipend as % of the Stipend Base (18.16.2.a)	N/A	2%	3%	4%	5%	6%	7%	8%

**Stockton Unified School District
STA Salary Schedule Athletic Increments**

Effective Date: 7/1/2024

Stipend Base Salary: \$61,234

<u>Assignment</u> (B&G = 1 position per gender per sport)	<u>Athletics Coaching Stipend</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>"Extra Weeks"</u> (e.g., tournaments, playoffs, Kennedy games, etc.)
<u>V Football, Athletic Director/season (3) with full release</u>	Tier 1 (annual)	<u>10.5%</u> \$6,430	<u>11.5%</u> \$7,042	<u>12.5%</u> \$7,654	<u>13.5%</u> \$8,267	<u>0.8%</u> \$490
V B&G: Baseball/Softball, Basketball, Volleyball, Wrestling, Soccer, Track V: Football Asst (5) <u>V Flag Football, JV Football, V Cheer/season</u> <u>+3 Athletic Director Asst (Fall, Winter, Spring)</u> <u>+3 at site discretion in this level (Fall, Winter, Spring)</u>	Tier 2 (annual)	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,205	<u>9.5%</u> \$5,817	<u>10.5%</u> \$6,430	<u>0.6%</u> \$367
V B&G: Badminton, Cross Country, Golf, Swimming, Tennis, Water Polo JV B&G: Basketball, Soccer, Track, Volleyball, Baseball/Softball V B&G Asst: Volleyball, Soccer, Baseball/Softball (2 each), Basketball, Track (2B, 2G), Wrestling <u>JV Flag Football, V Flag Football Asst (2), Frosh Football, JV Football Asst (4)</u> <u>V Cheer Asst/season, JV Cheer/season</u> <u>+3 at site discretion in this level (Fall, Winter, Spring)</u>	Tier 3 (annual)	<u>6.5%</u> \$3,980	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,204	<u>9.5%</u> \$5,817	<u>0.5%</u> \$306
V B&G Asst: Cross Country, Golf, Swimming, Tennis, Water Polo JV B&G Asst: Basketball, Soccer, Track, Volleyball, Baseball/Softball (2) Frosh: Football Asst (3), B&G Basketball, Soccer, Baseball/Softball (2 each), Girls Volleyball <u>JV Cheer Asst/season, Frosh Cheer/season, JV B&G Badminton, Sr. High Intramurals, Middle School Sports, JV Flag Football Asst (2)</u> <u>+3 at site discretion in this level (Fall, Winter, Spring)</u>	Tier 4 (annual)	<u>5.5%</u> \$3,368	<u>6.5%</u> \$3,980	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,205	<u>0.4%</u> \$245
Frosh Asst: Baseball, Softball, Soccer, B&G Basketball, Girls Volleyball, Frosh Cheer Asst/season	Tier 5 (annual)	<u>4.5%</u> \$2,756	<u>5.5%</u> \$3,368	<u>6.5%</u> \$3,980	<u>7.5%</u> \$4,593	<u>0.3%</u> \$184

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.

Base salary increased 3% retroactive to 7/1/2023. Board approved 6/11/2024.

Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024

Stockton Unified School District
STA Salary Schedule Other Assignments

Effective Date: 7/1/2024

Stipend Base Salary: \$61,234

<u>Assignments</u>		<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>	<u>3rd</u> <u>Year</u>	<u>4th</u> <u>Year</u>	“Extra Weeks”
High School Activities Director Band (3: per season basis like cheer or athletic director)	<u>Tier 1</u> (annual)	<u>10.5%</u> \$6,430	<u>11.5%</u> \$7,042	<u>12.5%</u> \$7,654	<u>13.5%</u> \$8,267	<u>0.8%</u> \$490
Lead SkillsUSA/HOSA Advisor, Mariachi, Choir, Drama, JROTC	<u>Tier 2</u> (annual)	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,205	<u>9.5%</u> \$5,817	<u>10.5%</u> \$6,430	<u>0.6%</u> \$367
SkillsUSA, HOSA, Competitive Speech and Debate MESA, Mock Tial, Academic Decathlon	<u>Tier 3</u> (annual)	<u>6.5%</u> \$3,980	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,204	<u>9.5%</u> \$5,817	<u>0.5%</u> \$306
Annual/Yearbook, Newspaper	<u>Tier 4</u> (annual)	<u>5.5%</u> \$3,368	<u>6.5%</u> \$3,980	<u>7.5%</u> \$4,593	<u>8.5%</u> \$5,205	<u>0.4%</u> \$245

<u>Assignments</u>	<u>Annual</u>
High School Department Chair	\$2,204.42 (plus \$88.18 for each teaching period in that department above 25 periods)
Middle School Department Chair	\$1,653.32 (plus \$66.13 for each teaching period in that department above 25 periods)

Base salary increased 1% effective 7/1/2024. Board approved 6/11/2024.

Base salary increased 3% retroactive to 7/1/20223. Board approved 6/11/2024.

Base salary increased 4,000; Preschool 7hr 3,500; Preschool 5hr 2,500 retroactive to 7/1/2022. Board approved 6/11/2024

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective: 7/1/2024**

	AMOUNT
Daily Rate:	218.08
Half Day:	109.04
Per Period:	43.62

After five(5) consecutive days in the same assignment:

	AMOUNT
Daily Rate:	245.60
Half Day:	122.79

After 18 consecutive days in the same assignment, an extended-term substitute shall be paid the minimum teacher's salary (Column 1A) on the teacher's salary schedule.

Whenever an extended-term substitute's credentialing validly qualifies them for the full teaching position (for which they are currently only substituting), then their step and column placement shall be the same as that of an on-contract teacher.

The short-term daily substitute rate shall now be established as 2/3 (two-thirds) of the Column 1A per-diem rate.
The long-term daily substitute rate shall now be established as 3/4 (three quarters) of the Column 1A per-diem rate.

STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE RETIRED CONSULTANTS
Effective Date: 7/1/2024

Service Term:	Payment Amount(Annual):
270 hours	15,797.98

To participate as a Retired Consultant, retiree shall have completed 180 days separation from service after retirement pursuant to retirement system requirements.

PER Article 10.2.2:

The retiree shall serve 270 hours per school year and receive the same salary percentage increase as regular teachers. Retirees serving 270 hours shall receive \$15,797.98. This figure shall not exceed the STRS (State Teachers' Retirement System) maximum allowable earnings. The schedule of payment shall be requested by the retiree within the constraints of the law.