

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2013**

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	39,802	40,937	40,937	40,937	40,937	41,970	44,203
02	39,802	40,937	40,937	40,937	40,937	44,033	46,440
03	39,802	40,937	40,937	40,937	43,517	46,096	48,678
04	39,802	40,937	40,937	43,003	45,409	48,163	50,913
05	39,802	40,937	42,140	44,721	47,302	50,227	53,151
06	39,802	40,937	43,690	46,442	49,195	52,292	55,389
07		42,657	45,238	48,163	51,085	54,356	57,625
08		44,031	46,786	49,884	52,981	56,422	59,860
09		45,408	48,335	51,602	54,871	58,486	62,098
10		46,784	49,883	53,325	56,764	60,551	64,335
11		48,161	51,428	55,045	58,656	62,614	66,570
12		49,537	52,980	56,764	61,666	65,881	70,081
13		49,537	52,980	56,764	61,666	65,881	70,081
14		49,537	52,980	56,764	61,666	65,881	70,081
15		49,537	52,980	56,764	61,666	66,744	70,938
16		49,537	52,980	56,764	61,666	66,744	70,938
17		49,537	52,980	56,764	63,387	67,602	71,799
18		51,255	54,699	58,485	64,248	68,461	72,660
19		51,255	54,699	58,485	64,248	68,461	72,660
20		51,255	54,699	58,485	64,248	68,461	72,660
21		52,977	56,417	60,204	65,105	69,320	73,519
22						69,320	73,519
23						69,320	73,519
24						70,190	76,281

Bilingual Stipend                    \$ 892 (2.5% of the Stipend Base Salary effective 7/1/01) Annual  
 Sp Ed Stipend                        \$1,249 (3.5% of the Stipend Base Salary effective 7/1/01) Annual

MA Stipend                            \$1,456 Effective 7/1/02 Annual  
 Doctorate Stipend                    \$2,912 Effective 7/1/02 Annual

All Other Stipend Pay                Based upon % of Stipend Base Salary - \$35,681 Annual

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE SUBSTITUTES  
Effective July 1, 2013**

Daily Rate:	\$138.47
Half Day:	\$69.24
Per Period:	\$27.69

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

Daily Rate:	\$148.44
Half Day:	\$74.22

**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.**

**STOCKTON TEACHERS ASSOCIATION  
ADULT SALARY SCHEDULE  
Effective July 1, 2013**

Step	CLASS 1A NON CREDENTIALLED	CLASS A BA	CLASS B BA+15	CLASS C BA+30 OR MA	CLASS D BA+45 OR MA+15 Annual	CLASS E BA+60 OR MA+30	CLASS F BA+75 INC MA OR PHD Annual
01	39,009	40,126	40,126	40,126	40,126	41,131	43,324
02	39,009	40,126	40,126	40,126	40,126	43,155	45,516
03	39,009	40,126	40,126	40,126	42,652	45,177	47,708
04	39,009	40,126	40,126	42,144	44,505	47,200	49,900
05	39,009	40,126	41,302	43,831	46,359	49,226	52,092
06	39,009	40,126	42,820	45,517	48,214	51,248	54,281
07		41,811	44,338	47,201	50,069	53,270	56,476
08				48,889	51,923	55,295	58,665
09				50,576	53,778	57,318	60,858
10				52,262	55,634	59,342	63,050
11				53,946	57,487	61,366	65,241
12				55,634	60,437	64,567	70,429
13				57,318	62,967	67,096	72,959
14				57,318	62,967	67,096	72,959
15				57,318	62,967	67,096	72,959
16				57,318	66,339	70,468	76,331

The daily rate for this shall be determined by dividing the annual salary amount by 183.

**MA Stipend**                      **\$1,404** Annual  
**Doctorate Stipend**            **\$2,808** Annual  
**Sp Ed Stipend**                   **\$1,249** (3.5% of the Stipend Base Salary effective 7/01/01) Annual

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

**STOCKTON TEACHERS ASSOCIATION**  
**STA SALARY SCHEDULE ATHLETIC INCREMENT CODES**  
 Effective July 1, 2013

**Stipend Base Salary: \$35,681**

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Amount	Percent
1	\$3,747	10.5
2	\$4,103	11.5
3	\$4,460	12.5
4	\$4,817	13.5

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Amount	Percent
1	\$1,606	4.5
2	\$1,962	5.5
3	\$2,319	6.5
4	\$2,676	7.5

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Amount	Percent
1	\$2,676	7.5
2	\$3,033	8.5
3	\$3,390	9.5
4	\$3,747	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	Percent
1	\$1,427	4.0
2	\$1,784	5.0
3	\$2,141	6.0
4	\$2,498	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	Percent
1	\$2,319	6.5
2	\$2,676	7.5
3	\$3,033	8.5
4	\$3,390	9.5

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Amount	Percent
1	\$1,249	3.5
2	\$1,606	4.5
3	\$1,962	5.5
4	\$2,319	6.5

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Amount	Percent
1	\$1,962	5.5
2	\$2,319	6.5
3	\$2,676	7.5
4	\$3,033	8.5

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY  
Effective July 1, 2013**

**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
<b>01-05 YEARS</b>	33.24	34.05	34.91	35.64	37.06	37.86
<b>06-10 YEARS</b>	35.56	36.29	37.06	37.86	38.55	39.40
<b>11 YEARS</b>	37.06	37.86	38.55	39.40	40.20	40.87
<b>12+ YEARS</b>	37.06	37.86	38.55	40.14	40.98	41.64

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective July 1, 2013**

Stipend Base Salary: \$35,681

	Year	% of Base	Amount	Annual
SPEECH/DEBATE	1	4.5	\$1,606	
DRAMA	2	5.5	\$1,962	
BAND	3	6.5	\$2,319	
JROTC	4	7.5	\$2,676	

	Amount	Annual
MA Degree	\$ 1,456	
Ph.D. Degree	\$ 2,912	

	Year	% of Base	Amount	Annual
NEWSPAPER	1	3.5	\$1,249	
JOURNALISM	2	4.0	\$1,427	
	3	4.5	\$1,606	
	4	5.0	\$1,784	

	Amount	Annual
Bilingual	\$ 892	
Special Ed	\$ 1,249	

	Year	% of Base	Amount	Annual
ANNUAL	1	3.0	\$1,070	
CHOIR	2	3.5	\$1,249	
	3	4.0	\$1,427	
	4	4.5	\$1,606	

	Amount	Annual
Middle School Department Chairperson	\$ 970	
plus \$8.27 for each teaching period in that department above 25 teaching periods.		

	Year	% of Base	Amount	Annual
CHEERLEADING	1	4.5	\$1,606	
VARSITY	2	5.5	\$1,962	
	3	6.5	\$2,319	
	4	7.5	\$2,676	

	Amount	Annual
High School Department Chairperson	\$ 1,306	
plus \$11.14 for each teaching period in that department above 25 teaching periods.		

