

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY
Effective July 1, 2017***

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	40.85	41.84	42.91	43.80	45.54	46.54
06-10 YEARS	43.71	44.60	45.54	46.54	47.39	48.42
11 YEARS	45.54	46.54	47.39	48.42	49.41	50.23
12+ YEARS	45.54	46.54	47.39	49.32	50.36	51.17

* 2.5 % increase effective 07/01/17
 3.0 % increase effective 07/01/16
 4.0 % increase for 2015-16 effective 07/01/16
 5.5 % increase effective 07/01/15
 3.0 % increase effective 07/01/14
 1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective July 1, 2017***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	48,720	50,115	50,115	50,115	50,115	51,370	54,110
02	48,720	50,115	50,115	50,115	50,115	53,899	56,847
03	48,720	50,115	50,115	50,115	53,270	56,424	59,585
04	48,720	50,115	49,311	52,636	55,584	58,951	62,324
05	48,720	50,115	51,584	54,743	57,900	61,480	65,060
06	48,720	50,115	53,479	56,848	60,217	64,006	67,795
07		52,220	55,375	58,952	62,534	66,531	70,536
08				61,060	64,849	69,061	73,269
09				63,166	67,167	71,587	76,008
10				65,272	69,485	74,116	78,747
11				67,376	71,798	76,643	81,483
12				69,485	75,484	80,642	87,962
13				71,587	78,643	83,799	91,122
14				71,587	78,643	83,799	91,122
15				71,587	78,643	83,799	91,122
16				71,587	82,854	88,011	95,333

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

Masters Stipend (Annual) \$1,571

Doctorate Stipend (Annual) \$3,143

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

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective July 1, 2017***

	AMOUNT
Daily Rate:	\$170.17
Half Day:	\$85.09
Per Period:	\$34.04

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

	AMOUNT
Daily Rate:	\$182.42
Half Day:	\$91.20

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE
Effective July 1, 2017***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA,PHD,ED (Annual)
01	49,710	51,129	51,129	51,129	51,129	52,419	55,208
02	49,710	51,129	51,129	51,129	51,129	54,995	58,002
03	49,710	51,129	51,129	51,129	54,350	57,573	60,796
04	49,710	51,129	51,129	53,709	56,714	60,153	63,587
05	49,710	51,129	52,631	55,854	59,079	62,732	66,383
06	49,710	51,129	54,567	58,004	61,442	65,310	69,178
07		53,278	56,500	60,153	63,803	67,888	71,971
08		54,993	58,433	62,303	66,171	70,467	74,761
09		56,713	60,368	64,449	68,531	73,045	77,556
10		58,431	62,301	66,599	70,894	75,625	80,351
11		60,151	64,230	68,748	73,258	78,203	83,142
12		61,870	66,170	70,894	77,018	82,282	87,528
13		61,870	66,170	70,894	77,018	82,282	87,528
14		61,870	66,170	70,894	77,018	82,282	87,528
15		61,870	66,170	70,894	77,018	83,360	88,597
16		61,870	66,170	70,894	77,018	83,360	88,597
17		61,870	66,170	70,894	79,168	84,433	89,673
18		64,015	68,317	73,044	80,243	85,505	90,749
19		64,015	68,317	73,044	80,243	85,505	90,749
20		64,015	68,317	73,044	80,243	85,505	90,749
21		66,165	70,462	75,191	81,313	86,577	91,821
22						86,577	91,821
23						86,577	91,821
24						87,663	95,270

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective July 1, 2017***

Stipend Base Salary: \$44,563 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Amount (Annual)	Percent
1	\$4,679	10.5
2	\$5,125	11.5
3	\$5,570	12.5
4	\$6,016	13.5

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Amount (Annual)	Percent
1	\$2,005	4.5
2	\$2,451	5.5
3	\$2,897	6.5
4	\$3,342	7.5

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Amount (Annual)	Percent
1	\$3,342	7.5
2	\$3,788	8.5
3	\$4,233	9.5
4	\$4,679	10.5

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Amount (Annual)	Percent
1	\$1,783	4.0
2	\$2,228	5.0
3	\$2,674	6.0
4	\$3,119	7.0

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Amount (Annual)	Percent
1	\$2,897	6.5
2	\$3,342	7.5
3	\$3,788	8.5
4	\$4,233	9.5

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Amount (Annual)	Percent
1	\$1,560	3.5
2	\$2,005	4.5
3	\$2,451	5.5
4	\$2,897	6.5

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Amount (Annual)	Percent
1	\$2,451	5.5
2	\$2,897	6.5
3	\$3,342	7.5
4	\$3,788	8.5

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2017***

Stipend Base Salary: \$44,563 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,005
DRAMA	2	5.5	\$2,451
BAND	3	6.5	\$2,897
JROTC	4	7.5	\$3,342

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,560
FRESHMAN	2	4.5	\$2,005
	3	5.5	\$2,451
	4	6.5	\$2,897

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,560
JOURNALISM	2	4.0	\$1,783
	3	4.5	\$2,005
	4	5.0	\$2,228

	Amount
Middle School Department Chairperson	\$ 1,203
plus \$10.17 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL	1	3.0	\$1,337
CHOIR	2	3.5	\$1,560
	3	4.0	\$1,783
	4	4.5	\$2,005

	Amount
High School Department Chairperson	\$ 1,604
plus \$13.68 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,005
VARSITY	2	5.5	\$2,451
	3	6.5	\$2,897
	4	7.5	\$3,342

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$1,783
SOPHOMORE	2	5.0	\$2,228
	3	6.0	\$2,674
	4	7.0	\$3,119

* 2.5 % increase effective 07/01/17
 3.0 % increase effective 07/01/16
 4.0 % increase for 2015-16 effective 07/01/16
 5.5 % increase effective 07/01/15
 3.0 % increase effective 07/01/14
 1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2017***

Stipend Base Salary: \$44,563 (Annual)

STIPEND	AMOUNT
MA Degree	\$1,630
Ph. D. Degree	\$3,259
Bilingual	\$1,114
Special Ed	\$1,560
Teacher Advisory Panel Member	\$2,210
Consulting Teacher	\$4,240
Others	% of Stipend Base Salary - \$44,563

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2017***

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	22,336	24,199	26,068	28,013	29,403	30,914	32,426	34,056
02	23,435	25,390	27,379	29,404	30,914	32,426	34,056	35,803
03	24,650	26,706	28,731	30,915	32,426	34,056	35,803	37,553
04	25,858	28,013	30,163	32,426	34,056	35,761	37,682	39,422
05	27,139	29,404	31,712	34,056	35,761	37,553	39,422	41,447

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	27,961	30,121	32,369	33,972	35,720	37,466	39,350	41,370	45,915
02	29,338	31,636	33,973	35,720	37,466	39,350	41,370	43,390	47,756
03	30,858	33,197	35,721	37,466	39,350	41,370	43,390	45,551	49,584
04	32,369	34,850	37,466	39,350	41,318	43,390	45,551	47,888	51,424
05	33,973	36,639	39,350	41,318	43,390	45,551	47,888	50,234	53,261

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	24,465	26,356	28,322	29,726	31,254	32,784	34,431	36,199	40,175
02	25,670	27,680	29,727	31,254	32,784	34,431	36,199	37,967	41,785
03	27,000	29,046	31,255	32,784	34,431	36,199	37,967	39,857	43,387
04	28,322	30,495	32,784	34,431	36,155	38,095	39,857	41,903	44,997
05	29,727	32,059	34,431	36,155	37,967	39,857	41,903	43,954	46,604

* 2.5 % increase effective 07/01/17
 3.0 % increase effective 07/01/16
 4.0 % increase for 2015-16 effective 07/01/16
 5.5 % increase effective 07/01/15
 3.0 % increase effective 07/01/14
 1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2017***

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	17,468	18,819	20,220	21,226	22,319	23,408	24,582	25,845	28,684
02	18,333	19,759	21,228	22,319	23,408	24,582	25,845	27,108	29,835
03	19,278	20,741	22,320	23,408	24,582	25,845	27,108	28,458	30,978
04	20,220	21,773	23,408	24,582	25,812	27,108	28,458	29,923	32,128
05	21,228	22,888	24,582	25,812	27,108	28,458	29,923	31,382	33,274

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective July 1, 2017***

Service Term:

Payment Amount (Annual):

45 Days

\$13,230

To participate as a 45 Day 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 forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$10,565. 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.

