

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 06/01/2013**

	I	II	III	IV
	BA up to 44	BA +45 or MA	BA + 60 or MA + 30	BA +75 or MA + 45
	(Annual)	(Annual)	(Annual)	(Annual)
<b>A*</b>	35,934	38,449	41,773	45,994
<b>B</b>	37,837	40,603	44,252	48,868
<b>C</b>	39,741	42,761	46,732	51,742
<b>D</b>	41,644	44,918	49,210	54,616
<b>E</b>	43,548	47,073	51,691	57,491
<b>F</b>	45,452	49,229	54,170	60,365
<b>G</b>	47,357	51,388	56,649	63,240
<b>H</b>	49,259	53,545	59,128	66,115
<b>I</b>	51,164	55,698	61,609	68,990
<b>J</b>	53,068	58,927	65,277	74,549

	<b>LENGTH OF</b>	
	<b>Work Year</b>	<b>Service Factors</b>
Adult Education Counselor	193	1.20
Behavior Support Chairperson	203	1.25
Behavior Support Specialist	190	1.09
Child Welfare & Attendance Counselor	189	1.13
Elementary Counselor	184	1.07
Guidance Chairperson, High School	190	1.20
High School Counselor	190	1.18
Integrated Community Resource Specialist	190	1.09
Nurse	190	1.18
Nurse	212	1.25
Nurse	220	1.30
Physical Therapist	209	1.20
Psychological Service Chairperson	193	1.25
Psychologist	190	1.20
Student Assistance Program Chairperson	203	1.25
Student Assistance Program Specialist	190	1.09
Speech/Language Pathologist Chairperson	193	1.25
Speech/Language Pathologist	184	1.04
Special Day Communicatively Disabled (SDC/CD)	184	1.04
Special Education Program Specialist	208	1.29

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 06/01/2013**

**CAREER INCREMENTS - ADDED AFTER BASE CALCULATIONS**

18-23 years of SUSD service	\$1,553 per year
24-30 years of SUSD service	\$3,108 per year
31+ years of SUSD service	\$4,661 per year

**Stipends:**

National Licensure	\$1,000 per year
State & National Licensure	\$2,000 per year

**Note:** LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.

**Degree Increments :**

Masters	\$1,540 per year
Doctorate	\$3,084 per year

\* Provided that funding is received from the State, the District will pay any unit member who qualifies pursuant to Education Code Section 45023.4 a minimum salary as allowed by law.

**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 06/01/2013**

**CAREER INCREMENTS - ADDED AFTER BASE CALCULATIONS**

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Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 07/01/2014 \*\***

	I	II	III	IV
	<b>BA up to 44</b>	<b>BA +45 or MA</b>	<b>BA + 60 or MA + 30</b>	<b>BA +75 or MA + 45</b>
	(Annual)	(Annual)	(Annual)	(Annual)
<b>A*</b>	36,496	39,051	42,427	46,714
<b>B</b>	38,429	41,238	44,945	49,633
<b>C</b>	40,363	43,430	47,463	52,552
<b>D</b>	42,296	45,621	49,980	55,471
<b>E</b>	44,230	47,810	52,500	58,391
<b>F</b>	46,163	49,999	55,018	61,310
<b>G</b>	48,098	52,192	57,536	64,230
<b>H</b>	50,030	54,383	60,053	67,150
<b>I</b>	51,965	56,570	62,573	70,070
<b>J</b>	53,899	59,849	66,299	75,716

	<b>LENGTH OF</b>	
	<b>Work Year</b>	<b>Service Factors</b>
Adult Education Counselor	193	1.20
Behavior Support Chairperson	193	1.25
Behavior Support Specialist	190	1.09
Child Welfare & Attendance Counselor	189	1.13
Elementary Counselor	184	1.07
Guidance Chairperson, High School	190	1.20
Health Services Nursing Chairperson	220	1.30
High School Counselor	190	1.18
Integrated Community Resource Specialist	190	1.09
Nurse	190	1.18
Nurse	212	1.25
Nurse	220	1.30
Physical Therapist	209	1.20
Psychological Service Chairperson	193	1.25
Psychologist	190	1.20
Student Assistance Program Chairperson	193	1.25
Speech/Language Pathologist Chairperson	193	1.25
Speech/Language Pathologist	184	1.10
Special Day Communicatively Disabled (SDC/CD)	184	1.10
Special Education Program Specialist	208	1.29

\*\* Base salary amounts increased retroactively to 7/1/2013. Work Year and Service Factors updated 7/1/2014 per agreement.