	Year	% of Base	Amount	Annual
CHEERLEADING	1	4.0	\$1,427	
SOPHMORE	2	5.0	\$1,784	
	3	6.0	\$2,141	
	4	7.0	\$2,498	

	Year	% of Base	Amount	Annual
CHEERLEADING	1	3.5	\$1,249	
FRESHMAN	2	4.5	\$1,606	
	3	5.5	\$1,962	
	4	6.5	\$2,319	

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective July 1, 2013**

Stipend Base Salary: \$35,681

	Year	% of Base	Amount
SPEECH/DEBATE	1	4.5	\$1,606
DRAMA	2	5.5	\$1,962
BAND	3	6.5	\$2,319
JROTC	4	7.5	\$2,676

Annual

	Amount
MA Degree	\$ 1,456
Ph.D. Degree	\$ 2,912

Annual

	Year	% of Base	Amount
NEWSPAPER	1	3.5	\$1,249
JOURNALISM	2	4.0	\$1,427
	3	4.5	\$1,606
	4	5.0	\$1,784

Annual

	Amount
Bilingual	\$ 892
Special Ed	\$ 1,249

Annual

	Year	% of Base	Amount
ANNUAL	1	3.0	\$1,070
CHOIR	2	3.5	\$1,249
	3	4.0	\$1,427
	4	4.5	\$1,606

Annual

	Amount
Middle School Department Chairperson	\$ 970
plus \$8.27 for each teaching period in that department above 25 teaching periods.	

Annual

	Year	% of Base	Amount
CHEERLEADING	1	4.5	\$1,606
VARSITY	2	5.5	\$1,962
	3	6.5	\$2,319
	4	7.5	\$2,676

Annual

	Amount
High School Department Chairperson	\$ 1,293
plus \$11.03 for each teaching period in that department above 25 teaching periods.	

Annual

	Year	% of Base	Amount
CHEERLEADING	1	4.0	\$1,427
SOPHMORE	2	5.0	\$1,784
	3	6.0	\$2,141
	4	7.0	\$2,498

Annual

	Year	% of Base	Amount
CHEERLEADING	1	3.5	\$1,249
FRESHMAN	2	4.5	\$1,606
	3	5.5	\$1,962
	4	6.5	\$2,319

Annual

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2013**

**PACE PERMIT TEACHERS**

**(Based on a 7-hour workday)**

<b>Step</b>	<b>A 0-14 Annual</b>	<b>B 15-29 Annual</b>	<b>C 30-44 Annual</b>	<b>D 45-59 Annual</b>	<b>E 60-74 Annual</b>	<b>F 75-89 Annual</b>	<b>G 90-104 Annual</b>	<b>H 105+ Annual</b>	<b>I BA Annual</b>
<b>01</b>	20,441	22,020	23,664	24,836	26,114	27,391	28,768	30,244	33,567
<b>02</b>	21,448	23,128	24,837	26,114	27,391	28,768	30,244	31,722	34,913
<b>03</b>	22,559	24,269	26,115	27,391	28,768	30,244	31,722	33,301	36,251
<b>04</b>	23,664	25,479	27,391	28,768	30,207	31,830	33,301	35,010	37,595
<b>05</b>	24,837	26,787	28,768	30,207	31,722	33,301	35,010	36,724	38,939

**STANDARD PERMIT TEACHERS**

**(Based on a 5-hour workday)**

<b>Step</b>	<b>A 0-14 Annual</b>	<b>B 15-29 Annual</b>	<b>C 30-44 Annual</b>	<b>D 45-59 Annual</b>	<b>E 60-74 Annual</b>	<b>F 75-89 Annual</b>	<b>G 90-104 Annual</b>	<b>H 105+ Annual</b>	<b>I BA Annual</b>
<b>01</b>	14,596	15,723	16,895	17,735	18,647	19,558	20,539	21,594	23,966
<b>02</b>	15,317	16,510	17,736	18,647	19,558	20,539	21,594	22,649	24,928
<b>03</b>	16,107	17,330	18,648	19,558	20,539	21,594	22,649	23,777	25,884
<b>04</b>	16,895	18,192	19,558	20,539	21,567	22,649	23,777	25,000	26,844
<b>05</b>	17,736	19,124	20,539	21,567	22,649	23,777	25,000	26,221	27,801



**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2013**

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	40,996	42,165	42,165	42,165	42,165	43,229	45,529
02	40,996	42,165	42,165	42,165	42,165	45,354	47,833
03	40,996	42,165	42,165	42,165	44,823	47,479	50,138
04	40,996	42,165	42,165	44,293	46,771	49,608	52,440
05	40,996	42,165	43,404	46,063	48,721	51,734	54,746
06	40,996	42,165	45,001	47,835	50,671	53,861	57,051
07		43,937	46,595	49,608	52,618	55,987	59,354
08		45,352	48,190	51,381	54,570	58,115	61,656
09		46,770	49,785	53,150	56,517	60,241	63,961
10		48,188	51,379	54,925	58,467	62,368	66,265
11		49,606	52,971	56,696	60,416	64,492	68,567
12		51,023	54,569	58,467	63,516	67,857	72,183
13		51,023	54,569	58,467	63,516	67,857	72,183
14		51,023	54,569	58,467	63,516	67,857	72,183
15		51,023	54,569	58,467	63,516	68,746	73,066
16		51,023	54,569	58,467	63,516	68,746	73,066
17		51,023	54,569	58,467	65,289	69,630	73,953
18		52,793	56,340	60,240	66,175	70,515	74,840
19		52,793	56,340	60,240	66,175	70,515	74,840
20		52,793	56,340	60,240	66,175	70,515	74,840
21		54,566	58,110	62,010	67,058	71,400	75,725
22						71,400	75,725
23						71,400	75,725
24						72,296	78,569

Bilingual Stpend \$ 919 (2.5% of the Stpend Base Salary effective 7/1/13) Annual  
 Sp Ed Stpend \$1,286 (3.5% of the Stpend Base Salary effective 7/1/13) Annual

MA Stpend \$1,500 Effective 7/1/13 Annual  
 Doctorate Stpend \$2,999 Effective 7/1/13 Annual

All Other Stpend Pay Based upon % of Stpend Base Salary - \$36,751

STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE SUBSTITUTES  
Effective July 1, 2013

Daily Rate:	\$142.65
Half Day:	\$71.31
Per Period:	\$28.52

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

Daily Rate:	\$152.59
Half Day:	\$76.45

**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.**

**STOCKTON TEACHERS ASSOCIATION  
ADULT SALARY SCHEDULE  
Effective July 1, 2013**

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	40,179	41,330	41,330	41,330	41,330	42,365	44,624
02	40,179	41,330	41,330	41,330	41,330	44,450	46,881
03	40,179	41,330	41,330	41,330	43,932	46,532	49,139
04	40,179	41,330	41,330	43,408	45,840	48,616	51,397
05	40,179	41,330	42,541	45,146	47,750	50,703	53,655
06	40,179	41,330	44,105	46,883	49,660	52,785	55,909
07		43,065	45,668	48,617	51,571	54,868	58,170
08				50,356	53,481	56,954	60,425
09				52,093	55,391	59,038	62,684
10				53,830	57,303	61,122	64,942
11				55,564	59,212	63,207	67,198
12				57,303	62,250	66,504	72,542
13				59,038	64,856	69,109	75,148
14				59,038	64,856	69,109	75,148
15				59,038	64,856	69,109	75,148
16				59,038	68,329	72,582	78,621

The daily rate for this shall be determined by dividing the annual salary amount by 183.

