

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

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

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
<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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**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE  
Effective July 1, 2017\***

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

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**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

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**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

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

**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>	22,336	24,199	26,068	28,013	29,403	30,914	32,426	34,056
<b>02</b>	23,435	25,390	27,379	29,404	30,914	32,426	34,056	35,803
<b>03</b>	24,650	26,706	28,731	30,915	32,426	34,056	35,803	37,553
<b>04</b>	25,858	28,013	30,163	32,426	34,056	35,761	37,682	39,422
<b>05</b>	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)**

<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>	27,961	30,121	32,369	33,972	35,720	37,466	39,350	41,370	45,915
<b>02</b>	29,338	31,636	33,973	35,720	37,466	39,350	41,370	43,390	47,756
<b>03</b>	30,858	33,197	35,721	37,466	39,350	41,370	43,390	45,551	49,584
<b>04</b>	32,369	34,850	37,466	39,350	41,318	43,390	45,551	47,888	51,424
<b>05</b>	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)**

<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>	24,465	26,356	28,322	29,726	31,254	32,784	34,431	36,199	40,175
<b>02</b>	25,670	27,680	29,727	31,254	32,784	34,431	36,199	37,967	41,785
<b>03</b>	27,000	29,046	31,255	32,784	34,431	36,199	37,967	39,857	43,387
<b>04</b>	28,322	30,495	32,784	34,431	36,155	38,095	39,857	41,903	44,997
<b>05</b>	29,727	32,059	34,431	36,155	37,967	39,857	41,903	43,954	46,604

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 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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**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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