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 07/01/2014 \*\***

**CAREER INCREMENTS - ADDED AFTER BASE CALCULATIONS**

18-23 years of SUSD service	\$1,577 per year
24-30 years of SUSD service	\$3,157 per year
31+ years of SUSD service	\$4,734 per year

**Stipends:**

National Licensure	\$1,000 per year
State & National Licensure	\$2,000 per year

**Note:** LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.

**Degree Increments :**

Masters	\$1,540 per year
Doctorate	\$3,084 per year

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**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

\*\* Base salary amounts increased retroactively to 7/1/2013. Work Year and Service Factors updated 7/1/2014 per agreement.

Print Date: 7/29/2014

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 07/01/2014 \*\***

	I	II	III	IV
	<b>BA up to 44</b>	<b>BA +45 or MA</b>	<b>BA + 60 or MA + 30</b>	<b>BA +75 or MA + 45</b>
	(Annual)	(Annual)	(Annual)	(Annual)
<b>A*</b>	36,496	39,051	42,427	46,714
<b>B</b>	38,429	41,238	44,945	49,633
<b>C</b>	40,363	43,430	47,463	52,552
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<b>F</b>	46,163	49,999	55,018	61,310
<b>G</b>	48,098	52,192	57,536	64,230
<b>H</b>	50,030	54,383	60,053	67,150
<b>I</b>	51,965	56,570	62,573	70,070
<b>J</b>	53,899	59,849	66,299	75,716

**LENGTH OF**  
**Work Year      Service Factors**

Adult Education Counselor	193	1.20
Autism Specialist, Special Education I	190	1.09
Autism Specialist, Special Education II	203	1.25
Behavior Support Chairperson	193	1.25
Behavior Support Specialist	190	1.09
Behavior Support Specialist, Special Education I	190	1.09
Behavior Support Specialist, Special Education II	203	1.25
Child Welfare & Attendance Counselor	189	1.13
Elementary Counselor	184	1.07
Guidance Chairperson, High School	190	1.20
Health Services Nursing Chairperson	220	1.30
High School Counselor	190	1.18
Inclusion Specialist, Special Education	190	1.09
Integrated Community Resource Specialist	190	1.09
Nurse	190	1.18
Nurse	212	1.25
Nurse	220	1.30
Peer Leaders Uniting Students (PLUS) Counselor	190	1.18
Psychological Service Chairperson	193	1.25
Psychologist	190	1.20
Special Day Communicatively Disabled (SDC/CD)	184	1.10
Special Education Program Specialist	208	1.29
Speech/Language Pathologist	184	1.10
Speech/Language Pathologist Chairperson	193	1.25
Student Assistance Program Chairperson	193	1.25

\*\* Base salary amounts increased retroactively to 7/1/2013. Work Year and Service Factors updated 7/1/2014 per agreement.

Print Date: 8/30/2014

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 07/01/2014 \*\***

**CAREER INCREMENTS - ADDED AFTER BASE CALCULATIONS**

18-23 years of SUSD service                      \$1,577 per year

24-30 years of SUSD service                      \$3,157 per year

31+ years of SUSD service                      \$4,734 per year

**Stipends:**

National Licensure                              \$1,000 per year

State & National Licensure                      \$2,000 per year

**Note:** LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.

**Degree Increments :**

Masters    \$1,540 per year

Doctorate    \$3,084 per year

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**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