MA Stipend                    \$1,446    Annual  
 Doctorate Stipend            \$2,892    Annual  
 Sp Ed Stipend                \$1,286 (3.5 % of the Stipend Base Salary effective 7/01/13)    Annual

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

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2013**

**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	24,062	25,921	27,856	29,236	30,740	32,243	33,864	35,602	39,513
02	25,247	27,225	29,237	30,740	32,243	33,864	35,602	37,342	41,098
03	26,555	28,568	30,741	32,243	33,864	35,602	37,342	39,200	42,673
04	27,856	29,993	32,243	33,864	35,558	37,342	39,200	41,211	44,255
05	29,237	31,532	33,864	35,558	37,342	39,200	41,211	43,229	45,837

**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	21,054	22,681	24,374	25,581	26,897	28,213	29,631	31,151	34,574
02	22,091	23,822	25,582	26,897	28,213	29,631	31,151	32,674	35,960
03	23,236	24,997	26,898	28,213	29,631	31,151	32,674	34,300	37,339
04	24,374	26,243	28,213	29,631	31,113	32,785	34,300	36,060	38,723
05	25,582	27,591	29,631	31,113	32,674	34,300	36,060	37,826	40,107

**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	15,034	16,195	17,402	18,267	19,206	20,145	21,155	22,242	24,685
02	15,777	17,005	18,268	19,206	20,145	21,155	22,242	23,328	25,676
03	16,590	17,850	19,207	20,145	21,155	22,242	23,328	24,490	26,661
04	17,402	18,738	20,145	21,155	22,214	23,328	24,490	25,750	27,649
05	18,268	19,698	21,155	22,214	23,328	24,490	25,750	27,008	28,635

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY  
Effective July 1, 2013**

**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
1 01-05 YEARS	34.24	35.07	35.96	36.71	38.17	39.00
2 06-10 YEARS	36.63	37.38	38.17	39.00	39.71	40.58
3 11 YEARS	38.17	39.00	39.71	40.58	41.41	42.10
4 12+ YEARS	38.17	39.00	39.71	41.34	42.21	42.89

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective July 1, 2013**

Stipend Base Salary: \$35,681

	Year	% of Base	Amount	Annual
SPEECH/DEBATE	1	4.5	\$1,606	
DRAMA	2	5.5	\$1,962	
BAND	3	6.5	\$2,319	
JROTC	4	7.5	\$2,676	

	Amount	Annual
MA Degree	\$ 1,456	
Ph.D. Degree	\$ 2,912	

	Year	% of Base	Amount	Annual
NEWSPAPER	1	3.5	\$1,249	
JOURNALISM	2	4.0	\$1,427	
	3	4.5	\$1,606	
	4	5.0	\$1,784	

	Amount	Annual
Bilingual	\$ 892	
Special Ed	\$ 1,249	

	Year	% of Base	Amount	Annual
ANNUAL	1	3.0	\$1,070	
CHOIR	2	3.5	\$1,249	
	3	4.0	\$1,427	
	4	4.5	\$1,606	

	Amount	Annual
Middle School Department Chairperson	\$ 970	
plus \$8.27 for each teaching period in that department above 25 teaching periods.		

	Year	% of Base	Amount	Annual
CHEERLEADING	1	4.5	\$1,606	
VARSITY	2	5.5	\$1,962	
	3	6.5	\$2,319	
	4	7.5	\$2,676	

	Amount	Annual
High School Department Chairperson	\$ 1,293	
plus \$11.03 for each teaching period in that department above 25 teaching periods.		

	Year	% of Base	Amount	Annual
CHEERLEADING	1	4.0	\$1,427	
SOPHMORE	2	5.0	\$1,784	
	3	6.0	\$2,141	
	4	7.0	\$2,498	

	Year	% of Base	Amount	Annual
CHEERLEADING	1	3.5	\$1,249	
FRESHMAN	2	4.5	\$1,606	
	3	5.5	\$1,962	
	4	6.5	\$2,319	

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2014**

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	42,226	43,430	43,430	43,430	43,430	44,526	46,895
02	42,226	43,430	43,430	43,430	43,430	46,715	49,268
03	42,226	43,430	43,430	43,430	46,167	48,903	51,642
04	42,226	43,430	43,430	45,622	48,174	51,096	54,014
05	42,226	43,430	44,706	47,445	50,183	53,286	56,388
06	42,226	43,430	46,351	49,270	52,191	55,477	58,762
07		45,255	47,993	51,096	54,196	57,666	61,134
08		46,712	49,635	52,922	56,208	59,858	63,505
09		48,173	51,279	54,745	58,213	62,048	65,880
10		49,633	52,921	56,572	60,221	64,239	68,253
11		51,094	54,560	58,397	62,228	66,427	70,624
12		52,554	56,206	60,221	65,421	69,893	74,349
13		52,554	56,206	60,221	65,421	69,893	74,349
14		52,554	56,206	60,221	65,421	69,893	74,349
15		52,554	56,206	60,221	65,421	70,809	75,258
16		52,554	56,206	60,221	65,421	70,809	75,258
17		52,554	56,206	60,221	67,247	71,719	76,172
18		54,376	58,030	62,047	68,161	72,630	77,085
19		54,376	58,030	62,047	68,161	72,630	77,085
20		54,376	58,030	62,047	68,161	72,630	77,085
21		56,203	59,853	63,870	69,070	73,542	77,996
22						73,542	77,996
23						73,542	77,996
24						74,465	80,927

Bilingual Stpend \$ 946 (2.5% of the Stpend Base Salary efectve 7/1/14) Annual  
 Sp Ed Stpend \$1,325 (3.5% of the Stpend Base Salary efectve 7/1/14) Annual

MA Stpend \$1,545 Efectve 7/1/14 Annual  
 Doctorate Stpend \$3,089 Efectve 7/1/14 Annual

All Other Stpend Pay Based upon % of Stpend Base Salary - \$37,854

STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE SUBSTITUTES  
Effective July 1, 2014

Daily Rate:	\$146.90
Half Day:	\$73.45
Per Period:	\$29.38

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

Daily Rate:	\$157.48
Half Day:	\$78.74

**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.**



**STOCKTON TEACHERS ASSOCIATION  
ADULT SALARY SCHEDULE  
Effective July 1, 2014**

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	41,385	42,570	42,570	42,570	42,570	43,636	45,962
02	41,385	42,570	42,570	42,570	42,570	45,783	48,288
03	41,385	42,570	42,570	42,570	45,250	47,928	50,613
04	41,385	42,570	42,570	44,711	47,215	50,074	52,939
05	41,385	42,570	43,817	46,500	49,182	52,224	55,264
06	41,385	42,570	45,428	48,289	51,150	54,369	57,587
07		44,357	47,038	50,076	53,118	56,514	59,915
08				51,866	55,085	58,662	62,238
09				53,656	57,053	60,809	64,564
10				55,445	59,022	62,956	66,890
11				57,231	60,988	65,103	69,214
12				59,022	64,118	68,499	74,718
13				60,809	66,802	71,182	77,402
14				60,809	66,802	71,182	77,402
15				60,809	66,802	71,182	77,402
16				60,809	70,379	74,760	80,980

The daily rate for this shall be determined by dividing the annual salary amount by 183.