* 2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY
Effective July 1, 2018***

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	41.67	42.68	43.77	44.68	46.45	47.47
06-10 YEARS	44.58	45.49	46.45	47.47	48.34	49.39
11 YEARS	46.45	47.47	48.34	49.39	50.40	51.23
12+ YEARS	46.45	47.47	48.34	50.31	51.37	52.19

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective July 1, 2018***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	49,694	51,117	51,117	51,117	51,117	52,397	55,192
02	49,694	51,117	51,117	51,117	51,117	54,977	57,984
03	49,694	51,117	51,117	51,117	54,335	57,552	60,777
04	49,694	51,117	50,297	53,689	56,696	60,130	63,570
05	49,694	51,117	52,616	55,838	59,058	62,710	66,361
06	49,694	51,117	54,549	57,985	61,421	65,286	69,151
07		53,264	56,483	60,131	63,785	67,862	71,947
08				62,281	66,146	70,442	74,734
09				64,429	68,510	73,019	77,528
10				66,577	70,875	75,598	80,322
11				68,724	73,234	78,176	83,113
12				70,875	76,994	82,255	89,721
13				73,019	80,216	85,475	92,944
14				73,019	80,216	85,475	92,944
15				73,019	80,216	85,475	92,944
16				73,019	84,511	89,771	97,240

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

Masters Stipend (Annual) \$1,602

Doctorate Stipend (Annual) \$3,206

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

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective July 1, 2018***

	AMOUNT
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	AMOUNT
Daily Rate:	\$186.07
Half Day:	\$93.02

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE
Effective July 1, 2018***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA,PHD,ED (Annual)
01	50,704	52,152	52,152	52,152	52,152	53,467	56,312
02	50,704	52,152	52,152	52,152	52,152	56,095	59,162
03	50,704	52,152	52,152	52,152	55,437	58,724	62,012
04	50,704	52,152	52,152	54,783	57,848	61,356	64,859
05	50,704	52,152	53,684	56,971	60,261	63,987	67,711
06	50,704	52,152	55,658	59,164	62,671	66,616	70,562
07		54,344	57,630	61,356	65,079	69,246	73,410
08		56,093	59,602	63,549	67,494	71,876	76,256
09		57,847	61,575	65,738	69,902	74,506	79,107
10		59,600	63,547	67,931	72,312	77,138	81,958
11		61,354	65,515	70,123	74,723	79,767	84,805
12		63,107	67,493	72,312	78,558	83,928	89,279
13		63,107	67,493	72,312	78,558	83,928	89,279
14		63,107	67,493	72,312	78,558	83,928	89,279
15		63,107	67,493	72,312	78,558	85,027	90,369
16		63,107	67,493	72,312	78,558	85,027	90,369
17		63,107	67,493	72,312	80,751	86,122	91,466
18		65,295	69,683	74,505	81,848	87,215	92,564
19		65,295	69,683	74,505	81,848	87,215	92,564
20		65,295	69,683	74,505	81,848	87,215	92,564
21		67,488	71,871	76,695	82,939	88,309	93,657
22						88,309	93,657
23						88,309	93,657
24						89,416	97,175

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Amount (Annual)	Percent
1	\$4,773	10.5
2	\$5,228	11.5
3	\$5,681	12.5
4	\$6,136	13.5

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Amount (Annual)	Percent
1	\$2,045	4.5
2	\$2,500	5.5
3	\$2,955	6.5
4	\$3,409	7.5

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Amount (Annual)	Percent
1	\$3,409	7.5
2	\$3,864	8.5
3	\$4,318	9.5
4	\$4,773	10.5

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Amount (Annual)	Percent
1	\$1,819	4.0
2	\$2,273	5.0
3	\$2,727	6.0
4	\$3,181	7.0

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Amount (Annual)	Percent
1	\$2,955	6.5
2	\$3,409	7.5
3	\$3,864	8.5
4	\$4,318	9.5

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Amount (Annual)	Percent
1	\$1,591	3.5
2	\$2,045	4.5
3	\$2,500	5.5
4	\$2,955	6.5

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Amount (Annual)	Percent
1	\$2,500	5.5
2	\$2,955	6.5
3	\$3,409	7.5
4	\$3,864	8.5

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,045
DRAMA	2	5.5	\$2,500
BAND	3	6.5	\$2,955
JROTC	4	7.5	\$3,409

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,591
FRESHMAN	2	4.5	\$2,045
	3	5.5	\$2,500
	4	6.5	\$2,955

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,591
JOURNALISM	2	4.0	\$1,819
	3	4.5	\$2,045
	4	5.0	\$2,273

	Amount
Middle School Department Chairperson	\$ 1,227
plus \$10.37 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL	1	3.0	\$1,364
CHOIR	2	3.5	\$1,591
	3	4.0	\$1,819
	4	4.5	\$2,045

	Amount
High School Department Chairperson	\$ 1,636
plus \$13.96 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,045
VARSITY	2	5.5	\$2,500
	3	6.5	\$2,955
	4	7.5	\$3,409

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$1,819
SOPHOMORE	2	5.0	\$2,273
	3	6.0	\$2,727
	4	7.0	\$3,181

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

STIPEND	AMOUNT
MA Degree	\$1,663
Ph. D. Degree	\$3,324
Bilingual	\$1,136
Special Ed	\$1,591
Teacher Advisory Panel Member	\$2,254
Consulting Teacher	\$4,325
Others	% of Stipend Base Salary - \$45,454

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2018***

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	22,783	24,683	26,589	28,573	29,991	31,532	33,075	34,737
02	23,904	25,898	27,927	29,992	31,532	33,075	34,737	36,519
03	25,143	27,240	29,306	31,533	33,075	34,737	36,519	38,304
04	26,375	28,573	30,766	33,075	34,737	36,476	38,436	40,210
05	27,682	29,992	32,346	34,737	36,476	38,304	40,210	42,276

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	28,520	30,723	33,016	34,651	36,434	38,215	40,137	42,197	46,833
02	29,925	32,269	34,652	36,434	38,215	40,137	42,197	44,258	48,711
03	31,475	33,861	36,435	38,215	40,137	42,197	44,258	46,462	50,576
04	33,016	35,547	38,215	40,137	42,144	44,258	46,462	48,846	52,452
05	34,652	37,372	40,137	42,144	44,258	46,462	48,846	51,239	54,326

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	24,954	26,883	28,888	30,321	31,879	33,440	35,120	36,923	40,979
02	26,183	28,234	30,322	31,879	33,440	35,120	36,923	38,726	42,621
03	27,540	29,627	31,880	33,440	35,120	36,923	38,726	40,654	44,255
04	28,888	31,105	33,440	35,120	36,878	38,857	40,654	42,741	45,897
05	30,322	32,700	35,120	36,878	38,726	40,654	42,741	44,833	47,536

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2018***

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	17,817	19,195	20,624	21,651	22,765	23,876	25,074	26,362	29,258
02	18,700	20,154	21,653	22,765	23,876	25,074	26,362	27,650	30,432
03	19,664	21,156	22,766	23,876	25,074	26,362	27,650	29,027	31,598
04	20,624	22,208	23,876	25,074	26,328	27,650	29,027	30,521	32,771
05	21,653	23,346	25,074	26,328	27,650	29,027	30,521	32,010	33,939

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective July 1, 2018***

Service Term:	Payment Amount (Annual):
45 Days	\$13,495

To participate as a 45 Day 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 forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$10,565. 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.

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY
Effective July 1, 2018***

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	41.67	42.68	43.77	44.68	46.45	47.47
06-10 YEARS	44.58	45.49	46.45	47.47	48.34	49.39
11 YEARS	46.45	47.47	48.34	49.39	50.40	51.23
12+ YEARS	46.45	47.47	48.34	50.31	51.37	52.19

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective July 1, 2018***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	49,694	51,117	51,117	51,117	51,117	52,397	55,192
02	49,694	51,117	51,117	51,117	51,117	54,977	57,984
03	49,694	51,117	51,117	51,117	54,335	57,552	60,777
04	49,694	51,117	50,297	53,689	56,696	60,130	63,570
05	49,694	51,117	52,616	55,838	59,058	62,710	66,361
06	49,694	51,117	54,549	57,985	61,421	65,286	69,151
07		53,264	56,483	60,131	63,785	67,862	71,947
08				62,281	66,146	70,442	74,734
09				64,429	68,510	73,019	77,528
10				66,577	70,875	75,598	80,322
11				68,724	73,234	78,176	83,113
12				70,875	76,994	82,255	89,721
13				73,019	80,216	85,475	92,944
14				73,019	80,216	85,475	92,944
15				73,019	80,216	85,475	92,944
16				73,019	84,511	89,771	97,240

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

Masters Stipend (Annual) \$1,602

Doctorate Stipend (Annual) \$3,206

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

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective July 1, 2018***

	AMOUNT
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	AMOUNT
Daily Rate:	\$186.07
Half Day:	\$93.02