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Print Date: 8/30/2014

# STOCKTON PUPIL PERSONNEL ASSOCIATION

## SALARY SCHEDULE

Effective 07/01/2014 ~ \*\*

	I	II	III	IV
	BA up to 44	BA +45 or MA	BA + 60 or MA + 30	BA +75 or MA + 45
	(Annual)	(Annual)	(Annual)	(Annual)
<b>A*</b>	38,130	40,800	44,327	48,806
<b>B</b>	40,150	43,085	46,958	51,856
<b>C</b>	42,170	45,375	49,588	54,905
<b>D</b>	44,190	47,664	52,218	57,955
<b>E</b>	46,211	49,951	54,851	61,006
<b>F</b>	48,230	52,238	57,482	64,055
<b>G</b>	50,252	54,529	60,112	67,106
<b>H</b>	52,270	56,818	62,742	70,157
<b>I</b>	54,292	59,103	65,375	73,208
<b>J</b>	56,313	62,529	69,268	79,107

**LENGTH OF  
Work Year      Service Factors**

Adult Education Counselor	193	1.20
Autism Specialist, Special Education I	190	1.09
Autism Specialist, Special Education II	203	1.25
Behavior Support Chairperson	193	1.25
Behavior Support Specialist	190	1.09
Behavior Support Specialist, Special Education I	190	1.09
Behavior Support Specialist, Special Education II	203	1.25
Child Welfare & Attendance Counselor	189	1.13
Elementary Counselor	184	1.07
Guidance Chairperson, High School	190	1.20
Health Services Nursing Chairperson	220	1.30
High School Counselor	190	1.18
Inclusion Specialist, Special Education	190	1.09
Integrated Community Resource Specialist	190	1.09
Nurse	190	1.18
Nurse	212	1.25
Nurse	220	1.30
Peer Leaders Uniting Students (PLUS) Counselor	190	1.18
Psychological Service Chairperson	193	1.25
Psychologist	190	1.20
Special Day Communicatively Disabled (SDC/CD)	184	1.10
Special Education Program Specialist	208	1.29
Speech/Language Pathologist	184	1.10
Speech/Language Pathologist Chairperson	193	1.25
Student Assistance Program Chairperson	193	1.25

~Base salary amounts increased retroactively to 7/1/2013 per agreement (which includes 1%, 1.565% & 1.435% increase)

\*\*Base salary amounts increased retroactively to 7/1/14 per agreement (which includes 3% increase)



**STOCKTON PUPIL PERSONNEL ASSOCIATION  
SALARY SCHEDULE**

**Effective 07/01/2014 ~ \*\***

**CAREER INCREMENTS - ADDED AFTER BASE CALCULATIONS**

18-23 years of SUSD service                      \$1,648 per year

24-30 years of SUSD service                      \$3,298 per year

31+ years of SUSD service                      \$4,946 per year

**Stipends:**

National Licensure                              \$1,000 per year

State & National Licensure                      \$2,000 per year

**Note:** LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.

**Degree Increments :**

Masters    \$1,540 per year

Doctorate    \$3,084 per year

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Per Article # 17.1.1

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~Base salary amounts increased retroactively to 7/1/2013 per agreement (which includes 1%, 1.565% & 1.435% increase)

\*\*Base salary amounts increased retroactively to 7/1/14 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION  
SALARY SCHEDULE  
Effective 07/01/2016 \*\***

	I BA up to 44 (ANNUAL)	II BA +45 or MA (ANNUAL)	III BA + 60 or MA + 30 (ANNUAL)	IV BA +75 or MA + 45 (ANNUAL)
A*	40,452	43,285	47,027	51,778
B	42,595	45,709	49,818	55,014
C	44,738	48,138	52,608	58,249
D	46,881	50,567	55,399	61,485
E	49,025	52,994	58,192	64,721
F	51,167	55,419	60,982	67,956
G	53,313	57,850	63,772	71,193
H	55,453	60,279	66,563	74,430
I	57,599	62,702	69,356	77,666
J	59,742	66,337	73,486	83,924

**Career Increments - Added After Base Calculations**

18-23 years of SUSD service	\$1,748 per year
24-30 years of SUSD service	\$3,499 per year
31+ years of SUSD service	\$5,247 per year

**Stipends:**

National Licensure	\$1,000 per year ^
State & National Licensure	\$2,000 per year ^
Planning and Preparation	\$1,000 per year ~

**Note:** ^ LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.  
~ Speech Language Pathologist assigned to Special Day/Communicatively Disabled (SDC/CD) elementary classrooms.