**MA Stipend**                      **\$1,489** Annual  
**Doctorate Stipend**            **\$2,979** Annual  
**Sp Ed Stipend**                   **\$1,325 (3.5 % of the Stipend Base Salary effective 7/01/14)** Annual

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

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2014**

**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	24,784	26,699	28,692	30,113	31,663	33,210	34,880	36,670	40,698
02	26,005	28,042	30,114	31,663	33,210	34,880	36,670	38,462	42,331
03	27,352	29,425	31,664	33,210	34,880	36,670	38,462	40,376	43,953
04	28,692	30,892	33,210	34,880	36,624	38,462	40,376	42,448	45,583
05	30,114	32,478	34,880	36,624	38,462	40,376	42,448	44,526	47,212

**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	21,686	23,361	25,105	26,349	27,704	29,059	30,520	32,086	35,611
02	22,754	24,536	26,350	27,704	29,059	30,520	32,086	33,654	37,039
03	23,933	25,747	27,705	29,059	30,520	32,086	33,654	35,329	38,459
04	25,105	27,031	29,059	30,520	32,047	33,768	35,329	37,142	39,885
05	26,350	28,418	30,520	32,047	33,654	35,329	37,142	38,960	41,310

**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	15,485	16,681	17,924	18,815	19,783	20,749	21,790	22,909	25,426
02	16,250	17,515	18,816	19,783	20,749	21,790	22,909	24,028	26,446
03	17,088	18,385	19,784	20,749	21,790	22,909	24,028	25,225	27,460
04	17,924	19,300	20,749	21,790	22,880	24,028	25,225	26,523	28,479
05	18,816	20,289	21,790	22,880	24,028	25,225	26,523	27,818	29,494

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY  
Effective July 1, 2014**

**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
1 01-05 YEARS	35.26	36.12	37.04	37.81	39.32	40.17
2 06-10 YEARS	37.73	38.50	39.32	40.17	40.90	41.80
3 11 YEARS	39.32	40.17	40.90	41.80	42.65	43.36
4 12+ YEARS	39.32	40.17	40.90	42.58	43.48	44.18

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2015**

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	44,548	45,819	45,819	45,819	45,819	46,975	49,474
02	44,548	45,819	45,819	45,819	45,819	49,284	51,978
03	44,548	45,819	45,819	45,819	48,706	51,593	54,483
04	44,548	45,819	45,819	48,131	50,824	53,906	56,984
05	44,548	45,819	47,165	50,054	52,943	56,217	59,489
06	44,548	45,819	48,900	51,980	55,061	58,528	61,994
07		47,744	50,633	53,906	57,177	60,838	64,497
08		49,282	52,365	55,833	59,299	63,150	66,998
09		50,823	54,099	57,756	61,414	65,460	69,503
10		52,363	55,832	59,684	63,533	67,772	72,007
11		53,904	57,561	61,609	65,651	70,081	74,508
12		55,444	59,298	63,533	69,020	73,737	78,438
13		55,444	59,298	63,533	69,020	73,737	78,438
14		55,444	59,298	63,533	69,020	73,737	78,438
15		55,444	59,298	63,533	69,020	74,703	79,397
16		55,444	59,298	63,533	69,020	74,703	79,397
17		55,444	59,298	63,533	70,946	75,664	80,361
18		57,367	61,222	65,459	71,910	76,625	81,325
19		57,367	61,222	65,459	71,910	76,625	81,325
20		57,367	61,222	65,459	71,910	76,625	81,325
21		59,294	63,145	67,383	72,869	77,586	82,286
22						77,586	82,286
23						77,586	82,286
24						78,560	85,377

Bilingual Stpend \$ 946 (2.5% of the Stpend Base Salary efective 7/1/14) Annual  
 Sp Ed Stpend \$1,325 (3.5% of the Stpend Base Salary efective 7/1/14) Annual

MA Stpend \$1,545 Efectve 7/1/14 Annual  
 Doctorate Stpend \$3,089 Efectve 7/1/14 Annual

All Other Stpend Pay Based upon % of Stpend Base Salary - \$37,854

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2015**

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	44,548	45,819	45,819	45,819	45,819	46,975	49,474
02	44,548	45,819	45,819	45,819	45,819	49,284	51,978
03	44,548	45,819	45,819	45,819	48,706	51,593	54,483
04	44,548	45,819	45,819	48,131	50,824	53,906	56,984
05	44,548	45,819	47,165	50,054	52,943	56,217	59,489
06	44,548	45,819	48,900	51,980	55,061	58,528	61,994
07		47,744	50,633	53,906	57,177	60,838	64,497
08		49,282	52,365	55,833	59,299	63,150	66,998
09		50,823	54,099	57,756	61,414	65,460	69,503
10		52,363	55,832	59,684	63,533	67,772	72,007
11		53,904	57,561	61,609	65,651	70,081	74,508
12		55,444	59,298	63,533	69,020	73,737	78,438
13		55,444	59,298	63,533	69,020	73,737	78,438
14		55,444	59,298	63,533	69,020	73,737	78,438
15		55,444	59,298	63,533	69,020	74,703	79,397
16		55,444	59,298	63,533	69,020	74,703	79,397
17		55,444	59,298	63,533	70,946	75,664	80,361
18		57,367	61,222	65,459	71,910	76,625	81,325
19		57,367	61,222	65,459	71,910	76,625	81,325
20		57,367	61,222	65,459	71,910	76,625	81,325
21		59,294	63,145	67,383	72,869	77,586	82,286
22						77,586	82,286
23						77,586	82,286
24						78,560	85,377

Bilingual Stipend \$ 999 (2.5% of the Stipend Base Salary effective 7/1/15) Annual

Sp Ed Stipend \$1,398 (3.5% of the Stipend Base Salary effective 7/1/15) Annual

Masters Stipend \$1,630 Effective 7/1/15 Annual

Doctorate Stipend \$3,259 Effective 7/1/15 Annual

All Other Stipend Pay Based upon % of Stipend Base Salary - \$39,936

STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE SUBSTITUTES  
Effective July 1, 2015