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

STOCKTON TEACHERS ASSOCIATION
STA Salary Schedule
Effective Date: 07/01/2018

Step	CLASS 1A NON CREDENTIALIA	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	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	50,704	52,152	52,152	52,152	52,152	53,467	56,312
02	50,704	52,152	52,152	52,152	52,152	56,095	59,162
03	50,704	52,152	52,152	52,152	55,437	58,724	62,012
04	50,704	52,152	52,152	54,783	57,848	61,356	64,859
05	50,704	52,152	53,684	56,971	60,261	63,987	67,711
06	50,704	52,152	55,658	59,164	62,671	66,616	70,562
07		54,344	57,630	61,356	65,079	69,246	73,410
08		56,093	59,602	63,549	67,494	71,876	76,256
09		57,847	61,575	65,738	69,902	74,506	79,107
10		59,600	63,547	67,931	72,312	77,138	81,958
11		61,354	65,515	70,123	74,723	79,767	84,805
12		63,107	67,493	72,312	78,558	83,928	89,279
13		63,107	67,493	72,312	78,558	83,928	89,279
14		63,107	67,493	72,312	78,558	83,928	89,279
15		63,107	67,493	72,312	78,558	85,027	90,369
16		63,107	67,493	72,312	78,558	85,027	90,369
17		63,107	67,493	72,312	80,751	86,122	91,466
18		65,295	69,683	74,505	81,848	87,215	92,564
19		65,295	69,683	74,505	81,848	87,215	92,564
20		65,295	69,683	74,505	81,848	87,215	92,564
21		67,488	71,871	76,695	82,939	88,309	93,657
22						88,309	93,657
23						88,309	93,657
24						89,416	97,175

2% increase effective 7/1/2018

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective 07/01/2019**

Stipend Base Salary: \$50,704 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Percent	Amount (Annual)
1	10.5	\$5,324
2	11.5	\$5,831
3	12.5	\$6,338
4	13.5	\$6,845

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Percent	Amount (Annual)
1	4.5	\$2,282
2	5.5	\$2,789
3	6.5	\$3,296
4	7.5	\$3,803

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Percent	Amount (Annual)
1	7.5	\$3,803
2	8.5	\$4,310
3	9.5	\$4,817
4	10.5	\$5,324

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Percent	Amount (Annual)
1	4.0	\$2,028
2	5.0	\$2,535
3	6.0	\$3,042
4	7.0	\$3,549

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Percent	Amount (Annual)
1	6.5	\$3,296
2	7.5	\$3,803
3	8.5	\$4,310
4	9.5	\$4,817

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Percent	Amount (Annual)
1	3.5	\$1,775
2	4.5	\$2,282
3	5.5	\$2,789
4	6.5	\$3,296

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Percent	Amount (Annual)
1	5.5	\$2,789
2	6.5	\$3,296
3	7.5	\$3,803
4	8.5	\$4,310

Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: 07/01/2019**

Stipend Base Salary: \$50,704 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,282
DRAMA	2	5.5	\$2,789
BAND	3	6.5	\$3,296
JROTC	4	7.5	\$3,803

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,775
FRESHMAN	2	4.5	\$2,282
	3	5.5	\$2,789
	4	6.5	\$3,296

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,775
JOURNALISM	2	4.0	\$2,028
	3	4.5	\$2,282
	4	5.0	\$2,535

	Amount
Middle School Department Chairperson	\$ 1,381
plus \$11.68 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL	1	3.0	\$1,521
CHOIR	2	3.5	\$1,775
	3	4.0	\$2,028
	4	4.5	\$2,282

	Amount
High School Department Chairperson	\$ 1,825
plus \$15.57 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,282
VARSITY	2	5.5	\$2,789
	3	6.5	\$3,296
	4	7.5	\$3,803

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,028
SOPHOMORE	2	5.0	\$2,535
	3	6.0	\$3,042
	4	7.0	\$3,549

Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: 07/01/2019**

Stipend Base Salary: \$50,704 (Annual)

INDEX	STIPEND	AMOUNT
STA BILINGUAL	BILINGUAL	\$1,267.00
DEGREES	DOCTORATE	\$3,259.00
DEGREES	MASTERS	\$1,630.00
HS DEPT CHAIR	HIGH SCHOOL	\$1,825.22
MS DEPT CHAIR	MIDDLE SCHOOL	\$1,380.59
SP ED STIP	INCREMENT	\$1,774.00

Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: 07/01/2019**

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	22,783	24,683	26,589	28,573	29,991	31,532	33,075	34,737
02	23,904	25,898	27,927	29,992	31,532	33,075	34,737	36,519
03	25,143	27,240	29,306	31,533	33,075	34,737	36,519	38,304
04	26,375	28,573	30,766	33,075	34,737	36,476	38,436	40,210
05	27,682	29,992	32,346	34,737	36,476	38,304	40,210	42,276

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	28,520	30,723	33,016	34,651	36,434	38,215	40,137	42,197	46,833
02	29,925	32,269	34,652	36,434	38,215	40,137	42,197	44,258	48,711
03	31,475	33,861	36,435	38,215	40,137	42,197	44,258	46,462	50,576
04	33,016	35,547	38,215	40,137	42,144	44,258	46,462	48,846	52,452
05	34,652	37,372	40,137	42,144	44,258	46,462	48,846	51,239	54,326

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	24,954	26,883	28,888	30,321	31,879	33,440	35,120	36,923	40,979
02	26,183	28,234	30,322	31,879	33,440	35,120	36,923	38,726	42,621
03	27,540	29,627	31,880	33,440	35,120	36,923	38,726	40,654	44,255
04	28,888	31,105	33,440	35,120	36,878	38,857	40,654	42,741	45,897
05	30,322	32,700	35,120	36,878	38,726	40,654	42,741	44,833	47,536

PreK longevity created effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: 07/01/2019**

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	17,817	19,195	20,624	21,651	22,765	23,876	25,074	26,362	29,258
02	18,700	20,154	21,653	22,765	23,876	25,074	26,362	27,650	30,432
03	19,664	21,156	22,766	23,876	25,074	26,362	27,650	29,027	31,598
04	20,624	22,208	23,876	25,074	26,328	27,650	29,027	30,521	32,771
05	21,653	23,346	25,074	26,328	27,650	29,027	30,521	32,010	33,939

**PRESCHOOL TEACHER LONGEVITY
(Based on years in service)**

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$500
10-19	02	\$1,000
20+	03	\$1,500

PreK longevity created effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective July 1, 2018***

Service Term:	Payment Amount (Annual):
45 Days	\$13,495

To participate as a 45 Day 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 forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$10,565. 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.

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY**

Effective: 07/01/2020

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	42.50	43.53	44.65	45.57	47.38	48.42
06-10 YEARS	45.47	46.40	47.38	48.42	49.31	50.38
11 YEARS	47.38	48.42	49.31	50.38	51.41	52.25
12+ YEARS	47.38	48.42	49.31	51.32	52.40	53.23

* 2.0 % retroactive to 7/1/2020
2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective: 07/01/2020**

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	50,688	52,139	52,139	52,139	52,139	53,445	56,296
02	50,688	52,139	52,139	52,139	52,139	56,077	59,144
03	50,688	52,139	52,139	52,139	55,422	58,703	61,993
04	50,688	52,139	51,303	54,763	57,830	61,333	64,841
05	50,688	52,139	53,668	56,955	60,239	63,964	67,688
06	50,688	52,139	55,640	59,145	62,649	66,592	70,534
07		54,329	57,613	61,334	65,061	69,219	73,386
08				63,527	67,469	71,851	76,229
09				65,718	69,880	74,479	79,079
10				67,909	72,293	77,110	81,928
11				70,098	74,699	79,740	84,775
12				72,293	78,534	83,900	91,515
13				74,479	81,820	87,185	94,803
14				74,479	81,820	87,185	94,803
15				74,479	81,820	87,185	94,803
16				74,479	86,201	91,566	99,185

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

Masters Stipend (Annual) \$1,634.00

Doctorate Stipend (Annual) \$3,270.00

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

* 2.0 % retroactive 7/1/2020
2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective: 07/01/2020**

	AMOUNT
Daily Rate:	\$177.04
Half Day:	\$88.53
Per Period:	\$35.41

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

	AMOUNT
Daily Rate:	\$189.79
Half Day:	\$94.88

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

If an extended term substitute has less than a B.A. degree, the salary schedule placement shall be the minimum teacher's salary.