**Degree Increments:**

Masters	\$1,630 per year
Doctorate	\$3,259 per year

**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

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\*\* Base salary amounts increased retroactively to 7/1/2013 per agreement (which includes 1%, 1.565% & 1.435% increase)  
Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)  
Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**SALARY SCHEDULE**  
**Effective 07/01/2016 \*\***

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	LENGTH OF	
	Work Year (Days)	Service Factors (Percentage)
Adult Education Counselor	193	1.20
Autism Specialist, Special Education I	190	1.09
Autism Specialist, Special Education II	203	1.25
Behavior Support Chairperson	193	1.25
Behavior Support Specialist	190	1.09
Behavior Support Specialist I	190	1.09
Behavior Support Specialist II	203	1.25
Behavior Support Specialist, Special Education I	190	1.09
Behavior Support Specialist, Special Education II	203	1.25
Child Welfare & Attendance Counselor	189	1.13
Elementary Counselor	184	1.07
Guidance Chairperson, High School	190	1.20
Health Services Nursing Chairperson	220	1.30
High School Counselor	190	1.18
Inclusion Specialist, Special Education	190	1.09
Integrated Community Resource Specialist	190	1.09
Peer Leaders Uniting Students (PLUS) Counselor	190	1.18
Psychological Service Chairperson	193	1.25
Psychologist	190	1.20
School Nurse	190	1.18
School Nurse	212	1.25
School Nurse	220	1.30
Special Day Communicatively Disabled (SDC/CD)	184	1.10
Special Education Program Specialist	208	1.29
Speech Language Pathologist	184	1.10
Speech Language Pathologist Chairperson	193	1.25
Student Assistance Program Chairperson	193	1.25

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 Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)  
 Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
ELEMENTARY SCHOOL COUNSELOR	184	A*	45,015	48,168	52,332	57,618
		B	47,400	50,865	55,437	61,220
		C	49,785	53,568	58,543	64,819
		D	52,170	56,271	61,648	68,421
		E	54,555	58,972	64,756	72,021
		F	56,939	61,670	67,861	75,622
		G	59,327	64,376	70,965	79,224
		H	61,708	67,079	74,071	82,826
		I	64,096	69,775	77,179	86,427
		J	66,481	73,820	81,775	93,391
Days beyond 184 are paid at per diem.						<b>03SA</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
ASSISTIVE TECHNOLOGY SPECIALIST BEHAVIOR SUPPORT SPECIALIST, SPECIAL EDUCATION I BEHAVIOR SUPPORT SPECIALIST, GENERAL EDUCATION I INCLUSION SPECIALIST, SPECIAL EDUCATION INTEGRATED COMMUNITY RESOURCE SPECIALIST AUTISM SPECIALIST, SPECIAL EDUCATION I	190	A*	45,857	49,068	53,309	58,696
		B	48,285	51,816	56,474	62,364
		C	50,715	54,569	59,637	66,031
		D	53,145	57,323	62,800	69,700
		E	55,574	60,074	65,966	73,368
		F	58,003	62,823	69,129	77,035
		G	60,435	65,579	72,291	80,704
		H	62,862	68,332	75,456	84,374
		I	65,294	71,079	78,622	88,042
		J	67,724	75,199	83,304	95,136
Days beyond 190 are paid at per diem.						<b>03SB</b>

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\*\* Base salary amounts increased 7/1/2017 per agreement (which includes 4% increase)  
Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)  
Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
SPECIAL DAY COMMUNICATIVELY DISABLED (SDC/CD) SPEECH LANGUAGE PATHOLOGIST	184	A*	46,277	49,519	53,799	59,234
		B	48,729	52,291	56,992	62,936
		C	51,180	55,070	60,184	66,637
		D	53,632	57,849	63,377	70,339
		E	56,085	60,625	66,571	74,041
		F	58,535	63,399	69,763	77,742
		G	60,990	66,180	72,955	81,444
		H	63,438	68,959	76,148	85,148
		I	65,893	71,731	79,344	88,850
		J	68,345	75,890	84,068	96,009
Days beyond 184 are paid at per diem.						<b>03SC</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
SPEECH LANGUAGE PATHOLOGIST CHAIRPERSON	189	A*	49,911	53,406	58,023	63,885
		B	52,554	56,397	61,466	67,878
		C	55,199	59,393	64,908	71,869
		D	57,843	62,391	68,352	75,862
		E	60,488	65,385	71,798	79,854
		F	63,131	68,377	75,241	83,846
		G	65,779	71,376	78,683	87,839
		H	68,420	74,374	82,127	91,833
		I	71,066	77,364	85,573	95,826
		J	73,711	81,848	90,668	103,548
Days beyond 189 are paid at per diem.						<b>03SD</b>