Daily Rate:	\$154.98
Half Day:	\$77.49
Per Period:	\$31.00

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

Daily Rate:	\$166.14
Half Day:	\$83.07

**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.**

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY  
Effective July 1, 2015**

**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
<b>01-05 YEARS</b>	37.20	38.11	39.08	39.89	41.48	42.38
<b>06-10 YEARS</b>	39.81	40.62	41.48	42.38	43.15	44.10
<b>11 YEARS</b>	41.48	42.38	43.15	44.10	45.00	45.74
<b>12+ YEARS</b>	41.48	42.38	43.15	44.92	45.87	46.61

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, 2015**

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	43,661	44,911	44,911	44,911	44,911	46,036	48,490
02	43,661	44,911	44,911	44,911	44,911	48,301	50,944
03	43,661	44,911	44,911	44,911	47,738	50,564	53,397
04	43,661	44,911	44,911	47,170	49,812	52,829	55,851
05	43,661	44,911	46,227	49,058	51,887	55,096	58,304
06	43,661	44,911	47,926	50,945	53,963	57,359	60,754
07		46,797	49,625	52,830	56,040	59,622	63,211
08				54,719	58,115	61,889	65,661
09				56,607	60,191	64,153	68,115
10				58,494	62,268	66,419	70,569
11				60,379	64,342	68,684	73,021
12				62,268	67,644	72,267	78,828
13				64,153	70,476	75,097	81,659
14				64,153	70,476	75,097	81,659
15				64,153	70,476	75,097	81,659
16				64,153	74,250	78,871	85,433

The daily rate for this shall be determined by dividing the annual salary amount by 184.

Masters Stipend	\$1,571	Annual
Doctorate Stipend	\$3,143	Annual
Sp Ed Stipend	\$1,398 (3.5 % of the Stipend Base Salary effective 7/01/15)	Annual

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



**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2015**

**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	25,057	26,993	29,008	30,444	32,011	33,575	35,264	37,073	41,146
02	26,291	28,350	30,445	32,011	33,575	35,264	37,073	38,885	42,797
03	27,653	29,749	32,012	33,575	35,264	37,073	38,885	40,820	44,436
04	29,008	31,232	33,575	35,264	37,027	38,885	40,820	42,915	46,084
05	30,445	32,835	35,264	37,027	38,885	40,820	42,915	45,016	47,731

**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	21,925	23,618	25,381	26,639	28,009	29,379	30,856	32,439	36,003
02	23,004	24,806	26,640	28,009	29,379	30,856	32,439	34,024	37,446
03	24,196	26,030	28,010	29,379	30,856	32,439	34,024	35,718	38,882
04	25,381	27,328	29,379	30,856	32,400	34,139	35,718	37,551	40,324
05	26,640	28,731	30,856	32,400	34,024	35,718	37,551	39,389	41,764

**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	15,655	16,864	18,121	19,022	20,001	20,977	22,030	23,161	25,706
02	16,429	17,708	19,023	20,001	20,977	22,030	23,161	24,292	26,737
03	17,276	18,587	20,002	20,977	22,030	23,161	24,292	25,502	27,762
04	18,121	19,512	20,977	22,030	23,132	24,292	25,502	26,815	28,792
05	19,023	20,512	22,030	23,132	24,292	25,502	26,815	28,124	29,818

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2015**

**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	25,057	26,993	29,008	30,444	32,011	33,575	35,264	37,073	41,146
02	26,291	28,350	30,445	32,011	33,575	35,264	37,073	38,885	42,797
03	27,653	29,749	32,012	33,575	35,264	37,073	38,885	40,820	44,436
04	29,008	31,232	33,575	35,264	37,027	38,885	40,820	42,915	46,084
05	30,445	32,835	35,264	37,027	38,885	40,820	42,915	45,016	47,731

**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	21,925	23,618	25,381	26,639	28,009	29,379	30,856	32,439	36,003
02	23,004	24,806	26,640	28,009	29,379	30,856	32,439	34,024	37,446
03	24,196	26,030	28,010	29,379	30,856	32,439	34,024	35,718	38,882
04	25,381	27,328	29,379	30,856	32,400	34,139	35,718	37,551	40,324
05	26,640	28,731	30,856	32,400	34,024	35,718	37,551	39,389	41,764

**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	15,655	16,864	18,121	19,022	20,001	20,977	22,030	23,161	25,706
02	16,429	17,708	19,023	20,001	20,977	22,030	23,161	24,292	26,737
03	17,276	18,587	20,002	20,977	22,030	23,161	24,292	25,502	27,762
04	18,121	19,512	20,977	22,030	23,132	24,292	25,502	26,815	28,792
05	19,023	20,512	22,030	23,132	24,292	25,502	26,815	28,124	29,818

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective July 1, 2015**

**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	20,016	21,686	23,361	25,105	26,349	27,704	29,059	30,520
02	21,002	22,754	24,536	26,350	27,704	29,059	30,520	32,086
03	22,090	23,933	25,747	27,705	29,059	30,520	32,086	33,654
04	23,172	25,105	27,031	29,059	30,520	32,047	33,768	35,329
05	24,321	26,350	28,418	30,520	32,047	33,654	35,329	37,142

**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	25,057	26,993	29,008	30,444	32,011	33,575	35,264	37,073	41,146
02	26,291	28,350	30,445	32,011	33,575	35,264	37,073	38,885	42,797
03	27,653	29,749	32,012	33,575	35,264	37,073	38,885	40,820	44,436
04	29,008	31,232	33,575	35,264	37,027	38,885	40,820	42,915	46,084
05	30,445	32,835	35,264	37,027	38,885	40,820	42,915	45,016	47,731

**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	21,925	23,618	25,381	26,639	28,009	29,379	30,856	32,439	36,003
02	23,004	24,806	26,640	28,009	29,379	30,856	32,439	34,024	37,446
03	24,196	26,030	28,010	29,379	30,856	32,439	34,024	35,718	38,882
04	25,381	27,328	29,379	30,856	32,400	34,139	35,718	37,551	40,324
05	26,640	28,731	30,856	32,400	34,024	35,718	37,551	39,389	41,764

**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	15,655	16,864	18,121	19,022	20,001	20,977	22,030	23,161	25,706
02	16,429	17,708	19,023	20,001	20,977	22,030	23,161	24,292	26,737
03	17,276	18,587	20,002	20,977	22,030	23,161	24,292	25,502	27,762
04	18,121	19,512	20,977	22,030	23,132	24,292	25,502	26,815	28,792
05	19,023	20,512	22,030	23,132	24,292	25,502	26,815	28,124	29,818

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES**

Effective July 1, 2015

Stipend Base Salary: 39,936

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

Year	Annual Amount	Percent
1	\$4,193	10.5
2	\$4,593	11.5
3	\$4,992	12.5
4	\$5,391	13.5