* 2.0 % retroactive 7/1/2020
2.0 % increase effective 07/01/18

STOCKTON TEACHERS ASSOCIATION
STA Salary Schedule
Effective Date: 07/01/2020

Step	CLASS 1A NON CREDENTIALIA	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	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	51,718	53,195	53,195	53,195	53,195	54,536	57,438
02	51,718	53,195	53,195	53,195	53,195	57,217	60,345
03	51,718	53,195	53,195	53,195	56,546	59,898	63,252
04	51,718	53,195	53,195	55,879	59,005	62,583	66,156
05	51,718	53,195	54,758	58,110	61,466	65,267	69,065
06	51,718	53,195	56,771	60,347	63,924	67,948	71,973
07		55,431	58,783	62,583	66,381	70,631	74,878
08		57,215	60,794	64,820	68,844	73,314	77,781
09		59,004	62,807	67,053	71,300	75,996	80,689
10		60,792	64,818	69,290	73,758	78,681	83,597
11		62,581	66,825	71,525	76,217	81,362	86,501
12		64,369	68,843	73,758	80,129	85,607	91,065
13		64,369	68,843	73,758	80,129	85,607	91,065
14		64,369	68,843	73,758	80,129	85,607	91,065
15		64,369	68,843	73,758	80,129	86,728	92,176
16		64,369	68,843	73,758	80,129	86,728	92,176
17		64,369	68,843	73,758	82,366	87,844	93,295
18		66,601	71,077	75,995	83,485	88,959	94,415
19		66,601	71,077	75,995	83,485	88,959	94,415
20		66,601	71,077	75,995	83,485	88,959	94,415
21		68,838	73,308	78,229	84,598	90,075	95,530
22						90,075	95,530
23						90,075	95,530
24						91,204	99,119

* 2.0 % retroactive 7/1/2020
2% increase effective 7/1/2018

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective 07/01/2020**

Stipend Base Salary: \$51,718 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Percent	Amount (Annual)
1	10.5	\$5,430
2	11.5	\$5,948
3	12.5	\$6,465
4	13.5	\$6,982

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Percent	Amount (Annual)
1	4.5	\$2,327
2	5.5	\$2,844
3	6.5	\$3,362
4	7.5	\$3,879

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Percent	Amount (Annual)
1	7.5	\$3,879
2	8.5	\$4,396
3	9.5	\$4,913
4	10.5	\$5,430

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Percent	Amount (Annual)
1	4.0	\$2,069
2	5.0	\$2,586
3	6.0	\$3,103
4	7.0	\$3,620

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Percent	Amount (Annual)
1	6.5	\$3,362
2	7.5	\$3,879
3	8.5	\$4,396
4	9.5	\$4,913

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Percent	Amount (Annual)
1	3.5	\$1,810
2	4.5	\$2,327
3	5.5	\$2,844
4	6.5	\$3,362

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Percent	Amount (Annual)
1	5.5	\$2,844
2	6.5	\$3,362
3	7.5	\$3,879
4	8.5	\$4,396

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: 07/01/2020**

Stipend Base Salary: \$51,718 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,327
DRAMA	2	5.5	\$2,844
BAND	3	6.5	\$3,362
JROTC	4	7.5	\$3,879

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,810
FRESHMAN	2	4.5	\$2,327
	3	5.5	\$2,844
	4	6.5	\$3,362

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,810
JOURNALISM	2	4.0	\$2,069
	3	4.5	\$2,327
	4	5.0	\$2,586

	Amount
Middle School Department Chairperson	\$ 1,408
plus \$11.91 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL (YEARBOOK)	1	3.0	\$1,552
CHOIR	2	3.5	\$1,810
	3	4.0	\$2,069
	4	4.5	\$2,327

	Amount
High School Department Chairperson	\$ 1,862
plus \$15.88 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,327
VARSIITY	2	5.5	\$2,844
	3	6.5	\$3,362
	4	7.5	\$3,879

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,069
SOPHOMORE	2	5.0	\$2,586
	3	6.0	\$3,103
	4	7.0	\$3,620

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: 07/01/2020**

Stipend Base Salary: \$51,718 (Annual)

STIPEND	AMOUNT (Annual)
STA BILINGUAL	\$1,293.00
STA ELEM PREP	\$1,190.00
DOCTORATE	\$3,390.00
MASTERS	\$1,696.00
HS DEPT CHAIR	\$1,861.72
MS DEPT CHAIR	\$1,408.21
SP ED STIP	\$1,810.00

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: 07/01/2020**

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	23,239	25,177	27,121	29,144	30,591	32,163	33,737	35,432
02	24,382	26,416	28,486	30,592	32,163	33,737	35,432	37,249
03	25,646	27,785	29,892	32,164	33,737	35,432	37,249	39,070
04	26,903	29,144	31,381	33,737	35,432	37,206	39,205	41,014
05	28,236	30,592	32,993	35,432	37,206	39,070	41,014	43,122

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	29,090	31,337	33,676	35,344	37,163	38,979	40,940	43,041	47,770
02	30,524	32,914	35,345	37,163	38,979	40,940	43,041	45,143	49,685
03	32,105	34,538	37,164	38,979	40,940	43,041	45,143	47,391	51,588
04	33,676	36,258	38,979	40,940	42,987	45,143	47,391	49,823	53,501
05	35,345	38,119	40,940	42,987	45,143	47,391	49,823	52,264	55,413

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	25,453	27,421	29,466	30,927	32,517	34,109	35,822	37,661	41,799
02	26,707	28,799	30,928	32,517	34,109	35,822	37,661	39,501	43,473
03	28,091	30,220	32,518	34,109	35,822	37,661	39,501	41,467	45,140
04	29,466	31,727	34,109	35,822	37,616	39,634	41,467	43,596	46,815
05	30,928	33,354	35,822	37,616	39,501	41,467	43,596	45,730	48,487

* 2.0 % retroactive 7/1/2020
PreK longevity created effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: 07/01/2020**

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	18,173	19,579	21,036	22,084	23,220	24,354	25,575	26,889	29,843
02	19,074	20,557	22,086	23,220	24,354	25,575	26,889	28,203	31,041
03	20,057	21,579	23,221	24,354	25,575	26,889	28,203	29,608	32,230
04	21,036	22,652	24,354	25,575	26,855	28,203	29,608	31,131	33,426
05	22,086	23,813	25,575	26,855	28,203	29,608	31,131	32,650	34,618

**PRESCHOOL TEACHER LONGEVITY
(Based on years in service)**

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$500
10-19	02	\$1,000
20+	03	\$1,500

* 2.0 % retroactive 7/1/2020
PreK longevity created effective 7/1/2019

STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective Date: 07/01/2020

Service Term:	Payment Amount (Annual):
45 Days	\$13,765.00

To participate as a 45 Day 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 forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$13,765.00. 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.

* 2.0 % retroactive 7/1/2020
2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
STA CTE Salary Schedule
Effective Date: 07/01/2020**

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 = 1 VE
- 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

Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)

	CTE Equivalents* for Class A-F	Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA/+ or licensing	CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ & licensing	CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ & licensing
Step	CLASS 1A Non Credentialed	CLASS A (Annual)	CLASS B (Annual)	CLASS C (Annual)	CLASS D (Annual)	CLASS E (Annual)	CLASS F (Annual)
01	51,718	53,195	53,195	53,195	53,195	54,536	57,438
02	51,718	53,195	53,195	53,195	53,195	57,217	60,345
03	51,718	53,195	53,195	53,195	56,546	59,898	63,252
04	51,718	53,195	53,195	55,879	59,005	62,583	66,156
05	51,718	53,195	54,758	58,110	61,466	65,267	69,065
06	51,718	53,195	56,799	60,347	63,924	67,948	71,973
07		55,431	58,783	62,583	66,381	70,631	74,878
08		57,215	60,794	64,820	68,844	73,314	77,781
09		59,004	62,807	67,053	71,300	75,996	80,689
10		60,792	64,818	69,290	73,758	78,681	83,597
11		62,581	66,825	71,525	76,217	81,362	86,501
12		64,369	68,843	73,758	80,129	85,607	91,065
13		64,369	68,843	73,758	80,129	85,607	91,065
14		64,369	68,843	73,758	80,129	85,607	91,065
15		64,369	68,843	73,758	80,129	86,728	92,176
16		64,369	68,843	73,758	80,129	86,728	92,176
17		64,369	68,843	73,758	82,366	87,844	93,295
18		66,601	71,077	75,995	83,485	88,959	94,415
19		66,601	71,077	75,995	83,485	88,959	94,415
20		66,601	71,077	75,995	83,485	88,959	94,415
21		68,838	73,308	78,229	84,598	90,075	95,530
22						90,075	95,530
23						90,075	95,530
24						91,204	99,119

* 2.0 % retroactive 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY**

Effective: *07/01/2020

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	43.35	44.40	45.54	46.48	48.33	49.40
06-10 YEARS	46.40	47.34	48.34	49.40	50.33	51.40
11 YEARS	48.33	49.40	50.30	51.40	52.44	53.30
12+ YEARS	48.33	49.40	50.30	52.35	53.45	54.30