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Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)  
Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
ADULT EDUCATION COUNSELOR	190	A*	49,643	53,119	57,712	63,542
CHILD WELFARE & ATTENDANCE COUNSELOR		B	52,272	56,094	61,136	67,514
HIGH SCHOOL COUNSELOR		C	54,903	59,075	64,560	71,483
NURSE		D	57,533	62,056	67,986	75,454
		E	60,164	65,034	71,414	79,426
		F	62,792	68,010	74,837	83,396
		G	65,425	70,994	78,261	87,368
		H	68,052	73,974	81,686	91,340
		I	70,686	76,948	85,114	95,312
		J	73,316	81,409	90,182	102,991
Days beyond 190 are paid at per diem.						<b>03SE</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
GUIDANCE CHAIRPERSON, HIGH SCHOOL	195	A*	53,497	57,244	62,192	68,475
STUDENT ASSISTANCE PROGRAM CHAIRPERSON		B	56,331	60,449	65,883	72,754
		C	59,165	63,662	69,573	77,033
		D	61,999	66,873	73,264	81,312
		E	64,835	70,084	76,957	85,592
		F	67,667	73,290	80,647	89,870
		G	70,505	76,504	84,337	94,151
		H	73,335	79,717	88,028	98,432
		I	76,173	82,921	91,722	102,711
		J	79,007	87,729	97,183	110,987
Days beyond 195 are paid at per diem.						<b>03SF</b>

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\*\* Base salary amounts increased 7/1/2017 per agreement (which includes 4% increase)  
Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)  
Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
PSYCHOLOGIST	190	A*	50,484	54,020	58,689	64,619
		B	53,159	57,045	62,173	68,658
		C	55,833	60,077	65,655	72,695
		D	58,507	63,107	69,138	76,733
		E	61,183	66,137	72,623	80,772
		F	63,856	69,163	76,105	84,809
		G	66,535	72,197	79,587	88,849
		H	69,206	75,228	83,071	92,889
		I	71,884	78,252	86,556	96,927
		J	74,558	82,788	91,710	104,737
Days beyond 190 are paid at per diem.						<b>03SG</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
PSYCHOLOGICAL SERVICES CHAIRPERSON	195	A*	54,403	58,213	63,246	69,635
		B	57,285	61,473	66,999	73,988
		C	60,167	64,740	70,751	78,338
		D	63,049	68,007	74,505	82,690
		E	65,933	71,270	78,261	87,042
		F	68,814	74,532	82,013	91,393
		G	71,700	77,801	85,766	95,747
		H	74,577	81,068	89,519	100,100
		I	77,463	84,326	93,276	104,451
		J	80,346	89,215	98,830	112,868
Days beyond 195 are paid at per diem.						<b>03SH</b>

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 Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
AUTISM SPECIALIST, SPECIAL EDUCATION II BEHAVIOR SUPPORT SPECIALIST, SPECIAL EDUCATION II BEHAVIOR SUPPORT SPECIALIST, GENERAL EDUCATION II	193	A*	52,588	56,270	61,135	67,312
		B	55,374	59,421	64,764	71,519
		C	58,160	62,580	68,390	75,723
		D	60,945	65,737	72,019	79,930
		E	63,732	68,893	75,650	84,137
		F	66,517	72,045	79,277	88,343
		G	69,307	75,206	82,904	92,551
		H	72,089	78,363	86,532	96,760
		I	74,879	81,513	90,163	100,966
		J	77,665	86,238	95,532	109,101
Days beyond 193 are paid at per diem.						<b>03SI</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
BEHAVIOR SUPPORT CHAIRPERSON	198	A*	56,647	60,613	65,854	72,507
		B	59,647	64,008	69,762	77,038
		C	62,649	67,410	73,669	81,568
		D	65,649	70,810	77,578	86,100
		E	68,651	74,209	81,488	90,632
		F	71,651	77,606	85,395	95,161
		G	74,656	81,010	89,303	99,694
		H	77,653	84,411	93,211	104,228
		I	80,658	87,804	97,121	108,759
		J	83,659	92,894	102,905	117,522
Days beyond 198 are paid at per diem.						<b>03SJ</b>