1  
2  
3  
4

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

Year	Annual Amount	Percent
1	\$1,797	4.5
2	\$2,196	5.5
3	\$2,596	6.5
4	\$2,995	7.5

17  
18  
19  
20

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer

Year	Annual Amount	Percent
1	\$2,995	7.5
2	\$3,395	8.5
3	\$3,794	9.5
4	\$4,193	10.5

5  
6  
7  
8

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

Year	Annual Amount	Percent
1	\$1,597	4.0
2	\$1,997	5.0
3	\$2,396	6.0
4	\$2,796	7.0

21  
22  
23  
24

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

Year	Annual Amount	Percent
1	\$2,596	6.5
2	\$2,995	7.5
3	\$3,395	8.5
4	\$3,794	9.5

9  
10  
11  
12

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

Year	Annual Amount	Percent
1	\$1,398	3.5
2	\$1,797	4.5
3	\$2,196	5.5
4	\$2,596	6.5

25  
26  
27  
28

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

Year	Annual Amount	Percent
1	\$2,196	5.5
2	\$2,596	6.5
3	\$2,995	7.5
4	\$3,395	8.5

13  
14  
15  
16

D201/C/

FOR MORE THAN 1 STIPEND  
1031 COACHING 1  
1032 COACHING 2  
1033 COACHING 3  
1035 COACHING

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective July 1, 2015**

Stipend Base Salary: \$39,936

	Year	% of Base	Amount	Annual
1	SPEECH/DEBATE	1	4.5	\$1,797
2	DRAMA	2	5.5	\$2,196
3	BAND	3	6.5	\$2,596
4	JROTC	4	7.5	\$2,995

	Amount	Annual
MA Degree	\$ 1,630	
Ph.D. Degree	\$ 3,259	

	Year	% of Base	Amount	Annual
9	NEWSPAPER	1	3.5	\$1,398
10	JOURNALISM	2	4.0	\$1,597
11		3	4.5	\$1,797
12		4	5.0	\$1,997

	Amount	Annual
Bilingual	\$ 999	
Special Ed	\$ 1,398	

	Year	% of Base	Amount	Annual
13	YEARBOOK	1	3.0	\$1,198
14	CHOIR	2	3.5	\$1,398
15		3	4.0	\$1,597
16		4	4.5	\$1,797

	Amount	Annual
Middle School Department Chairperson	\$ 1,095	
plus \$9.26 for each teaching period in that department above 25 teaching periods.		

	Year	% of Base	Amount	Annual
17	CHEERLEADING	1	4.5	\$1,797
18	VARSITY	2	5.5	\$2,196
19		3	6.5	\$2,596
20		4	7.5	\$2,995

	Amount	Annual
High School Department Chairperson	\$ 1,461	
plus \$12.46 for each teaching period in that department above 25 teaching periods.		

*02AI/A /*

	Year	% of Base	Amount	Annual
21	CHEERLEADING	1	4.0	\$1,597
22	SOPHMORE	2	5.0	\$1,997
23		3	6.0	\$2,396
24		4	7.0	\$2,796

	Year	% of Base	Amount	Annual
25	CHEERLEADING	1	3.5	\$1,398
17	FRESHMAN	2	4.5	\$1,797
18		3	5.5	\$2,196
19		4	6.5	\$2,596

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2016\***

Step	CLASS 1A NON CREDENTIALLED (Annual) Annual	CLASS A BA (Annual) Annual	CLASS B BA+15 (Annual) Annual	CLASS C BA+30 OR MA (Annual) Annual	CLASS D BA+45 OR MA+15 (Annual) Annual	CLASS E BA+60 OR MA+30 (Annual) Annual	CLASS F BA+75 INC MA,PHD,ED (Annual) Annual
01	47,720	49,082	49,082	49,082	49,082	50,320	52,997
02	47,720	49,082	49,082	49,082	49,082	52,793	55,679
03	47,720	49,082	49,082	49,082	52,174	55,267	58,362
04	47,720	49,082	49,082	51,558	54,443	57,744	61,041
05	47,720	49,082	50,524	53,618	56,713	60,220	63,725
06	47,720	49,082	52,382	55,681	58,981	62,695	66,408
07		51,144	54,238	57,744	61,248	65,170	69,089
08		52,791	56,094	59,808	63,521	67,646	71,768
09		54,442	57,951	61,868	65,787	70,120	74,451
10		56,092	59,807	63,933	68,056	72,597	77,134
11		57,742	61,659	65,995	70,325	75,071	79,813
12		59,392	63,520	68,056	73,934	78,987	84,023
13		59,392	63,520	68,056	73,934	78,987	84,023
14		59,392	63,520	68,056	73,934	78,987	84,023
15		59,392	63,520	68,056	73,934	80,022	85,050
16		59,392	63,520	68,056	73,934	80,022	85,050
17		59,392	63,520	68,056	75,998	81,052	86,082
18		61,452	65,581	70,119	77,030	82,081	87,115
19		61,452	65,581	70,119	77,030	82,081	87,115
20		61,452	65,581	70,119	77,030	82,081	87,115
21		63,516	67,641	72,180	78,058	83,110	88,144
22						83,110	88,144
23						83,110	88,144
24						84,153	91,456

\* 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, 2016\***

Stipend Base Salary: \$42,779 (Annual)

STIPEND	AMOUNT
MA Degree	\$1,630
Ph. D. Degree	\$3,259
Bilingual	\$1,069
Special Ed	\$1,497
Teacher Advisory Panel Member	\$2,210
Consulting Teacher	\$4,240
Others	% of Stipend Base Salary - \$42,779

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\* 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, 2016\***

**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	21,442	23,230	25,024	26,892	28,225	29,676	31,128	32,693
02	22,497	24,374	26,283	28,226	29,676	31,128	32,693	34,370
03	23,663	25,637	27,580	29,677	31,128	32,693	34,370	36,050
04	24,822	26,892	28,955	31,128	32,693	34,329	36,173	37,844
05	26,053	28,226	30,442	32,693	34,329	36,050	37,844	39,787

**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	26,841	28,915	31,073	32,612	34,290	35,966	37,775	39,713	44,076
02	28,163	30,369	32,613	34,290	35,966	37,775	39,713	41,653	45,844
03	29,622	31,867	34,291	35,966	37,775	39,713	41,653	43,727	47,599
04	31,073	33,455	35,966	37,775	39,663	41,653	43,727	45,971	49,365
05	32,613	35,172	37,775	39,663	41,653	43,727	45,971	48,222	51,129

**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	23,486	25,300	27,188	28,536	30,003	31,471	33,053	34,749	38,566
02	24,642	26,572	28,537	30,003	31,471	33,053	34,749	36,447	40,112
03	25,919	27,883	30,004	31,471	33,053	34,749	36,447	38,261	41,650
04	27,188	29,274	31,471	33,053	34,707	36,570	38,261	40,225	43,195
05	28,537	30,776	33,053	34,707	36,447	38,261	40,225	42,194	44,738

