











**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

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

| <b>STIPEND</b> | <b>AMOUNT (Annual)</b> |
|----------------|------------------------|
| 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             |

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\* 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<br>0-14<br>(Annual) | B<br>15-29<br>(Annual) | C<br>30-44<br>(Annual) | D<br>45-59<br>(Annual) | E<br>60-74<br>(Annual) | F<br>75-89<br>(Annual) | G<br>90-104<br>(Annual) | H<br>105+<br>(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<br>0-14<br>(Annual) | B<br>15-29<br>(Annual) | C<br>30-44<br>(Annual) | D<br>45-59<br>(Annual) | E<br>60-74<br>(Annual) | F<br>75-89<br>(Annual) | G<br>90-104<br>(Annual) | H<br>105+<br>(Annual) | I<br>BA<br>(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<br>0-14<br>(Annual) | B<br>15-29<br>(Annual) | C<br>30-44<br>(Annual) | D<br>45-59<br>(Annual) | E<br>60-74<br>(Annual) | F<br>75-89<br>(Annual) | G<br>90-104<br>(Annual) | H<br>105+<br>(Annual) | I<br>BA<br>(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)**

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

| <b>Years in Service</b> | <b>Step</b> | <b>LONG STAPK Amount (Annual)</b> |
|-------------------------|-------------|-----------------------------------|
| 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**

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\* 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): |
| <b>270 hours</b> | <b>14,601.91</b>         |

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.

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\*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*<br>for Class A-F |                              | Preliminary<br>(equates to 3 VE) | Preliminary +1<br>VE (4 VE) | CLEAR +2<br>VE (5 VE) | CLEAR +3 VE<br>(6 VE) including<br>AA/+ or licensing | CLEAR +4 VE<br>(7 VE) incl. BA/+, or<br>AA/+ & licensing | CLEAR +5 VE<br>(8 VE) incl. MA/+, or<br>BA/+ & licensing |
|-----------------------------------|------------------------------|----------------------------------|-----------------------------|-----------------------|--|--|--|
| Step                              | CLASS 1A Non<br>Credentialed | CLASS A<br>(Annual)              | CLASS B<br>(Annual)         | CLASS C<br>(Annual)   | CLASS D<br>(Annual)                                  | CLASS E<br>(Annual)                                      | CLASS F<br>(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