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**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
SPECIAL EDUCATION PROGRAM SPECIALIST	208	A*	54,270	58,072	63,092	69,466
		B	57,146	61,324	66,836	73,807
		C	60,020	64,582	70,579	78,147
		D	62,895	67,840	74,324	82,489
		E	65,772	71,096	78,071	86,830
		F	68,645	74,351	81,814	91,170
		G	71,525	77,612	85,557	95,513
		H	74,395	80,870	89,301	99,856
		I	77,275	84,121	93,048	104,197
		J	80,150	88,998	98,589	112,592
Days beyond 208 are paid at per diem.						<b>03SK</b>

Position Title	Days		I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(ANNUAL)	(ANNUAL)	(ANNUAL)	(ANNUAL)
HEALTH SERVICES NURSING CHAIRPERSON	217	A*	59,532	63,701	69,209	76,201
		B	62,686	67,268	73,316	80,963
		C	65,839	70,844	77,422	85,723
		D	68,994	74,418	81,529	90,486
		E	72,149	77,990	85,640	95,248
		F	75,301	81,559	89,746	100,010
		G	78,460	85,136	93,852	104,773
		H	81,609	88,711	97,959	109,537
		I	84,767	92,277	102,070	114,299
		J	87,921	97,627	108,148	123,508
Days beyond 217 are paid at per diem.						<b>03SL</b>

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**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2017 \*\***

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**Career Increments - Added After Base Calculations**

18-23 years of SUSD service	\$1,818 per year
24-30 years of SUSD service	\$3,639 per year
31+ years of SUSD service	\$5,457 per year

**Stipends:**

National Licensure	\$1,000 per year ^
State & National Licensure	\$2,000 per year ^
Planning and Preparation	\$1,000 per year ~

**Note:** ^ LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.  
~ Speech Language Pathologist assigned to Special Day/Communicatively Disabled (SDC/CD) elementary classrooms.

**Degree Increments:**

Masters	\$1,630 per year
Doctorate	\$3,259 per year

**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

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Base salary amounts increased retroactively to 7/1/2014 per agreement (which includes 3% increase)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2018 \*\***

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
ASSISTIVE TECHNOLOGY SPECIALIST	190 Days	A*	\$251.51	\$269.13	\$292.39	\$321.92
AUTISM SPECIALIST, SPECIAL EDUCATION I	190 Days	B	\$264.83	\$284.19	\$309.74	\$342.04
BEHAVIOR SUPPORT SPECIALIST I	190 Days	C	\$278.15	\$299.29	\$327.09	\$362.16
ELEMENTARY SCHOOL COUNSELOR	184 Days	D	\$291.48	\$314.40	\$344.44	\$382.28
INCLUSION SPECIALIST, SPECIAL EDUCATION	190 Days	E	\$304.81	\$329.48	\$361.80	\$402.40
INTEGRATED COMMUNITY RESOURCE SPECIALIST	190 Days	F	\$318.13	\$344.56	\$379.15	\$422.51
		G	\$331.47	\$359.67	\$396.49	\$442.63
		H	\$344.77	\$374.78	\$413.85	\$462.76
		I	\$358.11	\$389.84	\$431.22	\$482.88
		J	\$371.44	\$412.45	\$456.89	\$521.79
						<b>03SP</b>