- \* 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, 2016\***

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

<b>Step</b>	<b>A 0-14 (Annual)</b>	<b>B 15-29 (Annual)</b>	<b>C 30-44 (Annual)</b>	<b>D 45-59 (Annual)</b>	<b>E 60-74 (Annual)</b>	<b>F 75-89 (Annual)</b>	<b>G 90-104 (Annual)</b>	<b>H 105+ (Annual)</b>	<b>I BA (Annual)</b>
<b>01</b>	16,769	18,065	19,411	20,376	21,425	22,470	23,598	24,810	27,536
<b>02</b>	17,599	18,968	20,378	21,425	22,470	23,598	24,810	26,022	28,640
<b>03</b>	18,506	19,910	21,426	22,470	23,598	24,810	26,022	27,318	29,738
<b>04</b>	19,411	20,901	22,470	23,598	24,779	26,022	27,318	28,725	30,842
<b>05</b>	20,378	21,972	23,598	24,779	26,022	27,318	28,725	30,126	31,941

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\* 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, 2016\***

Service Term:	Payment Amount (Annual):
<b>45 Days</b>	<b>\$12,907</b>

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.

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\* 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, 2016\***

**Stipend Base Salary: \$42,779 (Annual)**

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Amount (Annual)	Percent
1	\$4,492	10.5
2	\$4,920	11.5
3	\$5,347	12.5
4	\$5,775	13.5

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Amount (Annual)	Percent
1	\$1,925	4.5
2	\$2,353	5.5
3	\$2,781	6.5
4	\$3,208	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	\$3,208	7.5
2	\$3,636	8.5
3	\$4,064	9.5
4	\$4,492	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	\$1,711	4.0
2	\$2,139	5.0
3	\$2,567	6.0
4	\$2,995	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	\$2,781	6.5
2	\$3,208	7.5
3	\$3,636	8.5
4	\$4,064	9.5

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Amount (Annual)	Percent
1	\$1,497	3.5
2	\$1,925	4.5
3	\$2,353	5.5
4	\$2,781	6.5

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Amount (Annual)	Percent
1	\$2,353	5.5
2	\$2,781	6.5
3	\$3,208	7.5
4	\$3,636	8.5

\* 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, 2016\***

Stipend Base Salary: \$42,779 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$1,925
DRAMA	2	5.5	\$2,353
BAND	3	6.5	\$2,781
JROTC	4	7.5	\$3,208

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,497
FRESHMAN	2	4.5	\$1,925
	3	5.5	\$2,353
	4	6.5	\$2,781

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,497
JOURNALISM	2	4.0	\$1,711
	3	4.5	\$1,925
	4	5.0	\$2,139

	Amount
Middle School Department Chairperson	\$ 1,173
plus \$9.92 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL	1	3.0	\$1,283
CHOIR	2	3.5	\$1,497
	3	4.0	\$1,711
	4	4.5	\$1,925

	Amount
High School Department Chairperson	\$ 1,565
plus \$13.35 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$1,925
VARSITY	2	5.5	\$2,353
	3	6.5	\$2,781
	4	7.5	\$3,208

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$1,711
SOPHOMORE	2	5.0	\$2,139
	3	6.0	\$2,567
	4	7.0	\$2,995

\* 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, 2016\***

	AMOUNT
Daily Rate:	\$166.02
Half Day:	\$83.01
Per Period:	\$33.21

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

	AMOUNT
Daily Rate:	\$177.97
Half Day:	\$88.98

**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.**

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\* 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, 2016\***

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	46,769	48,108	48,108	48,108	48,108	49,313	51,943
02	46,769	48,108	48,108	48,108	48,108	51,740	54,571
03	46,769	48,108	48,108	48,108	51,137	54,165	57,199
04	46,769	48,108	48,108	50,529	53,358	56,590	59,828
05	46,769	48,108	49,518	52,551	55,581	59,019	62,455
06	46,769	48,108	51,338	54,572	57,806	61,443	65,080
07		50,129	53,158	56,591	60,030	63,867	67,711
08				58,615	62,253	66,296	70,336
09				60,637	64,477	68,721	72,965
10				62,659	66,702	71,148	75,594
11				64,678	68,923	73,574	78,220
12				66,702	72,460	77,413	84,440
13				68,721	75,494	80,444	87,473
14				68,721	75,494	80,444	87,473
15				68,721	75,494	80,444	87,473
16				68,721	79,537	84,487	91,516

The daily rate for this shall be determined by dividing the annual salary amount by 184.

**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."**

\* 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, 2016\***

**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)
<b>01-05 YEARS</b>	39.85	40.82	41.86	42.73	44.43	45.40
<b>06-10 YEARS</b>	42.64	43.51	44.43	45.40	46.23	47.24
<b>11 YEARS</b>	44.43	45.40	46.23	47.24	48.20	49.00
<b>12+ YEARS</b>	44.43	45.40	46.23	48.12	49.13	49.92

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- \* 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
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**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY  
Effective July 1, 2016\***

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

<b>Teaching Experience</b>	<b>CLASS A BA (Hourly)</b>	<b>CLASS B BA + 15 (Hourly)</b>	<b>CLASS C BA + 30 or MA (Hourly)</b>	<b>CLASS D BA + 45 or MA + 15 (Hourly)</b>	<b>CLASS E BA + 60 or MA + 30 (Hourly)</b>	<b>CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)</b>
<b>01-05 YEARS</b>	39.85	40.82	41.86	42.73	44.43	45.40
<b>06-10 YEARS</b>	42.64	43.51	44.43	45.40	46.23	47.24
<b>11 YEARS</b>	44.43	45.40	46.23	47.24	48.20	49.00
<b>12+ YEARS</b>	44.43	45.40	46.23	48.12	49.13	49.92

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\* 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, 2016\***

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	46,769	48,108	48,108	48,108	48,108	49,313	51,943
02	46,769	48,108	48,108	48,108	48,108	51,740	54,571
03	46,769	48,108	48,108	48,108	51,137	54,165	57,199
04	46,769	48,108	48,108	50,529	53,358	56,590	59,828
05	46,769	48,108	49,518	52,551	55,581	59,019	62,455
06	46,769	48,108	51,338	54,572	57,806	61,443	65,080
07		50,129	53,158	56,591	60,030	63,867	67,711
08				58,615	62,253	66,296	70,336
09				60,637	64,477	68,721	72,965
10				62,659	66,702	71,148	75,594
11				64,678	68,923	73,574	78,220
12				66,702	72,460	77,413	84,440
13				68,721	75,494	80,444	87,473
14				68,721	75,494	80,444	87,473
15				68,721	75,494	80,444	87,473
16				68,721	79,537	84,487	91,516

The daily rate for this shall be determined by dividing the annual salary amount by 184.