*2.0 % increase retroactive to 7/1/2022 per MOU approved 6/28/2022

2.0 % increase retroactive to 7/1/2020

2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective: *07/01/2020**

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	51,702	53,182	53,182	53,182	53,182	54,514	57,422
02	51,702	53,182	53,182	53,182	53,182	57,199	60,327
03	51,702	53,182	53,182	53,182	56,530	59,877	63,233
04	51,702	53,182	52,329	55,858	58,987	62,560	66,138
05	51,702	53,182	54,741	58,094	61,444	65,243	69,042
06	51,702	53,182	56,753	60,328	63,920	67,924	71,945
07		55,416	58,765	62,561	66,362	70,603	74,854
08				64,798	68,818	73,288	77,754
09				67,032	71,278	75,969	80,661
10				69,267	73,739	78,652	83,567
11				71,500	76,193	81,335	86,471
12				73,739	80,105	85,578	93,345
13				75,969	83,456	88,929	96,699
14				75,969	83,456	88,929	96,699
15				75,969	83,456	88,929	96,699
16				75,969	87,925	93,397	101,169

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

Master Stipend (Annual) \$1,730

Doctorate Stipend (Annual) \$3,458

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

*2.0 % increase retroactive to 7/1/2020 per MOU approved 6/28/2022
2.0% increase retroactive to 7/1/2020
2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective: *07/01/2020**

	AMOUNT
Daily Rate:	\$180.58
Half Day:	\$90.30
Per Period:	\$36.12

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

	AMOUNT
Daily Rate:	\$193.59
Half Day:	\$96.78

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

*2.0 % increase retroactive 7/1/2020 per MOU approved 6/28/2022
2.0 % increase retroactive 7/1/2020
2.0 % increase effective 07/01/18

STOCKTON TEACHERS ASSOCIATION

STA SALARY SCHEDULE

Effective Date: *07/01/2020

Step	CLASS 1A NON CREDENTIALIA	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	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	\$52,752	\$54,259	\$54,259	\$54,259	\$54,259	\$55,627	\$58,587
02	\$52,752	\$54,259	\$54,259	\$54,259	\$54,259	\$58,361	\$61,552
03	\$52,752	\$54,259	\$54,259	\$54,259	\$57,677	\$61,096	\$64,517
04	\$52,752	\$54,259	\$54,259	\$56,997	\$60,185	\$63,835	\$67,479
05	\$52,752	\$54,259	\$55,853	\$59,272	\$62,695	\$66,572	\$70,446
06	\$52,752	\$54,259	\$57,906	\$61,554	\$65,202	\$69,307	\$73,412
07		\$56,540	\$59,959	\$63,835	\$67,709	\$72,044	\$76,376
08		\$58,359	\$62,010	\$66,116	\$70,221	\$74,780	\$79,337
09		\$60,184	\$64,063	\$68,394	\$72,726	\$77,516	\$82,303
10		\$62,008	\$66,114	\$70,676	\$75,233	\$80,255	\$85,269
11		\$63,833	\$68,162	\$72,956	\$77,741	\$82,989	\$88,231
12		\$65,656	\$70,220	\$75,233	\$81,732	\$87,319	\$92,886
13		\$65,656	\$70,220	\$75,233	\$81,732	\$87,319	\$92,886
14		\$65,656	\$70,220	\$75,233	\$81,732	\$87,319	\$92,886
15		\$65,656	\$70,220	\$75,233	\$81,732	\$88,463	\$94,020
16		\$65,656	\$70,220	\$75,233	\$81,732	\$88,463	\$94,020
17		\$65,656	\$70,220	\$75,233	\$84,013	\$89,601	\$95,161
18		\$67,933	\$72,499	\$77,515	\$85,155	\$90,738	\$96,303
19		\$67,933	\$72,499	\$77,515	\$85,155	\$90,738	\$96,303
20		\$67,933	\$72,499	\$77,515	\$85,155	\$90,738	\$96,303
21		\$70,215	\$74,774	\$79,794	\$86,290	\$91,877	\$97,441
22						\$91,877	\$97,441
23						\$91,877	\$97,441
24						\$93,028	\$101,101

*2.0 % increase retroactive to 7/1/2020 per MOU approved 6/28/2022

2.0 % increase retroactive to 7/1/2020

2.0 % increase effective 7/1/2018

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective *07/01/2020**

Stipend Base Salary: \$52,752 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Percent	Amount (Annual)
1	10.5	\$5,539
2	11.5	\$6,067
3	12.5	\$6,594
4	13.5	\$7,122

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Percent	Amount (Annual)
1	4.5	\$2,374
2	5.5	\$2,901
3	6.5	\$3,429
4	7.5	\$3,957

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Percent	Amount (Annual)
1	7.5	\$3,957
2	8.5	\$4,484
3	9.5	\$5,011
4	10.5	\$5,539

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Percent	Amount (Annual)
1	4.0	\$2110
2	5.0	\$2,638
3	6.0	\$3,165
4	7.0	\$3,692

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Percent	Amount (Annual)
1	6.5	\$3,429
2	7.5	\$3,957
3	8.5	\$4,484
4	9.5	\$5,011

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Percent	Amount (Annual)
1	3.5	\$1,846
2	4.5	\$2,374
3	5.5	\$2,901
4	6.5	\$3,429

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Percent	Amount (Annual)
1	5.5	\$2,901
2	6.5	\$3,429
3	7.5	\$3,957
4	8.5	\$4,484

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2020**

Stipend Base Salary: \$52,752 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,374
DRAMA	2	5.5	\$2,901
BAND	3	6.5	\$3,429
JROTC	4	7.5	\$3,957

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,846
FRESHMAN	2	4.5	\$2,374
	3	5.5	\$2,901
	4	6.5	\$3,429

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,846
JOURNALISM	2	4.0	\$2,110
	3	4.5	\$2,374
	4	5.0	\$2,638

	Amount
Middle School Department Chairperson	\$ 1,424
plus \$11.91 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL (YEARBOOK)	1	3.0	\$1,583
CHOIR	2	3.5	\$1,846
	3	4.0	\$2,110
	4	4.5	\$2,374

	Amount
High School Department Chairperson	\$ 1,898
plus \$15.88 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,374
VARSIITY	2	5.5	\$2,901
	3	6.5	\$3,429
	4	7.5	\$3,957

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,110
SOPHOMORE	2	5.0	\$2,638
	3	6.0	\$3,165
	4	7.0	\$3,692

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2020**

Stipend Base Salary: \$52,752 (Annual)

STIPEND	AMOUNT (Annual)
STA BILINGUAL	\$1,318.86
STA ELEM PREP	\$1,213.80
DOCTORATE	\$3,458.00
MASTERS	\$1,730.00
HS DEPT CHAIR	\$1,898.95
MS DEPT CHAIR	\$1,424.23
SP ED STIP	\$1,846.20

* Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2020**

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	23,704	25,681	27,663	29,727	31,203	32,806	34,412	36,141
02	24,870	26,944	29,056	31,204	32,806	34,412	36,141	37,994
03	26,159	28,341	30,490	32,807	34,412	36,141	37,994	39,851
04	27,441	29,727	32,009	34,412	36,141	37,950	39,989	41,834
05	28,801	31,204	33,653	36,141	37,950	39,851	41,834	43,984

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	29,672	31,964	34,350	36,051	37,906	39,759	41,759	43,902	48,725
02	31,134	33,572	36,052	37,906	39,759	41,759	43,902	46,046	50,679
03	32,747	35,229	37,907	39,759	41,759	43,902	46,046	48,339	52,620
04	34,350	36,983	39,759	41,759	43,847	46,046	48,339	50,819	54,571
05	36,052	38,881	41,759	43,847	46,046	48,339	50,819	53,309	56,521

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	25,962	27,969	30,055	31,546	33,167	34,791	36,538	38,414	42,635
02	27,241	29,375	31,547	33,167	34,791	36,538	38,414	40,291	44,342
03	28,653	30,824	33,168	34,791	36,538	38,414	40,291	42,296	46,043
04	30,055	32,362	34,792	36,538	38,368	40,427	42,296	44,468	47,751
05	31,547	34,021	36,538	38,368	40,291	42,296	44,468	46,645	49,457

*2.0 % increase retroactive to 7/1/2020 per MOU approved 6/28/2022
2.0 % retroactive 7/1/2020
PreK longevity created effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2020**

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	18,536	19,971	21,457	22,526	23,684	24,841	26,087	27,427	30,440
02	19,455	20,968	22,528	23,684	24,841	26,087	27,427	28,767	31,662
03	20,458	22,011	23,685	24,841	26,087	27,427	28,767	30,200	32,875
04	21,457	23,105	24,841	26,087	27,392	28,767	30,200	31,754	34,095
05	22,528	24,289	26,087	27,392	28,767	30,200	31,754	33,303	35,310

**PRESCHOOL TEACHER LONGEVITY
(Based on years in service)**

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$510
10-19	02	\$1,020
20+	03	\$1,530

*2.0% increase retroactive to 7/1/2020 per MOU approved 6/28/2022
2.0 % retroactive 7/1/2020
PreK longevity created effective 7/1/2019

STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective Date: *07/01/2020

Service Term:	Payment Amount (Annual):
45 Days	\$14,040.30

To participate as a 45 Day 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 forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$14,040.30. 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.

