

**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