**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."**

\* 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, 2016\***

	<b>AMOUNT</b>
Daily Rate:	\$166.02
Half Day:	\$83.01
Per Period:	\$33.21

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

	<b>AMOUNT</b>
Daily Rate:	\$177.97
Half Day:	\$88.98

**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.**

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\* 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)**

<b>STIPEND</b>	<b>AMOUNT</b>
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

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\* 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)**

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

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\* 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):
<b>45 Days</b>	<b>\$13,230</b>

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.

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\* 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

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

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

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

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\* 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\***

	<b>AMOUNT</b>
Daily Rate:	\$170.17
Half Day:	\$85.09
Per Period:	\$34.04

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

	<b>AMOUNT</b>
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.**

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\* 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**

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

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\* 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\***

	<b>AMOUNT</b>
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	<b>AMOUNT</b>
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.**

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\* 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)**

<b>STIPEND</b>	<b>AMOUNT</b>
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

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\* 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)**

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

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

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

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

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\* 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):
<b>45 Days</b>	<b>\$13,495</b>

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.

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\* 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**

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

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\* 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\***

	<b>AMOUNT</b>
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	<b>AMOUNT</b>
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.**

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\* 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**

<b>Step</b>	<b>CLASS 1A NON CREDENTIALIA</b>	<b>CLASS A BA (Annual)</b>	<b>CLASS B BA+15 (Annual)</b>	<b>CLASS C BA+30 OR MA</b>	<b>CLASS D BA+45 OR MA+15</b>	<b>CLASS E BA+60 OR MA+30</b>	<b>CLASS F BA+75 INC MA,PHD,ED</b>
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

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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)

<b>INDEX</b>	<b>STIPEND</b>	<b>AMOUNT</b>
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

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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)**

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

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

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

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

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

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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):
<b>45 Days</b>	<b>\$13,495</b>

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.

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\* 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)
<b>01-05 YEARS</b>	41.67	42.68	43.77	44.68	46.45	47.47
<b>06-10 YEARS</b>	44.58	45.49	46.45	47.47	48.34	49.39
<b>11 YEARS</b>	46.45	47.47	48.34	49.39	50.40	51.23
<b>12+ YEARS</b>	46.45	47.47	48.34	50.31	51.37	52.19

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\* 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\***

	<b>AMOUNT</b>
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	<b>AMOUNT</b>
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.**

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\* 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 07/01/2020**

**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

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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: \$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: 07/01/2020**

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

<b>STIPEND</b>	<b>AMOUNT (Annual)</b>
STA BILINGUAL	\$1,267.00
DOCTORATE	\$3,259.00
MASTERS	\$1,630.00
HS DEPT CHAIR	\$1,825.22
MS DEPT CHAIR	\$1,380.59
SP ED STIP	\$1,774.00

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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)**

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

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

<b>Step</b>	<b>A 0-14 (Annual)</b>	<b>B 15-29 (Annual)</b>	<b>C 30-44 (Annual)</b>	<b>D 45-59 (Annual)</b>	<b>E 60-74 (Annual)</b>	<b>F 75-89 (Annual)</b>	<b>G 90-104 (Annual)</b>	<b>H 105+ (Annual)</b>	<b>I BA (Annual)</b>
<b>01</b>	24,954	26,883	28,888	30,321	31,879	33,440	35,120	36,923	40,979
<b>02</b>	26,183	28,234	30,322	31,879	33,440	35,120	36,923	38,726	42,621
<b>03</b>	27,540	29,627	31,880	33,440	35,120	36,923	38,726	40,654	44,255
<b>04</b>	28,888	31,105	33,440	35,120	36,878	38,857	40,654	42,741	45,897
<b>05</b>	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: 07/01/2020**

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

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

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

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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):
<b>45 Days</b>	<b>\$13,495</b>

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.

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\* 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 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	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	55,685	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

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

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

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

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\* 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\***

	<b>AMOUNT</b>
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

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

	<b>AMOUNT</b>
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.**

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\* 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 07/01/2020**

**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

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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: \$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: 07/01/2020**

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

<b>STIPEND</b>	<b>AMOUNT (Annual)</b>
STA BILINGUAL	\$1,267.00
STA ELEM PREP	\$1,166.00
DOCTORATE	\$3,324.00
MASTERS	\$1,663.00
HS DEPT CHAIR	\$1,825.22
MS DEPT CHAIR	\$1,380.59
SP ED STIP	\$1,774.00

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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)**

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

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

<b>Step</b>	<b>A 0-14 (Annual)</b>	<b>B 15-29 (Annual)</b>	<b>C 30-44 (Annual)</b>	<b>D 45-59 (Annual)</b>	<b>E 60-74 (Annual)</b>	<b>F 75-89 (Annual)</b>	<b>G 90-104 (Annual)</b>	<b>H 105+ (Annual)</b>	<b>I BA (Annual)</b>
<b>01</b>	24,954	26,883	28,888	30,321	31,879	33,440	35,120	36,923	40,979
<b>02</b>	26,183	28,234	30,322	31,879	33,440	35,120	36,923	38,726	42,621
<b>03</b>	27,540	29,627	31,880	33,440	35,120	36,923	38,726	40,654	44,255
<b>04</b>	28,888	31,105	33,440	35,120	36,878	38,857	40,654	42,741	45,897
<b>05</b>	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: 07/01/2020**

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

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

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

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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):
<b>45 Days</b>	<b>\$13,495</b>

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.

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\* 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 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	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	55,685	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

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY**

**Effective: 07/01/2020**

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

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

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2% retroactive 7/1/2020

**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)      \$1,696.00

Doctorate Stipend (Annual)      \$3,390.00

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



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

	<b>AMOUNT</b>
Daily Rate:	\$177.04
Half Day:	\$88.53
Per Period:	\$35.41

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

	<b>AMOUNT</b>
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.**

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2% retroactive 7/1/2020

**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% retroactive 7/1/2020

**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

**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	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

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

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

<b>STIPEND</b>	<b>AMOUNT (Annual)</b>
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	\$1,408.20
SP ED STIP	\$1,810.00

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

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

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

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

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

2% retroactive 7/1/2020

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

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

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

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

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2% retroactive 7/1/2020

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

Service Term:	Payment Amount (Annual):
<b>45 Days</b>	<b>\$13,765.00</b>

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.

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2% retroactive 7/1/2020



**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.)*

	<b>CTE Equivalents* for Class A-F</b>	<b>Preliminary (equates to 3 VE)</b>	<b>Preliminary +1 VE (4 VE)</b>	<b>CLEAR +2 VE (5 VE)</b>	<b>CLEAR +3 VE (6 VE) including AA/+ or licensing</b>	<b>CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ &amp; licensing</b>	<b>CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ &amp; licensing</b>
<b>Step</b>	<b>CLASS 1A Non Credentialed</b>	<b>CLASS A (Annual)</b>	<b>CLASS B (Annual)</b>	<b>CLASS C (Annual)</b>	<b>CLASS D (Annual)</b>	<b>CLASS E (Annual)</b>	<b>CLASS F (Annual)</b>
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% retroactive 7/1/2020