*2.0% increase retroactive to 7/1/2020 per MOU approved 6/28/2022
2.0 % retroactive 7/1/2020
2.0 % increase effective 07/01/18

**STOCKTON TEACHERS ASSOCIATION
STA CTE Salary Schedule
Effective Date: *07/01/2020**

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 = 1 VE
- 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

Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)

	CTE Equivalents* for Class A-F	Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA/+ or licensing	CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ & licensing	CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ & licensing
Step	CLASS 1A Non Credentialed	CLASS A (Annual)	CLASS B (Annual)	CLASS C (Annual)	CLASS D (Annual)	CLASS E (Annual)	CLASS F (Annual)
01	52,752	54,259	54,259	54,259	54,259	55,627	58,587
02	52,752	54,259	54,259	54,259	54,259	58,361	61,552
03	52,752	54,259	54,259	54,259	57,677	61,096	64,517
04	52,752	54,259	54,259	56,997	60,185	63,835	67,479
05	52,752	54,259	55,853	59,272	62,695	66,572	70,446
06	52,752	54,259	57,935	61,554	65,202	69,307	73,412
07		56,540	59,959	63,835	67,709	72,044	76,376
08		58,359	62,010	66,116	70,221	74,780	79,337
09		60,184	64,063	68,394	72,726	77,516	82,303
10		62,008	66,114	70,676	75,233	80,255	85,269
11		63,833	68,162	72,956	77,741	82,989	88,231
12		65,656	70,220	75,233	81,732	87,319	92,886
13		65,656	70,220	75,233	81,732	87,319	92,886
14		65,656	70,220	75,233	81,732	87,319	92,886
15		65,656	70,220	75,233	81,732	88,463	94,020
16		65,656	70,220	75,233	81,732	88,463	94,020
17		65,656	70,220	75,233	84,013	89,601	95,161
18		67,933	72,499	77,515	85,155	90,738	96,303
19		67,933	72,499	77,515	85,155	90,738	96,303
20		67,933	72,499	77,515	85,155	90,738	96,303
21		70,215	74,774	79,794	86,290	91,877	97,441
22						91,877	97,441
23						91,877	97,441
24						93,028	101,101

*2.0% increase retroactive to 7/1/2020 per MOU approved 6/28/2022

2.0 % retroactive 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY**

Effective: *07/01/2021

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	45.08	46.18	47.36	48.34	50.26	51.37
06-10 YEARS	48.24	49.22	50.26	51.37	52.31	53.45
11 YEARS	50.26	51.37	52.31	53.45	54.54	55.43
12+ YEARS	50.26	51.37	52.31	54.44	55.59	56.46

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per MOU approved 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective: *07/01/2021**

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	53,770	55,309	55,309	55,309	55,309	56,695	59,719
02	53,770	55,309	55,309	55,309	55,309	59,487	62,740
03	53,770	55,309	55,309	55,309	58,791	62,272	65,762
04	53,770	55,309	54,422	58,092	61,346	65,062	68,784
05	53,770	55,309	56,931	60,418	63,902	67,853	71,804
06	53,770	55,309	59,023	62,741	66,458	70,641	74,823
07		57,633	61,116	65,063	69,016	73,427	77,848
08				67,390	71,571	76,220	80,864
09				69,713	74,129	79,008	83,887
10				72,038	76,689	81,798	86,910
11				74,360	79,241	84,588	89,930
12				76,689	83,309	89,001	97,079
13				79,008	86,794	92,486	100,567
14				79,008	86,794	92,486	100,567
15				79,008	86,794	92,486	100,567
16				79,008	91,442	97,133	105,216

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

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 4% retroactive to 7/1/2021
Base salary increased 2% retroactive to 7/1/2020 per MOU approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective: *07/01/2021**

	AMOUNT
Daily Rate:	187.80
Half Day:	93.91
Per Period:	37.56

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

	AMOUNT
Daily Rate:	201.33
Half Day:	100.65

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

* Base salary increased 4% retroactive to 7/1/2021
Base salary increased 2% retroactive to 7/1/2020 per MOU approved 6/28/2022

STOCKTON TEACHERS ASSOCIATION

STA Salary Schedule

Effective Date: *07/01/2022

Step	CLASS 1A NON CREDENTIALIA	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	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	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$57,852	\$60,930
02	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$60,695	\$64,014
03	\$54,862	\$56,429	\$56,429	\$56,429	\$59,984	\$63,540	\$67,098
04	\$54,862	\$56,429	\$56,429	\$59,277	\$62,592	\$66,388	\$70,178
05	\$54,862	\$56,429	\$58,087	\$61,643	\$65,203	\$69,235	\$73,264
06	\$54,862	\$56,429	\$60,222	\$64,016	\$67,810	\$72,079	\$76,348
07		\$58,802	\$62,357	\$66,388	\$70,417	\$74,926	\$79,431
08		\$60,693	\$64,490	\$68,761	\$73,030	\$77,771	\$82,510
09		\$62,591	\$66,626	\$71,130	\$75,635	\$80,617	\$85,595
10		\$64,488	\$68,759	\$73,503	\$78,242	\$83,465	\$88,680
11		\$66,386	\$70,888	\$75,874	\$80,851	\$86,309	\$91,760
12		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
13		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
14		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
15		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
16		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
17		\$68,282	\$73,029	\$78,242	\$87,374	\$93,185	\$98,967
18		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
19		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
20		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
21		\$73,024	\$77,765	\$82,986	\$89,742	\$95,552	\$101,339
22						\$95,552	\$101,339
23						\$95,552	\$101,339
24						\$96,749	\$105,145

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per MOU approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective *07/01/2021**

Stipend Base Salary: \$54,862 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Percent	Amount (Annual)
1	10.5	\$5,761
2	11.5	\$6,310
3	12.5	\$6,858
4	13.5	\$7,407

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Percent	Amount (Annual)
1	7.5	\$4,115
2	8.5	\$4,663
3	9.5	\$5,211
4	10.5	\$5,761

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Percent	Amount (Annual)
1	6.5	\$3,566
2	7.5	\$4,115
3	8.5	\$4,663
4	9.5	\$5,211

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Percent	Amount (Annual)
1	5.5	\$3,017
2	6.5	\$3,566
3	7.5	\$4,115
4	8.5	\$4,663

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Percent	Amount (Annual)
1	4.5	\$2,469
2	5.5	\$3,017
3	6.5	\$3,566
4	7.5	\$4,115

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Percent	Amount (Annual)
1	4.0	\$2,194
2	5.0	\$2,744
3	6.0	\$3,292
4	7.0	\$3,840

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Percent	Amount (Annual)
1	3.5	\$1,920
2	4.5	\$2,469
3	5.5	\$3,017
4	6.5	\$3,566

* Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2021**

Stipend Base Salary: \$54,862.00 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,469
DRAMA	2	5.5	\$3,017
BAND	3	6.5	\$3,566
JROTC	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,920
FRESHMAN	2	4.5	\$2,469
	3	5.5	\$3,017
	4	6.5	\$3,566

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,920
JOURNALISM	2	4.0	\$2,194
	3	4.5	\$2,469
	4	5.0	\$2,744

	Amount
Middle School Department Chairperson	\$ 1,494
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL (YEARBOOK)	1	3.0	\$1,646
CHOIR	2	3.5	\$1,920
	3	4.0	\$2,194
	4	4.5	\$2,469

	Amount
High School Department Chairperson	\$ 1,975
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,469
VARSITY	2	5.5	\$3,017
	3	6.5	\$3,566
	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,194
SOPHOMORE	2	5.0	\$2,744
	3	6.0	\$3,292
	4	7.0	\$3,840

*Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2021**

Stipend Base Salary: \$54,862.00 (Annual)

STIPEND	AMOUNT (Annual)
STA BILINGUAL	\$1,371.61
STA ELEM PREP	\$1,262.35
DOCTORATE	\$3,596.00
MASTERS	\$1,799.00
HS DEPT CHAIR	\$1,975.00
MS DEPT CHAIR	\$1,494.00
SP ED STIP	\$1,920.05