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
ADULT EDUCATION COUNSELOR	190 Days	A*	\$265.71	\$284.32	\$308.89	\$340.10
CHILD WELFARE & ATTENDANCE COUNSELOR	190 Days	B	\$279.78	\$300.24	\$327.23	\$361.36
HIGH SCHOOL COUNSELOR	190 Days	C	\$293.86	\$316.19	\$345.55	\$382.61
NURSE	190 Days	D	\$307.93	\$332.14	\$363.88	\$403.86
NURSE	212 Days	E	\$322.02	\$348.09	\$382.23	\$425.12
PSYCHOLOGIST	190 Days	F	\$336.08	\$364.02	\$400.55	\$446.36
SPECIAL DAY COMMUNICATIVELY DISABLED (SDC/CD)	184 Days	G	\$350.18	\$379.98	\$418.88	\$467.63
SPEECH LANGUAGE PATHOLOGIST	184 Days	H	\$364.24	\$395.94	\$437.22	\$488.89
		I	\$378.34	\$411.85	\$455.56	\$510.14
		J	\$392.41	\$435.73	\$482.68	\$551.25
						<b>03SQ</b>

\* Provided that funding is received from the State, the District will pay any unit member who qualifies pursuant to Education Code Section 45023.4 a minimum salary as allowed by law.  
Salary schedule update per agreement 7/1/2018.

\*\* Base salary amounts increased 7/1/2017 per agreement (which includes 4% increase)  
Base salary amounts increased retroactively to 7/1/2016 per agreement (which includes 3% for 2015 - 2016 effective 7/1/2016 and 3% effective 7/1/2016)

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2018 \*\***

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
AUTISM SPECIALIST, SPECIAL EDUCATION II	193 Days	A*	\$278.99	\$298.53	\$324.34	\$357.10
BEHAVIOR SUPPORT SPECIALIST II	193 Days	B	\$293.77	\$315.25	\$343.58	\$379.43
GUIDANCE CHAIRPERSON, HIGH SCHOOL	195 Days	C	\$308.55	\$332.00	\$362.83	\$401.73
PSYCHOLOGICAL SERVICES CHAIRPERSON	195 Days	D	\$323.33	\$348.75	\$382.08	\$424.05
SPECIAL EDUCATION PROGRAM SPECIALIST	208 Days	E	\$338.12	\$365.49	\$401.34	\$446.37
SPEECH LANGUAGE PATHOLOGIST CHAIRPERSON	189 Days	F	\$352.89	\$382.22	\$420.58	\$468.68
STUDENT ASSISTANCE PROGRAM CHAIRPERSON	195 Days	G	\$367.69	\$398.98	\$439.83	\$491.01
		H	\$382.45	\$415.73	\$459.07	\$513.33
		I	\$397.25	\$432.44	\$478.34	\$535.65
		J	\$412.03	\$457.51	\$506.82	\$578.81
						<b>03SR</b>

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**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective 07/01/2018 \*\***

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**Career Increments - Added After Base Calculations**

18-23 years of SUSD service	\$1,871 per year
24-30 years of SUSD service	\$3,745 per year
31+ years of SUSD service	\$5,615 per year

**Stipends:**

National Licensure	\$1,000 per year ^
State & National Licensure	\$2,000 per year ^
Planning and Preparation	\$1,000 per year ~

**Note:** ^ LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.  
~ Speech Language Pathologist assigned to Special Day/Communicatively Disabled (SDC/CD) elementary classrooms.

**Degree Increments:**

Masters	\$1,630 per year
Doctorate	\$3,259 per year

**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

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**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective: 07/01/2019**

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
ASSISTIVE TECHNOLOGY SPECIALIST	190 Days	A*	\$256.54	\$274.52	\$298.24	\$328.36
AUTISM SPECIALIST, SPECIAL EDUCATION I	190 Days	B	\$270.13	\$289.88	\$315.94	\$348.88
BEHAVIOR SUPPORT SPECIALIST I	190 Days	C	\$283.72	\$305.28	\$333.64	\$369.41
ELEMENTARY SCHOOL COUNSELOR	184 Days	D	\$297.31	\$320.69	\$351.33	\$389.93
INCLUSION SPECIALIST, SPECIAL EDUCATION	190 Days	E	\$310.91	\$336.07	\$369.04	\$410.45
INTEGRATED COMMUNITY RESOURCE SPECIALIST	190 Days	F	\$324.50	\$351.46	\$386.74	\$430.96
		G	\$338.10	\$366.87	\$404.42	\$451.49
		H	\$351.67	\$382.28	\$422.13	\$472.02
		I	\$365.28	\$397.64	\$439.85	\$492.54
		J	\$378.87	\$420.70	\$466.03	\$532.23
						<b>03SP</b>