* Stipend Base Salary ancho to class 1A ("non-credentialed") effective 7/1/2021

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2021**

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	\$24,652	\$26,708	\$28,770	\$30,916	\$32,451	\$34,118	\$35,788	\$37,587
02	\$25,865	\$28,022	\$30,218	\$32,452	\$34,118	\$35,788	\$37,587	\$39,514
03	\$27,205	\$29,475	\$31,710	\$34,119	\$35,788	\$37,587	\$39,514	\$41,445
04	\$28,539	\$30,916	\$33,289	\$35,788	\$37,587	\$39,468	\$41,589	\$43,507
05	\$29,953	\$32,452	\$34,999	\$37,587	\$39,468	\$41,445	\$43,507	\$45,743

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$30,859	\$33,243	\$35,724	\$37,493	\$39,422	\$41,349	\$43,429	\$45,658	\$50,674
02	\$32,379	\$34,915	\$37,494	\$39,422	\$41,349	\$43,429	\$45,658	\$47,888	\$52,706
03	\$34,057	\$36,638	\$39,423	\$41,349	\$43,429	\$45,658	\$47,888	\$50,273	\$54,725
04	\$35,724	\$38,462	\$41,349	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$56,754
05	\$37,494	\$40,436	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$55,441	\$58,782

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$27,001	\$29,088	\$31,258	\$32,807	\$34,494	\$36,183	\$38,000	\$39,951	\$44,340
02	\$28,331	\$30,550	\$32,808	\$34,494	\$36,183	\$38,000	\$39,951	\$41,903	\$46,116
03	\$29,799	\$32,057	\$34,495	\$36,183	\$38,000	\$39,951	\$41,903	\$43,988	\$47,885
04	\$31,258	\$33,656	\$36,183	\$38,000	\$39,903	\$42,044	\$43,988	\$46,247	\$49,661
05	\$32,808	\$35,382	\$38,000	\$39,903	\$41,903	\$43,988	\$46,247	\$48,510	\$51,435

* Base salary increased 4% retroactive to 7/1/2021
Base salary increased 2% retroactive to 7/1/2020

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2021**

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$19,277	\$20,770	\$22,315	\$23,427	\$24,631	\$25,835	\$27,130	\$28,524	\$31,658
02	\$20,233	\$21,807	\$23,429	\$24,631	\$25,835	\$27,130	\$28,524	\$29,918	\$32,928
03	\$21,276	\$22,891	\$24,632	\$25,835	\$27,130	\$28,524	\$29,918	\$31,408	\$34,190
04	\$22,315	\$24,029	\$25,835	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$35,459
05	\$23,429	\$25,261	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$34,635	\$36,722

**PRESCHOOL TEACHER LONGEVITY
(Based on years in service)**

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$547.25
10-19	02	\$1,094.50
20+	03	\$1,641.75

Preschool Master Annual Stipend: \$1,806

Preschool Doctorate Annual Stipend: \$3,612

* Base salary increased 4% retroactive to 7/1/2021
Base salary increased 2% retroactive to 7/1/2020

STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE RETIRED CONSULTANTS
Effective Date: *07/01/2021

Service Term:	Payment Amount (Annual):
270 hours	14,601.91

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 \$14,601.91. 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.

*Base salary increased 4% retroactive to 7/1/2021
Base salary increased 2% retroactive to 7/1/2020 per MOU approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA CTE Salary Schedule
Effective Date: *07/01/2021**

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 = 1 VE
- 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

Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)

CTE Equivalents* for Class A-F		Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA/+ or licensing	CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ & licensing	CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ & licensing
Step	CLASS 1A Non Credentialed	CLASS A (Annual)	CLASS B (Annual)	CLASS C (Annual)	CLASS D (Annual)	CLASS E (Annual)	CLASS F (Annual)
01	54,862	56,429	56,429	56,429	56,429	57,852	60,930
02	54,862	56,429	56,429	56,429	56,429	60,695	64,014
03	54,862	56,429	56,429	56,429	59,984	63,540	67,098
04	54,862	56,429	56,429	59,277	62,592	66,388	70,178
05	54,862	56,429	58,087	61,643	65,203	69,235	73,264
06	54,862	56,429	60,252	64,016	67,810	72,079	76,348
07		58,802	62,357	66,388	70,417	74,926	79,431
08		60,693	64,490	68,761	73,030	77,771	82,510
09		62,591	66,626	71,130	75,635	80,617	85,595
10		64,488	68,759	73,503	78,242	83,465	88,680
11		66,386	70,888	75,874	80,851	86,309	91,760
12		68,282	73,029	78,242	85,001	90,812	96,601
13		68,282	73,029	78,242	85,001	90,812	96,601
14		68,282	73,029	78,242	85,001	90,812	96,601
15		68,282	73,029	78,242	85,001	92,002	97,781
16		68,282	73,029	78,242	85,001	92,002	97,781
17		68,282	73,029	78,242	87,374	93,185	98,967
18		70,650	75,399	80,616	88,561	94,368	100,155
19		70,650	75,399	80,616	88,561	94,368	100,155
20		70,650	75,399	80,616	88,561	94,368	100,155
21		73,024	77,765	82,986	89,742	95,552	101,339
22						95,552	101,339
23						95,552	101,339
24						96,749	105,145

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per MOU approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY**

Effective: *07/01/2021

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	45.08	46.18	47.36	48.34	50.26	51.37
06-10 YEARS	48.24	49.22	50.26	51.37	52.31	53.45
11 YEARS	50.26	51.37	52.31	53.45	54.54	55.43
12+ YEARS	50.26	51.37	52.31	54.44	55.59	56.46

Updated athletic coaching assignments

*Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE Effective:
*07/01/2021**

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	53,770	55,309	55,309	55,309	55,309	56,695	59,719
02	53,770	55,309	55,309	55,309	55,309	59,487	62,740
03	53,770	55,309	55,309	55,309	58,791	62,272	65,762
04	53,770	55,309	54,422	58,092	61,346	65,062	68,784
05	53,770	55,309	56,931	60,418	63,902	67,853	71,804
06	53,770	55,309	59,023	62,741	66,458	70,641	74,823
07		57,633	61,116	65,063	69,016	73,427	77,848
08				67,390	71,571	76,220	80,864
09				69,713	74,129	79,008	83,887
10				72,038	76,689	81,798	86,910
11				74,360	79,241	84,588	89,930
12				76,689	83,309	89,001	97,079
13				79,008	86,794	92,486	100,567
14				79,008	86,794	92,486	100,567
15				79,008	86,794	92,486	100,567
16				79,008	91,442	97,133	105,216

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

Masters Stipend (Annual) \$1,774

Doctorate Stipend (Annual) \$3,549

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

Updated athletic coaching positions

*Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

187 Days

Revision date: 2/28/2023

Appendix H

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective: *7/01/2021**

	AMOUNT
Daily Rate:	187.80
Half Day:	93.91
Per Period:	37.56

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

	AMOUNT
Daily Rate:	201.33
Half Day:	100.65

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

Updated athletic coaching positions

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

STOCKTON TEACHERS ASSOCIATION

STA Salary Schedule

Effective Date: *07/01/2021

Step	CLASS 1A NON CREDENTIALIA	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	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	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$57,852	\$60,930
02	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$60,695	\$64,014
03	\$54,862	\$56,429	\$56,429	\$56,429	\$59,984	\$63,540	\$67,098
04	\$54,862	\$56,429	\$56,429	\$59,277	\$62,592	\$66,388	\$70,178
05	\$54,862	\$56,429	\$58,087	\$61,643	\$65,203	\$69,235	\$73,264
06	\$54,862	\$56,429	\$60,222	\$64,016	\$67,810	\$72,079	\$76,348
07		\$58,802	\$62,357	\$66,388	\$70,417	\$74,926	\$79,431
08		\$60,693	\$64,490	\$68,761	\$73,030	\$77,771	\$82,510
09		\$62,591	\$66,626	\$71,130	\$75,635	\$80,617	\$85,595
10		\$64,488	\$68,759	\$73,503	\$78,242	\$83,465	\$88,680
11		\$66,386	\$70,888	\$75,874	\$80,851	\$86,309	\$91,760
12		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
13		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
14		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
15		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
16		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
17		\$68,282	\$73,029	\$78,242	\$87,374	\$93,185	\$98,967
18		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
19		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
20		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
21		\$73,024	\$77,765	\$82,986	\$89,742	\$95,552	\$101,339
22						\$95,552	\$101,339
23						\$95,552	\$101,339
24						\$96,749	\$105,145

Updated athletic coaching positions

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

187 Days

Revision date: 2/28/2023

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective 07/01/2021**

Stipend Base Salary: \$54,862 (Annual)