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
ADULT EDUCATION COUNSELOR	190 Days	A*	\$271.02	\$290.01	\$315.07	\$346.90
CHILD WELFARE & ATTENDANCE COUNSELOR	190 Days	B	\$285.38	\$306.24	\$333.77	\$368.59
HIGH SCHOOL COUNSELOR	190 Days	C	\$299.74	\$322.51	\$352.46	\$390.26
NURSE	190 Days	D	\$314.09	\$338.78	\$371.16	\$411.94
NURSE	212 Days	E	\$328.46	\$355.05	\$389.87	\$433.62
PSYCHOLOGIST	190 Days	F	\$342.80	\$371.30	\$408.56	\$455.29
SPECIAL DAY COMMUNICATIVELY DISABLED (SDC/CD)	184 Days	G	\$357.18	\$387.58	\$427.26	\$476.98
SPEECH LANGUAGE PATHOLOGIST	184 Days	H	\$371.52	\$403.86	\$445.96	\$498.67
		I	\$385.91	\$420.09	\$464.67	\$520.34
		J	\$400.26	\$444.44	\$492.33	\$562.28
						<b>03SQ</b>

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\*\* Base salary amounts increased 2% effective 7/1/2019.

**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective: 07/01/2019**

Position Title			I	II	III	IV
			BA up to 44	BA + 45 or MA	BA + 60 or MA + 30	BA + 75 or MA + 45
			(DAILY)	(DAILY)	(DAILY)	(DAILY)
AUTISM SPECIALIST, SPECIAL EDUCATION II	193 Days	A*	\$284.57	\$304.50	\$330.83	\$364.24
BEHAVIOR SUPPORT SPECIALIST II	193 Days	B	\$299.65	\$321.56	\$350.45	\$387.02
GUIDANCE CHAIRPERSON, HIGH SCHOOL	195 Days	C	\$314.72	\$338.64	\$370.09	\$409.76
HIGH SCHOOL HEAD COUNSELOR		D	\$329.80	\$355.73	\$389.72	\$432.53
PSYCHOLOGICAL SERVICES CHAIRPERSON	195 Days	E	\$344.88	\$372.80	\$409.37	\$455.30
SCHOOL COUNSELOR PROGRAM SPECIALIST	195 Days	F	\$359.95	\$389.86	\$428.99	\$478.05
SPECIAL EDUCATION PROGRAM SPECIALIST	208 Days	G	\$375.04	\$406.96	\$448.63	\$500.83
SPEECH LANGUAGE PATHOLOGIST CHAIRPERSON	189 Days	H	\$390.10	\$424.04	\$468.25	\$523.60
STUDENT ASSISTANCE PROGRAM CHAIRPERSON	195 Days	I	\$405.20	\$441.09	\$487.91	\$546.36
		J	\$420.27	\$466.66	\$516.96	\$590.39
						<b>03SR</b>

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**STOCKTON PUPIL PERSONNEL ASSOCIATION**  
**Stockton Unified School District**  
**SALARY SCHEDULE**  
**Effective: 07/01/2019**

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**Career Increments - Added After Base Calculations**

18-23 years of SUSD service	\$1,908 per year
24-30 years of SUSD service	\$3,820 per year
31+ years of SUSD service	\$5,727 per year

**Stipends:**

National Licensure	\$1,000 per year ^
State & National Licensure	\$2,000 per year ^
Planning and Preparation	\$1,000 per year ~

**Note:** ^ LSH Specialist. LSH Chairperson and SDC/CD teachers are eligible for Stipend.  
~ Speech Language Pathologist assigned to Special Day/Communicatively Disabled (SDC/CD) elementary classrooms.

**Degree Increments:**

Masters	\$1,630 per year
Doctorate	\$3,259 per year

**HOURLY RATE FOR STOCKTON PUPIL PERSONNEL ASSOCIATION**

Per Article # 17.1.1

An hourly rate of pay is established by dividing the employee's daily rate by the number of hours in the employee's workday.

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