High School Athletic Director, Varsity Football,
High School Activities Director

Year	Percent	Amount (Annual)
1	10.5	\$5,761
2	11.5	\$6,310
3	12.5	\$6,858
4	13.5	\$7,407

Boys/Girls Varsity Basketball, Varsity Baseball,
Varsity Volleyball, Boys/Girls Varsity Track, Varsity
Wrestling, Varsity Softball, Boys/Girls Varsity Soccer
[Assistant Varsity: Baseball, Softball, Cheer Assistant](#)
[Varsity Boys/Girls: Basketball, Soccer, Track,](#)
[Tennis, Volleyball](#)
[Site Discretion \(fall/winter/spring\)](#)

Year	Percent	Amount (Annual)
1	7.5	\$4,115
2	8.5	\$4,663
3	9.5	\$5,211
4	10.5	\$5,761

Boys/Girls Varsity Swimming/Diving, Assist.
Varsity Football, Soph Football, Boys/Girls Soph
Basketball, Soph Baseball, Soph Softball, Soph
Volleyball, Boys/Girls Soccer

Year	Percent	Amount (Annual)
1	6.5	\$3,566
2	7.5	\$4,115
3	8.5	\$4,663
4	9.5	\$5,211

Cross-Country, Assistant Track, Sr. High
Intramural, Assistant Wrestling, Boys/Girls
Varsity Water Polo

Year	Percent	Amount (Annual)
1	5.5	\$3,017
2	6.5	\$3,566
3	7.5	\$4,115
4	8.5	\$4,663

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst.
Soph Football, Boys/Girls Varsity Badminton

Year	Percent	Amount (Annual)
1	4.5	\$2,469
2	5.5	\$3,017
3	6.5	\$3,566
4	7.5	\$4,115

Frosh Football, Boys/Girls Frosh Soccer, Frosh
Volleyball, Boys/Girls Frosh Basketball, Frosh
Softball, Frosh Baseball, Girls Frosh/Soph Track,
Middle School Sports

Year	Percent	Amount (Annual)
1	4.0	\$2,194
2	5.0	\$2,744
3	6.0	\$3,292
4	7.0	\$3,840

Asst. Frosh Football, Boys/Girls Frosh/Soph
Badminton

Year	Percent	Amount (Annual)
1	3.5	\$1,920
2	4.5	\$2,469
3	5.5	\$3,017
4	6.5	\$3,566

Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2021**

Stipend Base Salary: \$54,862.00 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,469
DRAMA	2	5.5	\$3,017
BAND	3	6.5	\$3,566
JROTC	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,920
FRESHMAN	2	4.5	\$2,469
	3	5.5	\$3,017
	4	6.5	\$3,566

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,920
JOURNALISM	2	4.0	\$2,194
	3	4.5	\$2,469
	4	5.0	\$2,744

	Amount
Middle School Department Chairperson	\$ 1,494
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL (YEARBOOK)	1	3.0	\$1,646
CHOIR	2	3.5	\$1,920
	3	4.0	\$2,194
	4	4.5	\$2,469

	Amount
High School Department Chairperson	\$ 1,975
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,469
VARSITY	2	5.5	\$3,017
	3	6.5	\$3,566
	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,194
SOPHOMORE	2	5.0	\$2,744
	3	6.0	\$3,292
	4	7.0	\$3,840

Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective Date: *07/01/2021**

Stipend Base Salary: \$54,862.00 (Annual)

STIPEND	AMOUNT (Annual)
STA BILINGUAL	\$1,371.61
STA ELEM PREP	\$1,262.35
DOCTORATE	\$3,621.00
MASTERS	\$1,810.00
HS DEPT CHAIR	\$1,974.91
MS DEPT CHAIR	\$1,493.82
SP ED STIP	\$1,920.05

Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2021**

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	\$24,652	\$26,708	\$28,770	\$30,916	\$32,451	\$34,118	\$35,788	\$37,587
02	\$25,865	\$28,022	\$30,218	\$32,452	\$34,118	\$35,788	\$37,587	\$39,514
03	\$27,205	\$29,475	\$31,710	\$34,119	\$35,788	\$37,587	\$39,514	\$41,445
04	\$28,539	\$30,916	\$33,289	\$35,788	\$37,587	\$39,468	\$41,589	\$43,507
05	\$29,953	\$32,452	\$34,999	\$37,587	\$39,468	\$41,445	\$43,507	\$45,743

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$30,859	\$33,243	\$35,724	\$37,493	\$39,422	\$41,349	\$43,429	\$45,658	\$50,674
02	\$32,379	\$34,915	\$37,494	\$39,422	\$41,349	\$43,429	\$45,658	\$47,888	\$52,706
03	\$34,057	\$36,638	\$39,423	\$41,349	\$43,429	\$45,658	\$47,888	\$50,273	\$54,725
04	\$35,724	\$38,462	\$41,349	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$56,754
05	\$37,494	\$40,436	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$55,441	\$58,782

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

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$27,001	\$29,088	\$31,258	\$32,807	\$34,494	\$36,183	\$38,000	\$39,951	\$44,340
02	\$28,331	\$30,550	\$32,808	\$34,494	\$36,183	\$38,000	\$39,951	\$41,903	\$46,116
03	\$29,799	\$32,057	\$34,495	\$36,183	\$38,000	\$39,951	\$41,903	\$43,988	\$47,885
04	\$31,258	\$33,656	\$36,183	\$38,000	\$39,903	\$42,044	\$43,988	\$46,247	\$49,661
05	\$32,808	\$35,382	\$38,000	\$39,903	\$41,903	\$43,988	\$46,247	\$48,510	\$51,435

Updated athletic coaching assignments

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

187 Days

Appendix: G

Revision date: 2/28/2023

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective Date: *07/01/2021**

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	\$19,277	\$20,770	\$22,315	\$23,427	\$24,631	\$25,835	\$27,130	\$28,524	\$31,658
02	\$20,233	\$21,807	\$23,429	\$24,631	\$25,835	\$27,130	\$28,524	\$29,918	\$32,928
03	\$21,276	\$22,891	\$24,632	\$25,835	\$27,130	\$28,524	\$29,918	\$31,408	\$34,190
04	\$22,315	\$24,029	\$25,835	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$35,459
05	\$23,429	\$25,261	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$34,635	\$36,722

**PRESCHOOL TEACHER LONGEVITY
(Based on years in service)**

Years in Service	Step	LONG STAPK Amount (Annual)
5-9	01	\$547.25
10-19	02	\$1,094.50
20+	03	\$1,641.75

Preschool Master Annual Stipend: \$1,806

Preschool Doctoroate Annual Stipend: \$3,612

Updated athletic coaching assignments

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE RETIRED CONSULTANTS
Effective Date: *07/01/2021**

Service Term:	Payment Amount (Annual):
270 hours	14,601.91

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 \$14,601.91. 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.

Updated athletic coaching assignments

*Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION
STA CTE Salary Schedule
Effective Date: *07/01/2021**

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 = 1 VE
- 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

Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)

CTE Equivalents* for Class A-F		Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA/+ or licensing	CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ & licensing	CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ & licensing
Step	CLASS 1A Non Credentialed	CLASS A (Annual)	CLASS B (Annual)	CLASS C (Annual)	CLASS D (Annual)	CLASS E (Annual)	CLASS F (Annual)
01	54,862	56,429	56,429	56,429	56,429	57,852	60,930
02	54,862	56,429	56,429	56,429	56,429	60,695	64,014
03	54,862	56,429	56,429	56,429	59,984	63,540	67,098
04	54,862	56,429	56,429	59,277	62,592	66,388	70,178
05	54,862	56,429	58,087	61,643	65,203	69,235	73,264
06	54,862	56,429	60,252	64,016	67,810	72,079	76,348
07		58,802	62,357	66,388	70,417	74,926	79,431
08		60,693	64,490	68,761	73,030	77,771	82,510
09		62,591	66,626	71,130	75,635	80,617	85,595
10		64,488	68,759	73,503	78,242	83,465	88,680
11		66,386	70,888	75,874	80,851	86,309	91,760
12		68,282	73,029	78,242	85,001	90,812	96,601
13		68,282	73,029	78,242	85,001	90,812	96,601
14		68,282	73,029	78,242	85,001	90,812	96,601
15		68,282	73,029	78,242	85,001	92,002	97,781
16		68,282	73,029	78,242	85,001	92,002	97,781
17		68,282	73,029	78,242	87,374	93,185	98,967
18		70,650	75,399	80,616	88,561	94,368	100,155
19		70,650	75,399	80,616	88,561	94,368	100,155
20		70,650	75,399	80,616	88,561	94,368	100,155
21		73,024	77,765	82,986	89,742	95,552	101,339
22						95,552	101,339
23						95,552	101,339
24						96,749	105,145

Updated athletic coaching assignments

* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022